



## **EXECUTIVE ORDER**

### **Affirming Our Commitment to Preparedness, Due Process, and Community Trust**

*City of Burlington Response to Federal Immigration Enforcement Activity*

Executive Order 2026-1

WHEREAS, federal immigration enforcement operations in municipalities across the United States have, in some instances, escalated civil immigration matters into armed and militarized actions involving lethal or potentially lethal force in residential and public spaces; and

WHEREAS, such uses of force have occurred within a broader pattern of limited transparency, insufficient oversight, and minimal opportunities for meaningful local or civilian review of federal immigration enforcement actions; and

WHEREAS, in light of Vermont's longstanding commitment to civil rights, equal protection, and human dignity, and recognizing historical and systemic inequities in governmental enforcement practices that have disproportionately harmed Black and Brown Americans and immigrant communities, certain militarized federal actions—particularly when conducted with limited transparency or oversight—may be experienced as part of a broader pattern of state-sanctioned harm, thereby undermining community trust and public safety in Vermont municipalities; and

WHEREAS, the City of Burlington is committed to protecting the safety, dignity, constitutional rights, and human rights of all residents, regardless of immigration status, race, or national origin; and

WHEREAS, the safety and wellbeing of Burlington depend on residents being able to seek emergency assistance, report crimes, and interact with City departments without fear that such contact will subject them to violence or deadly force by federal immigration enforcement personnel; and

WHEREAS, community safety is best achieved through trust, transparency, and cooperation between residents and local government; and

WHEREAS, Burlington has a long tradition of civic engagement and peaceful protest, recognizing that the exercise of First Amendment rights is a cornerstone of democracy and an essential component of community safety; and

WHEREAS, the City of Burlington affirms that public protest and dissent are vital and protected elements of civic life; and

WHEREAS, the Burlington Police Department is trained and equipped to protect lawful protest, free expression, and public safety in a manner consistent with constitutional protections, accountability, and respect for civil liberties; and

WHEREAS, the City of Burlington has both the authority and the responsibility to set clear expectations for the conduct of its Police Department and first responders, including their response when credible information suggests that individuals may be subjected to unlawful force or violations of state or local law by federal agents; and

WHEREAS, the City of Burlington has a duty to ensure that City departments are prepared to fulfill their roles in protecting public safety and supporting residents during federal enforcement actions.

NOW THEREFORE, exercising the authority vested in me as Mayor of the City of Burlington by Article V, Section 116 of the Charter of the City of Burlington, I, Emma Mulvaney-Stanak, hereby issue the following executive order, effective immediately:

**Section 1: City Preparedness for Escalated I.C.E. Enforcement Activities**

*Nothing in this Executive Order is intended to alter any of the Collective Bargaining Agreements between the City and the labor unions representing City employees and Burlington Police Department and Burlington Fire Department members.*

1. The Mulvaney-Stanak administration hereby directs City officials to undertake the following preparedness actions:
  - a. Develop a comprehensive emergency preparedness plan that the City of Burlington can effectively implement, if needed, in response to escalated federal immigration

enforcement activities that pose risks to community safety. This includes, but is not limited to:

- i. Reviewing and updating the City's Local Emergency Management Plan,
  - ii. Clarifying procedures for launching and operating an Emergency Operations Center,
  - iii. Reviewing the roles and resources of our first responders, including assessment of the Burlington Fire Department's Standard Operating Guidelines for responding to emergency situations,
  - iv. Updating and activating an all-City-staff text alert system, and
  - v. Creating an Emergency Communication System to rapidly disseminate urgent information to first responders, City, State, and Federal officials, officials in adjacent municipalities (Winooski, South Burlington, Colchester, Essex/Essex Junction, Shelburne), school districts, and key community stakeholders.
- b. Redistribute the City's Federal Presence in City Buildings Policy to all City of Burlington employees, as well as City contractors and their employees, and implement training to ensure that they know how to respond to federal immigration enforcement activities on City properties or facilities.
  - c. Develop communications plans for widespread and rapid dissemination of information: an internal communications plan for City employees and contractors, and an external communications plan for Burlington residents and local media that includes dissemination of information through other language media and in formats (i.e., audio, visual) that best meet the needs of Burlington's non-English speakers.
  - d. With community partners, identify services, programs, and other resources that can support individuals and families affected by federal immigration enforcement actions, and disseminate this information via the communication channels outlined in the External Communications Plan (see 1(c) above).
2. Pursuant to 8 U.S. Code §1357(g)(9), no City resources, personnel, property, and data will be used to support civil federal immigration enforcement. Our priority as a City is the safety of all residents, providing essential city services, and protecting the well-being of our community.

