



City Council - Public Safety Committee

Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

When: Oct 24, 2024 05:30 PM Eastern Time (US and Canada)

Topic: Public Safety Committee Meeting

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1. Adopt the Agenda

1.1. Motion to amend/adopt agenda

2. Adopt Minutes

Subject	2.1. Motion to Adopt Draft Minutes from September 19, 2024
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	2. Adopt Minutes
Department	City Attorney
Type	
Subject	2.2. Motion to Adopt Draft Trespass Appeal Hearing Minutes from September 19, 2024
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	2. Adopt Minutes
Department	City Attorney
Type	

3. Public Forum

Subject	3.1. Verbal Comments
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	3. Public Forum
Department	
Type	

4. Burlington Fire Department Update

Subject	4.1. Commission Report Review
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	4. Burlington Fire Department Update
Department	Fire Department
Type	
Subject	4.2. Incident Type Breakdown
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	4. Burlington Fire Department Update
Department	Fire Department
Type	
Subject	4.3. Recruitment Update with Social Media Data
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category	4. Burlington Fire Department Update
Department	City Attorney
Type	
Subject	4.4. Wellness
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	4. Burlington Fire Department Update
Department	Fire Department
Type	
Subject	4.5. Burlington Community Connection Program
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	4. Burlington Fire Department Update
Department	Fire Department
Type	

5. Burlington Police Department Update

Subject	5.1. Conversation with Executive Manager Shannon Trammell including data requests, community engagement, and recruitment
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	5. Burlington Police Department Update
Department	Police Department
Type	
Recommended Action	
Subject	5.2. Commission Report Review
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	5. Burlington Police Department Update
Department	Police Department
Type	
Recommended Action	
Subject	5.3. Traffic Enforcement with Sergeant Mellis (Time Certain 6-6:15 PM)
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category 5. Burlington Police Department Update

Department Police Department

Type

Recommended Action

Subject 5.4. Recruitment - Use of Digital Advertising

Meeting October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category 5. Burlington Police Department Update

Department Police Department

Type

Recommended Action

6. State's Attorney Data

Subject 6.1. State's Attorney's Data Review

Meeting October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category 6. State's Attorney Data

Department Council and Board

Type

7. VCR - Violations of Conditions of Release

Subject 7.1. Violations of Conditions of Release Discussion

Meeting October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category 7. VCR - Violations of Conditions of Release

Department Council and Board

Type

Recommended Action

8. Adjournment

Subject 8.1. Motion to adjourn

Meeting October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom

Category 8. Adjournment

Department Council and Board

Type

Recommended Action

9. Informational and Non-Discrimination Statements

Subject	9.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.
Meeting	October 24, 2024 - Public Safety Committee Meeting Agenda - Thursday, October 24, 2024, 5:30 PM, Remote via Zoom
Category	9. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

Public Safety Committee
Thursday, September 19, 2024
Remote via Zoom and In-person in Sharon Bushor Conference Room, City Hall
Burlington, Vermont
DRAFT MINUTES

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

Staff Present: Hayley McClenahan (Assistant City Attorney), Jon Murad (Police Chief, Remote), Michael LaChance (Fire Chief, Remote)

Meeting called to order at 8:24 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 Grant

Final Resolution: Motion Passes

Yes: Unanimous

2. Adopt Minutes

2.01 Adopt Minutes from July 18, 2024

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

Motion by Councilor Barlow, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

3. Public Forum

3.01 Verbal Comments

Public forum was delayed until 8:45 AM and opened at 10:08 AM. Public forum closed at 10:09 AM.

4. Chiefs' Reports

4.01 BPD: August 2024

Following the Fire Commission Report, Chief Murad reviewed the Police Commission Report from August 2024:

- Four new officers were sworn in at a ceremony attended by the Mayor. Two officers have since left the Department. More dispatchers have been onboarded, and CAIP's

Anne Wageling received a promotion from Community Support Liaison to Community Support Supervisor.

- Recruitment Officer Carolynne Erwin was recognized for 20 years of service and is anticipated to retire following the next academy class in February 2025. Additionally, Recruitment Coordinator Anhad Bajwa will be moving out of state for her spouse's new job, meaning the Recruitment team will be in transition in the near future.
- The Department's focus continues to be on rebuilding ranks and the facility.
- Community Service Officers participated in a training with the Humane Society, sponsored by BPD, as animal control calls are mainly handled by CSOs. The training was also attended by other agencies' sworn officers.
- Department Directive 40 was rewritten, incorporating recommendations from the CNA report and in collaboration with the Police Commission, members of the public, the BPOA, the City Attorney's Office, and Human Resources. The new directive aims to make every aspect of the CNA report a reality, clarify the complaint process and provide transparency. The new directive provides multiple channels for filing complaints online or on paper at multiple sites, which all go to the Police Commission for review. Investigation procedures are in compliance with the State's investigation requirements. Complaints concerning sensitive personnel matters, in which all information should not be made public in the interest of protecting the employee's rights, are investigated and deliberated in full transparency with the Police Commission, serving as the public's representative body. In the new directive, though the Chief maintains disciplinary authority, the Chief does not have final authority.
- As of August 1, BPD had 69 officers and 68 as of September 1. Chief Murad anticipates this headcount to drop to about 65 officers. The goal was to be in the low 70s by the end of 2024. In 2023, BPD ended the year with 69 officers. Additional retirements are anticipated for 2025, and the Department is not confident they will meet their enrollment goal for the February Police Academy class. Chief Murad explained an additional challenge is the gap between actual and effective headcount for officers is increasing, and this may indicate larger recruit classes but it also indicates many officers are on leave for various reasons. Chief Murad noted the next Police Commission report will show the effective headcount has risen while the actual count has dropped.
- Chief Murad included a chart depicting how incidents per officer has effectively tripled since July 2020 and estimates that on average, there are 4-5 officers on patrol during the day and 2 for nights.
- BPD is on track to hire a new CSL by October for a total of 6 CSLs.
- An updated Priority Response Plan was included in the report.

- Incident volume remains comparable to 2023 levels for this time last year but some categories have seen increases, such as overdose, which is very high, though fatal overdoses are down, reflective of a current national trend.

Councilor Grant and Councilor Barlow requested more advanced notice of swearing-in ceremonies for the City Council so more councilmembers could attend. Chief Murad agreed to look into extending the notification period.

Councilor Barlow inquired about BPD's ability to have a dedicated Marketplace patrol and other areas when there are more than 5 officers on duty at a time. Chief Murad explained dedicated patrol for the Marketplace was an overtime detail, which did not get volunteers this summer, and added that if 6-7 officers were on patrol, then an officer could be spared to patrol the Marketplace or other areas of the city and assured the Committee that while there was not a dedicated Marketplace team, BPD prioritized foot patrols as much as possible this summer to deter activity.

The Committee discussed with Chief Murad the drug activity around the library and other areas in the city, emphasizing the need for a coordinated effort to address these behaviors.

4.02 BFD: August 2024

Prior to the Police Commission Report, Chief LaChance reviewed the Fire Commission Report from August of 2024:

- BFD is launching its first lateral recruitment effort, starting October 1st and continuing through the end of the year. BFD currently has three vacancies and expects to have six vacancies by April 1. A new recruitment video presented to the Committee will be released as part of this campaign. The reason for targeting lateral hires is to reduce overtime on staff by hiring employees who are already experienced firefighters. BFD is heavily relying on social media and first responder publications to attract applicants, recruiting within the confines of a \$3,200 recruitment budget for FY25.
- The Department was averaging an annual 10% increase in responses, which is not sustainable for the team. 2024 saw an increase of less than 2% from 2023. If the Department is able to level out responses, BFD would have more time for community engagement, building walk-throughs, inspections, and other activities that the Fire Department conducts besides emergency response.
- Total overtime is down significantly, excluding overtime for CRT, extra duty overtime for events, and dispatch extra duty.
- Board of Finance and City Council have approved a new billing structure for BFD that reduces the burden on the City's general fund, including billing for treatment without transport, which will now be \$275.

- Two fire trucks are being replaced and estimated to arrive next month. Chief LaChance reminded the Committee it takes 44 months to receive a fire truck once ordered and 36 months for a pump or ambulance. Currently, the Department does not have capacity for fleet finance, but one of Chief LaChance's goals is to develop a fleet purchasing program that occurs on a rotating schedule, so these large purchases are staggered and vehicles are being replaced on time.
- Work for a new apparatus floor in Station 2, located in the Old North End, is expected to start in October. Station 1 needs extensive work, and Chief LaChance advised the City needs to decide soon to renovate Station 1 or relocate it.
- BFD's radio system has been upgraded and passed testing two weeks ago. The antennas are currently on the Burlington Square building, but they will need to be moved to the top of CityPlace when that building is complete.
- CRT is still operational but saw a decrease in overtime volunteers for the summer, unfortunately coinciding with a 51% increase in overdoses for the month of July. With the summer winding down, staffing for this program is increasing again. CRT has served 1,934 individuals since its launch through distributing wound care supplies, Narcan leave-behind kits, and referral services.
- The Fire Marshall's Office aims to increase community engagement for FY25 and with the approval of impact fees to purchase a fire extinguisher prop, plans to attend businesses and schools for trainings and demonstrations.
- For training, BFD's recruit academy is in its 15th week. BFD also received a \$220,000 FEMA grant to conduct live fire training over the next two years. Additional updates to the McNeil training site were made and BFD as well as other agencies use the site regularly. Chief LaChance is part of a committee looking into the feasibility of a statewide recruit academy.
- EMS is anticipated to launch the PREVENT initiative soon and projects being able to share data with the Committee by January. The goal of the PREVENT initiative is to provide care for individuals who are non-transporters. Councilor Grant advised the public refer to the Public Safety Committee July meeting for a refresher on the PREVENT initiative.

Chief LaChance clarified for Councilor Barlow that six openings were anticipated for April due to advance notice of upcoming retirements or other employees who plan to move on by the end of the year.

Councilor Barlow asked who is responsible for managing BFD's social media accounts, to which Chief LaChance answered Jason Paul is BFD's social media coordinator.

Councilor Grant inquired about the difference between Police and Fire radio systems. Chief LaChance stated BPD uses a different radio system that BFD does not have access to, and that Fire communicates with Police through dispatch. Councilor Grant asked for follow up on the feasibility of obtaining radios for the Urban Park Rangers through Fire.

Regarding Fire Station 1, Councilor Barlow asked for clarification on the 1-year timeline for shoring up of the floor, completed earlier this year. Chief LaChance clarified the shoring has been done, and the structural engineer said it was a 1-year temporary fix. Chief LaChance said Fire Station 1 is part of the capital plan for FY25 and hopes to submit an RFP for the Station 1's floor this coming winter.

Councilor Grant requested BFD's social media coordinator share the recruitment video with the full City Council and links to the Departments' social media accounts for councilors to distribute. Chief LaChance said for the Council to expect an email around October 1st, when the video is scheduled for release.

5. State's Attorney Data

5.01 State's Attorney Data September 2024

Councilor Grant reviewed September case data from the State's Attorney's Office:

- Data for the month of August is blank due to an internal error with the State's Attorney's Office's system. Data to be provided when that issue is resolved.
- There are 2,799 cases pending, 272 new cases, and over 1,000 cases over disposition.
- The clearance rate for September has dipped slightly to 85%, which Councilor Grant clarified may be due to the State's Attorney's Office prosecuting a more complex case requiring more court resources.

6. Mayor's Office Updates

6.01 Mayor Mulvaney-Stanak's Community Safety Communications

Councilor Grant noted a copy of the Mayor's latest community safety communication was included online with this meeting's agenda documents and encouraged the public to review.

