



City Council - Public Safety Committee

Thursday, February 20, 2025, 5:30 PM, Remote via Zoom

When: Feb 20, 2025 05:30 PM Eastern Time (US and Canada)
Topic: Public Safety Committee Meeting

Join from PC, Mac, iPad, or Android:
<https://zoom.us/j/95666602779>

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Webinar ID: 956 6660 2779
International numbers available: <https://zoom.us/j/95666602779>

1. Adopt the Agenda

1.1. Motion to amend/adopt agenda

2. Adopt Minutes

2.1. Motion to adopt draft minutes from January 23, 2025

3. Public Forum

Subject	3.1. Verbal Comments
Meeting	February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category	3. Public Forum
Department	
Type	

4. Chiefs' Reports

Subject	4.1. Fire
Meeting	February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category	4. Chiefs' Reports
Department	
Type	
Recommended Action	

Subject	4.2. Police
Meeting	February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category	4. Chiefs' Reports
Department	
Type	
Recommended Action	

5. Data from State's Attorney

Subject	5.1. Data from State's Attorney
Meeting	February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category	5. Data from State's Attorney
Department	Council and Board
Type	

6. Mayor's Community Safety Press Conference - New!

Subject	6.1. Mayor's Community Safety Press Conference
Meeting	February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom

Category 6. Mayor's Community Safety Press Conference - New!
Department Council and Board
Type
Recommended Action

7. Community Safety Kiosk Update

Subject 7.1. Community Safety Kiosk Update
Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category 7. Community Safety Kiosk Update
Department Council and Board
Type
Recommended Action

8. Police Commission Update

Subject 8.1. Outstanding CNA Items
Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category 8. Police Commission Update
Department Council and Board
Type
Recommended Action

Subject 8.2. Review of BPOA Survey
Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category 8. Police Commission Update
Department Council and Board
Type
Recommended Action

9. Updates from Professional Staff

Subject 9.1. Updates from Professional Staff
Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom
Category 9. Updates from Professional Staff

Department Council and Board

Type

Recommended Action

10. Other Committee Business

Subject 10.1. Confirmation of future meeting dates and guest ideas for 2025

Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom

Category 10. Other Committee Business

Department Council and Board

Type

Recommended Action

11. Adjournment

Subject 11.1. Motion to adjourn

Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom

Category 11. Adjournment

Department Council and Board

Type

Recommended Action

12. Informational and Non-Discrimination Statements

Subject 12.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.

Meeting February 20, 2025 - Public Safety Committee Meeting Agenda - Thursday, February 20, 2025, 5:30 PM, Remote via Zoom

Category 12. Informational and Non-Discrimination Statements

Department Council and Board

Type

**Public Safety Committee
Thursday, January 23, 2025
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

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

Staff Present: Hayley McClenahan (Assistant City Attorney), Marsha McCombie (EMS Battalion Chief), Shannon Trammell (BPD Executive Manager), Janelle Dumas (CARES Supervisor), Carly Levinson (CARES Clinician), Lacey Smith (CAIP Assistant Director)

Public Present:

Meeting called to order at 5:33 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 Motion to Adopt Draft Minutes from December 19, 2024**

Motion to adopt draft minutes from December 19, 2024 as written.

Motion by Councilor Barlow, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

**3. Public Forum
3.01 Verbal Comments**

There were no speakers for public forum.

**4. Chiefs' Reports/Data/Updates
4.01 Fire**

BC McCombie shared the Fire Department's latest updates. No action was taken.

4.02 Police

Executive Manager Trammell shared the Police Department's latest updates. No action was taken.

5. CARES Team Introduction

5.01 CARES Team Introduction

Janelle Dumas reviewed CARES' latest updates and introduced CARES Clinician Carly Levinson.

6. SA Data

6.01 State's Attorney Data

Councilor Grant reviewed the most recent State's Attorney's caseload data.

7. Cost of Recruitment vs Cost of Onboarding

7.01 Cost of Recruitment vs Cost of Onboarding

Councilor Grant announced she would start looking into the cost of onboarding for BPD and BFD ahead of this budget season.

8 Adjournment

8.01 Motion to Adjourn

The meeting was adjourned with no objection by Councilor Grant at 6:30 PM.



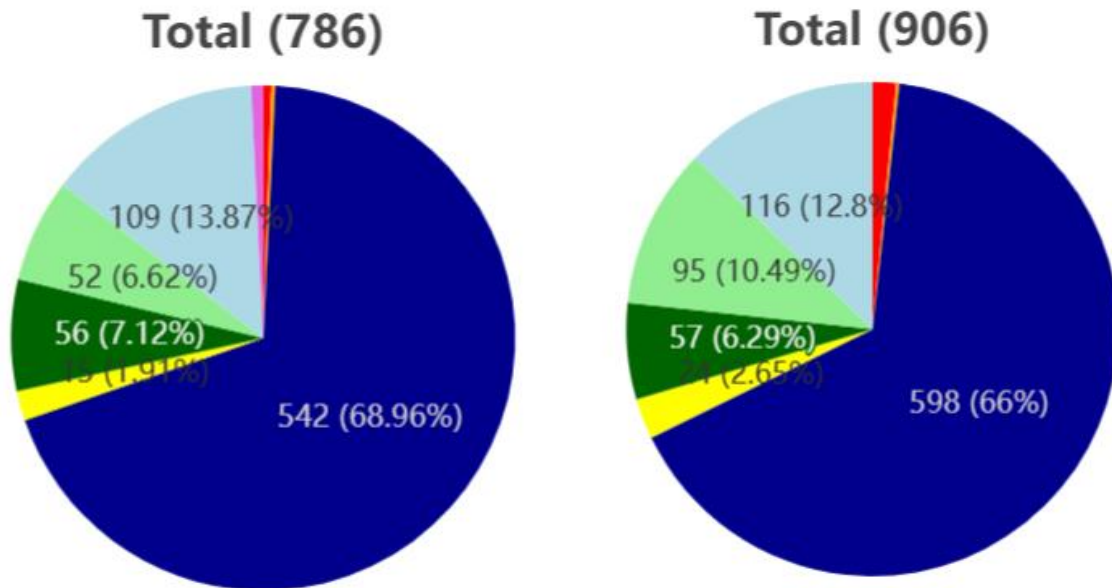
BURLINGTON FIRE DEPARTMENT

136 S. Winooski Avenue, Burlington, VT 05401
Phone: (802) 864-4554 Fax: (802) 865-5387

February 11, 2025
Chief's Report to the Burlington Fire Commission

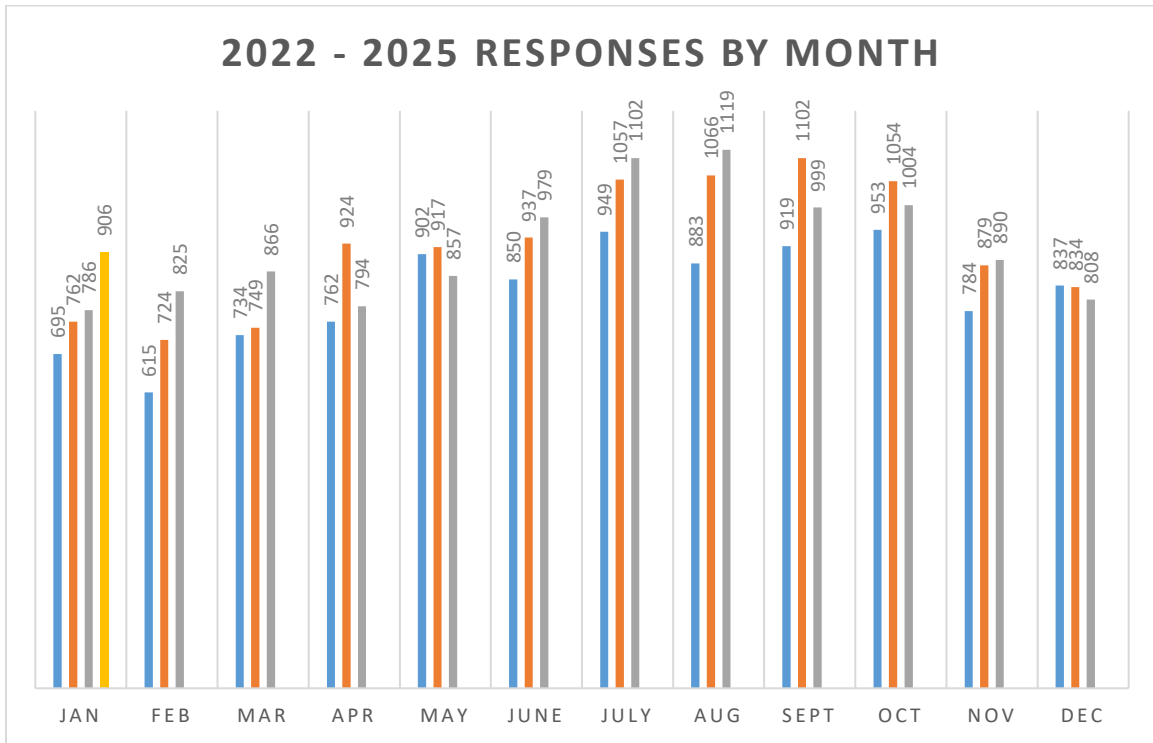
Personnel: We currently hold four vacancies. We are expecting a fifth with the expected retirement of another staff member. There has not been a formal letter outlining his intent to retire, so he will not be named in this report. The Captain's process is scheduled to take place in February 2025. We have three Lieutenants who have submitted their intent to take part in the promotional process.

Responses: In the first month of 2025, the fire department has responded to 906 calls for service. During the same period in 2024, we responded to 786, a 15.27% increase.



Incident Type Series

- 1 - Fire
- 2 - Overpressure Rupture, Explosion, Overheat(no fire)
- 3 - Rescue & Emergency Medical Service Incident
- 4 - Hazardous Condition (No Fire)
- 5 - Service Call
- 6 - Good Intent Call
- 7 - False Alarm & False Call
- 9 - Special Incident Type



Overtime: December 01, 2024 – January 31, 2025

2024 2025

- Minimum Staffing Overtime: 1292.25 hrs 1393.25 hrs
- Mandatory Minimum Staffing Overtime: 206.5 hrs 123 hrs

The above data shows a 7.8% increase in Minimum Staffing Overtime and a 40.4% 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 1.17%.

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 or CRT overtime. In the same period, our staff committed to the following extra duty and CRT overtime:

- Extra Duty: 100.75 hrs
- CRT Overtime: 724.5 hrs

Fleet: We are working toward and relying on the passage of the General Obligation Bond being voted on in the March ballot on Town Meeting Day. This vote requires a 2/3 majority to pass. With the lengthy build timelines for fire trucks and ambulances, we would like to purchase the replacement for Ladder 2, Ambulance 1, and Ambulance 2 and Battalion 1 utilizing bond proceeds. We will realize a prepay bonus if we can prepay for the new ladder truck. Costs for fleets are increasing exponentially every year, so waiting will only increase the financial burden on the city.

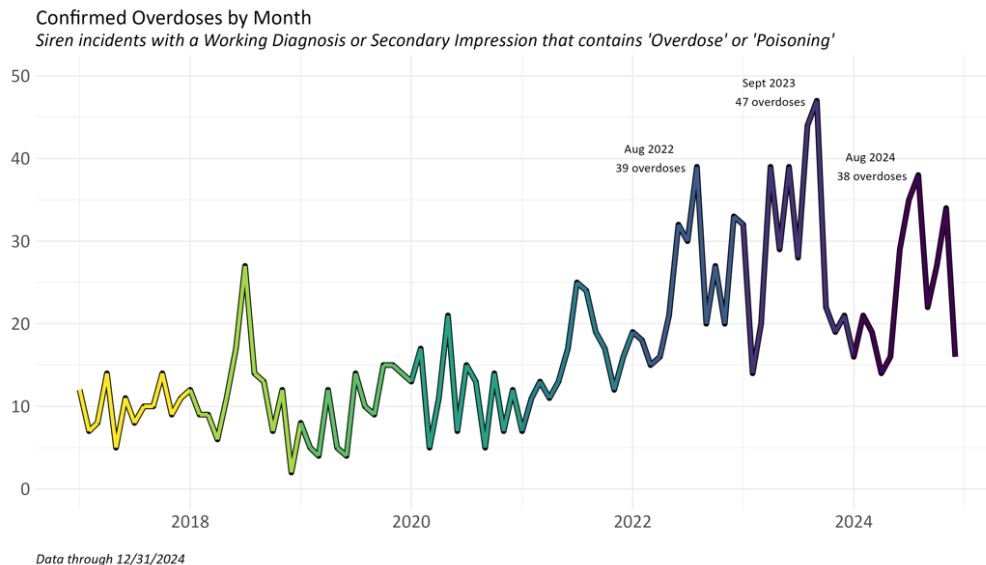
Buildings: The RFP to replace the apparatus floor at Station 2 has been awarded. We expect this work to take place in the spring. The apparatus floor at Station 1 and other capital needs still

need to be scheduled. Funding for many of our capital building needs will rely on the passage of the General Obligation Bond.

