



YOUR BURLINGTON POLICE DEPARTMENT

*The police keep people safe
by preventing and responding
to crime and disorder
with and for our neighbors.*



CURRENT STAFFING

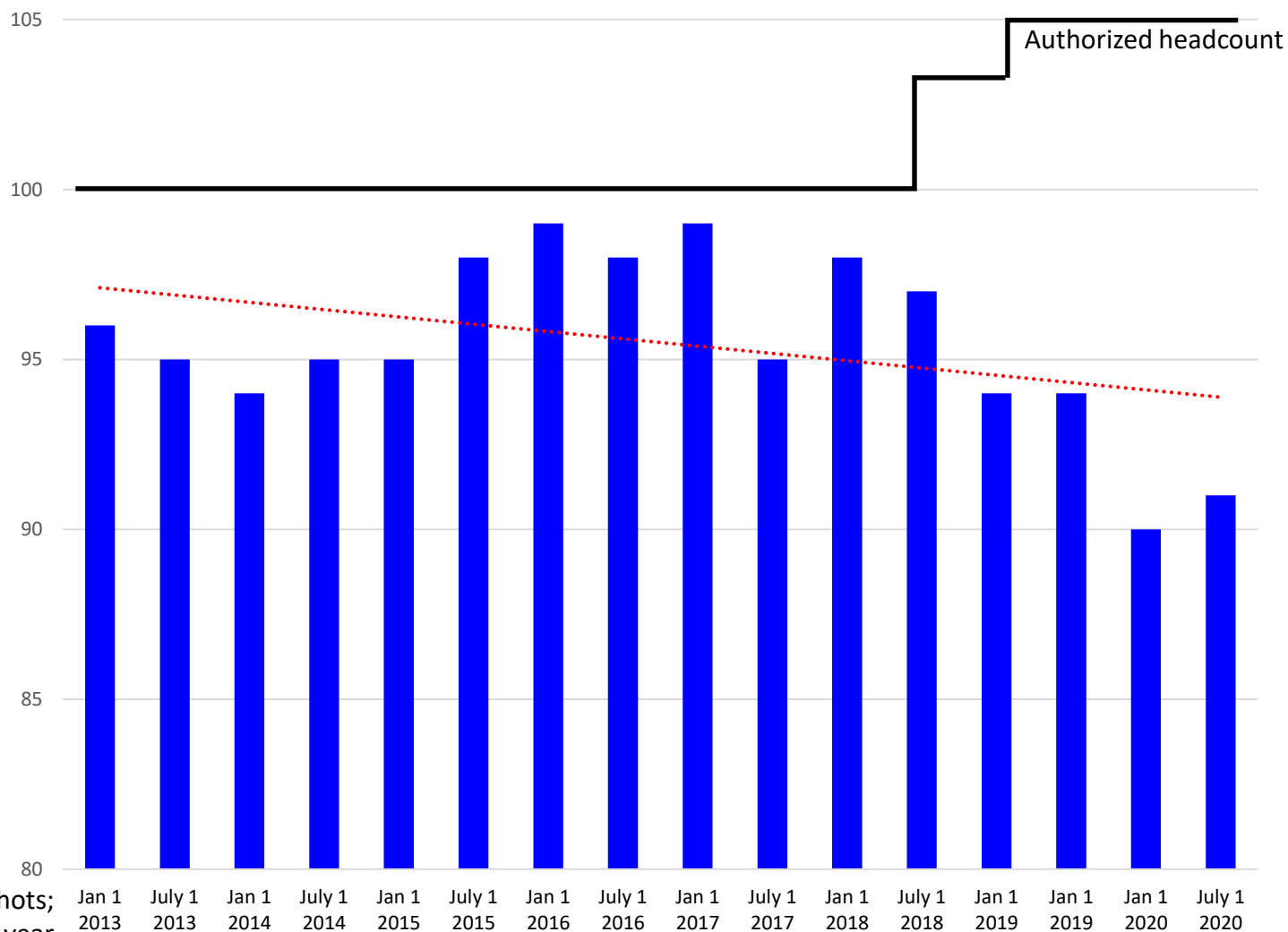
The Burlington Police Department (BPD) currently has **91 sworn officers** (90 effective). Over the past several years headcount has decreased even as the BPD faced and innovated through new challenges like the opioid epidemic.

The BPD covers a city of at least 43,000 people that serves as the hub and magnet of a county of 157,000.

Burlington is home to local courts, a myriad of social services, the largest university and largest college in the state, businesses, stores, restaurants, parks and events, and Vermont's busiest nightlife.

We also cover the Burlington International Airport.

BPD ACTUAL HEADCOUNT



Bi-annual snapshots;
Jan 1 and July 1 each year



STAFFING STRUCTURE

USB PATROL DAY SHIFT

0730 x 1730 hrs

- 2 Lieutenants
- Two alternating teams, each with:
1 Sergeant, 9 officers

USB PATROL EVES SHIFT

1645 x 0245 hrs

- 1 Lieutenant
- Two alternating teams, each with:
1 Sergeant, 9 officers

DETECTIVE SERVICES BUREAU

2 Lieutenants, 1 Sergeant, 12 officers
(includes BPD officers assigned to CUSI)

BURLINGTON INTERNATIONAL AIRPORT

24-hour coverage; 1 Sergeant, 7 officers

AVAILABILITY FACTOR

The numbers shown here are optimal assigned headcount. **At any given time, however, only 86.3% of officers are available.** The “availability factor” is calculated based on officers’ contractual leave.

