



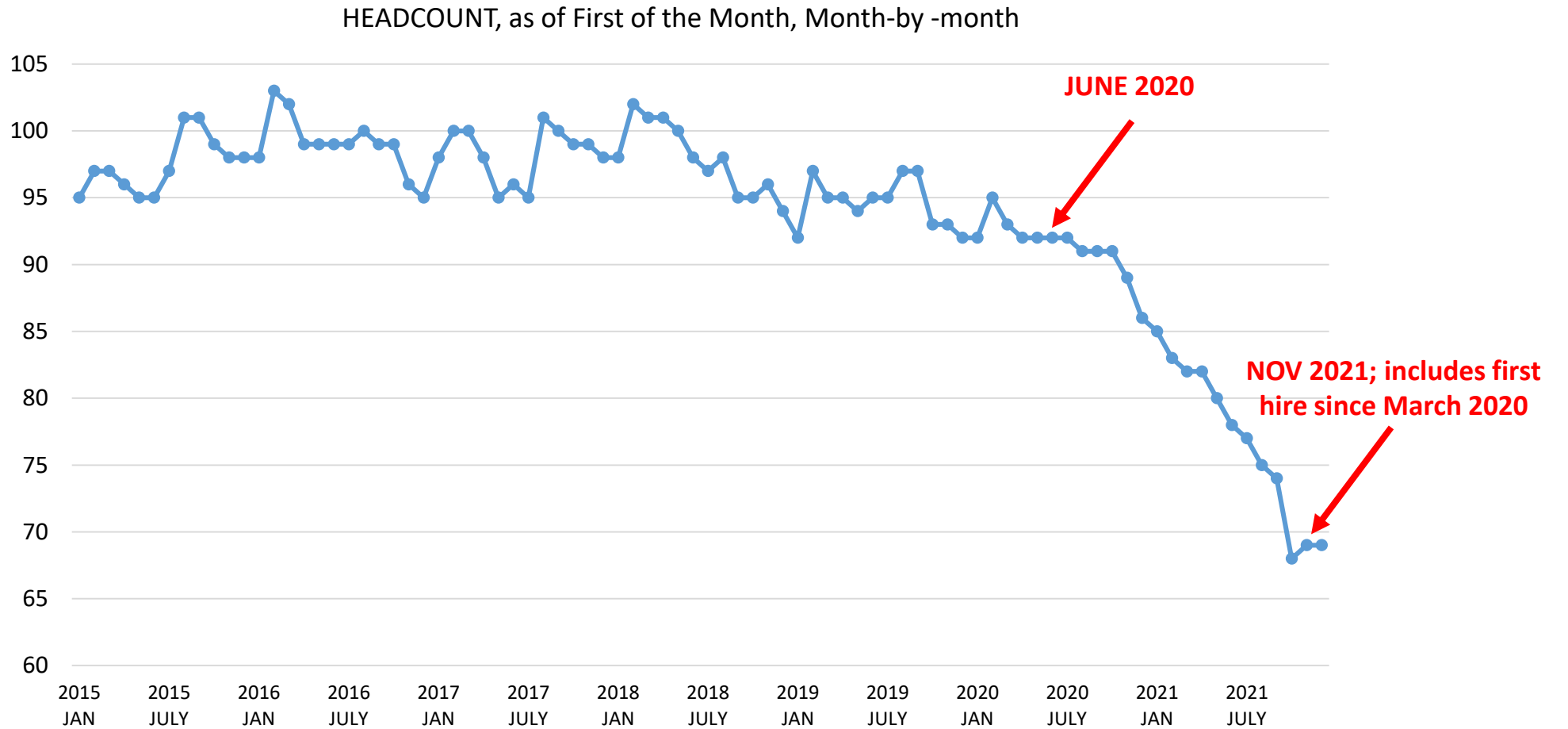
# CHIEF'S REPORT FOR POLICE COMMISSION

December 14, 2021





# BPD SWORN OFFICER HEADCOUNT, 2015-2021



Current headcount excludes an officer who is still on the books but has submitted a resignation and is burning time



## BE A BURLINGTON COP

- 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**
- Various **specialty assignments** such as narcotics, detectives, K9, youth officer, DVPO, ERU
- Yearly education bonus

**\$15,000 HIRING  
INCENTIVE**

**\$63,336 FIRST-  
YEAR SALARY**

**\$82,000 TOP PAY**



# INCIDENTS

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

<b>PRIORITY 1</b>	High priority.
<b>PRIORITY 2</b>	Middle priority. (*) = situationally dependent; some may be Priority 1 or Priority 3.
<b>PRIORITY 3</b>	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.)

