



City Council - Public Safety Committee

Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

When: Aug 17, 2023 06:00 PM Eastern Time (US and Canada)
Topic: Public Safety Committee

Please click the link below to join the webinar:
<https://zoom.us/j/97976173248>

Or One tap mobile :
+13052241968,,97976173248# US

Or Telephone:
Dial(for higher quality, dial a number based on your current location):
+1 929 205 6099 US (New York)
+1 360 209 5623 US
+1 386 347 5053 US
+1 507 473 4847 US
+1 564 217 2000 US
+1 669 444 9171 US

Webinar ID: 979 7617 3248

1. Adopt the Agenda

Subject	1.1. Motion to Amend/Adopt Agenda
Meeting	August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category	1. Adopt the Agenda
Department	
Type	

Recommended Action

2. Adopt Minutes

Subject **2.1. Motion to Adopt Draft Minutes from May 9, 2023**

Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

Category 2. Adopt Minutes

Department City Attorney

Type

Subject **2.2. Motion to Adopt Draft Minutes from July 10, 2023**

Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

Category 2. Adopt Minutes

Department City Attorney

Type

3. Public Forum

Subject **3.1. Verbal Comments**

Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

Category 3. Public Forum

Department

Type

4. Designated Hearing Panel

Subject **4.1. Appeal of Notice of Trespass by Justin Marriott (Materials to Follow)**

Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

Category 4. Designated Hearing Panel

Department City Attorney

Type

Recommended Action

5. Consent Agenda

Subject **5.1. Chief's Report: Chief Jon Murad, Burlington Police Department**

Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom

Category 5. Consent Agenda

Department Police Department

Type

Subject **5.2. Chief's Report: Chief Michael LaChance, Burlington Fire Department**
Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category 5. Consent Agenda
Department Fire Department

Type

6. Discussion of Forums on Drug Activity

Subject **6.1. Discussion of Forums on Drug Activity**
Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category 6. Discussion of Forums on Drug Activity
Department City Attorney

Type

Recommended Action

7. Other Committee Business

Subject **7.1. Other Committee Business**
Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category 7. Other Committee Business
Department Council and Board

Type

8. Adjournment

Subject **8.1. Motion to Adjourn**
Meeting August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category 8. Adjournment
Department Council and Board

Type

Recommended Action

9. Informational and Non-Discrimination Statements

Subject **9.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities**

who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. This meeting will also air on Town Meeting TV the Wednesday after the meeting, starting at 8:00 pm and repeating at 1:00 am and 7:00 am the following day. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.

Meeting	August 17, 2023 - Public Safety Committee Meeting Agenda - Thursday, August 17, 2023, 6:00 PM, Remote Only via Zoom
Category	9. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**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.

**Public Safety Committee
Monday, July 10, 2023
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

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

Staff Present: Jon Murad (Police Chief), Shannon Trammell (Executive Assistant to Chief of Police), Michael Beliveau (Acting Detective Services Bureau Lieutenant), Jared Pellerin (Assistant City Attorney), Shakuntala Rao (Police Commissioner), Mary Cox (Police Commissioner), Sarah Hernandez Timm (Public Information and Community Engagement Officer)

Public Present:

Colin Hilliard, Virginia Farley, Kay Goodsfeed, Maggie Pace

Meeting called to order at 5:36 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 May 9, 2023

2.01 Adopt Draft Minutes from May 9, 2023

Councilor Grant raised concerns that her statements regarding officer recruitment and retention were not reflected accurately and wanted to submit revisions clarifying her position. Councilor Grant also requested Public Safety Committee meeting recordings be posted on Civic Clerk for the public's and Council's reference. President Paul stated the Committee would postpone adopting these minutes pending Councilor Grant's revisions.

3. Public Forum

3.01 Verbal Comments

Colin Hilliard, a Ward 3 resident and Deputy Director of the Burlington Business Association, stated public safety is the main issue downtown business members are concerned about. Hilliard praised Burlington for confronting its problems with drug addiction and overdose but emphasized the need for more state and federal partners and hopes the Committee can be that voice and help move the needle forward in a positive direction.

Virginia Farley, Director of Retail Operations at Outdoor Gear Exchange, described how public safety issues are not only affecting staffs' work lives but their personal lives, for those who live and work in Burlington. Farley added OGE has seen an average 30-40% decrease in foot traffic, a direct reflection of the impact public safety concerns are having on who comes to the city to shop, eat, and otherwise enjoy Burlington, which is not a sustainable trend for OGE or any business.