## **Section 2: Conduct of the Burlington Police Department**

### ***Section 2a: Conduct of Burlington Police Department Personnel***

1. The Burlington Police Department (BPD) will remain a locally controlled law enforcement agency guided by professional standards and community trust, and whose primary objective is to ensure public safety within our community.
2. Consistent with the State of Vermont's Fair and Impartial Policing Policy, no BPD personnel shall assist with or engage in civil immigration enforcement.
3. The BPD will not cooperate with the federal Homeland Security Taskforce per federal Executive Order 14159, and the Homeland Security Taskforce cannot direct local operations of the BPD regarding immigration enforcement matters.
4. Consistent with the BPD's policies and existing practice, all Department personnel, when engaged in any law enforcement, crowd management, or community safety operations, shall wear Department-authorized uniforms or approved outer garments that readily identify them as BPD personnel, including a visible badge and badge number for relevant personnel. Masks or protective equipment may be used, if needed, for health or safety reasons, but not for the sole purpose of concealing identity. These requirements ensure that residents of the City of Burlington can readily distinguish BPD personnel from federal law enforcement agents.
5. Consistent with the BPD's policies and existing practice, all Department personnel shall provide their name, title, and badge number as soon as practical when requested by a member of the public. BPD personnel shall operate body-worn camera technology as outlined in policy when interacting with members of the public.
6. The Mulvaney-Stanak administration will continue its commitment to invest in and support the training and resources needed to uphold the nationally recognized best practices of community policing in all Burlington neighborhoods. This will include prioritization of de-escalation training for all Burlington Police officers.

***Section 2b: Required Actions for Monitoring Conduct of Federal Agents***

*All actions under this Section shall be taken within the lawful authority of BPD personnel and shall not impede lawful federal operations. Nothing in this Section requires BPD officers to arrest federal agents or limits lawful and appropriate law enforcement activity.*

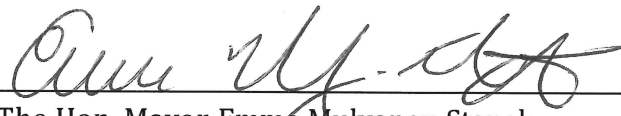
1. The BPD Officer in Charge shall respond to a scene of civil immigration enforcement and identify the supervisory or senior agent on scene as soon as practical through lawful and non-interfering means. Such encounters shall be documented with body worn camera technology.



2. If a BPD Officer arrives on scene during civil immigration enforcement, the officer shall ensure that any body-worn camera footage captured during the officer's presence on scene – including footage reflecting any use of force, detentions, injuries, or other enforcement activity – is preserved and uploaded to the designated digital evidence repository as prescribed in department policy.
3. For any injured person on the scene of civil immigration enforcement, BPD personnel shall immediately summon emergency medical services and make all reasonable efforts to render aid according to BPD's directives and their training.
4. If BPD personnel receive information from a member of the public regarding conduct by federal agents that constitutes an apparent violation of state law shall notify their Supervisor, who will ensure that a report is completed, consistent with the requirements outlined in department policy.
5. BPD Supervisors will ensure that all evidence is preserved and that investigations are conducted in a timely manner and referred to the Chittenden County State's Attorney as appropriate.
6. BPD shall report to the Mayor and Police Commission credible reports of unlawful conduct by federal agents engaged in civil immigration enforcement.
7. BPD shall, to the extent permitted by law, publicly report aggregated data, without disclosing personally identifying information or information restricted by law, regarding incidents in which BPD personnel documented or received reports of unlawful conduct by federal agents engaged in civil immigration enforcement.

All relevant City officials shall take the necessary actions to carry out and implement the requirements set forth in Sections 1-2 of this Order within 7 days of the effective date of this Order, in coordination with the Mayor's Office and the City Attorney's Office. Upon the effective date of this Order, the Burlington Police Department shall comply with, implement, and maintain the requirements set forth in this Section, in coordination with the Mayor's Office and the City Attorney's Office.

Dated this 17th day of February, 2026.

  
The Hon. Mayor Emma Mulvaney-Stanak