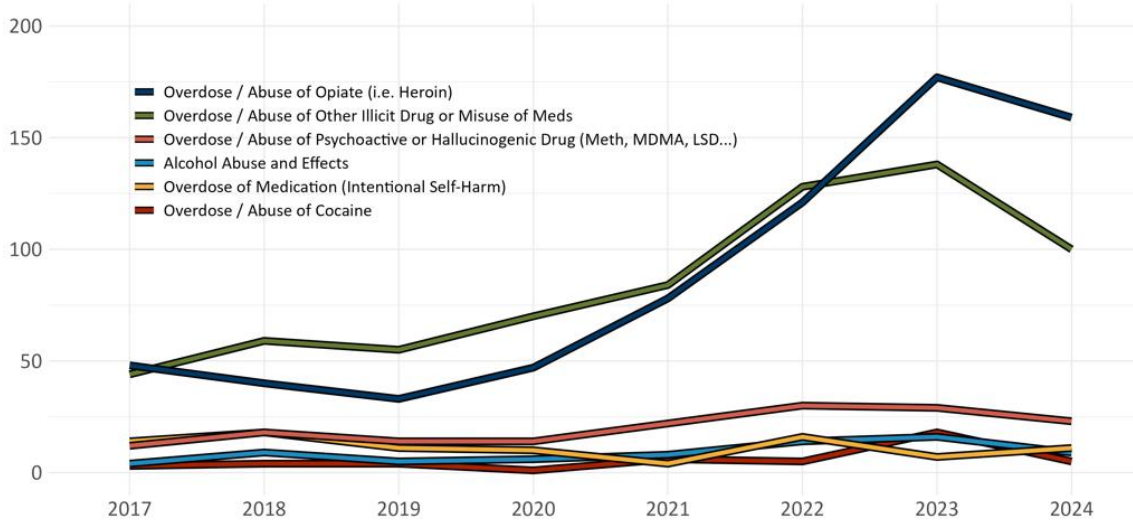
Radio System Upgrade: The Comms System Upgrade is progressing well. Cutover has been completed, and the radio system is impressive. The clarity is fantastic, and the coverage is excellent. We are completing the final components, including DPW system upgrades and some upgrades to our dispatch center. We plan to have this project completed in the upcoming few months.

The radio and antenna infrastructure move has been budgeted and will be completed once the building is ready.

Community Response Team Pilot: The CRT's staffing has increased over the last few months. Our average in-service time in the previous two months has been about 40 hours per week. We implemented the PREVENT initiative, which gives our providers the opportunity to offer Suboxone to anyone who has suffered an opioid overdose and refuses transport to the hospital. It also allows us to provide connections to services that can lead to further treatment. Unfortunately, despite offering this service multiple times, we have been unable to have anyone take us up on the service. Some of the refusals are a dramatic exit from the scene; some are people letting us know that they are not currently in a place where they want to receive those types of services. Our staff is working hard to develop innovative solutions to the issues we see in the community. They are often met with resistance.



Working Diagnoses / Secondary Impressions for Confirmed Overdoses
 Top diagnoses that reference substances



Note: incidents can have more than one Secondary Impression.
 Non-substance diagnoses include 'Altered Mental Status', 'Anxiety Attack / Acute Stress Reaction', and 'Psychiatric / Behavioral Problem'
 Data through 12/31/2024

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:	2320	2989	323	221	62	19	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

Administrative Division:

- Lateral Hiring – We had 18 qualified applicants and 12 chose to take the online exam. All 12 passed and were invited on to a phone interview. From there, 9 were invited to a performance-based panel interview which was conducted by DC Petit, Lt. Blake and Lt. Jordan. We have made conditional offers to 5 candidates, who have each accepted the offer and are moving forward in the process. The expected recruit academy start date is April 21st, 2025.
- We will be introducing a new employee appraisal system in March. The appraisals will be conducted on an annual basis. Department employees have been categorized as either operational, supervisory, leadership or administrative. Each category has a unique evaluation tool that looks at category-specific job performance factors. The appraisal includes not only a quantitative score, but also a written summary of employee performance and requires the identification of personal and professional goals for the upcoming review period.

- Working in collaboration with DC Curtin and BC Ruggles to finalize details relative to the upcoming Captain's Promotional Process in March.
- Working with FF Sean O'Connor to organize all SOGs and provide access via a SharePoint website, which will allow member access using existing log-in credentials.

Operations Division:

- Worked with UVM and other city agencies to plan the UVM Soccer Parade on Church St. Hired 6 members to work on the event, and it was completed without any safety issues or incidents.
- Fixed a recent grant amendment submitted incorrectly and the corresponding financial report.
- Met with the City's Grant Director to discuss future needs and how grants could be utilized. Some of the items discussed on the operational side were tools and equipment such as extrication equipment, thermal imager cameras, multigas meters, PFA-free Personal Protective Gear, and Personal Safety Systems (Bailout systems). We also discussed other foundations that can be utilized for grants, such as the Lt. Joseph P. DiBernardo Memorial Foundation, Leary Firefighters Foundation, and the Gary Sinise Foundation.
- Worked with the City team and Dr. Wolfson to get the go-ahead on the Prehospital Analgesia Intervention Trial (PAIN) study. The first stage of this study will be community outreach to educate the community on what the study involves our Paramedics and the reason behind it.
- We continue to evaluate the EPCR (Emergency Patient Care Report) in our RMS. A lot of time and effort has been put into making this a successful product to roll out to the department in the near future. The goal is to have everything under one system, not multiple, as it is currently.
- We met with Dr. Wolfson to discuss the STARS team's involvement with the Emergency Cold Weather Shelter when it is in operation to help facilitate possible treatment for individuals with substance abuse.
- The Fleet Committee approved Car 5's replacement using impact fees. The next step is to request the impact fees.

Fire Marshal's Office:

- This is the season for school and daycare inspections. Champlain College is done, Daycares are next, and the Burlington School system will follow.
- We have temporarily closed two bars this winter. Red Square for four days because of a fire in an electrical panel and other electrical code violations.
- Manhattan Pizza has been closed for three weeks due to unpermitted work and electrical and egress violations.
- We are receiving requests for fire extinguisher training from businesses like Aviation Air and HULA. These are in-depth trainings on fire behavior and how to extinguish fires, so we are looking into a fee structure for these trainings.

- On-duty units have been tasked with completing one inspection per month. This is an attempt to get back into buildings, not only to ensure safety but also to familiarize ourselves with layouts and potential dangers.

Training Division:

- Completed hazmat refresher training focusing on rail cars stored along Lake Street.
- Members have been doing Ice Rescue as conditions allow on the lake.
- Conducting promotional prep program for the members testing for Captain.
- We are back to doing officer development calls on Thursdays every other week.
- We have Deputy Commissioner of Public Safety Daniel Batsie to present leadership topics on March 18 for SFF and above.
- We have scheduled our first live burn sessions; Round 1 will begin March 26th.
- Members of Probationary Class 24-01 are being transferred to a different company to finish out the balance of their probation.
- Dave Attig from VT Gas will be in for our Biennial VT Gas review/refresher this month.
- We have confirmed with Curt Varone, a national fire service attorney, to present a program in October of this year.
- Invited to be part of VT Gas National Safety Audit interviews.
- Rainy Day Fund is receiving registrations for the upcoming Seminar on April 4th.
- We have four members completing their SFF program and ride time/evaluation.
- Senior Firefighter Adam Savoy was made the Program Coordinator for our Senior Firefighter Program.

EMS Division: Latest EMS Response Data:

We are amid our in-house EMT & AEMT refresher, ensuring our personnel remain proficient and up to date with best practices. Key highlights from the training so far include:

- Tracheostomy Care: We have strongly emphasized tracheostomy management, providing hands-on practice with a new manikin that supports tracheostomy equipment. This has allowed our providers to gain valuable experience in a controlled learning environment.
- Medication Math & Administration: This week, we will focus on hands-on medication calculations and administration. Providers will draw up the appropriate medications based on their skill level in accordance with Vermont Statewide EMS Protocols. The training reinforces the Six Rights of Medication Administration and emphasizes cross-checking medications with partners to enhance patient safety.
- We anticipate completing the in-house refresher training by the third week of February.

Community Outreach & CRT Integration

The EMS Division continues to strengthen connections with our CRT and community partners. Recent efforts include:

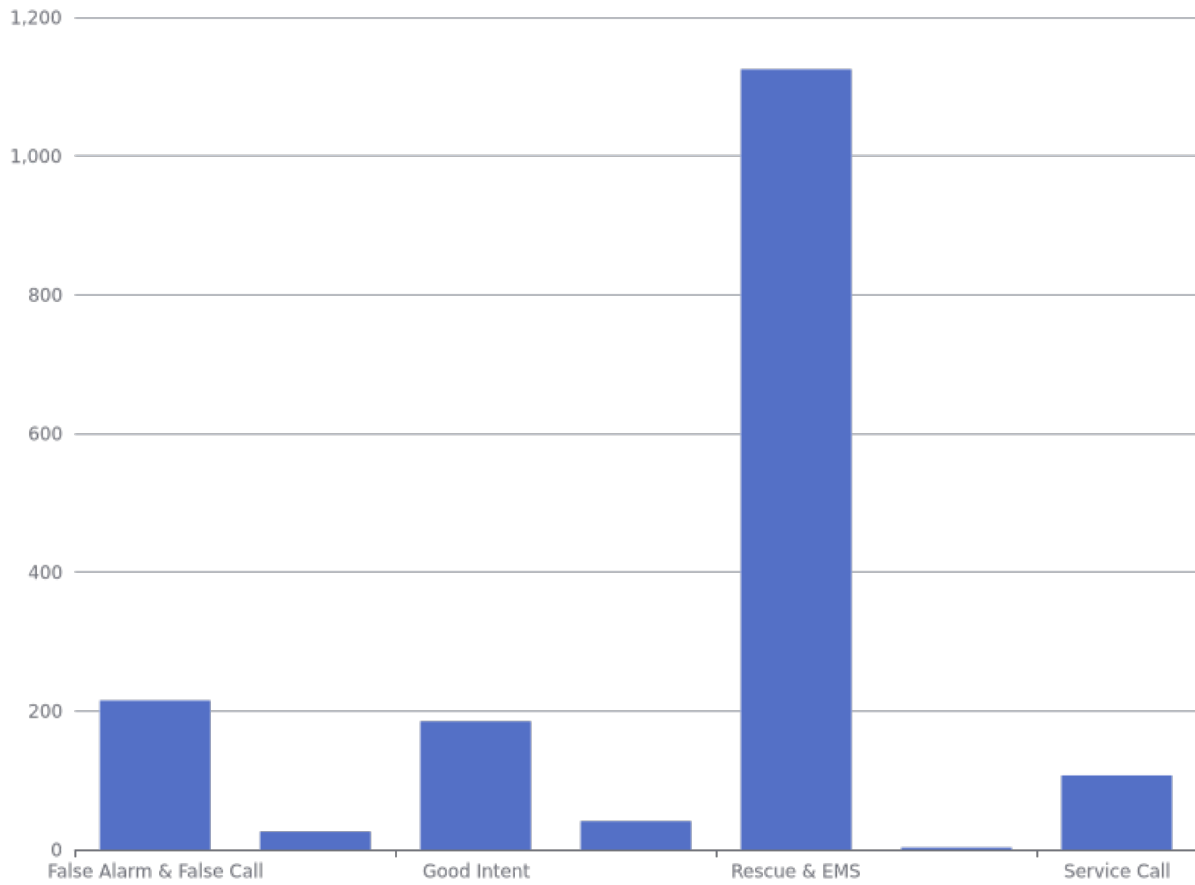
- Spending time at City partner locations, including the Fletcher Free Library, COTS, CVOEO, and Champlain Housing Trust's PODS program, to engage with individuals who may require additional support.
- Working extra duty events at the Warming Shelter at the Miller Center to directly assist vulnerable populations.
- Ongoing collaboration with the CARES mental health clinician, who rides with the CRT twice weekly. This partnership has allowed us to support better individuals whose needs extend beyond the traditional emergency response model and address gaps in our current system.

By continuing to train, collaborate, and integrate with community resources, we are enhancing our EMS services and ensuring we meet the evolving needs of Burlington residents.

Below is information about response types, training information, and a company-level inspection report.



Total Calls December/January



INCIDENT TYPE SERIES NAME	INCIDENT TYPE	TOTAL CALLS
False Alarm & False Call	700 - False alarm or false call, other	2
False Alarm & False Call	7001 - False alarm caused by Contractor/Construction	1
False Alarm & False Call	711 - Municipal alarm system, malicious false alarm	1
False Alarm & False Call	712 - Direct tie to FD, malicious false alarm	5
False Alarm & False Call	714 - Central station, malicious false alarm	1
False Alarm & False Call	730 - System malfunction, other	4
False Alarm & False Call	731 - Sprinkler activation due to malfunction	13
False Alarm & False Call	733 - Smoke detector activation due to malfunction	33
False Alarm & False Call	734 - Heat detector activation due to malfunction	1
False Alarm & False Call	735 - Alarm system sounded due to malfunction	25

Total Calls December/January

Burlington FD
Address: 136 S Winooski Ave, Burlington, VT,
05401



INCIDENT TYPE SERIES NAME	INCIDENT TYPE	TOTAL CALLS
False Alarm & False Call	736 - CO detector activation due to malfunction	9
False Alarm & False Call	740 - Unintentional transmission of alarm, other	3
False Alarm & False Call	741 - Sprinkler activation, no fire - unintentional	4
False Alarm & False Call	743 - Smoke detector activation, no fire - unintentional	85
False Alarm & False Call	744 - Detector activation, no fire - unintentional	5
False Alarm & False Call	745 - Alarm system activation, no fire - unintentional	17
False Alarm & False Call	746 - Carbon monoxide detector activation, no CO	6
Fire	100 - Fire, other	1
Fire	111 - Building fire	10
Fire	113 - Cooking fire, confined to container	5
Fire	118 - Trash or rubbish fire, contained	6
Fire	131 - Passenger vehicle fire	1
Fire	142 - Brush or brush-and-grass mixture fire	1
Fire	151 - Outside rubbish, trash or waste fire	2
Good Intent	600 - Good intent call, other	41
Good Intent	611 - Dispatched & canceled en route	31
Good Intent	622 - No incident found on arrival at dispatch address	40
Good Intent	651 - Smoke scare, odor of smoke	5
Good Intent	652 - Steam, vapor, fog or dust thought to be smoke	1
Good Intent	653 - Smoke from barbecue, tar kettle	1
Good Intent	661 - EMS call, party transported by non-fire agency	61
Good Intent	671 - HazMat release investigation w/no HazMat	5
Hazardous Condition	400 - Hazardous condition, other	1
Hazardous Condition	411 - Gasoline or other flammable liquid spill	1
Hazardous Condition	412 - Gas leak (natural gas or LPG)	4
Hazardous Condition	413 - Oil or other combustible liquid spill	1
Hazardous Condition	424 - Carbon monoxide incident	8
Hazardous Condition	440 - Electrical wiring/equipment problem, other	1
Hazardous Condition	442 - Overheated motor	2

