



City Council - Public Safety Committee

Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

When: Jul 10, 2023 05:30 PM Eastern Time (US and Canada)

Topic: Public Safety Committee Meeting

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1. Adopt the Agenda

Subject	1.1. Motion to amend/adopt agenda
Meeting	July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY
Category	1. Adopt the Agenda
Department	Council and Board
Type	
Recommended Action	

2. Adopt Draft Minutes from May 9, 2023

Subject	2.1. Motion to adopt draft minutes from May 9, 2023
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Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 2. Adopt Draft Minutes from May 9, 2023

Department Council and Board

Type

3. Public Forum

Subject 3.1. Verbal Comments

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 3. Public Forum

Department

Type

4. Chiefs' Reports

Subject 4.1. BPD Report from Chief Jon Murad

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 4. Chiefs' Reports

Department Police Department

Type Communication

Recommended Action

Subject 4.2. BFD Report from Chief Michael LaChance

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 4. Chiefs' Reports

Department Fire Department

Type Communication

Recommended Action

5. Deliberative

Subject 5.1. PIO Update

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 5. Deliberative

Department Council and Board

Type

Subject **5.2. Burlington CARES Update**

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Category 5. Deliberative

Department Council and Board

Type

Subject **5.3. BPD's Phone Response, Hours for Walk-ins, and Proper Expectations for the Public Regarding Response Times Given Current Staffing Levels**

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Category 5. Deliberative

Department Police Department

Type

Subject **5.4. Drug Activity in Neighborhoods**

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 5. Deliberative

Department Council and Board

Type

Subject **5.5. Home Alarms**

Meeting July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category 5. Deliberative

Department Council and Board

Type

6. Expected Executive Session

Subject **6.1. Anticipated Motion to Move into Executive Session**

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Category 6. Expected Executive Session

Department Council and Board

Type

Recommended Action Move to enter into executive session to discuss security or emergency response measures, the disclosure of which could jeopardize public safety pursuant to 1 V.S.A. 313(a)(10).

7. Other Committee Business

Subject**7.1. Other Committee Business**

Meeting

July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category

7. Other Committee Business

Department

Council and Board

Type

Recommended Action

8. Next Meeting Date

Subject**8.1. Discussion of Next Meeting Date**

Meeting

July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category

8. Next Meeting Date

Department

Council and Board

Type

Recommended Action

9. Adjournment

Subject**9.1. Motion to adjourn**

Meeting

July 10, 2023 - Public Safety Committee Meeting Agenda - Monday, July 10, 2023, 5:30 PM, Zoom ONLY

Category

9. Adjournment

Department

Council and Board

Type

Recommended Action

**Public Safety Committee
Tuesday, May 9, 2023
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

Members Present: Karen Paul (Chair), Melo Grant, Tim Doherty

Staff Present: Jon Murad (Acting Police Chief), Shannon Trammell (Executive Assistant to Chief of Police), Michael LaChance (Fire Chief), Jared Pellerin (Assistant City Attorney), Susan Comerford (Police Commissioner), Shakuntala Rao (Police Commissioner)

Public Present:

Debbie Ingram (VIA), Judd Allen (Human Resources Institute), Kelly Devine, Jeff Nick, Mark Bouchett

Meeting called to order at 6:36 PM by President Paul.

1. Adopt the Agenda

1.01 Adopt the Agenda

Motion to Adopt Agenda as is.

Motion by Councilor Doherty, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

2. Adopt Draft Minutes from March 23, 2023

2.01 Adopt Draft Minutes from March 23, 2023

Draft Minutes from March 23, 2023 recognized by President Paul per Attorney Pellerin's recommendation and placed on record.

3. Public Comment

3.01 Public Comment

- Kelly Devine, the president and director of Burlington Business Association, emphasized the importance of public safety measures for the Downtown area, for the safety of employees as well as to improve visitor perception and ensure Downtown feels welcoming and safe to the greater community.
- Jeff Nick, who previously served on the Marketplace Commission, shared his assessment that we are at a low point in the downtown corridor with high levels of violence, drug dealing, retail theft, and graffiti, and said the City Council needs to do more to support police and police presence. President Paul mentioned the police budget hearing would take place at the next Board of Finance meeting on May 15th at 5 PM.

- Mark Bouchett, the Marketplace Commission Chair, said that merchants' main concern was people's perceptions of Downtown and noted he is pleased with the enhanced patrols and the interactions he has observed between police officers and the public on these patrols.
- Councilor Grant commented on the importance for the Committee to take a holistic approach to public safety in the city, as solving problems in one area without a fuller understanding can lead to creating problems in other areas.

President Paul closed public comment at 6:53 PM after seeing that there was no one else present who wished to speak.

4. Updates from BPD and Police Commission

4.01 Update on CNA Work

Executive Assistant Trammell and Commissioner Comerford provided an update on CNA progress.

- Police Commission approved all edits and changes to DD43 – Reporting Corruption and Misconduct and will be distributed shortly.
- DD03 – Fair and Impartial Policing is going before the Police Commission next week (5/16/23), and the Commission will be looking for input from the community on bias indicators for supervisors and colleagues.
- DD01 and DD40 are in progress.
- DD13.1 – Interacting with Persons with Limited English Proficiency is behind because Commissioner Rao is waiting on feedback from several stakeholders but will forward the work to Executive Assistant Trammell as soon as the feedback is received.
- Commissioner Comerford stated DD13.2 and DD13.3 are in progress.
- President Paul noted DD40 requires a substantial amount of work and would work on adding these updates to the timeline approved back in March for tracking purposes.