USB PATROL MIDNIGHT SHIFT

2215 x 0815 hrs

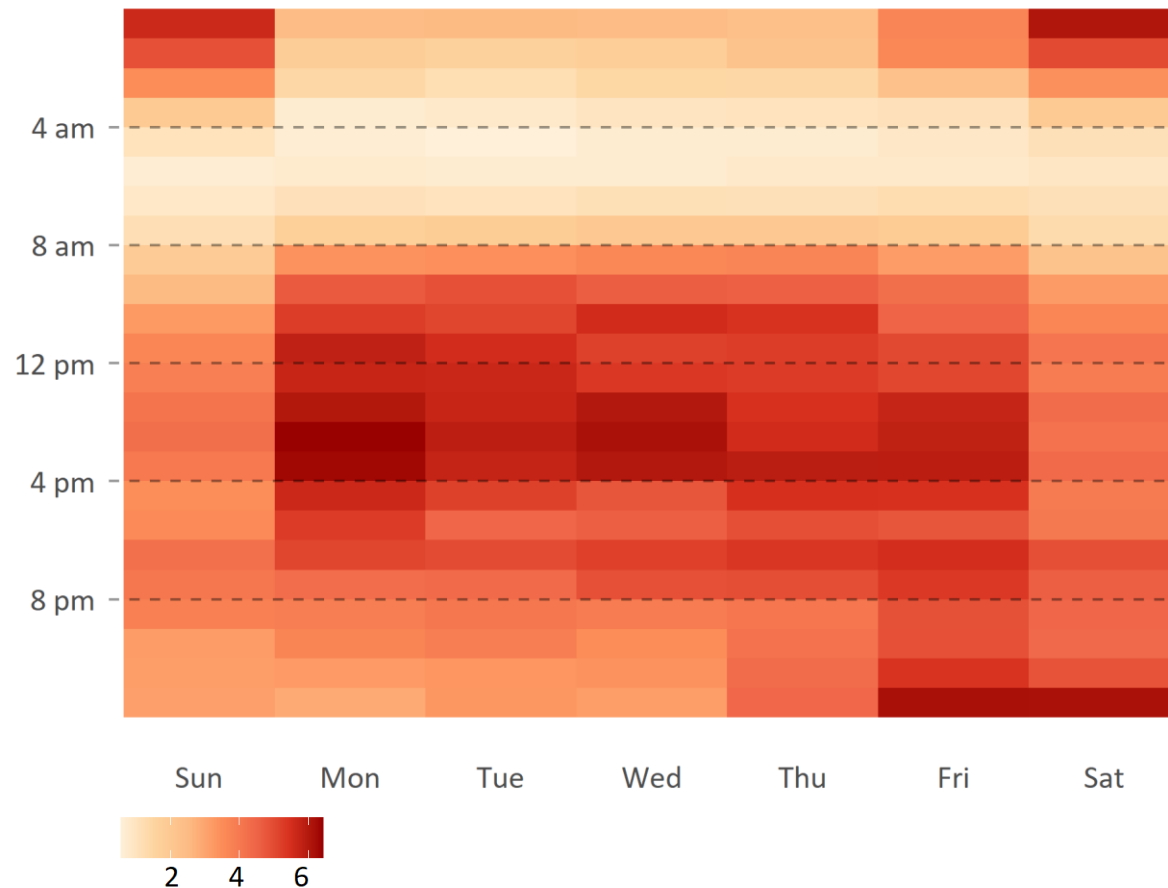
- Two alternating teams, each with:
1 Sergeant, 5 officers

Note: Day Teams and Eves Teams normally have 8 officers rather than 9, because we usually have a “swing shift” that covers midday street issues on Church Street and North Street. Street issues have been less pronounced this summer, so those officers went to patrol.



