



**DEPUTY CHIEF OF POLICE**  
**Burlington Police Department**  
**Burlington, Vermont**



The Burlington Police Department in Burlington, Vermont, is seeking qualified applicants for the role of Deputy Chief of Police. The two Deputy Chief positions are second in the chain of command for the Burlington Police Department (BPD), reporting directly to the Chief of Police. There are two deputy chief positions. The Deputy Chief, Operations, manages the daily operations and activities of the Uniform Services Bureau, which is comprised of patrol, the airport, and the Community Service Officers (CSOs). The Deputy Chief, Administration, manages the Administrative Services Bureau and the Detective Services Bureau. These three bureaus, overseen by the two Deputy Chiefs, are the agency's largest organizational components.

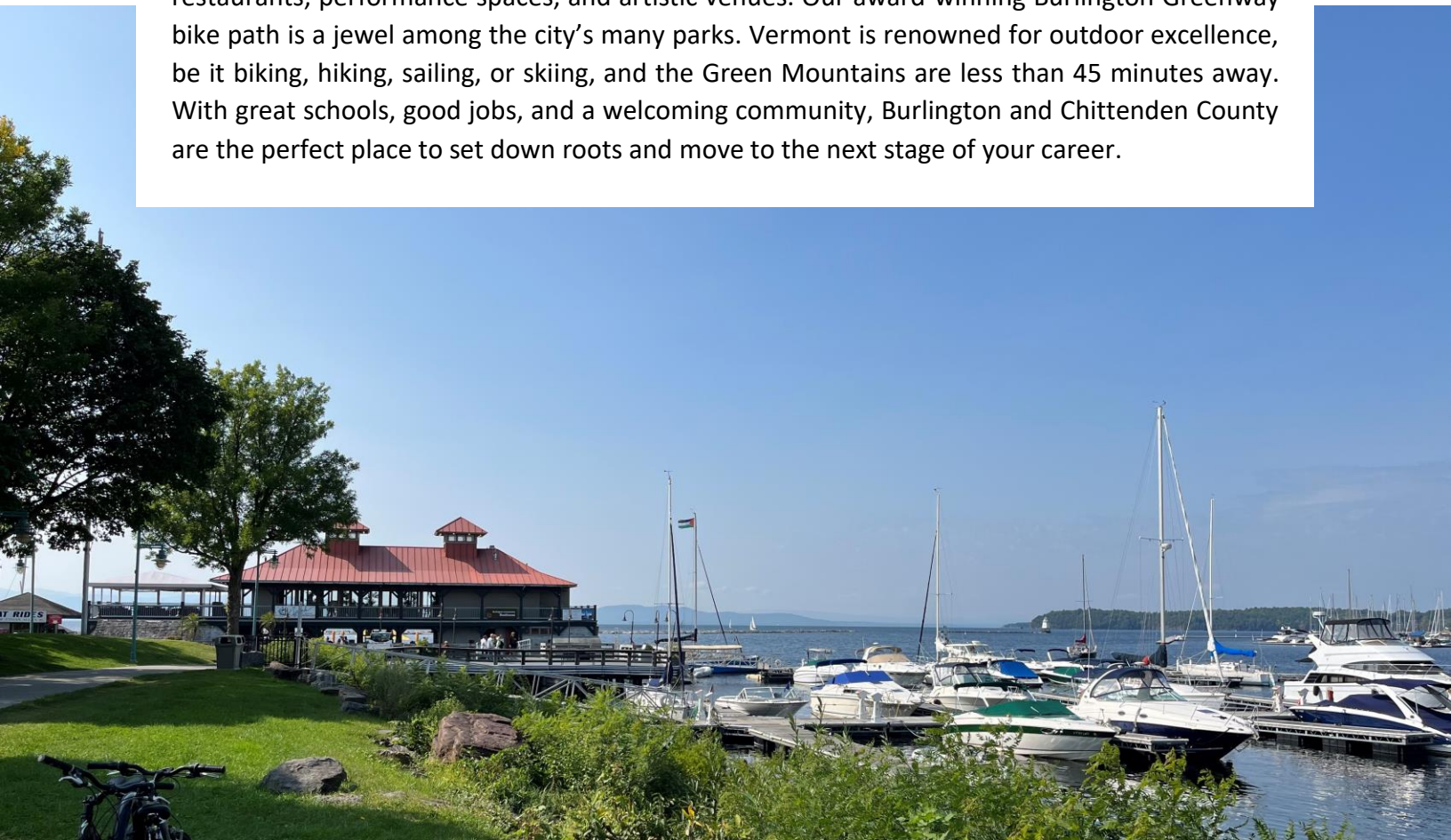
Additionally, the BPD contains a business management component, overseen by the Executive Manager, and a social services component called CAIP, or Crisis Advocacy Intervention Programs, overseen by the Assistant Director, CAIP. The Deputy Chiefs, the Executive Manager, and the Assistant Director comprise the agency's executive staff, which works closely and collaboratively together, and reports to the Chief of Police.







