



CHIEF'S REPORT FOR THE POLICE COMMISSION

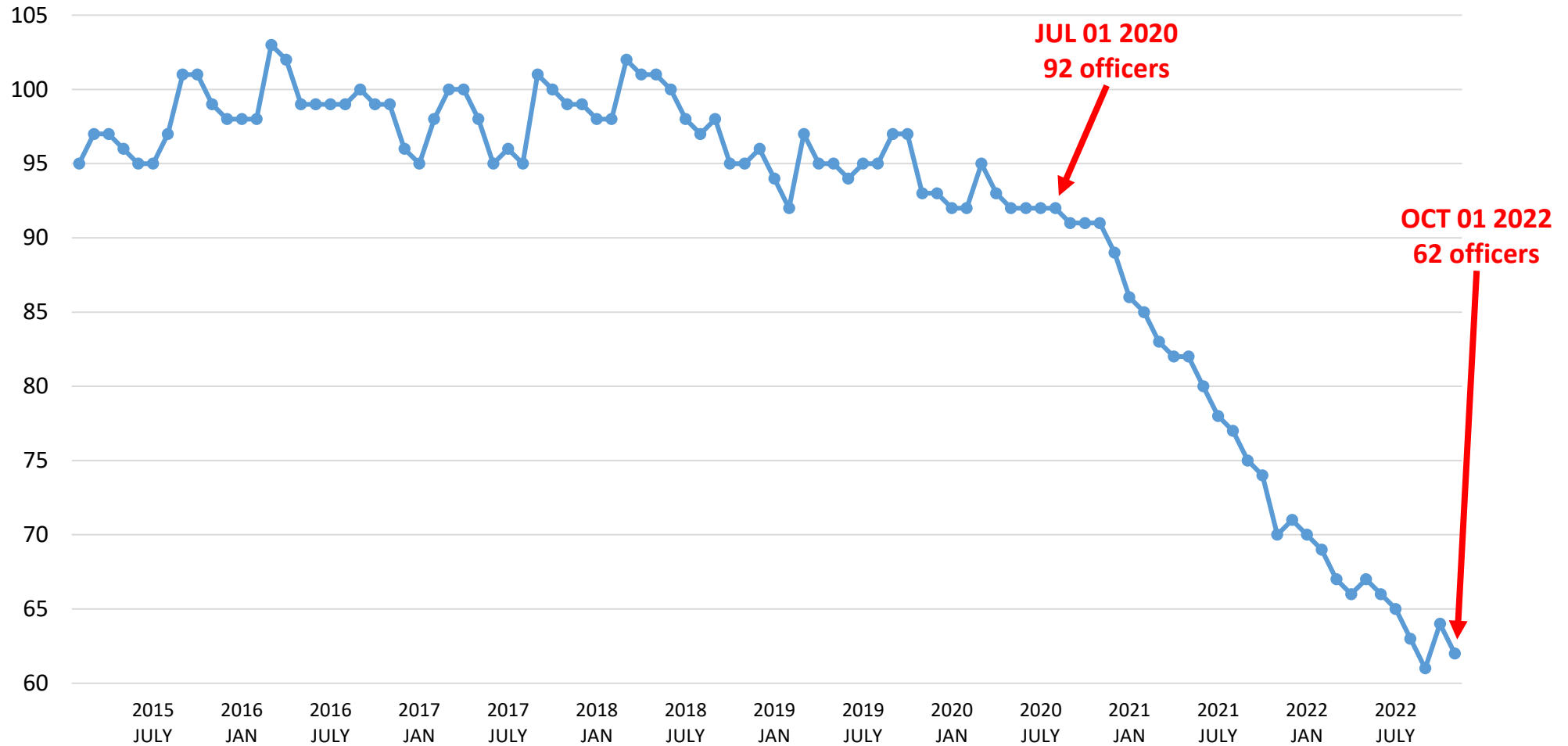
October, 2022





BPD SWORN OFFICER HEADCOUNT, 2015-2022

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



Oct 20, 2022 – all data preliminary & subject to change



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	CSO	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		



INCIDENT VOLUME, AS OF OCTOBER 15

	YTD, 10/15	%Δ
2017	27,022	100%
2018	24,105	↓11%
2019	22,923	↓5%
2020	19,660	↓14%
2021	17,444	↓11%
2022	19,971	↑15%
	Δ 2017 to 2022:	↓26%