CALL VOLUME vs AVAILABLE USB OFFICERS, BY HOUR

Average Number of Calls By Hour and Weekday
2016 - 2019



Available USB Officers By Hour and Weekday, June 2019

12.1	12.1	12.1	12.1	12.1	16.4	19.8	0001-0100
12.1	12.1	12.1	12.1	12.1	16.4	19.8	0100-0200
12.1	12.1	12.1	12.1	12.1	16.4	19.8	0200-0300
4.3	4.3	4.3	4.3	4.3	8.6	4.3	0300-0400
4.3	4.3	4.3	4.3	4.3	8.6	4.3	0400-0500
4.3	4.3	4.3	4.3	4.3	8.6	4.3	0500-0600
4.3	4.3	4.3	4.3	4.3	8.6	4.3	0600-0700
4.3	4.3	4.3	4.3	4.3	8.6	4.3	0700-0800
7.8	15.5	7.8	7.8	7.8	7.8	7.8	0800-0900
7.8	15.5	7.8	7.8	7.8	7.8	7.8	0900-1000
7.8	15.5	7.8	7.8	7.8	7.8	7.8	1000-1100
7.8	15.5	7.8	7.8	7.8	7.8	7.8	1100-1200
7.8	15.5	7.8	7.8	7.8	7.8	7.8	1200-1300
7.8	15.5	7.8	7.8	7.8	7.8	7.8	1300-1400
7.8	15.5	7.8	7.8	7.8	7.8	7.8	1400-1500
7.8	15.5	7.8	7.8	7.8	15.5	7.8	1500-1600
7.8	15.5	7.8	7.8	7.8	15.5	7.8	1600-1700
7.8	7.8	7.8	7.8	7.8	15.5	7.8	1700-1800
7.8	7.8	7.8	7.8	7.8	15.5	7.8	1800-1900
7.8	7.8	7.8	7.8	7.8	15.5	7.8	1900-2000
7.8	7.8	7.8	7.8	7.8	15.5	7.8	2000-2100
7.8	7.8	7.8	7.8	7.8	15.5	7.8	2100-2200
12.1	12.1	12.1	12.1	16.4	19.8	12.1	2200-2300
12.1	12.1	12.1	12.1	16.4	19.8	12.1	2300-2400
SUN	MON	TUE	WED	THUR	FRI	SAT	

This is officer staffing, hour by hour, based on the “availability factor.” E.g., at 0900 hours on a Wednesday, of nine assigned officers, there are 7.8 officers available. On any given shift, particularly double shifts, headcount is likely to be lower than that owing to training, injury, sick leave, or non-contractual time off.



OFFICERS per 10,000 POPULATION – 22.6

Burlington currently has 22.6 officers per 10,000 residents. According to Governing.com, the national average for cities with populations from 25,000 to 50,000 is 17 officers per 10,000. There are several things that render this less applicable than it seems.

First, given **Burlington is a regional hub**. The BPD interacts with a total population of closer to 80,000 on a regular basis. The Church Street Marketplace alone records nearly 4,000 visitors daily and 1.57 million visitors a year. The Governing.com webpage would suggest a police department of 129 officers for a city of that size.

Second, **Burlington occupies a unique place as America's smallest largest city**. Many communities of Burlington's size are suburbs or smaller towns that deal with far less pronounced city issues.

Third, **BPD's staffing per 10,000 is in line with our peer cities**. Compared to those peer cities, our police allotment is average.

Burlington, VT – 22.6

Portland, ME – 23.4

Ithaca, NY – 21.3

Cambridge, MA – 24.9

Chattanooga, TN – 23.6

Asheville, NC – 22.3

Morgantown, WV – 20.9

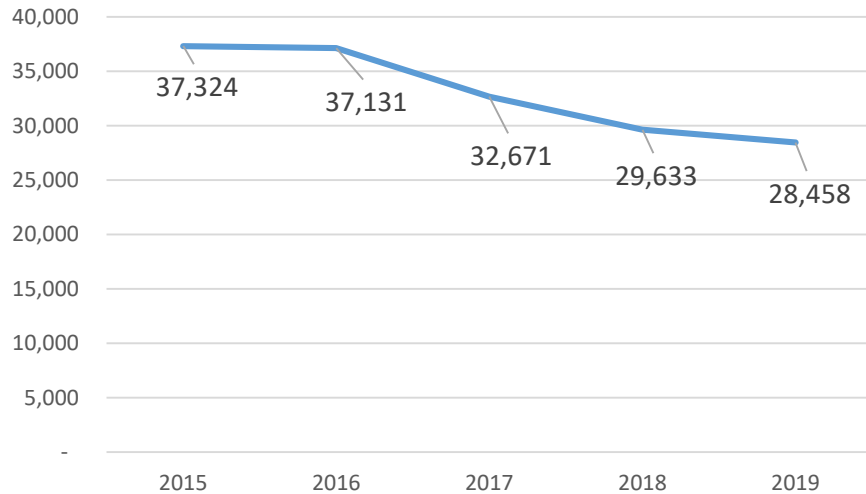
Burlington's policing requirements are not comparable to similarly sized cities.



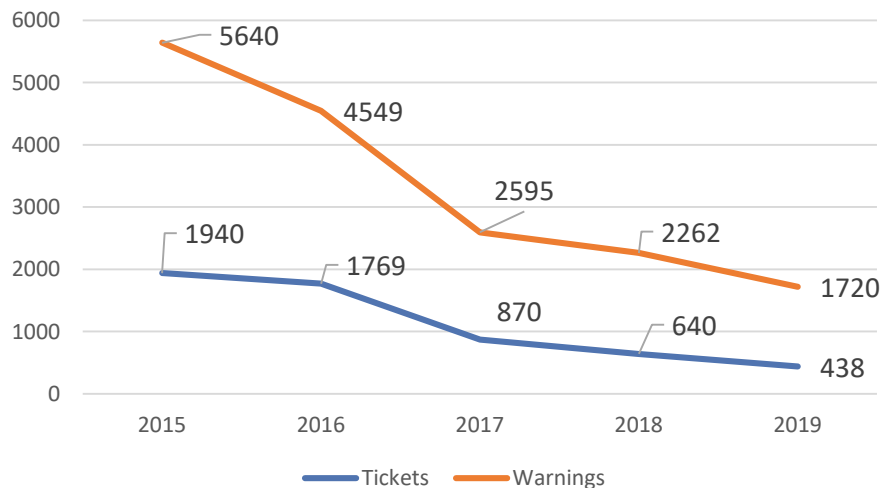
CALL VOLUME & ARRESTS

By volume and variety, BPD answers more calls for service per officer than any other municipal PD in Vermont.

