

# MICHAEL E. SCHIRLING

## Education

University of Vermont, Burlington, VT

*Master of Education (M.Ed.), Leadership & Policy Development*

*Bachelor of Arts, Political Science*

## Work Experience

**State of Vermont, Department of Public Safety, Waterbury, VT**

### **Commissioner of Public Safety**

Gubernatorial cabinet-level appointee leading the Department of Public Safety, an arm of State government with 650+ staff including the divisions of Administration, Crime Information Center, Emergency Management, Fire Safety, Forensic Lab, and State Police. The Department has primary statewide responsibility for a wide variety of activities including but not limited to: fire safety, fire and building inspections, training, hazardous material response, swift water and urban search and rescue, and fire investigation; statewide emergency management, hazard planning and mitigation, response and recovery; primary law enforcement, investigations, and emergency response for 201 of 251 municipalities. Led major policy initiatives including statewide public safety modernization which includes efforts to modernize information technology, training, policy, and alternative response methodologies, and comprehensive planning for criminal justice and public health service delivery. Member of the Governor's executive Covid-19 leadership team. Extensive additional detail available on request.

**State of Vermont, Agency of Commerce and Community Development, Montpelier, VT**

### **Secretary of Commerce & Community Development**

Gubernatorial cabinet-level appointee leading the Agency of Commerce & Community Development. The Agency includes the Departments of Economic Development, Housing and Community Development, and Tourism and Marketing for the State of Vermont. Primary duties include all aspects of agency strategy and operations, crafting statewide legislative priorities, budgeting, staffing, and engagement with numerous stakeholders, businesses small and large throughout the state, non-profit organizations, entities receiving funding through the Agency, and Vermont's 251 communities. Significant additional detail available on request.

**BTV Ignite, Burlington, VT**

### **Executive Director**

CEO of a multi-institution startup partnership, directing a citywide/regional effort to accelerate the growth of the innovation and technology ecosystem and economy. Founded and funded by seven large institutional partners (including the City of Burlington, Burlington Electric, Burlington Telecom, the Lake Champlain Regional Chamber of Commerce, Champlain College, the University of Vermont, and the University of Vermont Medical Center) this initiative was part of the US Ignite national initiative launched in 2013, by the National Science Foundation and the White House Office of Science and Technology Policy. Initiatives included STEM education, job training/re-training, marketing and branding the greater-Burlington area, and development of next generation application and technologies that leverage gigabit networks.

**Vision 131, LLC**

### **Principal (1999-2017)**

Consulting services providing public safety technical assistance, training, policy development, problem solving, and a range of technical software development assistance to a variety of clients including; the U.S. Department of State, National District Attorneys Association, International Association of Chiefs of Police, VT League of Cities and Towns, University of Vermont, and a host of other government organizations and private companies.

**U.S. Department of State –Diplomatic Security Service -Anti-Terrorism Assistance Program**

**Contract Consultant / Trainer (2004-2013 – present reserve)**

Responsible for executive and operational level diplomacy with partner nations around the globe on topics of counter-terrorism and infrastructure protection. Additionally, responsible for training of executives, investigators and computer forensic examiners in cybercrime and cyber terrorism as well as deployment of computer forensic facilities to partner countries under threat of terrorism.

**Burlington Police Department, Burlington, VT (1989-2015)**

**Chief of Police**

Responsible for the leadership and management of Vermont's largest municipal police Department by providing contemporary policing and community/stakeholder engagement, problem solving, large scale event and festival security, emergency management and planning, City-wide business continuity planning for physical and cyber/IT systems, multi-agency / multi-disciplinary operations and investigations, major crimes and crime trend response, critical infrastructure protection, dignitary protection, school and workplace violence prevention and response, and management of the largest portion of the general fund budget for the largest City in the State of Vermont. Accomplishments include numerous state and local awards, several national awards; design and construction of a contemporary cloud-based computer aided dispatch and records management system now in use by 130 public safety agencies; an evolution to become an innovative learning organization embracing continuous improvement and undertaking a host of creative initiatives and projects while maintaining a focus on crime trends, burgeoning mental health and opiate addiction challenges; and requisite attention to community safety, as well as homeland security and airport / transportation facility readiness.

