



# CHIEF'S REPORT FOR THE POLICE COMMISSION

March 22, 2022







# 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
Assist - Agency	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, 3/20
2017	6,631
2018	5,889
2019	5,591
2020	5,664
2021	3,504
2022	<b>3,872</b>

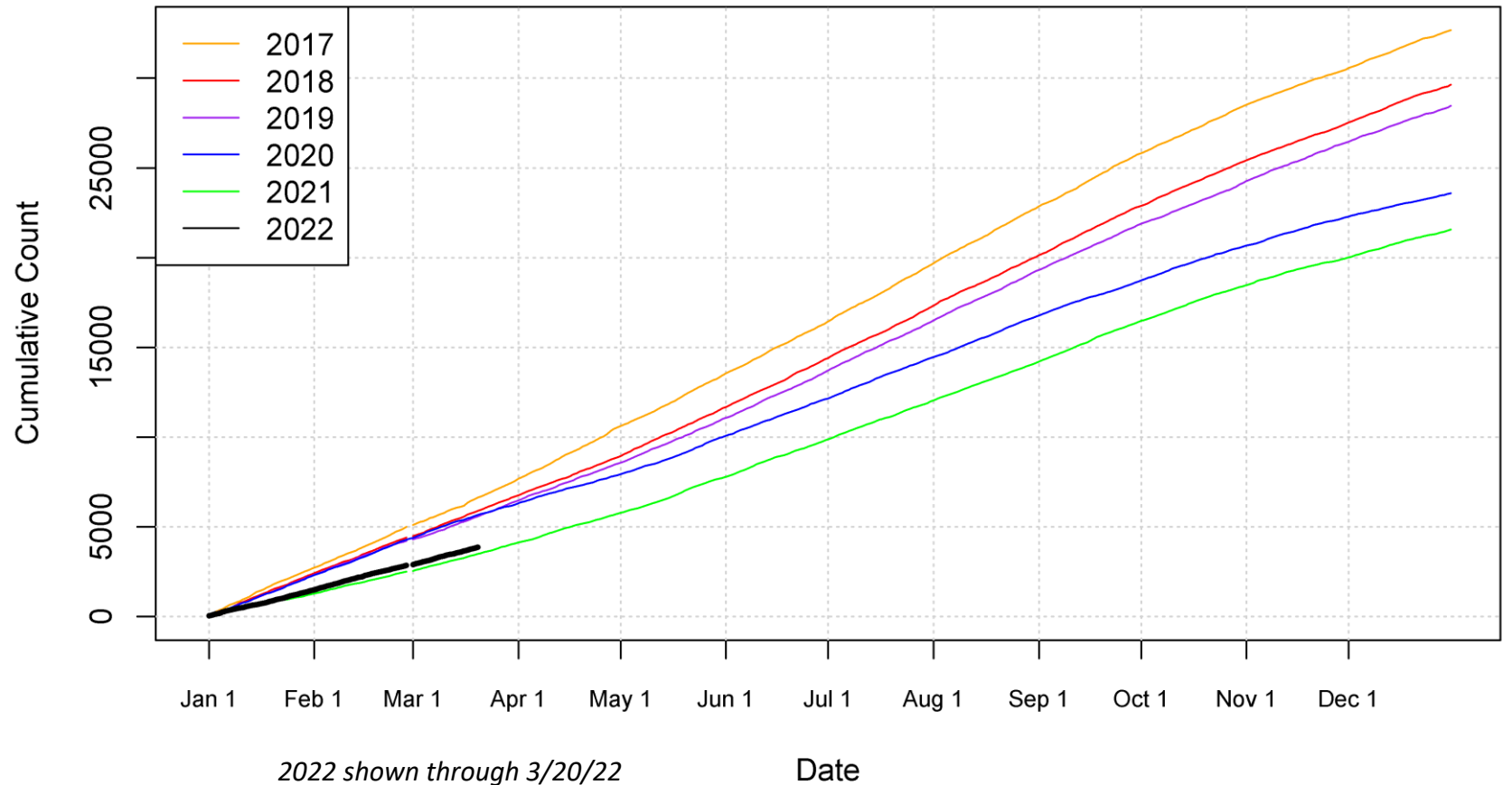
From Jan 1 to March 20, 2022, there have been **3,872** total incidents.  
Of those, **470—or 12%—have been “stacked” according to the Priority Response Plan.**



