



City Council - Public Safety Committee

Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

When: Mar 21, 2024 05:30 PM Eastern Time (US and Canada)

Topic: Public Safety Committee Meeting

Please click the link below to join the webinar:

<https://zoom.us/j/96683824248>

Or One tap mobile :

+13017158592,,96683824248# US (Washington DC)

+13052241968,,96683824248# US

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Dial(for higher quality, dial a number based on your current location):

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 205 6099 US (New York)

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

Webinar ID: 966 8382 4248

International numbers available: <https://zoom.us/j/96683824248>

1. Adopt the Agenda

Subject

1.1. Motion to amend/adopt agenda

Meeting

March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

Category 1. Adopt the Agenda

Department

Type

Recommended Action

2. Adopt Minutes

Subject 2.1. Motion to adopt minutes from February 21, 2024

Meeting March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

Category 2. Adopt Minutes

Department City Attorney

Type

3. Public Forum

Subject 3.1. Verbal Comments

Meeting March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

Category 3. Public Forum

Department

Type

4. Deliberative

Subject 4.1. Chief's Report: Fire March 2024 (Materials to follow)

Meeting March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

Category 4. Deliberative

Department Fire Department

Type

Recommended Action

Subject 4.2. Chief's Report: Police February 2024

Meeting March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom

Category 4. Deliberative

Department Police Department

Type

Recommended Action

5. Review and Update on the CNA Recommendations

Subject	5.1. Review and Discussion
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Meeting	March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom
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Category	5. Review and Update on the CNA Recommendations
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Department	Council and Board
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Type

6. Review of Resolution: Accepting Grant Funding from the Department of Health for the Crisis Response Team and Exploring the Creation of a Burlington CAIP Department

Subject	6.1. Review and Discussion
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Meeting	March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom
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Category	6. Review of Resolution: Accepting Grant Funding from the Department of Health for the Crisis Response Team and Exploring the Creation of a Burlington CAIP Department
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Department	Council and Board
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Type

Recommended Action

7. Future Business

Subject	7.1. Other Committee Business
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Meeting	March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom
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Category	7. Future Business
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Department	Council and Board
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Type

8. Adjournment

Subject	8.1. Motion to adjourn
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Meeting	March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom
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Category	8. Adjournment
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Department	Council and Board
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Type

Recommended Action

9. Informational and Non-Discrimination Statements

Subject	9.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.
Meeting	March 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, March 21, 2024, 5:30 PM, Remote via Zoom
Category	9. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**Public Safety Committee
Wednesday, February 21, 2024
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

Members Present: Karen Paul (Chair), Melo Grant

Staff Present: Jared Pellerin (Acting City Attorney), Stephen Petit (BFD Deputy Chief)

Public Present: None

Meeting called to order at 5:34 PM by President Paul.

**1. Adopt the Agenda
1.01 Adopt the Agenda**

Motion to Adopt Agenda as written.

*Motion by Councilor Grant, Seconded by President Paul
Final Resolution: Motion Passes
Yes: Unanimous*

**2. Adopt Minutes
2.01 Motion to Adopt Minutes from January 24, 2024**

Motion to Adopt Minutes from January 24, 2024, amending the word “buy” to “bond” in the sentence “If firetrucks were part of the budget, the City would not need to buy for them...” on Page 3.

*Motion by Councilor Grant, Seconded by President Paul
Final Resolution: Motion Passes
Yes: Unanimous*

**3. Public Forum
3.01 Verbal Comments**

No public comments. Public Forum closed at 5:38 PM.

**4. Deliberative
4.01 Chief’s Report: Fire February 2024**

Deputy Chief Petit addressed the Committee’s questions regarding Chief LaChance’s latest report:

- Referring to the report’s mention of counseling efforts within BFD, Councilor Grant wondered if this was part of the wellness program published in the news recently.

Deputy Chief Petit clarified counseling entailed supervisor training on how to conduct effective conversations with coworkers and subordinates, and that BFD is in the process of ensuring collective understanding of the training among all personnel.

- Councilor Grant inquired about the Chief's initiative to track multiple responses to specific addresses and high users of services for all incident types. In the report, Chief LaChance identified this data being important to developing more service solutions and an improved service model. Deputy Chief Petit agreed to follow up with Chief LaChance on when that data would be available but knows it is a top priority and believes this will provide important perspective on current challenges.
- Regarding recruitment and hiring, Councilor Grant asked Deputy Chief Petit to follow up with Chief LaChance on whether or not BFD was utilizing digital advertising as part of its recruitment strategy. Deputy Chief Petit shared he is directly involved with recruitment and hiring and acknowledged the Department is currently behind on those efforts due to reevaluation of the existing hiring process and his relative newness to the position. Deputy Chief Petit expressed that one of his goals in reevaluating the hiring process is to identify how BFD can broaden its applicant pool. Ways in which to achieve this may be to prioritize candidates with certain skills or experiences that are transferable as opposed to targeting candidates who have direct firefighting experience. Deputy Chief Petit mentioned he has also been prioritizing lateral transfers because the demographic of BFD is predominantly young and would benefit from onboarding experienced candidates. Strategies to target these kinds of candidates would most likely include some form of digital advertising. Deputy Chief Petit added there are financial limitations to consider, but that other ways BFD has sought to reduce hiring barriers include hosting the entry-level exam online instead of in-person, interviewing online, and looking into targeting applicants with EMT certifications and no firefighting experience, as opposed to just searching for applicants with both.
- Councilor Grant asked what trends would cause a 44% increase in incident types coded as Incident Type 600 – Canceled, good intent. Deputy Chief Petit responded he would need to look at it more closely to determine a cause, but that based on experience, it could be due to calls received where someone is believed to be unresponsive or overdosed but the individual is found not to be in a state of emergency.
- President Paul noted appreciation for mention of the upcoming solar eclipse on April 8 in the latest report, a once-in-lifetime event projected to bring 150,000 to Burlington.
- President Paul highlighted a statement from Page 6 regarding the CRT pilot program, which reads: "October, November, and December are the only months in 2023 that show reduced overdose responses from the prior year." President Paul expressed this positive news should be moved to the beginning of the report, as it demonstrates that CRT is making a significant impact and is something the public would want to know but may not read the full report.

- President Paul inquired about the status of the CRT budget, specifically grant funding Chief LaChance mentioned exploring and whether the anticipated \$200,000 from the Legislature was intended to fund the program through the current fiscal year. Deputy Chief Petit stated his understanding was that based on Chief LaChance's projections, BFD expects to be able to fund CRT through the rest of the year but is not able to speak to potential grant funding. President Paul and Councilor Grant agreed that discussing the CRT budget and strategies to supplement the funds for CRT provided by the opioid settlement amount allocated to the City could be a follow-up item with Chief LaChance at the next meeting, especially as budget season gets underway for the City and given the unknowns around the Public Safety Tax increase. Councilor Grant emphasized the need to prioritize funding for this program as it evident from the data that CRT is working, helping to free up BFD resources and healthcare resources. For instance, CRT distributing items like wound care items for those affected by Xylazine mean less people overwhelming the emergency room at the hospital. Councilor Grant also added being able to point members of the public to these reports has been very helpful. Deputy Chief Petit added an unanticipated benefit of the CRT program is it has helped responders form relationships with individuals in crisis on the streets, increasing empathy and improving the quality of care and general interactions, which is helping to combat some of the compassion fatigue emergency responders are prone to experiencing in their profession.

5. Future Business

5.01 Other Committee Business

The Committee decided to plan the next meeting's date and agenda items offline, targeting the end of March. Councilor Grant requested some items for follow-up with Burlington Police Department: online report submission data, online drug tip submission data, and the number or percentage of incidents to which Community Service Officers and Community Service Liaisons respond. Councilor Grant emphasized obtaining this data would be important for a number of reasons, including a fuller understanding of drug activity in the community, the public's engagement, and overall consistency.

6. Adjournment

6.01 Motion to Adjourn

President Paul adjourned the meeting with no objection at 6:05 PM.