TOTAL INCIDENTS



Traffic Enforcement



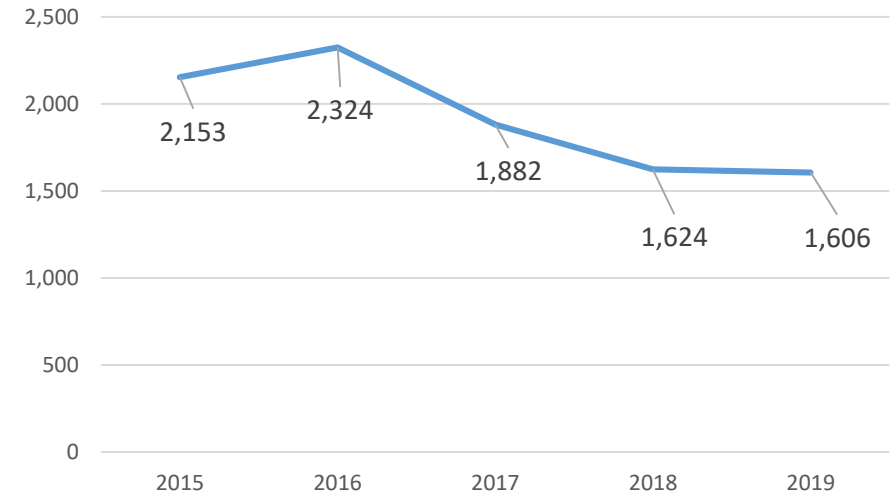
CHANGING PACE

Since 2015, total incidents are down 23.8%; arrests are down 25.4%. Traffic enforcement is down 71.5%. Civil tickets are down 78%, although last year's VCVC ticket increase reflects increased disorder on Church Street.

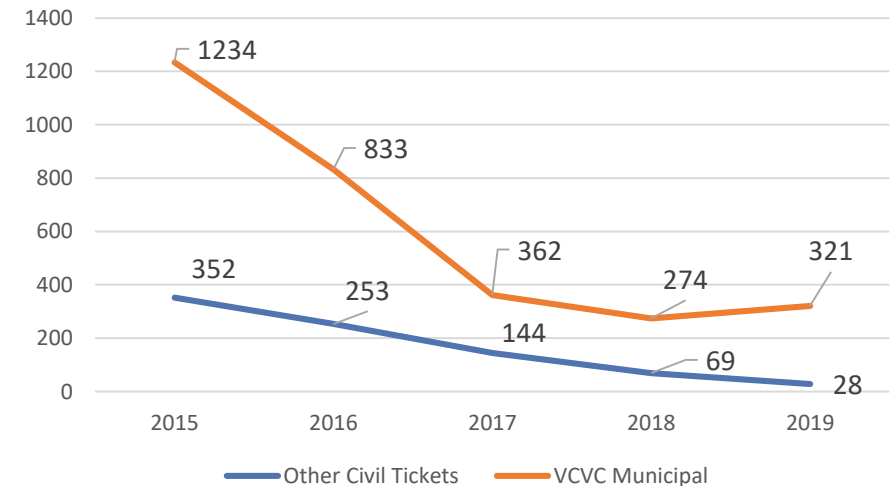
These decreases stem from a conscious effort on BPD's part to prioritize proactive prevention and engagement rather than enforcement, as well as deceleration.

More than 60% of the decrease in total incidents stems from how BPD has moved to address behavior by using tools other than enforcement.