Total Calls December/January

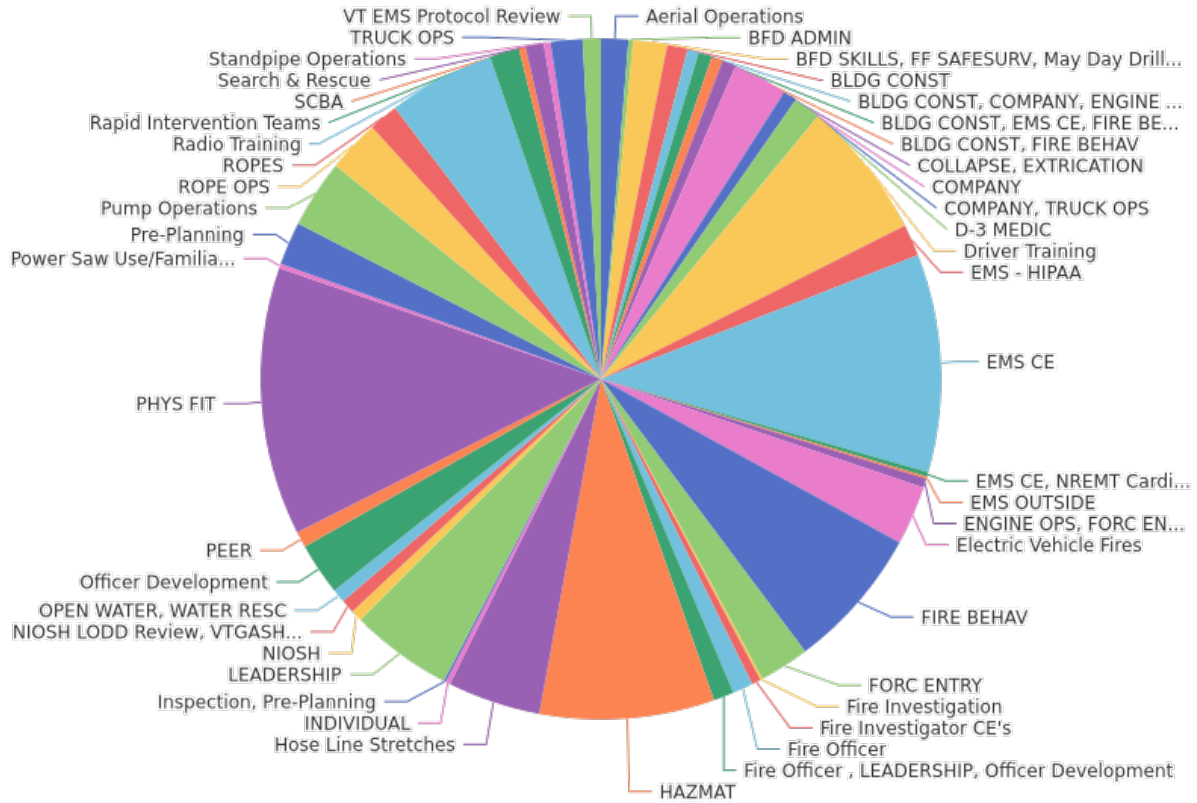
Burlington FD
Address: 136 S Winooski Ave, Burlington, VT,
05401



INCIDENT TYPE SERIES NAME	INCIDENT TYPE	TOTAL CALLS
Hazardous Condition	444 - Power line down	2
Hazardous Condition	445 - Arcing, shorted electrical equipment	1
Hazardous Condition	461 - Building or structure weakened or collapsed	2
Hazardous Condition	462 - Aircraft standby	1
Hazardous Condition	463 - Vehicle accident, general cleanup	17
Rescue & EMS	300 - Rescue, EMS incident, other	1
Rescue & EMS	320 - Emergency medical service incident, other	1
Rescue & EMS	321 - EMS call, excluding vehicle accident with injury	1078
Rescue & EMS	322 - Motor vehicle accident with injuries	19
Rescue & EMS	323 - Motor vehicle/pedestrian accident (MV Ped)	1
Rescue & EMS	324 - Motor vehicle accident with no injuries.	3
Rescue & EMS	331 - Lock-in (if lock out , use 511)	1
Rescue & EMS	353 - Removal of victim(s) from stalled elevator	14
Rescue & EMS	381 - Rescue or EMS standby	7
Rupture/Explosion	212 - Overpressure rupture of steam boiler	1
Rupture/Explosion	243 - Fireworks explosion (no fire)	1
Rupture/Explosion	251 - Excessive heat, scorch burns with no ignition	1
Service Call	510 - Person in distress, other	1
Service Call	512 - Ring or jewelry removal	2
Service Call	520 - Water problem, other	3
Service Call	522 - Water or steam leak	7
Service Call	531 - Smoke or odor removal	1
Service Call	542 - Animal rescue	1
Service Call	550 - Public service assistance, other	18
Service Call	552 - Police matter	11
Service Call	553 - Public service	4
Service Call	554 - Assist invalid	49
Service Call	555 - Defective elevator, no occupants. Includes Elevator alarms.	4
Service Call	561 - Unauthorized burning	6
Total		1702



December/January Training Report



TOPIC NAMES	TOTAL HOURS
Aerial Operations	23
BFD ADMIN	1
BFD SKILLS, FF SAFESURV, May Day Drills, Rapid Intervention Teams, SCBA	45
BLDG CONST	39
BLDG CONST, COMPANY, ENGINE OPS, FORC ENTRY, OPEN WATER, ROPES, Rapid Intervention Teams	8
BLDG CONST, EMS CE, FIRE BEHAV, Hose Line Stretches, VTGASHAZMAT	11
BLDG CONST, FIRE BEHAV	3
COLLAPSE, EXTRICATION	6
COMPANY	26
COMPANY, TRUCK OPS	5
D-3 MEDIC	24

December/January Training Report

Burlington FD
Address: 136 S Winooski Ave, Burlington, VT,
05401



TOPIC NAMES	TOTAL HOURS
Driver Training	68
EMS - HIPAA	22
EMS CE	248
EMS CE, NREMT Cardiology , NREMT Medical Emergencies, NREMT Operations, NREMT Trauma, VT EMS Protocol Review	7
EMS OUTSIDE	1
ENGINE OPS, FORC ENTRY, Hose Line Stretches, SOG Review, Search & Rescue, WIDE AREA SR	5
Electric Vehicle Fires	30
FIRE BEHAV	67
FORC ENTRY	14
Fire Investigation	3
Fire Investigator CE's	12
Fire Officer	18
Fire Officer , LEADERSHIP, Officer Development	77
HAZMAT	151
Hose Line Stretches	52
INDIVIDUAL	4
Inspection, Pre-Planning	3
LEADERSHIP	188
NIOSH	4
NIOSH LODD Review, VTGASHAZMAT	11
OPEN WATER, WATER RESC	3
Officer Development	46
PEER	2
PHYS FIT	127
Power Saw Use/Familiarization	1
Pre-Planning	19
Pump Operations	81
ROPE OPS	23
ROPES	12
Radio Training	5
Rapid Intervention Teams	39
SCBA	2

December/January Training Report

Burlington FD
Address: 136 S Winooski Ave, Burlington, VT,
05401



TOPIC NAMES	TOTAL HOURS
Search & Rescue	31
Standpipe Operations	2
TRUCK OPS	25
VT EMS Protocol Review	6
Total	1591

Description: Total member training hours for last calendar month



Total General Fire Safety Inspections December/January

FIRE STATION	TOTAL INSPECTIONS COMPLETED
Central - Station 1	2
Station 2	1
Station 4	1
Station 5	1
Total	5



BURLINGTON POLICE DEPARTMENT



2024

Preliminary Year-End Report

1. Staffing & Structure
2. Incident Volume & Incident Data
3. Some Major Events in 2024
4. Rebuilding



1. STAFFING & STRUCTURE



BPD SWORN OFFICER HEADCOUNT, 2015-2025

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 strong police contract was ratified in July 2022 that headcount stabilized. Since then, the BPD has worked to rebuild, but after significant success in 2023, the BPD lost progress and rolled back in 2024.

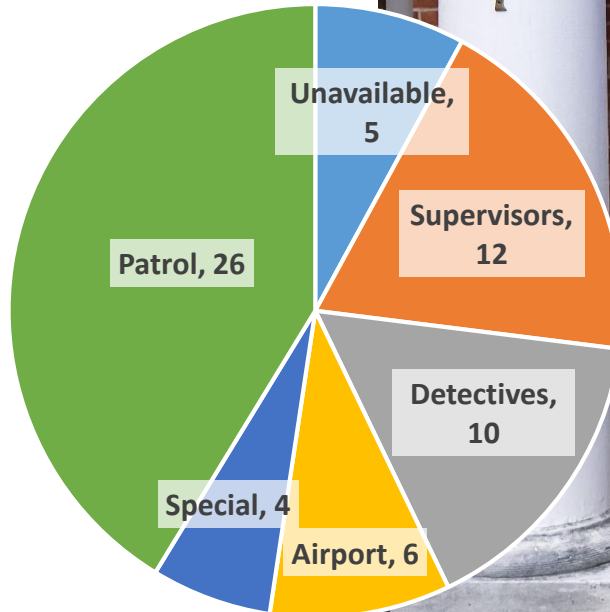


63 TOTAL, 58 EFFECTIVE

We begin 2025 with **63 total sworn officers**, of whom 58 are available to be independently deployed. This is insufficient for Vermont’s largest city. Historically, headcount averaged 97; currently we are authorized for 87 officers.

- minus 5 limited, military, FTO, etc. = 58
- minus 12 supervisors = 46
- minus 10 detectives = 36
- minus 6 airport officers = 30
- minus 4 special assignments = 26

26 officers on Patrol





PUBLIC SAFETY ROLES UNIQUE TO BPD

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

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

These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs** (we currently have seven, as of 01/15/25) **and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.

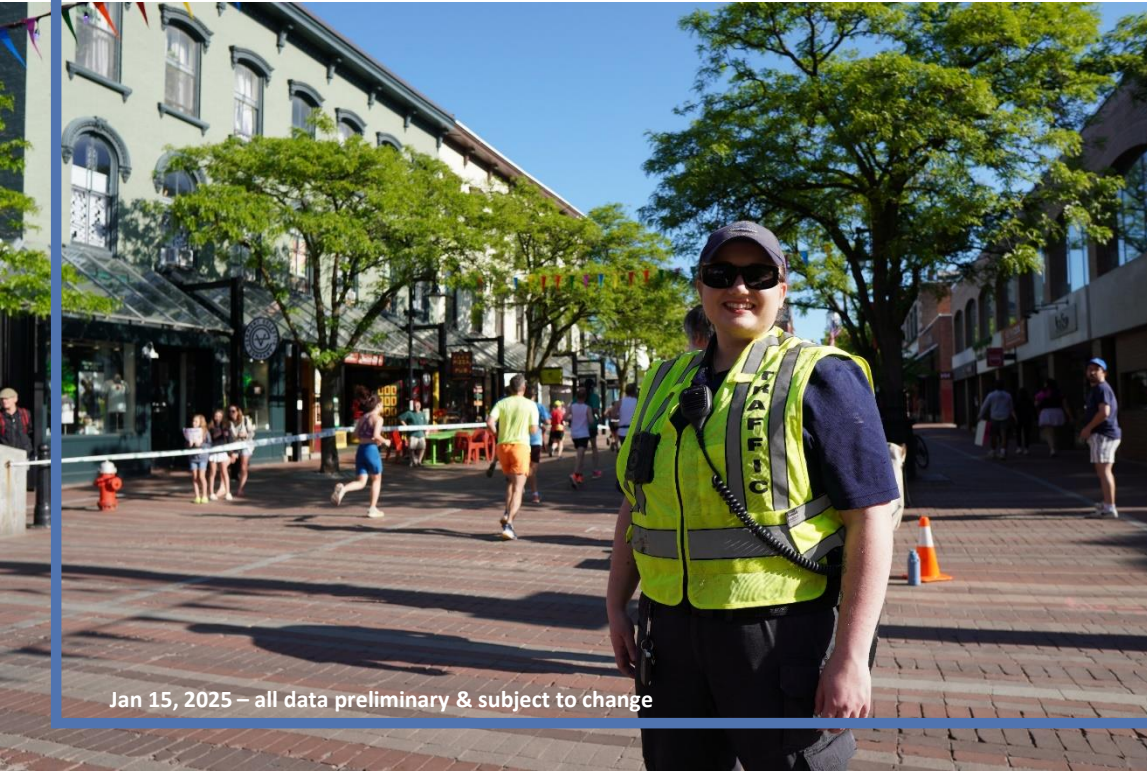


**BPD
currently
has 7 CSOs
and 6 CSLs**

The 2021 Public Safety Continuity Plan also created:

- **Community Support Liaisons** (CSLs)