<b>911 Hangup</b>	<b>Cruelty to a Child</b>	Illegal Dumping	<b>Robbery</b>
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer	<b>Runaway</b>
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 *	<b>Sexual Assault</b>
Arrest on Warrant	<b>Domestic Assault - Felony</b>	<b>Kidnapping</b>	Sheltering/Aiding Runaway
<b>Arson</b>	<b>Domestic Assault - Misd</b>	Larceny - from a Building	SRO Activity
<b>Assault - Aggravated</b>	<b>Domestic Disturbance</b>	Larceny - from a Motor Vehicle	<b>Stalking</b>
<b>Assault - Simple</b>	Drugs	Larceny - Other	Stolen Vehicle
<b>Assist - Agency</b>	Drugs - Possession	<b>Larceny from a Person</b>	Subpoena Service
Assist - Car Seat Inspection	Drugs - Sale	<b>Lewd and Lascivious Conduct</b>	<b>Suicide - Attempted</b>
Assist - K9	<b>DUI</b>	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	<b>Missing Person</b>	Threats/Harassment *
Background Investigation	<b>Escape</b>	Motor Vehicle Complaint	Traffic
Bad Check	Extortion	Noise	Trespass *
Bar / Liquor License Violation	False Info to Police	Obstruction of Justice	<b>TRO/FRO Service</b>
<b>Bomb Threat</b>	False Pretenses	Operations	<b>TRO/FRO Violation</b>
<b>Burglary *</b>	False Public Alarms	Ordinance Violation - Other	<b>Unlawful Restraint</b>
CHINS	False Swearing	<b>Overdose</b>	<b>Untimely Death</b>
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	<b>Prohibited Acts</b>	VIN verification
Counterfeiting	Fraud	Property Damage	Violation of Conditions of Release *
<b>Crash - Fatality</b>	Fugitive From Justice	<b>Reckless Endangerment *</b>	Voyeurism *
<b>Crash - Injury to person(s)</b>	Graffiti Removal	Recovered Property	Weapons Offense
<b>Crash - LSA *</b>	<b>Hindering Arrest</b>	<b>Resisting Arrest</b>	Welfare Check *
Crash - Non-Investigated	<b>Homicide</b>	Retail Theft	
Crash - Property damage only	Identity Theft	<b>Roadway Hazard</b>	



## INCIDENT VOLUME, YTD

	YTD, 12/12
2017	31,343
2018	28,395
2019	27,235
2020	22,780
2021	<b>20,601</b>

	JUN 1 to DEC 12
2017	17,897
2018	16,791
2019	16,225
2020	12,772
2021	<b>12,850</b>

From June 1 to December 12, 2021, there have been **12,850** total incidents.

Of those, **1,909—or 15%—have been “stacked” according to the Priority Response Plan.**

Total incidents are down 10% from 2020 versus 2021. But since June 1 incidents in 2021 are actually up. Additionally, comparing June to December in 2017 to the same period in 2021, there were 3,041 foot patrols and traffic stops in 2017, but only 334 in 2021—i.e., 46% of the decrease in incident volume comes from changes in cops’ proactivity.

