



City Council - Public Safety Committee

Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

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1. Adopt the Agenda

Subject

1.1. Motion to amend/adopt agenda

Meeting

May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024,
5:30 PM, Remote via Zoom

Category 1. Adopt the Agenda

Department

Type

Recommended Action

2. Adopt Minutes

Subject 2.1. Adopt Minutes from March 21, 2024

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 2. Adopt Minutes

Department City Attorney

Type

Subject 2.2. Adopt Minutes from April 18, 2024

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 2. Adopt Minutes

Department City Attorney

Type

3. Public Forum

Subject 3.1. Verbal Comments

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 3. Public Forum

Department

Type

4. Chiefs' Reports

Subject 4.1. Police Chief's April 2024 Police Commission Report

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 4. Chiefs' Reports

Department Police Department

Type

Subject 4.2. Fire Chief's Response Data as of May 13, 2024

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 4. Chiefs' Reports

Department Fire Department

Type

5. State's Attorney Data

Subject	5.1. Review of State's Attorney Data
Meeting	May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom
Category	5. State's Attorney Data
Department	Council and Board
Type	Discussion
Recommended Action	Discussion

6. Downtown Public Safety Update

Subject	6.1. Downtown Public Safety Update
Meeting	May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom
Category	6. Downtown Public Safety Update
Department	Council and Board
Type	Discussion
Recommended Action	Discussion

7. Budget Presentation Dates for BFD and BPD

Subject	7.1. FY25 Budget Presentation Dates for BFD and BPD
Meeting	May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom
Category	7. Budget Presentation Dates for BFD and BPD
Department	Council and Board
Type	Discussion
Recommended Action	Discussion

8. Community Engagement Update

Subject	8.1. Community Engagement Update
Meeting	May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom
Category	8. Community Engagement Update

Department Council and Board

Type Discussion

Recommended Action Discussion

9. Police Commission Follow-up Items

Subject 9.1. Police Commission Follow-up Items

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 9. Police Commission Follow-up Items

Department Council and Board

Type Discussion

Recommended Action Discussion

10. Legislative Updates Related to Public Safety

Subject 10.1. Legislative Updates

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 10. Legislative Updates Related to Public Safety

Department Council and Board

Type Discussion

Recommended Action Discussion

11. Future Business

Subject 11.1. Other Committee Business

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 11. Future Business

Department Council and Board

Type

12. Adjournment

Subject 12.1. Motion to adjourn

Meeting May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom

Category 12. Adjournment

Department Council and Board

Type

Recommended Action

13. Informational and Non-Discrimination Statements

Subject	13.1. 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	May 16, 2024 - Public Safety Committee Meeting Agenda - Thursday, May 16, 2024, 5:30 PM, Remote via Zoom
Category	13. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**Public Safety Committee
Thursday, March 21, 2024
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

Members Present: Karen Paul (Chair), Melo Grant, Tim Doherty

Staff Present: Hayley McClenahan (Assistant City Attorney), Michael LaChance (Fire Chief), Lacey Smith (CAIP Assistant Director), Jon Murad (Police Chief), Shannon Trammell (BPD Executive Manager)

Public Present: Jean Markey-Duncan, Romeo von Hermann

Meeting called to order at 5:37 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 Councilor Doherty

Final Resolution: Motion Passes

Yes: Unanimous

**2. Adopt Minutes
2.01 Motion to Adopt Minutes from February 21, 2024**

Motion to Adopt Minutes from February 21, 2024 as written.

Motion by Councilor Grant, Seconded by Councilor Doherty

Final Resolution: Motion Passes

Yes: Unanimous

**3. Public Forum
3.01 Verbal Comments**

Jean Markey-Duncan expressed gratitude for reviewing progress on the CNA report's recommendations, as Markey-Duncan had been concerned about staffing shortages stalling progress and is encouraged to see things are moving forward. President Paul replied the Committee wanted to review it at least one time before the end of the council year but that it should be reviewed more regularly.

Romeo von Hermann stated he is looking forward to the Committee's agenda at this meeting and wonders what the future holds for the Public Safety Committee, concerning what items the Committee will bring before the Council next and the state of BPD-community interactions.

Public forum closed at 5:42 PM.

4. Deliberative

4.01 Chief's Report: Fire March 2024

Chief LaChance provided the Committee an updated data report for the Fire Department:

- So far, overdose averages are down compared to 2022 and 2023. Chief LaChance expects overdose averages to increase as the year goes on. Overall, overdoses have been down since October of 2023, which Chief LaChance attributes to a combined effort of the CRT and other initiatives by various partners.
- Houselessness data has not shown significant improvement, and with the closure of the motel program, continues to strain emergency services. Chief LaChance added the State's hotel program in Burlington appears to be well-attended, servicing over 30 individuals, who all have an opportunity to connect with state services before leaving in the morning.
- Chief LaChance included data on how many individuals CRT has serviced, connected to outreach services, and the number of Narcan-Leave-Behind Kits distributed in the last month.
- Chief LaChance advised a full Fire Commission report would be available for the next Public Safety Committee meeting.

Councilor Doherty noted the dramatic reduction in overdose averages from the last few months and asked Chief LaChance to elaborate on the factors involved. Chief LaChance stated that while he does not think CRT is solely responsible for the reduction, believes CRT is making an appreciable difference, along with the many programs other organizations are running, including efforts spearheaded by BPD, Special Assistant to End Homelessness Sarah Russell of CEDO, the Howard Center, and others. Councilor Doherty acknowledged the problem certainly requires a multi-faceted response and added it would be valuable to have someone further analyze the impact each initiative is having, to better pinpoint which strategies are working so City Council can make more informed decisions when it comes to investing resources toward resolving this problem. Councilor Doherty also asked if data from other New England cities struggling with overdose and houselessness is available to compare with Burlington's. Whether other New England cities are tracking data this way was unknown to Chief LaChance, but he agreed that if other cities are tracking the problem in a similar manner, it would be valuable to look into.

Assistant Director Smith shared that the programs and individuals CAIP interacts with are reporting less xylazine in the community as compared to the summer, which may be a driver in the reduction of overdose deaths, as xylazine is a substance that cannot be reversed by Narcan. Assistant Director Smith added that other substances like fentanyl, which can be reversed by Narcan, are still as prevalent as ever in the community, and so agreed that it may be a reduction of xylazine in combination with the other factors Chief LaChance mentioned leading to lower

rates of overdose death. Councilor Doherty inquired if Assistant Director Smith knew why there was less xylazine on the market, to which Assistant Director Smith responded there were several busts over the fall that disrupted supply from Philadelphia, where xylazine is extremely prevalent, so that reactive measure could be at work along with the proactive measures in our community. Chief LaChance added that a supply component would make sense due to the volume of xylazine in Burlington last summer and worries what this summer will bring. Councilor Doherty thought the sustained reduction was a longer period than supply-side action alone would reflect, reinforcing the need to quantify each initiative's contribution to mitigating the problem. Councilor Grant suggested increased distribution and access to Narcan could also be influencing this reduction, as more individuals may be taking it upon themselves to intervene before involving emergency services, adding that preventative strategies are happening and having an effect, and we need to do more.

President Paul and Chief LaChance discussed the high rates of EMS responses to the homeless, houseless, and transient population over the summer and how the limitations of Vermont's mental health services contribute to houselessness. President Paul referenced the 2024 Burlington Business Association's Business Summit, stating that a lot of innovative solutions other communities are implementing were shared, but these communities have a lot more resources and a lot more open space to build transitional housing. The solutions are also new, so their long-term success has yet to be proven. President Paul asked Assistant Director Smith if the Cherry Street shelter would be closing Friday March 22, as originally planned. Assistant Director Smith advised that she had not heard differently at this time but hopes that will change due to the anticipated inclement weather. Relating back to the BBA event, Assistant Director Smith added Burlington and greater Burlington does have transitional housing and Vermont is relatively in step with models for making housing more accessible, but lacks the volume and scale of these models to meet the community's needs. For instance, a lot of individuals need permanent supportive housing, as opposed to transitional, and that is one of the hardest types to come by in Vermont. Adding housing stock will help alleviate the strain on the market, but to make significant progress in ending homelessness, diversifying housing stock and developing a flow for transitional housing programs would be necessary. Chief LaChance cited New Hope Lane to reinforce Assistant Director Smith's points about housing stock and flow. Assistant Director Smith added the criticism surrounding the project is unfair because it is an emergency shelter, but individuals stay longer than intended because there is nowhere for them to move to. In addition, many of these individuals have vouchers but cannot find a unit to apply the voucher to, and then they have to start over in applying for more vouchers because the voucher expires before it can be redeemed. Councilor Grant stated that cycle is not something that is seen by the community and gives a false perception that programs are not working, when it is not the programs that are the issue but the lack of units. President Paul noted her hope that the State will choose to extend the Cherry Street shelter through the weekend and thanked Chief LaChance for the report.

4.02 Chief's Report: Police February 2024

Chief Murad reviewed the highlights of the most recent Chief's report:

- The year started off with the hostage standoff in the Old North End and another incident a month later involving a person with a knife and another individual who has had previous mental health issues and previously been taken into custody for carrying weapons in public.
- The Battery Street encampment was closed, which Chief Murad attributes to the exacerbation of issues at Decker Towers. While Decker Towers has had ongoing problems, when Chief Murad visited in August 2023, the problems residents faced were primarily related to drug use and distribution within the building. Now, residents and workers in the building also face problems with constant trespassing and corollary issues, such as theft and acts of intimidation. Chief Murad met with Decker Towers residents in March to discuss strategy, rules, and risks of organizing tenant watches, with the intent to promote a supportive partnership between the residents and BPD, as he is supportive of the idea for tenant watches but wants to prevent incidents such as the recent incident where an employee of Decker Towers was accidentally harmed by a resident's actions to deter trespassers from loitering in the stairwell.
- BPD worked with Burlington City Arts to develop street closure and parking plans for the upcoming eclipse on Monday, April 8. Maps have been published by BCA and are available online. Street closures include College Street, which will be closed for pedestrian traffic. Battery, Park, and 127 North will be closed, except for shuttle bus and emergency service traffic, to allow for paid parking spaces. The hope is that these street closures and parking options will mitigate congestion. 40 personnel will be available for the event. Other agencies are not able to contribute their resources because they are managing their own municipality's eclipse traffic. If crowds coming into Burlington exceed 75,000, Chief Murad predicts BPD will not be able to maintain the traffic and road infrastructure, leading to potential issues with emergency vehicles' ability to navigate streets due to gridlock. Chief Murad has been coordinating with BCA and Deputy Chief LaBrecque to prepare for these scenarios. President Paul inquired about a constituent's concern over emergency service response times due to road closures and traffic. Chief Murad assured President Paul that emergency vehicle street access has been prioritized in the operation plans, so response times should not be dramatically impacted.
- More sworn officers joined the department than in any other calendar year since the 1980s. However, a couple of officers also left, and others are anticipated to move on this summer upon reaching 20 years of service. Chief Murad stated many officers are leaving after 20 years and needs to be addressed. BPD is up to 11 dispatchers, with some still in training, but a significant improvement from its previous team of 4. CAIP is fully staffed with all six CSL positions filled, six CSOs, and a seventh expected to join soon.
- Call volume is 23% higher than this time last year, and 2023's call volume numbers were the highest since 2017. While this trend is concerning, BPD is seeing certain categories of calls decreasing, where BPD is not receiving as many Priority 1 calls when compared to 2023.

- As the Fire Department's data reflects, overdoses are reduced from 2023 levels. Along with efforts from CRT and CAIP, there were 3 large-scale operations targeting St. Paul Street, Walnut Street, and North Champlain Street, where cumulatively, tens of thousands of bags of fentanyl (usually mixed with xylazine) were seized, along with large quantities of crack cocaine, firearms, and cash, building on a relationship with the US Attorney and US Drug Enforcement Administration which also carried out a number of key arrests. Press releases are available for all of those and will be linked in the March Chief's Report. Based on those operations and efforts, Chief Murad stated drug traffickers' ability to move product into the city from Philadelphia has been hampered significantly, accounting for the reduction in xylazine noted by Assistant Director Smith.
- Motor vehicle larceny is reduced from last year and appears to be trending downward overall.

President Paul voiced concern for BPD capacity this summer given the anticipated loss of officers who will be approaching 20 years. Chief Murad said he plans to approach these officers about staying on longer, as it would greatly benefit the Department and themselves personally, since the new contract matures this year, giving officers in the top pay bracket a significant salary increase that would be reflected in their pension upon retirement, benefitting them for the rest of their lives, and also wants to negotiate some more desirable assignments for these officers. President Paul asked Chief Murad to elaborate on why gunfire incidents appear to be rising compared to past years. Chief Murad responded that while gunfire incidents may be up from this time last year, the activity and degree of harm resulting from these incidents appears to be changing, as no one was shot in these incidents (February's report excluded the recent incident on Church Street).

Councilor Grant expressed concern for the 23% increase in call volume and wondered how that reflected across incident categories, Chief Murad stated the 23% is spread across all categories but would numerically be most evident in categories like "suspicious event", which is not tracked because it is a catch-all category. Chief Murad clarified the total incident volume is indicative of how often the public is calling and how often officers are being utilized, and there are more calls and reports of suspicious behavior, but these incidents do not necessarily fit into the categories of crime the public and City have historically been interested in tracking, which is why the increase is not obvious from the selected incident data. Councilor Grant responded that some reference on the slide capturing this point would be helpful in the future and would talk to the data team about generating more reports. Councilor Grant also shared concern over how the Decker Towers incident was described because while it qualified as a simple assault, it was an accident and thought this should have been emphasized more in the press release.

