

CITY OF BARRE
Police Advisory Board Agenda
Monday, February 13 , 2022
6:00 pm
Barre Public Safety Building
Conference Room
15 Fourth Street
Barre, VT 05641

Join Zoom Meeting
<https://us02web.zoom.us/j/83053276707>

Meeting ID: 830 5327 6707
Telephone 1 929 205 6099
Open to the Public

1. Call to order.
2. Facility tour
3. Consider approval or adjustments of the agenda
4. Consider approval of previous meeting minutes
5. Receive guests
6. Councilor Waszazak's report
7. Chief's report
8. Discuss and consider approving Canine Operations policy
9. Discuss and consider approving Vehicle Search policy
10. Discuss and consider approving Grievance Process
11. Miscellaneous
12. Adjourn



Barre City Police Department

Barre, Vermont

Braedon S. Vail
Chief

OPERATIONAL PROCEDURES

<u>Subject:</u> Vehicle Searches	<u>Number:</u> 406	<u>Effective Date:</u> X/XX/23
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Note: These Rules & Regulations, Operational Policies and/or Procedures are for internal use only and does not enlarge a member’s civil or criminal liability in any way. It should not be construed as a creation of a higher standard of safety or care in an evidentiary sense, with the respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

Policy: All enforcement actions such as investigative detentions, traffic stops, arrests, searches and seizures, including consent searches and canine sniffs, will be based on probable cause or reasonable articulable suspicion as required by Vermont Law, and the United States Constitution.

Purpose: Establishes procedures for conducting vehicle searches pursuant to governing laws. Considerations are based on the need to protect the law enforcement officer, mobility of the vehicle, increased opportunity for contraband/evidence to be lost/destroyed, and finally, probable cause.

Contents:

- I. General
- II. Motor Vehicle Searches
- III. Consent Search
- IV. Warrantless Vehicle Search Procedures (consent)
- V. Seized Vehicle Search Procedures (warrant)
- VI. Scope
- VII. Seized & Forfeited Vehicles Subject to Title 18 Forfeiture
- VIII. Documentation
- IX. Cancellation

I. General

As law enforcement officers, we have both a duty and the authority to investigate suspicious activities that may be associated with a violation of criminal and motor vehicle laws, and certain civil violations (i.e., civil drug possession, underage alcohol possession, etc.). However, this duty does not include pursuing uncorroborated hunches or stereotyping. It is limited to

reasonable articulable factors that would likely lead a reasonable police officer to the same conclusion that a violation of the law is occurring or has occurred.

- A. While it is perfectly legal to ask someone for consent to search their person, vehicle, or property for absolutely no reason, the individual has a right to refuse. Yet, aside from the legality of this issue, is the matter of public perception. Specifically, most people see a request to search as being too intrusive if it is absent sound articulable reason.
- B. Unexplainable requests to search, although legal, could cause dissension within our community. Even though we are operating on solid legal grounds, if the community is skeptical about a particular method; we are not able to maintain the support that is critical to effective law enforcement. Therefore, the community must perceive officers as being fair and reasonable. At no point will stereotyping based on a person's gender, ethnicity, religious background, sexual orientation, or disability be considered when determining cause to search.
- C. **Probable Cause** - For purposes of this procedure, "Probable Cause" is defined as: Facts or circumstances that would lead a reasonable and prudent person to believe that a violation of law has, is, or will have taken place.
- D. **Reasonable Articulable Suspicion** - For purposes of this procedure, "Reasonable Articulable Suspicion" is defined as: Suspicion based upon articulable facts, and/or a totality of the circumstances, less than probable cause that arises when an officer is able to state specific facts to support their suspicion of criminal conduct based on their particular training and experience. As further defined by the Supreme Court during *Alabama V. White*, reasonable suspicion is,
 - A less demanding standard than probable cause... reasonable suspicion can be established with information that is different in quantity or content than that required to establish probable cause, but also in the sense that reasonable suspicion can arise from information that is less reliable than that required to show probable cause. However, an operator's apparent nervousness absent other factors does not constitute reasonable suspicion.

II. Motor Vehicle Searches

The Carroll Doctrine established the parameters of vehicle searches and has been recently reinforced by two U.S. Supreme Court rulings: *U.S. vs. Ross* and *Arizona vs. Gant*. However, Vermont law **does not authorize** Carroll Doctrine searches. Should an officer deem it necessary to pursue a vehicle search, they must either obtain valid consent, or seize the vehicle and apply for a search warrant.

