



City Council - Public Safety Committee

Thursday, June 20, 2024, 5:30 PM, Remote via Zoom

When: Jun 20, 2024 05:30 PM Eastern Time (US and Canada)

Topic: Public Safety Committee Meeting

Please click the link below to join the webinar:

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Webinar ID: 957 5450 5261

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1. Adopt the Agenda

Subject	1.1. Motion to amend/adopt agenda
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 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 May 16, 2024
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	2. Adopt Minutes
Department	City Attorney
Type	

3. Public Forum

Subject	3.1. Verbal Comments
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	3. Public Forum
Department	
Type	

4. Chief's Reports and Other Data

Subject	4.1. BPD: Police Commission Report May 2024
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	4. Chief's Reports and Other Data
Department	Police Department
Type	

Subject	4.2. BFD: Fire Commission Report June 2024
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	4. Chief's Reports and Other Data
Department	Fire Department
Type	

Subject	4.3. State's Attorney Sarah George: Monthly Backlog and Clearance Data
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	4. Chief's Reports and Other Data
Department	Council and Board

Type

5. Social Media Access Update

Subject	5.1. Social Media Access Update
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	5. Social Media Access Update
Department	Council and Board

Type

6. Community Engagement Report

Subject	6.1. Community Engagement Report
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	6. Community Engagement Report
Department	Council and Board

Type

Recommended Action

7. Review of Previous Recruitment Suggestions and Status

Subject	7.1. Review of Previous Recruitment Suggestions and Status
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	7. Review of Previous Recruitment Suggestions and Status
Department	Council and Board

Type

Recommended Action

8. Retention Problem

Subject	8.1. Retention Problem
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	8. Retention Problem
Department	Council and Board

Type

Recommended Action

9. Preview of July Presentations

Subject	9.1. BPD Recruitment Team Presentation - Anhad Bajwa (Recruitment Coordinator) and Corporal Carolynne Erwin
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	9. Preview of July Presentations
Department	Police Department
Type	
Recommended Action	
Subject	9.2. BFD Presentation on New Harm Reduction Plan with EMS Battalion Chief Marsha McCombie and Special Guests
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	9. Preview of July Presentations
Department	Fire Department
Type	
Recommended Action	
Subject	9.3. Traffic Enforcement with Officer Mellis
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	9. Preview of July Presentations
Department	Police Department
Type	
Recommended Action	

10. Upcoming Meeting Dates

Subject	10.1. Upcoming Meeting Dates
Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	10. Upcoming Meeting Dates
Department	Council and Board
Type	
Recommended Action	

11. Adjournment

Subject	11.1. Motion to adjourn
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Meeting	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	11. Adjournment
Department	Council and Board
Type	
Recommended Action	

12. Informational and Non-Discrimination Statements

Subject	12.1. 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	June 20, 2024 - Public Safety Committee Meeting Agenda - Thursday, June 20, 2024, 5:30 PM, Remote via Zoom
Category	12. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**Public Safety Committee
Thursday, May 16, 2024
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

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

Staff Present: Joseph Dempsey (Public Information Officer), Michael LaChance (Fire Chief), Shannon Trammell (BPD Executive Manager), Lacey Smith (CAIP Assistant Director), Sarah Hernandez-Timm (BPD Community Engagement Officer)

Public Present: Melissa Desautels, Jeff Nick, Todd DeLuca

Meeting called to order at 5:38 PM by Councilor Grant.

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

Motion to Adopt Agenda as written.

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

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

Motion to adopt Minutes from March 21, 2024 as written.

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

2.02 Motion to Adopt Minutes from April 18, 2024

Motion to adopt Minutes from April 18, 2024 as written.

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

**3. Public Forum
3.01 Verbal Comments**

Melissa Desautels, a business owner of multiple stores on Church Street, voiced concern for employees' safety and business' ability to thrive in the Downtown due to the high levels of retail theft since 2020. Desautels described employees' struggles to handle individuals who are trespassed from their businesses, the lack of police response, the drop in sales and traffic due to the environment, and the perceived lack of action on the local and state level to address these problems. Councilor Grant suggested leaning on other public safety resources, such as Street Outreach. CAIP Assistant Director Smith advised on trespass procedures specific to the incident Desautels shared and how CAIP can offer more support in future situations. Assistant Director Smith also offered to meet with Councilor Grant at a future time to provide her insight and experience. Desautels added that a customer, who is also a state representative, commented "[The Downtown's] really bad; it is such a Burlington problem", and Desautels wondered why that perception exists and why the City could not partner with the State Police or other state resources. Councilor Grant assured Desautels those options have been vetted, and at the least, more and more representatives seem to be coming around to overdose prevention centers and the reality of the problems Burlington faces. Councilor Grant also asked Desautels to forward the name of the state representative if possible. Councilor Barlow echoed the need to take action against retail theft and the other public safety issues because Church Street's current trajectory is not sustainable.

Jeff Nick, a previous member of the Church Street Marketplace Commission for 23 years, expressed gratitude to the Committee for taking on the issues related to public safety in the Downtown Core, emphasizing that the Marketplace Commission's motto was "clean, safe, and fun", and that from Nick's perspective, the Downtown is barely clean. Nick advocated for the City Council to support the current Chief of Police's reappointment and support the Department's ability to enforce laws.

Todd DeLuca brought the Committee's attention to an abandoned encampment on North Prospect Street in need of cleaning up. Councilor Neubieser said the location does not appear to be on City property, so whether the Parks & Recreation has authority to clean it up is unclear, but the City is aware of the encampment and hazards associated with the trash and debris left behind. DeLuca also raised other issues related to City employee conduct, one incident in which a City employee or security personnel for the City, appeared to ignore an individual's disorderly behavior, and another incident where a City Park Ranger's handling of an encounter caused DeLuca concern.

Public forum closed at 6:14 PM.

4. Chiefs' Reports

4.01 Police Chief's April 2024 Police Commission Report

The Committee reviewed the Police Chief's April 2024 Police Commission Report:

- BPD organized and controlled traffic for Eclipse Day on April 8.
- BPD responded to the arson incident at Senator Bernie Sanders' office on Church Street and made an arrest less than 48 hours after the crime.

- BPD celebrated Corporal Lance Taylor's retirement in early April after 25 years of service.
- National Public Safety Telecommunications Week was the second week of April, recognizing BPD's Emergency Communication Specialists.
- As of April, BPD has 65 officers of its allotted 87. Of the 65, 59 can be deployed and then accounting for injuries, military, and other considerations, 24 are on patrol, which means BPD is still below the number of officers to best serve the community.
- There are 6 CSLs and 6 out of 11 allotted CSO positions filled.
- Incidents and calls for service are up 9% from this time last year.
- The Priority Response Plan (PRP) is included in the report with the latest information on how incidents are being prioritized, where physical safety remains a top priority and incidents where that is at risk are ideally still responded to right away, and other incidents get stacked and responded to later when officers are available following a Priority 1 response. Highlighted incident types indicate when a CSO or CSL will be involved, or when something should be reported online.
- In reviewing selected incident types, overdoses appear to be down from this time last year but still higher than other years. Vehicle thefts also appear to be in decline.
- The report includes a graph on the number of Priority 1 incidents over multiple years, for which BPD has seen a steady increase.
- The report also includes information on traffic, use of force incidents, and BPD hiring details.

Following the review of the Fire Chief's Response Data, Councilor Barlow inquired about alternative solutions for staffing the Airport, rather than utilizing 7 BPD officers, noting that the number of officers allocated to the Airport used to be 6. Councilor Barlow said the issue was also raised in January when the Council considered an Airport budget amendment related to BPD and increasing staffing. Councilor Grant added there was some debate on the same issue in the past, during review of the CNA report and recommendations. Executive Manager Trammell stated that while not directly involved with scheduling shifts, knows BPD had tried to staff the airport minimally, but the FAA penalized the Airport for not having officers available when the TSA gates are open and flights are arriving. Executive Manager Trammell said there are active, ongoing discussions between the Airport, BPD, and the BPOA to find alternative solutions, such as making arrangements with volunteers, but that ultimately, discussing how the Airport may be able to satisfy its security requirements through other means than via BPD is out of BPD's scope and needs to take place at the City level.

Executive Manager Trammell confirmed for Councilor Grant that the minimum number of officers to be assigned to the Airport, per the BPOA contract, is 4. Executive Manager Trammell and Councilor Grant further discussed the issues related to individuals who use the Airport for shelter, predominantly in the winter months, and how knowing more about the Airport's specific security needs will be important to finding an appropriate solution.

4.02 Fire Chief's Response Data as of May 13, 2024

The Committee reviewed the Fire Chief's Response Data as May 13, 2024:

- Response totals for 2024 remain on trend compared to last year, with a projected decrease for the year.
- The report includes information on overdose totals and those who were transported versus those who were not, which is significant because when individuals choose to be transported, it provides an opportunity for additional treatment and care.
- BFD is looking into creating a program to provide medically-assisted treatment and are expected to present on it in June or July.
- The report also includes data on average overdoses per month and overdose response data. Incidents categorized as Unknown Problem/Person Down can also include overdose incidents or people who are unhoused. In these areas, BFD expects to see a reduction compared to 2023, based on current trends.
- Alcoholism intoxication data indicates alcoholism is still a concern in our community, in addition to substance use disorder issues, but calls to service are projected to decrease.
- Information on responses to individuals who are homeless, houseless, transient or for whom no address was provided is included in the report.
- The CRT is still active and one of the budget goals for FY25 is to determine how to sustain the program long-term.