Councilor Doherty noted the increase in traffic-related incidents and wondered if this is due to more police officers focusing on traffic incidents. Chief Murad confirmed it is because there are currently 6 officers on field training who are doing traffic stops, where normally, only 2 officers are dedicated to traffic stops. The ebbs and flows of traffic stops align closely with the graduation and training cycles of new officers at BPD. Chief Murad added there has been an increase in crash-with-injury and fatal crashes and believes this is because Burlington has reached its limits in engineered remediation of risky traffic behavior and needs to put more

emphasis on enforcement, but police are receiving conflicting messaging from policy and the public, regarding expectations to enforce traffic laws and rules while also being urged not to do car stops. Councilor Doherty pointed out there is certainly a difference between a suspicious car stop, which has been a pretext for a racially-motivated car stop, versus pulling someone over because they were blatantly speeding, and Chief Murad agreed but added some officers struggle with that distinction. Councilor Grant said there is evidence of racial disparities in Vermont and Burlington traffic stops and the pattern of behavior that occurs following a stop, which needs to be kept in mind when considering traffic enforcement approaches, given that distrust still exists between certain communities and BPD.

5. Review and Update on the CNA Recommendations

5.01 Review and Discussion

Executive Manager Trammell gave an overview of progress on the implementation of the CNA recommendations, which began last year after the finalization of the CNA report and the matrix listing the recommendations:

- Implementation started in early 2023, where Executive Manager Trammell took the matrix and grouped recommendations by topic or directive and added some tracking factors. A new notes section was also added to the spreadsheet, which shows current department notes, adjacent to the existing notes columns from work group discussions.
- Executive Trammell advised Item 9.3.1 of the posted CNA matrix for this meeting should read “in progress” as opposed to “complete”. In addition, Assistant Director Smith is allocating some CSLs to work on the tasks pertaining to refugee communities, so those items are also in progress.
- Recommendations that involved minor directive revisions and other low-hanging fruit were prioritized first, as Executive Manager Trammell was at the time, still Executive Assistant to the Chief and had to balance other priorities. Since being promoted to Executive Manager in September, Trammell has been able to prioritize the larger, more complex recommendations, such as police oversight in collaboration with the Police Commission.
- Many of the recommendations pertain to Directive 40, or DD40. Some recommendations have been completed but some of the recommendations are also contingent on the development of a police oversight model. Executive Manager Trammell shared Chief Murad has made revisions to DD40, with the intention of incorporating the CNA recommendations and better outlining what the Department is currently doing, until a consensus is reached on police oversight. These revisions have been provided to the Burlington Police Officers Association (BPOA) and the Police Commission for review.
- Several recommendations are also grouped into the broad topic of training. Executive Manager Trammell has dedicated a lot of time to improve the training process and make it more transparent, which is why BPD asked for an increase in the training budget for

FY25. Executive Manager Trammell has also reached out to South Burlington to explore the possibility of sharing resources and involving more community partners in training.

- With some significant progress made on DD40, the continuation of police oversight exploration in partnership with the Police Commission, and some momentum in training, Executive Manager Trammell's next focus will be working on the community-centric recommendations.

Referring to discussion on the Police Chief's Report, Romeo von Hermann voiced concern for the racial component in traffic response and other incidents and hopes it will be addressed in future meetings as it plays a critical role on the decisions and interactions officers carry out when responding to incidents.

President Paul said that hopefully that and the CNA recommendations will be more prioritized in the next year and thanked Executive Manager Trammell for the effort put into implementing the recommendations and adapting the spreadsheet to be more readable.

Councilor Grant expressed gratitude for the work completed on the CNA recommendations but also requested a status update on incomplete items with past due completion goal dates, such as DD13.3.

Councilor Doherty took a moment to acknowledge President Paul's dedication to the Committee, since this would be her Public Safety Committee meeting, and also supported the suggestion that the Committee make the CNA recommendations a top priority in the coming year, as the City paid for the CNA report and should strive to make the most of it. President Paul added that hopefully, the community forums Councilor Grant initiated would also continue.

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

6.01 Review and Discussion

By way of introduction, President Paul summarized the resolution's history, challenges the City has faced in standing up Burlington CARES since discussions first started in 2021, and asked Assistant Director Smith to speak to the exploration of making CAIP its own department, independent of the BPD.

Assistant Director Smith updated the Committee on the status of Burlington CARES:

- The CARES Clinical Supervisor is expected to start on Monday 3/25, and among her first priorities will be to hire for the clinician positions she will be supervising, as Assistant Director Smith believed it was important for the Clinical Supervisor to be directly involved in that process.
- The MOU with UVMMC pertaining to CARES is still under legal review. Until the MOU is finalized, the Clinical Supervisor will spend part of her shifts working with Fire

and CRT, allowing her to be on the road, working to address the health aspects of public safety, as early as next week.

- Burlington CARES' clinical system has been developed, and the Clinical Supervisor will also be an integral part of informing and implementing this process.

Assistant Director Smith updated the Committee on the status of CAIP:

- All six CSL positions have been filled. One CSL is in orientation, but by next month, all CSLs will be fully independent.
- CAIP's CSLs are actively responding to calls or requests for CSLs from the Fire Department, the Fletcher Free Library, CEDO on projects related to houselessness, the School District, and Burlington Parks, Recreation & Waterfront.
- CAIP is actively hiring for a CSL supervisor, whose duties are currently being fulfilled by Assistant Director Smith.

Regarding turning CAIP into its own department, Assistant Director Smith urged the Committee to recommend further exploration of the positive and negative aspects inherent to this goal before arriving at a decision, emphasizing these points:

- CAIP and CSLs were created to effect systemic change in the public safety system, and this mission must be preserved in whatever future decisions are made.
- CAIP relies on BPD's systems and databases to be proactive in their work, access of which is regulated at the state level, such that if CAIP were to be removed from BPD, they would run into significant roadblocks with obtaining access to the same information, negatively impacting their work. Assistant Director Smith stressed access to these systems and databases is what enables CAIP to be effective and fill gaps nonprofit services and other social services cannot address because those organizations are not privy to the same access. While not opposed to the idea of forming a separate department for CAIP, Assistant Director Smith stated exploration of how to guarantee CAIP's continued access to BPD systems would need to be worked out.
- Costs associated with moving CAIP out of BPD should also be considered, in terms of building, logistics, and setting up a secure network.
- Has had several conversations exploring what it would look like to embed CSLs in other departments, such as with Fire and the Library, rather than breaking CAIP off into its own space.
- The best path forward for CAIP is one that takes into account the needs of the community, the needs of the individuals who utilize the system and helps them help themselves to no longer need a system that was not set up to help them in the way the rest of the social service system does, while also diversifying those systems. Assistant Director Smith shared that based on programs other public entities have been offering for

years, Vermont is behind the curve for providing social service care and could learn a lot from exploring existing models in other communities, all while keeping in mind, “What does it mean for us to do system change within the public safety sphere?”

- Understands the concerns about CAIP being in the Police Department due to the fact that it is a system that has caused harm, resulting in some mistrust of BPD. Over the last ten years, Assistant Director Smith has heard from many people who are concerned about referring individuals to CAIP due to this concern and believes the right approach is through building relationship, adding that the goal is to effectively minimize harm throughout the entire public system, not just the Police Department.

President Paul deferred to Councilors Grant and Doherty on how they want to proceed with this information, given that following Organization Day on April 1st, committees and commissions will be reassigned. Councilor Grant added that based on Assistant Director Smith’s points, further exploration is certainly warranted and should be followed up with another Public Safety Committee meeting.

Councilor Grant voiced being in support of embedding Burlington CARES with BFD, and that at one time, she had her reservations about CSLs staying under the Police Department but Assistant Director Smith had convinced her otherwise, based on the above points.

Councilor Doherty supported referring the minutes from this meeting to the full Council for further review, also advising that a roadmap should be developed, breaking down next steps into their smallest tasks, and presented to decision makers, and asked Assistant Director Smith to weigh in.

Assistant Director Smith agreed with taking a pragmatic approach, digging into the minutia of what it would really mean to turn CAIP into its own department, especially for system access, and anticipating the unintended consequences that could have a negative impact on CAIP’s ability to safely help individuals avoid police contact and alleviate the workload on officers.

President Paul expressed that in regards to Burlington CARES and CAIP, while whatever decisions are made will surely be well thought out, Assistant Director Smith’s points about structural issues are incredibly poignant, having not been brought up in previous discussions concerning CAIP. President Paul suggested the Committee may draft and refer a memo synthesizing these points, along with the minutes from this meeting and the Committee’s opinion on next steps, to the Council sometime in April or May, with input from Assistant Director Smith.

For Burlington CARES, Assistant Director Smith added there is nothing preventing CARES from partnering with Fire in terms of system access. With that in mind, and trying to corral all of the facets of CAIP and Burlington CARES, Assistant Director Smith reiterated that before moving forward, all possible options should be explored, and the Council should move forward with the option that is best for our city.

President Paul agreed and stated that public safety happens because everyone is working together, not in separate boxes. With the approach of Organization Day, President Paul added that further pursuit and discussion of this matter will be up to Councilors Doherty and Grant or whoever is assigned to this committee going forward and thanked the Committee and staff for their dedication to the Public Safety Committee in the last year.

7. Future Business

7.01 Other Committee Business

No other committee business.

8. Adjournment

8.01 Motion to Adjourn

The meeting was adjourned with no objection by President Paul at 7:30 PM.

**Public Safety Committee
Thursday, April 18, 2024
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

Members Present: Melo Grant (Chair), Mark Barlow, Carter Neubieser

Staff Present: Hayley McClenahan (Assistant City Attorney), Michael LaChance (Fire Chief), Jon Murad (Police Chief), Shannon Trammell (BPD Executive Manager), Lacey Smith (CAIP Assistant Director)

Public Present: Jordan Silberman

Meeting called to order at 6:02 PM by Councilor Grant.

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

Motion to Adopt Agenda as written.

*Motion by Councilor Neubieser, Seconded by Councilor Barlow
Final Resolution: Motion Passes
Yes: Unanimous*

**2. Adopt Minutes
2.01 Motion to Adopt Minutes from March 21, 2024**

Motion to table Minutes from March 21, 2024 until the next Public Safety Committee meeting to allow members time to review.

*Motion by Councilor Barlow, Seconded by Councilor Neubieser
Final Resolution: Motion Passes
Yes: Unanimous*

**3. Public Forum
3.01 Verbal Comments**

No public comment.

Public forum closed at 6:06 PM.

**4. Chiefs' Reports
4.01 Chief LaChance's April Fire Commission Report**

Councilor Barlow asked for clarification on vetted locations for Fire Station 1, referring to mention in the report of a potential relocation to Gateway Block as part of development. Chief LaChance responded the City has considered several locations since the idea was first studied in 2018, including the old bus station on Pine Street, the old DPW site, and a small site between BED and DPW. Chief LaChance advised that in collaboration with CEDO and Planning, the study needs to be updated for location based on call volume, as calls have increased from the the time of the first initial study and moving Fire Station 1 further away from the downtown could prove to be a poor decision in the interest of public safety.

Councilor Neubieser inquired about the ratio of applicants to vacancies within the Department and if conversations for how to extend funding for CRT were taking place with the new administration. Chief LaChance replied that the pool of applicants is trending downward, despite that qualifications have not changed or increased in difficulty, and that this trend is reflective of a larger trend of fewer individuals seeking out this kind of work. In regard to CRT, Chief LaChance advised that conversations are taking place with the union for hiring and that while not many discussions have occurred with the Mayor's Office yet, the City is in budget season and stated his recommendation would be to continue using the same approach to staff CRT until they have a year's worth of data to analyze the program's efficacy.

Councilor Grant expressed interest in having Battalion Chief McCombie attend a future meeting to talk more about her EMS Buprenorphine initiative, adding that going forward, a different individual could represent BFD and BPD each time, rather than both chiefs needing to attend every meeting, which would also provide new opportunities to educate the public on different programs and initiatives. Chief LaChance expressed support for the idea and thought BC McCombie would most likely be able to attend the next meeting and added that CAIP and other outreach partners have also been involved in this initiative and that other cities are considering following Burlington's example with the CRT program.

Councilor Grant requested the Committee be involved when the staffing study is brought to the Administration for review. Chief LaChance informed the Committee that the company which conducted the staffing study would be presenting at a future City Council meeting, and that he expected to be meeting soon with the union executive board and the Mayor to discuss the results.

4.02 BFD Response Data as of 3/14/2024

The Committee had no questions regarding the BFD Response Data.

4.03 Chief Murad's March Police Commission Report

Councilor Grant mentioned the BPD released an updated Priority Response Plan today and that it would be part of the next Committee or City Council meeting.

