



BURLINGTON POLICE CHIEF'S REPORT

April 2023

April 20, 2023 – all data preliminary & subject to change

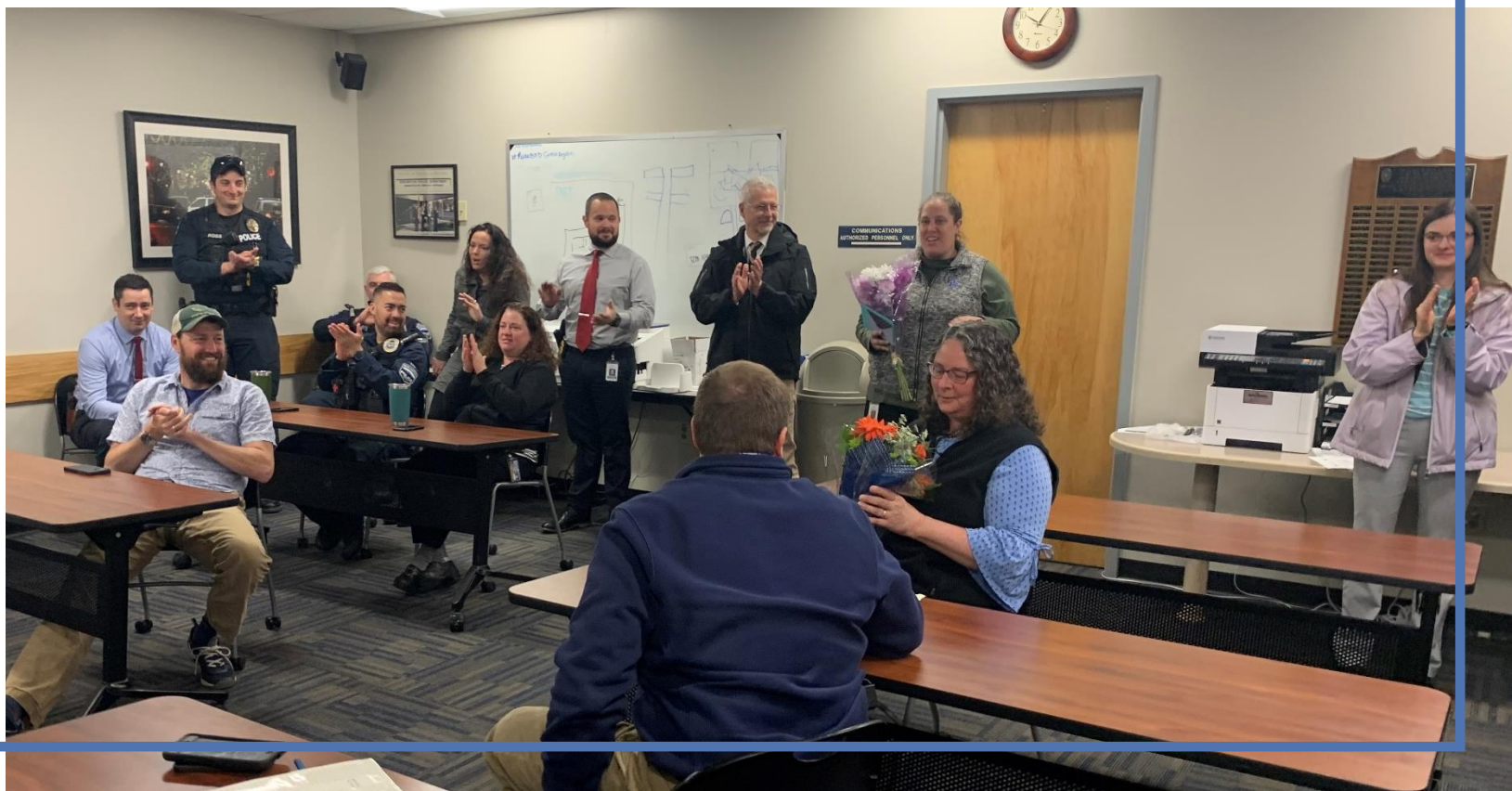


HONORING A COLLEAGUE

Last week, KidSafe Collaborative gave its Lifetime Achievement award to our very own Mary McAlister. Mary joined the BPD in 1987 as a police officer, and then created the role of Domestic Violence Victim's Advocate, which was one of the first of its kind. She has since dedicated her life to assisting victims of crime, especially victims of domestic violence. She has led our community's approach to d/v, has conducted and attended countless trainings about trauma, obtained innumerable relief from abuse orders, and Pioneered the practice of lethality assessments.

From Detective Nikki Moyer's nomination letter: *"You see the thing about Mary is she is extraordinary. She is the embodiment of kindness, compassion, purity, strength, and peace. I have never met a kinder more honest soul in my life and I have had the privilege to learn from her, to work alongside her, as she has saved and continues to save thousands of lives. I am honored to have had a small part in her work, work she has done every day since she chose to be a victim's champion."*

Apr 20, 2023 – all data preliminary & subject to change





F.I.P. TRAINING



Center For
POLICING EQUITY

This month we finished our innovative, facilitated training with the [Center for Policing Equity \(CPE\)](#), a nationally recognized nonprofit.

According to [Vermont's Rule 13](#), police must complete **Fair and Impartial Policing (FIP)** training biennially. And as per [Burlington's 2020 racial justice resolution](#), all City staff must complete trainings "that explore the roots, impacts and solutions to systemic oppression, including but not limited to systemic racism."

We used the six-episode [Netflix docuseries "Amend: The Fight for America,"](#) which chronicles the struggle for citizenship, due process, and equal rights. It does this through the lens of [the United States Constitution's 14th Amendment](#). The series presents the stories, legislation, and court rulings that ultimately led to the adoption of the 14th and 19th Amendments to the Constitution.

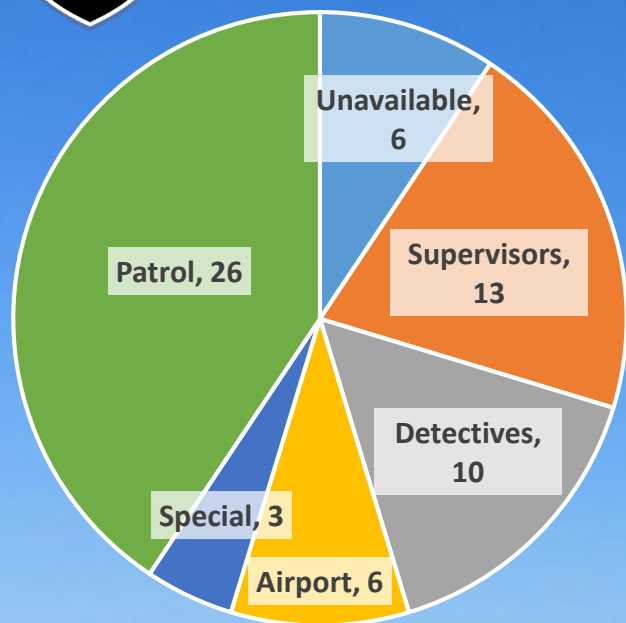
NETFLIX

Amend
THE FIGHT FOR AMERICA

FULL EPISODE



64 TOTAL, 58 AVAILABLE



As of April 15, 2023, the BPD has **64 total sworn officers**, of whom 59 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

minus 6 on injury, at VPA, or on leave = 58

minus 13 supervisors = 45

minus 10 detectives = 35

minus 6 airport officers = 29

minus 3 special assignments = 26

26 officers on Patrol



THE BPD IS HIRING!