5. State's Attorney Data

5.01 Review of State's Attorney Data

Councilor Grant reviewed data from the State's Attorney's Office on pending and closed cases for Chittenden County in 2024, in an effort to dispel any misperceptions that the State's Attorney's Office is not prosecuting cases. According to the latest information provided by State's Attorney Sarah George, Chittenden County for the month of May has:

- Roughly 3000 cases pending.

- 261 new cases filed.
- 840 cases over deposition, which Councilor Grant advised indicates the case is done.
- Closed rate: 115%, which Councilor Grant advised indicates more cases were closed than opened for the month of May.

Councilor Grant noted the backlog of cases is no longer as extreme as it was during and following COVID, and that while there are still many cases to work through, factors such as allotted court time per month and the varying degrees of complexity in cases affect the State's Attorney's Office's ability to push cases faster than they already are. Councilor Grant said the State's Attorney's Office is focused on restorative justice and movements in the Legislature to bring back more restitution for crimes like shoplifting and other changes will have an impact on the case numbers, and that it is important to remember that these systems are beholden to Vermont laws.

6. Downtown Public Safety Update

6.01 Downtown Public Safety Update

Executive Manager Trammell updated the Committee on the Downtown's Public Safety Plan Chief Murad plans to finalize and release soon, stating officers would be assigned to the Marketplace for 4-day shifts, meaning that the assigned Marketplace officer will change every 4 days. Executive Manager Trammell also said the Public Safety Plan intends to make use of available Parks & Recreation staff and park rangers to fill in the gaps. Executive Manager Trammell added that whether or not assigned officers would be ordered to only respond to incidents in the Downtown Core may not be a feature of the Public Safety Plan this summer because it limits the ability to respond to other incidents in the city, but this decision and the plan overall would be finalized toward the end of the month. Councilor Grant added that once the plan is finalized, the Committee would be interested in reviewing it, and that Mayor Mulvaney-Stanak is convening a group to focus on community safety, with their first meeting coming up soon.

7. Budget Presentation Dates for BFD and BPD

7.01 FY25 Budget Presentation Dates for BFD and BPD

Councilor Grant informed attendees that BPD and BFD are due to present their budgets at a Special Board of Finance meeting on May 29, the details of which can be found by going to the City Calendar on the City website and clicking on the event in the calendar.

8. Community Engagement Update

8.01 Community Engagement Update

Executive Manager Trammell updated the Committee on community engagement efforts with the NPAs and coordinating events and activities with Community Engagement Officer Hernandez-Timm. Executive Manager Trammell expressed that overall, NPAs were eager to

provide feedback and willing to have BPD participate in their meetings, though some want to interface with the Department in a different manner and Executive Manager Trammell plans to follow up on brainstorming alternative engagement ideas for those wards. With the upcoming close of the budget season, Executive Manager Trammell plans to devote more time to this initiative and hopes to re-implement a pre-COVID practice where a lieutenant or sergeant would attend NPA meetings to be available for residents to voice concerns.

Councilor Barlow referenced a community event that took place on Church Street Marketplace last week, coordinated between a couple retailers and BPD and asked if more events like that were being planned for the near future. Executive Manager Trammell shared it was a well-attended and overall successful event, so planning similar ones in the future for the Marketplace and other areas of the city would be part of the broader community engagement strategy.

Councilor Grant inquired about the status of BPD regaining access to its inactive Instagram account. Executive Manager Trammell advised the Department is still locked out and that resolving this issue fell to the wayside due to competing priorities within IT, where the IT Network Administrator position is currently vacant at BPD. Councilor Grant suggested reaching out to Scot Barker, the City's Chief Innovation Officer, for ideas, and creating a new Instagram account so the Department can start creating and posting content while tagging the old account. Executive Manager Trammell agreed to collaborate with Community Engagement Officer Hernandez-Timm on exploring those solutions.

9. Police Commission Follow-up Items

9.01 Police Commission Follow-up Items

Councilor Grant volunteered to follow up with the Police Commission on finding a permanent staffing solution for their vacant clerk position as well as following up on progress updates for the CNA recommendation implementation, which the Committee has not had a chance to catch up on but strives to make a priority for this year. Councilor Grant also noted how data will be an important part of the conversation around the CNA recommendations because the Police Commission did not file an annual report last year because they did not have the means or capacity to pull and compile data.

10. Legislative Updates Related to Public Safety

10.01 Legislative Updates Related to Public Safety

Councilor Grant said a number of bills were proposed this legislative session related to public safety, especially for retail theft, car theft, and overdose prevention centers, and that some of these bills were being passed. Councilor Grant also expressed satisfaction with the level of communication from the City's lobbyist, who has provided regular updates to the City Council on lobbying activities, all of which can be accessed through Civic Clerk by going to the Consent Agenda under Regular City Council meetings.

11. Future Business

11.01 Other Committee Business

Councilor Grant addressed the Police Commission follow up items, and the Committee agreed to meet on the third Thursday for the next three months, being June 20, July 18, and August 15.

12. Adjournment

12.01 Motion to Adjourn

The meeting was adjourned with no objection by Councilor Grant at 7:09 PM.

DRAFT



BURLINGTON POLICE CHIEF'S REPORT

May 2024





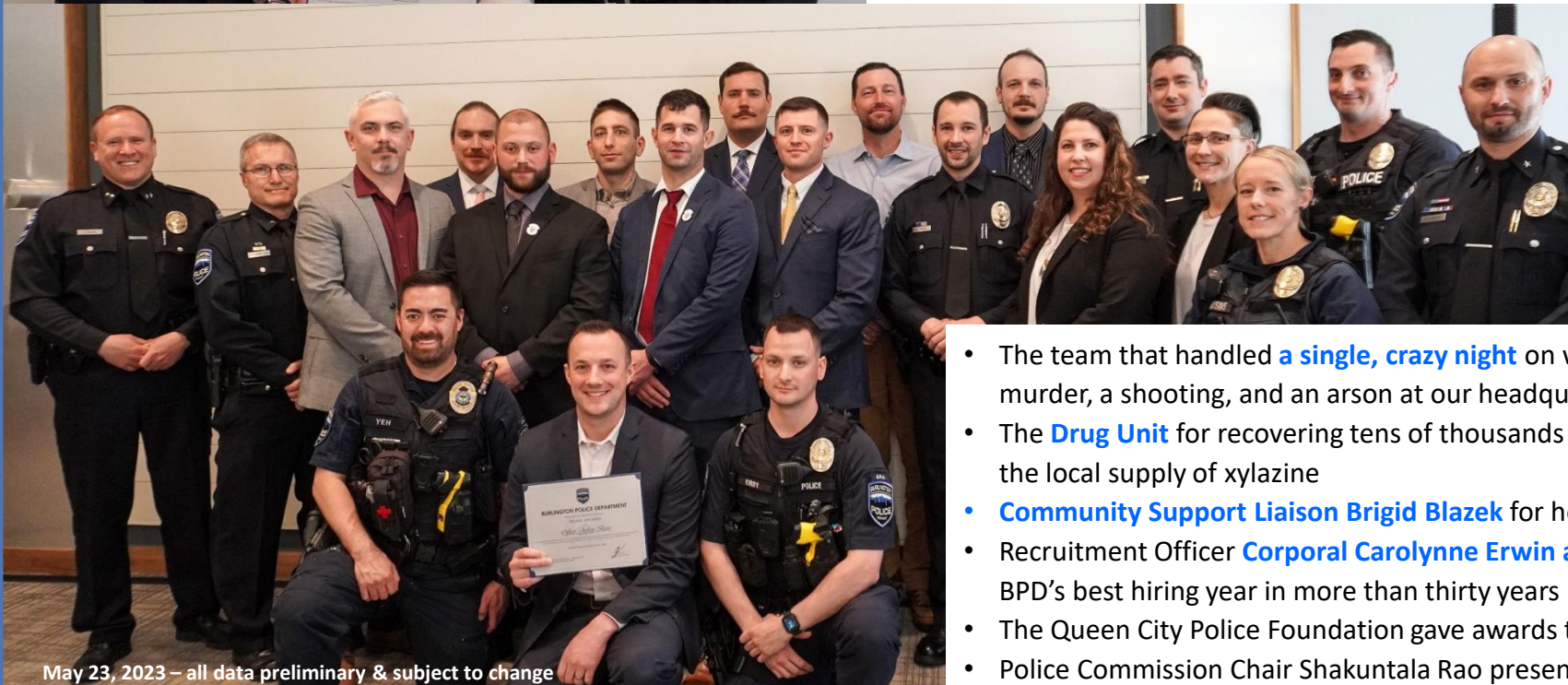
2023 AWARDS



**Queen City
Police Foundation**
BURLINGTON, VERMONT

hosted the BPD at our annual awards ceremony, recognizing extraordinary conduct in 2023, attended by employees, family members, awardees, Mayor Emma Mulvaney-Stanak, and others. Among the award recipients:

- The **Emergency Response Unit (ERU) and Crisis Negotiation Unit (CNU)** and their 28 deployments, including murder investigations, shooting investigations, armed suspects, and high-risk warrants. When the public needs help, they call 9-1-1. When cops need help, they call CNU and ERU
- Retired **Sergeant Simon Bombard** for saving fellow officer Brock Marvin's life from a knife-wielding attacker



May 23, 2023 – all data preliminary & subject to change

- Neighbor and **community partner Asah Lauren** who created the Facebook pages: "BTV Stolen Bike Report and Recovery" and "BTV Stolen Vehicle Report and Recovery"
- **Detective Eric Kratochvil** for exemplary investigatory work and his community leadership of the Junior Milers and CHCB
- The team that closed the terrible **shooting of three young Palestinian men**
- The team that handled **a single, crazy night** on which we experienced a gunfire incident, a double murder, a shooting, and an arson at our headquarters
- The **Drug Unit** for recovering tens of thousands of bags of fentanyl and disrupting the Philly Crew and the local supply of xylazine
- **Community Support Liaison Brigid Blazek** for her work with an undocumented refugee
- Recruitment Officer **Corporal Carolynne Erwin** and **Recruitment Coordinator Anhad Bajwa** for the BPD's best hiring year in more than thirty years
- The Queen City Police Foundation gave awards to **Dave Hartnett** and **Jay Fayette**
- Police Commission Chair Shakuntala Rao presented an award to **Executive Manager Shannon Trammell**



May 24, 2024 – all data preliminary & subject to change



MARKETPLACE SAFETY

On May 7, business partners from the Church Street Marketplace invited the BPD to meet and discuss issues on the Marketplace, including police presence, retail theft, and disorderly behaviors. Loss-prevention associates from Athleta hosted the event, which was attended by a number of representatives from stores on Church Street and in the downtown. Chief Murad, Deputy Chiefs LaBarge and Labrecque, Executive Manager Trammell, Corporal Erwin and Recruitment Coordinator Bajwa, and PIO Timm and Redaction Specialist Chen attended from the BPD.





