

Chief of Police

BURLINGTON POLICE DEPARTMENT
BURLINGTON, VERMONT

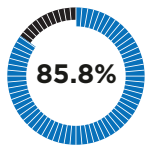


**Chief of Police
Burlington, Vermont
An IACP Executive Search Opportunity**

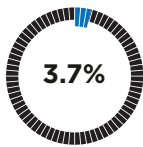
APPLICATION DEADLINE: JUNE 5, 2026

THE CITY OF BURLINGTON, VERMONT

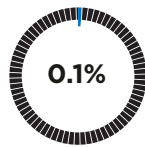
Situated along the shores of Lake Champlain, Burlington is a city that blends natural beauty with economic vitality and a strong sense of community. Recognized as a vibrant, welcoming, eco-focused, and community-oriented, Burlington possesses a strong cultural identity shaped by music, food, the arts, and sustainability efforts.



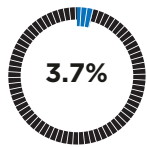
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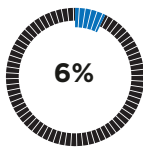
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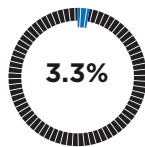
American Indian



Asian



Two or more races



Hispanic or Latino

As Vermont's largest city and the county seat of Chittenden County, Burlington is home to more than 44,000 residents and has a greater metropolitan population of approximately 150,000, bolstered in part by students from the University of Vermont, the University of Vermont Medical Center (academic medical facility and innovative research center within the larger University of Vermont Health Network), and Champlain College. Covering 15.5 square miles, the population density is 4339.3 per square mile. Of the populace, 3.1% are under the age of 5, 11.0% are under the age of 18, and 12.1% are 65 years of age or older.



