



CHIEF'S REPORT FOR POLICE COMMISSION

OCTOBER 26 2021





INCIDENTS

The BPD classifies incidents according to 130 categories. We further divide those 130 incidents categories into three Priorities.

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's primary goal is **NEIGHBORS' PHYSICAL SAFETY**. When neighbors call about safety, we will always answer; but other incidents may have to wait—i.e., get stacked—depending on incident volume and staffing. (Priority 2 incident categories with an asterisk may be Priority 1 or Priority 3 depending on whether it is in-progress or a late report, or whether it involves physical safety or not. This determination can be made by dispatch or assigned officers, with the Office-In-Charge as the final arbiter.)

911 Hangup	Cruelty to a Child	Illegal Dumping	Robbery
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer	Runaway
Airport Duress Alarm	Custodial Interference *	Impersonation of a Police Officer *	Runaway Apprehension
Airport PHASE	Disorderly Conduct *	Inciting a Felony	Search
Alarm *	Disorderly Conduct by Elec Comm	Intoxication	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	Traffic
Bad Check	Extortion	Noise	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	Unlawful Restraint
CHINS	False Swearing	Overdose	Untimely Death
Community Outreach	Fireworks	Parking	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	Vandalism
Contributing to Delinquency of Minor	Found/Lost Property	Prohibited Acts	VIN verification
Counterfeiting	Fraud	Property Damage	Violation of Conditions of Release *
Crash - Fatality	Fugitive From Justice	Reckless Endangerment *	Voyeurism *
Crash - Injury to person(s)	Graffiti Removal	Recovered Property	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, YTD

	YTD, 10/25
2017	27,881
2018	24,911
2019	23,668
2020	20,268
2021	18,072

	JUN 1 to OCT 25
2017	14,435
2018	13,307
2019	12,658
2020	10,260
2021	10,321

From June 1 to October 25, there have been **10,321** total incidents.

Of those, **1,563—or 15%—have been “stacked” according to the Priority Response Plan.**

Total incidents are down 11% from 2020 versus 2021. But since June 1 incidents in 2021 are actually up. Additionally, comparing June to October in 2017 to the same period in 2021, there were 2,609 foot patrols and traffic stops in 2017, but only 245 in 2021—i.e., 57% of the decrease in incident volume comes from changes in cops’ proactivity.