Kay Goodsfeed, a bouncer at Manhattan's Pizza, shared that in the past week, on 3 separate occasions, women have approached the bar for safety and shelter because they had been assaulted or were being followed. Goodsfeed said it seems to be occurring more frequently and is hearing many instances of folks not feeling safe or being safe and wanted to bring attention to it because Burlington is not what it was 10 years ago, and it breaks his heart for his community.

Maggie Pace, a Burlington community member, detailed walks through downtown last week, over the course of which, Pace witnessed a number of public safety concerns related to drug use, public defecation, and overdose and wanted to hear from the Committee what she could do as a community member to support the effort to address public safety needs. President Paul responded Pace could email any of the Councilors and referenced the City's website for Councilor contact information. Councilor Grant offered to schedule a time to meet with Pace.

Public Forum closed at 6:01 PM.

4. Chiefs' Reports

President Paul clarified this agenda item will be a regular item and that these reports will be treated as consent items.

4.01 BPD Report from Chief Jon Murad

No discussion on Chief Murad's report.

4.02 BFD Report from Chief Michael LaChance

The Fire Chief's report was not attached to the public agenda at the time of the meeting. Attorney Pellerin confirmed the report would be posted on Civic Clerk following the meeting.

Councilor Grant called special attention to Marsha McCrombie, BFD's new EMS Battalion Chief, being the first female command staff member in the history of the BFD, and commended this great accomplishment and step forward.

5. Deliberative

5.01 PIO Update

President Paul clarified that though the title of the agenda item is PIO Update, PIO is really Public Information & Community Engagement, and the purpose of this agenda item is for the Committee and public to hear from BPD progress on community engagement.

Sarah Hernandez Timm, BPD's new Public Information & Community Engagement Officer, summarized her ongoing projects and strategies for community engagement, which include:

- Drafting and sending out press releases
- Media interactions such as responding to inquiries from local media and Burlington community
- Navigating people to existing resources on BPD's website and other platforms
- Contributing to monthly submissions to local publications
- Managing BPD's social media platforms, mainly Facebook, YouTube, Front Porch Forum, and Neighbors Public Safety Service on the Ring app
- Supervising and collaborating with BPD's Digital Media Redaction Specialist to work on video projects regarding use-of-force narratives and informational series to inform public about BPD, the most recent videos of which have been about Community Support Liaisons and emergency response units
- Meeting with community members, city leaders, police commissioners, communication directors, and attending Neighborhood Planning Assemblies in every ward as well as other community events
- Attending BPD trainings and assisting the recruitment team on projects and initiatives, gathering BPD content through photography and film
- Shadowing and interviewing officers and other employees

Councilor Grant asked Hernandez Timm to describe Neighbors on the Ring app. Hernandez Timm clarified Ring is a free app designed to help residents connect with their communities, stating herself and other officers have access. Currently, BPD is using it to post public service notes about street closures.

Councilor Grant suggested to Hernandez Timm that she look into sharing content on BPD's Instagram account, to reach a broader range of the public and emphasized the need for consistency with information across platforms.

President Paul added she noticed a positive change in the press releases, as they now convey the time of incidents in standard time instead of military time, which is more recognizable to the general public.

5.02 Burlington CARES Update

Executive Assistant Trammell reviewed that status of Burlington CARES on behalf of Chief Murad:

- The Medical Center has now been involved.

- An ad was released for the Assistant Director of CAIP, for which at the time of this meeting, the Department had received 5 applicants.
- The team meets every other week with the Mayor's Office and overall, it has been a large coordinated effort.
- Efforts are going into securing a van to outfit for a medical response.

Commissioner Cox was also able to provide more information on job descriptions being developed under Burlington CARES:

- In the last Police Commission, Commissioner Cox's feedback to Chief Murad was to add more specialized training for responding to drug overdoses and mental health crises.
- Whether the job description would be for an EMT or a paramedic was still undecided.
- Overall, Commissioner Cox has high hopes for the program and thinks a non-police response to overdose and mental health crises will be beneficial for the community.

Councilor Grant requested a copy of the working position be sent to the Committee and agreed with Commissioner Cox that more training would be important. President Paul mentioned the latest version of the job description may be with Kerin Durfee, the City's Director of Human Resources. Executive Assistant Trammell volunteered to confirm that information and follow up with the Committee.