\$71,000
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



ALTERNATIVE ROLES UNIQUE TO BPD

As part of Chief Murad's 2021 Public Safety Continuity Plan, we have hired:

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

These are unarmed, unsworn officers who answer quality-of-life calls for service. Historically, the BPD had two; Chief Murad's plan expanded the number. We currently have five employees in the role, and **our budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.



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

**BPD
currently
has 6 CSOs
and 5 CSLs**



As part of the Public Safety Continuity Plan, we hired:

- **Community Support Liaisons** (CSLs)

Chief Murad and Community Support Supervisor Lacey Smith created this new position, which is unique to the BPD. CSLs are embedded social workers with expertise in mental health, substance use disorder, and houselessness.



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.

We originally implemented [the Priority Response Plan](#) in May 2021. We have made several revisions, shown in this chart. The categorization of incidents has **not** changed. (Our primary goal remains **NEIGHBORS' PHYSICAL SAFETY**, so Priority 1 incidents are still Priority 1 incidents, etc.) But many Priority 3 incidents will now receive a different response.

In the chart, **incidents labeled "CSO"** will initially receive a response from a CSO, rather than a police officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") will be diverted to an online reporting function. Unless extenuating circumstances apply, callers will be asked to make an online report. There are reporting mechanisms for callers who do not have Internet access.

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



INCIDENT VOLUME

YEAR-TO-DATE 4/15

Year-to-date, **incidents in 2023 are up 33% compared to 2022. They are up 42% over 2021**, but are lower than years prior to that. They are down 10% since 2018.

Of the 7,001 incidents in 2023 so far, 841 have been “stacked”—i.e., 12%.

Additionally, 857 have been referred to online reporting, or 12%.

	YTD INCIDENTS (as of 4/15)	%Δ
2018	7,732	100%
2019	7,456	↓4%
2020	7,124	↓5%
2021	4,949	↓31%
2022	5,265	↑6%
2023	7,001	↑33%
	Δ 2018 to 2023:	↓10%



SELECTED VALCOUR INCIDENTS, YTD AS OF APRIL 15

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Overdose	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2018	11	30	27	18	26	19	105	1	95	222	13	5	21	0	1,135
2019	9	41	18	20	29	25	105	1	106	240	14	5	19	16	744
2020	12	39	27	16	36	13	171	3	133	263	33	3	21	18	612
2021	9	33	21	21	14	7	133	3	190	243	28	2	14	16	308
2022	17	34	53	25	27	12	144	3	205	260	31	7	9	55	208
2023	6	51	40	32	18	17	124	1	290	263	104	2	7	105	153

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

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

NOTE: All categories shown year-to-date, through April 15 of their respective year

NOTE: These data are derived from Valcour incidents. 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.

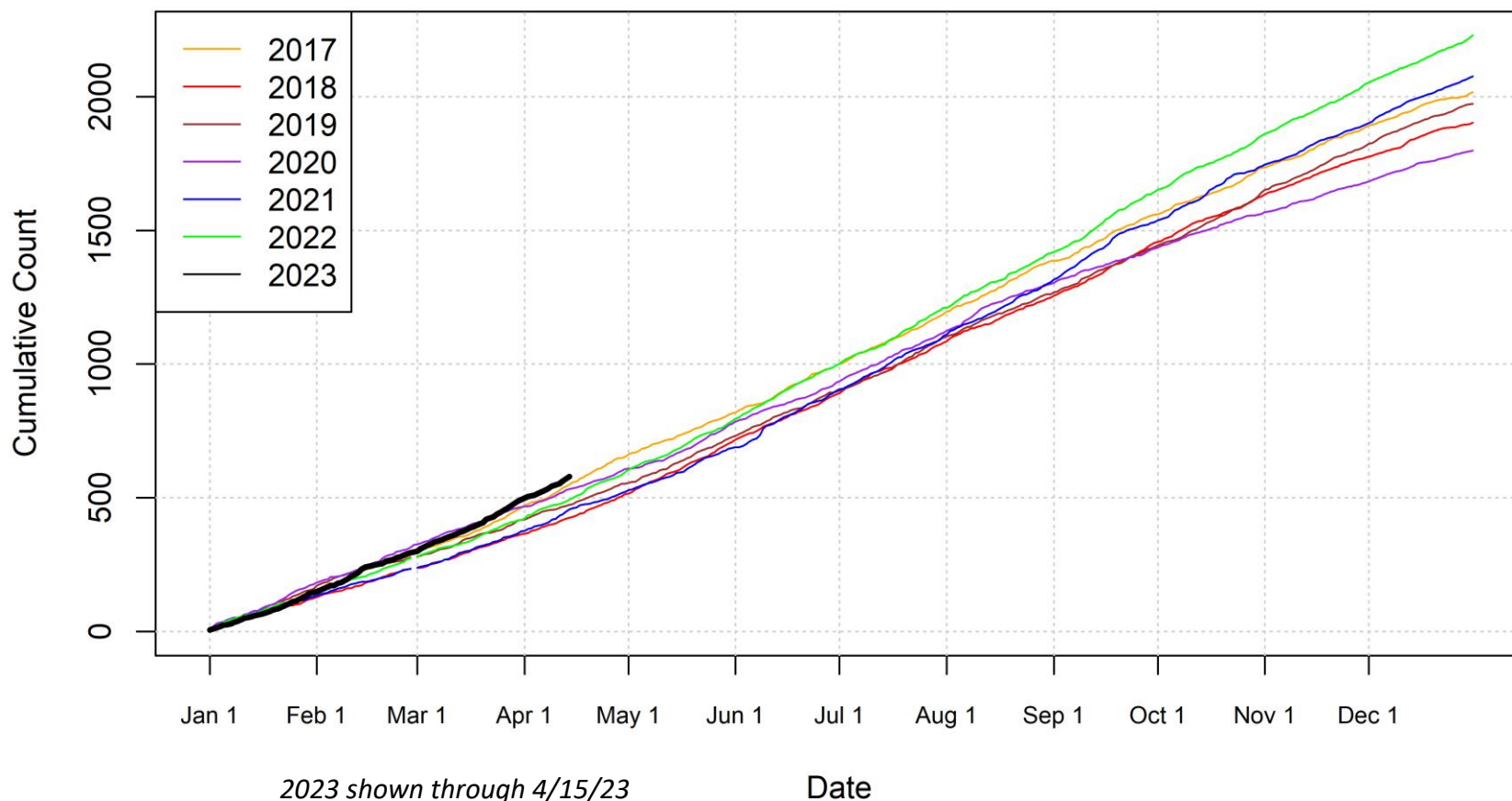


PRIORITY 1 INCIDENTS

In 2022, there were more Priority 1 incidents than in any of the previous five years. As of this early stage, 2023 is higher than that. A significant portion of the 2023 total is the extreme number of overdoses Burlington has experienced.

Priority 1 incidents include assaults, crashes with injury, domestic incidents, overdoses, robberies, and homicides. Year over year, Priority 1 incidents comprise an increasingly large percentage of all incidents.