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44,000

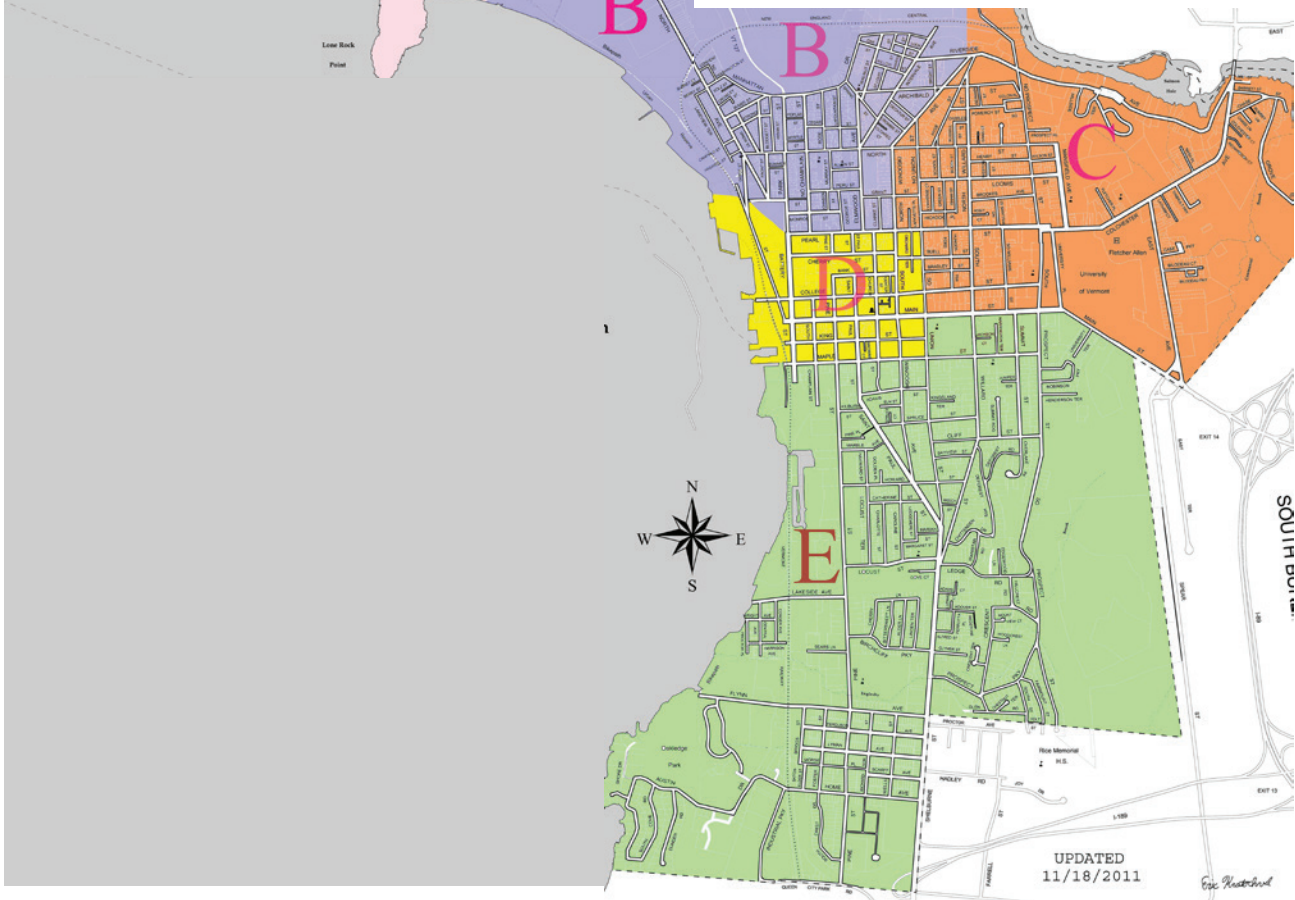
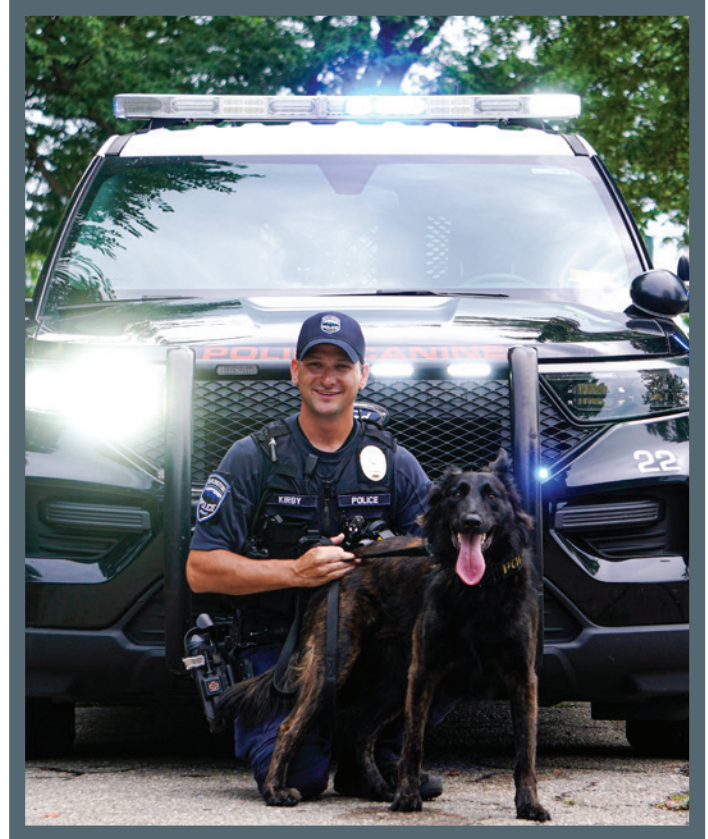
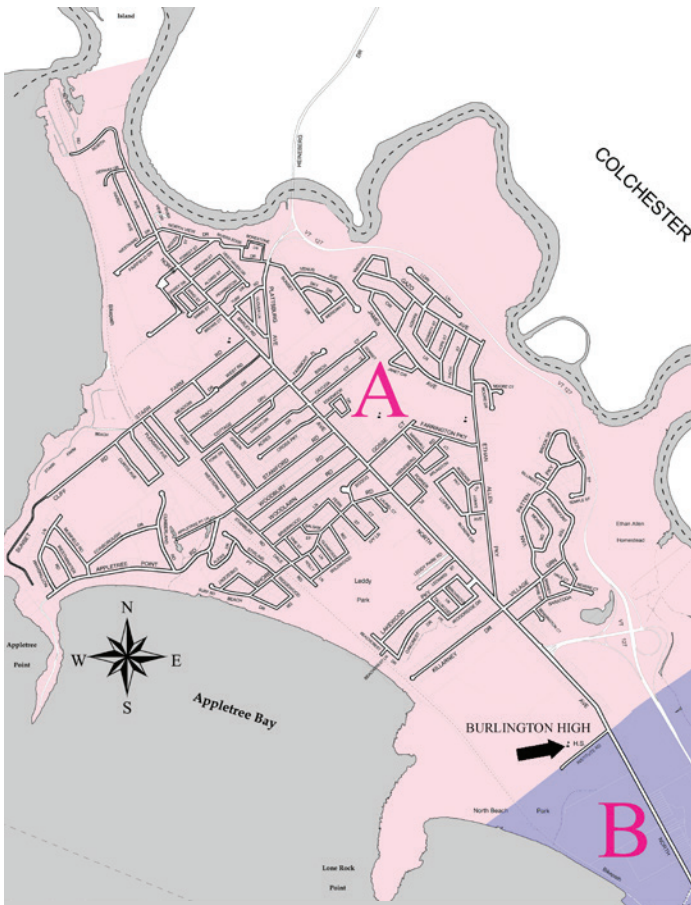
The city serves as a regional hub, hosting Vermont's largest hospital, Burlington International Airport, and a lively downtown anchored by the Church Street Marketplace—an open-air pedestrian mall home to over 100 stores and restaurants, year-round events, and entertainment venues. Burlington is also a center of innovation, with larger companies such as Dealer.com, Beta Technologies, Seventh Generation, and Burton Snowboards along with several smaller entrepreneurial businesses contributing to a dynamic business landscape.

