



# BPD PRIORITY RESPONSE PLAN

**June 01, 2022**







# 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.

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**.

<b>911 Hangup</b>	<b>Cruelty to a Child</b>	<b>Illegal Dumping</b>	<b>Robbery</b>
Airport AOA Violation	Cruelty to Animals CSO	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 CSO	Disorderly Conduct by Elec Comm ONL	Intoxication CSO	Search Warrant
Animal Problem CSO	Disturbance	Investigation - Cold Case	Sex Offender Registry Violation
Arrest on Warrant	DLS	Juvenile Problem *	<b>Sexual Assault</b>
<b>Arson</b>	<b>Domestic Assault - Felony</b>	<b>Kidnapping</b>	Sheltering/Aiding Runaway
<b>Assault - Aggravated</b>	<b>Domestic Assault - Misd</b>	Larceny - from a Building	SRO Activity
<b>Assault - Simple</b>	<b>Domestic Disturbance</b>	Larceny - from a Motor Vehicle	<b>Stalking</b>
Assist - Agency	Drugs	Larceny - Other	Stolen Vehicle
Assist - Car Seat Inspection CSO	Drugs - Possession	<b>Larceny from a Person</b>	Subpoena Service CSO
Assist - K9	Drugs - Sale	<b>Lewd and Lascivious Conduct</b>	<b>Suicide - Attempted</b>
Assist - Motorist CSO	<b>DUI</b>	Lockdown Drill	Suspicious Event *
Assist - Other CSO	Eluding Police	Mental Health Issue *	Theft of Rental Property ONL
Assist - Public	Embezzlement ONL	Minor in Possession of Alcohol	Theft of Service ONL
Background Investigation	Enabling Consumption by Minors	<b>Missing Person</b>	Threats/Harassment *
Bad Check ONL	<b>Escape</b>	Motor Vehicle Complaint CSO	Traffic
Bar / Liquor License Violation	Extortion ONL	Noise CSO	Trespass *
<b>Bomb Threat</b>	False Info to Police ONL	Obstruction of Justice	<b>TRO/FRO Service</b>
Burglary *	False Pretenses ONL	Operations	<b>TRO/FRO Violation</b>
CHINS	False Public Alarms	Ordinance Violation - Other CSO	<b>Unlawful Restraint</b>
Community Outreach	False Swearing	<b>Overdose</b>	<b>Untimely Death</b> DSB
Compliance Check	Fireworks CSO	Parking CSO	Use of Elec Comm to Lure a Child
Computer Crime ONL	Foot Patrol	Possession of Stolen Property	Uttering a Forged Instrument ONL
Contributing to Delinquency of Minor	Forgery ONL	Prescription Fraud ONL	Vandalism ONL
Counterfeiting ONL	Found/Lost Property CSO	Prohibited Acts	VIN verification CSO
<b>Crash - Fatality</b>	Fraud ONL	Property Damage CSO	Violation of Conditions of Release *
<b>Crash - Injury to person(s)</b>	Fugitive From Justice	Reckless Endangerment *	Voyeurism *
<b>Crash - LSA *</b>	Graffiti Removal	Recovered Property CSO	Weapons Offense
Crash - Non-Investigated CSO	Hindering Arrest	<b>Resisting Arrest</b>	Welfare Check *
Crash - Property damage only CSO	<b>Homicide</b>	Retail Theft	
	Identity Theft ONL	<b>Roadway Hazard</b>	



## RATIONALE

# 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

	YTD, 6/1	%Δ		YTD, 6/1 - minus Traffic & Foot Patrol	%Δ
2017	13,553	100%		10,364	100%
2018	11,678	↓14%		9,386	↓9%
2019	11,087	↓5%		9,594	↑2%
2020	10,082	↓9%		9,107	↓5%
2021	7,814	↓23%		7,251	↓20%
2022	8,421	↑8%		7,911	↑9%
	Δ 2017 to 2022:	↓38%		Δ 2017 to 2022:	↓24%

