



CHIEF'S REPORT FOR THE POLICE COMMISSION

May 24, 2022





INCIDENT VOLUME, AS OF MAY 22

	YTD, 5/22	%Δ	YTD, 5/22, minus Traffic & Foot Patrol	%Δ
2017	12,579	100%	9,592	100%
2018	10,778	↓14%	8,615	↓10%
2019	10,241	↓5%	8,873	↑3%
2020	9,307	↓9%	8,387	↓6%
2021	7,212	↓23%	6,671	↓21%
2022	7,704	↑7%	7,254	↑9%
	Δ 2017 to 2022:	↓39%	Δ 2017 to 2022:	↓24%

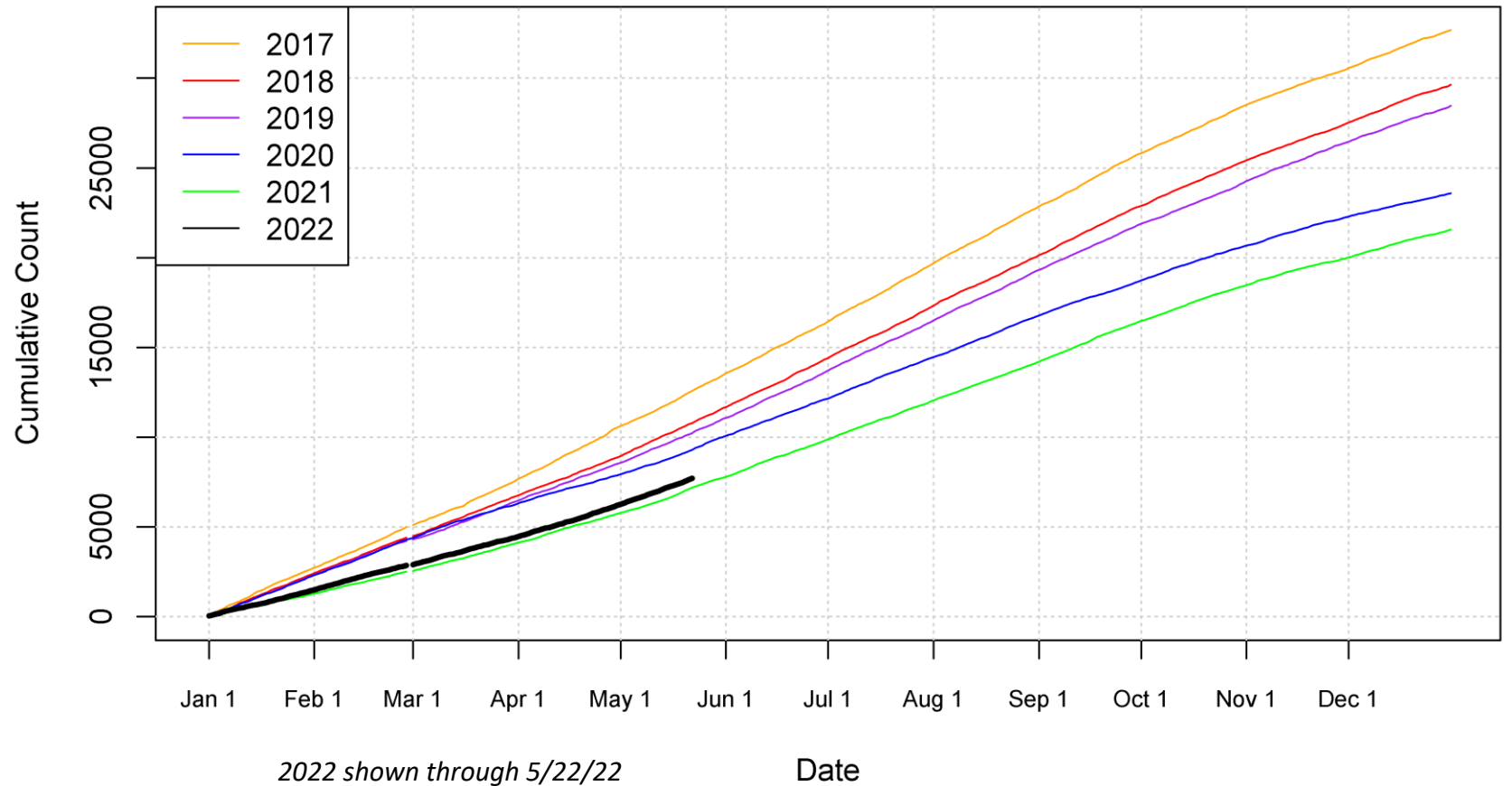
From January 1 to May 22, 2022, there have been **7,704** total incidents. Of those, **1,082—or 14%—have been “stacked” according to the Priority Response Plan.** Under the revised Plan, and with lower staffing, it is likely that the “stacked” rate will rise.



