



BURLINGTON POLICE DEPARTMENT

1 North Avenue
Burlington, Vermont 05401

Michael E. Schirling
Chief of Police

Phone (802) 658-2704
Fax (802) 865-7579
TTY/TDD (802) 658-2700

To: Board of Finance
CC: Bob Kiss, Mayor
Jonathan Leopold, CAO
Susan Leonard, HR Director
From: Michael Schirling, Chief of Police
Re: Police Officer Hiring
Date: October 13, 2010

As we continue to look for creative ways to bolster police officer staffing, we are planning to hire four new officers on or about the first of November, well in advance of the next scheduled Academy class which begins in early February. Our plan is to invert portions of their training cycle in an effort to make them available for full patrol duties several weeks ahead of a normal hiring schedule.

Our plan is to hire in early November and send the employees to a one-week part-time officer certification school. Immediately following that we would begin the first two phases of their field training. At the conclusion of those first two phases, they would attend the full-time basic Academy and finish their training with the final phase, and a modified second phase of field training upon graduation.

In order to accomplish this and not allow their probationary period to expire during their training, we propose to hire them in November as limited service positions that we would transition via a change of status to full-time full service positions in late January.

These are not new positions, the employees would simply be occupying full-time, full service positions that are currently vacant for a period of three months.

Thank you for your consideration.