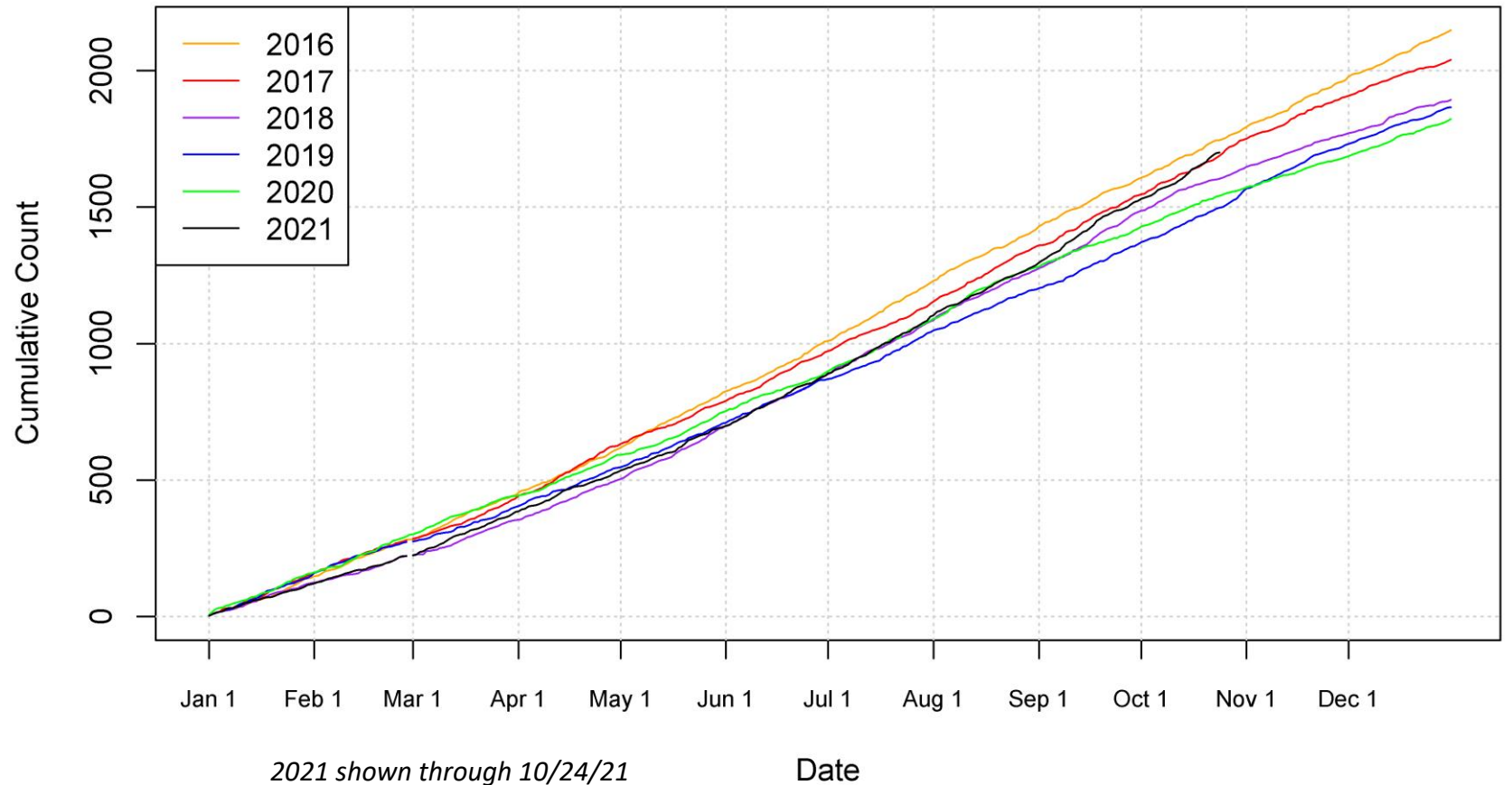
PRIORITY 1 INCIDENTS

Unlike overall incident volume, the volume of Priority 1 incidents is essentially unchanged over the past several years.

Year-to-date, Priority 1 for 2021 is the highest since 2017.