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





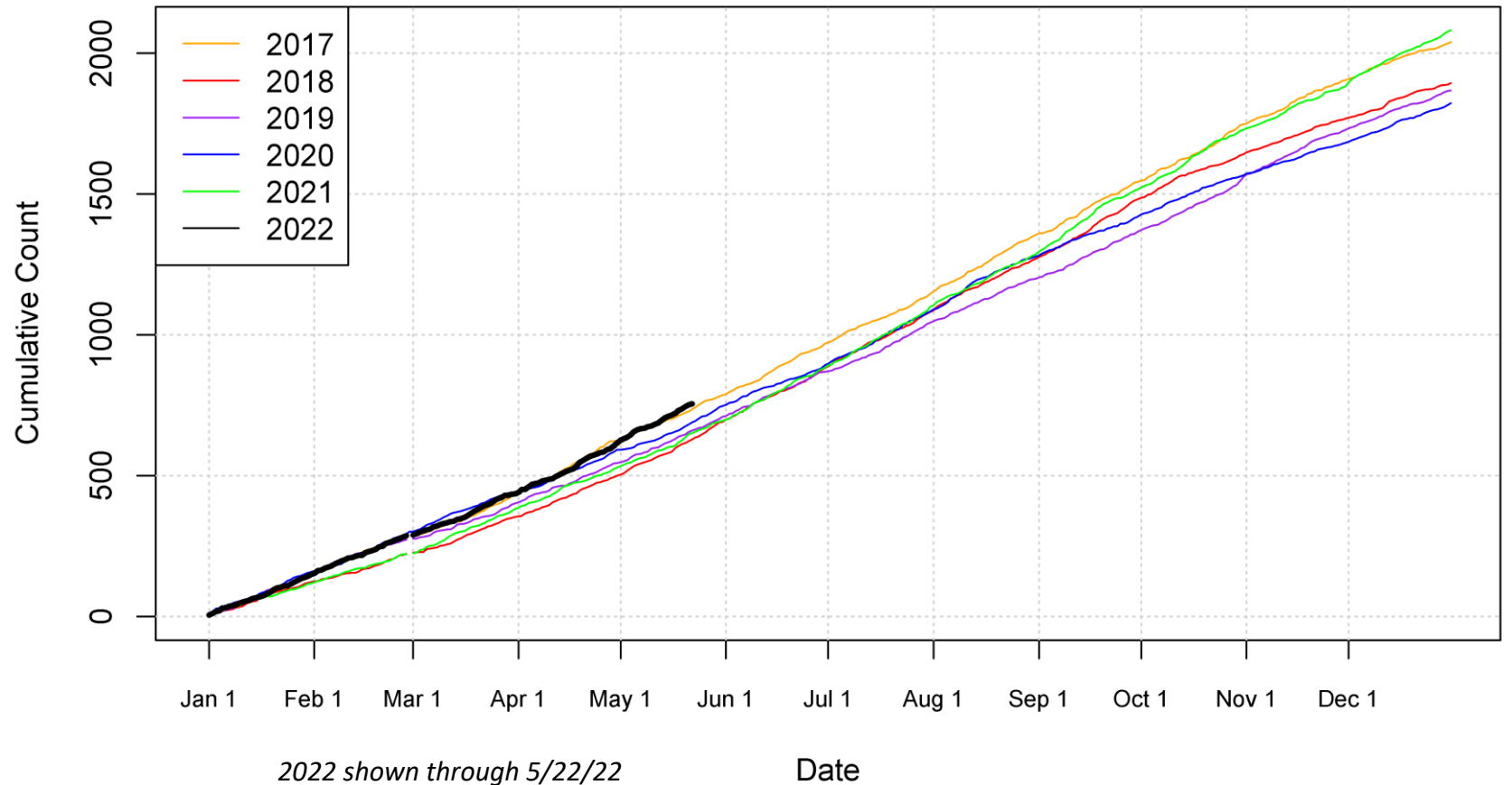
PRIORITY 1 INCIDENTS

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 highest it has been in 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





SELECTED VALCOUR INCIDENTS, YTD DATA (through 5/22)

	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	Stolen Vehicle	Traffic
2017	13	67	70	41	59	35	186	0	209	318	34	6	23	19	1,571
2018	19	48	34	35	42	26	168	1	149	278	17	5	27	2	1,355
2019	16	57	26	29	51	27	151	2	160	308	20	10	27	20	879
2020	16	46	37	20	44	21	240	5	228	363	45	5	26	19	663
2021	15	44	29	32	26	13	182	4	282	332	38	4	22	25	401
2022	31	54	68	39	37	16	199	10	330	382	46	9	20	96	232

NOTE: All categories shown year-to-date, through April 24 of their respective year

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.



GUNFIRE

22BU002091	Att Agg Assault	2/12/2022 21:09	Riverside Ave	multiple rounds fired at residence
22BU004135	Attempt Murder	3/26/2022 01:59	Parking Garage	suspect shot 3 people
22BU005201	Reckless End	4/15/2022 02:55	City Hall Park	suspect shot into air in CHP
22BU005758	Reckless End	4/24/2022 05:36	Pine St & Maple St	ballistics; stolen U-Haul
22BU005761	Reckless End	4/24/2022 08:23	Pine St & King St	ballistics and firearm; stolen sedan
22BU006220	Reckless End	5/1/2022 03:11	N Willard St	large fight; rounds discharged
22BU007098	Reckless End	5/14/2022 15:18	North Ave at Institute Rd	discharged from vehicle into air
22BU007155	Agg Assault	5/15/2022 04:00	N Willard St	under investigation
22BU007273	Reckless End	5/16/2022 01:20	North Ave	reckless discharge; penetrated downstairs apt
22BU007722	Agg Assault	5/23/2022 04:14	City Hall Park	gunfight in CHP



We have experienced five gunfire incidents since our last Police Commission meeting, bringing the total for the year to ten so far. Since 2012, there have been 51 such incidents; 36 of those have occurred since 2020.

May 24, 2022 – all data preliminary & subject to change





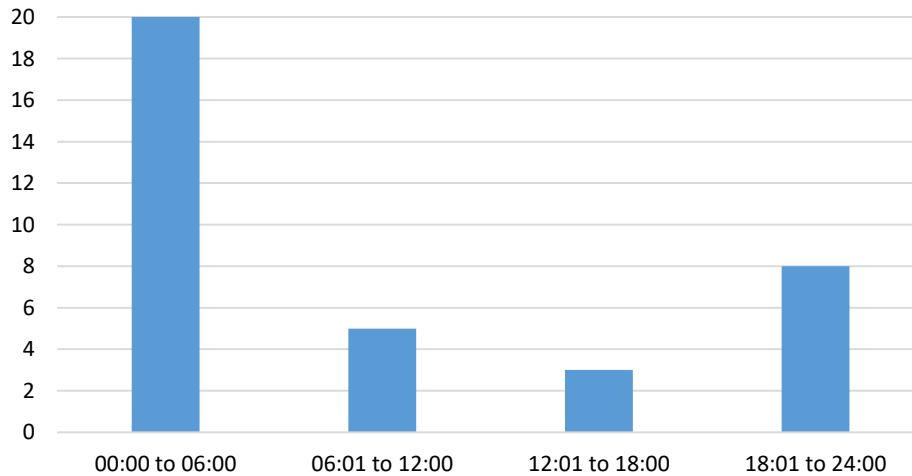
GUNFIRE BY CALENDAR AND TIME OF DAY, 2020-2022 YTD