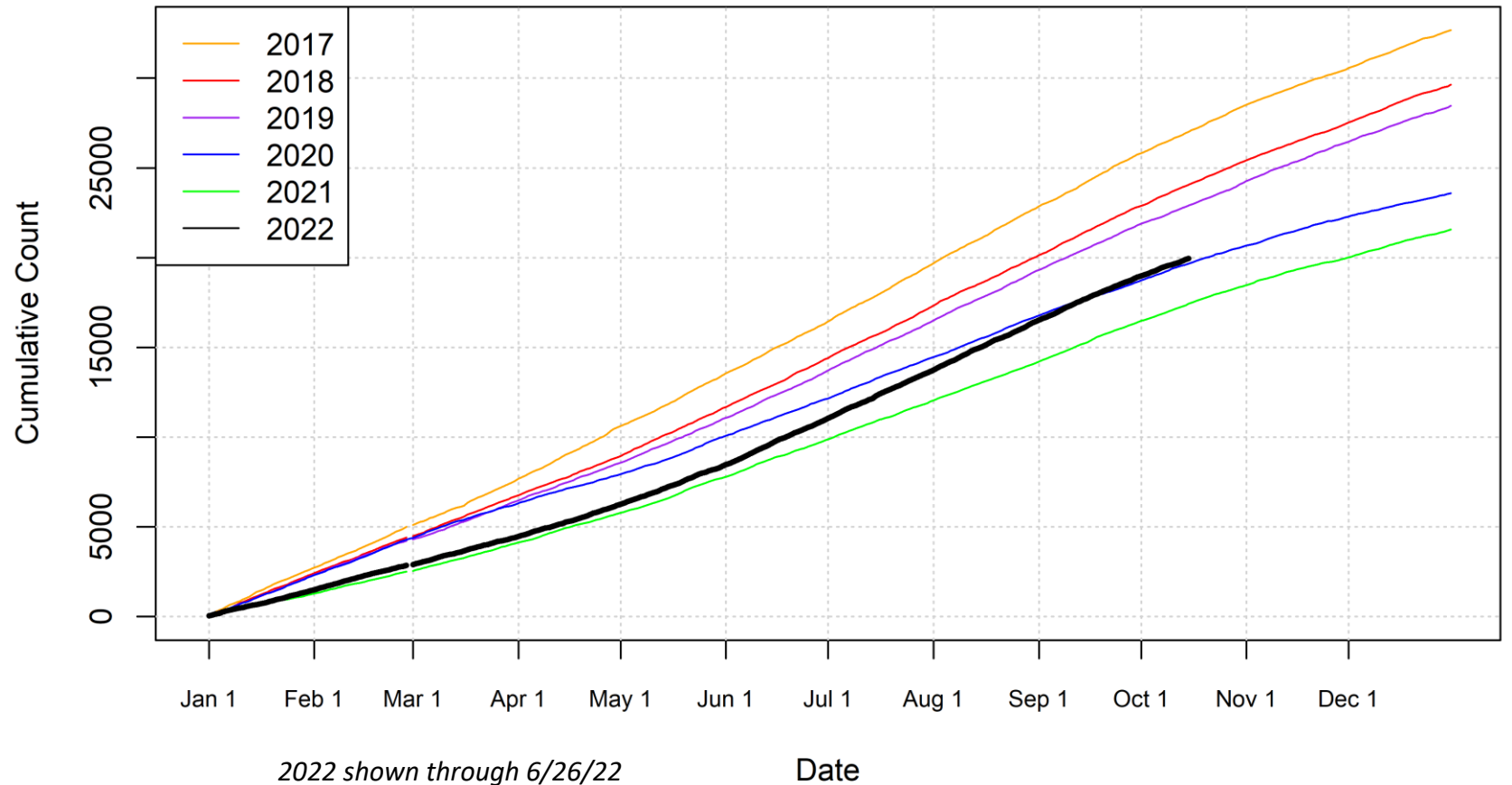
From January 1 to October 15, 2022, there have been **19,971** total incidents.
Of those, **3,244—or 16%—have been “stacked” according to the Priority Response Plan.**



TOTAL INCIDENT VOLUME

Year over year, overall incident volume is down. **But 2022's incident volume has now surpassed 2020 and 2021's.** As the table on the previous slide demonstrates, much of the decrease comes from changes in officer proactivity designed to decrease enforcement encounters, particularly around traffic stops. If we were to add 2017's traffic volume and foot patrols to 2022's overall incident volume, 2022 would have more incidents than any year since 2017.