5.03 BFD's Phone Response, Hours for Walk-ins, and Proper Expectations for the Public Regarding Response Times Given Current Staffing Levels

Executive Assistant Trammell stated the Department is aware the phone tree is a frustration. Councilor Grant suggested a diagram could help. Executive Assistant Trammell agreed a graphic representation of the phone tree is something that should be posted on BPD's website.

Executive Assistant Trammell stated that at one point, BPD encouraged people to call dispatch instead of 911. However, due to staffing, citizens are now being encouraged to call 911 to reduce the burden on dispatch. Executive Assistant Trammell stated she would coordinate with Hernandez Timm on this messaging. Councilor Grant supported this action and noted with more drug activity being reported, the community is contacting the police more often so setting clear expectations would be important.

Councilor Grant asked for clarification regarding how online incident reports are reviewed internally by BPD. Executive Assistant Trammell responded the incident must be entered into BPD's system in order for an incident or case number to be created. A records person will do this or officers if they are available. Once the report is entered, an officer will analyze for solvability and follow up. Chief Murad added reports are turned into cases within 2 to 24 hours and are reviewed by a supervisor before being assigned to one of BPD's 3 reserve officer. Reserve officers, who are fully-certified level 3 police officers that either retired or left the Department but still want to maintain their certification, were used to pick up extra shifts on patrol, but now exclusively are working on follow up to online reports, and

the Department is several weeks behind on these reports. At least 20 call categories are now online report only, according to the Priority Response Plan due to staffing, and Chief Murad reiterated that anyone who needs to call BPD should call 911 and let 911 report and triage appropriately.

Councilor Grant asked Chief Murad to clarify how a complainant could best obtain a copy of their report. Chief Murad responded complainants could either make that request specifically in the report itself or they can go through the Public Records Request portal on BPD's website. Executive Assistant Trammell added BPD's homepage has 3 links or buttons at the top: the first link being to the Priority Response Plan, the second is for filing an online incident report, and the third is to request a copy of the file. Executive Assistant Trammell also shared the network administrator at BPD is working on a better way for the public to file and access incident reports and that time would be spent with Hernandez Timm to update instructions on filing in the meantime.

Councilor Grant asked for the status on follow up with businesses for reports of theft, how far behind the Department was in response to those, and whether it was possible to involve another department. Executive Assistant Trammell stated reports should still be filed, even if the Department cannot follow up right away, and that another department would not be involved. Executive Assistant Trammell noted how some retail establishments are putting up cameras to deter people from committing crimes, expressing it might be in businesses' best interest to explore preventative measures. Chief Murad added any in-progress theft that is reported is stacked, not sent to online reporting follow up, but a response may take time. Chief Murad also said Vermont Statutes permit shop owners to reasonably detain people for theft.

Councilor Grant inquired about an anticipated meeting between stores' loss prevention officers and BPD. Executive Assistant Trammell responded the meeting had to be rescheduled, to which Councilor Grant asked for confirmation of when the meeting's occurred.

Councilor Doherty asked if the BPD had data available on how many referrals BPD is making to the State Attorney's Office for retail theft-related crimes. Chief Murad responded that data is not available because information past the Department is more complex and not as publicly available. Chief Murad advised going directly to the State Attorney, the Court, or Rachel Jolly with the Community Justice Center, as the CJC has a lot of data on most low-level thefts and larcenies.

Virginia Farley asked if there is specific verbiage businesses can direct their staff to use that might help escalate an in-progress incident to getting a response. Farley also commented that dedicating resources to training staff on how to detain people does not seem feasible and expressed confusion over BPD's stance on trespassing orders. Chief Murad said the verbiage BPD needs is just an explanation of what is happening. Chief Murad also stated the decision to leave the issuance of trespassing orders up to property owners came from the City Attorney's Office because of concerns from the State Attorney's Office but clarified BPD will stand by a trespass order while it is being issued if the issuer is concerned for their

safety. To address Farley's concern about detainment, Chief Murad explained that BPD would respond to an incident where a shop owner had detained someone who attempted retail theft and added the statute makes it clear that any merchant who has reasonable cause to believe that a person is committing retail theft may detain the person in the immediate vicinity of the establishment, such as in a back room, for a reasonable length of time and reasonably inquire about possessions and identifying information until law enforcement responds.

Councilor Grant inquired whether other jurisdictions could be called in if BPD officers were unavailable. Chief Murad said that while Burlington has worked with other jurisdictions, other jurisdictions are not expected to take on Burlington cases as their own in the same way Burlington is not expected to take on neighboring jurisdictions' cases. Officers may be sent as back up, but the jurisdiction in which the incident occurs is always primary on the case.