ARRESTS



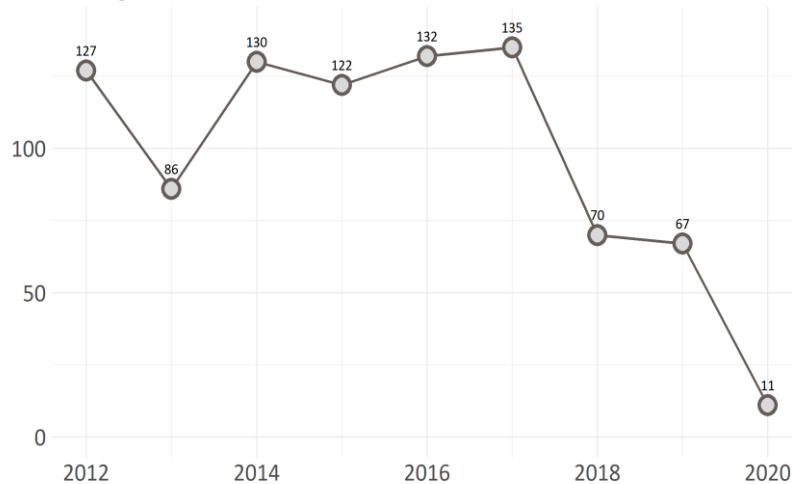
Vermont Civil Tickets





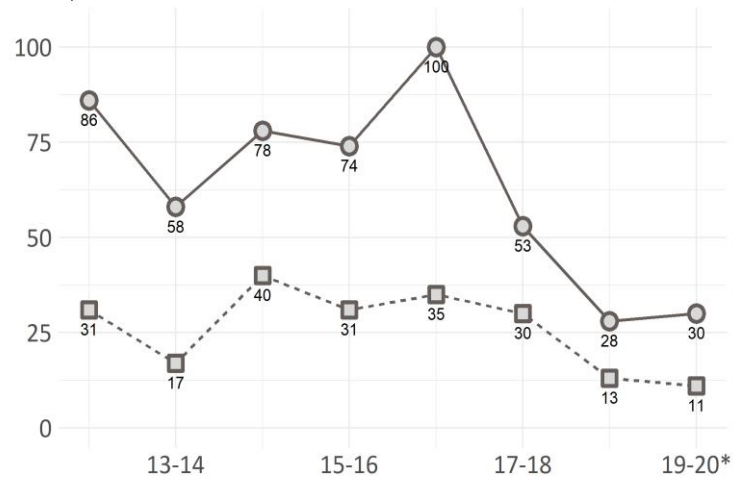
SCHOOL & JUVENILE DATA, 2012 to 2020

Juvenile Arrests by the BPD
Under age 18



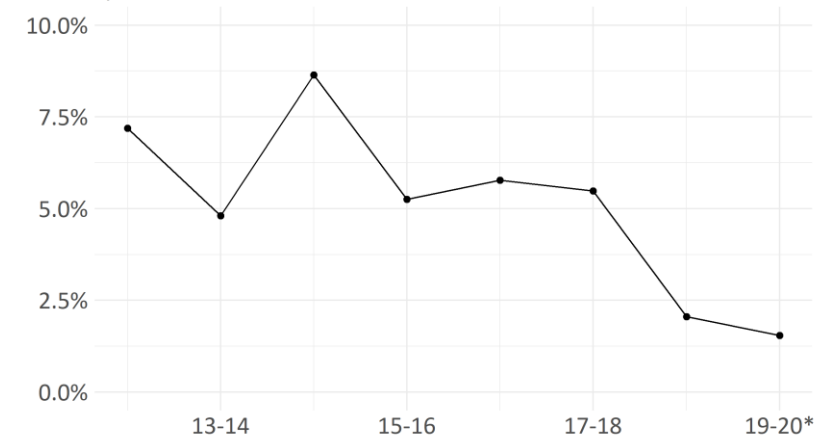
We've seen a change of pace for juvenile arrests, too. Since the December 2015 MOU between the BPD and BSD, **overall juvenile arrests have plummeted**, as have SRO incidents involving an arrest.

Juvenile Arrests
By School Year and SRO



Excludes summer arrests. *19-20 SY ends March 18, 2020.

Percent of SRO incidents with an Arrest
By School Year



Excludes summer arrests. *19-20 SY ends March 18, 2020.

Above we see that enforcement is a *very* small percentage of what SROs do (less than 2%).

The BPD does *not* conduct truancy operations.



CALL TYPES

The BPD classifies calls for service according to 133 call categories. We divide those 133 calls into three Call Types.

Call Type I includes traffic calls, noise complaints, and suspicious events, which is essentially a catch-all for a caller saying “something’s not right.”

Call Type II involves people's safety or in-progress crimes like disorderly conduct and disturbances, larceny from a person, and mental health issues.

Call Type III is the most severe, including assaults, domestic violence, and robberies.

Airport Taxi Inspection
Alcohol Offense
Animal Problem
Arrest on Warrant
Assist - Car Seat Inspection
Assist - K9
Assist - Motorist
Assist - Other
Assist - Public
Background Investigation
Bad Check
Bar / Liquor License Violation
Community Outreach
Compliance Check
Computer Crime
Contributing to Delinquency of Minor
Counterfeiting
Crash - LSA
Crash - Non-Investigated
Crash - Property damage only
Cruelty to Animals
Disorderly Conduct by Electronic
DLS
Drugs
Drugs - Possession
Drugs - Sale
Embezzlement
Enabling Consumption by Minors
Extortion
False Info to Police
False Pretenses
False Public Alarms
False Swearing
Fireworks