- A. A search of a vehicle incident to a lawful custodial arrest of one or more of its occupants is not authorized.
- B. An inventory of a vehicle's contents may be authorized under specific circumstances in accordance with **Barre City Police Department Traffic Procedure #510 "Vehicle Towing Procedures."**

- C. In accordance with current Vermont Supreme Court caselaw, individuals have a reasonable expectation of privacy within their possessions (*i.e., vehicle*), and a reasonable expectation against seizure of their property. Inasmuch, the individual subject to search and seizure shall be given a choice of whether to consent to a less intrusive search or require that the officer apply for a search warrant. In accordance with *State. v. Saava 1991*, it is important that the officer clearly explain that the “choice” is truly theirs to make.
- D. After valid consent to search a motor vehicle is obtained, the officer will request at least one additional officer to assist on scene.
 - A minimum of one officer will monitor the operator and any other occupants for safety purposes, while one or more officers perform the search. For safety reasons, it may be reasonable to have more than one officer monitoring the occupants.
 - In all cases, the person granting consent must be within reasonable proximity to an officer in the case they choose to revoke consent. If consent is revoked and there is cause to continue the investigation, the vehicle will be seized pending the application of a search warrant.
- E. If valid consent to search is denied, and the officer has reasonable articulable suspicion of criminal activity, the officer may seize the vehicle and apply for a search warrant to continue the investigation.

III. Consent Search

- A. One’s consent to a search of their person or property under their control by an officer acts as a waiver of their Fourth Amendment right to be free from a search without a warrant. Therefore, a search based on consent is lawful, even where there is no other justification for the search, **if**:
 - The consent is made with the knowledge that they need not consent to a search;
 - The consent is voluntary, *i.e.*, freely given without duress or coercion; and
 - The consent is clear and explicit.
 - The scope of the search is specific (*i.e., vehicle, and all containers within the vehicle, locked or unlocked*).
- B. Any waiver of a constitutional right will be examined carefully by the courts. Therefore, before evidence discovered as a result of a consent search will be admitted at a trial, the State will have to show by “a preponderance of evidence” that the consent was, in fact, freely and voluntarily given by a person who was aware of their right not to consent.
- C. A valid consent to a search may be given only by a person with a right to occupy the vehicle (*i.e., the operator*), and who has a reasonable expectation of privacy to the vehicle. This does not pertain to other occupant’s personal property within the vehicle.
- D. Written consent should be obtained where practicable. A signed and witnessed waiver provides the best proof of clear, voluntary consent. However, officer body worn cameras can substitute for written consent depending upon circumstances.

E. Revocation of Consent - Consent may be revoked at any point. Officers should make a reasonable attempt to allow a person subject to search to be able to communicate their revocation of consent freely and without delay and shall not take any action that would prevent the ability of the person to communicate their decision to revoke or limit the consent to search.

- Valid consent to search may be presumed to continue until all areas specified in the consent have been searched. However, if consent is revoked before completion of the search, all evidence found before the revocation may be retained.
- This evidence may be used as probable cause for a subsequent warrant or for an immediate arrest and incidental search.

IV. Warrantless Vehicle Search Procedures (Consent)

A. Officers **will not** request a consent search or a canine scan of a motor vehicle unless reasonable articulable suspicion exists. In cases where an officer deems that reasonable articulable suspicion exists that controlled illicit substances may be present inside a vehicle, the officer may request consent to search, or a canine response to scan, or both.

- If a canine responds to the scene, this must be done within a reasonable amount of time in accordance with current case law.
- If sufficient cause exists to continue the investigation but a canine is not readily available, the officer may seize the vehicle and apply for a search warrant.
- The procedures for conducting the canine scan will be dictated by the canine handler's training and experience. The canine handler has the final say as to whether they will conduct a scan or not.

B. When requesting consent to search, officers will:

- Present the appropriate side of the Consent to Search Card/Form to the person from whom consent is sought before conducting a consent search.
- If, after reading the appropriate side of the Consent to Search Card/Form the motorist gives verbal consent to a search, but declines to sign the Consent to Search Card, the form will be filled out by the searching officer with, "Refused to Sign" in the caption provided for the person's signature. Ensure these instances are clearly captured on body worn camera video.