**Deputy Chief of Police**

Responsible for a wide variety of duties including but not limited to Quality Control/Internal Affairs Investigations, budget construction, public Information and media relations, extensive policy review and development, liaison with the Uncommon Alliance (a grassroots citizen-police group working to build bridges and trust in the arena of diversity and bias-free policing), Emergency Management and Homeland Security, supervision of the Detective Services Bureau (including drug investigations, the Chittenden Unit for Special Investigations - sex crimes and major child abuse, major crimes, crime scene processing, and computer forensics), Training & Recruitment, Emergency Communications, Parking Enforcement, the Records Division, Information Technology applications, and Facilities Management. Accomplishments include re-writing several policies and procedures as well as the creation of new policy relating to employee domestic violence, serving as the public information officer for national media strategy for some of the largest cases in department history, successful re-tooling of the department budget in FY2008 to meet the needs of limited growth and maintenance of a high level of service, initiation of renewed exploration of Regional Communication infrastructure for multiple public safety agencies, management of several large construction projects to update and re-fit police headquarters, spearheading several recruitment and retention initiatives to mitigate the loss of sworn employees and recruit new ones in a difficult staffing landscape.

**Lieutenant, Administrative & Uniformed Services Bureaus**

Responsible for the leadership and day to day management and Community Based Policing strategy for the "Old North End" District of Burlington, Communications Division, Records Division, Training and Recruitment Unit, and various other specialized units. Researched and developed strategic plans, community outreach efforts, and measurement tools. Created neighborhood safety forums, annual neighborhood walkabout and other initiatives. Project Director for information and technology needs assessment and implementation of computer aided dispatch and records management system as well as interoperable communications technology and a host of other projects. Co-author and witness to House and Senate Committees in the largest re-write of Vermont laws of arrest in 30 years. Responsible for guidance, coaching, mentoring, evaluation and supervision of a team of community based officers and field supervisors, as well as civilian employees in addition to providing shift supervision for police operations during assigned duty shifts. Regularly authored, co-authored and edited department policy. Created and supervised a Marine Operations Unit. Provided ongoing technical support to all departmental units in operation of the Computer Aided Dispatch and Records Management. Conducted and assigned internal investigations and administrative quality control reviews department-wide.

Responsible for obtaining and managing numerous grant projects in excess of \$3.5 million between 2004 and 2007.

**Vermont Internet Crimes & Internet Crimes Against Children Task Force Commander**

Responsible for founding/creation, and coordination of a multi-agency task force of federal, state, and local law enforcement personnel responsible for investigation, forensic analysis, and provision of technical assistance in high technology crime cases; Manage a multi-faceted budget including extensive federal grant funding for operations annually; Additionally responsibilities included policy development, grant writing, as well as legislative lobbying efforts in coordination with the Office of the Governor and the the Attorney General of Vermont, as well as a host of other duties.

**Detective Sergeant / Director, Chittenden Unit for Special Investigations**

Responsible for management of investigations, community outreach and education, and law enforcement training for a multi-agency, multi-disciplinary task force assigned to investigate sex crimes, child sexual exploitation, and major child abuse in Chittenden County, VT. Managed a team of investigators, prosecutors, victim advocates, case managers, social workers, and office staff. Successfully authored numerous grants for specialized projects and operations. Responsible for coordination with local, state, and federal agencies and prosecutors offices, grant writing and procurement, regular reporting to a policy board and the Chittenden County Law Enforcement Executives, policy development, and a myriad of other management duties.