Burlington Fire Department Response Data Updated 03/18/2024



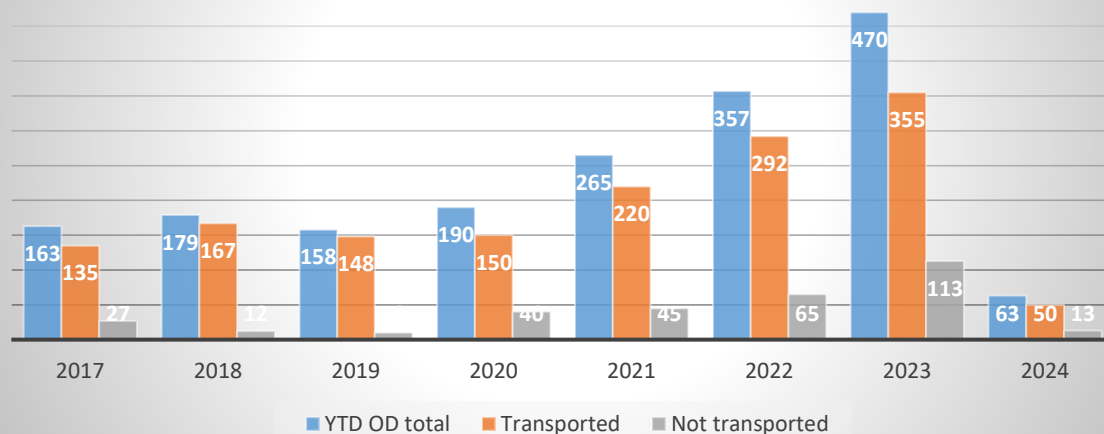


FIRE DEPARTMENT RESPONSE TOTALS
CALENDAR YEAR UPDATED THROUGH
03/17/2024

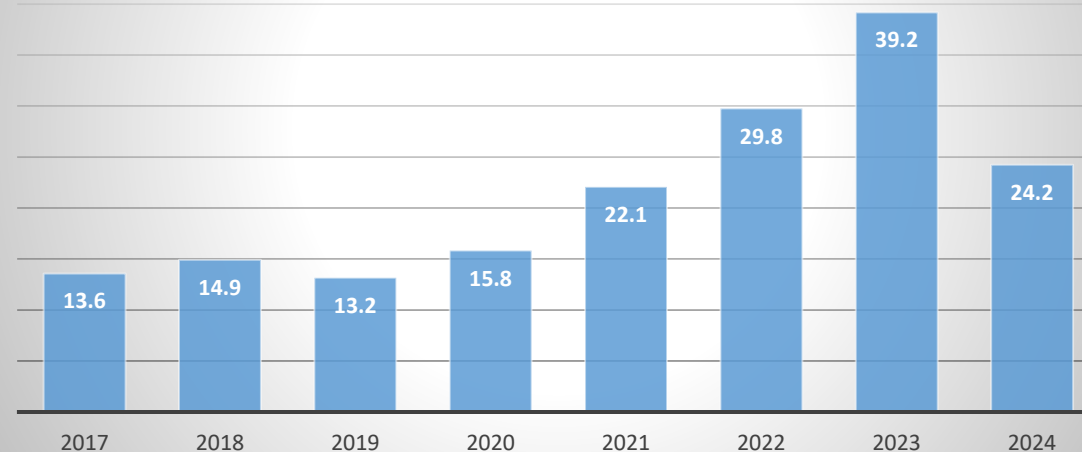




OverdoseTotal:Transported:Not Transported Data through 03/17/2024

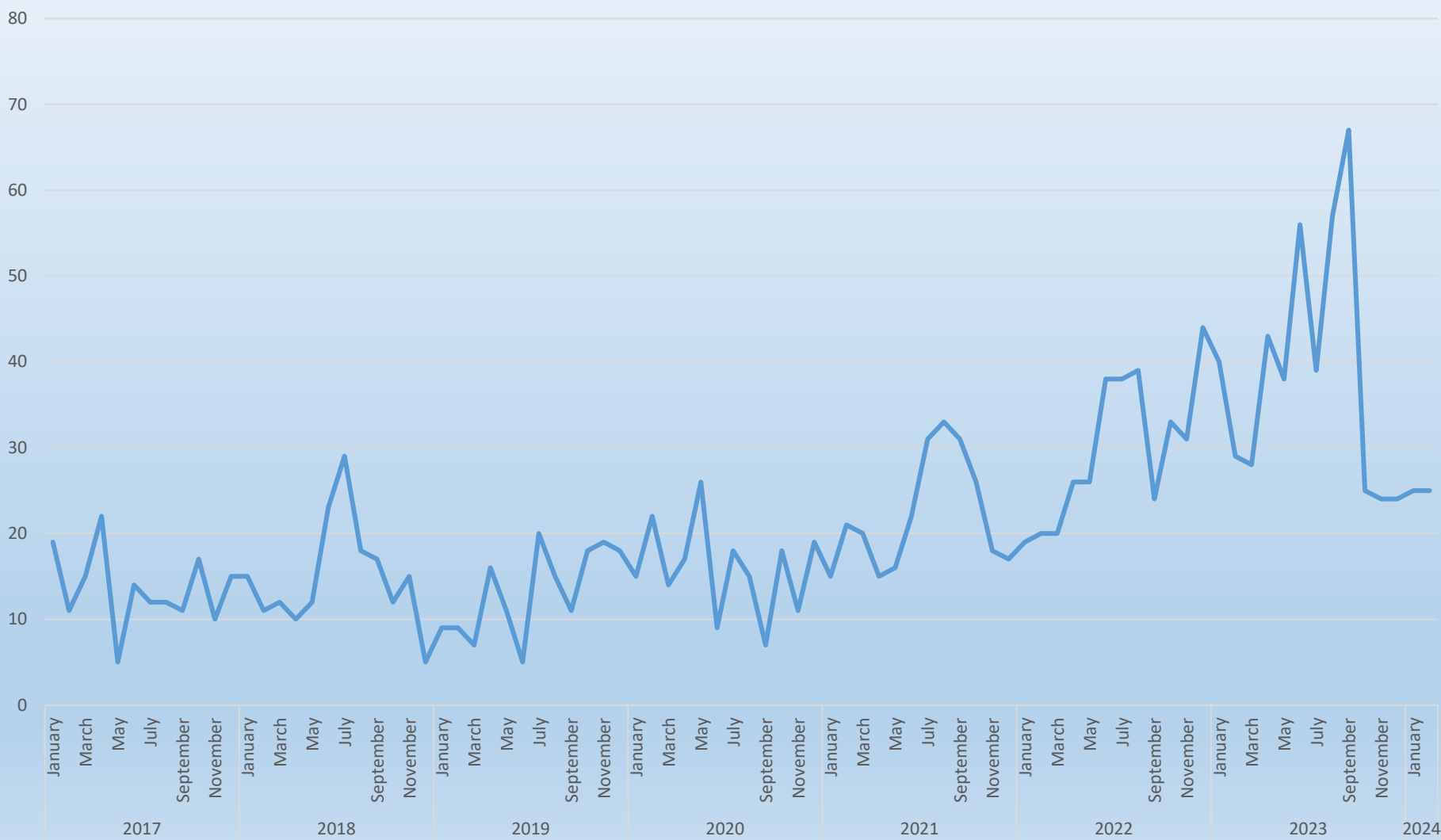


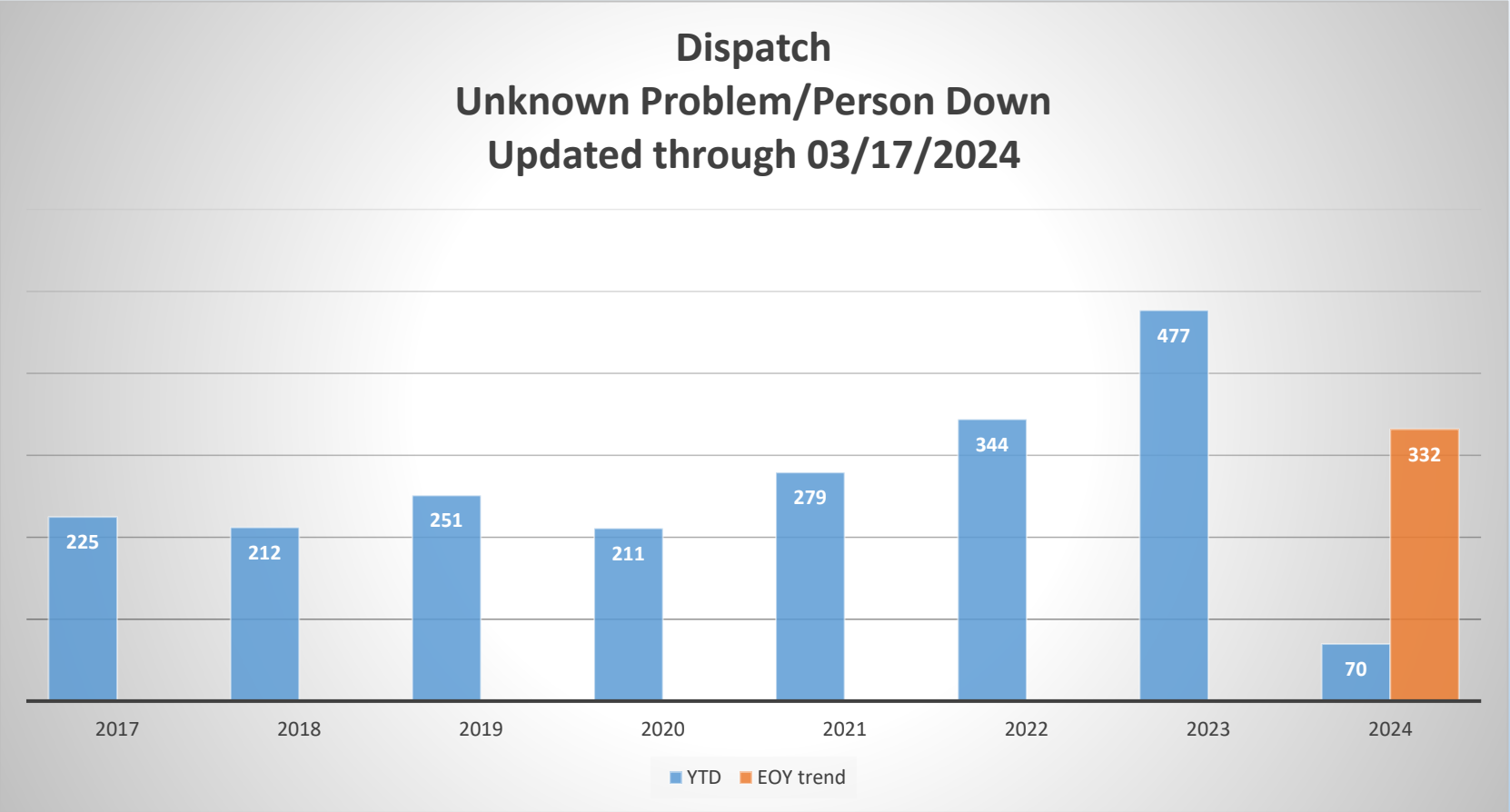
Average Overdose Responses per Month Data through 03/17/2024





Monthly Fire Department Overdoses
Updated through 02/29/2024

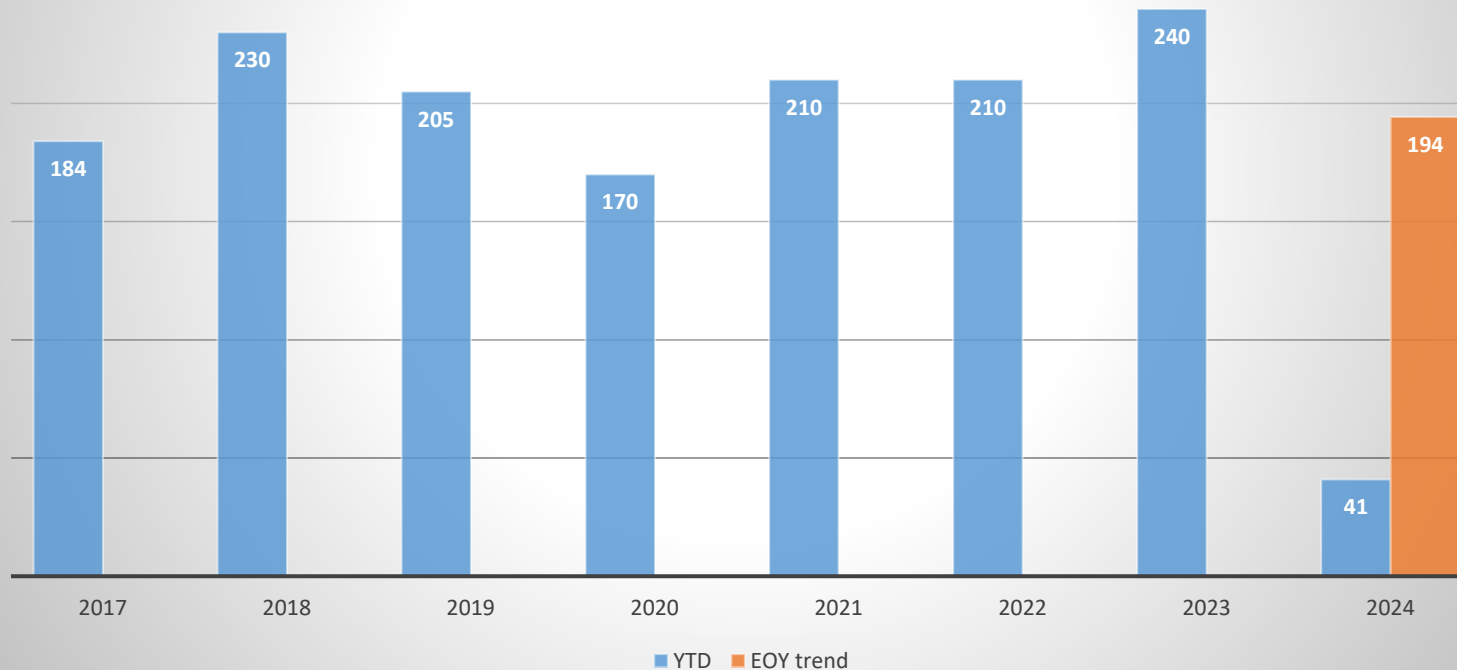




- Overdoses can be dispatched as an unresponsive person or person down.
- Sometimes, these people are overdosed.
- Often, they are experiencing the desired effect of their substance or have another non-emergent need.



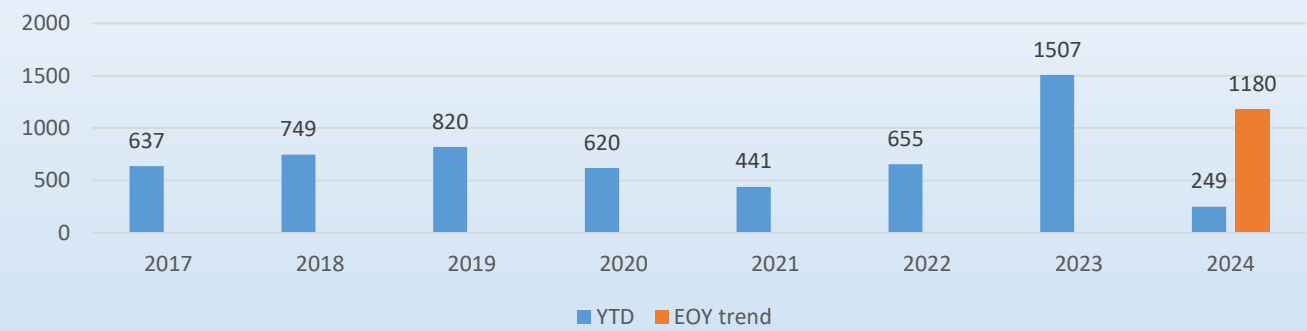
Dispatch Alcohol Intoxication Updated through 03/17/2024



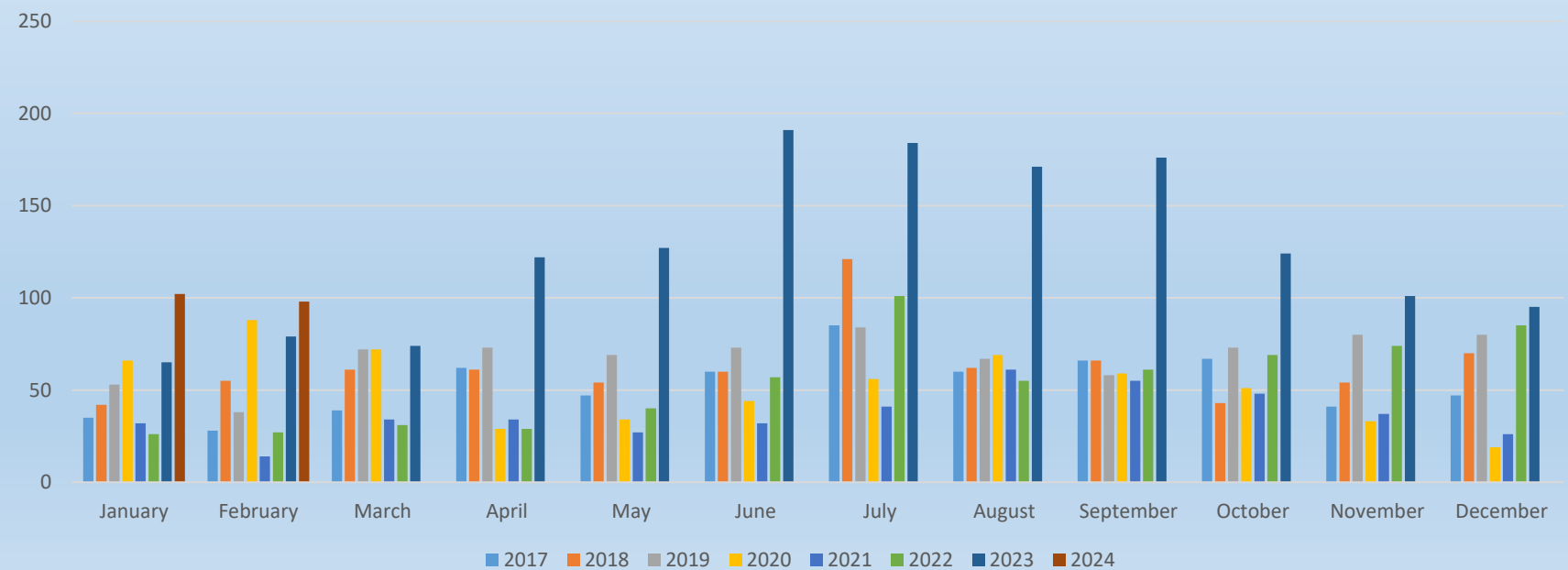
- Open alcohol intoxication is a concern in the community.
- These numbers are relatively steady and do not appear to account for a significant response increase.



Annual
Fire Department EMS Responses to Homeless/Houseless/Transient/
No Address Population
Updated through 03/17/2024