Burlington has served as a refugee resettlement community since 1980, welcoming and supporting individuals forced to flee their home countries and helping to facilitate their transition to new lives as permanent residents. Language accessibility is a key part not only for the City of Burlington but for the Burlington Police Department as well.

With a thriving and diverse commercial and residential community, Burlington is a great place to live, work, and visit.

WARDS AND PRECINCTS

City of Burlington, VT



GOVERNING STRUCTURE

Burlington uses a mayor – council form of government, with the Mayor having authority to appointment and provide oversight of all city officers and department heads, act as the Chief Peace Officer, and carry out laws and ordinances. The current mayor is Emma Mulvaney-Stanak.

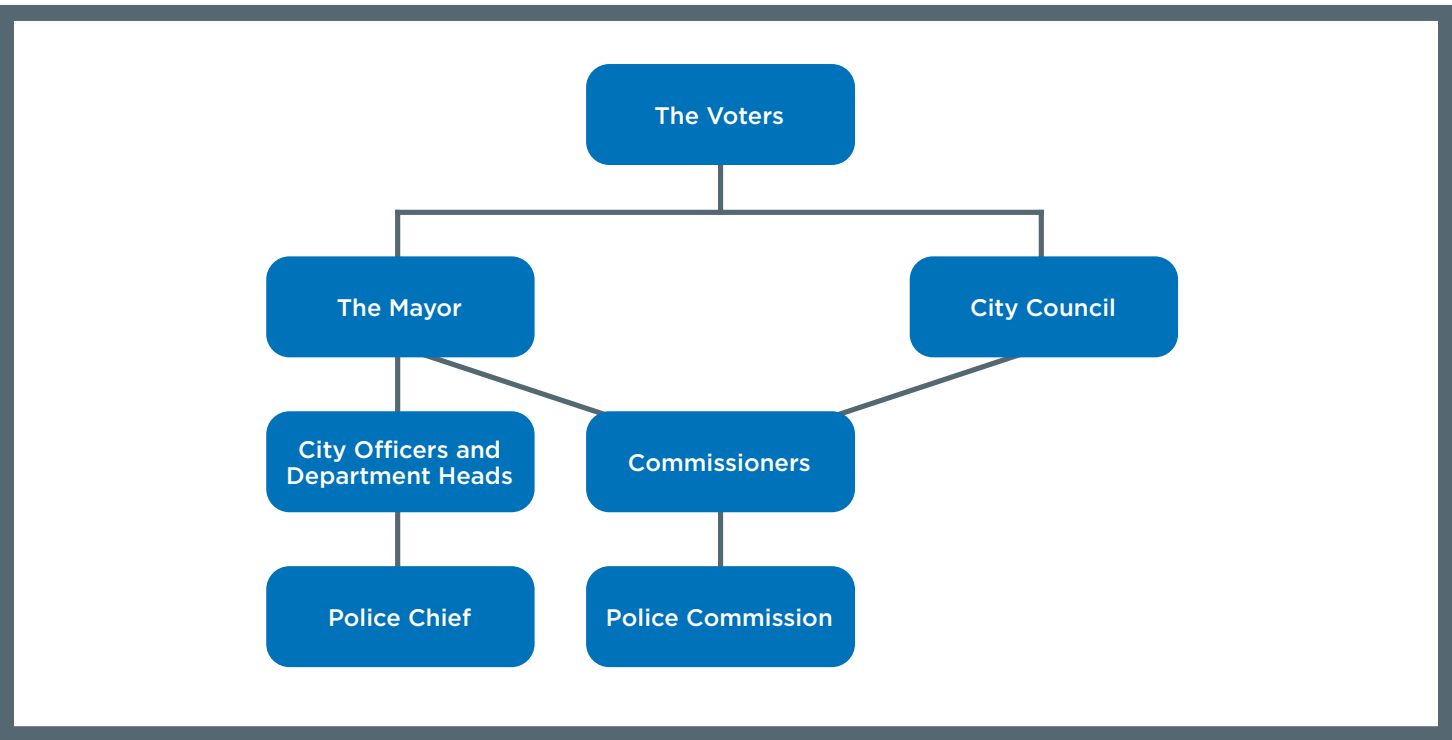
The City Council has the authority to set city policy with the Mayor, pass legislation through passage of ordinances (subject to the Mayor’s veto), and approve the Mayor’s budget.

While the Mayor and City Council share oversight of the Police Commission, the Chief of Police is appointed by and reports to the mayor.

Police Commission

Burlington has a police commission that reviews and approves departmental policy changes. The commission initiates audits, reviews, and evaluations of policies and directives, or data in regard to racial disparities or other Commission priorities. The goals of the commission are:

1. To promote fairness and impartiality in public safety,
2. Contribute to transparency and accountability with regards to public safety.
3. Provide feedback to the Burlington Police Department and foster dialog so as to improve public safety and build trust between the department and the community.



BURLINGTON POLICE DEPARTMENT

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.

