



CHIEF'S REPORT FOR THE POLICE COMMISSION

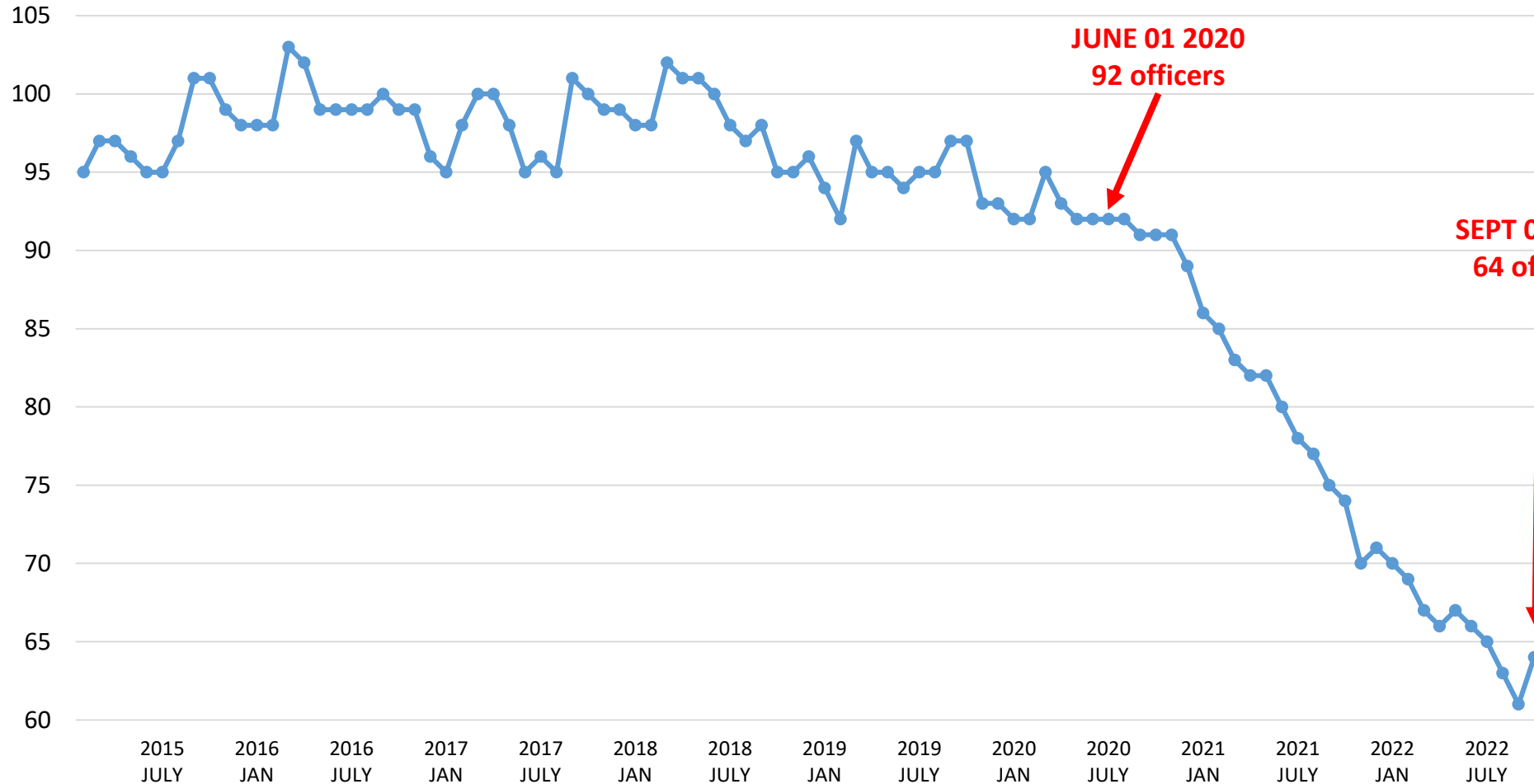
September, 2022





BPD SWORN OFFICER HEADCOUNT, 2015-2022

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



JUNE 01 2020
92 officers

SEPT 01 2022
64 officers

Note: 64 was as of 09/01/22; as of 09/22/22, two officers have retired/resigned. Current headcount is 62.