Priority 1 Incidents

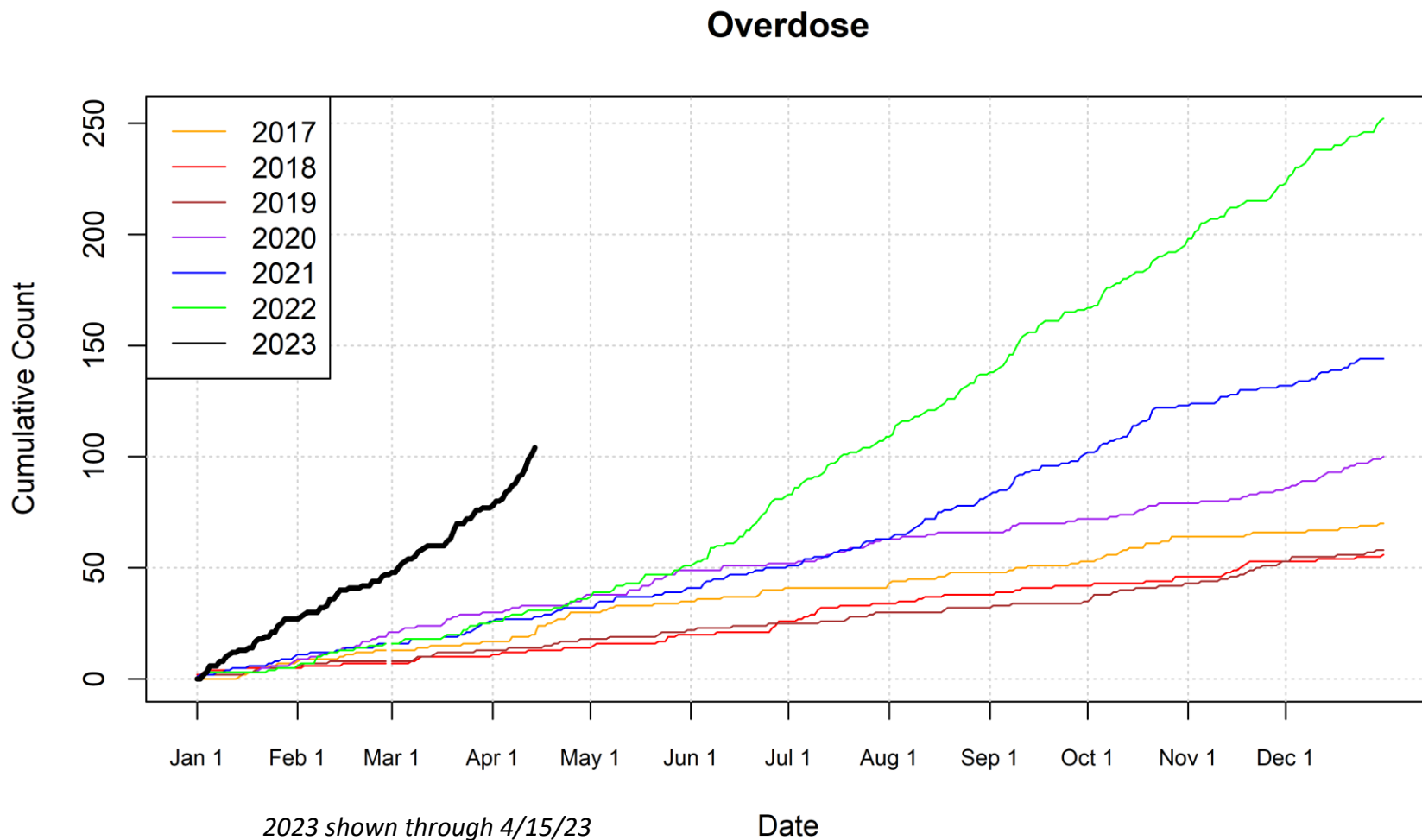




OVERDOSE INCIDENTS

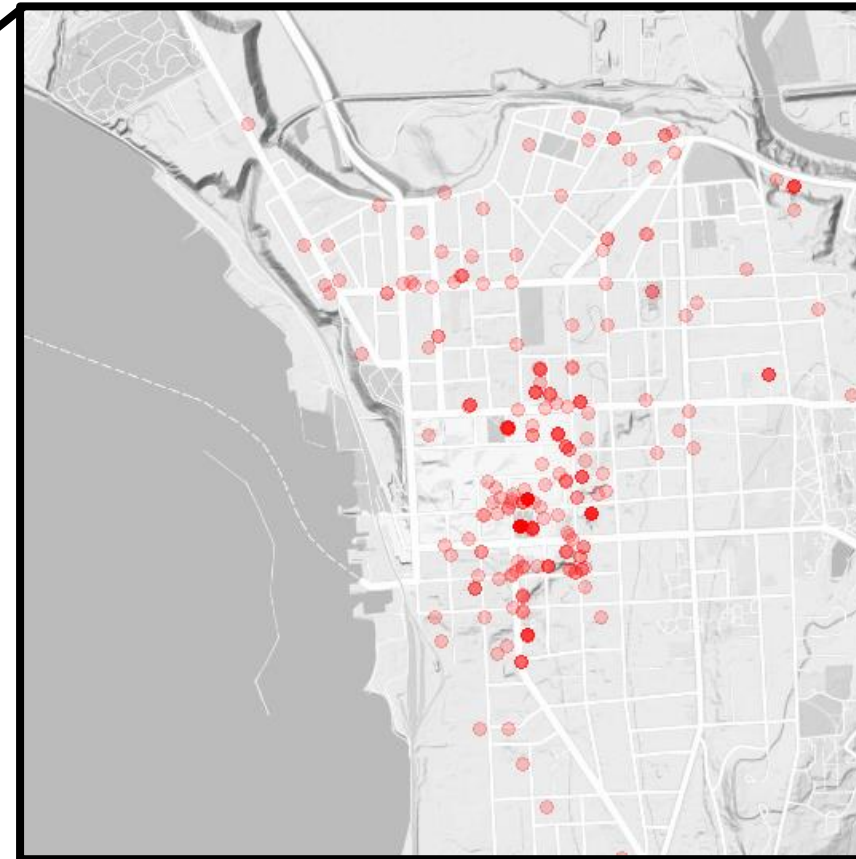
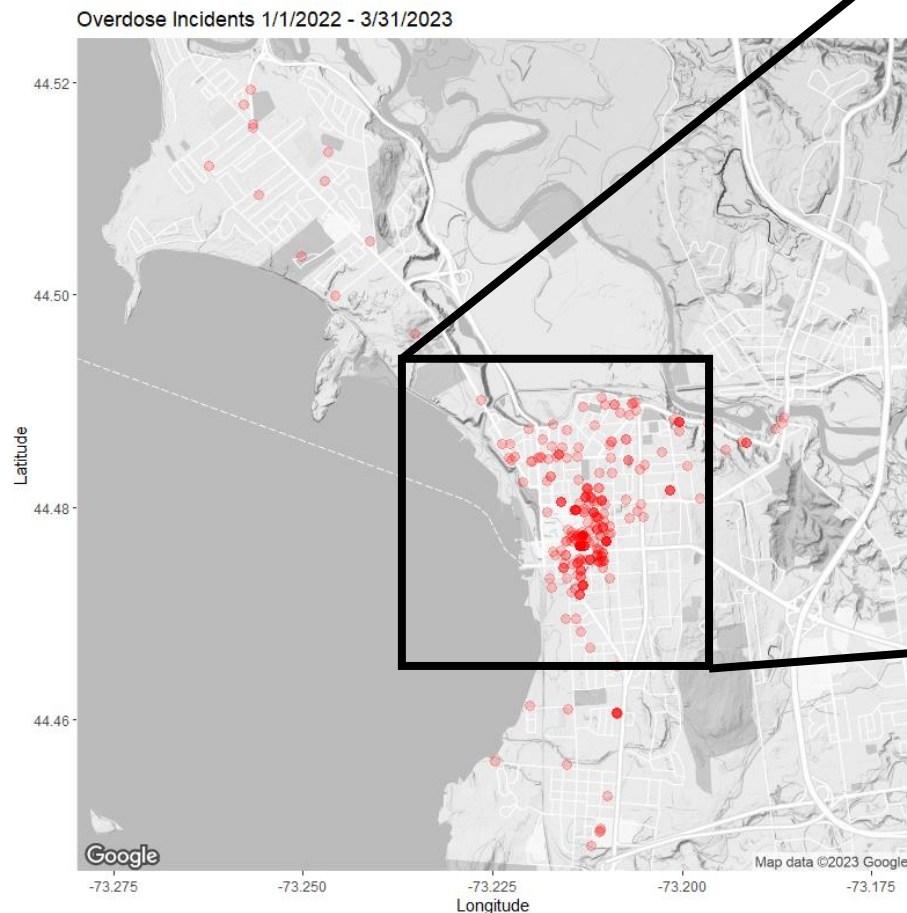
This graph shows all incidents labeled “overdose” in Valcour. It shows a trend that just keeps getting worse and worse.

