



City Council Public Safety Committee *Remote ONLY*** -
Tuesday, March 22, 2022 at 5:00 PM
3/22/2022**

Public Safety Committee

Tuesday, March 22, 2022

Virtual Meeting, Burlington, Vermont

DRAFT MINUTES

Members Present: Councilor Paul, Councilor Stromberg, Councilor Hightower

Staff Present: Jared Pellerin (Assistant City Attorney), John Murad (Acting Chief of Police),

Meeting called to order at 5:20 p.m. by Councilor Paul

1. Agenda

1.01 Motion to adopt/amend agenda

Motion to adopt agenda as written.

Motion by Councilor Stromberg, Seconded by Councilor Paul

Final Resolution: Motion Passes

Yes: Unanimous/ Councilor Paul, Councilor Stromberg, Councilor Stromberg

No:

2. Public Forum

2.01 Public Forum

Public forum was opened at 5:22 pm by Councilor Paul.

No one appeared to address the Committee during Public Forum. Councilor Paul mentioned that if anyone wishes to speak



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in the future, to please raise their hand so they could be recognized.

Public forum was closed at 5:23pm

3. Minutes

3.01 Approval of Minutes

A motion was made by Councilor Hightower to accept the minutes of the March 8, 2022 meeting of the Public Safety Committee as written. This motion was seconded by Councilor Stromberg.

Final Resolution: Motion Passes

Yes: Unanimous/ Councilor Paul, Councilor Hightower

Councilor Stromberg abstained as she was not present at the March 8th meeting.

A motion was made by Councilor Stromberg to accept the minutes of the March 15, 2022 meeting of the Public Safety Committee as written. This motion was seconded by Councilor Paul.

Final Resolution: Motion Passes

Yes: Unanimous/ Councilor Paul, Councilor Stromberg

Councilor Hightower abstained as she was not present at the March 15th meeting.

4. Committee Discussion/Possible Action

4.01 Discussion on CNA Report and Next Steps

DISCUSSION:

Working group members present: Melo Grant, Jeff Nick, Oren Byrne, Jabu Gamache, Hannah Brislin

Councilor Paul discussed that she had gone to the Board of Finance to request \$1,500 dollars to use towards getting the recordings of the Public Safety Committee meetings with respect to the CNA review, on TownMeeting TV platforms. The



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Board of Finance approved this request and Councilor Paul will be working the necessary parties to ensure the tapings are posted publicly by TownMeeting TV.

The Committee discussed recommendations in Section 6, 7 and 9 of the CNA report and created a projected timeline for the recommendation to be implemented or carried out. The Committee also prescribed a conclusion to each recommendation regarding what the working group discussed and its ultimate disposition.

Section 6: Patrol Operations by Geographic Area

6.1.1

Continue to adjust patrol assignments and determine resource allocation for mental health response services by areas based on volume of call and relative proportion of mental health calls for each area.

6.1.2

Develop a deeper socioeconomic bias analysis by area that includes a review of type of incidents, response times, demographic data of officers, victims, and suspects, as well as community feedback. Given the budget and time for the assessment, we were only able to produce results of a descriptive nature and only with certain elements (e.g., arrest, mental health calls, and use of force).

Section 7: Staffing and Workload Analysis





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7.1.1

It is recommended that the patrol function could be adequately staffed with 51 sworn officers (1 deputy chief, 4 lieutenants, 6 sergeants, and 40 officers). Ideally, they should be deployed in a 12-hour shift schedule, with six squads (four main and two overlap squads). This combination of personnel produces the most efficient combination of officer deployment and days off schedule.

Recognizing the current level of staffing, we feel the single most important issue is dedication to rebuilding the department to the current cap of 79 sworn officers and incorporating over the next two years the non-sworn officer model and crisis response, including CSOs, CSL, and our version of the CAHOOTS model. We need to find better ways to track officer activities - when officers are on duty and responding to calls.

7.2.1

Instead of the current shift schedule, the assessment team recommends the BPD adopt a 12-hour shift plan that uses six squads of officers to provide emergency response, citywide patrol coverage, and the capacity to provide services in a community policing approach. Serious consideration should be given to adopting this proposed 12-hour schedule, aligning officer work schedules with the times and days when they are most likely needed.

See above

7.3.1

Case detectives- Criminal investigations: One sergeant and eight detectives (down from one sergeant and nine detectives)

See above

7.4.1

Proactive enforcement- Crime suppression: One sergeant and three police officers (same current personnel)

See above

7.5.1

Intelligence- Crime analysis and intelligence: One non-sworn analyst and one cross-designated sergeant (SCU) as CIO (new positions).

See above



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7.6.1

Professional standards: One chief, one deputy chief, one lieutenant, one sergeant, and two police officers (added one sergeant position)

See above

7.7.1

Domestic violence prevention officer: Eliminate the position and reassign responsibilities to a detective in the DSB.

See above

7.8.1

Chittenden Unit for Special Investigations: Lower staffing to one detective investigator and transfer other sworn personnel back to the BPD operations.