4.02 Update from Chief Murad Regarding Retention and Recruitment

Chief Murad summarized that recruitment efforts are ongoing and of the 64 sworn officers, 26 are patrol officers, which is higher compared to last year. Chief Murad emphasized this number is still lower than the ideal, but the Department is still limited in resources and trying to make use of expanding alternative roles such as Community Service Officers and Community Service Liaisons. Chief Murad pointed to the nationwide struggle for recruitment and retention as a factor in these numbers and that departments across the board are starting to offer more competitive packages.

Councilor Doherty inquired about officers' motivation for leaving the department. Chief Murad said it was due to a number of factors, including the stress of the profession that has been exacerbated by BPD's staffing shortages.

Councilor Grant added policing is still not equitable and that the contract approved by the City Council did not reflect the community. Councilor Grant argued against the need for more officers and staff if attitudes remain unchanged.

4.03 Update from Chief Murad on Downtown/Commercial Safety Plans for the Summer

Chief Murad said two officers are permanently assigned to Downtown Tuesday through Friday during the summer, in addition to what was articulated in the Priority Response Plan last May. The reason for two officers and the set hours is to ensure that officers are still available to respond to calls where police officer presence is required. Councilor Doherty asked if this patrol would go into the fall when college students return, to which Chief Murad responded that they would assess the need once summer was over.

4.04 Update on Drug Crisis and Enforcement

Chief Murad said the drug unit is responsible for enforcement but the narcotics is limited in how they can do this because courts require specific observations and demonstrations of proof, including documented activity in the form of drug buys by the department, electronic surveillance, social media habits, and physical observations to obtain a warrant of arrest. Once a person is arrested, if no other crimes are attached, they can be released on arraignment the same or next day, so that enforcement truly only disrupts drug operations, as opposed to being effective in stopping them.

The Narcotics unit executed on two warrants within the last two weeks, and the Narcotics team is getting through the list, informed by investigations and outside tips, as fast as possible.

President Paul asked for clarification on how information from the online tip forms are used. Chief Murad clarified that a consenting tip form allows the department to follow up with that individual for more information, whereas a tip form with consent withheld allows the Department to use the data contained in that tip but restricts them from circling back with the tip source.

Councilor Grant requested that tip data be included in future police chief reports, which Chief Murad confirmed they had the data to accommodate this request.

5. Presentation from Vermont Interfaith Action and Safer Together

5.01 Presentation from Debbie Ingram, VIA Director, and Judd Allen, Human Resources Institute

Debbie Ingram, Deputy Director of Vermont Interfaith Action, shared a presentation on a proposed solution called 'Safer Together', in collaboration with community psychologist, Judd

Allen, as well as the National Policing Institute and a former police chief. Allen described how the year-long program's goals were to build trust and generate culture change around policing using a scientific approach.

The first step would be for police and community members to take a widely accessible survey. After taking this survey, police and community would workshop the findings to develop a task force. Over the next six months, the task force would work with police and neighbors. The final step would be to evaluate and celebrate progress.

VIA proposed a plan to go neighborhood by neighborhood. Commissioner Rao wanted to know what neighborhood this work would pilot in? Ingram suggested the Old North End or King Street but is open to other ideas. Ingram also acknowledged translators will be important throughout this project. Chief Murad noted that the city used to be policed by five geographical areas marked as A-E with an Area Lieutenant assigned to each section. Due to staffing, they now divide the city into three sections. Allen emphasized this plan is adaptable to the needs of the Police Department and the City.

Councilor Grant suggested showing this presentation to REIB as well.

Commissioners and President Paul noted they will need more conversations around this before making a decision.

6. Updates from BFD

6.01 Updates from Chief LaChance

Chief LaChance summarized updates from the Burlington Fire Department.

- BFD is hiring seven new entry-level firefighters.
- BFD is onboarding a new EMS Chief, who will also be the first female on the command staff in BFD's history. For the other leadership role, Deputy Chief of Administration, the Department is looking at a strong internal candidate.
- Numbers for recruits and candidates for leadership roles have made hiring difficult, though recruiting efforts are paying off.
- BFD started a new 48/96 schedule on a six-month trial basis, meaning firefighters will be on 48 hours with 96 hours off during the week. Previously, BFD followed a 24/48 model.
- To address the rise in overdoses, BFD is working closely with BPD, EMS, and the hospital to get more people into treatment.
- Chief LaChance wants to track overdoses by location as well as transport versus non-transport by location.

Councilor Grant requested that the regular report sent to the Fire Commission also be sent to the Public Safety Committee and asked for clarification on why EMS funding ran out early. Chief LaChance said this was due to a third ambulance being put into service, combined with an increase in calls but no increase in EMS supplies. The funding issue was resolved with the Chief Administrative Officer.

President Paul inquired about whether Chief LaChance thinks the public views BFD positively. Chief LaChance responded that polypharm instances affect this perception because encounters can result in aggressive acts against firefighters, but BPD and BFD are sharing resources to support each other in these cases.

7. Other Committee Business

7.01 Other Committee Business

President Paul said the next meeting date would most likely be in June.

8. Adjournment

8.01 Adjournment

Motion to Adjourn the Meeting

Motion by Councilor Doherty, Seconded by Councilor Grant

Final Resolution: Motion passes

Yes: Unanimous

The meeting was adjourned at 8:57 PM.



BURLINGTON POLICE CHIEF'S REPORT

June 2023





MARATHON



On Sunday, May 28, the BPD helped RunVermont and its sponsors with a tremendously successful **Vermont City Marathon**. Since 1989, the annual marathon has been one of the biggest events we handle each year (along with July 3rd, the Church Street Holiday Tree Lighting, and New Year's Eve).

Two BPD motorcycle officers led the runners, and we had officers and other employees like CSOs and CSLs at traffic posts all over town, as well as patrolling on the waterfront. We were also grateful for assistance from partners like the Vermont State Police, UVM PD, South Burlington PD, Shelburne PD, and Fish & Wildlife.