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

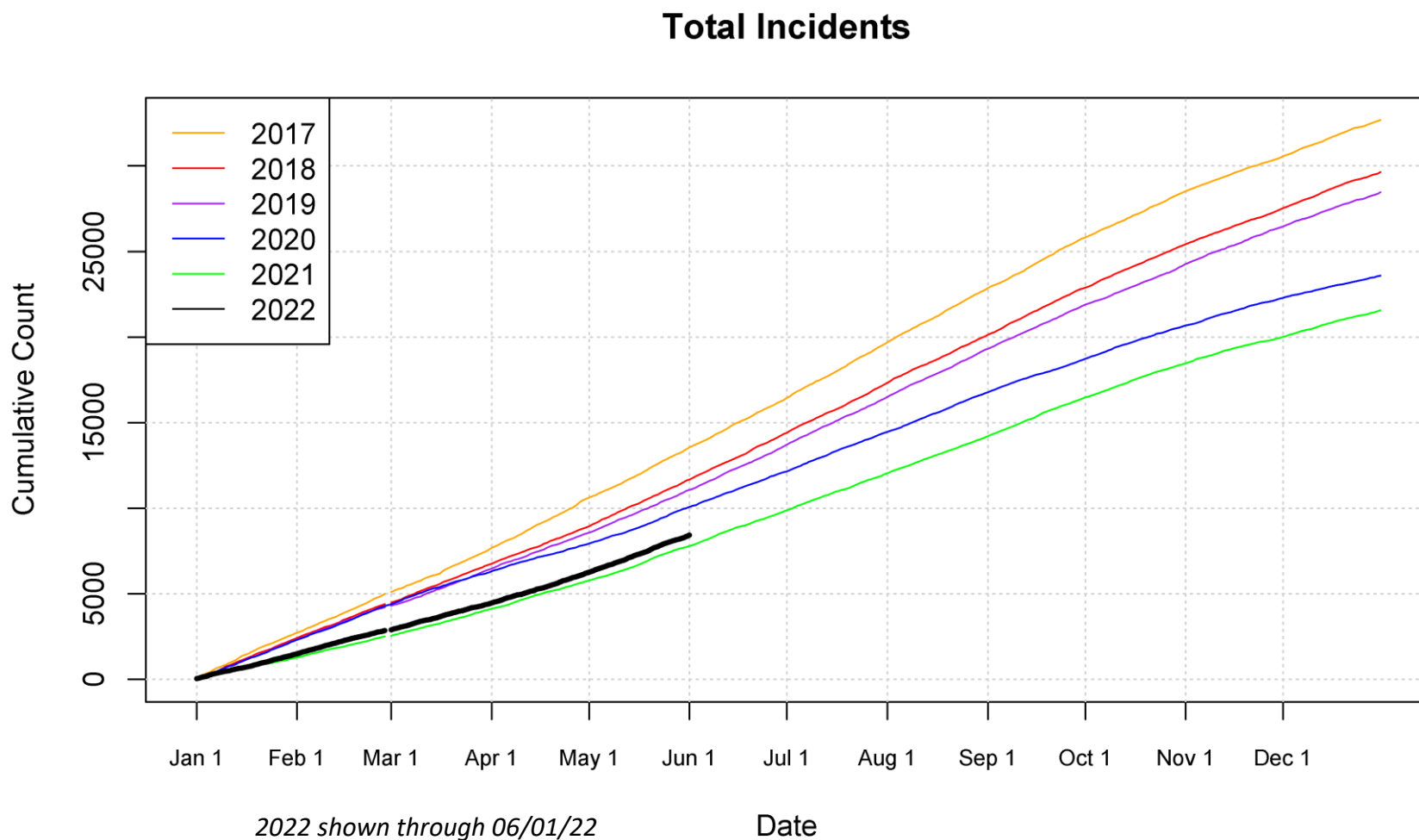
Of those, **1,195—or 14%—have been “stacked” according to the Priority Response Plan.**

