



POLICE DEPARTMENT
CITY OF BURLINGTON

Media Release – For immediate release 1/27/2020

Today Chief Jennifer Morrison announced that the Department has reached findings regarding the investigation conducted by the City into allegations that Deputy Chief Jan Wright engaged in inappropriate use of social media in the context of City business, including engaging with and criticizing city councilors without disclosing her identity, and failing to report that engagement to the Mayor prior to being appointed as acting chief.

Chief Morrison has sustained the allegation that DC Wright's conduct constituted a violation of the City Personnel Policy, section 8.1 which states: *"8.1 PHILOSOPHY - City employees are expected to perform their duties in a conscientious and professional manner that will not adversely affect job performance of others or the efficiency of City services. Employees are expected to be courteous to all members of the general public and co-workers."*

With the permission of Deputy Chief Wright, BPD has released a copy of the closure letter explaining the findings and actions taken to resolve this matter. The release of this letter and investigative report in no way establishes a precedent and is only being done because DC Wright wishes to be as transparent as possible with the community regarding a matter that is already in the public realm. Further, we already have pending FOIA requests on this matter. DC Wright said, *"I accept full responsibility for my posts and use of social media. I am sorry for the impact it has had on the Department, its members and the City. I am deeply embarrassed by my behavior. I look forward to returning to work and taking the steps necessary to correct my behavior and to regain trust with those with whom it has been broken."*

In making her decision, Chief Morrison acknowledged the challenge to balance the needs of the department and the community as well as those impacted by DC Wright's behavior. She said, *"In all matters of discipline I seek to find a remedy that is fair but firm and will prevent the offending behavior from reoccurring. In this case we have a unique opportunity to utilize restorative practices that the City is so well known for to rebuild trust with important stakeholders and move beyond this incident to best serve the citizens of Burlington."*



JM#109



POLICE DEPARTMENT
CITY OF BURLINGTON

January 27, 2020

Deputy Chief Jan Wright
Burlington Police Department
One North Avenue
Burlington, VT 05401

Dear Deputy Chief Wright:

I am writing to notify you that the Department has reached findings regarding the investigation conducted by the City into allegations that you engaged in inappropriate use of social media in the context of City business, including engaging with city councilors without disclosing your identity, and failing to report that engagement to the Mayor prior to being appointed as acting chief. For the purpose of Department clarity, I am assigning Bureau of Internal Affairs number 2020-02 to this matter. The findings are as follows:

Allegation of a Violation of City Personnel Policy section 8.1 – Sustained

The substance of this finding is contained in the report prepared by Human Resources Director Deanna Paluba, which is incorporated by reference herein.

This is a serious matter that requires discipline, restorative or corrective action, and education. The following remedy to this situation will apply:

1. Discipline:
 - a. Demotion: As a result of these actions you were demoted from Acting Chief back to Deputy Chief.
 - b. Suspension: You will be suspended without pay for a total of eight (8) days. Five (5) of these days will be debited from your accrued vacation time and three (3) will be served as days without pay at my direction, with no more than one day in any given pay period and at times that do not negatively impact the administration of the Department.



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2. Education:

- a. Prior to returning to unrestricted duty* as the Deputy Chief of Police you must acknowledge receipt and understanding of the following order: You are not to engage in inappropriate social media use or any social media engagement with members of the public, City Councilors, or City employees without disclosing your identity.
- b. You must participate in social media use training provided by the City. Further, you shall participate in finalizing the City's social media policy as requested by Human Resources.
- c. Prior to beginning your first shift back at work you shall review the Department's Mission, Vision and Values as well as Department Directive #01 which outlines the Oath of Office and our Department Rules. Please email when you have completed this action item.

3. Restorative or corrective action:

- a. Prior to returning to unrestricted duty* you must take steps to rebuild the trust of those with whom you engaged in the context of City business without disclosing your identity, using restorative justice principles. You will be connected with the Community Justice Center to develop a plan to meet this condition and to approach those individuals affected by your actions.
- b. You will not engage anonymously on social media (or other media) concerning City of Burlington business and you will at all times act with the courtesy, respect, and integrity expected of command staff.
- c. You will not represent the Department on social media until the plan developed in step 3.a. has been completed.