June 22, 2023 – all data preliminary & subject to change





CHIEF MURAD'S CONFIRMATION

To the people of the Burlington Police Department,

Last night was a good night. In a strong, two-thirds majority, the City Council voted to accept the Mayor's appointment for Chief of Police. I'm honored by the Mayor's confidence and my fellow department heads, who stayed for the vote even after their own well-deserved reappointments were done. I'm gratified by the Council vote, and I deeply respect the service of the eight councilors who voted aye and of the four who didn't. And I'm humbled by all the encouragement I've received from neighbors and Burlington stakeholders, last night and over the past three years. But I'm also affected by the criticism that some speakers and councilors leveled, and I'm going to give real thought to what and how I can do better.

Other than my family's support, however, it's yours that matters most. For all of us, the past three years have been hard. There's still hard road ahead. But I try to keep things in perspective—what are we working towards? Why do we do what we do? You've all heard my formulation: "Police exist to keep people safe, by preventing or responding to crime and disorder, with and for our neighbors." We help people.

For me, when I do the math, the value continues to outweigh the cost. The fact that none of us is alone helps that calculation. We have faced this together for three years; we're facing it together today; and I know I'll be here tomorrow. I hope you will be here, too. And I promise that we will have more people beside us—the four new officers who just graduated the Academy, new professional staff, new CSOs and CSLs, new cops for the Academy in August. What's more, last night's vote is another piece of proof that "together" isn't just the people inside this department—it's the people in the city we serve, too. They are in your corner, as you're in theirs.

Burlington needs you. It needs your compassion and bravery and hard work. I know you can deliver, and I promise to be there for you in return.

Be safe,

Chief of Police Jon Murad
Burlington Police Department

On May 25, Mayor Weinberger announced his intention to appoint acting Chief Jon Murad to the permanent position. He was joined on the steps of City Hall by a host of community members and stakeholders. Chief Murad had been the acting chief since Interim Chief Jennifer Morrison's departure on June 11, 2020, three years earlier.

At the City Council meeting on June 5, Chief Murad was confirmed by an 8-4 vote. The following day he shared this message with the department: 



ACADEMY GRADUATION

On June 2, four BPD police recruits graduated from the Vermont Police Academy. It was a well-deserved day of pride and congratulations.

Recruit Kim Lockerby was selected by his classmates to deliver the graduation speech. Recruits Dominic Tenan and Logan Parette began their tenure with us as Community Service Officers (CSOs) before transitioning to become police. And Recruit Bibek Gurung started with the Beach & Parks Patrol after graduating from Burlington High School. Fast forward through his years at Champlain College and he's now a BPD officer.

All four have now begun our fourteen-week field training officer (FTO) program.