**Detective, Chittenden Unit for Special Investigations**

Responsible for a wide range of criminal investigations in the area of sex crimes and severe child abuse cases. Additionally responsible for community outreach, curriculum development, grant applications, investigator training, and resource coordination with local, state, and federal agencies.

**Detective, Recruitment Coordinator**

Temporary special assignment at the request of the Command Staff to coordinate the hiring of police officers during a time of critical need for the department.

**Detective, Major Crimes & General Investigations**

Investigator assigned to investigate and coordinate case investigation into financial crimes, felony property crimes, drug investigations, and crimes against persons up to and including homicide cases.

**Police Officer, Uniformed Services Bureau**

Responsible for a wide range of enforcement and community problem solving activities ranging from accident investigation and traffic enforcement to first response sexual assault investigation.

**Champlain College, Burlington, VT**

*Adjunct Professor, Computer Forensics, Forensic Technology*

*Co-founder and Course Developer, Digital Forensic Technology Program*

Responsible for authoring and developing course content for a new (2002) major in Digital Forensic Technology. Developed and implemented curriculum in Basic Computer Forensics, Advanced Computer Forensics, Digital Forensic Technology, Cybercrime, and Cyber Security. Since it's inception the program has grown to become the Senator Patrick Leahy Center for Digital Investigation.

**Federal Bureau of Investigation, Washington, DC**

*Special Agent/New Agent Trainee, Quantico, VA*

## **Vermont Information Processing, Colchester, VT**

### *Project Manager*

As a project manager I worked with beverage distribution businesses on the implementation of information technology systems to support their business operations. Core technologies included IBM AS400 series mini-computers, handheld scanning device integration, shift to PC-based desktop technology.

## **Selected Career Accomplishments**

- Committee Chair, VT Select Committee on the Utilization of Information Technology in Government, VT Legislature (appointed by the Speaker of the House of Representatives)
- Fair and Impartial Policing Trainer, University of South Florida & Fair and Impartial Policing LLC
- Contributor, Connecting with Communities of Color Guidebook, Vera Institute of Justice
- Co-Founder, stoptheviolencevt.com – A Law Enforcement Leadership Council on Violence Against Women and Gender Based Violence
- Leadership Institute on Violence Against Women graduate, International Association of Chiefs of Police
- Committee Member (Special Empanelment), VT Citizen's Advisory Board / Child Protection Advisory Board
- Presenter, International Association of Chief's of Police Conference, San Diego, CA, Innovative Information Technology Projects and Project Management
- Architect & Designer, Valcour Computer Aided Dispatch – Records Management – and Mobile Computing Software Application
- Witness/Provided Testimony, United States Senate Judiciary Committee, Encouraging Innovative and Cost-Effective Crime Reduction Strategies," on invitation of Chairman Patrick Leahy, Washington, DC
- Participant, U.S. Attorney General's Summit on Law Enforcement, upon invitation of Attorney General Eric Holder, Washington DC
- Witness/Provided Testimony, United States Senate Judiciary Committee, Helping State and Local Law Enforcement During a Time of Economic Downturn, on invitation of Chairman Patrick Leahy, Washington, DC
- Presenter, Vermont Senate and House Judiciary Committees, Sex Offender Management and Sexual Exploitation Statute changes
- Presenter/Panelist, International Association of Chief's of Police, Annual Conference
- Board of Directors, Lake Champlain Regional Chamber of Commerce – Leadership Champlain Program
- Advisory Board Chair, Leahy/Champlain College Center for Digital Investigation
- Working Group Member, VT Communications Workgroup
- Technical Working Group Member, Electronic Crime Partnership Initiative, National Institute of Justice, U.S. Department of Justice
- Technical Working Group Member, National Institute of Justice, National Institute of Standards and Technology
- Project Manager, Computer Aided Dispatch and Records Management Systems, Burlington Police Department
- Committee Member, Child Exploitation Advisory Committee, National Center for Prosecution of Child Abuse
- Member, Center for Sex Offender Management Committee, State of Vermont
- Board Member, Sexual Assault Nurse Examiner Advisory Board, State of Vermont
- Committee Member, Information Technology Advisory Committee
- Task Force Member, Attorney General's Task Force on Computer/Internet Crime
- Committee Member, Governor's Committee for Online Safety
- Participant, Governor's Think Tank on Eliminating Child Sexual Abuse
- Project Coordinator and Task Force Commander, VT Operations, Internet Crimes Against Children Task Force for Northern New England
- Project Coordinator, Vermont Internet Crimes Task Force
- Author/Developer, Chittenden Unit for Special Investigations Website
- Hiring Coordinator
- Curriculum Developer, Criminal Law, Sexual Assault Investigation
- Community Outreach Coordinator – Chittenden Unit for Special Investigations

