



Police Commission

Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor

When: Oct 22, 2024 06:00 PM Eastern Time (US and Canada)
Topic: Police Commission Meeting

Please click the link below to join the webinar:

<https://zoom.us/j/99075206976>

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Webinar ID: 990 7520 6976

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1. Agenda

1.1. Call to Order

1.2. Roll Call and Determination of Quorum

1.3. Additions or Modifications to Agenda

2. Adopt Minutes

Subject	2.1. Motion to Approve and Adopt Draft Minutes from September 24, 2024
Meeting	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	2. Adopt Minutes
Department	City Attorney
Type	
Recommended Action	

3. Public Forum (Time Limited 10 Minutes)

3.1. The public is invited to address the Commission

4. Police Department Business (Time Limited 20 Minutes)

Subject	4.1. Chief's Report
Meeting	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	4. Police Department Business (Time Limited 20 Minutes)
Department	Police Department
Type	
Recommended Action	

Subject	4.2. Use of Force Report
Meeting	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	4. Police Department Business (Time Limited 20 Minutes)
Department	Police Department
Type	
Recommended Action	

5. Commission Business (Time Limited 30 Minutes)

5.1. Discussion with the Chief: Risk management for the officers; Health and well-being; Modern aids in report writing; ICAT and DD13.3 and Infrastructure

6. Commendations (Time Limited 5 Minutes)

Subject	6.1. Officer Commendations
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Meeting	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	6. Commendations (Time Limited 5 Minutes)
Department	Council and Board
Type	
Recommended Action	

7. Commissioner Comments (Time Limited 15 Minutes)

Subject	7.1. Commissioner Comments
Meeting	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	7. Commissioner Comments (Time Limited 15 Minutes)
Department	Council and Board
Type	
Recommended Action	

8. Executive Session

8.1. Executive Session

9. Adjournment

9.1. Motion to Adjourn

10. Informational and Non-Discrimination Statements

Subject	10.1. 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. This meeting will also air on Town Meeting TV the Wednesday after the meeting, starting at 8:00 pm and repeating at 1:00 am and 7:00 am the following day. 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	October 22, 2024 - Police Commission Meeting - Tuesday, October 22, 2024, 6:00 PM, Zoom/Contois Auditorium, City Hall, 149 Church Street - 2nd Floor
Category	10. Informational and Non-Discrimination Statements
Department	Council and Board
Type	



BURLINGTON POLICE COMMISSION
ZOOM/CONTOIS AUDITORIUM, CITY HALL, 149 CHURCH STREET - 2ND FLOOR
MINUTES OF MEETING
September 24, 2024

1. Agenda

1.1. Call to Order

Meeting Called to Order at 0602pm

1.2. Roll Call and Determination of Quorum

All Commissioners Present

In Person

Commissioner Roa
Commissioner Depper
Commissioner Oski
Commissioner Keefe

Online

Commissioner Cox
Commissioner Garrison
Commissioner Comerford

City Staff Present

BPD Chief Murad
Commission Staff support: Kristen Kaichen
Mayor, Emma Mulvaney-Stanak
Senior Advisor on Community Safety, Ingrid Jones

1.3. Additions or Modifications to Agenda

There were no motions to modify the agenda.

Motion to accept the agenda made by : Moved, seconded by, and approved unanimously.

2. Adopt Minutes

2.1. Motion to Approve and Adopt Draft Minutes from August 27, 2024

The minutes from the August 2024 meeting were discussed. Commissioner Keefe's name was noted to have been misspelled throughout the minutes, and there were other minor spelling errors.

- **Motion to approve the minutes with corrections:** Moved, seconded, and passed unanimously.

3. Public Forum (Time Limited 10 Minutes)

3.1. The public is invited to address the Commission

No Members of the public in person or online wished to address the commission at this time.

4. Police Department Business (Time Limited 20 Minutes)

4.1. Chief's Report

Chief Murad presented the department's September report with a focus on the following points:

Facilities:

- The department spends a significant amount of time in the building, which has not seen major renovations since the mid-1990s when it was acquired.
- Other regional police departments have undergone recent renovations or new constructions, putting Burlington's facilities behind in comparison.
- Despite 24/7 operations for nearly 30 years, the facility has not been significantly updated, and the need for renovation is becoming more critical.

Staffing:

- BPD will be losing 2 officers by the end of the week, with 66 officers on Oct. 1.
- The department has an effective officer count that is higher than it has been in the previous 3 years.
- As of September 15th there are 28 officers on patrol.
- The department has a number of unique roles, including CSO's and CSLs
- BPD is currently working on a recruitment video.

Community Outreach :

- Creeme with a cop event hosted at the Bagel Cafe in the NNE
- BPD worked on traffic control and partook in the City's 2024 PRIDE march on Sept. 20th

Incidents

- The City experienced it's first Murder of 2024, the incident also showcased response from both sworn officers and professional services of the BPD.
- incidents are about even with where they were in the previous year.
- seeing improvements in some Valcore incidents, and in regards to the overdose incidents it is worth noting that those numbers do not reflect fatal overdoses.

Commissioner Depper asked once again for exit interview data, the chief stated that he not having that data available at this time.

Commissioner Comerford asked for an update on the recent incidents involving young people. The chief reiterated that the groups youth are not in his view a gang. Saying that he belies these are some 20-30 juveniles who are acting in connection to primary bad actors.

Commissioner Keefe, asked for clarification on the roles of the CAPE program and CARE team. The Chief shared a breakdown of the potions within the CAPE team.