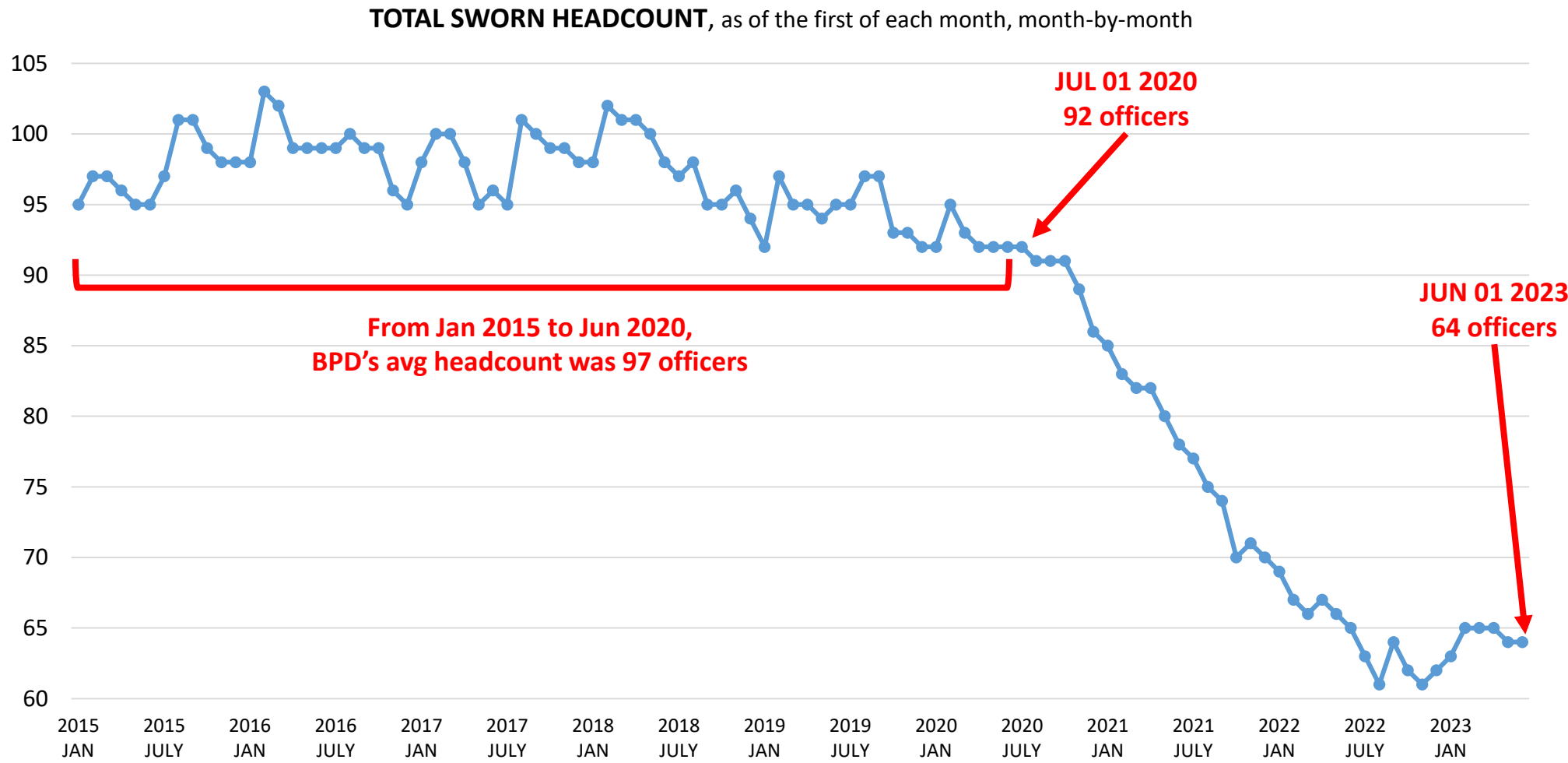


June 22, 2023 — all data preliminary & subject to change



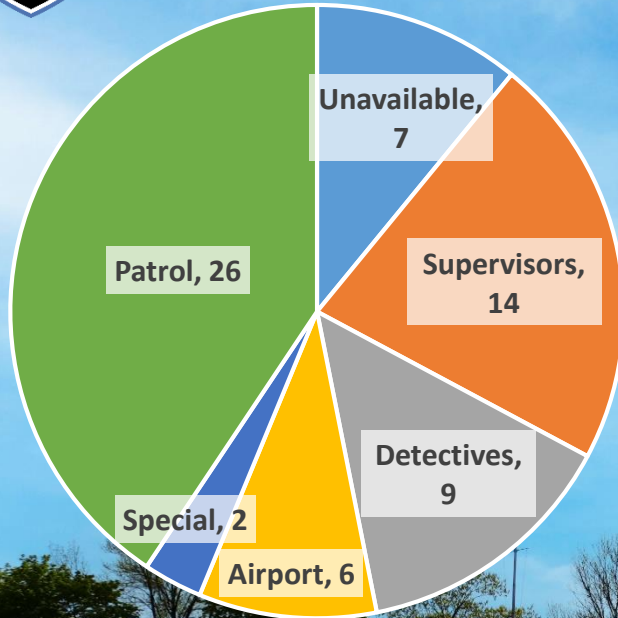


BPD SWORN OFFICER HEADCOUNT, 2015-2023





64 TOTAL, 57 AVAILABLE



As of June 15, 2023, the BPD has **64 total sworn officers**, of whom 57 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

minus 7 on injury, on FTO, or on leave = 57

minus 14 supervisors = 43

minus 9 detectives = 34

minus 6 airport officers = 28

minus 2 special assignments = 26

26 officers on Patrol



PUBLIC SAFETY ROLES UNIQUE TO BPD

As part of the 2021 Public Safety Continuity Plan, we have hired:

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

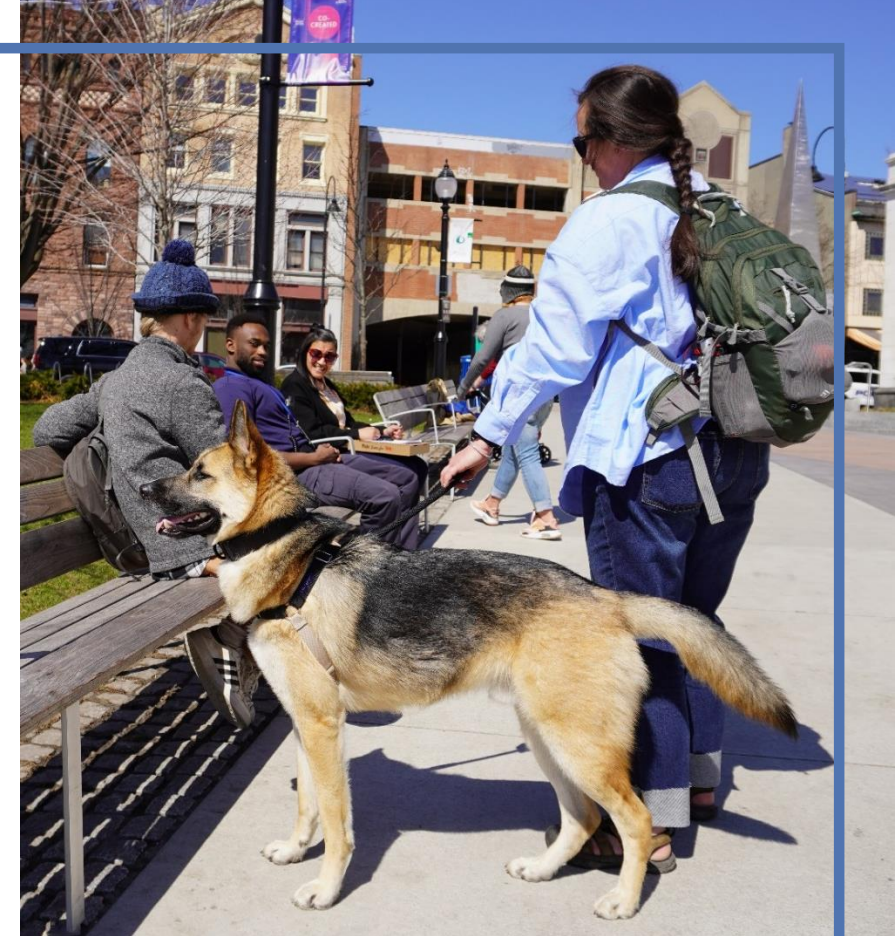
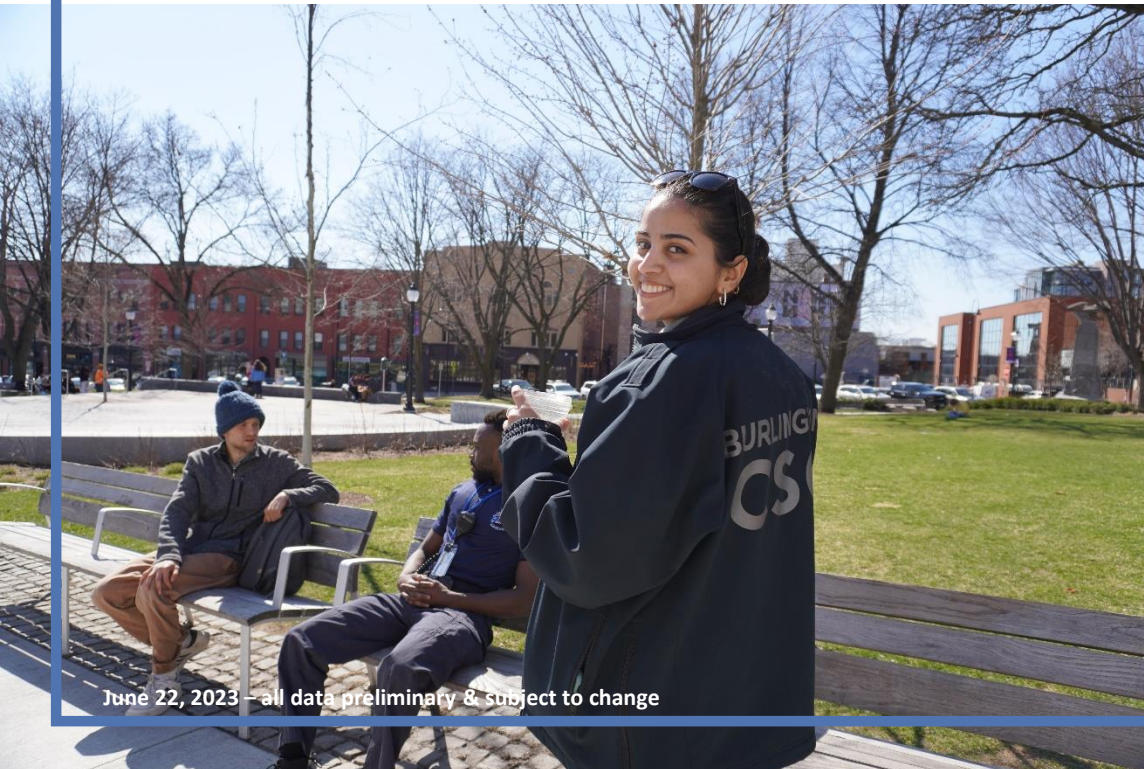
These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.