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

Priority 1 Incidents



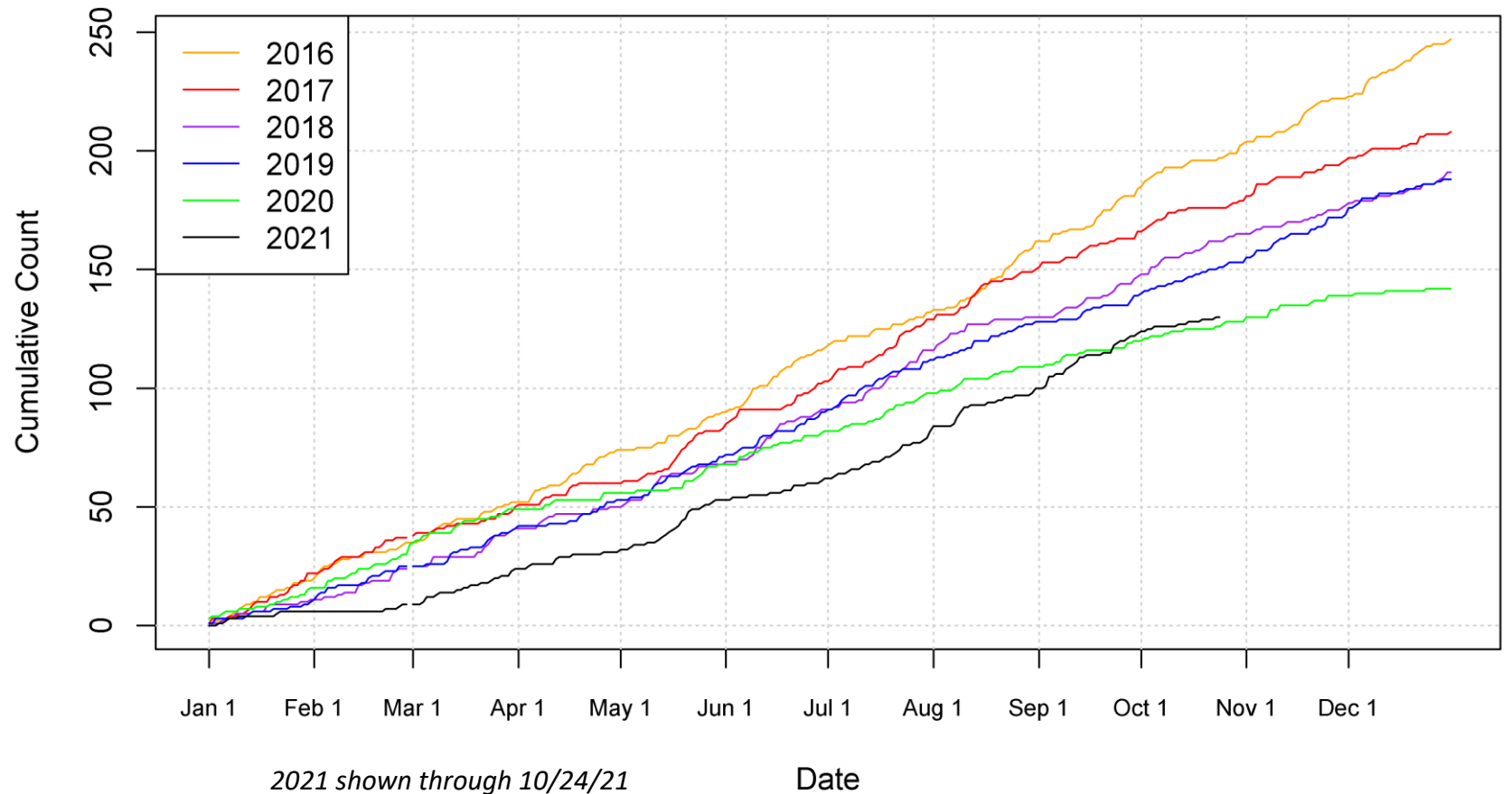


USE OF FORCE

The BPD provides a report of each and every use-of-force incident to the public, and the independent Police Commission can and does review body-camera footage upon request.

The BPD has submitted a job description for a redaction specialist to the City's H/R department, which will review and grade the position this week. We all want more body-camera forage to be made available to the public.