Commissioner Cox, asked if the creeme with a Cop event would re occur. The Chief shared that the event was made possible by Bagel cafe covered the cost of the event.

Commissioner Cox also asked about what stress and wellness resources are available to officers. The Chief shared information about their Fit Force program, which is now covering some mediation services and other mental health wellness programs.

4.2. Use of Force Report

The use of force report was submitted to the commission on Monday 24th 2024, the commission did not have a chance to review the report prior to the public meeting.

5. Commission Business (Time Limited 30 Minutes)

5.1. Comments from Mayor Mulvaney-Stanak and Community Safety Senior Advisor Ingrid Jonas (7 PM)

Madam Mayor Emma Mulvaney-Stanak shared the following items:

- The first of the ongoing community safety forums was held last Thursday, and invited the community to continue to engage in those conversations.
- The administration is taking an approach to addressing "Hot-spots" in the city.
- The appointment of Ingrid Jonas in the role of Senior Advisor on Community Safety.
- Address continued staffing issues of the police commission.
- Shared that the administration wishes to continue partnering with the commission.

Ingrid Jonas gave a brief introduction and hello to members of the committee.

5.2. Discuss Incident Data (including but not limited to Use of Force data)

Commissioner Cox shared that she had been working on data for the commission's report. Noted that there were some instances where data was not consistent between the monthly use of force report and the public data set available via the City's open data portal. With a comparison of the type of case/ incidents and application of use of force.

The chief shared that the data analyst was taking the whole data, and not factoring in the totality of the event. For instance, an officer may write a traffic citation for an incident involving a drunk driver post a crash, and the system will flag that instance as a traffic stop, where the information of the totality of the event would not be viewed as a traffic stop. Furthermore, the Chief shared that the monthly Use of force report from the department is the best data set available.

5.3. Process and Outcome of Reviewing Use of Force Body Worn Cameras

5.4. De-escalation Training Information and Discussion

6. Commendations (Time Limited 5 Minutes)

6.1. Officer Commendations

7. Commissioner Comments (Time Limited 15 Minutes)

7.1. Commissioner Comments

8. Executive Session

8.1. Executive Session

9. Adjournment

9.1. Motion to Adjourn

10. Informational and Non-Discrimination Statements

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BURLINGTON POLICE CHIEF'S REPORT