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



# TOTAL INCIDENT VOLUME

**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.





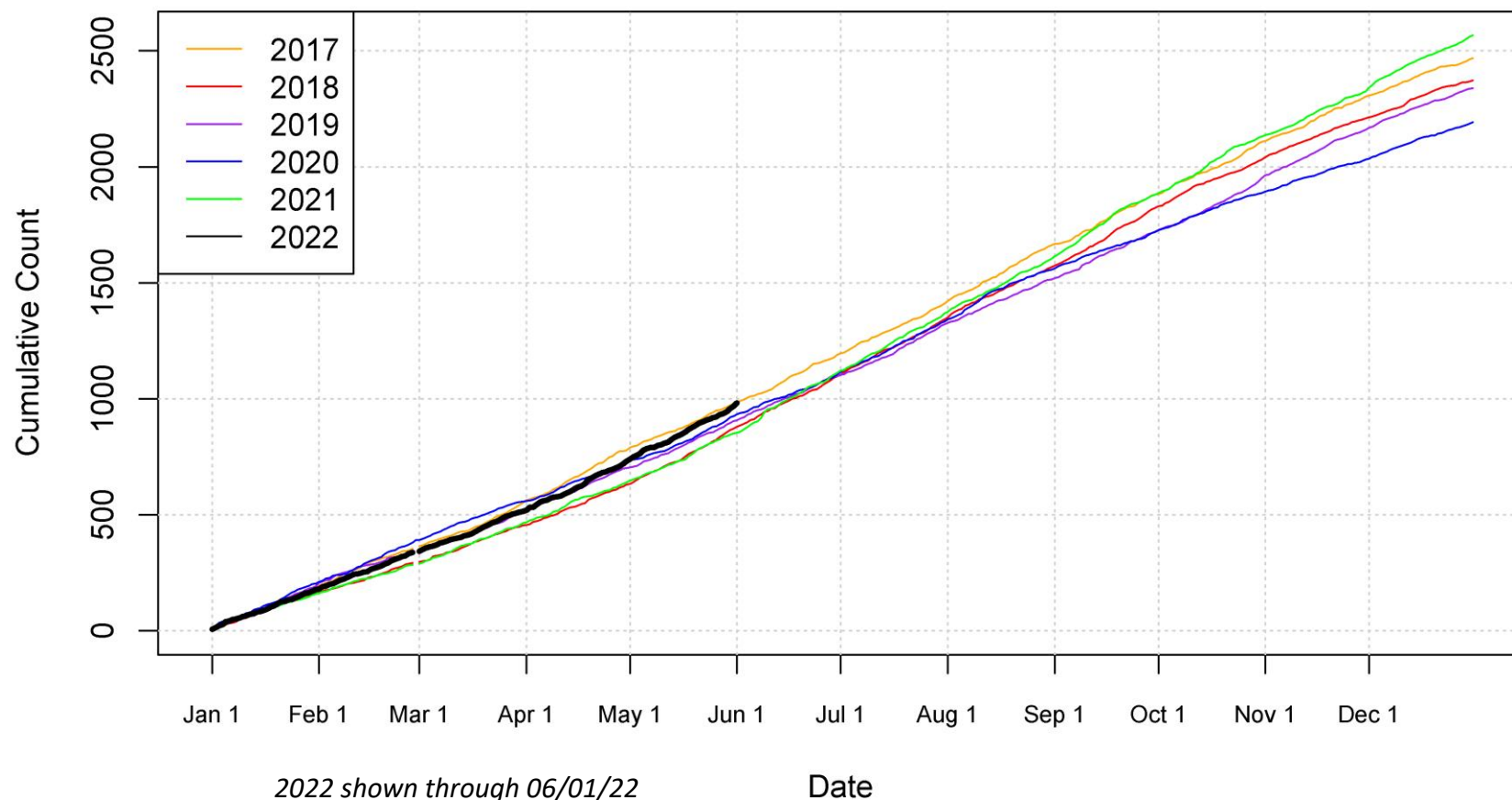
# PRIORITY 1 INCIDENTS

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.

Priority 1 Incidents





## SELECTED VALCOUR INCIDENTS, YTD DATA (through 6/1)

	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	15	73	79	42	61	36	199	0	238	349	35	6	24	22	1,695
2018	22	55	37	36	46	27	189	1	171	290	20	7	28	4	1,410
2019	17	59	29	30	57	31	164	3	184	330	22	10	28	21	930
2020	18	46	38	21	50	24	269	5	263	388	49	5	26	20	688
2021	21	47	30	34	32	13	193	5	309	358	41	5	23	25	410
2022	33	64	76	40	48	17	212	11	381	421	51	9	20	105	235

NOTE: All categories shown year-to-date, through June 01 of their respective year

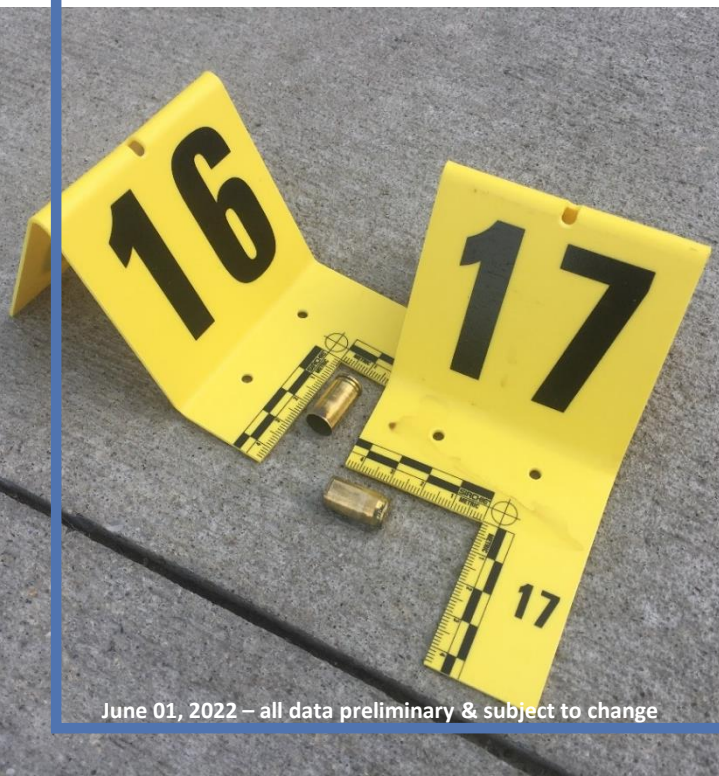
NOTE: These data are derived from Valcour incidents. Incidents are initially categorized by dispatch according to the information provided by a caller; the category may be changed by the officer who responds to the scene and/or the detective who takes the case.





# GUNFIRE INCIDENTS

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
22BU008119	Reckless End	5/28/2022 17:49	Baird Park	bullet in playground slide



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.