POLICE UNITY TOUR



May 24, 2024 – all data preliminary & subject to change



The Police Unity Tour is a four-day bicycle ride from New Jersey to the National Law Enforcement Officers Memorial in Washington, DC, to raise public awareness about law enforcement officers who have died in the line of duty. Thousands of officers participate each year, and have raised more than \$33 million for the National Law Enforcement Officers Memorial Fund. This year Corporal Kevin Wilson, a nineteen-year veteran of the BPD, rode one of the escort motorcycles.



POLICE MEMORIAL WEEK



In 1962, President Kennedy proclaimed May 15 as National Peace Officers Memorial Day and the week in which it falls as National Police Week. Since the BPD's founding in 1865, three officers have died in the line of duty. While we hope never to see another, we also vow never to forget.

Three of our officers attended the candlelight ceremony at the National Law Enforcement Officers Memorial in Washington, DC.



MARATHON



Some 4,500 runners came to Burlington for this year's Vermont City Marathon. It was a gorgeous day, perfect for a run (even if going 26.2 miles is just plain crazy!).

The BPD had dozens of posts along the route, with more than a third of our officers assigned to the event, as well as CSOs, CSLs, ID technicians and more. We enjoyed terrific assistance, as always, from other law-enforcement agencies like the Vermont State Police and Vermont Fish & Wildlife.

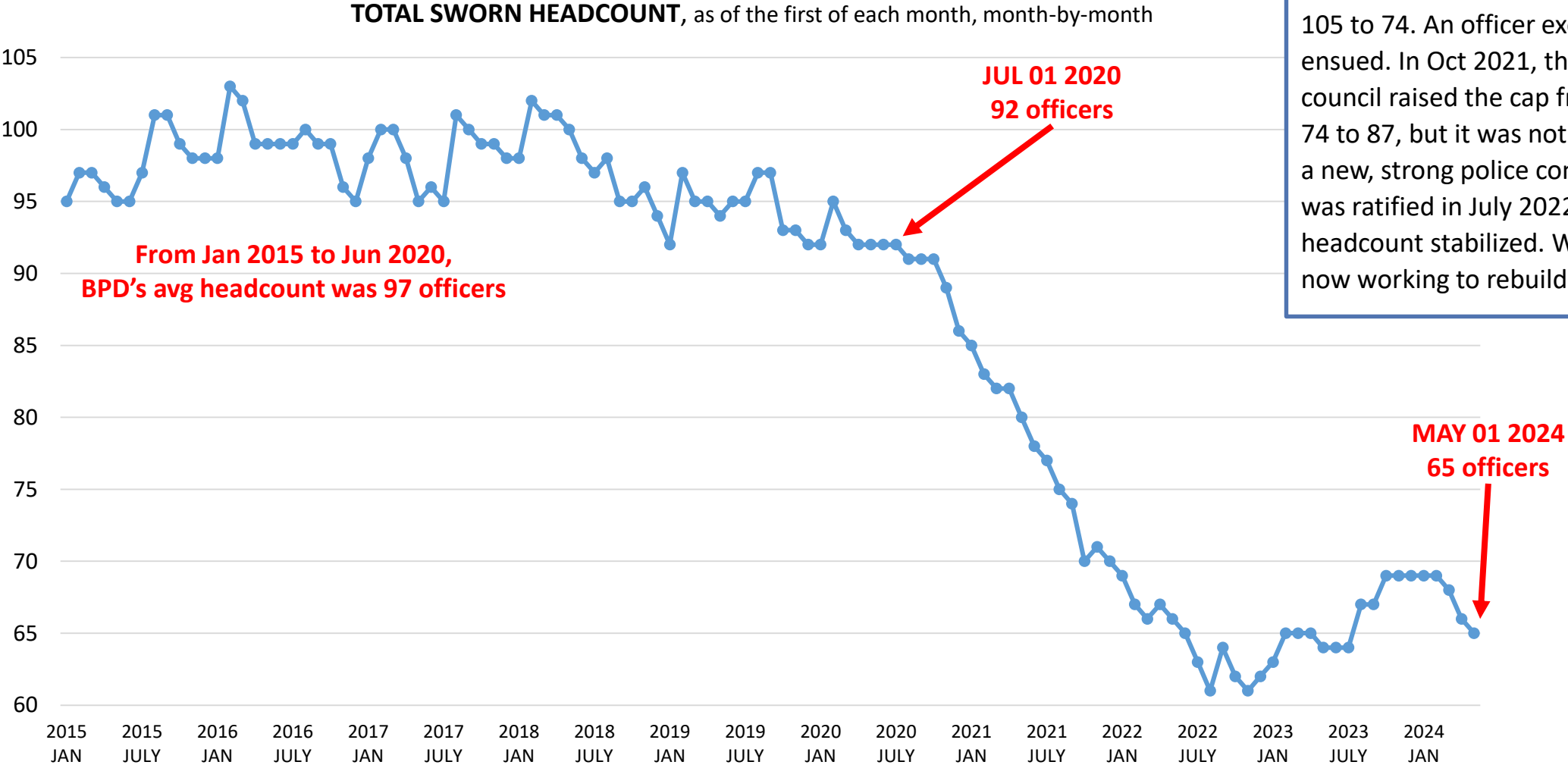
Lieutenant Rich Weinisch and Corporal Carolynne Erwin were the event coordinators for BPD, preparing months in advance with Run Vermont and a host of other partners, like BFD, DPW, Green Mountain Transit, and others. Corporal Erwin has had a key organizational role for more than a decade of marathons.



May 24, 2024 – all data preliminary & subject to change



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.



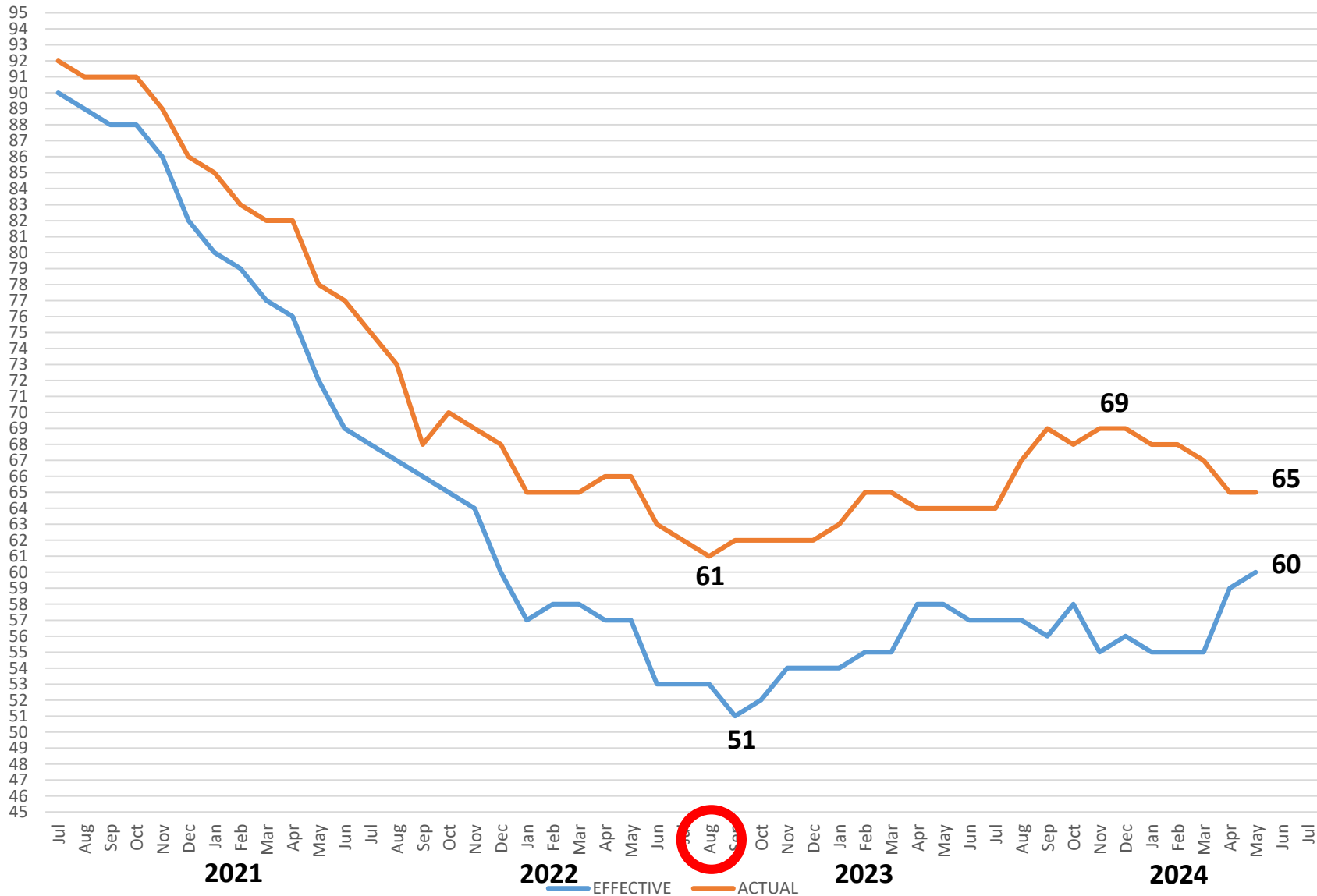
ACTUAL vs EFFECTIVE HEADCOUNT

Note: this chart uses snapshots as of the 15th of each month, and may differ slightly from the chart on the previous slide, which uses the 1st of each month

Total sworn-officer headcount always includes some officers who are not available for solo-officer deployment. These may be officers who are in the Vermont Police Academy, or who are on administrative assignment owing to a long-term injury, or who are expending a large block of accrued leave before retiring (aka, on “terminal leave”). The number of officers who can be immediately deployed as solo officers in the field is our “effective headcount.”