# TOTAL INCIDENT VOLUME

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

### Total Incidents





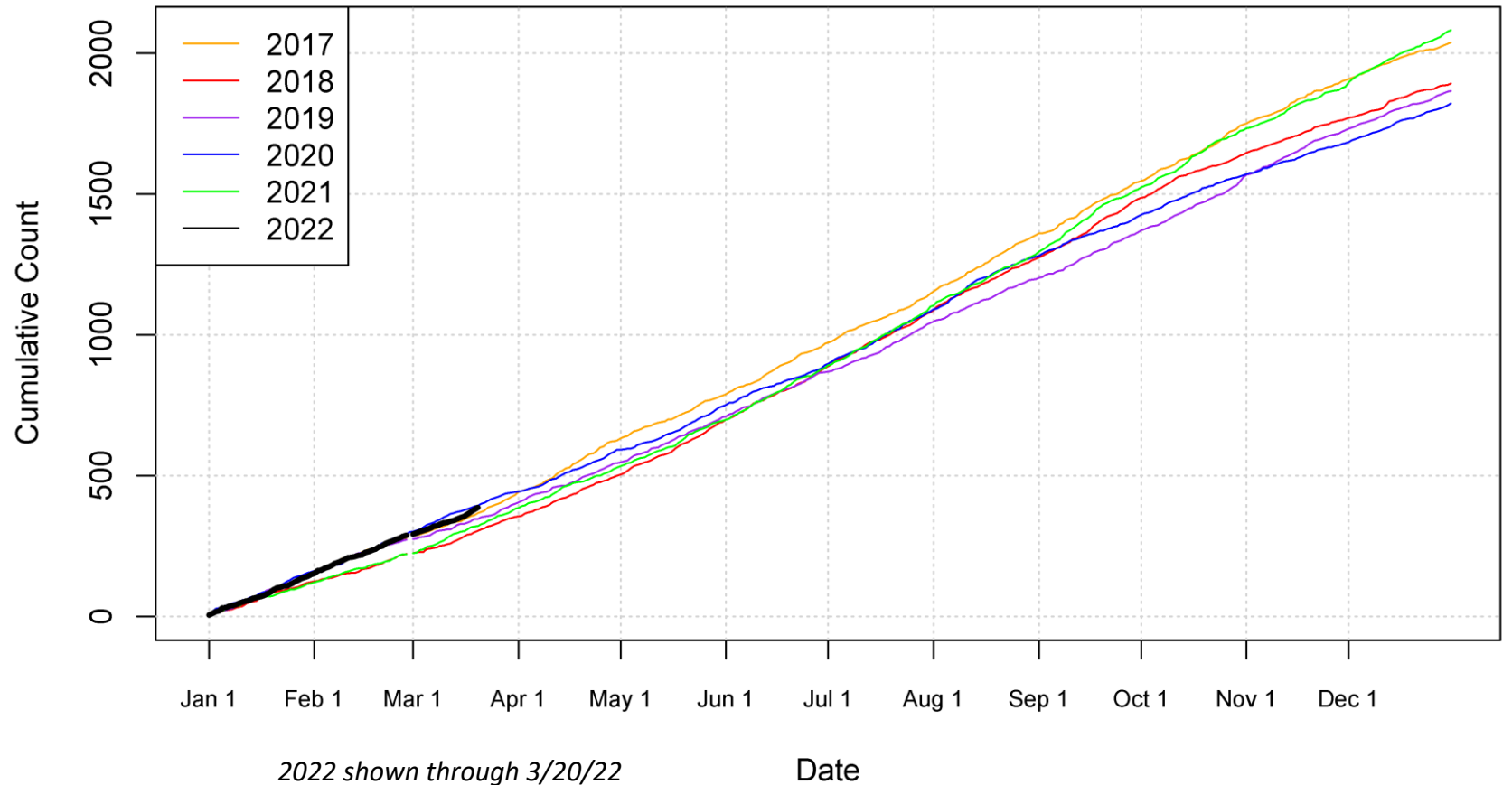
# PRIORITY 1 INCIDENTS

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

**Year-to-date, Priority 1 for 2022 is second-highest in the past six years.