



BOARD OF POLICE COMMISSIONERS
MINUTES OF MEETING
TUESDAY, July 2nd, 2019
Approved

A meeting of the Board of Police Commissioners was held in the Burlington Police Department Community Room on Tuesday, July 2nd, 2019. Chair Michele Asch called the meeting to order at 6:03 PM.

The following Commissioners were present: Chair Michele Asch, Vice Chair Shireen Hart, Commissioner Mark Hughes, Commissioner Randall Harp, Commissioner Jabulani Gamache, Commissioner Nyree Miles, and Commissioner Yuol Herjok Yuol. Also present: Chief del Pozo, Deputy Chief Jon Murad, Deputy Chief Jan Wright, Lieutenant Jason Lawson, Corporal Kratochvil (standing in as clerk), and Data Analyst Nancy Stetson.

Additions or Modifications to Agenda

- None

Review of Open Meeting Laws & Confidentiality

- City Attorney Eileen Blackwood reviewed the rules of Vermont open meetings, and expectations on quorums, executive session and confidentiality.

Public Forum

- Sylvia Knight expressed concern about use of force and inquired about action by the city to address these issues.
- Adam Roof reflected on recent developments that have brought police matters into the forefront.
- Bruce Wilson encouraged further implicit bias training among commissioners and hopes that will be developed in partnership with the department.
- Dave Hartnett remarked that we should be proud of our police department. He also expressed concern for the process of appointing commissioners, and will be working to improve the process going forward, among all commissions in the city.
- Jane Knodell shared her concern about the recent consideration of reducing the size of the police force. Her fellow community members are in favor of community based policing, which will not be improved upon by reducing the force.
- Amanda Hannaford inquired about a recent death and requesting further details about the incident.
- Kurt Wright expressed concern about demoralizing our police force and caution about overreacting to recent events. He also shared concern about how existing commissioners were not reappointed and fears it sends a message that their work is not appreciated and discourages the public from participating in commission work.

Chief's Report

- The Chief reported that the City recently lost a court action and the department has been directed to turn over the body camera footage of the Kilburn incident.
- We will be circulating a draft of a policy to show due care for transgender and non-binary individuals, based on the Philadelphia model.
- Our data analysts have been fastidious in reviewing and editing car stop race data and will be releasing that shortly.
- Our recent academy graduates are doing well in field training, and we are working on several lateral hires. We have a few officers looking to move to other agencies. The department is at about 102 with upcoming hires.
- We are also working on the data behind civilian complaints over recent years.
- We will be holding a creemee with a cop at Beansies on July 17th. All are invited.
- We had handful of members of the BPD travel to Alabama to visit the Legacy Museum and Memorial. The existing

curriculum of implicit bias training is relatively static. The intent of the trip was to increase awareness of the Civil Rights movement, the legacy of racism and look at how police intersect with that historically and in today's interactions. The goal is to create a curriculum around this for the department as a supplement to implicit bias training.

Implicit Bias Training

- Vice Chair Hart noted that the commission should also adopt implicit bias training, either in conjunction with the department, or as a separate training.
- Chair Asch noted that we need to implement training that has long lasting impact, which is best achieved if it becomes a part of the fabric of the culture.
- The Chief noted that Georgetown Law, led by Rosa Brooks and Christy Lopez, designed the "Police for Tomorrow" fellowship program – providing officers training on use of force, civil rights, and other issues, which could be an avenue to explore.
- Commissioner Hughes remarked we are at a significant juncture in defining the purpose and priorities of the commission. He suggested giving pause in regard to implementing new training. First, the commission needs to clarify its mission and values.

Task Force Update

- Chair Asch noted that Commission Harp had volunteered to serve on the task force. Commissioner Gamache expressed interest but was curious about the time commitment.
- City Councilor Adam Roof noted that applications are now being processed and reviewed. The selection committee will meet to bring forth a slate of citizen applicants to the City Council, hopefully by July 15th. The administration, commission and council will appoint their respective representatives. After that, the task force timeline and scope of work will be outlined, and presented to the commission.
- Vice Chair Hart will step in to cover if need be, if Commissioner Gamache moves forward as a representative.
- Chair Asch requested adding the task force update to the agenda each month to keep all informed.

Social Media

- Chair Asch noted that the commission is waiting on the City Council's approval of the City's Social Media Policy. At that time, the policy will be reviewed in conjunction with the BPD's existing media directive to determine any components that are left to be addressed.
- Commissioner Harp raised concern about personal use of social media at other agencies that has recently risen to the national level, and how the BPD would handle a similar issue if it was to arise.
- Chief del Pozo shared the current directive which addresses social media and networking, and gives the department the ability to discipline, though we have no allegations within the department. We could consider adding language about association with specific hate groups.
- Vice Chair Hart expressed concern that the existing policy may encroach upon protected rights and suggested revisiting the language and running it by legal.

Commendations

- About 10 unsolicited commendations received throughout the past month were shared.
- Chair Asch inquired as to whether commissioners would like to continue the practice of reaching out to officers regarding commendations.
- Commissioner Hughes asked about the current process, which involves sharing commendations with officers, filing in their personnel file, and recognition of high-level performance at the Annual Awards Luncheon.
- Commissioner Hughes confirmed his commitment to recognizing an officer's hard work.
- Lieutenant Lawson noted the awards committee is working toward a more frequent recognition of officers' work through merit awards, etc.
- Commissioner Hughes noted that he would like to meet and build a relationship with officers.

- Chief del Pozo noted that Commissioners are always invited to Roll Calls, the Awards Luncheon, Holiday Party, Community BBQ, Ride-alongs, Community Academy, and can schedule a meeting any time.

Commissioners' Updates/Comments

- Chair Asch commented on seeing an ad for Beach and Parks Patrol in a local restaurant printed in English, as well as Vietnamese. She appreciated that type of outreach.

Consent Minutes of Previous Commission Meetings: June 4th Minutes

- Commission Hughes motioned to accept, Vice Chair Hart seconded, all Commissioners voted in favor, minutes approved.

Next Meeting's Agenda Items and Date

- Next meeting – rescheduled to July 30th (canceled on the 23rd)
- Car Stop Data

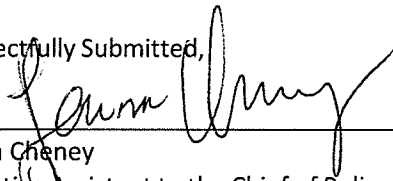
Executive Session

- Commissioner Harp motioned to go into Executive Session to discuss personnel matters. It was seconded by Vice Chair Hart, all voted in favor, move to Executive Session at 8:12pm.
- Commissioner Harp motioned conclude Executive Session at 9:52, seconded by Commissioner Hughes, all in favor.

Adjournment

- Commissioner Harp motioned to adjourn the meeting, seconded by Vice Chair Hart, all voted in favor. Adjourned at 9:53pm.

Respectfully Submitted,



Laura Cheney
Executive Assistant to the Chief of Police
Clerk of the Police Commission

7/10/2019