



PRELIMINARY YEAR-END REPORT

Covering 2021

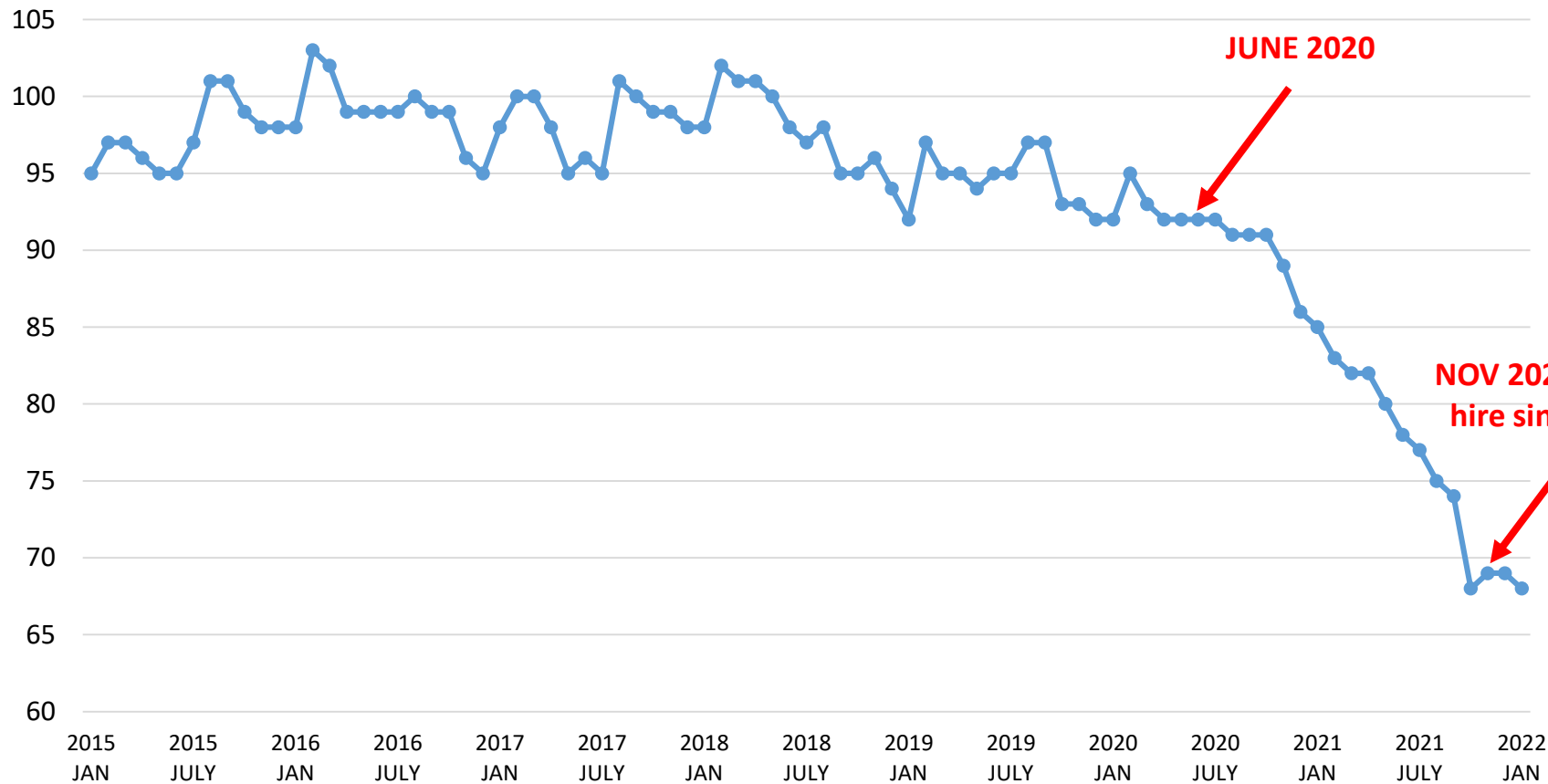




BPD SWORN OFFICER HEADCOUNT, 2015-2022

The BPD currently has 63 effective* sworn officers

TOTAL SWORN HEADCOUNT, as of the first of each month, month-by-month



* = "effective" does not include three officers on long-term military deployments, one officer in the Police Academy, and one officer with a long-term limited-service injury