Councilor Barlow asked Chief Murad to elaborate on the Department's challenges with recruitment and retention. Chief Murad said the challenges in recruitment and retention are due to not hitting enrollment targets for the February 2024 class and more departures than anticipated, despite that 2023 was one of the best hiring years for the agency. Chief Murad described some of the reasons for departure such as retirement and misaligned expectations of

what the job entails and how the agency operates. Councilor Barlow inquired about potential changes to the onboarding process to better set expectations. Chief Murad said Vermont's rules are unique, particularly Rule 3, and it is difficult for someone, even experienced police officers from out of state, to understand how those rules impact their everyday work until they are on the job, which is why officer hires out of the CSO and CSL programs have been more successful because those officers were already familiar with Vermont, the city, and the culture of the Department. Councilor Barlow said he would familiarize himself with Rule 3. Councilor Grant asked if it would be possible to obtain a copy of the interview questions BPD uses as well as for Chief Murad to regularly share data on the number of officers being lost and why. Chief Murad offered to invite BPD's Recruitment Officer and Recruitment Coordinator to speak to the Committee on their process for recruiting and hiring applicants and also stated it is not uncommon to lose recruits through the recruitment and training process but that other cities like New York have a significant backlog of other candidates who can step in to fill those gaps.

Councilor Grant also asked if it would be possible to add data on how often CSOs and CSLs are involved in incidents to the monthly reports, as City Data Analyst Zoe Portlas was able to pull this data upon request. Chief Murad responded that City Data Analyst Portlas provides him with that data, he will incorporate it into his reports going forward.

Councilor Neubieser asked Chief Murad to elaborate on CSO and CSL recruitment in terms of how it may help in hiring more police officers. Chief Murad explained that CAIP has an allotted number of CSL and CSO positions, with the CSL positions full and four CSO vacancies. There is also an open Community Support Supervisor position with 15 applicants being reviewed. Chief Murad shared that at least two CSOs have expressed interest in policing, one of which is actively working toward making that transition with the support of the Department. Chief Murad said that the requirements for a CSO or CSL are less stringent than requirements for police officers, so the roles can attract different kinds of candidates, and that hiring efforts have been relatively successful for CAIP. Councilor Neubieser asked if CSO and CSL data could be included in each monthly report, to which Chief Murad acknowledged that was an oversight because it is normally included and will be going forward.

Councilor Grant asked for more detail on the slide displaying incident levels, to better explain increases in incident volume and also mentioned individuals still have complaints with the online incident reporting system. Councilor Grant asked Chief Murad what the Department's plans are for the downtown this summer and if strategies like partnering with the Vermont State Police to be a presence, similar to last summer, would be employed. Chief Murad said that the program with the Vermont State Police has since ended and would most likely not come back because it cost the City a significant amount of money but acknowledged it did help, as the State troopers never made arrests and were a visual presence only. Chief Murad also spoke to delays in response with online incident reporting and the Priority Response Plan, emphasizing that if someone makes a report for an incident that is not in progress, their response may be delayed due to availability and that many other cities in the US have had to resort to similar models due to limited capacity. Councilor Grant and Chief Murad further discussed what data would be helpful to track for online incident reporting and strategies to ensure that members of the public feel their incidents are being prioritized appropriately. Chief Murad also noted that BPD is limited in its ability to rely on other agencies for assistance due to an MOU signed in 2021, between BPD and

other municipalities, stating no municipality will step in and take calls unless there is a Burlington police officer on scene as the primary. Chief Murad said the reason for this MOU was because other municipalities had concerns about being held liable for normal policing actions outside of their municipality, which had not been a major concern prior to 2020 because the need for additional support and resources was so infrequent. Councilor Grant advised Chief Murad to forward a copy of the MOU to the City Council members and ensure Mayor Mulvaney-Stanak is aware of it as well.

Councilor Barlow wondered about ways in which BPD could be more responsive to victims so individuals feel like crimes are being recognized and asked about how CJC Victim Services Specialists are being utilized. CAIP Assistant Director Smith clarified CAIP works closely with CJC's Victim Services Specialists by going through Valcour incidents weekly and refers identified victims of crime to them, so victims receive follow-up at that point. Councilor Neubieser emphasized Councilor Barlow's statements about responsiveness to victims and expressed gratitude for the organization of the Eclipse and for Executive Manager Trammell's proactiveness in community engagement.

5. Discussion of Committee's Priorities and Upcoming Agendas

5.01 Third Community Forum

Councilor Grant stated the Committee's next community forum, a continuation in a series of forums that first took place in December of 2023, should focus more on hearing from individuals who work in downtown businesses, including the City, and harm reduction strategies, as the first forums featured public safety experts as speakers and education on existing public safety approaches. Councilor Grant also mentioned there should be more representation from the Fire Department, crediting Kyle Blake of BFD for inspiring the idea of these educational forums. Councilor Grant agreed to reach out to the Mayor's Office to schedule a space and speakers for the event.

5.02 Additional Data on BFD/BPD Retention and Turnover and CSO/CSL Data

Councilor Grant reiterated from discussion on Chief Murad's report the need for additional data on CSO and CSL activity, as well as general department retention and turnover, and is looking forward to involving BPD's recruitment team at future meetings.

Councilor Neubieser told Chief Murad they would schedule to meet for coffee soon and discuss strategies for data visualization and organization.

5.03 Tracking Department Training

Councilor Grant asked Executive Manager Trammell to speak to the state of tracking required trainings for officer certifications, referencing a recent audit that found issues with tracking trainings for various agencies in the state. Executive Manager Trammell stated she was unaware of this audit but provided an update on progress with the CNA recommendations, many of which relate to training, adding that BPD reports back to the State for all required trainings and offers additional trainings not required by the State and hopes to offer new programs once the FY25

budget is approved. Currently, Executive Manager Trammell is in the process of integrating a new training tracking system called LEFTA, that will help manage training documentation, provide an overall picture of where recruits and officers stand with trainings and certifications, which she hopes to have ready to roll out by April spring break. LEFTA has several modules, and BPD plans to predominantly use the modules relating to training records and Field Training Officer process. Executive Manager Trammell advised that with the implementation of this program and further progress on DD40, a significant amount of the CNA recommendations will be successfully implemented.

Executive Manager Trammell also shared that the Department is in the very early stages of exploring software solutions to improve the online incident reporting process, such as a solution to send notifications to individuals that their online reports have been received and are being processed, and continues to welcome feedback and ideas for how the Department can be more innovative to alleviate the reliance on the Priority Response Plan.

Councilor Grant and Councilor Barlow expressed interest in shadowing BPD staff and officers, and Executive Manager Trammell replied she would look into the possibility of councilors shadowing dispatchers and other personnel.

5.04 Community Engagement

As items 5.05 and 5.06 also relate to community engagement, Councilor Grant decided to discuss these topics with 5.04. Councilor Grant and Executive Manager Trammell brainstormed several community engagement ideas that are non-invasive, reflective of the Pillars of 21st Century Policing, and leverage technology and social media:

- Councilor Grant proposed that if councilors are not able to sit in on shifts with dispatchers, perhaps dispatchers could present to the public on their role and experiences.
- Councilor Grant suggested that councilors could ask constituents what their questions are to help BPD and BFD identify what content to provide the public and more effective strategies for building relationship.
- Executive Manager Trammell said BPD Community Engagement Officer Timm is working on releasing a new informational series on dispatch and that the team has also been brainstorming ideas for short, informational videos to post on social media, such as why it is important for callers to provide birthdays and other identifying information to dispatch.
- Councilor Grant asked about the status of the BPD's Instagram account, to which Executive Manager Trammell replied she was planning to reach out to Instagram soon to regain access to the account and start using it again.
- Councilor Grant suggested the recruitment video published on YouTube be sent to councilors to share and circulated at NPA meetings. Executive Manager Trammell added the recruitment team is putting together recruitment content geared toward laterals and

female laterals in other cities, intentionally targeting cities where they are more likely to find candidates who are interested in the lifestyle Burlington offers. Executive Manager Trammell also mentioned that for local recruitment, Beach and Parks patrol and the CSO program have historically been successful in attracting candidates. Councilor Grant said the Committee could help spread the word about the Beach and Parks open positions.

- Executive Manager Trammell updated the Committee that Tim Williams of the City's Human Resources Department was taking over as the Police Commission's clerk, freeing up Executive Manager Trammell to focus on her other various priorities, including community engagement. Discussions for a more permanent solution to the clerk position are underway with the Mayor's Office.
- Executive Manager Trammell recalled that in years past, Queen City Police Foundation hosted an annual community barbeque. Efforts to revive that have been difficult because of the Department's bandwidth, but Executive Manager Trammell confirmed that QCPF would be willing to support a similar event and stated she had also reached out to every ward and NPA asking how BPD can meet the neighborhoods where they are at, identifying that the best way for BPD to ensure successful community engagement interactions is through multiple small-scale events, due to current staffing and workload constraints. Councilor Grant asked for the Queen City Police Foundation's contact information and emphasized the importance of fostering more opportunities for the public to have positive interactions with the police, referencing Assistant Director Smith's recent presentation at a Ward 1 NPA meeting.

Jordan Silberman, who works in asset protection with downtown businesses, told the Committee businesses would be willing to collaborate on a community event with BPD and wanted to express gratitude for BPD's quick and appropriate response to an incident experienced by one of the businesses this year, especially as more employees and customers have expressed feeling less safe downtown. Councilor Grant advised Silberman to email the members of the Committee and they would be in touch.

5.05 Pillars of 21st Century Policing

Discussed with Item 5.04.

5.06 Community Education Around Data

Discussed with Item 5.04.

5.07 Additional Committee Priorities

Councilor Grant stated the CNA report and progress on the recommendations would be a regular item at future meetings, as the Committee did not have a chance to prioritize it last year, and added she would connect with the Police Commission for updates regarding their portion of the CNA recommendations. Councilor Grant also suggested brainstorming other speakers to present

at Committee meetings, such as City Data Analyst Portlas, who could provide a review of the OpenData portal.

Councilor Barlow mentioned wanting to involve more businesses in upcoming meetings as guests and speakers, to address their concerns with reporting incidents and other public safety-related matters.

Councilor Neubieser emphasized prioritizing the implementation of the CNA recommendations from the CNA report. Councilor Grant offered to email the most recent CNA document to City Council members.

6. Legislative Updates on Public Safety

6.01 Review and Discussion of Legislative Updates as of April 15, 2024

Councilor Grant summarized the presentation Primmer Piper Eggleston & Cramer's Government Relations team gave to the City Council at their last meeting on April 15, which included updates on legislative bills such as H.534, S.58, S.195, and S.209, concerning issues related to emergency housing, homelessness, general assistance, retail theft, drug crimes, public safety, bail and conditions of release, restorative justice, auto theft, ghost weapons, and overdose prevention centers. Councilor Grant noted the report was available to the public via Civic Clerk, which can be access through the City's online calendar.

7. Other Committee Business

7.01 Confirmation of Upcoming Meetings

Councilor Grant stated future meetings would be held on the third Thursday of each month in the interest of consistency. As such, the next three meetings are anticipated for May 16, June 20, and July 18.

8. Adjournment

8.01 Motion to Adjourn

The meeting was adjourned with no objection by Councilor Grant at 8:11 PM.



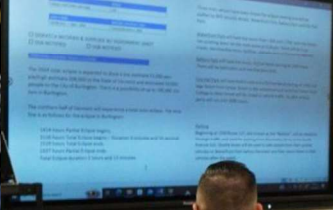
BURLINGTON POLICE CHIEF'S REPORT

April 2024

Apr 19, 2024 – all data preliminary & subject to change



IT WAS “TOTALITY” AWESOME!



Apr 19, 2024 – all data preliminary & subject to change





ARSON AT SENATOR SANDERS'S OFFICE

On Friday April 5, 2024, a perpetrator set fire to the office vestibule of United States Senator Bernie Sanders on Church Street. The arsonist was recorded on security video spraying a liquid near the outer door of the office and then lighting the area with a handheld lighter. A blaze quickly began while the suspect fled via a staircase.

No one was injured in the fire, and the Senator was not in the office at the time, but members of his staff were. The fire caused significant damage to the vestibule, but, as with the arson the BPD experienced at our headquarters at One North Avenue in November 2023, the sprinklers resulted in even more property destruction.

Burlington detective Eric Kratochvil worked with our partners at the federal Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) to identify Shant Soghomonian, 35, also known as Michael Soghomonian. Police arrested him in Shelburne less than 48 hours after the crime.

On April 18 a federal grand jury returned an indictment Soghomonian with using fire to damage the offices of United States Senator Bernard Sanders. He is currently detained pending further proceedings. If convicted, Soghomonian faces a maximum possible penalty of not less than 5 years and not more than 20 years in prison and a fine of up to \$250,000.



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25 YEARS OF SERVICE

Earlier this month we wished Corporal Taylor a happy retirement after 25 years of service with the Burlington Police Department.

Corporal Taylor joined the BPD in 1998; his last day was April 6, 2024. Throughout his career, Corporal Taylor served as a uniformed patrol officer, an airport officer, and a longtime firearms instructor. In May 2009, Corporal Taylor was one of four officers assigned to the first-ever fully staffed Street Crimes Unit deployment.

During his career, Corporal Taylor received a number of recognitions both internally from the BPD and externally from other law-enforcement partners and community members. Corporal Taylor was awarded the Lifesaving Award in 2002, a Certificate of Recognition for outstanding performance during a 2003 firearms training cycle, and a Letter of Commendation in 2009 from the BPD.