6.02 Mayor Mulvaney-Stanak's Email List

Councilor Grant mentioned members of the public can sign up for email updates from the Mayor by going to the City's website and clicking on the Mayor's page.

7. Recruitment and Retention

7.01 Follow-up Discussion and Data Request on Recruitment and Retention

Councilor Grant noted recruitment and retention would be a recurring agenda topic for Public Safety Committee meetings, and requested a monthly report from BPD on the number of

applications received, in the interest of tracking the effectiveness of recruitment strategies. Chief Murad advised this information can be provided to the City Council but not the public.

8. Drug Unit Request

8.01 YTD List of Arrests related to Drug Trafficking

Councilor Grant requested BPD generate a Year-to-Date list of drug trafficking arrests that can be provided to the public to offer a consolidated snapshot of individual press releases.

8.02 Drug Tip Line Data Request

Councilor Grant asked BPD to provide drug tip line data to the Committee on a monthly basis per the resolution drafted by Public Safety Committee and passed by City Council in October 2023.

9. Trespass Process Discussion

9.01 Discussion on Trespass Procedure

Chief Murad clarified the trespass procedure property owners and store owners should follow when wanting to trespass individuals from their property, explaining the form is available to print on BPD's website, and that the form relays instructions on how to issue the notice of trespass. Chief Murad added that when individuals call dispatch, this is the information dispatch will provide. In the event a property owner or store owner feels it would be unsafe to give a trespass order to an individual, an officer can stand by if available. Chief Murad further clarified citizens must own the property to issue a trespass, stating that a tenant of an apartment building would not be able to do this.

10. BPD Website Update

10.01 BPD Website Update Discussion

Councilor Grant advised that as the City transitions to a new website, that BPD ensure material is up-to-date and asked for clarification on the best point of contact to notify of outdated links. Chief Murad replied those notifications could be sent to Shannon Trammell but added the website is not a high priority for the Department at the moment.

11. Police Commission Update

11.01 Police Commission Update

The Committee did not address this item due to time constraints.

12. Community Engagement Update

12.01 Community Engagement Update

Councilor Grant requested to receive a monthly update on community engagement from Community Engagement Officer Sarah Hernandez-Timm at future Committee meetings.

13. Social Media Update

13.01 Social Media Update

Councilor Grant noted that BPD's recruitment team is currently responsible for the Department's social media, in the future, the Committee and the Department will want to consider how to reallocate this responsibility.

14. Commendations

14.01 Commendations

The Committee did not address this item due to time constraints.

15. Adjournment

15.01 Motion to Adjourn

The meeting was adjourned with no objection by Councilor Grant at 10:12 AM.

Public Safety Committee – Trespass Appeal Hearing
Thursday, September 19, 2024
Remote via Zoom and In-person in Sharon Bushor Conference Room, City Hall
Burlington, Vermont
DRAFT MINUTES

Members Present: Melo Grant (Chair), Mark Barlow

Staff Present: Hayley McClenahan (Assistant City Attorney), Erik Ramakrishnan (Assistant City Attorney)

Public Present: Mahnaz Amini

Meeting called to order at 8:18 AM 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 Grant

Final Resolution: Motion Passes

Yes: Unanimous

2. Hearing
2.01 Amini Trespass Appeal Hearing

Motion to grant Mahnaz Amini's trespass appeal and dismiss the trespass order.

Motion by Councilor Grant, Seconded by Councilor Barlow

Final Resolution: Motion Passes

Yes: Unanimous

Attorney Ramakrishnan recommended the Committee grant the appeal. Councilor Grant confirmed with Attorney Ramakrishnan the Airport supported the recommendation. Appellant requested the appeal documents be posted with the minutes.

3. Adjournment
3.01 Motion to Adjourn

The trespass appeal hearing was adjourned with no objection by Councilor Grant at 8:22 AM.

DRAFT



Burlington Fire Department



136 South Winooski Avenue
Burlington, Vermont 05401-8378

(802) 864-4554 • (802) 658-2700 (TTY)

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

October 01, 2024

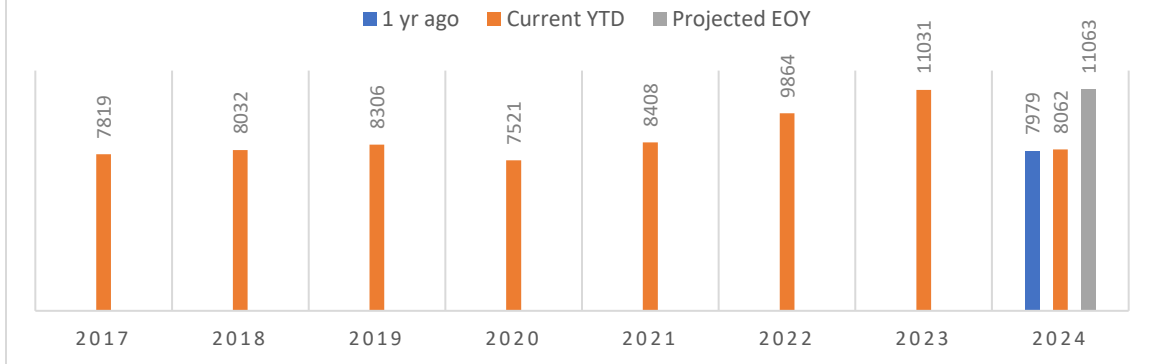
Chief's Report to the Burlington Fire Commission

Personnel: We currently hold three vacancies. BC Jamie Valyou has submitted his intent to retire. His last duty day on shift is Oct. 19. He has accepted the Fire Chief position in Charlotte, Vermont. After a promotional process for Battalion Chief held in August, Christopher Laramie was appointed the Battalion Chief of B-Shift, satisfying the vacancy created when DC Curtin was promoted. Mark McDonough has been promoted to the Battalion Chief of C-Shift, satisfying the vacancy created by BC Valyou. Capt. McDonough's promotion is effective October 21. It's been my pleasure to make other promotions based on these command staff appointments. Congratulations to Christopher Sullivan for his promotion to Captain, Kevin Alexander for his promotion to Lieutenant, and Jason Charest for his upcoming promotion to Lieutenant, effective on October 21. Our Captain's and Lieutenant's promotional lists are exhausted with these latest promotions. We will conduct the Lieutenant's process in November and the Captain's in February 2025. BOF and CC have approved our lateral hiring process. The job posting for the lateral position will open on October 01.

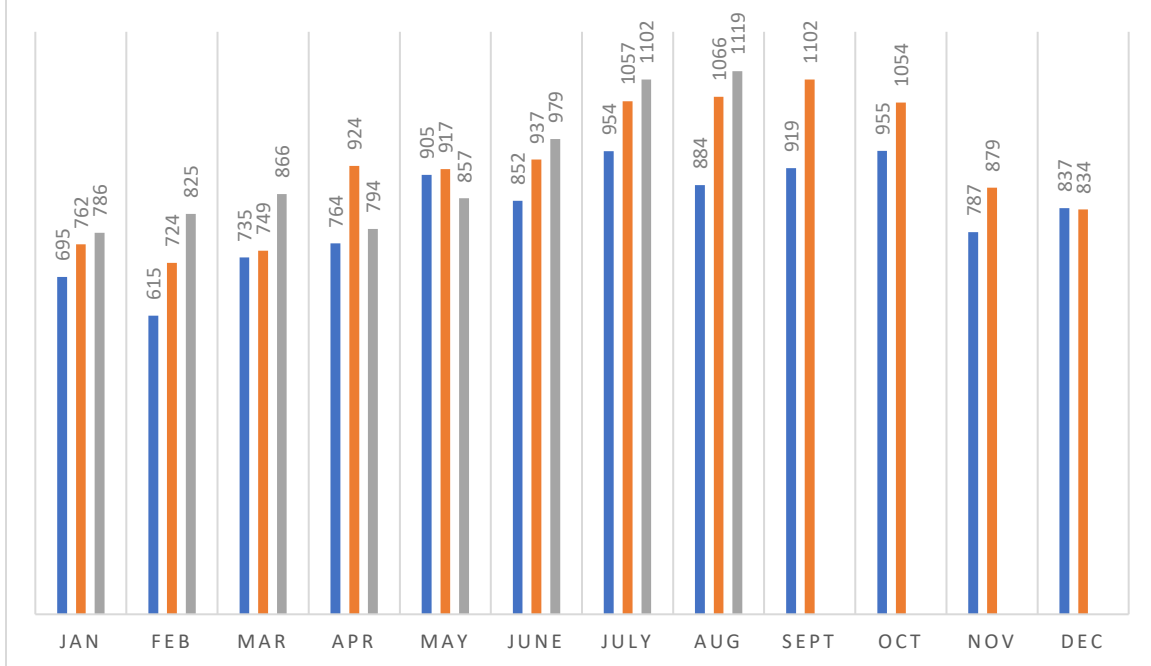
Fit4Fire: Our Fit4Fire committee meets quarterly to discuss new ideas and programs. In September, the Fit4Fire team, with the department's support, conducted an annual fitness assessment of members. This is a voluntary assessment, but the team believes that we had an 80+% participation rate, the highest yet. In December, a class about peer support will come to Burlington. The IAFF offers this course and will be open to other area departments.

Responses: As of Sept 22, 2024, the fire department had reached incident number 8,062. During the same period in 2023, we reached incident number 7,979, a 1.04% increase over the same time last year.

FIRE DEPARTMENT RESPONSE TOTALS CALENDAR YEAR UPDATED THROUGH 09/22/2024



2022 - 2024 RESPONSES BY MONTH



Overtime: August 01 – September 22

	2023	2024
• Minimum Staffing Overtime:	1069.5 hrs	1130.25 hrs
• Mandatory Minimum Staffing Overtime:	242 hrs	191.5 hrs

The above data shows a 5.6% increase in Minimum Staffing Overtime and a 20.87% decrease in Mandatory Minimum Staffing Overtime during the same period last year.

Overall, the minimum staffing overtime burden on the employees and city budget increased by 0.78%.

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: 156.5 hrs
- Dispatch: 326 hrs
- CRT Overtime: 114.5 hrs

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. We expect delivery of two fire apparatus to the Fire Department this week. Engine 1 and Engine 3 will be replaced with this delivery. The current Engine 1 will become the new Engine 6. The current Engines, 6 and 3, will be sold after the transition. 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. The city is working on a plan to fund our next ambulance for 2027 delivery.

Buildings: We currently have contracts for annual PM maintenance for our bay doors and plymovent systems. The RFP to replace the apparatus floor at Station 2 has been awarded. We are working on scheduling and are concerned this will need to be delayed until the spring. With the cold weather coming, we are limited to where we can store trucks. Fire Trucks cannot remain outside in below-freezing weather without being in operation, as the water can freeze, damaging the unit.

