



BURLINGTON POLICE CHIEF'S REPORT

December, 2022



SLIDE 15 UPDATED JAN 11 2023



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



JOIN THE BURLINGTON POLICE DEPARTMENT'S DISPATCHERS

\$33.64 per hour to start

BE YOUR COMMUNITY'S LIFELINE



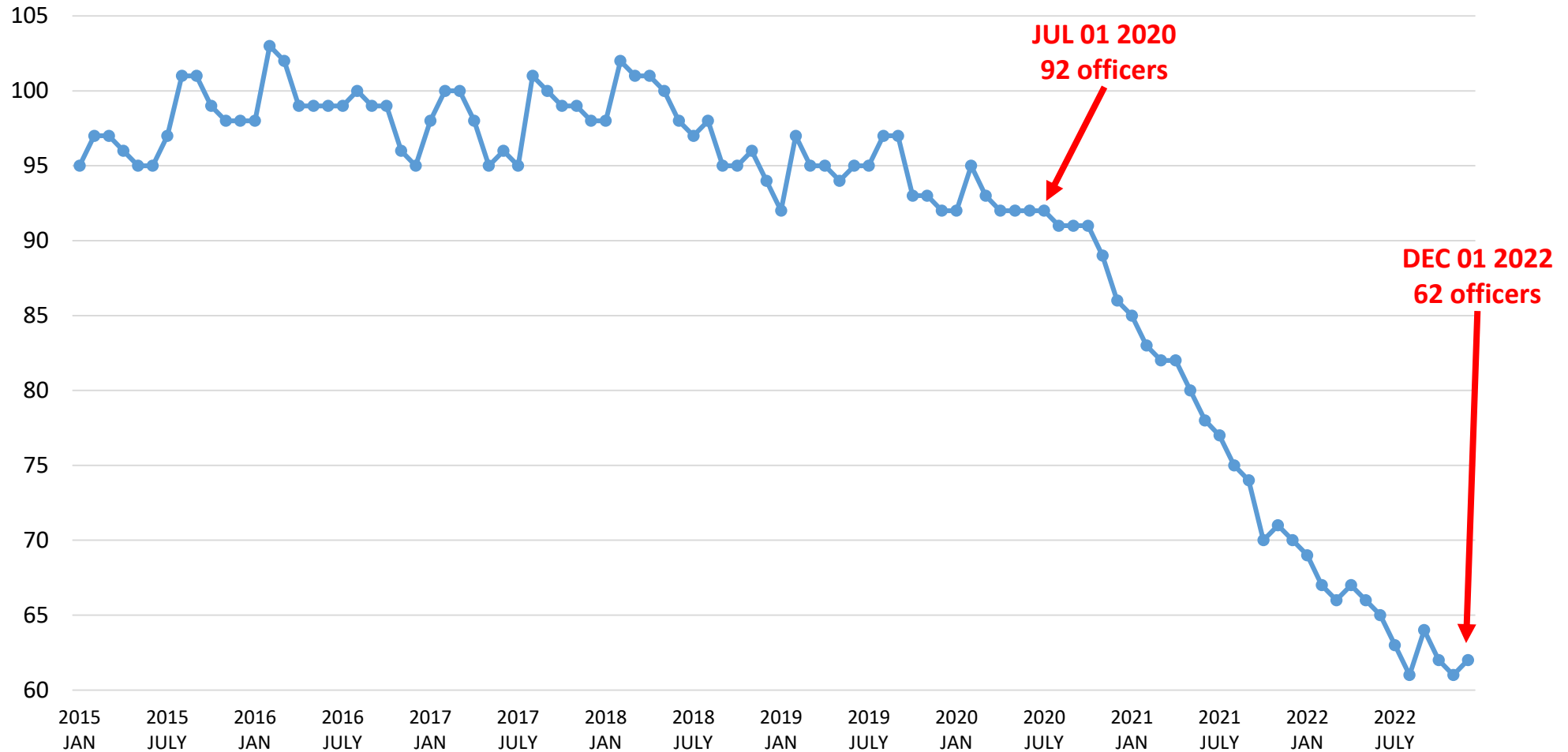
www.BPDCareers.com

Amount Includes temporary emergency bonus



BPD SWORN OFFICER HEADCOUNT, 2015-2022

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





62 TOTAL, 54 AVAILABLE

As of Dec 16, the BPD has 62 total sworn officers, of whom 54 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

62



- minus 8 on leave, injury, VPA, etc. = 54
- minus 13 supervisors = 41
- minus 10 detectives = 31
- minus 6 airport officers = 25
- minus 3 special assignments = 22

22

officers on Patrol





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 October 2022.