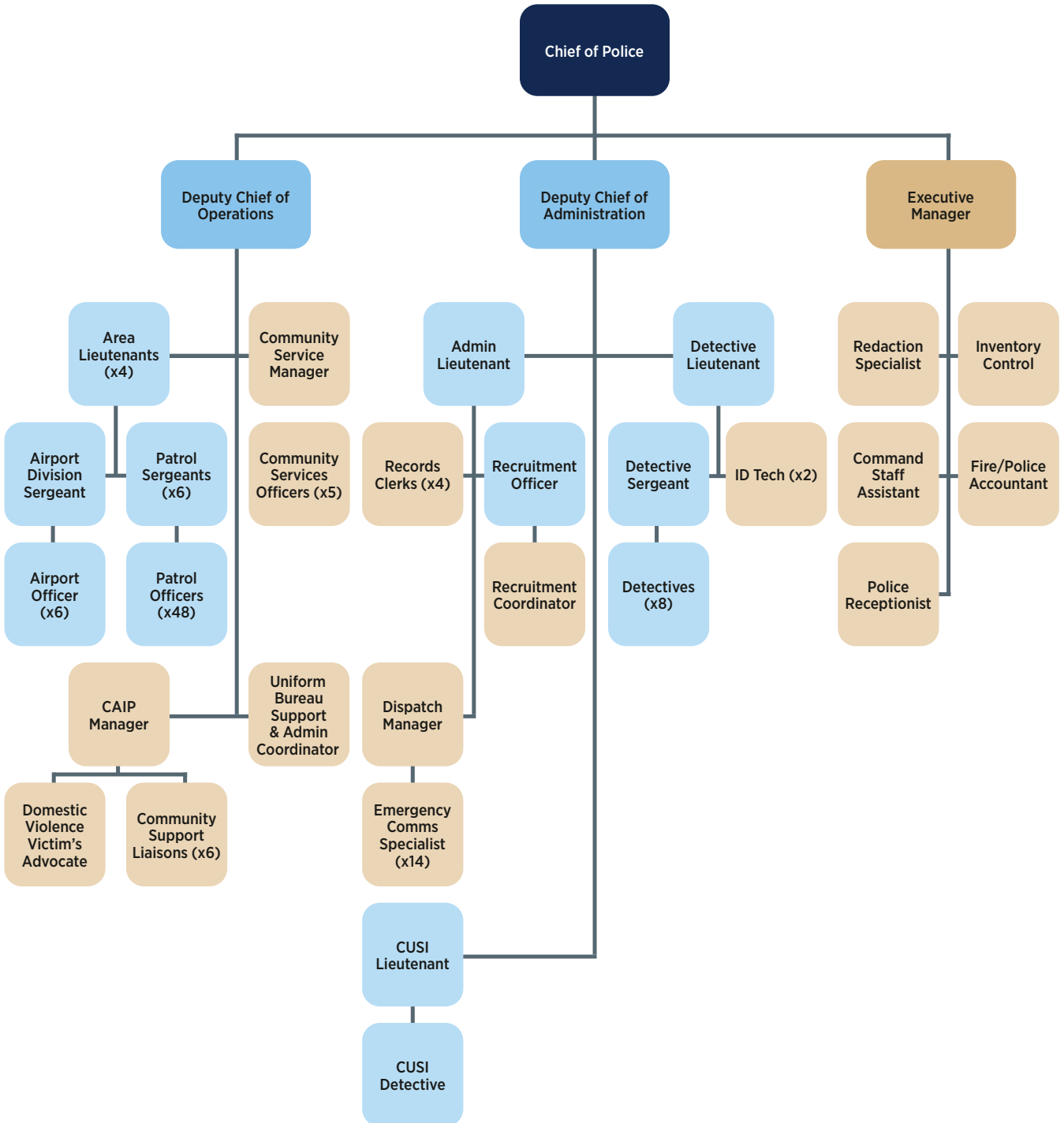
CREATIVITY - We engage in problem-solving as our primary strategy, involving the community in identification of the problems, the best solutions and their implementation.

The Burlington Police Department (BPD) is a community-oriented department committed to policing in a manner that is constitutional, embodies community values, and free of bias. With this community focus, BPD works stakeholders from the community and the service sectors to identify police service needs across the city and adapt responses using a co-production model.

The department's FY26 total operating budget is \$18.3 million. The BPD consists of sworn police officers with a current count of 60 officers and 10 additional officers anticipated to be added this year, and professional staff, with a current count of 46. Although prior to 2020 the BPD was staffed at 105, currently, there is no cap to the authorized sworn force, and the department strives to increase its headcount to 87 officers or more. The department is comprised of several bureaus, specialty units, and initiatives.

- **Patrol Division.** Patrol runs three shifts—days, evenings, and midnights—with patrol officers work 4 ten-hour days, with 3 consecutive days off.
- **Emergency Response Unit and Crisis Negotiations Unit.** The Emergency Response Unit (ERU) is a specialized team of officers that train in advanced tactics and equipment. They typically work in conjunction with members of the Crisis Negotiations Unit (CNU), who specialize in de-escalatory tactics for use with barricaded subjects and negotiations in addition to high-risk arrests and search warrants.