INCIDENTS

The BPD classifies incidents according to 130 categories, via our [Valcour computer-aided dispatch system](#). 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 they are in-progress or whether they involve physical safety or not. This determination can be made by dispatch or assigned officers, with the Officer-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 Alarm *	Disorderly Conduct *	Inciting a Felony	Search
Alcohol Offense	Disorderly Conduct by Elec Comm	Intoxication	Search Warrant
Animal Problem	Disturbance	Investigation - Cold Case	Sex Offender Registry Violation
Arrest on Warrant	DLS	Juvenile Problem *	Sexual Assault
Arson	Domestic Assault - Felony	Kidnapping	Sheltering/Aiding Runaway
Assault - Aggravated	Domestic Assault - Misd	Larceny - from a Building	SRO Activity
Assault - Simple	Domestic Disturbance	Larceny - from a Motor Vehicle	Stalking
Assist - Agency	Drugs	Larceny - Other	Stolen Vehicle
Assist - Car Seat Inspection	Drugs - Possession	Larceny from a Person	Subpoena Service
Assist - K9	Drugs - Sale	Lewd and Lascivious Conduct	Suicide - Attempted
Assist - Motorist	DUI	Lockdown Drill	Suspicious Event *
Assist - Other	Eluding Police	Mental Health Issue *	Theft of Rental Property
Assist - Public	Embezzlement	Minor in Possession of Alcohol	Theft of Service
Background Investigation	Enabling Consumption by Minors	Missing Person	Threats/Harassment *
Bad Check	Escape	Motor Vehicle Complaint	Traffic
Bar / Liquor License Violation	Extortion	Noise	Trespass *
Bomb Threat	False Info to Police	Obstruction of Justice	TRO/FRO Service
Burglary *	False Pretenses	Operations	TRO/FRO Violation
CHINS	False Public Alarms	Ordinance Violation - Other	Unlawful Restraint
Community Outreach	False Swearing	Overdose	Untimely Death
Compliance Check	Fireworks	Parking	Use of Elec Comm to Lure a Child
Computer Crime	Foot Patrol	Possession of Stolen Property	Uttering a Forged Instrument
Contributing to Delinquency of Minor	Forgery	Prescription Fraud	Vandalism
Counterfeiting	Found/Lost Property	Prohibited Acts	VIN verification
Crash - Fatality	Fraud	Property Damage	Violation of Conditions of Release *
Crash - Injury to person(s)	Fugitive From Justice	Reckless Endangerment *	Voyeurism *
Crash - LSA *	Graffiti Removal	Recovered Property	Weapons Offense
Crash - Non-Investigated	Hindering Arrest	Resisting Arrest	Welfare Check *
Crash - Property damage only	Homicide	Retail Theft	
	Identity Theft	Roadway Hazard	



INCIDENT VOLUME

	TOTAL INCIDENTS
2016	37,132
2017	32,671
2018	29,684
2019	28,475
2020	23,591
2021	21,572

	JUN 1 to DEC 31
2016	21,533
2017	19,225
2018	18,080
2019	17,465
2020	13,583
2021	13,821

INCIDENTS ARE NOT THE SAME AS CRIMES. As the previous slide demonstrates, most of Valcour’s 130 categories are not crimes. Nevertheless, incident volume has fallen significantly over the past several years. About half the decrease stems from changes in officer proactivity, however. Comparing June through December in 2017 to the same period in 2021, there were 3,284 foot patrols and traffic stops in 2017, but only 362 in 2021—i.e., 54% of the decrease in overall incident volume came from changes in cops’ proactivity.

On June 14, 2021, Governor Scott ended Vermont’s “Stay Home Stay Safe” COVID restrictions. Since June 01 2021 there have been **13,821** total incidents, surpassing the number for the same period in 2020. Of those 13,821 incidents, **2,040—or 15%—have been “stacked” according to the Priority Response Plan.**