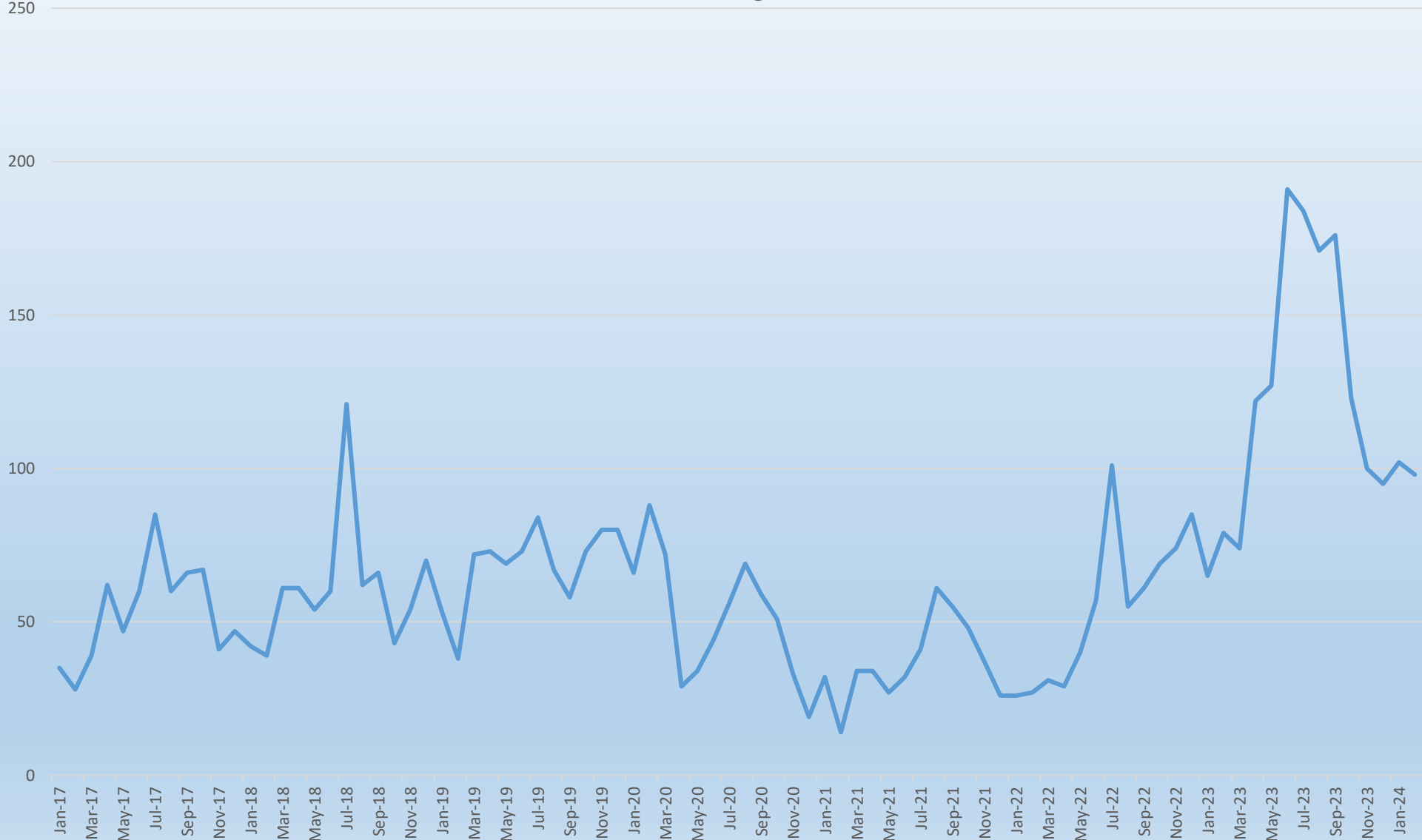


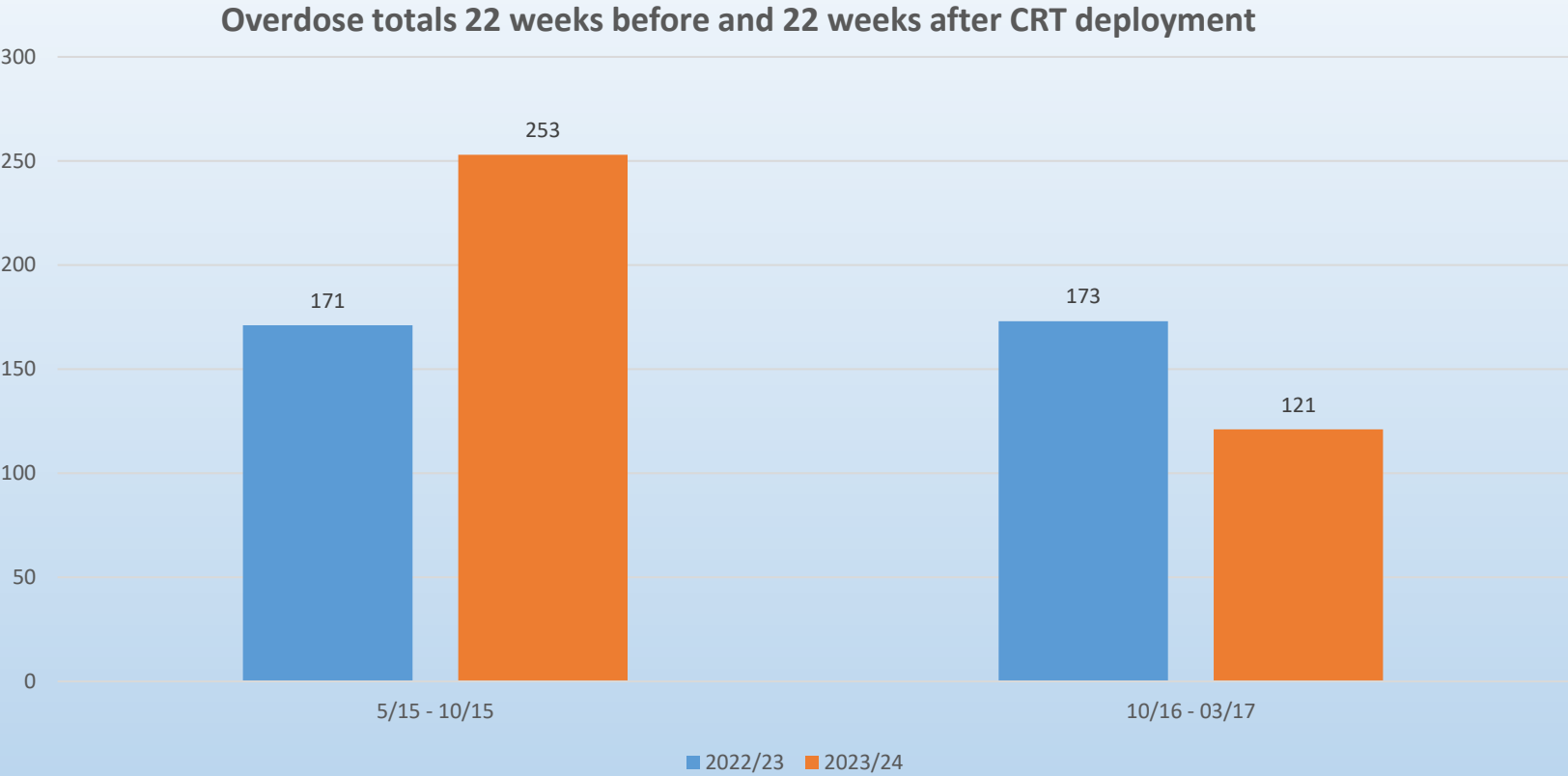
Monthly Fire Department EMS Responses to
Homeless/Houseless/Transient/No Address Population





Monthly Fire Department EMS Responses to Homeless/Houseless/Transient/No Address Population
Data Through 02/29/2024





Total:	1309	2272	76	163	25	13	3
	# of Attendees	# of Wound Care Items Distributed	# of Comfort Care Supplies Distributed	# of NLB Kits Distributed	Total # Referrals/ Bridge to Service Providers	Total Request For CRT Members Via Phone	Total Above & Beyond Incidents



BURLINGTON POLICE CHIEF'S REPORT

February 2024



HOSTAGE SITUATION AT T RUGGS TAVERN



Monday, January 22

HOSTAGE STANDOFF ENDS WITH ARREST



6:18
27°



MAN WITH KNIFE ON PARK ST



Feb 23, 2024 – all data preliminary & subject to change

Monday, February 20





BATTERY STREET ENCAMPMENT

On January 29, Community Support Liaisons (CSLs) from the BPD's Crisis Assessment Intervention Programs (CAIP) team, police officers, and partners from Burlington Parks Recreation & Waterfront (including Director Cindi Wight) and the Department of Public Works cleared out the remains of a dangerous, unlawful encampment along Battery Street and on "the shelf" —a ledge in the hillside down hill from the Battery Street greenbelt.

A month earlier, on December 28, a fire had broken out in the camp, highlighting the danger. Led by AD CAIP Lacey Smith of BPD and Special Assistant to End Homelessness Sarah Russell of CEDO, multiple city departments collaborated to follow our protocols for noticing campers of the pending closure while working with them to find safer options for shelter.





230 SAINT PAUL STREET

The closure of the Battery Park encampment aggravated existing problems at Decker Towers, an apartment building managed by the Burlington Housing Authority. The BPD's Drug Unit has worked closely with employees at Decker to address drug complaints. Chief Murad attended a meeting with BHA staff and residents in August. But since that meeting, cold weather and easy access have meant unhoused persons are trespassing in the building with alarming frequency.

Incidents at 230 Saint Paul St

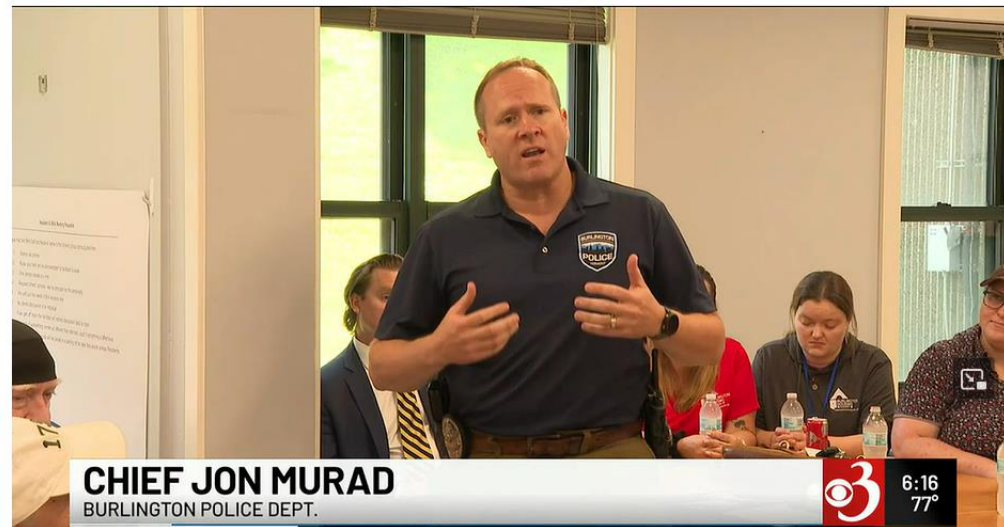
2018	129	(11 = Priority 1)
2019	123	(12 = P1)
2020	222	(33 = P1)
2021	159	(20 = P1)
2022	174	(32 = P1)
2023	381	(64 = P1)
2024*	81	(7 = P1)

Regarding response, and residents' allegations that "no one is coming," the BPD currently maintains a Priority Response Plan (see slide 16). We strive to respond to *every* Priority 1 call for service. Of the 64 Priority 1 calls in CY 2023, there were 11 that did not receive a police response. Of those, there were seven 911 Hangups that were confirmed accidental/unnecessary prior to police response, three Overdoses where BFD responded and advised they were unfounded so no officer was dispatched, and one TRO/FRO/ERPO Service where the order expired before it was served.

Feb 23, 2024 – all data preliminary & subject to change

Patrol officers respond to Priority 1 calls at Decker with the same emphasis as in any other part of the city, but trespass is not a Priority 1 call. Over the past few weeks, however, BPD officers have conducted "vertical patrols," as well. They have made numerous ejections and arrests. But when a typical BPD patrol shift has only four officers, recurring focus on the address is challenging. New access controls will be key to reclaiming residents' sense of safety.

Tenants complain Burlington apartment building is plagued by drugs, crime



CHIEF JON MURAD
BURLINGTON POLICE DEPT.

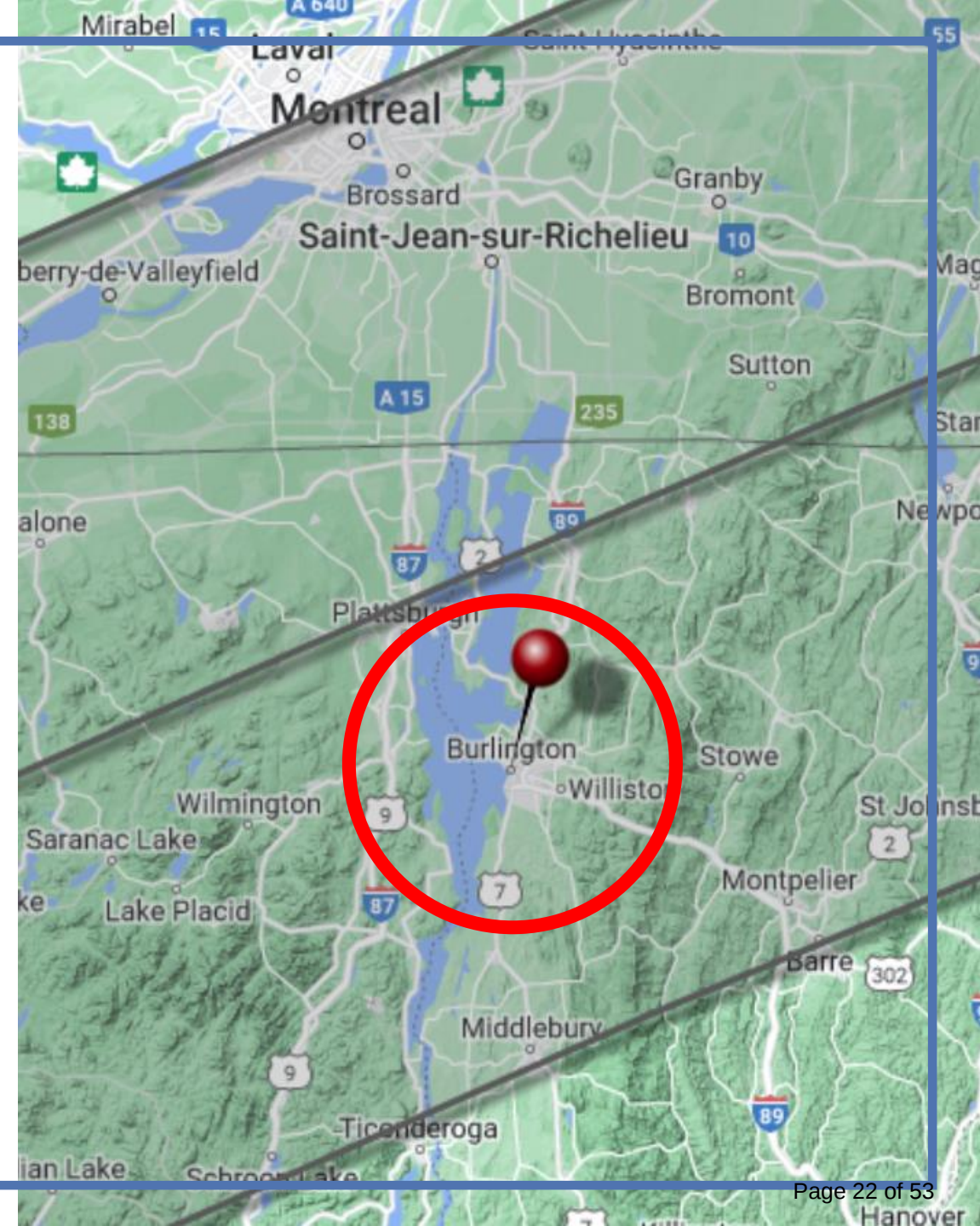




THE PATH OF TOTALITY

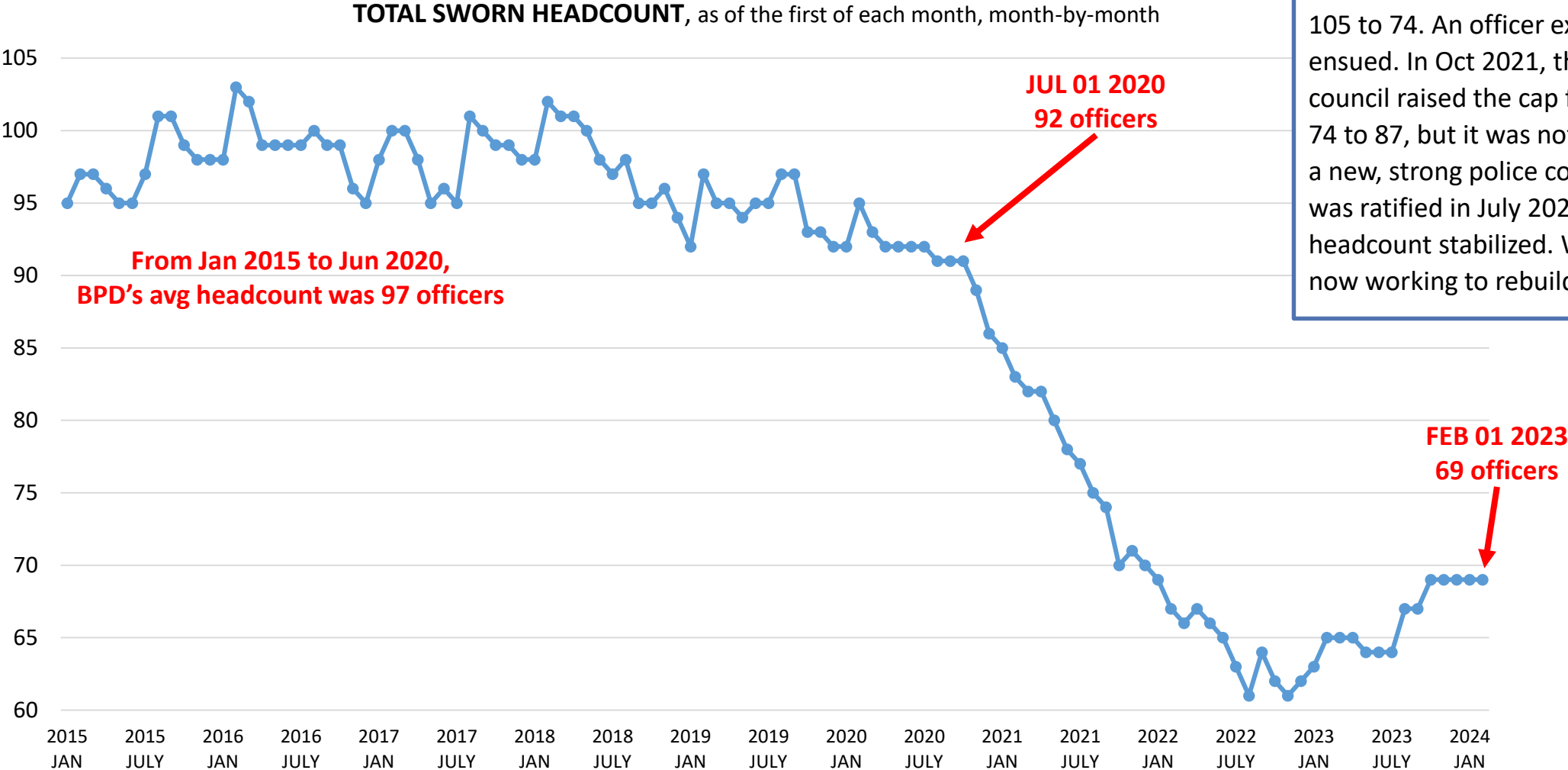
On April 8, 2024, Burlington will be in the “path of totality” for a total solar eclipse. The last total eclipse in the Queen City was 92 years ago. America won’t see another total eclipse until 2045 (that one won’t be in Burlington). At about 1526 hours on April 8, people in Burlington will experience a tad more than three minutes of totality.