	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S							
JAN 2020		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25		
FEB	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
MAR	23	24	25	26	27	28	29	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
APR	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
MAY	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
JUN	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13
JUL	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11
AUG	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8
SEP	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5
OCT	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3
	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
NOV	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
DEC	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
	27	28	29	30	31																							

	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S							
JAN 2021						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
FEB	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
MAR	21	22	23	24	25	26	27	28	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
APR	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
MAY	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JUN	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12
JUL	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10
AUG	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7
SEP	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4
OCT	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
NOV	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
DEC	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
	26	27	28	29	30	31																						

36
incidents from
2020 to 2022
YTD

Gunfire Around the Clock



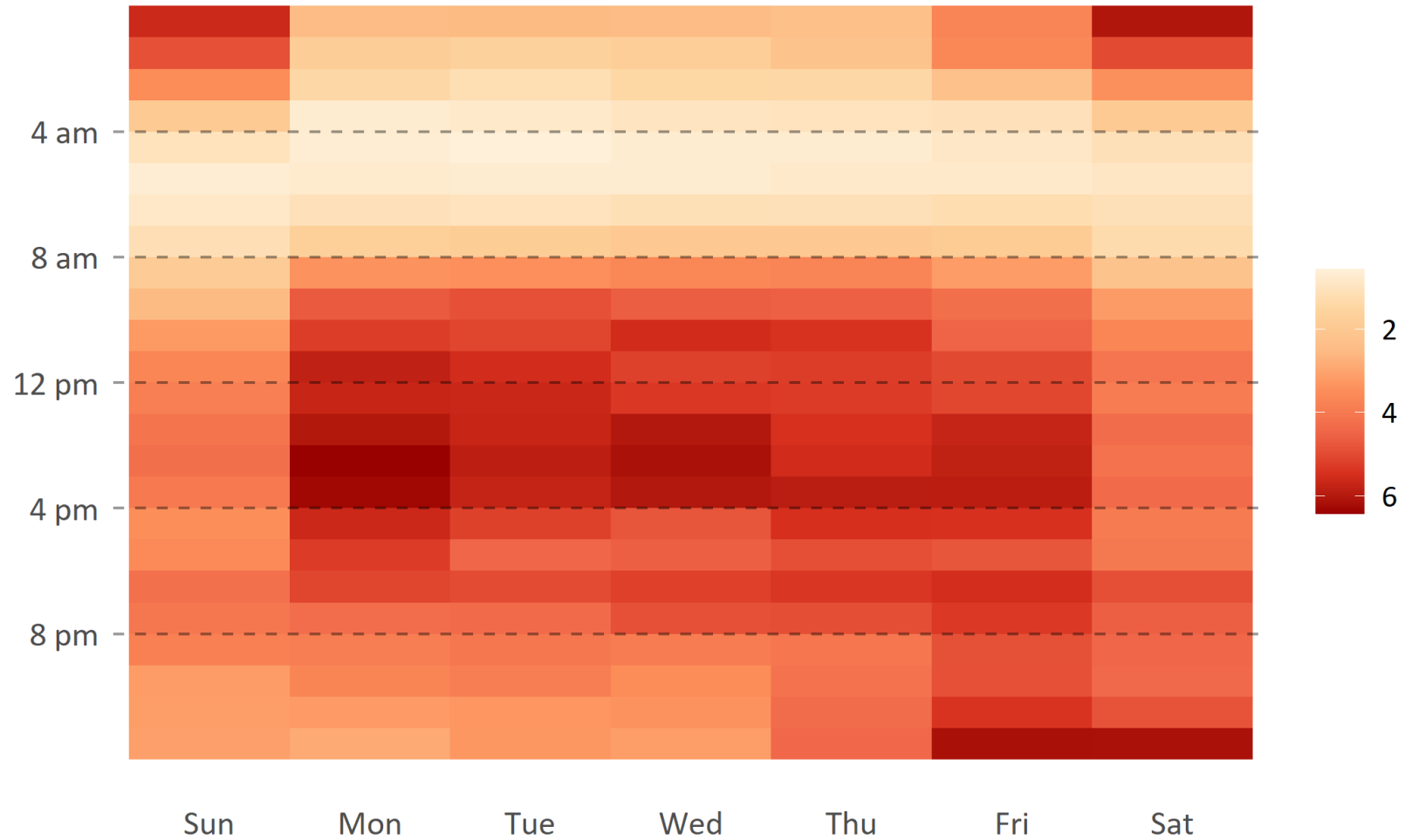
	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S								
JAN 2022							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
FEB	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
MAR	20	21	22	23	24	25	26	27	28	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
APR	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
MAY	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14
JUN	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	
JUL	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	7	8	9	
AUG	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	
SEP	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	
	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	
OCT	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	
NOV	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
DEC	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
	25	26	27	28	29	30	31																						