- **Detective Services Bureau.** The Detective Services Bureau is responsible for investigating a wide variety of crimes and complex investigations ranging from financial crimes to homicide investigations. DSB also has a full-time drug unit, which is dedicated to conducting targeted drug enforcement in Burlington. The Detective Services Bureau assignments also include positions with the Chittenden Unit for Special Investigations (CUSI), the DEA task force and the Internet Crimes Against Children.
- **Crisis, Advocacy, Intervention Programs (CAIP).** Housed within Burlington Police Department, the CAIP team includes the Community Justice Center Victim's Service Specialist and BPD's Community Support Supervisor, Community Support Liaisons (CSLs), and Domestic Violence Advocate. Using person-centered approaches, trauma-informed care, and emphasizing culturally competent responses to support those who have experienced harm, CAIP team members address conditions that don't require police intervention but have a public safety, public health, or quality-of-life nexus. Police officers are dispatched only when necessary, such as when a crime has been committed or when public safety or people's physical safety is at risk.
- **Community Service Officers (CSOs):** CSOs are non-sworn individuals that have limited police authority and respond to lower-level calls for service centered around ordinance violations, lost/found animals, minor motor vehicle crashes, and quality of life responses. They perform basic patrols to project a public safety presence and foster strong community relationships.
- **Motor Unit.** The Motor Unit supplements patrol operations and participates in many different functions from parades to traffic safety initiatives.
- **Canine Unit.** The Canine Unit consists of two canines and handlers trained in narcotics detection, criminal and search and rescue tracking, evidence recovery, building searches, suspect apprehension and handler protection.
- **Airport Division.** The Burlington Police Department is responsible for patrol and security of the Patrick Leahy Burlington International Airport, and the Airport Division is permanently assigned to the airport to support the Transportation Security Administration, the FAA, Airlines, and airport staff.
- **Honor Guard.** The Honor Guard functions as a formal unit to provide funeral honors for the agencies' fallen officers. Additionally, the Honor Guard participates in public events including memorials, parades, and color guard for our nation's flag.



Crime Stats

Crime Type	2024	2025	Change	% Change
Violent Crime				
Aggravated Assault	141	110	-31	-22%
Homicide	3	1	-2	-67%
Attempted Homicide	5	3	-2	-40%
Sexual Assault	9	13	4	44%
Robbery	39	39	0	0%
Property Crime				
Arson	11	16	5	45%
Burglary	201	178	-23	-11%
Larceny/Theft	1,816	1,672	-144	-8%
Motor Vehicle Theft	201	186	-15	-7%

Top 15 Calls for Service

Crime Type	2024	2025	Change	% Change
Foot Patrol	2,501	3,220	719	29%
Directed Patrol	323	3,125	2,802	867%
Suspicious Event	3,024	3,101	77	3%
Trespass	1,289	1,730	441	34%
Assist - Public	1,167	1,196	29	2%
Mental Health Issue	1,063	1,102	39	4%
Found/Lost Property	926	1,101	175	19%
Assist - Agency	884	1,066	182	21%
Welfare Check	914	1,013	99	11%
Traffic	856	952	96	11%
Alarm	1,095	937	-158	%-14
Disturbance	816	910	94	12%
Larceny - from Motor Vehicle	833	824	-9	-1%
Ordinance Violation - Other	345	808	463	134%
Crash - Property damage only	540	670	130	24%

Directed Patrol refers to a motorized patrol of a specific area of interest.

2025 saw a new initiative to perform and document these patrols, hence the large increase from 2024.

Suspicious Event is a catch-all incident type for a caller feeling unsafe.

Examples may include reports of someone peering through a caller's window, a caller stating they heard someone yelling "help," unsubstantiated reports of gunshots being heard, someone reporting they were being followed, etc.

THE OPPORTUNITY

The Chief of Police serves under the direction of the Mayor, providing leadership, management, and oversight of the Police Department's overall operations and activities.

The Police Chief is appointed to a one-year term, renewable upon review and mayoral appointment.

The City of Burlington has undertaken a significant, multi-year process to incorporate the intersection of public safety and public health into community safety strategies, including rebuilding the Burlington Police Department through a lens of community trust-building and engagement outside traditional policing models. Community trust stands as the cornerstone of effective policing and the preservation of public safety, and successful candidates will embrace this philosophy to build community policing strategies through intentional efforts and genuine engagement.

