



City Council - Public Safety Committee

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

When: Nov 21, 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 Approve Draft Minutes September 19, 2024**
Meeting November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category 2. Adopt Minutes
Department City Attorney

Type

Subject **2.2. Motion to Approve Draft Minutes from October 24, 2024**
Meeting November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category 2. Adopt Minutes
Department City Attorney

Type

3. Presentation from Robin Joy and Monica Webber with the Crime Research Group

Subject **3.1. A Discussion about VCRs (Violations of Conditions of Release), bail, and data showing cases move through our court system: [Act 40 of 2023 Report: Bail and Pre-Trial Detention](#)**
Meeting November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category 3. Presentation from Robin Joy and Monica Webber with the Crime Research Group
Department Council and Board
Type
Recommended Action

4. Public Forum

Subject **4.1. Verbal Comments**
Meeting November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category 4. Public Forum
Department
Type

5. Chief's Reports

Subject **5.1. BFD - Data and Update from Chief LaChance including the launch of the PREVENT initiative**
Meeting November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category 5. Chief's Reports
Department Fire Department

Type

Recommended Action

Subject **5.2. BPD - Chief's Report**

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

Category 5. Chief's Reports

Department Police Department

Type

Recommended Action

6. BPD Recruitment Update - Time table for reporting

Subject **6.1. Update on BPD Recruitment and Time Table Reporting**

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

Category 6. BPD Recruitment Update - Time table for reporting

Department Police Department

Type

Recommended Action

7. Harm Reduction Strategies with Ed Baker

Subject **7.1. Discussion with Ed Baker on Harm Reduction Strategies**

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

Category 7. Harm Reduction Strategies with Ed Baker

Department Council and Board

Type

Recommended Action

8. CSL Update and Data Request

Subject **8.1. CSL Update and Data Request**

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

Category 8. CSL Update and Data Request

Department Council and Board

Type

Recommended Action

9. State's Attorney Case Data

Subject	9.1. Review of State's Attorney's Backlog and Clearance Data
Meeting	November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category	9. State's Attorney Case Data
Department	Council and Board
Type	
Recommended Action	

10. Updates from the Mayor

Subject	10.1. Review of the City's New Website
Meeting	November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category	10. Updates from the Mayor
Department	Council and Board
Type	
Recommended Action	

11. Adjournment

Subject	11.1. Motion to adjourn
Meeting	November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 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.
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Meeting	November 21, 2024 - Public Safety Committee Meeting Agenda - Thursday, November 21, 2024, 5:30 PM, Remote via Zoom
Category	12. 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-transports. 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
Thursday, October 24, 2024
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

Members Present: Melo Grant (Chair), Mark Barlow

Staff Present: Hayley McClenahan (Assistant City Attorney), Michael Curtin (BFD Battalion Chief), Shannon Trammell (BPD Executive Manager), Dwayne Mellis (BPD Sergeant)

Public Present: Todd DeLuca

Meeting called to order at 5:34 PM by Councilor Grant.

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

Motion to Adopt Agenda as amended to remove Item 2.01 and revisit at a future meeting.

Motion by Councilor Barlow, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

**2. Adopt Minutes
2.01 Motion to Adopt Draft Minutes from September 19, 2024**

This item was removed from the agenda.

2.02 Motion to Adopt Draft Trespass Appeal Hearing Minutes from September 19, 2024

Motion to adopt the minutes from the Trespass Appeal Hearing on September 19, 2024.

Motion by Councilor Barlow, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

**3. Public Forum
3.01 Verbal Comments**

Todd DeLuca of Ward 4 shared a recent troubling encounter he had with a member who appeared to be of the houseless community, and described feeling under serious threat of physical violence and said issues of public safety are getting worse.

Public forum closed at 5:41 PM.

4. Burlington Fire Department Update

4.01 Commission Report Review

Battalion Chief Curtin shared personnel updates with the Committee:

- BC Jamie Valyou retired and is now the Fire Chief of Charlotte, VT.
- Captain Mark McDonough was promoted to Battalion Chief.
- Kevin Alexander and Jason Cherest were promoted to Lieutenants.
- The next Lieutenants testing cycle will be in November, and the next Captains testing cycle in February 2025.
- Four newly graduated recruits started work on October 14.

BC Curtin overviewed updated commission report data:

- Call volume has risen to 9,156 since the last Commission report.
- New engines 1 and 3 have been received and are expected to be ready for next week.
- Three members of the Department were deployed to North Carolina to help with Hurricane Helene rescue and recovery efforts for roughly 20 days.

4.02 Incident Type Breakdown

BC Curtin provided a graph to the Committee demonstrating the different categories by which calls can be coded as they come in through dispatch.

Councilor Grant asked if overdoses would fall under the EMS category, which BC Curtin confirmed.

Councilor Barlow inquired about a further breakdown of what constitutes Good Intent calls. BC Curtin clarified Good Intent calls are typically any case where a concerned citizen calls in a perceived emergency that is proven to not be an emergency when BFD arrives on scene.

4.03 Recruitment Update with Social Media Data

BC Curtin said the Department continues to focus social media efforts toward lateral transfers and is strategically boosting posts. Councilor Grant shared Chief LaChance is expected to give a presentation on BFD's lateral transfer recruitment strategy at the next City Council meeting.

Councilor Grant plans to ask BFD to provide social media engagement updates on a monthly basis.

BC Curtin said that after the first couple of weeks of posting, there have already been 13 applications for the lateral transfer, yet only three met the minimum requirements to move on in the process. BFD would like to see higher numbers and plans to continue promoting and recruiting.

Councilor Barlow asked what platforms the Department is using. BC Curtin said the data included with the meeting is for Facebook and Instagram, and that recruitment advertisements are also on the City website and Front Porch Forum.

4.04 Wellness

Given the increase in incidents BFD is responding to, the Committee asked BFD to share how the Fire Department is managing employee wellness. BC Curtin said there are several programs to address wellness, including the Peer Support Team, which gives support to employees who respond to highly distressing incidents.

4.04 Burlington Community Connection Program

BC Curtin reviewed BFD's Burlington Community Connect:

- A secure website where residents and business owners can log in and input information to expedite and optimize first responders' emergency response. BC Curtin emphasized only those responding to your emergency will see your information.
- Residents and business owners enter any information they believe to be relevant for emergency responders regarding their household or property, such as the number of people in a household or business at any given time, pets, family members with mobility issues, where kids' rooms are located, codes to security locks on doors, etc.

Councilor Grant inquired how renters and landlords should enter information. BC Curtin said renters should enter information as Residents, and the information needs to be updated when the properties turn over.

Councilor Grant urged the public to review the Fire Chief's latest report attached to the agenda of today's meeting for more information on BFD activities.

Councilor Grant asked BC Curtin for an update on the PREVENT initiative, which was presented to the Committee on July 18 by BC McCombie. BC Curtin said the Department just finished its first wave of training for the program, and is waiting on the State to give the greenlight to roll out, which is expected to be a two-week process.

5. Burlington Police Department Update

5.01 Conversation with Executive Manager Shannon Trammell including data requests, community engagement, and recruitment

Executive Manager Trammell reviewed her current responsibilities in BPD, covering several roles due to staffing issues:

- As Executive Manager, Trammell acts as liaison between the Council, council bodies, and the Department, manages Department projects, and is responsible for the implementation of the CNA recommendations.
- Executive Manager Trammell is also still carrying out her old role of Executive Assistant, which has been retitled to Command Assistant. A new Command Assistant is anticipated to start early November.
- This was Executive Manager Trammell's first year involved with the budget, and the Department is hiring for the Business Manager position that BPD plans to retitle as Budget Manager to take over that function instead.
- The position of Senior IT Administrator is also open so Executive Manager Trammell, Deputy Chief Labarge, and the current Help Desk Technician are all working to cover that position.
- Executive Manager Trammell has also been working closely with the City's facilities team to push forward any repairs and maintenance the building needs, which are extensive.

Executive Manager Trammell offered updates on facilities:

- Repairs from the arson incident are wrapping up.
- The lobby phone, which was recently broken, has been replaced.
- Contracts with Facilities have been signed for the exterior canopy of the lobby entrance, which will address a structural issue with the pillars. An exterior phone has been incorporated into the design to help mitigate issues in the vestibule.