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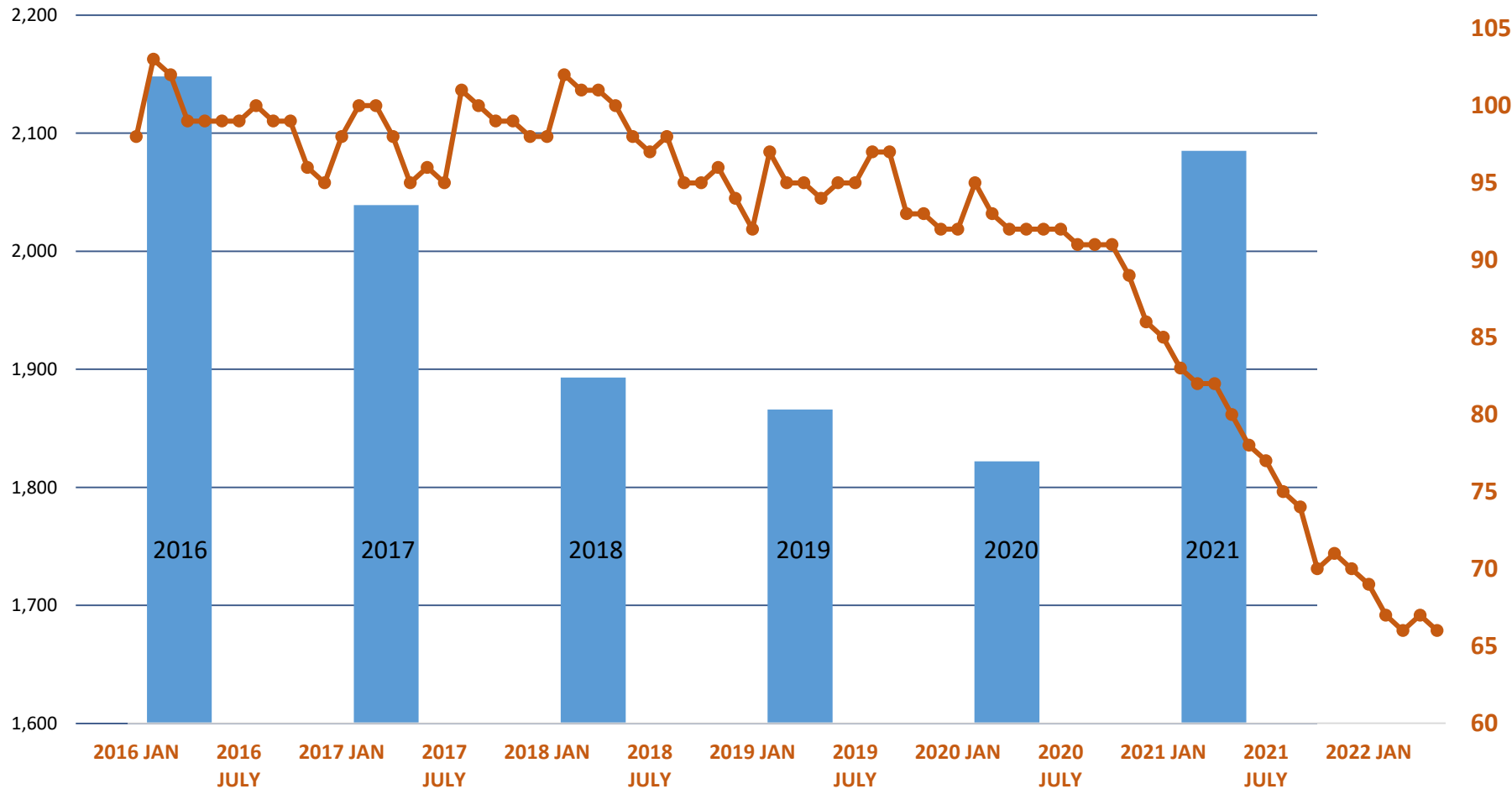
INCIDENT HEATMAP

Average Number of Calls By Hour and Weekday
2016 - 2019





PRIORITY ONE INCIDENTS vs SWORN OFFICER HEADCOUNT



Since July 2020, when the BPD's authorized sworn-officer staffing was reduced (by attrition) from 105 to 74 by City Council resolution, the agency's headcount has dropped. **As of May 1, 2022, the current number is 66**, but of those one officer is on accrued-time leave, three officers are on long-term military leave, three officers have long-term injuries, one officer is in field training, and one is at the Vermont Police Academy.

BPD has 57 effective officers.

May 24, 2022 – all data preliminary & subject to change



66 TOTAL, 57 AVAILABLE

As of today, the BPD has 66 total sworn officers, of whom 56 are available to be deployed.

66

minus 9 on leave, injury, VPA, etc. = 57

minus 15 supervisors = 42

minus 9 detectives = 33

minus 6 airport officers = 27

minus 3 special assignments = 24

minus 1 on FTO = 23

23

officers on Patrol





BUILDING OTHER CAPACITY

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

- six [Community Service Officers](#) (CSOs),

These joined the two we already had (although one of those has since resigned). We now have a total of seven employees in the role. If workload justifies it, we may potentially hire four more.



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, and possible co-deployment with officers). The Police Commission and Public Safety Committee have recommended authorizing two more.





REVISED PRIORITY RESPONSE PLAN

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.

We originally implemented the Priority Response Plan in May 2021. We have made several revisions, shown in this chart. The categorization of incidents has **not** changed. (Our primary goal remains **NEIGHBORS' PHYSICAL SAFETY**, so Priority 1 incidents are still Priority 1 incidents, etc.) But many Priority 3 incidents will now receive a different response.

In the chart, **incidents labeled "CSO"** will initially receive a response from a CSO, rather than a police officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") will be diverted to an online reporting function. Unless extenuating circumstances apply, callers will be asked to make an online report. There are reporting mechanisms for callers who do not have Internet access.

Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths.**

911 Hangup	Cruelty to a Child	Illegal Dumping	CSO	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	CSO	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	CSO	Traffic
Bar / Liquor License Violation	Extortion	Noise	CSO	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	CSO	Unlawful Restraint
Community Outreach	False Swearing	Overdose		Untimely Death
Compliance Check	Fireworks	Parking	CSO	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	ONL	Vandalism
Counterfeiting	Found/Lost Property	Prohibited Acts		VIN verification
Crash - Fatality	Fraud	Property Damage	CSO	Violation of Conditions of Release *
Crash - Injury to person(s)	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - LSA *	Graffiti Removal	Recovered Property	CSO	Weapons Offense
Crash - Non-Investigated	Hindering Arrest	Resisting Arrest		Welfare Check *
Crash - Property damage only	Homicide	Retail Theft		
	Identity Theft	Roadway Hazard		



SUMMER PATROL STAFFING

DAYS
0730x1730

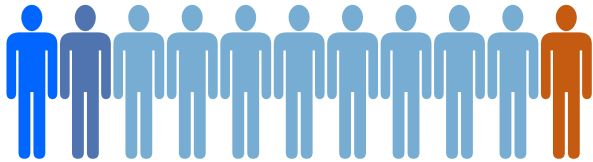
**Swing Shift
& Street
Crime
Team &
SROs**