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	



BUILDING OTHER CAPACITY

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

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



**BPD
currently
has 9 CSOs
and 2 CSLs**

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

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

Chief Murad and CSS Lacey Smith, pictured above, created this new position, which is unique to the BPD. CSLs are embedded social workers with expertise in mental health, substance use disorder, and houselessness who help address social service issues. **We have four CSLs in the hiring pipeline, and are hopeful to have six CSLs by early 2023.**



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.

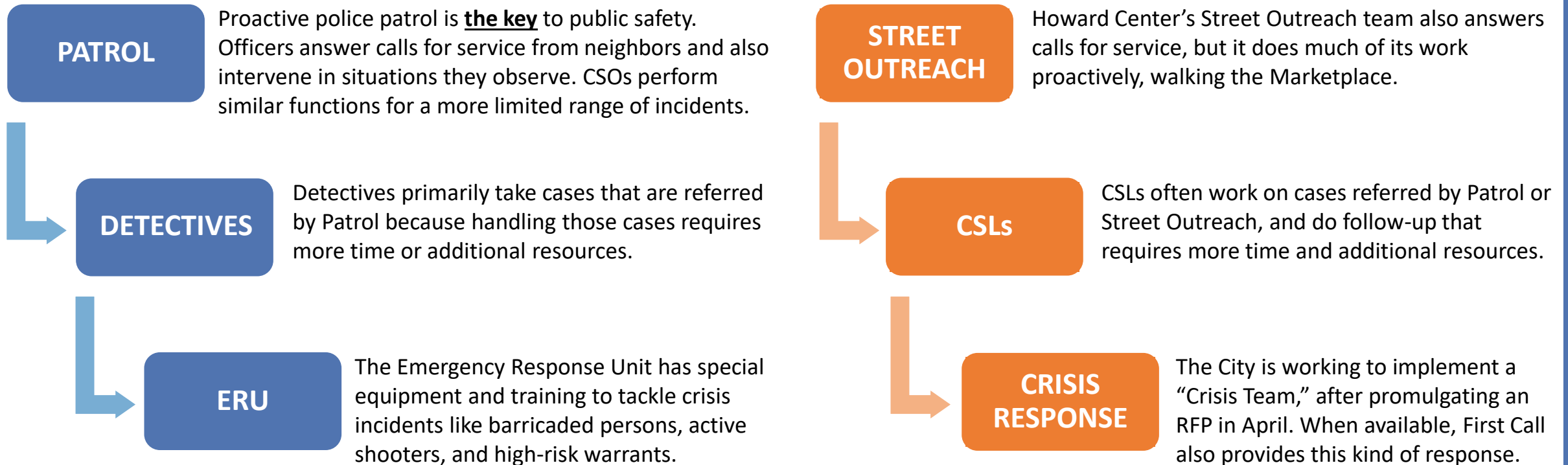
Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths.**

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		



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:





NON-SWORN RESPONSE

In 2022, there have been more than 38,000 individual officer responses (to more than 24,000 incidents).