We sincerely thank Corporal Taylor for all the hard work, dedication, and contributions he has made over the years.





NATIONAL PUBLIC SAFETY TELECOMMUNICATORS WEEK

NATIONAL PUBLIC SAFETY TELECOMMUNICATORS WEEK

Apr 19, 2024 – all data preliminary & subject to change

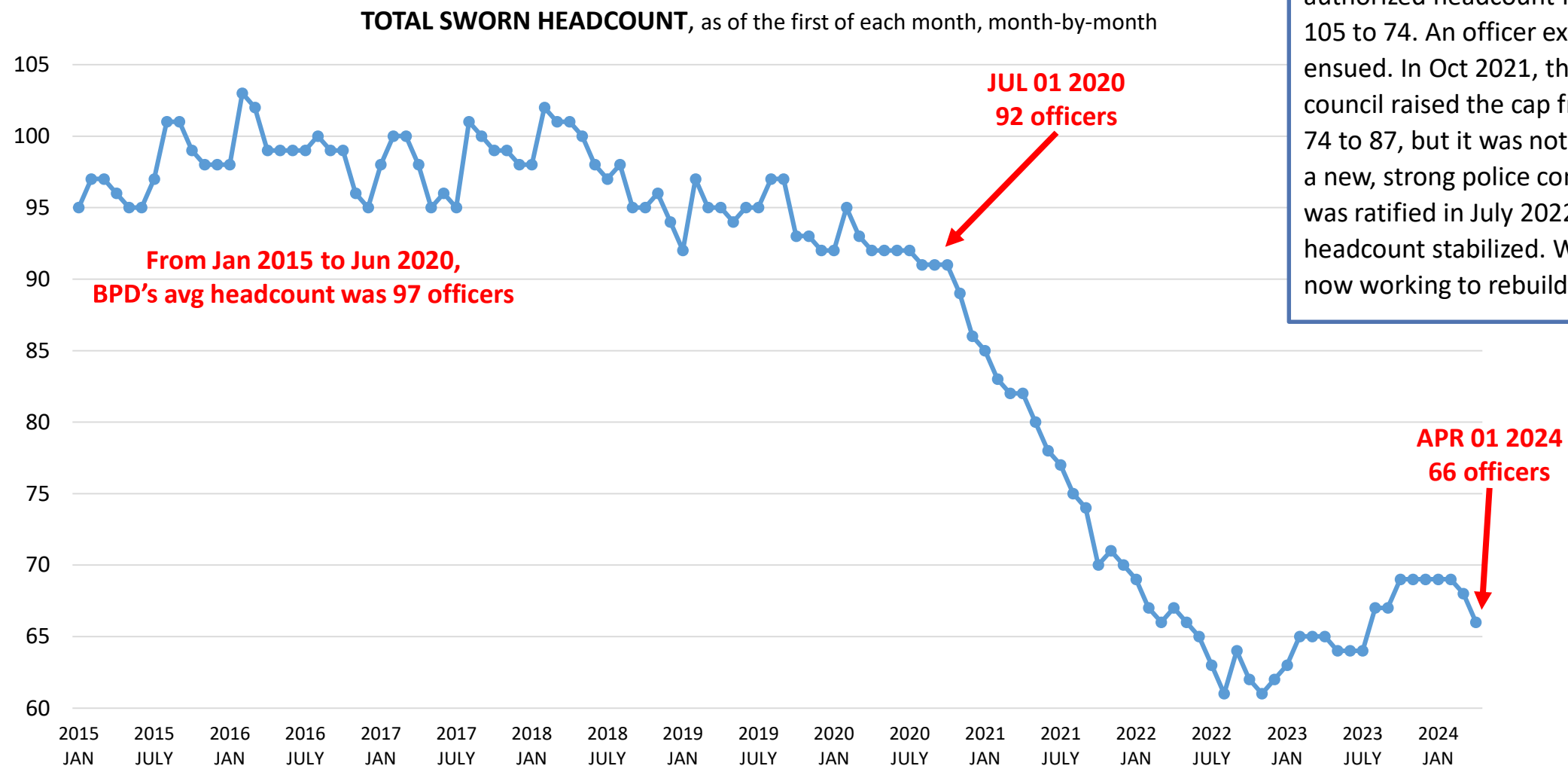


Every year during the second full week of April, telecommunications professionals within the public safety industry are recognized. Our ECS team, for Emergency Communications Specialists, are the first line of response and do stressful, rewarding work for our community.

Over the past few years, we weathered a staffing crisis in our Emergency Communications Center, or ECC. Both the BPD and the Burlington Fire Department are dispatched from the BPD ECC. Allotted 14 full-time dispatchers, the team had fallen to four at its low point. We've worked hard to rebuild and currently have 10 ECS employees, plus the Emergency Communications Manager, Larry Barbeau.



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.

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65 TOTAL, 59 AVAILABLE

As of April 15 2024, we are authorized for 87 sworn officers. Of those 87, we have 65. Of those 65, 59 are able to be deployed as solo officers, or “effective.”

minus 6 injured, light, military, VPA, etc. = 59
minus 15 supervisors = 44
minus 10 detectives = 34
minus 7 airport officers = 27
minus 3 special assignments = 24

24

officers on Patrol

In addition to sworn patrol officers, we have 6 Community Service Officers (CSOs) and 6 Community Support Liaisons (CSLs).

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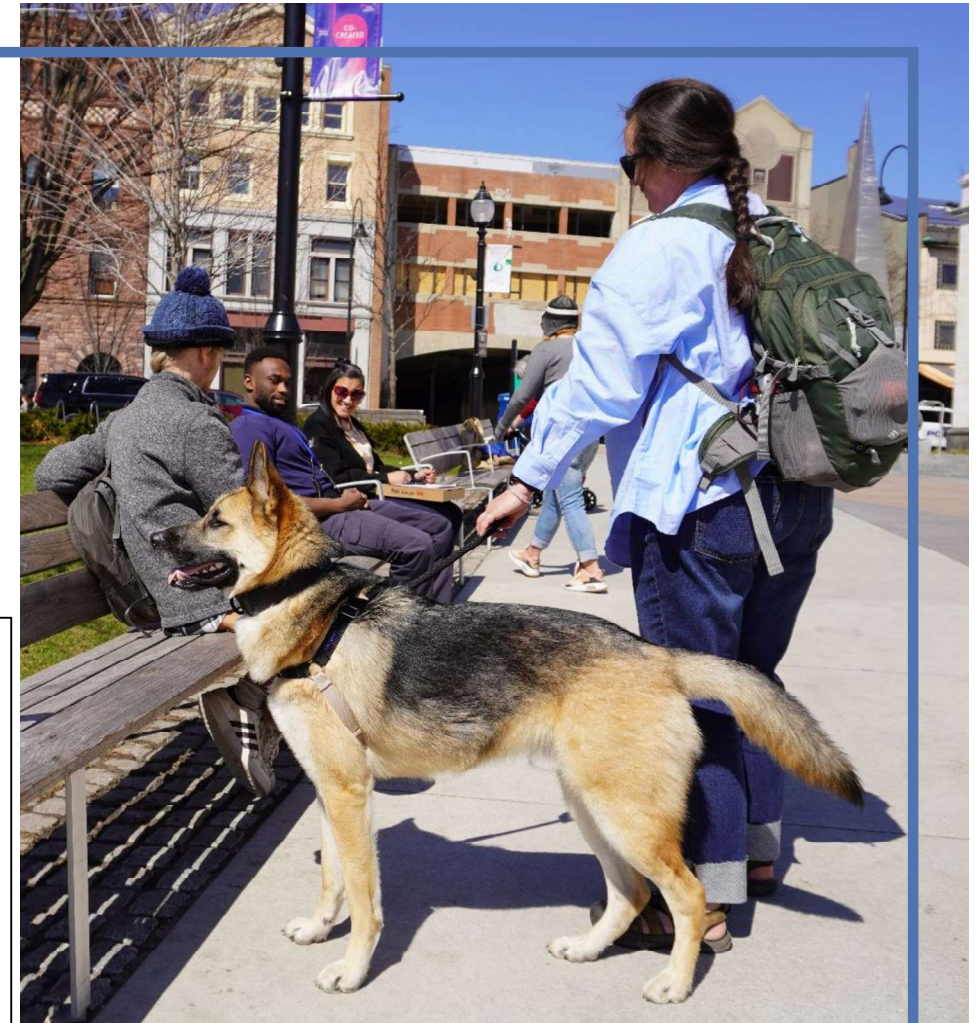
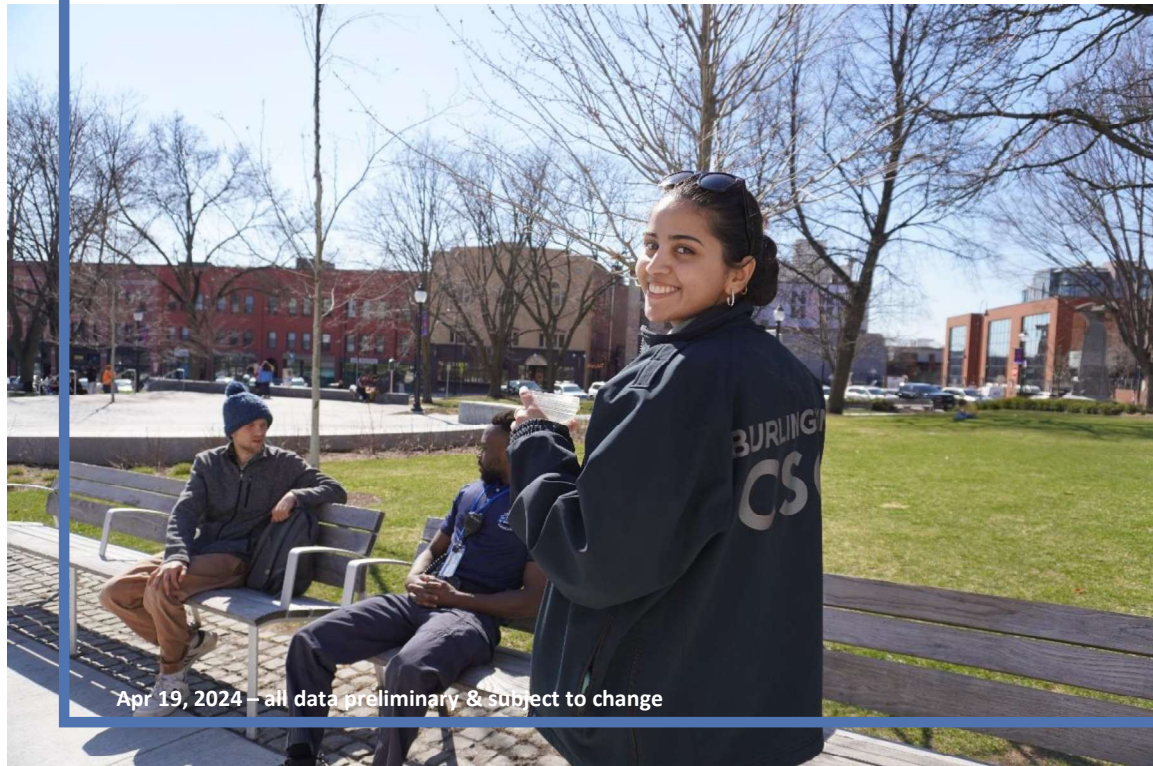
PUBLIC SAFETY ROLES UNIQUE TO BPD

Public safety is more than police. When sworn-officer staffing began to fall, we created the 2021 Public Safety Continuity Plan. That plan augmented an existing non-sworn role:

- **Community Service Officers** (CSOs),

These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.