Effective headcount used to mirror total headcount closely, but that gap has grown and also varied more widely as we have lost officers and then worked hard to rebuild.

Our actual headcount hit a low of 61 in August 2022, the same month that the City Council approved a strong new contract. Effective headcount hit its low of 51 a month later. Since then we have worked to regrow. Effective headcount is the highest it has been since December 2021.



May 24, 2024 – all data preliminary & subject to change



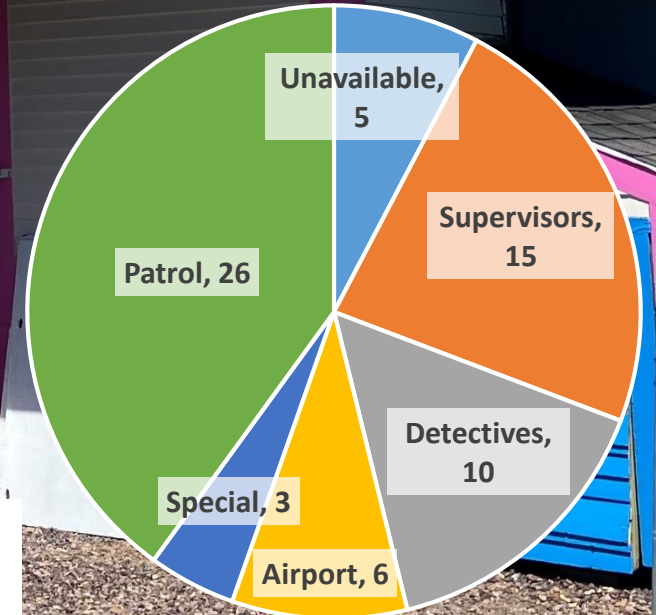
65 TOTAL, 60 EFFECTIVE

minus 5 injured, light, military, VPA, etc. = 60
minus 15 supervisors = 45
minus 10 detectives = 35
minus 6 airport officers = 29
minus 3 special assignments = 26

26

officers on Patrol

As of May 15 2024, we are authorized for 87 sworn officers. Of those 87, we have 65. Of those 65, 60 are able to be deployed as solo officers, or “effective.”



We also have 7 Community Service Officers (CSOs)
and 6 Community Support Liaisons (CSLs).



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 seven 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 officers. Four of our current officers started out as CSOs.

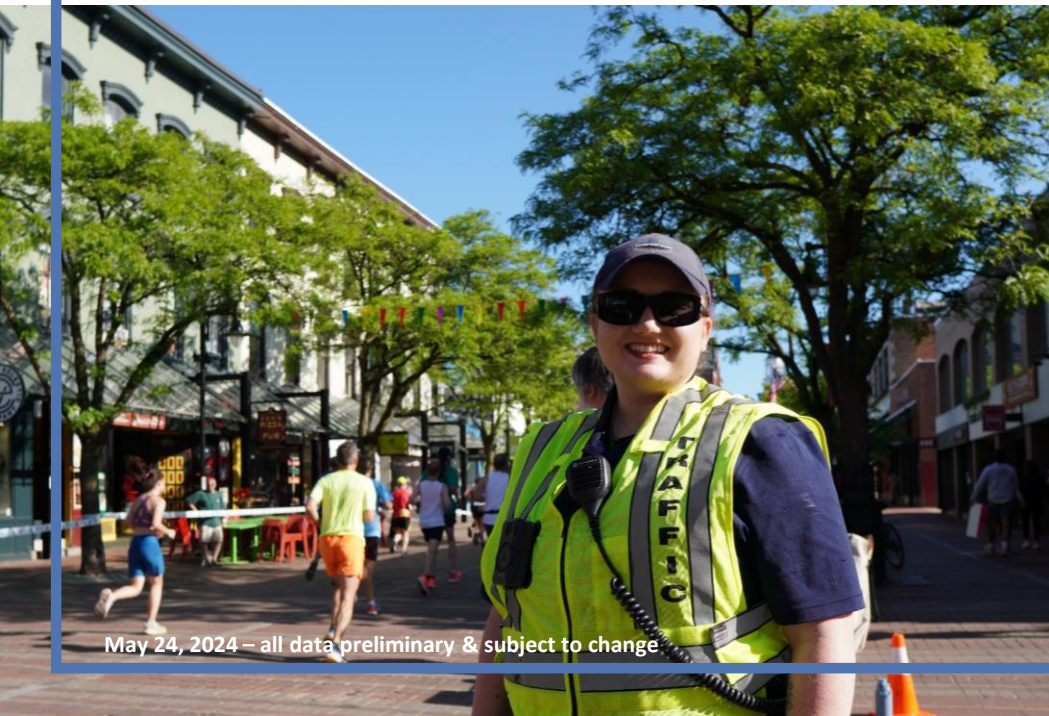
**BPD
currently
has 7 CSOs
and 5 CSLs**



The 2021 Public Safety Continuity Plan also created a brand new social-service role:

- **Community Support Liaisons** (CSLs)

These are embedded social workers with expertise in mental health, substance use disorder, and homelessness. **BPD currently has five CSLs**, of six allotted. There is also one CSS (or Community Support Supervisor). The CSLs are the core of our new **CAIP division (Crisis, Advocacy, Intervention Programs)**. Additionally, one former CSL recently finished field training as a sworn officer.



May 24, 2024 – all data preliminary & subject to change



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			



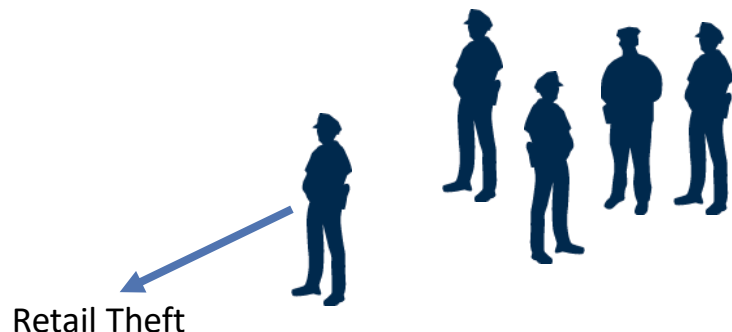
HOW THE PRIORITY RESPONSE PLAN WORKS

When only two or fewer officers are available, the Priority Response Plan goes into effect.

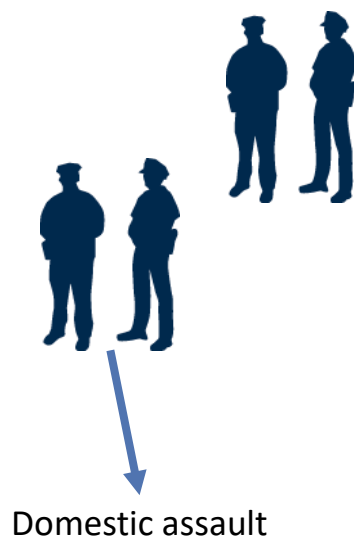
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



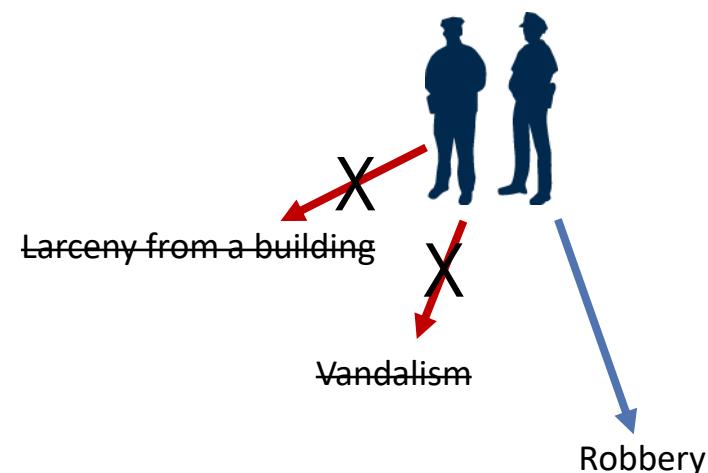
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



3. Officers 2 and 3 are dispatched to a Domestic Assault call, which, like most Priority 1 incidents, requires a two-officer response. Now only Officers 4 and 5 remain. At this point, the Priority Response Plan goes into effect.