October 2024



FAREWELL TO RECRUITMENT COORDINATOR BAJWA

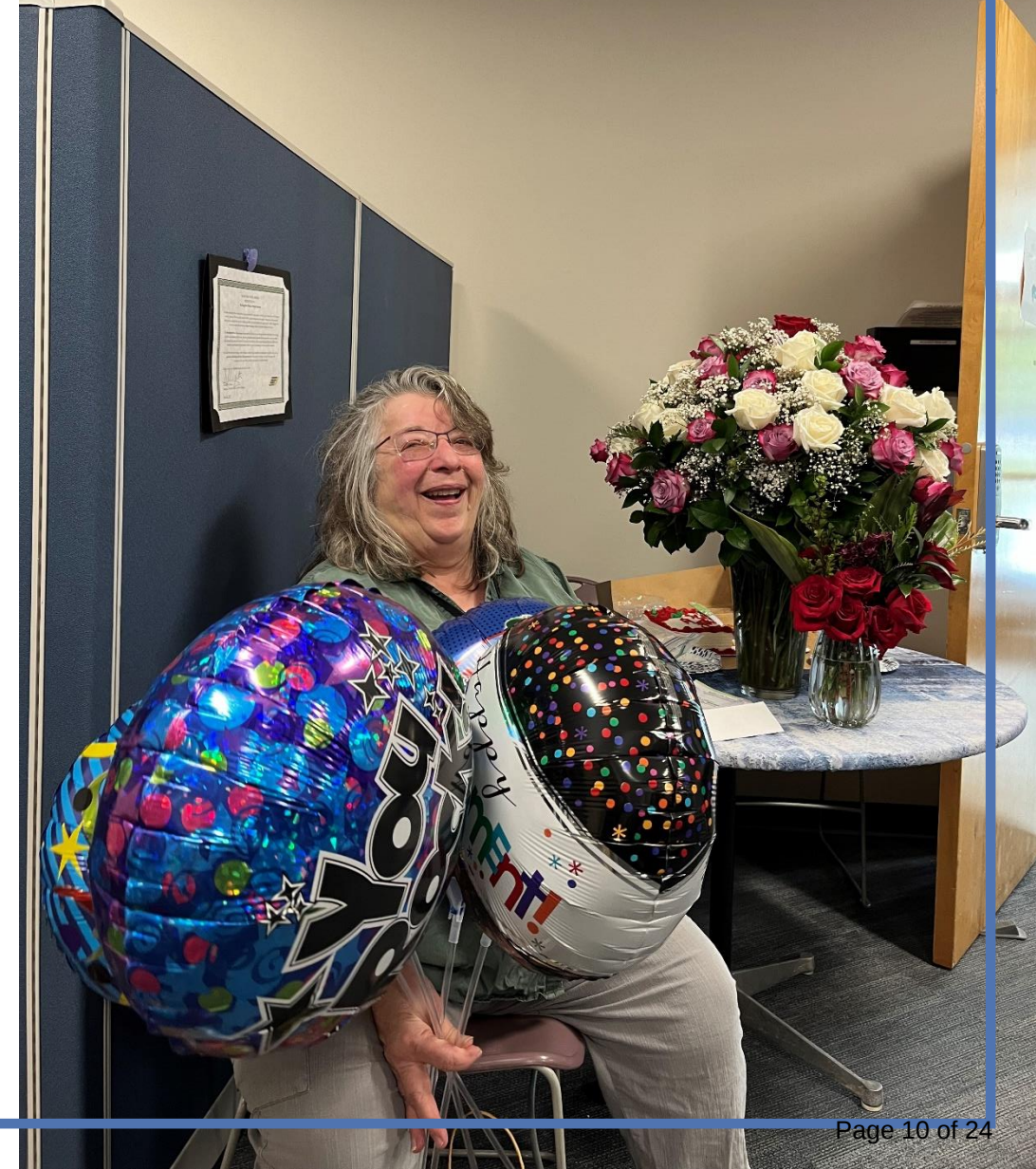


In her short tenure with the BPD, Anhad Bajwa made a long-lasting difference. She was our first Recruitment Coordinator, a new professional position we created to help our sworn Recruitment Officer meet our rebuilding goals. Over a year and a half—from May 1, 2023, to October 18, 2024—Recruitment Coordinator Bajwa helped with the BPD achieve its best recruiting year ever in 2023. In total, her time with the BPD saw us bringing aboard 16 sworn officers, five Emergency Communications Specialists, five Community Service Officers, and two Community Support Liaisons, among other roles. She and her husband are moving out of state and we wish her continued success in her new adventures.



FIVE DECADES OF SERVICE – JANE HACKLEY

Jane Hackley joined the BPD as a Records Clerk on December 8, 1975. Back then Burlington had about 39,000 people, and the BPD had 98 employees. The chief was the highest paid, just shy of \$17,000 a year. Church Street had vehicle traffic and no bricks, and the police department was on South Winooski Avenue. Since then Jane's seen a lot—"tremendous changes," she told us as we enjoyed her retirement cake. She's been a mainstay of our Department, a constant presence. We're sorry to see her go, because the place won't seem the same without her, but we are so happy for her to take her well-deserved retirement!



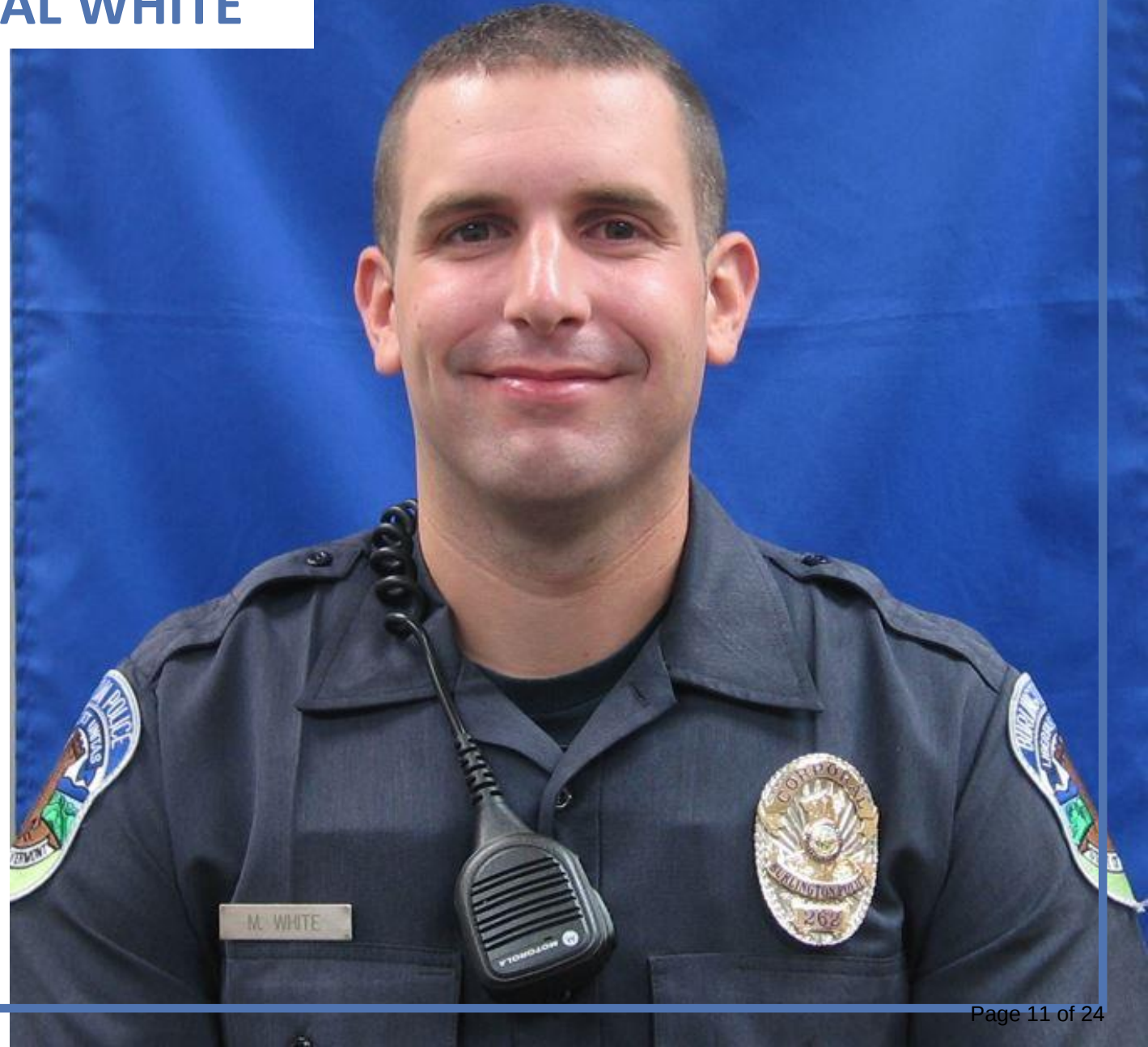


TWENTY YEARS – CORPORAL WHITE

This month, we wished Corporal Matthew White a happy retirement after 20 years of service with the Burlington Police Department.

