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**PROFESSIONAL PROFILE / CAREER OBJECTIVE**

I am currently the acting Chief of Police of the Burlington Police Department, and am seeking the permanent position. For more than sixteen years, nine as a supervisor and executive, I have professionally dedicated myself to keeping people safe by preventing and responding to crime and disorder, with and for my neighbors. ***Over the past 16 months, I have successfully led the BPD amidst one of its most significant historical challenges.*** I was born in Burlington and raised in Chittenden County; my wife, Vonnie, and I are Burlington homeowners with children in our public schools and ties to the community; I know and understand this city, her residents, and her needs. But my experience is not parochial. Previously, I have been an assistant commissioner on the executive staff of the country’s largest police department; a patrol supervisor in a challenging, vibrant big-city precinct; a special projects detective; and a cop in public housing. Across these roles I have embraced the reality that public safety is a shared responsibility, and have helped develop policies, plans, and practices to ensure both officer buy-in and community support and assistance. I seek the position of Chief of Police in order to serve Burlington and my neighbors, take care of and lead the men and women of the BPD, foster police legitimacy, and do all I can to create a safer, fairer world.

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**EDUCATION**

**Harvard Kennedy School of Government** — May 2013

Master of Public Administration (MPA); Graduate Orator: “In Praise of Clip-on Ties”

**Harvard University** — June 1995

AB in English and American Literature and Language, *cum laude* General Studies

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**PROFESSIONAL EXPERIENCE**

**Acting Chief of Police, Burlington Police Department: June 2020 to present**

*Chief of Police*

- As Chief of Police, oversee a \$16.2 million budget authorized for 109 full-time employees in FY22. Lead and administer the BPD in a responsible and professional manner. Directly supervise two Deputy Chiefs, Executive Assistant, Business Manager, Community Affairs Liaison, DVPO. Approve all transfers, status changes, and promotions; meet with and confirm new hires; handle grievances. Oversaw the BPD’s COVID-19 response, prioritizing engagement and education over enforcement, avoiding issues that backfired in other communities. Oversaw BPD’s careful response to summer 2020’s racial justice protests, including recurring marches and an encampment in Battery Park, meeting with organizers and avoiding escalation and antagonism.

- Regularly meet with Mayor, City Leadership Team, City Dept Heads, Police Commission, City Council and Board of Finance as needed, BPOA, Queen City Police Foundation, Chittenden County Law Enforcement Executives (CCLEE), Vermont Association of Chiefs of Police (VACOP), regional LE and CJ partners.

- Responsible for developing BPD’s strategic goals and objectives; **see The Public Safety Continuity Plan on 1/22/21 // FY22 Police Budget Presentation on 5/21/21 // The Priority Response Plan on 5/24/21.** Responsible for assessing staffing levels and allocating resources as appropriate; establishing BPD priorities and clearly communicating same to all employees; identifying the need for policy updates or additions and issuing memos as necessary [*see attachment for examples*]; reviewing statutory

Defined the BPD’s posture during 2020’s racial justice protests, including meeting and marching with organizers while avoiding catalyzing enforcement efforts. Created the Public Safety Continuity Plan to address community desire for diminished armed officer presence. Implemented the Priority Response Plan in effort to preserve midnight service. Improved transparency via use-of-force reporting, increased press releases, more frequent data-sharing.

changes and new municipal ordinance for dissemination; identifying areas of risk/liability and approving mitigation strategies. Work closely with the Business Manager on all budget issues.

- Direct all Internal Affairs investigations: ensure an accessible citizen complaint process with complainant follow-up; ensure all complaints, no matter their origin, are tracked; review all investigations, conduct Loudermill hearings as necessary, make findings, and administer discipline.

Have overseen a continued decrease in numbers of traffic encounters and racial disparities therein, as well as numbers of enforcement encounters and uses of force.

- Manage BPD's public relations, including website and social media posts, news media interviews, public speaking, visibility at City events and activities. Oversee and shape monthly, annual reports and legally required data collection.
- Previously served as Acting Chief of Police, Dec 16 2019 to Jan 6 2020, leading the organization as the sole command-staff member, promulgating needed directives, issuing overdue discipline, conducting internal investigations, managing media releases, overseeing major events, authorizing personnel transfers.