Executive Manager Trammell overviewed personnel updates:

- The Department has had several departures for the fall due to retirements and other opportunities, creating new openings for professional and sworn positions, including Deputy Chief of Operations, which is being advertised in major police publications for more visibility.
- A new CSO, CSL, and Emergency Communications Specialist are coming onboard in the next few weeks.
- Two officers are at the academy and expected to start in field training in the coming weeks.
- A Clinician and Clinical Supervisor have been hired for the CARES team. Executive Manager Trammell and CAIP Assistant Director Smith met with NAMI to bring more trainings to the Department. The Clinical Supervisor is also working to put together a working group to build the curriculum for these trainings relying on local partners.

- A new data analyst from the Planning Department will be working with BPD.

Executive Manager Trammell provided updates on online reporting, community engagement, and social media:

- Citizens can now send citizen complaints directly to complaints@bpdvt.org until the Department is able to develop a long-term solution for the forms no longer supported on the new City website. Complaints can also still be dropped off in person at various City locations, and CSLs can assist with navigating the complaint process.
- A fillable form for Drug Tips has been added to BPD's site so citizens can resume submitting drug tips.
- The Department expects to have a new online reporting implemented by the end of November, a solution which is expected to resolve the backlog issues as online reports will be automatically entered into Valcour rather than officers needing to manually input the online reporting information.
- BPD and PIO Timm are working with NPAs to start a dialogue of how the community wants to engage with the Department to meet the community where they are at. PIO Timm has also been with REIB to collaborate on community engagement initiatives.
- PIO Timm is newly managing the Department's Instagram page and is generating and seeking ideas for creating content.

Councilor Grant asked for councilors to get more advanced notice for swearing-in ceremonies of new officers. Executive Manager Trammell confirmed that the Council and the Commission would be receiving earlier notice of these events going forward.

Councilor Grant expressed concern for business owners with the current priority response plan going into the holiday season. Councilor Barlow agreed and wants the priority response plan to be reevaluated to give more attention to Church Street Marketplace.

Councilor Grant said she would like to do a deep dive on incident volume and selected Valcour incidents.

Councilor Grant asked if a member of the drug unit could present to the Public Safety Committee at a future meeting.

Councilor Grant discussed with Executive Manager Trammell ways that BPD could bolster their social media strategy in partnership with the council and provide more training to staff on social media use, especially for recruitment.

5.02 Commission Report Review

The Committee reviewed Chief Murad's latest commission report during the discussion with Executive Manager Trammell.

5.03 Traffic Enforcement with Sergeant Mellis (Time Certain 6-6:15 PM)

Sergeant Mellis discussed his work in traffic enforcement and the Safer Highway Accident Reduction Program (SHARP) in Burlington:

- Using overtime, Sergeant Mellis targets areas of the city where he has witnessed repeated traffic violations and will patrol one area until he sees the behavior reduced before moving onto another area.
- Sergeant Mellis recently attended an NPA meeting and used free time to visit areas specifically mentioned by residents at that meeting.
- The amount of hours Sergeant Mellis can dedicate per month fluctuates dependent on personal and professional bandwidth.
- Sergeant Mellis has patrolled areas such as Riverside Ave, the Downtown Core, and the South End and Shelburne Road.
- Sergeant Mellis said not every traffic stop results in a ticket, and the focus is on education around traffic safety.

Councilor Grant asked about the feasibility to set up cameras for automatic ticketing in the city. Sergeant Mellis said the issue with that solution is the cameras would only capture the plate of the vehicle, ticketing the owner of the registered vehicle rather than who is operating the vehicle. Executive Manager Trammell added a few other officers help Sergeant Mellis on the SHARP detail and the officers' focus is on education and changing behavior, which Executive Manager Trammell thinks could not be accomplished entirely with cameras.

Councilor Grant asked if car accidents have increased in Burlington. Sergeant Mellis believed that was true. Executive Manager Trammell volunteered to follow up with data on that.

Sergeant Mellis has been with BPD for nearly 16 years and lives outside Burlington. Sergeant Mellis commented that he hopes to see an increase in BPD's ability to do more traffic enforcement because it is an important function of safety for more than just mitigating risky driving behavior but deterring other crime as well because the police are more visible to the public.

Councilor Barlow asked how Sergeant Mellis learns of problematic areas. Sergeant Mellis said residents will send emails, discuss traffic problems on Reddit, or he will prioritize areas where he personally witnessed violations on other shifts.

Councilor Barlow asked if Sergeant Mellis will also stop traffic for ignoring stop signs and rolling stops. Sergeant Mellis confirmed that when he is on these details, he will stop someone for violating any traffic law.

Executive Manager Trammell said future requests and complaints from councilors' constituents can be forwarded to her to pass along to the SHARP detail. Councilor Grant mentioned Police Commissioner Comerford had a complaint that would warrant follow-up from the last Police Commission meeting regarding traffic issues.

5.04 Recruitment – Use of Digital Advertising

Executive Manager Trammell gave a few social media updates:

Councilor Grant mentioned how job posts are not being pushed from the City's job site to the bigger job sites, which means that job posts for BPD and other departments are not getting the attention they could be.

Councilor Grant proposed meeting with Executive Manager Trammell and PIO Timm to coordinate a digital advertising plan and communication strategies.

6. State's Attorney Data

6.01 State's Attorney's Data Review

Councilor Grant reminded the public the State's Attorney's Data of the case backlog and clearance rates is available to view with this meeting's materials on CivicClerk.

7. VCR – Violations of Conditions of Release

7.01 Violations of Conditions of Release Discussion

Councilor Grant clarified that when someone violates their conditions of release, that individual ends up back in court with a new case for the violation.

The Committee reviewed a research brief attached to the meeting materials overviewing Vermont's violations of conditions of release data from the last few years.

Councilor Grant has invited the presenter of the report, Robin Joy the Director of Research of the Crime Research Group, to present to the Committee and is expected to join the November meeting.

8. Adjournment

8.01 Motion to Adjourn

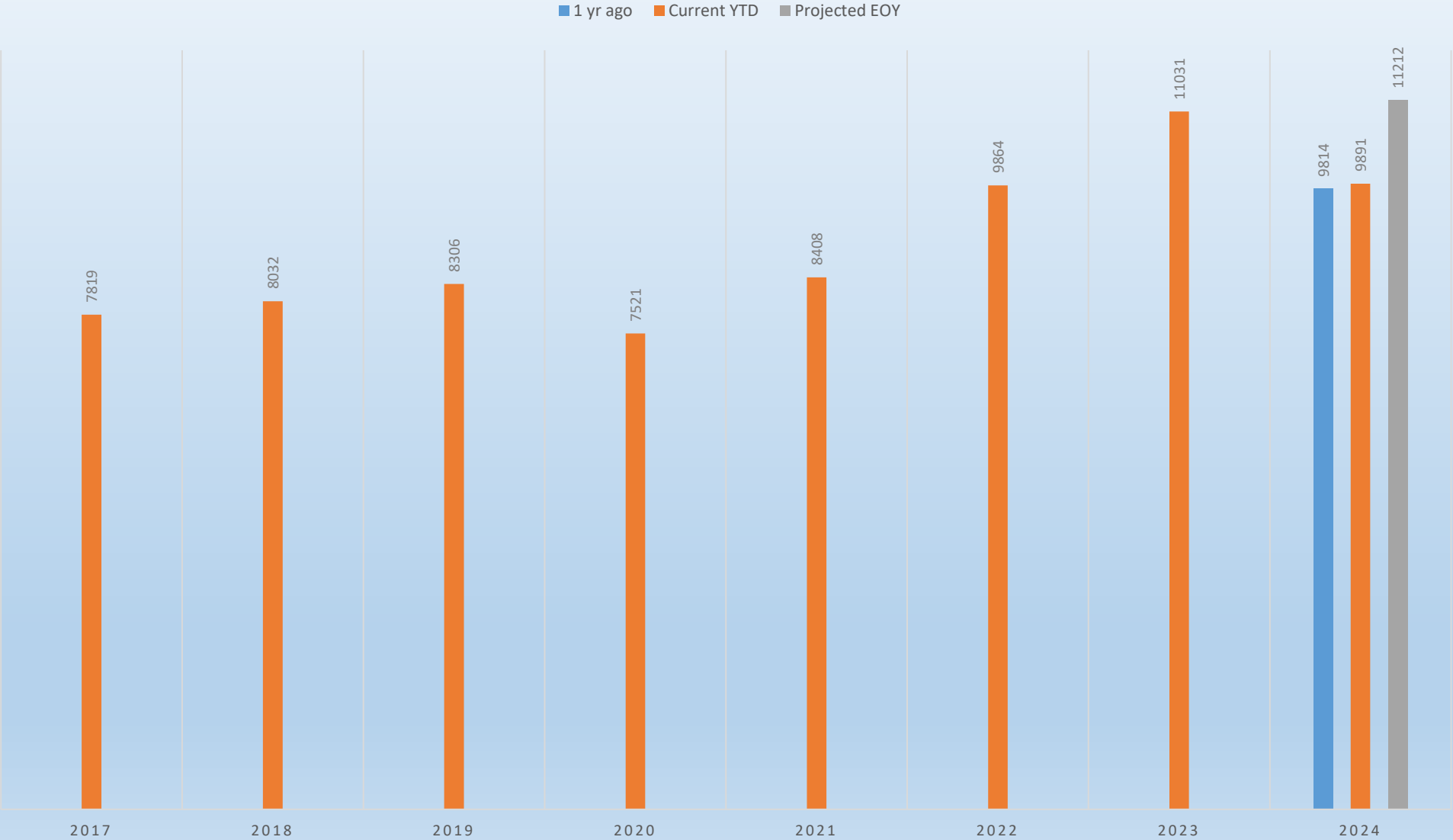
The meeting was adjourned with no objection by Councilor Grant at 8:03 PM.