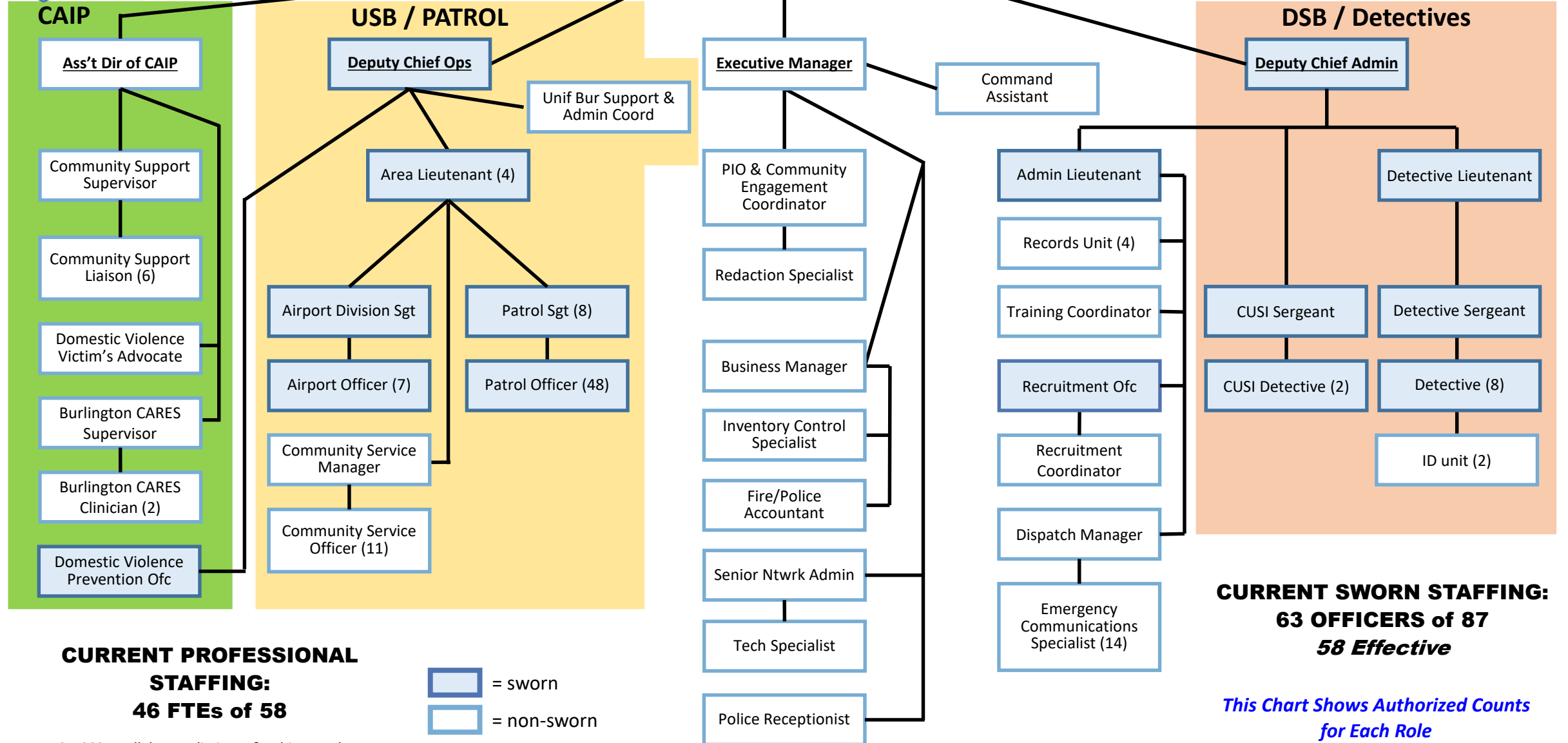
These are embedded social workers with expertise in mental health, substance use disorder, and homelessness. **BPD currently has its full complement of six CSLs**, and **one CSS** (or Community Support Supervisor). The CSLs are the core of our new **CAIP division (Crisis, Advocacy, Intervention Programs)**.





FY25 ORG CHART

FY25 AUTH STAFFING: 87 SWORN OFFICERS, 58 PROFESSIONAL STAFF



CURRENT PROFESSIONAL STAFFING:
46 FTEs of 58

= sworn
 = non-sworn

CURRENT SWORN STAFFING:
63 OFFICERS of 87
58 Effective

This Chart Shows Authorized Counts for Each Role



ALL BPD POSITIONS

The core of everything we do as a department is our people. This table shows the variety of positions along with their staffing: **the number authorized versus the number on staff as of January 1, 2025**. For our professional staff, it also includes the pay grade, which is determined by the City. One professional position was recently regraded, hence the brackets, which refer to the former grade that applied for the FY25 budget.

The BPD is extremely understaffed in its sworn Police Officer and Sergeant ranks. We also have room to grow in our CSO ranks. For more information on both, see Section 4 of this report.

[Note: since January 1st the BPD has added one CSO on January 13, which is not reflected in this table. Additionally, in January 2025 the BPD will lose one lieutenant to retirement on January 21 and we anticipate adding one sworn officer (a new police recruit) on January 27. Those are also not reflected in this table.]

	SWORN POSITION	# AUTH	# ON STAFF
1	Chief	1	1
2	Deputy Chief	2	1
3	Lieutenant	6	6
4	Sergeant	11	5
5	Police Officer	67	50
		87	63

	PROFESSIONAL POSITION	GRADE	# AUTH	# ON STAFF
1	Application and Technology Support Specialist	15	1	1
2	Assistant Director of CAIP	24	1	1
3	Beach & Parks Patrol (seasonal)		x	x
4	Burlington CARES Clinical Supervisor	20	1	1
5	Burlington CARES Clinician	19	2	1
6	Business Manager	20	1	0
7	Command Assistant	15	1	1
8	Community Service Manager (CSM)	18	1	1
9	Community Service Officer (CSO)	15	11	6
10	Community Support Liaison (CSL)	18	6	6
11	Community Support Supervisor (CSS)	20	1	1
12	Criminal Identification Technician	18	2	2
13	Digital Media Redaction Specialist	14	1	1
14	Domestic Violence Victims Advocate	17	1	1
15	Emergency Communications Manager (ECM)	19	1	1
16	Emergency Communications Specialist (ECS)	17	14	12
17	Executive Manager	21	1	1
18	Inventory Control Specialist	16	1	1
19	Police / Fire Accountant	18	1	1
20	Police Receptionist	13	1	0
21	Police Recruitment and Hiring Coordinator	16	1	1
22	Public Info & Community Engagement Coordinator	18	1	1
23	Records Clerk	[13]	4	4
24	Senior Network Administrator	19	1	0
25	Training and Special Projects Coordinator	18	1	1
26	Uniform Bureau Support & Administrative Coordinator	16	1	1
			58	47

145 **110**



2. INCIDENT VOLUME & INCIDENT DATA



INCIDENT VOLUME, FULL YEAR



Incidents in 2024 were down 3% compared to 2023. They were up 6% over 2019.

BPD addressed more incidents than in 2019 with 50% fewer patrol officers than in 2019.

Of the 30,110 incidents in 2024, the BPD “stacked” 3,959, or 13%.

Additionally, 1,570 were taken via online reporting, or 5%.

	INCIDENTS	%Δ
2019	28,475	100%
2020	23,592	↓17%
2021	21,586	↓9%
2022	25,190	↑17%
2023	30,883	↑23%
2024	30,110	↓3%
	Δ 2019 to 2024:	↑6%

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



REVISED PRIORITY RESPONSE PLAN

PRIORITY 1	High priority.
PRIORITY 2	Middle priority. (*) = situationally dependent; some may be Priority 1 or Priority 3.
PRIORITY 3	Low priority. Response may be delayed based on officer availability; may receive a CSO response.

Twenty-six officers on patrol is not adequate for a city of our size or BPD's call volume.

Accordingly, we have created 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" initially receive a response from a CSO, rather than a sworn officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") are to be diverted to an online reporting function. Note that larcenies and retail thefts are NOT supposed to be online reports.

Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths.**

911 Hangup	Cruelty to a Child	Illegal Dumping	CSO	Robbery
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer	CSO	Runaway
Airport Duress Alarm	Custodial Interference *	Impersonation of a Police Officer *		Runaway Apprehension
Airport PHASE	Disorderly Conduct *	Inciting a Felony		Search
Alarm *	Disorderly Conduct by Elec Comm	Intoxication	CSO	Search Warrant
Alcohol Offense	Disturbance	Investigation - Cold Case		Sex Offender Registry Violation
Animal Problem	DLS	Juvenile Problem *		Sexual Assault
Arrest on Warrant	Domestic Assault - Felony	Kidnapping		Sheltering/Aiding Runaway
Arson	Domestic Assault - Misd	Larceny - from a Building		SRO Activity
Assault - Aggravated	Domestic Disturbance	Larceny - from a Motor Vehicle		Stalking
Assault - Simple	Drugs	Larceny - Other		Stolen Vehicle
Assist - Agency	Drugs - Possession	Larceny from a Person		Subpoena Service
Assist - Car Seat Inspection	Drugs - Sale	Lewd and Lascivious Conduct		Suicide - Attempted
Assist - K9	DUI	Lockdown Drill		Suspicious Event *
Assist - Motorist	Eluding Police	Mental Health Issue *		Theft of Rental Property
Assist - Other	Embezzlement	Minor in Possession of Alcohol		Theft of Service
Assist - Public	Enabling Consumption by Minors	Missing Person		Threats/Harassment *
Background Investigation	Escape	Motor Vehicle Complaint	CSO	Traffic
Bad Check	Extortion	Noise	CSO	Trespass *
Bar / Liquor License Violation	False Info to Police	Obstruction of Justice		TRO/FRO Service
Bomb Threat	False Pretenses	Operations		TRO/FRO Violation
Burglary *	False Public Alarms	Ordinance Violation - Other	CSO	Unlawful Restraint
CHINS	False Swearing	Overdose		Untimely Death
Community Outreach	Fireworks	Parking	CSO	Use of Elec Comm to Lure a Child
Compliance Check	Foot Patrol	Possession of Stolen Property		Uttering a Forged Instrument
Computer Crime	Forgery	Prescription Fraud	ONL	Vandalism
Contributing to Delinquency of Minor	Found/Lost Property	Prohibited Acts		VIN verification
Counterfeiting	Fraud	Property Damage	CSO	Violation of Conditions of Release *
Crash - Fatality	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - Injury to person(s)	Graffiti Removal	Recovered Property	CSO	Weapons Offense
Crash - LSA *	Hindering Arrest	Resisting Arrest		Welfare Check *
Crash - Non-Investigated	Homicide	Retail Theft		
Crash - Property damage only	Identity Theft	Roadway Hazard		



RATIONALE FOR THE PLAN

Why did the BPD create the Priority Response Plan?

Police Staffing ↓ **Incident Volume** ↑

Since July 01 2020, staffing has fallen by nearly 30 sworn officers. During that time, incident volume has risen.

The Priority Response Plan is not optimal, but the Chief of Police has sought to make the Plan as non-disruptive as possible. In fact, many other cities with smaller staffing declines have implemented more severe measures. Regardless, the Priority Response Plan is not how the Burlington Police Department wants to police. Before implementing the plan in May 2021, the BPD's default was to respond to every call. That is not possible with current staffing. But we are working to create new resources and hire new officers to return to that default posture again.

Our goal is to achieve a healthy staffing level with a variety of roles that allows us to deliver the service that our neighbors deserve, and that the people of the BPD *want* to provide.



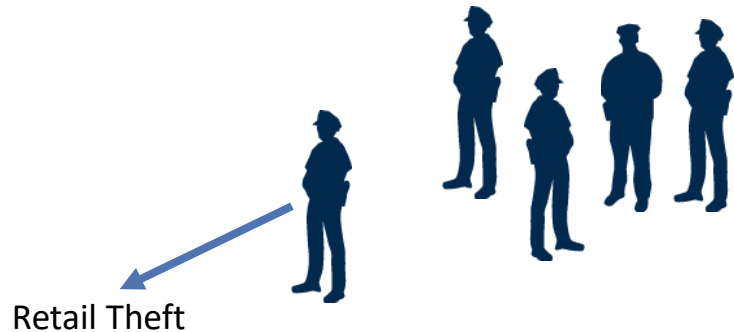
HOW THE PRIORITY RESPONSE PLAN WORKS

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

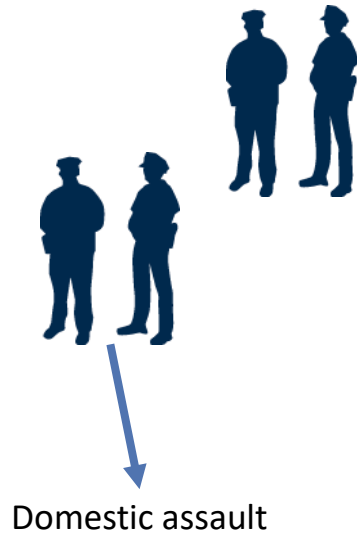
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



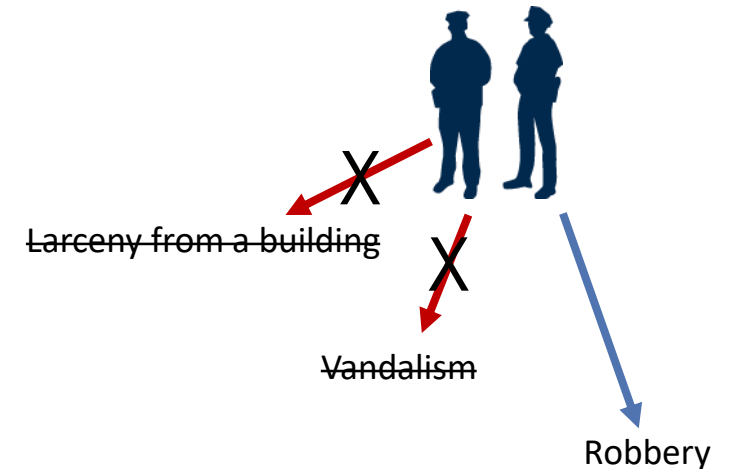
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



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.