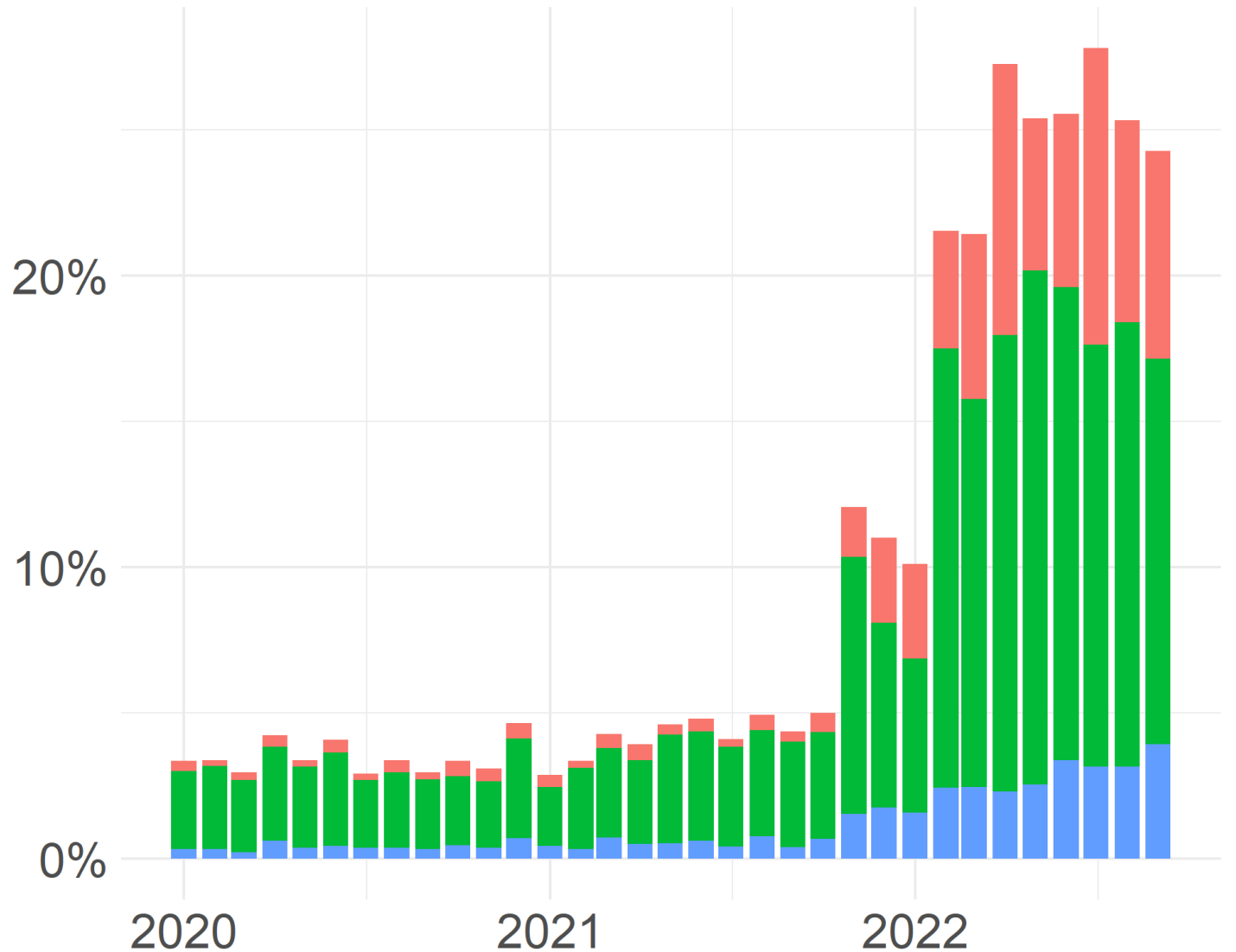
Of those responses:

14% were CSOs

7% were CSLs

3% were Street Outreach

Of the 24,000 incidents, CSOs and CSLs were the primary respondent by a similar percentage: 16% for CSOs, 6% for CSLs, 2.5% for Street Outreach.