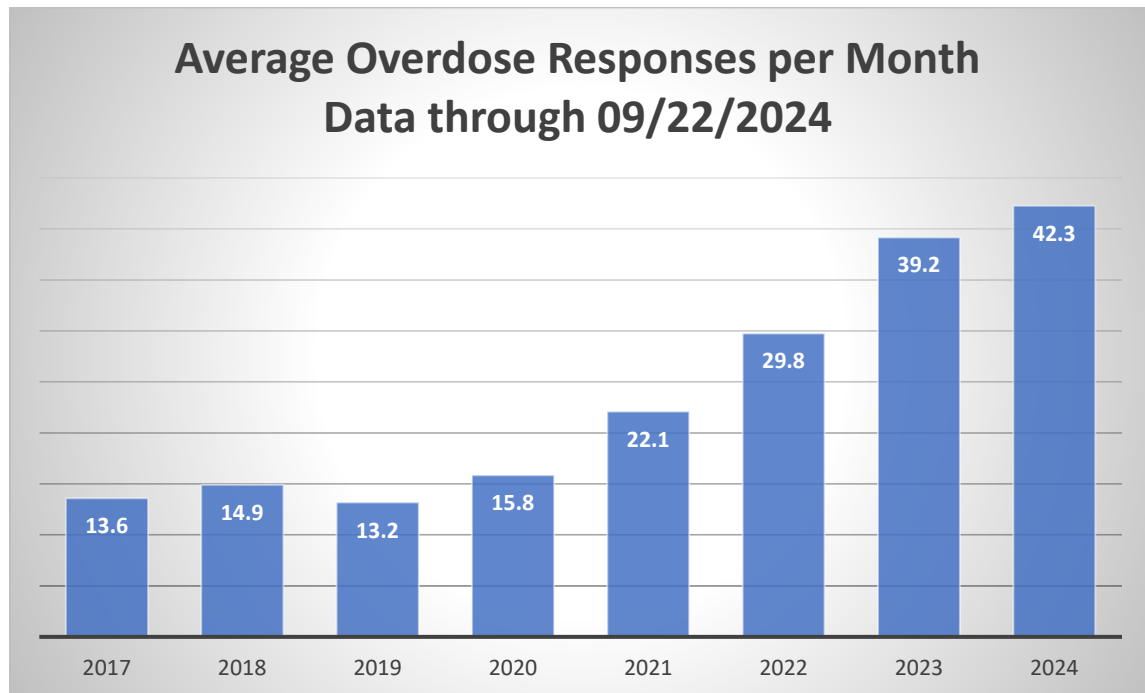
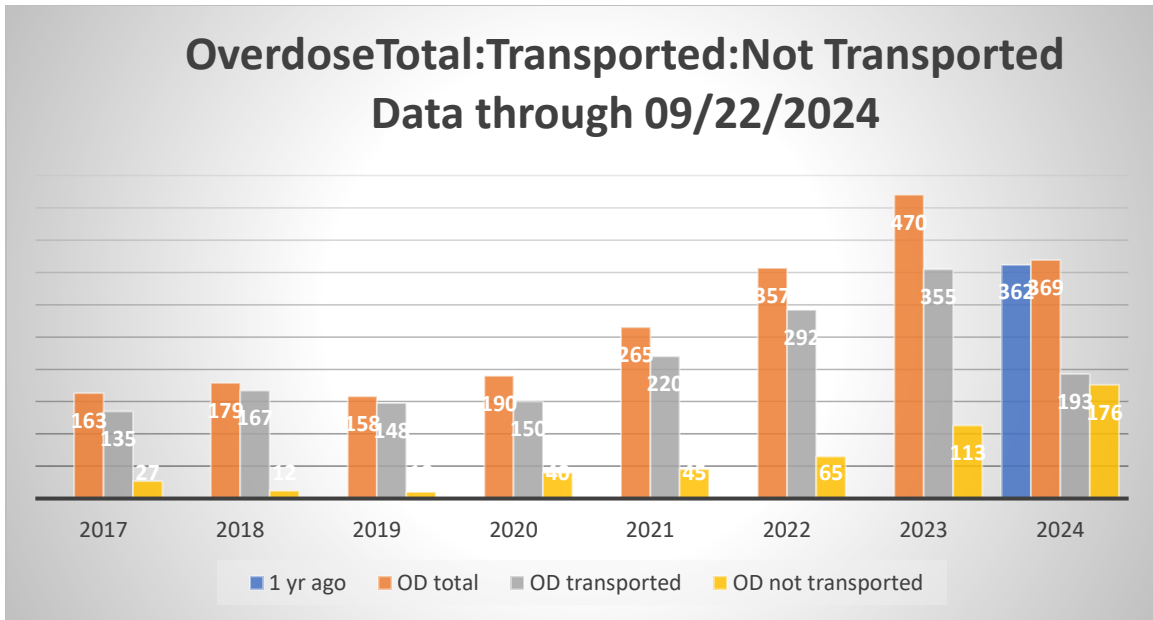
Radio System Upgrade: The Comms System Upgrade is progressing well. As of now, all of the equipment has been installed on all four sites: 1 North Ave, 100 Bank St, Diversity Hill, and Jeffords Hall. The Delivered Audio Quality test was completed in the first week of September, and the results were very promising. Many places that were

"dead zones" for Fire and PD are now loud and clear. We continue to work with FD and PD to get radios programmed for the cutover. We are waiting for the FCC to approve 2 more frequencies. We are waiting for BCS and Consolidated Communications to connect the redundant back-haul links. Once this is complete, Motorola requires two more inspections to finalize the system. After the inspections, we can set a date for the cutover.

Motorola is getting a quote from BCS for the equipment move once City Place is ready.

Community Response Team Pilot: Staffing of the CRT in August and September has decreased from prior months. Over the last two months, our average in-service time has been about 7 hours per week. The month of August shows overdose numbers consistent with the same month of the year prior. There are two disturbing trends happening. One is the significant increase in Overdose, accounting for a spike in monthly averages. The other is the alarming trend of people not seeking medical care after an overdose. Non-transports after overdose were averaging between 10% and 25% of the total. We are now seeing that in almost 50% of the overdoses we respond to, the person does not seek further medical treatment.

		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%	49	-13%
July		38	39	3%	59	51%
August		39	57	46%	57	0%
September		24	67	179%		
October		33	25	-24%		
November		31	24	-23%		
December		44	24	-45%		
			Implementation of CRT			



We are tracking data from the CRT deployment. Below are some metrics showing the program's impact. 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:	1980	2841	285	212	54	17	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

Operations Division:

- BFD deployed three members with state USAR to Florida for Hurricane Helene. They are currently relocating to North Carolina.
- The CAD Cloud Migration is complete and off the city servers. There were minor hiccups, but overall, it went smoothly, and all systems are back up and operational. Thank you to SF Cochran and Scot Barker for their work on this migration
- All apparatus have been pump tested and passed.
- The lieutenant's process application period closed on 9/27. Two members submitted resumes.
- Captain's test reading list has been published and distributed to members.
- The New Firehouse Committee is brainstorming basic concepts of what a new firehouse would look like and feature.
- We are in the process of transitioning to E-keys with our Knox box system. Moving forward, only the electronic core will be available to purchase. If properties want to retrofit their current boxes, that is an option. The E-Key has many advanced features, such as recording who used the key and at what building as it has the electronic core for audit purposes. It also enhances interagency operations as if another dept comes to Burlington and has the E-Key system, they can use their key with their dept code to open boxes that have the electronic core, and it's all trackable. The same goes if BFD goes to Shelburne, who is now 100% E-Key boxes. South Burlington and Williston are going to be utilizing E-Keys as well.
- We met with the Coast Guard to discuss the contract they are federally required to have and toured the facility. The Coast Guard would like to train together more and offered their facility for hosting training if BFD wanted it. They would also

like to work on building a better relationship with BFD and BPD and will invite us and our families to a haunted house/trunk-or-treat they will be putting on in October.

Fire Marshal's Office: The Fire Marshal's office is working with operational staff to ensure a successful fire prevention week in October. This year, the week is October 6 – 12. The department will host an event on October 12 at the Champlain School on Pine St. There will be fire prevention handouts, special guests, the Division of Fire Safety trailer, Ben & Jerry's Ice Cream, food trucks, and firefighters.

Training Division:

1. Recruits nearing the end of Academy. They begin testing out the first week of October.
2. VT Gas has been outfitting the McNeil training building with gas props for training purposes.
3. We have several buildings within the city we will be using for training and company drills in the near future.

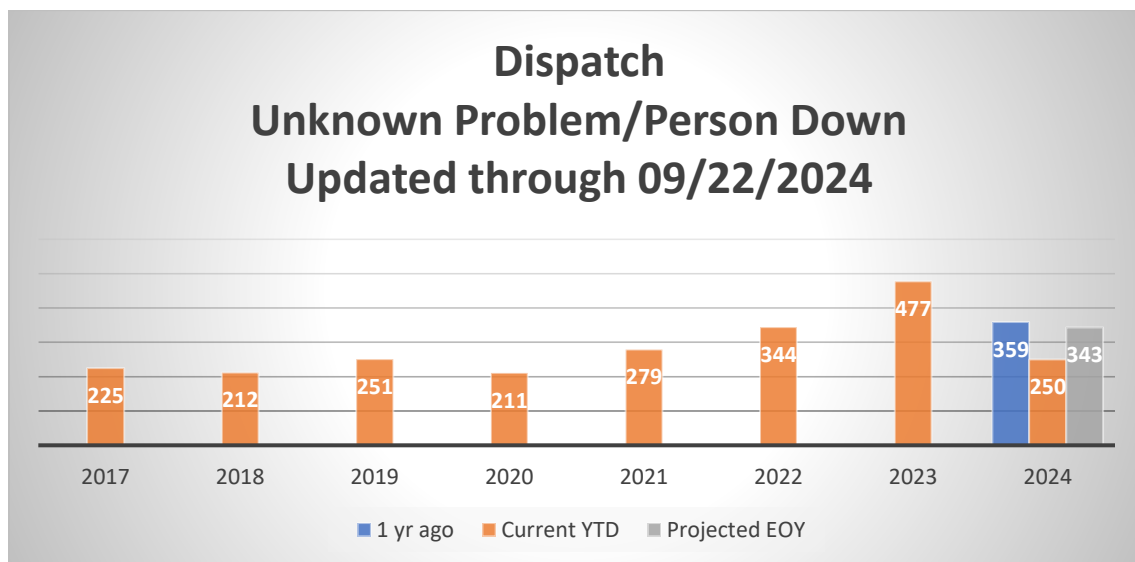
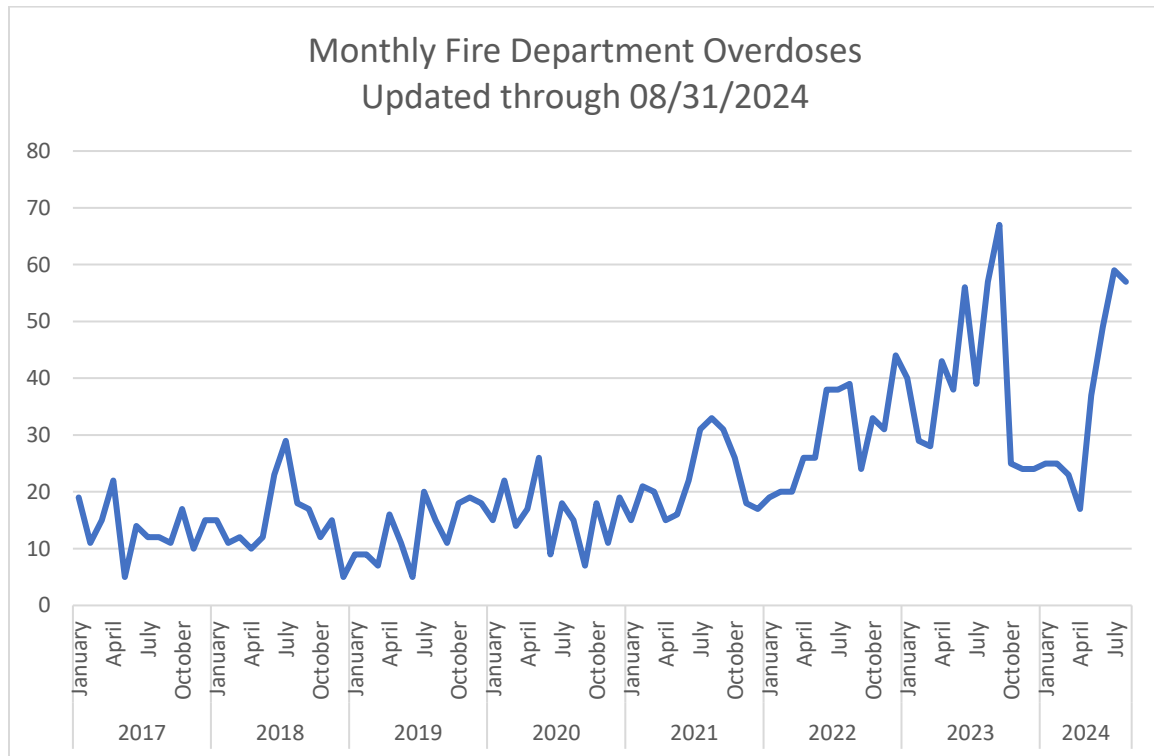
EMS Division: The division is currently conducting department-wide EMS training focused on the PREVENT Initiative, particularly highlighting the new Standard Operating Procedure related to controlled substances. This training also covers the state-approved variance allowing our AEMTs to administer Suboxone (buprenorphine).