Burlington Fire Department Response Data Updated Through 11/17/2024



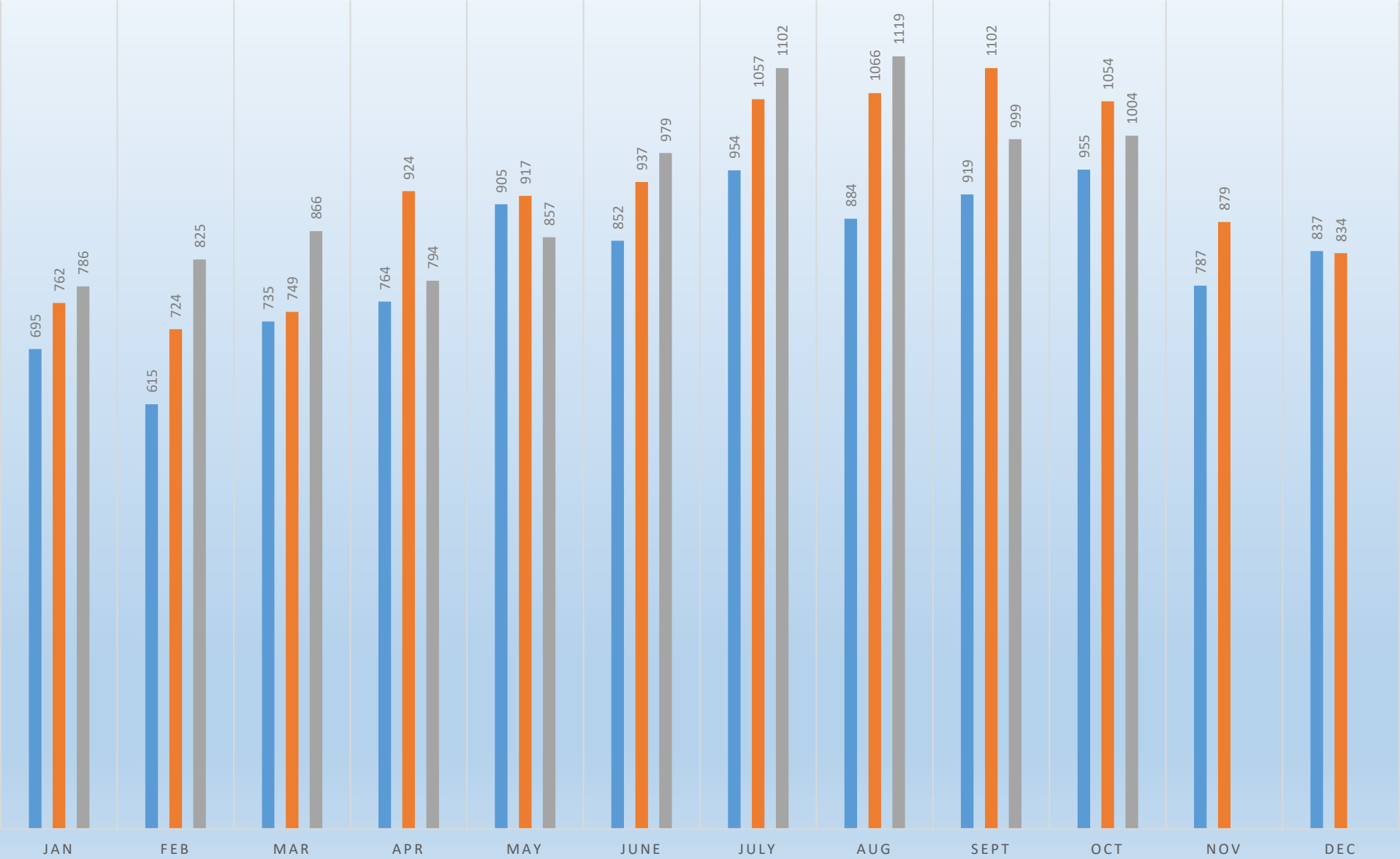


FIRE DEPARTMENT RESPONSE TOTALS
CALENDAR YEAR UPDATED THROUGH
11/17/2024



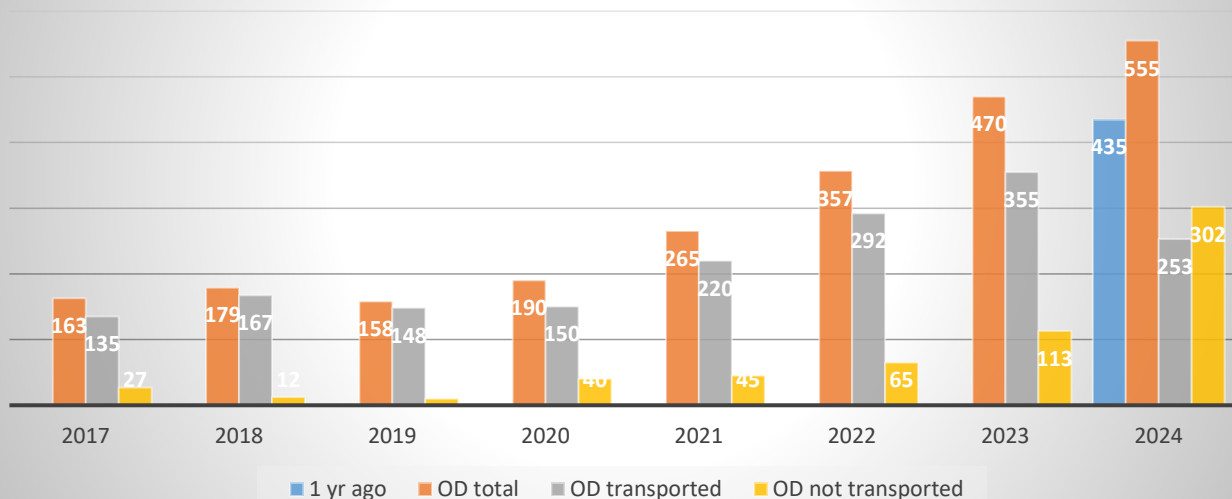


2022 - 2024 RESPONSES BY MONTH



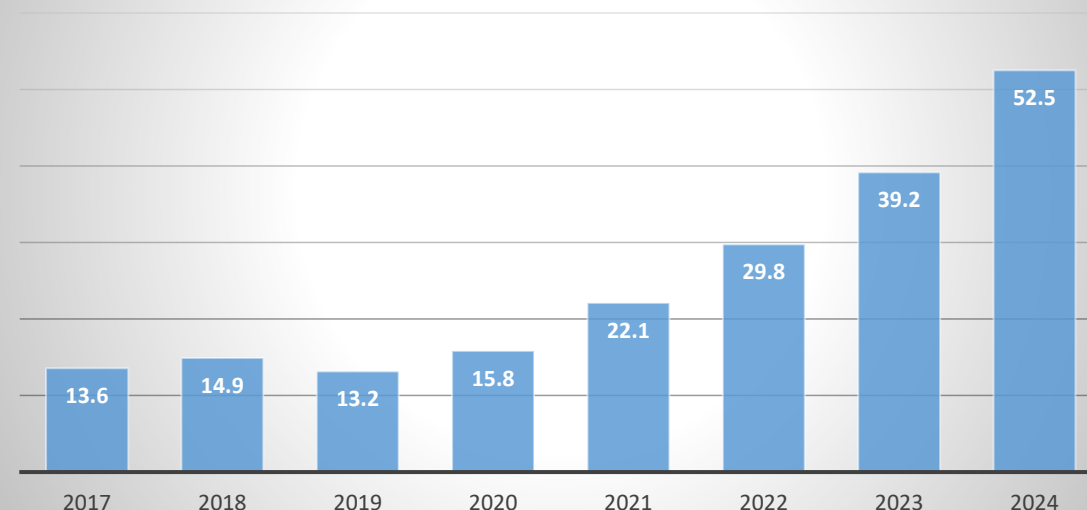


OverdoseTotal:Transported:Not Transported Data through 11/17/2024



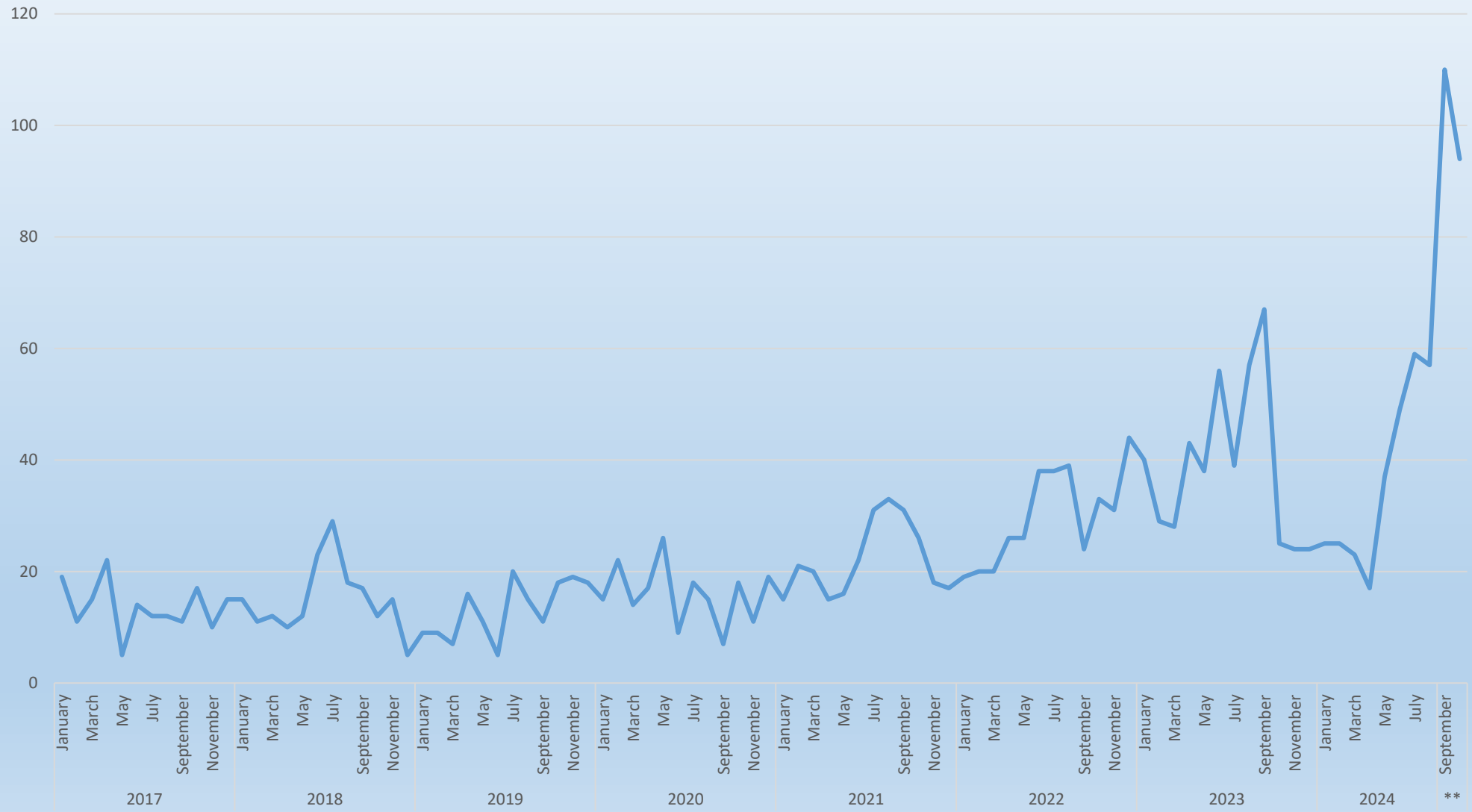
Data shows increased non-transport rates.