4. Officers 4 and 5 have to remain available in case of a Priority 1 life-safety incident like a robbery. If anything other than a Priority 1 comes in—a report of vandalism or a larceny, for example, which are Priority 3 calls—the call will be “stacked” until more than two officers are once again available.





INCIDENT VOLUME

YEAR-TO-DATE 05/15

Incidents in 2024 are up 6% compared to 2023. BPD is addressing more incidents than at any point in half a decade, with fewer patrol officers than in 2018—50% fewer, in fact. As a result, of the 10,008 incidents in 2024 so far, 1,162 have been “stacked”—i.e., 12%. And 622 have been referred to online reporting, or 6%.

	YTD INCIDENTS (as of 05/15)	%Δ
2019	9,670	
2020	8,786	↓9%
2021	6,619	↓25%
2022	7,226	↑9%
2023	9,461	↑31%
2024	10,008	↑6%
	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.



SELECTED VALCOUR INCIDENTS, YTD AS OF MAY 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	13	52	23	25	46	27	143	2	148	295	19	8	24	19	850
2020	14	45	33	18	41	18	225	5	217	339	40	5	24	19	633
2021	12	43	28	27	22	12	168	3	262	307	37	3	22	24	390
2022	23	50	64	34	36	16	191	7	317	361	43	9	18	88	229
2023	10	61	58	48	28	21	163	3	439	347	148	2	11	126	184
2024	20	52	58	26	19	9	172	5	393	310	100	3	13	64	409

* = 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 May 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.



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



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Burlington, Vermont 05401-8378

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Business Fax (802) 864-5945 • Central Station Fax (802) 865-5387

June 04, 2024

Chief's Report to the Burlington Fire Commission

Personnel: We currently hold no vacancies. We began recruit classes 24-1 on May 28, 2024, with five new recruits. We would like to welcome Randall Marshall, Tanner Studlack, Matthieu Cote, Daniel Lohret, and Benjamin Collier.

The members of recruit class 23-1 successfully completed their probationary year. Congratulations to Alec Johnson, Theodore Epidy, Sam Rathbun, Adam Macaluso, Justin Cantwell, and Sean O'Connor.

LT. Sean Ploof has retired from the BFD after 23 years of service. His last shift was May 30, 2024.

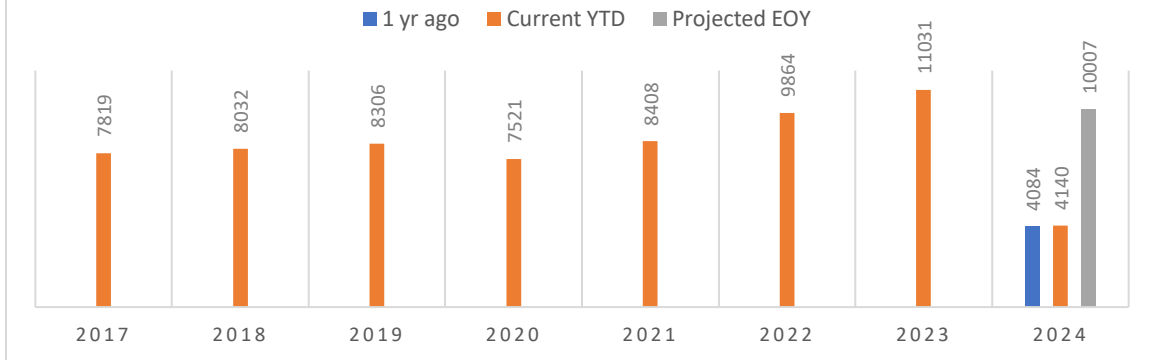
DC. Derek Libby has been offered and has accepted a Fire Chief's position in the City of Montpelier. His anticipated last day with the City of Burlington is Thursday, July 25, 2024.

We had the pleasure of promoting Josh Porter from Senior Firefighter to Lieutenant, effective June 03, 2024.

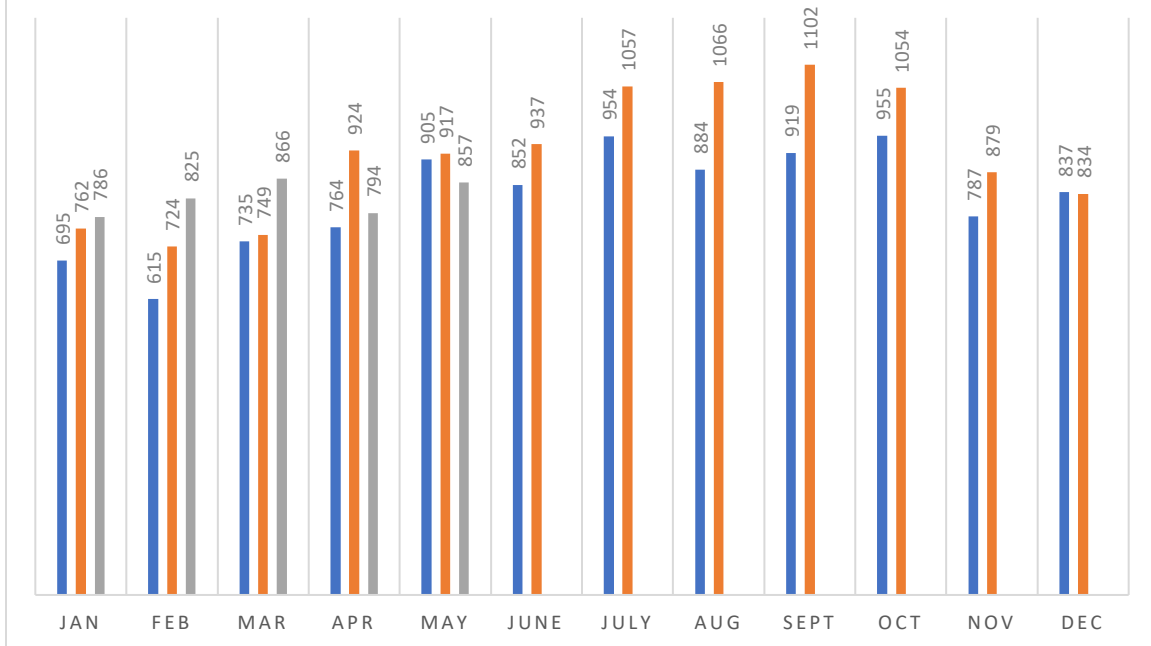
Responses: As of May 31, 2024, the fire department had responded to 4,140 calls for service. During the same period in 2023, we responded to 4,084 calls for service, a 1.37% increase over the same time last year.

Our response numbers account for several high system utilizers. Three hundred people accounted for 1389 calls for service, and the top 29 of those 300 accounted for 466 calls for service. We will work on information-sharing systems and follow-up procedures outside of emergency response to decrease these high utilization numbers.

FIRE DEPARTMENT RESPONSE TOTALS CALENDAR YEAR UPDATED THROUGH 05/31/2024



2022 - 2024 RESPONSES BY MONTH



Overtime: April 01, 2024 – May 31, 2024

- Minimum Staffing Overtime: 1652.25 hrs
- Mandatory Minimum Staffing Overtime: 305.5 hrs

1-year Comparison April 01, 2023 – May 31, 2023

- Minimum Staffing Overtime: 1853 hrs
- Mandatory Minimum Staffing Overtime: 196 hrs

The above data shows a 12.15% decrease in Minimum Staffing Overtime and a 35.84% increase in Mandatory Minimum Staffing Overtime during the same period last year. Overall, the minimum staffing overtime burden on the employees and city budget has decreased by 4.45%.

Note: The above overtime burden on the staff accounts for Minimum Staffing Overtime, giving us the 22 people required to meet minimum staffing levels. This does not account for extra duty jobs, dispatch extra duty or CRT overtime. In the same period, our staff committed to the following extra duty, dispatch extra duty, and CRT overtime:

- Extra Duty: 335.25 hrs
- Dispatch Extra Duty: 595.34 hrs
- CRT Overtime: 626.5 hrs

FY25 Budget: The Fire Department's FY25 budget was presented to the Board of Finance on May 29. The presentation can be found on the City's Civic Clerk system under FY25 budget presentations for that date. The Department is counting on increased operational budget lines to support training, EMS services, mental health care of our responders, tool and equipment purchases, and money to keep our facilities operating.

Fleet: Funding for fleet replacement continues to be a priority for the city's fleet committee. Ensuring fleet repair requests are addressed promptly and coordinated with the shift commanders to reduce response disruptions is a primary concern for the DC of Operations. The new Ladder 4 has arrived in the city. Factory training and up fit have been completed. We expect the new L-4 to be in service by June 15. We expect delivery of two fire apparatuses and one ambulance to the Fire Department in the next three months. Ambulance 4 has an expected delivery timeline of June 2024. With the three-year build schedule for new ambulances and a five-year delivery timeline for new fire trucks, a priority should be placed on a sustainable fleet purchasing plan.

Buildings: The Station 3 bedroom/bathroom project is still in the planning phase. It appears we will have money in the city's capital budget for this project, the apparatus floor repair for Sta.2, and the apparatus floor and stair repair at Sta.1.

Conversations about the Gateway Block are ongoing. Based on heat maps of calls responded to by downtown apparatus, Station 1 is currently in a good location. We will review and update helpful data from the Standards of Cover document, which will help guide conversations about the fire station's location.