We have been working with state and local agencies to prepare. Locally, Festival and Event Director Zach Williamson at BCA has led city meetings with Fire, Police, DPW, Parks, and others in planning for this once-in-a-lifetime astronomical event. Although historically there is only a 25% chance of cloudless skies on that date, many projections suggest more than 100,000 people may come to our region. Most hotels are already sold out, often at much higher prices than normal. Deputy Chief Labrecque has been planning how best to deploy our limited resources. We anticipate street closures and planned entertainment on the waterfront. And everyone should expect traffic!





BPD SWORN OFFICER HEADCOUNT, 2015-2024



In June 2020, the Burlington City Council voted to reduce, by attrition, the BPD's authorized headcount from 105 to 74. An officer exodus ensued. In Oct 2021, the council raised the cap from 74 to 87, but it was not until a new, strong police contract was ratified in July 2022 that headcount stabilized. We are now working to rebuild.



TEN YEARS OF HIRING

In 2023, we hired 15 sworn officers—more than we ever have in any single year since at least the 1990s.

But rebuilding is about much more than sworn officers alone.

YEAR	IN	Of hired, # still employed	OUT	Net Δ
2014	12	3	8	4
2015	9	3	6	3
2016	13	7	13	0
2017	9	3	9	0
2018	12	5	18	-6
2019	12	6	12	0
2020	5	3	12	-7
2021	1	1	17	-16
2022	7	5	13	-6
2023	15	13	9	6



SWEARING IN, FEBRUARY 1 2024

Our swearing in, attended by employees new and old, families, Mayor Weinberger (who offered inspiring remarks), City Councilors, Police Commissioners, and members of the Queen City Police Foundation, can be [seen on Town Meeting TV](#).



Feb 23, 2024 – all data preliminary & subject to change



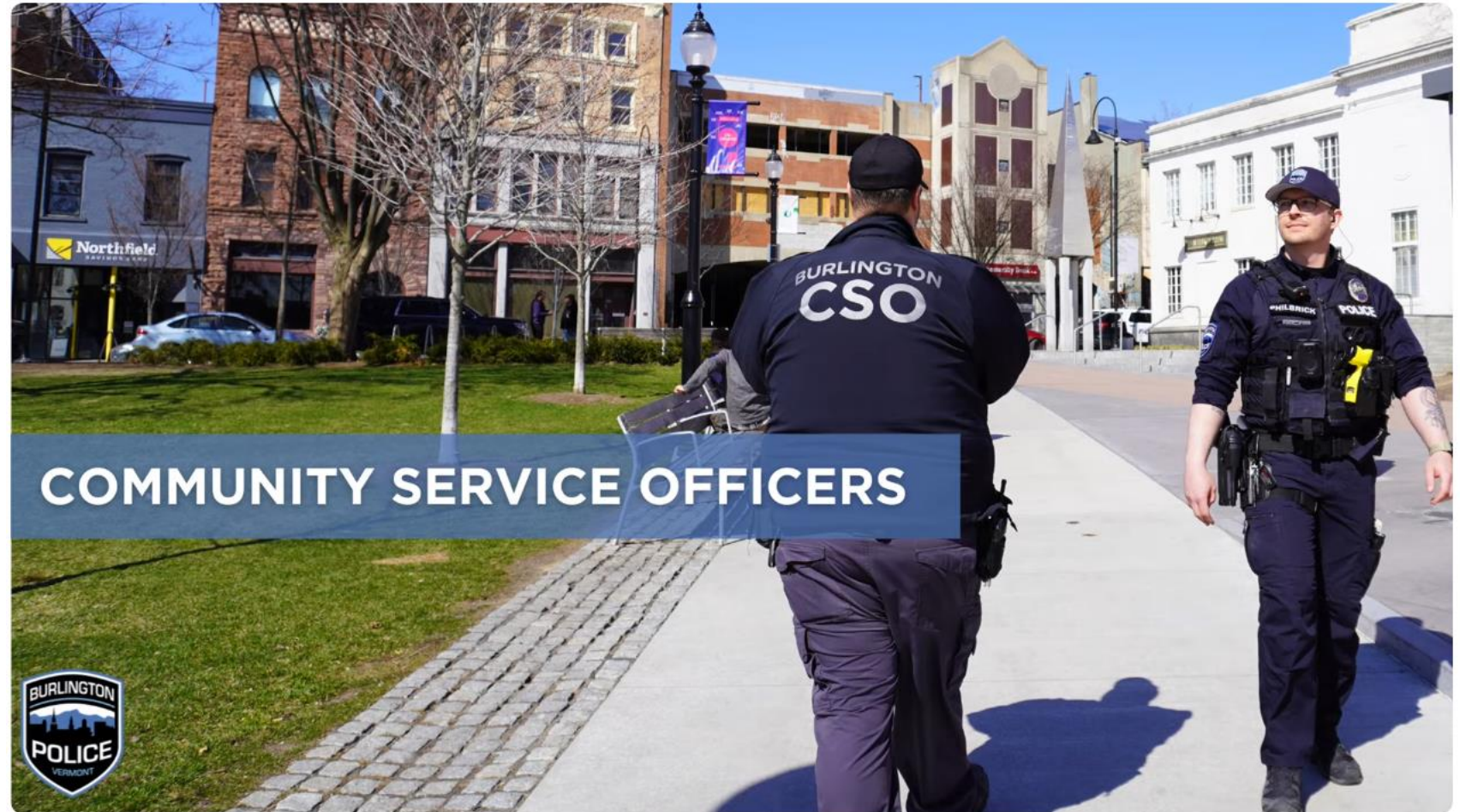
NEW VIDEO IN OUR INFORMATIONAL VIDEO SERIES

New CSOs, or Community Service Officers, were among the new roles sworn in on February 1st. Our Public Information Officer, Sarah Timm, and Redaction Specialist, ShanShan Chen, have produced the latest in our series of short informational videos: [a new video about the CSO program](#).

It joins existing videos about:

- our [Community Support Liaisons](#)
- our [Emergency Response Unit](#)
- our [Use of Force Training](#)
- our [observing Police Memorial Day](#)
- our [recruitment advertisement](#)

...plus all our regularly released monthly use-of-force videos.



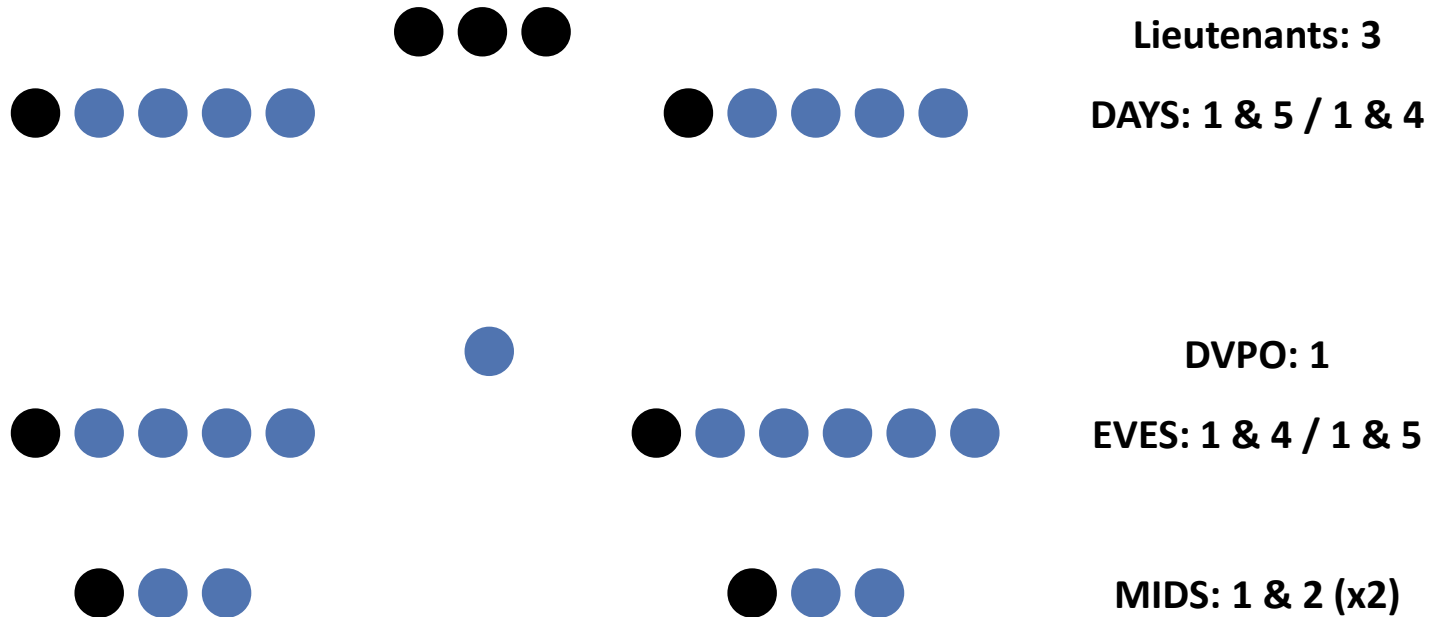


55

● 1 COP

● ● 2 DCs

USB



Lieutenants: 3

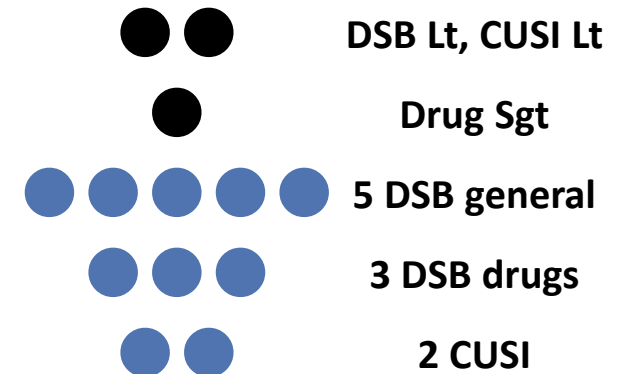
DAYS: 1 & 5 / 1 & 4

DVPO: 1

EVES: 1 & 4 / 1 & 5

MIDS: 1 & 2 (x2)

DSB



DSB Lt, CUSI Lt

Drug Sgt

5 DSB general

3 DSB drugs

2 CUSI

ADMIN



Ad Lt

Recruitment

BIAP

**BIAP: 7**

- Sworn supervisor
- Sworn officer



SWORN ASSIGNMENTS

●

1 COP

● ●

2 DCs

Authorized for 87, by FY26

81

Assumes 81 out of 87; BPD rarely achieves full staffing.

USB

● ● ● ●

● ● ● ● ● ● ● ●

● ●

● ●

●

● ● ● ● ● ● ● ●

● ● ● ● ●

Lieutenants: 4

DAYS: 1 & 7 (x2)

MKTPLC: 2 (x2)

DVPO: 1

EVES: 1 & 7 (x2)

MIDS: 1 & 3 (x2)

DSB

●

● ● ●

● ● ● ● ●

● ● ● ●

● ●

● ● ●

DSB Lt

Sgts (CUSI, Drug, SCU)

5 DSB general

4 DSB drugs

2 CUSI

3 SCU

BIAP

● ● ● ● ● ● ●

BIAP: 1 & 7

ADMIN

● ●

●

Ad Lt, Ad Sgt

Recruitment

- Sworn supervisor
- Sworn officer



96

● 1 COP

● ● 2 DCs

BIAP

BIAP: 1 & 7

4 SCU

ADMIN

Recruitment

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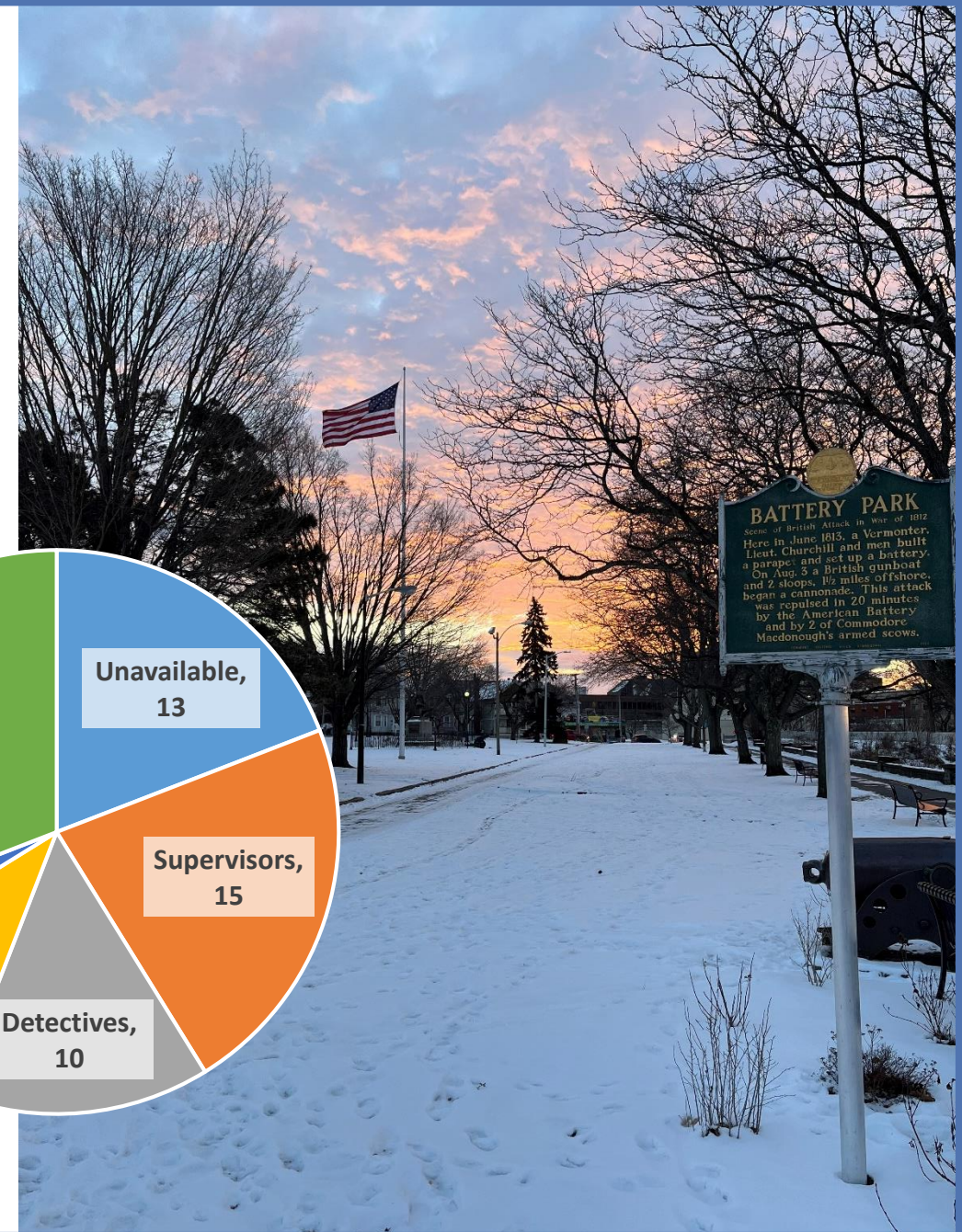


68 TOTAL, 55 AVAILABLE

As of February 15 2024, we are authorized for 87 sworn officers. That's not enough, but it's the current number. Of those 87, we have 68. Of those 68, 56 are able to be deployed as solo officers, or "effective."

minus 13 injured, light, military, FTO, etc. = 55
minus 15 supervisors = 40
minus 10 detectives = 30
minus 7 airport officers = 23
minus 2 special assignments = 21

21
officers on Patrol





INCIDENT VOLUME

YEAR-TO-DATE 02/15

Incidents in 2024 are up 23% compared to 2023.