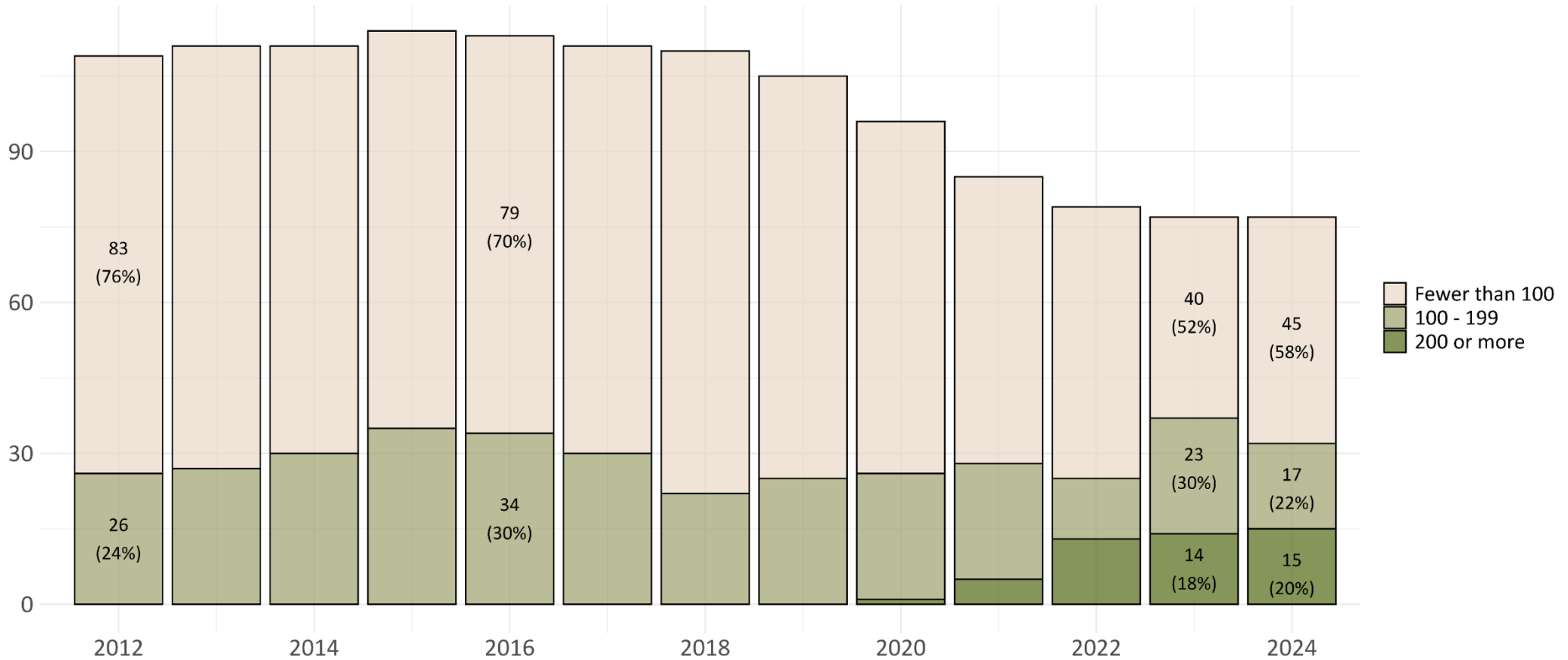


4. Officers 4 and 5 have to remain available in case of a Priority 1 life-safety incident like a robbery. If anything other than a Priority 1 comes in—a report of vandalism or a larceny, for example, which are Priority 3 calls—the call will be “stacked” until more than two officers are once again available.





FREQUENCY OF PRIORITY 1 RESPONSE PER OFFICER



'Stacked - No Response' incidents removed
Data through 12/31/2024

Prior to 2020, no single officer had ever responded to more than 200 Priority 1 incidents in a year. In 2023 and 2024, half the officers assigned to Patrol did just that, and all of the full-year Patrol cops responded to more than 100 such incidents.

Note: The total number of officers per year is derived by recording any sworn employee who was employed at any given time during the year. Therefore, each year may tally higher than the total headcount at any given snapshot period such as the first-of-the-month snapshots on slide 3.



SELECTED VALCOUR INCIDENTS, FULL YEAR

	Assault – Agg ¹	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault ²	Domestic Disturb	Gunfire	Larceny (all) ³	Mental Health Issue	Nonfatal Overdose ⁴	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2019	50	154	105	92	139	75	529	3	742	765	58	22	49	55	1,963
2020	53	144	108	54	156	50	593	12	772	946	100	20	60	62	1,169
2021	65	161	204	90	143	42	601	14	1,106	957	145	12	43	139	665
2022	67	178	180	104	139	46	551	26	1,550	1,237	252	19	40	346	399
2023	58	195	199	123	95	47	460	16	1,706	1,029	430	22	34	311	764
2024	96	169	186	109	101	47	447	15	1,489	1,059	583	26	30	184	858

1 = includes incidents categorized as “Homicide (attempted)”

2 = combines incidents categorized as “Domestic Assault – Felony” and “Domestic Assault – Misdemeanor”

3 = combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other”

4 = fatal overdoses are not included; they are categorized separately from nonfatal overdoses, and are aggregated with all other “Untimely Death” incidents

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 or employee who responds to the scene and/or the detective who takes the case. Offense data and/or NIBRS data may differ.



2024 vs 2023

Comparing 2024 to 2023.

From 2023 to 2024, the BPD pushed many categories, including property crimes, in the right direction. Robberies, overdoses, and felony assaults are up, however.

Numbers from which percentages are drawn are on the previous page (except "Retail Theft").

Stolen Vehicle	↓	41%
Retail Theft	↓	30%
Simple Assault	↓	13%
Larceny	↓	12%
Crash w/ Injury/Fatal	↓	11%
Sexual Assault	↓	9%
Gunfire	↓	6%
Burglary	↓	6%
Domestic Disturbance	↓	3%
Domestic Assault		no change
Mental Health Issue	↑	3%
Disorderly Conduct	↑	5%
Robbery	↑	14%
Overdose	↑	36%
Aggravated Assault	↑	67%



2024 vs FIVE-YEAR AVG

Year-to-year comparisons are sometimes too short. To get a sense of how 2024 compares to historic norms, this compares the five-year average, from 2019 to 2023, to 2024. In this context, the BPD still has a way to go.

Numbers from which percentages are drawn are on slide 14 (except "Retail Theft").

Sexual Assault	↓	31%
Disorderly Conduct	↓	25%
Domestic Disturbance	↓	18%
Domestic Assault	↓	10%
Stolen Vehicle	↑	1%
Simple Assault	↑	2%
Gunfire	↑	7%
Mental health Issue	↑	7%
Burglary	↑	18%
Crash w/ Injury/Fatal	↑	18%
Robbery	↑	25%
Larceny	↑	27%
Retail Theft	↑	57%
Aggravated Assault	↑	64%
Overdose	↑	197%



AoW AND VCR

In 2023, the BPD made 1,689 arrests. In 2024, the BPD made 1,686 arrests. In both years, more than a third of arrests involved arrestees who were arrested five or more times in the year.

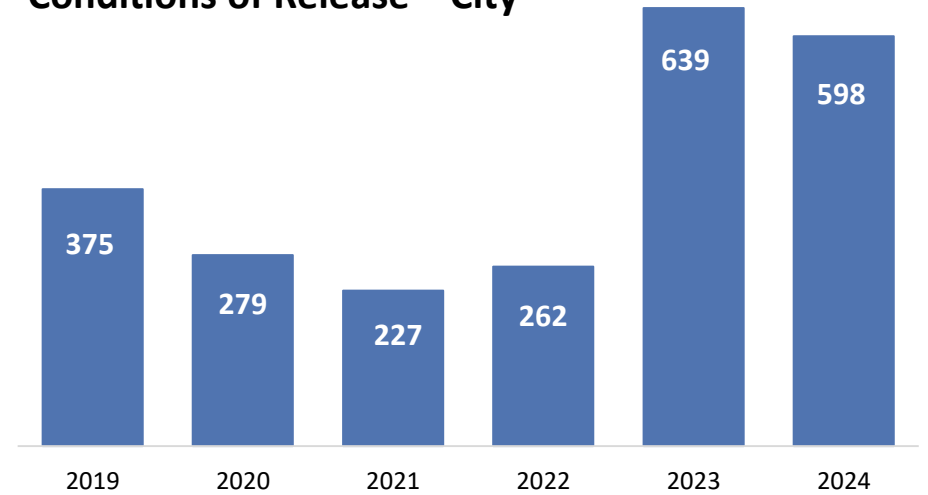
This can be seen in the increase in arrests on warrants and arrests for violations of conditions of release.

Warrants are most often issued by the court when a previously arrested and arraigned person fails to appear at a subsequent hearing or trial.

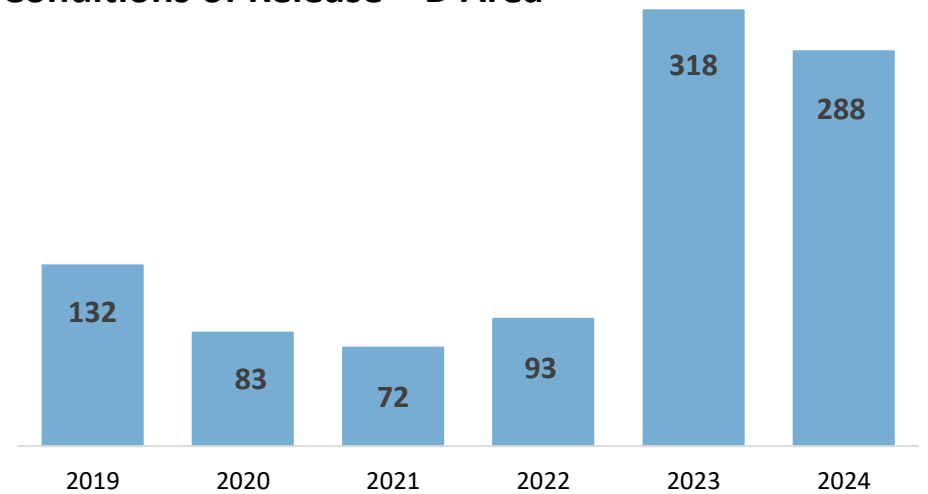
Conditions of release are given to persons that the court does not jail, but instead allows to leave under the condition that the person follow certain rules, such as a curfew, or prohibitions against using alcohol or possessing weapons.

Over the past two years, 2023 and 2024, the BPD has seen a tremendous increase in arrests on warrants and violations of conditions of release. By definition, these are arrestees who have not followed the court’s rules. The phenomenon is particularly pronounced in D Area, which is the downtown core.

Arrest on Warrant / Violation of Conditions of Release – City



Arrest on Warrant / Violation of Conditions of Release – D Area





ONE & DONE vs FREQUENT FLYER

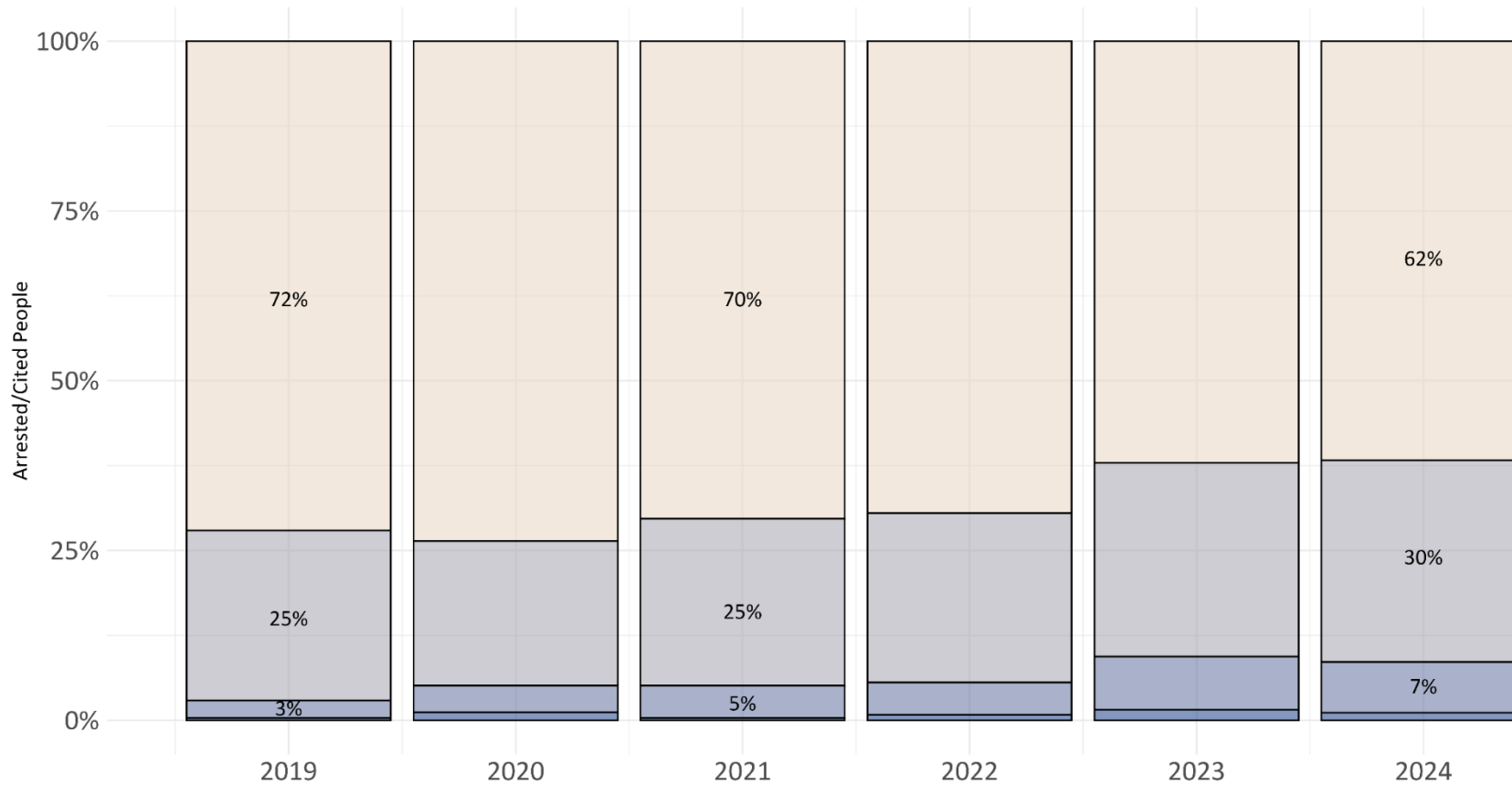
The majority of people who get arrested in a given year are only arrested once. It's not an experience most people want to repeat. These are the people for whom alternative justice like that provided by the Community Justice Center (CJC) is not only the right choice, it's a better choice—more efficient and more impactful. If an offender can take responsibility and make amends to those the offender has harmed, and if the offender

does not have a long history of offending, the CJC is the best place for that offender's offense to be addressed.

But over the past few years, larger and larger proportions of arrestees have been

getting arrested more and more often. These offenders are not eligible for CJC, but those in the bottom bands in the graphic—less than 10% of arrestees—are involved in a third of the arrests. How then to address the disruption and danger these offenders pose to the public?

