



City Council - Public Safety Committee

Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom

When: Jan 24, 2024 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

January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom

Category	1. Adopt the Agenda
Department	Council and Board
Type	
Recommended Action	

2. Adopt Minutes

Subject	2.1. Motion to Adopt Minutes from December 21, 2023
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	2. Adopt Minutes
Department	City Attorney
Type	

3. Public Forum

Subject	3.1. Verbal Comments
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	3. Public Forum
Department	
Type	

4. Deliberative

Subject	4.1. Chief's Report: Fire (Materials to follow)
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	4. Deliberative
Department	Fire Department
Type	

Subject	4.2. Chief's Report: Police December 2023
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	4. Deliberative
Department	Police Department
Type	

Subject	4.3. Chief's Report: Police January 2024 (Materials to follow)
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	4. Deliberative

Department Police Department

Type

5. Third Community Forum

Subject	5.1. Third Community Forum Discussion
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	5. Third Community Forum
Department	Council and Board
Type	

6. Other Committee Business

Subject	6.1. Other Committee Business
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	6. Other Committee Business
Department	City Attorney
Type	
Recommended Action	

7. Adjournment

Subject	7.1. Motion to adjourn
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom
Category	7. Adjournment
Department	Council and Board
Type	
Recommended Action	

8. Informational and Non-Discrimination Statements

Subject	8.1. This agenda is available in alternative formats upon request. For more information on access, call Lori Olberg, Licensing, Voting and Records Coordinator (802-865-7136)(TTY 802-865-7142). Persons with disabilities who require assistance or special arrangements to participate are encouraged to contact 802-865-7000 (voice) or 802-865-7142 (TTY) at least 72 hours in advance so that proper arrangements can be made. The City of Burlington will not tolerate unlawful harassment or discrimination on the basis of political or religious affiliation, race, color, national origin, place of birth, ancestry, age, sex, sexual orientation, gender identity, marital status, veteran status, disability, HIV positive status, crime victim status or genetic information.
Meeting	January 24, 2024 - Public Safety Committee Meeting Agenda - Wednesday, January 24, 2024, 5:30 PM, Remote Only via Zoom

Category	8. Informational and Non-Discrimination Statements
Department	Council and Board
Type	

**Public Safety Committee
Thursday, December 21, 2023
Remote via Zoom
Burlington, Vermont
DRAFT MINUTES**

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

Staff Present: Jared Pellerin (Acting City Attorney), Jon Murad (Police Chief), Michael LaChance (Fire Chief)

Public Present: Romeo von Hermann, Tim Williams

Meeting called to order at 5:34 PM by President Paul.

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

Motion to adopt Agenda as presented.

Motion by Councilor Doherty, Seconded by Councilor Grant

Final Resolution: Motion Passes

Yes: Unanimous

**2. Adopt Minutes
2.01 Motion to Adopt Draft Minutes from September 21, 2023
2.02 Motion to Adopt Draft Minutes from October 2, 2023
2.03 Motion to Adopt Draft Minutes from December 12, 2023**

Motion to adopt all three sets of Draft Minutes from the dates of September 21, October 2, and December 12, 2023.

Motion by Councilor Grant, Seconded by Councilor Doherty

Final Resolution: Motion Passes

Yes: Unanimous

**3. Public Forum
3.01 Verbal Comments**

No public comments. Public Forum closed at 5:37 PM.

4. Chiefs' Reports

Councilor Grant recommended Chiefs' reports be considered a deliberative agenda item for future Committee meetings to allow for members to ask questions.

4.01 BPD Chief's Report

In reference to a recent CommStat meeting Councilor Grant attended, the Committee discussed the differences between CommStat's initial purpose versus what it has evolved into, as Chief Murad, President Paul, and Councilor Doherty spoke to the confidential nature of the meetings starting in 2017, and how this format was effective in making a positive impact on individuals who were struggling with substance use disorder. The Committee discussed how today, the format of the meetings are broader and open and do not address individual cases in a manner that they used to. Councilor Grant emphasized the value of the current format, and President Paul agreed the current meeting format provides important learning opportunities to the public and that there are benefits to both approaches. Councilor Grant also asked Chief Murad to share his position on overdose prevention centers, and Chief Murad responded he did not think his opinion mattered but that to his knowledge, at this time they are illegal, and he will support what elected officials decide.

Chief Murad agreed to provide the Committee with the presentation from the recent Community Forums on Public Safety. Chief Murad also informed the Committee a December 2023 Chief's Report would be presented to the Police Commission at their next meeting, and a second report compiling data from the entire year would also be released and available for the next Public Safety Committee meeting.

4.02 BFD Chief's Report

The Committee returned to this item after Chief LaChance joined the meeting.

Chief LaChance answered Councilor Grant's question about the definition of "remount", where an existing ambulance's box is refurbished and put on a new chassis or frame. Chief LaChance stated the benefits of this approach are shorter lead times and overall cost savings for the build and believes the City's ambulances are of a high enough quality to justify looking into this option.

Chief LaChance stated the ambulance purchased in 2021 was expected to arrive April 2024 and expected current prices of ambulances to have increased since but still remain under \$400,000 due to specification changes, such as opting for gas ambulances instead of diesel, to save the City money. Chief LaChance confirmed payment is not applied at the time of ordering but at the time of receipt. Councilor Grant asked if electric ambulances were available, and Chief LaChance replied that to his knowledge, chassis for electric ambulances were not available. The Committee discussed with Chief LaChance and Chief Murad the challenges associated with fleet vehicle lead times.

Chief LaChance addressed Councilor Grant's questions regarding the status of improvements to the firehouses, stating the netting to block falling concrete in Station 2 is helping for now, though it still poses a risk, and the floor is currently under review for Request For Proposals (RFP), the status of which Attorney Pellerin volunteered to follow up on. Chief LaChance said the RFP for the mudrooms has been awarded but there was no movement on a timeline yet, and that the

shoring of the floor at Station 1 is of particular concern after an engineer assessed it be done as soon as possible and by a professional.

5. BPD Community Engagement

5.01 Update on BPD Community Engagement

Councilor Grant stated she would like this to be a recurring agenda item where the Police Department provide information about the Department's community engagement efforts.

Referring back to the Police Chief's Report and in relation to BPD's recruitment strategies, Councilor Doherty asked Chief Murad if a housing incentive had been discussed as an added benefit to the police force's hiring package. Chief Murad said it had been considered as part of the Rebuilding Plan back in June 2021. However, there were significant challenges in terms of how to finance this incentive and offer it equitably, so the idea lost momentum.

6. Review of City's Emergency Plan

6.01 Discussion & Review of City's Emergency Plan

The Committee returned to this item after Chief LaChance joined the meeting.

President Paul asked Chief LaChance to speak to how people are notified about gunfire incidents in light of a reader's letter to the editor from Seven Days, included with the agenda materials, criticizing emergency responders' follow-up with the community regarding the shooting on November 25th, and to address former Councilor Perri Freeman's concerns about notice related to an incident that occurred near their home on Church Street.

Chief LaChance said emergency responders currently do email blasts, press releases, and alerts through the VT Alert system. Chief LaChance recommended Burlingtonians sign up for this free service that sends regular notifications to users regarding public safety updates in their respective county and suggested Samantha Sheehan, the Mayor's Communications Director, as a resource to learn more about it.

7. Dispatch Update

7.01 Dispatch Update

Chief Murad updated the Committee that there are currently 12 full-time Emergency Communications Specialists, 5 or 6 of which are dual-certified, meaning they can work Police or Fire dispatch. 3 of the full-time Emergency Communications Specialists are from BFD, and 9 are from BPD. Chief Murad explained that the model is to have 3 Emergency Communications Specialists for every hour of the day with 2 for Police dispatch and 1 for Fire. The ultimate goal is to have 14 full-time Emergency Communications Specialists, plus the Emergency Communications Manager, to adequately cover minimum staffing requirements because currently, gaps in coverage are filled through overtime and police officers. The first step toward that goal will be to get 10 Emergency Communications Specialists dual-certified, which the Department is steadily working toward. Challenges to this goal are the amount of time and space staff can devote to training Emergency Communications Specialists on the job, as dual-

certification requires accumulating a specific number of hours working both Police and Fire dispatch. Some currently-employed Emergency Communications Specialists have shown interest in becoming dual-certified, and Deputy Chief Brian LaBarge is overseeing their training. Achieving the goal of 10 dual-certified Emergency Communications Specialists would also mean that the Fire Department does not need to run its own dispatch, which is ultimately more efficient for BPD and BFD.

8. Online Incident Reporting Review

8.01 Online Incident Reporting Review

Councilor Grant asked Chief Murad if there was a way to get a report on how many incidents have been submitted, how many have been backlogged, and how many got worked on for a given period. Chief Murad said he would look into getting Councilor Grant the clarification on why the lag between cases being referred to the State's Attorney's Office and the date of the incident report exists.

Chief Murad added that online incident reporting has recently been updated to make it so residents cannot use the online incident report functionality for incidents that should not be reported online, which will help reduce the backlog and streamline BPD's response. Chief Murad described how retail thefts that do not get reported when they are happening will not be addressed and discouraged retailers from using online incident reporting to report a retail theft. With these changes to online incident reporting, delays are expected to reduce from months to days or hours.

Romeo Von Hermann asked about the availability of the presentations from the community public forums, as it was communicated they would be made available on Civic Clerk. President Paul stated that she would follow up with the Mayor's Office on when and where the presentations will be posted. Councilor Grant suggested they be posted to the Community Forum events listed on the City Calendar and Civic Clerk.

9. ~~BFD & BPD Data Overview~~

— 9.01 ~~BFD & BPD Data Overview~~

This item was consolidated with Agenda Item 8 per Councilor Grant.

910. Burlington CARES Update

910.01 Burlington CARES Update

Chief Murad stated they have had interviews with a number of clinician candidates for Burlington CARES and that interviews are moving forward. In regards to UVM providing the medical component of the program, while an understanding between the non-legal parties has been reached, UVM's legal department is still in the process of drafting an agreement. The Department looks forward to sharing more substantive updates in the future.

101. Future Business

101.01 Other Committee Business

President Paul suggested the Committee revisit the resolution and Community Forums at their next meeting in January.

The Committee set the next meeting for January 24th, 2024 at 5:30 PM.

Romeo Von Hermann proposed a quarterly public safety forum inviting all public safety officials to present to the community.

112. Adjournment

112.01 Motion to Adjourn

The meeting was adjourned with no objection by President Paul at 7:03 PM.



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

December 05, 2023

Chief's Report to the Burlington Fire Commission

Personnel: Personnel levels to cover minimum staffing are relatively solid. We have multiple employees on long-term leave, which affects our need for overtime. Since my last report, LT Benjamin O'Brien has retired, and FF Corey Souza submitted his resignation. Corey is pursuing a career as a flight medic. We wish both Ben and Corey the best.

Currently, we hold four vacancies. We will post our entry-level firefighter/EMT job and accept applications beginning January 01, 2024. We are working with the City HR department to update our hiring process.

Responses: As of November 30, 2023, the BFD has responded to 10194 calls for service. Last year, we responded to 9065 calls for service in the same period. This shows an 11% increase in 12 months.

Gunfire incidents have increased in the city. Regularly, our staff is required to don ballistic gear when on scene. I want to caution us as a community from normalizing this behavior. Our responders face real dangers today that were not part of fire or EMS response in the past. As seen on local and national news programs, BFD responders are on scene alongside the BPD at many of these scenes. Often, these scenes are not secure with the perpetrator in custody.

Crews on the scene of a medical call had the ambulance stolen by the person they responded to. The situation ended with minimal damage to the ambulance, and the perpetrator/patient was transported by BFD and charged by the BPD. This was a situation where someone was emboldened to do something never considered in the past. This is

another facet of emergency response that our officers and firefighters must be aware of, complicating scene safety.

With the bulk of media and conversations around public safety surrounding overdose/substance abuse and violence, I don't want to lose sight of the fact that BFD responders are also responding to all manners of emergencies. They answer the bell with professionalism and skill every time it hits.



48/96 Schedule: On November 30, 2023, we completed seven months of our one-year trial of the 48/96 work schedule. The majority of the organization still embraces this schedule.

Overtime: September 30, 2023 – November 30, 2023

- Minimum Staffing Overtime: 1461.75 hrs
- Mandatory Minimum Staffing Overtime: 491 hrs

1-year Comparison September 30, 2022 – November 30, 2022

- Minimum Staffing Overtime: 2058.5 hrs
- Mandatory Minimum Staffing Overtime: 134 hrs

This is a 40.8% decrease in Minimum Staffing Overtime and a 266% increase in Mandatory Minimum Staffing Overtime during the same period last year.

Note: The above overtime burden on the staff accounts for Minimum Staffing Overtime, giving us the 22 people required to meet minimum staffing levels. This does not account for extra duty jobs, dispatch extra duty, or CRT overtime. In the same period, our staff committed to the following extra duty, dispatch extra duty, and CRT overtime:

- Extra Duty: 4.5 hrs
- Dispatch Extra Duty: 159.1 hrs
- CRT Overtime: 758.5 hrs

Dispatch: Currently, we have three of the four full-time fire desk dispatchers hired on May 22, 2023, still employed. Our dispatch-trained firefighters have re-engaged in dispatch work. They are utilizing the BPD payroll system, and ECM Larry Barbeau is managing their scheduled time. BPD continues hiring and training full-time employees for the ECC, and staffing is stabilizing. We thank the BPD dispatch team and our dispatch-trained firefighters for keeping the center functioning.

Fleet: Funding for fleet replacement continues to be a priority for the city's fleet committee. We expect delivery of three fire apparatus and one ambulance for the Fire Department in 2024. With the three-year build schedule for new ambulances, a priority should be placed on ordering our next ambulance immediately. Ambulance 2 is a model year 2017 and will be ten+ years old once replaced if not ordered immediately. There have been efforts to look into re-mount ambulance options to save time and money for ambulance replacement. With the popularity building in the re-mount market due to extended delivery times for new units, re-mount timelines have increased to 36 months as well. Finding clear funding mechanisms for the entire city fleet should be a high priority for the current and future administrations.

Buildings: Deferred maintenance on the fire station building remains a concern. Netting has been installed on the ceiling in the basement of Station 2 to catch any falling concrete. This is a stopgap until the floor replacement is complete. The shoring

recommended for the Station 1 bay under Tower One has yet to progress. The Station 2 bedroom project has been awarded. A timeline for completion has yet to be identified. The Station 3 bedroom/bathroom project is still in the planning phase. Talk of the Gateway Block has begun again. There was a visit to Station 1 by developers interested in taking on the project. We have been asked to start thinking about the needs and wants regarding the design of a new fire station. This station relocation would consider station consolidation, as studied in 2018.

Radio System Upgrade: The radio system upgrade managed by DC Libby is underway and on schedule. The dispatch center upgrade is underway. The station alerting project managed by DC Petit has been awarded to BRIX. Their proposal was chosen due to their system's flexibility in hardware, excellent software support, and a price tag lower than the others submitted. The project has received Board of Finance and City Council approvals. Contracts are being drafted with an installation start date of early January 2024.

Staffing Study: Consultants from MissionCIT made a site visit in September. They met with city leadership members, the commission, the command staff, the union, and department members. We have supplied them with the data required to complete the report. They are scheduled to complete the study with a draft report due for review in December, with a full report to be presented to the city team and City Council in February 2024.

Community Response Team Pilot: The City Council approved the CRT pilot on October 10, 2023, and began service on October 16, 2023. The total authorized budget for this pilot is \$182,598.00 for the 26-week pilot. This team responds to unresponsive/person down/overdoses calls for service. This team also performs community outreach to this high-risk group. Between October 16 and November 30, the team has been staffed by 758.5 hours of voluntary overtime by our line personnel. This is an average of 118.5 hours of overtime per week, allowing for 59.25 hours of in-service time per week for the CRT. We have received widespread support and appreciation from the community. A profound Thank You goes out to our committed responders doing this

difficult work. October and November are the only months in 2023 that show reduced overdose responses from the prior year.

	Monthly OD	Monthly OD	
	2022	2023	% change 22/23
January	19	40	111%
February	20	29	45%
March	20	28	40%
April	26	43	65%
May	26	38	46%
June	38	56	47%
July	38	39	3%
August	39	57	46%
September	24	67	179%
October	33	25	-24%
November	31	24	-23%
December	44		

BC McCombie is tracking data from the CRT deployment. Below are some metrics showing the impact of the program. This data shows how many people the team has touched, the quantity of wound care supplies handed out, Narcan leave-behind kits distributed, the number of referrals, direct phone requests, and incidents where the team went above and beyond in their duties. (I'm sure this number is under-reported by our crews)

Total:	498	1013	100	\$303.01	18	8	2
	# of Attendees	# of Wound Care Items Distributed	# of NLB Kits Distributed	Total CRT Cost (Excluding Roll Out Cost)	Total # Referrals/ Bridge to Service Providers	Total Request For CRT Members Via Phone	Total Above & Beyond Incidents

Training: The training division continues to deliver high-quality, hands-on training to our staff. We had the opportunity to spend time at the State Fire Academy conducting live fire training with our recruits, line firefighters, and officers. Firefighting and leadership skills were strengthened. During this time at the Academy, we invited members of the city leadership team and city council to join. Councilors Barlow and Magee were able to attend and enjoyed their time. We thank them for their participation.

Drills are conducted at our training site and the old Burlington Town Center, and plans are being made to drill at the City Place construction site. Our Senior Firefighter class begins on December 04. Recruit class 24-1 is scheduled to start on May 28, 2024.

BC Curtin is working with the Training Division to schedule a Lesson's Learned Seminar in the spring. They want to invite FDNY's Deputy Assistant Chief Frank Leeb on April 6, 2024—more information to come.