C. Upon receipt of consent to search, or when a canine scan is being conducted, officers will notify Communications that a vehicle search or canine scan is being conducted.

- The dispatcher will make a radio log entry in the open incident in Valcour.

D. Reporting – Any time an officer conducts a vehicle search based upon consent or following a canine vehicle scan resulting in a positive alert, the narrative portion of the report will be used to document the specific facts, circumstances, and conclusions that support the

probable cause or reasonable suspicion for both the detention and the search.

- E.** In accordance with **Barre City Police Department Traffic Procedure #503, “Traffic Control & Enforcement,”** completion of the Race Data Collection is required for all traffic stops. In addition, when a search is conducted in conjunction with a traffic stop, the following fields must be completed in the following manner:
- **SEARCH BASED ON** – indicate the type of search: SW - Search conducted with warrant, SPC – Consent Search conducted with PC – no warrant, SRS – Consent Search conducted – reasonable suspicion.
 - **PASSENGER SEARCH BASED ON** - PSW – Passenger search conducted with warrant, PSPC – Passenger consent search with PC – no warrant, PSRS – Passenger consent search conducted – reasonable suspicion.
 - **EVIDENCE LOCATED** – indicate whether contraband was located (if any): C - Contraband or evidence found, NC - No contraband found. PC – Passenger contraband or evidence found, PNC - Passenger no contraband
- G.** **Supervisors are responsible** for ensuring that officers are collecting, reporting and submitting the required data for **all** traffic and investigative stops. Supervisors will review the submitted paperwork to verify that officer's practices are within the law.
- Supervisors are to provide training and counseling when needed.
 - Additionally, supervisors will be held accountable for the accurate and timely completion of all reports and forms as hereinbefore described.
- H.** Whenever possible, a vehicle to be retained as evidence or for further processing will be secured and towed from its place of recovery to the police department under the supervision of the investigating officer. The officer will follow the vehicle as it is being towed to its destination to provide for the proper safeguarding and chain of custody of evidence.

V. Seized Vehicle Search Procedures (warrant)

- A.** If a person in lawful possession of a motor vehicle declines consent to search and the officer has reasonable articulable suspicion of criminal activity, or the vehicle is otherwise needing to be seized as evidence due to instrumentality by which a crime was committed or as a fruit of a crime, the officer may seize the vehicle to continue the investigation and apply for a search warrant.
- The officer will not “inventory” a vehicle seized for the application of a search warrant.
 - The officer will complete a Barre City Police Department Towing Record form and explain the section of the form regarding the release and retrieval of the vehicle. The owner/operator must sign the form and will be provided their copy of the form.
 - Communications will be notified to dispatch the next available rotation wrecker. The officer will follow the wrecker back to the police department, where the vehicle

will be secured in the sally port. If the sally port is unavailable other arrangements may be made.

- The officer will secure all doors, trunk and openings using evidence tape. The officer will apply the date, time and their initials to each piece of tape. Once secured with evidence tape, the officer will photograph the instance in which they placed tape on the vehicle's openings. The vehicle will be entered in the Erin 7 evidence management system and the keys will be placed in a temporary pass-thru storage locker in accordance with **Barre City Police Department Investigative Procedure #609, "Property & Evidence Management."**
- Once a vehicle has been seized and towed to the Barre City Police Department, the search warrant process will continue, regardless if the owner/operator changes their mind regarding consent.
- A search warrant will be applied for within three days (72 hours) of the vehicle being seized. Once/if the warrant is granted, execution of the warrant will take place within ten days.
 - Recognizing the loss of use of a vehicle can be detrimental to the livelihood of an individual, and the vehicle remaining in the sally port for an extended period can otherwise strain their respective normal business uses, officers should apply for and execute search warrants without reasonable delay. However, such warrant applications will only be made during normal court business hours unless exigent circumstances dictate otherwise.
- The search and collection of any evidence contained therein will be conducted in accordance with **Barre City Police Department Investigative Procedure #608, "Collection & Preservation of Evidence."**
- After completion of the search and all items of evidence have been processed and entered accordingly, the officer will move the vehicle to the parking lot and notify the vehicle owner that the vehicle is ready for release, instructing the owner on the appropriate procedures for retrieving the vehicle. The officer will advise the owner that if the vehicle is not retrieved within seven (7) days, the vehicle will be towed back to the originating tow company business where it may be subject to additional daily storage fees.
- The officer will remove from the vehicle any purses, wallets, or other valuable items and enter them into safekeeping property in accordance with **Barre City Police Department Investigative Procedure #609, "Property & Evidence Management."**

VI. **Scope**

- A. If the vehicle is taken as evidence of a crime, either as an instrumentality by which the crime was committed (*e.g., a hit-and-run homicide*) or as fruit of a crime (*a stolen car*), it may be subject to a later, more careful examination just as is any other lawfully seized item.