EVES
1645x0245

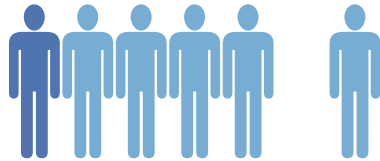
MIDS
2215x0815

HISTORICAL SHIFTS (x2)

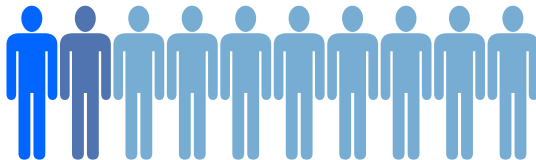
1 LT, 1 SGT, 8 OFC, 1 CSO



1 SGT, 3 OFC



1 LT, 1 SGT, 8 OFC



1 SGT, 5 OFC



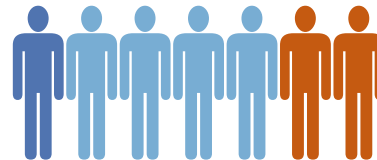
**52
Non-supervisory
Officers
Available for
Patrol**

SUMMER SHIFTS (x2)

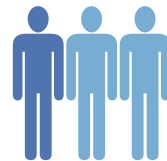
1 LT, 1 SGT, 4 OFC, 2 CSO



1 SGT, 4 OFC, 2 CSO



1 SGT, 2 OFC



**20 Non-supervisory
Officers
Available for Patrol**

May 24, 2022 – all data preliminary & subject to change

This chart shows a typical shift; six out of seven days per week, this is Burlington's patrol availability.

There are 50% fewer non-supervisory sworn officers available for Patrol than in years past.

Part of this is the loss of the Downtown-focused swing shift, which focused on Downtown, and the Street Crime Team, which focused on disorder and pattern crimes, and the SROs in the schools.

We have eight **CSOs** spread across the day and evening shifts into the early morning hours in order to address noise complaints and other disorder.

Although the three **CSLs** are not Patrol resources, they are available to assist with certain crisis calls and mental-health-related incidents.



HOW IT WAS – COMMUNITY POLICING BY AREA

For more than two decades, the BPD employed a community policing model that assigned officers to **steady geographic areas**, so they could connect with Burlington’s neighborhoods and residents.

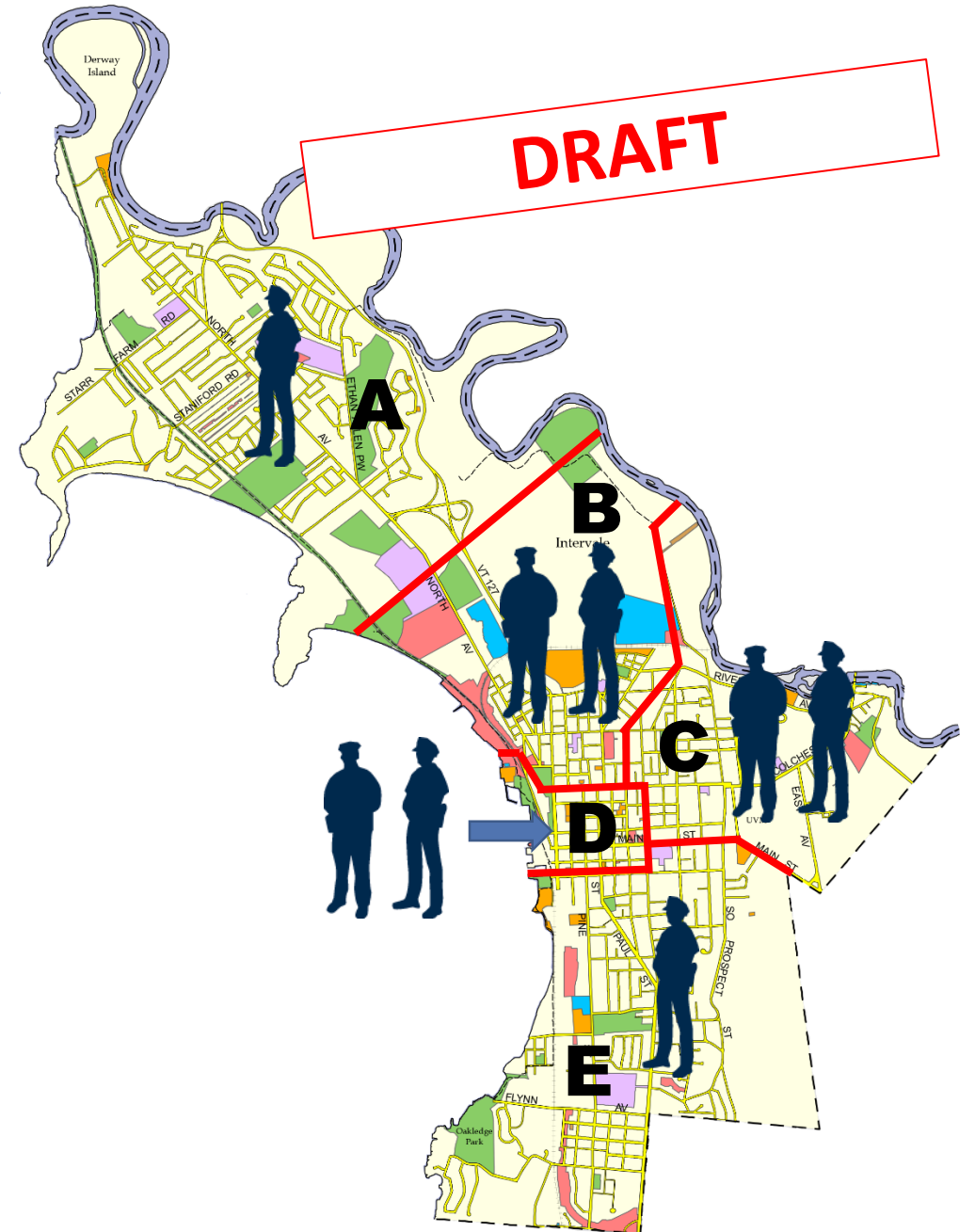
The BPD divided the city into five areas:

- A = The New North End → one officer
- B = The Old North End → two officers
- C = The Hill Section and University → two officers
- D = Downtown → two officers
- E = The South End → one officer

This model required that eight officers be assigned to each daytime and evening patrol shift. (The midnight shift had five officers assigned.)