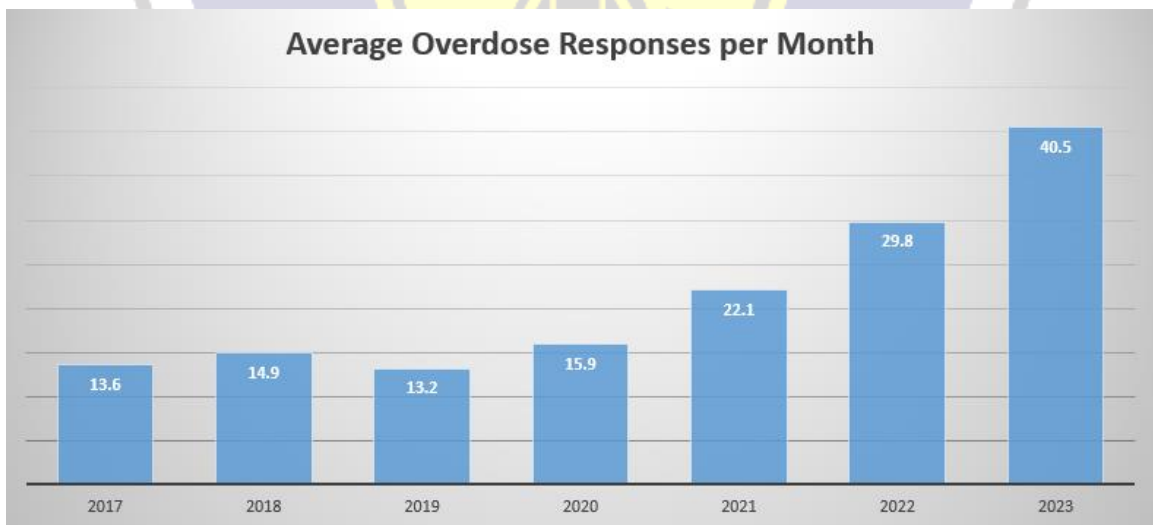
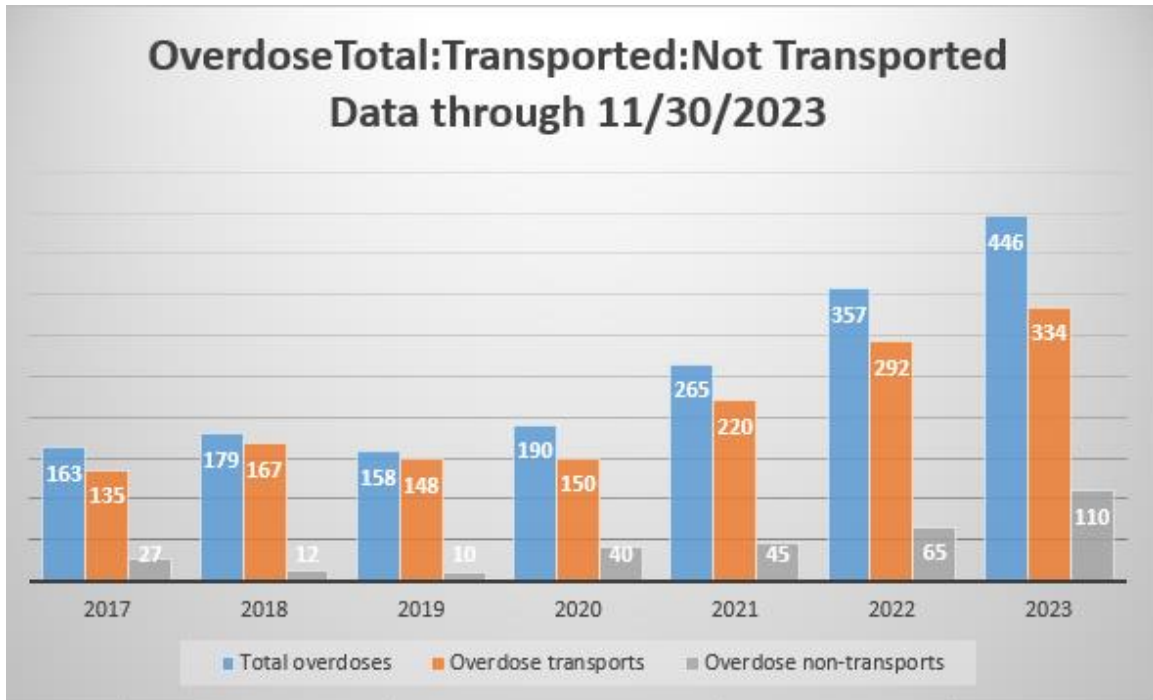
EMS: On November 17, 2023, the BFD was recognized as a Pediatric Safe Agency. An acknowledgment held by only 11% of EMS agencies in Vermont. This voluntary initiative promotes high-level pediatric emergency preparedness and care.

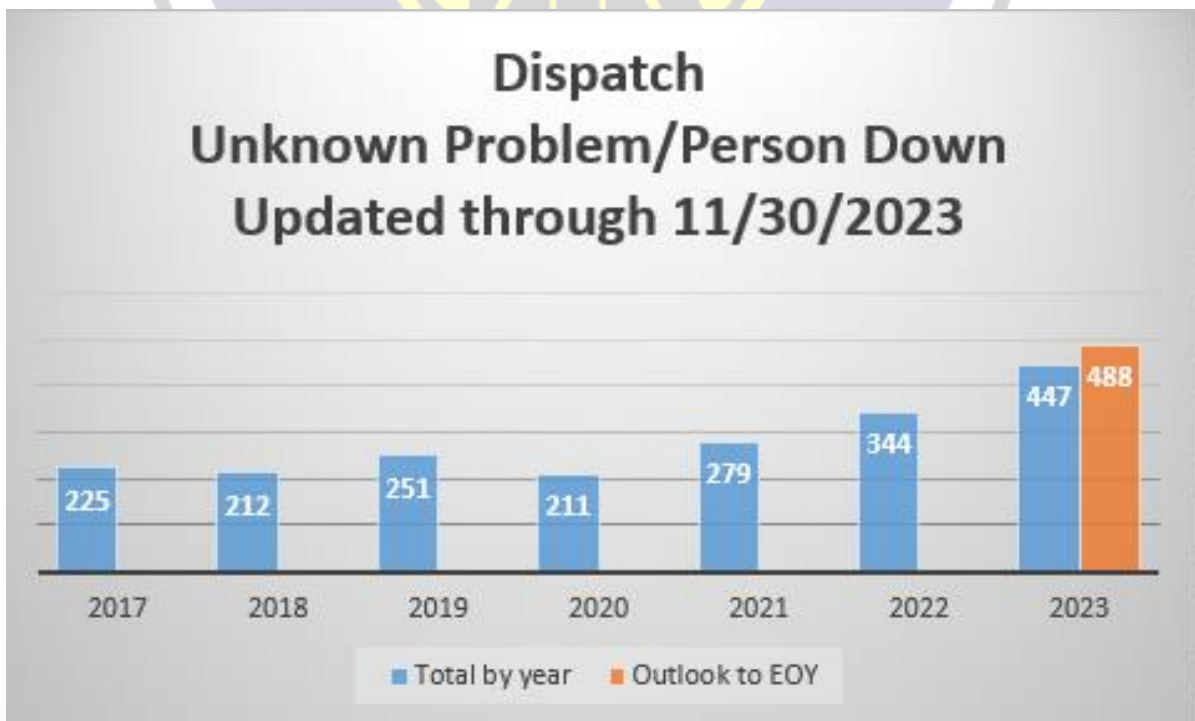
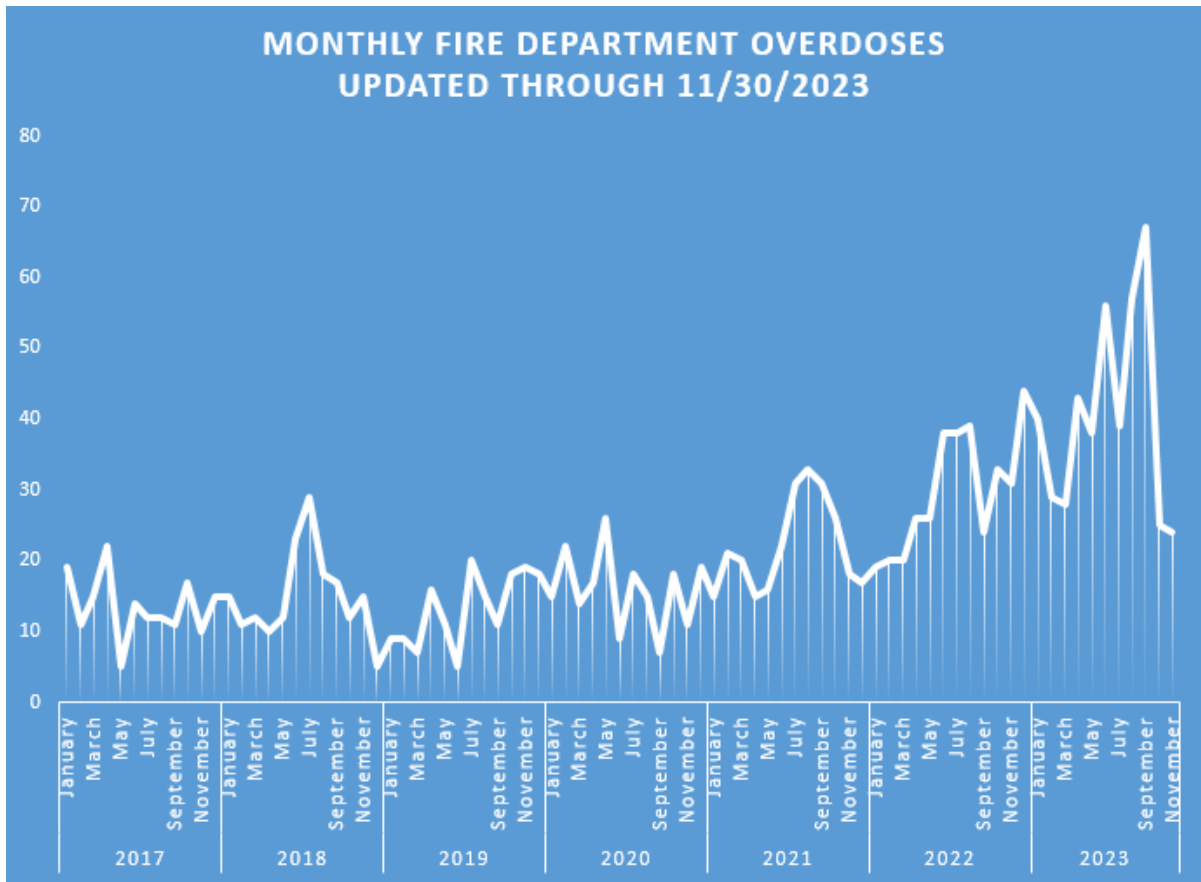
The EMS division is working on innovative training opportunities. Recently, we acquired the Sim Man from UVM for a realistic EMS skill review. There is an escape room-style training to give our people a unique training experience and will include other district partners. The 2024 EMS training schedule is under development.

Accurate data management is an essential aspect of data reporting. In working toward that goal, our cardiac monitors are now integrated to download information directly into SIREN, the state's EMS incident management system. We have also signed a contract to integrate our Computer Aided Dispatch (CAD) with Image Trend to allow agency-level validation in our EMS reports. This will reduce the information our responders need to enter into individual reports and allow for consistently correct data based on validated dispatch information being transferred into our reporting software.

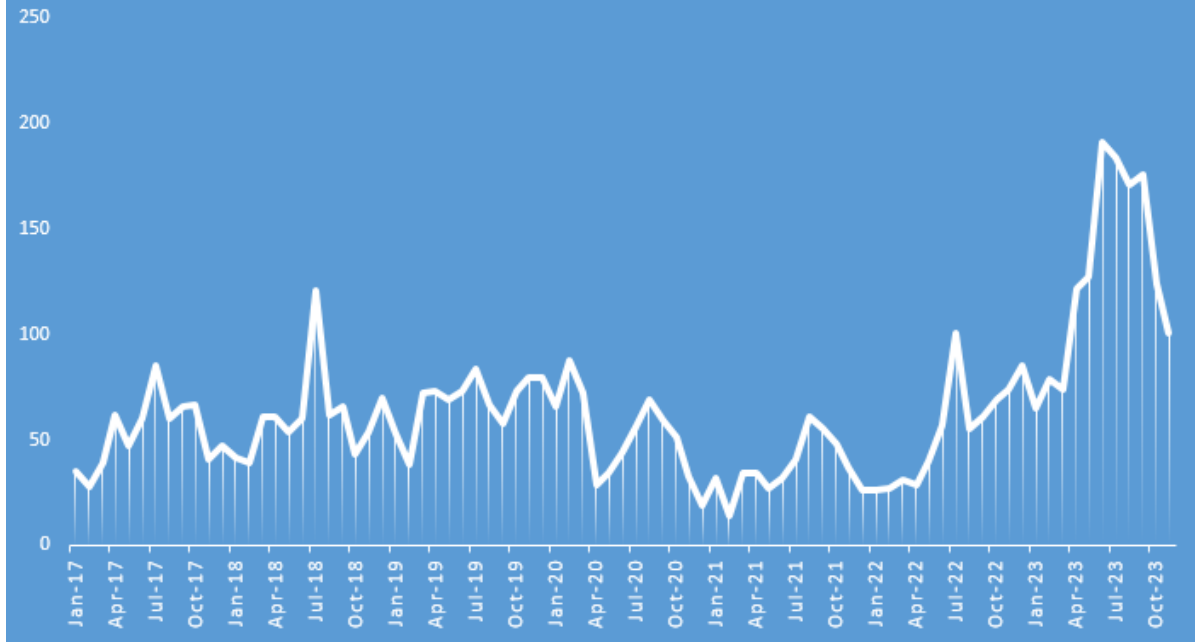
Fire Marshal's Office: The Fire Marshal's Office is keeping up with permitting and inspections. They have also been tasked with multiple investigations of incidents. In-depth discussions regarding battery and EV infrastructure are ongoing. These discussions include numerous city departments, including BED, planning and zoning, and the Department of Permitting and Inspections.

Latest EMS Response Data:





**MONTHLY FIRE DEPARTMENT EMS RESPONSES TO
HOMELESS/HOUSELESS/TRANSIENT/NO ADDRESS
POPULATION
DATA THROUGH 11/30/2023**





BURLINGTON POLICE CHIEF'S REPORT

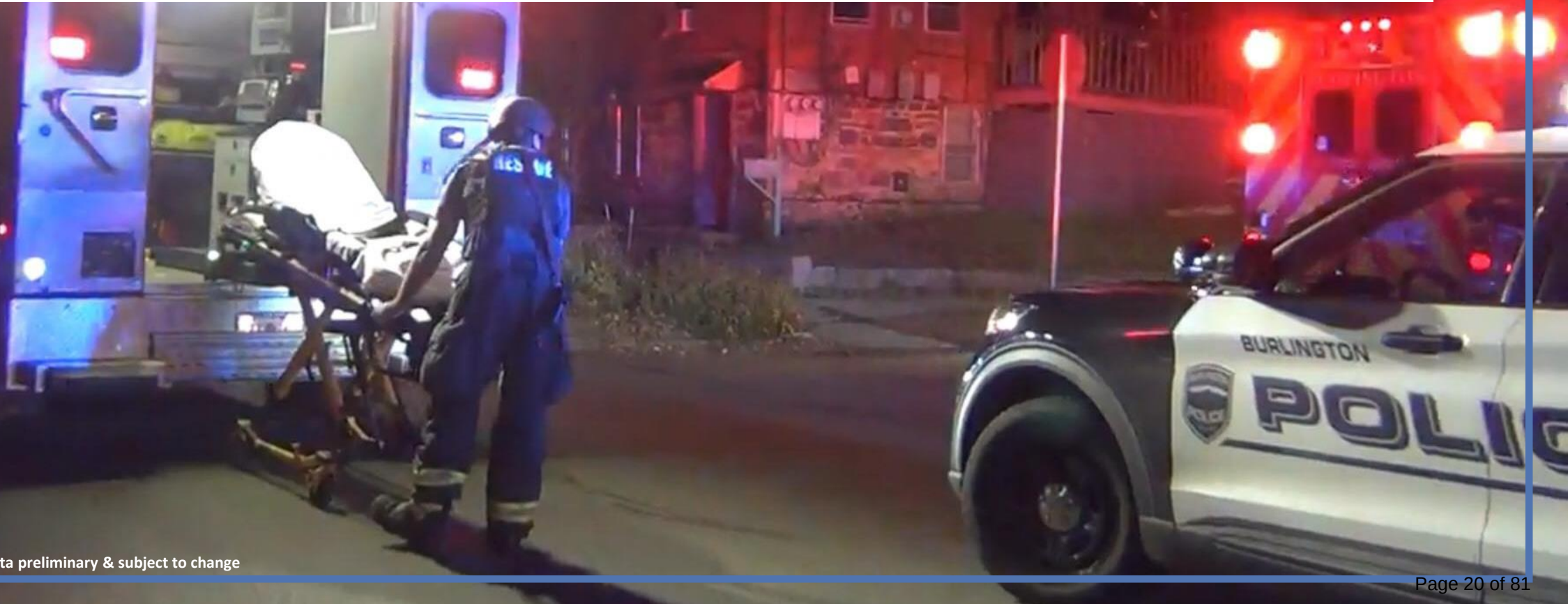
December 2023

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



A CHAOTIC NIGHT: NOVEMBER 12

On Sunday, November 12, into Monday, November 13, the BPD faced seven of the most chaotic hours in the agency's memory. Beginning with [a gunfire incident](#) in which no one was struck on Main Street just before 2000 hours, followed by [a double murder](#) by gunfire inside a residence on Decatur Street at 2113 hours, then, at 0115 hours, [another shooting](#) incident in a residence on East Avenue in which a victim was struck in the lower leg, and finally, at 0200 hours, [an arson in our headquarters](#) in which an unhoused man entered and set a fire in the vestibule, triggering our fire-suppression system and causing tens of thousands of dollars in damage. The arsonist was arrested, and detectives are working hard on the other cases.