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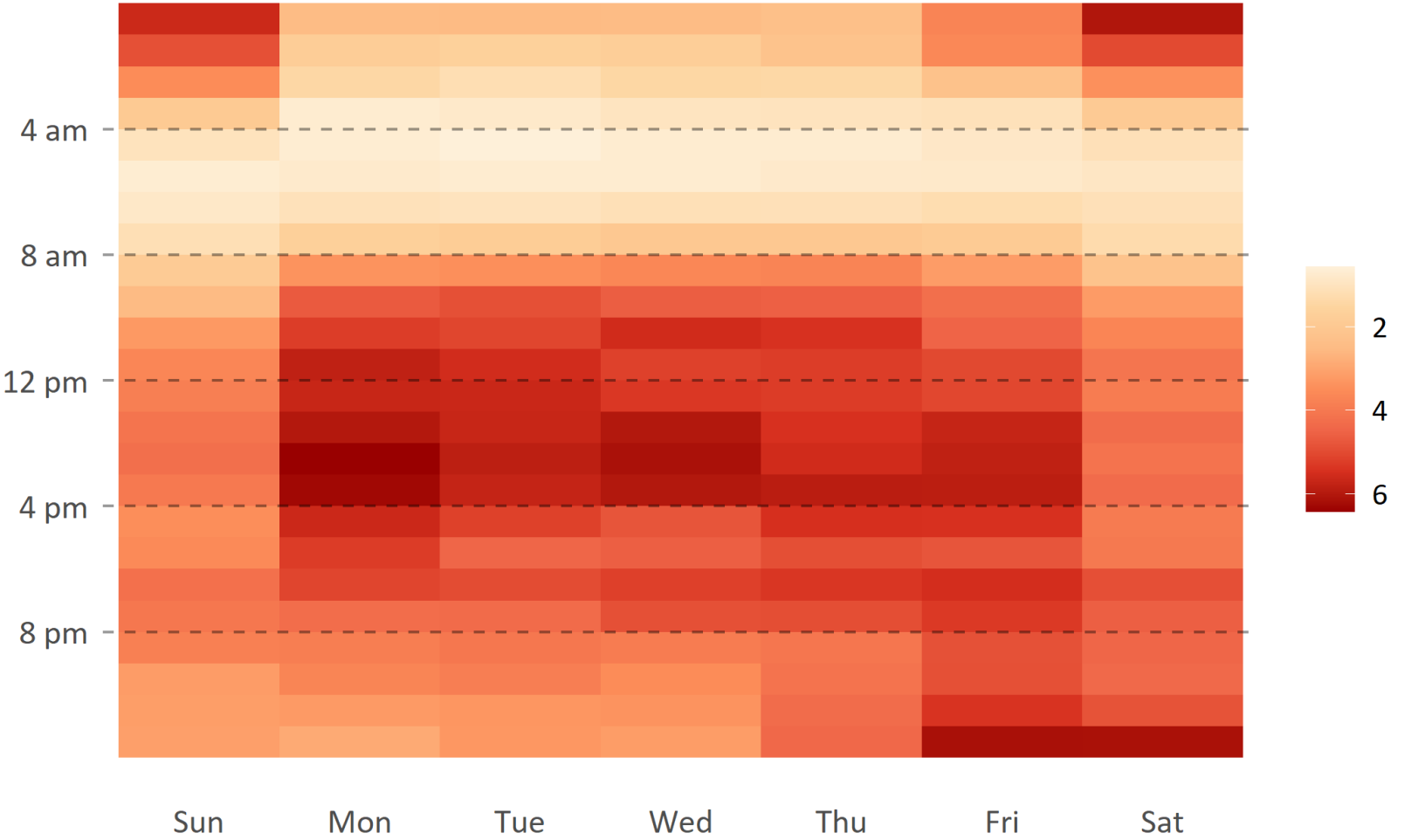
June 01, 2022 – all data preliminary & subject to change

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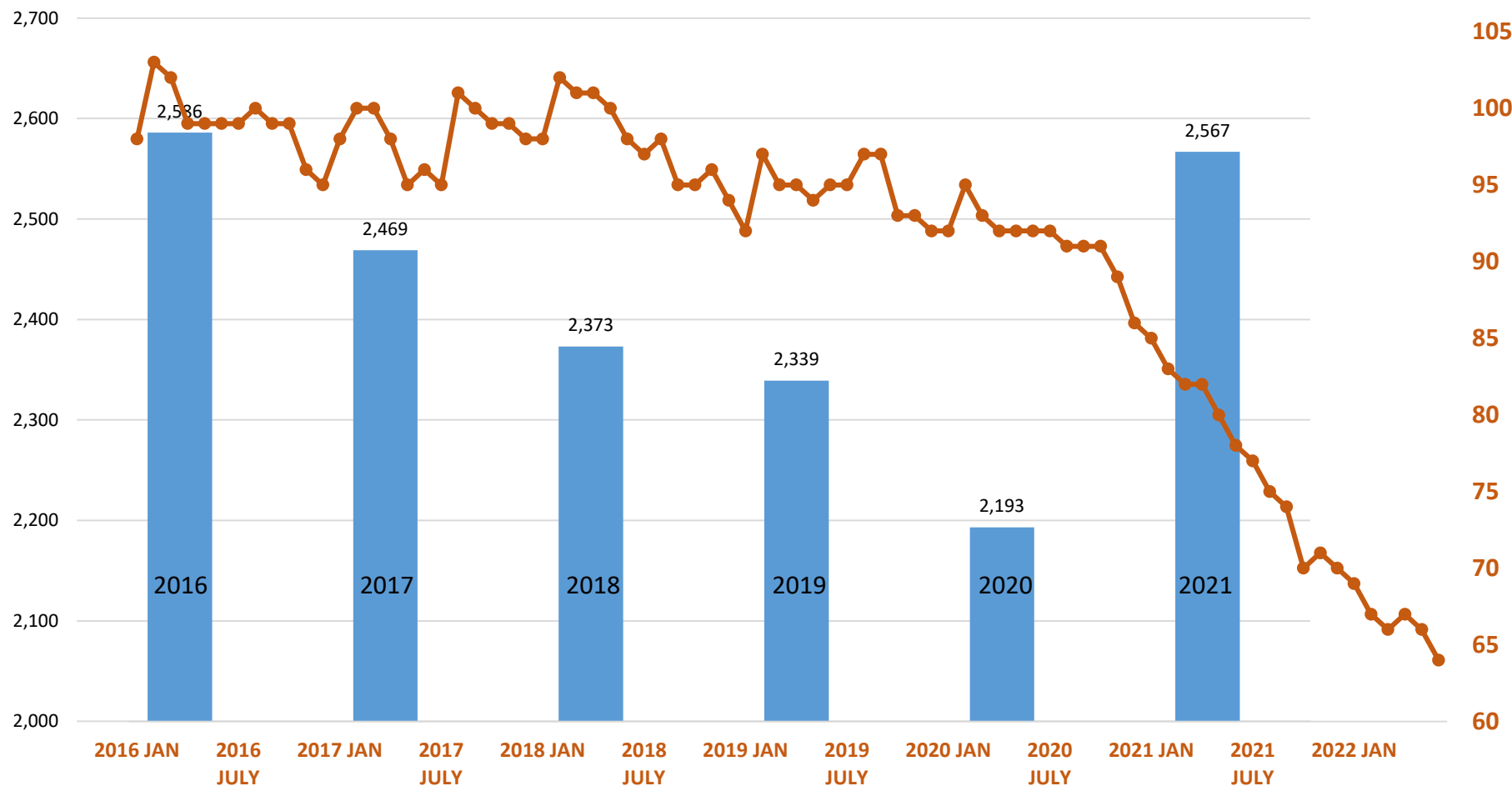
# INCIDENT HEATMAP