5.04 Drug Activity in Neighborhoods

President Paul gave the Committee and City Staff the opportunity to move this item as well as 5.05 into Executive Session if needed but hoped BPD would speak to the public on what they could do for this topic. President Paul noted she thinks a common misconception around drug activity is that it is only occurring in certain neighborhoods when really it is happening across the city.

Executive Assistant Trammell mentioned touching base with Hernandez Timm on coordinating an effort to inform the public on how to submit drug tips and to follow up with Councilor Grant on where that information should best be made available to the public.

Lieutenant Beliveau, who supervises the Detective Services Bureau and previously supervised the Narcotics Unit, gave a detailed overview on the Bureau's staffing, priorities, and approaches to disrupting drug-related crime:

- Currently, City of Burlington has 2 drug detectives. There are also 2-4 Street Crime Unit officers that can assist with low-level drug-related crime. Federal partners such as DEA, ATF, and HSI are being involved as needed with limited resources.
- Resources are being dedicated to investigating drug rings where there is a high potential for violence and overdosing. BPD is targeting the people who are circulating the drugs, not the user community. Cases where there is a human trafficking element involve HSI and take priority over any other drug case.
- The Bureau is backlogged on tips, but Lieutenant Beliveau urges the community to continue submitting tips (online if possible) and while it may take some time, the detectives will follow up if follow-up is requested.
- Part of the reason why progress on cases has been stalled is due to detectives being called to other crime investigations in the city, and Lieutenant Beliveau hopes to see staffing and recruitment improve to address this problem.

President Paul questioned if there is a better way for BPD to receive and organize tips or communicate that tips have been received, because the feedback from the community is that

it seems like tips receive no attention and cases make no progress. Lieutenant Beliveau stated leadership's emphasis on always following up and thinks there is an element of customer service to police work that officers forget sometimes but assured the Committee this message would be reinforced with his team.

Councilor Grant requested that the number of tips received by the Department be added on a monthly or quarterly basis to the Police Chief's report.

Councilor Grant asked Lieutenant Beliveau what information typically miss that would be helpful for online tips and what else the public should know. Lieutenant Beliveau responded that any and all information a person can provide in a tip is helpful, even the person thinks it will not be relevant. Lieutenant Beliveau also stated the public should know investigations are resource intensive, and even fast investigations take 2-3 months.

Councilor Grant asked if videos and photos were helpful when submitting tips. Lieutenant Beliveau said photos and videos help investigations a lot, but to manage expectations, Chief Murad and Councilor Doherty added that while citizen observations through photos and videos are helpful for furthering investigations, they rarely what constitute as evidence in a prosecuted case. For cases to be viable for prosecution, evidence has to be directly obtained by law enforcement officers. Councilor Grant proposed working with the Department to help set expectations across the board for drug and other types of crime.

Commissioner Rao thought it would be helpful to have information on how many tips are being received, as a person who has sent in many photos and videos and wondered if they were being addressed. Commissioner Rao also asked what role the community could take in supporting the Department during these investigations. Chief Murad mentioned working with Code Enforcement has worked well in the past as well as partnerships with sheriffs and helping landlords with evictions. Councilor Doherty commented that Commissioner Rao's idea to transfer pressure to landlords who are making money by repeatedly renting to drug dealers is definitely something work exploring.

Maggie Pace asked how City Hall Park factors into the way BPD is prioritizing drug detective work. Lieutenant Beliveau stated City Hall Park is not a priority because that is mostly the user community and any deals that are happening are small-scale, which requires a different approach than just drug enforcement. Chief Murad added that what happens in City Hall Park is not going to be solved by arrest work, especially because as a community, Burlington has chosen not to criminalize drug use and possession. Chief Murad voiced that while this is a good stance, the ways Burlington is dealing with those issues are not working and the, Department, City and community need to draw stronger boundaries of what is tolerated in public spaces. Chief Murad pointed to earlier this year when the Department took back the park with a focus on not policing who was in the park so much as ensuring no one was prohibited from enjoying the park that is shared space for the community. Chief Murad thought the gains experienced have since started to slip and that it would be worth revisiting that initiative. Pace agreed with Chief Murad's assessment, saying there was a noticeable difference and also praised the Department's detective work. Pace also added more public programming and organizing community members to host more events in the

park and use the space for positive purposes would help. Chief Murad, Councilor Grant, and President Paul agreed a highly-programmed park is a good thing, referencing the number of events Burlington City Arts has scheduled through the whole summer.