Our community has made it clear that arrest is not the answer to this problem, but other answers are in short supply, and in the meantime both BPD and BFD respond. Our CSLs often respond, as well, to offer services and treatment—and a way out of this awful cycle.





OVERDOSE LOCATIONS



This graph shows overdose incidents from January 1 2022 to March 31 2023. Brighter dots indicate that multiple incidents have occurred at the same location.





POLICE DEPARTMENT
CITY OF BURLINGTON

USE of Force Report
April 01, 2023 – April 17, 2023

Total Number of Incidents for 4/1/23 – 4/17/22 – 1294 Incidents

Total Number of UOF Incidents – 6

Total Uses of Force – 15

Percent of UOF Incidents vs. Total Incidents - .46 %

Race/Gender of Arrestee/Subject in UOF Incidents

White Male – 1

White Female – 4

Black Male – 1

Black Female – 0

Incidents

1. 23BU006063 Arrest Unlawful Trespass

Complainant/ Officers Dispatched

Complainant called stating that a female that had been recently evicted by the Chittenden County Sheriff's Department had broken back into the residence and locked themselves inside. Previously the female had told the Sheriff's Deputies that she had a firearm. Officer attempted to negotiate with the female. Due to the possibility of a firearm it was decided to for the safety of the female and the officers a robot would be deployed inside to see if the female was armed with a firearm. While approaching the back of the residence to deploy the robot the female came to the back door. Two officers pointed their firearms at the female in the backdoor window and gave verbal commands to show her hands. The female complied and was taken into custody without incident. While escorting the arrestee to a police cruiser the female began to resist and an officer had to physically move her to the cruiser to be transported.

White Female Age 36, 5'08" 150 lbs.

3 Officer

Officer 1 – Verbal commands/Firearm pointed

Officer 2 – Verbal commands/Firearm pointed

Officer 3 – empty hand controls.

Arrestee – no injury

Officer – no injury



POLICE DEPARTMENT
CITY OF BURLINGTON

2. 23BU006202 Arrest Violation of Conditions of Release/Resisting Arrest

Officer Initiated

Officer observed a male in City Hall Park who had court ordered conditions to not be in the park. The officer approached the male and advised him of the conditions. The male began to back away and the officer took hold one of the male's arms telling him he was under arrest. The male began to resist attempting to pull away from the officer. The officer told the male to stop resisting approximately 15 times before taking the male to the ground in a controlled manner. Once on the ground a second officer was able to handcuff the arrestee.

Black Male Age 25, 5'09" 200 lbs.

2 Officers

Officer 1 – Verbal commands/empty hand controls

Officer 2 – empty hand controls/handcuffing

Arrestee – no injury

Officers – no injury

3. 23BU006231 Domestic Disturbance

Complainant/ Officers Dispatched

Complainant called stating their juvenile adopted daughter was being assaultive towards them. When officers arrived at the residence they found the parents struggling to hold the juvenile down on the floor as the juvenile was reaching for objects. Two officers assisted by taking hold of the juvenile's arms and holding her down and the father moving to hold the juveniles legs down. Officer attempted to de-escalate the juvenile but she continued to struggle and made statements of wanting to die and telling the officer to kill her. A third officer arrived and relieved the father and held the juveniles legs down. The Burlington Fire Department arrived and a fourth officer were able to place the juvenile in handcuffs and have her transported by BFD to UVMHC ED for mental health evaluation.

White Female Age 12, 5'06" 130 lbs.

4 Officer

Officer 1 – Verbal de-escalation/empty hand controls

Officer 2 – empty hand controls

Officer 3 – empty hand controls.

Officer 4 – empty hand controls/handcuffing



POLICE DEPARTMENT
CITY OF BURLINGTON

Subject – no injury
Officers – no injury

4. 23BU006239 Arrest Unlawful Trespass

Complainant/Officers dispatched

Employee of downtown bar called stating a male was refusing to leave the premises. Upon arrival two officers located the male sitting at the bar. The officers informed the male that the bar wanted him to leave. The male refused to leave. The two officers each took hold of an arm and stood the male up. The male resisted and the officers had to escort him out of the bar. Outside the officer explained to the male he was under arrest and to place his hands behind his back. The arrestee refused to do comply and the officers had to physically place his hands behind his back and handcuff him.

White Male Age 60, 5'07" 170 lbs.

2 Officers
Officer 1 – Verbal commands/empty hand controls
Officer 2 – empty hand controls/handcuffing

Arrestee – no injury
Officers – no injury

5. 23BU006276 Arrest Unlawful Trespass

Complainant/Officers dispatched

Employee from the local shelter modular pod housing called stating they had a female client that was refusing to leave. The female was not following the agreement she signed and was refusing other services. Three officers arrived on scene. Members from Howard Health Services and a BPD Community Service Liaison were also present. They attempted to have dialogue with the female client but she refused to listen to them. Staff read the trespass notice to the female and officers then provided her an opportunity to leave of her own violation. Two officers advised she was under arrest and each took hold of an arm and escorted her out of the pod doorway. The female began to resist by attempting to pull away from the officers. A third officer took hold of the arrestee's arm allowing one of officers to place the arrestee in handcuffs.



POLICE DEPARTMENT
CITY OF BURLINGTON

White Female Age 35, 5'01" 110 lbs.

3 Officers

Officer 1 – Verbal commands/empty hand controls

Officer 2 – empty hand controls/handcuffing

Officer 3 – empty hand controls

Arrestee – no injury

Officers – no injury

6. 23BU007085 Arrest on Warrant

Complainant/Officers dispatched

4/17/23

Complainant called concerning an overdosing subject. Upon arrival officer located numerous subjects trespassing at the residence. A female was identified by the property owner and was trespassed. Officer later checked her name with dispatch and was found to have a Governors warrant from the State of New Hampshire. Officer relocated the female nearby and spoke with her. They advised the female of the warrant for her arrest and she attempted to walk away. One officer took hold of her arms and put them behind her back where another officer compliantly handcuffed her without incident.

White Female Age 37, 5'08" 160 lbs.