Foot Patrol
Forgery
Found/Lost Property
Fraud
Fugitive From Justice
Graffiti Removal
Identity Theft
Illegal Dumping
Impersonation of a Police Officer
Intoxication
Investigation - Cold Case
Juvenile Problem
Larceny - from a Building
Larceny - from a Motor Vehicle
Larceny - Other
Lockdown Drill
Minor in Possession of Alcohol
Motor Vehicle Complaint
Noise
Obstruction of Justice
Operations
Ordinance Violation - Other
Parking
Possession of Stolen Property
Prescription Fraud
Property Damage
Recovered Property
Search
Search Warrant
Sex Offender Registry Violation
SRO Activity
Stolen Vehicle
Subpoena Service
Suspicious Event

Theft of Rental Property
Theft of Service
Traffic
Uttering a Forged Instrument
Vandalism
VIN verification

911 Hangup
Airport AOA Violation
Airport Duress Alarm
Airport LEO Escort
Airport PHASE
Alarm
Assist - Agency
Burglary
CHINS
Custodial Interference
Disorderly Conduct
Disturbance
DUI
Eluding Police
Escape
Hindering Arrest
Impeding a Public Officer
Inciting a Felony
Larceny from a Person
Mental Health Issue
Missing Person
Prohibited Acts
Reckless Endangerment
Resisting Arrest
Retail Theft
Roadway Hazard
Runaway

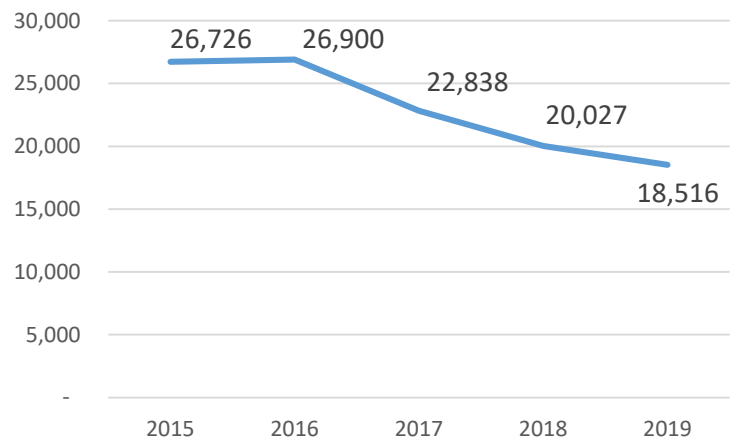
Runaway Apprehension
Sheltering/Aiding Runaway
Threats/Harassment
Trespass
Use Electronic Comm to Lure a Child
UVM Agency Assist
Violation of Conditions of Release
Voyeurism
Weapons Offense
Welfare Check

Arson
Assault - Aggravated
Assault - Simple
Bomb Threat
Crash - Fatality
Crash - Injury to person(s)
Cruelty to a Child
Domestic Assault - Felony
Domestic Assault - Misd
Domestic Disturbance
Homicide
Kidnapping
Lewd and Lascivious Conduct
Overdose
Robbery
Sexual Assault
Stalking
Suicide - Attempted
TRO/FRO Service
TRO/FRO Violation
Unlawful Restraint
Untimely Death



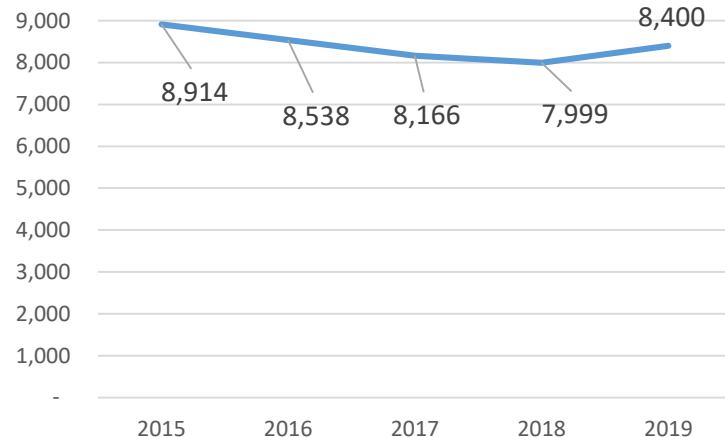
CALL TYPES BY THE NUMBERS

CALL TYPE 1



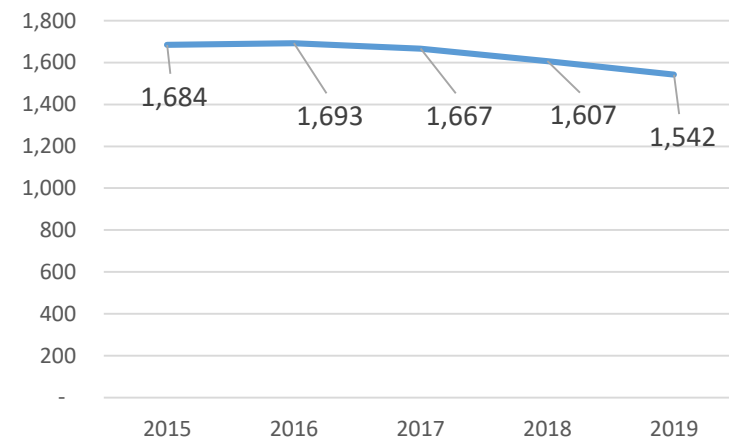
Just as overall calls and arrests have trended down since 2015, Call Type I has dropped from nearly 27,000 to 18,500. Emphasizing engagement over enforcement for these quality-of-life issues has real benefits.