Frequency of Arrests per Arrested Person



Jan 01, 2025 – all data preliminary & subject to change



“TOP TEN” RECIDIVISTS

MOST BPD ARRESTS, 2023		
PERSON	ARREST	VALCOUR
A0123	25	43
A0223	22	83
A0323	19	54
A0423	19	50
A0523	17	74
A0623	17	73
A0723	16	70
A0823	14	37
A0923	13	82
A1023	13	36
A1123	13	49

MOST BPD ARRESTS, 2024		
PERSON	ARREST	VALCOUR
B0124 [A0223]	46	114
B0224	30	187
B0324 [A0723]	25	90
B0424	14	15
B0524	14	23
B0624 [A0423]	14	62
B0724	13	64
B0824	12	51
B0924	12	86
B1024	10	26
B1124	10	40

At the extreme edge of the issue are the offenders with more than ten arrests in a given year—i.e., the offenders who are contained in those tiny dark-blue slivers at the bottom of each column on the previous slide. Among these offenders, the number of times each has been arrested by the BPD is growing.

The table at left shows the “Top Ten” arrestees in 2023 and 2024 (in each year there are 11, not ten, because of ties). It also compares the number of each person’s Burlington arrests with the number of each person’s Burlington police encounters (Valcour incidents). (Many if not all of these individuals have arrests and encounters in other communities, but this table tracks those that occurred in the Queen City.)

Persons in 2024 with a bracketed number were also on the “Top Ten” list in 2023.



VCR IN VT

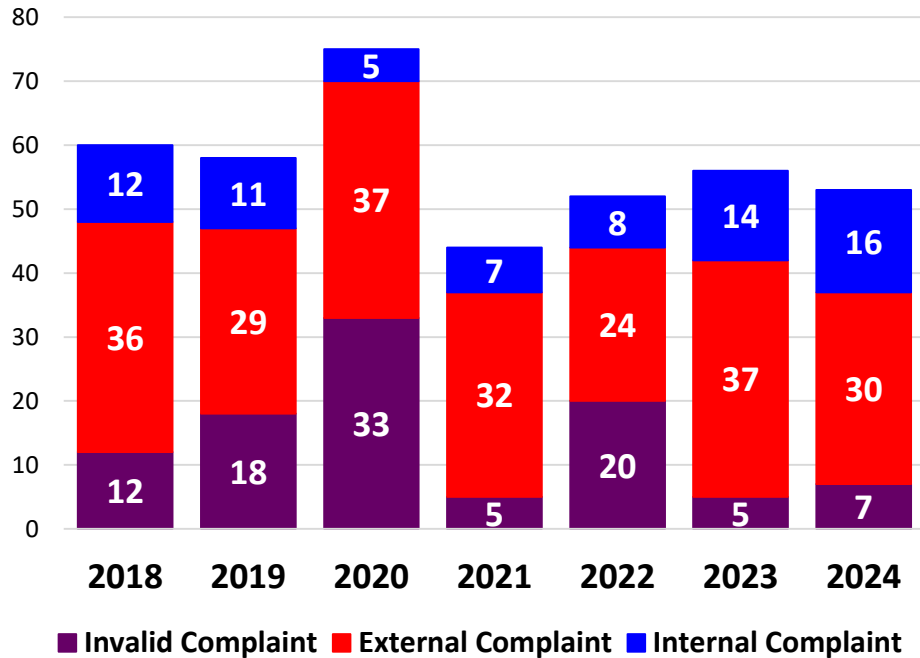
One additional piece of context for the AOW/VCR data on the previous slide is shown here. This table compares, county by county, the dispositions when a criminal is arrested and brought before the court for violating his or her conditions of release. In Chittenden County, more than any other, the person has that violation dismissed. (The data is for 2022 and 2023, not 2024.) **The Chittenden County court has a significant backlog of cases—as of December 12, 2023, data from the State’s Attorney showed 3,049 pending cases, including 18 murders and attempted murders, 142 aggravated assaults, and 137 burglaries.**

Dispositions of Charges of Violations of Conditions of Release 2022-2023								
County	Alternative Disposition	Dismissed	Guilty	Nolle Prosequi	Missing	TOTAL	%age guilty	%age dismissed / nolle
Addison	1	2	20	83	0	106	19%	80%
Bennington	4	2	81	535	0	622	13%	86%
Caledonia	2	10	123	270	1	406	30%	69%
Chittenden	0	24	43	566	8	641	7%	92%
Essex	0	1	40	35	0	76	53%	47%
Franklin	3	14	79	322	19	437	18%	77%
Grand Isle	0	5	17	36	1	59	29%	69%
Lamoille	9	15	44	154	5	227	19%	74%
Orange	0	0	17	176	0	193	9%	91%
Orleans	1	13	282	371	2	669	42%	57%
Rutland	2	10	94	386	3	495	19%	80%
Washington	3	14	232	547	12	808	29%	69%
Windham	0	3	219	439	3	664	33%	67%
Windsor	2	13	50	297	5	367	14%	84%

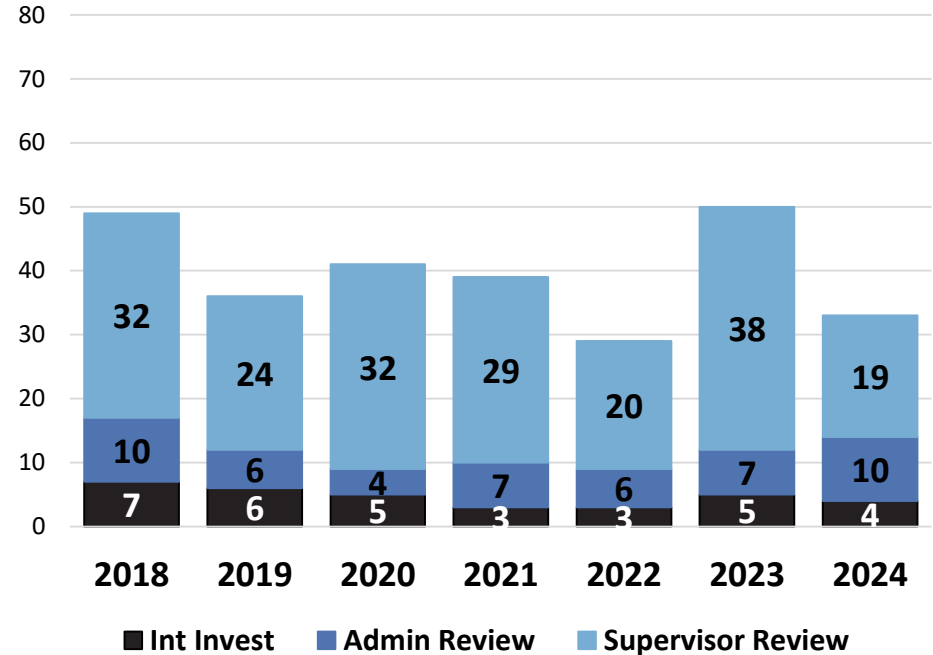


DISCIPLINE AND OVERSIGHT

COMPLAINTS



REVIEWS



As serious as we are about accountability for offenders, the BPD is serious about accountability for its employees, as well. For the BPD, citizen complaints and discipline are now codified in a way that fosters transparency, consistency, and fairness. For several months in 2024, we worked with the Police Commission, the Human Resources Department, the City Attorney’s Office, and the BPOA to overhaul our process completely. The new directive, [DD40 External and Internal Complaints, Supervisor Reviews, Administrative Reviews, Internal Investigations & Discipline](#), delineates a thorough, specific, fair process. **It ensures that citizens—the independent Burlington Police Commission—have input into oversight.** This slide retroactively applies the directive’s new definitions to previous years’ cases for some context around the volume of complaints and discipline.



IF YOU HAVE A CRIME OR AN EMERGENCY,

CALL 9-1-1

The Priority Response Plan described in these pages applies to non-emergency incidents when life-safety is **NOT** at stake.

Life-safety incidents **WILL** receive a police response.

Call **9-1-1**, not dispatch, for in-progress incidents when people or property are at immediate risk.



BPD NON-EMERGENCY PHONE TREE EXTENSIONS

To report a crime or an in-progress incident, or for emergency services, please call 9-1-1.

Non-Emergency Phone Number: (802) 658-2704

Press 1 for Parking

This will route you to the Parking Department. If you suspect your vehicle has been towed, have a question about parking, received a parking ticket, or had issues with a parking meter, your inquiry should be directed to the Parking Department, which is not part of the BPD

Press 2 for Records Division

The Records Division assists with completing requests for records associated with BPD, including FOIA requests. You may have to leave a voicemail. If you are calling to make a request, please [submit your requests online](#). If assistance is needed with filing a request, the Community Support Liaison team can provide support (option 7).

Press 3 for Recruitment Division

Recruitment staff can assist with any questions related to employment at the BPD. You may have to leave a voicemail.

Press 4 for Property Division

The Property Division assists with the retrieval of personal property and is to be used for picking up your property. **This is not to be used for reporting any lost or found property**, which should be done through dispatch (option 9). The pick-up hours for property are 9AM to 10AM or 4PM to 5PM, Monday through Friday.

Press 5 for Fingerprinting Appointments and Permitting Applications

The Uniform Bureau Support & Administrative Coordinator is responsible for scheduling these appointments and processing permit applications. You may need to leave a voicemail. For faster service, please visit the [Services & Guidance](#) page of our website.

Press 6 for Alarm Billing and Accounting

You may need to leave a voicemail for the BPD Accountant.

Press 7 for Community Support Liaison (CSL) Team

The CSL team can assist with navigating issues associated with identified social service needs or provide guidance on how to navigate other quality-of-life problems in the community. CSLs typically work 8AM to 8PM, most days of the week. In-progress events such as welfare checks should be requested through dispatch (option 9).

Press 8 for Animal Issues, Noise Complaints, or Accidents without Injury

The Community Service Officer (CSO) Team works 7 days a week, typically 8AM to 2AM. If you need assistance with a non-injury vehicle crash, an animal issue, or a noise complaint, please use 9-1-1. CSOs spend a lot of time in the community, so this option may lead to a voicemail. **DO NOT USE THIS NUMBER TO FILE A CSO REPORT.**

Press 9 for Dispatch

This will bring you to a live person in our Dispatch Center. **For in-progress incidents, particularly those that involve crimes or life-safety, you must call 9-1-1.** Direct calls to Dispatch should only be used for late-reported events, or events where a critical response is NOT needed.



3. SOME MAJOR EVENTS IN 2024



HOSTAGE SITUATION AT T RUGGS TAVERN



Monday, January 22

HOSTAGE STANDOFF ENDS WITH ARREST



6:18
27°



BATTERY STREET ENCAMPMENT

On January 29, 2024, Community Support Liaisons (CSLs) from the BPD's Crisis Assessment Intervention Programs (CAIP) team, police officers, and partners from Burlington Parks Recreation & Waterfront (including Director Cindi Wight) and the Department of Public Works cleared out the remains of a dangerous, unlawful encampment along Battery Street and on "the shelf" —a ledge in the hillside down hill from the Battery Street greenbelt.

A month earlier, on December 28, a serious fire had broken out in the camp, highlighting the danger. Led by AD CAIP Lacey Smith of BPD and others, multiple city departments collaborated to follow our protocols for noticing campers of the pending closure while working with them to find safer options for shelter.





ARSON AT SENATOR SANDERS'S OFFICE

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

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

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





IT WAS "TOTALITY" AWESOME!



On April 8, 2024, Burlington was in the "path of totality" for a total solar eclipse. The city experienced more than three minutes of totality. The BPD worked with state and local agencies to prepare. Locally, Festival and Event Director Zach Williamson at BCA led city meetings with Fire, Police, DPW, Parks, and others in planning for this once-in-a-lifetime astronomical event. Hotels sold out, and traffic got bad. But it was an amazing event.





2023 AWARDS



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

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



- **Detective Eric Kratochvil** for exemplary investigatory work and his community leadership of the Junior Milers and CHCB
- The team that closed the terrible **shooting of three young Palestinian men**
- The team that handled **a single, crazy night** on which we experienced a gunfire incident, a double murder, a shooting, and an arson at HQ

- The **Drug Unit** for recovering tens of thousands of bags of fentanyl and disrupting the Philly Crew and the local supply of xylazine
- **Community Support Liaison Brigid Blazek** for her work with an undocumented refugee
- Recruitment Officer **Corporal Carolynne Erwin and Recruitment Coordinator Anhad Bajwa** for the BPD's best hiring year in more than thirty years
- The Queen City Police Foundation gave awards to **Dave Hartnett and Jay Fayette**
- Police Commission Chair Shakuntala Rao presented an award to **Executive Manager Shannon Trammell**



MARATHON

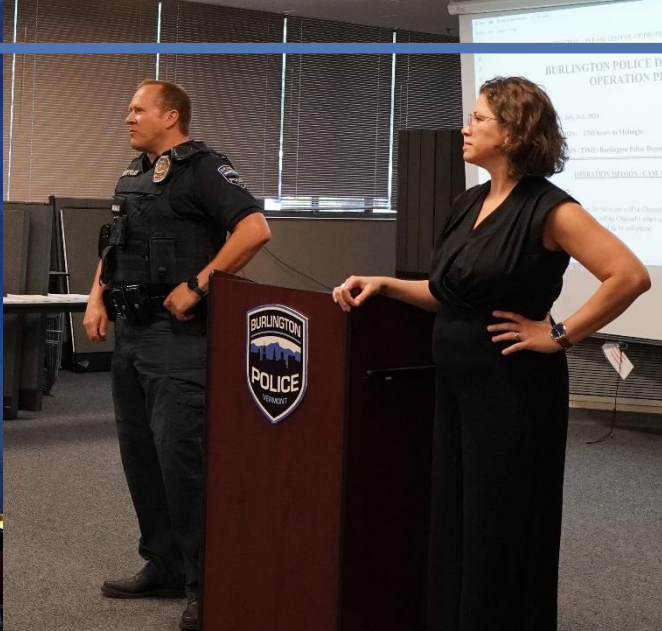


Some 4,500 runners came to Burlington for the 2024 Vermont City Marathon. It was a gorgeous day, perfect for a run (even if going 26.2 miles is just plain crazy!).