## **Deputy Chief, Burlington Police Department: October 2018 to June 2020**

### *Deputy Chief of Operations*

- Second in chain of command (along with Deputy Chief, Administration), reported directly to Chief of Police. Commanded and managed the daily operation and activities of the Uniformed Services Bureau, leading ~ 80 sworn officers and civilians, focused on patrol services for Burlington and its 43,000 residents.
- As Deputy Chief, assisted Chief of Police in formulating and reviewing policy regarding public safety needs, department performance, and strategic planning; participated in labor relations and negotiations; worked with gov't colleagues, regional law-enforcement leaders, and criminal-justice partners.
- Oversaw patrol service, including animal control, emergency operations, K-9 handlers, school resource officers, reserve officers, traffic safety, and all patrol's 29,000± calls for service per year. Commanded a permanent police deployment at an international airport. Administered Bureau of Internal Affairs. Liaised with local activists and advocates, business leaders, clergy, and other community members. Maintained subordinates' discipline and the good order of the Department. Served as a commissioner on Parallel Justice Commission. Participated in budgetary decision making, managing scheduling and overtime, obtaining/ maintaining grants.
- Acted as BPD's Public Information Officer (PIO), liaising with press and appearing regularly on television and at public events in an informational capacity. From 2018 through present, significantly increased volume of and widened the recipient list for press releases.

Commanded ~ 80 sworn officers and civilians, overseeing BPD's patrol functions (29,000 annual calls for service). Designed and led *Vision 2020*.

## **Chief of Staff to Bill Bratton, Teneo Risk: November 2016 to September 2018**

### *Managing Director, Teneo Holdings*

- As Chief of Staff to William J. Bratton, Executive Chair Teneo Risk (Senior Managing Director, Teneo Holdings), served as managing director, project lead, and team member for Teneo Risk.
- On behalf of Bill Bratton, liaised with America's senior police leaders, federal public safety and security (particularly DHS HSAC and OSAC), and organizations like IACP, PERF, MCCA, and USCOM.
- At Teneo Risk I provided: security risk advisory services; crisis preparedness and response services; a bespoke anticipatory intelligence product; and cyber-risk management.
- Responsibilities for CEO and c-suite clients included: creating and helping implement a holistic security plan for Caesars Entertainment's Las Vegas and Atlantic City properties in the wake of the October 2017 mass shooting event; providing security overlay and advisory for the Hudson Yards development, NYC's largest-ever real-estate development; creating a crisis-response plan for Equinox Fitness; providing anticipatory intelligence focusing on international and non-economic risks for one of the top-three-largest US banks.

## **Assistant Commissioner, NYPD: December 2014 to November 2016**

### *Commanding Officer of the Office of Strategic Communications*

- Promoted to Assistant Commissioner by Police Commissioner William Bratton, a six-rank leap unprecedented in NYPD history, on December 19, 2014, the day before the assassination of two officers in Brooklyn ushered in the greatest departmental crisis of the past decade. Had an integral role in navigating that crisis and then guiding and shaping the NYPD during a period of tremendous change.

- As an executive staff policy advisor to the Police Commissioner, worked with an amazing executive corps to help shape strategy on a myriad of topics:

Helped shape NYPD policy on, and was “in the room where it happens” for, the most significant issues of the day, particularly around **Precision Policing**.

- efforts to close the “Great Divide”—the racial-justice-based gap between police and some of the communities they serve
- “Precision Policing” initiatives (focused crime-and-disorder enforcement paired with the Neighborhood Policing program)
- new “smart policing” training initiatives, including de-escalation, implicit bias, racial justice, police legitimacy, and crisis-intervention team (CIT) training
- new technology rollouts and development, including smartphones, ShotSpotter, body cameras, and public-sentiment polling tools
- efforts to improve police morale and promote officer wellness
- cross-governmental policies to address disorder in public spaces like Times Square, including vending and loitering
- use-of-force reform, resulting in a new NYPD Annual Use-of-Force Report

- As **Commanding Officer of Strategic Communications**, co-created and commanded a 49-person unit.
- Oversaw production and provided content befitting a \$4.5 billion, 54,000-employee organization, including executive public remarks and appearances (350+ per year), op-eds and periodical placements, NYPD publications and marketing collateral, website, and intranet homepage.
- Oversaw a video-production unit producing more than 100 videos annually and capable of livestreaming and sharing real-time internal news coverage (a first for the NYPD), as well as a full graphics department, and an in-house magazine with closed circulation of 55,000+.
- Oversaw the NYPD’s social media platforms and online presence, with a reach in 2016 of more than 155 million to date. Achieved 32% growth in followers for the NYPD’s 110+ precinct-based Twitter accounts.