CALL TYPE 2



Call Type II decreased slightly, but then rose from 2018 to 2019, affected in part by disorder on Church Street and in the vicinity of City Hall and City Hall Park. (This led to the increase in VCVC tickets shown on slide 6.) For disorder and disturbances, prioritizing non-enforcement solutions has limits.

CALL TYPE 3



Call Type III has remained essentially level, and is the least common type of call. But when these dangerous calls do occur, they require robust response and subsequent investigation.



MOST COMMON CALL BY WARD, 2019

WARD 1

Traffic	388
Suspicious Event	217
Assist - Agency	177

WARD 2

Suspicious Event	366
Traffic	262
Noise	227

WARD 3

Foot Patrol	1,413
Suspicious Event	954
Traffic	535

WARD 4

Suspicious Event	158
Assist - Agency	118
Animal Problem	100

WARD 5

Suspicious Event	278
Traffic	206
Alarm	183

WARD 6

Suspicious Event	229
Traffic	184
Noise	96

WARD 7

Suspicious Event	130
Animal Problem	92
Traffic	75

WARD 8

Suspicious Event	167
Traffic	135
Intoxication	111

Note: "Suspicious event" is a catch-all call category that is essentially a caller saying "something's not right."



CALL TYPE BY WARD, 2019, NUMBER AND PERCENTAGE

WARD 1

Call Type I	2,060	70%
Call Type II	715	24%
Call Type III	159	5%

WARD 2

Call Type I	2,131	64%
Call Type II	1,002	30%
Call Type III	216	6%

WARD 3

Call Type I	6,537	63%
Call Type II	3,348	32%
Call Type III	556	5%

WARD 4

Call Type I	1,059	61%
Call Type II	551	32%
Call Type III	117	7%

WARD 5

Call Type I	1,774	60%
Call Type II	1,049	35%
Call Type III	157	5%

WARD 6

Call Type I	1,269	68%
Call Type II	522	28%
Call Type III	86	5%

WARD 7

Call Type I	770	63%
Call Type II	363	30%
Call Type III	91	7%

WARD 8

Call Type I	1,169	68%
Call Type II	480	28%
Call Type III	75	4%



VIOLENT CALLS BY WARD, 2019

1	Assault - Simple	19
	Sexual Assault	8
	Domestic Assault - Felony	5
	Domestic Assault - Misd	4
	Assault - Aggravated	2
	Lewd and Lascivious Conduct	2
	Reckless Endangerment	1

2	Assault - Simple	21
	Domestic Assault - Misd	12
	Domestic Assault - Felony	7
	Stalking	7
	Sexual Assault	6
	Robbery	4
	Assault - Aggravated	2
	Homicide	2

3	Assault - Simple	73
	Assault - Aggravated	26
	Lewd and Lascivious Conduct	16
	Sexual Assault	12
	Domestic Assault - Felony	10
	Domestic Assault - Misd	10
	Robbery	9

4	Assault - Simple	10
	Domestic Assault - Felony	9
	Lewd and Lascivious Conduct	6
	Assault - Aggravated	3
	Sexual Assault	3
	Domestic Assault - Misd	2
	Robbery	1

5	Assault - Aggravated	6
	Assault - Simple	5
	Lewd and Lascivious Conduct	5
	Robbery	4
	Sexual Assault	4
	Domestic Assault - Felony	3
	Domestic Assault - Misd	3

6	Assault - Simple	10
	Domestic Assault - Misd	3
	Lewd and Lascivious Conduct	3
	Assault - Aggravated	2
	Robbery	2
	Stalking	1

7	Sexual Assault	5
	Assault - Simple	4
	Domestic Assault - Misd	3
	Assault - Aggravated	1
	Lewd and Lascivious Conduct	1
	Reckless Endangerment	1

8	Assault - Simple	11
	Assault - Aggravated	7
	Sexual Assault	6
	Stalking	3
	Robbery	2
	Domestic Assault - Felony	1
	Domestic Assault - Misd	1



MENTAL HEALTH

One of the call categories for which BPD's services could potentially be replaced by services from other providers involves mental health. Burlington already has strong alternatives like the Howard Center's Street Outreach Team and First Call. They currently have limited hours and stretched capacities. Augmenting them makes a lot of sense.

Exploring the concept of having police and mental-health-trained social workers partner more actively than we currently do also makes sense. One possibility with a lot of promise is having cops and social workers go on patrol together in dedicated teams.

**Mental health calls comprise about 5% of the BPD's overall calls.
Many of those calls require police presence even if mental-health
service providers are available.**



CURRENT STAFFING RECAP

The BPD currently has 91 officers. One is on long-term sick, leaving BPD with **90 effective sworn officers**.

There are currently 61 officers assigned to USB—three lieutenants, six sergeants, 46 officers on shift patrol, one Emergency Response Officer, two School Resource Officers, and three officers in field training.

There are currently 15 officers assigned to DSB—two lieutenants, one sergeant, and 12 detectives.