BPD is addressing more incidents than in years with 50% fewer patrol officers.

Of the 3,502 incidents in 2024 so far, 371 have been “stacked”—i.e., 11%.

Additionally, 260 have been referred to online reporting, or 7%.



	YTD INCIDENTS (as of 02/15)	%Δ
2019	3,369	100%
2020	3,297	↓2%
2021	1,920	↓42%
2022	2,226	↑16%
2023	2,842	↑28%
2024	3,502	↑23%
	Δ 2019 to 2024:	↑4%

It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on the previous slide, there are more than 100 categories of incident. The fact that incidents are up does not necessarily mean that crime is up; as the next slide shows, some categories of criminal incident are up and some are not.



THE PRIORITY RESPONSE PLAN

With staffing down and incident volume up, the BPD had to create the Priority Response Plan. It husbands resources while remaining true to our duty to prioritize our **NEIGHBORS' PHYSICAL SAFETY** and their sense of safety. **The Plan goes into effect when two or fewer sworn police officers are available for response; when that happens, Priority 2 and Priority 3 incidents get "stacked" and do not receive an in-person response.** When three or more officers are available, they are dispatched to all incidents regardless of Priority category.

Incidents labeled "CSO" or "CSL" initially receive a response from a CSO or CSL, rather than a sworn officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") are to be diverted to an online reporting function. Note that larcenies and retail thefts are NOT supposed to be online reports.

Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths.**

PRIORITY 1	High priority.
PRIORITY 2	Middle priority. (*) = situationally dependent; some may be Priority 1 or Priority 3.
PRIORITY 3	Low priority. Response may be delayed based on officer availability; may receive a CSO response.

911 Hangup		Cruelty to Animals	CSO	Illegal Dumping	CSO	Robbery	
Airport AOA Violation		Custodial Interference *		Impeding a Public Officer		Runaway	
Airport Duress Alarm		Disorderly Conduct *		Impersonation of a Police Officer *		Runaway Apprehension	
Airport PHASE		Disorderly Conduct by Elec Comm	ONL	Inciting a Felony		Search	
Alarm *		Disturbance		Intoxication	CSO	Search Warrant	
Alcohol Offense	CSO	DLS		Investigation - Cold Case		Service Coordination	CSL
Animal Problem	CSO	Domestic Assault - Felony		Juvenile Problem *		Sex Offender Registry Violation	
Arrest on Warrant		Domestic Assault - Misd		Kidnapping		Sexual Assault	
Arson		Domestic Disturbance		Larceny - from a Building		Sheltering/Aiding Runaway	
Assault - Aggravated		Drugs		Larceny - from a Motor Vehicle		SRO Activity	
Assault - Simple		Drugs - Possession		Larceny - Other		Stalking	
Assist - Agency		Drugs - Sale		Larceny from a Person		Stolen Vehicle	
Assist - Car Seat Inspection	CSO	DUI		Lewd and Lascivious Conduct		Subpoena Service	CSO
Assist - K9		Eluding Police		Lockdown Drill		Suicide - Attempted	
Assist - Motorist	CSO	Embezzlement	ONL	Mental Health Issue *		Suspicious Event *	
Assist - Other		Enabling Consumption by Minors		Minor in Possession of Alcohol		Theft of Rental Property	ONL
Assist - Public		Encampment Outreach	CSL	Missing Person		Theft of Service	ONL
Background Investigation		Encampment Policy	CSL	Motor Vehicle Complaint	CSO	Threats/Harassment *	
Bad Check	ONL	Escape		Neighbor Dispute	CSL	Traffic	
Bar / Liquor License Violation		Extortion	ONL	Noise	CSO	Trespass *	
Bomb Threat		False Info to Police		Obstruction of Justice		TRO/FRO Service	
Burglary *		False Pretenses	ONL	Operations		TRO/FRO Violation	
CHINS		False Public Alarms		Ordinance Violation - Other	CSO	Unlawful Restraint	
Community Outreach		False Swearing		Overdose		Untimely Death	DSB
Compliance Check		Fireworks	CSO	Parking	CSO	Use of Elec Comm to Lure a Child	
Computer Crime	ONL	Foot Patrol		Possession of Stolen Property		Uttering a Forged Instrument	ONL
Contributing to Delinquency of Minor		Forgery	ONL	Prescription Fraud	ONL	Vandalism	ONL
Counterfeiting	ONL	Found/Lost Property	CSO	Prohibited Acts		VIN verification	CSO
Crash - Fatality		Fraud	ONL	Property Damage	CSO	Violation of Conditions of Release *	
Crash - Injury to person(s)		Fugitive From Justice		Reckless Endangerment *		Voyeurism *	
Crash - LSA *		Graffiti Removal		Recovered Property	CSO	Weapons Offense	
Crash - Non-Investigated	CSO	Hindering Arrest		Resisting Arrest		Welfare Check *	
Crash - Property damage only	CSO	Homicide		Retail Theft			
Cruelty to a Child		Identity Theft	ONL	Roadway Hazard			



SELECTED VALCOUR INCIDENTS, YTD AS OF FEBRUARY 15

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Overdose	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2019	4	18	9	10	17	22	51	0	60	108	8	3	7	6	383
2020	6	21	6	12	15	6	74	1	43	132	14	3	9	7	372
2021	5	8	6	8	4	1	55	0	60	101	13	2	3	4	95
2022	6	14	32	8	11	6	63	1	78	111	12	3	0	14	120
2023	3	20	20	9	9	8	54	1	141	144	40	0	4	50	72
2024	6	24	22	9	5	0	51	3	171	101	33	0	2	30	181

* = combines incidents categorized as “Domestic Assault – Felony” and “Domestic Assault – Misdemeanor”

** = combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other”

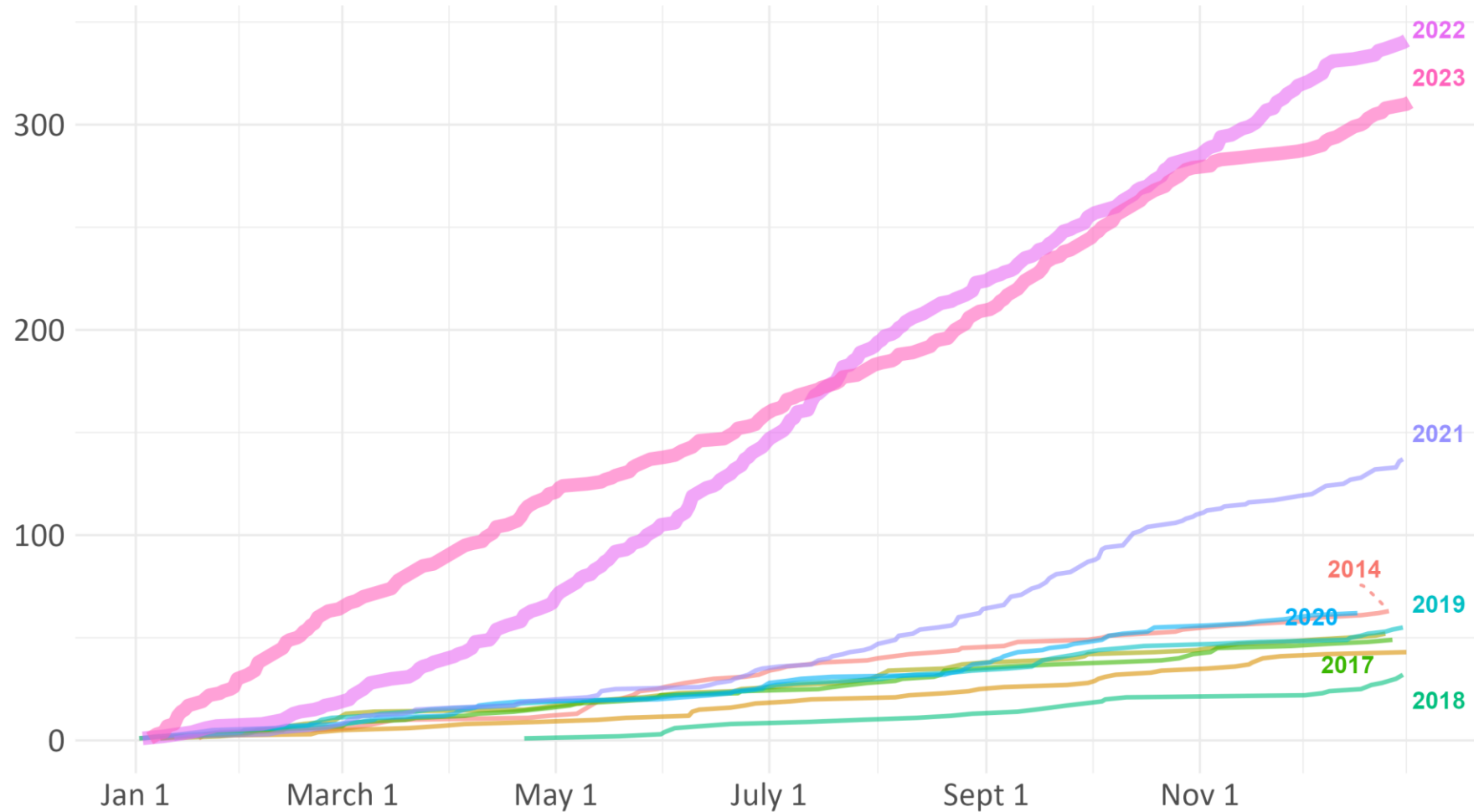
NOTE: All categories shown year-to-date, through February 15 of their respective year

NOTE: These data are derived from Valcour incidents. Valcour is the BPD’s computer-aided dispatch and records-management system. Incidents are initially categorized by dispatch according to the information provided by a caller; the category may be changed by the officer who responds to the scene and/or the detective who takes the case. Offense data and/or NIBRS data may differ.



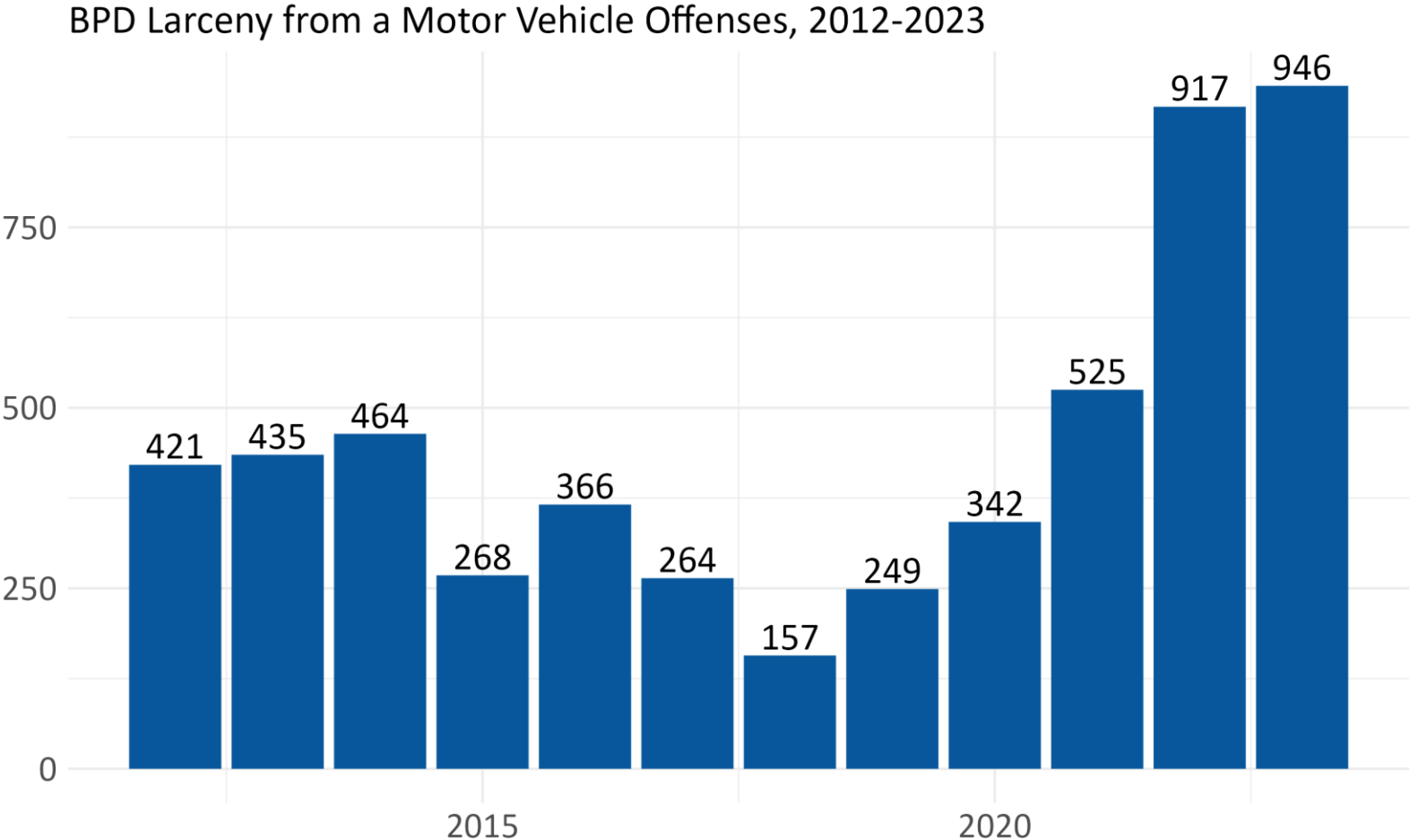
Stolen Vehicle Incidents Year over Year

Burlington Police Department Stolen Vehicle Incidents, 2014-2023





Larceny from a Motor Vehicle, Felony and Misdemeanor



Includes Petit Larceny 13 V.S.A. § 2502 and Grand Larceny 13 V.S.A. § 2501



THE BPD IS HIRING!