Uses of Force





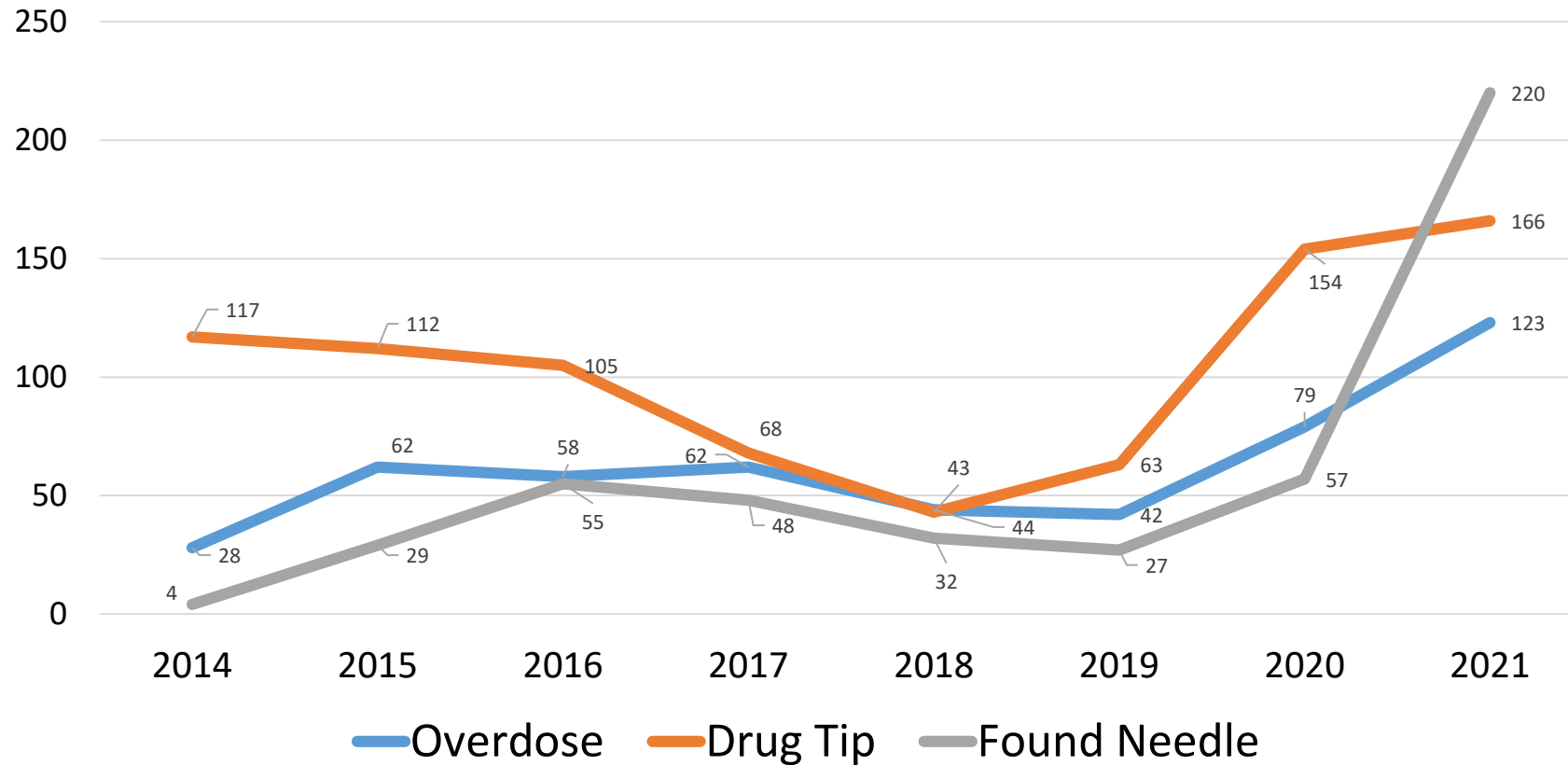
SELECTED INCIDENT TRENDS, YTD (Oct 25)

YTD	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Disturb, Misd, Fel	Gunfire	Mental Health Issue	Overdose	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2017	32	159	199	96	133	471	0	741	62	16	46	39	2,971
2018	44	153	134	78	117	457	4	650	44	15	67	21	2,219
2019	43	129	86	78	124	463	3	637	42	18	45	46	1,596
2020	47	126	91	48	130	566	10	772	79	16	51	55	1,080
2021	54	131	159	75	123	534	13	796	123	8	39	106	573