We are also working on the Medicare Ground Ambulance Service report, which is due by November 30th. On the clinical side, we are reintroducing case reviews with Dr. Michael Sheeser, who will join our paramedics on the first Friday of every month. Other case reviews will also be a central focus of our October EMS training for the entire department.

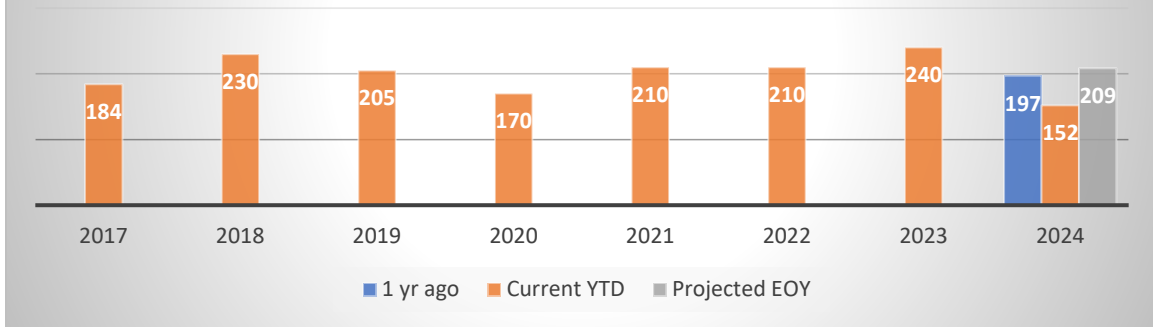
We're also strongly emphasizing documentation practices and QA/QI, especially with the added support from the Vermont Department of Health in gathering data related to the PREVENT Initiative.

We received a new infant airway mannequin that lets us specifically work on airway management skills. Dr. Sheeser and I will sign off on airway skills for our paramedics on October 4th and utilize the mannequin amongst all providers based on their scope.

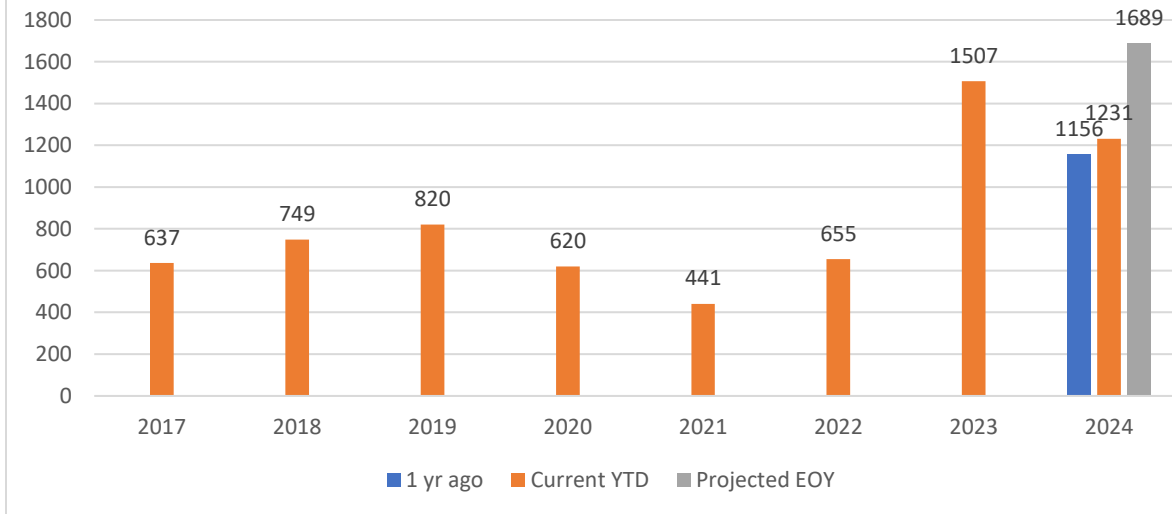
Latest EMS Response Data:

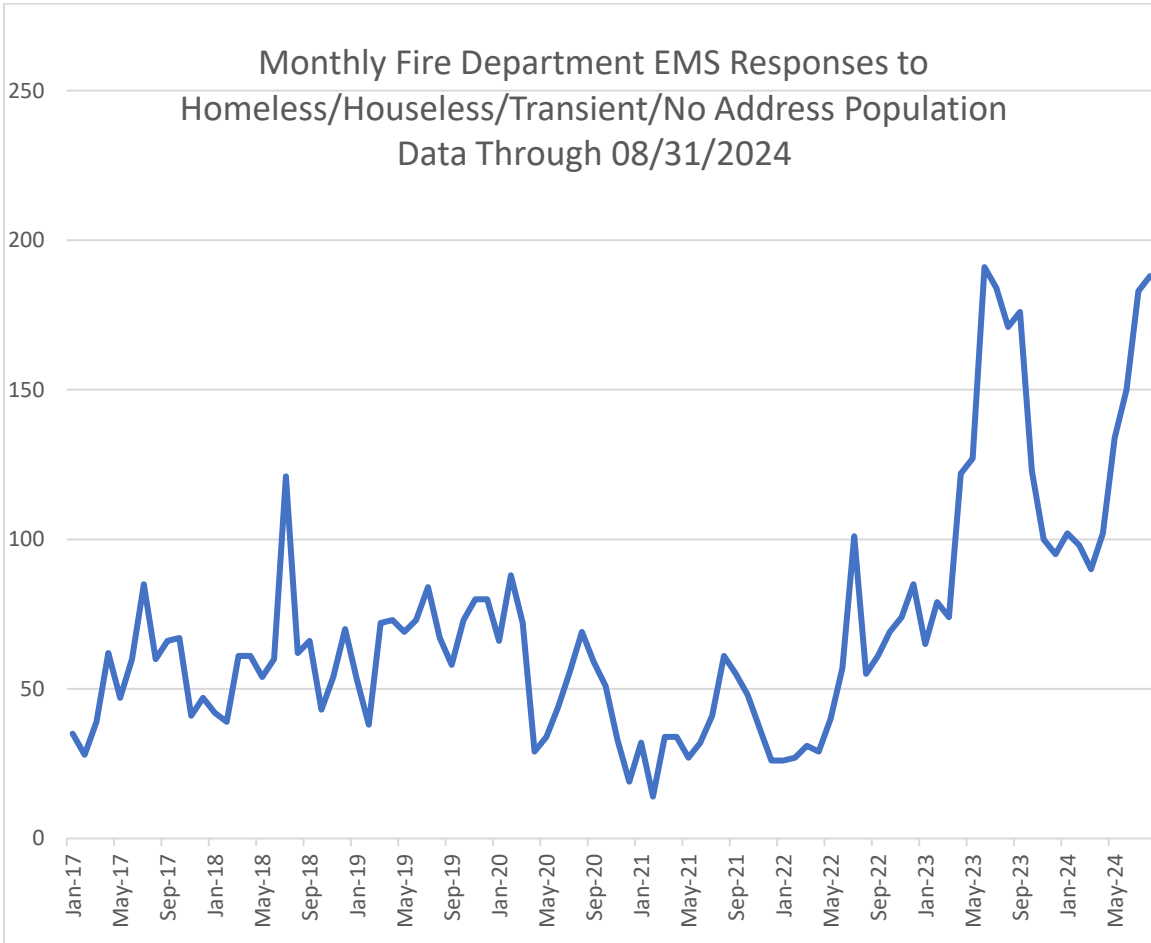
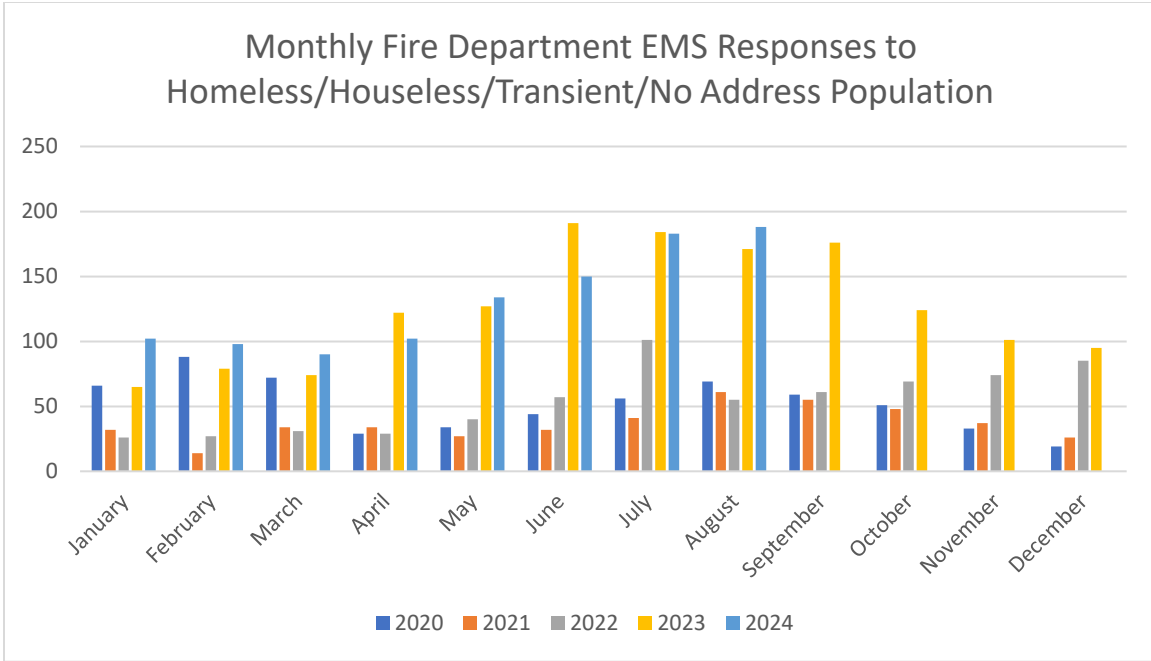