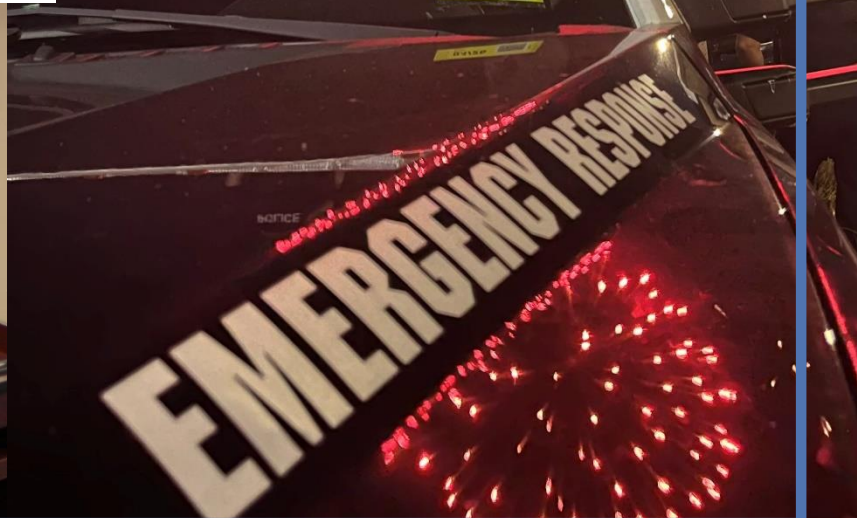
The BPD had dozens of posts along the route, with more than a third of our officers assigned to the event, as well as CSOs, CSLs, ID technicians and more. We enjoyed terrific assistance, as always, from other law-enforcement agencies like the Vermont State Police and Vermont Fish & Wildlife.

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





The Queen City celebrated a wonderful Third of July, with thousands of visitors. Mayor Mulvaney-Stanak addressed the full-house roll call at the BPD EOC, thanking officers, CSOs, CSLs, and partners like BFD, GMT, VSP, and others for working the holiday.



Jan 01, 2025 – all data preliminary & subject to change



CHURCH STREET MURDER

On Saturday, August 24, just half an hour after midnight, Burlington saw its only murder of 2024, when a woman shot a man several times outside the Red Square nightclub on the Church Street Marketplace. Responding officers, including a CSO and an off-duty officer, were on scene within seconds. Officers apprehended the shooter on Main Street. Along with our BFD partners, police used the tactical medical training BPD provides to all employees and tried to save the victim but he succumbed to his injuries.

POLICE LINE DO NOT CROSS



CREEMEE WITH A COP

On Friday 9/6 we had a successful and well-attended “Creemee with a Cop,” hosted by The Bagel Café on North Avenue, and organized by PIO Sarah Timm and City Councilor Mark Barlow in conjunction with the Vermont Agency of Agriculture. Throughout the summer we had also participated in “Creemee from a Cop,” an Agency of Agriculture voucher program. Officers like Sergeant Mellis, at left, handed out coupons on patrol and at events like the Third of July.





PRIDE MARCH



On September 8, the Burlington Police Department controlled traffic and guided participants and viewers alike as the city's 2024 PRIDE March went off... well, fabulously!

The parade and festival is Vermont's largest Pride celebration, featuring vendors, drag, burlesque, dance, and musical performances. Despite concerns about possible disruptions that had occurred in marches in other cities and states, mostly having to do with conflict in the Middle East, Burlington's event was free from disturbance. A terrific day was had by all.





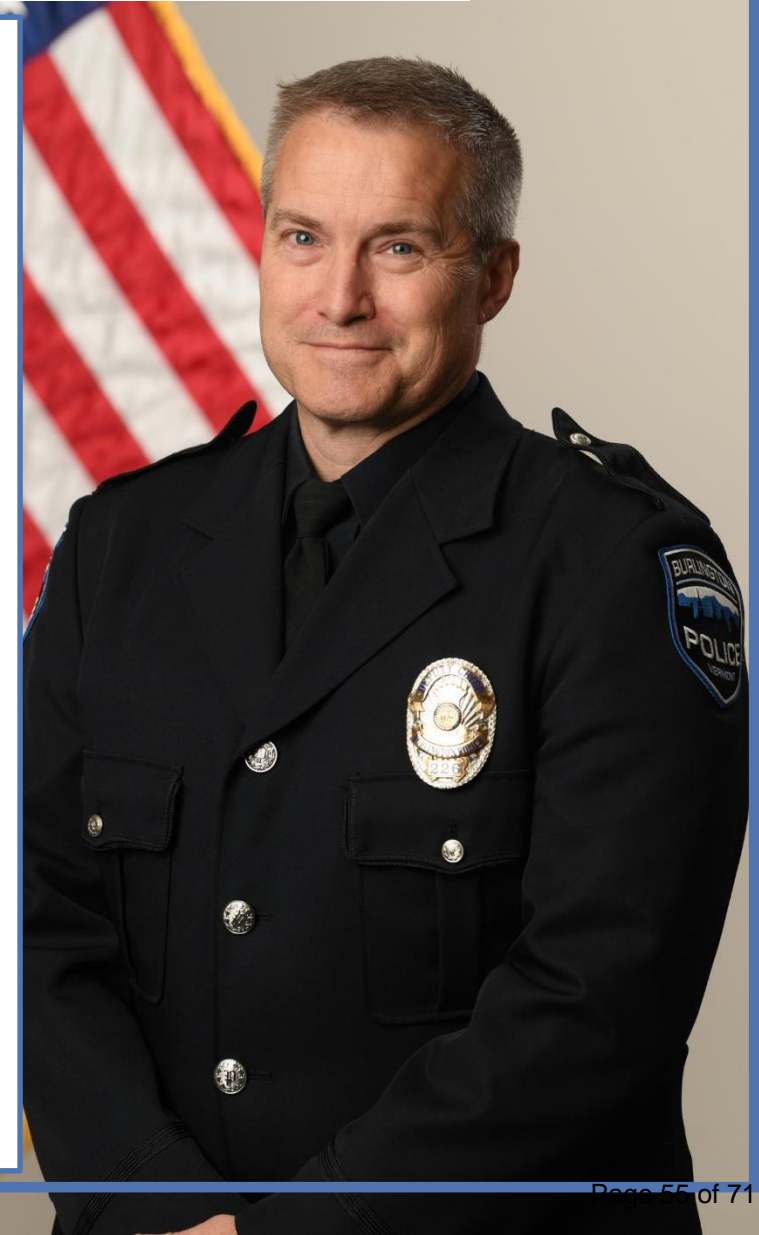
A HISTORY OF SERVICE – DEPUTY CHIEF LABRECQUE

In September, we 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*





IACP 2024

The International Association of Chiefs of Police, or IACP, Annual Conference and Exposition is the largest and most important law enforcement event of the year—more than 16,000 public safety professionals come to learn new techniques, advance their knowledge and careers, and equip their departments for ongoing success.

The 2024 IACP conference was held at the Boston Convention and Exhibition Center, October 19-22, 2024.

The BPD normally sends four employees to the full conference, but this year we were also able to arrange a one-day “field trip” for nine additional team members to experience the scope and scale of American policing.

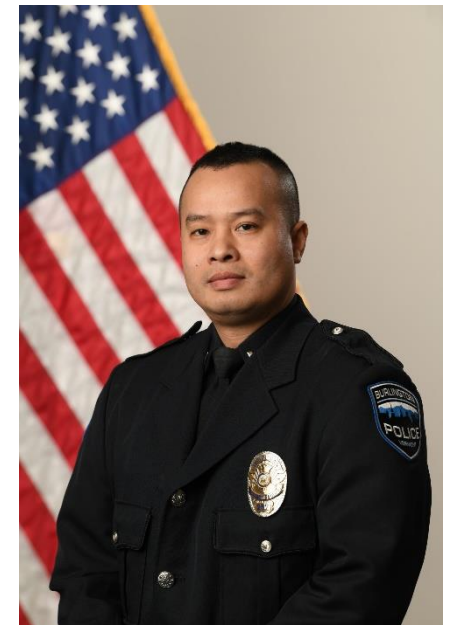




CLEANING UP

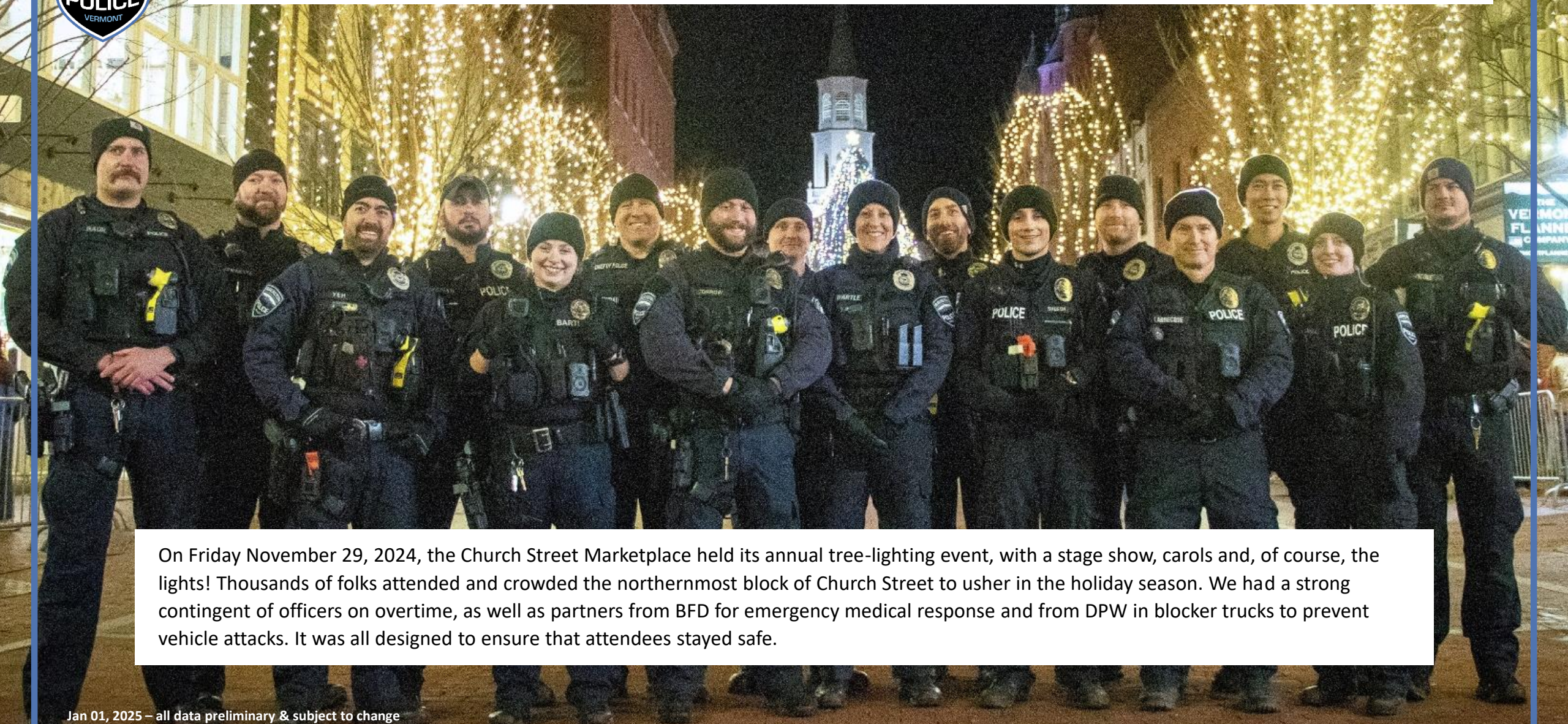


In late October, the BPD pitched in with fellow community members at a syringe / litter cleanup effort organized by the Greater Burlington YMCA. PIO Sarah Timm attended, as did Redaction Specialist ShanShan Chen and **our wonderful Lieutenant My Nguyen**, who retired after 20 loyal years in November.





CHURCH STREET HOLIDAY TREE LIGHTING



On Friday November 29, 2024, the Church Street Marketplace held its annual tree-lighting event, with a stage show, carols and, of course, the lights! Thousands of folks attended and crowded the northernmost block of Church Street to usher in the holiday season. We had a strong contingent of officers on overtime, as well as partners from BFD for emergency medical response and from DPW in blocker trucks to prevent vehicle attacks. It was all designed to ensure that attendees stayed safe.



JOIN US FOR OUR COMMUNITY ACADEMY

Meets each
WEDNESDAY
FROM 6:00 PM-9:00 PM

Starting Jan. 8 - Feb. 12
at the BPD!

Topics Include:

- Patrol Procedures
- Use-of-Force
- K-9
- Mental Health
- Drug Enforcement Policy
- Domestic Violence
- Less Lethal Tactics



REGISTER NOW

Dec 23, 2024 – all data preliminary & subject to change

Questions? Contact:

Constance Crisp

(802) 540-2365

STIMM@BPDVT.ORG



JOIN US FOR OUR COMMUNITY ACADEMY

Meets each Wednesday from 6:00pm-9:00pm
starting January 8 - February 12 at the BPD

The Community Academy is a hands-on opportunity to learn about the laws, principles, and procedures that guide the daily activities of the Burlington Police Department

As a Community Academy participant, you will be able to interact with our officers, take part in role-playing scenarios, and participate in discussions. You will learn about the different functions and roles of the police department and how everyone at the BPD trains and works together to provide fair and impartial policing to the Burlington community.

TOPICS INCLUDE:

- Patrol Procedures
- Use-of-Force
- K9
- Mental Health
- Drug Enforcement
- Domestic Violence
- Less Lethal Tactics & much more

PARTICIPANTS MUST BE 18 YEARS OLD OR OLDER & RESIDE OR WORK IN BURLINGTON VT. We are committed to policing with the citizens of Burlington to achieve a safe, healthy and self-reliant community.