## **Sergeant, NYPD: October 2012 to December 2014**

*Reengineering 2014 supervisor; desk officer / patrol supervisor*

- Promoted to Sergeant, October 2012. Promoted to Sergeant Special Assignment (a discretionary rank held by 5% of sergeants), September 2014.
- Helped design “Reengineering 2014,” a CAT scan of the NYPD designed to identify departmental strengths, weaknesses, and avenues for change; supervised the reengineering management team. Reengineering consisted of 1,230 team members on 94 teams across 16 groups; it generated 4,800 intranet suggestions from members of the service; the teams identified 745 issues and made 1,373 recommendations; ≈ 1,100 were approved for implementation.
- Prior to 2014, assigned as 1st platoon **patrol sergeant in 34 Precinct**, Patrol Borough Manhattan North. Responsible for Squad A2, eight UMOS; maximum operational, in-the-field span-of-control 18 UMOS. The 034 spans two square miles, with ≈120,000 residents in a diverse economic, cultural, and ethnic blend. There are ≈100 bars/restaurants, 500 acres of parks, a major highway, Ivy League sports facilities, a major hospital, a marina, a wing of the Metropolitan Museum of Art, a ConEd substation, and several mass-transit train lines, hubs, and rail yards.

Co-designed and was supervisor on **Reengineering 2014**, encompassing 1,200 members and 1,300 recommendations.

## **Detective, NYPD: October 2008 to October 2012**

*Detective, Special Projects Team, Office of Management Analysis and Planning (OMAP)*

- Assigned to a three-person in-house consulting team/think tank, undertaking disparate strategic analysis projects and investigations at the Police Commissioner’s direction, e.g.:
  - creating a comprehensive NYPD resource-management and energy-reduction plan (i.e., “Green” Plan)
  - performing efficacy studies of counterterrorism deployments, undercover vice operations, anti-kidnapping programs, stop-question-and-frisk practices, and more
- Investigated and/or analyzed officer-involved shootings and co-created transparent, public annual officer-involved shooting reports, covering more than 500 officer-involved firearms discharges from 2007 to 2011.
- Helped create, coordinate, and implement a police-mentoring program for the Haitian National Police through the U.S. Department of State after the devastating 2010 Port-au-Prince earthquake.

**Police Officer, NYPD: January 2005 to October 2008**

*Police Officer, Police Service Area 8*

- PSA 8 covers more than a dozen New York City Housing Authority residential developments in the southeast and northern Bronx, with more than 50,000 listed tenants.
  - Functioned as plainclothes Field Intelligence Officer (FIO) concentrating on narcotics interdiction by obtaining and executing search warrants, debriefing prisoners and arrestees, recruiting and running Confidential Informants (CIs), compiling intelligence reports concerning crime conditions and patterns, and monitoring and acting against narcotics sources.
  - Acted as training officer for new-officer members of Field Training Unit (FTU); performed sector patrol, anti-terror operations, quality-of-life enforcement, and community-policing initiatives.
  - During recruit training (January to July 2005), acted as Company Sergeant and assumed leadership role of 35-person company. Graduated with academic ranking 7th out of 1,760 recruits.
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**OTHER MEMBERSHIPS, ACTIVITIES**

**Chair, Entrance Test Subcommittee of the Vermont Criminal Justice Council**

Led group that recommended abandoning biased academic testing instrument used for admission to the Vermont Police Academy. Now working to obtain new, valid instrument and update physical and psychological entrance standards.

**Commissioner, Burlington Parallel Justice Commission**

Burlington's Parallel Justice Commission works to coordinate resources and create systemic change for crime victims and other people impacted by crime

**Community Voting Member, Children & Family Council for Prevention Programs (CFCPP), Ethnic & Racial Disparities (ERD) Subcommittee**

The CFCPP is the state advisory board for juvenile justice, delinquency and primary prevention; the ERD is a subcommittee exploring racial disparities in criminal justice and seeking paths to fairer outcomes

**Member, Police Executive Research Forum (PERF)**

Joined 2015; have contributed materials to PERF publications and been regular attendee of PERF Town Halls and seminars