Total Incidents





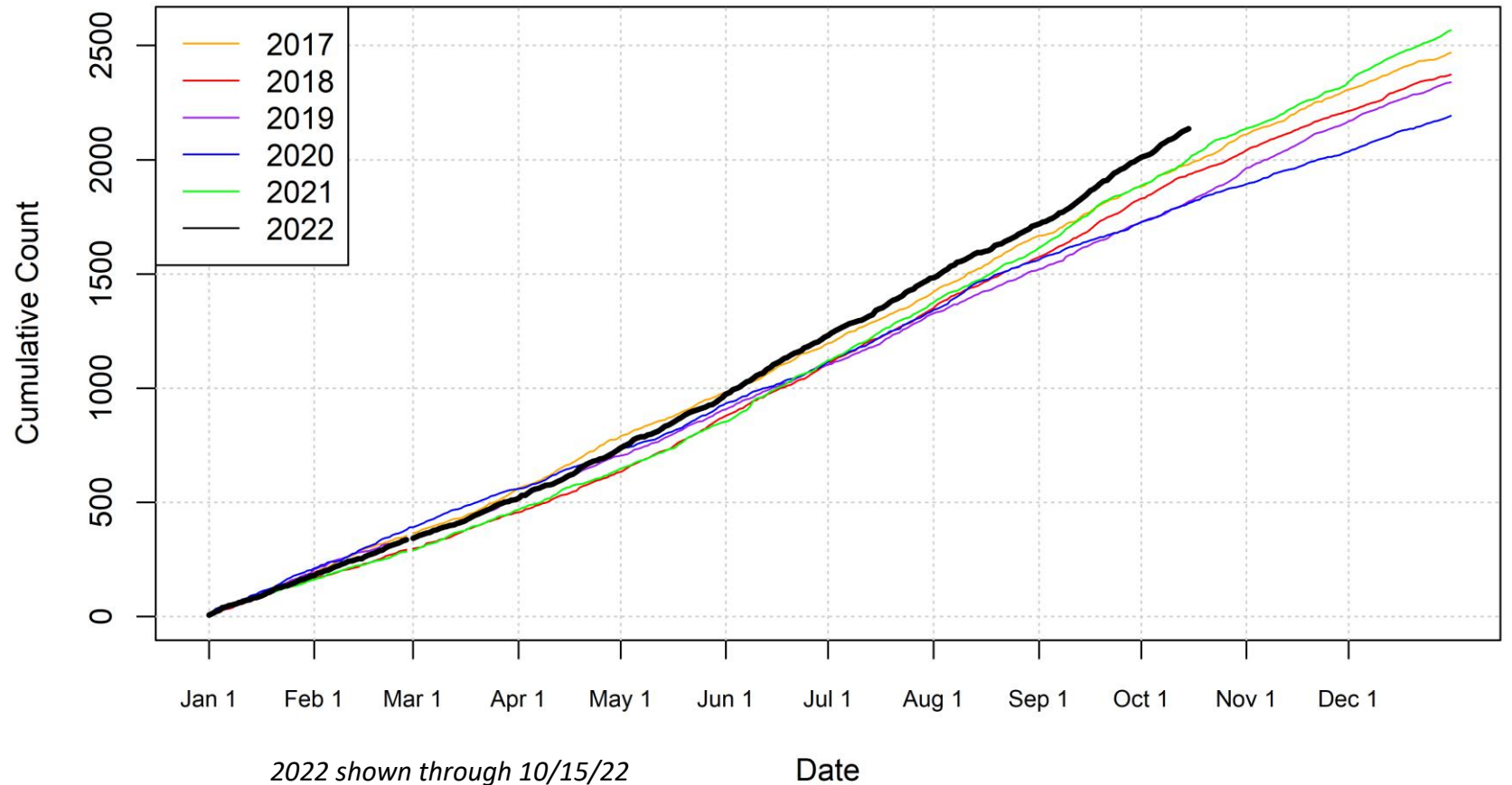
PRIORITY 1 INCIDENTS

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. In fact, September 2022 saw more Priority 1 incidents than in any year since the BPD has tracked using Valcour.