Each shift also had a sergeant and lieutenant assigned.

Additionally, each day shift had a CSO assigned.





CONCENTRATING RESOURCES



The Valeriepieris circle is an Internet meme of an Asia-centered circular region that contains more than half of Earth's 7.9 billion-person population.

Burlington's Valeriepieris circle for police incidents centers on D Area and the Old North End. From 2017 to 2021, more than half of Burlington's incidents have occurred within this circle.

Since BPD's patrol resources are down by more than half, we need to use the remaining 50% effectively. We need to concentrate resources where data show they will have the greatest impact.

Smallest circle containing at least half of the incidents in 2017-2021





HOW IT WILL BE

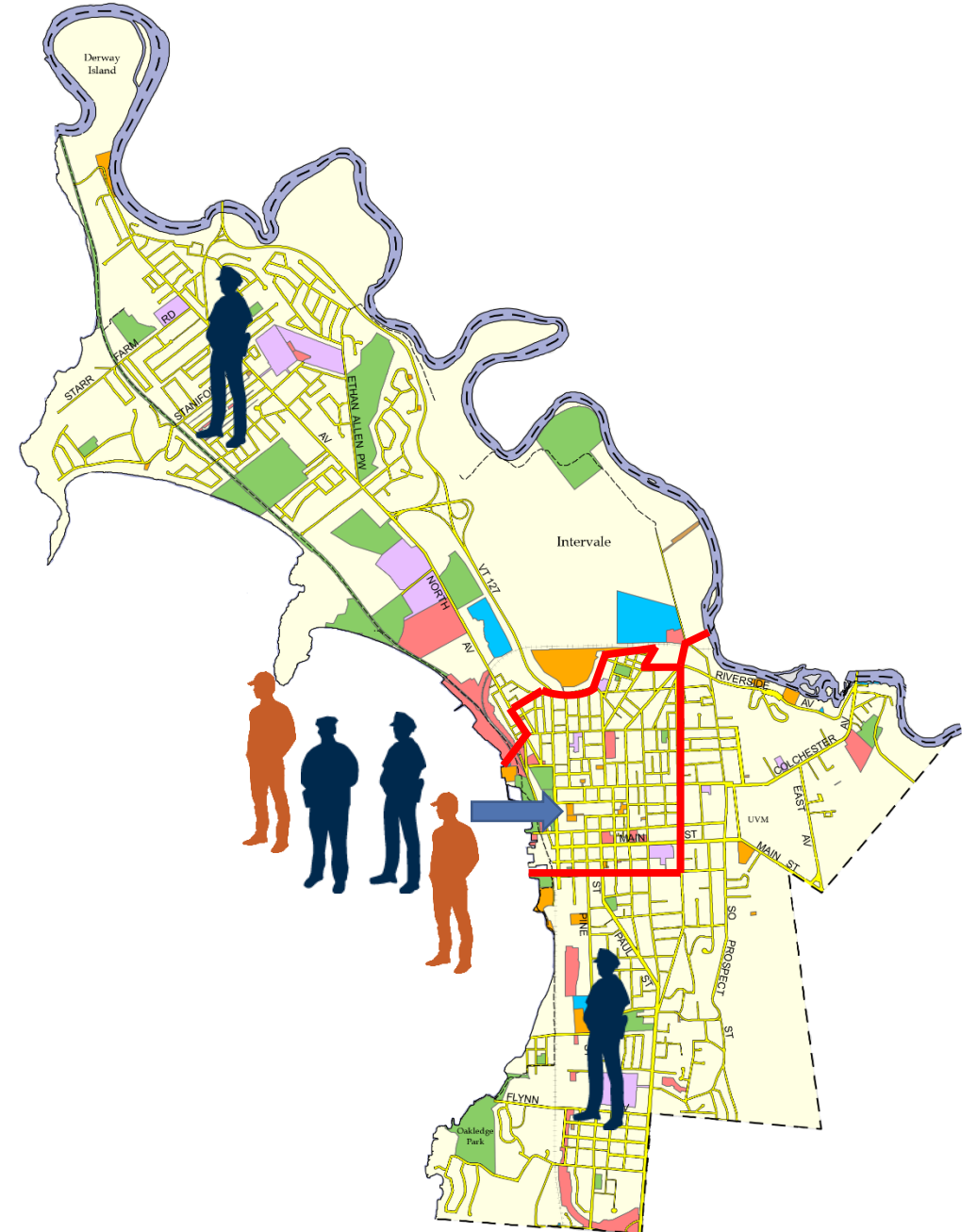
When we have four officers available, two officers and two CSOs will be assigned to a new **City Center Area**, or CCA. They will be able to respond outside the CCA when called, but not proactively.

Two officers will be assigned outside the CCA. One officer will be assigned as Rover North and one as Rover South.

On days when there are more than four officers available, the first additional officer will augment Rover South, and the next additional officer(s) will augment the CCA.

Responses outside the CCA will experience delays.

If there are fewer than four officers available on a given shift, we will continue to use the “cover north / cover south” assignments.