62 TOTAL, 51 AVAILABLE

As of today, the BPD has 62 total sworn officers, of whom 51 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

62

minus 11 on leave, injury, VPA, etc. = 51

minus 13 supervisors = 38

minus 9 detectives = 29

minus 6 airport officers = 23

minus 3 special assignments = 20

20

officers on Patrol





BUILDING OTHER CAPACITY

As part of Chief Murad's 2021 Public Safety Continuity Plan, we have hired:

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

These are unarmed, unsworn officers who answer quality-of-life calls for service. Historically, the BPD had two; Chief Murad's plan expanded the role significantly. We currently have six employees in the role, and [our new FY23 budget allows us to have 12 CSOs](#). We have new candidates in the hiring pipeline.



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

**BPD
currently
has 6 CSOs
and 3 CSLs**

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

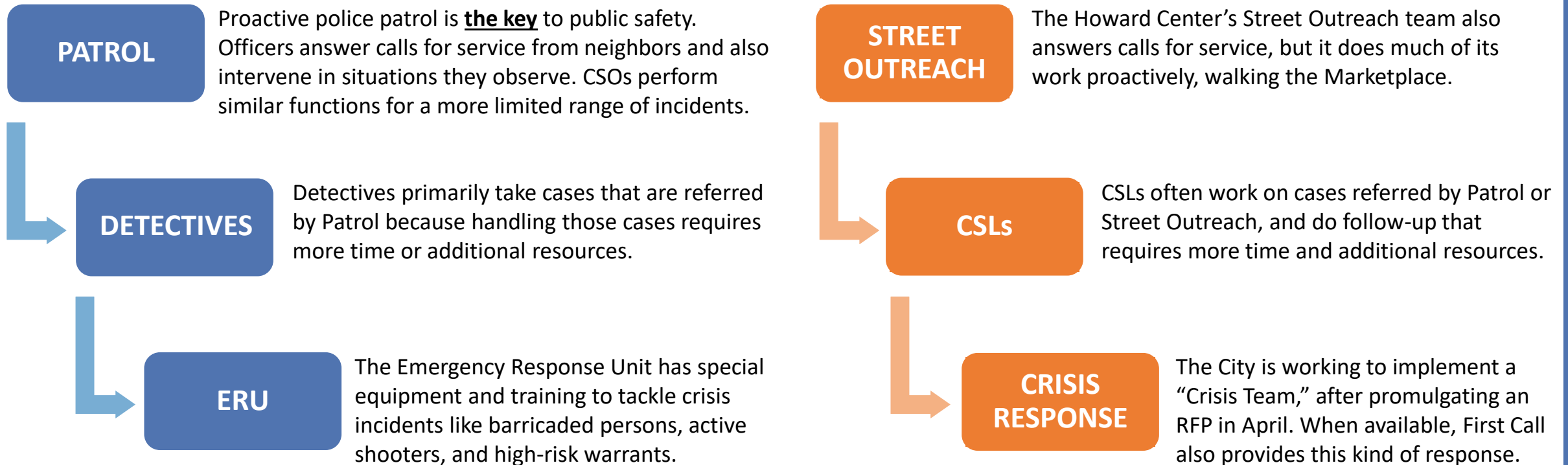
- three [Community Support Liaisons](#) (CSLs)

Chief Murad created this new position, which is unique to the BPD. CSLs are embedded social workers with expertise in mental health, substance use disorder, and homelessness who help address social service issues. Here, too, the FY23 budget allows for expansion. [We are hopeful to hire three more and have 6 CSLs by July 2023.](#)



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:





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. In May 2022 Chief Murad 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 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	Disorderly Conduct *	Inciting a Felony		Search
Alarm *	Disorderly Conduct by Elec Comm	Intoxication	CSO	Search Warrant
Alcohol Offense	Disturbance	Investigation - Cold Case		Sex Offender Registry Violation
Animal Problem	DLS	Juvenile Problem *		Sexual Assault
Arrest on Warrant	Domestic Assault - Felony	Kidnapping		Sheltering/Aiding Runaway
Arson	Domestic Assault - Misd	Larceny - from a Building		SRO Activity
Assault - Aggravated	Domestic Disturbance	Larceny - from a Motor Vehicle		Stalking
Assault - Simple	Drugs	Larceny - Other		Stolen Vehicle
Assist - Agency	Drugs - Possession	Larceny from a Person		Subpoena Service
Assist - Car Seat Inspection	Drugs - Sale	Lewd and Lascivious Conduct		Suicide - Attempted
Assist - K9	DUI	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	Missing Person		Threats/Harassment *
Background Investigation	Escape	Motor Vehicle Complaint	CSO	Traffic
Bad Check	Extortion	Noise	CSO	Trespass *
Bar / Liquor License Violation	False Info to Police	Obstruction of Justice		TRO/FRO Service
Bomb Threat	False Pretenses	Operations		TRO/FRO Violation
Burglary *	False Public Alarms	Ordinance Violation - Other	CSO	Unlawful Restraint
CHINS	False Swearing	Overdose		Untimely Death
Community Outreach	Fireworks	Parking	CSO	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	ONL	Vandalism
Contributing to Delinquency of Minor	Found/Lost Property	Prohibited Acts		VIN verification
Counterfeiting	Fraud	Property Damage	CSO	Violation of Conditions of Release *
Crash - Fatality	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - Injury to person(s)	Graffiti Removal	Recovered Property	CSO	Weapons Offense
Crash - LSA *	Hindering Arrest	Resisting Arrest		Welfare Check *
Crash - Non-Investigated	Homicide	Retail Theft		
Crash - Property damage only	Identity Theft	Roadway Hazard		



INCIDENT VOLUME, AS OF SEPT 15

	YTD, 9/15	%Δ
2017	24,224	100%
2018	21,494	↓11%
2019	20,530	↓5%
2020	17,737	↓14%
2021	15,288	↓12%
2022	17,726	↑16%
	Δ 2017 to 2022:	↓27%

From January 1 to September 15, 2022, there have been **17,726** total incidents. Of those, **2,798—or 16%—have been “stacked” according to the Priority Response Plan.**