Radio System Upgrade: The radio system upgrade has been delayed by some significant failures in the current system that need immediate attention. We are tentatively planning final system testing by September of 2024. With City Place increasing in height, the antenna currently placed on Burlington Square will need to be relocated to the roof of City Place. This will happen once the building is completed. The station alerting project managed by DC Petit is almost complete. Hardware was installed, and mobile applications were rolled out to the staff. The mobile application will be used to recall off-duty personnel. The app will also support live streaming of our primary radio channels once the station alerting installation is complete. Staffing changes at BPD have delayed progress on the live-streaming function. We are working with an outside vendor to complete this connection.

Community Response Team Pilot: Between October 16 and May 31, the team has been staffed with 3327.25 hours of voluntary overtime by our line personnel. This is an average of 100.8 hours of overtime per week, giving us an average weekly in-service time for the unit of 50.4 hours. We have received widespread support and appreciation from the community. A profound thank you goes out to our committed responders doing this difficult work. Every month since the inception of the CRT shows reduced overdose responses from the same month of the prior year.

We received approval to continue the CRT through the end of FY24. We have money in our budget to continue the service into FY25. We plan to staff it with the current overtime model until September 13, 2024, the one-year point. By that date, we will have a plan regarding the future of the CRT program.

		2022	2023	% change 22/23	2024	% change 23/24
January		19	40	111%	25	-38%
February		20	29	45%	25	-14%
March		20	28	40%	23	-18%
April		26	43	65%	17	-60%
May		26	38	46%	37	-3%
June		38	56	47%		
July		38	39	3%		
August		39	57	46%		
September		24	67	179%		
October		33	25	-24%		
November		31	24	-23%		
December		44	24	-45%		

BC McCombie is tracking data coming out of the CRT deployment. Below are some metrics showing the impact of the program. This data shows how many people the team has touched, the quantity of wound care supplies handed out, comfort care supplies distributed, Narcan leave-behind kits distributed, the number of referrals, direct phone requests, and incidents where the team went above and beyond in their duties.

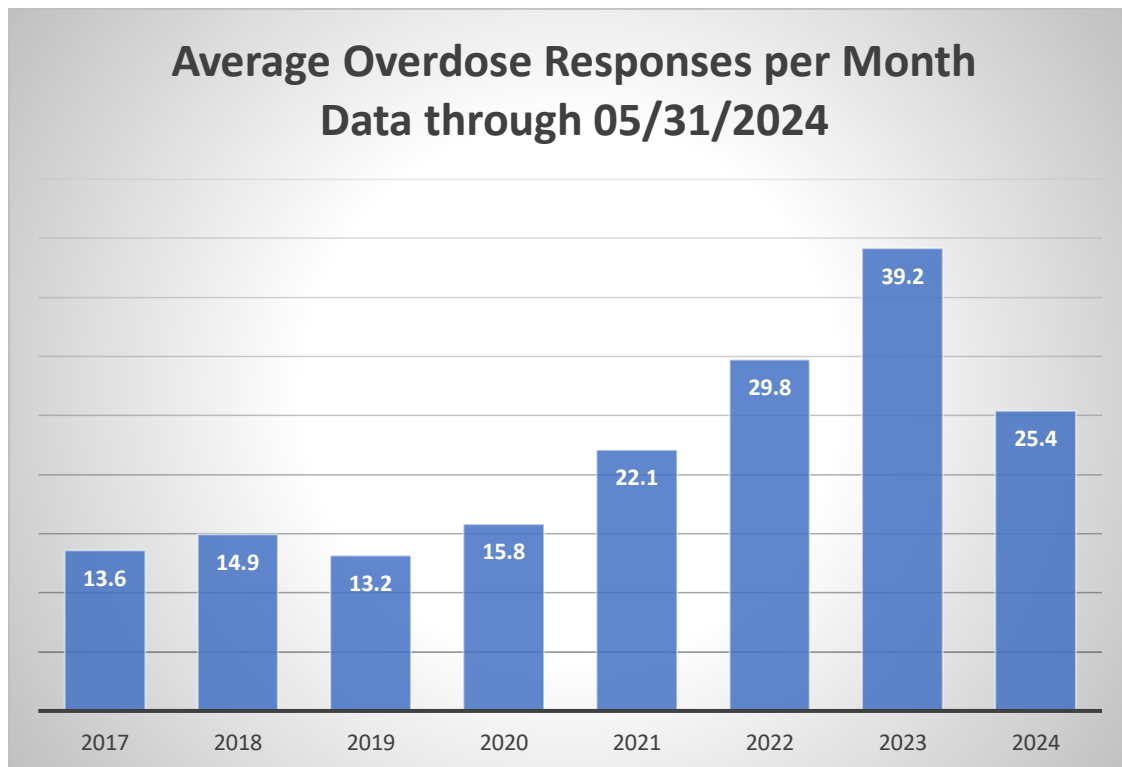
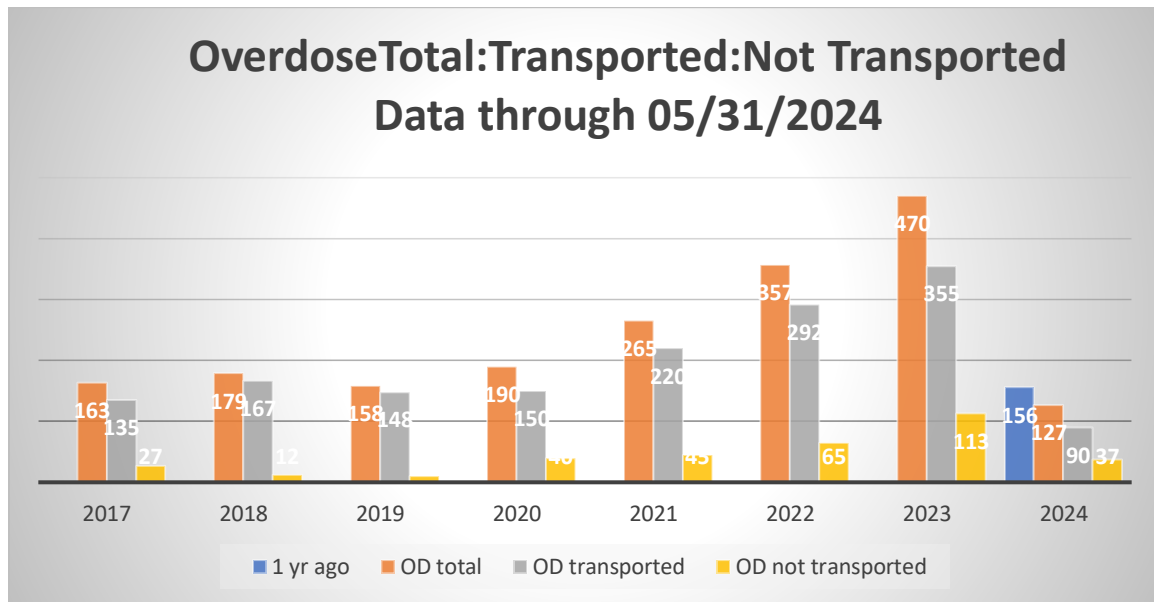
Total:	1647	2530	118	193	32	15	4
	# of Attendees	# of Wound Care Items Distributed	# of Comfort Care Supplies Distributed	# of NLB Kits Distributed	Total # Referrals/ Bridge to Service Providers	Total Request For CRT Members Via Phone	Total Above & Beyond Incidents