Dispatch Alcohol Intoxication Updated through 09/22/2024



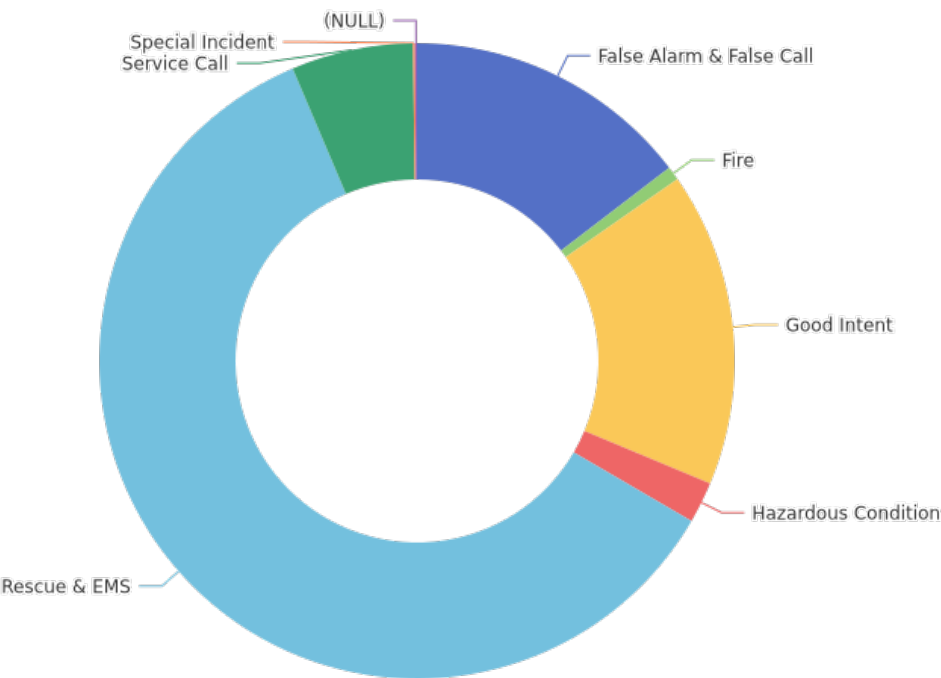
Annual Fire Department EMS Responses to Homeless/Houseless/Transient/ No Address Population Updated through 09/22/2024



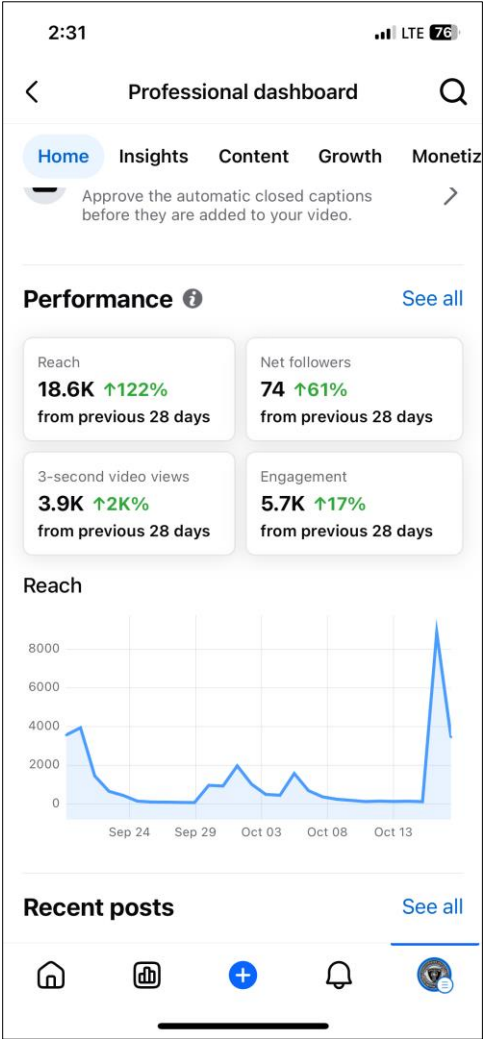


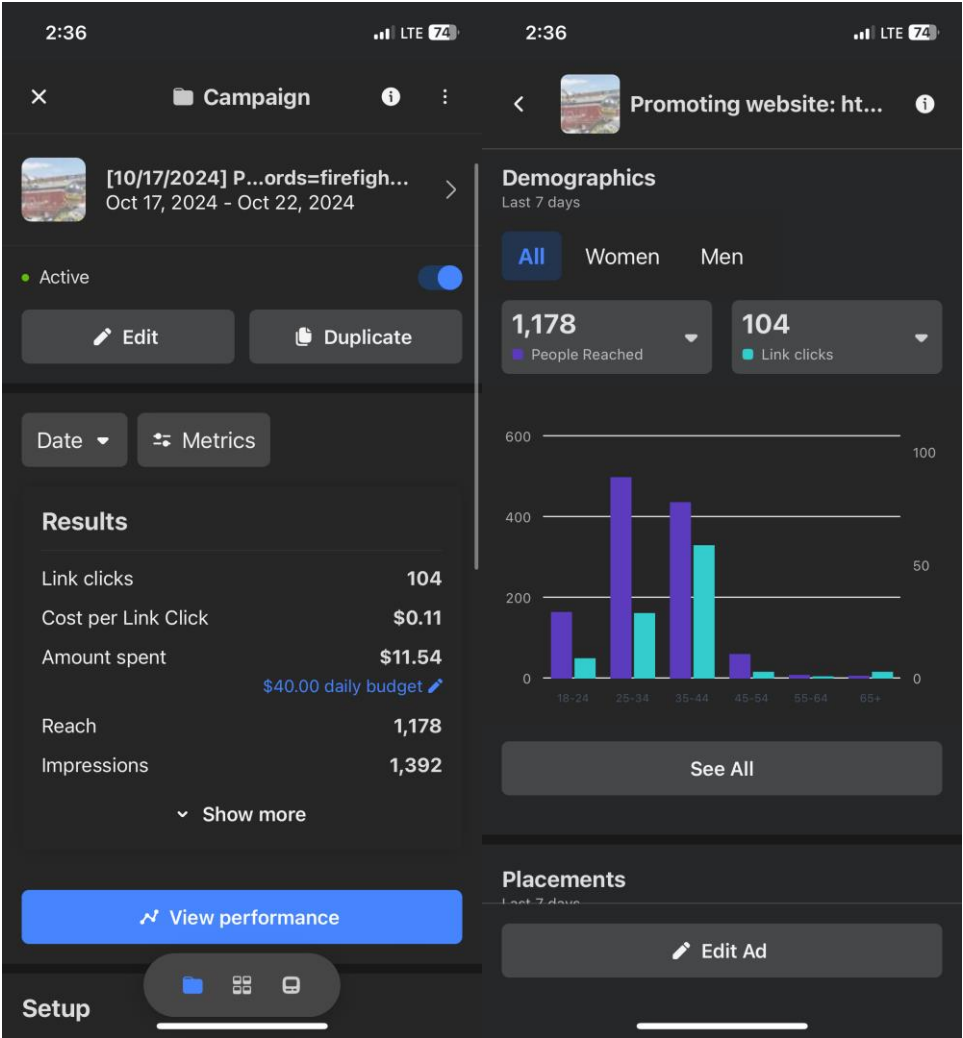


Chief Report - Total Calls by Month



INCIDENT TYPE SERIES NAME	TOTAL CALLS	PERCENTAGE
False Alarm & False Call	146	15%
Fire	7	1%
Good Intent	160	16%
Hazardous Condition	21	2%
Rescue & EMS	602	60%
Service Call	62	6%
Special Incident	1	0%
(NULL)	1	0%
Total	1000	100%







BURLINGTON POLICE CHIEF'S REPORT

October 2024



FAREWELL TO RECRUITMENT COORDINATOR BAJWA

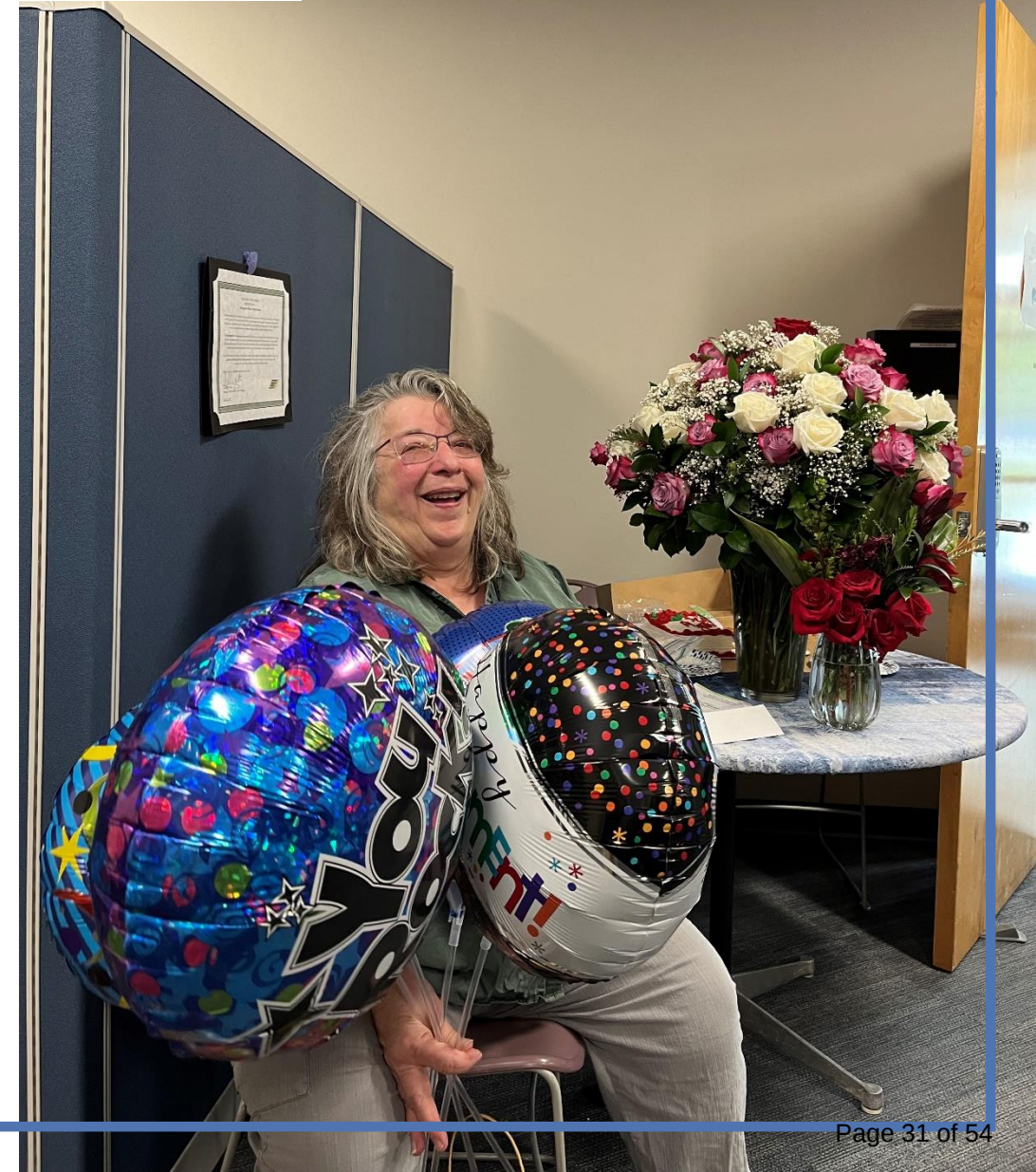


In her short tenure with the BPD, Anhad Bajwa made a long-lasting difference. She was our first Recruitment Coordinator, a new professional position we created to help our sworn Recruitment Officer meet our rebuilding goals. Over a year and a half—from May 1, 2023, to October 18, 2024—Recruitment Coordinator 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!