5.05 Home Alarms

President Paul asked BPD to clarify for the public what residents are paying for in regards to the annual \$60 fee for home alarms to link to BPD. Executive Assistant Trammell responded the City Attorney's Office has confirmed the ordinance is not written in such a way that paying the fee guarantees a response from BPD. Instead, the purpose of the fee is to protect residents from being excessively charged for false alarms.

President Paul mentioned there was a recent complaint about BPD's response to an alarm. Chief Murad explained alarms are a Priority 2* when in-progress, according to the Priority Response Plan, and so those alarms will get a response from BPD. Dependent on other factors, timing, and availability of officers, could affect the alarm's priority and may not get a response. The Department may respond to over 800 alarms in a given year and receives very few complaints regarding response. President Paul iterated the Department's goal should be to ensure when officers leave a residence after responding to an alarm, that all residents involved feel safe. Chief Murad assured the Committee the complainant was addressed and the complaint was internally addressed with leadership. Commissioner Rao added this complaint had gone before the Police Commission, and the Commission unanimously agreed BPD's response had been fair and impartial.

Executive Assistant Trammell added BPD's dispatch receives information from the alarm company on how the alarm was triggered, and that this information affects BPD's response.

6. Expected Executive Session

6.01 Anticipated Motion to Move into Executive Session

The Committee did not move into Executive Session.

7. Other Committee Business

7.01 Other Committee Business

There was no other Committee business.

8. Next Meeting Date

8.01 Discussion of Next Meeting Date

President Paul said she would reach out to Committee members and staff to coordinate the next meeting date, which would most likely fall in early August.

9. Adjournment

9.01 Adjournment

Motion to Adjourn the Meeting
Motion by President Paul
Final Resolution: Motion passes
Yes: Unanimous

The meeting was adjourned at 8:13 PM.

DRAFT



BURLINGTON POLICE CHIEF'S REPORT

July 2023



July 24, 2023 – all data preliminary & subject to change



THIRD OF JULY

On Monday, July 3, the Queen City celebrated [the Fourth of July](#) (a day early, as we always do). The Declaration of Independence promises equality and unalienable rights—but only through service to each other: “And for the support of this Declaration, with a firm reliance on the protection of divine Providence, we mutually pledge to each other our Lives, our Fortunes, and our sacred Honor.”

The event is an all-hands-on-deck effort for us, as the packed roll call below shows.



July 24, 2023 – all data preliminary & subject to change



MURDER

On July 6, officers responded to calls from the public that led to the discovery of a woman's body in Champlain Street Park. After several days of investigation, detectives identified and arrested Claude Mumbere, 29.

The BPD offers its deepest condolences to the family and loved ones of victim Kelley Cusson, 31.

Our Valcour system dates to 2012. In those eleven years, Burlington has experienced sixteen unlawful killings. [The BPD has solved 100% of these heinous crimes](#) on behalf of victims and their loved ones.