1 Officers

Officer 1 – Verbal commands/empty hand controls

Arrestee – no injury

Officers – no injury



POLICE DEPARTMENT
CITY OF BURLINGTON

USE of Force Report
December 01, 2022 – December 31, 2022

Total Number of Incidents for 12/1/22 – 12/31/22 – Incidents 1823

Total Number of UOF Incidents - 14

Total Uses of Force – 26

Percent of UOF Incidents vs. Total Incidents – % .76

Race/Gender of Arrestee/Subject in UOF Incidents

Black Male – 3

White Male – 9

White Female – 5

Incidents

#1 22BU023143- Reported Gunshots

Complainant/Officers Assigned

Complainant called in to report 5 gunshots in the rear area of Chase Mill parking lot. The first arriving officer located a vehicle parked in the rear of the parking lot in a secluded and unlit area. The officer observed two subjects in the front seat moving around quickly and reaching into areas of the vehicle they could not observe. Both the passenger and operator both attempted to exit the vehicle as the officer was getting out of the cruiser. Due to the nature of the call and the officer feared that the one or both of the subjects could be in possession of a firearm. The officer drew their firearm and pointed at and pointed it at the operator and gave them commands to turn away from them a place their hands on top of their head. The subject complied. The passenger began to pace back and forth. The officer pointed their weapon at the passenger and gave them commands to place their hands on their head. The passenger did not comply. The officer gave them more commands and the passenger finally complied. More officers arrived on scene and the officer provided cover for them as they placed both subjects into handcuffs and detained them. After their investigation the officers were able to determine neither was involved in the incident they were taken out of handcuffs and released.

White Male Age 30, 6'04" 200 lbs.

White Female Age 33 5'01" 108 lbs.

1 Officers

Officer 1 – Verbal commands/Firearm pointed X2

Officers – no injuries

Subjects– no injuries



POLICE DEPARTMENT
CITY OF BURLINGTON

#2 22BU023447 Arrest Felony 2nd Degree Domestic Assault/Unlawful Restraint/Interference with Access to Emergency Services

Complainant/Officer Dispatched

911 call open line. Dispatchers could hear a female yelling in the background "Get off me". Dispatch was able to map call to a residence. Upon arrival Officer made contact a female victim who stated the arrestee had assaulted her and was still at her residence. Officers are familiar with the arrestee and that they have run from police before. Officer at her residence observed the arrestee leave and walk away from officer. An officer ran after the arrestee telling them to stop. The arrestee did not but the officer was able to catch up to them. Due to the arrestee attempting to leave the area and not responding to officers commands they decided to place them in handcuffs to better control them. The officer told the arrestee to place their hands behind their back. The arrestee did not comply. The officer took hold of one arm and the arrestee began to clench their arms close to their body, hunch over and lower their body standing seated position. A second officer took hold of the arrestees other arm and the two officer were able to bring them onto the ground in a controlled manner. The officer were able to roll the arrestee onto their stomach and bring their hands behind their back and place them in handcuffs.

White Male Age 29, 6'03", 200 lbs.

2 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 2 – Empty hand controls

Officers – no injury

Arrestee – no injury

#3 22BU023853 Arrest Simple Assault

Complainant/Officer Dispatched

Complainant called dispatch stating a male was physically assaulting another male. While in-route dispatch advised that one male had the other male pinned to the ground. The first officer on scene observed the two males fighting, one was on top of the other. The officer approached them and stated to the effect "Stop police". The male on top did not get off the other male. The officer wrapped his arms around the waist of the male on top and stood up and pulled the male off and onto their back on the ground. The officer was able to control them and stated that they were a police officer and they needed to stop. The male stopped and apologized and stated the other male/arrestee was the one who assaulted them. The officer released the male and allowed him to stand up. The officer observed the males hands were bleeding from the



POLICE DEPARTMENT
CITY OF BURLINGTON

assault and had BFD respond. The officer met with witness and was able to confirm the arrestee was the aggressor. The officer told the arrestee they were under arrest and to turn around and place their hands behind their back. The arrestee shouted in the officer's face and turned and walked away. The officer was able to hold onto an arm but the arrestee pulled away. The officer then wrapped their arms around the arrestee's waist and brought them to the ground and controlled them. The arrestee stopped moving and the officer was able to place them on their stomach and handcuff them without further incident.

Black Male Age 43, 5'08", 170 lbs.

Black Male Age 40, 5'08", 192 lbs.

1 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officers – no injury

Arrestee – no injury

Victim – hand injuries from assault, treated by BFD on scene

#4 22BU023855 Arrest Simple Assault/Assault on a Firefighter/Arson 1st degree/Resisting arrest

Complainant/Officers Dispatched

Frantic caller stated they had pepper sprayed their roommate, needed BFD and disconnected. Arriving officer located the arrestee who had been pepper sprayed by their roommate and the roommate. BFD was contacted to help the arrestee. The victim stated the arrestee came home highly intoxicated and attempted to assault him, so he had used pepper spray to defend himself. When officers made initial contact with the arrestee they collapsed to the floor. BFD was brought in to treat the arrestee. The arrestee was initially compliant with BFD but then became assaultive, spitting on a firefighter and shoving another. The arrestee then ran into the kitchen area where they retrieved 2 knives. The officers and firefighter then backed out of the residence. The arrestee then broke out windows with a hammer and attempted to set fire to curtains. BPD emergency response unit was activated, a perimeter was established around the residence and negotiators arrived on scene. Negotiations continued for approximately 4 hours before the arrestee jumped off a first story roof still armed with a knife and fled over a fence. Officers pursued the arrestee losing sight of him behind a residence. When officer went to the rear of that residence the arrestee jumped out of the bushes and began to walk away. Earlier the arrestee had threatened to assault and murder officers. Officers gave verbal commands for them to stop but the arrestee did not comply. One officer concerned for their safety and the



POLICE DEPARTMENT
CITY OF BURLINGTON

safety of the other officers due to the arrestee having been armed with knives, drew his firearm and pointed at the arrestee. Officers did not approach the arrestee. An officer armed with Less than lethal impact munitions (LLIM), in this case a bean bag shotgun, arrived on scene and gave the arrestee commands to stop. The arrestee ignored them. The officer again gave the arrestee commands to stop and get on the ground to which the arrestee did not comply. The officer fired one beanbag round and the striking them in the mid torso area. The arrestee stopped. The officer ordered them to the ground but the arrestee did not comply. The officer fired a second bean bag round striking them in the thigh. The arrestee then complied with orders and went prone on the ground. The officer was then able to place them in handcuffs without further incident. The arrestee had a wound on their leg from the bean bag round and was transported for treatment at UMMCER by BFD and released.

White Male Age 26, 5'08", 160 lbs.

3 Officers

Officer 1 – Verbal commands/firearm pointed

Officer 2 – Forearm pointed

Officer 3 – Verbal commands/LLM pointed/LLM deployed X2/Empty hand controls/Handcuffing

Officers – no injury

Arrestee – injury from LLM transported to UVMHC ER for treatment and released.

#5 22BU023936 Assist First Call Emergency Evaluation Warrant

Complainant/Officer Dispatched

Two officers assisted First Call with taking the subject into custody on an Emergency Evaluation warrant signed by a judge. The officers explained the warrant and what was going to occur to the subject. The subject was non-compliant but not actively resisting. The officer had to pull her from their tent on a plastic sheet. The officers attempted to walk with the subject to their vehicle but they refused to get up and walk. The officer had to physically place their hands behind their back and handcuff them. The officer then had to carry the subject with the help of BFD to the cruiser and place them inside. At UVMHC ER the subject exited the vehicle on request but would not sit in a wheelchair nor move into the hospital. The officer had to physically place them into the wheelchair.