As a leader of the Burlington Police Department we expect you to be a role model for the organization and your behavior was not consistent with our expectations. Going forward, I expect your behavior to not only comport with our values, but also to demonstrate the highest level of professionalism. Any



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further conduct reflecting a lack of courtesy, respect, or good judgment will lead to immediate disciplinary action up to and including dismissal.

You are a valued member of the department and your 18+ year history as an exemplary employee has been taken into consideration in this matter. Nothing in this remediation plan should be construed to diminish your years of dedication and previously unblemished service to the Department and Community. Rather, this resolution is an example of our collective commitment to accountability and setting high standards for our agency leaders.

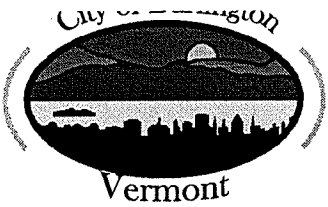
Administrative leave is rescinded and you may return to restricted duty immediately.

Sincerely,

A handwritten signature in black ink that reads "Jennifer L. Morrison #109".

Jennifer L. Morrison
Chief of Police

*Restricted duty shall be similar to light duty as defined in the BPOA contract section 14.18. In this instance it shall also mean to not speak publicly on behalf of the Department, not represent the Department at community meetings or events and to generally confine your work to administrative duties performed at 1 North Avenue.



HUMAN RESOURCES DEPARTMENT

City of Burlington

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Investigation Summary Report **Prepared for Interim Police Chief Morrison**

Date: January 22, 2020

Subject: Deputy Chief Jan Wright

Investigator: Deanna Paluba, Director of Human Resources.

I. Investigation Background

On July 28, 2019 Chief Brandon Del Pozo, Burlington Police Department Chief communicated with Mayor Miro Weinberger that he had created an anonymous twitter account (Winklewatch@Winklewatchers) and on July 4, 2019 he had engaged in an anonymous exchange with twitter name (HippiesPlow) owned by Mr. Charles Winkleman. He had then received a call from a reporter and had lied to the reporter about his involvement in the exchange.

Mayor Weinberger initiated an internal investigation with Human Resources on July 29, 2019. Chief Del Pozo was placed on administrative leave and then on FMLA when medical information documenting the need for leave was received. DC Wright was appointed acting Chief during his leave until his return to work in Sept.

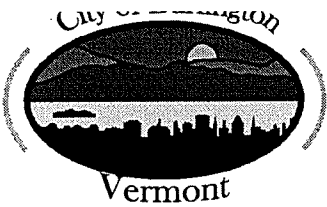
In December 2019, the previously referenced reporter called Mayor Weinberger to ask if he knew the Chief was involved in the exchange with Mr. Winkleman, and the Mayor affirmed that the Chief was. During the public response to the disclosure of Chief Del Pozo's Winklewatch account, a question was raised by a member of the public about a Facebook account in the name of "Lori Spicer" that appeared to be an anonymous user connected to the Burlington Police Department. Chief Del Pozo denied that the account was his. Following the public outcry, Chief Del Pozo decided to resign, and on December 16, 2019 the Mayor held a press conference to announce the chief's resignation and the appointment of Deputy Chief Wright as Acting Chief. Immediately following the press conference, Acting Chief Wright revealed that the "Lori Spicer" account was hers. She was immediately removed from the Acting Chief position, and this investigation into DC Wright's alleged behavior began.

There was no allegation of any illegal conduct.

II. Allegations

This investigation was requested to look into DC Wright's uses of social media, particularly the anonymous account and to determine if her use was inappropriate. In addition, concerns were raised about her contact with a city councilor and whether certain politicians were inappropriately contacted. It was also alleged that she failed to report these matters to the mayor prior to being appointed acting chief.¹ No specific violation of City policy or law was alleged.