Note: Increased data collection in EMS reports began in Sept 2024. Overdosed but unassessed patients are no longer considered a “no patient found.” They are now counted into the overdose total.

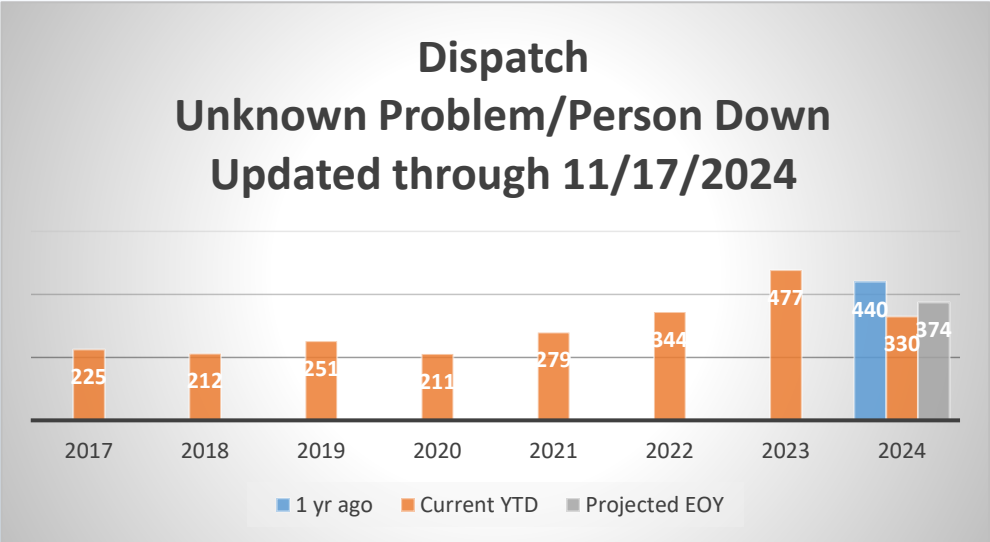
Average Overdose Responses per Month Data through 11/17/2024



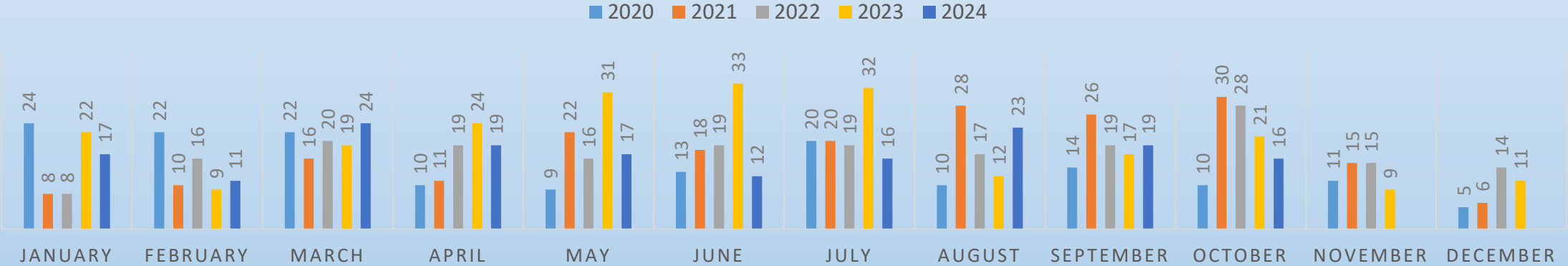


Monthly Fire Department Overdoses
Updated through 10/31/2024
Increased data collection 09/2024