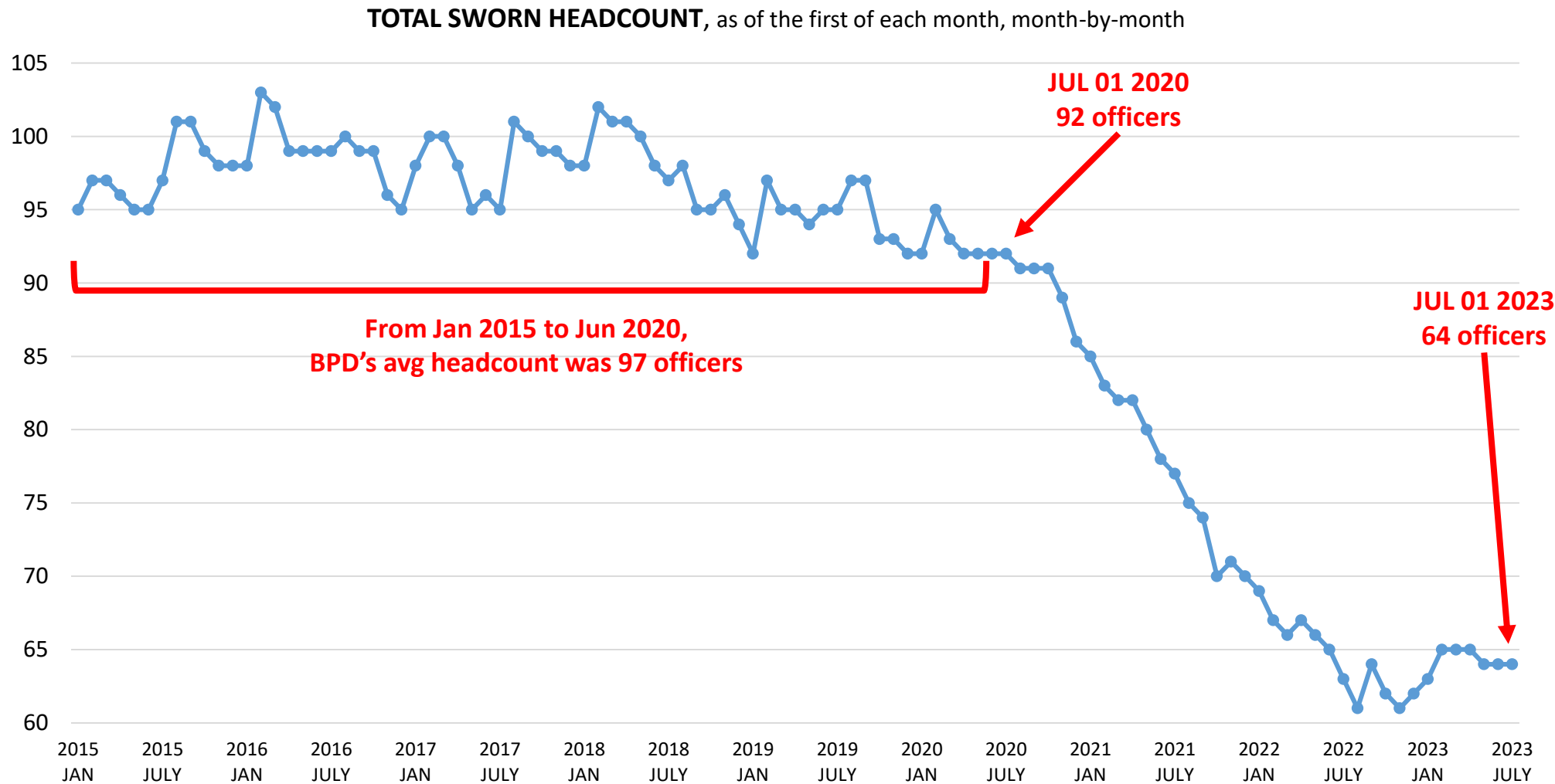
NOTE: "Perpetrator(s) Identified by Police." Not all individuals have been convicted. Mark Delude admitted to killing Forrest Bryant and mutilating his body in 2014, but was arrested on other charges and never charged with murder. Richard Monroe pled guilty to federal drug crimes and admitted killing Kevin Deoliveira. Chavis Murphy was convicted of murder. The five persons who beat Amos Beede to death in 2016 were convicted of manslaughter (Averill, Paul, and Barber) or aggravated assault (Gee and Dennis). Both Louis Fortier's and Aita Gurung's murder charges were dismissed by the State's Attorney and refiled by the Attorney General; the Attorney General obtained convictions for both. Joshua Granger, who killed Jared Streeter in 2018, was convicted of manslaughter. Alfred Wisher has been charged for murdering Khyann Jones in 2019; the case is pending. The three men who shot and killed Benzel Hampton in 2019 pled guilty to federal drug charges with death resulting. Octavious Allen-Napier was convicted of manslaughter; Peter Nguyen's case is pending. Mikal Dixon, who killed Kayla Noonan in 2022, took his own life during the crime. The other four persons arrested in 2022 and one person arrested in 2023 have been charged with murder but their cases are pending.