NAMI: TOGETHER FOR MENTAL HEALTH

Mental Health for All



Support

Education

Advocacy

NAMI Vermont supports, educates, and advocates so that all communities, families, and individuals affected by mental illness or mental health challenges can build better lives.



namivt.org
802-876-7949
info@namivt.org

600 Blair Park Road
Suite 301
Williston, VT 05495



/NAMIVT



@namivermont



@NAMIVT

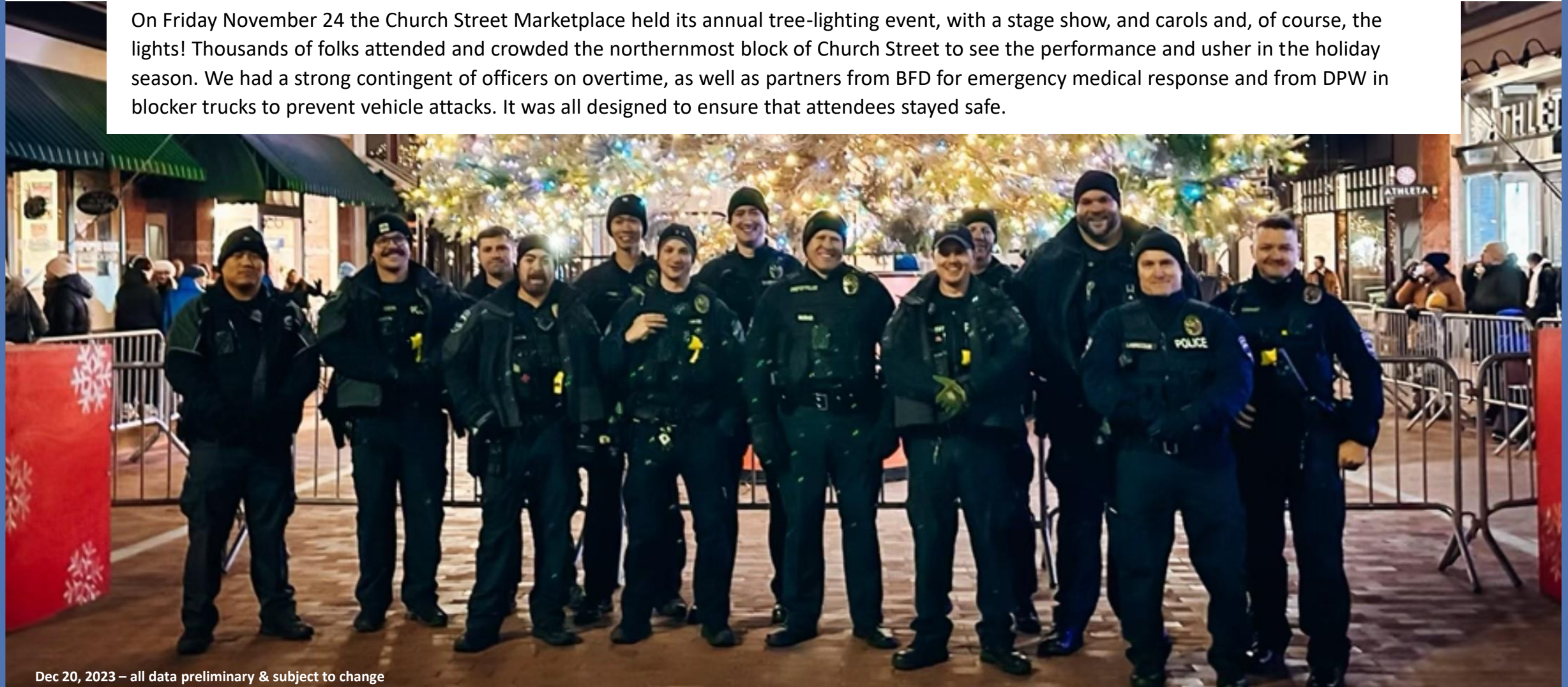
On November 15, 2023, the Burlington Police Department participated in the annual NAMI Vermont conference. The National Alliance on Mental Illness, or NAMI, is America's largest grassroots mental health organization. NAMI works to educate, support, advocate, listen, and lead to improve the lives of people with mental illness and their loved ones. Their annual conference draws mental health professionals, peers, family members, and community members together for education and networking on the latest in mental health research, best practices and treatment options, and raising awareness to confront stigma that surrounds mental illness. At this year's conference, we sponsored a table that was ably run by Community Support Liaison Anna Wageling (*at right*).





CHURCH STREET HOLIDAY TREE LIGHTING

On Friday November 24 the Church Street Marketplace held its annual tree-lighting event, with a stage show, and carols and, of course, the lights! Thousands of folks attended and crowded the northernmost block of Church Street to see the performance and usher in the holiday season. We had a strong contingent of officers on overtime, as well as partners from BFD for emergency medical response and from DPW in blocker trucks to prevent vehicle attacks. It was all designed to ensure that attendees stayed safe.





"A HATEFUL ACT"

Hasan Jamali / AP Photo



On Saturday, November 25, at 6:26 PM, three young men of Palestinian descent were shot on North Prospect Street in an event that Mayor Weinberger called "one of the most shocking and disturbing events in this city's history." Stakeholders from across Vermont and from the highest levels of government offered assistance. On Sunday, November 26, just before 4:00 PM, investigatory partners from the ATF under the direction of DSB Lieutenant Mike Beliveau identified and detained a person of interest. BPD detectives applied for and executed search warrants and announced the suspect's arrest within 30 hours of the incident. On Monday, November 27, after receiving a personal call from President Biden, Mayor Weinberger held a press conference with Chief Murad and other partners. Echoing words from State's Attorney Sarah George, Chief Murad noted that "Whether or not it was a hate crime by the law, there is no question it was a hateful act."

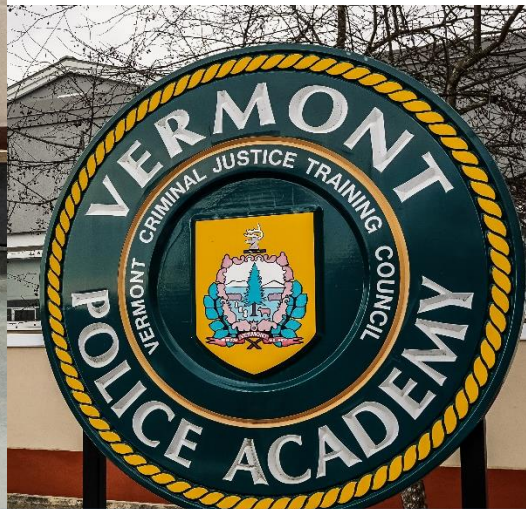
Dec 20, 2023 – all data preliminary & subject to change





POLICE ACADEMY GRADUATION

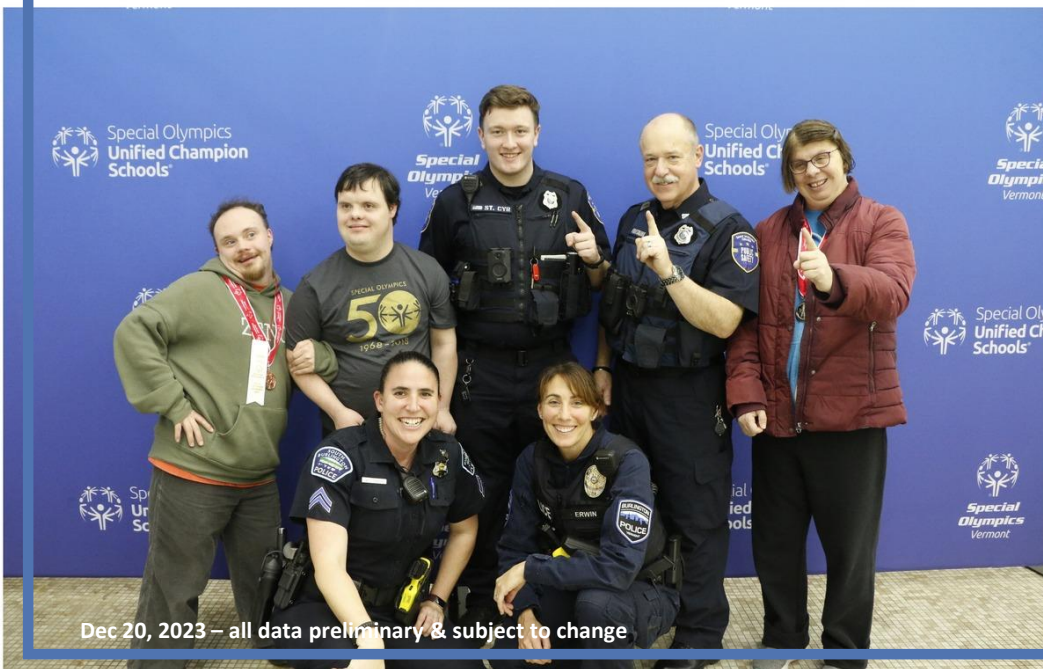
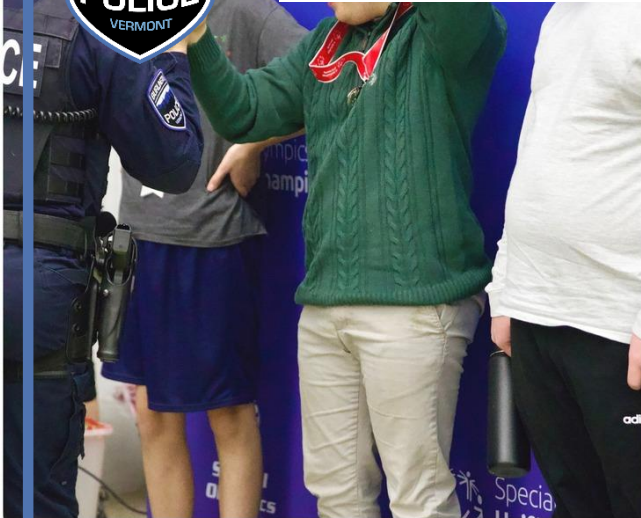
On Friday, December 1, six new BPD officers graduated from the Vermont Police Academy in Pittsford, Vermont.



Chief Murad, Recruitment Officer Carolynne Erwin, Deputy Chief Labrecque, and others attended and were able to meet these new officers' families and friends at a wonderful ceremony. The officers have now begun a 580-hour field training program here in Burlington. They are expected to be solo officers something in the Spring of 2024.



SPECIAL OLYMPICS SWIM MEET

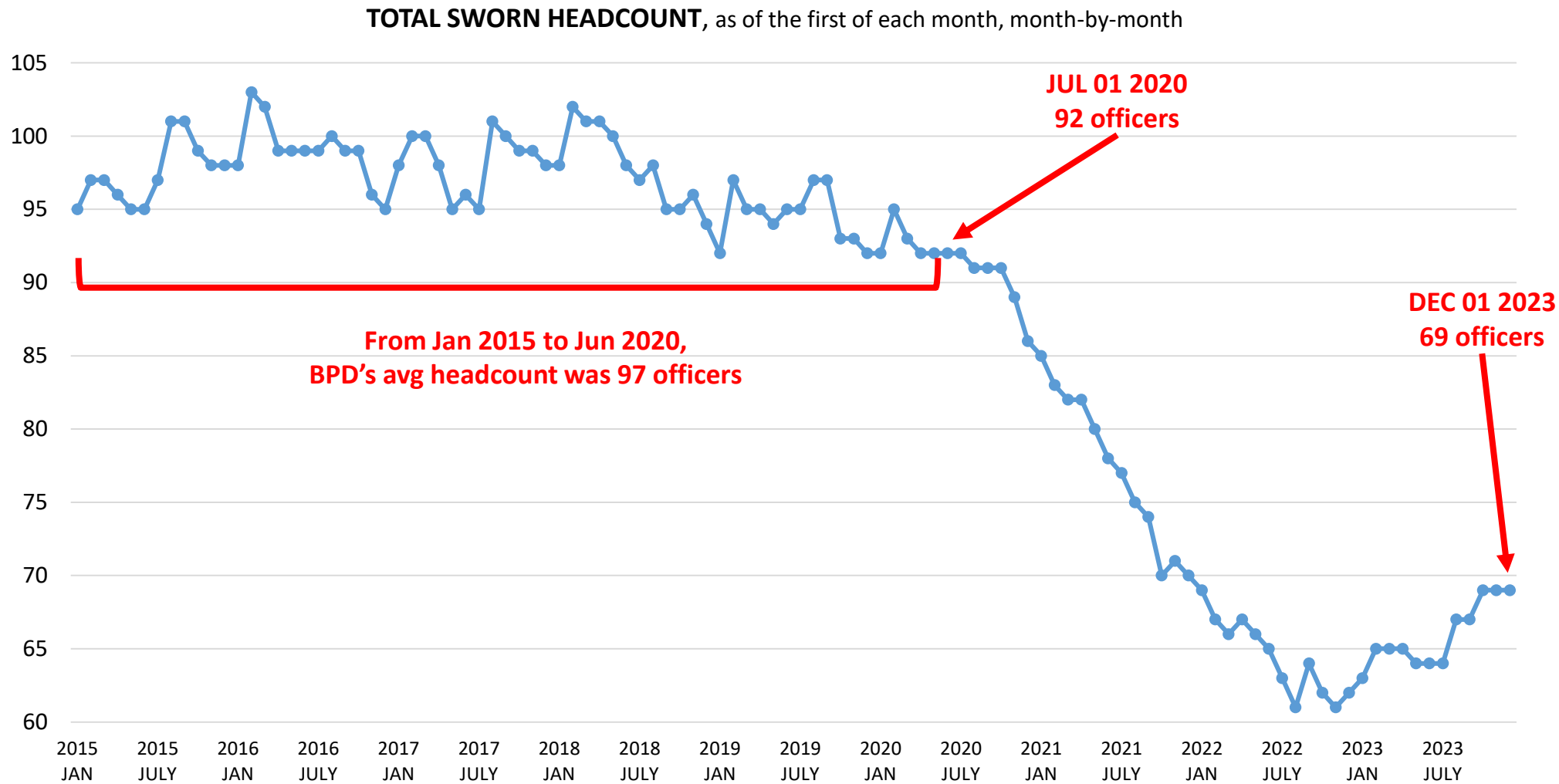


On December 3, the [Special Olympics Vermont](https://www.specialolympicsvermont.org) (SOVT) state swim meet took place featuring 40 athletes from around Vermont. Corporal Carolynne Erwin joined officers from other agencies to celebrate these athletes and hand out medals and ribbons to all of the participants.

Congratulations to all the 2,000 athletes who participated in events this year! Now we look forward Saturday, February 10, 2024 for the 2024 Penguin Plunge—SOVT's biggest fundraiser. If you would like to participate or donate, please visit: <https://www.specialolympicsvermont.org/penguin-plunge>



BPD SWORN OFFICER HEADCOUNT, 2015-2023



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



69 TOTAL, 56 AVAILABLE

As of December 15, 2023, the BPD has **69 total sworn officers**, of whom 56 are available to be independently deployed. Historically, headcount averaged 97; currently we are authorized for 87 officers.

minus 13 injured, light, military, FTO, etc= 56

minus 15 supervisors = 41

minus 10 detectives = 31

minus 6 airport officers = 25

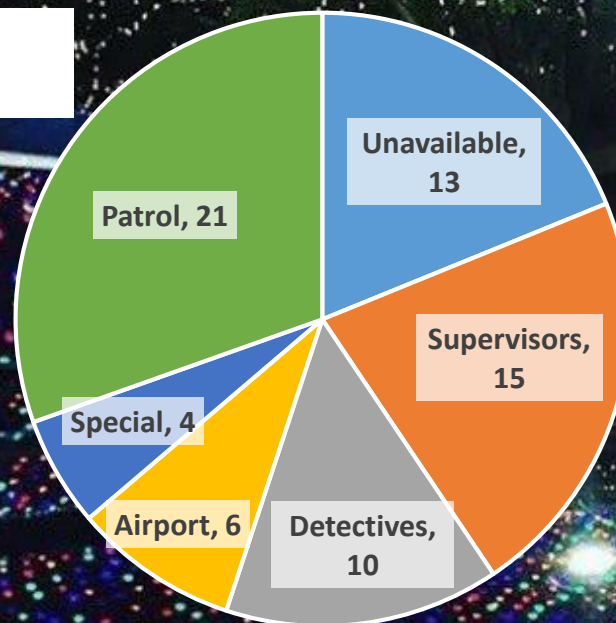
minus 2 special assignments = 23

minus 2 Marketplace officers = 21

21

officers on Patrol

**Additionally, BPD currently has
6 CSOs (of 11) and 5 CSLs (of 6)**





WORKING TO REBUILD

In June 2020, the Burlington City Council voted to reduce the BPD's sworn-officer staffing, by attrition, from 105 to 74. This precipitated an exodus, but the BPD is working hard to rebuild. Our **Recruitment Officer, Corporal Carolyn Erwin**, and our **Recruitment Coordinator Anhad Bajwa** (pictured, left and top right) have done everything from job fairs to social media to online recruiting, and have been seeing a lot of success. The BPD began 2023 with 61 sworn officers and will end the year with 69. This includes two lateral officers (i.e., experienced officers from out-of-state agencies) and two officers who had left the BPD but chose to return. It also includes the six officers who just graduated from the Vermont Police Academy and have now begun field training in Burlington.

Additionally, the recruitment team has been rebuilding the ranks of our Emergency Communications Specialists, or dispatchers. The BPD is allotted 14 dispatchers, but had fallen to four in 2022. Thanks to the recruiting team's work, we currently have nine dispatchers with others in the pipeline.

And the recruitment team has been building our Community Service Officer cadre and hiring for new roles such as our Community Support Liaisons, too. **It's all part of creating a balanced, cutting-edge, responsive BPD to ensure that Burlington is safe and fair, everywhere for everyone.**





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.

BPD originally implemented [the Priority Response Plan](#) in May 2021, and revised it in May 2022. It husband's resources while remaining true to our duty to prioritize our **NEIGHBORS' PHYSICAL SAFETY** and their sense of safety. **The Plan goes into effect when two or fewer sworn police officers are available for response; when that happens, only Priority 1 incidents receive an in-person response.** When three or more officers are available, they are dispatched to all incidents regardless of Priority category.

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

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

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

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



INCIDENT VOLUME

YEAR-TO-DATE 12/15

Incidents in 2023 are up 23% compared to 2022. They are up 42% over 2021.

BPD is addressing the most incidents in years with 50% fewer patrol officers.

Of the 29,604 incidents in 2023 so far, 3,988 have been “stacked”—i.e., 14%.

Additionally, 3,753 have been referred to online reporting, or 13%.



