



JOB OPPORTUNITY

CITY OF BURLINGTON, VERMONT

POLICE CHIEF

THE CITY OF BURLINGTON POLICE CHIEF

THE IDEAL CANDIDATE

PUBLIC SAFETY THROUGH TRANSPARENCY AND INTEGRITY

The Chief of Police in Burlington, Vermont will be committed to promoting public safety and providing it through fair, accountable, and effective policing. The ideal candidate will have a proven record of professionalism, integrity, transparency, cross cultural competency, and community engagement.

The Burlington Police Department has shown itself to be professional, skilled, and able to successfully embrace change and improvement. The ideal candidate will strive to reach the highest ideals of public service and personal conduct. This individual must be able to manage emergency situations and create a culture of transparency, accountability, and respect within the Department and the community by being fair, equitable, and a good listener to diverse community voices.

RECRUITMENT, TRAINING, RETENTION

The next Police Chief will provide clear direction and offer support to the dedicated police officers and administrative staff of the Burlington Police Department. The ideal candidate will care deeply about officer wellness and safety and understand the pressures that officers face in their line of work. The next Police Chief will recruit personnel who understand and appreciate police transformation, the history of institutional racism, and community participation in public safety. The next Police Chief will strive to build a police department that reflects not only our community as it is, but as we want it to be.

RACIAL JUSTICE

Many communities across the nation are grappling with the troubling history of racism in the United States within policing and public safety. The ideal candidate will understand that history and desire to overcome the historical injustices of our institutions. They will be reform-minded and committed to working for racial justice and eradicating systemic racism in all institutions, including policing.

Burlington's next Police Chief will be responsible for collaborating in the development and implementation of several police transformation processes. These processes will require extensive community input and explore public safety models to provide our community with the requisite tools to collectively understand both our public safety needs and the future of policing in Burlington.

STRATEGIC VISIONARY

The ideal candidate will have a demonstrated history of collaborative, empathetic, and innovative strategic planning, revolutionary thinking, de-escalation tactics, and problem-solving skills in public safety and community policing. They will also be committed to and experienced with using current technology to obtain and analyze crime and other data for deployment and decision-making.

The ideal candidate will build trust between the police and the community they serve. This individual will be a visible leader with a genuine desire to become an active and collaborative participant in all parts of the Burlington community and have a resolute commitment to developing long-term, collaborative, and respectful relationships across the community. The Chief will have a demonstrated record of success with outreach and public engagement in a racially and culturally diverse community setting.

21ST CENTURY POLICING

The ideal candidate will be committed to innovation, continuous improvement driven by data, and the principles and practices of 21st Century Policing. The Chief will understand the relationship between public safety and public health and have experience addressing mental health-related issues. The ideal candidate will pursue a restorative vision of public safety that understands that a police response and/or criminal charges are not effective or appropriate for all problems at all times.

THE CITY OF BURLINGTON POLICE CHIEF

THE OPPORTUNITY

The City of Burlington, Vermont seeks a Police Chief for the Burlington Police Department, a progressive and forward-minded organization with approximately 75 sworn officers and 36 civilian support personnel serving Vermont's largest City of more than 40,000 residents. The Department operates using core tenets of community policing. The Police Chief reports directly to the Mayor and works with an appointed Police Commission.

BURLINGTON POLICE DEPARTMENT MISSION AND VALUES

The Burlington Police Department is committed to policing with the citizens of Burlington to achieve a safe, healthy, and self-reliant community.

INTEGRITY - We adhere to the highest ethical standards, assuring the community that their public trust is well founded.

SERVICE - We provide the highest level of service and protection to all people in a competent, courteous manner, tempered with compassion and understanding.

RESPECT - We treat all persons with dignity and respect by promoting equality and fairness both inside and outside the Department.

CREATIVITY - We engage in problem-solving as our primary strategy, involving the community in identification of the problems, the best solutions, and their implementation.