July 24, 2023 – all data preliminary & subject to change

YEAR	INCIDENT	DATE / TIME	LOCATION	METHOD	VICTIM	V	PERPETRATOR(S) IDENTIFIED BY POLICE	P
2012	NONE							
2013	NONE							
2014	14BU012389	5/17/2014 07:08	Pine St	blunt instr	Bryant, Forrest	M/W/40	Delude, Mark	M/W/52
2015	15BU000219 15BU036925	1/3/2015 18:06 12/27/2015 02:13	Greene St Church St	firearm firearm	Deoliveira, Kevin Adedapo, Obafemi	M/W/23 M/B/28	Monroe, Richard Murphy, Chavis	M/W/22 M/B/24
2016	16BU014283	5/22/2016 11:07	Pine St	physical force	Beede, Amos	M/W/38	Averill, Erik Paul, Jordan Gee, Allison Barber, Myia Dennis, Amber	M/W/21 M/W/21 F/W/24 F/W/22 F/W/29
2017	17BU007288 17BU026760	3/29/2017 13:51 10/12/2017 14:28	Church St Hyde St	stabbing stabbing	Medina, Richard Khadka, Yogeswari	M/H/43 F/A/32	Fortier, Louis Gurung, Aita	M/W/36 M/A/34
2018	18BU012402	6/9/2018 19:38	Blue Bridge	physical force	Streeter, Jared	M/W/20	Granger, Joshua	M/W/20
2019	19BU005826 19BU007507	3/24/2019 08:46 4/16/2019 14:33	Clarke St N Willard St	firearm firearm	Jones, Khyann Hampton, Benzel	M/B/28 M/B/23	Wisher, Alfred Felix, James Trevon Sanders, Brandon Ford, Johnny C	M/B/37 M/B/36 M/B/18 M/B/32
2020	20BU007675	4/26/2020 23:25	North Ave	firearm	Martin, Steven	M/B/38	Allen-Napier, Octavious Nguyen, Peter	M/B/25 M/A/27
2021	NONE							
2022	22BU011533 22BU013023 22BU016660 22BU019029 22BU023319	7/7/2022 19:39 7/25/2022 02:20 9/4/2022 00:42 10/2/2022 20:15 12/4/2022 03:08	Luck St N Winooski City Hall Park Pine St Main St	firearm firearm firearm firearm stabbing	Mubarak, Hussein Noonan, Kayla Rogers, Bryan C. Osman, Sheikhnoor Sharif, Abubakar	M/B/21 F/B/22 M/B/32 M/B/40 M/B/23	Abdhikadir, Abdiaziz Dixon, Mikal Crawford, Christopher Dasent, Denroy Simmonds, Von C.	M/B/19 M/B/27 M/B/42 M/B/52 M/B/40
2023	23BU014321	7/7/2023 10:35	Champlain St Park	TBD	Cusson, Kelley	F/W/31	Mumbere, Claude	M/B/29



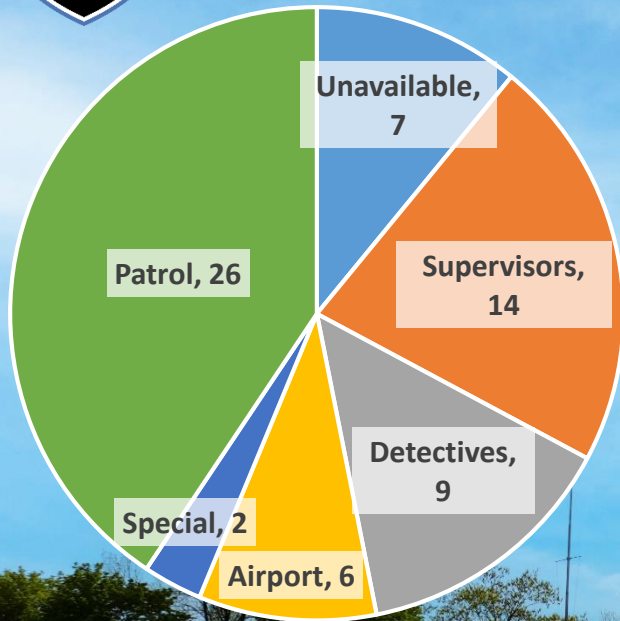
BPD SWORN OFFICER HEADCOUNT, 2015-2023



July 24, 2023 – all data preliminary & subject to change



64 TOTAL, 57 AVAILABLE



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

minus 7 on injury, on FTO, or on term 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.

**As of July 15, 2023,
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.



July 24, 2023 – all data preliminary & subject to change



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	CSO	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 7/15

Year-to-date, incidents in 2023 are up 23% compared to 2022. They are up 39% over 2021. In fact, there have been more incidents than any year since 2018; incidents are down 3% since 2018. Patrol officers are addressing ~3% fewer incidents with ~50% fewer officers. Of the 15,137 incidents in 2023 so far, 1,828 have been “stacked”—i.e., 12%. Additionally, 1,943 have been referred to online reporting, or 13%.