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

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

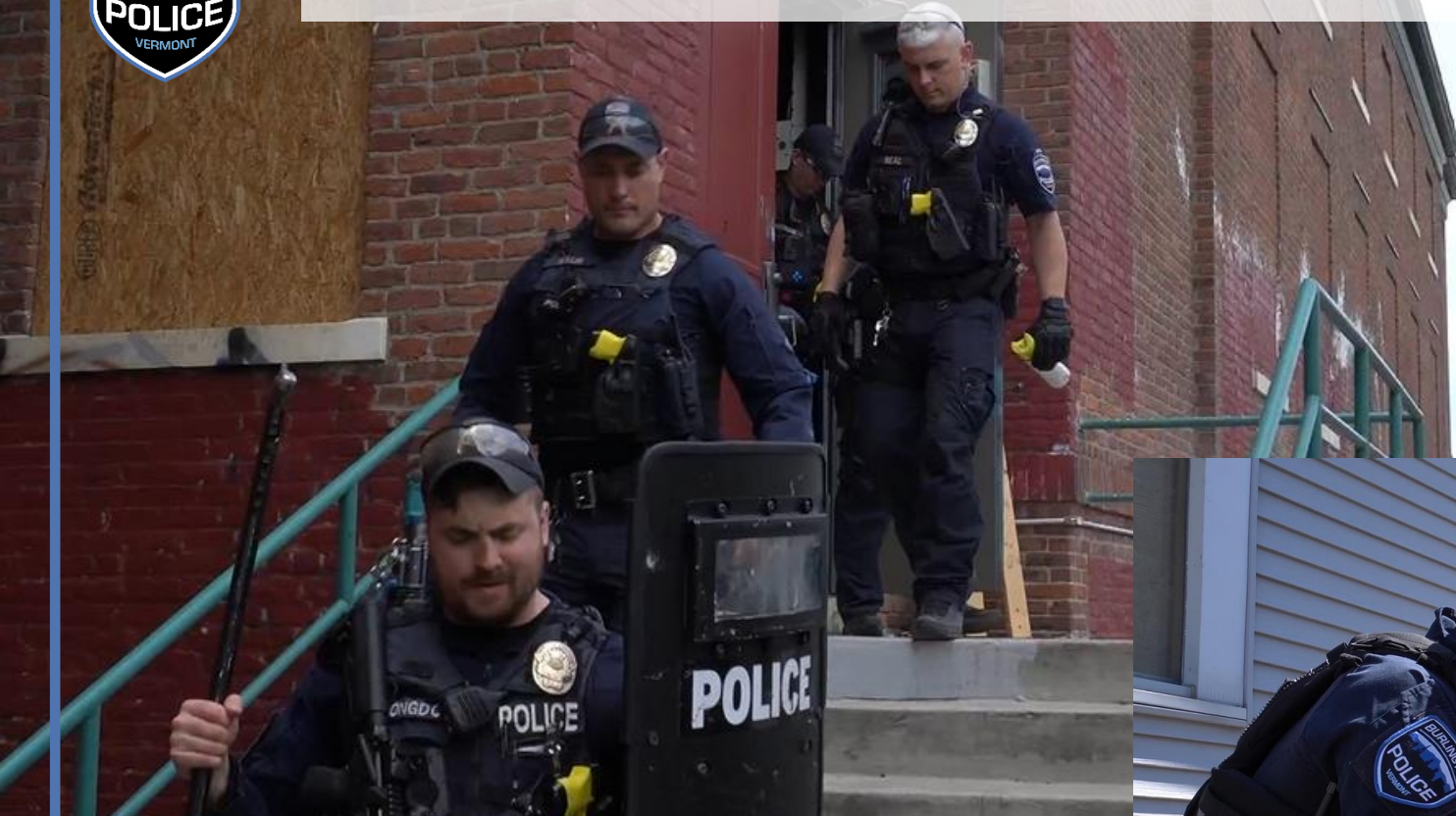
- **Community Support Liaisons** (CSLs)