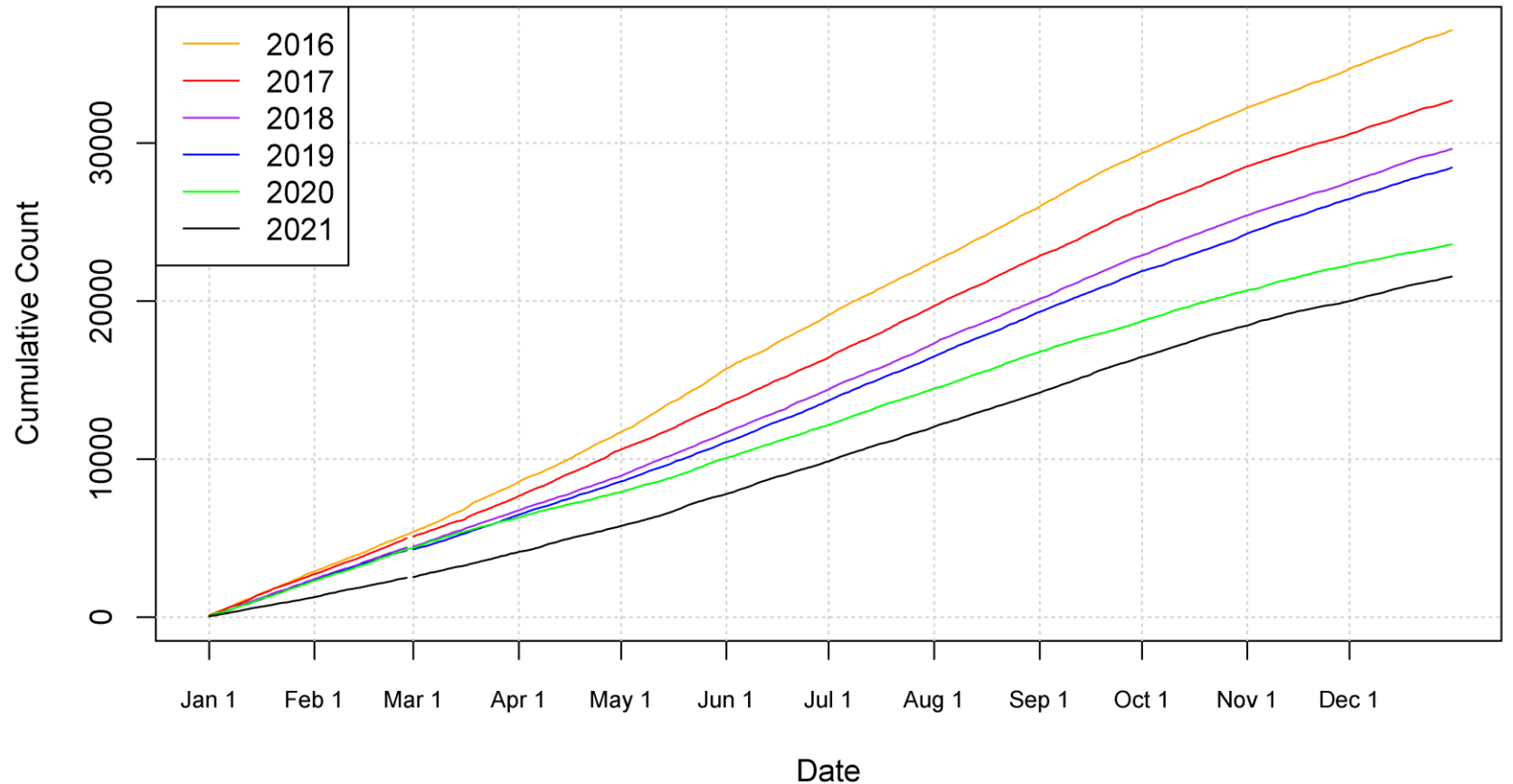
TOTAL VOLUME OF VALCOUR-TRACKED INCIDENTS

This graphic presents another way to visualize the incident volume shown in the previous slide's table. **Most incidents are NOT crimes, so incident volume does not automatically equal changes in crime rates.**

Year over year, overall incident volume is indisputably down.

Prior to the pandemic, however, **more than half the decrease from 2016 to 2019 occurred because the BPD purposefully encouraged changes in officer activity in order to decrease enforcement encounters, particularly traffic stops.**