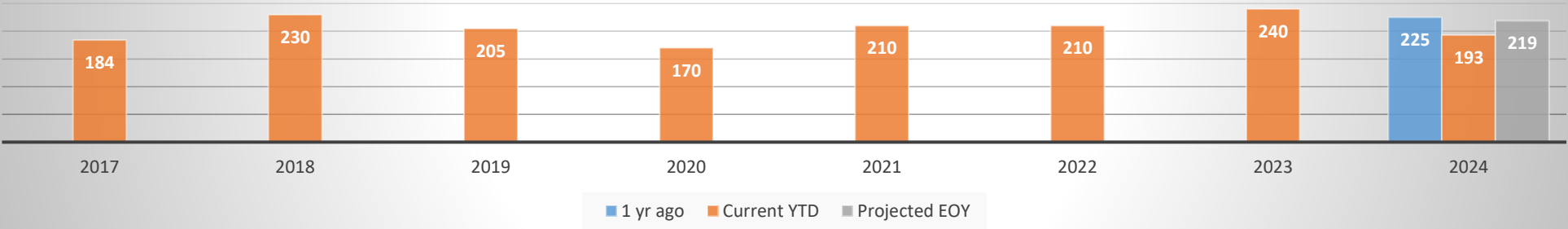
DISPATCH ALCOHOL INTOXICATION MONTHLY



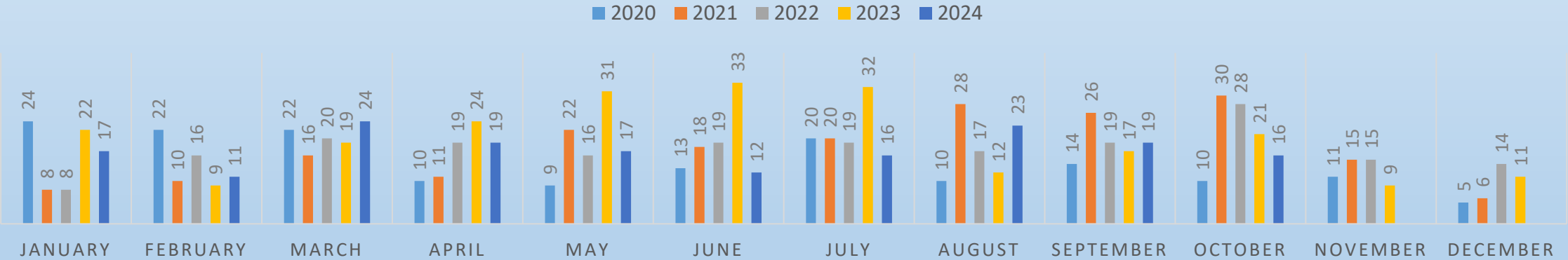
- Overdoses can be dispatched as an unresponsive person or person down.
- Sometimes, these people are overdosed.
- Often, they are experiencing the desired effect of their substance or have another non-emergent need.



Dispatch
Alcohol Intoxication
Updated through 11/17/2024



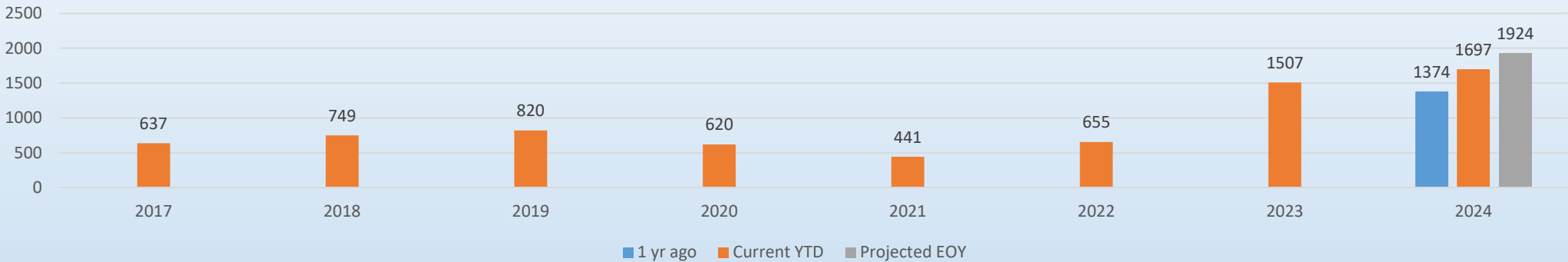
DISPATCH ALCOHOL INTOXICATION MONTHLY



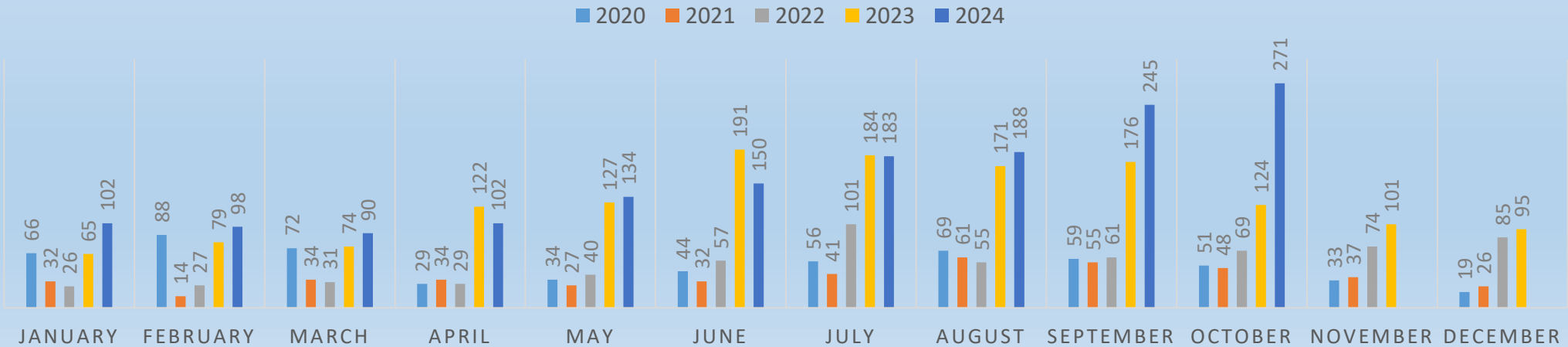
- Open alcohol intoxication is a concern in the community.
- These numbers are relatively steady and do not appear to account for a significant response increase.



Annual
Fire Department EMS Responses to Homeless/Houseless/Transient/
No Address Population
Updated through 11/17/2024



MONTHLY FIRE DEPARTMENT EMS RESPONSES TO
HOMELESS/HOUSELESS/TRANSIENT/NO ADDRESS
POPULATION





BFD Community Response Team (CRT)
Results since rollout 10/16/2023

Total:	2130	2847	304	213	54	18	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

Media release for PREVENT initiative

MEDIA RELEASE

INCIDENT TYPE:	DATE/TIME OF INCIDENT:
New Initiative PREVENT	NA
INCIDENT NUMBER:	LOCATION:
NA	Burlington Fire Department
AUTHOR:	CONTACT #:
Chief LaChance	802-864-4554

BURLINGTON FIRE DEPARTMENT LAUNCHES GROUNDBREAKING PREVENT INITIATIVE (Prehospital Vermont EMS Buprenorphine Treatment)

Burlington, VT – The Burlington Fire Department (BFD) is proud to announce the implementation of the PREVENT Initiative, a pioneering program aimed at combating the opioid crisis by empowering Advanced Emergency Medical Technicians (AEMTs) and Paramedics to administer buprenorphine, a critical medication for treating opioid use disorder.

This initiative represents a significant milestone in emergency medical services (EMS), making Burlington the first department in the nation to operationalize AEMT-administered buprenorphine after an EMS-reversed overdose.

Key Components of the PREVENT Initiative:

- **New Standard Operating Guidelines (SOGs):** Updated protocols have been distributed to all stations, ensuring seamless implementation of the new procedures.
- **Accessibility to Resources:** Laminated PREVENT protocols are now available on all apparatus for quick reference. Suboxone-controlled substance boxes have been distributed to ambulances, and each unit is equipped with appointment cards directing patients to follow-up services.
- **Medication Administration:** Each ambulance is stocked with supplies, including water, to facilitate the administration of buprenorphine film strips. Before administration, EMS personnel will consult medical direction for guidance.
- **Enhanced Tools and Technology:** BFD apparatus phones and tablets have been equipped with the MDCalc app, enabling quick and accurate calculation of Clinical Opioid Withdrawal Scale (COWS) scores.

- **Streamlined Referrals:** A new electronic run form ensures efficient documentation and automatic referrals to local recovery programs, including the Howard Center Safe Recovery and Turning Point.

Commitment to Excellence and Collaboration

The PREVENT Initiative results from extensive collaboration with the Vermont Department of Health (VDH), the University of Vermont Medical Center (UVMMC), the BPD CAIP team, CEDO, The Howard Center, and the Turning Point Center of Chittenden County. This program not only equips EMS personnel with life-saving tools but also strengthens the continuum of care for individuals struggling with opioid addiction.