**Member, International Association of Chiefs of Police (IACP)**

Joined 2015; Membership 2016961; have been regular attendee of IACP Annual Conferences, including Major Cities Chiefs Association (MCCA) conferences

**Member, Public Safety Advisory Board, Crisis Text Line**

Joined 2016; Crisis Text Line is a free, 24/7 communications support system that connects people in crisis with trained counselors and has facilitated more than 100 million connections. I provide advice on law-enforcement and public-safety policy questions

**Long Trail Section Hike, 2013 to present**

Since 2013, I have been section-hiking the Long Trail with my son, MacArthur. We began when he was five, tackling the first 18 miles from the Massachusetts border to Route 9. As of this summer, when Mac was thirteen, we had pushed to the Lamoille River

**Fellow, British-American Project for the Successor Generation (BAP)**

Current fellow and former Chair of the U.S. Executive Committee ● BAP is a fellowship of leaders and opinion makers from the political, private, and public sectors of the United States and the United Kingdom

**Former Technical Consultant, "Brooklyn Nine-Nine" Television Program**

Served as the policing advisor for the pilot of Brooklyn Nine-Nine and technical consultant of seasons 1-6.

**Former Liaison for the Vice Chairman, Homeland Security Advisory Council (HSAC)**

As chief of staff to William Bratton, vice-chairman of the Council, liaised with HSAC staff, attend membership meetings, receive briefings from Department of Homeland Security representatives

**Former Sunday School teacher, Christ Church Bronxville**

Co-taught Godly Dialogue (Episcopal) classes for 5th and 6th graders at Christ Church, Bronxville, NY

## Former Director, Harvard Club of New York Foundation

Member, Board of Directors • Inducted in 2014 • The Harvard Club of New York Foundation is a 501(c)(3) that is the charitable arm of the Harvard Club of New York, supporting scholarship opportunities and cultural events for undergraduate and graduate students based in the greater New York area

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## CERTIFICATIONS, QUALIFICATIONS, SKILL SETS

- Level III Certification (Waiver Course) via the Vermont Criminal Justice Training Council, February 2019
- Police Executive Research Forum (PERF) Senior Management Institute for Police (SMIP), class coordinator for Session #71, June 2018
- graduate, Harvard Kennedy School, with master's-level coursework in national and international security, cybersecurity, global criminal justice and criminal-justice reform, ethics, crafting American foreign policy, digital media, quantitative analysis and statistics, economics, financial management and budgeting for nonprofits and governments, management implementation, and political candidacies
- graduate, NYPD Criminal Investigation Course (CIC), a 105-hour accredited course for detectives covering fundamental and advanced case management, incident investigation, crime-scene preservation and evidence recovery, prosecutorial preparation, and related topics
- graduate, NYPD Sergeant's Leadership Course, a four-week accredited course covering supervisory functions, leadership training, policing strategies, tactics, and field management
- graduate, United States Department of State's one-week Police Assessment Selection and Training (P.A.S.T.) course, covering overseas police deployment, rule of law, and post-crisis response
- graduate, US Federal Air Marshal Service's In-Flight Tactical Familiarization course (flying while armed)
- qualified **police instructor** (graduate of Fundamentals of Instruction course, New York State certification)
- qualified for Street Narcotics Enforcement Unit (SNEU) and plainclothes operations
- qualified for Chemical Ordnance, Biological, Radiological Awareness (COBRA) operations, an accredited course offered by FEMA and the Center for Domestic Preparedness
- accredited counterterrorism and emergency management course work through New Mexico Tech: "Incident Response to Terrorist Bombings," and "Recognizing and Preventing Suicide Bombings"
- Police Academy, City of New York Police Department — July 2005 — ranked seventh of 1,760 recruits (academic ranking); received CALEA accredited training in modern policing, jurisprudence, ethics, investigation, crime-scene control, crime identification, fraud detection, narcotics recognition, weapons usage and urban combat tactics, self-defense, basic field medicine and CPR/AED, emergency vehicle operation, counterterrorism, and critical-incident response

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## SELECTED PUBLICATIONS, PRESENTATIONS, AND SOCIAL MEDIA CONTENT

A selection of projects authored by, co-authored by, ghost-authored by, contributed to, produced, and/or overseen. Hard copies of most publications are available on request. Link locations valid as of May 2018.