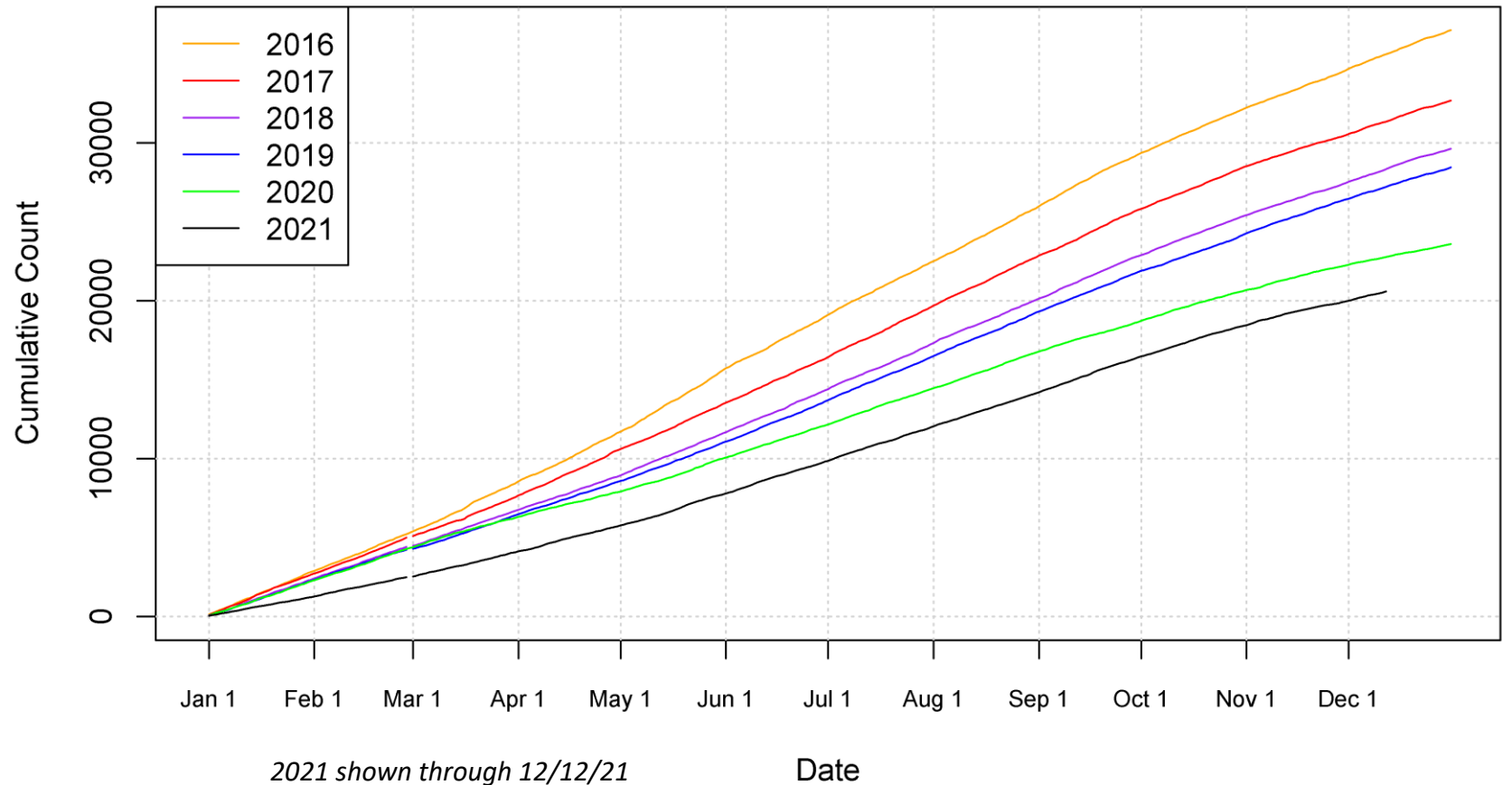


# TOTAL INCIDENT VOLUME

This graphic presents another way to visualize the incident volume shown in the previous slide's table. In this chart, full-year data are shown for 2016 to 2020; only 2021 is YTD.

**Year over year, overall incident volume is indisputably down.** About half the decrease comes from changes in officer proactivity designed to decrease enforcement encounters, particularly around traffic stops.