Total Incidents





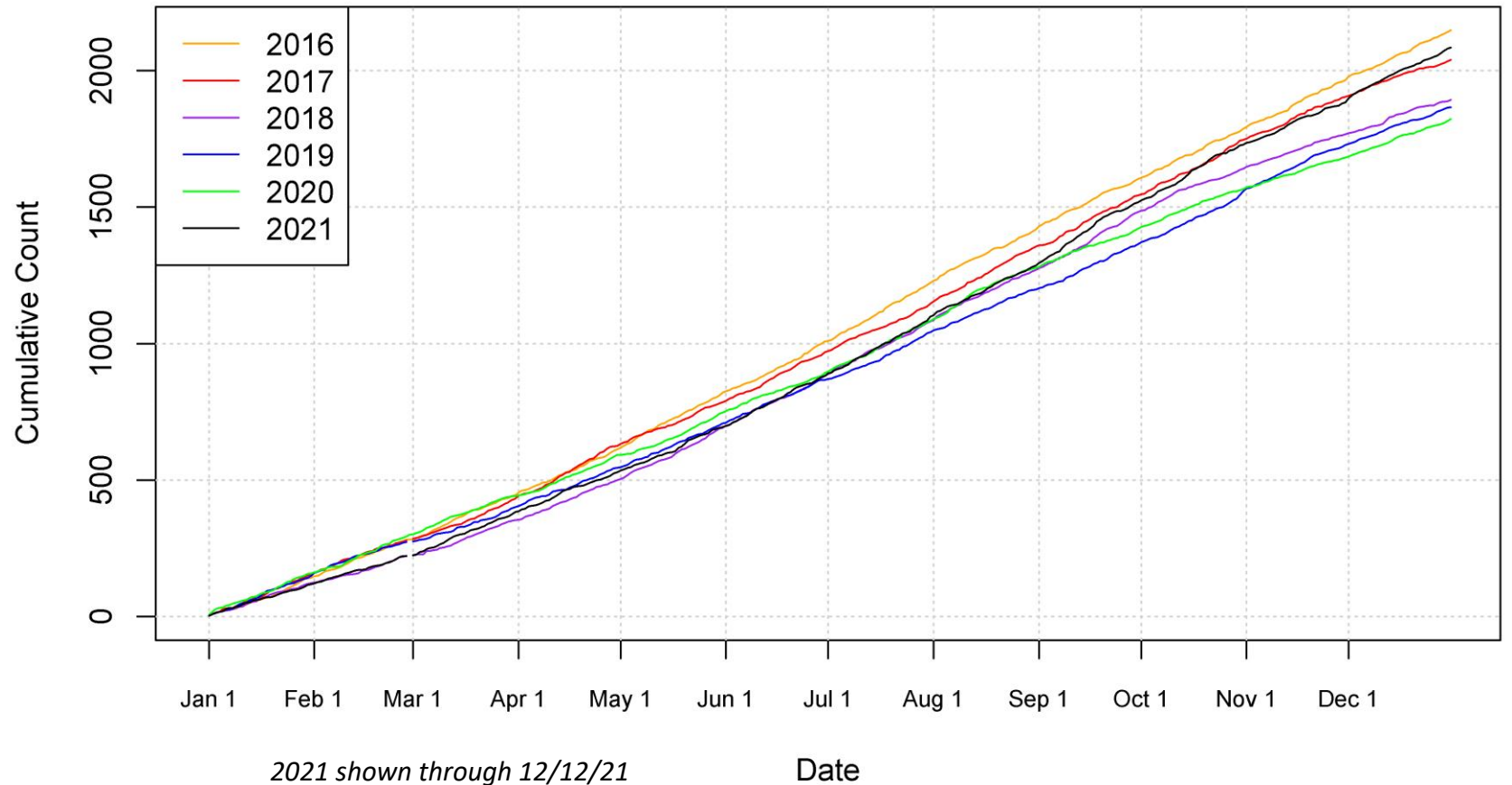
PRIORITY 1 INCIDENTS IN VALCOUR

Unlike overall incident volume, the volume of Priority 1 incidents went up in 2021.

In 2021, there were more Priority 1 than in any year since 2016.

Priority 1 incidents are not all crimes, but they track more closely than overall incidents. Priority 1 includes 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