Sitting on shores of Lake Champlain, Burlington is Vermont's largest city, with 44,000 residents and daytime populations that can be more than double. It's a vibrant community that frequently finds itself on "best of" lists for its lifestyle and great public spaces like the Church Street Marketplace. Home to important businesses and institutions like the University of Vermont, Patrick Leahy International Airport, Dealer.com, Burton Snowboards, Seventh Generation, the region's largest hospital, and more, the Queen City also has some of the state's best nightlife, restaurants, performance spaces, and artistic venues. Our award-winning Burlington Greenway bike path is a jewel among the city's many parks. Vermont is renowned for outdoor excellence, be it biking, hiking, sailing, or skiing, and the Green Mountains are less than 45 minutes away. With great schools, good jobs, and a welcoming community, Burlington and Chittenden County are the perfect place to set down roots and move to the next stage of your career.







The BPD has more than 150 years of accomplishment, and a wonderful future ahead. We have an authorized headcount of 87 sworn officers and 58 professional staff, including innovative roles like the unarmed CSOs, and in-house social workers in CAIP called Community Support Liaisons, or CSLs. We serve a diverse community and strive to be reflect that diversity in our ranks.

We pride ourselves in being at the leading edge of policing, from operational advances like ICAT, to cutting-edge equipment like body-worn cameras and drones, to tactical innovations like our Emergency Response Unit, and new programs like our CAIP team and CARES program. By volume and variety of calls for service, our patrol officers are the most experienced in the state, and our detectives have an incredible closure rate for gunfire and homicide, including high-profile shootings and half-century-old cold cases.

The City of Burlington is seeking a seasoned law-enforcement professional with a strong leadership presence, a mind for progressive policing, and exemplary interpersonal skills. Our residents want an effective crime fighter and a community-oriented protector who understands that police keep people safe by working with and for their neighbors.







The incoming Deputy Chief must have the ability to engage with and be present in the community and the BPD. At the same time, Burlington is at the forefront of recognizing, embracing, and resourcing the idea that public safety is not a task for police alone—as evidenced by our robust professional staff and the myriad of services they provide. Our deputy chiefs must have excellent staff management and budgeting abilities. Creating innovative policy and gathering and analyzing data are also important skillsets.

Candidates must have a minimum of ten (10) years of police experience and a minimum of three (3) years in a supervisory police role. Candidates must possess, or be able to obtain within one (1) year, a Vermont Police Academy Law Enforcement Certification as a Level III officer. Out-of-state candidates must be current law-enforcement officers or have been separated from a certified law-enforcement role for no more than three (3) years. A bachelor's degree or higher is preferred; other experience, including military experience, may be considered. Attendance at a program like the FBI National Academy or PERF SMIP is strongly preferred. Candidates must possess, or be able to obtain within sixty (60) days, a valid Vermont Driver's License.

The Deputy Chief of Police is compensated according to the Police Uniform Pay Scale, or PUPS, which is defined by the police officer contract. The Burlington Police Officers Association, or BPOA, will renegotiate in July, 2025. The current PUPS for Deputy Chief ranges from \$133,769 to \$139,880, depending on experience. Additionally, the BPD currently offers a \$15,000 recruitment incentive, paid in three timed installments. The City of Burlington's benefits include retirement with five-year vesting, full medical benefits, and wellness incentives.

Contact us at <https://www.bpdcareers.com>