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 10/15)

	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	29	152	197	94	129	75	382	0	601	715	59	16	45	38	2,875
2018	44	148	128	75	114	51	397	4	457	624	43	15	52	21	2,139
2019	42	124	78	72	120	64	379	3	553	605	40	18	42	45	1,549
2020	44	123	85	45	120	43	509	10	605	752	74	16	50	52	1,033
2021	51	119	143	70	116	33	468	13	863	774	111	9	37	101	557
2022	55	141	151	81	114	37	446	25	1,204	961	180	17	33	272	337

* = 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 October 15 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. 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 10/15 of respective year(s).

Domestic Assault	↓	30%
Sexual Assault	↓	27%
Disorderly Conduct	↓	5%
Domestic Disturbance	↑	4%
Simple Assault	↑	6%
Vehicle Crash w Inj/fatal	↑	14%
Robbery	↑	15%
Burglary	↑	20%
Aggravated Assault	↑	31%
Mental Health Issue	↑	38%
Larceny (all types)	↑	96%
Overdose	↑	175%
Gunfire	↑	317%
Stolen Vehicle	↑	429%



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).

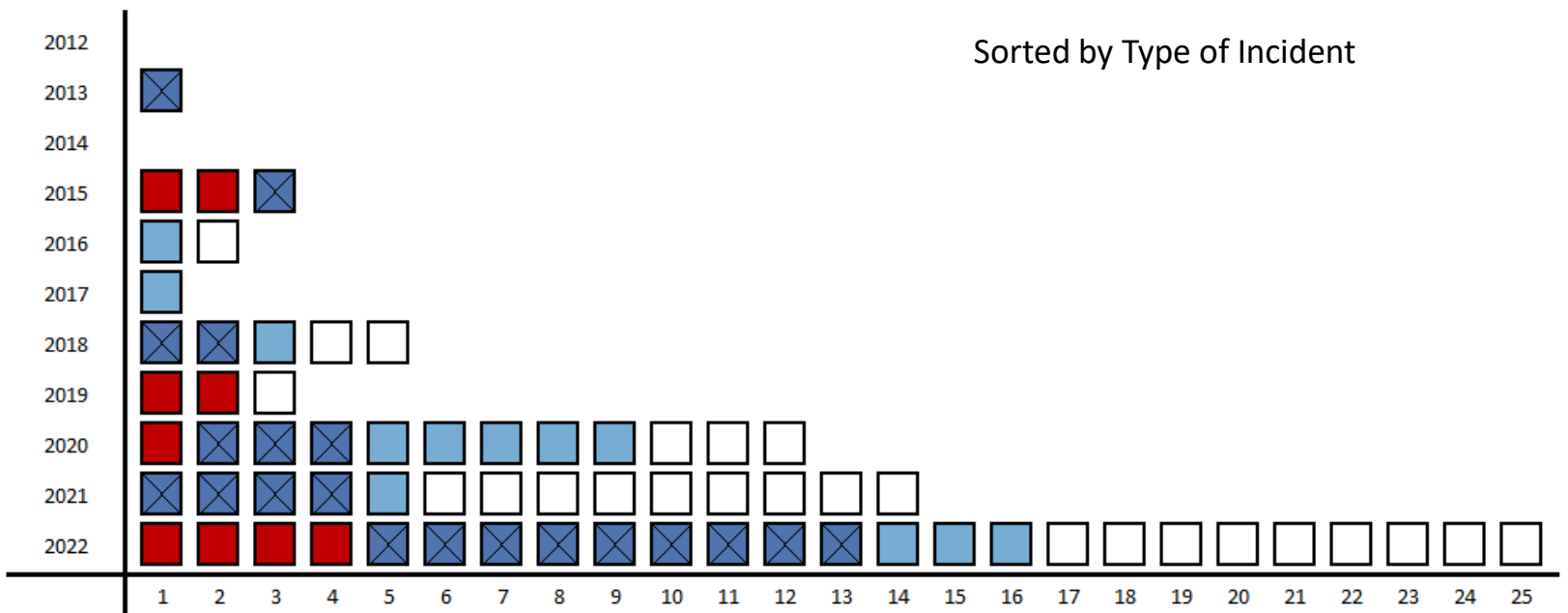
The bottom graphic is sorted by incident type.

In each graphic, 2022 is shown only through October 20, 2022, i.e., year to date.