- B.** The inventory of vehicles and other objects under police control, where they have lawful custody is proper when done to protect the owner against property loss, to avoid a claim of destruction, and to protect the officer against any hidden danger. Officers cannot assume custody as a pretext for inventory where such an inventory is not reasonably necessary. The inventory must be carried out as part of established agency procedure. Refer to **Barre City Police Department Traffic Procedure #510, “Vehicle Towing Procedures.”**
- C.** An abandoned vehicle may be seized and searched without a warrant and without probable cause, but a recommended procedure is to obtain a search warrant when practical. Refer to **Barre City Police Department Traffic Procedure #511, “Unattended and Abandoned Vehicles.”**
- D.** Evidence of probable cause justifying a search of a vehicle does not necessarily empower an officer to search its un-arrested occupants. A thorough search of an occupant may be justified only if the officer has reasonable articulable suspicion to believe that they possess evidence of a criminal offense, refer to **Barre City Police Department Operational Procedure #414, “Warrantless Searches.”** The officer may, however, pat down the outer clothing of any occupant whom they reasonably suspect may possess a weapon and whom they feels poses a danger to themselves or others.
- E. The Plain View Doctrine** - applies to all vehicles. Any contraband or evidence of a criminal offense seen while the officer is in the proper conduct of an investigation or while interviewing an occupant of the vehicle may be seized and will justify probable cause for a subsequent arrest and a more detailed search. However, the plain view doctrine is not a per se warrant exception. Merely because an officer observes something which is evidence of a crime, they cannot seize it unless it is in an area to which they legally have access to.
- State v. Trudeau 1996 establishes a three-prong test:
 - The officer must legally be present when the contraband is seized.
 - It must be immediately apparent to the officer that the evidence to be seized is incriminating.
 - The officer must have legal access to the evidence to be seized. The mere fact that the evidence which is in plain view is located within a motor vehicle does not in and of itself give the officer a legal right to enter the vehicle to seize the evidence.
- F. Search Incident to Arrest** – search of a vehicle incident to a lawful custodial arrest of one or more of its occupants is not authorized.
- State v. Bauder 2007 prohibits a search of a vehicle incident to arrest absent articulable concerns for officer safety or for the preservation of evidence. In this case, the operator was handcuffed and secured in the back seat of a cruiser while the passenger had left the vicinity. At the time of the search the officer had not made the decision to impound the car, thus the search was not justified.
 - Search of persons placed under arrest will be conducted prior to transport to a secure facility, and then searched again upon arrival in accordance with **Barre City Police Department Operational Procedure #407, “Arrest, Custody & Transport.”**

- Probable cause is not needed to conduct this search as its purpose is to ensure the safety of all parties involved, as well as to prevent the introduction of contraband into a secure facility.

G. Closed Containers discovered during searches incident to arrest, or otherwise through investigation, must be searched either by virtue of consent or through the issuance of a search warrant if the owner of the container has a reasonable expectation of privacy. (*State v. Neil 2008*)

- In determining which containers are protected by an expectation of privacy, the court opined that a warrant is required if a reasonable person would know that the defendant intended to exclude certain articles from public view. Therefore, if a container (suitcase, pocketbook, paper bag, glove box, trunk, etc.) is closed so that its contents are protected from public view, consent or a warrant is required before the container may be searched.
- If the container discloses its contents either because it is open (plain view), or its shape gives away what is inside (i.e., pistol in a holster), then the individual does not have a reasonable expectation of privacy because the contents of the container are a foregone conclusion, and a warrant or consent are not required to open the container.

VII. Seized & Forfeited Vehicles Subject to Title 18 Forfeiture

A. Authority – Title 18, Chapter 84, Subchapter 2 of the Vermont Statutes Annotated provides for the seizure and forfeiture of all conveyances, including aircraft, vehicles, or vessels, which are used or are intended for use to transport, conceal, or in any manner facilitate the cultivation, manufacture, compounding, dispensing, delivering, sale, or possession of a regulated drug in violation of subchapter 1 of chapter 84 punishable by imprisonment for more than 10 years.