- "The Priority Response Plan," a deployment model to maintain services, available at: <https://www.burlingtonvt.gov/sites/default/files/20210524%20Priority%20Plan%20Announcement.pdf>
- "The Public Safety Continuity Plan," a model for transforming public safety in Burlington, available at: <https://www.burlingtonvt.gov/sites/default/files/20210122%20PUBLIC%20SAFETY%20CONTINUITY%20PLAN%20memo%20for%20City%20Council.pdf>
- "The Burlington Police Department FY 2022 Budget," a presentation to the City Council, available at: <https://www.burlingtonvt.gov/sites/default/files/20210521%20BPD%20FY22%20Budget%20Presentation.pdf>

## JON MURAD

- “Precision Policing: A Strategy for the Challenges of 21st Century Law Enforcement,” by William J. Bratton and Jon Murad, in *Urban Policy 2018*, October 1, 2018, available at: <https://www.manhattan-institute.org/html/urban-policy-2018-precision-policing-strategy-21st-century-law-enforcement-11508.html>
- “Precision Policing: Data, Discretion, and Community Outreach Can Ensure a New Era of Public Safety,” by William J. Bratton and Jon Murad, in *City Journal*, Summer 2018, available at: <https://www.city-journal.org/html/precision-policing-16033.html>
- “The Police Commissioner’s Report – 2016,” a comprehensive, 80-page annual report describing 29 areas of growth and improvement in the NYPD’s operations and policies, available at: <http://www1.nyc.gov/assets/nypd/downloads/pdf/publications/pc-report-2016.pdf>
- “A year after Eric Garner, closing the great police-community divide,” by Bill Bratton, in *The New York Daily News*, July 12, 2015  
<http://www.nydailynews.com/opinion/bill-bratton-closing-great-police-community-divide-article-1.2288627>
- “Broken Windows and Quality-of-Life Policing in New York City,” May 2015, a deep statistical dive into the realities of the broken-windows philosophy and efficacies of quality-of-life enforcement, available at: [http://www1.nyc.gov/assets/nypd/downloads/pdf/analysis\\_and\\_planning/qol.pdf](http://www1.nyc.gov/assets/nypd/downloads/pdf/analysis_and_planning/qol.pdf)
- “The Annual Firearms Discharge Report,” an annual report I and two others revitalized in 2008; this report has been reproduced by departments around the nation and formed the basis for federal recommendations on tracking and analyzing officer-involved discharges, available at: [http://www.nyc.gov/html/nypd/downloads/pdf/analysis\\_and\\_planning/nypd\\_annual\\_firearms\\_discharge\\_report\\_2011.pdf](http://www.nyc.gov/html/nypd/downloads/pdf/analysis_and_planning/nypd_annual_firearms_discharge_report_2011.pdf)

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### SELECTED PUBLIC SPEAKING

- presented “Community Trust and Data-Driven Policing: How the Gathering of Data by Law Enforcement Impacts the Public Risk” at the 25th Annual NACOLE Conference in Detroit (National Association for Civilian Oversight of Law Enforcement), with Mark P. Smith (Inspector General of the LAPD) and Monica Hopkins (executive director of the ACLU of the District of Columbia (ACLU-DC)), September 2019
- presented “Addressing Risk: Protecting People, Property, and Processes” at the “New Frontiers: Emerging Technologies and Political Risk” conference at the Fletcher School of International Affairs, at Tufts University, February 2018
- served as moderator for public-safety panel “The Long Shadow of TR” featuring law-enforcement luminaries Bill Bratton (retired police commissioner, New York), Ed Davis (retired police commissioner, Boston), and James O’Neill (then-police commissioner, NYPD), for the Theodore Roosevelt Association Annual Meeting, October 2017
- panel member, “Public Perception of Police,” with then-Chief of Department James O’Neill, NYPD, and actor Gregory Jbara and producer James Nuciforo, TV’s *Blue Bloods*, moderated by MCCA’s Darrel Stephens at the 25th Annual FBI LEEDA conference, Memphis, TN, April 2016
- panel member on national security, cybersecurity, and personal security, with Frances Townsend and Christina Ayiotis, at the annual conference for the Hellenic American Women’s Council (HAWC) in Boston, MA, December 2014
- delivered the Graduate English Address at Harvard University’s 362nd Commencement, May 30, 2013, “In Praise of Clip-on Ties” [see <http://www.youtube.com/watch?v=bdwTBesf2zE>]

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References Available Upon Request