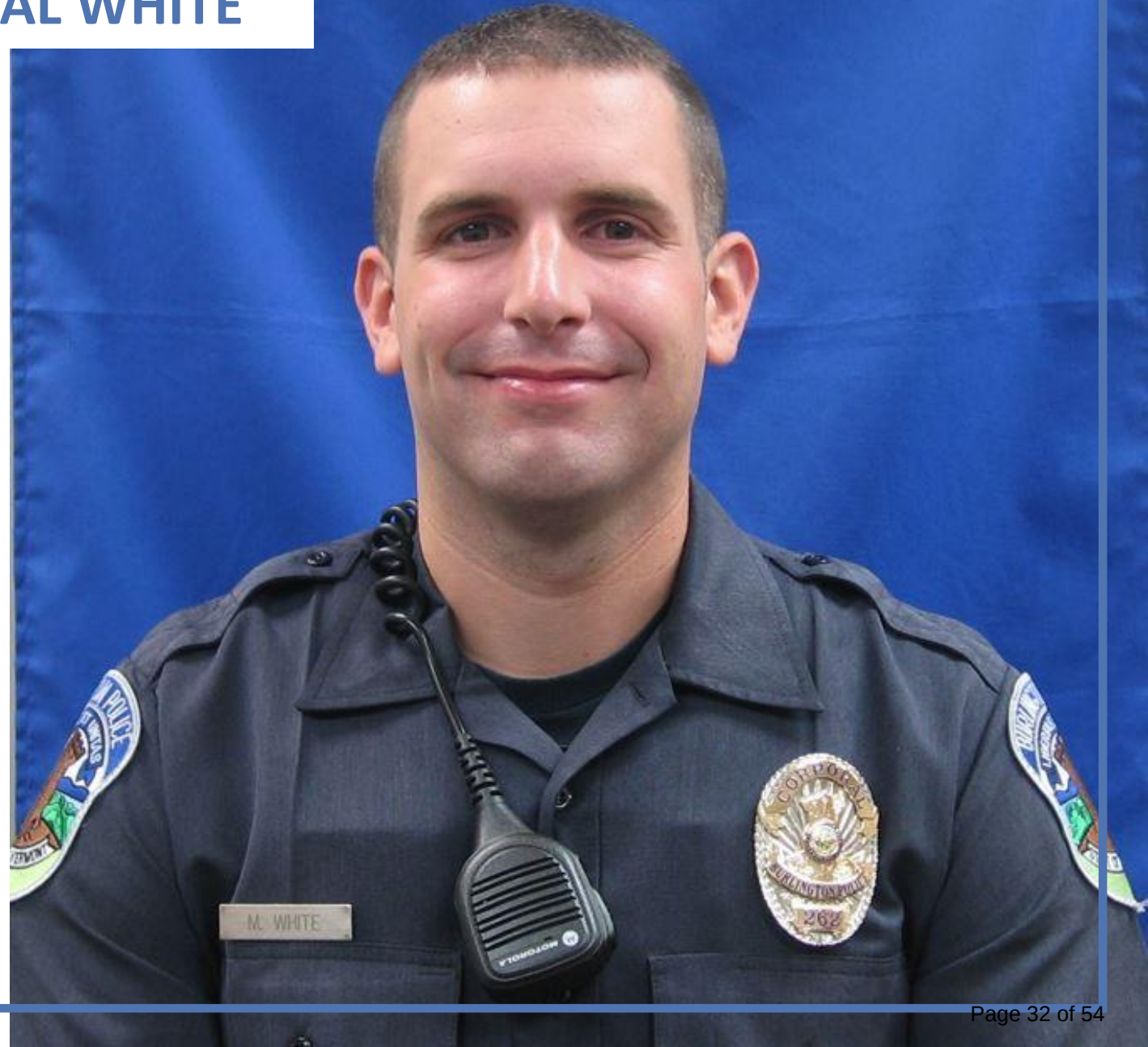


TWENTY YEARS – CORPORAL WHITE

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."

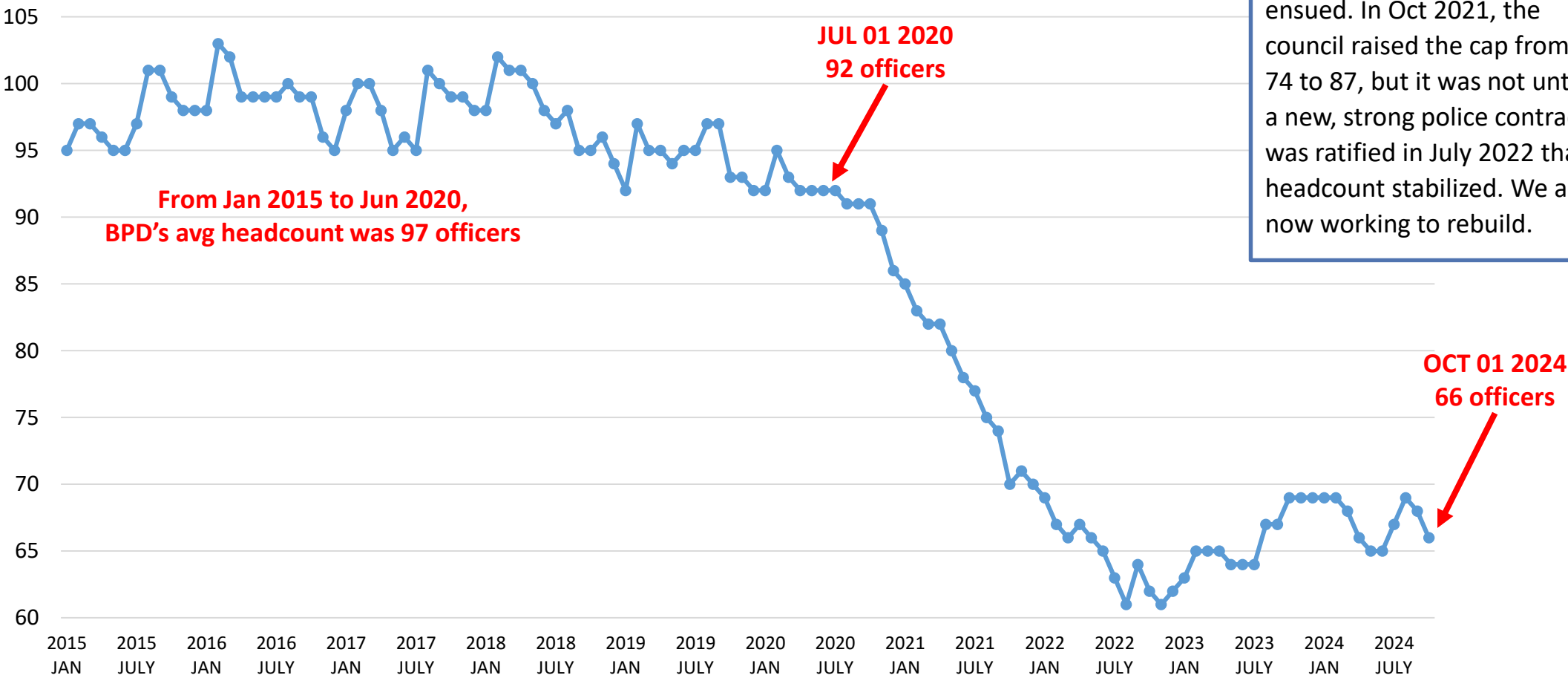
~ Chief Murad





BPD SWORN OFFICER HEADCOUNT, 2015-2024

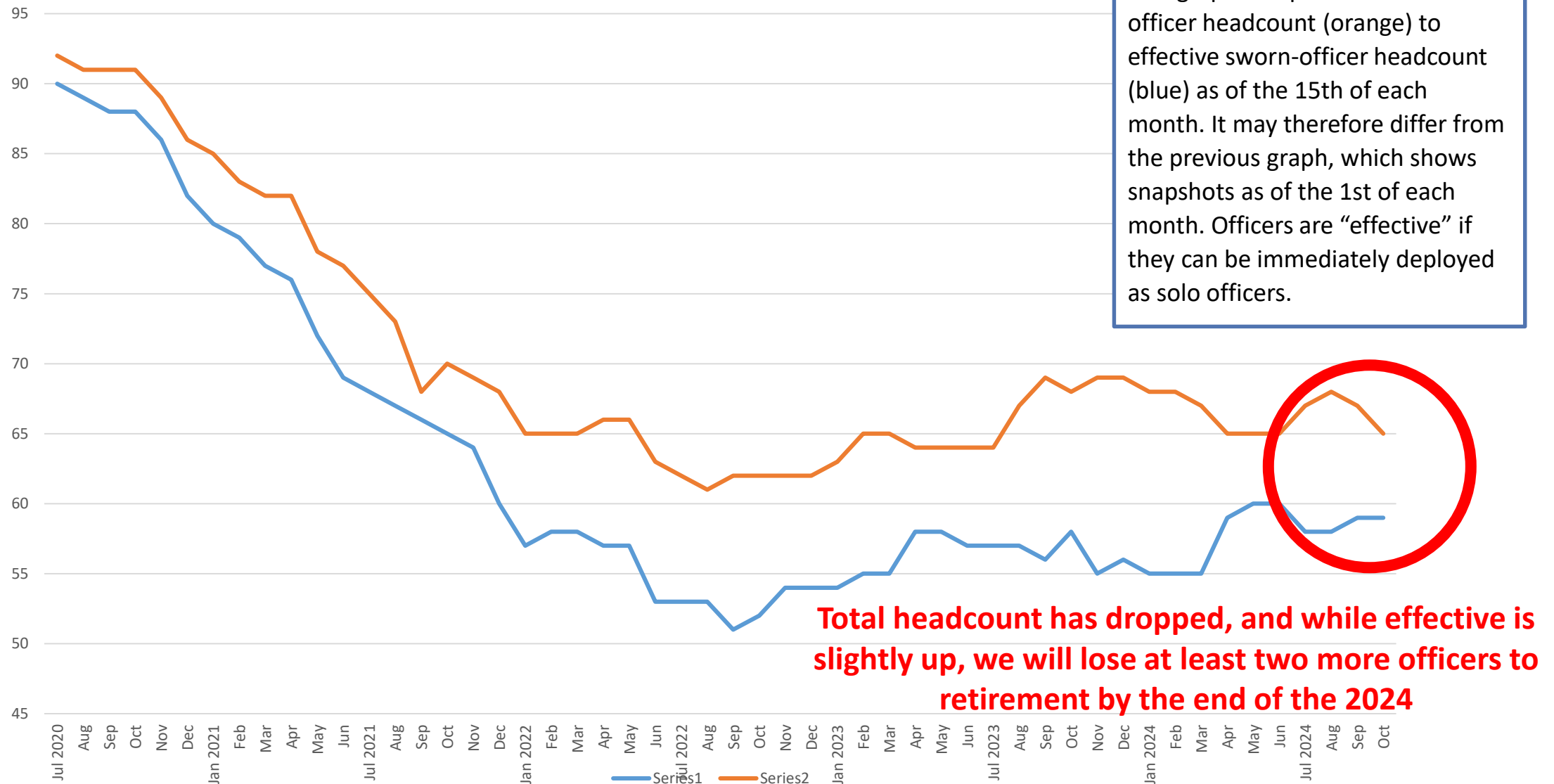
TOTAL SWORN HEADCOUNT, as of the first of each month, month-by-month



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.