	YTD INCIDENTS (as of 12/15)	%Δ
2018	28,635	100%
2019	27,440	↓4%
2020	22,935	↓15%
2021	20,811	↓10%
2022	24,035	↑14%
2023	29,604	↑23%
	Δ 2018 to 2023:	↑3%

It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on the previous slide, there are more than 100 categories of incident. The fact that incidents are up does not necessarily mean that crime is up; as the next slide shows, some categories of criminal incident are up and some are not.



SELECTED VALCOUR INCIDENTS, YTD AS OF DECEMBER 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	46	178	146	86	136	64	466	5	574	772	54	16	72	24	2,542
2019	50	149	98	91	138	73	507	3	715	742	55	22	48	50	1,896
2020	49	143	102	53	151	49	579	12	749	901	93	20	59	62	1,164
2021	60	151	199	88	140	37	580	13	1,057	920	139	11	43	127	657
2022	62	175	176	99	133	42	532	25	1,515	1,139	237	18	39	336	390
2023	57	195	190	112	89	46	439	16	1,554	987	423	20	33	299	668

* = 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 December 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.



2023 vs FIVE-YEAR AVG

Comparing the five-year, year-to-date average, from 2018 to 2022, to year-to-date figures from 2023.

Numbers from which percentages are drawn are on the previous page. All numbers are year-to-date as of 12/15 of respective year(s).

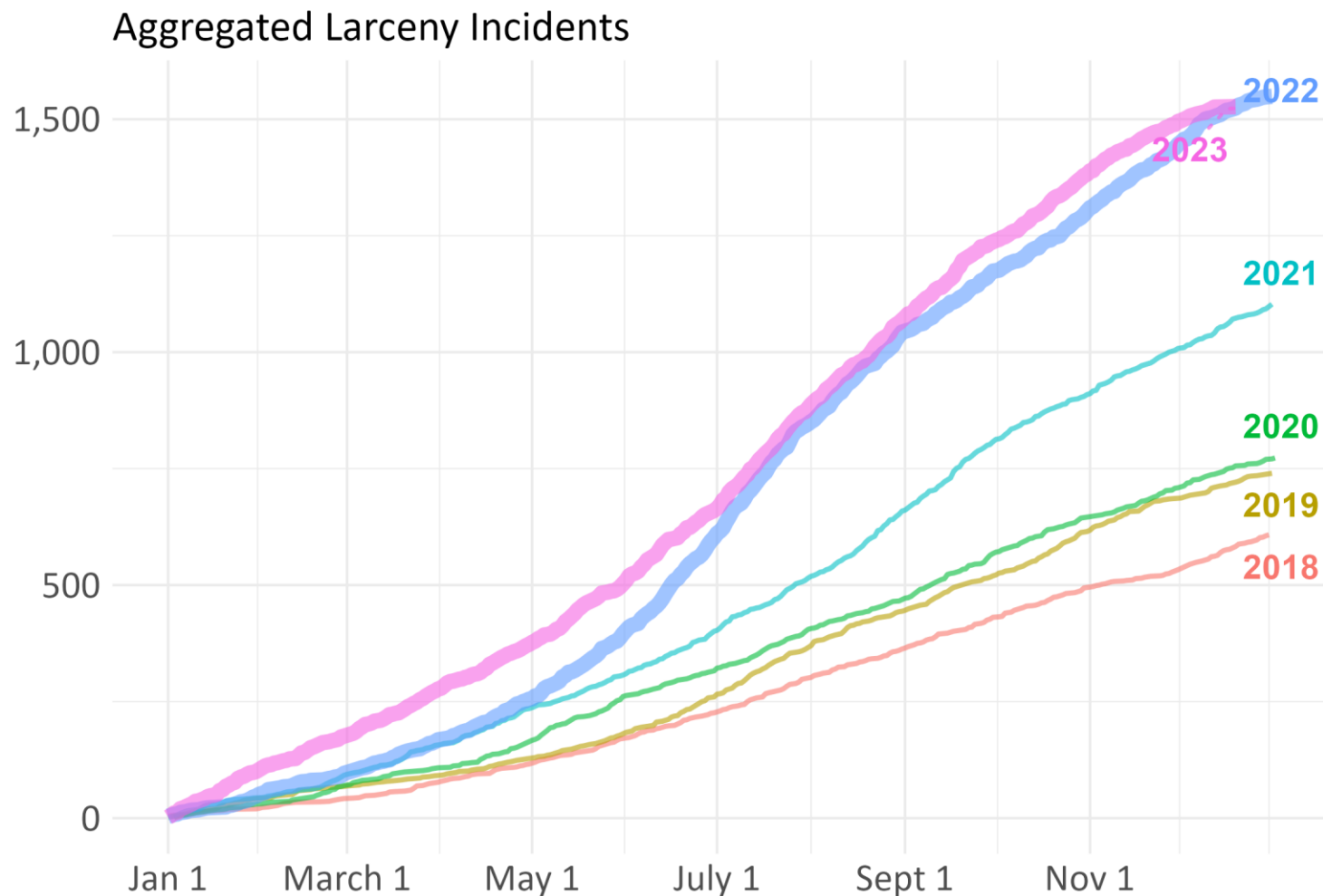
Sexual Assault	↓	37%
Disorderly Conduct	↓	36%
Domestic Disturbance	↓	18%
Domestic Assault	↓	13%
Aggravated Assault	↑	8%
Mental Health Issue	↑	10%
Robbery	↑	18%
Simple Assault	↑	23%
Burglary	↑	33%
Gunfire	↑	33%
Crash w/ Injury/Fatal	↑	35%
Larceny	↑	69%
Stolen Vehicle	↑	150%
Overdose	↑	265%



AGGREGATED LARCENY

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

The last three years, 2021, 2022, and 2023, have seen a striking deviation from former trends.



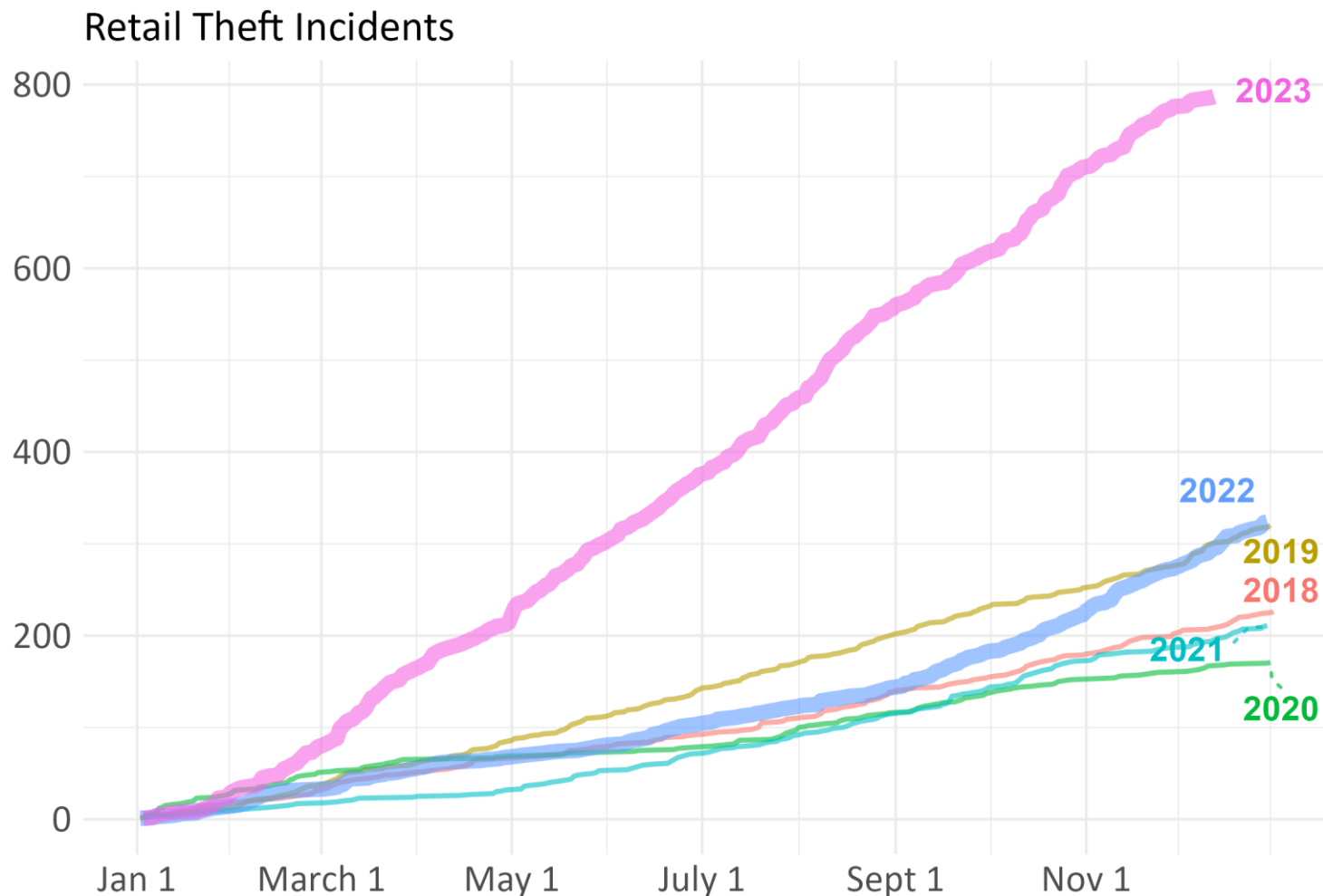
2023 shown through 12/12/23



RETAIL THEFT

As striking as the increase in “Aggregated Larceny” has been, however, it pales in comparison to the rise in “Retail Theft.”

There were 324 incidents of “Retail Theft” in 2022; there have been 793 in 2023, with 15 days to go. This category is 235% higher than the five-year average, just barely lower than the increase in overdose (265%).



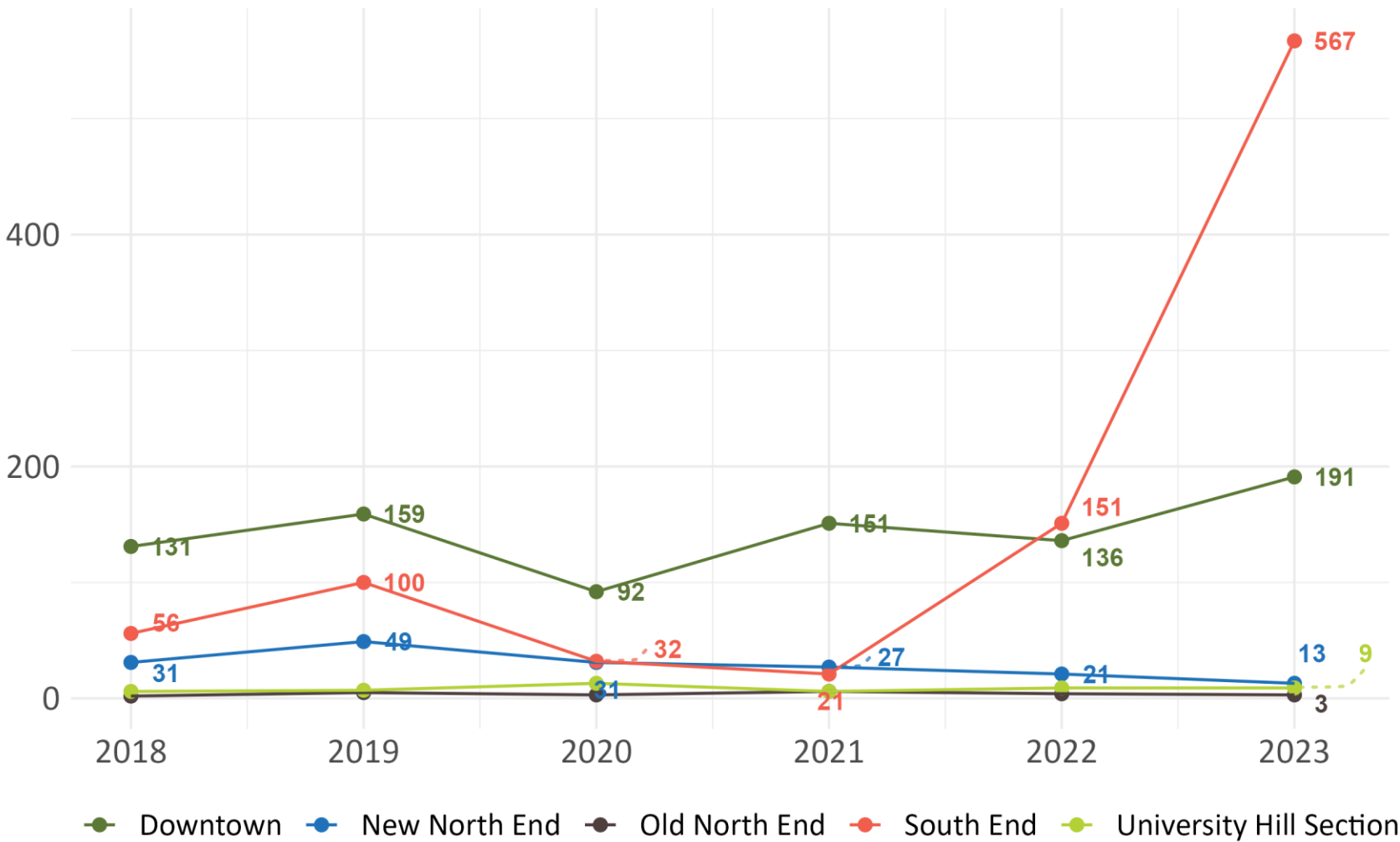
Data through 12/12/2023



RETAIL THEFT

Year	Total Retail Theft	Online Reported Retail Thefts	%age Reported via Online
2018	226	11	4.87%
2019	320	2	0.62%
2020	171	1	0.58%
2021	210	6	2.86%
2022	324	185	57.10%
2023	787	615	78.14%

Retail Theft Incidents by Area





GUNFIRE

A gunfire incident occurs when there is **probable cause** that a firearm was discharged and **reasonable suspicion** that it was discharged in a criminal manner (e.g., reckless endangerment, felonious assault, or murder). For example, suicides and hunting discharges are not included.

Each box represents one incident, color shaded by type as shown in the key.

Note 1: more than one person may be involved in, struck and injured, or killed in one incident. (For example, there have been two deaths by gunfire in 2023, but only one incident in which a person or persons were killed.)

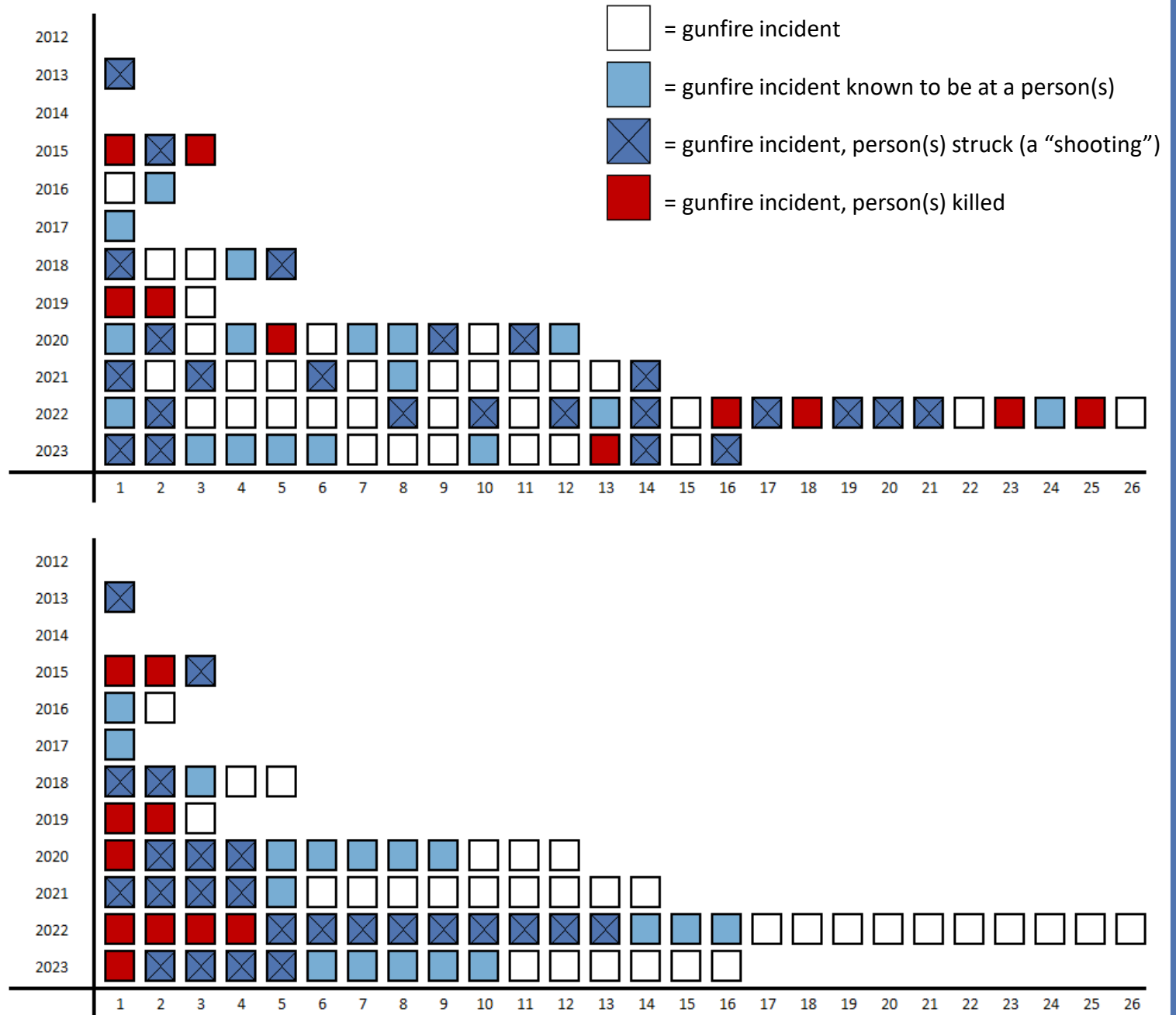
Note 2: incident type defaults to the most serious category. (For example, an incident in which one person is struck and killed and another struck and injured will be color-coded as a red box.)

Note 3: this only shows gunfire incidents; murders by other means, such as stabbing, are not captured here.