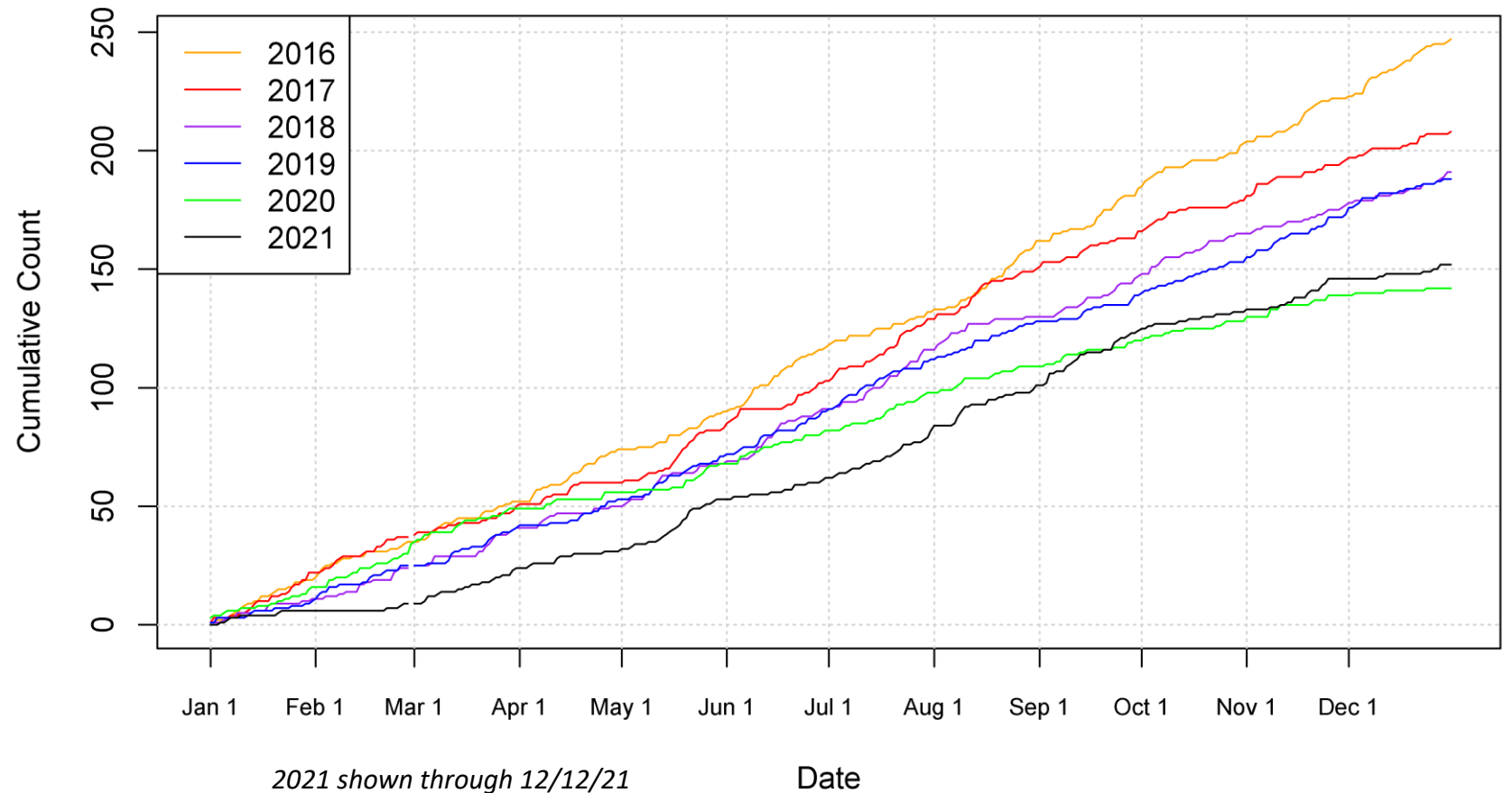
USE OF FORCE

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

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 VALCOUR INCIDENT-CATEGORY TRENDS

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault	Domestic Disturb	Gunfire	Larceny	Mental Health Issue	Overdose	Robbery	Sexual Assault	Traffic
2016	37	181	213	119	192	135	509	2	974	781	71	27	73	5,512
2017	45	182	241	112	149	92	491	0	727	853	70	17	59	3,440
2018	48	184	149	88	139	65	477	4	608	803	56	16	74	2,657
2019	50	154	105	92	139	75	529	3	742	765	58	22	49	1,975
2020	51	144	108	54	156	50	593	12	772	946	100	20	60	1,176
2021	62	161	204	90	143	42	601	14	1,106	957	145	12	43	665

NOTE: These data are derived from Valcour incidents. 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. Accordingly, these data may differ from end-of-year NIBRS reporting to the Department of Justice, because that reporting receives an additional round of auditing via the BPD's Records Department.

NIBRS, or the National Incident-Based Reporting System, is an incident-based reporting system administered by the FBI and used by US law enforcement agencies as a set of rules for reporting crime data. The national system's definitions and rules may differ from those found in state laws or systems.



SELECT VIOLENT-CRIME INCIDENTS, 2021 vs 2019

	2019	2021	Δ
Agg Ass't*	50	62	UP 24%
Simple Ass't*	154	161	UP 5%
DisCon	139	143	UP 3%
Domestic Ass't*	75	42	DOWN 44%
Domestic Disturb	529	601	UP 14%
Gunfire	3	14	UP 367%
Robbery	22	12	DOWN 45%
Sexual Ass't	49	43	DOWN 10%

** = felony assaults, misdemeanor assaults, and domestic assaults are shown separately*

NOTE: These data are derived from Valcour incidents. Accordingly, these data may differ from end-of-year NIBRS reporting.



SELECT INCIDENT TRENDS, PREVIOUS 5-YEAR AVG vs 2021

Five-year avg = 2016 to 2020

	5-YR AVG	2021	Δ
Priority 1	1,954	2,085	+7%

	5-YR AVG	2021	Δ
Ass't Agg	46	62	+35%
Ass't Simp	169	161	- 5%
Burglary	163	204	+25%
Crash Inj & Fatal	93	90	- 3%
Disorderly Conduct	155	143	- 8%
Domestic Ass't	83	42	- 49%
Domestic Disturb	520	601	+16%

	5-YR AVG	2021	Δ
Gunfire	4	13	+225%
Larceny	765	1,106	+45%
Mental Health	830	957	+15%
Overdose	71	145	+104%
Robbery	20	12	- 40%
Sexual Ass't	63	43	- 32%
Traffic	2,952	665	- 78%

NOTE: These data are derived from Valcour incidents. Accordingly, these data may differ from end-of-year NIBRS reporting.



GUNFIRE INCIDENTS

YEAR	INCIDENT	CATEGORY	DATE	LOCATION
2012		NONE		
1 2013	13BU023153	Agg Assault	9/1/2013	Peru St
2014		NONE		
2 2015	15BU000219	Homicide	1/3/2015	Greene St
3 2015	15BU020299	Agg Assault	7/27/2015	North St
4 2015	15BU036925	Homicide	12/27/2015	Church St
5 2016	16BU008512	Reckless End	4/1/2016	Riverside Ave
6 2016	16BU028954	Att Agg Assault	9/28/2016	Hyde St
7 2017	17BU027939	Att Agg Assault	10/26/2017	Riverside Ave
8 2018	18BU004156	Agg Assault	2/26/2018	Main St
9 2018	18BU012744	Reckless End	6/13/2018	Pearl St
10 2018	18BU021268	Reckless End	9/14/2018	Shelburne Rd
11 2018	18BU022697	Att Agg Assault	9/28/2018	Sherman St
12 2018	18BU026060	Att Murder	11/10/2018	Park St
13 2019	19BU005826	Homicide	3/24/2019	Clarke St
14 2019	19BU007507	Homicide	4/16/2019	N Willard St
15 2019	19BU010451	Reckless End	5/25/2019	Roosevelt Park

A gunfire incident means police have probable cause that a gun was discharged in a criminal or reckless manner. Some gunfire incidents are shootings, in which a person is struck. In the table, if “CATEGORY” is red, it means a person was struck. Some shootings are homicides, in which a person is killed.