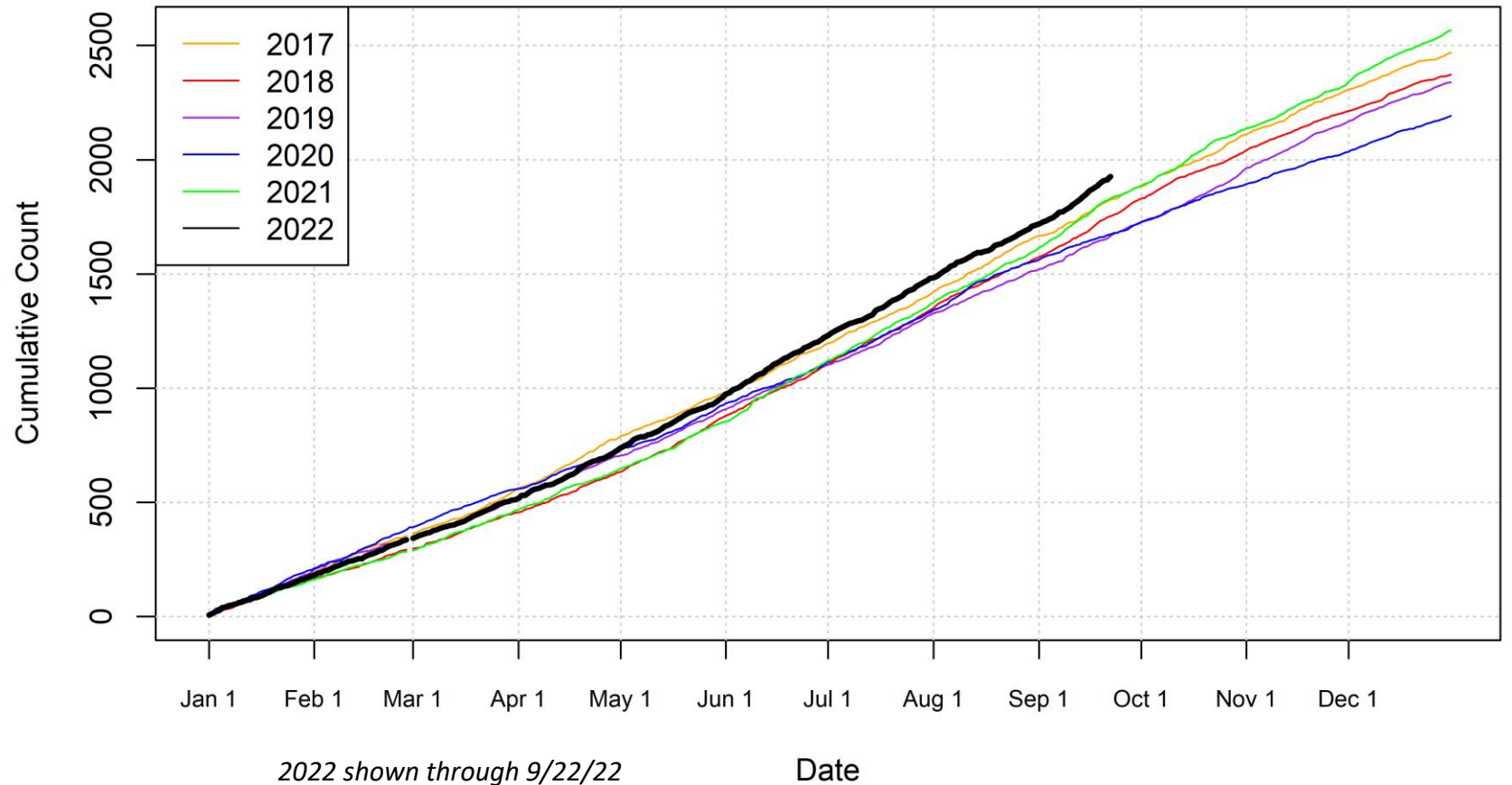
PRIORITY 1 INCIDENTS

Unlike overall incident volume, the volume of Priority 1 incidents is up—and it's pulling away from 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 9/15)

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Overdose	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2017	24	137	147	87	121	67	349	0	525	641	51	13	38	36	2,674
2018	37	133	119	64	99	46	343	3	397	558	41	13	53	15	1,992
2019	37	111	68	62	109	59	328	3	487	547	34	16	41	37	1,441
2020	39	103	71	41	99	41	473	10	525	685	70	14	48	43	982
2021	49	102	115	61	94	30	402	12	727	704	94	8	33	74	535
2022	51	126	122	72	105	31	397	23	1,102	848	155	14	30	240	315

* = combines incidents categorized as “Domestic Assault – Felony” and “Domestic Assault – Misdemeanor”

** = combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other”

NOTE: All categories shown year-to-date, through September 15 of their respective year

NOTE: These data are derived from Valcour incidents (Valcour is a CAD/RMS, or computer-aided dispatch / records management system). 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. Offense data and/or NIBRS data may differ.



2022 vs FIVE-YEAR AVG

Comparing the five-year, year-to-date average, from 2017 to 2021, to year-to-date figures from 2022.

Numbers from which percentages are drawn are on the previous page. All numbers are year-to-date as of 09/15 of respective year(s).