The top graphic is sorted by date of occurrence, relative to the respective year; the left-most box is earliest of the year while the right-most box is last incident of the year. (2023 is shown through 12/15/2023.)

The bottom graphic is sorted by incident type.

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





MURDER

Our Valcour computer-aided dispatch and records management system dates to 2012. In those eleven years, Burlington has experienced eighteen unlawful killings. **The BPD has solved all but one of these heinous crimes** on behalf of victims and their loved ones, a clearance rate of 94%. The one currently unsolved case occurred five weeks ago and is an active investigation.

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 was convicted of aggravated assault. Mikal Dixon, who killed Kayla Noonan in 2022, took his own life during the crime. The other four persons identified by police in 2022 have been arrested and charged with murder but their cases are pending. Claude Mumbere’s case is pending. Khalif Jones killed Anthony Smith but was then killed by an unknown person as part of the same incident. That investigation is ongoing.

Dec 20, 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	1/3/2015 18:06	Greene St	firearm	Deoliveira, Kevin	M/W/23	Monroe, Richard	M/W/22
	15BU036925	12/27/2015 02:13	Church St	firearm	Adedapo, Obafemi	M/B/28	Murphy, Chavis	M/B/24
2016	16BU014283	5/22/2016 11:07	Pine St	physical force	Beede, Amos	M/W/38	Averill, Erik	M/W/21
							Paul, Jordan	M/W/21
							Gee, Allison	F/W/24
							Barber, Myia	F/W/22
							Dennis, Amber	F/W/29
2017	17BU007288	3/29/2017 13:51	Church St	stabbing	Medina, Richard	M/H/43	Fortier, Louis	M/W/36
	17BU026760	10/12/2017 14:28	Hyde St	stabbing	Khadka, Yogeswari	F/A/32	Gurung, Aita	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	3/24/2019 08:46	Clarke St	firearm	Jones, Khyann	M/B/28	Wisher, Alfred	M/B/37
	19BU007507	4/16/2019 14:33	N Willard St	firearm	Hampton, Benzel	M/B/23	Felix, James Trevon	M/B/36
							Sanders, Brandon	M/B/18
2020	20BU007675	4/26/2020 23:25	North Ave	firearm	Martin, Steven	M/B/38	Allen-Napier, Octavious	M/B/25
							Nguyen, Peter	M/A/27
2021	NONE							
2022	22BU011533	7/7/2022 19:39	Luck St	firearm	Mubarak, Hussein	M/B/21	Abdhikadir, Abdiaziz	M/B/19
	22BU013023	7/25/2022 02:20	N Winooski	firearm	Noonan, Kayla	F/B/22	Dixon, Mikal	M/B/27
	22BU016660	9/4/2022 00:42	City Hall Park	firearm	Rogers, Bryan C.	M/B/32	Crawford, Christopher	M/B/42
	22BU019029	10/2/2022 20:15	Pine St	firearm	Osman, Sheikhnoor	M/B/40	Dasent, Denroy	M/B/52
	22BU023319	12/4/2022 03:08	Main St	stabbing	Sharrif, Abubakar	M/B/23	Simmonds, Von C.	M/B/40
2023	23BU014321	7/7/2023 10:35	Champlain St Park	Strangulation	Cusson, Kelley	F/W/31	Mumbere, Claude	M/B/29
	23BU026915	11/12/2023 21:13	Decatur St	firearm	Smith, Anthony	M/B/37	Jones, Khalif	M/B/27
				firearm	Jones, Khalif	M/B/27	UNKNOWN	



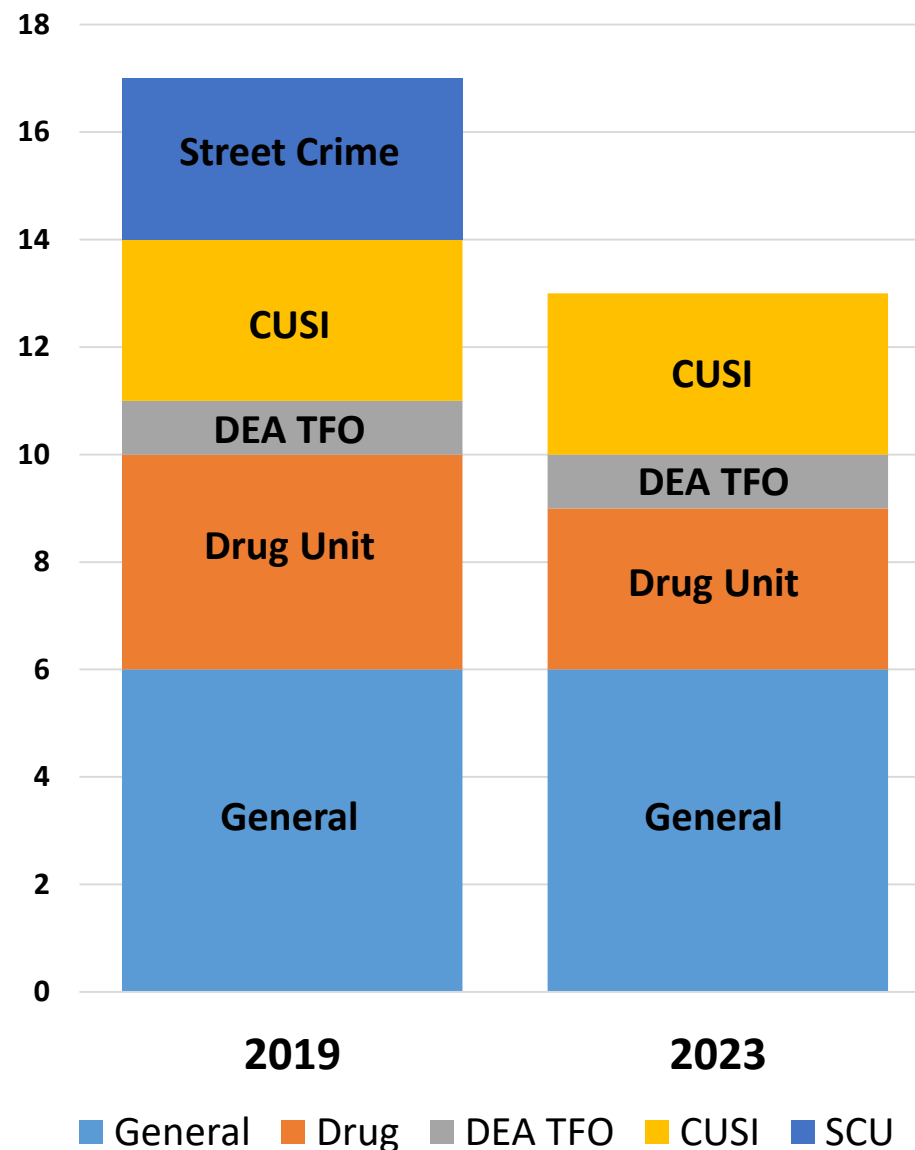
INVESTIGATING SERIOUS CRIME

Despite the precipitous decline in officers from 2020 to 2022, the BPD has continued to prioritize Investigations.

We divide our Detective Services Bureau into several parts, including our General Detectives (who investigate major crimes like gunfire, assaults, and burglaries); our Drug Unit and a Task Force Officer assigned to the Drug Enforcement Administration; and the Chittenden Unit for Special Investigations (CUSI), which handles sex crimes and crimes against the vulnerable. In the past, we have also fielded a Street Crimes Unit to address pattern crimes and open-air narcotics activities, among other duties.

The bar charts at left count all sworn officers, including supervisors.

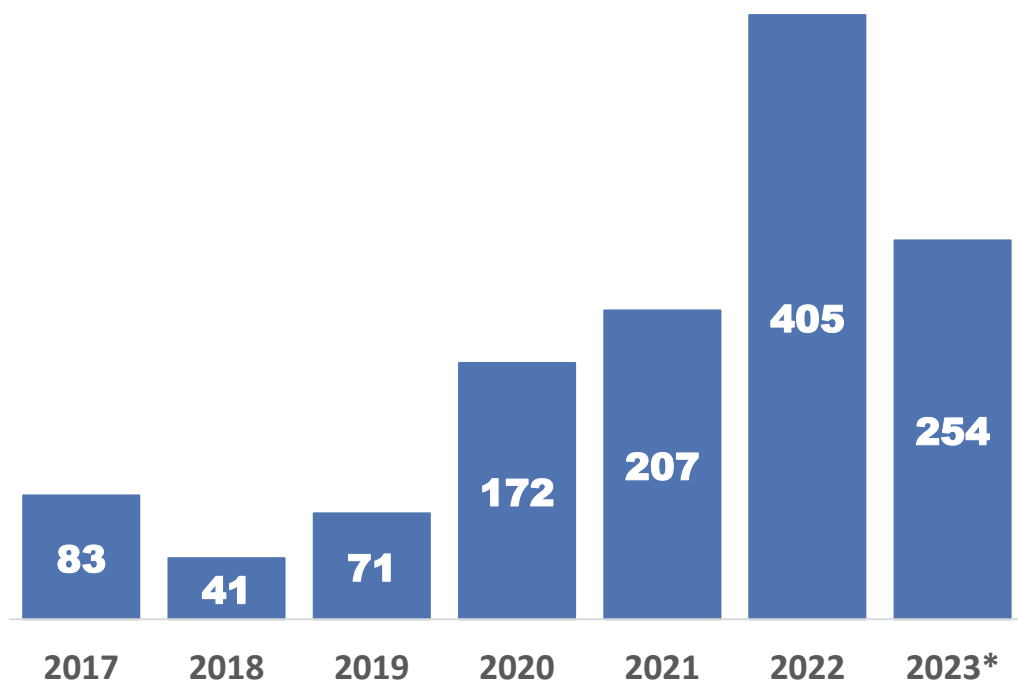
DSB Staffing, 2019 vs 2023





DRUG-TIP INTAKE

Drug Tips Made Online by Year



Full-year data for all years but 2023
2023 shown as of 12/8/2023

Every tip that comes in assessed by members of the Drug Unit and the Chief of Police. Tips are recorded and tracked, and when the information is actionable, detectives investigate further. Often times detectives will contact the member of public making the tip, but not always -- depending on detectives' capacity given ongoing investigations.

Most often the members of the public making the tip wishes to remain anonymous and does not leave contact information.



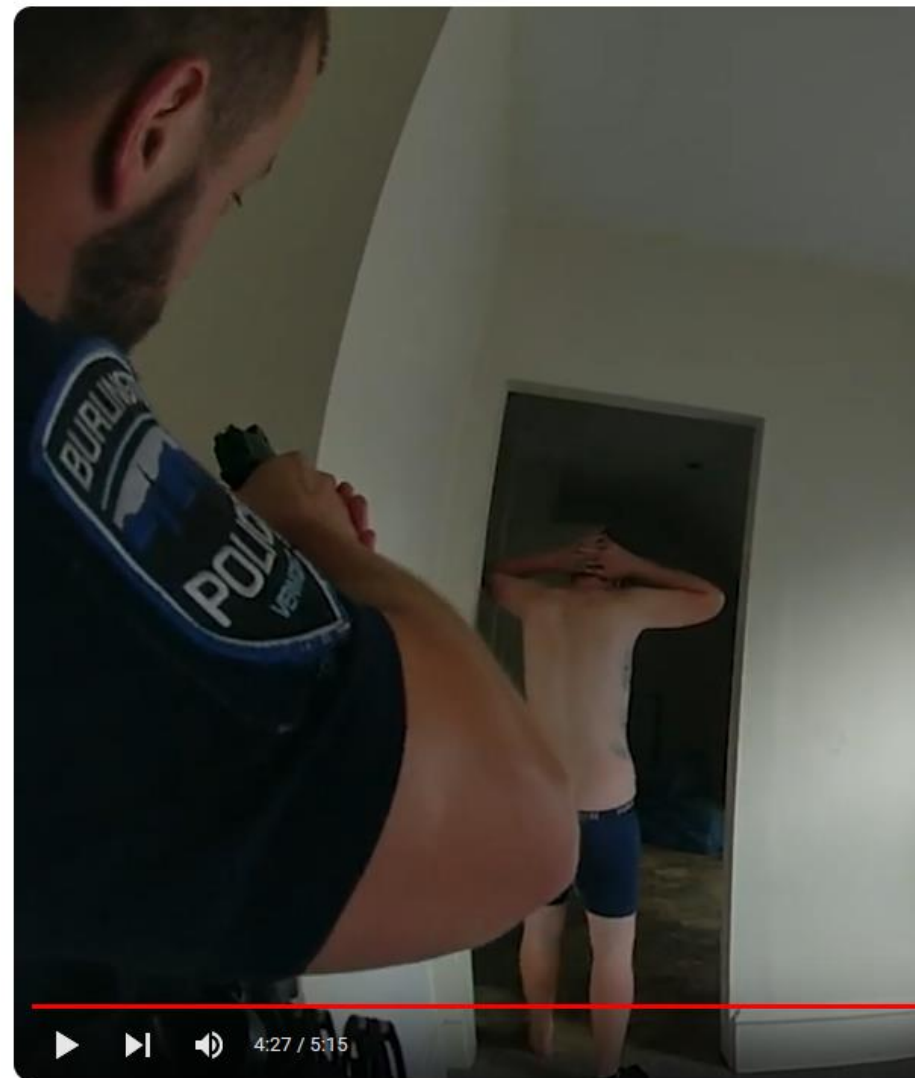
TIPS AND TRAPS

We review every tip, but we cannot respond to them all. Many tips are made about addresses where suspected drug activity is occurring. These are colloquially called “trap houses,” although that is not a law-enforcement designation.

Drug houses are often empty properties where people take up unlawful residence. When we receive reports of trespass, we respond and make arrests, if appropriate. **The picture at right shows police arresting a man for trespass in a vacant apartment. The man is known to police for more than 200 encounters; nearly 50, including more arrests, have occurred since this June arrest.**

Drug houses may also be properties with a lawful tenant who is allowing guests to use the property for shelter, drug use, and drug sales. Policing these is more complicated, because lawful tenants—even those doing unlawful things—have 4th Amendment rights to their premises.

When evaluating whether we can act on tips, we consider many factors, including but not limited to: the volume of specific, related tips; the Drug Unit’s current caseload; and whether a confidential informant will be able to “buy into” the location.



Use-of-Force 23BU012236



Burlington Police Department, Burlington, Vermont
255 subscribers





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, VERMONT



BURLINGTON POLICE DEPARTMENT

2023 Preliminary Year-End Report

1. Staffing & Structure

2. Incident Volume & Incident Data

3. Some Major Events in 2023

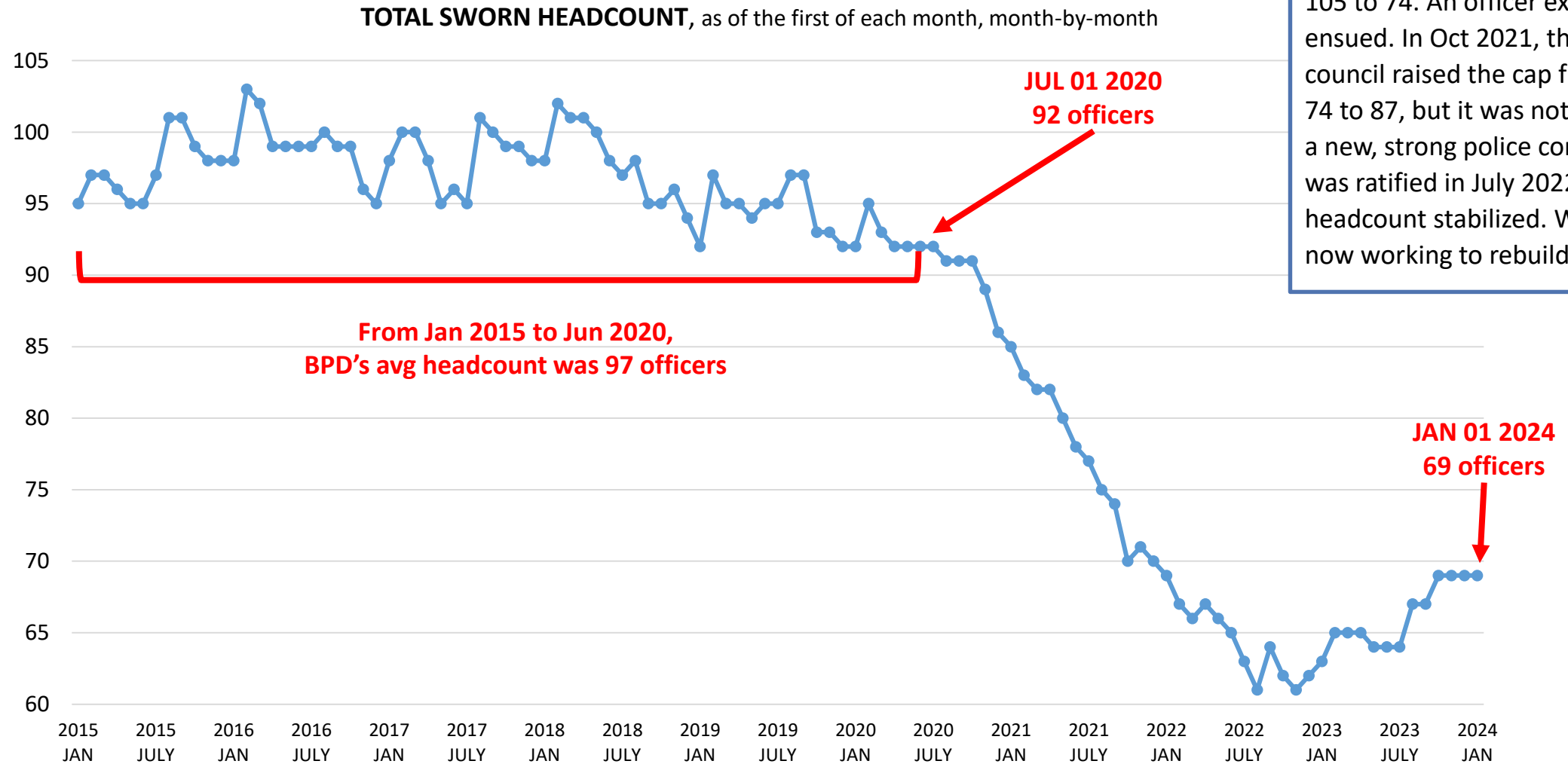
4. Rebuilding



1. STAFFING & STRUCTURE



BPD SWORN OFFICER HEADCOUNT, 2015-2023



In June 2020, the Burlington City Council voted to reduce, by attrition, the BPD's authorized headcount from 105 to 74. An officer exodus ensued. In Oct 2021, the council raised the cap from 74 to 87, but it was not until a new, strong police contract was ratified in July 2022 that headcount stabilized. We are now working to rebuild.

