BPD PRIORITY RESPONSE PLAN

June 01, 2022
The BPD originally implemented the Priority Response Plan a year ago 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.

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### Chart: Revised Priority Response Plan

<table>
<thead>
<tr>
<th>Priority 1</th>
<th>Priority 2</th>
<th>Priority 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>911 Hangup</td>
<td>Cruelty to a Child</td>
<td>Illegal Dumping</td>
</tr>
<tr>
<td>Airport ADA Violation</td>
<td>Cruelty to Animals</td>
<td>CLO</td>
</tr>
<tr>
<td>Airport Duress Alarm</td>
<td>Custodial Interference</td>
<td>CLO</td>
</tr>
<tr>
<td>Airport PHASE</td>
<td>Disorderly Conduct</td>
<td>CLO</td>
</tr>
<tr>
<td>Alarm *</td>
<td>Disorderly Conduct by Elec Comm</td>
<td>CLO</td>
</tr>
<tr>
<td>Alcohol Offense</td>
<td>Disturbance</td>
<td>CLO</td>
</tr>
<tr>
<td>Animal Problem</td>
<td>Domestic Assault - Felony</td>
<td>CLO</td>
</tr>
<tr>
<td>Arrest on Warrant</td>
<td>Domestic Assault - Misd</td>
<td>CLO</td>
</tr>
<tr>
<td>Arson</td>
<td>Domestic Disturbance</td>
<td>CLO</td>
</tr>
<tr>
<td>Assault - Aggravated</td>
<td>Drugs</td>
<td>CLO</td>
</tr>
<tr>
<td>Assault - Simple</td>
<td>Drugs - Possession</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - Agency</td>
<td>Drugs - Sale</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - Car Seat Inspection</td>
<td>Enhancing Police</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - K9</td>
<td>Embezzlement</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - Motorist</td>
<td>Enabling Consumption by Minors</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - Other</td>
<td>Escape</td>
<td>CLO</td>
</tr>
<tr>
<td>Assist - Public</td>
<td>Motor Vehicle Complaint</td>
<td>CLO</td>
</tr>
<tr>
<td>Background Investigation</td>
<td>Noise</td>
<td>CLO</td>
</tr>
<tr>
<td>Bad Check</td>
<td>Obstruction of Justice</td>
<td>CLO</td>
</tr>
<tr>
<td>Bar / Liquor License Violation</td>
<td>Ordinance Violation - Other</td>
<td>CLO</td>
</tr>
<tr>
<td>Bomb Threat</td>
<td>Overdose</td>
<td>CLO</td>
</tr>
<tr>
<td>Burglary *</td>
<td>Parking</td>
<td>CLO</td>
</tr>
<tr>
<td>CHINS</td>
<td>Possession of Stolen Property</td>
<td>CLO</td>
</tr>
<tr>
<td>Compliance Check</td>
<td>Prescription Fraud</td>
<td>CLO</td>
</tr>
<tr>
<td>Computer Crime</td>
<td>Fraud</td>
<td>CLO</td>
</tr>
<tr>
<td>Contributing to Delinquency of Minor</td>
<td>Prohibited Acts</td>
<td>CLO</td>
</tr>
<tr>
<td>Counterfeiting</td>
<td>Property Damage</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - Fatality</td>
<td>Violation Conditions of Release</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - Injury to person(s)</td>
<td>Reckless Endangerment</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - LSA *</td>
<td>Recovered Property</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - Non-Investigated</td>
<td>Vandalism</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - Property damage only</td>
<td>Wildlife Offense</td>
<td>CLO</td>
</tr>
<tr>
<td>Crash - Property damage only</td>
<td>Online</td>
<td>CLO</td>
</tr>
<tr>
<td>DLS</td>
<td>Roadway Hazard</td>
<td>CLO</td>
</tr>
</tbody>
</table>
Why has the BPD modified the Priority Response Plan?

Since July 01 2020, staffing has fallen by more than 30 sworn officers. During that time, the volume of Priority 1 calls has risen.

The following pages show data about

- call volume
- sworn officer headcount
- efforts to create new resources
- new deployment plans

All of these factor into the ways we are addressing our staffing crisis.
## INCIDENT VOLUME, AS OF JUNE 01

<table>
<thead>
<tr>
<th>YTD, 6/1</th>
<th>%Δ</th>
<th>YTD, 6/1 - minus Traffic &amp; Foot Patrol</th>
<th>%Δ</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>13,553</td>
<td>100%</td>
<td>10,364</td>
</tr>
<tr>
<td>2018</td>
<td>11,678</td>
<td>↓14%</td>
<td>9,386</td>
</tr>
<tr>
<td>2019</td>
<td>11,087</td>
<td>↓5%</td>
<td>9,594</td>
</tr>
<tr>
<td>2020</td>
<td>10,082</td>
<td>↓9%</td>
<td>9,107</td>
</tr>
<tr>
<td>2021</td>
<td>7,814</td>
<td>↓23%</td>
<td>7,251</td>
</tr>
<tr>
<td>2022</td>
<td><strong>8,421</strong></td>
<td>↑8%</td>
<td>7,911</td>
</tr>
</tbody>
</table>

**Δ 2017 to 2022:** ↓38%  
**Δ 2017 to 2022:** ↓24%

From January 1 to June 01, 2022, there have been **8,421** total incidents.

Of those, **1,195—or 14%—have been “stacked” according to the Priority Response Plan.**

Under the revised Plan, and with lower staffing, it is possible that the “stacked” rate will rise.

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June 01, 2022 – all data preliminary & subject to change
Year over year, overall incident volume is down. But as the previous table shows, about half the decrease came from changes in officer proactivity—i.e., from asking officers to do less proactive work, rather than because of fewer calls from the public. In particular, the BPD sought to diminish the number of enforcement encounters, specifically around traffic stops.
Unlike overall incident volume, the volume of Priority 1 incidents is has increased over the past two years.