White female Age 58, 5'04", 197 lbs.

2 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 2 – Empty hand controls



POLICE DEPARTMENT
CITY OF BURLINGTON

Officers – no injury

Subject – no injury

#6 22BU024111 Assist First Call Emergency Evaluation Warrant

Officer Initiated

An officer was on patrol when they observed the subject that they knew had an Emergency Evaluation Warrant. The EE warrant was confirmed and the officer went out with the subject. The officer attempted to de-escalate the subject, speaking with them before mentioning the warrant as they appeared already upset. When the subject asked what the problem was the officer advised them of the EE warrant and that they would have to go up to the hospital. The subject repeatedly stated they were not going to the hospital and attempted to walk into their residence. The officer continued speak with her asking her to work with them to take care of the warrant. The subject refused and attempted to enter their residence. The officer step in front of the subject and physically prevent her from entering their residence. The subject continued to attempt to walk around the officer who had to continue to physically block them. A second officer arrived and the first officer explained they were going to place the subject in handcuffs. The subject was compliant at first but then began to actively resist, at one point attempting to bite the officer. The two officers had to physically place the subject against a wall and place their hands behind their back and place them in handcuffs. The subject in handcuffs still resisted attempting to kick the officers. The officer brought the subject to the hospital for the EE and a small cut on top of her nose.

White female Age 61, 5'05", 150 lbs.

2 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 2 – Empty hand controls

Officers – no injury

Subject – small cut to top of nose/treated for cut and held on EE warrant at UVMMC

#7 22BU024138 Protective Custody

Complainant/Officers dispatched

Caller stated a vehicle had crashed, was on its side with one possible unresponsive subject in the vehicle. Upon arrival officer located a vehicle in a snowbank but not on its side. The officers observed a subject in the backseat passed out among numerous open alcoholic beverage



POLICE DEPARTMENT
CITY OF BURLINGTON

containers. An officer attempted wake the subject and have them unlock the door to the vehicle. The subject initially was unresponsive but did wake up, unlocked the vehicle door and the officer attempted to speak with them. The subject did not appear oriented to time and place and became belligerent as officer and BFD attempted to assist them. Based on their observations of the subject's level of intoxication they decided to take him into protective custody. The subject refused to come out of the back seat and officers had to physically remove them from the backseat, stand them up and place them in handcuffs. They were transported to ACT 1 and then UVMHC ER due to level of intoxication.

White Male Age 20, 5'10", 160 lbs.

2 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 2 – Empty hand controls

Officers – no injury

Subject – no injury/Transported to UVMHC ER due to level of intoxication.

#8 22BU024233 Arrest on Warrant/Attempted Impeding a Police Officer

Complainant/Officers dispatched

Caller stated arrestee was running up to cars and hitting them. Officers arrived on scene and located the arrestee matching the description given by the caller. While out with them was on scene. Officer learned that the arrestee had a valid warrant for their arrest. While taking the arrestee into custody the girlfriend attempted to rush officers who were placing the arrestee into handcuffs. An officer had to physically take hold of the subject's arms to prevent them from reaching the officers handcuffing the arrestee. The subject continued to actively resist the officer attempting to pull away and struggling. The officer placed the subject's arms behind their back and handcuffed them. After the arrestee was compliantly handcuffed and taken from the scene the subject was released from handcuffs.

White Female Age 32, 5'02, 145 lbs.

1 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer – no injury

Subject – no injury



POLICE DEPARTMENT
CITY OF BURLINGTON

#9 22BU024303 Arrest Domestic Assault/Interference with Access to Emergency Services/Disorderly Conduct/Assault on Police Officer/Assault on Firefighter

Complainant/Officers dispatched

Victim advised their juvenile son had threatened her with a knife, pushed her, locked her outside and then slammed a door on her foot and body several times when she tried to enter the apartment. The victim was not dressed properly for the 23 degree weather outside. Upon officers arrival the victim exited the residence to speak with officers. The arrestee locked the door and would not open it for police. Officer negotiated with the arrestee for approximately 1 hour. BFD was called and was able to open a kitchen window but were met with the arrestee throwing kitchen objects attempting to strike the firefighters. An officer used an acrylic shield in an attempt to deflect the objects and approach and shut the window to stop the objects being thrown out. The officer was struck with several objects causing a laceration to their wrist and could not get the window closed. A BPD supervisor decided to pull back the officers and firefighters from the residence and assist the victim in finding a place to stay for the night. While arranging this the arrestee opened the door and officer made entry. The arrestee refused to sit on the couch and had to be escorted to the couch where they sat down. When the arrestee was advised they would be going up to the hospital they immediately stood up and began to yell and scream. To prevent a recurrence of previous assaultive behavior 2 officers took hold of the arrestee's arms and gently placed the arrestee's hands behind their back and handcuffed them. The arrestee was escorted to a police cruiser and driven to UVMHC ER. Upon arrival there the officer walked the arrestee into the ER where the arrestee continued to yell and scream, kicking at various objects and ER staff. Once in his room the arrestee was taken out of handcuffs and turned over to security personnel.

Black Male Age 12, 5'02, 160 lbs.

2 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer 2 – Verbal commands/Empty hand controls

Officers – no injury

Arrestee – no injury

#10 22BU024309 Arrest Unlawful Trespass/Assault on a Police Officer

Complainant/Officers dispatched

Dispatch advised that the arrestee was observed sleeping in the front vestibule of the Burlington Police Department and then urinating just outside the door to the entrance in the



POLICE DEPARTMENT
CITY OF BURLINGTON

early hours of the morning. An officer responded and asked the arrestee to leave the vestibule and return during business hours. The arrestee started to pick up their belongings then turned suddenly and attempted to strike the officer in the face. The officer stopped the attempt by grabbing the arrestee's hand. The officer held onto the arrestee's hand and told them again they had to leave. The officer let go of the hand and the arrestee again tried to strike the officer in the face nearly striking them. The officer gave the arrestee firm commands to leave and that they were trespassing. As they walked out the arrestee attempted to grab the officer. The officer then took hold of the arrestee's left arm and escorted them out of the vestibule and let go of them. The officer again told the arrestee not to return until business hours. The officer then locked the door. The officer entered the building and went to the USB entrance to lock that door. Upon arrival at that door the arrestee was already in the lobby there. The officer informed the arrestee they were trespassing. The arrestee pushed the officer. The officer told them to put their hands behind their back. The arrestee again pushed the officer with their right hand the officer grasped the hand. The arrestee began to swear at the officer and struggle against them. The arrestee then shoved her left hand into the officer's face. The officer brought her to the ground in a controlled manner. The officer was able to place the arrestee's hands behind their back and apply handcuffs. While in the holding area of BPD the arrestee spat on the officer twice.

White Female Age 34, 5'04, 175 lbs.