**BPD
currently
has 6 CSOs
and 6 CSLs**



The 2021 Public Safety Continuity Plan also created:

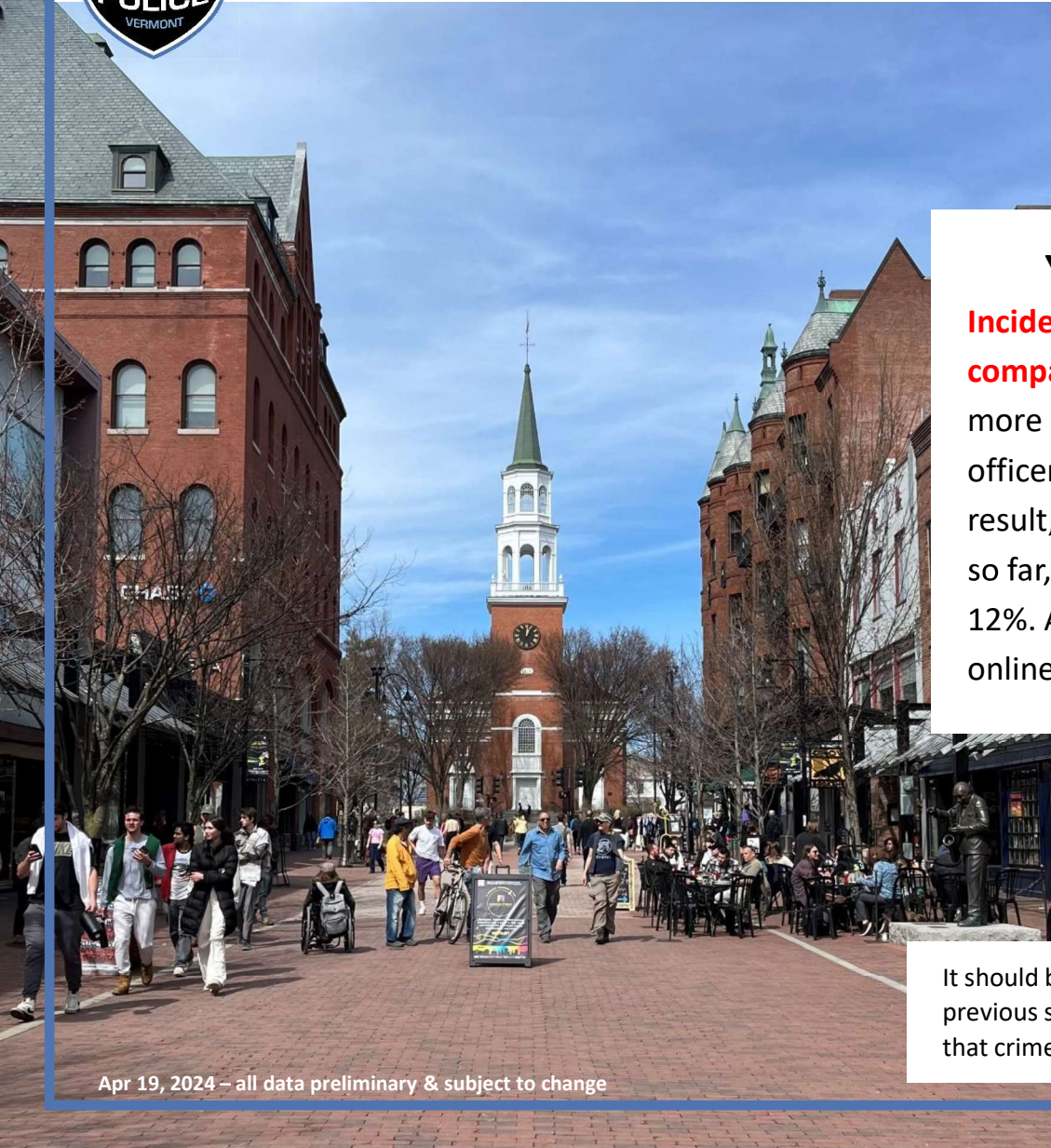
- **Community Support Liaisons** (CSLs)

These are embedded social workers with expertise in mental health, substance use disorder, and homelessness. BPD currently has five employees in the role, and **the budget allots us six CSLs and one CSS** (or Community Support Supervisor). The CSLs are the core of our new CAIP division (Crisis, Advocacy, Intervention Programs).

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INCIDENT VOLUME



YEAR-TO-DATE 04/15

Incidents in 2024 are up 9% compared to 2023. BPD is addressing more incidents with fewer patrol officers—50% fewer, actually. As a result, of the 7,598 incidents in 2024 so far, 886 have been “stacked”—i.e., 12%. And 484 have been referred to online reporting, or 6%.

	YTD INCIDENTS (as of 04/15)	%Δ
2019	7,456	100%
2020	7,124	↓5%
2021	4,949	↓31%
2022	5,265	↑6%
2023	6,955	↑32%
2024	7,598	↑9%
	Δ 2019 to 2024:	↑2%

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.

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THE PRIORITY RESPONSE PLAN

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.

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.**

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	DLS		Investigation - Cold Case		Service Coordination	CSL
Animal Problem	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	DUI		Lewd and Lascivious Conduct		Subpoena Service	CSO
Assist - K9	Eluding Police		Lockdown Drill		Suicide - Attempted	
Assist - Motorist	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	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	Foot Patrol		Possession of Stolen Property		Uttering a Forged Instrument	ONL
Contributing to Delinquency of Minor	Forgery	ONL	Prescription Fraud	ONL	Vandalism	ONL
Counterfeiting	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	Hindering Arrest		Resisting Arrest		Welfare Check *	
Crash - Property damage only	Homicide		Retail Theft			
Cruelty to a Child	Identity Theft	ONL	Roadway Hazard			

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SELECTED VALCOUR INCIDENTS, YTD AS OF APRIL 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	9	41	18	20	29	25	105	1	106	240	14	5	19	16	744
2020	12	39	27	16	36	13	171	3	133	263	33	3	21	18	612
2021	9	33	21	21	14	7	133	3	190	243	28	2	14	16	308
2022	17	34	53	25	27	12	144	3	205	260	31	7	9	55	208
2023	6	46	44	31	20	17	124	1	319	264	103	2	7	103	154
2024	18	44	46	21	14	7	131	5	309	244	67	2	9	55	355

* = 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”

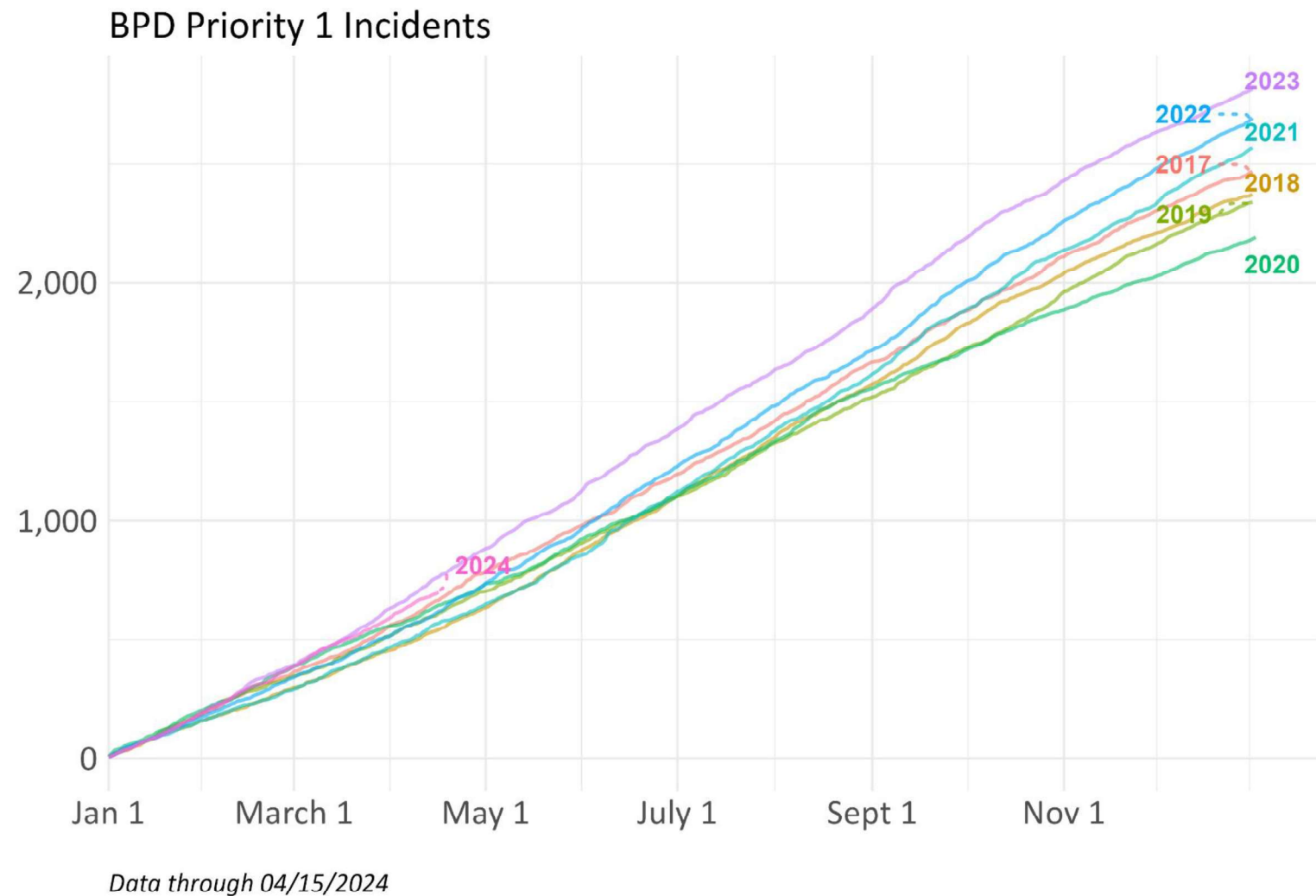
NOTE: All categories shown year-to-date, through April 15 of their respective year

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.



PRIORITY 1 INCIDENTS

Priority 1 incidents have been climbing steadily over the past few years. Last year's total was significantly affected by the huge increase in overdose. So far 2024 is a bit lower than 2023, which was the highest in nearly a decade.





TRAFFIC

The City of Burlington’s 2023 **Annual Report** is expected to be released in the coming month, and will provide a deep dive into data around the volume of incidents and offenses, traffic stops, arrests, and uses of force.

Traffic stops are down nearly 90% from the high a decade ago. Enforcement is an important tool to address unsafe driving behavior, but across the country, traffic stops have also been a source of concern with regard to disparities and stop outcomes.

VEHICLE SEARCHES		
	WHITE	BLACK
2016	78	34
2017	49	22
2018	26	15
2019	7	0
2020	8	2
2021	1	3
2022	1	0
2023	1	0

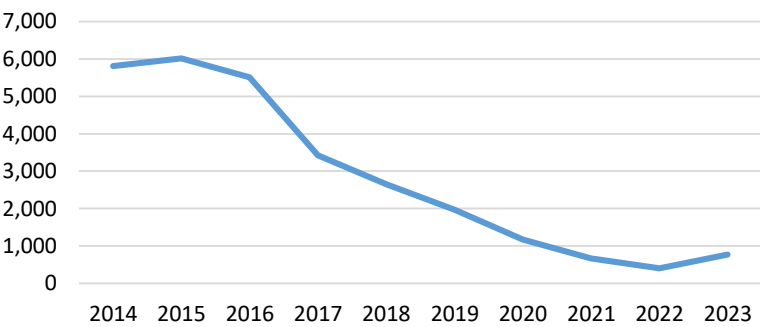
In Burlington, vehicle searches presented a particular problem. Although black drivers made up less than 10% of the driving population, they were more likely to be subject to searches. Through internal emphasis and training, we significantly decreased the number of searches along with overall stops, and eliminated the disparity.

We also improved fairness by making sure that all drivers receive warnings at the same rate. In Burlington, all drivers receive warnings more than 80% of the time.

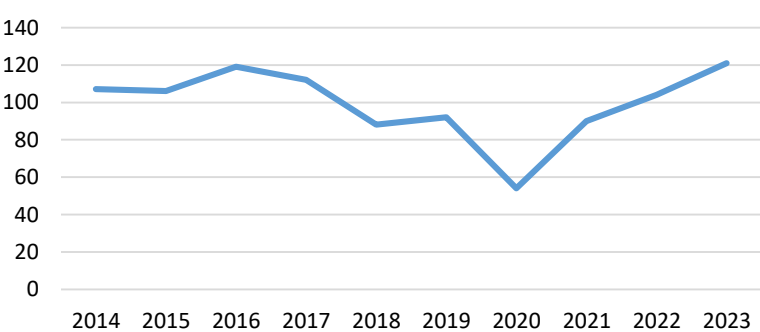
But we have seen **a potentially troubling increase in disparity in rates of stop**. The demographics of BPD traffic stops have historically been close to the demographics of crashes, which is the best way to determine a city’s driving population. In 2023 there was a notable deviation, shown at right. Chief Murad is concerned about it, and wants to be reflective and responsive to it. The BPD will examine all of 2023’s stops to ensure they met the Department of Justice’s standards for courteous, transparent stops.

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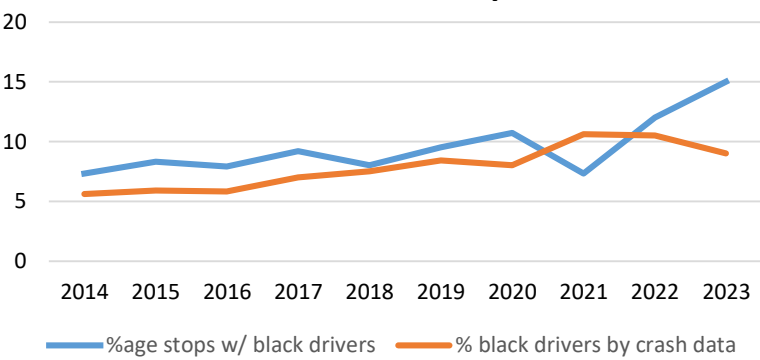
Traffic Stops



Fatal Crash & Crash w/ Injury



Black Drivers, Stops v Crash





USE OF FORCE

The 2023 Annual Report is also expected to show **an increase in the number of incidents of use of force**. Chief Murad is concerned about this increase, too, and will be reflective and responsive to it.