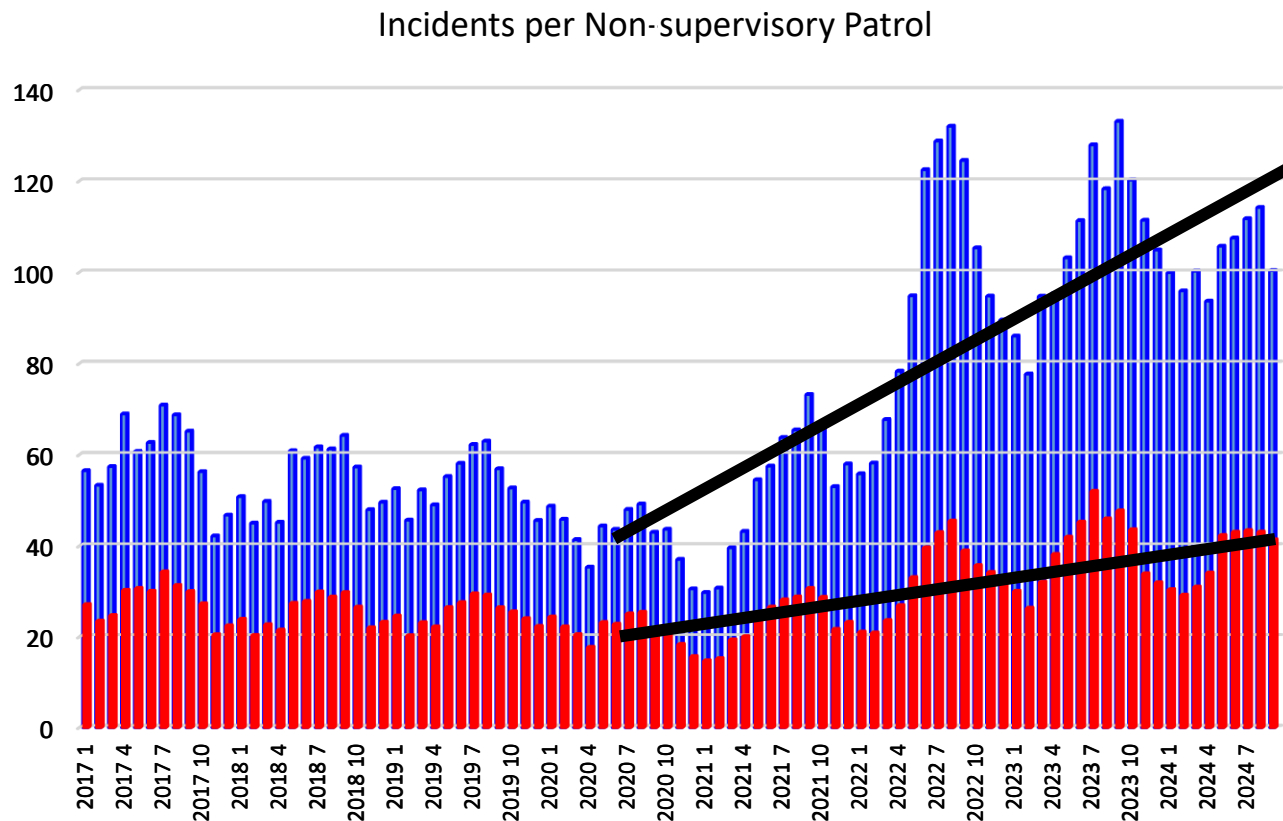


ACTUAL vs EFFECTIVE, JULY 2020 to SEP 2024





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

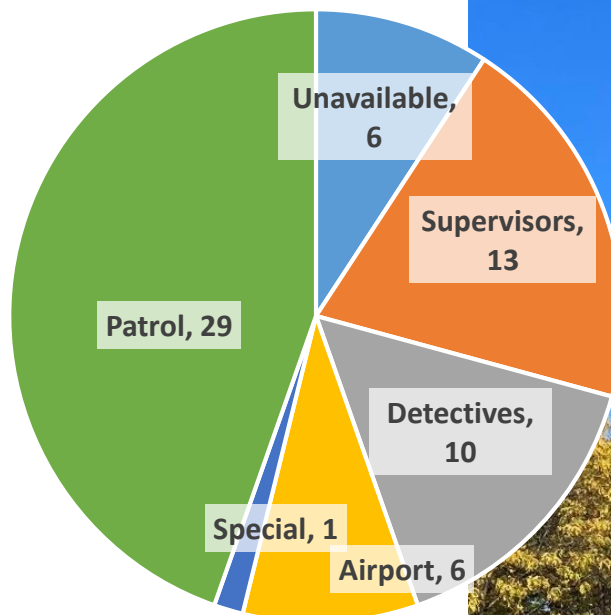
As of Oct 15 2024, we are authorized for 87 sworn officers. Of those 87, we employ 65. Of those 65, 59 are able to be deployed as solo officers, or “effective.”

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.

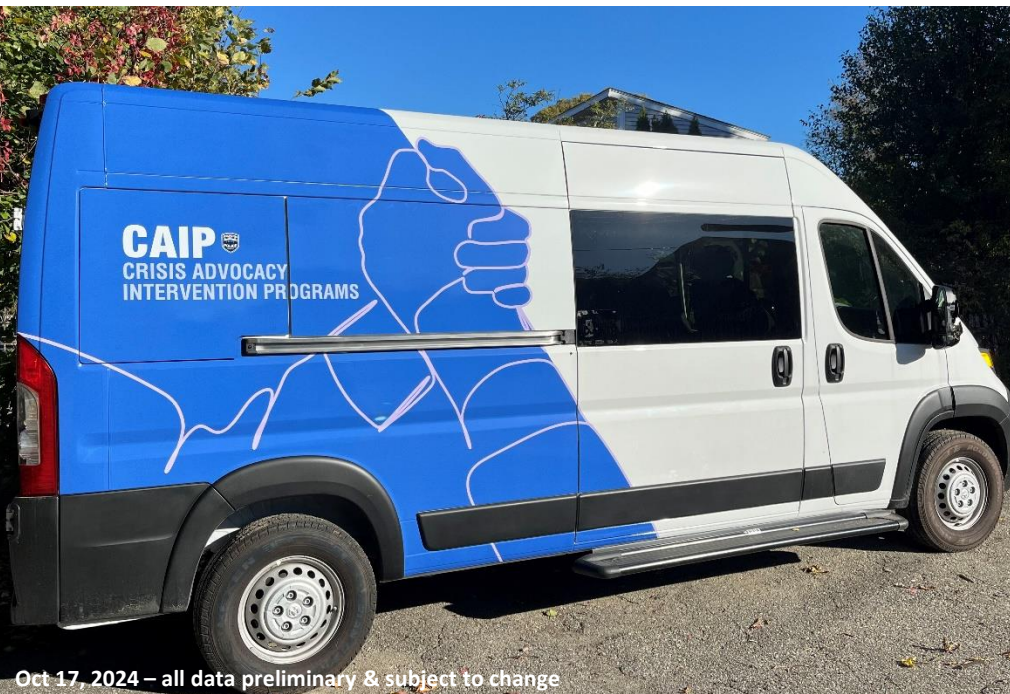
Five of our current officers first served as CSOs.

**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	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			



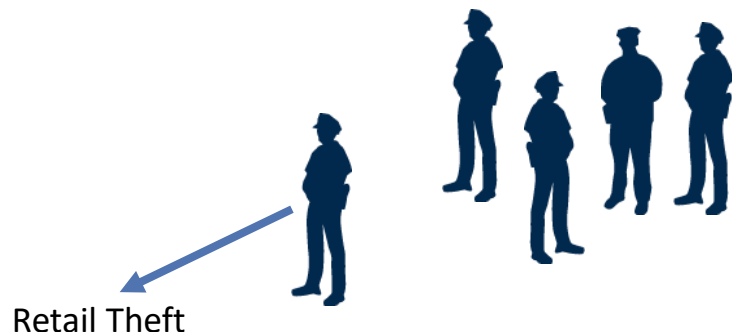
HOW THE PRIORITY RESPONSE PLAN WORKS

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

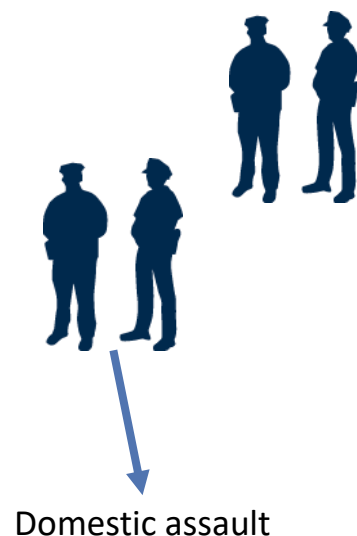
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



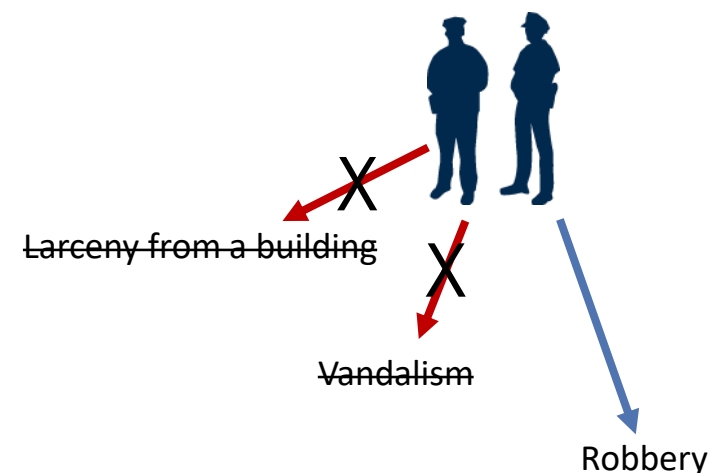
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



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

	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**

www.bpdcareers.com

	JUNE OVER DISPO	JUNE TOTAL PENDING	JUNE NEW CASES FILED	July Over Dispo	July Total Pending	July New Cases Filed	Aug Over Dispo	Aug Total Pending	Aug New Cases	Sept Over Dispo	Sept Total Pending	Sept New Cases	Oct Over Dispo	Oct Total	Oct New Cases
Addison	140	343	46	133	342	22	117	349	43	119	368	40	117	346	40
Bennington	613	1246	126	599	1251	97	581	1295	130	590	1329	118	611	1357	147
Caledonia	721	1085	43	685	1034	31	664	1067	36	684	1107	45	681	1113	57
Chittenden	1179	2819	227	1142	2752	257	1054	2751	203	1067	2799	272	1091	2756	242
Essex	113	230	12	113	222	8	113	219	6	120	229	6	122	226	6
Franklin	312	1084	123	306	1088	115	301	1142	132	317	1180	112	325	1261	126
Grand Isle	30	60	5	27	59	7	25	67	4	25	68	7	26	66	2
Lamoille	222	528	51	222	516	40	210	544	45	213	552	55	208	529	45
Orange	143	337	43	139	336	23	162	345	35	166	354	30	163	358	33
Orleans	997	1419	91	942	1339	72	837	1223	78	851	1240	74	771	1185	96
Rutland	910	1559	119	869	1494	124	828	1546	146	824	1555	128	791	1541	133
Washington	408	1256	110	372	1164	70	355	1225	135	368	1263	146	386	1354	154
Windham	786	1406	109	754	1386	111	735	1384	135	748	1410	85	773	1474	142
Windsor	400	792	77	376	780	77	298	735	79	408	870	87	396	890	94

State's Attorney's Clearance Data October 2024

	2024 June	2024 July	2024 August	2024 September	2024 October
Addison	85%	87%		84%	133%
Bennington	126%	98%		77%	91%
Caledonia	145%	131%		91%	105%
Chittenden	126%	104%		85%	127%
Essex	70%	94%		95%	129%
Franklin	98%	85%		90%	66%
Grand Isle	163%	44%		130%	129%
Lamoille	96%	76%		78%	135%
Orange	127%	115%		48%	102%
Orleans	112%	126%		114%	166%
Rutland	111%	121%		78%	123%
Washington	121%	129%		85%	63%
Windham	73%	89%		130%	77%
Windsor	88%	90%		70%	102%

RESEARCH BRIEF

ANALYZING VIOLATIONS OF CONDITIONS OF RELEASE

PRESENTED BY:

ROBIN JOY,JD,PHD
DIRECTOR OF RESEARCH

APRIL 9, 2024



Introduction

This research brief contains a preliminary analysis on the use of Conditions of Release in Vermont Criminal Division and charges of Violations of Conditions of Release if a violation of 13 V.S.A. 7559(e). The purpose of this brief is to inform stakeholders on the following questions:

- Who gets conditions of release?
- What are the conditions?
- Who violates conditions of release?