**

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





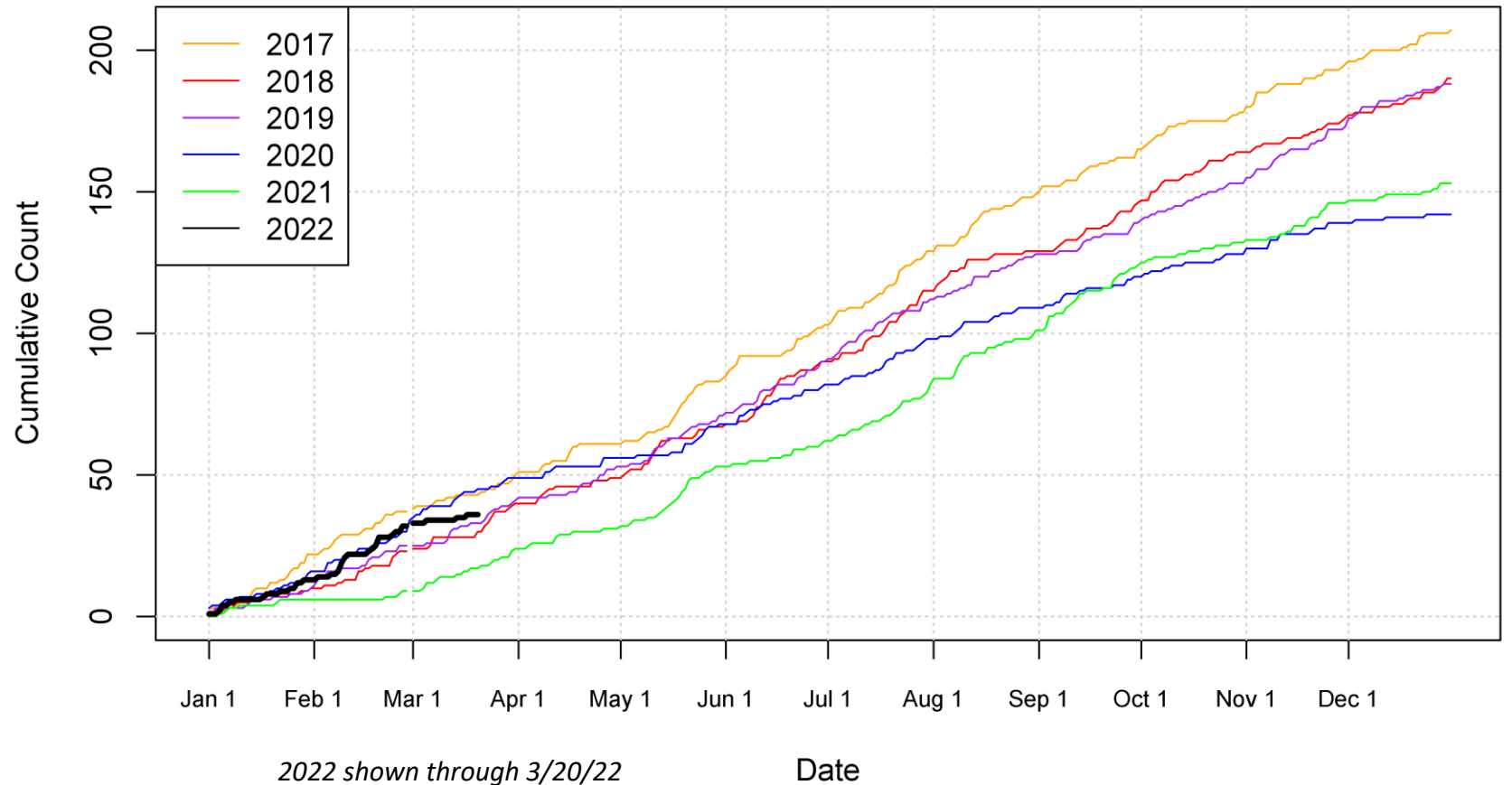
# USE OF FORCE

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 reviews body-camera footage upon request. The BPD has posted a job description for a “Digital Media Redaction Specialist” and is reviewing applications.