	YTD INCIDENTS (as of 7/15)	%Δ
2018	15,675	100%
2019	14,997	↓4%
2020	13,260	↓12%
2021	10,908	↓18%
2022	12,293	↑13%
2023	15,137	↑23%
	Δ 2018 to 2023:	↓3%





SELECTED VALCOUR INCIDENTS, YTD AS OF JULY 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	28	84	78	42	65	35	260	2	258	393	32	9	34	9	1,651
2019	27	81	43	41	72	43	233	3	316	409	26	12	34	28	1,110
2020	26	65	49	31	61	26	355	5	359	517	57	11	34	30	803
2021	33	77	53	48	54	19	264	7	452	503	57	7	28	39	475
2022	37	85	95	53	74	21	293	16	729	599	97	10	23	170	267
2023	19	96	97	66	44	29	234	5	703	510	252	8	18	172	298

* = 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 July 15 of their respective year

NOTE: These data are derived from Valcour incidents. Valcour is the BPD’s computer-aided dispatch and records-management system. Incidents are initially categorized by dispatch according to the information provided by a caller; the category may be changed by the officer who responds to the scene and/or the detective who takes the case. Offense data and/or NIBRS data may differ.



THE BPD IS HIRING!

\$74,500
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



August 14, 2023

Chief's Report to the Burlington Fire Commission

Personnel: Recruit school 23-1 is well underway. We have lost one employee from the recruit school due to an inability to obtain his EMT certification. This was a prerequisite for continued employment.

DC Petit and BC McCombie have been in position since June 26. Both are settling in well. DC Petit has taken over most of the duties of the DC of Administration. BC McCombie is working diligently to familiarize herself with the Burlington Fire Department. She is taking on the duties of the EMS Chief and bringing new ideas to the organization.

We have had one termination and one resignation since the last report. The termination was our member of recruit school 23-1 that was unable to meet a condition of employment. We received the resignation of FF Forest Peront effective Aug 18. He is leaving the fire service to pursue other avenues.

Responses: As of August 13, 2023, we have responded to 6564 calls for service. Last year at this time, we had responded to 5913 calls for service. This shows a 10% increase in one year.

48/96: On August 1st we completed three months of our one year trial of the 48/96 work schedule. I've asked BC Webster to create a survey for the department to review the new schedule among our employees. If there are issues found, completing an evaluation every three months will allow updates to the system and time for continued evaluation.

Overtime: June 01, 2023 – August 01, 2023

- Minimum staffing overtime: 2090.75 hrs
- Mandatory minimum staffing overtime: 132.25 hrs

Dispatch: The four full time dispatch employees that were hired on May 22 are working independently as fire desk dispatchers. As of July 14, the members of the BFFA have pulled away their availability to work in the dispatch center. I am working to re-engage them to continue their availability to cover vacancies on the fire desk. Continued work on a plan to get fire and police dispatch services to a place where it is fully staffed and the employees are cross trained is underway. The BPD will ultimately retain the responsibility of emergency services dispatch for the city.

Fleet: Fleet replacement funding continues to be a struggle. It has been identified that with current call volume and maintenance requirements of an aging fleet, an ambulance should be purchased every two years. This will give us an ambulance fleet that is no older than ten years old, allowing us to have trucks that are reliable and safe for crews and the public. Current ambulance build times have ballooned to 3+ years. With this known timeline, we should have ordered our next ambulance a year ago to stay on track. Without a funding source, there is no plan to order any fire department vehicles in FY24 which will put us significantly off schedule. The ambulance that was ordered in October of 2021 is scheduled for delivery in January of 2024.

Buildings: Deferred maintenance on the fire station buildings is a concern. The apparatus floors of both Station 1 and Station 2 are showing signs of significant wear and will require repair or replacement. The Station 2 floor is slated for replacement in the City's capital budget. Earlier this month a large piece of concrete fell from the apparatus floor above to the basement floor below. The piece was large enough to damage the wooden stairs leading to the basement level. Multiple fire department vehicles as well as BPD motorcycles are stored in this area. There is also training conducted in the basement on a regular basis. A renewed push has been made to schedule replacement of this floor.

Station 1 is showing signs of degradation to the steel supports under the apparatus bay that houses Tower 1. There is also serious corrosion to the steel supports of the stairwell leading to the second floor. The facilities manager is aware of these issues.

The Station 2 bedroom project has been awarded to a contractor. Construction planning is underway.

The Station 3 bedroom/bathroom project is in the planning phase. Construction is slated for FY25.

Radio System Upgrade: System upgrade managed by DC Libby is underway and on schedule. An RFP for a new station alerting system was posted and has closed. We have had three vendors bid on the project. The bids are currently being reviewed and a decision will be made by the end of August.

2023 overdose data through 08/13/2023