EXPERIENCE AND EDUCATION

Bachelor's degree in Public Administration, Business Administration, Criminal Justice, Criminology, or related field from an accredited college or university required. Master's or advanced degree strongly preferred. An equivalent combination of education and experience may be considered.

Seven to 10 years of progressively responsible law enforcement management experience, with at least three to five years of experience in a command-level position is required.

Certification as police officer via the Vermont Criminal Justice Training Council required within 90 days of hiring or as soon as the VCJTC can accommodate a required training regimen (whichever is sooner).

Proven experience working to eradicate systemic racism in policing.

Experience utilizing technology, and with innovative policing strategies and data-driven approaches to community safety to augment police operations, is required.

Experience leading a department of comparable size is strongly preferred.

Experience working with a large university population, student residences, and a vibrant downtown nightlife is preferred.

APPLICATION AND SELECTION PROCESS

The Police Chief Search began in the spring of 2021 with a robust public engagement effort to seek community feedback on policing in Burlington, qualifications our community would like to see in the next Police Chief, and the important priorities for the next Chief.

A first round of interviews will be conducted by a Search Committee that includes Administration representatives, City Councilors, Police Commissioners, and broad representation from across the community. The search committee will recommend finalists to the Mayor, who will undergo additional community vetting.

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SALARY AND BENEFITS

The following salary and benefits are being offered for this exempt position:

SALARY RANGE: \$119,451 - \$132,947, depending on experience

RETIREMENT: a defined benefit pension plan with an employee contribution set to 14.42% of base pay for FY 22. Full vesting at 5 years.

HEALTH INSURANCE: employee contribution set to 5.83% of base pay for FY 22. Same contribution rate paid for single, two-person, or family coverage.

DENTAL INSURANCE: no cost for single, two-person, or family coverage.

Optional deferred long-term savings plans: two option 457 plans

ANNUAL HOLIDAY, VACATION, SICK, AND PERSONAL LEAVE:

- Paid holidays: 13 days
- Vacation: starting at 3 weeks, depending on experience
- Sick leave: 10 days
- Personal leave: 2 days

TERM LIFE INSURANCE: \$50,000

Position has a residency requirement. Relocation allowances available.

FURTHER READING

[*A 'Smart' Green Tech Hub in Vermont Reimagines the Status Quo, New York Times*](#)

[*America's First All-Renewable-Energy City, Politico*](#)

[*David and Goliath: A Small City Police Department Takes Aim at a Monster Epidemic, Vera Institute of Justice*](#)

[*What Vermont and its History Might Teach the Nation about the Handling of the Coronavirus, New Yorker*](#)

CITY GOVERNMENT

Burlington has a strong mayor - strong council form of government. Mayor Miro Weinberger was first elected in 2012 and re-elected in 2015, 2018, and 2021. The Burlington City Council is comprised of 12 elected councilors.

The total City budget is approximately \$200 million, including enterprise funds such as the Burlington Electric Department, Burlington International Airport, and Water Resources. A majority of the City's 800 regular employees are represented by four unions: AFSCME, IBEW, the Burlington Police Officers Association, and the Burlington Firefighters Association.

ABOUT THE CITY

At approximately 45,000 residents, Burlington is the largest city in Vermont and the state's center for arts and culture. Built upon the shores of beautiful Lake Champlain, Burlington is a growing innovation hub for the region with a host of entrepreneurial successes.

Burlington has received international recognition for being the first city in the country to source 100% of its electricity from renewable sources, and has made the commitment to become a Net Zero Energy City by 2030.

Locals and visitors alike enjoy the City's walkable downtown, abundance of parks, and exploring the City's dining, shopping and the arts. Outdoor enthusiasts are drawn to Waterfront Park where, in addition to miles of recreational paths, the City's nearby beaches are prime for an afternoon swim, kayak, or paddleboard. Burlington's downtown is host to an active nightlife with a festive live music scene.