¹ The union raised a question about whether there had been any inappropriate monitoring of union employee conduct. The initial basis for this last question turned out not to be supported, and this issue was quickly resolved as unsupported.



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Social media accounts reviewed:

DC Wright and her attorney provided a list of all social media and related Internet activities in which DC Wright has engaged. The majority of these were personal in nature and did not involve BPD or City business. The two accounts containing activity relevant to this investigation into alleged inappropriate social media use were the Facebook accounts in the names of Lori Spicer and Abby Sykes.

- Note: While we did an extensive review of DC Wright's social media accounts with full cooperation from her, due to technical constraints, it is possible that there may have been historical activity that we did not have the ability to view. While the IT department was in the process of assisting DC Wright in accessing her accounts, she was locked out of the Lori Spicer account by Facebook and was not able to get in without providing identification to prove the identity of Lori Spicer, which she could not do. In addition, DC Wright did not have the password to access the Abby Sykes account, and as she could not provide identification for that identity either, the activity log of that account could not be accessed.

Documents reviewed:

- DC Wright's personnel file
- Comprehensive Personnel Policy Manual
- Department Directives and Rules.
- VT State Law on Unprofessional Conduct, 20 V.S.A. §2401

III. City Policies

COMPREHENSIVE PERSONNEL POLICY MANUAL Sections Considered

8.1 PHILOSOPHY

City employees are expected to perform their duties in a conscientious and professional manner that will not adversely affect job performance of others or the efficiency of City services. Employees are expected to be courteous to all members of the general public and co-workers.

8.8 DISCIPLINARY ACTION

The City subscribes to a policy of progressive discipline in most cases when dealing with disciplinary actions related to the personnel policies contained in this document. This includes, but is not limited to, an oral warning; a written reprimand; formal referral to EAP, suspension; demotion; and dismissal. In



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situations that warrant other than an oral reprimand, an employee shall be given a written notice specifying the act(s) that gave rise to the disciplinary action, the appropriate remedy, and notice of right to appeal. A copy of the written notice shall be kept in the employee's personnel file for at least three (3) years. Except in a case resulting in discharge, any written reprimand remaining in an employee's personnel file after that time will not be taken into consideration in relation to any further disciplinary action. Notwithstanding the above, materials related to a "major offense" shall not be removed from the file. For the purposes of this section, a "major offense" shall mean conviction of a crime involving moral turpitude, or either a conviction or an administrative adjudication finding that the employee participated in discriminatory behavior, including sexual harassment, the excessive use of force, the violation of another's civil rights or act involving dishonesty or theft. The measure of disciplinary action shall in all cases be properly and reasonably related to the severity of the offense. Certain types of behavior by an employee may warrant immediate disciplinary action without the imposition of progressive levels of discipline. This may include suspension or dismissal without an oral or written reprimand.

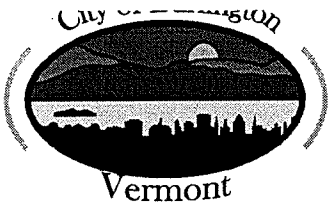
Department Heads

Department heads may be disciplined at any time during their appointment. Certain behavior and/or performance may result in an election not to reappoint.

IV. Fact Finding

The investigation uncovered the following social media posts that were of concern in the names of Lori Spicer and Abby Sykes, which DC Wright admitted she made:

1. Undated post quoted by NBC Lori Spicer comments to Charles Winkleman about Brandon Del Pozo:
Lori Spicer: *"Charles Chicky Winkleman: Chicky-Just admit it. You're obsessed with Chief Del Pozo. You can't get enough of him. He definitely lives rent free in your head. Seek help."*
2. On June 4, 2019 Abby Sykes commented on Vermont Digger Story, "Burlington council sets up a police panel following incidents."
Abby Sykes: *"I find Max Tracey and Ali's Dieng's comments to be inappropriate and careless. As stewards and representatives of the City of Burlington, you have failed. You have publicly convicted an officer of murder when he has not had due process. You don't even know all of the facts and have refused to learn any facts. Your knee jerk reaction will end up hurting the city, the taxpayers, the officer involved and I hope your chances of serving this city after your next election. I'd like to believe it's because you are naïve to how parts of the city, like basic human resources and labor laws, work. Shame on you."*
3. On June 14, 2019 Comments on Vermont Digger story "Burlington police say use of pepper spray on 6-year-old was justified".
Lori Spicer: *"The reason why cops have a difficult time responding to incidents like this is because cops shouldn't be responding to incidents like this. She had a caretaker who couldn't deal with her so who did he call? The cops. He didn't call her parents or Crisis or a social worker (oh wait, he is one). Great job on yet another call that shouldn't have a police response."*
Abby Sykes: *"I guess some people were hoping for these headlines instead:
"Burlington police condemned for going hands on with child in crisis causing trauma and injury."
"Burlington police condemned for standing by as child in crisis cuts her own arm."*



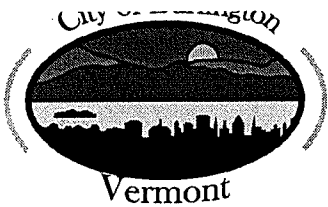
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4. On June 25, 2019 Comment on Vermont Digger story " Three African American men appointed to Burlington Police Commission"
Lori Spicer: *Rebecca Warner Trono what Vermont study is that? Professor Seguino's study? Let's put that in front of her peers and see if they agree. Oh, right, she declines to do a peer review. Maybe because the story she wants to tell is not what her data reveals."*
5. On June 26, 2019 comment on Burlington Police Department Facebook post.
Lori Spicer *Charles Chicky Winkleman - the only reason you post this is because of your hatred/obsession with Boves. This photo has nothing to do with anything from this post. Stick to the subject. Clear your head of your obsessions (yes, plural).*
6. On August 1, 2019 comment on Burlington Police Department Facebook page.
Andrew Bengston Sr.: *I wanted to show my boy he didn't have to be afraid of police officers and you know what I was appalled by their attitude. Lori Spicer:* *Andrew Bengston Sr. maybe that says more about you.*

Investigator's note: This was the first post after DC Wright became aware the City had issues with Chief Del Pozo's anonymous twitter account.

7. On August 22, 2019 comment on BPD Facebook post:
Penny Giller: *Creamee with a cop today and twenty years later sex in parking lot outside Burlington bars after a few drinks and a stalking incident and domestic! Oh well public and police mingling can be interesting!*
Penny Giller: *At Esox...lol! The library etc...*
Abby Sykes: *Penny Giller whats yur deal?*
8. On August 30, 2019 comment on BPD Facebook post:
Penny Giller: *Police have legal power on ALL land? You got that in writing in city charters right? And the fact they swear an oath to an entity they claim is their authority but can't prove exist in a legal court exists God are you sure you got their powers right ...*
Abby Sykes: *Penny Giller who the eff are you talking about?*
9. On September 9, 2019 comment on BPD Facebook post:
Lori Spicer: *how about making cyclist register their bikes like cars and be required to get insurance*
Micha J. Loeffler: *good reminder as we head into the darker season.*
Andre Lapan: *So are y'all actually going to enforce these rules? Or just bitch about them on Facebook like the rest of us?*
Abby Sykes: *Andre Lapan I've seen bicyclists go through red lights, jump on the sidewalk, back to the road, up wrong way streets while cops are stuck in traffic. I don't think it's really that easy. It's easier to bitch about it on Facebook.*
10. According to a December 16, 2019 Seven Days story "Acting Chief Had Her Own Fake Social Media Account – and Has Been replaced" (there is no date on the exchange):
Lori Spicer: *It looks to me that she didn't hit her head but it's worth Brandon Del Pozo taking a closer look at this encounter.*
Charles Chicky Winkleman: *I'd prefer an independent body with oversight take a closer look at this*



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encounter and not the guy who has a huge self interest to make sure his officers and department look good. [noted as "Edited"]

Lori Spicer: *Charles Chicky Winkleman – I don't know what your issue is with this Chief but it's really getting old. Say something nice, once. Is it in you? It's always about confrontation about what YOU think is right. I enjoy hearing your perspective but c'mon.*

Charles Chicky Winkleman: What would you prefer my response be?