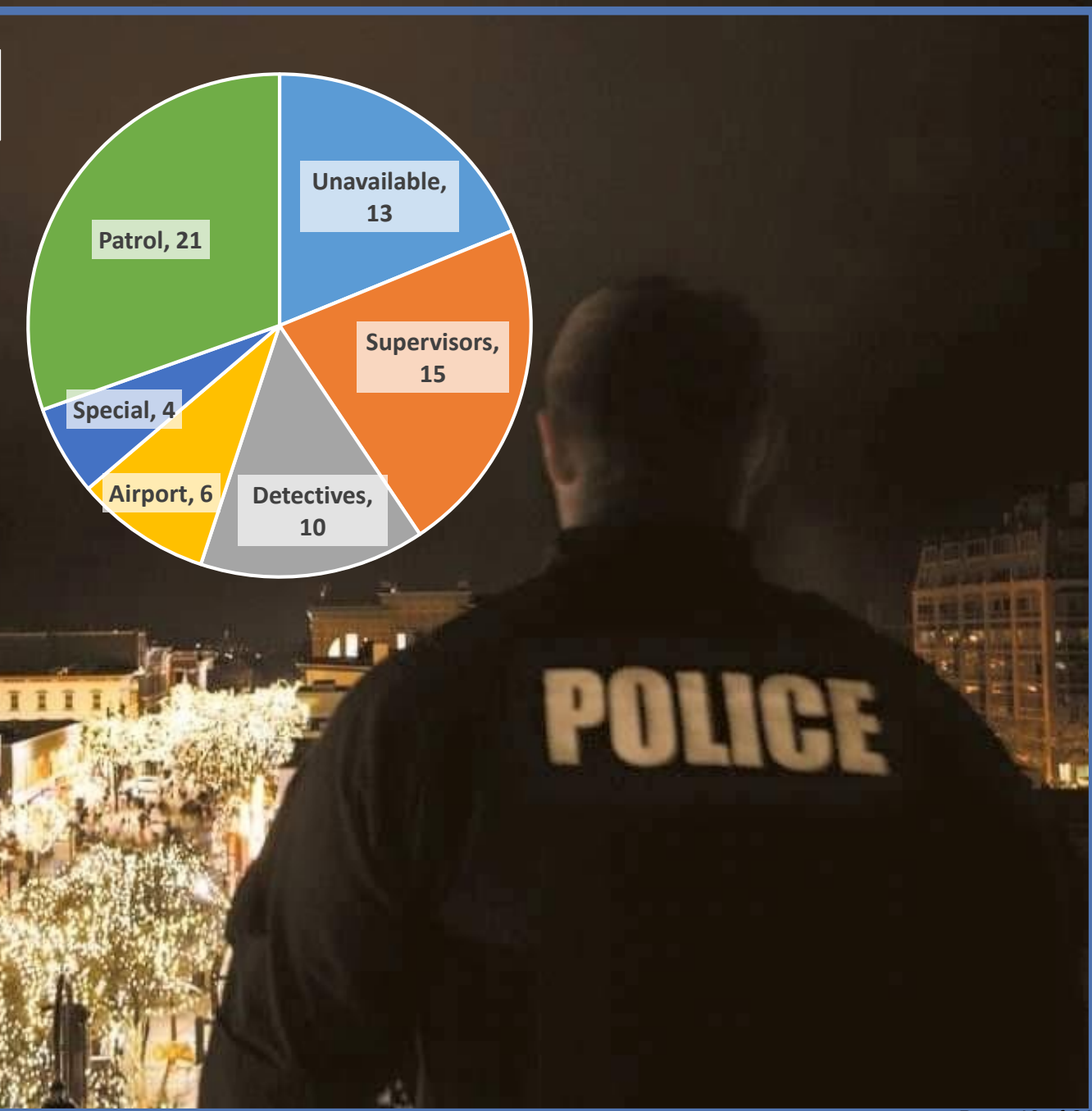


69 TOTAL, 56 AVAILABLE

We begin 2024 with **69 total sworn officers**, of whom 56 are available to be independently deployed. This is insufficient for Vermont’s largest city. Historically, headcount averaged 97; currently we are authorized for 87 officers.

- minus 13 injured, light, military, FTO, etc. = 56
- minus 15 supervisors = 41
- minus 10 detectives = 31
- minus 6 airport officers =25
- minus 2 special assignments = 23
- minus 2 Marketplace officers = 21

21
officers on Patrol





PUBLIC SAFETY ROLES UNIQUE TO BPD

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

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

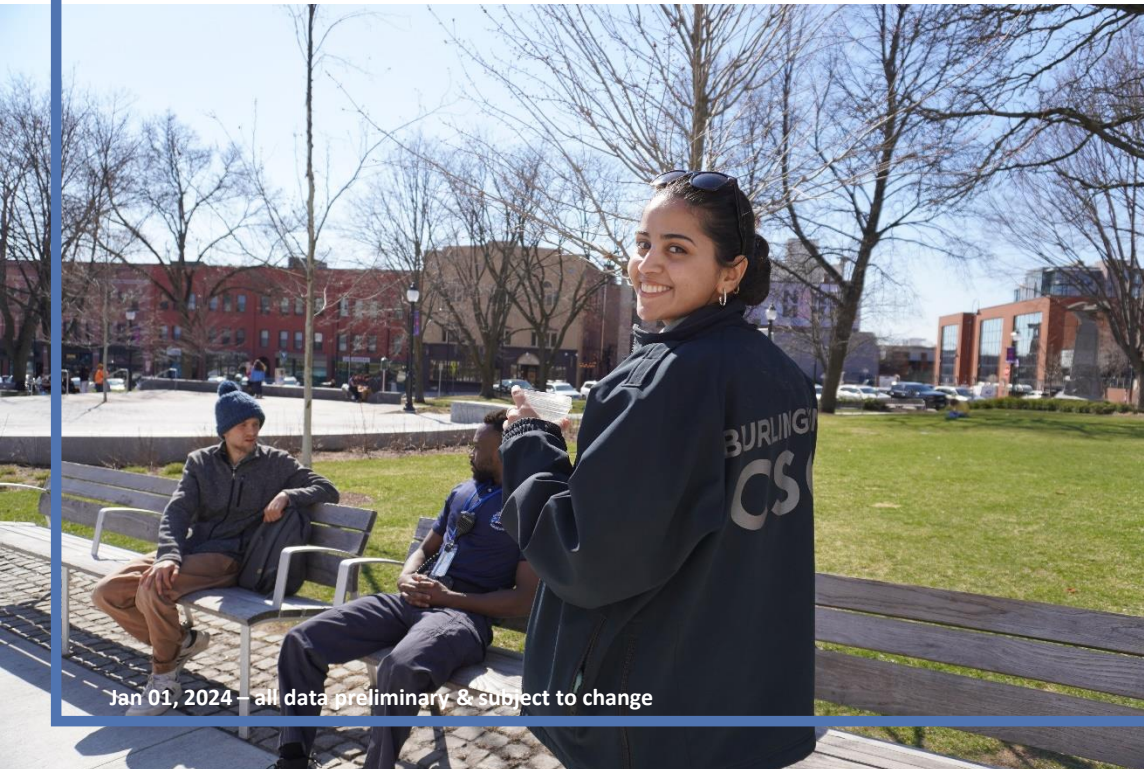
These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.

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

The 2021 Public Safety Continuity Plan also created:

- **Community Support Liaisons** (CSLs)

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



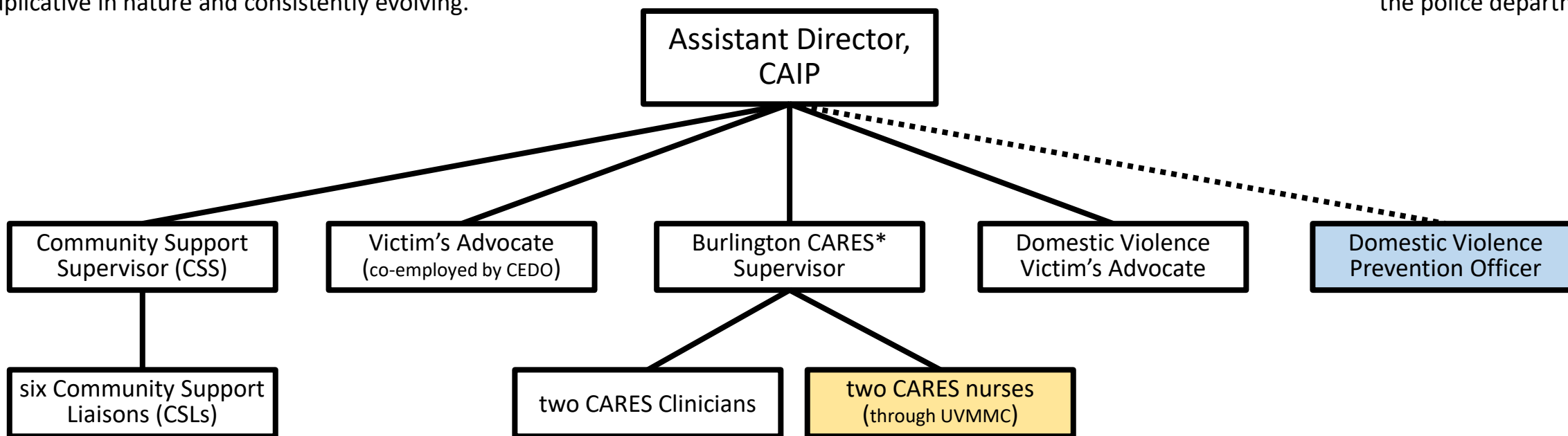


NEW ORGANIZATION

C.A.I.P. CRISIS ADVOCACY INTERVENTION PROGRAMS

CAIP is “lower barrier” assistance that supplements the social service system. That system’s structure has gaps in service, often because of population-specific and program-specific requirements from grants and funding. CAIP is trying to fill gaps, while working collaboratively with community partners. These services are non-duplicative in nature and consistently evolving.

Through CAIP, the City can take the lead in the effort to address needs when community social service systems in the community cannot. CAIP’s collaborative model allows for seamless continuity of care and jumpstarts a public safety transformation because it integrates change directly into the largest public safety component: the police department.



*Burlington CARES is the **Crisis Assessment, Response, and Engagement Service**; specifics about it are in development



THE CAIP TEAM

**Domestic Violence
Prevention Officer**

**Domestic Violence
Victim Advocate**

**Community Support
Supervisor**

**Community Support
Liaison (6 total)**

**Victim Support
Specialist**

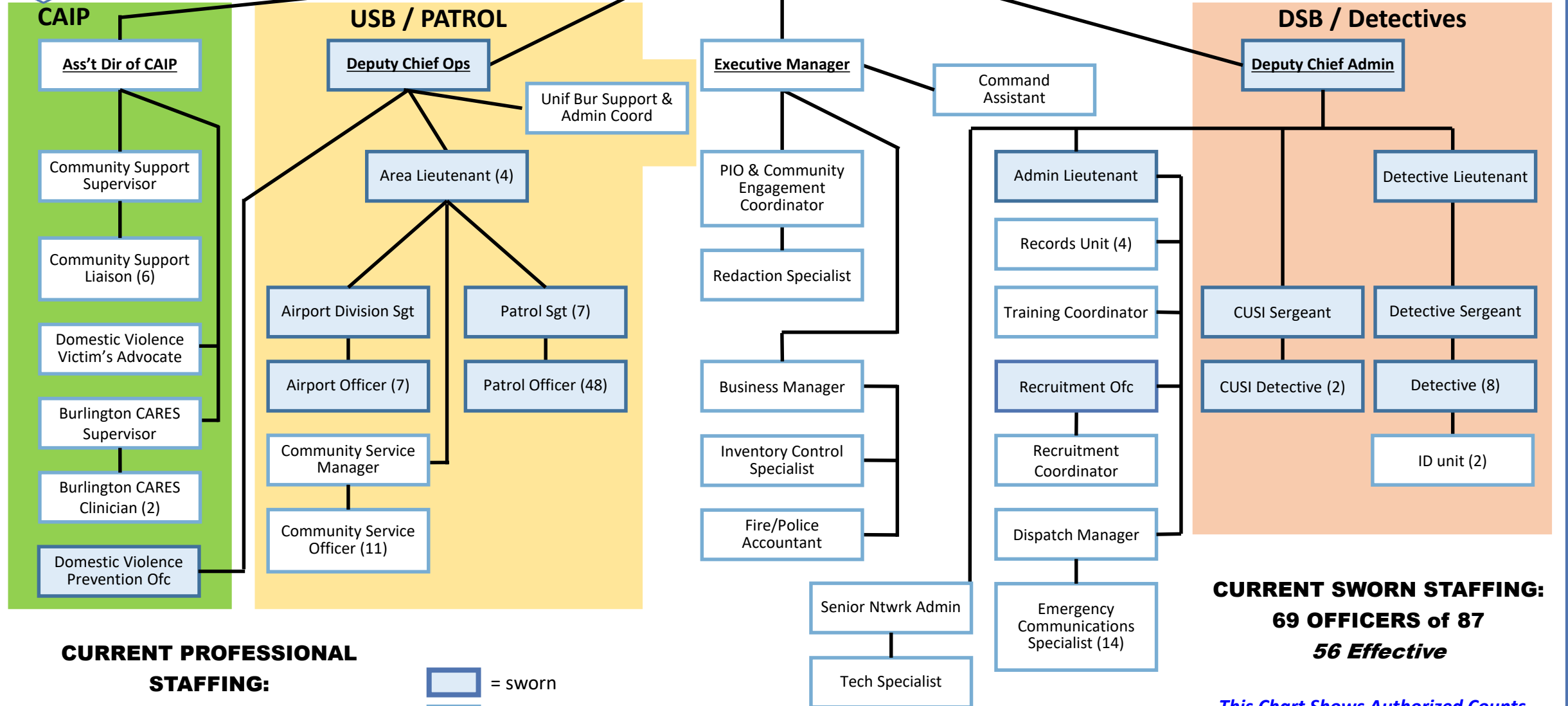
**and Rocky the service
dog**





FY24 ORG CHART

FY24 AUTH STAFFING: 87 SWORN OFFICERS, 57 PROFESSIONAL STAFF



CURRENT PROFESSIONAL STAFFING:
39 FTEs of 57

 = sworn
 = non-sworn

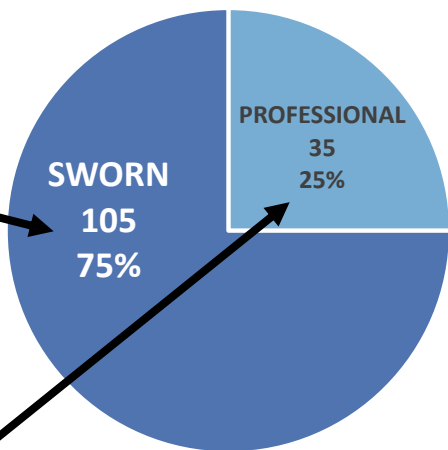
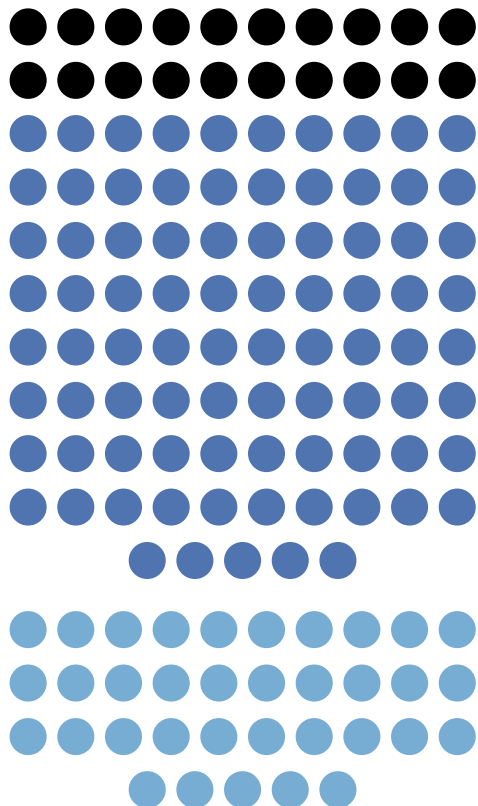
CURRENT SWORN STAFFING:
69 OFFICERS of 87
56 Effective

This Chart Shows Authorized Counts for Each Role

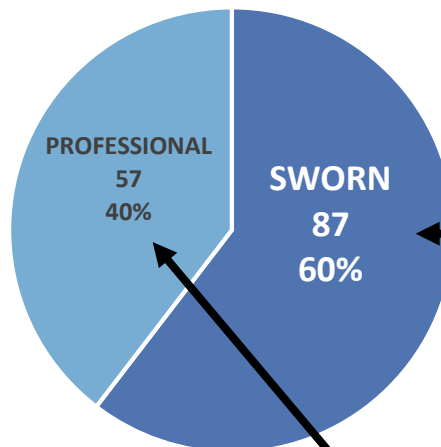
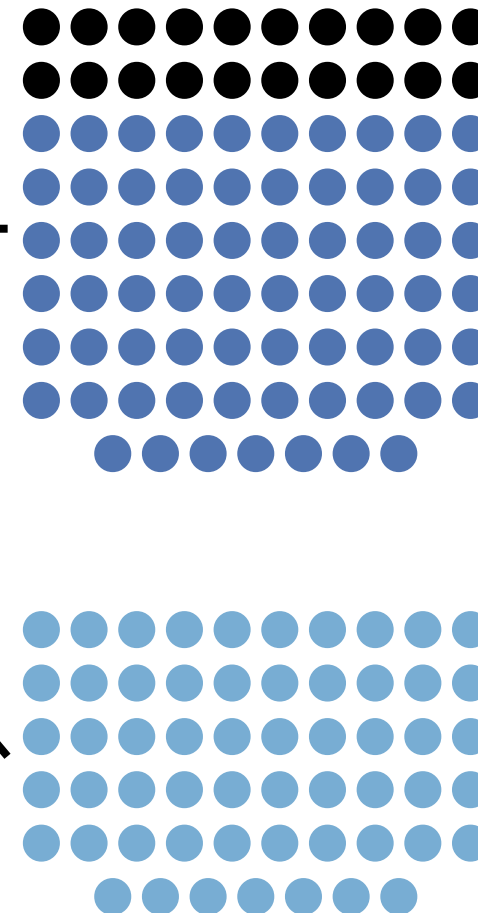


CHANGING PROPORTIONS

Authorized 2019
140 total*



Authorized 2023
144 total



Since 2019, we have significantly changed the BPD's ratio of sworn to professional employees.