These are embedded social workers with expertise in mental health, substance use disorder, and houselessness. BPD currently has five employees in the role, and **the budget allots us six CSLs and one CSS** (or Community Support Supervisor). The CSLs are part of the CAIP team: Crisis Assessment Intervention Programs. Our therapy dog, Rocky, is part of the CAIP team, too.





NEW VIDEOS ONLINE



Following the success of our video about the Community Support Liaisons, the BPD digital media team released a new video about the BPD's Emergency Response Unit, or ERU. Both can be found on our YouTube channel. "The [ERU] training primarily revolves around and prioritizes safe and effective tactics that allow us to deescalate tense and evolving incidents while focusing on communication and the sanctity of human life." – Lieutenant Michael Beliveau



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	Robbery
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer	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	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	Traffic
Bar / Liquor License Violation	Extortion	Noise	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	Unlawful Restraint
Community Outreach	False Swearing	Overdose	Untimely Death
Compliance Check	Fireworks	Parking	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	Vandalism
Counterfeiting	Found/Lost Property	Prohibited Acts	VIN verification
Crash - Fatality	Fraud	Property Damage	Violation of Conditions of Release *
Crash - Injury to person(s)	Fugitive From Justice	Reckless Endangerment *	Voyeurism *
Crash - LSA *	Graffiti Removal	Recovered Property	Weapons Offense
Crash - Non-Investigated	Hindering Arrest	Resisting Arrest	Welfare Check *
Crash - Property damage only	Homicide	Retail Theft	
	Identity Theft	Roadway Hazard	



INCIDENT VOLUME

	YTD INCIDENTS (as of 6/15)	%Δ
2018	12,915	100%
2019	12,303	↓5%
2020	11,052	↓10%
2021	8,854	↓20%
2022	9,716	↑10%
2023	12,217	↑26%
	Δ 2018 to 2023:	↓5%

YEAR-TO-DATE 6/15

Year-to-date, incidents in 2023 are up 26% compared to 2022. They are up 38% over 2021, but are lower than years prior to that. They are down 5% since 2018. Patrol officers are addressing ≈5% fewer incidents with ≈50% fewer officers.

Of the 12,217 incidents in 2023 so far, 1,467 have been “stacked”—i.e., 12%.

Additionally, 1,488 have been referred to online reporting, or 12%.





SELECTED VALCOUR INCIDENTS, YTD AS OF JUNE 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	22	65	49	38	50	29	210	2	198	328	21	8	30	7	1,493
2019	20	66	30	33	59	35	189	3	212	359	24	10	31	23	954
2020	20	53	40	22	54	24	297	5	291	433	51	5	27	22	721
2021	22	58	36	40	39	14	214	6	349	406	47	5	24	27	430
2022	32	68	79	46	58	19	244	12	492	472	62	10	21	125	243
2023	18	82	68	55	34	26	191	5	519	421	201	4	15	147	228

* = 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 June 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.



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





Burlington Fire Department

136 South Winooski Avenue
Burlington, Vermont 05401-8378

(802) 864-4554 • (802) 658-2700 (TTY)

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



June 2, 2023

Chief's Report to the Burlington Fire Commission

Personnel Hiring: Recruit School 23-1 began May 30, 2023. We attempted to fill the class with seven employees but were only able to start six. One has since decided that they are not physically able to continue with recruit school and will be moving to employment in the dispatch center. Included in recruit class 23-1 are our four dispatchers that began as hires for the hybrid position beginning in dispatch in late 2022. They did an excellent job in the dispatch center and proved to be dedicated, hardworking employees. We look forward to seeing them thrive on the floor.

As of the date of this report, we interviewed a gentleman that recently moved here from North Carolina. As a career firefighter/EMT in NC, he had interest in continuing his career in Vermont. An offer of employment has been made and he will plan to join the recruit school on May 12, 2023. Coming from a career department, I expect that he will integrate quickly into the team.

The fire desk in the dispatch center continues to be the responsibility of the fire department. The plan is for the fire department to hire, train and manage the fire desk dispatch employees until the police side of the dispatch center is fully staffed. At that time, all dispatch will be managed by BPD and all dispatchers will be cross trained on both Fire and Police services. We started four new fire dispatchers on May 22, 2023. They began with one week of training on days taught by FF Nick DeThomasis. They are now working 12hr shifts and training with firefighter/dispatchers for full 12hr shifts through the month of June. The one employee from recruit school 23-1 that is transitioning to dispatch will be trading places with one of our newly hired dispatchers that will be transitioning to recruit school.

With all of the changes and out of the box thinking, we are confident that we will have both a fully staffed recruit school and a fully staffed dispatch center by May 12, 2023. Thank you to everyone that worked hard to make this happen.

On June 26, 2023 we will be welcoming Marsha McCombie as our BC of EMS. Marsha comes to us from Lee County Florida where she has served her community as a Paramedic. She is originally from Burlington, growing up in the Old North End and graduating from BHS. Marsha will be the first female command staff member in the history of the Burlington Fire Department and we look forward to having her as part of our team.

Personnel Retirements/Resignations: We will be bidding farewell to Capt. Tobey Sicard in July. Captain Sicard has served the citizens of Burlington for 25 years and we appreciate his dedication to the service. His separation date from the city is July 10, 2023. There have been no resignations since the last report dated March 29, 2023.