Charles Chicky Winkleman: Especially since your profile pic seems to be pointing out that police officers get paid administrative leave instead of going to jail, which is exactly what has happened any time any of the times police brutality occurred under this chief, I found your response to be confusing.[Noted as "Edited"]

Lori Spicer: *Not so confrontational. Let's have a reasonable discussion without accusations.*

Lori Spicer: *I understand.*

In addition, Lori Spicer sent Perri Freeman a Facebook friend request, and in the period of 5/12-14/19, the following exchange occurred:

Perri Freeman: *HI who it [sic] this?*

Lori Spicer: *Lori-hello! Interested in following your thoughts as a councilor. If you don't post and this is a personal account, it's okay. No problem.*

Perri Freeman: *Oh I see! Is there a good number for you that I can call?*

Lori Spicer: *No calls, please.*

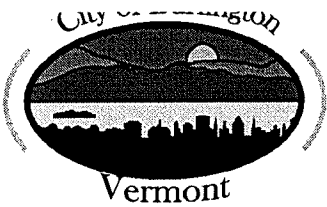
V. Analysis and Conclusion

A. Did DC Wright violate City policy in some of her social media interactions between May 2019 and December of 2019?

Overall, there is no indication that DC Wright engaged in a significant number of online transactions, using the anonymous handles of Lori Spicer or Abby Sykes that would be indicative of obsessive or dangerous behavior. The investigation uncovered a few postings related to the Burlington Police Department (BPD), a few postings on local media stories, several connections she had made with other officials and multiple likes on or retweets of others' posts, most of which were objectively benign. While because the technical limitations prevented a complete review of her Facebook activity, the portion of the Spicer activity log that was viewed did not suggest extensive additional activity.

The City recognizes that DC Wright has a right to political expression, as guaranteed by the City's Personnel Manual, Section 8.7 Political Expression, and therefore does not consider activities such as the Abby Sykes's account's use of a picture of Bernie Sanders with tape over his mouth or a tweet supporting a political candidate's ideas as within the scope of objectionable content. For the purposes of making general political views known, the accounts did not identify the user as a City of Burlington employee and therefore did not violate City policy. The concern here is with communications connected to her work as a member of the Burlington Police Department command staff.

A question was raised whether DC Wright's requests to "friend" or "follow" certain figures was essentially



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a way to monitor left-wing political activists. There was no evidence to suggest that DC Wright's posts, likes or connections established any discernable pattern of targeting any political party or any particular political cause. DC Wright explained in interview that she had friended Councilor Freeman because Freeman had been critical of the BPD, and Wright wanted to understand her point of view. She did, however, also connect with the mayor and other councilors who were not of the same political party. Therefore, there does not appear to be any overall monitoring of a particular viewpoint.

However, the ten posts identified above do raise concerns because both the tone and content of the identified posts are derogatory or personally attacking in nature. The posts all deal with matters within DC Wright's official duties with the Burlington Police Department, not general political affairs. DC Wright has stated that she felt the need to defend the City--and the Burlington Police Department in particular--through her online posts; however, personally attacking a commenter is more an attempt to shut that individual down, not an appropriate defense of the department. It is not appropriate for command staff of the Burlington Police Department to attempt to demean members of the public who are expressing their opinions online with derogatory and personally-framed comments.