\$74,500
starting pay

\$100,000
top pay (when contract matures)

and a \$15,000
hiring bonus

- City retirement with 5-year vesting
- Shift differential, weekend, and holiday pay
- **full medical benefits** and wellness incentives
- Retirement after 20 years of service at 50% salary
- Retirement after 25 years of service at 75% salary
- 15-step pay scale for non-supervisory employees
- Overtime can be received as cash or vacation accrual
- **10-hour workday, 4-days-on/3-days-off schedule**
- **Weekends off every other month**
- Yearly education bonus
- Beards and tattoos permitted
- Various **specialty assignments** such as detectives, narcotics, K9, domestic violence prevention, airport
- **Applicant can be a non-U.S. citizen** if applicant is a permanent resident / green-card holder

www.bpdcareers.com

C.N.A. IMPLEMENTATION

DATE

Monday, March 18, 2024

REC#	RECOMMENDATION	TOPIC	DIRECTIVE	ASSIGNED TO	START DATE	COMPLETION GOAL DATE	Current Status	DATE COMPLETED	Updates	Committee Review Comments Public Safety Committee + Police Commission 2021/2022
	IMPLEMENTATION				01/01/2023	12/31/2024				
1.1.1	Add cultural competency training to list in Section VIII	POLICIES	DD03	BPD	02/17/2023	05/12/2023	COMPLETED	6/27/2023		
9.3.1	BPD & related public safety partners should pioneer programs that conduct outreach to the Burlington refugee population to increase refugees' trust in public safety. Staffing must support this kind of community engagement	COMMUNITY	-- N/A --	BPD	--	--	COMPLETED	11/2023	Additional CSLs will be added and are budgeted for in the FY23 budget. There will be greater resources to work with refugee populations and improve this community's engagement	We now have one CSL that works with refugees superficially so hopefully this will be improved over the next few years
3.5.1	Hire PIO to develop departmental communication policy, prioritize information sharing, bolster legitimacy, and build public trust.	OVERSIGHT	-- N/A --	BPD	10/10/2022	03/01/2023	COMPLETED	03/01/23		
1.2.1	Include list of examples of indicators of potential bias	POLICIES	DD03	BPD	02/17/2023	05/12/2023	COMPLETED	6/27/2023		
1.27.1	Add language to Section IV.D to specify what constitutes a professional interpreter & that family members and children should not be interpreting	POLICIES	DD03	BPD	02/17/2023	05/12/2023	COMPLETED	6/27/23		
1.4.1	Set standard of reporting misconduct to reasonable suspicion	POLICIES	DD43	BPD	01/01/2023	03/23/2023	COMPLETED	3/28/23		
1.5.1	Add language to understand the choice between the (4) reporting mechanisms	POLICIES	DD43	BPD	01/01/2023	03/23/2023	COMPLETED	3/28/23		
7.10.1	Community Affairs Officer: eliminate this position	STAFFING	-- N/A --	BPD	--	--	COMPLETED	2021	This was done as staffing was reduced.	
8.10.5	Consider dedicated co-response team(s) made up of a combination of paramedic, clinician, BPD specialized officer with a soft, (non-traditional) police uniform and PEER/person with lived experience.	RESOURCES	-- N/A --	BPD	2022	03/29/2024	COMPLETED	03/30/2024		
8.10.7	Determine if a mobile crisis response team(s) would be a useful part of a robust diversion from law enforcement response plan	RESOURCES	-- N/A --	BPD	2022	2023	COMPLETED	03/30/2024	The Crisis Response Team (CAHOOTS inspired program) has a \$400,000 allocation in the FY23 budget with a commitment by resolution for implementation by October 31, 2023	Moving forward with CAHOOTS model. (RFP is out and due April 1. Hope to have in place by summer 2022.
8.10.6	Consider a traditional co-responder model (clinician riding out with an officer or deputy), similar model as above but is a clinician.	RESOURCES	-- N/A --	BPD	2022	2023	COMPLETED	03/30/2024	The Crisis Response Team (CAHOOTS inspired program) has a \$400,000 allocation in the FY23 budget with a commitment by resolution for implementation by October 31, 2023	Moving forward with CAHOOTS model. (RFP is out and due April 1. Hope to have in place by summer 2022.
2.1.1	Develop complaint tracking data system, includes demographic information. at a minimum, the following information about each complaint in separate, closed response data fields: complainant demographics, the demographics and personnel information (e.g., rank, tenure, role) of the target of the complaint, process-related dates (date received, date of incident, date reviewed by supervisor, date resolved), specific details of the accusation (e.g., associated policy), and the discipline directed (when applicable).	CITIZEN COMPLAINTS	-- N/A --	POLICE COMMISSION			IN PROGRESS			Next steps: striking a balance in the middle. We need to track complaints effectively. In terms of building trust, we need to prioritize these complaints. Whatever is not being done in considering demographics, we need to. Tracking info for purpose of data is one thing. Tracking info for discipline, that is a question of bargaining. Explore idea of keeping info on discipline longer. (Also add this to union tab/1.36)
1.18.2	Consider Citizen Review Board to review internal & external investigations rather than having the Chief serve as final authority	OVERSIGHT	DD40	CITY			IN PROGRESS			
1.6.1	Add specific rule that requires personnel to intervene or report excessive force	POLICIES	DD01	BPD	03/14/2023	06/30/2023	IN PROGRESS			
1.7.1	Add statements on duty to care, duty to intervene, and duty to report to directive	POLICIES	DD01	BPD	03/14/2023	06/30/2024	IN PROGRESS			

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REC#	RECOMMENDATION	TOPIC	DIRECTIVE	ASSIGNED TO	START DATE	COMPLETION GOAL DATE	Current Status	DATE COMPLETED	Updates	Committee Review Comments Public Safety Committee + Police Commission 2021/2022
	IMPLEMENTATION				01/01/2023	12/31/2024				
1.15.1	The BPD mission and values statement should be included in the directive [DD01].	POLICIES	DD01	BPD	03/14/2023	06/30/2024	IN PROGRESS			Chief to start internal process as he prefers. Important, but could take time to do collaboratively.
1.16.1	Update police code of ethics to more contemporary iterations of IACP Code of Ethics	POLICIES	DD01	BPD	03/14/2023	06/30/2024	IN PROGRESS			Chief to start internal process as he prefers. Important, but could take time to do collaboratively.
1.20.1	Add requirement for employees to report any arrest or contact by outside law enforcement agencies while off duty.	POLICIES	DD01	BPD	03/14/2023	06/30/2024	IN PROGRESS			
1.22.1	Update policy for grammar, spelling and language best practices. Include key stakeholders in the review of this policy	POLICIES	DD13.1	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			Needs community input. So needs to be done separately in order to have those stakeholder meetings. For commission to take those on.
1.23.2	Consider integrating DD13.2 with DD13.3	POLICIES	DD13.2	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.21.1	Review revised policy w/ partners with lived experience such as Howard Center, Street Outreach and NAMI	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.21.2	Ensure policy reflects current department operations	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.21.4*	Use "Person-first" language. Update "diminished capacities" language	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.21.5*	Broaden best practices for interactions with persons experiencing mental health crisis, new directive or SOP	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.23.1	Expand "effective communication" with "professional and effective communication" under officer response. Dignity & respect	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
1.23.3*	Update terms and language. Citizen - community member, Diminished capacity - disability, handling - responding, etc.	POLICIES	DD13.3	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			
1.21.3	Development of additional policies related to responding to persons in crisis	POLICIES	-- N/A --	POLICE COMMISSION	01/01/2023	05/01/2023	IN PROGRESS			To be completed by May 1st. Adding and approved by police commission.
4.3.2	Change UOF narratives: * include a precise description of actions and statements of the subject that warranted force * efforts made & documents to obtain subject account of incident & have accountability system * ensure officers who use or witness force write their own reports * include any efforts at de-escalation, fields identifying tangible de-escalation strategies * include any knowledge of mental health component and how that affected response * describe or photograph any injury to subject because of UOF - if no injury articulate in narrative	USE-OF-FORCE	-- N/A --	BPD			IN PROGRESS			BPD to create a checklist / new template with all of these bullets as part of the report. The exception may be a subject who has recently had UOF on them - both for practical and right to remain silent implications. Should err on the side of having a bystander account when possible. We also allow UOF subject account if the officers involved or their supervisor thinks it is a good idea for community engagement or restorative justice.
4.4.1	Policy should direct a review and approval process for all UOF incidents	USE-OF-FORCE	-- N/A --	BPD			IN PROGRESS			
1.19.1	Commander of Internal Affairs should report directly to the Chief	POLICIES	DD40	BPD	01/01/2024	04/26/2024	IN PROGRESS			See 1.18.1

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	IMPLEMENTATION				01/01/2023	12/31/2024				
1.20.2*	Add requirement for employees to report any arrest or contact by outside law enforcement agencies while off duty.	POLICIES	DD01	BPD	03/14/2023		IN PROGRESS			
2.8.1	Cite department policies that were followed, if no rules were violated in BIA.	POLICIES	DD40	BPD	01/01/2024	04/26/2024	IN PROGRESS			
2.11.2	Should have a policy that states that the officer will not receive a recommendation from the Dept for a new position without their participation in the investigation. Policy should state the Dept will notify the new employer of their unwillingness to participate	POLICIES	DD40	BPD	01/01/2024	04/26/2024	IN PROGRESS			
1.42.1	Design a structured systematic curriculum with full lesson plans, learning objective, goals & evals	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			Next steps: by Aug 1, BPD create overview of training availability / priorities / attendance as a foundation for strategic training plan with review and input of PC and HR. There is a lot of disagreement on what is available and in
1.42.7	Use of Force training required by the State should be formalized and BPD should be able to demonstrate how the required four hours are spent	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
8.4.1	Prioritize sufficiency of scenario-based training particularly for de-escalation strategies and responding to indiv. In crisis. Ensure that evaluations are written for each officer, consider how outcomes affect the public, not just the officer's response	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
8.4.3	Curriculum development should be prioritized for all BPD training, with lesson plans, visual aids, scenario-based training, and evaluations readily available for review	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
8.7.1	BPD should mandate all officers receive a higher standard of training, rather than having a full patrol based specialized response. Focus its specialized response on alternative responses to traditional policing.	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
8.8.2	Ensure the training roadmap includes mandated training for all officers, refresher training, annual in-service, and specialized advanced level training.	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
8.8.3	Ensure timeline are established for the required training, accounting for training current officers, while planning ahead for new officers hired.	TRAINING	-- N/A --	BPD	01/01/2024	05/01/2024	IN PROGRESS			
2.1.2	Ensure all data fields contain only a single variable [complaint outcome & associated discipline should be tracked in separate fields]	CITIZEN COMPLAINTS	-- N/A --	BPD	01/01/2024	04/26/2024	IN PROGRESS			Not sure how many fields this applies to: need to find out
2.2.1	Reduce or eliminate "none" or "other" in the allegation field	CITIZEN COMPLAINTS	-- N/A --	BPD	01/01/2024	04/26/2024	IN PROGRESS			none is not descriptive enough. Not a police officer complaint=none.
2.2.2	Citizen complaints should be separate from all other complaint process	CITIZEN COMPLAINTS	-- N/A --	BPD	01/01/2024	04/26/2024	IN PROGRESS			What is needed is DD40. General overall agreement this is priority, but DD40 needs to be updated first.
2.3.1	No clear definition of "minor" in minor complaints that may be investigated by on-duty supervisors	CITIZEN COMPLAINTS	-- N/A --	BPD	01/01/2024	04/26/2024	IN PROGRESS			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
3.3.1	BPD should modify its directives to require public engagement & input on directives, departmental goals and objectives, and development of any strategic plan	OVERSIGHT	-- N/A --	BPD	05/01/2024	11/01/2024	IN PROGRESS			
3.4.1	City should formalize the authority of the Police Commission, which should be greater than an advisory role & clearly outline the reach of their responsibilities. Full review of all supporting case file documents is important for transparency	OVERSIGHT	-- N/A --	CITY			IN PROGRESS			
1.24.2	Specify "safe and friendly location" for providing statements will be physically separate from any location where a suspect or perpetrator may be located	POLICIES	DD11	BPD		06/30/2024	IN PROGRESS		we have created a victim services interview room in CAIP, need to update in directive.	Not current practice so de-prioritize
1.37.1	Revise the promotion to Senior Officer from 3 years to 5 years	POLICIES	DD39	BPD		06/30/2024	IN PROGRESS		**BPOA negotiated in new contract. Update DD39.	
8.8.4	If there is no budget allocated to CIT (or equivalent) training, consider allocating funds. Organizations involved in CIT should consider sharing budget allocations, direct line-items contributions, and/or donations (space, food, CIT pins/resources, etc).	TRAINING	-- N/A --	BPD	10/10/2023	07/20/2024	IN PROGRESS		FY24 Training Increase requested to accommodate this type of training	
1.24.1	Continue its policy of responding to victims and witnesses in a respectful way	POLICIES	DD11	BPD	--	--	NO ACTION REQ	--		
1.8.1	Continue to follow prescribed policy on the use of canines for use of force	USE-OF-FORCE	-- N/A --	BPD	01/01/2023	01/02/2023	NO ACTION REQ	--		
1.42.5	Fair & Impartial Policing, De-escalation, Procedural Justice and Implicit Bias trainings should all be required trainings	TRAINING	-- N/A --	BPD	--	--	NO ACTION REQ	--	This has been and was already taking place when the CNA Report was drafted. These have been long standing trainings required of BPD Officers & Staff.	See 1.42.1
2.4.1	Update DD40-Quality Control, Internal Investigations & Discipline to identify additional means for citizens to file a complaint	CITIZEN COMPLAINTS	DD40	POLICE COMMISSION			NOT STARTED			One of the key observations in the Report on the CNA recommendations was the need to prioritize revising DD40
9.1.1	Community policing strategies allow for positive relationship building to occur between the BPD and the community it serves. Proactive engagement activities encourage one-to-one relationship building and an understanding of what the community is struggling with	COMMUNITY	-- N/A --	BPD			NOT STARTED			
9.1.2	Community policing should be embedded within BPD culture and at the forefront of all daily operations and community interactions. BPD should consider redefining what community-oriented policing means and embed this within policy, training, and operational accountability. Should "combine a focus on intervention and prevention through problem solving with building collaborative partnerships between enforcement agencies and schools, social services, and other stakeholders"	COMMUNITY	-- N/A --	BPD			NOT STARTED			This was happening more before COVID and with increased capacity, BPD should consider more of these activities again, especially with dedicated support of 8 new CSO.