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 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





## 64 TOTAL, 55 AVAILABLE

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





## 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.



June 01, 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, and possible co-deployment with officers). The Police Commission and Public Safety Committee have recommended authorizing two more.





# SUMMER PATROL STAFFING

## DAYS

0730x1730

Swing Shift  
& Street  
Crime  
Team &  
SROs

## EVES

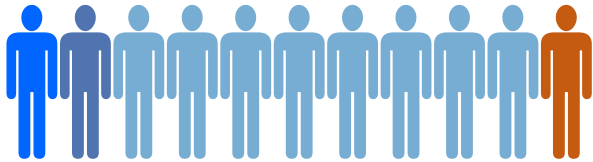
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## MIDS

2215x0815

### HISTORICAL SHIFTS (x2)

1 LT, 1 SGT, 8 OFC, 1 CSO



1 SGT, 3 OFC



1 LT, 1 SGT, 8 OFC



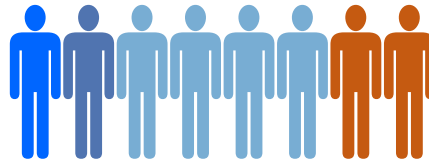
1 SGT, 5 OFC



**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**

June 01, 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

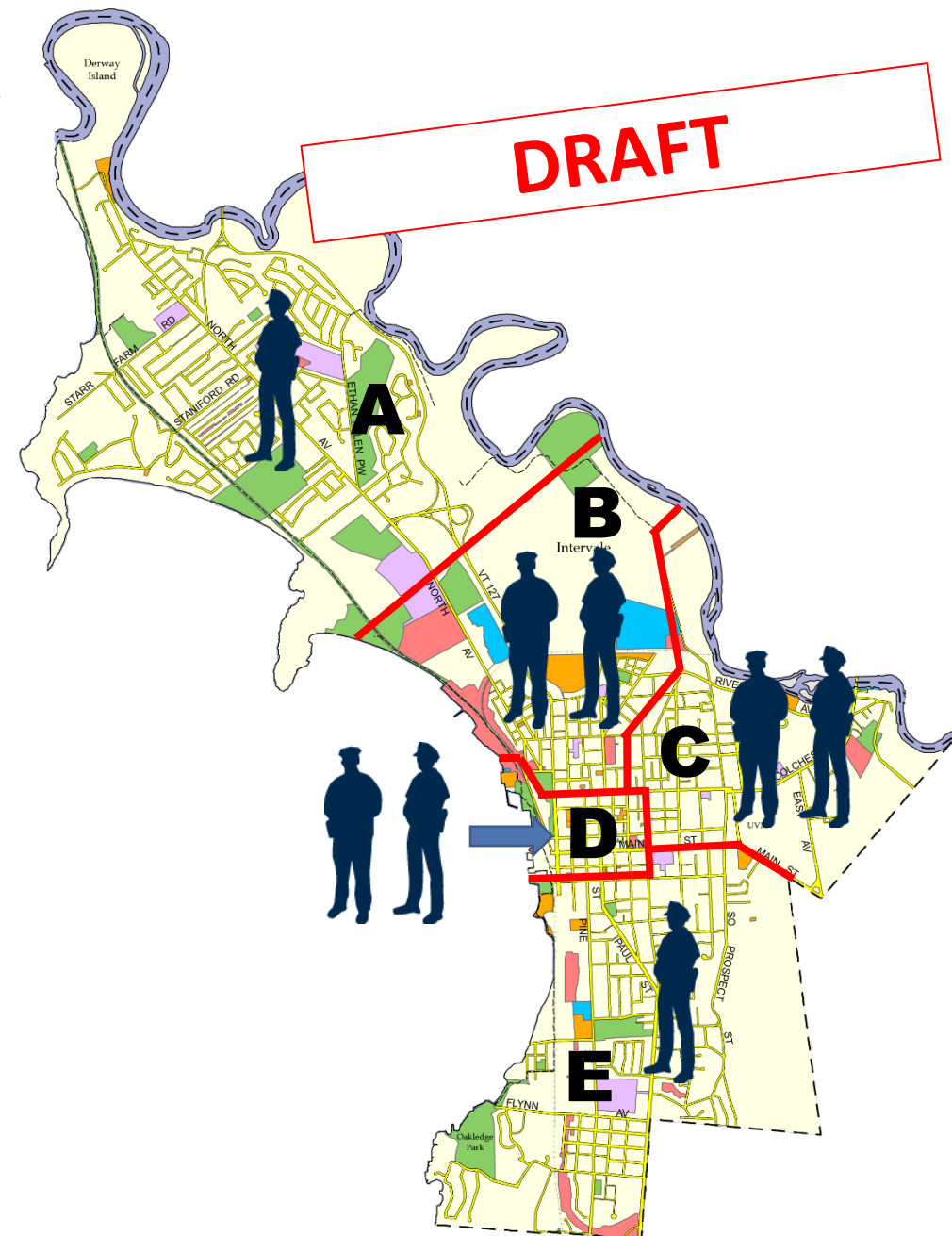
D = Downtown → two officers

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

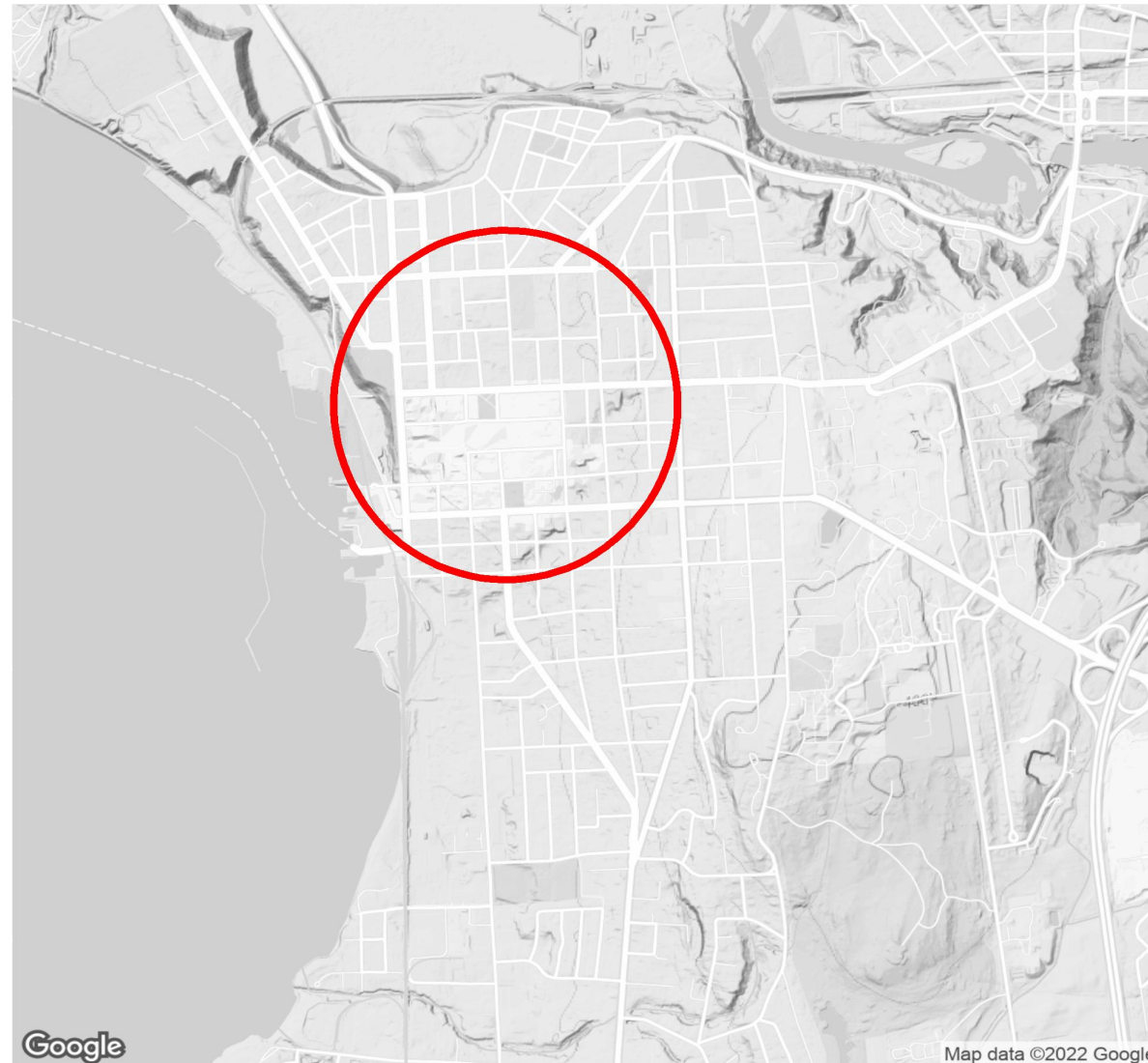


The Valeriepieris circle is an Internet meme of an Asia-centered circular region that contains more than half of Earth's 7.9 billion-person population.