Personnel Promotions: Since my appointment to Fire Chief, I have been looking to appoint my replacement as the Deputy Chief of Administration. I'm excited to announce that Steven Petit has agreed to serve in that role. He will begin in this position on June 26, 2023. With the appointment of Steven, we are also welcoming Thomas Barrett to the rank of Captain and Kyle Trudo to the rank of Lieutenant. The promotions to fill the future vacancy left by Captain Sicard will be filled in July.

Recruitment: Lieutenant Michael Jordan has been running with recruitment for the last few months. He along with other members have attended recruitment events at City Hall as well as Burlington High School and Winooski High School. I met with TCV (Trusted Community Voices) last week and shared information in regard to fire department employment. We committed to open communication and working together to share employment opportunities to our diverse Burlington community.

48/96: On May 1, we transitioned from our traditional 24/48 schedule to a 48/96 schedule. Feedback has been mostly positive.

- What led to this change?
 - Employee retention issues, burnout, insufficient recovery time while off shift. Many discussions from the membership about how we might address these issues concluded with a majority vote in favor of a trial period.
- What fatigue mitigation strategies are being deployed?
 - Reduction in the following activities gives members more discretionary time to reduce fatigue:
 - Commuting time
 - Grocery runs
 - Truck checks
 - House chores
- Additionally, we revised the training schedule to tailor heavy physical exertion to day 1 vs day 2. We extended our day 2 roll call time to 09:00 to allow recovery time from busy nights.

Overtime: For this and future reports, I will be reporting overtime usage in two month intervals. This will give us a more consistent view of overtime usage.

March 28, 2023 – May 28, 2023:

- Minimum staffing overtime: 2323.25hrs
- Mandatory minimum staffing overtime: 197hrs

Extra Duty: The summer events requiring extra duty coverage is ramping up. Members are signing up for extra duty and we have been able to staff all events. Recently we provided medical coverage for the Vermont City Marathon. The EMS team working with

other community medical partners operated efficiently and effectively. Thank you to all involved in this event.

Dispatch: Our new dispatch team began on May 22, 2023. They are currently working normal 12hr shifts alongside a FF/Dispatcher-trainer. The plan is to have them working independently by July 1, 2023.

Regional dispatch is still a work in progress. There is a regional dispatch meeting planned on June 12, 2023 to share information in regard to the future of regional dispatch in Chittenden County.

Fleet: Fleet maintenance continues to be completed as needed with various emergency needs sprinkled in. We are still expecting our E-ONE fire trucks to be delivered in January and June of 2024. Our ambulance that was ordered in Oct of 2021 has been plagued with delays. Our original 12 month build timeline was increased to 20 months or June of 2023. Our most recent update has moved that delivery date to January of 2024. The delay has been a result of staffing and material issues in manufacturing.

City fleet funding is a current challenge. There is no new fleet spending approved for FY24. That coupled with build times of 36 months, our ambulance fleet will be in danger of outliving their useful life prior to replacement. The city fleet committee is working with city leadership on a sustainable fleet replacement plan.

With the moratorium on new fleet spending, long fleet build times and subsequent increasing fleet age, we will be working in conjunction with the fleet committee to retain a fifth ambulance in the fleet once the new truck arrives. Historically we retained a spare ambulance even when we had only one or two full time ambulances in service. We now have three staffed ambulances and are responsible to cover many extra duty events throughout the year. It is time to have a dedicated spare ambulance and a dedicated extra duty ambulance that can be used as a spare when necessary.

Radio System Upgrade: DC Libby and LT Wilson are working with Burlington Communications on moving forward with our new radio system. An RFP was posted and awarded to Burlington Communications for the installation piece of the project. Monies to cover the installation was approved by BOF and will be going to council on June 5 for approval.

Buildings: Capital project planning continues for Stations 1, 2 and 3. Station 2 had a failure of their air conditioning system in late May. Monies were approved by the city capital committee and the system is scheduled to be replaced in June. We are working with Station Captains on small projects needed for station upkeep, updates and general maintenance items that can be covered within the fire department's annual budget.

Budget: We are working to close out our FY23 budget and appear to be on target for both revenue and spending. Our FY24 budget has been created and the budget presentation was well received during our BOF meeting on May 22.

Training Division: BC Ruggles and the training division have been working diligently to plan and execute the requirements of starting our next recruit class. I thank him for his support and flexibility as we work to fill the class. Fire and EMS training schedules are aggressive and impactful. The training site is being utilized regularly and our members are being challenged with well-organized classroom and hands on fire and EMS training.

Fire Marshal's Office: Fire Marshal Stone and his team is in the field everyday conducting safety, construction and time of sale inspections. They are active in plans review for multiple projects within the city and working diligently to keep projects moving in a timely manner. They are our voice in the community for education and safety events and keep a reliable stock of education materials available to the community.

Responses: We have begun collecting data for the public safety BTV Stat meeting in late June. Below is data in regard to total FD responses, overdose responses, and responses where tactical gear is required.