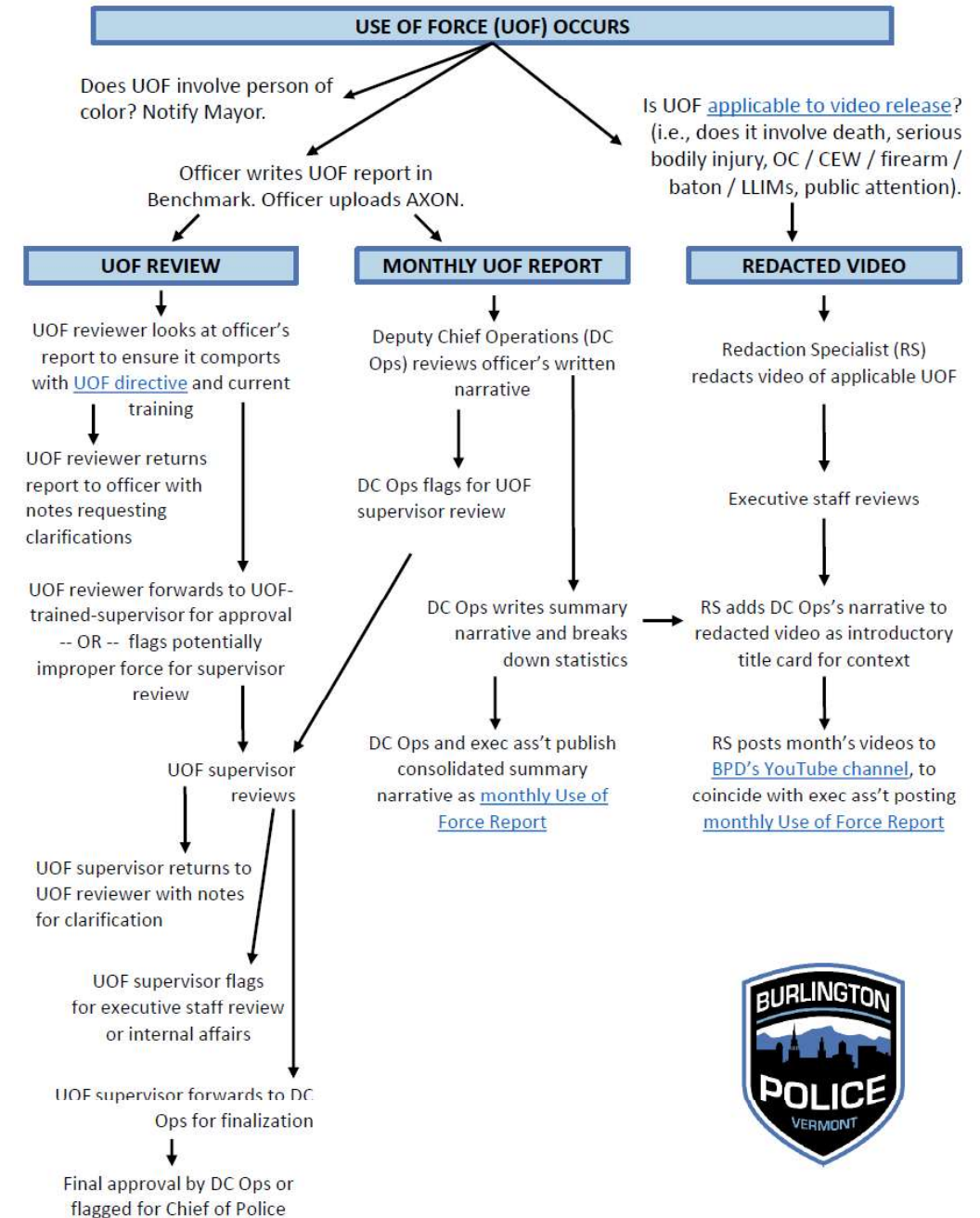
In Burlington, any action beyond compliant handcuffing is considered a use of force. The BPD examines EVERY SINGLE use of force, and makes descriptions of and data about ALL of them public via the

[Monthly Use-of-Force Reports](#)

No other police department in Vermont does this. The flowchart at right is available online, at the BPD's Transparency & Data page, under "[Use-of-Force Incidents & Info](#)." The online version contains hyperlinks to a variety of sources, like the Statewide Use-of-force Directive.

The Monthly Use-of-Force Reports capture approximately 248 incidents in which force was used in 2023. (This is a different count than the Annual Report, which counts person-incidents. If officers stop a stolen car with four occupants and order them out at gun point, it is one use-of-force incident but four person-incidents.) Nearly 25% of last year's uses of force can be [seen on YouTube](#), where the BPD posts any use of force that includes serious bodily injury or death; or that includes the use of tools like OC spray, conducted electrical weapons, or firearms (including merely pointing firearms); or that occasions significant public concern.

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THE BPD IS HIRING!