Corporal White joined the Burlington Police Department in 2004; his last day was October 12, 2024. Throughout his career, Corporal White served as a uniformed patrol officer and an airport officer. From 2014 to 2015, Corporal White served as a Drug Unit Detective. Corporal White was awarded a Team Award in 2005 as part of the “Downtown Area Team” and a Certificate of High Achievement in 2009 from the BPD.

The Department and the City sincerely thank Corporal White for all the hard work, dedication, and contributions he has made over the years.





TWENTY YEARS – CORPORAL WILSON



In September, Corporal Kevin Wilson retired after 20 years of service.

Corporal Wilson joined the Burlington Police Department in 2004; his last day was September 27, 2024. Throughout his career, Corporal Wilson served as a uniformed patrol officer, a motorcycle officer, and an airport officer. Corporal Wilson also served as a member of our Honor Guard. Corporal Wilson received a Distinguished Service Medal in 2007.

Corporal Wilson is an avid cyclist and runner. As a runner, he even did a half-marathon in Antarctica! As a cyclist, Corporal Wilson took part in Police Unity Tours—a four-day, 300-mile bicycle-ride fundraiser for the National Law Enforcement Memorial and police officers lost in the line of duty. This year was Corporal Wilson's 10th year participating in this event. During this year's tour, instead of riding a bicycle, Corporal Wilson escorted the tour on a BPD motorcycle. Thank you for 20 wonderful years, Corporal Wilson!



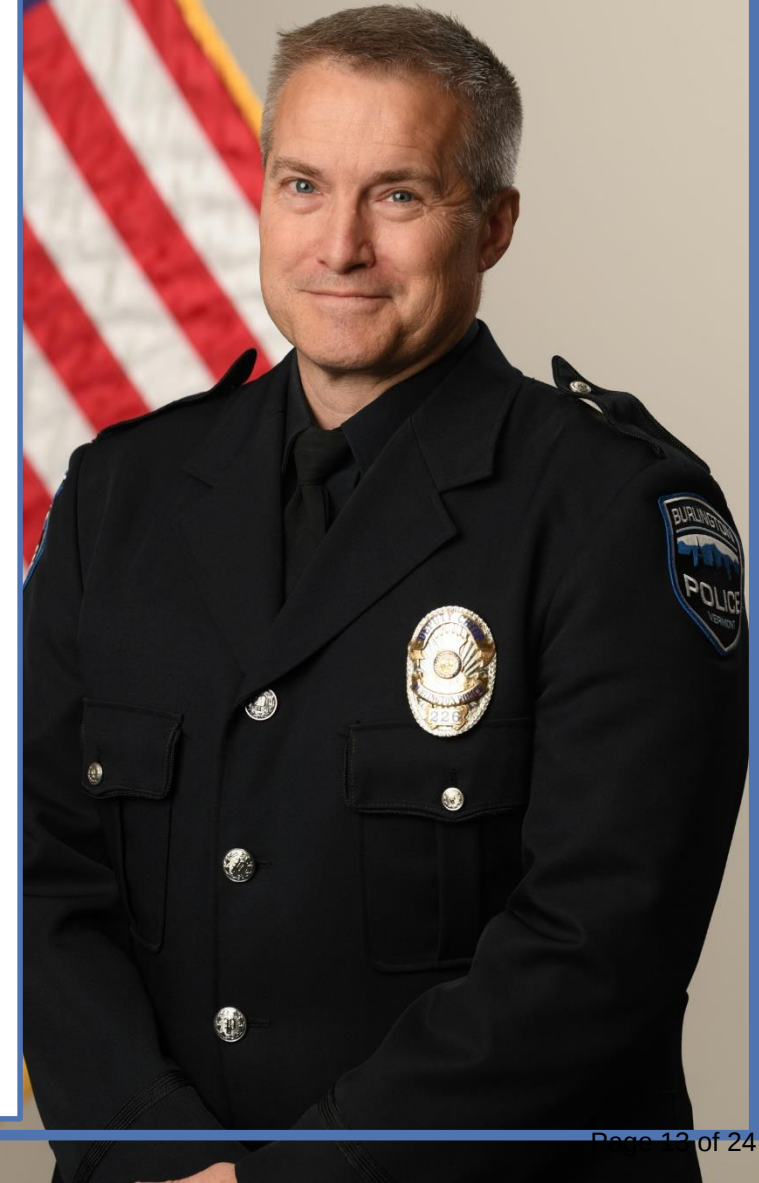
A HISTORY OF SERVICE – DC LABREQUE

In September, we also bade farewell to Deputy Chief of Operations Wade Labrecque. In nearly 24 years with the BPD, Deputy Chief Labrecque served the City of Burlington and the department as a patrol officer, sergeant, lieutenant, and deputy chief. He spent eight years with a hairy partner, K-9 Andre, and they made huge drug seizures and important, life-saving tracks. The pair were the state's top narcotics detection team four times. In 2016 they were inducted into the Vermont Police Canine Hall of Fame.