All data YTD through 10/25 for each year



OVERDOSE, DRUG TIPS, FOUND NEEDLES



All data YTD through 10/25 for each year



BPD SWORN OFFICER HIRING, JULY 1996 to OCTOBER 2021

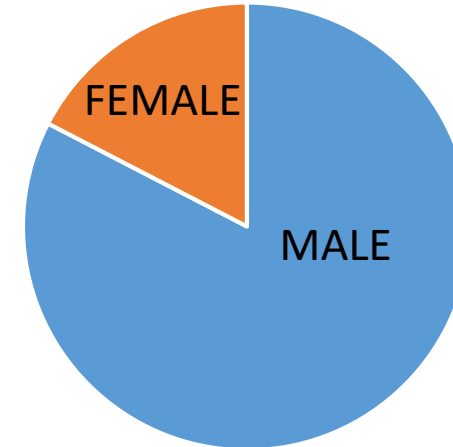
TOTAL HIRES SINCE 7/96	216	100%
Still Employed	69	32%
Separated	147	68%
VPA / FTO Resig.	27	13%
Males	171	79%
Females	45	21%
White	195	90.3%
Black	5	2.3%
Hispanic	8	3.7%
Asian	8	3.7%



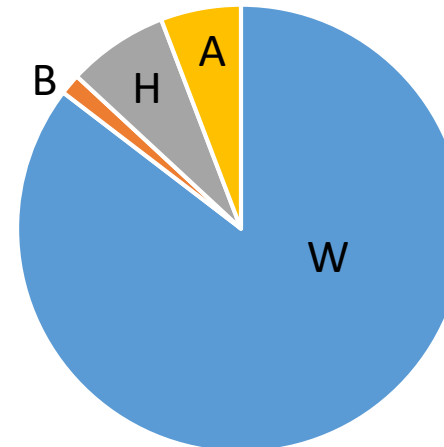
BPD SWORN OFFICER DEMOGRAPHICS

CATEGORY	TOTAL (since 1996)	CURRENT	BTV
Male	79.2%	82.6%	49.0%
Female	20.8%	17.4%	51.0%
White	90.3%	85.4%	82.2%
Black	2.3%	1.5%	4.8%
Hispanic	3.7%	7.3%	3.7%
Asian	3.7%	5.8%	5.4%