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	IMPLEMENTATION				01/01/2023	12/31/2024				
9.1.3	BPD should work with community members to set up recurring opportunity to engage in conversations that enable all involved parties to be seen, heard, and understood. Consideration should be given to recruiting, outreach, shared agenda development, participatory meeting formats, etc.	COMMUNITY	-- N/A --	BPD			NOT STARTED			Disagree that this is done. We recommend that BPD, maybe in support with the police commission, have more formal town halls with opportunities for engagement and feedback and understanding. For all parties to feel seen, heard, and understood there needs to be direct constituent outreach. CSLs can help with that. CSOs can help with that. This also means connecting to non-profits that have relevant outreach events
9.2.1	When adopting its new strategic plan, the BPD should consider looking at the community engagement strategies of other similarly situated departments such as Winooski, and Montpelier PDs. Adequate staffing model must support this kind of proactive engagement	COMMUNITY	-- N/A --	BPD			NOT STARTED			BPD does not usually do a strategic plan so may not be in a strategic plan. The recommendations in the CNA report and the work of this committee and the working group's conclusions will help shape a strategic plan going forward. So over time, looking at other departments more proactively to see how they are handling local challenges is a great YR2 inclusion.
6.1.2	Develop a deeper socioeconomic bias analysis by area that includes a review of type of incident, response time, demographic data of all, as well as feedback.	DATA	-- N/A --	BPD			NOT STARTED			
8.13.1	Police Department CIT/Mental Health Reports: Calls that are closed out as calls involving mental health component should require a CIT (mental health) report be completed. Data reports should be routed through CIT coordinator for the team to track trends on these calls	DATA	-- N/A --	BPD			NOT STARTED			
8.13.2*	BPD should annually report the number/percentage of active sworn officers, Sergeants, Commanders, and FTOs trained in CIT.	DATA	-- N/A --	BPD			NOT STARTED			
8.13.3*	Community Mental Health Center data should include, number of persons dropped at crisis center by law enforcement, circumstances for drop off, time for police "turnaround", number of persons "turned away" and why, length of stay, linkage to services at discharge, involuntary commitment, if not brought to center would the person have been arrested and for what charge?	DATA	-- N/A --	CITY			NOT STARTED			
8.13.4*	Mobile Crisis call outs data should include, number of persons outreached, who requested outreach, time from request to on scene arrival, time on scene and disposition	DATA	-- N/A --	BPD			NOT STARTED			
4.5.1	Written statements from every officer on scene of an OIS should be required before leaving shift and every officer involved should be interviewed by BIA before leaving shift - audio/video recorded	INVESTIGATIONS	-- N/A --	BPD			NOT STARTED			
4.6.1	BIA Policy should direct who will conduct interviews & collect witness statements. BIA supervisor should review. Review and acknowledge reports almost immediately, with direction for additional work necessary, then approved upon completed work	INVESTIGATIONS	-- N/A --	BPD			NOT STARTED			
4.8.1	Reports must include pertinent information supporting the OIS. Suspect armed and with what? What caused officers to fear for their lives, reliable information. Shooting officer should not be the only one providing information. Every officer on scene must be interviewed and must be given a timeline for providing written statement	INVESTIGATIONS	-- N/A --	BPD			NOT STARTED			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
1.35.1	Renegotiate minimum threshold of detectives from 10 to 8	OPERATIONS	BPOA	BPD			NOT STARTED			
1.36.1	Modify the retention periods so that discipline records are maintained for longer periods, with recommendation of entire career of the officer	OPERATIONS	BPOA	BPD			NOT STARTED			
1.38.1	Determine more appropriate compensation for FTOs to ensure high-quality & informed training for Prob. Officer are done	OPERATIONS	BPOA	BPD			NOT STARTED			
1.39.1	Review how many times the Dept. has not had an FTO available & had to "delegate" the FTO function & based on finding; revise protocol for providing training when FTO is not avail.	OPERATIONS	BPOA	BPD			NOT STARTED			
1.40.1	Continue to offer wellness bonus incentives for off-duty activities. Collect aggregated data to learn to the degree to which members avail themselves to this benefit to study effectiveness	OPERATIONS	BPOA	BPD			NOT STARTED			
1.41.1	Restructure shift assignment process to one that more closely focuses on personnel needs. The BPOA contract should be renegotiated to increase efficiencies to BPD	OPERATIONS	BPOA	BPD			NOT STARTED			
1.13.1	BPD should consider developing a separate reporting mechanism for the use of a firearm to kill a dangerous or seriously injured animal	OPERATIONS	-- N/A --	BPD			NOT STARTED			Happens nationally, but has not happened here. Deprioritize.
3.1.1	Base the outline of staffing levels for investigators and support personnel on anticipated workloads	OPERATIONS	-- N/A --	BPD			NOT STARTED			
3.2.2	Every person assigned to IA should be specifically trained in conducting internal investigations	OPERATIONS	-- N/A --	BPD			NOT STARTED			
4.9.2	Prioritize the review (including community review), revisions, or development of relevant dept policies, train on these, and provide updated training for UOF	OPERATIONS	-- N/A --	BPD			NOT STARTED			Again, disagree that this is only a training issue. BPD to create review and analysis and contemplate changes in policy in addition to
6.1.1	Continue to adjust patrol assignments & determine resource allocation for mental health response services by area based on volume for each area	OPERATIONS	-- N/A --	BPD			NOT STARTED			
8.9.1	BPD should consider a requirement for Sergeants to audit BWC footage after or during each shift, including those that were identified as having a mental health component. Require Sergeants to review random BWC from their shifts, providing feedback to officers. These reviews should have a written protocol, indicating when the review occurred, findings (positive or areas for improvement)	OPERATIONS	-- N/A --	BPD			NOT STARTED			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
8.12.3*	Establish call codes that best capture overall CFS that involve mental health component. Important to identify a way to uniformly track incoming calls that involve mental health component. There should be a designation that triggers an automated set of triage questions at call intake. Mental health condition (given by caller); behaviors present; weapon present; triggers that can escalate behavior.	OPERATIONS		BPD			NOT STARTED			
8.12.4*	Many communities have a designation (e.g. alpha character 2) that is added to any call, regardless of how it was dispatched, that officers can close out the call to indicate it involved a mental health component	OPERATIONS	-- N/A --	BPD			NOT STARTED			
8.12.5*	Embed a community-facing social worker to divert non-emergency calls; connecting individuals to community-based services, requesting mobile crisis outreach, or just talking to someone while they calm down.	OPERATIONS	-- N/A --	BPD			NOT STARTED			
8.12.6*	Telecommunications personnel should have a shift roster of CIT/specialized officers or non-sworn personnel on duty, to ensure there is an automated way to prioritize dispatch of mental health calls	OPERATIONS	-- N/A --	BPD			NOT STARTED			
1.18.3	Establish specific Internal Affairs section that conducts investigations, as well as BPD internal disciplinary review board	OVERSIGHT	DD40	BPD			NOT STARTED			
3.2.1	Revise the charter change to reflect a provision for investigations that warrant additional time. Policy should specify that	OVERSIGHT		BPD			NOT STARTED			
1.25.1	Update after-hours "pager" to current method of contact	POLICIES	DD11	BPD			NOT STARTED			Not current practice so deprioritize
1.26.1	Consider if special training for next of kin notifications should be done with non-trained individuals assisting	POLICIES	DD11	BPD			NOT STARTED			
1.29.1	Clarify the differences between the Dept's Victim's Advocate (Section A) and the County Victim Advocate (Section B) - if they are the same - note that	POLICIES	DD11	BPD			NOT STARTED			BPD to work on updating advocate job description and changing directives in line with this update
1.30.1	Update & Annual Review the list of resources available to victims & witnesses	POLICIES	DD11	BPD			NOT STARTED			BPD to work on updating advocate job description and changing directives in line with this update
1.33.1	Clearly outline the supervisory review process of BWC footage & include random review by shift supervisor of a certain number of incidents. BPOA must negotiate	POLICIES	DD14.1	BPD			NOT STARTED			
1.34.1	Continue to follow best practices operational procedures outlined & update as new best practices are released - Bureau of Justice Assistance Body Worn Camera Toolkit	POLICIES	DD14.1	BPD			NOT STARTED			
1.31.1	Provide additional guidance for domestic violence situations when the alleged perpetrator and victim are both employees of the PD	POLICIES	DD21.02	BPD			NOT STARTED			Lower priority based on incidence

C.N.A. IMPLEMENTATION

DATE

Monday, March 18, 2024

REC#	RECOMMENDATION	TOPIC	DIRECTIVE	ASSIGNED TO	START DATE	COMPLETION GOAL DATE	Current Status	DATE COMPLETED	Updates	Committee Review Comments Public Safety Committee + Police Commission 2021/2022
	IMPLEMENTATION				01/01/2023	12/31/2024				
1.32.1	Update Domestic Violence response policy to describe the position & responsibilities. Hasn't been updated since 2007	POLICIES	DD21.02	BPD			NOT STARTED			
4.9.1	Must develop new policies or update existing policies affected by OIS, including: UOF, OIS, OIS, IAS, and Diminished Capacity Directives	POLICIES		BPD			NOT STARTED			
8.3.2	Provide robust community forum for transparency and input in the policy review. Policies should be reviewed annually. CMHAC is a good place to assign annual review and revisions and include a public review process	POLICIES		POLICE COMMISSION			NOT STARTED			Police Commission reviewing related directives for now. For further possible work, see 8.2.1
8.3.3	Ensure a coordinated approach with policy review to include telecommunications and FIRE/EMS	POLICIES	-- N/A --				NOT STARTED		BPD or PC?	Police Commission reviewing related directives for now. For further possible work, see 8.2.1
8.1.1	Key stakeholders should be identified and a Community Mental Health Advisory Committee should be formed. BPD, Mental health, a PEER and advocacy group involved. These stakeholders should be high enough up the ladder to implement recommendations yet fluent with "on the ground" processes and barriers.	RESOURCES	-- N/A --	CITY			NOT STARTED			The Police Commission wants to a mental health summit and the person who is supposed to lead this work is leaving. When this person starts, we ask the administration or Public Safety to ask the new person what would be most helpful in this and help them form a committee that is helpful. Maybe the advisory committee to the CAHOOTS model would be a body for this work? There will need to be someone at the state-level as well. National studies will also be monitoring Burlington data to verify effectiveness.
8.2.1	Evaluate the formation of a statewide steering committee to develop regional use of budget & resources	RESOURCES	-- N/A --	CITY			NOT STARTED			
8.3.1	Utilize the CMHAC to review policies, specifically related to recognizing and responding to persons with mental or behavioral health conditions	RESOURCES	-- N/A --	CITY			NOT STARTED			Police Commission reviewing related directives for now. For further possible work, see 8.2.1
8.10.1	Determine if jail-based diversion and care coordination program would be a useful part of a robust diversion from the criminal justice system strategic plan. Embed community mental health center case manager(s) inside the jail.	RESOURCES	-- N/A --	CITY			NOT STARTED			
8.10.2	Determine if a court liaison would be a useful part of a robust diversion from the criminal justice system strategic plan. Develop justice involved case management team(s) who have the role of proactively serving the high frequency utilizers of law enforcement and first responder calls and jail bookings	RESOURCES	-- N/A --	CITY			NOT STARTED			
8.10.3	Determine if a justice involved case management team(s) would be a useful part of a robust diversion from the criminal justice response plan	RESOURCES	-- N/A --	CITY			NOT STARTED			
8.10.4	Determine if a clinician embedded in telecommunications would be useful part of a robust diversion from the criminal justice response plan. Embed a clinician(s) inside telecommunications to divert non-urgent 911 calls	RESOURCES	-- N/A --	BPD			NOT STARTED			
8.11.1	Social service providers in the City should submit clear scopes of their work and related budgetary needs to address staffing, and additional resources required to be more responsive to "live" needs.	RESOURCES	-- N/A --	CITY COUNCIL			NOT STARTED			Outside of BPD's scope, consider reviewing as a council maybe through Public Safety. Consider a pared down version - similar to COMMSTAT