B. Policy – Any forfeiture proceeding shall be coordinated with and through the State Attorney’s office. No vehicle will be considered for forfeiture proceedings without approval by the State Attorney after consult has concluded that forfeiture is warranted.

- Vehicles may be subject to forfeiture whenever there is probable cause to believe that the motor vehicle was used or intended for use to transport, conceal, or in any manner facilitate the cultivation, manufacture, compounding, dispensing, delivering, sale, or possession of a regulated drug
- The Sergeant, Criminal Investigations Division will consult with the State Attorney’s Office in each case as to whether forfeiture proceedings may be a viable option or should be otherwise recommended.
 - Race or ethnicity will not be a factor in determining probable cause to seize a vehicle for forfeiture.
 - The value of a vehicle will not be the sole factor in deciding whether it shall be seized for forfeiture.

C. Seizure of Vehicles - The court may issue at the request of the State ex parte a preliminary order or process to seize or secure property for which forfeiture is sought and to provide for its custody. Process for seizure of such property shall issue only upon a showing of probable cause that the property is subject to forfeiture. Application therefor and issuance, execution, and return shall be subject to provisions of applicable law.

- Any property subject to forfeiture under Title 18, Chapter 84, Subchapter 2 may be seized upon process. Seizure without process may be made when:
 - The seizure is incident to an arrest with probable cause or a search under a valid search warrant;
 - The property subject to seizure has been the subject of a prior judgment in favor of the State in a forfeiture proceeding under this subchapter; or
 - The seizure is incident to a valid warrantless search.
- Whenever a vehicle is seized, it shall be temporarily stored at the Barre City Police Department in a secure manner.

D. Motor vehicles will not be forfeited when:

- It is used by any person as a common carrier in the transaction of business as a common carrier unless the owner or other person in charge of such conveyance was a consenting party or privy to a violation of Title 18, Chapter 84, Subchapter 1;
- By reason of any act or omission of any person other than the owner while the conveyance was unlawfully in the possession of a person other than the owner in violation of the criminal laws of the United States, this State, or any other state; or
- By reason of the use or intended use of the conveyance in violation of Title 18, Chapter 84, Subchapter 1 by a person other than the owner, unless the owner knew or had reason to believe that the conveyance was used in that manner.

IX. Documentation

- A.** The narrative portion of a law incident for any search will articulate the facts of the incident leading to the conducting of the search as well as what, if any, contraband or evidence was discovered as a result of the search. Any other pertinent information regarding the incident will also be articulated, to include the names of individuals involved as well as the name of the applicable towing company.
- B.** If a canine was requested, the reason for the request will be articulated. A supplemental canine report from the handler will be required and attached to the original incident.
- C.** All property, to include the vehicle will be entered in the property involvement portion of the law incident.

- D.** All property submitted to the property and evidence room will be entered into the Erin 7 evidence management system prior to submittal.

VIII. Cancellation

This written directive cancels, replaces and supersedes any directives in conflict therewith.

AUTHORITY:

Braedon S. Vail, Chief of Police

, 2023

Index As:

Consent Search
Consent to Search Card/Form
Plain View
Probable Cause
Reasonable Articulate Suspicion
Search & Seizure
Vehicle Searches



Barre City Police Department

Barre, Vermont

Braedon S. Vail
Chief

PERSONNEL PROCEDURES

<u>Subject:</u> Grievance Process	<u>Number:</u> 319	<u>Effective Date:</u> X/XX/23
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Note: These Rules & Regulations, Operational Policies and/or Procedures are for internal use only and does not enlarge a member's civil or criminal liability in any way. It should not be construed as a creation of a higher standard of safety or care in an evidentiary sense, with the respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this department, and then only in a non-judicial administrative setting.

Policy: The Barre City Police Department is committed to providing a quality work life for all employees and resolving issues at the lowest level possible within the organization. The Department will increase individual job satisfaction and promote a more cooperative environment by providing a means of redress for employees who believe their rights, defined by law, an applicable bargaining agreement and/or policy, or other privileges have been violated.

Purpose: To provide department members with a formal process to resolve grievances that may occur over the application of a stipulation of an agreement, rule, plan, or policy affecting the member's terms or conditions of employment in a fair and expeditious manner.