1 Officers

Officer 1 – Verbal commands/Empty hand controls/Handcuffing

Officer – no injury

Arrestee – no injury

#11 22BU024389 Felony Arrest False Pretenses and Tokens/False Information to a Police Officer/Resisting Arrest/Drug Possession

Complainant/Officers dispatched

Bank employee called reporting a subject attempting to cash a fraudulent check. Officers arrived on scene and a bank employee pointed out the arrestee standing at the teller's desk. An officer spoke with the arrestee explaining the bank had called the police concerning a check the bank believed was fraudulent that they were attempting to cash. During their investigation the arrestee gave the officers a fake identification, changed their story on where they have found the check. The arrestee also explained they were on probation and could not get in trouble. The officer explained that the crime was a felony and they had to take them into custody. The arrestee was compliantly handcuffed and escorted out of the bank. The arrestee was able to pull out of the officers grasp and ran away from officers. Officers gave chase for approximately



POLICE DEPARTMENT
CITY OF BURLINGTON

2 - 3 blocks. During the chase the officers observed the arrestee fall twice. After the second fall the officers were able to catch up with him and kneeling beside them was able to hold him on the ground. A second officer was able to control the arrestee's legs. The arrestee complained they were having trouble breathing and officers immediately rolled the arrestee onto their side in a recovery position and asked if they are injured to which the arrestee states to the effect they are not. The officer did observe the arrestee's knees had abrasions on them from the two falls the arrestee took.

White Male Age 20, 5'11, 150 lbs.

2 Officers

Officer 1 – Verbal commands/ Handcuffing /Empty hand controls

Officer 2 – Verbal commands/empty hand controls

Officers – no injury

Arrestee – abrasions on knees from falling while fleeing police

#12 22BU024493 Mental Health Issue

Complainant/Officers dispatched

Caller stated he was arguing with his neighbor, the argument had escalated and now the neighbor was outside with a knife and trying to get the caller to come outside to fight. Officer arrived on scene and did not immediately locate the subject with the knife. While speaking with the caller an officer observed a male in the back parking lot start to approach the officers. The officer observed a knife in the male's hand. The officer drew his firearm and pointed at the male and ordered them to stop. The male complied. The officer asked the male to place the knife down and to move away from it. The male complied. A second Officer placed the subject in handcuffs and detained them. After the officers investigation it was determined the caller was never felt in fear for their safety and the subject has mental health issues.

White Male Age 48, 6'00, 165 lbs.

1 Officers

Officer 1 – Firearm pointed/Verbal commands

Officers – no injury

Subject – no injury



POLICE DEPARTMENT
CITY OF BURLINGTON

#13 22BU024584 Mental Health

Complainant/Officers dispatched

Subject called stating he was actively cutting himself to “dig the bugs out”. The subject would not give dispatch any of their information and then hung up. Dispatch was able to locate the address of the subject and dispatch officer and BFD. Officers arrived on scene and located the subject in the common kitchen for the residents of the building. The kitchen itself is a small confined area of the residence. The officer observed the subject was cutting into his hand with an X-acto knife and the hand was bleeding. The officer told the subject to drop the knife but the subject refused. The subject was confrontational with the officer, stating that the officer was on private property. The subject suddenly dropped the knife and walked towards the officer. The officer decided to place the subject into protective custody so BFD could enter and evaluate their wounded hand and mental status. The officer reached for the subjects arm and asked the subject to give him their hands. The subject refused and backed away. The officer was able to get their arms around the subject and attempted to bring them to the ground in a controlled manner. The subject anchored themselves by grasping between a cabinet and refrigerator. The subject ended up on their hands and knees and the officer was then able to bring them into a prone position on the floor. A second officer arrived and was able to control the subject’s legs. The officer told the subject he was going into handcuffs, the subject stated to the effect that they were not going into handcuffs. The officer again told him he was going into handcuffs and this time the subject complied. The officer was then able to place the subjects in handcuffs. While being evaluated by BFD the officer had to help restrain subject who continued to struggle. The subject was transported to UVMHC ED.

White Male Age 57, 5’07, 165 lbs.

2 Officers

Officer 1 – Verbal commands/empty hand controls/handcuffing

Officer 2 – empty hand controls

Officers – no injury

Subject – no injury from UOF/self-inflicted injury to hand

#14 22BU024966 Disturbance

Complainant/Officers dispatched

Caller stated there was a large fight at a convenience store parking lot involving approximately 10 subjects. Caller stated a large red truck pulled up and a subject got out and displayed a firearm. The caller was able to give a direction of travel for the truck. Officers located the truck



POLICE DEPARTMENT
CITY OF BURLINGTON

and conducted a high risk motor vehicle stop of the truck. Two officers drew their firearms and pointed at the truck. As the three occupants were called out of the truck the officer pointed their firearms at the subjects until they were compliantly handcuffed without incident. A loaded firearm was located on the operator. Officers investigating at the scene of the disturbance were not able to uncover any evidence that the gun owner committed a crime nor the passengers of the truck. The subjects were released.

White Male Age 25, 5'11, 175 lbs.

White Male Age 27, 5'07, 185 lbs.

White Male Age 34, 6'00, 180 lbs.

2 Officers

Officer 1 – Firearm pointed

Officer 2 – Firearm pointed

Officers – no injury

Subjects – no injury



POLICE DEPARTMENT
CITY OF BURLINGTON

COMMENDATIONS RECEIVED FOR THE MONTH OF MARCH & APRIL 2023

#1

Subject: Great Job

Message: Just read the news about the incident with the fellow in crisis that was subdued with a less than lethal gun. Great job men! An excellent example of intelligent response. This is the sort of thing that helps make Vermont the best place in the world to live.

#2

Subject: Really awesome work

**Message has been summarized for privacy*

Writes to commend CSL Wageling & Dulal on a situation that was handled with DCF and the family. There was serious concern from DCF in which CSL Wageling and CSL Dulal jumped in and "also made sure they got some of the steps wrapped up to help mom get on her feet and financially propped up. I just can't thank this team, and Anna especially, enough for always bringing their A game and being incredible advocates."

#3

Subject: Positive Feedback!

Message: Regarding toddler hit by vehicle on King Street.

"Thankfully, it seems she will be okay. It was quite scary for the staff and families who saw it happen.

We called 911 and your officers showed up very quickly. They were thoughtful and kind and I really appreciated the way they approached the situation. In particular, Officer Yeh was really great. His communication and follow up and empathy was amazing and he went above and beyond."



POLICE DEPARTMENT
CITY OF BURLINGTON

#4

Subject: Nice Work

Message: I wanted to commend the Department for the way they handled the recent incident with **. ** we think he may have been committing suicide by cop. At any rate he is a disturbed young man and it seems our society has no idea how to handle people like **. Back to your actions, his actions could have illicited a violent response. Your professionalism and empathy was evident in this case. I was a teacher for 43 years and compliments to police and teachers are rare. Great job BPD.

*** redacted for privacy.*

###

City of Burlington

Job Description

Position Title: **Assistant Director of Alternative Response**

Department: **Police**

Reports to: **Chief of Police**

Pay Grade: 24

Job Code: xxx

Exempt/Non-Exempt: Exempt

Union: Non-Union

General Purpose:

The Assistant Director of Alternative Response is an executive-level position in the Burlington Police Department (BPD), reporting directly to the Chief of Police. The position has an organizational rank equivalent to Deputy Chief but has no operational direction over sworn police officers. The Assistant Director of Alternative Response must be an inspirational leader who can oversee, supervise, manage, and administer the BPD's alternative response capacities, specifically the Crisis, Advocacy, Intervention Programs (CAIP). CAIP includes:

- The Domestic Violence Victim's Advocate
- The Community Support Supervisor (CSS) and the Community Support Liaisons, or CSLs
- The Victims Service Specialist
- The Crisis Team Supervisor (CTS) and Burlington's Crisis Assessment, Response, Engagement Service (Burlington CARES)

CAIP addresses conditions that do not require police intervention but have a public safety, public health, or quality-of-life nexus—ranging from victim's services to domestic violence to crisis intervention. This includes issues around houselessness, substance-use disorder, and mental health. CAIP uses person-centered approaches, provides trauma-informed care, and emphasizes culturally competent responses to support those who have experienced harm. CAIP works in conjunction with other social-service providers throughout Burlington and Chittenden County to help fill gaps and build bridges, and the Assistant Director of Alternative Response must be a proven bridge builder.