EMS Chief McCombie shared, "This initiative marks a turning point in our community's fight against the opioid epidemic. By enabling AEMTs and Paramedics to administer buprenorphine, we are bridging a critical gap in care and paving the way for healthier outcomes for the patients we serve. This is a significant day for Burlington, Vermont, and EMS nationwide."

The department acknowledges the complexity of this groundbreaking program and is committed to ongoing training, feedback, and improvement as the PREVENT Initiative evolves.

-END-



BURLINGTON POLICE CHIEF'S REPORT

October 2024



FAREWELL TO RECRUITMENT COORDINATOR BAJWA

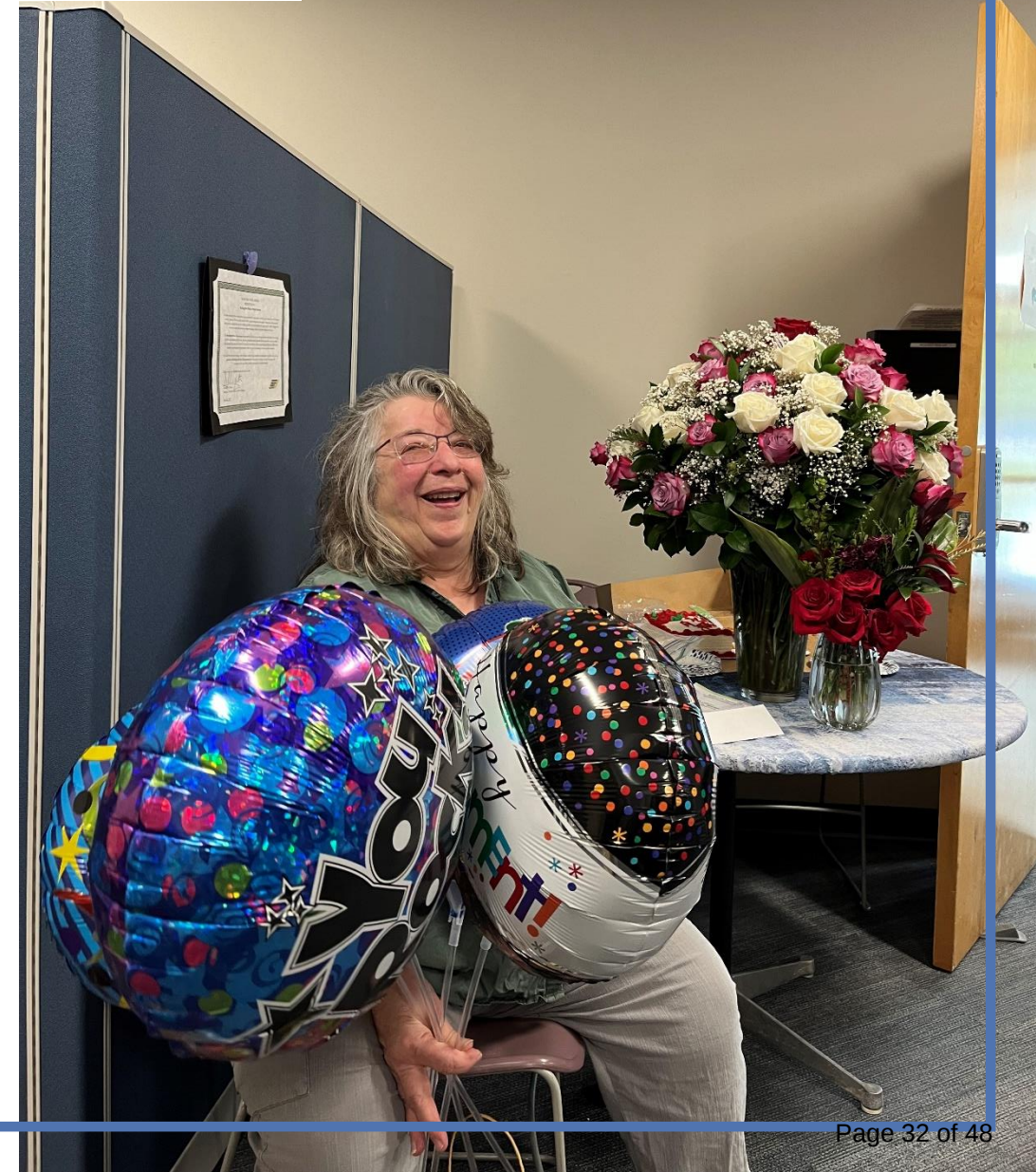


In her short tenure with the BPD, Anhad Bajwa made a long-lasting difference. She was our first Recruitment Coordinator, a new professional position we created to help our sworn Recruitment Officer meet our rebuilding goals. Over a year and a half—from May 1, 2023, to October 18, 2024—Recruitment Coordinator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



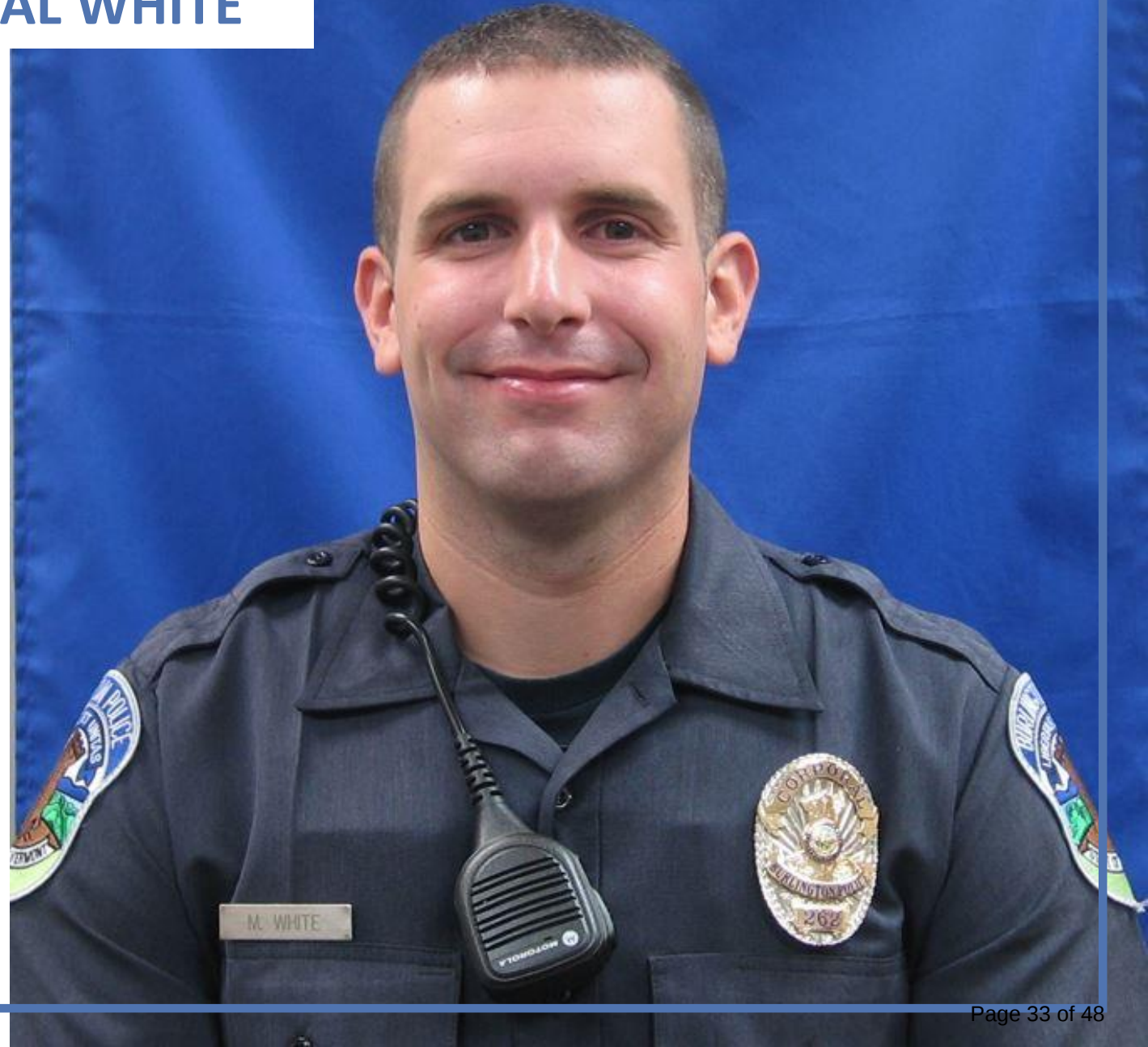


TWENTY YEARS – CORPORAL WHITE

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."