INCIDENT VOLUME, AS OF DECEMBER 15

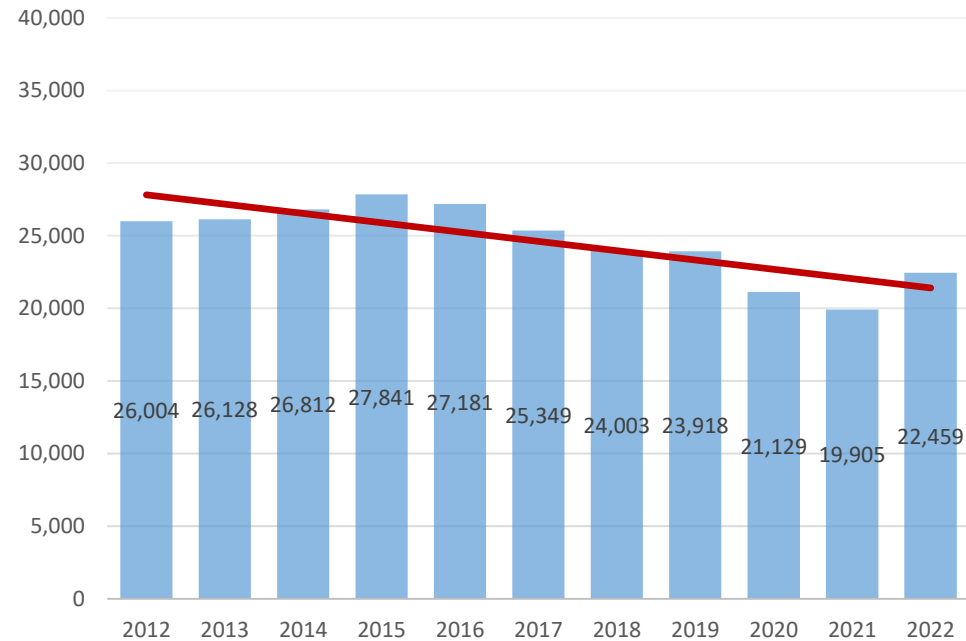
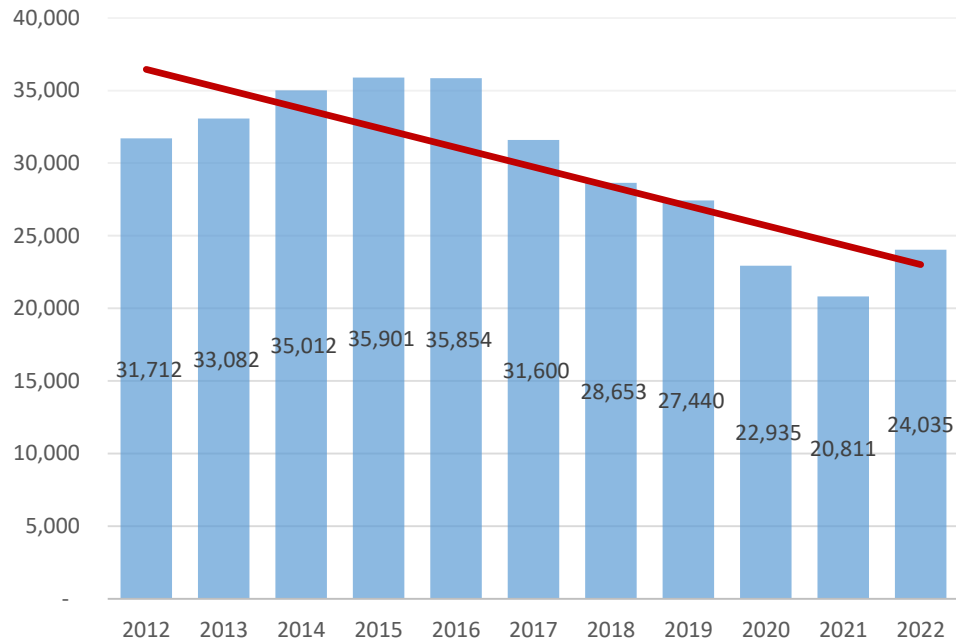
From January 1 to December 15, 2022, there have been 24,035 total incidents. Of those, **3,817—or 16%—have been “stacked” according to the Priority Response Plan.**

	YTD, 12/15	%Δ
2017	31,600	100%
2018	28,653	↓9%
2019	27,440	↓4%
2020	22,935	↓16%
2021	20,811	↓9%
2022	24,035	↑16%
	Δ 2017 to 2022:	↓24%

Additionally, **2,441—or 10%—** have been referred to online reporting.



DISCRETIONARY INCIDENT VOLUME



All years shown through 12/15

2022's incident volume has surpassed 2020 and 2021's, but year over year, overall incident volume is down from years past, as shown at left. Much of the decrease in total incident volume does NOT come because neighbors call less often. It comes from **changes in officer proactivity**—for example, reductions in traffic stops and foot patrols. The chart at left shows overall incident volume; the chart at right shows volume with traffic stops and foot patrols removed—that is, by removing discretionary police activity, the right-side graph shows a clearer picture of calls for service from the public. **This change in discretionary activity has been misinterpreted as an overall decrease in calls from the public.**