This role requires vision, accountability, and the ability to foster collaboration within the agency and across city departments and community stakeholders. Strong candidates will be a visible leader with a genuine desire to become an active participant in the Burlington community and have a resolute commitment to developing long-term, collaborative and respectful relationships within City government and across the community and have experience with outreach and public engagement in a racially and culturally diverse community setting.

The ideal candidate will have a track record of customer service, professionalism, integrity and striving for the highest ideals of public service and personal conduct. It is imperative that this individual is able to manage emergency situations and build credibility and infuse accountability and respect within the Department by being fair, equitable, and willing and able to listen to staff, coworkers and diverse community voices.



The ideal candidate will demonstrate the following key attributes or experience:

- Demonstrate a strong history of successful partnership with a mayor and city council.
- Knowledge of the principles, practices and operations of law enforcement, police and public administration, and homeland security issues.
- Thorough knowledge of and experience with fair and impartial policing practices and procedural justice tenets.
- A proven history of implementing a community policing strategy that is based on production of safety with the community.
- Be effective in using technology, data-driven methods, innovative policing strategies, and community-oriented policing to reduce crime and address quality of life issues.
- Demonstrated experience in diverting youth from the juvenile justice system towards other models.
- Demonstrate a history of being an adaptable, responsive, and accessible leader.
- The ability to build leadership capacity within the department through mentoring, coaching, and succession planning.
- Proven record of successful recruiting strategy that mirrors the demographic of the community.
- Demonstrated experience fostering inclusive relationships between officers and communities and an active role in community outreach initiatives
- Demonstrated history and knowledge of working in an immigrant community that is based on providing safety and security to all residents.
- Demonstrated a strong history of collaborative approaches with partners in public safety and public health to address quality of life issues such as the assisting the unhoused, mental health, and substance use disorders.
- Ability to establish and maintain effective working relationships with employees, government agencies, and City Departments, non-profits, community, and private sector groups.
- Demonstrated understanding and/or prior experience working with a police commission and supporting its initiatives to enhance public trust in law enforcement.
- Demonstrated strong, clear written and verbal communication skills, including the ability to present to large audiences, diverse cultures, and engage with the media.

Required Education and Experience

- Bachelor's degree from an accredited institution.
- Minimum of 10 years of supervisory experience with at least 5 years of executive leadership in a department of equivalent size and scope. An equivalent combination of education and/or experience may be considered.
- Experience working in a racially and culturally diverse community.

Desired Education and Experience

- Master's degree from an accredited college or university.
- Demonstration of continued professional development such as graduation from a nationally recognized police management program.
- Experience working with a large university and college population, student residences, and vibrant downtown nightlife is preferred.
- Experience leading department of comparable size and scope.

Salary and Benefits

The hiring range is anticipated to be \$177,254.90 per year, commensurate with qualifications and experience, plus a [comprehensive benefits package](#).

The City of Burlington EEO Statement:

Promoting a culture that reveres diversity and equity.

The City of Burlington is proud to be an equal opportunity employer, and we are strongly committed to creating a dynamic and equitable workforce that mirrors the population and world that we serve. We do not discriminate on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sexual orientation, gender identity, marital status, crime victim status, veteran status, disability, HIV positive status, or genetic information in employment or the provision of services.

In addition to being an equal opportunity employer we actively encourage applicants who can contribute to our growing diversity to apply.

EEO/VET/AA/DIS/SO/GI

Required Licenses or Certifications

- Be able to be certified in the State of Vermont as a police officer via the Vermont Criminal Justice Council. Certification is required within 90 days of hiring or as soon as the VCJC can accommodate a required training regimen (whichever is sooner).
- Possession of or ability to obtain a valid Vermont motor vehicle operator's license.

Residency Requirement

- Per the city charter, residence within the City of Burlington is required within one year of appointment. Waiver of this requirement requires a vote by City Council, who have approved exceptions within the past few years.



APPLICATION PROCESS

The International Association of Chiefs of Police is assisting the City of Burlington with the search process. Submit your resume and letter of interest via email to BurlingtonVTChief@theIACP.org by Friday, June, 5. Please include **Burlington Executive Search** in the subject line.



IACP[®]

International Association of
Chiefs of Police

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