- Pre-Employment Background Investigator
- Bureau of Internal Affairs Investigator
- Hostage/Crisis Negotiator
- Youth Violence Prevention Project co-founder
- Review and co-author Department Directives – CALEA Accreditation Project
- Women’s Health Center Liaison
- Mass Arrest Officer
- Hiring Team Member-Applicant Interviews
- Honor Guard/Color Guard Team Member
- Grant Writing, Review, and Presentation
- Pilot Project – Community Policing in the Marketplace District
- Crew Captain and Executive Committee Member, Colchester Rescue

### **Selected Writings, Publications, & Contributions**

- Designer – Valcour Computer Aided Dispatch and Records Management System
- “Community Policing Re-Assessment and Strategic Planning for the Burlington Police Department,”
- “Investigations Involving the Internet and Computer Networks,” (Contributor / Technical Working Group Member), National Institute of Justice Special Report
- “The Design of an Undergraduate Degree Program in Computer & Digital Forensics,” (with Gary Kessler)
- “Institutionalizing Online Safety Education: A Call to Educators and Parents,”
- “Forensic Examination of Digital Evidence,” (Contributor / Technical Working Group Member), National Institute of Justice Special Report
- Kessler, G., Schirling, M., & Sheets, B.. *A model for a cyberforensics examination, training, and education center: Homeland security, anti-terrorism, and law enforcement.* A white paper developed for the Anti-Terrorism Advisory Council, U.S. Attorney's Office, District of Vermont.
- “Computer Forensics: Cracking the Books, Cracking the Case,” **Information Security Magazine** (with Gary Kessler, Champlain College)
- “Thenextcrimewave.com: An Introduction to Computer and Internet Crime,” **The Informer**
- **Criminal Law for Vermont Police Professionals, 3rd Edition,** (with Cindy Maguire, VT Attorney General’s Office and Tim Charland, Burlington, VT Police)
- **Criminal Law for Vermont Police Professionals, 2nd Edition,** (with Cindy Maguire, VT Attorney General’s Office)
- **Sexual Assault Investigation Manual,** (with Jeffrey Fontaine, Colchester Police Department)
- “Burlington Police Department Detective Services Bureau Strategic Plan”
- “In Partnership with Community: A Template for Community Policing,” (with Sgt. Lianne Tuomey)
- “Colchester Rescue Dive Team Standard Operating Procedures,” (with Jon Rashleigh & John Savage)

### **Organization for which training and presentations have been conducted**

(Comprehensive list available upon request)

- United States Senate - Judiciary Committee
- International Association of Chief’s of Police
- U.S. Department of State
- Roger Williams University
- Lake Champlain Regional Chamber of Commerce
- Delaware Attorney General’s Office
- New England Community Policing Partnership
- National District Attorney’s Association
- American Prosecutors Research Institute
- National Center for Prosecution of Child Abuse
- Vermont Criminal Justice Training Council – VT Police Academy
- Vermont Attorney General’s Office
- Vermont Department of Corrections
- Vermont Department of Children & Families
- U.S. Department of Justice