\$72,248 to \$79,693
starting pay*

\$100,000
top pay

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

***depending on experience**

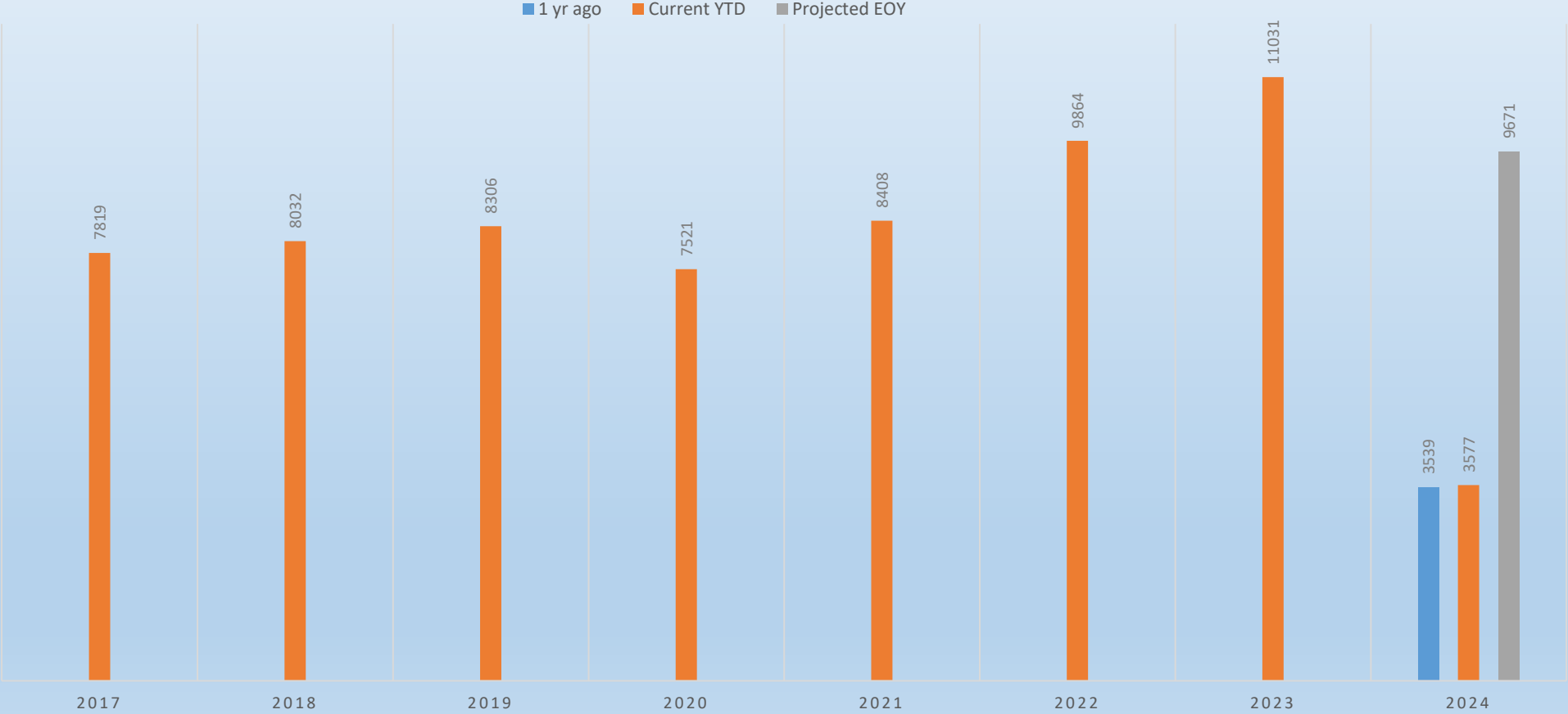
www.bpdcareers.com

Burlington Fire Department Response Data Updated 05/13/2024



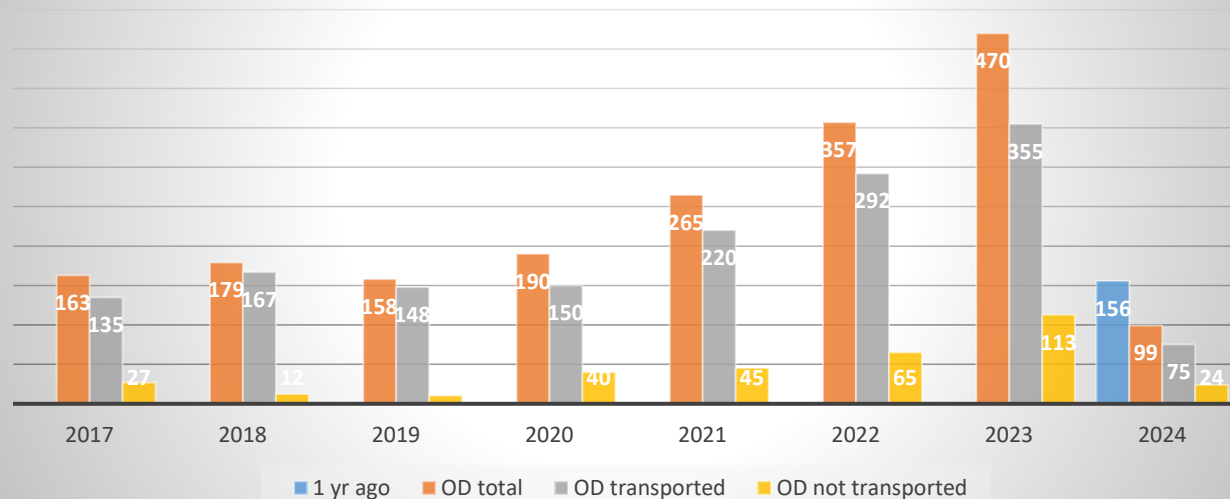


FIRE DEPARTMENT RESPONSE TOTALS
CALENDAR YEAR UPDATED THROUGH
05/12/2024

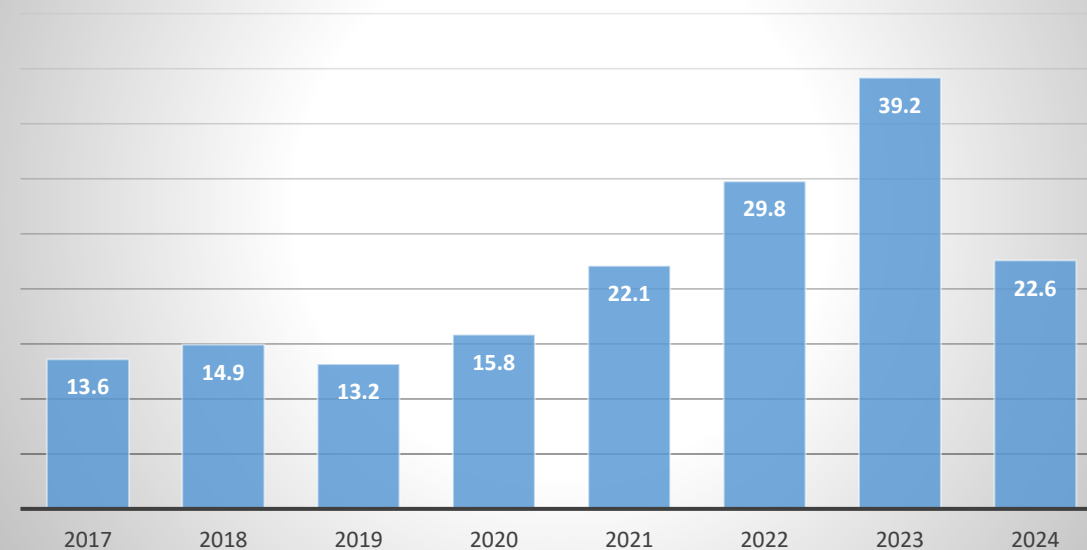




Overdose Total:Transported-Not Transported Data through 05/12/2024

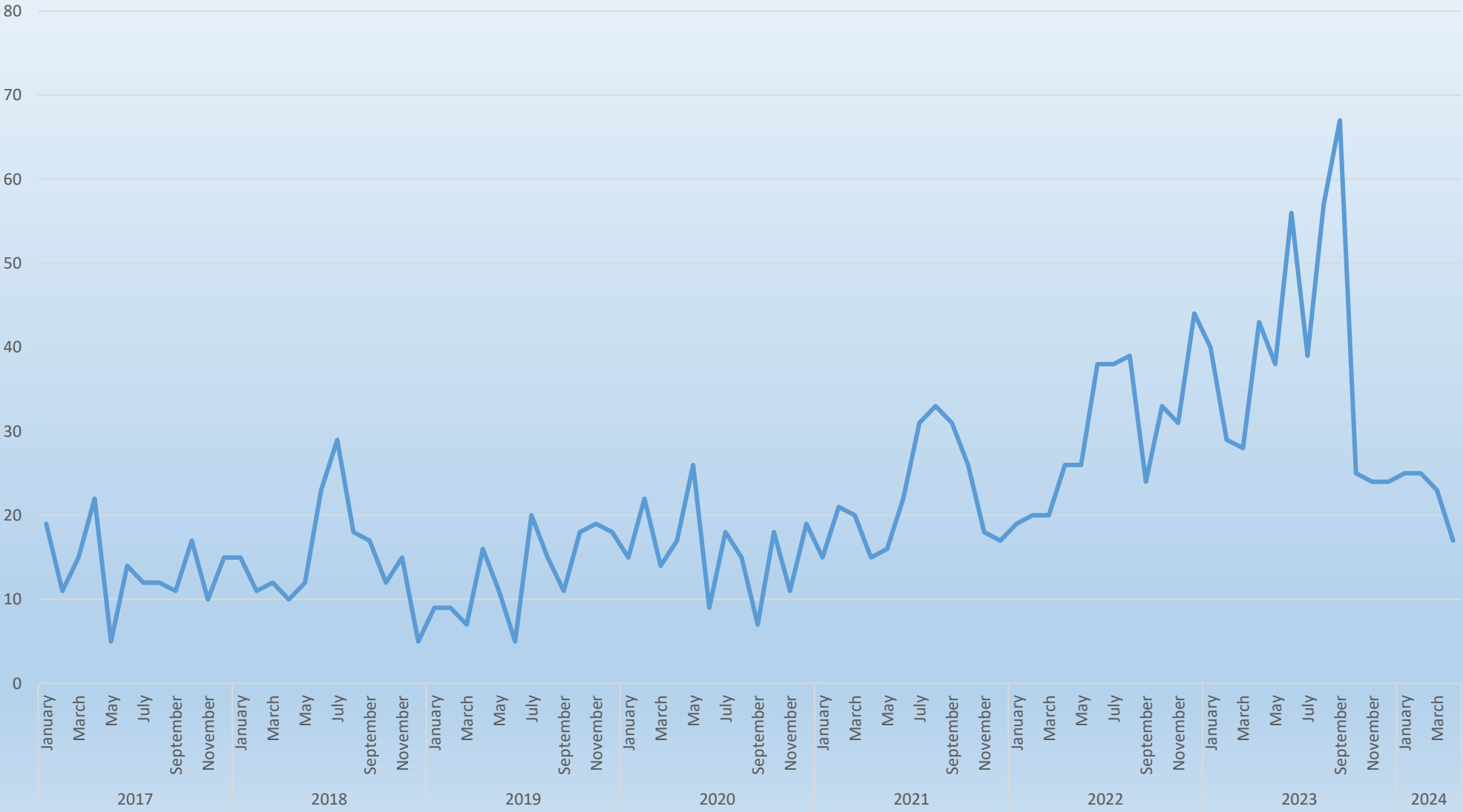


Average Overdose Responses per Month Data through 05/12/2024



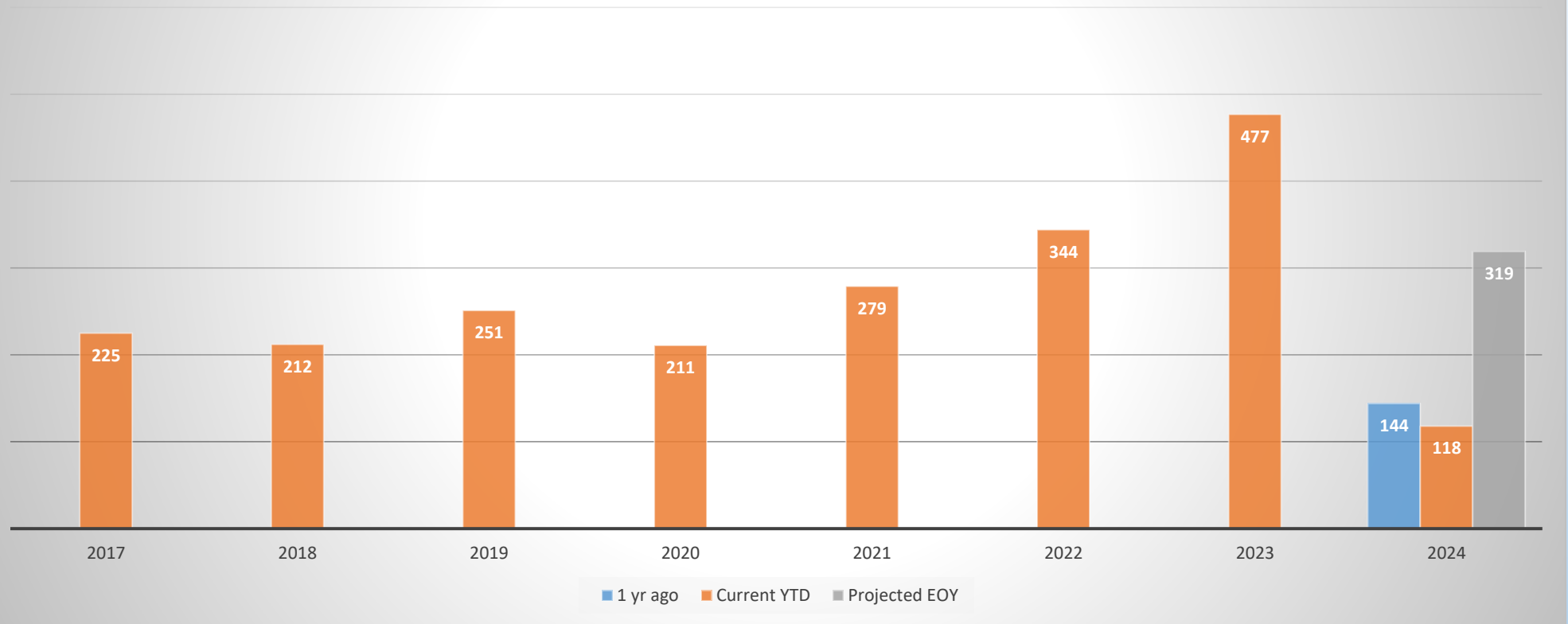


Monthly Fire Department Overdoses
Updated through 04/30/2024





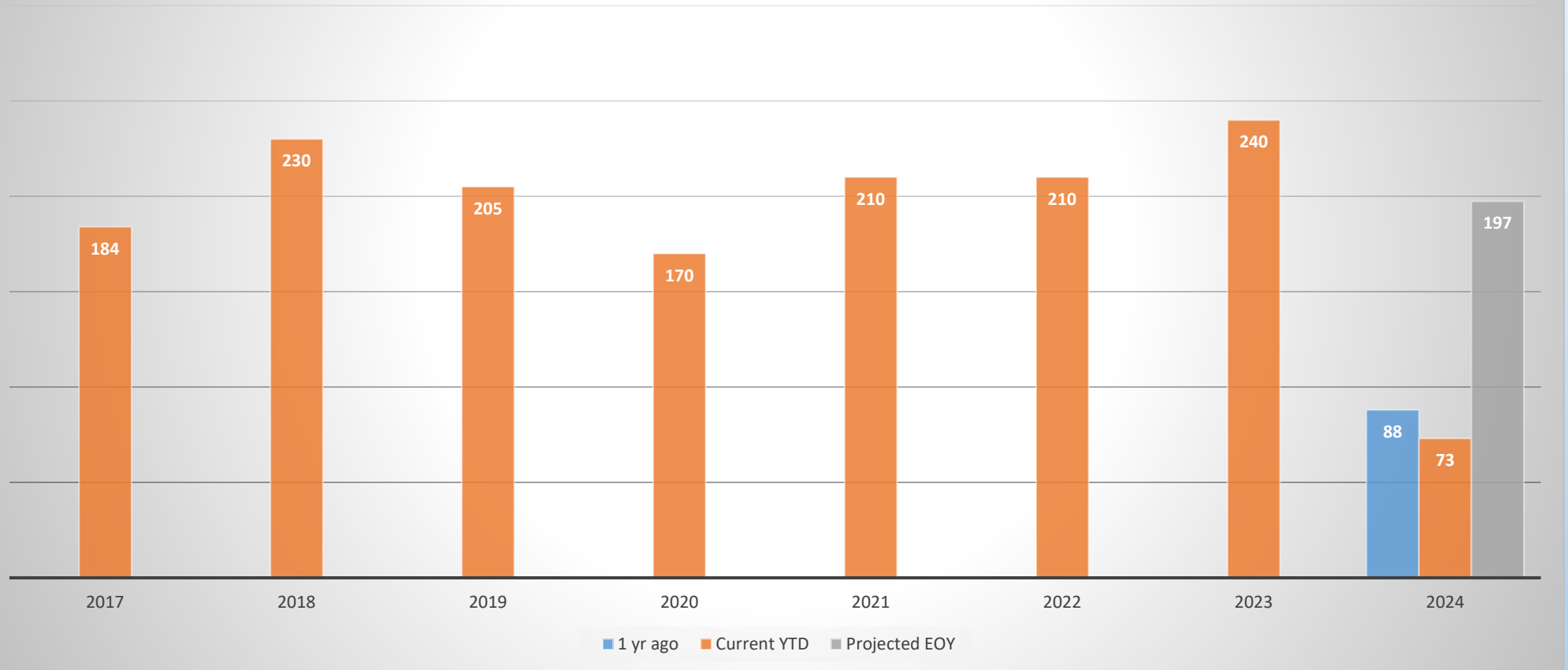
Dispatch Unknown Problem/Person Down Updated through 05/12/2024



- 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.



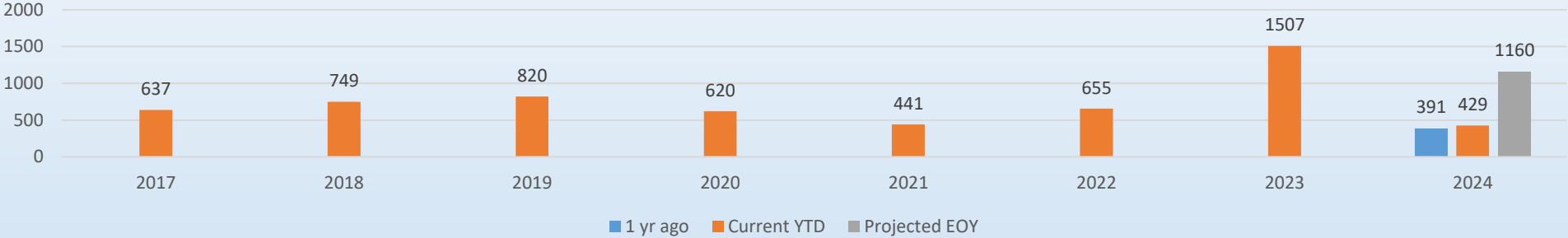
Dispatch Alcohol Intoxication Updated through 05/12/2024



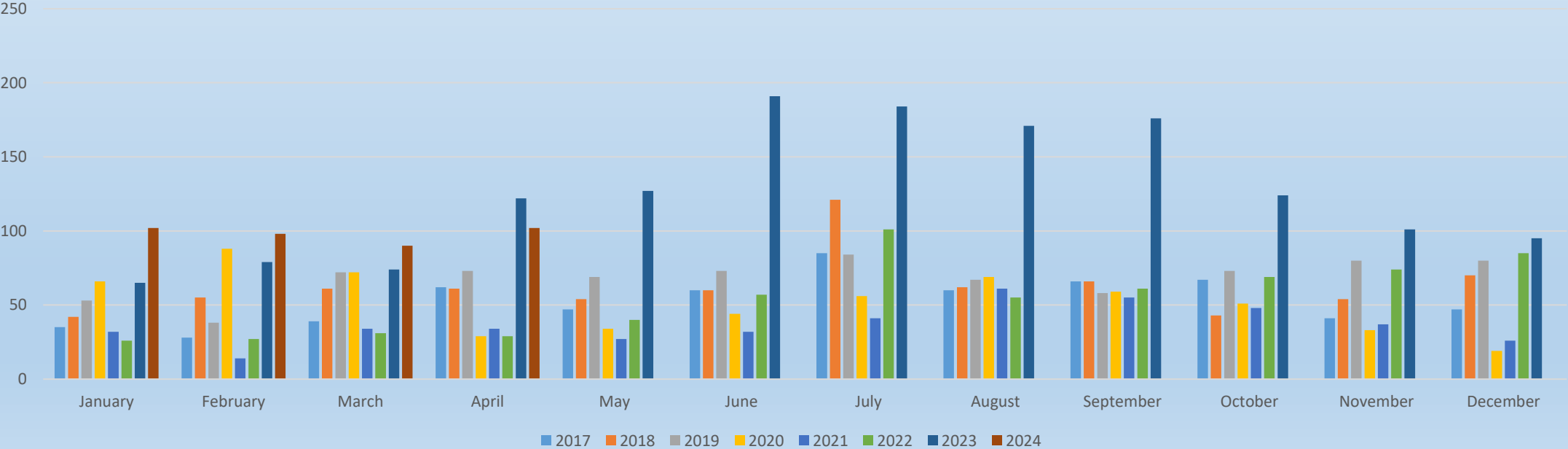
- Open alcohol intoxication is a concern in the community.
- These numbers are relatively steady and do not appear to account for a significant response increase.