SELECTED VALCOUR INCIDENTS, YTD DATA (through 12/15)

	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	43	176	243	111	148	91	475	1	713	831	67	17	57	47	3,256
2018	46	178	146	86	136	64	466	5	574	772	54	16	72	24	2,542
2019	50	149	98	91	138	73	507	3	715	742	55	22	48	50	1,896
2020	49	143	102	53	151	49	579	12	749	901	93	20	59	62	1,164
2021	60	151	199	88	140	37	580	13	1,057	920	139	11	43	127	657
2022	62	175	170	99	133	42	532	25	1,427	1,139	237	18	39	336	390

* = 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 December 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 12/15 of respective year(s).

Domestic Assault	↓	33%
Sexual Assault	↓	30%
Disorderly Conduct	↓	7%
Domestic Disturbance	↑	2%
Robbery	↑	6%
Burglary	↑	8%
Simple Assault	↑	10%
Vehicle Crash w Inj/fatal	↑	15%
Aggravated Assault	↑	24%
Mental Health Issue	↑	37%
Larceny (all types)	↑	87%
Overdose	↑	189%
Gunfire	↑	257%
Stolen Vehicle	↑	442%



MURDER

On Sunday, December 4, 2022, Burlington suffered its fifth murder of the year. **That terrible total exceeds every known year in our city's history.**

Our Valcour system dates to 2012. In those eleven years, Burlington has experienced fifteen murders.

The BPD's detective unit has solved 100% of these heinous crimes.

Nine of the fifteen murders were perpetrated with firearms.

There have been fifteen victims and twenty-two perpetrators. Two of the victims were women, as were three of the perpetrators.

YEAR	INCIDENT	DATE / TIME	ADDRESS	METHOD	VICTIM	V	PERPETRATOR	P
2012	NONE							
2013	NONE							
2014	14BU012389	5/17/2014 07:08	Pine St at Howard St	blunt instr	Bryant, Forrest	M/W/40	Delude, Mark	M/W/52
2015	15BU000219	1/3/2015 18:06	Greene St	firearm	Deoliveira, Kevin	M/W/23	Monroe, Richard	M/W/22
	15BU036925	1/17/2015 02:13	Church St	firearm	Adedapo, Obafemi	M/B/28	Murphy, Chavis	M/B/24
2016	16BU011283	5/22/2016 11:07	Pine St	physical force	Beede, Amos	M/W/38	Averill, Erik	M/W/21
							Paul, Jordan	M/W/21
							Gee, Allison	F/W/24
							Barber, Myia	F/W/22
2017	17BU007123	3/29/2017 13:51	Church St at Cherry St	stabbing	Medina, Richard	M/H/43	Ford, John C	M/W/36
	17BU021760	10/17/2017 14:25	Wade St	stabbing	Khadka, Bogeswar	M/A/21	Gurung, Aita	M/A/34
2018	18BU012402	6/9/2018 19:38	Green Ave / Blue Ridge	physical force	Streeter, Jared	M/W/21	Granger, Joshua	M/W/20
2019	19BU005126	1/2/2019 08:46	Clarke St	firearm	Jones, Khann	M/B/28	Wisher, Alfred	M/B/37
	19BU001407	1/1/2019 14:33	N Willard St	firearm	Hampton, Samuel	M/B/21	Felix, James Trevon	M/B/36
							Sanders, Brandon	M/B/18
2020							Ford, John C	M/B/32
	20BU007675	4/26/2020 11:25	North Ave	firearm	Cartwright, Steven	M/B/38	Allen-Napier, Octavious	M/B/25
							Nguyen, Peter	M/A/27
2021	NONE							
2022	22BU011533	7/7/2022 19:39	Luck St	firearm	Mubarak, Hussein	M/B/21	Abdhiqadir, Abdiaziz	M/B/19
	22BU013023	7/25/2022 02:20	N Winooski	firearm	Noonan, Kayla	F/B/22	Dixon, Mikal	M/B/27
	22BU016660	9/4/2022 00:42	City Hall Park	firearm	Rogers, Bryan C.	M/B/32	Crawford, Christopher	M/B/42
	22BU019029	10/2/2022 20:15	Pine St	firearm	Osman, Sheikhnoor	M/B/40	Dasent, Denroy	M/B/52
	22BU023319	12/4/2022 03:08	Main St	stabbing	Sharrif, Abubakar	M/B/23	Simmonds, Von C.	M/B/40

EDITED TO REFLECT CASE STATUS & CASE UPDATES SEE FOLLOWING SLIDE



MURDER & HOMICIDE

Murder is a rare crime, but in 2022 Burlington saw five murders. **That terrible total exceeds every known year in our city's history.** Our Valcour system dates to 2012. In those eleven years, Burlington has experienced fifteen unlawful killings. **The BPD has solved 100% of these heinous crimes** on behalf of victims and their loved ones. That is an exemplary record.