Conclusion

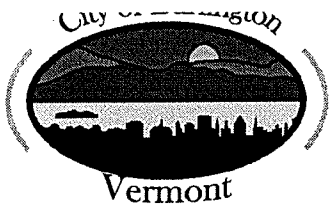
By engaging in the posts identified above, DC Wright's online behavior was inconsistent with the City's principles of dealing with the public with courtesy and respect, as identified in the Personnel Policy Manual, Section 8.1. While these policies do not specifically refer to online interactions with the public, they nonetheless do not prohibit the interpretation of the policy to be limited to in-person interactions. DC Wright is in a leadership role and is responsible for administering the City's policies and therefore should be aware of these policies and the expectations of her job. Further, as a member of the BPD command staff, DC Wright exercised poor judgment in deciding to post these derogatory comments, potentially impacting both the Police Department's and the City's credibility with the public and undermining the public trust. This investigation finds that DC Wright has failed to act with the courtesy and respect expected of City leaders.

B. Did DC Wright misrepresent information prior to and during the course of the investigation and adjudication of either her or Chief Del Pozo's social media posts?

The City of Burlington and the Burlington Police Department also expect employees to act with the utmost honesty and integrity. It is a finding of this investigation that DC Wright violated this expectation when she misrepresented herself on multiple occasions online and prior to and during the course of the investigation of a similar issue with Chief Del Pozo and her own investigation.

Misrepresentation online:

DC Wright used anonymous handles on various social media sites on Facebook (Lori Spicer and Abby Sykes), Twitter, Instagram, Snapchat, and Pinterest. Having an online handle that does not easily identify your name is not inherently an issue; however, the way DC Wright represented herself using the Facebook identities in interacting related to BPD business is troubling. First, while she does not expressly articulate or deny being a police officer, hiding her identity served as a way to change the dialogue with the public. Seemingly, if those with whom she was communicating online were aware of her true identity, it is reasonable to assume the posts would have had an altogether different tone and content. It could be argued that this is to the public's benefit, as disguising her true identity as a police officer minimizes the potential impact for intimidating the members of the public or dissuading them from making posts, if they were concerned about retaliation from the Police



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Department. It also may have provided a way for the BPD to engage on a series of healthy topics, even debates, with the public, without the public feeling the need to filter or censor themselves. While there may be some legitimacy to this argument, not identifying herself misled the public into potentially thinking they were having a discussion and healthy discourse with an objective party, when this was clearly not the case. The City has already provided a legitimate way for DC Wright and all other members of the BPD to engage in healthy and productive discourse with the public through the City-sanctioned and -sponsored Facebook page, a page to which DC Wright had access and authority to interact with the public at any time she chose. Further, since DC Wright also used her anonymous handle to make derogatory remarks in these online interactions, the City is unable to rationalize that any derogatory discourse would have been intended for the public's benefit.

Second, ultimately DC Wright's anonymous Facebook handles were designed in a way that it was impossible to determine her true identity, which allowed her to avoid accountability for her posts. Because she not only used a fake handle, but the remainder of her profile does not identify her further, if a member of the public wanted to trace her identity and attempt to hold her accountable for any comments she made through the appropriate channels, there was no way to verify who she was. This is further supported by the fact that on or around May 12, 2019 DC Wright attempted to FRIEND City Councilor Perri Freeman using the anonymous handle, Lori Spicer. When Councilor Freeman directly asked who she was, DC Wright misled Councilor Freeman by responding that she was "Lori." It was obvious through this exchange that the Councilor had a suspicion that the "Lori Spicer" handle was not a true identity; however, despite being directly asked, DC Wright chose not to identify herself.

Misrepresentation by omission:

Although the investigation into DC Wright's online comments did not officially open until December 16, 2019, she certainly knew that the City had concerns when Chief Del Pozo was placed on leave at the end of July, as she admits he had told her about his Winklewatch account. At the point DC Wright became aware of the concerns, even if she was not directly asked if she had any anonymous social media accounts, her knowledge of the City's concern effectively shifted the burden of responsibility onto her to make the City aware that she may have engaged in behavior similar to the behavior for which the Chief was being investigated. While at this time, she may not have been aware that the City deemed such accounts as violation of policy, her silence in the face of the subsequent adjudication of Chief Del Pozo's investigation, her own appointment as Acting Chief, and the public outcry that followed certainly rendered her responsible to disclose any of her own behavior for further analysis.