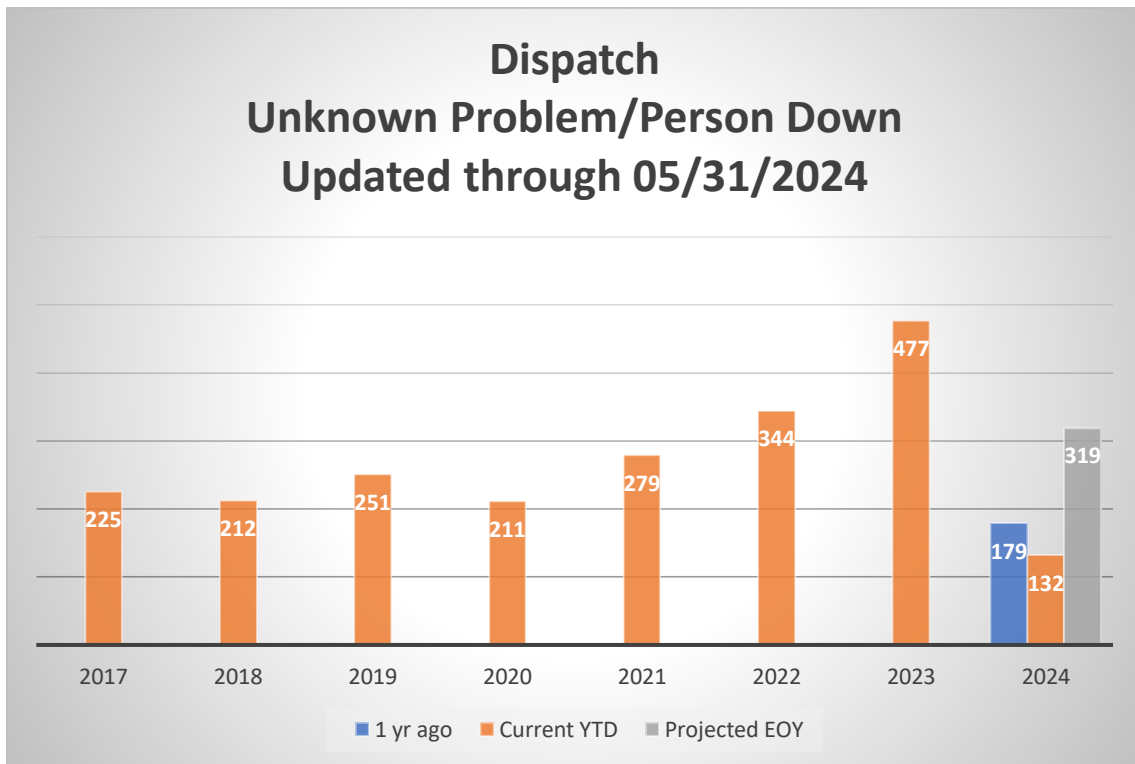
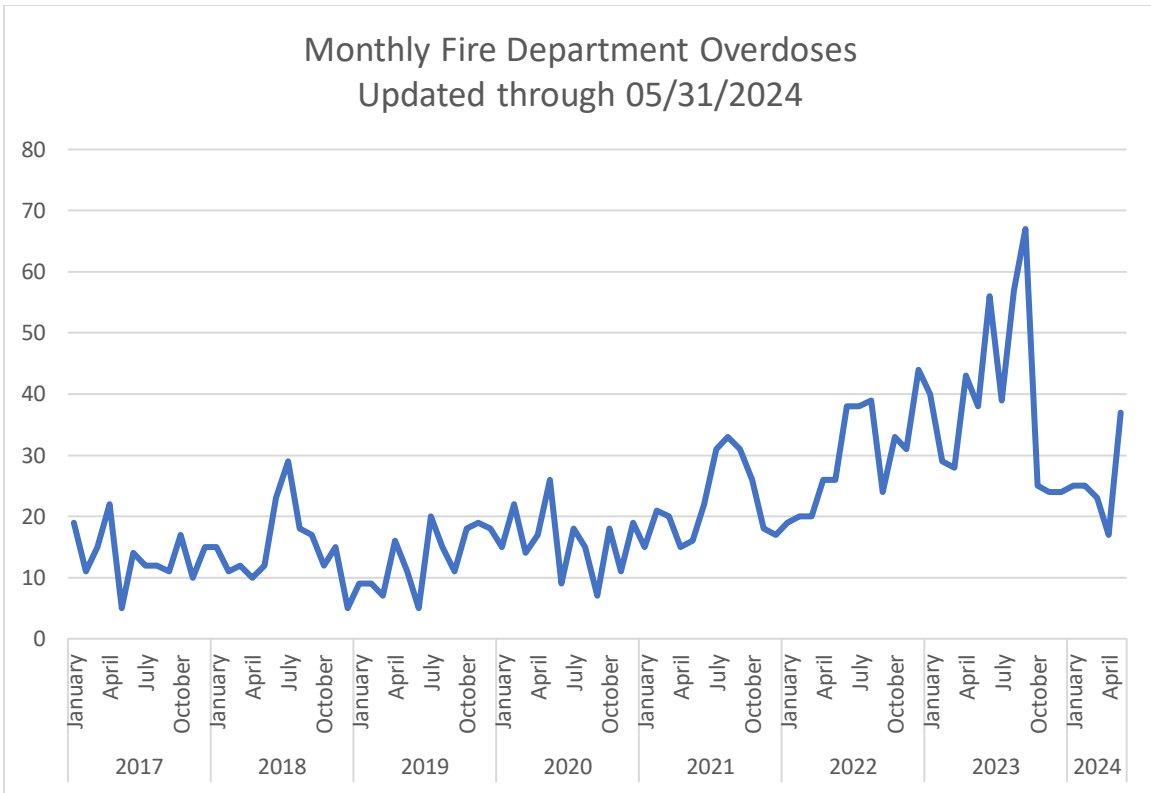
Fire Marshal's Office: The Fire Marshal's office is working toward increased community engagement in FY25. The moderate budget increase in FY25 will allow for increased outreach and training opportunities availability. This is in addition to their normal plan reviews, permitting, inspections, and other division responsibilities.

Training Division: Recruit class 24-1 has begun and will be a significant logistical event for the training division. Quarterly officer training, including outside presenters, is being planned. The division is working with the state on the possibility of a statewide recruit training program similar to the police academy. This work is in its early stages.

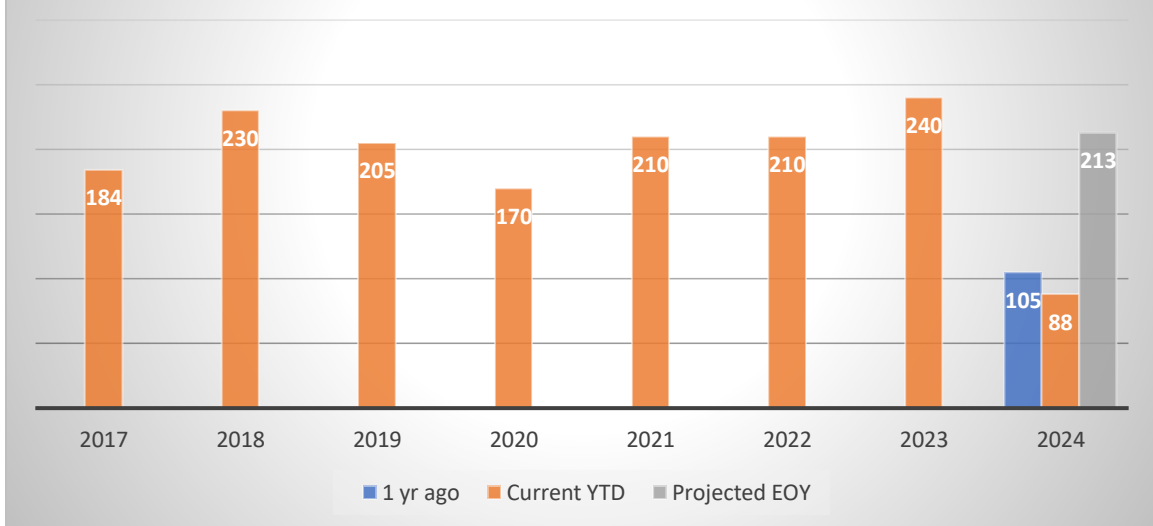
EMS Division: The EMS division is working toward offering buprenorphine to our community struggling with OUD. Working with the state, UVM Med, and other outreach partners, BC McCombie has created City-Link. This will allow a cleaner way to communicate with our partners and coordinate appropriate services.

Latest EMS Response Data:

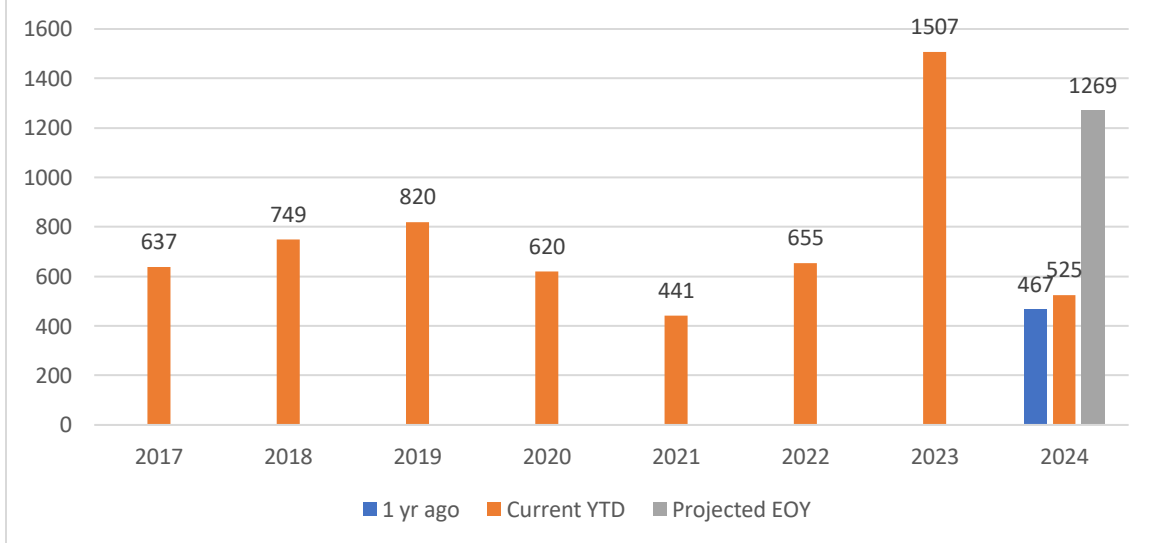


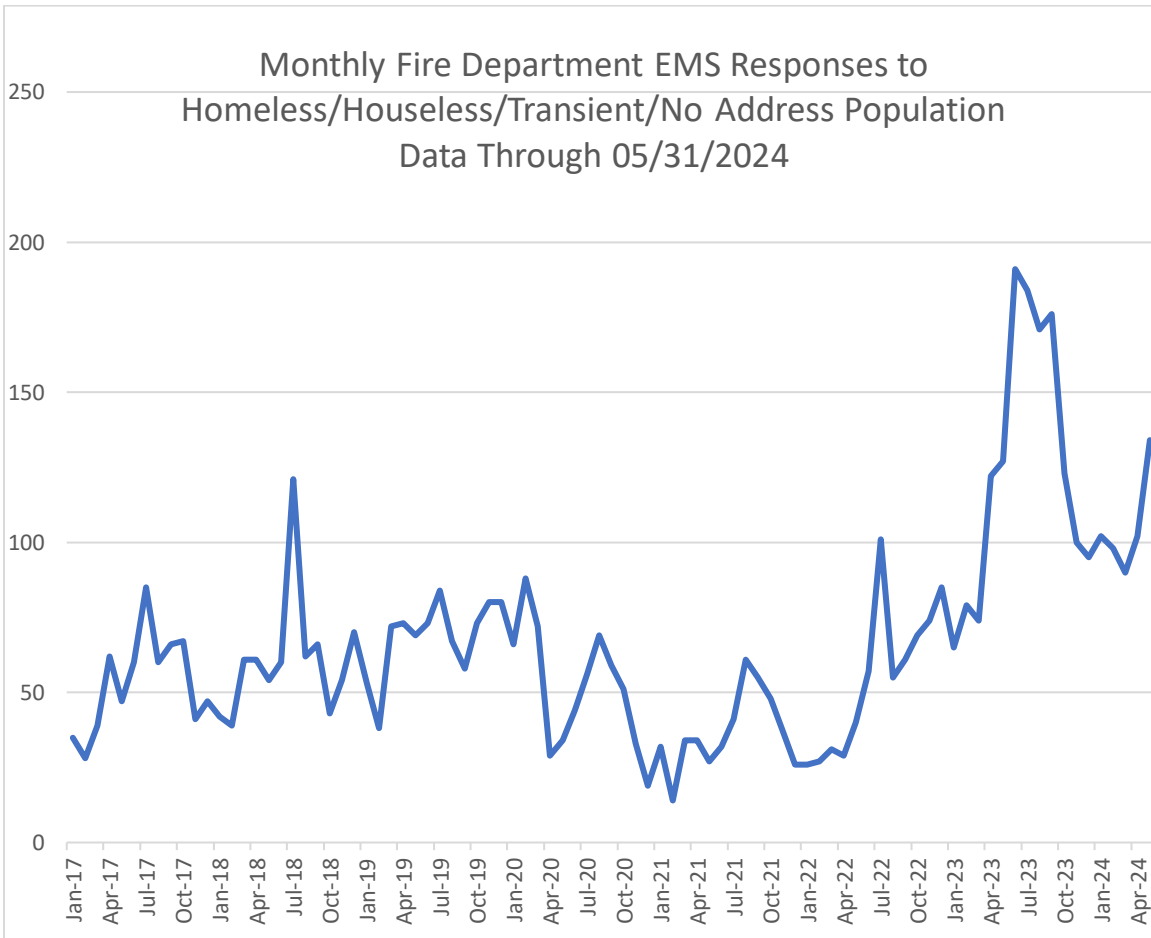
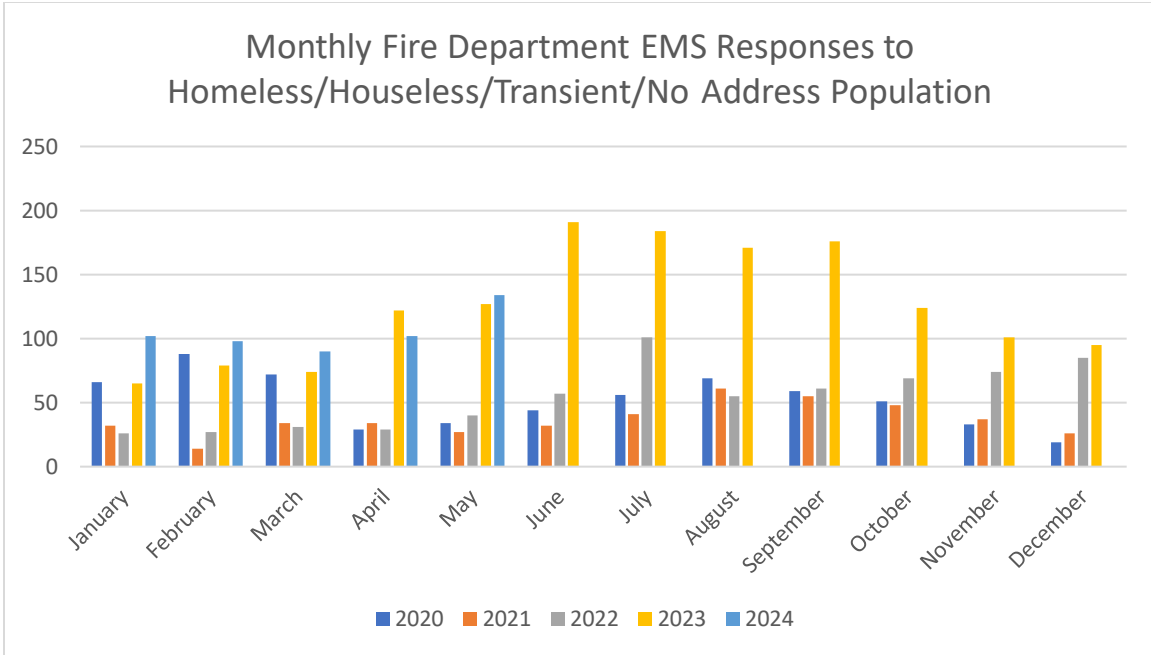


Dispatch Alcohol Intoxication Updated through 05/31/2024



Annual Fire Department EMS Responses to Homeless/Houseless/Transient/ No Address Population Updated through 05/31/2024





CRIMINAL BACKLOG INFORMATION

6.1.24

Pending cases by county:

COUNTY	NEW FELONIES FILED	NEW MISD FILED	TOTAL CASES FILED	Under dispo guidelines	Near dispo guideline *	Over dispo guideline	N/A**	Total Pending Cases	Clearance rate For past month
Addison	11	35	46	162	15	140	26	343	85%
Bennington	31	95	126	430	71	613	132	1246	126%
Caledonia	7	36	43	219	28	721	117	1085	145%
Chittenden	54	173	227	1177	227	1179	236	2819	126%
Essex	7	5	12	91	7	113	19	230	70%
Franklin	19	104	123	589	74	312	109	1084	98%
Grand Isle	0	5	5	20	2	30	8	60	163%
Lamoille	10	41	51	212	36	222	58	528	96%
Orange	15	28	43	146	22	143	26	337	127%
Orleans	15	76	91	265	67	997	90	1419	112%
Rutland	26	93	119	483	86	910	80	1559	111%
Washington	23	87	110	603	85	408	160	1256	121%
Windham	21	88	109	423	78	786	119	1406	73%
Windsor	24	53	77	269	56	400	67	792	88%

* The “Near” category is intended as an alert that a case is close to the time to disposition goal when active days are in this range. It is the interval between 0.75 of the disposition guideline and the disposition. For example, if the disposition guideline is 120 days, near would be 90 – 120 days, under would be less than 90 days and over would be greater than 120 days.

** “N/A” is an abbreviation for not applicable. The Judiciary utilizes a data tool, CORE, for measuring disposition time. The implementation of disposition guidelines in CORE is focused on the interval between case filing and entry of judgment for Court Statistics Project (CSP) case types having a disposition guideline. Circumstances where a case would have a guideline status of “n/a” would include reopened disposition (aka post judgment) or a case type with no disposition guideline. (These are predominantly VOP cases)

CLEARANCE RATES
May 2024

UNIT	CIVIL	CRIMINAL	FAMILY	PROBATE
Addison	140%	85%	84%	89%
Bennington	79%	126%	81%	209%
Caledonia	76%	145%	113%	60%
Chittenden	97%	126%	82%	130%
Essex	67%	70%	140%	133%
Franklin	105%	98%	37%	139%
Grand Isle	129%	163%	50%	0%
Lamoille	88%	96%	103%	50%
Orange	80%	127%	86%	63%
Orleans	122%	112%	79%	255%
Rutland	63%	111%	133%	42%
Washington	107%	121%	77%	108%
Windham	102%	73%	112%	148%
Windsor	115%	88%	92%	14%
Environmental	62%			
Judicial Bureau	103%			

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	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	2024 June
Addison	207%	69%	133%	300%	91%	91%	75%	98%	89%	62%	76%	111%	86%	85%	131%	105%	143%	213%	85%
Bennington	59%	97%	132%	62%	92%	92%	111%	65%	95%	88%	88%	128%	101%	130%	95%	129%	139%	127%	126%
Caledonia	93%	63%	85%	200%	197%	197%	179%	71%	72%	99%	130%	94%	98%	75%	97%	100%	241%	148%	145%
Chittenden	75%	114%	67%	105%	122%	122%	83%	80%	107%	69%	118%	88%	78%	95%	114%	86%	109%	115%	126%
Essex	114%	85%	136%	325%	94%	94%	125%	65%	78%	77%	108%	100%	183%	150%	75%	147%	59%	76%	70%
Franklin	128%	101%	91%	217%	105%	105%	62%	135%	111%	89%	80%	99%	140%	85%	71%	84%	84%	117%	98%
Grand Isle	100%	120%	110%	85%	64%	64%	72%	130%	263%	67%	75%	55%	240%	113%	138%	267%	160%	240%	163%
Lamoille	74%	57%	95%	85%	191%	191%	239%	119%	154%	113%	102%	179%	166%	87%	134%	157%	68%	170%	96%
Orange	83%	65%	94%	86%	88%	88%	90%	94%	58%	56%	90%	122%	161%	178%	138%	103%	65%	133%	127%
Orleans	59%	75%	75%	147%	101%	101%	83%	114%	68%	115%	109%	145%	96%	110%	93%	173%	110%	123%	112%
Rutland	142%	108%	106%	114%	153%	153%	117%	109%	105%	138%	160%	115%	123%	136%	133%	145%	122%	134%	111%
Washington	124%	147%	122%	114%	83%	83%	107%	91%	64%	109%	97%	98%	87%	90%	115%	107%	96%	111%	121%
Windham	124%	101%	112%	275%	117%	117%	104%	64%	92%	93%	97%	108%	119%	93%	99%	113%	73%	100%	73%
Windsor	121%	84%	130%	136%	111%	111%	129%	73%	98%	111%	109%	102%	122%	79%	102%	99%	105%	73%	88%