In 2015 he was promoted to sergeant, and in 2019 he became a lieutenant. Since being designated Acting Deputy Chief on September 25, 2020, he has managed our Uniformed Services Bureau during a time of unprecedented hardship and challenge, facing plummeting patrol numbers no DC Ops ever faced.

"Every day he has confronted the challenge of balancing our obligation to keep our community safe while ensuring our officers' safety and wellness, too. In all the 1,453 days since then, I have valued his guidance, leadership, and friendship. The department and the City are better for his service."

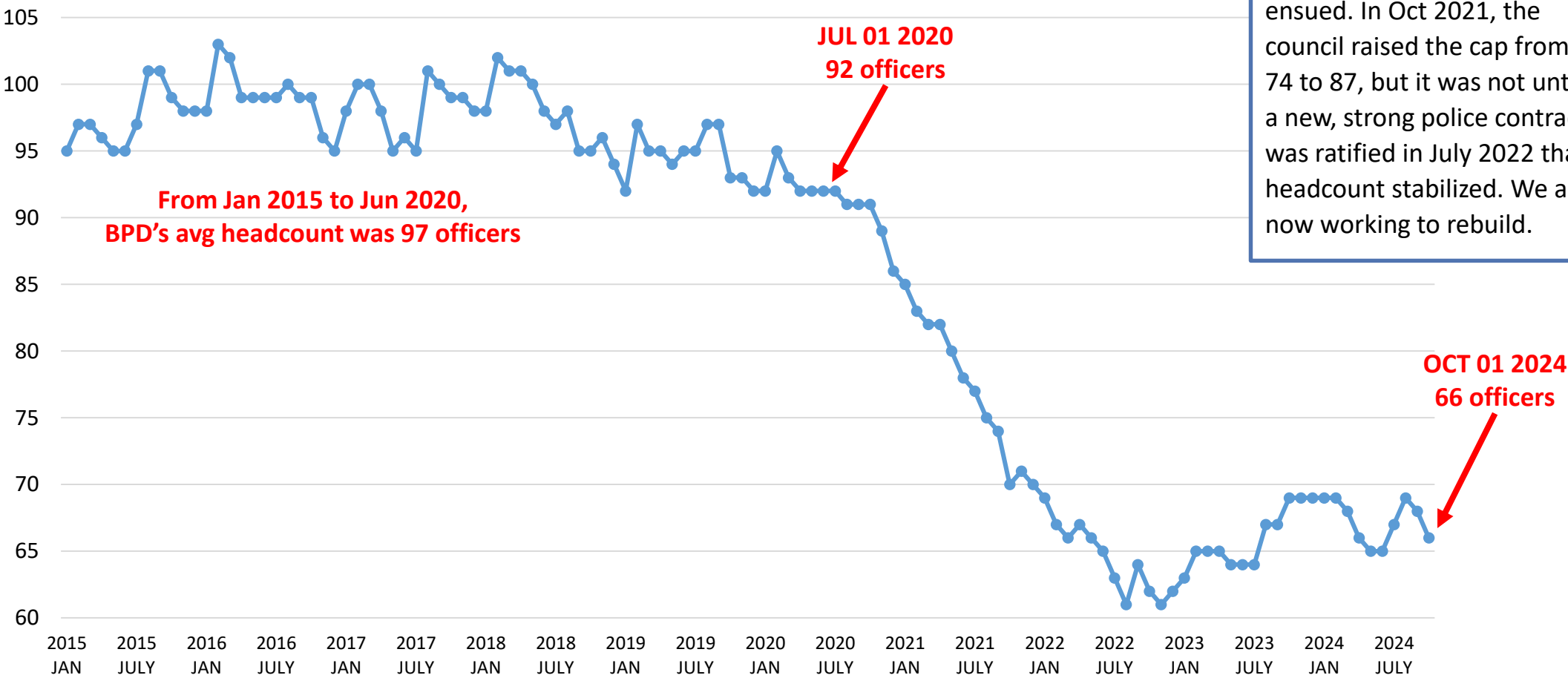
~ Chief Murad





BPD SWORN OFFICER HEADCOUNT, 2015-2024

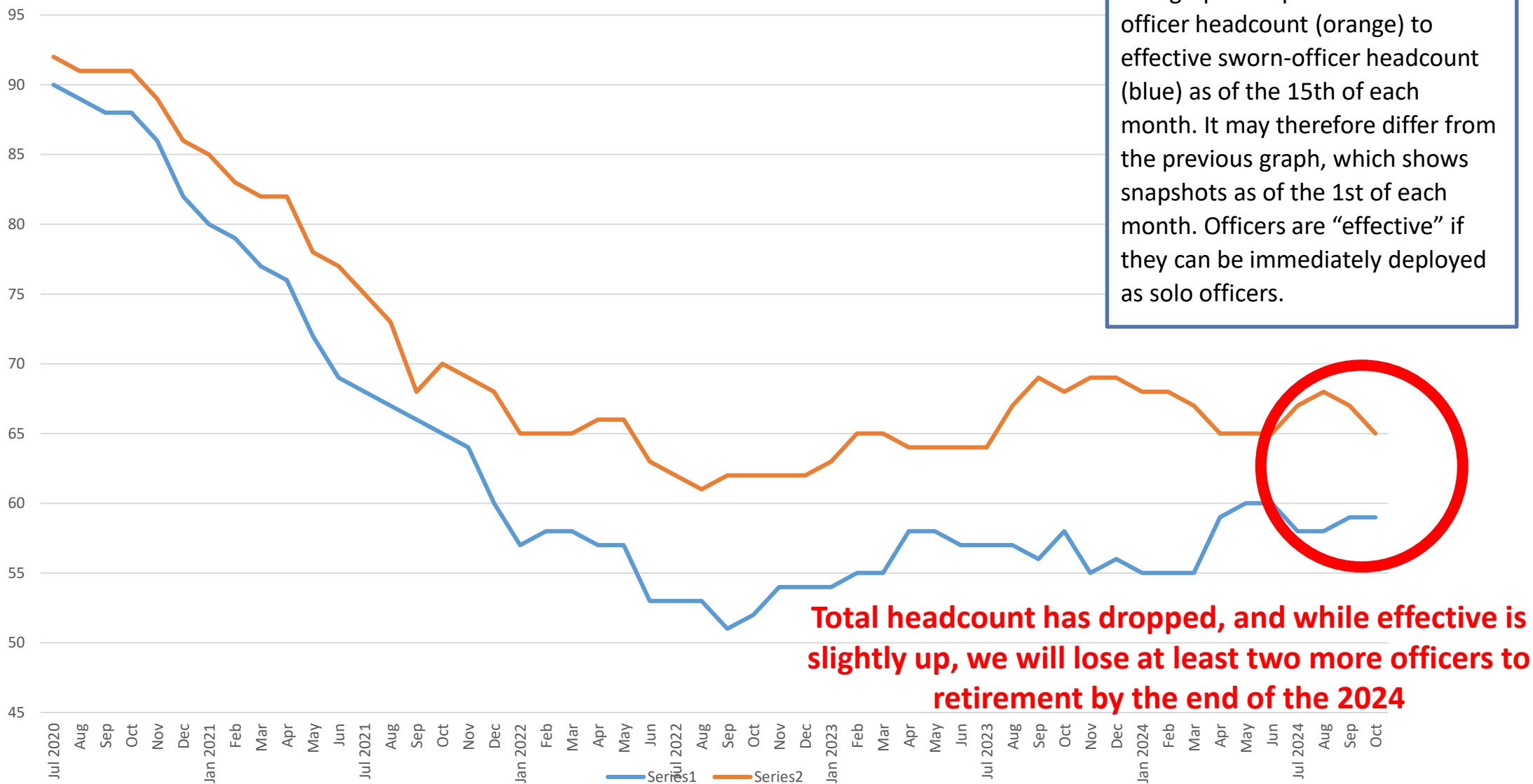
TOTAL SWORN HEADCOUNT, as of the first of each month, month-by-month



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.



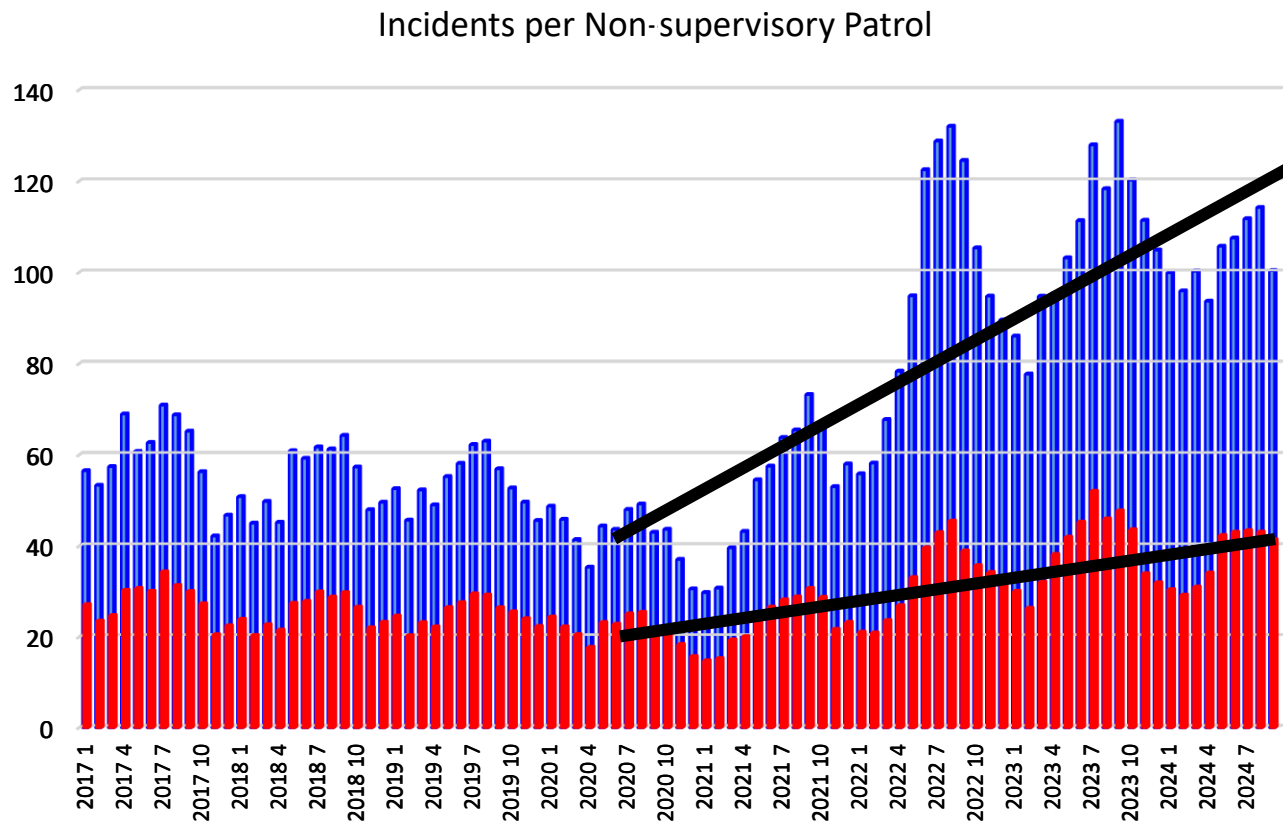
ACTUAL vs EFFECTIVE, JULY 2020 to SEP 2024