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

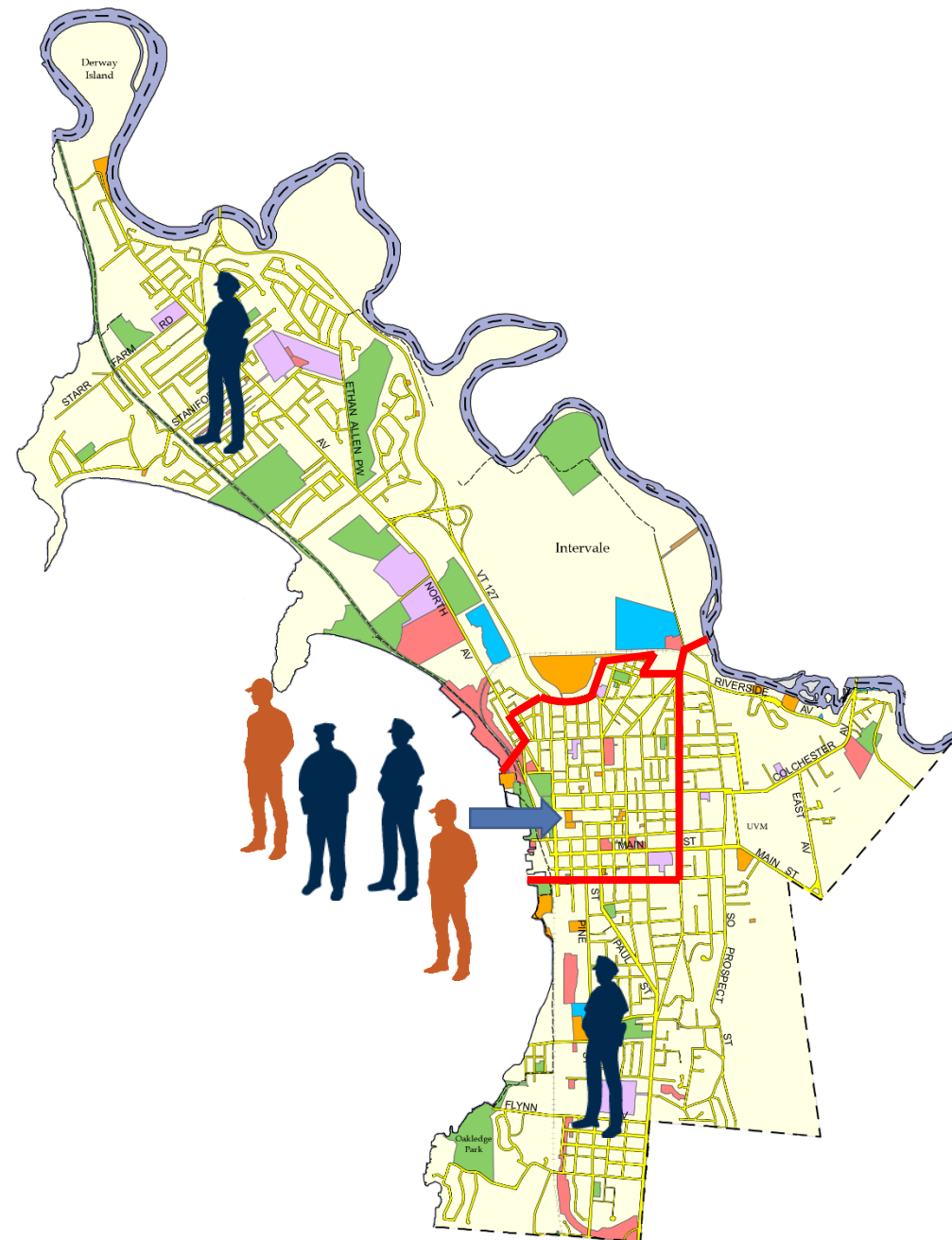
When we have four officers available, two officers and two CSOs will be assigned to a new **City Center Area**, or CCA. They will be able to respond outside the CCA when called, but not proactively.

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.