QUESTIONS? CONTACT:

SARAH HERNANDEZ TIMM,
PUBLIC INFORMATION & COMMUNITY ENGAGEMENT OFFICER

✉ STIMM@BPDVT.ORG

☎ (802) 540-2211

For more information
and to register
SCAN HERE





4. REBUILDING



SWEARING IN, FEBRUARY 1 2024

Our swearing in, attended by employees new and old, families, Mayor Weinberger (who offered inspiring remarks), City Councilors, Police Commissioners, and members of the Queen City Police Foundation, can be [seen on Town Meeting TV.](#)



Jan 01, 2025 – all data preliminary & subject to change



117th GRADUATION MAY 31 2024

On May 31, 2024, our lone recruit officer, Kaylah Grant, graduated from the 117th Vermont Police Academy basic class. We were proud to watch her participate in the flag ceremony that closed the commencement.

Additionally, BPD Officer Nho Huynh was voted best teaching assistant by the 117th Basic Class.





SWEARING-IN CEREMONY

On August 1, we added new sworn officers and additional professional positions like three new dispatchers to the Department.

We also promoted Anna Wagling from Community Support Liaison to Community Support Supervisor, and important position in our CAIP team. And we recognized our Recruitment Officer, Corporal Carolyn Erwin, for 20 years of service. Great work by Corporal Erwin and Recruitment Coordinator Anhad Bajwa yielded these new hires. Mayor Mulvaney-Stanek attended and offered welcoming remarks to these new members of the team.





RECRUIT & RETAIN

YEAR	TOTAL IN	Of total hired, # still employed as of 01/01/25
2010	8	2
2011	13	4
2012	4	1
2013	13	5
2014	12	3
2015	10	1
2016	13	4
2017	9	2
2018	12	4
2019	12	3
2020	5	3
2021	1	1
2022	7	5
2023	15	8
2024	7	5
TOTAL	141	51 (36%)

These tables show hiring patterns over the past 15 years, and compare recruitment to retention. The table at right also breaks hiring down into “recruits” (i.e., new employees who have never been police before and must attend the Vermont Police Academy) and “laterals” (i.e., new employees who are already certified police officers).

YEAR	RECRUIT HIRES		Of recruits hired, # still employed as of 01/01/25	LATERAL HIRES	Of laterals hired, # still employed as of 01/01/25
2010	8		2	0	-
	Jan: 2	Jul: 6			
2011	9		3	4	1
	Jan: 8	Jul: 1			
2012	3		1	1	0
	Jan: 2	Jul: 1			
2013	9		3	4	2
	Jan: 7	Jul: 2			
2014	11		3	1	0
	Jan: 7	Jul: 4			
2015	6		0	4	1
	Jan: 2	Jul: 4			
2016	8		2	3	2
	Jan: 4	Jul: 4			
2017	10		3	1	0
	Jan: 4	Jul: 6			
2018	10		2	2	2
	Jan: 4	Jul: 6			
2019	9		3	3	0
	Jan: 6	Jul: 3			
2020	4		2	1	1
	Jan: 4	Jul: 0			
2021	1		1	0	-
	Jan: 0	Oct: 1			
2022	5		3	2	2
	Jan: 2	Jul: 3			
2023	11		5	4	3
	Jan: 6	Jul: 5			
2024	5		3	2	2
	Jan: 1	Jul: 4			
	109		36	32	16
			33%		50%

Jan 01, 2025 – all data preliminary & subject to change



COMMUNITY SERVICE OFFICERS (CSOs)

ID	HIRED	SEPARATED
960	10/17/2016	3/26/2023
961	11/25/2019	5/19/2022
962	10/4/2021	1/23/2023*
963	10/4/2021	1/10/2023
964	1/18/2022	CURRENT
965	1/18/2022	8/8/2022*
966	2/28/2022	3/11/2022
967	2/28/2022	CURRENT
968	3/7/2022	1/23/2023*
969	10/3/2022	9/14/2023
970	11/28/2022	1/18/2023
971	1/9/2023	1/11/2024
972	1/9/2023	12/16/2024**
973	4/3/2023	7/24/2023*
974	11/2/2023	6/9/2024*
975	11/27/2023	CURRENT
976	1/29/2024	CURRENT
977	5/20/2024	6/17/2024
978	11/18/2024	CURRENT
979	11/18/2024	CURRENT
980	1/13/2025	CURRENT

The recruitment team has also been building the ranks of our Community Service Officer (CSO) cadre. Formerly, the BPD was authorized for (and employed) two CSOs. In December 2020, Chief Murad introduced the Public Safety Continuity Plan, which the City Council approved in February 2021 as part of the FY22 budget. Since FY22 the BPD has received nearly 200 CSO applications and hired 19 of those applicants.

The CSO role has a higher “churn” than sworn officers, but it’s easier to hire for the role than it is for police officers, owing to the stringency of the background checks and the physical fitness requirements. The CSO role has turned into a terrific proving ground for people who want to be police officers but want to get a sense of the job or the department or build their skills. Five of the 19 CSOs we’ve hire have gone on to become BPD police officers.

As Grade 15 employees, CSOs have a FY25 salary that ranges from \$57,627 to \$68,599.

* CSO became a police officer
 ** CSO became Recruitment Coordinator



THE BPD IS HIRING!

**\$74,416 to \$82,084
starting pay***

**\$100,000
top pay** (when contract matures)

**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

www.bpdcareers.com

* Depending on experience




Ringin' Out 2024 Welcoming 2025



BURLINGTON, VERMONT

FOR IMMEDIATE RELEASE: Mayor Emma Mulvaney-Stanak Announces Shawn Burke as Interim Chief of the Burlington Police Department

From Joe Magee <jmagee@burlingtonvt.gov>
Date Wed 2/12/2025 12:00 PM
To Mayor's Office <mayor@burlingtonvt.gov>

 1 attachment (239 KB)
Shawn Burke.jpg;

Office of Mayor Emma Mulvaney-Stanak

149 CHURCH STREET • BURLINGTON, VT 05401 • (802) 865-7272

FOR IMMEDIATE RELEASE

February 12, 2025

Mayor Emma Mulvaney-Stanak Announces Shawn Burke as Interim Chief of the Burlington Police Department

*Burke currently serves as the Chief of Police in the City of South Burlington.
He will return to the Burlington Police Department on March 24, 2025.*

Burlington, Vt – Today, Mayor Emma Mulvaney-Stanak announced that Shawn Burke will serve as the interim Chief of the Burlington Police Department, effective March 24, 2025. Burke currently serves as the Chief of Police for the City of South Burlington.

Burke's law enforcement career spans 31 years in Vermont municipal policing, and he has served in both the Burlington and South Burlington Police Departments. He began his career as a uniformed patrol officer with the Woodstock, Vermont PD in 1993, and joined Burlington PD in 1997. Throughout his time with BPD, Burke became a leader in both the Uniformed Services Bureau and the Detective Services Bureau, and he served on the Drug Task Force. Burke retired from BPD in 2018, having attained the rank of Deputy Chief for Operations, to serve as the Chief of Police in South Burlington. Burke currently serves on the Vermont Domestic Violence Fatality Review Commission; the Department of Public Safety's School Crisis Planning Team; as the first Vice President of the Vermont Association of Chiefs of Police; and as the Chair of the Vermont Law Enforcement Advisory Board.

"I am exceedingly grateful to have Shawn Burke returning to Burlington to serve as our Interim Chief of Police," said **Mayor Emma Mulvaney Stanak**. "Chief Burke served most of his career here in the City of Burlington, he knows our Department well, and under his leadership I am confident that we can continue to build a Department that is responsive to our community's needs."

Mayor Mulvaney-Stanak continued, "I am also grateful to the City of South Burlington, City Manager Jessie Baker, and the South Burlington PD for their partnership on many issues, including on this

transition. I also appreciate our shared understanding that strong leadership for the BPD will benefit not only the Queen City, but will serve to make our entire region safer for everyone who lives and visits here.”

"I am honored to have the privilege to serve the City of Burlington as interim Police Chief," said **Chief Shawn Burke**. "The Mayor and I have had lengthy conversations about this critical role and share common goals toward building a strong and safe Burlington which benefits all of Chittenden County and the State of Vermont. My previous service with the Burlington Police Department contributed a great deal to my professional development - this is a time for me to give back to a City and Department I am committed to. I look forward to working with Chief Murad during this process, his leadership of the BPD has been sturdy and selfless."

"The Burlington Police Department is an extraordinary agency," said **Chief Jon Murad**, "filled with people who have dedicated their careers to serving the Queen City. Every day I am proud to work with them as we strive to keep our community and our neighbors safe. My top priority has been a smooth and orderly transition that fosters that work and preserves the innovations our department has made in recent years. I can't think of a better person for the role of Interim Chief than Shawn Burke, and I'm eager to help him reconnect with a Department he knows as well as anyone."

Chief Jon Murad will assist in the transition and will conclude his service to the City of Burlington on or before April 7, 2025.

###

A photo of Shawn Burke is attached.

Mayor Mulvaney-Stanak will hold a media availability at City Hall on Thursday, 2/13 at 11:45 AM to share updates related to Community Safety. Complete details will be shared in an advisory on Thursday morning.

Media Contact:

Joe Magee

Deputy Chief of Staff

Office of Mayor Emma Mulvaney-Stanak

(802) 829-5289

Jmagee@burlingtonvt.gov

Please note that this communication and any response to it will be maintained as a public record and may be subject to disclosure under the Vermont Public Records Act.

Division		Civil	Criminal	Environmental	Family	Judicial Bureau	Probate
Statewide Court_CC	Unit	Clearance Rate	Clearance Rate	Clearance Rate	Clearance Rate	Clearance Rate	Clearance Rate
Superior Court	Total	91%	102%		97%		113%
	Addison	145%	61%		108%		100%
	Bennington	77%	134%		70%		36%
	Caledonia	71%	107%		66%		373%
	Chittenden	101%	123%		112%		91%
	Essex	25%	88%		60%		100%
	Franklin	96%	82%		72%		271%
	Grand Isle	82%	350%		100%		100%
	Lamoille	63%	203%		84%		229%
	Orange	100%	77%		103%		127%
	Orleans	72%	106%		119%		136%
	Rutland	92%	92%		85%		73%
	Washington	78%	74%		111%		90%
	Windham	97%	90%		116%		152%
Windsor	111%	96%		130%		67%	
Statewide	Total			113%		106%	
	Environmental			113%			
	Judicial Bureau					106%	
Total		91%	102%	113%	97%	106%	113%

Applied filters: StartOfMonth 1/1/2025 - 1/31/2025

	# of months over 100% Clearance Rate	2022 December	2023 January	2023 February	2023 March	2023 April	2023 May	2023 June	2023 July	2023 August	2023 September	2023 October	2023 November	2023 December	2024 January	2024 February	2024 March	2024 April	2024 May	2024 June	2024 July	2024 August	2024 September	2024 October	2024 November	2024 December	2025 January
Addison	10	207%	69%	133%	300%	91%	75%	98%	89%	62%	76%	111%	86%	85%	131%	105%	143%	202%	85%	87%	90%	84%	133%	79%	69%	103%	61%
Bennington	12	59%	97%	132%	62%	92%	111%	65%	95%	88%	88%	128%	101%	130%	95%	129%	139%	128%	126%	98%	97%	77%	91%	144%	150%	100%	134%
Caledonia	12	93%	63%	85%	200%	197%	179%	71%	72%	99%	130%	94%	98%	75%	97%	100%	241%	152%	145%	131%	75%	91%	105%	124%	117%	71%	107%
Chittenden	14	75%	114%	67%	105%	122%	83%	80%	107%	69%	118%	88%	78%	95%	114%	86%	109%	104%	126%	104%	126%	85%	127%	100%	78%	92%	123%
Essex	12	114%	85%	136%	325%	94%	125%	65%	78%	77%	108%	100%	183%	150%	75%	147%	59%	70%	70%	94%	60%	95%	129%	159%	213%	120%	88%
Franklin	8	128%	101%	91%	217%	105%	62%	135%	111%	89%	80%	99%	140%	85%	71%	84%	84%	114%	98%	85%	65%	90%	66%	79%	97%	77%	82%
Grand Isle	15	100%	120%	110%	85%	64%	72%	130%	263%	67%	75%	55%	240%	113%	138%	267%	160%	171%	163%	44%	25%	130%	129%	90%	100%	525%	350%
Lamoille	15	74%	57%	95%	85%	191%	239%	119%	154%	113%	102%	179%	166%	87%	134%	157%	68%	147%	96%	76%	112%	78%	135%	117%	58%	79%	203%
Orange	10	83%	65%	94%	86%	88%	90%	94%	58%	56%	90%	122%	161%	178%	138%	103%	65%	106%	127%	115%	111%	48%	102%	96%	80%	89%	77%
Orleans	18	59%	75%	75%	147%	101%	83%	114%	68%	115%	109%	145%	96%	110%	93%	173%	110%	117%	112%	126%	180%	114%	166%	91%	124%	131%	106%
Rutland	22	142%	108%	106%	114%	153%	117%	109%	105%	138%	160%	115%	123%	136%	133%	145%	122%	123%	111%	121%	96%	78%	123%	113%	157%	95%	92%
Washington	11	124%	147%	122%	114%	83%	107%	91%	64%	109%	97%	98%	87%	90%	115%	107%	96%	103%	121%	129%	93%	85%	63%	91%	71%	62%	74%
Windham	12	124%	101%	112%	275%	117%	104%	64%	92%	93%	97%	108%	119%	93%	99%	113%	73%	105%	73%	89%	88%	130%	77%	92%	120%	81%	90%
Windsor	13	121%	84%	130%	136%	111%	129%	73%	98%	111%	109%	102%	122%	79%	102%	99%	105%	83%	88%	90%	74%	70%	102%	98%	110%	89%	96%
Counties over 100% Clearance Rate		7	6	8	10	8	8	5	5	5	7	8	9	6	8	10	8	12	8	6	4	3	10	6	7	4	6
Number of Months in Dataset	26																										
Mean # of Counties with CR over 100%	7.0769231																										