### Total Incidents





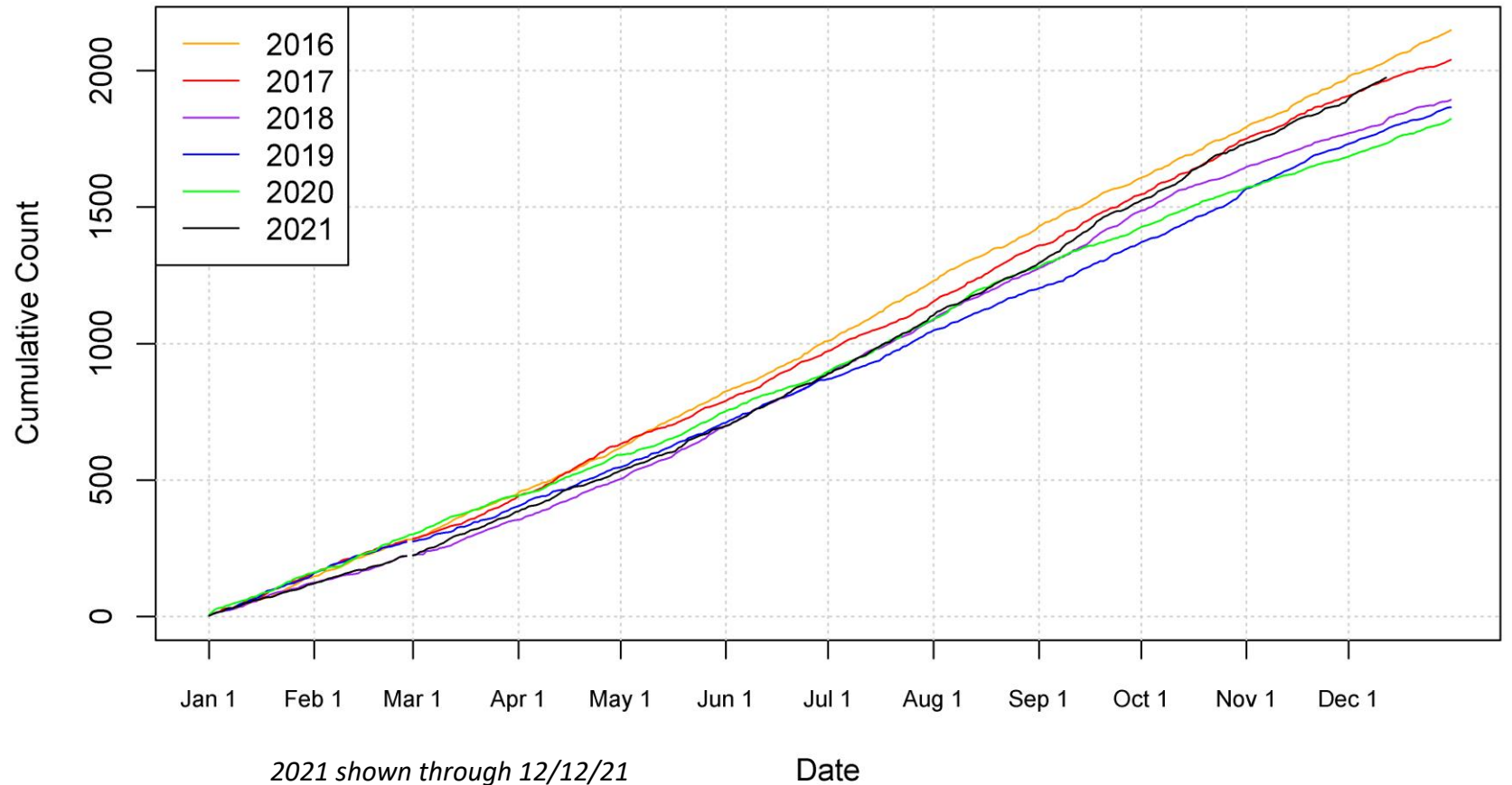
# PRIORITY 1 INCIDENTS

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 2016.**

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





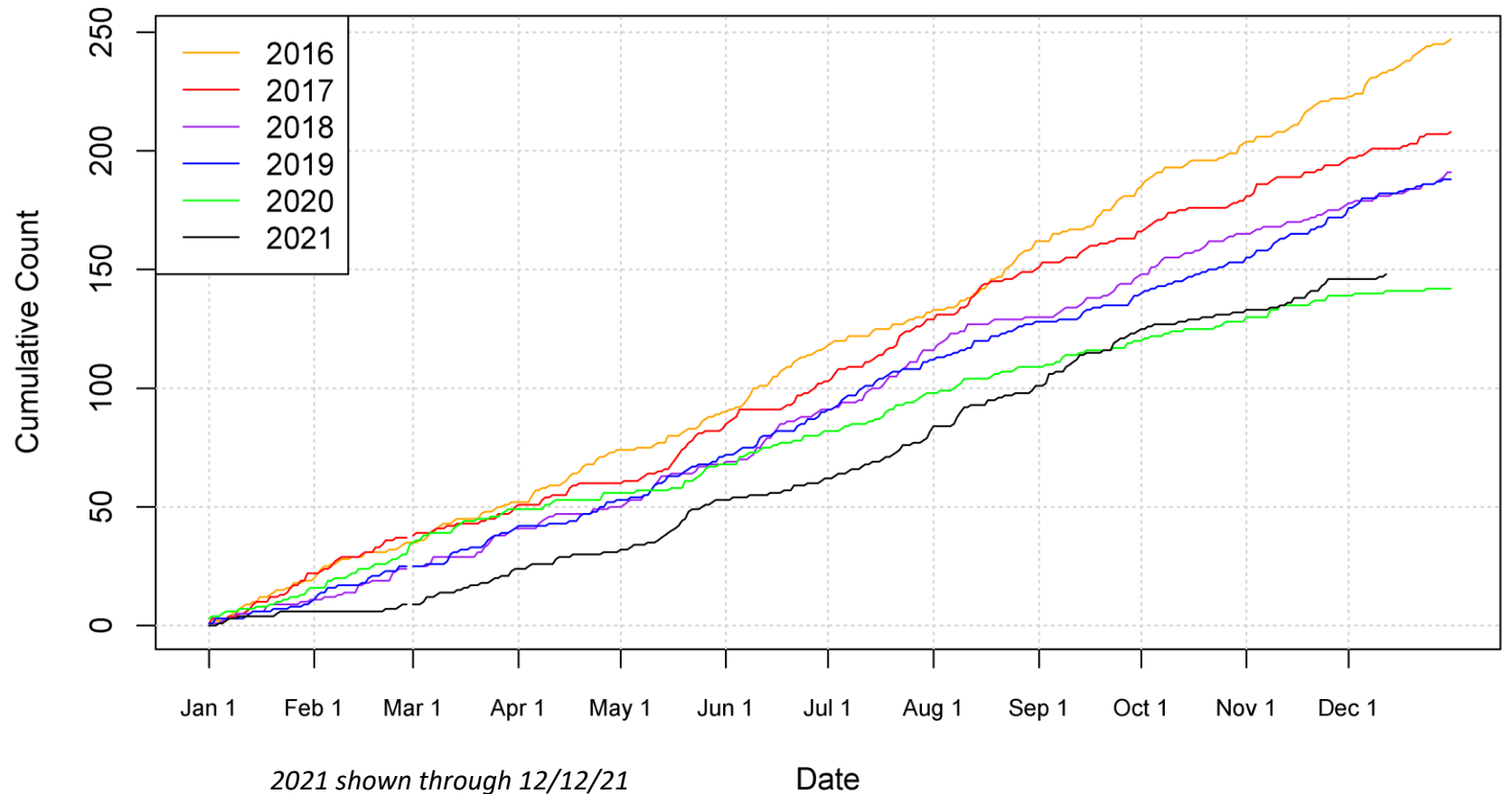
# USE OF FORCE

The BPD provides a report of each and every use-of-force incident to the public.

[https://www.burlingtonvt.gov/police/use\\_of\\_force\\_reports](https://www.burlingtonvt.gov/police/use_of_force_reports)

The independent Police Commission can and does review body-camera footage upon request. Furthermore, the BPD has submitted a job description for a redaction specialist to the City's H/R department, which is reviewing the position. We all want more body-camera forage to be made available to the public.