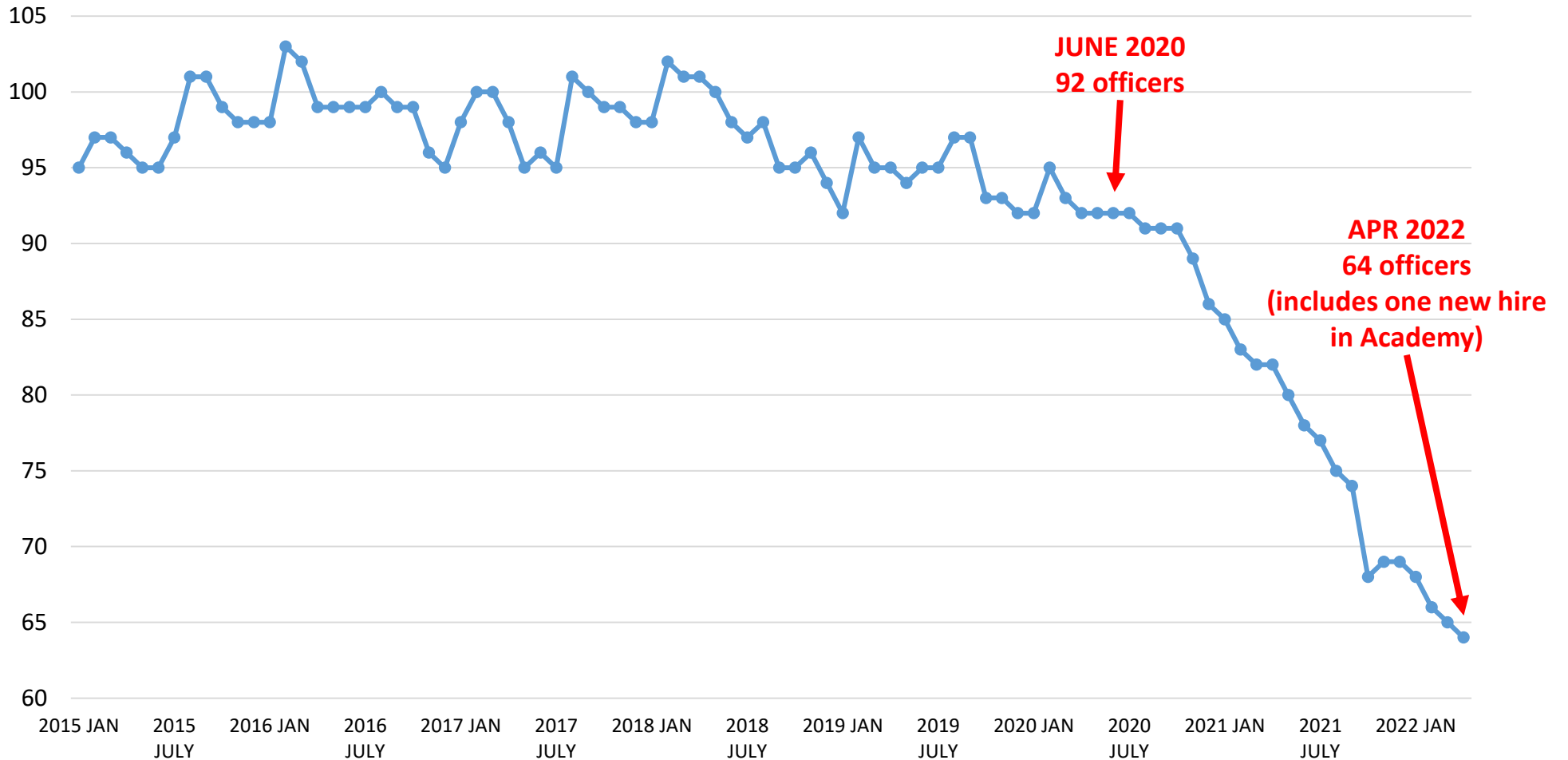
### Uses of Force





# BPD SWORN OFFICER HEADCOUNT, 2015-2022

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



As of April 01, 2022, the BPD will have **64 sworn officers**, of whom 58 are effective.

That 64 includes:

- 15 supervisors
- 13 detectives\*
- 8 at airport\*
- 3 on military leave
- 3 on injury leave
- 1 domestic violence ofc
- 1 recruitment ofc
- 1 in Field Training
- 1 at VPA



# RECRUITMENT & RETENTION PATTERNS SINCE 2015

Over the past seven years, the aggregate retention percentage is only 45%.

Discounting 2020 and 2021, BPD has averaged 4.3 recruits per class at the Vermont Police Academy and has retained 40% of those.

To grow by 30% will require five years of higher-than-normal recruit classes and lower-than-normal attrition.

	TOTAL IN	Of total hired, # still employed as of 3/15/22	Retention %age as of 3/15/22		RECRUIT HIRES	Of recruits hired, # still employed as of 3/15/22	LATERAL HIRES	Of laterals hired, # still employed as of 3/15/22
2015	8	3	38%		6 Jan: 2   July: 4	2	2	1
2016	13	7	54%		8* Jan: 4   July: 4	4	3	3
2017	8	2	25%		10* Jan: 4*   July: 6	2	0	n/a
2018	11	5	46%		10 Jan: 4   July: 6	4	1	1
2019	12	5	42%		9 Jan: 6   July: 6	5	3	0
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
<b>TOTAL</b>	<b>58</b>	<b>26</b>	<b>45%</b>		<b>48</b>		<b>10</b>	

\* = For the January 2017 hiring class, two officers were hired in Dec 2016, approximately five weeks earlier than normal.





## 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**
- Yearly education bonus
- Various **specialty assignments** such as narcotics, detectives, K9, youth officer, DVPO, ERU
- If applicant is a permanent resident / green-card holder, applicant **can be a non-U.S. citizen**

**\$15,000 HIRING  
INCENTIVE**

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

**\$82,000 TOP PAY**



## RECRUITING – PROGRESS ALREADY

Since the City Council's October 2021 resolution that partially undid their June 2020 staffing decision, we have hired:

- two **new probationary Police Officers**

One is in field training; one is attending the Police Academy.

In the same timeframe, since October 2021, we have unfortunately lost seven non-probationary officers.





# BUILDING OTHER CAPACITY

As part of the Public Safety Continuity Plan, we have hired:

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

These join the two we already had, meaning we have a total of seven employees in the role. We are still seeking to hire at least one additional CSO, and potentially four beyond that (if workload justifies it).



March 22, 2022 – all data preliminary & subject to change

**BPD  
currently  
has 7 CSOs  
and 3 CSLs**



Also as part of the Public Safety Continuity Plan, we have hired:

- three **Community Support Liaisons** (CSLs)

We are also hopeful of being able to bring aboard additional CSLs (the full-build of the Plan called for six of the positions, which would allow for possible co-deployment with officers).