Sorted by Order of Occurrence in Respective Year



Sorted by Type of Incident





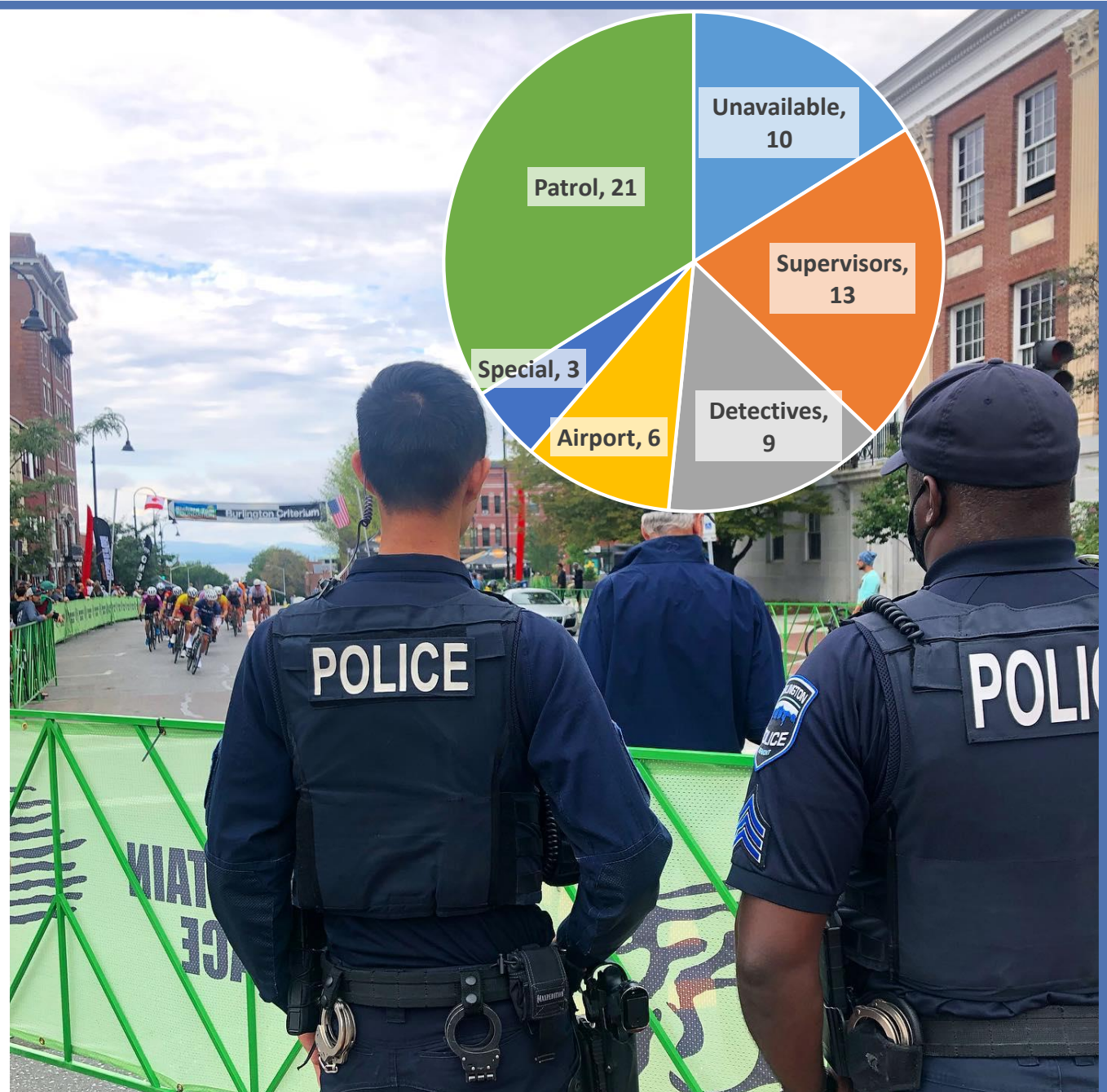
62 TOTAL, 52 AVAILABLE

As of today, the BPD has 62 total sworn officers, of whom 52 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

62

- minus 10 on leave, injury, VPA, etc. = 52
- minus 13 supervisors = 39
- minus 9 detectives = 30
- minus 6 airport officers = 24
- minus 3 special assignments = 21

21 officers on Patrol





BUILDING OTHER CAPACITY

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

- seven **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 seven employees in the role, and **our new FY23 budget allows us to have 12 CSOs**. We have new candidates in the hiring pipeline.