Annual
Fire Department EMS Responses to Homeless/Houseless/Transient/
No Address Population
Updated through 05/12/2024

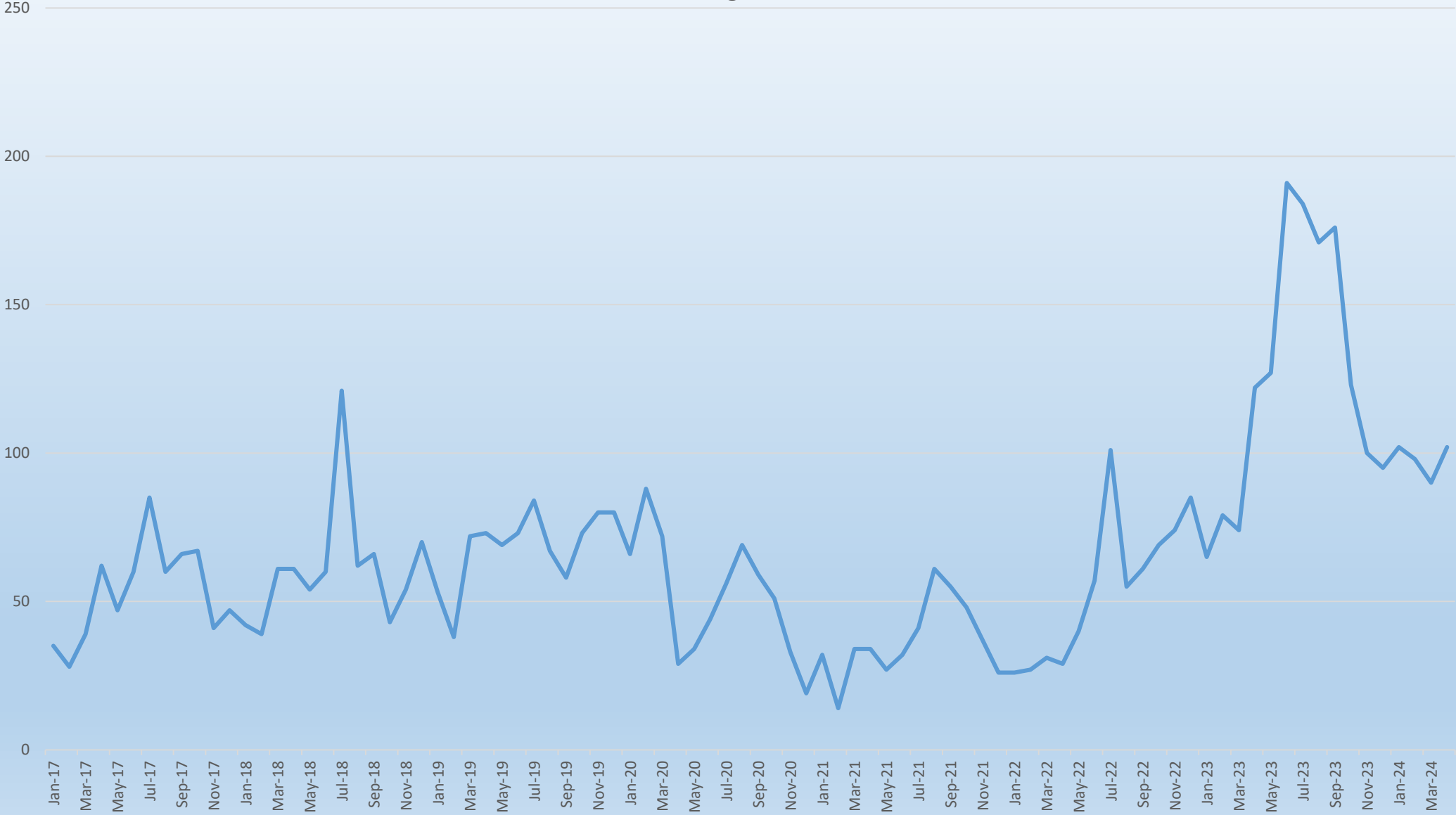


Monthly Fire Department EMS Responses to
Homeless/Houseless/Transient/No Address Population





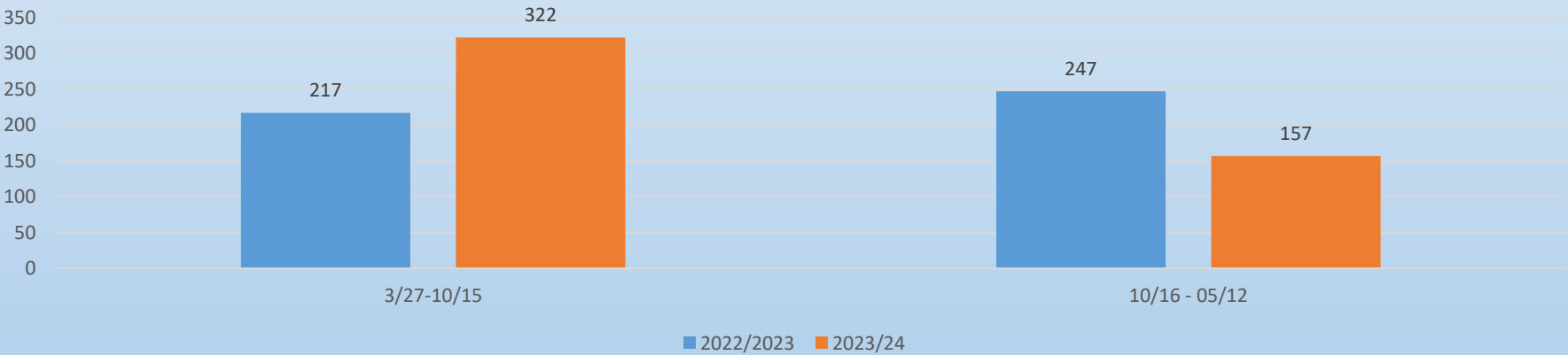
Monthly Fire Department EMS Responses to Homeless/Houseless/Transient/No Address Population
Data Through 04/30/2024





	2022	2023	% change 22/23	2024	% change 23/24
19	40		111%	25	-38%
20	29		45%	25	-14%
20	28		40%	23	-18%
26	43		65%	17	-60%
26	38		46%		
38	56		47%		
38	39		3%		
39	57		46%		
24	67		179%		
33	25		-24%		
31	24		-23%		
44	24		-45%		

Overdose totals 30 weeks before and 30 weeks after CRT deployment



Total:	1510	2406	112	183	27	14	4
	# 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

2024	JUNE OVER DISPO	JUNE TOTAL PENDING	Column1	JULY OVER DISPO	JULY TOTAL PENDING	Column2	AUG OVER DISPO	AUG TOTAL PENDING		SEPT OVER DISPO	SEPT TOTAL PENDING	Column3	OCT OVER DISPO	OCT TOTAL PENDING	Column4	NOV OVER DISPO	NOV TOTAL PENDING	Column5	DEC TOTAL PENDING	Column6	JAN 2024 OVER DISPO	JAN 2024 TOTAL PENDING	Column7	FEB 2024 OVER DISPO	FEB 2024 TOTAL PENDING	Column8	MARCH 2024 OVER DISPO	MARCH 2024 TOTAL PENDING	MARCH NEW CASES FILED	APRIL 2024 OVER DISPO	APRIL 2024 TOTAL PENDING	Column9	MAY 2024 OVER DISPO	MAY 2024 TOTAL PENDING	MAY 2024 NEW CASES FILED	
Addison	105	405	Addison	109	414	Addison	114	431	Addison	143	504	Addison	126	466	Addison	125	431	Addison	125	431	Addison	132	425	Addison	134	435	Addison	132	411	28	110	390	Addison	105	154	26
Bennington	690	1509	Bennington	711	497	Bennington	725	1613	Bennington	784	1706	Bennington	715	1536	Bennington	717	1533	Bennington	731	1518	701	1,430	Bennington	681	1,254	Bennington	645	1441	101	561	1343	Bennington	516	1322	96	
Caledonia	767	1200	Caledonia	761	1264	Caledonia	794	1312	Caledonia	884	1481	Caledonia	774	1267	Caledonia	775	1265	Caledonia	776	1266	774	1,260	Caledonia	773	1,264	Caledonia	802	1300	48	696	1175	Caledonia	662	1117	48	
Chittenden	851	2776	Chittenden	863	2885	Chittenden	906	2970	Chittenden	1082	3386	Chittenden	950	2947	Chittenden	971	2973	Chittenden	976	3040	976	2,942	Chittenden	934	2,960	Chittenden	961	3002	220	887	2944	Chittenden	840	2331	261	
Essex	113	219	Essex	115	221	Essex	112	232	Essex	125	250	Essex	109	225	Essex	112	229	Essex	110	223	102	209	Essex	105	158	Essex	95	205	8	100	221	Essex	99	222	12	
Franklin	278	1122	Franklin	259	1077	Franklin	224	1056	Franklin	273	1211	Franklin	209	1040	Franklin	209	1060	Franklin	198	1027	192	1,002	Franklin	183	1,062	Franklin	195	1104	102	173	1102	Franklin	191	1094	97	
Grand Isle	29	81	Grand Isle	15	62	Grand Isle	17	71	Grand Isle	30	98	Grand Isle	17	85	Grand Isle	16	87	Grand Isle	17	79	15	77	Grand Isle	17	79	Grand Isle	19	69	2	12	67	18	62	6		
Lamoille	449	857	Lamoille	381	781	Lamoille	374	787	Lamoille	464	868	Lamoille	340	752	Lamoille	305	684	Lamoille	277	639	257	622	Lamoille	220	611	Lamoille	203	572	38	211	581	Lamoille	167	538	41	
Orange	121	367	Orange	111	366	Orange	140	392	Orange	182	478	Orange	149	427	Orange	149	416	Orange	141	396	132	365	Orange	131	367	Orange	136	354	31	132	367	Orange	122	365	30	
Orleans	1027	1621	Orleans	1009	1599	Orleans	1042	1638	Orleans	1149	1705	Orleans	1054	1561	Orleans	1038	1539	Orleans	1050	1555	1029	1,519	Orleans	1003	1,520	Orleans	946	1466	59	924	1435	Orleans	917	1448	69	
Rutland	1304	2180	Rutland	1253	2134	Rutland	1258	2189	Rutland	1249	2331	Rutland	1106	1977	Rutland	1061	1956	Rutland	1056	1929	995	1,818	Rutland	941	1,781	Rutland	855	1699	116	777	1621	Rutland	755	1595	134	
Washington	387	1306	Washington	337	1298	Washington	357	1429	Washington	388	1520	Washington	301	1252	Washington	277	1290	Washington	261	1282	277	1,282	Washington	270	1,282	Washington	271	1284	105	255	1280	Washington	272	1284	121	
Windham	620	1339	Windham	614	1348	Windham	641	1427	Windham	672	1542	Windham	616	1362	Windham	620	1342	Windham	576	1321	566	1,299	Windham	565	1,293	Windham	563	1341	84	174	1349	Windham	556	1352	169	
Windsor	261	763	Windsor	268	790	Windsor	284	862	Windsor	349	1012	Windsor	268	791	Windsor	252	774	Windsor	238	752	238	724	Windsor	239	759	Windsor	247	774	48	319	755	Windsor	262	781	68	

Column1	2022 December	2023 January	2023 February	2023 March	2023 April	2023 May	2023 June	2023 July	2023 August	2023 September	2023 October	2023 November	2023 December	2024 January	2024 February	2024 March	2024 April	2024 May
Addison	207%	69%	133%	300%	91%	91%	75%	98%	89%	62%	76%	111%	86%	85%	131%	105%	143%	213%
Bennington	59%	97%	132%	62%	92%	92%	111%	65%	95%	88%	88%	128%	101%	130%	95%	129%	139%	127%
Caledonia	93%	63%	85%	200%	197%	197%	179%	71%	72%	99%	130%	94%	98%	75%	97%	100%	241%	148%
Chittenden	75%	114%	67%	105%	122%	122%	83%	80%	107%	69%	118%	88%	78%	95%	114%	86%	109%	115%
Essex	114%	85%	136%	325%	94%	94%	125%	65%	78%	77%	108%	100%	183%	150%	75%	147%	59%	76%
Franklin	128%	101%	91%	217%	105%	105%	62%	135%	111%	89%	80%	99%	140%	85%	71%	84%	84%	117%
Grand Isle	100%	120%	110%	85%	64%	64%	72%	130%	263%	67%	75%	55%	240%	113%	138%	267%	160%	240%
Lamoille	74%	57%	95%	85%	191%	191%	239%	119%	154%	113%	102%	179%	166%	87%	134%	157%	68%	170%
Orange	83%	65%	94%	86%	88%	88%	90%	94%	58%	56%	90%	122%	161%	178%	138%	103%	65%	133%
Orleans	59%	75%	75%	147%	101%	101%	83%	114%	68%	115%	109%	145%	96%	110%	93%	173%	110%	123%
Rutland	142%	108%	106%	114%	153%	153%	117%	109%	105%	138%	160%	115%	123%	136%	133%	145%	122%	134%
Washington	124%	130600%	122%	114%	83%	83%	107%	91%	64%	109%	97%	98%	87%	90%	115%	107%	96%	111%
Windham	124%	101%	112%	275%	117%	117%	104%	64%	92%	93%	97%	108%	119%	93%	99%	113%	73%	100%
Windsor	121%	84%	130%	136%	111%	111%	129%	73%	98%	111%	109%	102%	122%	79%	102%	99%	105%	73%