Contents:

- I. Definitions
- II. Grievance Procedure
- III. Non-Contractual Grievance Procedure
- IV. Annual Analysis
- V. Cancellation

I. Definitions

- A. Collective Bargaining Agreement** - the agreement between the City of Barre and the Barre City Police Officers Association and Fraternal Order of Police, Lodge 004.
- B. Grievance** - a claim or complaint by an employee based upon an event or condition which affects the circumstances under which an employee works, allegedly caused by misinterpretation or unfair application of a stipulation of the collective bargaining agreement.
- C. Grievant** - an aggrieved employee, or union representative who has filed a grievance on behalf of the aggrieved employee.

- D. **Non-Contractual Grievance** – a claim, complaint, controversy pertaining to employment conditions which affects the circumstances under which an employee works not arising out of or related to the collective bargaining agreement.

II. Grievance Procedure

- A. Issues for the grievance process may include but are not limited to:
- Equal Employment opportunities or discrimination concerns
 - Administrative action not subject to the disciplinary process
 - An employee may waive the filing of a grievance if they so desire
- B. Issues **NOT** for the grievance process include:
- Formal counseling or Performance Evaluations
 - The promotion or failure to promote any member of the department, unless the grievance alleges discrimination based on race, color, creed, sex, or national origin.
 - Any disciplinary action described by the Barre City Police Department Policy Manual in **Administrative Procedures #214, “Internal Affairs - Complaints & Discipline.”**
- C. Members are encouraged to make reasonable attempts to resolve grievance issues informally (verbally) at the time of, or within the first few days of the adverse administrative act. However, if unsuccessful, members shall formally file their grievances.
- D. The grievance procedure consists of four (4) steps:
- The Union Steward, without the aggrieved employee unless agreed otherwise by the City and the Union, shall take up the grievance or dispute orally at a pre-coordinated meeting with the employee's immediate supervisor within five (5) working days of the date of the grievance. The supervisor shall attempt to adjust the matter and shall respond to the Steward within seven (7) working days.
 - If the grievance has not been resolved, it shall be presented in writing to the Chief within five (5) working days after the supervisor's response. The Chief shall respond to the Steward in writing within seven (7) working days. The written grievance shall cite the specific contract Article and paragraph that is being used as the basis for the grievance, as well as a statement of the remedy or adjustment sought.
 - If the grievance remains unresolved, it shall be presented to the City Manager in writing within nine (9) working days after receipt of the Chief's response. The City Manager shall respond in writing within twelve (12) working days.
 - If the grievance remains unresolved, it may be appealed to the City Council within twenty-one (21) working days of the City Manager's decision. The City Council shall respond in writing within fourteen (14) working days. If the grievance is not resolved in this final step,

either party may, within twenty-one (21) working days after the decision of the City Council, by written notice to the other, request arbitration.

- E. Grievances will be processed in accordance with the collective bargaining agreement and proceed through each step within the enumerated timeframes, unless otherwise mutually agreed upon by both the City and the Union.
- F. The grievant may withdraw a grievance at any time.
- G. There will be no repercussions involving a member that files a grievance for any reason.

III. Non-Contractual Grievance Procedure

- A. The Department believes that most complaints can be settled quickly and informally between supervisors and members who are willing to discuss and resolve work-related problems as they arise.
- B. All members may file non-contractual grievances with their immediate supervisor in a timely manner.
- C. If the incident involves the member's supervisor, the chain of command can be circumvented to the next level of the member's chain of command.
- D. If the member is not satisfied with the outcome, the member may initiate the grievance to the next highest level of the chain of command, up to and including the Chief of Police.
- E. The Director of Human Resources, Safety & Health may be consulted and/or involved with matters not otherwise resolved through this process.

IV. Annual Analysis

- A. The Chief of Police, or their designee shall conduct an annual analysis of grievances, as well as supporting policies and practices. The final analysis shall be reviewed by the Chief of Police to ensure accuracy of reported data and consistency with Department and City Personnel Policies. If an apparent trend is observed in filed grievances, the Chief will initiate steps to minimize the causes of similar grievances in the future.

V. Cancellation

This written directive cancels, replaces and supersedes any directives in conflict therewith.

AUTHORITY:

Index As:

Grievance
Grievant
Grievance Procedure

Braedon S. Vail, Chief of Police

, 2023