* note: Parking was part of the BPD in 2019, but they were moved to DPW in July 2020. For consistency, the eight Parking employees are *not* included in this graphic.

- Sworn supervisor
- Sworn officer
- Professional employee

"Professional employee" includes CSOs, CSLs, ID techs, dispatchers, clerks, & others

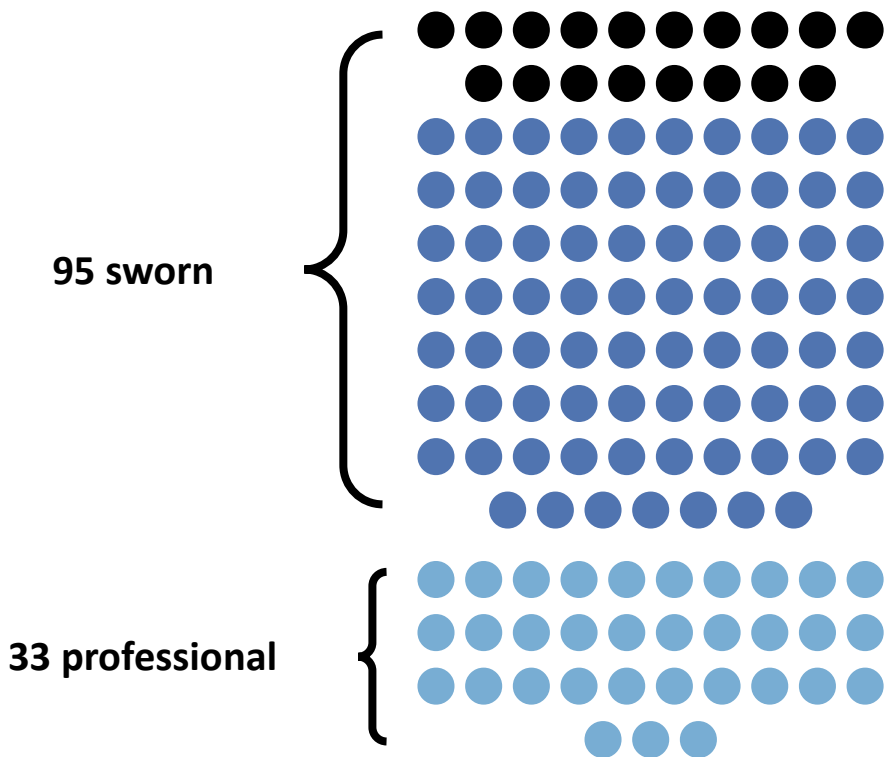


BPD CURRENT PERSONNEL COUNT

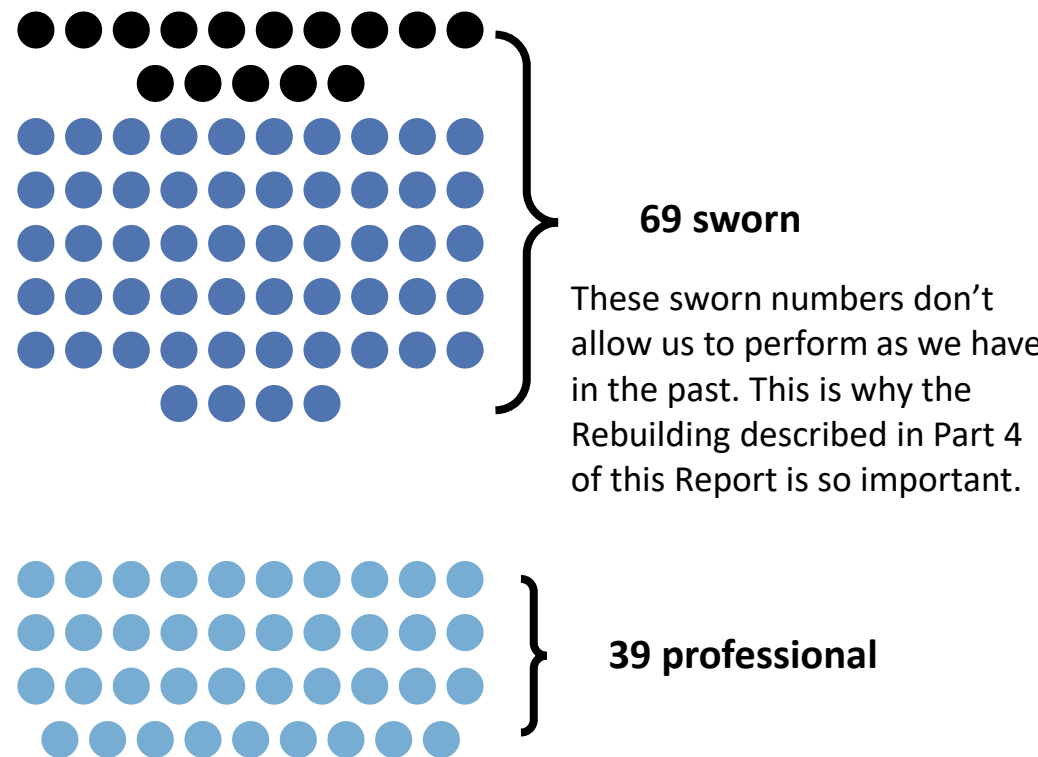
- Sworn supervisor
- Sworn officer
- Professional employee

“Professional employee” includes CSOs, CSLs, ID techs, dispatchers, clerks, & others

Actual May 2019



Actual Jan 2024





2. INCIDENT VOLUME & INCIDENT DATA



INCIDENT VOLUME, FULL YEAR



Incidents in 2023 were up 22% compared to 2022. They were up 43% over 2021.

BPD addressed more incidents than in 2018 with 50% fewer patrol officers than in 2018.

Of the 30,760 incidents in 2023, the BPD “stacked” 4,150, or 14%.

Additionally, 3,872 were taken via online reporting, or 13%.

	INCIDENTS	%Δ
2018	29,684	100%
2019	28,475	↓4%
2020	23,592	↓17%
2021	21,586	↓9%
2022	25,190	↑17%
2023	30,760	↑22%
Δ 2018 to 2023:		↑4%

It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on the next slide, there are more than 100 categories of incident. The fact that incidents are up does not necessarily mean that crime is up; as the next slide shows, some categories of criminal incident are up and some are not.



REVISED PRIORITY RESPONSE PLAN

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

Twenty-one officers on patrol is not adequate for a city of our size or BPD's call volume. Accordingly, we have created the Priority Response Plan. It husbands resources while remaining true to our duty to prioritize our **NEIGHBORS' PHYSICAL SAFETY** and their sense of safety. **The Plan goes into effect when two or fewer sworn police officers are available for response; when that happens, Priority 2 and Priority 3 incidents get "stacked" and do not receive an in-person response.** When three or more officers are available, they are dispatched to all incidents regardless of Priority category.

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

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

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

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



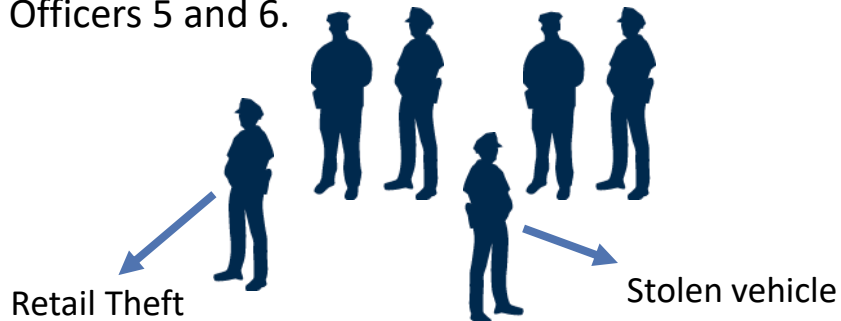
HOW THE PRIORITY RESPONSE PLAN WORKS

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

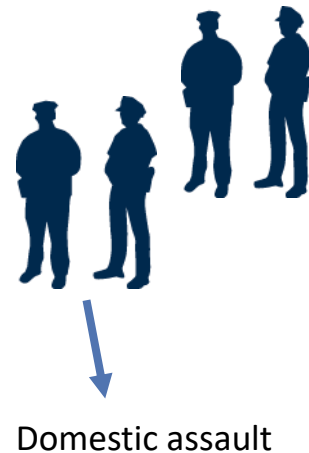
1. In this example, there are six non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



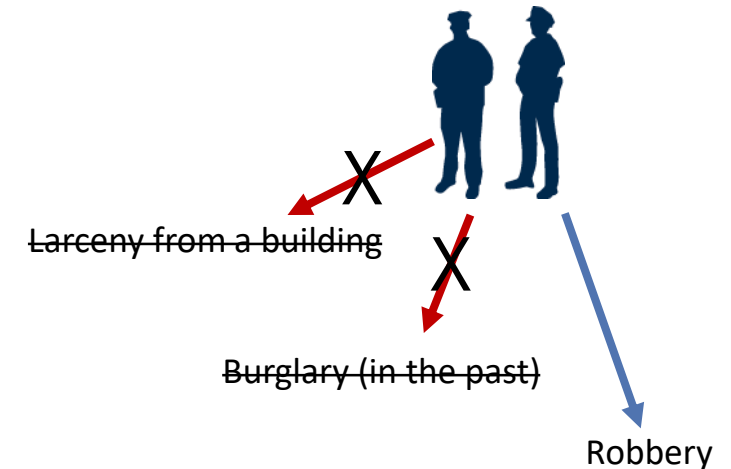
2. Here, Officer 1 and Officer 4 have responded to Priority 3 calls for service (a retail theft and a stolen vehicle). That leaves Officers 2 and 3 and Officers 5 and 6.



3. When Officers 2 and 3 are sent to a Domestic Assault call, which, like most Priority 1 incidents, requires a two-officer response, only Officers 5 and 6 remain. At this point, the Priority Response Plan goes into effect.



4. If anything other than a Priority 1 comes in—a report of a larceny from a building, for example, which is a Priority 3—that larceny will be “stacked” until more than two officers are once again available. Officers 5 and 6 have to remain available in case of a life-safety incident like a robbery.





SELECTED VALCOUR INCIDENTS, FULL YEAR

	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	48	184	149	88	139	65	477	5	608	803	56	16	74	32	2,648
2019	50	154	105	92	139	75	529	3	742	765	58	22	49	55	1,963
2020	51	144	108	54	156	50	593	12	772	946	100	20	60	62	1,169
2021	62	161	204	90	143	42	601	14	1,106	957	145	12	43	139	665
2022	62	178	180	104	139	46	551	26	1,550	1,237	252	19	40	346	399
2023	57	207	198	121	95	47	459	16	1,626	1,027	430	21	34	310	766

* = 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 for the full year 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.



2023 vs 2022

Comparing 2022 to 2023.

Numbers from which percentages are drawn are on the previous page. All numbers are year-to-date as of 12/15 of respective year(s).

Gunfire	↓	38%
Disorderly Conduct	↓	32%
Domestic Disturbance	↓	17%
Mental Health Issue	↓	17%
Sexual Assault	↓	15%
Stolen Vehicle	↓	10%
Aggravated Assault	↓	8%
Domestic Assault	↑	2%
Larceny	↑	5%
Burglary	↑	10%
Robbery	↑	11%
Simple Assault	↑	16%
Crash w/ Injury/Fatal	↑	16%
Overdose	↑	71%



2023 vs FIVE-YEAR AVG

Year-to-year comparisons can be misleading. To get a sense of how 2023 compares to historic norms, this compares the five-year average, from 2018 to 2022, to 2023.

Numbers from which percentages are drawn are on slide 15.

Sexual Assault	↓	36%
Disorderly Conduct	↓	34%
Domestic Disturbance	↓	17%
Domestic Assault	↓	15%
Aggravated Assault	↑	4%
Mental Health Issue	↑	9%
Robbery	↑	18%
Simple Assault	↑	26%
Burglary	↑	33%
Gunfire	↑	33%
Crash w/ Injury/Fatal	↑	41%
Larceny	↑	70%
Stolen Vehicle	↑	144%
Overdose	↑	252%



3. SOME MAJOR EVENTS IN 2023



RITA CURRAN CASE

On February 21, 2023, we announced the closure of Burlington’s oldest open case, the murder of Rita Curran. Rita was murdered in Burlington on July 19 or 20, 1971, more than half a century ago. She was a kindergarten teacher. The random violence of her murder wounded our community, and devastated her family. For fifty years, they have waited for justice. Rita’s parents died waiting for it. Our department never forgot Rita or her family.

A few years ago, Lieutenant Detective Commander Jim Trieb decided to approach the case in a new way. Instead of having one detective assigned to the cold case, working it alone when he or she had free time, he decided to treat it as if the crime had just been committed. This meant multiple detectives and technicians examining reports, and physical evidence, and thinking about the case together.

The remarkable closure he and his team achieved proves that BPD’s detective bureau is the equal of any in the world. And it cannot be forgotten that they worked this case while simultaneously addressing the busiest investigatory period for violent crime in our city’s history, with more murders, shootings, and gunfire incidents than Burlington had ever seen before.

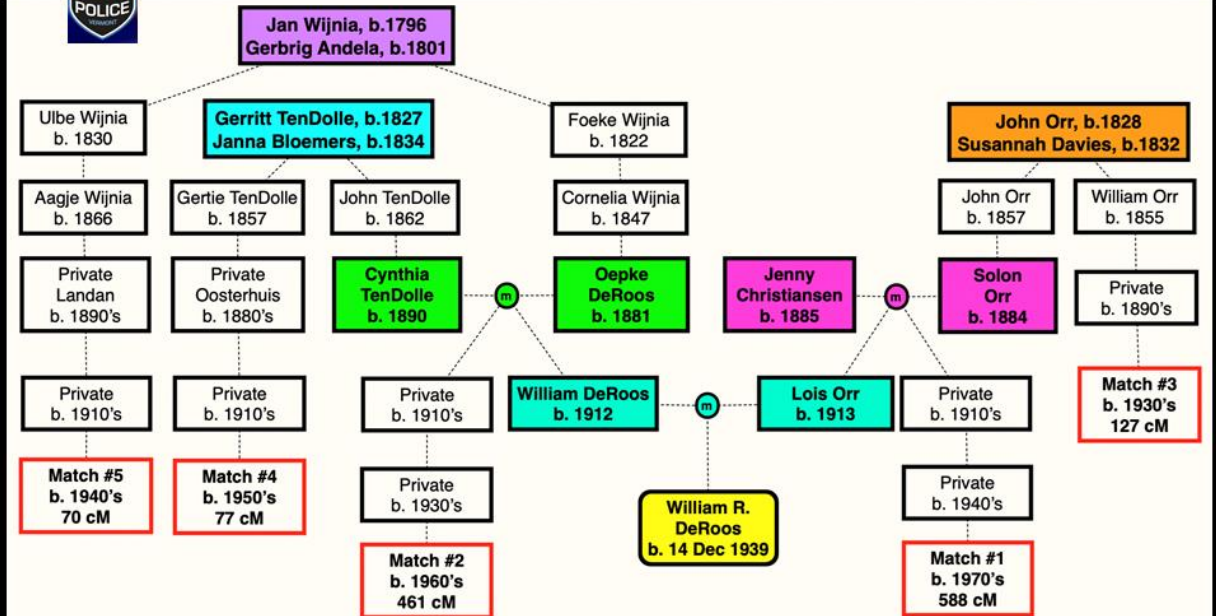
That said, what Lieutenant Trieb’s detectives have done was only possible because of the incredibly thorough initial response, all those years ago. Detectives in 1971 documented witnesses and statements. They recorded where things were found, and in what condition. They took and preserved items whose eventual scientific value they had no way of knowing.

And decades later, a cigarette butt recovered at the scene generated a DNA profile. Good police work led to the identification of a suspect. We learned he died of an overdose in San Francisco in 1986, fifteen years after murdering Rita.

Jan 01, 2024 – all data preliminary & subject to change



INVESTIGATIVE GENETIC GENEALOGY: RITA CURRAN CASE



7/20/71
Photograph
#3



AIRPORT INCIDENT

On Sunday, March 12, 2023, a United Airlines flight en route to Burlington International Airport with 65 souls aboard reported that there had been a threat discovered on the aircraft. Federal, state, and local agencies addressed the situation. Upon landing, the plane taxied to a secure portion of the runway. By procedure, Burlington Police Department officers provided scene security and escorted participating personnel who were not authorized for unaccompanied presence in TSA- and FAA-regulated portions of the airport, including runways. As people disembarked, TSA Vapor Wake dogs cleared passengers and crew, and then the Vermont State Police bomb squad cleared the aircraft and its contents. We're incredibly grateful to partners like the Vermont State Police, the South Burlington Police Department, the TSA, the FBI, and of course Nic Longo and the terrific operations team at BIAP.



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F.I.P. TRAINING

In March and April 2023 we conducted an innovative facilitated training with the [Center for Policing Equity \(CPE\)](#), a nationally recognized nonprofit.

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

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

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Center For POLICING EQUITY





2022 AWARDS



On May 22, 2023, the Queen City Police Foundation hosted the BPD at our annual awards ceremony, recognizing extraordinary conduct in 2022. Employees, family members, awardees, the Mayor, and others were in attendance.