Domestic Assault	↓	44%
Sexual Assault	↓	30%
Disorderly Conduct	↑	1%
Domestic Disturbance	↑	5%
Simple Assault	↑	8%
Robbery	↑	8%
Vehicle Crash w Inj/fatal	↑	14%
Burglary	↑	17%
Mental Health Issue	↑	35%
Aggravated Assault	↑	38%
Larceny (all types)	↑	107%
Overdose	↑	167%
Gunfire	↑	283%
Stolen Vehicle	↑	485%



GUNFIRE

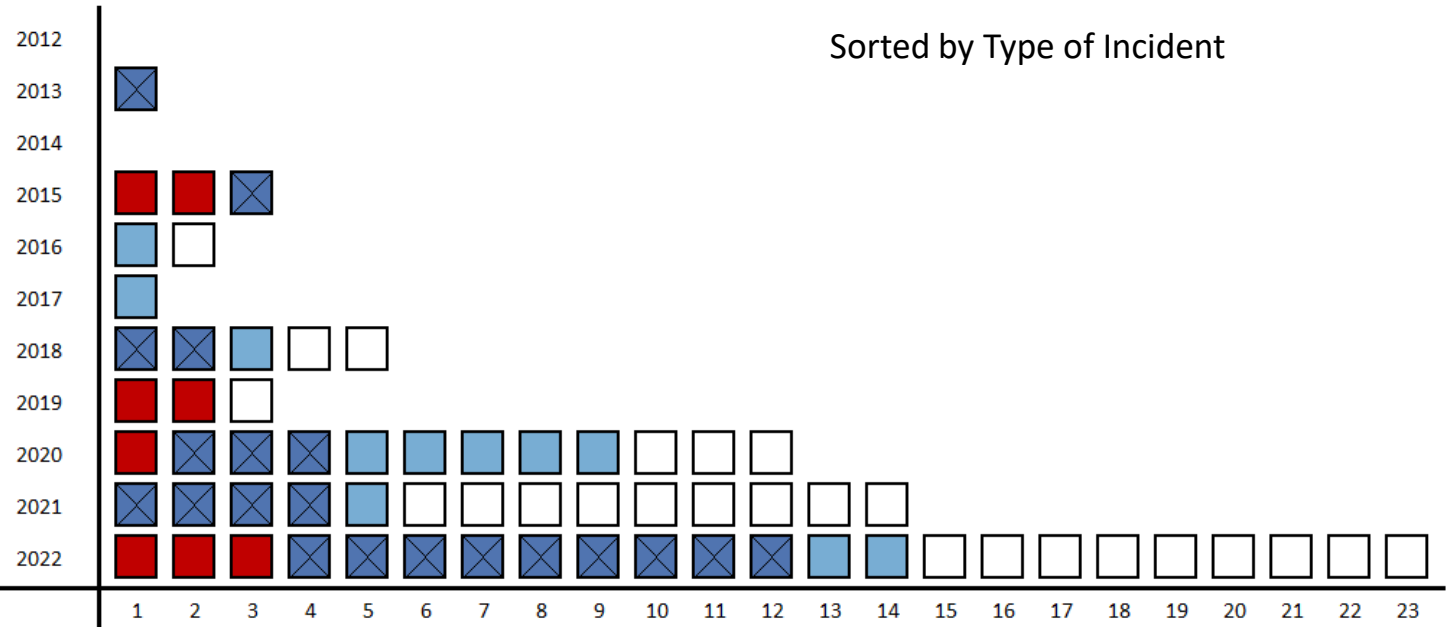
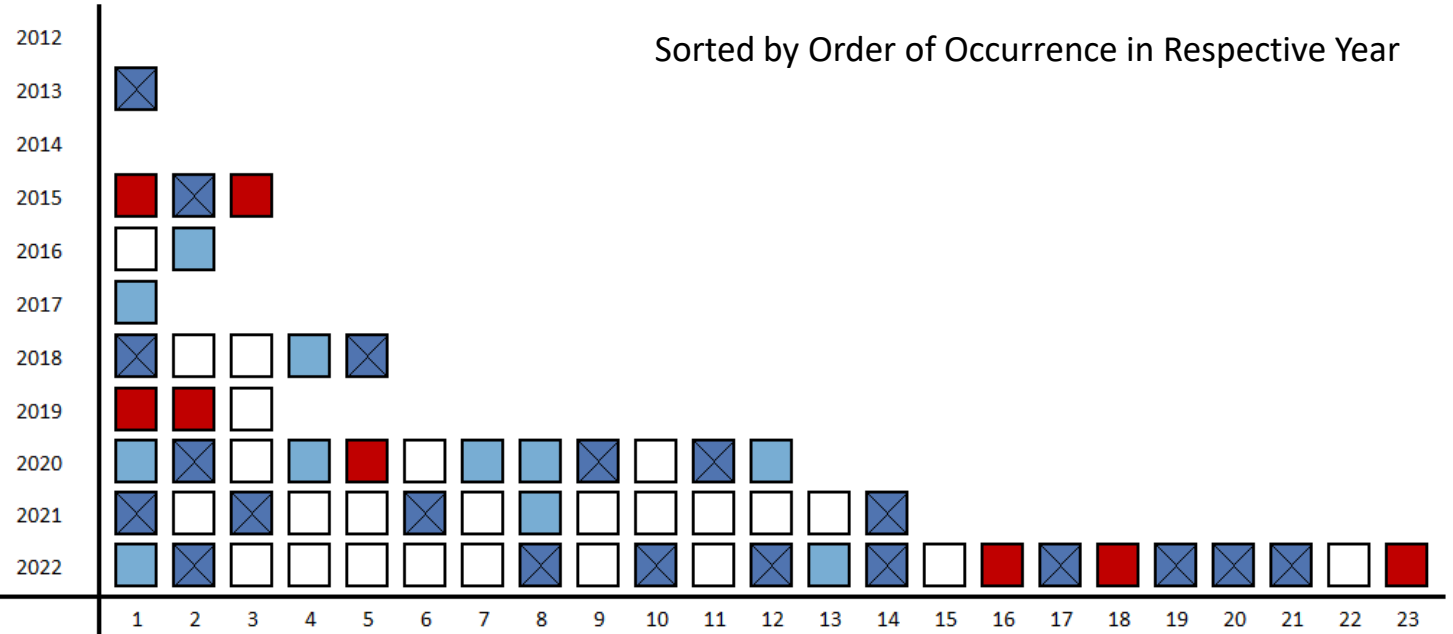
- = gunfire incident
- = gunfire incident known to be at a person
- = gunfire incident, person struck (a "shooting")
- = gunfire incident, person killed