See above

7.9.1

Staff the ERO position with a sergeant or above, and, if deemed useful to the BPD and community, utilize a CSL non-sworn position to support the social service function.

See above

7.10.1

Community Affairs Officer: Eliminate this position. Notably, Chief Murad reports the position has been eliminated.

See above

Unlisted

During study period (less than a year), BPD responded to nearly 1,000 alarm calls. City and BPD to consider increasing false alarm fees. BPD to track false alarms to find patterns and be proactive on preventing false alarms. Enact double-call verification.

Not reviewed

unlisted



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In 2019 BPD responded to over 800 property damage only motor vehicle accidents. Consideration should be given to modifying the approach to vehicle traffic accidents in Burlington.

Not reviewed

7.11.1

Because the BIA contract is not mandated to be with BPD, the provisions of the CBA should be re-negotiated. Re-negotiations of the CBA should include removing requirements that BPD have no less than (4) full time assignments to BIA. The BIA and City's annual negotiations on BIA officers should be a distinct operational decision with dedicated officers negotiated annually based on the contract. Since these officers are full time at the airport, they should not be factored into BPD staffing recommendations. In addition, shift schedules for BPD should be renegotiated to a more efficient schedule as defined in the recommended staffing model. Should the City and the BIA continue their contract, this schedule would provide additional opportunities for a possible reduction in officers deployed to BIA while still meeting TSA and FFA requirements. Finally, annual negotiations should be made between the City and the BIA, but not defined under a CBA.

See above

7.12.1

Strong consideration should be given to the staffing model recommended in this report, and the City of Burlington, with input from BPD, key stakeholders, and community members, must re-envision the mission of BPD and provide a clear description of their expected roles and responsibilities. The reduced staffing, along with continued attrition without a recruitment strategy, is a concern.

See above

7.13.1

The recommended staffing model in this assessment provides the best opportunity not only for efficiency but also for the inclusion of CSO and CSL positions that have already been funded. There are additional models included in the Specialized and Alternative Response section of this report that should also be considered.

See above

Section 9: Community Engagement



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9.1.1

Community policing strategies, including some of the engagement activities identified above, allow for positive relationship building to occur between the BPD and the community it serves. These proactive engagement activities encourage one-to-one relationship building, and a more personal experience of understanding what the community is struggling with, and how the BPD can more positively respond.

9.1.2

Community policing should be embedded within BPD culture and at the forefront of all daily operations and community interactions. BPD should consider re-defining what community-oriented policing means and embed this within policy, training, and operational accountability. Members of the BPD should engage directly with members of the community and local stakeholders to ensure that the BPD is addressing the problems of concern to the local community. Community policing should "combine a focus on intervention and prevention through problem solving with building collaborative partnerships between enforcement agencies and schools, social services, and other stakeholders" (Final Report on 21st Century Policing 2015, 41).

9.1.3

The BPD should work with Burlington community members to set up a reoccurring opportunity to engage in conversations that enable all involved parties to be seen, heard, and understood. Consideration should be given to recruiting, outreach, shared agenda development, participatory meeting formats etc.

9.2.1

When adopting its new Strategic Plan, the BPD should consider looking at the community engagement strategies of other similarly situated departments such as the Winooski, and Montpelier, Vermont, Police Departments. As indicated throughout these recommendations, an adequate staffing model must support this kind of proactive engagement.

9.3.1

The BPD and related public safety partners should pioneer programs that conduct outreach to the Burlington refugee population to increase refugees' trust in public safety. Staffing must support this type of community engagement.



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** Please see BPD CNA Assessment Recommendation Matrix **

Commissioner Grant wished to express that there has been no exclusion of the business community when engaging with the CNA recommendations and issues of public safety. She discussed the need for better communication and a strategy to engage businesses so they are aware of meetings. She wants to encourage them to bring their voice to the table.

Commissioner Grant discussed her feeling that businesses need to implement theft prevention strategies and that may include paying for private security services.

Hannah Brislin asked the working group to consider officer wellness and asked what was going to be done to prevent officer burnout?

Officer Byrne discussed the feelings that officers had towards the data in the CNA report, particularly that there was a shared feeling that the data was flawed. Officer Byrne discussed the CAT RMS system and how it doesn't fully reflect the actual time spent by officers documenting and investigating incidents across the City. Officers feel there is a disservice being done to the Department and there is a failure to recognize the need for more officers.

Commissioner Grant asked what the City could do to better capture data and analytics to inform decision making processes. There needs to be a holistic approach to data collection.

1. Any Other Business

Councilor Paul asked that the Committee and working group gather their comments and recommendations to sections 8 and provide them to Thomas Musinski in the City Attorney's Office by Monday the 28th of March so that they can be added to the master list and redistributed for the meeting on the 29th. The meeting on the 29th will start at 5pm and go until 7:30pm.

1. Adjournment

Motion to Adjourn by Councilor Stromberg Seconded by Councilor Paul

Final Resolution: Motion Passes



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Yes: Unanimous/ Councilor Paul, Councilor Stromberg. Councilor Hightower

No:

The meeting was adjourned at 6:34pm