There are eight officers assigned to the Burlington International Airport, as required by TSA and FAA regulations—one sergeant and seven officers.

There is also one Community Affairs Officer and one DVPO. The remaining four officers are in administrative roles, including the two deputy chiefs.



EFFECTS OF 30% ON CURRENT STAFFING

30% cuts = approximately 30 officers (12 empty positions, 18 real officers).

Union seniority rules that dictate “Last hired, first fired” mean that the bulk of these cuts will come from our most recently hired officers.

A 30% cut in budget (officers) would leave BPD with approximately 75 sworn officers.

Of those 75, eight would remain at the Burlington International Airport per TSA and FAA regulations. This leaves the city with 67 officers. Of these 67 officers, 15 are supervisors, leaving 52.

The BPOA contract states that no fewer than ten officers must be assigned to the Detective Services Bureau, meaning that the Uniform Services Bureau would have 42 officers available for patrol.

With 42 officers available for patrol rather than 61, two possible outcomes are most likely:

1) Contractually mandated Emergency Staffing (which would hinder Community Policing and diminish services and response time)

OR

2) End overnight coverage (which would be subject to Union agreement)



PUBLIC SERVICE IS A CALLING





PUBLIC SERVICE IS A CALLING – SOME OF YOUR OFFICERS



In the summer of 2016, my husband and I were preparing to move to Vermont and I was closing my business and contemplating a career change.

I watched in disbelief as news coverage of a Black Lives Matter protest detailed the ambush and murder of some of the Dallas officers tasked with patrolling that protest.

I heard Chief David Brown's call for people who wanted to see a change in policing to submit applications. I listened when he explained that it was possible to change what we saw as wrong or deficient in current law enforcement from inside the ranks.

I became a cop to protect people, to help where I can, to make sure that laws are being followed so that society can function and everyone is granted the same rights and protections as demanded by the law.

I became a cop to help change what I saw as a huge problem, the disconnect between police and the communities they serve, as well as the reasons for that disconnect.

I became a cop in Burlington because this city deserves good, fair cops that care about the city and it's residents and don't just see it as a job.

I became a cop to change law enforcement and help people. — Erin Bartle



PUBLIC SERVICE IS A CALLING – SOME OF YOUR OFFICERS

I'm Officer Julian Gonzalez a native from Connecticut, born and raised in Hartford County. Due to my multiracial background it was important to my parents that I be raised in a culturally diverse town and school system. As a young child I looked up to and befriended the local officer who patrolled our downtown area on foot. From having breakfast at the local bagel shop, or talking about school and other current events, it was those first impressionable encounters with him that made me want to become a police officer.

While attending college in Vermont I fell in love with the beauty and peacefulness of the state. The city of Burlington offers so much like no other city in the state. From all the different ethnic backgrounds and multi languages spoken in the city, I truly believe it encompasses the definition of a melting pot in modern day America.

Modern day police officers are met with a lot of criticism. I truly believe it can take years to build a good reputation, and only seconds to ruin it. Recent events have not shown our profession in a great light, but certain individuals and their actions do not represent us individually or as a whole. Being a Hispanic American, this moved me to make it my mission to reverse the mixed impressions that some of the public holds on police officers. I wanted some day to prove that great and honorable officers do exist and that we are in fact there to protect, keep people safe, and be of great service to the community when people are in need and most vulnerable.





PUBLIC SERVICE IS A CALLING – SOME OF YOUR OFFICERS

My name is Deidre LaCouture. I was born in raised in the State of Maine and came to Vermont for college. I graduated from the University of Vermont in 2011 with a BA degree in Japanese Language. I spent 4 years in Japan teaching English to Middle School students. I came back to the US without a clear career path and began working at Kountry Kart Deli in downtown Burlington as I figured out my path in life. If you ever had a delicious sandwich or shiner from 2015-2017 I might have made it for you!



While living and working in downtown Burlington I felt myself drawn to the work of Police Officers in the community. I realized that I wanted to serve my community on a higher level. I no longer wanted to observe and complain about issues I saw downtown. I wanted to become a part of the solutions. Since joining BPD in 2017 I have worked as a Downtown Area officer for the majority of my short career. I continue to ask to work downtown because I understand relationships and trust take time and patience.

I am in the midst of buying my first home and I'm lucky to be here in Vermont.



PUBLIC SERVICE IS A CALLING – SOME OF YOUR OFFICERS



My name is Noah Huynh. Something I do not talk about is my early childhood, in Vietnam, before being adopted at the age of seven. I was an orphan when I was approximately five with my younger brother. Though my brother has very little memory of being homeless, I still remember it all quite well. I remember being homeless, without food, and wandering the streets.

My brother and I were adopted after spending a short time in an orphanage. I grew up and worked on a farm where we were taught many life values and lessons. One of my favorites is, treat others how you would want them to treat you.

Before joining the Burlington Police Department, I asked myself, why do you want to become a police officer? My answer to that question is, I want to give back and serve the community and country that I live in. I have seen how hard life can be and I want to help those that have not been as fortunate as I was.