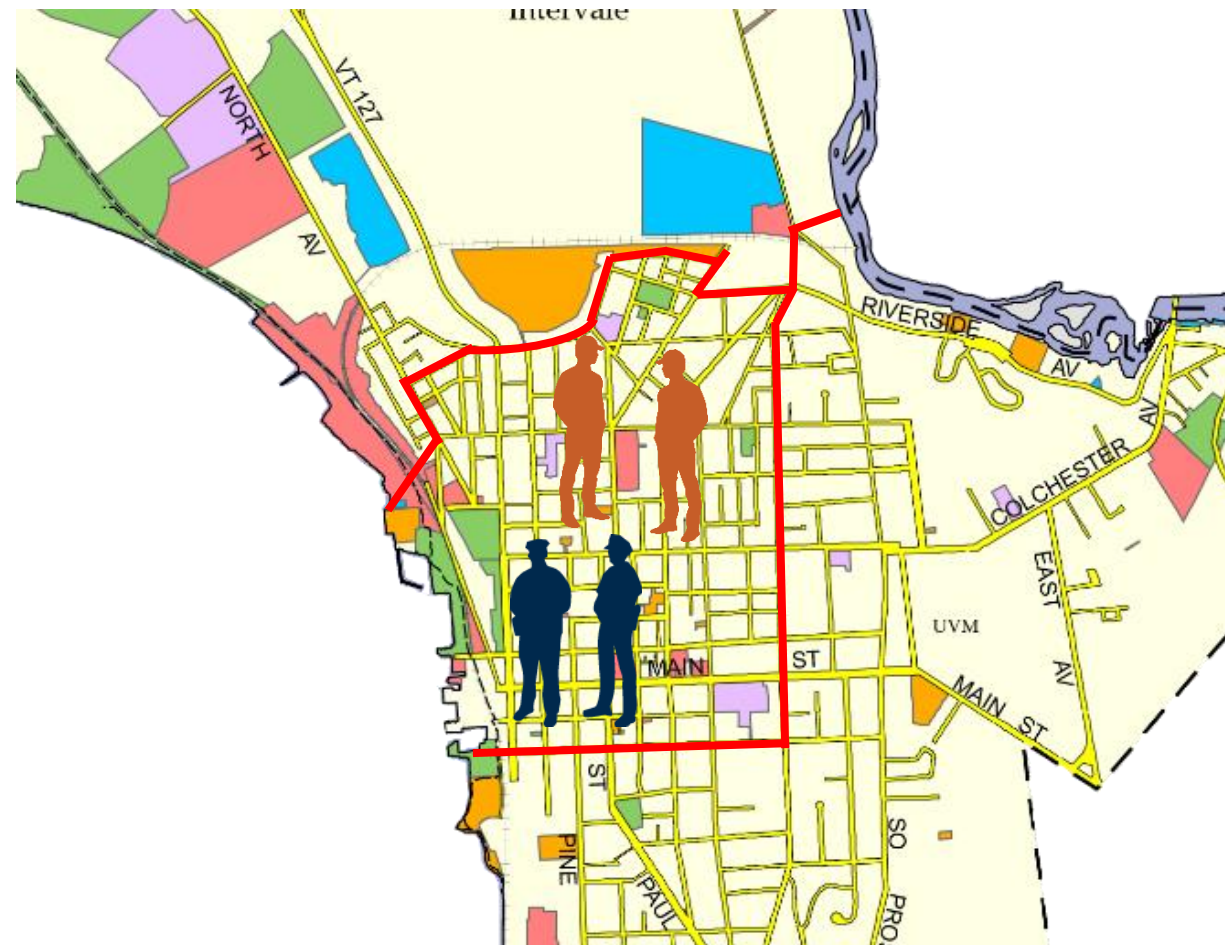


## THE CITY CENTER AREA

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.





## 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 private security, among others.

# BCA



**HOWARD  
CENTER**  
Help is here.

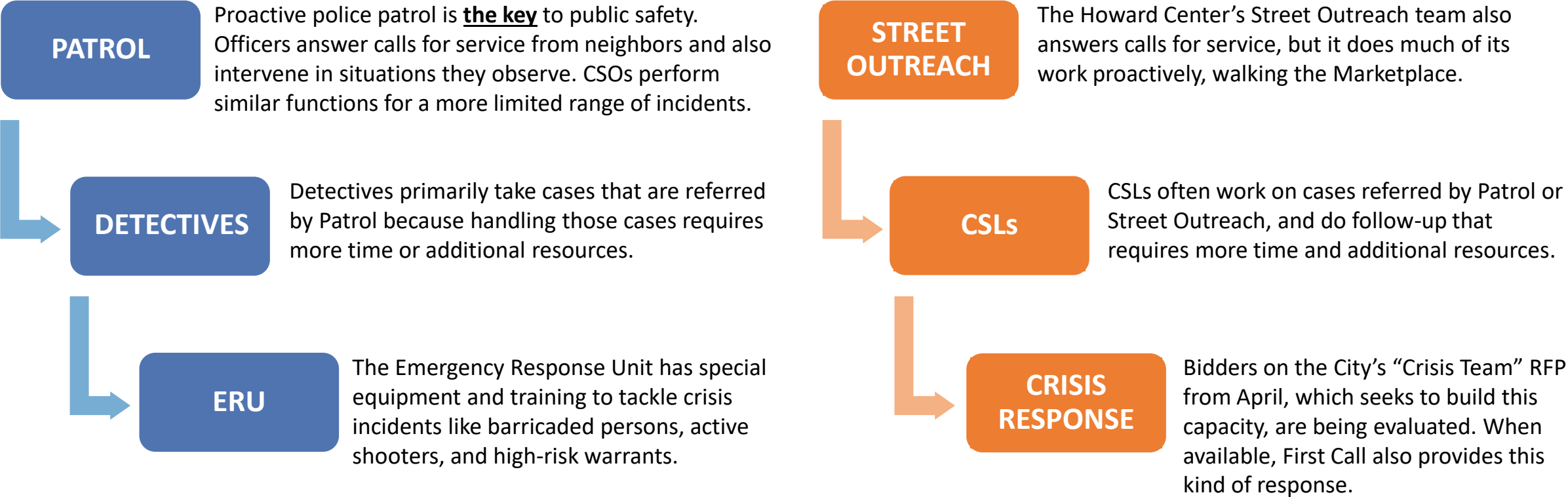


**CHURCH STREET**  
MARKET PLACE



# 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:







## 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**