Essential Job Functions: (This section outlines the fundamental job functions that must be performed in this position. The "Qualifications/Basic Job Requirements" and the "Physical and Mental/Reasoning Requirements and Work Environment" state the underlying requirements that an employee must meet in order to perform these essential functions. In accordance with the Americans with Disabilities Act, reasonable accommodations may be made to qualified individuals with disabilities to perform the essential functions of the position.)

- Oversees and manages administrative work related to BPD's alternative response programs within CAIP, including direct supervision of the CSS, the Domestic Violence Victim's Advocate, and the CTS.

- Co-supervises the Victims Service Specialist in conjunction with supervisors at the Burlington Community & Economic Development Office (CEDO).
- Works closely with the sworn-officer Domestic Violence Prevention Officer.
- Responsible for the BPD's oversight of Burlington CARES, a co-response team consisting of qualified mental health providers and medical personnel, in conjunction with leadership in the Burlington Fire Department and at the University of Vermont Medical Center (UVMHC), each of which has certification jurisdiction over the medical personnel.
- Responsible for securing and managing grants to help fund CAIP-relevant work, such as reporting requirements associated with grants for the Burlington CARES program.
- Supports the CSS, who is the primary point of contact for the BPD's relationship with the Burlington Parks Recreation Waterfront department (BPRW), specifically the Urban Park Rangers, as well as other City of Burlington departments that address issues around homelessness, substance-use disorder, and chronic mental health conditions. Supervises the CSS on execution of the City's encampment policy.
- Serves as the BPD's primary point of contact for entity-level relationships with Howard Center (as opposed to the case-level or employee level), including but not limited to Street Outreach, First Call, and Act One.
- Serves as the BPD's primary point of contact for entity-level relationships with partner agencies in the social-service sphere, including but not limited to UVMHC, the Vermont Department of Mental Health, the National Alliance on Mental Illness (NAMI), NFI Vermont, the Champlain Valley Office of Economic Opportunity (CVOEO), etc.
- Represents the BPD at CommSTAT and other, similar multi-stakeholder meetings.
- Represents and serves as a voice for the BPD's alternative response capacities at public hearings or meetings and with the news media, as necessary.
- Guides the further development of new alternative response capacities as community needs become apparent.
- Performs administrative tasks related to managing CAIP, including scheduling, personnel evaluations, and performance management.
- Assists the Recruitment Officer in hiring new members of CAIP, including helping to interview and vet candidates.
- Along with the CSS, the Training Coordinator, sworn administrative staff, and sworn-officer instructors, helps co-design and administer field training for new CAIP members and recurring in-service training for Community Support Liaisons as necessary.
- Participates on hiring panels and promotional panels for BPD employees who are not part of CAIP.
- Reviews CAIP members' written work product, offering necessary guidance and applicable corrections.
- Prepares required paperwork and produces regular reports related to CAIP.

- Assists with administering the disciplinary process for personnel in CAIP, including but not limited to examining citizen complaints, conducting administrative reviews, and, in conjunction with sworn personnel, conducting internal investigations.
- Issues performance instruction and, together with the Chief of Police, offers discipline in keeping with Charter §3-185, personnel policy, and any applicable collective bargaining agreement.
- Performs all other duties as directed by the Chief of Police.

Qualifications/Basic Job Requirements:

- Ability to actively support City diversity, equity, and cultural competency efforts within stated job responsibilities and work effectively across diverse cultures and constituencies.
- Demonstrated commitment to diversity, equity and inclusion as evidenced by ongoing trainings and professional development.
- Bachelor's degree required, Master's Degree in Public Administration or Social Work or related field strongly preferred.
- Eight (8) years' work experience in social-services provision, and/or mental-healthcare work, and/or policing or the criminal-justice system required; must be able to demonstrate familiarity with trauma-informed approaches.
- Must be an engaging and motivational leader, capable of developing innovative programs and guiding, developing, and coaching the people who make programs work.
- Must possess very strong interpersonal and presentational communication skills. This position will require not only communicating within the Police Department but also with a variety of partner agencies, community groups, and governmental entities. Must communicate effectively in both oral and written formats.
- Must possess management and leadership experience, and be able to demonstrate a history of progressively increasing responsibilities as well as the supervision and motivation of teams.
- Ability to establish and maintain positive working relationships with co-workers, subordinates, and the public in a team environment.
- Comfort working in a law-enforcement environment.
- Ability to organize and prioritize workflow.
- Must possess a high level of personal creativity, initiative, and enthusiasm to work within a constantly changing organization and lead aspects of that change.
- Must complete a PHI and pass a fingerprint-supported criminal background check.
- Must be able to meet Criminal Justice Information Services (CJIS) standards established by the Federal Bureau of Investigation (FBI) within six (6) months of hire date. Obtain and maintain Vermont Criminal Information Center (VCIC) and National Crime Information Center (NCIC) certification.

- Must possess a strong working knowledge of standard office equipment and Microsoft Office applications; ability to learn and operate City scheduling software and related management systems
- Regular attendance is necessary and is essential to meeting the expectations of the job functions. Ability to work nights, weekends and holidays as required.
- Must pass physical examination by the Medical Board, including a drug test.
- Ability to travel to and from various work sites within the City of Burlington.
- Ability to obtain a valid driver's license within 45 days of hire and the continued maintenance of a valid driver's license. Operation of a City vehicle or personal vehicle to conduct City business without providing proof of a valid driver's license to Human Resources will not be permitted.
- Ability to understand and comply with City standards, safety rules, personnel policies, and collective bargaining parameters.
- Ability to work independently, and manage and prioritize multiple tasks.
- Ability to apply tact and discretion in working with the public.
- Ability to establish and maintain positive and effective employee and public relations.

Physical Mental/Reasoning Requirements; Work Environment:

These are the physical and mental/reasoning requirements of the position as it is typically performed. Inability to meet one or more of these physical or mental/reasoning requirements will not automatically disqualify a candidate or employee from the position.

x seeing	x ability to move distances	x lifting(specify)
x color perception (red, green, amber)	within and between warehouses/offices	20 pounds
x hearing/listening	___ climbing	___ carrying (specify)
x clear speech	___ ability to mount and dismount forklift/truck	___ pounds
x touching	x pushing/pulling	___ driving (local/over the road)
x dexterity		
x hand		
x finger		
___ reading - basic	___ math skills – basic	x analysis/comprehension
x reading – complex	x math skills – complex	x judgment/decision making
___ writing – basic	x clerical	
x writing - complex		
___shiftwork	___ outside	___ pressurized equipment
x works alone	___ extreme heat	___ moving objects
x works with others	___ extreme cold	___ high places
x verbal contact w/others	___ noise	___ fumes/odors
x face-to-face contact	___ mechanical equipment	___hazardous materials

x inside

x electrical equipment

x dirt/dust

Supervision:

Directly Supervises: 4

Indirectly Supervises: 10

Approvals:

Department Head: _____ Date: _____

Human Resources: _____ Date: _____

04/14/2023

#

DRAFT