- Dallas, TX Children's Advocacy Center & Dallas, TX Police Department
- Georgia Prosecutor's Council
- Greene County, MO Prosecuting Attorney
- Law Enforcement Training Services, Fort Lauderdale, FL
- National Internet Crimes Against Children Conference
- Texas Child Fatality Review Board
- Forensic Science and Crime Scene Technology Conference, Washington, DC
- VT Chartered Property and Casualty Underwriters
- New England Conference on Sexual Abuse
- International Association of Forensic Specialists
- Windsor County State's Attorney
- Washington County State's Attorney
- Chittenden County State's Attorney
- Vermont Association of State's Attorneys
- Northeast Association of Criminal Justice Science
- Northeast Child Maltreatment Conference, Tufts University School of Medicine
- Chittenden County Women's Rape Crisis Center
- University of Vermont
- Champlain College
- Norwich University
- Trinity College of Vermont
- Vermont Senate, Multiple Committees
- Vermont House of Representatives, Multiple Committees

## **Awards and Recognition**

- **Partner in Social Justice Award**, VT Network Against Domestic & Sexual Violence
- **VT Legislature Award for Career Achievement**
- **VT State Police Director's Award**
- **Sherman T. Martin Award** for advancement of law enforcement, VT Association of Chief's of Police
- **Business of the Year Award**, Burlington Business Association
- **Excellence in Victim Service Award**, International Association of Chief's of Police
- **Civil Rights Award**, International Association of Chief's of Police, October 2011
- **Webber-Seavey Excellence in Law Enforcement Award**, International Association of Chief's of Police
- **Leadership Award**, Vermont State Police
- **Distinguished Service Award**, Burlington Police Department
- **2000 National Missing & Exploited Children's Award**, National Center for Missing & Exploited Children and U.S. Department of Justice, Presented by Senator Patrick Leahy
- **Certificate of Commendation**, for State v. Christopher Webb, South Burlington Police Department
- **Law Enforcement Team of the Year Award**, as a member of CUSI, Champlain Valley Crimestoppers
- **Visionary Award**, as a member of CUSI, Women's Rape Crisis Center
- **National Public Service Excellence Award**, as a member of CUSI, Vermont Department of Public Safety
- **Law Enforcement Team of the Year Award**, as a member of CUSI, Champlain Valley Crimestoppers
- **DWI Enforcement & Traffic Safety Award**, Governor's Highway Safety Program
- **Academic Achievement Award** (Highest Academic Average), 57<sup>th</sup> Basic Recruit Class, Vermont Police Academy
- **Rescuer of the Month**, Vermont Emergency Medical Services, District #3
- Recipient of numerous commendations and letters of recognition from citizens, supervisors, and peer officers – available via personnel file upon request

## **Selected Volunteer & Other Activities**

Board Member, Queen City Police Foundation  
 Board Member, Burlington Business Association  
 Board Member, Kidsafe Collaborative of Chittenden County  
 Board Member, Boys & Girls Club of Burlington - Board President

Board Member, Leadership Champlain  
Board Member, Spectrum Youth & Family Services Advisory Board  
Board Member, Champlain Marina, Inc., Treasurer, Board President  
Commercial Pilot (Instrument), Federal Aviation Administration, Airplane-Single Engine Land  
Boys Scouts of America - Cub Scout Den Leader  
Coach – Burlington Parks Soccer  
Coach – North Burlington Little League  
Volunteer – North Burlington Little League field construction  
Volunteer – Green Mountain Habitat for Humanity  
Licensed Private Investigator, Vermont Secretary of State  
Certified Divemaster, Advanced Open Water, & Rescue Diver  
Volunteer - Emergency Medical Technician- Colchester Rescue, University of Vermont Rescue  
Additional personal activities: boating; carpentry; construction; diving; furniture making; flying; kayaking; mountain biking; paddle boarding; skiing; soccer: running; computers and emerging technology.