### Uses of Force







# SELECTED INCIDENT TRENDS, YTD (Dec 12)

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
2016	35	169	208	112	182	604	2	750	70	26	68	50	5,260
2017	43	176	241	110	148	562	0	818	67	17	57	47	3,232
2018	46	177	146	85	135	522	4	771	54	16	72	24	2,525
2019	49	147	99	91	138	572	3	736	55	21	48	48	1,893
2020	49	142	101	53	149	622	12	890	91	20	57	61	1,169
2021	<b>61</b>	<b>152</b>	<b>194</b>	<b>87</b>	<b>140</b>	<b>610</b>	<b>13</b>	<b>910</b>	<b>139</b>	<b>10</b>	<b>43</b>	<b>126</b>	<b>647</b>

*All data YTD through 12/12 for each year*



# SELECT VIOLENT-CRIME CATEGORIES, YTD 2021 OVER YTD 2019

	2019	2021	Δ
Agg Ass't	49	61	<b>UP 25%</b>
Simple Ass't	147	152	<b>UP 3%</b>
DisCon	138	140	<b>UP 2%</b>
Domestic	572	610	<b>UP 7%</b>
Gunfire	3	13	<b>UP 333%</b>
Robbery	21	10	<b>DOWN 52%</b>
Sexual Ass't	48	43	<b>DOWN 10%</b>