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	IMPLEMENTATION				01/01/2023	12/31/2024				
8.11.2	Creative ways should be sought to identify a crisis receiving center, that serves as a "one stop shop" for law enforcement to drop -off with onsite opening of charts and connection to necessary services. It should be the responsibility of the crisis center to stabilize and ensure connection to necessary services. The 24-hour nature of this type of resource is essential.	RESOURCES	-- N/A --	CITY			NOT STARTED			
7.11.1	Burlington International Airport: Provisions of CBA should be re-negotiated and including removing requirements that BPD have no less than (4) full time assignments. Dedicated officers negotiated annually based on the contract. Not factored into BPD patrol. Annual negotiations should be made between the City and BIA, not defined under a CBA.	STAFFING	BPOA	BPD			NOT STARTED		will require bargaining	
7.1.1	Recommended that patrol function could be adequately staffed with 51 sworn officers. Ideally deployed in a 12-hour shift with six teams	STAFFING	-- N/A --	BPOA			NOT STARTED		will require bargaining	
7.2.1	Recommends to adopt a 12-hour shift plan that uses six teams to provide emergency response, citywide patrol and capacity to provide community policing approach. Serious consideration should be given to adopting this proposed 12-hour shift schedule	STAFFING	-- N/A --	BPOA			NOT STARTED		will require bargaining	
7.3.1	Recommends DSB be staffed with 1 sergeant and 8 detectives	STAFFING	-- N/A --	BPD			NOT STARTED		will require bargaining	
7.4.1	Drug Unit/Street Crimes is bare minimally staffed at 1 sergeant and 3 detectives	STAFFING	-- N/A --	BPD			NOT STARTED		not possible with current staffing	
7.5.1	Crime Analysis & Intelligence: 1 non-sworn analyst and one cross-designated sergeant as CIO (new position) - Criminal Intelligence Officer	STAFFING	-- N/A --	BPD			NOT STARTED		not possible with current staffing	
7.6.1	Professional Standards: add one sergeant	STAFFING	-- N/A --	BPD			NOT STARTED		not possible with current staffing	
7.7.1	Domestic Violence Prevention Officer: eliminate position and reassign responsibilities to a detective in DSB	STAFFING	-- N/A --	BPD			NOT STARTED			
7.8.1	CUSI: Lower staffing to one detective investigator and transfer other sworn officer back to BPD operations	STAFFING	-- N/A --	BPD			NOT STARTED			
7.9.1	Emergency Response Officer: staff with 1 Sergeant or above, and, if deemed useful, utilize a CSL to support the social service function	STAFFING	-- N/A --	BPD			NOT STARTED			
7.12.1	Strong consideration should be given to the staffing model recommended in the report. Re-envision the mission of BPD and provide a clear description of their expected roles and responsibilities.	STAFFING	-- N/A --	BPD			NOT STARTED			
7.13.1	Recommended staffing model in assessment provides best opportunity not only for efficiency, but also inclusion of CSO and CSL positions. Additional model included in the Specialized and Alternative response section	STAFFING	-- N/A --	BPD			NOT STARTED			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
1.28.1	Service Training required for victims and witness contact? Update Directive to include the training and/or mandate training	TRAINING	DD11	BPD			NOT STARTED			
1.6.2	ABLE training aimed at creating culture where officers intervene to prevent misconduct, avoid police mistakes & promote health & wellness	TRAINING	-- N/A --	BPD			NOT STARTED			See 1.42.1 (Next steps: by Aug 1, BPD with review of PC create overview of training availability / priorities as foundation for strategic training plan)
1.42.4	Provide comprehensive mental & behavior health training incorporating people with lived experience and robust scenario-based training	TRAINING	-- N/A --	BPD			NOT STARTED			See 1.42.1
1.42.6	The CMHAC should review and observe non-police tactical training such as FIP, de-escalation, procedural justice & Implicit bias	TRAINING	-- N/A --	BPD			NOT STARTED			
8.4.2	Research and connect with other like police departments who have incorporated scenario-based training to develop training materials, evals, reports and creative alternative response models.	TRAINING	-- N/A --	BPD			NOT STARTED			
8.5.1	Utilize statewide steering community to assess what is already in operation in terms of mental health training in other communities in Vermont and begin discussions on pooled training with other agencies. The roadmap of CIT training and program could be utilized as a guide.	TRAINING	-- N/A --	BPD			NOT STARTED			
8.5.2	Initiate dialogue with communities who are currently implementing or researching CIT, as such Montpelier and Hartford. Consult with the Team Two Statewide trainer/coordinator to leverage her important knowledge of efforts underway in other parts of the state	TRAINING	-- N/A --	BPD			NOT STARTED			BPD to participate in Team 2 (training on resources available for officers to refer people to and also a coordinating body) and considering providing CIT training as part of that. Capacity will be expanded with CROs.
8.5.3	Sergeants should train in crisis intervention or another equivalent mental and behavioral health training. Consider mandating all Sergeants and newly promoted Commanders to be trained w/ annual refresher. Consider sending all FTOs to training	TRAINING	-- N/A --	BPD			NOT STARTED			
8.5.4	Prioritize Sergeants, Commanders, and FTOs to be certified in CIT, and other advanced mental health training along w/ attendance at regional trainings on specialized mental health response, de-escalation, crisis negotiations, etc. Vermont's Team Two training should be a requirement for all chain of command, including the Chief & FTOs. Leadership training provided by BPD & State should also be required for all chain of command	TRAINING	-- N/A --	BPD			NOT STARTED			
8.6.1	In recruit orientation, annual in-service & refresher training, recommended that whenever possible for communities to include site visit to key community resources like drop off centers, scenario-based training on best practices for de-escalating and interacting with people in mental health crisis, incorp video scenarios from across the country, expand on de-escalation strategies	TRAINING	-- N/A --	BPD			NOT STARTED			
8.6.2	Significant increase in e-learning training on topic, including mental health; the size of Burlington may make this a good solution to consider	TRAINING	-- N/A --	BPD			NOT STARTED			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
8.8.1	The City of Burlington & BPD (through stakeholder advisory committee) should conduct a thorough assessment of the ecosystem of Burlington and State of VT, which will be required to develop a roadmap for training and specialized response (mandatory and voluntary).	TRAINING	-- N/A --	BPD			NOT STARTED			Nice to have once we get there. This also means dealing with the rapid diversification of Chittenden County
8.12.1	Develop telecommunication CIT (e.g., 8 hours or up to 3 days) or include telecommunications in 40-hour CIT (or equivalent).	TRAINING	-- N/A --	BPD			NOT STARTED			
8.12.2	Establish clear criteria for telecommunications personnel to identify the call for co-response and non-law enforcement response, and ensure there is a regular, robust, ongoing training for them.	TRAINING	-- N/A --	BPD			NOT STARTED			
2.5.2	City Attorney should release public guidance around the constraints for releasing information during an ongoing investigation. Look at Las Vegas PD for release of BWC	TRANSPARENCY	-- N/A --	CITY ATTORNEY			NOT STARTED			City Attorney report to PC and council with public guidance.
2.6.1	Allow for the release of specific information concerning officer complaints, findings, and discipline while maint. Confidentiality of the investigation; when negotiating next contract	TRANSPARENCY	-- N/A --	BPOA			NOT STARTED			Priority, but dependent on DD40.
1.9.1	Rewrite "face-down-prone" with "prone" only. Add instruction to move subject to sitting position as soon as wrist restraints are applied	USE-OF-FORCE	DD05	BPD			NOT STARTED		Statewide UOF Policy	
1.9.2*	Consider adding a section on Prohibited Use of Force in DD05.02	USE-OF-FORCE	DD05	BPD			NOT STARTED		Statewide UOF Policy	
1.10.1	Add section to DD05.02 about how to respond to interactions w/ people who have disabilities, are under the influence, or who have mental health conditions	USE-OF-FORCE	DD05	BPD			NOT STARTED		Statewide UOF Policy	See 1.14.1
1.11.1	Clearly outline where the use of a baton falls on the use of force continuum	USE-OF-FORCE	DD05	BPD			NOT STARTED		Statewide UOF Policy	See 1.14.1
1.12.1	Prohibit use of lethal force when officer does not have clear line of sight of the subject	USE-OF-FORCE	DD05	BPD			NOT STARTED		Statewide UOF Policy	See 1.14.1
4.1.1	Break out "weaponless force" into multiple categories	USE-OF-FORCE		BPD			NOT STARTED		Statewide UOF Policy	
4.2.1	Investigate UOF incidents thoroughly, including reviewing BWC footage to better understand the reason for these disparities for black community members	USE-OF-FORCE		BPD			NOT STARTED			High priority. Need a change in policy to note that our use of force should be investigated (Acting Chief Disagrees). Police Commission thinks we should do more on understanding why Black people experience higher levels of force as well as higher uses of force. Ask the department to create a review process to try to understand. Importantly, disparities
4.3.1	There should be a policy & training instructing officers to independently write their own accounts of UOF incidents	USE-OF-FORCE		BPD			NOT STARTED			Should be an explicit policy to have people not discuss what happened AFTER the scene until the reports are written (i.e. on independent memory)

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	IMPLEMENTATION				01/01/2023	12/31/2024				
4.7.1	UOF policy with a UOF continuum. This continuum would be used to identify the level of force used. A corresponding chart that translated the code should be included	USE-OF-FORCE		BPD			NOT STARTED			
4.7.2	Tangible strategies for de-escalation should be assessed both in BWC footage and in required paperwork. Tone, body language, slowed things down, created distance, etc.	USE-OF-FORCE		BPD			NOT STARTED			Prioritize deescalation
8.9.2	Incorporate defining de-escalation into all use of force documentation	USE-OF-FORCE		BPD			NOT STARTED			
1.42.2	Review training curriculum, structure, scheduling and materials yearly	TRAINING	-- N/A --	BPD	01/01/2024	--	ON GOING			See 1.42.1
1.42.3	Continue to ensure the quality of implicit bias training aligns with national best & ensure that the entire organization receives annual in-service training on implicit bias	TRAINING	-- N/A --	BPD	01/01/2024	--	ON GOING			See 1.42.1
1.14.1	BPD and the City of Burlington should create channels for Burlington community members to be involved in the review of its use of force policies	COMMUNITY		POLICE COMMISSION			ON GOING			PC to annually review use of force, engage community as applicable, and provide recommendations to state.
2.5.1	Prioritize social media communications for up-to-date information when critical incident occur while providing real time updates	COMMUNITY		BPD			ON GOING		PIO is doing this.	Unanimous support for PIO by committee. The hiring of a Public Information and Community Engagement Coordinator is part of the Rebuilding Plan, a corollary to the FY23 budget
5.1.1	Implement a traffic stop data system that captures, reason for stop, start and end time, reason for each ticket and warning, passenger information, officer special assignment or task force, open comment for officer explanations & brief description of stop	TRAFFIC		BPD			ON GOING		The need for ongoing monitoring and vigilance regarding disparities in calls and responses for service is work in progress and must continue. The greater the emphasis from the top, the greater the chance that possibilities for implicit and explicit bias are acknowledged and addressed and no tolerance policy for bias becomes embedded policy.	This work is being captured
5.2.1	Conduct further analysis and review of BWC footage to understand the disparities in traffic stop rates & outcomes and address them to reduce disparities	TRAFFIC		BPD			ON GOING		The need for ongoing monitoring and vigilance regarding disparities in calls and responses for service is work in progress and must continue. The greater the emphasis from the top, the greater the chance that possibilities for implicit and explicit bias are acknowledged and addressed and no tolerance policy for bias becomes embedded policy.	BPD to continue to monitor stops, ticketing, and searches to ensure lack of disparity achieved in later years of CNA's overall data pool continue to be the case in later years while also meeting public safety goals with 87% drop in traffic stops (2016 to 2021)
5.2.2	Consider the possibility that these disparities are driven by bias (implicit or explicit) and proactively address potential bias in officers' behavior or practices by implementing training & reviewing policies	TRAFFIC		BPD			ON GOING		The need for ongoing monitoring and vigilance regarding disparities in calls and responses for service is work in progress and must continue. The greater the emphasis from the top, the greater the chance that possibilities for implicit and explicit bias are acknowledged and addressed and no tolerance policy for bias becomes embedded policy.	Move forward with review and try to keep current statistics
2.3.2	Clarify the citizen complaint process and reference that process within the disciplinary directive. Complaints accepted from any source, every complaining party will be referred to a Supervisor, IAB, or HR, every complaint that if true would constitute a violation of policy must be thoroughly investigated, complaint acknowledgement letter, anonymous complaints will be accepted.	CITIZEN COMPLAINTS	-- N/A --	BPD			READY FOR APPROVAL			There is a process being followed. Some parts are not perfect and are under review by police commission. PC will continue to work on this with union/chief. Once things are in place, can be monitored on semi annual basis
1.3.1	Revise policy so all complaints are documented, including those that are received for other BPDs, and when people submit complaints but are actually just questions of service	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			Some disagreement with the BPD conclusion that explanations mean there is no complaint. Find a different way to categorize or dismiss complaints so when 'resolved' they don't stay as complaints on records. We are aware that PC is following up with a redraft we expect by April to be shared with PSC.
1.17.1	Completely rewrite this policy. Replace Office of Quality Control with Internal Affairs or Office of Professional Standards. Specific Investigators instead of using general investigators	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
1.18.1	Create a policy that directs which complaints are handled by first line and which are referred to BIA	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			

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	IMPLEMENTATION				01/01/2023	12/31/2024				
2.7.1	BIA Policy that directs how BPD will conduct an investigation, who and the timeline expected. In the event of complaint or IA of an officer involved shooting, serious UOF, or in-custody death.	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
2.9.1	Ensure that violations of rules or policies be identified and explained	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
2.9.2	Internal/administrative investigator must be willing to recognize and enforce policy violations	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
2.9.3	Provide an internal investigative process that details every step of the investigative process including who in the Dept will contact investigation, officer conduct, care immediately following, document collection, etc.	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
2.10.1	Dept. policy should specify who conducts IA's/ AI's. Should be investigated the same way each time to eliminate the question of favoritism/bias	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
2.11.1	Regardless of employment status, IA's or AI's should be completed, even if the officer resigns prior to completion	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			
4.9.3	OIS, IA, AI's should be investigated the same way every instance to eliminate the question of favoritism or bias. Policy should include direction on conflicts of interest and confidentiality	POLICIES	DD40	BPD	01/01/2024	04/26/2024	READY FOR APPROVAL			

Recommendations with asterisk* after them, are additional recommendations that were included as one recommendation in C.NA's report. The separation is for tracking puposes, because sometimes there were multiple requests in one recommendation.

Resolution Relating to

ACCEPTING GRANT FUNDING FROM THE
DEPARTMENT OF MENTAL HEALTH FOR THE CRISIS
RESPONSE TEAM AND EXPLORING THE CREATION OF
A BURLINGTON CAIP DEPARTMENT

RESOLUTION 7.10

Sponsor(s): Councilor(s)Paul,
Carpenter, Traverse, Magee

Introduced: 06/05/23

Referred to:

Action: adopted

Date: 06/05/23

Signed by Mayor: 06/07/23

CITY OF BURLINGTON

In the year Two Thousand Twenty-Three.....

Resolved by the City Council of the City of Burlington, as follows:

1 That WHEREAS, providing everyone in our community with the ability to be free from harm or danger such that all
2 of us are protected and supported in a way that brings us peace and security is the essence of public safety; and

3 WHEREAS, our community has grown to understand and appreciate that public safety goes beyond traditional
4 police and fire departments to include, in addition to sworn police officers, firefighters, and emergency medical
5 technicians, a care-based approach with trained human services professionals focusing on services supporting
6 community members without permanent shelter, those struggling with substance-use disorder, mental health challenges,
7 and persons with chronic and crisis response needs; and

8 WHEREAS, these are the three arms of public safety, law enforcement, fire services, and care-based crisis
9 responders; we can't have one without the other; and

10 WHEREAS, law enforcement, fire services and care-based crisis responders must work collaboratively as
11 equals to be effective within the overall public safety apparatus; and

12 WHEREAS, from our City website, our CAIP team's "incredibly important public safety work" and
13 "coordinated effort among multiple City of Burlington positions, from domestic violence to victim's services, from
14 intervention in low-level crises to support for those experiencing mental-health challenges or substance-use disorder,
15 CAIP team members address conditions that don't require police intervention but have a public safety, public health, or
16 quality-of-life nexus":

17 WHEREAS, the soon-to-be implemented Burlington CARES program, modelled after and inspired by the
18 CAHOOTS program from Eugene, Oregon, was intended to be run by a care-based nonprofit and now will be based
19 within the city, should be housed within a department that prioritizes a social work culture as its primary mission; and

20 WHEREAS, at the May 1 City Council meeting, the Council by a vote of 10-2 authorized the creation of an
21 Assistant Director of Crisis, Advocacy, Intervention Programs (CAIP), signifying the value the Council and
22 Administration place on this area of public safety, both for the present and the future of our community's public safety
23 needs.

24 NOW, THEREFORE, BE IT RESOLVED that the City Council requests that an evaluation be done by the
25 Administration, to include public safety employees, to explore Burlington CAIP becoming a department of the City, as

* * * * *

DISTRIBUTION:

I hereby certify that this resolution
has been sent to the following
department(s) on

ORIGINAL

RESOLUTION RELATING TO

.....

.....

.....

Adopted by the City Council

....., 20.....

..... Clerk

Approved....., 20.....

..... Mayor

Vol. Page

* * * * *

Resolution Relating to ACCEPTING GRANT FUNDING FROM THE DEPARTMENT OF MENTAL
HEALTH FOR THE CRISIS RESPONSE TEAM AND EXPLORING THE CREATION OF A
BURLINGTON CAIP DEPARTMENT

our police department and fire department, respecting the equal contributions all our public safety services play in the keeping Burlingtonians safe; and

BE IT FURTHER RESOLVED that an evaluation be done to review the reporting and supervisory structure needed to support three public safety departments (Police, Fire, and CAIP) and insure the implementation of coordinated emergency dispatch and effective community response; and

BE IT FURTHER RESOLVED that a report come to the Public Safety Committee in October 2023 for its review with a referral to the full Council at the first meeting in November; and

BE IT FURTHER RESOLVED that the City Council approves and authorizes the Acting Chief of Police to execute all necessary documentation in acceptance of the Vermont Department of Mental Health grant awarded to the City in the amount of \$667,252.00 for fiscal years '23 and '24, a two-year, 50/50 cost share for the implementation of the Medical Enhanced Mobil Crisis Response Team, upon final review and approval of the City Attorney's Office; and

BE IT FURTHER RESOLVED that this Council will once again express its committed to recruitment and retention of all our public safety positions and to seeing that everyone's work is valued for the unique role they play in keeping the public safe.

* * * * *

DISTRIBUTION:

I hereby certify that this resolution
has been sent to the following
department(s) on

Police Chief Jon Murad

ORIGINAL

RESOLUTION RELATING TO

Accepting Grant Funding From The Department Of Mental Health For The Crisis Response
Team And Exploring The Creation Of A Burlington CAIP Department

Adopted by the City Council

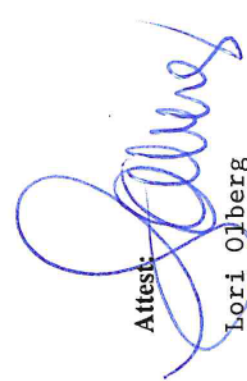
June 5, 2023

 Clerk

Approved, 2023

 Mayor

Attest:


Lori Olberg
Licensing, Voting and Records Coordinator

Vol. Page

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