YEAR	INCIDENT	CATEGORY	DATE	LOCATION
16 2020	20BU000932	Att Agg Assault	1/14/2020	Intervale Ave
17 2020	20BU006994	Att Murder	4/13/2020	N Union St
18 2020	20BU007001	Reckless End	4/13/2020	S Winooski Ave
19 2020	20BU007440	Robbery	4/22/2020	Main St
20 2020	20BU007675	Homicide	4/26/2020	North Ave
21 2020	20BU015355	Reckless End	8/13/2020	Oakledge Park
22 2020	20BU015371	Att Agg Assault	8/14/2020	Plattsburg Ave
23 2020	20BU015627	Att Agg Assault	8/17/2020	Leddy Park
24 2020	20BU017223	Agg Assault	9/8/2020	Colchester Ave
25 2020	20BU017244	Agg Assault	9/8/2020	N Winooski
26 2020	20BU021220	Att Murder	11/11/2020	Pine St
27 2020	20BU021787	Att Agg Assault	11/21/2020	Archibald St
28 2021	21BU002721	Att Murder	3/5/2021	Walnut St
29 2021	21BU002778	Reckless End	3/6/2021	St Paul St
30 2021	21BU003436	Agg Assault	3/19/2021	Murray St
31 2021	21BU007140	Reckless End	5/22/2021	Isham St
32 2021	21BU007229	Reckless End	5/23/2021	Loomis St
33 2021	21BU008015	Att Murder	6/5/2021	City Hall Park
34 2021	21BU010479	Reckless End	7/10/2021	Hickok Pl
35 2021	21BU011916	Att Agg Assault	7/31/2021	S Winooski
36 2021	21BU012025	Reckless End	8/1/2021	Lake St
37 2021	21BU012411	Reckless End	8/7/2021	S Winooski
38 2021	21BU013386	Reckless End	8/21/2021	Main St
39 2021	21BU013793	Reckless End	8/27/2021	Main St
40 2021	21BU015938	Reckless End	9/24/2021	Skate Park
41 2021	21BU021576	Att Murder	12/31/2021	St Louis St

The number of gunfire incidents is small, but by percentage the racial representations are stark: 77% of racially-identified victims (17 of 22) and 62% of racially-identified suspects (18 of 29) are black.



TACKLING GUN CRIME

One potential avenue is the “**Ceasefire**” method, potentially in conjunction with the organization that pioneered it, the National Network for Safe Communities. The NNSC is an internationally recognized action research center at John Jay College of Criminal Justice, provides proven, evidence-based, life-saving violence reduction strategies.

NNSC achieves this goal in a variety of time-tested ways: by strengthening community norms against offending, communicating directly with high-risk people to deter violence, using a minimum of law enforcement, helping group members succeed in their lives, and enhancing the legitimacy of law enforcement, especially police, to make communities safer. We collaborate closely with city governments, law enforcement agencies, and community representatives to realign policy and practice with community priorities and available evidence.



National Network For Safe Communities at JOHN JAY COLLEGE

The National Network is committed to building a community of practice that operates along a set of guiding principles:

[Do no harm](#)

[Strengthen communities’ capacity to prevent violence](#)

[Enhance legitimacy](#)

[Offer help to those who want it](#)

[Get deterrence right](#)

[Use enforcement strategically](#)

Text and material taken from <https://nnscommunities.org/>



TACKLING BURGLARY

In the years prior to the pandemic, from 2013 to 2019, the BPD and partners helped drive burglary down 70%.