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

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

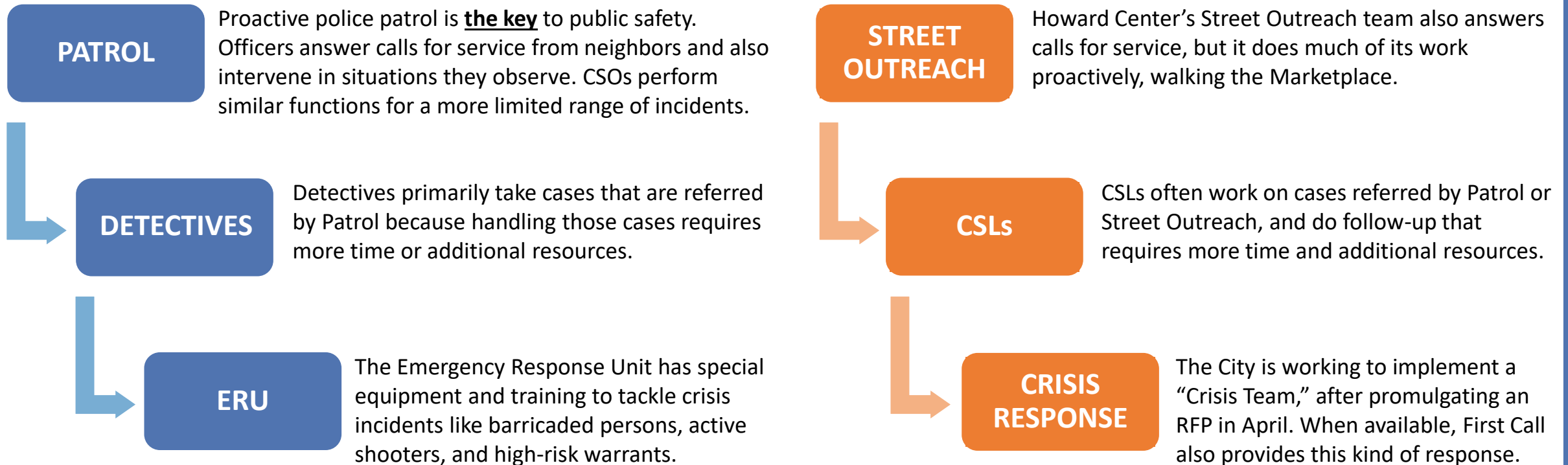
- three **Community Support Liaisons** (CSLs)

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:





PATROL SHIFTS

As part of a [presentation to the City Council](#) regarding the need to bring Vermont State Police into the Downtown for extra foot patrol coverage, we prepared this comparison of patrol staffing. It shows available sworn-officer and CSO resources in May 2019, May 2021, and current.

PATROL MAY 2019				
DAY SHIFT	TEAM A	AREA	TEAM B	AREA
	Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
	LIEUTENANT 1		vacant	
	SERGEANT 1		SERGEANT 2	
	OFFICER 1	C	OFFICER 9	E
	OFFICER 2	C	OFFICER 10	C
	OFFICER 3	B	OFFICER 11	A
	OFFICER 4	E	OFFICER 12	D
	OFFICER 5	D	OFFICER 13	B
	OFFICER 6	B	OFFICER 14	B
OFFICER 7	D	OFFICER 15	C	
OFFICER 8	A	OFFICER 16	D	
CSO 1		CSO 2		
SWING	SERGEANT 3		SERGEANT 4	
	OFFICER 17	MKT	OFFICER 19	MKT
	OFFICER 18	MKT	OFFICER 20	MKT
EVENING SHIFT	TEAM D	AREA	TEAM E	AREA
	Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
	vacant		LIEUTENANT 2	
	SERGEANT 5		SERGEANT 6	
	OFFICER 21	E	OFFICER 29	A
	OFFICER 22	A	OFFICER 30	E
	OFFICER 23	C	OFFICER 31	B
	OFFICER 24	C	OFFICER 32	C
	OFFICER 25	D	OFFICER 33	D
	OFFICER 26	D	OFFICER 34	C
OFFICER 27	B	OFFICER 35	D	
OFFICER 28	B	OFFICER 36	B	
MIDNIGHT	TEAM F	AREA	TEAM G	AREA
	Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
	SERGEANT 7		SERGEANT 8	
	OFFICER 37	A	OFFICER 42	E
	OFFICER 38	C	OFFICER 43	A
	OFFICER 39	B	OFFICER 44	D
	OFFICER 40	E	OFFICER 45	B
	OFFICER 41	D	OFFICER 46	C