*all data YTD through 12/12 for each year*



## SELECT INCIDENT TRENDS, PREVIOUS 5-YEAR AVG vs 2021

	5-YR AVG	2021	Δ
Ass't Agg	44	61	<b>+39%</b>
Ass't Simp	162	152	<b>- 6%</b>
Burglary	159	194	<b>+22%</b>
Crash Inj & Fatal	90	87	<b>- 3%</b>
Disorderly C	150	140	<b>- 7%</b>
Domestic	576	610	<b>+6%</b>

	5-YR AVG	2021	Δ
Mental Health	793	910	<b>+15%</b>
Overdose	67	139	<b>+108%</b>
Robbery	20	10	<b>- 50%</b>
Sexual Ass't	60	43	<b>- 28%</b>
Stolen Veh	46	126	<b>+174%</b>
Traffic	2,816	647	<b>- 77%</b>

*Five-year avg = 2016 to 2020*

*All data is YTD through 12/12*



# TRAFFIC DISPARITIES

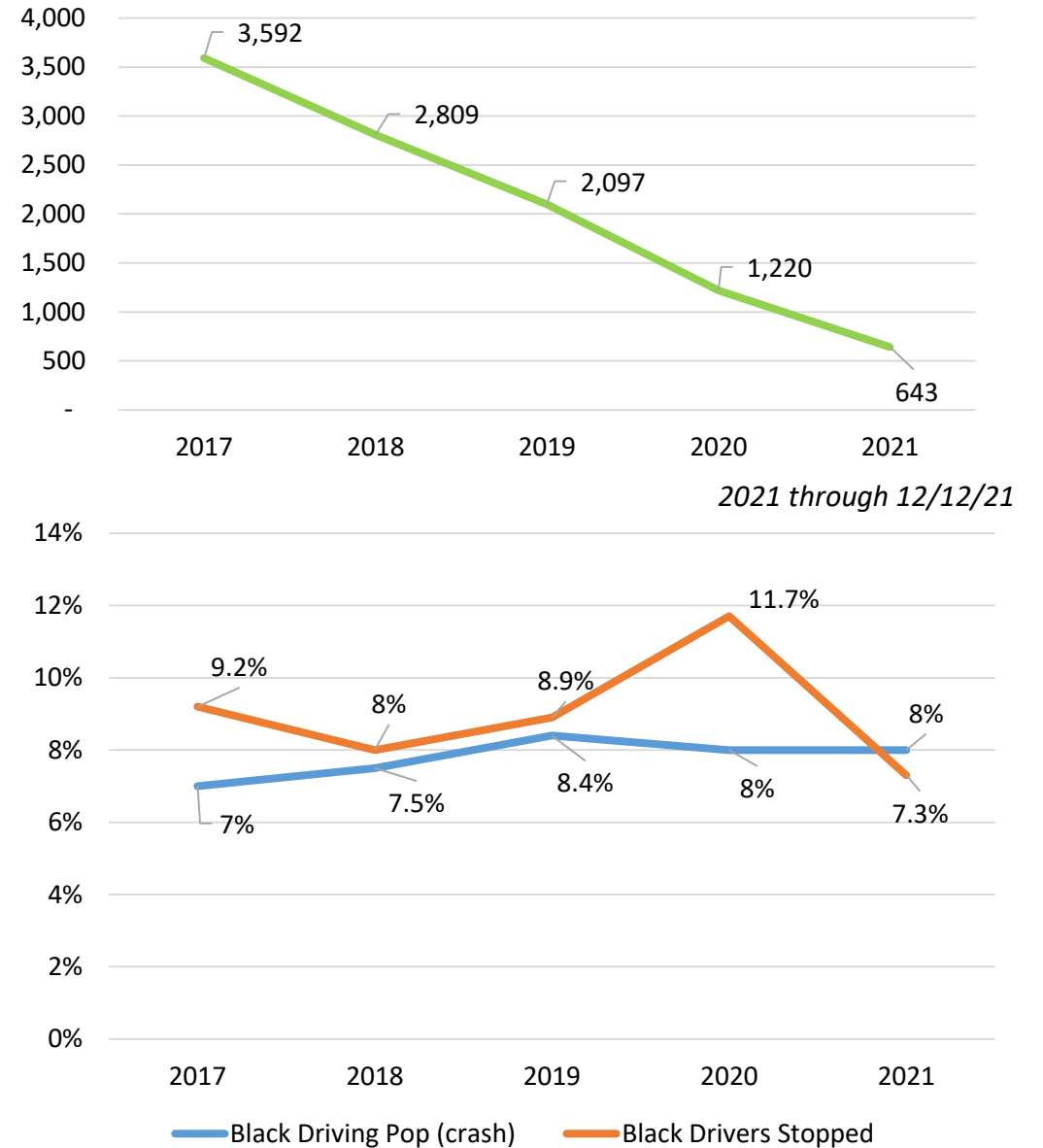
Through mid-December 2021, there have been 643 traffic stops, down about 87% from the same period in 2016. Of those 643 stops, 47—or 7.3%—have been of black drivers. That is lower than black drivers’ representation in the driving public as measured by crash data (the city’s 2020 Annual Report cites black drivers as 8.0% of the driving population).