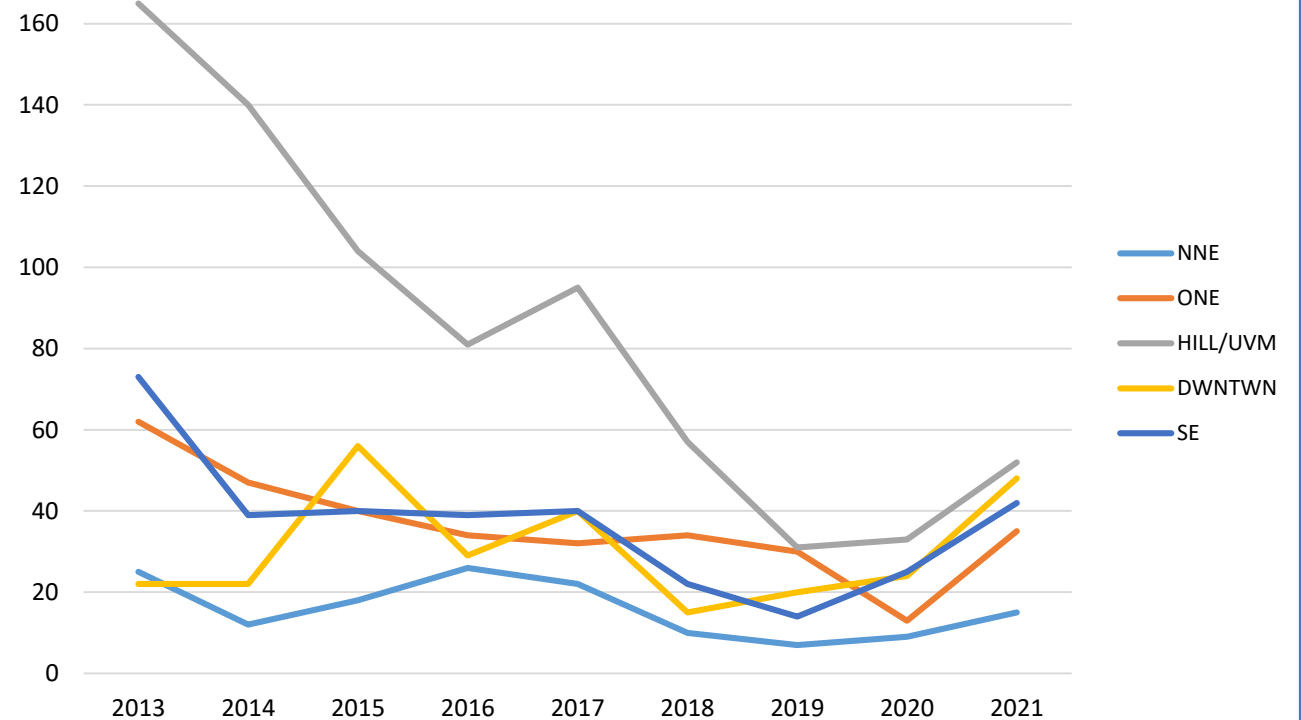
Success stemmed from the following factors:

- ▶▶ Timely intelligence about suspected burglaries and burglars
- ▶▶ Rapid patrol response and immediately involving detectives
- ▶▶ Effective tactics, collecting evidence like fingerprints and DNA and identifying linked crimes or crime patterns
- ▶▶ Relentless follow through on cases
- ▶▶ Open communication with the State's Attorney's office to prosecute cases

In Chittenden County, many burglaries are committed by a small number of frequent recidivists. Preventing that small number of burglars from committing additional crimes can have, and has had, an outsize effect.

The BPD also fosters community awareness via outreach such as door flyers, social media, and press releases. Finally, the proliferation of affordable home-security tools such as video cameras and other anti-theft technologies has helped prevent crimes and helped build strong cases when crimes occur.

BURGLARY, 2013-2021





SELECTED VALCOUR INCIDENT-CATEGORY TRENDS, YTD

ALL DATA FROM JAN 1 to JAN 23 OF RESPECTIVE YEAR

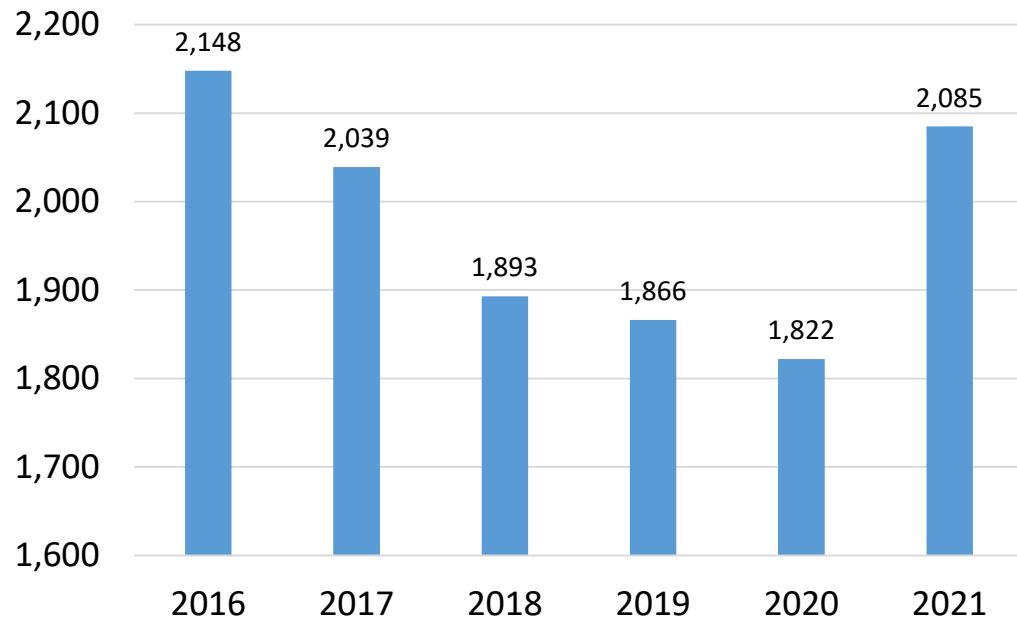
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2016	1	13	3	6	6	6	22	0	21	41	1	2	2	640
2017	3	7	11	5	8	8	23	0	38	58	6	4	4	307
2018	1	9	7	3	2	3	20	0	19	41	5	0	2	299
2019	1	6	3	6	5	10	23	0	32	42	5	2	2	199
2020	5	10	5	5	6	3	41	1	22	67	5	3	7	173
2021	4	5	4	5	3	1	27	0	40	45	7	2	2	24
2022	3	7	13	5	4	3	30	0	25	53	3	0	0	39