PATROL MAY 2021			
TEAM A	AREA	TEAM B	AREA
Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
LIEUTENANT 1	C	LIEUTENANT 2	A&E
SERGEANT 1		SERGEANT 2	
OFFICER 1	C	OFFICER 8	A
OFFICER 2	C	OFFICER 9	B
OFFICER 3	B	OFFICER 10	C
OFFICER 4	E	OFFICER 11	D
OFFICER 5	D	OFFICER 12	C
OFFICER 6	B	OFFICER 13	B
OFFICER 7	A	OFFICER 14	E
CSO 1		CSO 2	
TEAM D	AREA	TEAM E	AREA
Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
vacant		LIEUTENANT 3	
SERGEANT 3		SERGEANT 4	
OFFICER 15	E	OFFICER 21	C
OFFICER 16	B	OFFICER 22	C
OFFICER 17	D	OFFICER 23	B
OFFICER 18	D	OFFICER 24	D
OFFICER 19	C	OFFICER 25	D
OFFICER 20	C	OFFICER 26	A
		OFFICER 27	E
TEAM F	AREA	TEAM G	AREA
Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
SERGEANT 5		SERGEANT 6	
OFFICER 28	A	OFFICER 32	E
OFFICER 29	B	OFFICER 33	B
OFFICER 30	E	OFFICER 34	C
OFFICER 31	C	OFFICER 35	D

PATROL OCT 2022			
TEAM A	AREA	TEAM B	AREA
Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
LIEUTENANT 1	B	LIEUTENANT 2	A&E
vacant		SERGEANT 1	
OFFICER 1		OFFICER 5	
OFFICER 2		OFFICER 6	
OFFICER 3		OFFICER 7	
OFFICER 4		OFFICER 8	
CSO 1		CSO 3	
CSO 2			
TEAM D	AREA	TEAM E	AREA
Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
LIEUTENANT 3	D	LIEUTENANT 4	C
vacant		vacant	
OFFICER 9		OFFICER 14	
OFFICER 10		OFFICER 15	
OFFICER 11		OFFICER 16	
OFFICER 12		OFFICER 17	
OFFICER 13			
CSO 4		CSO 6	
CSO 5		CSO 7	
TEAM F	AREA	TEAM G	AREA
Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
SERGEANT 2		SERGEANT 3	
OFFICER 18		OFFICER 20	
OFFICER 19		OFFICER 21	



RANGE DAY TRAINING

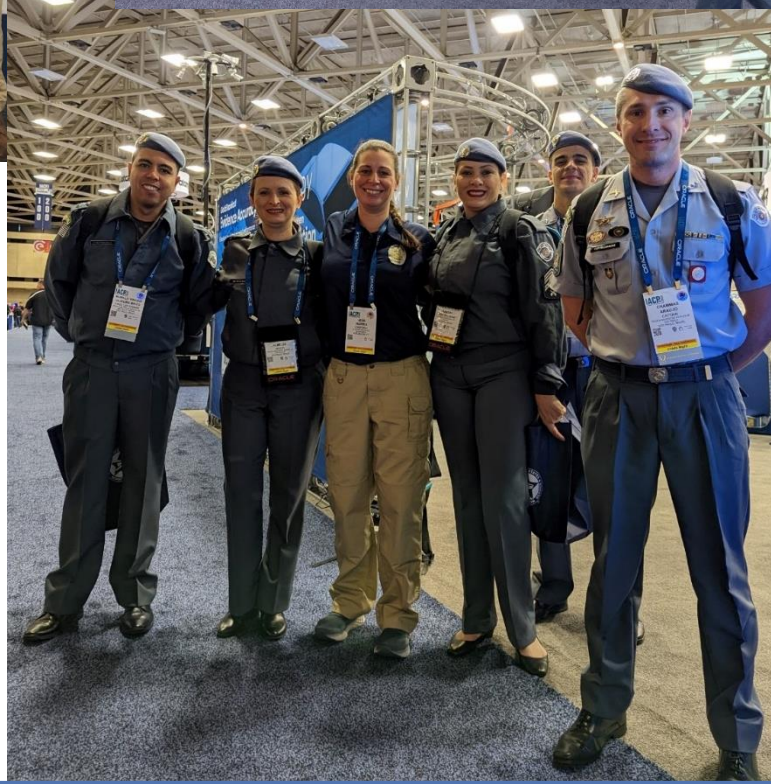
Burlington Police Officers qualify on firearms twice each year at the Vermont National Guard's Ethan Allen Firing Range in Jericho. Officers undergo a pistol qualification course in the spring, and rifle qualifications in September and October.