Among a variety of awards, we recognized:

- the Detective Bureau's exemplary record of closing the historic, horrible record-high of five murders in 2022, while also closing the 1971 Rita Curran case
- our Patrol officers for responding to those five murders, as well as eight other shootings, and 13 other incidents of gunfire
- life-saving officers Noah Hyunh, Joe Congdon, Victor Montalvo, and Deirdre Lacouture
- Team awards for our Dispatchers and for the CAIP team's successful first year



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MARATHON



On Sunday, May 28, 2023, 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.



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THIRD OF JULY

On Monday, July 3, 2023, 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.”

It’s an all-hands-on-deck effort for BPD, as the packed roll call below shows.



Jan 01, 2024 – all data preliminary & subject to change



“EXCITING SIGN OF HOPE & PROGRESS”

On August 3, 2023, we held a [Swearing In and Promotions Ceremony](#). Mayor Weinberger presided and noted that “public safety is the most important function of local government.”

Three corporals were promoted to sergeant, and three sergeants were promoted to lieutenant. Chief Murad was officially promoted, too. We swore in six new professional employees, including a records clerk, a CSL, our Recruitment Coordinator, our PIO, and two dispatchers. And we swore in five new police recruits.

Employees new and old and their families were in attendance, as well as Police Commissioner Mary Cox. They were joined by City Council President Karen Paul and Councilors Mark Barlow, Sarah Carpenter, and Tim Doherty, and US Attorney Kolo Kerest, among other valued guests.



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2023 PRIDE MARCH

On September 10, this year's annual Pride March commemorated the 40th anniversary of Vermont's first Pride march. Sponsored and organized by the Pride Center of Vermont, the march is all about a community where love and acceptance prevail. And it was **FABULOUS!**





IACP 2023

In October 2023, BPD staff attended the annual International Association of Chiefs of Police conference. IACP is the largest gathering for the policing profession, attracting 18,000+ attendees from law-enforcement agencies, non-profits, vendors, and other partners around the world. The BPD was proud to present an Education Workshop, sharing information about the CAIP program. Left to right, CSL Anna Wageling, CSS Lacey Smith, and Chief Murad gave a well-received overview of Burlington's innovative efforts on alternative response.

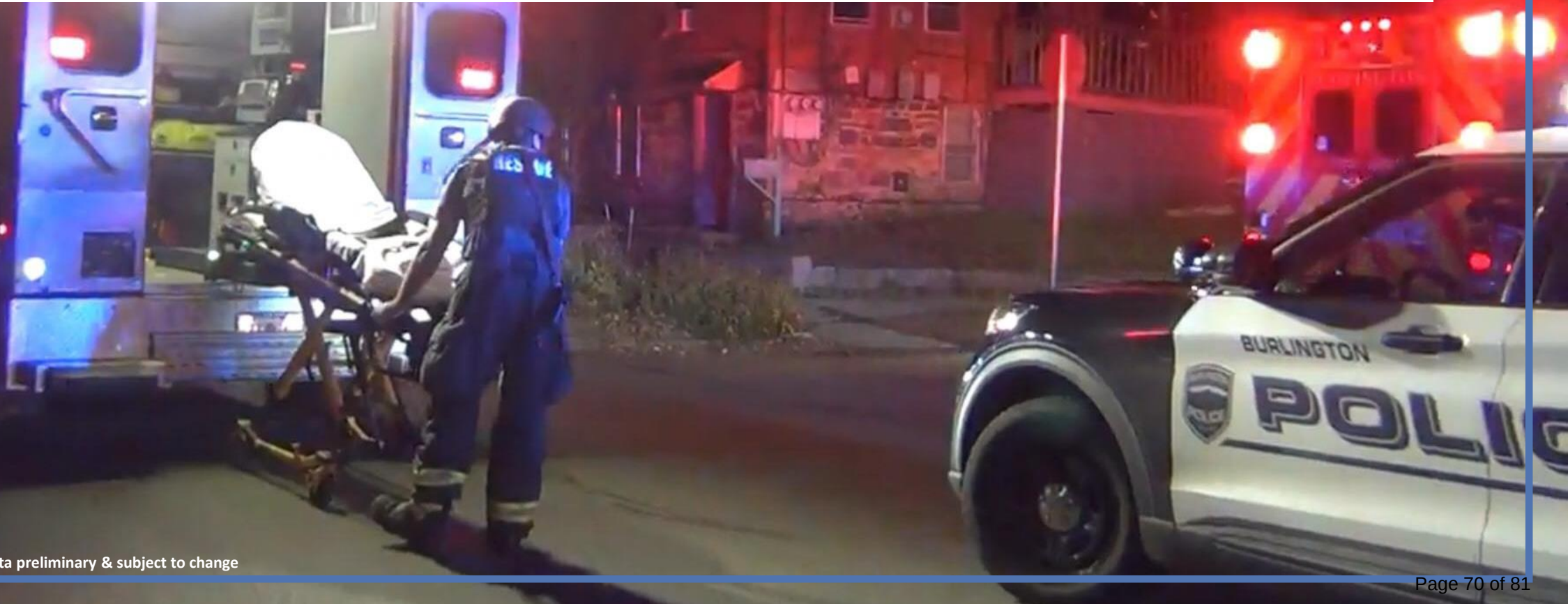
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A CHAOTIC NIGHT: NOVEMBER 12

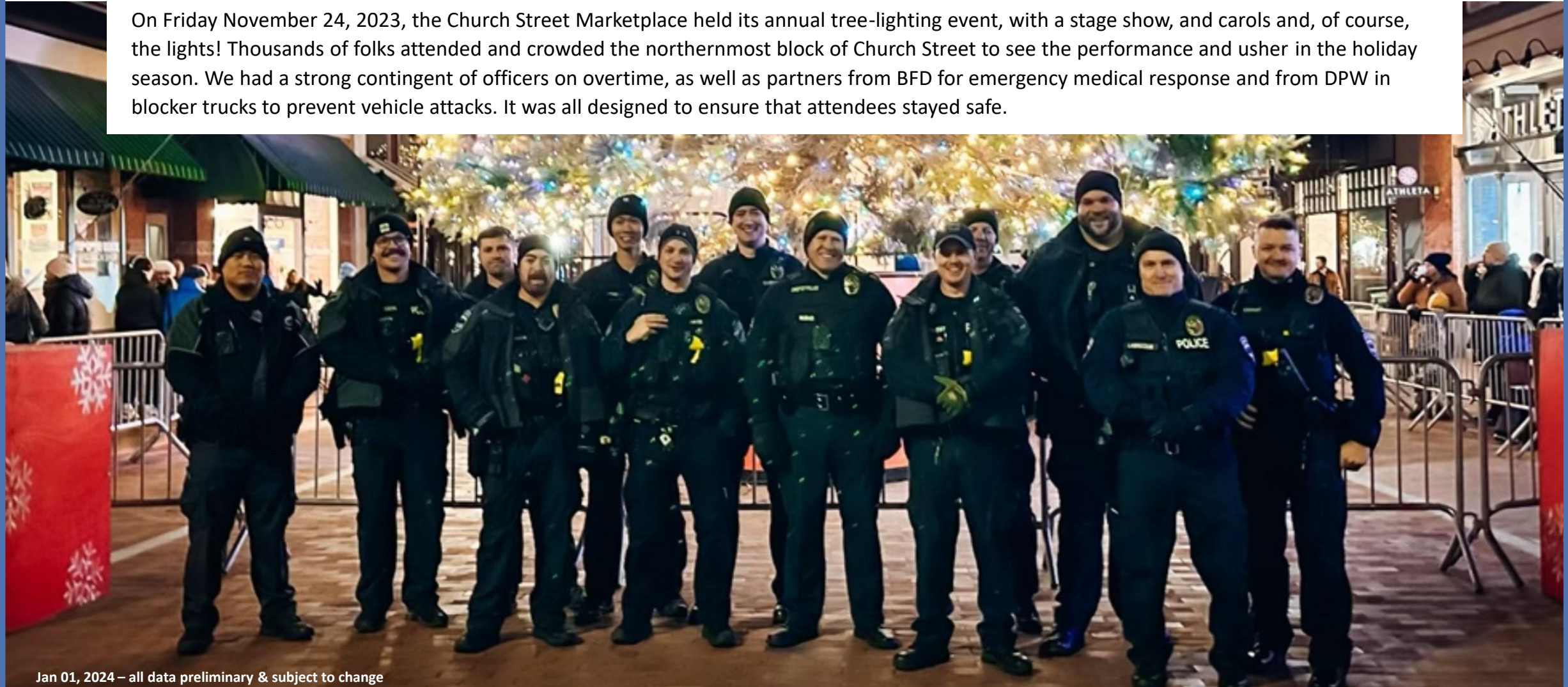
On Sunday, November 12, into Monday, November 13, 2023, the BPD faced seven of the most chaotic hours in the agency's memory. Beginning with [a gunfire incident](#) in which no one was struck on Main Street just before 2000 hours, followed by [a double murder](#) by gunfire inside a residence on Decatur Street at 2113 hours, then, at 0115 hours, [another shooting](#) incident in a residence on East Avenue in which a victim was struck in the lower leg, and finally, at 0200 hours, [an arson in our headquarters](#) in which an unhoused man entered and set a fire in the vestibule, triggering our fire-suppression system and causing tens of thousands of dollars in damage. The arsonist was arrested, and detectives are working hard on the other cases.





CHURCH STREET HOLIDAY TREE LIGHTING

On Friday November 24, 2023, the Church Street Marketplace held its annual tree-lighting event, with a stage show, and carols and, of course, the lights! Thousands of folks attended and crowded the northernmost block of Church Street to see the performance and usher in the holiday season. We had a strong contingent of officers on overtime, as well as partners from BFD for emergency medical response and from DPW in blocker trucks to prevent vehicle attacks. It was all designed to ensure that attendees stayed safe.





"A HATEFUL ACT"

Hasan Jamali / AP Photo



On Saturday, November 25, at 6:26 PM, three young men of Palestinian descent were shot on North Prospect Street in an event that Mayor Weinberger called "one of the most shocking and disturbing events in this city's history." Stakeholders from across Vermont and from the highest levels of government offered assistance. On Sunday, November 26, just before 4:00 PM, investigatory partners from the ATF under the direction of DSB Lieutenant Mike Beliveau identified and detained a person of interest. BPD detectives applied for and executed search warrants and announced the suspect's arrest within 30 hours of the incident. On Monday, November 27, after receiving a personal call from President Biden, Mayor Weinberger held a press conference with Chief Murad and other partners. Echoing words from State's Attorney Sarah George, Chief Murad noted that "Whether or not it was a hate crime by the law, there is no question it was a hateful act."

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4. REBUILDING



WORKING TO REBUILD

In June 2020, the Burlington City Council voted to reduce the BPD's sworn-officer staffing, by attrition, from 105 to 74. An officer exodus followed, but the BPD is working hard to rebuild. Our **Recruitment Officer, Corporal Carolyn Erwin**, and our **Recruitment Coordinator Anhad Bajwa** (pictured, left and top right) have done everything from job fairs to social media to online recruiting, and have been seeing a lot of success.

We hired 15 sworn officers in 2023, the most in more than two decades. Accounting for retirements and resignations, the BPD began 2023 with 61 sworn officers and ended the year with 69. This includes two lateral officers (i.e., experienced officers from out-of-state agencies) and two officers who had left the BPD but chose to return.

Additionally, the recruitment team has been rebuilding the ranks of our Emergency Communications Specialists, or dispatchers. The BPD is allotted 14 dispatchers, but had fallen to four in 2022. Thanks to the recruiting team's work, we currently have nine dispatchers with others in the pipeline.

And the recruitment team has been building our Community Service Officer cadre and hiring for new roles such as our Community Support Liaisons, too. **It's all part of creating a balanced, cutting-edge, responsive BPD to ensure that Burlington is safe and fair, everywhere for everyone.**





RECRUIT & RETAIN

PATTERNS SINCE 2010

RETENTION: Over the past thirteen years, **the aggregate retention percentage is 40%.**

RECRUITS: In the ten years from 2010 to 2019,* the BPD averaged 4.15 recruits per class at the Vermont Police Academy. The BPD has retained ≈ 34% of those.

LATERALS: In those same years, the BPD averaged 1.7 laterals per year. The BPD has retained ≈ 56% of those.

In January 2023, a Police Executive Research Forum (PERF) survey of 182 agencies reported that, on average, sworn staffing decreased by 4.8% from January 2020 to January 2022, and then decreased another 0.9% from January 2022 to January 2023. Additionally, there were 47% more resignations and 19% more retirements in 2022 than in 2019. Agencies also reported improved hiring, however: up 35% from 2020 to 2022.

**This does not count 2020 through 2022, when the BPD's hiring was limited by the City Council resolution.*

	TOTAL IN	Of total hired, # still employed as of 01/01/24	Retention %age as of 01/01/24	RECRUIT HIRES	Of recruits hired, # still employed as of 01/01/24	LATERAL HIRES	Of laterals hired, # still employed as of 01/01/24
2010	8	2	25%	8 Jan: 2 July: 6	2	0	n/a
2011	13	4	31%	9 Jan: 8 Aug: 1	3	3	1
2012	4	2	50%	3 Jan: 2 July: 1	1	1	1
2013	13	5	39%	9 Jan: 7 July: 2	3	3	1
2014	12	3	25%	11 Jan: 7 July: 4	3	1	0
2015	9	2	33%	6 Jan: 2 July: 4	1	2	1
2016	13	6	46%	8 Jan: 4 July: 4	2	3	2
2017	9	3	33%	10 Jan: 4* July: 6	3	0	n/a
2018	12	4	42%	10 Jan: 4 July: 6	2	1	1
2019	12	4	33%	9 Jan: 6 July: 3	3	3	1
2020	5	3	60%	4 Jan: 4 July: 0	2	1	1
2021	1	1	100%	1 Jan: 0 Oct: 1	1	0	n/a
2022	7	5	67%	5 Jan: 2 July: 3	3	2	2
2023	15	13	87%	11 Jan: 6 Jul: 5	9	4	4
TOTAL	133	57	43%	99	38 / 38%	24	15 / 63%



OUR REBUILDING GOAL

THE CHALLENGE

As of January 01 2024, the BPD has 69 sworn officers. The City Council has authorized 87.

Can the BPD grow by 18 officers—i.e., by 21%—over the next few years?

THE GOAL

AMBITIOUS BUT ACHIEVABLE.

With 69 officers on Jan 01 2024, and assuming maintaining a 50% increase in average VPA class size, a 100% increase in lateral hires, and a 50% improvement in retention rates ...

BPD can achieve 85 officers by FY 2026



REBUILD AND IMPROVE: A THREE-PART STRATEGY

Retention: keeping personnel and their experience with a competitive contract

Recruiting: attracting new recruits and lateral officers with strong hiring incentives

Strengthening CAIP: solidifying social-service public-safety gains, e.g. Burlington CARES



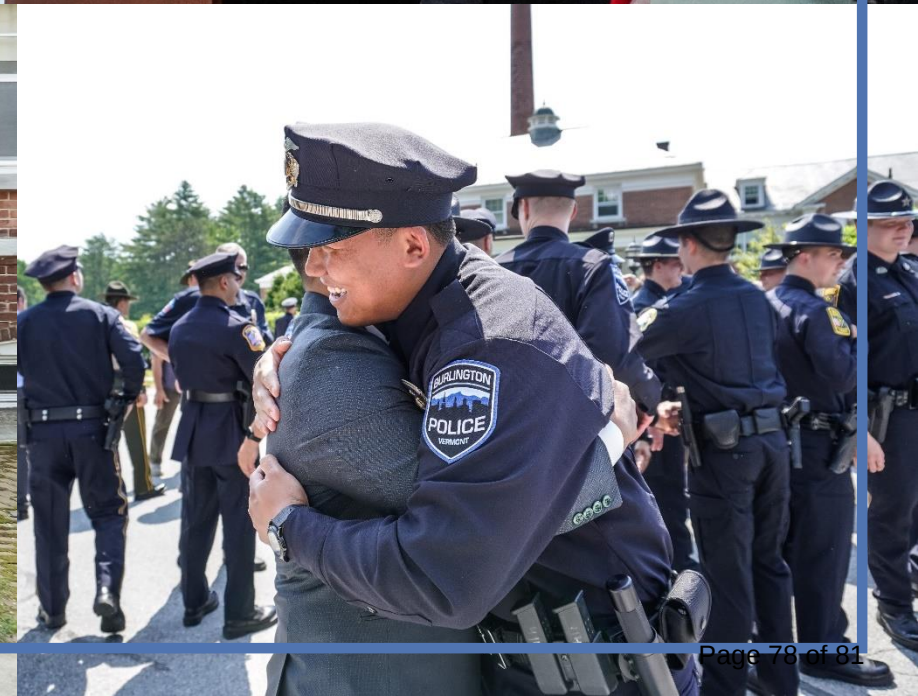
POLICE ACADEMY GRADUATION 1

On June 2, 2023, 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 member of the BPD.



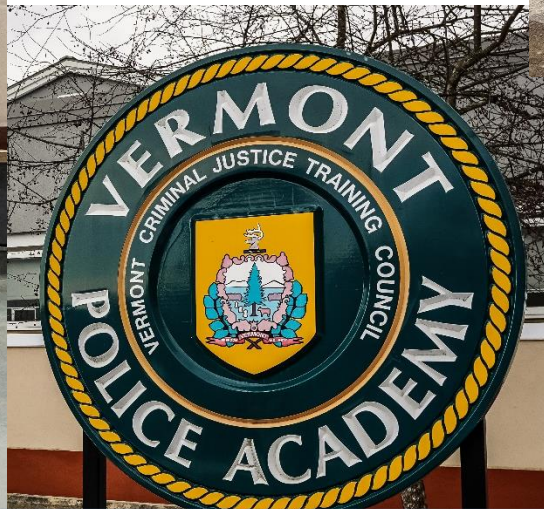
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POLICE ACADEMY GRADUATION 2

On Friday, December 1, 2023, six new BPD officers graduated from the Vermont Police Academy in Pittsford, Vermont.



Chief Murad, Recruitment Officer Carolynne Erwin, Deputy Chief Labrecque, and others attended and were able to meet these new officers' families and friends at a wonderful ceremony. The officers have now begun a 580-hour field training program here in Burlington. They are expected to be solo officers something in the Spring of 2024.



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



Ring Out 2023 Welcoming 2024

BURLINGTON, VERMONT