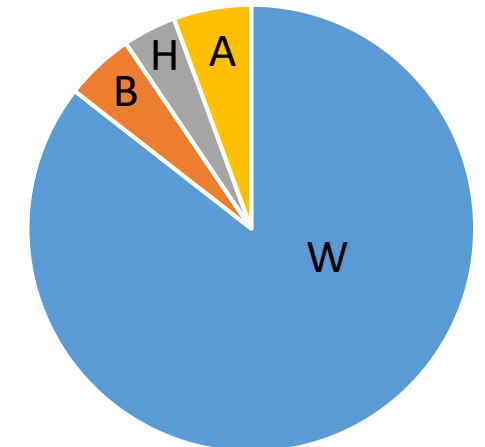
BPD - MALE / FEMALE



CURRENT BPD - BY RACE



BURLINGTON - BY RACE





BPD SWORN OFFICER HIRING vs ATTRITION, 2015 to 2021

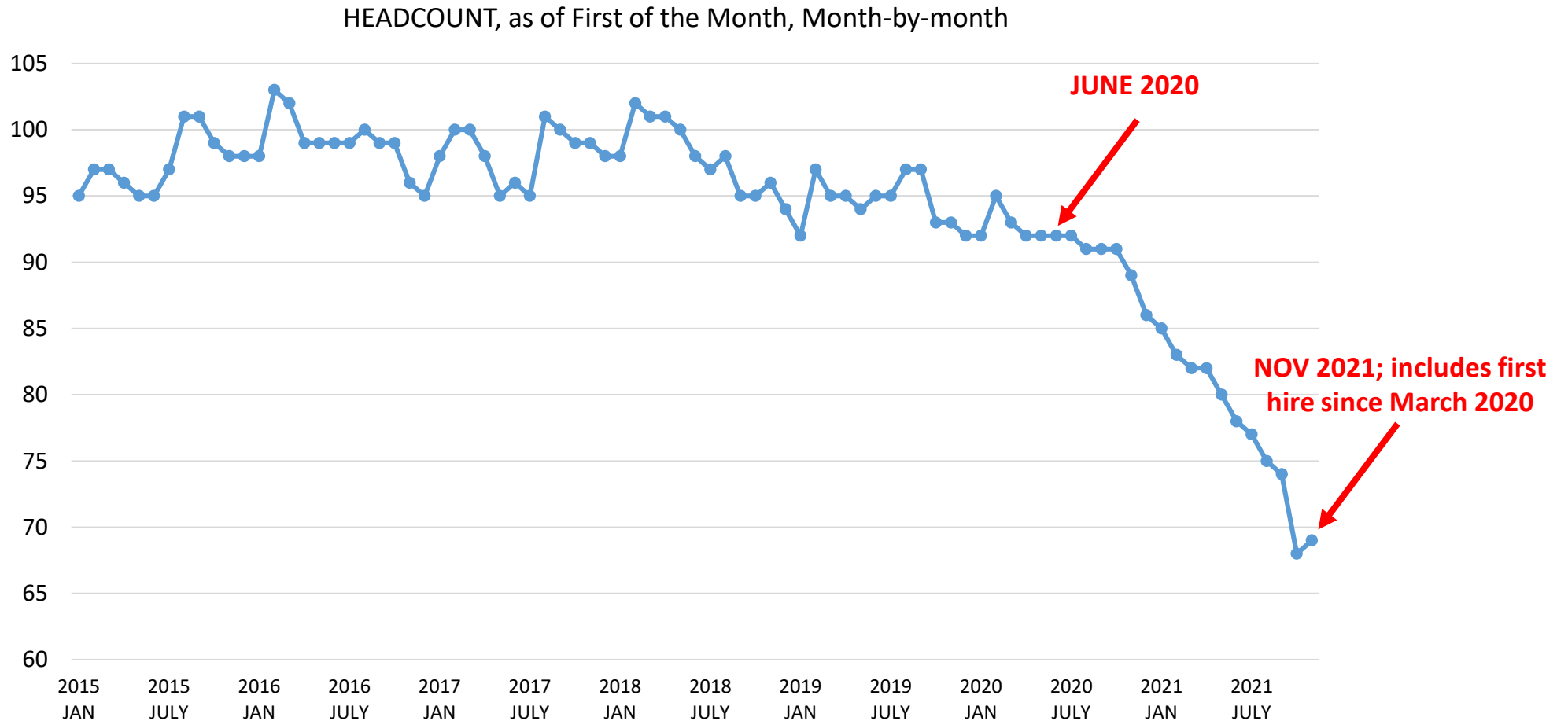
	IN	Of hired, # still employed	OUT	Net Δ
2015	8	3	6	+2
2016	13	7	13	0
2017	8	3	8	0
2018	11	5	17	-6
2019	12	6	12	0
2020	5	3	12	-7
2021*	1	1	17**	-16

* YTD, 10/26/21

** this includes two officers who have submitted retirement papers and are no longer with BPD but are "burning time"



BPD SWORN OFFICER HEADCOUNT, 2015-2021



For Oct 1 and Nov 1, the headcount excludes two officers who are still on the books but have submitted resignations and are burning time



RECRUITING – WHAT WE’LL NEED TO CLIMB THE CLIFF



Recruitment. To assist our sworn recruiting officer, we need a professional, with a budget for contracting with an agency. Uses modern H/R best practices and can find us **diverse candidates** to comport with our future goals.

Graphics. We need a pro capable of creating/taking video, photos, and graphics who can be tasked with creating social media and printed collateral to support recruitment, communications, and data analysis.

PIO / Communications. We need a strategic communicator to deal with media requests, who can also shape internal and external communications and messaging campaigns, particularly on social media.



RECRUITING PLANS – IDEAS THAT CAN WORK

INCENTIVE

30X30

ADVANCING WOMEN IN POLICING
30% WOMEN RECRUITS BY 2030

Incentives. \$15,000 dollars for new recruits and lateral officers.

Incentives. Housing assistance, moving expenses, recruitment connections for partner employment.

Partners. Community groups like AALV, Lake Champlain Chamber of Commerce, ThinkVermont, etc.

Incentives. Child care, educational offsets, student-loan forgiveness, training opportunities.