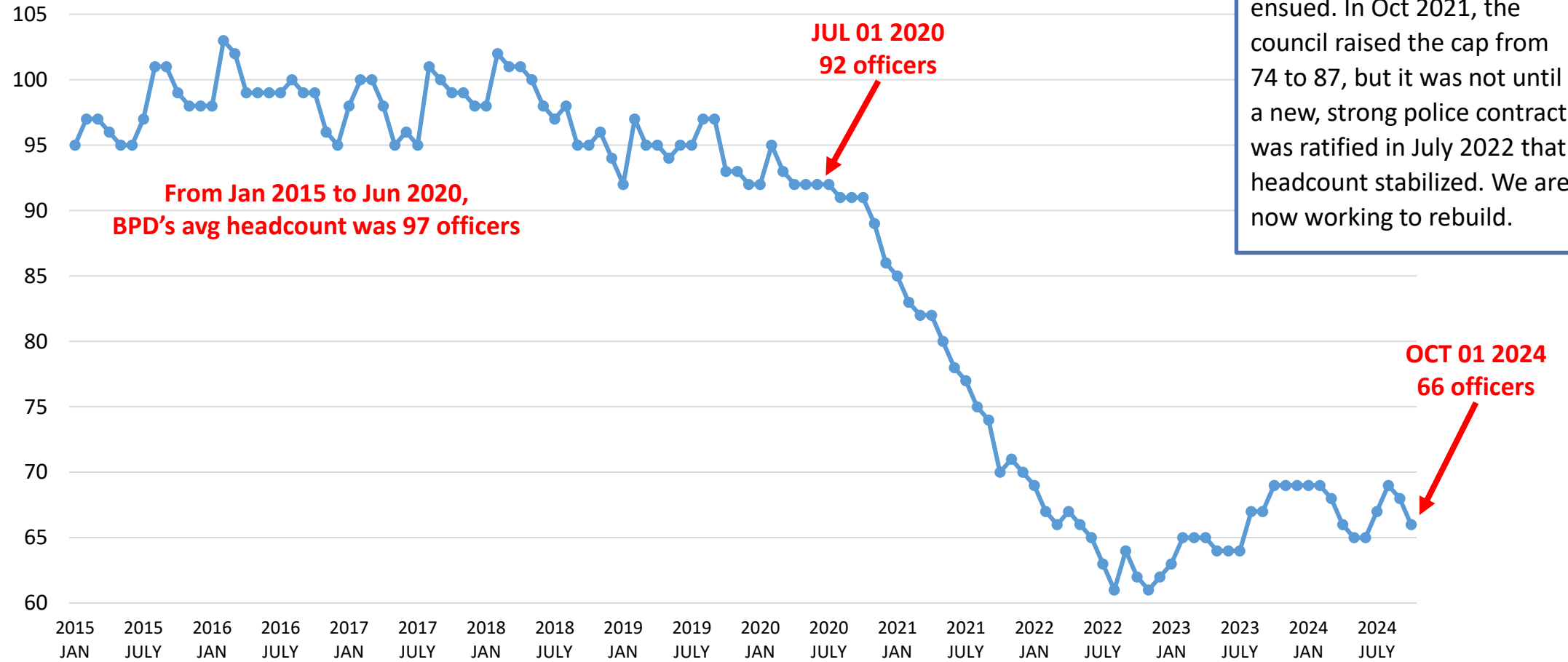
~ Chief Murad





BPD SWORN OFFICER HEADCOUNT, 2015-2024

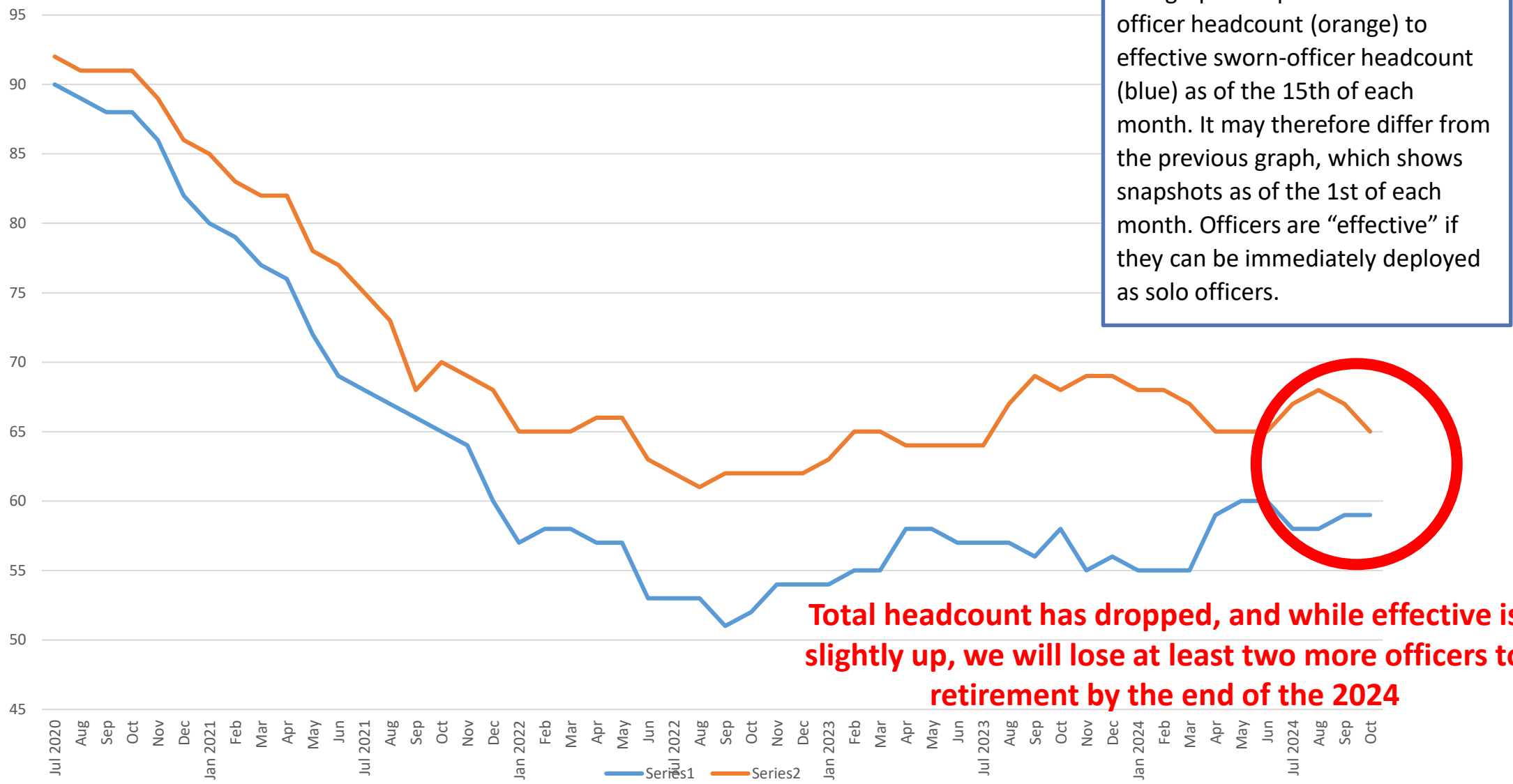
TOTAL SWORN HEADCOUNT, as of the first of each month, month-by-month



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.