Since 2012, there have been 64 gunfire incidents in Burlington recorded by police. In these graphics, each box represents one incident.

The top graphic is sorted by date of occurrence, relative to the respective year; i.e., the left-most box is earliest of the year while the right-most box is last incident of the year (or most recent, for 2022).

The bottom graphic is sorted by incident type.

In each graphic, 2022 is shown only through September 22, 2022, i.e., year to date.





GUNFIRE SINCE 2020 and in 2022

Of the 49 incidents since 2020:

- 20 have been shootings, where a person was struck and injured or killed
- 29 have resulted in an arrest or closure
- 16 have nearly no solvability factors at this time
- 11 have taken place in or around the downtown core and in the five-hour span around bar closing
- Approximately 22 incidents have involved young Burlingtonians known to police for preexisting criminal associations. Those people may be involved as perpetrators, victims, suspects, or some combination thereof

Of the 23 incidents in 2022:

- 12 have involved a person being struck, and three of those have been murders
- Six do not currently have any solvability factors
- BPD has made arrests in 13 of these 23 cases, and in seven of the 12 cases where someone was struck



A FAIR NEW CONTRACT

\$71,000
starting pay

\$100,000
top pay (when contract matures)

and a \$15,000
hiring bonus

- 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
- Beards and tattoos permitted
- Various **specialty assignments** such as detectives, narcotics, K9, domestic violence prevention, airport
- **Applicant can be a non-U.S. citizen** if applicant is a permanent resident / green-card holder



RECRUITING WITH COMMUNITY PARTNERS

Word of Mouth. Every position posted by the City goes out to the following community partners. But we're always looking to expand this list!