DC Wright admits that Chief Del Pozo told her about his account before he told the mayor, and that in fact she urged him to tell the mayor about it. However, she says that she believed the primary concern was not the existence or content of the account, but the Chief's failure to truthfully report his involvement when asked by the media. She reports that she was unclear that the account itself was the basis for his discipline. As noted above, some of the inappropriate comments were made after she was initially named Acting Chief in August and after she was aware that Chief Del Pozo was in trouble. While from an outside perspective this is hard to believe, it does support her assertion that she truly did not understand that the Chief's social media conduct was a problem.

In fact, DC Wright only revealed her own social media activity on December 16, 2019 when a question was raised about whether the Lori Spicer account belonged to someone at BPD, more than four months after she knew or should have known that the City had a concern about the Chief's activities. This was also after she had already been named as Acting Chief in August and had previously served in that seat for six weeks. By this time, the media attention and public discourse had grown so loud about the behavior, it is difficult to understand how she could have kept quiet. While she says that she believed that Chief Del Pozo had told the Mayor's Office that she had a



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fake Facebook account, that belief does not excuse her failure to come clean. At best, her failure to disclose represents a negligent lapse in judgment and at worst, an attempt to cover her activities in the belief that her online behavior would not be discovered. Further, it is difficult to believe that a command-level officer would not know that creating a fake account through which to make disparaging, personalized comments towards individuals about police department business was improper.

Conclusion

By failing to identify herself as connected to the Lori Spicer and Abby Sykes accounts, by failing to identify herself to Councilor Freeman when asked who she was, and by failing to reveal to the mayor that she had engaged in this conduct not only as Deputy Chief but also while she was Acting Chief in August, DC Wright failed to represent herself with the utmost honesty and integrity. The complete honesty and integrity expected of a City employee in a leadership role would have called for her at the very least to have ceased her online activities when she learned of Chief Del Pozo's actions and was made Acting Chief, not to mention revealing her activities to the mayor. Even if she believed that the primary concern was Del Pozo's lying to a reporter, the proper course for her would have been to raise the issue of her online activity with the mayor, particularly once the public furor over Del Pozo's conduct arose.

Chronological Summary of Social Media Post Issues

Lori Spicer sent Perri Freeman a friend request, then 5/12-14/19:

Perri Freeman: HI who it this?

Lori Spicer: Lori-hello! Interested in following your thoughts as a councilor. If you don't post and this is a personal account, it's okay. No problem.

Perri Freeman: Oh I see! Is there a good number for you that I can call?

Lori Spicer: No calls, please.

6/4/19 Comment on Vermont Digger story "Burlington council sets up police review panel following incidents."

Abby Sykes: I find Max Tracy and Ali Dieng's comments to be inappropriate and careless. As stewards and representatives of the City of Burlington, you have failed. You have publicly convicted an officer of murder when he has not had due process. You don't even know all the facts and have refused to learn any facts. Your knee jerk reaction will end up hurting the city, the taxpayer, the officer involved and I hope your chances of serving this city after your next election. I'd like to believe it's because you are naïve to how parts of the city, like basic human resources and labor laws, work. Shame on you.

6/14/19 Comments on Vermont Digger story "Burlington police say use of pepper spray on 6-year-old was justified."

Lori Spicer: The reason why cops have a difficult time responding to incidents like this is because cops shouldn't be responding to incidents like this. She had a caretaker who couldn't deal with her so who did he call? The cops. He didn't call her parents or Crisis or a social worker (oh, wait, he is one). Great job on yet another call that shouldn't have a police response.

Valerie Elizabeth Coolidge: Lori Spicer the neighbor called the cops

John Cisar: Lori Spicer thank you!