First 4 months of each year 2016 - 2023

Start	End	Total # of responses 1/1 - 4/26	%increase from previous year	%increase all responses 2016 - 2023	EMS incident types 300 - 321	%increase from previous year	%increase EMS responses 2016 - 2023
1/1/2023	4/26/2023	3040	12.55%	35%	1922	16.91%	49.57%
1/1/2022	4/26/2022	2701	20.85%		1644	19.04%	
1/1/2021	4/26/2021	2235	-11.87%		1381	-12.37%	
1/1/2020	4/26/2020	2536	1.48%		1576	3.01%	
1/1/2019	4/26/2019	2499	5.44%		1530	11.03%	
1/1/2018	4/26/2018	2370	4.31%		1378	5.59%	
1/1/2017	4/26/2017	2272	1.16%		1305	1.56%	
1/1/2016	4/26/2016	2246			1285		

Overdose Transport vs Non Transport

Does not include mutual aid into the city or UVM campus responses

2018		2019		2020	
Total responses	131	Total responses	158	Total responses	190
Transported	123	Transported	148	Transported	150
Not transported	8	Not transported	10	Not transported	40
% non-transport	6.50%	% non-transport	6.80%	% non-transport	27%
2021		2022		2023	
Total responses	265	Total responses	357	Total responses	140
Transported	220	Transported	292	Transported	103
Not transported	45	Not transported	65	Not transported	37
% non-transport	20.50%	% non-transport	22.20%	% non-transport	36%

ML Tactical Gear Use Overview (same parameters)

Incident Month Number And Name	Count of Incidents
Incident Year: 2017	
01 - January	1
02 - February	1
03 - March	1
05 - May	1
07 - July	1
09 - September	1
10 - October	1
11 - November	2
12 - December	1
Total: 10	
Incident Year: 2018	
01 - January	1
02 - February	1
04 - April	3
05 - May	2
06 - June	1
09 - September	1
11 - November	1
12 - December	2
Total: 12	
Incident Year: 2019	
01 - January	1
03 - March	2
04 - April	3
05 - May	1
08 - August	1
12 - December	3
Total: 11	
Incident Year: 2020	
01 - January	3
04 - April	5
05 - May	4
08 - August	1
09 - September	3
11 - November	3
12 - December	1
Total: 20	
Incident Year: 2021	
02 - February	1
03 - March	1
05 - May	2
07 - July	3
08 - August	1
12 - December	3
Total: 11	
Incident Year: 2022	
03 - March	2
04 - April	3
05 - May	3
06 - June	2
07 - July	5
08 - August	7
09 - September	5

Incident Month Number And Name	Count of Incidents
10 - October	2
12 - December	1
	Total: 30
Incident Year: 2023	
01 - January	1
02 - February	2
03 - March	1
04 - April	1
05 - May	1
	Total: 6
	Total: 100

Report Filters	
Incident Date:	is on or after '01/01/2017'

Report Criteria	
Agency Name (Dagency.03):	Is Equal To BURLINGTON FIRE DEPT. AMBULANCE
Incident Date:	Is Between 01/01/2017 and Today
Patient Care Report Narrative (Enarrative.01):	Contains Any Tactical, Bullet, Gunshot, GSW, ballistic
Dispatch Reason (Edispatch.01):	Is In Stab / Gunshot Wound / Penetrating Trauma, Stab / Gunshot Wound / Penetrating Trauma, Stab / Gunshot Wound / Penetrating Trauma
Cause of Injury Description List (Einjury.01):	Contains Any Firearm

City of Burlington Code of Ordinances

Chapter 21 OFFENSES AND MISCELLANEOUS PROVISIONS > ARTICLE I. IN GENERAL

21-42 Regulation of security alarm systems.

(a) Purpose. The purpose of this section is to provide for a prompt and efficient police response to security alarm signals throughout the city and to encourage alarm system owners to assume greater responsibility for the proper use and maintenance of such systems in order to prevent unnecessary use of emergency police services.

(b) Permit required. No person shall utilize or install a security alarm system within the City unless a permit has been obtained for its use from the Burlington Police Department by the owner of the property upon which the security alarm system is installed.

(1) Definition. For purposes of this section, a security alarm system shall include any type of assembly used to signal the occurrence of illegal entry or activity. Vehicle alarms shall not be considered security alarms for purposes of this section.

(2) Term. Permits shall have a term of no more than one (1) year and shall expire June 30 annually.

(3) Fees. The annual permit fee shall be sixty dollars (\$60.00), prorated monthly (five dollars (\$5.00)/month or any part thereof).

(4) Application. The owner of the property upon which the security alarm system is installed shall provide the following information on the permit application:

(a) Type and location of alarm;

(b) Name, address and phone number of owner of the property upon which the security alarm system is installed;

(c) Name and phone number of occupant(s) of property upon which the security alarm system is installed;

(d) Name, address, and phone number of the person to whom the fees and charges will be sent;

(e) Name, address and phone number of person to be contacted in the event of an alarm at the site and two (2) alternate contact persons;

(f) Name, address and phone number of person or company responsible for installing the alarm;

(g) Name, address and phone number of alarm company responsible for monitoring the alarm system.

(5) Confidentiality. All information provided in the permit application shall be deemed confidential and shall not be subject to public disclosure.

(c) Penalty. The installation or utilization of a security alarm system without the filing of a complete application, the payment of the permit fee, or the payment when due of response charges required by this section is a civil offense punishable by a fine of up to five hundred dollars (\$500.00) with a waiver penalty of one hundred dollars (\$100.00). All duly authorized enforcement officials are authorized to issue a municipal complaint for a violation of this section.

(d) Response charges.

(1) Response charges shall be assessed to the owner of the property upon which a security alarm system is installed when the police respond to an alarm and there has been or is no unlawful entry or activity on the property which led to the activation of the alarm. Response charges shall be assessed in the event of:

(A) The activation of an alarm system through mechanical failure, malfunction, or improper installation;

(B) The activation of an alarm system through the negligence of the owner or tenant at the property where the alarm system is located or of their employees or agents; or

(C) The activation of an alarm system through any other cause unrelated to unlawful entry or activity on the property where the alarm system is located.

(2) Response charges shall be assessed as follows for the period between July 1 and June 30:

(A) First response—Warning

(B) Second response—Warning

(C) Third response—\$70.00

(D) Fourth response—\$100.00

(E) Fifth or subsequent response—\$150.00

(Ord. of 1-22-96; Ord. of 7-12-04, eff. 8-11-04)