Total headcount has dropped, and while effective is slightly up, we will lose at least two more officers to retirement by the end of the 2024



INCIDENTS vs HEADCOUNT, Month-to-Month



But comparing total incidents to total officers underestimates the burden on patrol. The majority (>75%) of incidents are answered by non-supervisory patrol officers. This graph shows **incidents-per-officer** for **all sworn (red)** versus for **non-supervisory sworn on patrol (blue)**. Note that it does not account for incidents answered at the airport, by detectives, by supervisors, or by CSOs and CSLs. (For example, CSOs were the primary officer on 16% of incidents in 2022, 12% in 2023, and 13% so far in 2024.) Therefore the true burden on sworn patrol officers lies somewhere between the red and the blue. It's still staggering; **the trendline shows a 200% increase**.



65 TOTAL, 59 EFFECTIVE

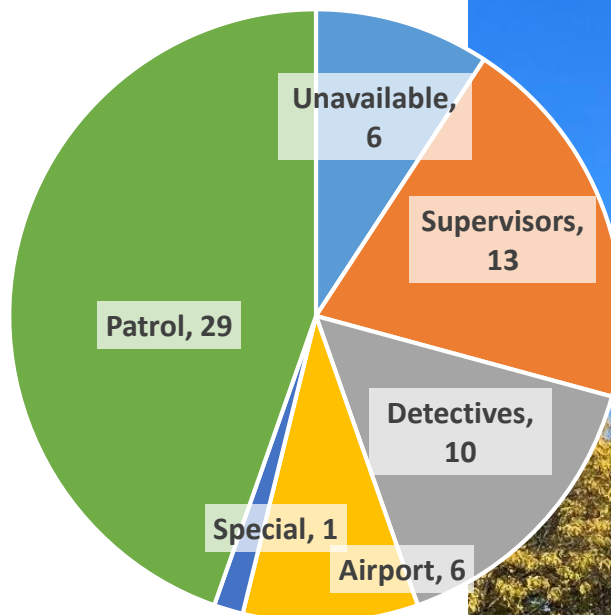
As of Oct 15 2024, we are authorized for 87 sworn officers. Of those 87, we employ 65. Of those 65, 59 are able to be deployed as solo officers, or “effective.”

Sixty-five as of October 15 2024
minus 6 maternity, military, VPA, etc. = 59
minus 13 supervisors = 46
minus 10 detectives = 36
minus 6 airport officers = 30
minus 1* special assignment = 29

29

officers on Patrol

* Previously there were three special assignments, but patrol deficits and summer call volume have necessitated that two—the Domestic Violence Prevention Officer (DVPO) and the temporary Narcotics Officer—be deployed on patrol. These officers will return to their special assignments next week, on November 3.



We also have 5 Community Service Officers (CSOs) and 5 Community Support Liaisons (CSLs).



PUBLIC SAFETY ROLES UNIQUE TO BPD

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

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

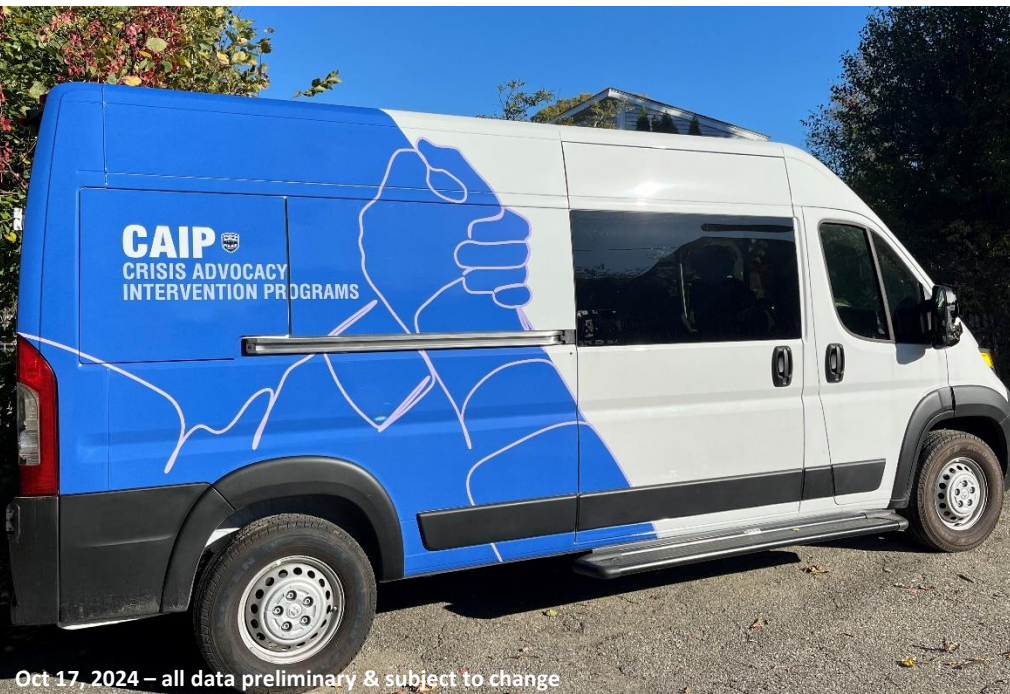
These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has seven employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officers. Five of our current officers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