Lori Spicer: Valerie Elizabeth Coolidge – thanks for clarifying

Kayle Au Kirkland: Lori Spicer You're exactly right.

Lori Spicer: To clarify – the cops did a great job. Kudos. But they shouldn't have to respond to these calls. Our mental health system needs a major overhaul NOW!

...

Abby Sykes: I guess some people here were hoping for these headlines instead:

“Burlington police condemned for going hands on with child in crisis causing trauma and injury”

“Burlington police condemned for standing by as child in crisis cuts her own arm.”

6/25/19 Comment on Vermont Digger story “Three African American men appointed to Burlington Police Commission.”

Lori Spicer: Rebecca Warner Trono what Vermont study is that? Professor Seguino’s study? Let’s put that in front of her peers and see if they agree. Oh, right, she declines to do a peer review. Maybe because the story she wants to tell is not what her data reveals.

6/26/19 Comment on Burlington Police Department Facebook post

Lori Spicer Charles Chicky Winkleman – the only reason you post this is because of your hatred/obsession with Boves. This photo has nothing to do with anything from this post. Stick to the subject. Clear your head of your obsessions (yes, plural).

8/1/19 Comment on Burlington Police Department Facebook post

Andrew Bengston Sr.: I wanted to show my boy he didn’t have to be afraid of police officers and you know what I was appalled by their attitude.

Lori Spicer: Andrew Bengston Sr. Maybe that says more about you.

8/22/19 Comment on BPD Facebook post

Penny Giller: Creamee with a cop today and twenty years later sex in parking lot outside Burlington bars after a few drinks and a stalking incident and domestic! Oh well public and police mingling can be interesting!

Penny Giller: At Esox...lol! The library etc...

Abby Sykes: Penny Giller whats yur deal?

8/30/19 Comment on BPD Facebook post

Penny Giller: Police have legal power on ALL land? You got that in writing in city charters right? And the fact they swear an oath to an entity they claim is their authority but can't prove exist in a legal court exists God are you sure you got their powers right ...

Abby Sykes: Penny Giller who the eff are you talking about?

9/9/19 Comment on BPD Facebook post

Lori Spicer: how about making cyclist register their bikes like cars and be required to get insurance

Micha J. Loeffler: good reminder as we head into the darker season.

Andre Lapan: So are y'all actually going to enforce these rules? Or just bitch about them on Facebook like the rest of us?

Abby Sykes: Andre Lapan I've seen bicyclists go through red lights, jump on the sidewalk, back to the road, up wrong way streets while cops are stuck in traffic. I don't think it's really that easy. It's easier to bitch about it on Facebook.

Undated posts quoted in Seven Days story "Acting Chief Had Her Own Fake Social Media Account – and Has Been Replaced"

Lori Spicer: It looks to me that she didn't hit her head but it's worth Brandon del Pozo taking a closer look at this encounter.

Charles Chicky Winkleman: I'd prefer an independent body with oversight take a closer look at this encounter and not the guy who has a huge self interest to make sure his officers and department look good. [noted as "Edited"]

Lori Spicer: Charles Chicky Winkleman – I dont know what your issue is with this Chief but it's really getting old. Say something nice, once. Is it in you? It's always about confrontation about what YOU think is right. I enjoy hearing your perspective but c'mon.

Charles Chicky Winkleman: What would you prefer my response be?

Charles Chicky Winkleman: Especially since your profile pic seems to be pointing out that police officers get paid administrative leave instead of going to jail, which is exactly what has happened any time any of the times police brutality occurred under this chief, I found your response to be confusing.[Noted as "Edited"]

Lori Spicer: Not so confrontational. Let's have a reasonable discussion without accusations.

Lori Spicer: I understand.

Undated post quoted by NBC5 to Charles Winkleman about Brandon DelPozo:

Lori Spicer: Charles Chicky Winkleman: Chicky—Just admit it. You're obsessed with Chief del Pozo. You can't get enough of him. He definitely lives rent free in your head. Seek help.