State of Vermont/Vermont Department of Labor
Champlain Valley Office of Equal Opportunity (CVOEO)
VT Veteran Affairs
Creative Workforce Solutions
Vermont Partnership for Fairness and Diversity
Vermont Professionals of Color Network
Vermont Commission on Women
Vermont Pride Center
USCRI Vermont (formerly Vermont Refugee Resettlement Program)
Vermont Leagues of Cities & Towns (VLCT)

Association of Africans Living in Vermont (AALV)
Howard Center
Age Well (formerly CVAA)
Vermont Works for Women
Vermont Associates for Training & Development
Spectrum Youth Services
ReSource Vermont
Peace & Justice Center
The Vermont Association of Business Industry and Rehabilitation (VABIR)
Higher Education Institutions via Handshake:
UVM, Champlain College, St. Michael's College, Middlebury College, UNH

BPD has also been approved to hire a Recruitment Coordinator

BPD's new budget provides for a Recruitment Campaign



CUTTING-EDGE TRAINING

Since 2005, BPD has conducted dozens and dozens of training modules designed to identify and reduce bias and build cultural competency.

In 2021, BPD worked with **Tresté Loving (from the Institute for Racial Equity)**. Rather than conducting one-off lectures, she provided a series of approximately 70-minute, customized training sessions over the course of six months, with modules such as: *Becoming You; Let's Talk; Bias?; Those Who Don't Look Like You; Fearless; Why Are You in This Part of Town?*

Chief Murad has had discussions with his former NYPD colleague Dr. Tracy Keesee about similarly iterative training for 2023.

This is an example of the anti-bias training BPD has been engaged in since 2005:

- 2005 Diversity, Cultural Awareness
- 2007 Arab & Muslim Cultural Awareness
- 2007 Bias-Free Policing
- 2007 Cultural Diversity
- 2007 Non-Bias Police Stops
- 2007 Racial Data Collection
- 2007 Transgender Issues
- 2007 White Privilege
- 2008 Community Engagement
- 2008 Cross-Cultural Communication
- 2008 Cultural Competency
- 2008 Race Data Collection
- 2008 Transgender Training
- 2009 Cultural Competence
- 2009 Diversity & Inclusion
- 2010 Bias-Free Policing
- 2010 Diversity Training
- 2010 Race Training
- 2011 Bias-Free Policing
- 2011 Diversity & Unity Retreat
- 2011 Multicultural Competence
- 2012 Community Policing
- 2012 Cross-Cultural Interview & Conflict Resolution
- 2012 Cultural Diversity Awareness
- 2012 Multicultural Training
- 2012 Policing Diverse Communities
- 2012 Race Data Collection
- 2013 Race Data Collection
- 2013 Race Training
- 2013 Making Whiteness Visible Workshop
- 2012 Fair & Impartial Policing
- 2014 Intercultural Competency Training
- 2014 Fair & Impartial Policing
- 2015 Fair & Impartial Policing
- 2015 Diversity Conference
- 2016 Fair & Impartial Dispatching
- 2016 Race Data Training
- 2016 Working with Interpreters
- 2016 Police Minority Relations
- 2016 Nepali Culture and Language
- 2016 Anti-Bias Training for Law Enforcement
- 2018 Fair & Impartial Policing
- 2018 Implicit Bias Training
- 2019 Fair & Impartial Policing
- 2019 Implicit Bias CQ Strategies
- 2019 Alabama Legacy Museum and Diversity Training