**Year-to-date, Priority 1 for 2022 is the 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.
# SELECTED VALCOUR INCIDENTS, YTD DATA (through 6/1)

<table>
<thead>
<tr>
<th>Year</th>
<th>Assault - Agg</th>
<th>Assault - Simple</th>
<th>Burglary</th>
<th>Crash w Injury or Fatal</th>
<th>Disorderly Conduct</th>
<th>Domestic Assault</th>
<th>Domestic Disturb</th>
<th>Gunfire</th>
<th>Larceny</th>
<th>Mental Health Issue</th>
<th>Overdose</th>
<th>Robbery</th>
<th>Sexual Assault</th>
<th>Stolen Vehicle</th>
<th>Traffic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>15</td>
<td>73</td>
<td>79</td>
<td>42</td>
<td>61</td>
<td>36</td>
<td>199</td>
<td>0</td>
<td>238</td>
<td>349</td>
<td>35</td>
<td>6</td>
<td>24</td>
<td>22</td>
<td>1,695</td>
</tr>
<tr>
<td>2018</td>
<td>22</td>
<td>55</td>
<td>37</td>
<td>36</td>
<td>46</td>
<td>27</td>
<td>189</td>
<td>1</td>
<td>171</td>
<td>290</td>
<td>20</td>
<td>7</td>
<td>28</td>
<td>4</td>
<td>1,410</td>
</tr>
<tr>
<td>2019</td>
<td>17</td>
<td>59</td>
<td>29</td>
<td>30</td>
<td>57</td>
<td>31</td>
<td>164</td>
<td>3</td>
<td>184</td>
<td>330</td>
<td>22</td>
<td>10</td>
<td>28</td>
<td>21</td>
<td>930</td>
</tr>
<tr>
<td>2020</td>
<td>18</td>
<td>46</td>
<td>38</td>
<td>21</td>
<td>50</td>
<td>24</td>
<td>269</td>
<td>5</td>
<td>263</td>
<td>388</td>
<td>49</td>
<td>5</td>
<td>26</td>
<td>20</td>
<td>688</td>
</tr>
<tr>
<td>2021</td>
<td>21</td>
<td>47</td>
<td>30</td>
<td>34</td>
<td>32</td>
<td>13</td>
<td>193</td>
<td>5</td>
<td>309</td>
<td>358</td>
<td>41</td>
<td>5</td>
<td>23</td>
<td>25</td>
<td>410</td>
</tr>
<tr>
<td>2022</td>
<td>33</td>
<td>64</td>
<td>76</td>
<td>40</td>
<td>48</td>
<td>17</td>
<td>212</td>
<td>11</td>
<td>381</td>
<td>421</td>
<td>51</td>
<td>9</td>
<td>20</td>
<td>105</td>
<td>235</td>
</tr>
</tbody>
</table>

NOTE: All categories shown year-to-date, through June 01 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.

June 1, 2022 – all data preliminary & subject to change
A “gunfire incident” occurs when there is *probable cause* to believe a firearm was discharged within the City of Burlington and *reasonable suspicion* that it was discharged criminally. Gunfire incidents where a person is struck are called “shootings.” There have been 11 gunfire incidents in the first five full months of 2022. Since 2012, there have been 52 such incidents; 37 of those have occurred since 2020.
GUNFIRE BY CALENDAR AND TIME OF DAY, 2020-2022 YTD

37 incidents from 2020 to 2022 YTD

June 01, 2022 – all data preliminary & subject to change
INCIDENT HEATMAP

Average Number of Calls By Hour and Weekday
2016 - 2019

May 24, 2022 – all data preliminary & subject to change
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 June 1, 2022, the current number is 64, 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 55 effective officers.

June 01, 2022 – all data preliminary & subject to change
As of June 1, 2022, the BPD has 64 total sworn officers, of whom 55 are available to be deployed.

64

minus 9 on leave, injury, VPA, etc. = 55
minus 15 supervisors = 40
minus 9 detectives = 31
minus 6 airport officers = 25
minus 3 special assignments = 22
minus 1 on FTO = 21

21 officers on Patrol
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.

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.
SUMMER PATROL STAFFING

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.

HISTORICAL SHIFTS (x2)

- 0730x1730
  - 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)

- 1645x0245
  - 1 LT, 1 SGT, 4 OFC, 2 CSO

- 2215x0815
  - 1 SGT, 4 OFC, 2 CSO

- 0730x1730
  - 1 LT, 1 SGT, 4 OFC, 2 CSO
  - 1 SGT, 2 OFC
  - 20 Non-supervisory Officers Available for Patrol

June 01, 2022 – all data preliminary & subject to change
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.
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.
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.
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 private security, among others.
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:

- **PATROL**: Proactive police patrol is the key to public safety. Officers answer calls for service from neighbors and also intervene in situations they observe. CSOs perform similar functions for a more limited range of incidents.

- **DETECTIVES**: Detectives primarily take cases that are referred by Patrol because handling those cases requires more time or additional resources.

- **ERU**: The Emergency Response Unit has special equipment and training to tackle crisis incidents like barricaded persons, active shooters, and high-risk warrants.

- **STREET OUTREACH**: The Howard Center’s Street Outreach team also answers calls for service, but it does much of its work proactively, walking the Marketplace.

- **CSLs**: CSLs often work on cases referred by Patrol or Street Outreach, and do follow-up that requires more time and additional resources.

- **CRISIS RESPONSE**: Bidders on the City’s “Crisis Team” RFP from April, which seeks to build this capacity, are being evaluated. When available, First Call also provides this kind of response.
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**

June 01, 2022 – all data preliminary & subject to change