CRG invites inquiries and discussions as we move forward with our research.

Several data sources were used in this analysis. The Adjudication Database maintained by CRG was used to answer questions about county use of conditions versus released on own recognizance. The Judiciary created a data set for CRG that gave information on what conditions were imposed on people from March 2021- March 2022. CRG acquired the criminal histories (rap sheets) of people in the data set the judiciary provided to understand more about violations, criminal pasts, and current cases of the people on conditions.

Table 1: Top Five Criminal Charges Disposed 2021-2023

Charge	2021	2022	2023
Violations of Conditions	1958	2943	3033
DUI #1	843	1414	1617
DLS #1	638	1041	970
Domestic Assault	575	916	917
Misdemeanor Retail Theft	478	648	905

Source: CRG Adjudication Database

Conditions vs. ROR

Table 2 presents the pre-trial release status of all cases that were arraigned in 2021-2023 and disposed of by 2024. The pre-trial release status was missing in 23.3% of cases. Table 3 below highlights the county differences in missing data. Some of the missing data could be probation violations, CRG is still investigating the missing cases.

Table 2: Number and Type of Release*Cases Arraigned 2021-2023 and Disposed by 2024*

Type of Release	n	Percent
Released on Conditons	6138	46.20%
Missing	3086	23.23%
Own Recognizance	2604	19.60%
Bail	1110	8.36%
Held Without Bail	347	2.61%

Source: CRG Adjudication Database

Table 3 shows the release type by county. Rutland county had the highest percent of cases held without bail. Bennington county had the highest percent of cases released on own recognizance.

Table 3: County by Type of Pre-Trial Release*Cases Arraigned 2021-2023 and Disposed by 2024*

County	Bail	Held Without Bail	Missing	Own Recognizance	Released on Conditons
Addison	2.63%	3.68%	82.89%	5.79%	5.00%
Bennington	10.48%	5.14%	17.57%	33.20%	33.61%
Caledonia	8.76%	1.03%	22.85%	15.98%	51.37%
Chittenden	10.71%	1.77%	7.61%	22.80%	57.11%
Essex	10.75%	1.08%	19.35%	10.75%	58.06%
Franklin	5.25%	1.86%	26.24%	19.54%	47.10%
Grand Isle	5.50%	0.00%	74.31%	7.34%	12.84%
Lamoille	3.67%	1.13%	44.43%	7.76%	43.02%
Orange	4.63%	2.45%	22.34%	20.98%	49.59%
Orleans	16.24%	5.09%	35.23%	1.96%	41.49%
Rutland	4.55%	5.69%	19.71%	23.28%	46.78%
Washington	6.24%	0.81%	22.37%	26.49%	44.08%
Windham	13.34%	3.26%	24.95%	6.81%	51.63%
Windsor	10.36%	3.00%	25.17%	19.46%	42.01%

Source: CRG Adjudication Database

Table 4 shows the breakdown of race and the type of release. In addition to the missing release type, race was missing (not included) or marked as unknown by police. Of the data available, Black defendants were more likely to be held without bail than any other race and more likely to be released on conditions compared to White defendants. However, White defendants were more likely than Black defendants to be released on their own recognizance.

Table 4: Race by Type of Pre-Trial Release*Cases Arraigned 2021-2023 and disposed of by 2024*

Race	Bail	Held Without Bail	Missing	Own Recognizance	Released on Conditions
Asian	12.05%	1.20%	12.05%	13.25%	61.45%
Black	17.26%	5.87%	13.35%	15.54%	47.99%
Hispanic	0.00%	0.00%	0.00%	0.00%	100.00%
Indigenous	9.68%	3.23%	16.13%	19.35%	51.61%
Unknown	3.53%	2.47%	27.88%	23.65%	42.47%
White	8.03%	2.35%	23.81%	19.58%	46.23%
NA	6.78%	4.52%	19.21%	24.29%	45.20%

Source: CRG Adjudication Database

Study Data

The study data include all people given conditions of release from March 2021-March 2022, the conditions they were given, and their criminal histories. The first docket with conditions during the study period is the reference case for the analysis. There are 4,011 people in the cohort. The average age of the defendant was 35.75. Table 5 shows the racial make up of the cohort. Black people are over represented for their Vermont population. White people are under represented. Race data was missing (not in the data at all) or unknown (the officer did not know the race) in about 19% of the cases. Men made up 76% of the cohort, women 23%, gender was unknown in 2% of the cohort.

Table 5: Race of Study Cohort*People with Conditions March 2021-March 2022*

Race	n	Percent
Asian	30	0.75%
Black	254	6.33%
Indigenous	11	0.27%
Missing	466	11.62%
Unknown	32	0.80%
White	3218	80.23%

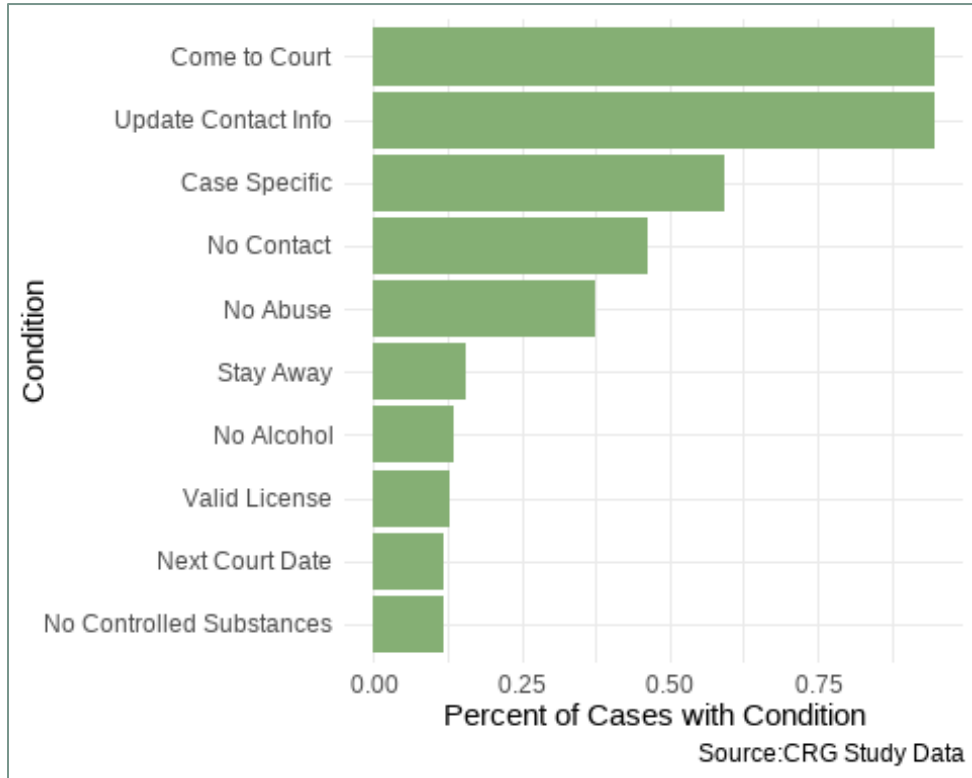
Source: CRG Study Data

Percentage of Cases with Condition

Figure 1 shows the percent of cases that had a particular condition. The category “Case Specific” is a CRG designation. There is a free text field in the data that contains information about additional conditions (or exceptions to conditions) that the court imposed. CRG has started to classify these data into more meaningful fields. For example, the field is often used to order a

defendant to stay away from someone. CRG identified those and created its own category called "Stay Away".

Figure 1: Percent of Cases with a Particular Condition



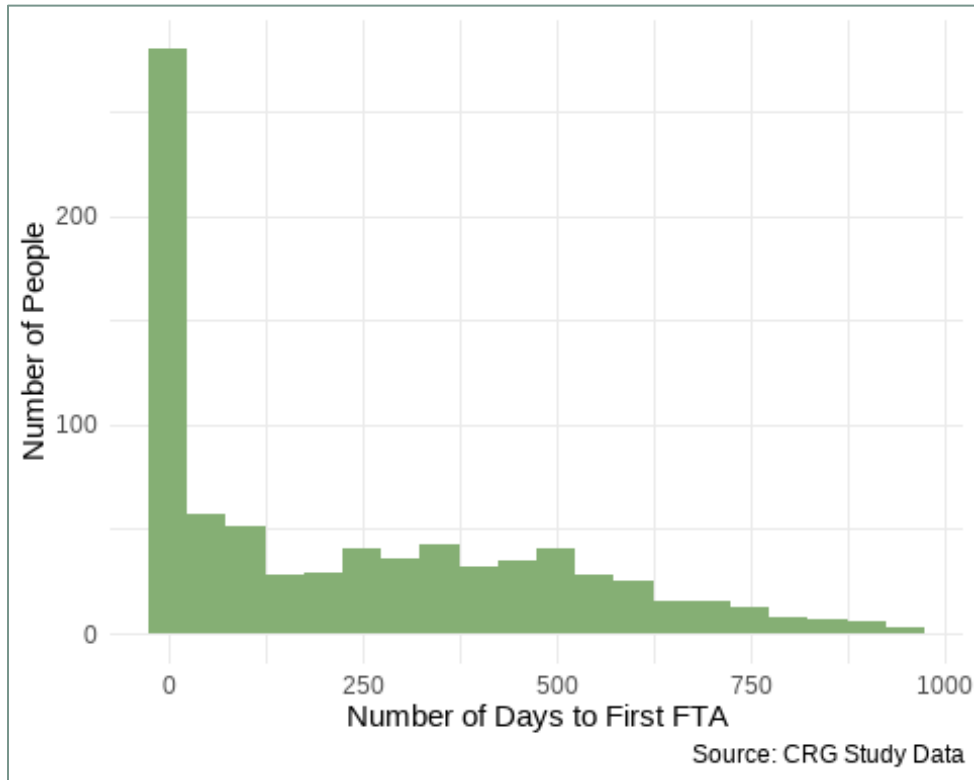
The 4,011 people in the cohort had a total of 7,086 charges on their base dockets. The charges were largely non-violent misdemeanors. Sixty-eight percent of the cohort had only misdemeanors, and 60% of the cohort had no charges of violence. Eight percent of the cohort were charged with Violations of Conditions of Release.

There were 1209 (30%) first time Vermont offenders in the cohort. Thirty-one percent of Black defendants were first time offenders as compared to 21% of White defendants. This is statistically significant. There was also a statistically significant gender disparity in first time Vermont offenders in the cohort. Thirty-four percent of women and 27% of men were first time offenders. As CRG completes the work on this study, these disparities will be explored further.

Failure to Appear Rate

Almost 20% of the cohort failed to appear (FTA) and had a warrant issued on their base case. This rate is substantially higher than the 10.92% rate CRG found analyzing all felony charges arraigned in 2016-2017. The data records the date of the first FTA date in a case. Figure 2 illustrates that most people failed to appear at the initial appearance.

Figure 2: Number of Days to First FTA



Violations and New Crimes

Thirty percent (1,241) of the cohort was charged with a new crime, with a violation of conditions or with a combination during their base case. Figure 3 shows that 646 (16%) people were charged with only a new substantive crime, 476 (12%) people were charged with a violation and a new substantive crime, and 119 (3%) people were charged with violating conditions of release

Figure 3: Types of Violations