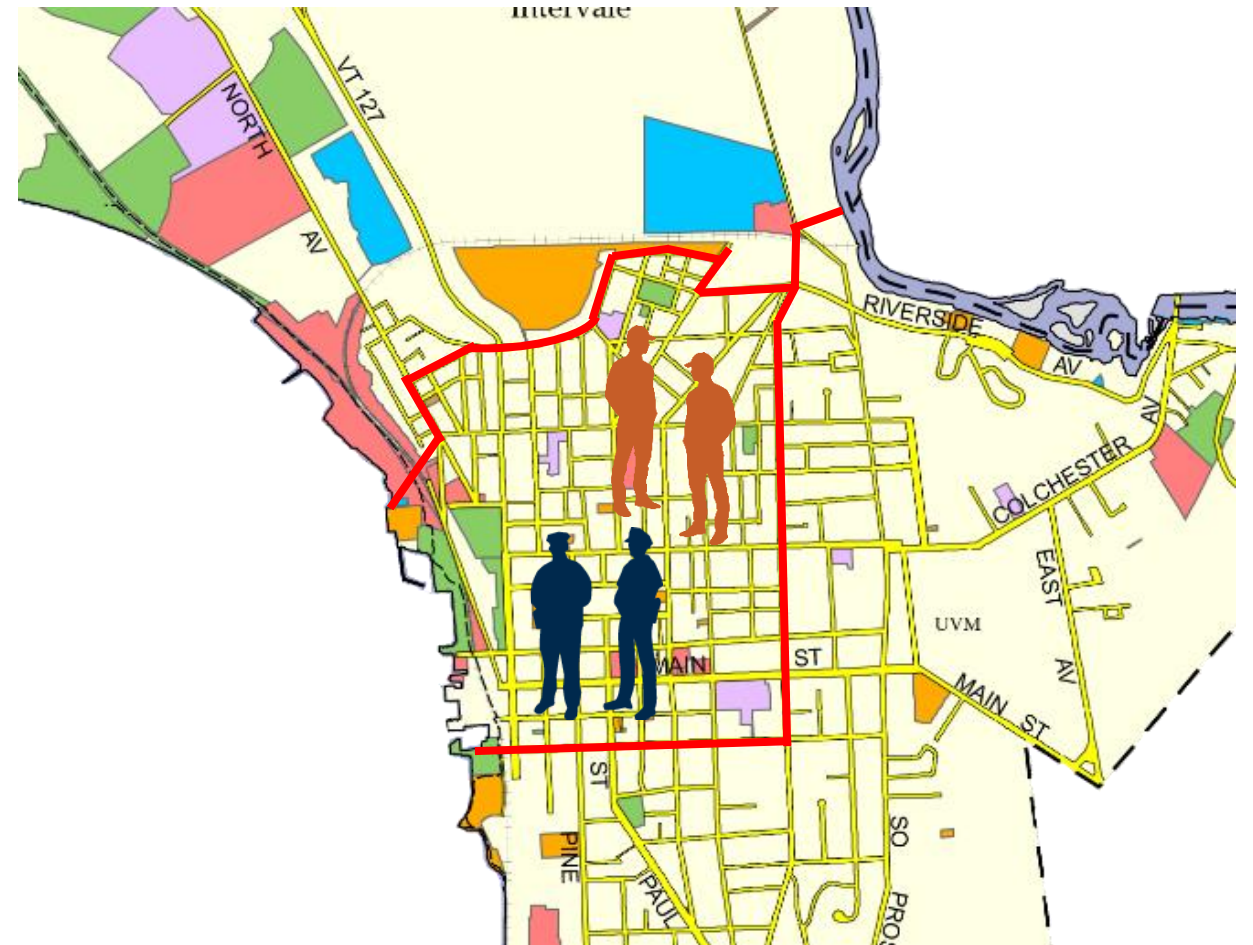


THE CITY CENTER AREA

Building off the BPD's long history of community-oriented, area-based patrol, but acknowledging the reality of diminished resources, **the City Center Area** helps us do what we can with what we've got. CSOs and officers should focus include:

- the Marketplace
- City Hall Park
- the Public Library
- the two churches on Buell Street
- the Downtown Transit Center

Personnel in the CCA will also proactively address King Street, the Waterfront, Battery Park, North Street, the western Hill Section, and Roosevelt Park.





DISORDER AND DECENCY

State law and City ordinance both provide for rules around basic social conduct. Our neighbors expect basic decency of each other, as well.

Shannon Trammell has made cards that show the text at right. It matches language already present on posted signage in City Hall Park, but using the card may assist in gaining voluntary compliance, which is always the goal ahead of enforcement.

On Monday May 16, BPD supervisors will have a trespass-and-ordinance refresher with the City Attorney's Office.

See Burlington Code of Ordinances, Chapter 21: Offenses and Miscellaneous Provisions, <https://www.codepublishing.com/VT/Burlington/#!/Burlington21/Burlington21.html>, and Chapter 22: Parks <https://www.codepublishing.com/VT/Burlington/#!/Burlington22/Burlington22.html>

Welcome to City Hall Park!

The City of Burlington wants everyone to be able to enjoy this public space equally and fairly. There are posted rules to help make that possible.

- Open 6am to midnight
- Dispose of all trash
- Dogs must be on a leash
- No glass containers
- No camping
- No alcoholic beverages
- No smoking

The police can also issue a notice of trespass and enforce that notice against anyone whose behavior is dangerous, illegal, or unreasonably disruptive. The City of Burlington recognizes the rights of individuals to engage in constitutionally protected activities on public or city-owned property.



MANY PARTNERS



BURLINGTON
PARKS
RECREATION
WATERFRONT
VERMONT



Making neighbors feel safe involves many partners. In the downtown this summer, Burlington will have police officers, CSOs, Beach & Parks Patrol, Howard Center Street Outreach, and Chocolate Thunder, among others.

BCA



HOWARD
CENTER
Help is here.