**BPD
currently
has 5 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.



Oct 17, 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	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			



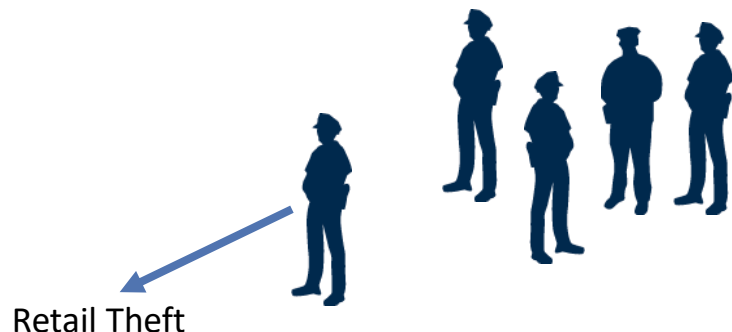
HOW THE PRIORITY RESPONSE PLAN WORKS

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

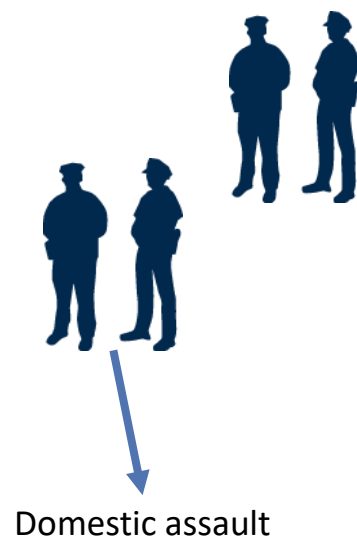
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



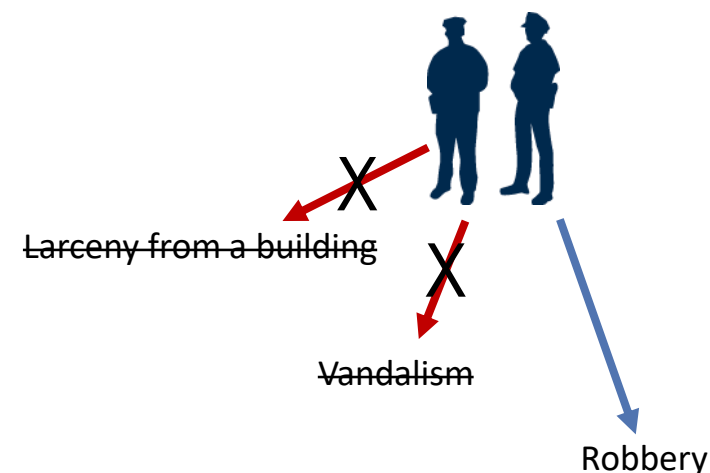
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



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

	YTD INCIDENTS (as of 10/15)	%Δ
2019	22,923	
2020	19,660	↓14%
2021	17,444	↓11%
2022	19,971	↑13%
2023	24,767	↑24%
2024	24,274	↓2%
	Δ 2019 to 2024:	↑6%

YEAR-TO-DATE 10/15

Incidents in 2024 are down 2% compared to 2023. But BPD is still addressing 6% more incidents than in 2019, with 50% fewer non-supervisory patrol officers. As a result, of the 24,274 incidents in 2024 so far, 3,236 have been “stacked”—i.e., 13%. And 1,286 began as online reports, or 5%.



It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on a 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 OCTOBER 15

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Nonfatal Overdose ***	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2019	42	124	78	72	120	64	379	3	553	605	40	18	42	45	1,549
2020	44	123	85	45	120	43	509	10	605	752	74	16	50	52	1,033
2021	51	119	143	70	116	33	468	13	863	774	111	9	37	101	557
2022	55	141	151	81	114	37	446	25	1,204	961	180	17	33	272	337
2023	44	148	161	96	72	40	378	10	1,347	799	377	18	28	262	509
2024	72	142	151	89	66	35	368	12	1,157	798	508	18	24	149	666

* = 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”

*** = fatal overdoses are categorized separately from nonfatal overdoses, and are aggregated with all other “Untimely Death” incidents.

NOTE: All categories shown year-to-date, through October 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.



OVERDOSE



In 2023, the State of Vermont saw overdose deaths decline 5% from the previous year—after several years of increases. So far this year—for January through June, 2024—overdose fatalities that occurred have fallen 22% when compared to the same period in 2023. (national data from the Centers for Disease Control & Prevention).

Burlington's fatal overdoses are in keeping with these trends.

So why are Burlington's nonfatal overdoses higher than they've ever been—35% higher than last year and 226% higher than the five-year average (2019 to 2023)—when fatal overdoses are falling?



THE BPD IS HIRING!

**\$74,415 to \$82,084
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**

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