Furthermore, in 80% of stops BPD officers only issue a warning, rather than a ticket. Of all stops with tickets, only 6.8%—nine tickets—involved a black driver. This is all stops and all tickets, irrespective of rates of license suspension (which are nearly double for black drivers).

**In other words, in 2021, BPD officers pull black drivers over at a lower rate than their presence in the driving population, and issue tickets to black drivers even less often than that.**

Year-to-date there have been zero traffic searches of black drivers.

### ALL TRAFFIC STOPS





## FBI NIBRS DATA

In 2020, 9,880 law enforcement agencies, whose jurisdictions covered more than 177.5 million U.S. inhabitants, submitted NIBRS data to the UCR Program. These agencies accounted for 62.1% of the 15,901 law enforcement agencies that submitted data to the UCR Program in 2020. Currently, the FBI does not estimate NIBRS data for agencies that do not submit it.

Of the 8,879,728 offenses reported in 7,560,867 incidents, 60.5% were crimes against property; 25.2% were crimes against persons; and 14.3% were crimes against society. (Due to rounding, some percentage breakdowns may not add to 100%.) Among these categories, the offenses most reported include larceny/theft offenses, assault offenses, and drug/narcotic offenses, respectively.

Most victims (66.9%) were white; 24% were Black or African American; 1.9% were Asian; 0.8% were American Indian or Alaska Native; and 0.2% were Native Hawaiian or Other Pacific Islander. The race of 6.2% of victims was unknown.

By race, more than half (50.8%) of known offenders were white; 29.6% were Black or African American; and 2.2% were of other races. The race was unknown for 17.4% of reported known offenders.

By race, most arrestees (67.7%) were white; 27.1% were Black or African American; and 2.9% were of other races. The race was unknown for 2.2% of arrestees.

<https://www.fbi.gov/news/pressrel/press-releases/fbi-releases-2020-incident-based-data>



## BPD SWORN OFFICER EDUCATION LEVELS

Of our 69 sworn officers, 61% have bachelor's degrees or higher and 13% have advanced degrees.

Eight officers have master's degrees.

Our Deputy Chief Administration has a JD.

Nineteen officers have associates degrees.

Fourteen officers have no degree (most of those have military service in lieu of a degree).

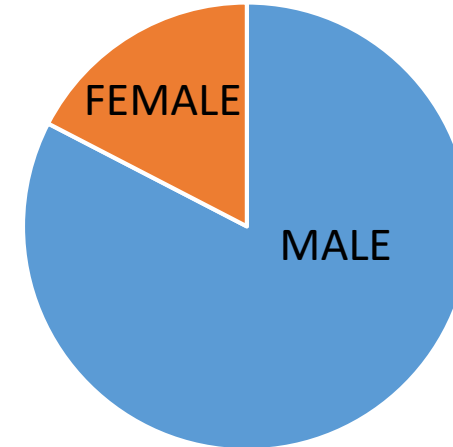
For comparison, about 33% of the NYPD's officers have a bachelor's degree or higher.



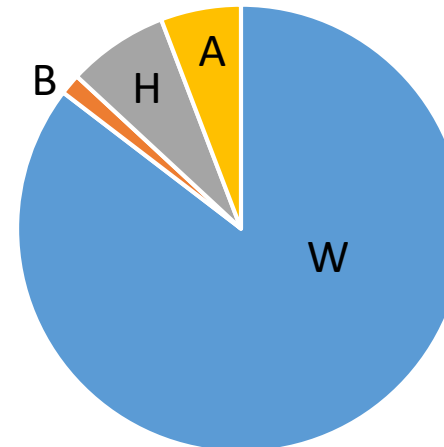
# BPD SWORN OFFICER DEMOGRAPHICS

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