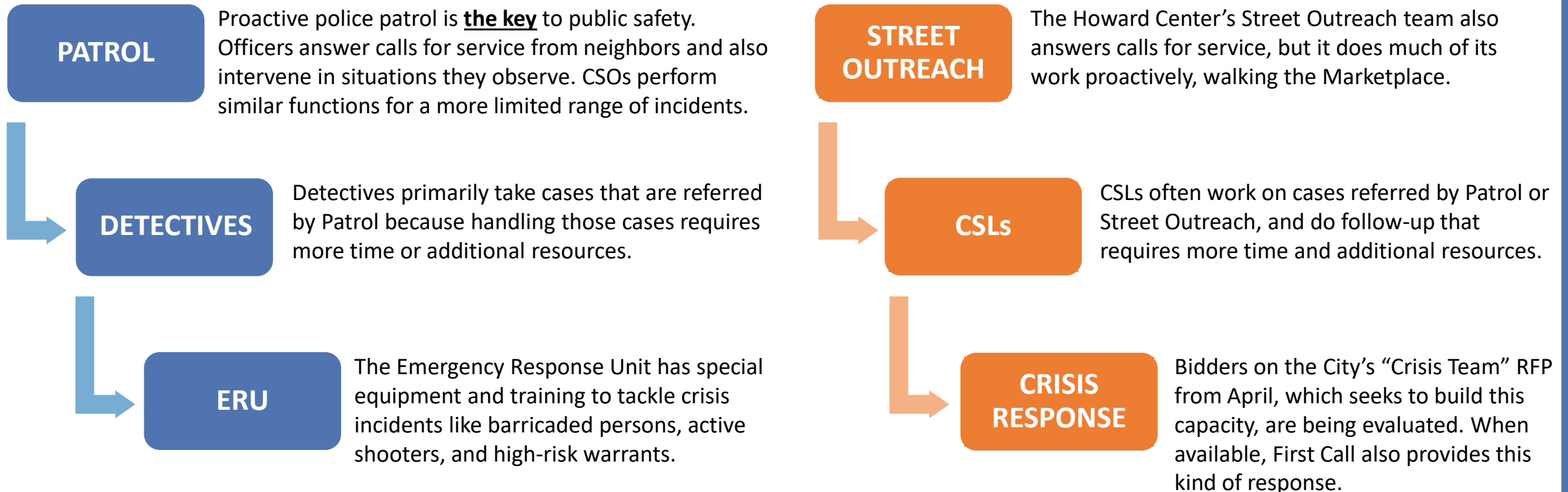


CHURCH STREET
MARKET PLACE



TIERS OF RESPONSE

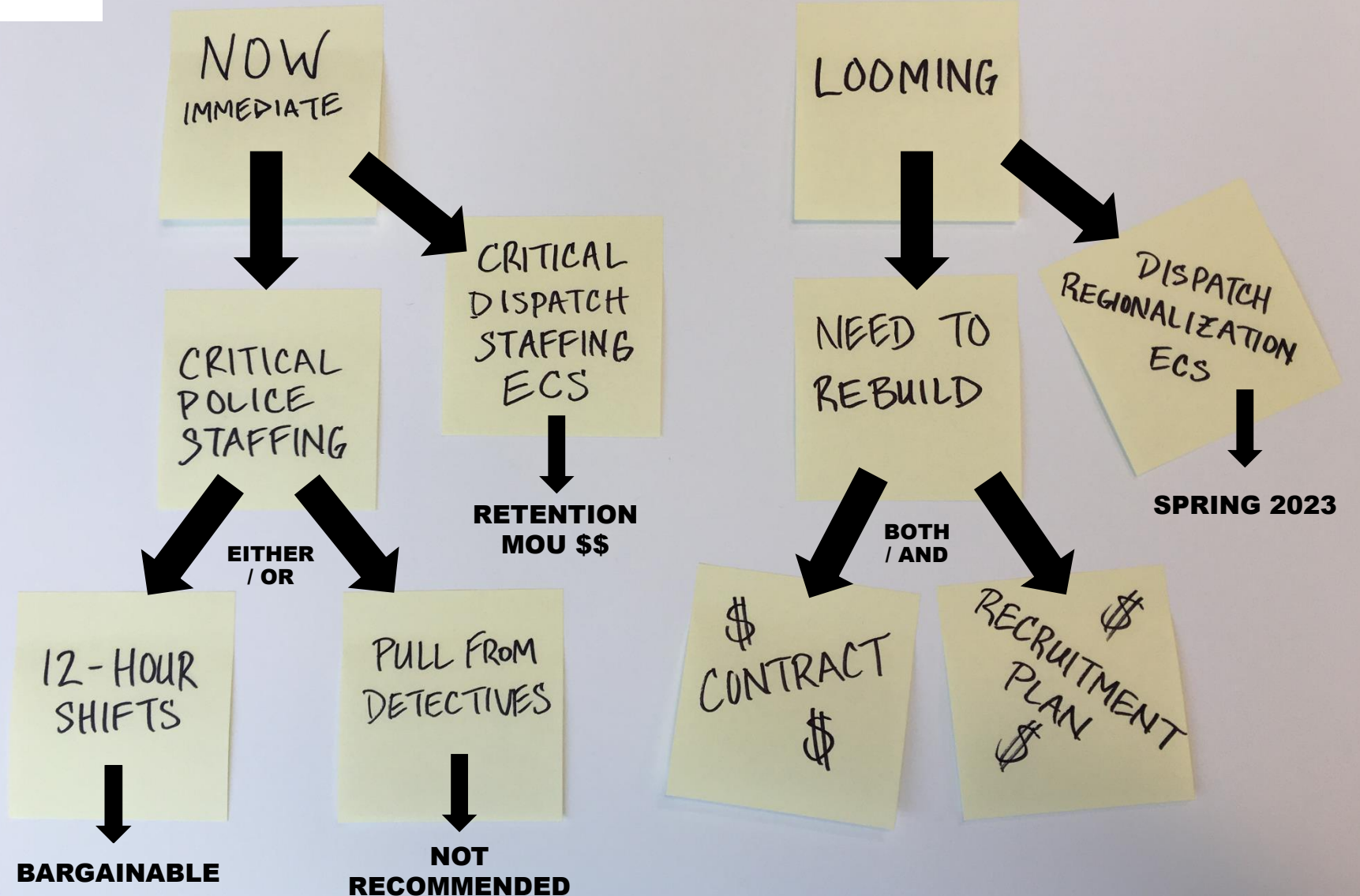
Burlington is doing innovative things that most communities are not: some calls for service are being handled by our CSOs; and we've developed an in-house social-work capability in the form of the CSLs. For reference, the city's various in-the-field mental health response can be analogized to the Police Department's response types:





WHAT'S AHEAD

The BPD faces two crises owing to staffing: the immediate challenge of patrol's being reduced nearly 60%; and the looming need to rebuild or else diminish further. Sworn officers have been working 48 hours of overtime *per day*. **This is not sustainable**. In addition to vastly diminished service insofar as responding to calls for service, exhaustion carries tremendous risks: bad decisions, tragic mistakes.





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