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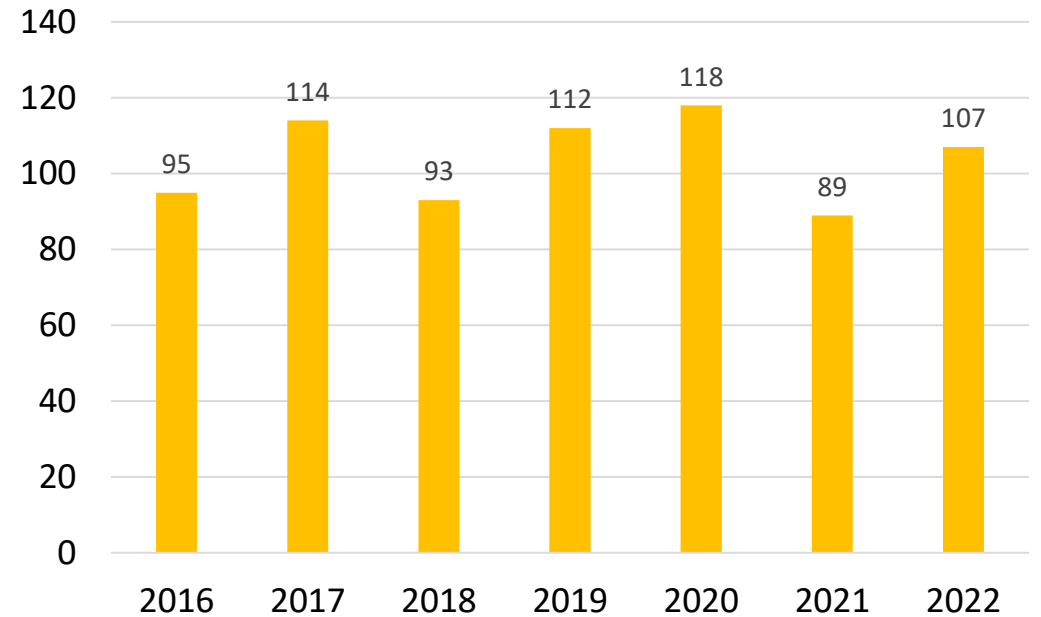
PRIORITY 1 INCIDENTS, YTD

Priority 1 Incidents, 2016 to 2021



Full year data above

Priority 1 Incidents, YTD



YTD = Jan 1 to Jan 23 for each year



NON-SWORN POSITIONS

As part of our Public Safety Continuity Plan, which is designed to address the BPD's diminished sworn staffing and community-based desires for change, we have hired all three of our allotted Community Support Liasons (CSLs) and four of our ten allotted Community Service Officers (CSOs).

Swearing in two new Community Service Officers (CSOs), Oct 22, 2021



Swearing in three new Community Support Liasons (CSLs), Oct 22, 2021



CSLs are social workers, who can address issues around homelessness, mental health, and substance-use disorder.

CSOs are unsworn, unarmed officers who can project public-safety presence as well as respond to animal issues, some crashes, and some quality-of-life calls for service.



CRISIS, ADVOCACY, INTERVENTION PROGRAMS (CAIP)

The CAIP Team

Our CAIP team members don't wear capes, but they do incredibly important public safety work nonetheless.

CAIP is a coordinated effort among multiple City of Burlington positions, housed in the Burlington Police Department. Team members include:

- the BPD's new **Community Support Liaisons**, or CSLs
- the CEDO **Victim's Service Specialist**
- the BPD's **Domestic Violence Advocate**
- the BPD's **Domestic Violence Prevention Officer**, or DVPO (the only sworn police officer on the team)

CAIP uses person-centered approaches, provides trauma-informed care, and emphasizes culturally competent responses to support those who have experienced harm. The programs use a police officer only when necessary, such as when a crime has been committed or when public safety or people's physical safety is at risk. The team works in conjunction with other social-service providers throughout Burlington and Chittenden County to help **fill gaps and build bridges**.

Incidents and Issues Addressed by CAIP

Community Affairs Support. Quality-of-life complaints, low-level crime prevention, conflict resolution, mediation, restorative processes

Houseless Support. Housing information and referrals, resource coordination & connection

Mental Health and Substance Use Support. Intervention, resource coordination, information, and referrals.

Victim Services. DV/SV support, victim advocacy, assistance with written statements

Parallel Justice for Victims of Crime. Limited financial support

Community Engagement. Tabling events, constituent group talks

Crime Prevention Activities. Restorative justice that does not involve the criminal justice system



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