IACP

Chief Murad, DC Labrecque, Sgt Beliveau, and Cpl Norris attended the annual International Association of Chiefs of Police conference in Dallas, Texas.





IACP EDUCATIONAL SESSIONS

The conference featured nearly 250 educational sessions (like those shown here), more than 100 special-interest group and committee meetings, speakers like President Biden (by video) and Attorney General Garland and FBI Director Wray, breakout sessions like an after-action review of the Las Vegas massacre and a deep dive into the Insurrection at the Capitol, and hundreds of vendors for technology, equipment, uniforms, and more.

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IACP 2022 A Source for Excellence

D221, KBHCC

Saturday

- 8:30 AM - 9:30 AM CA First Responder Injury Presumptions—Should the IACP Support Them as a National Standard?
- 12:30 PM - 1:45 PM Management of the Acutely Agitated Behavioral Health Emergency: A Patrol Nightmare
- 2:15 PM - 3:30 PM Police Physicians Section Meeting
- 4:00 PM - 5:00 PM Training at the Speed of Life—Brain-Based Education to Enhance Performance Under Stress

Sunday

- 8:00 AM - 9:15 AM Law Enforcement Medicine — An Evidence-Based Expansion of Tactical Medicine
- 10:00 AM - 11:00 AM A Novel Way to Predict and Prevent the Number One Killer of Men and Women in Uniform— Heart Disease
- 12:15 PM - 1:15 PM Is there a Doctor in the House? The Role of the Prehospital Physician Within the C-Suite
- 1:45 PM - 3:00 PM A Banned Police Physician Lecture - A Modern Profile in Courage

IACP 2022 A Source for Excellence

D222/223/224, KBHCC

Saturday

- 8:30 AM - 9:30 AM Body Armor - Size Matters and Can Save a Life
- 12:30 PM - 1:45 PM Responding to Suicidal Subjects: Increase Your Options With a Full Toolbox
- 2:15 PM - 3:15 PM Wearing Multiple Hats: Intelligence, Investigations, Officer Safety, Patrol, Training...
- 4:00 PM - 5:00 PM Defying the Odds: How to Have a Long and Fulfilling Career in Public Safety

Sunday

- 8:00 AM - 9:15 AM What Public Safety Broadband Means to Smaller Agencies
- 10:00 AM - 11:00 AM Preparing for Politics in the Police Environment
- 12:15 PM - 1:15 PM Evidence-Based, Predictive, and Productive Policing Using Artificial Intelligence for Small Agencies
- 1:45 PM - 3:00 PM A Successful MDT to Combat Human Trafficking: The Importance of Police and Community Partnerships

IACP 2022 A Source for Excellence

Ballroom C4, KBHCC

Monday

- 8:00 AM - 9:15 AM Duck Hunt: A Case Study of the Qakbot Banking Trojan Malware
- 1:00 PM - 2:15 PM Historical Injustices in Policing
- 2:45 PM - 3:45 PM Making 30x30 a Reality Instead of Just an Aspiration

Tuesday

- 12:30 PM - 1:30 PM Leading Your Agency Through Tragedy
- 1:45 PM - 2:45 PM Addressing Violent Crime Through Public Health and Public Safety Collaborations
- 3:30 PM - 4:30 PM State and Local Anti-Terrorism Training — Identifying Domestic Terrorism in Your Community.



SCIENTIFIC RESEARCH IN
HUMAN BEHAVIOR, PERFORMANCE, AND DYNAMICS
APPLIED TO OFFICER TRAINING, INVESTIGATIONS, AND OPERATIONS



ShotSpotter

Investigative Tools • Patrol Management • Gun

5.11



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for Police Force Management

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IACP

International Association of
Chiefs of Police

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CUT ALL GUN-RELATED DEATHS BETWEEN POLICE
AND THE PUBLIC BY 50% IN 10 YEARS



T3MOTION

"Industry Leader for Private Security"

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- 5 Exc More Perf
- On-Sit Get The



FARO

CRASH SCENE FORENSICS

Clear Roads 50% Faster,
Never Miss Details

Clear Roads Faster
Crash, Momentum, & Skid Analysis
Analyze Data with Millimeter Accuracy
Deliver Courtroom-Ready Presentations



TOUGHBOOK

verizon Windows 11 intel



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THE BPD IS HIRING!

\$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

www.bpdcareers.com