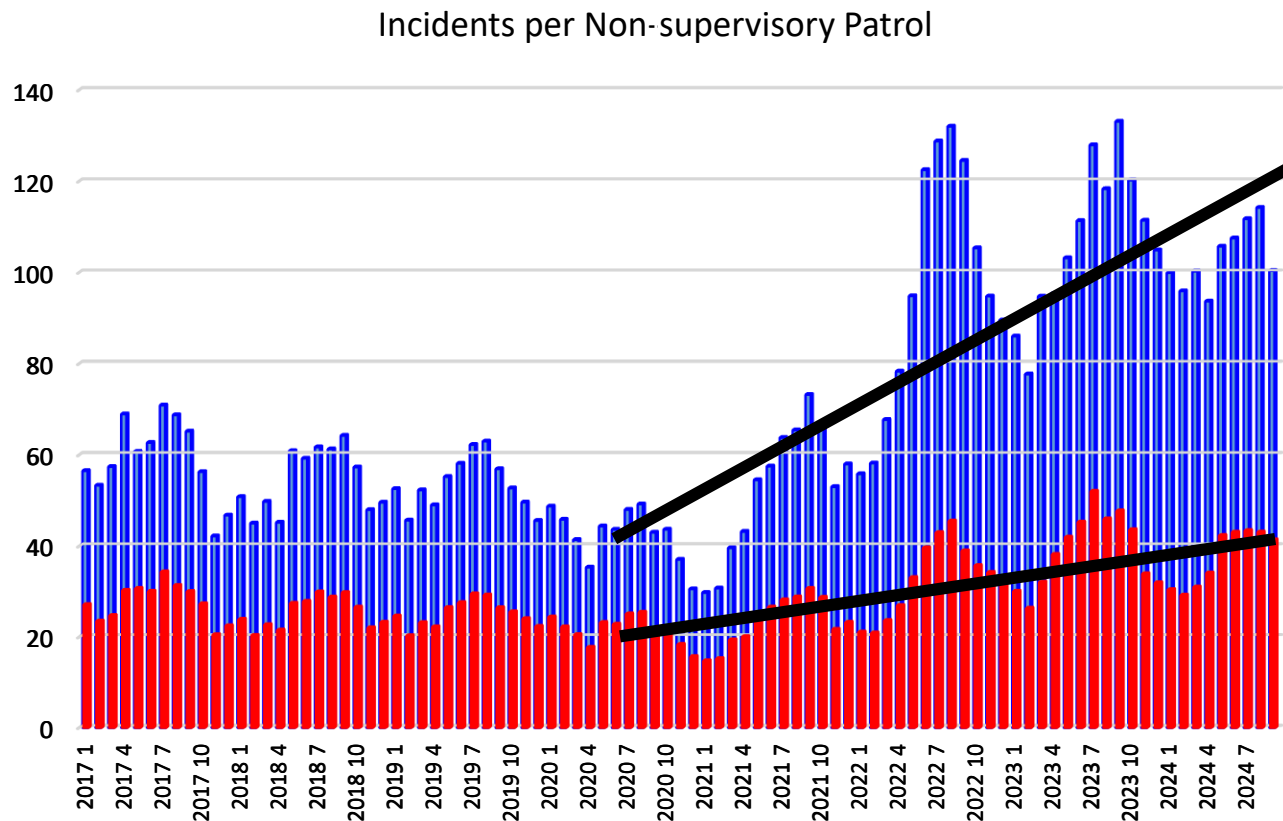
ACTUAL vs EFFECTIVE, JULY 2020 to SEP 2024



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

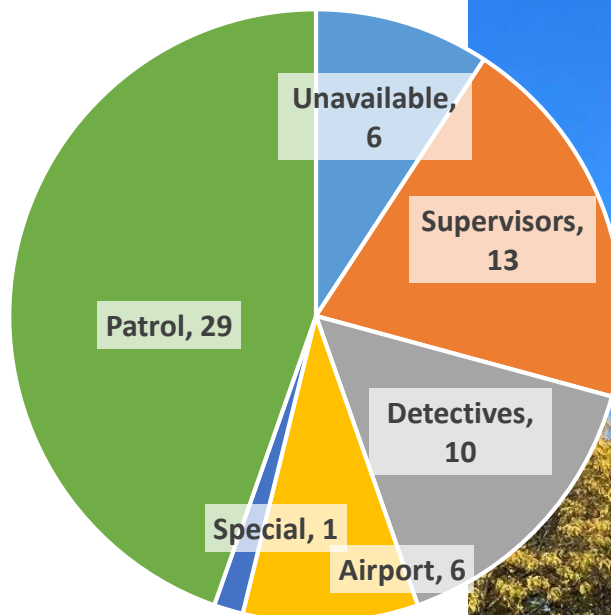
As of Oct 15 2024, we are authorized for 87 sworn officers. Of those 87, we employ 65. Of those 65, 59 are able to be deployed as solo officers, or “effective.”

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	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			



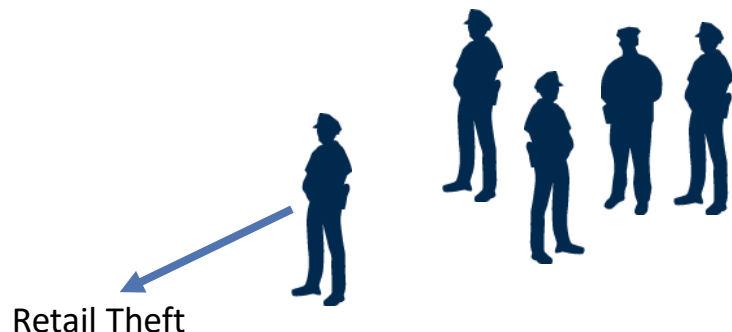
HOW THE PRIORITY RESPONSE PLAN WORKS

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

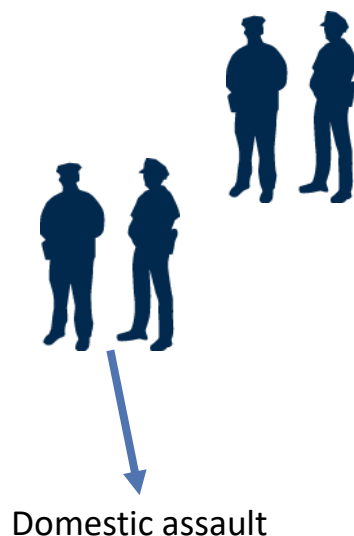
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



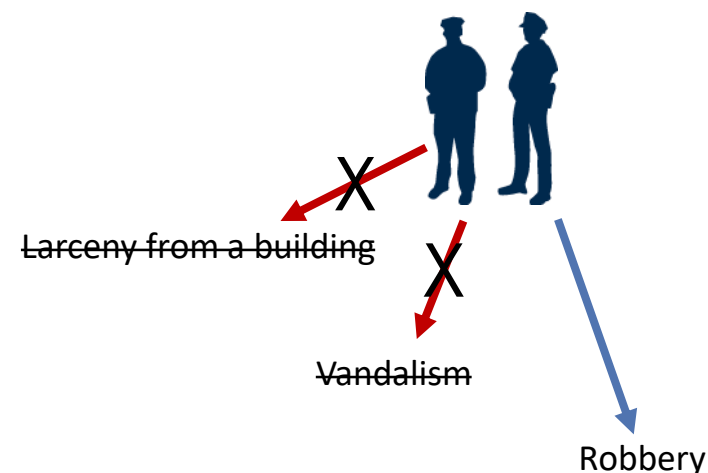
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



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

	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	Nov Over Dispo	Nov Total	Nov New Cases
Addison	117	349	43	119	368	40	117	346	40	112	351	45
Bennington	581	1295	130	590	1329	118	611	1357	147	544	1218	123
Caledonia	664	1067	36	684	1107	45	681	1113	57	641	1018	38
Chittenden	1054	2751	203	1067	2799	272	1091	2756	242	1006	2605	295
Essex	113	219	6	120	229	6	122	226	6	108	203	6
Franklin	301	1142	132	317	1180	112	325	1261	126	326	1275	155
Grand Isle	25	67	4	25	68	7	26	66	2	29	63	3
Lamoille	210	544	45	213	552	55	208	529	45	190	478	30
Orange	162	345	35	166	354	30	163	358	33	176	353	32
Orleans	837	1223	78	851	1240	74	771	1185	96	774	1207	86
Rutland	828	1546	146	824	1555	128	791	1541	133	769	1500	109
Washington	355	1225	135	368	1263	146	386	1354	154	387	1389	123
Windham	735	1384	135	748	1410	85	773	1474	142	802	1446	142
Windsor	298	735	79	408	870	87	396	890	94	399	893	76

	2024 August	2024 September	2024 October	2024 Nov
Addison		84%	133%	79%
Bennington		77%	91%	144%
Caledonia		91%	105%	124%
Chittenden		85%	127%	100%
Essex		95%	129%	159%
Franklin		90%	66%	79%
Grand Isle		130%	129%	90%
Lamoille		78%	135%	117%
Orange		48%	102%	96%
Orleans		114%	166%	91%
Rutland		78%	123%	113%
Washington		85%	63%	91%
Windham		130%	77%	92%
Windsor		70%	102%	98%