There have been fifteen victims and twenty-two perpetrators. Two of the victims were women, as were three of the perpetrators. Nine of the fifteen killings were perpetrated with firearms.

NOTE: THIS PAGE WAS EDITED ON JAN 11 2023. The page now says "Murder & Homicide," to reflect the fact that not all of these killings have resulted in murder charges or murder convictions. The "Perpetrator" column now reads "Perpetrator(s) Identified by Police." For example, Mikal Dixon, who killed Kayla Noonan in 2022, took his own life during the crime. Mark Delude admitted to killing Forrest Bryant and mutilating his body in 2014, but was arrested on other charges and never charged with murder. Richard Monroe pled guilty to federal drug crimes and admitted killing Kevin Deoliveira. Chavis Murphy was convicted of murder. The five persons who beat Amos Beede to death in 2016 were convicted of manslaughter (Averill, Paul, and Barber) or aggravated assault (Gee and Dennis). Louis Fortier's murder charges were dismissed by the State's Attorney and refiled by the Attorney General; the case is pending. Aita Gurung was convicted of murder. Joshua Granger, who killed Jared Streeter in 2018, was convicted of manslaughter. Alfred Wisher has been charged for murdering Khyann Jones in 2019; the case is pending. The three men who shot and killed Benzel Hampton in 2019 pled guilty to federal drug charges with death resulting. Peter Nguyen's and Octavious Allen-Napier's murder cases are pending. The four persons arrested in 2022 have been charged with murder but their cases are pending.

YEAR	INCIDENT	DATE / TIME	LOCATION	METHOD	VICTIM	V	PERPETRATOR(S) IDENTIFIED BY POLICE	P
2012	NONE							
2013	NONE							
2014	14BU012389	5/17/2014 07:08	Pine St	blunt instr	Bryant, Forrest	M/W/40	Delude, Mark	M/W/52
2015	15BU000219	1/3/2015 18:06	Greene St	firearm	Deoliveira, Kevin	M/W/23	Monroe, Richard	M/W/22
	15BU036925	12/27/2015 02:13	Church St	firearm	Adedapo, Obafemi	M/B/28	Murphy, Chavis	M/B/24
2016	16BU014283	5/22/2016 11:07	Pine St	physical force	Beede, Amos	M/W/38	Averill, Erik	M/W/21
							Paul, Jordan	M/W/21
							Gee, Allison	F/W/24
							Barber, Myia	F/W/22
							Dennis, Amber	F/W/29
2017	17BU007288	3/29/2017 13:51	Church St	stabbing	Medina, Richard	M/H/43	Fortier, Louis	M/W/36
	17BU026760	10/12/2017 14:28	Hyde St	stabbing	Khadka, Yogeswari	F/A/32	Gurung, Aita	M/A/34
2018	18BU012402	6/9/2018 19:38	Blue Bridge	physical force	Streeter, Jared	M/W/20	Granger, Joshua	M/W/20
2019	19BU005826	3/24/2019 08:46	Clarke St	firearm	Jones, Khyann	M/B/28	Wisher, Alfred	M/B/37
	19BU007507	4/16/2019 14:33	N Willard St	firearm	Hampton, Benzel	M/B/23	Felix, James Trevon	M/B/36
							Sanders, Brandon	M/B/18
							Ford, Johnny C	M/B/32
2020	20BU007675	4/26/2020 23:25	North Ave	firearm	Martin, Steven	M/B/38	Allen-Napier, Octavious Nguyen, Peter	M/B/25 M/A/27
2021	NONE							
2022	22BU011533	7/7/2022 19:39	Luck St	firearm	Mubarak, Hussein	M/B/21	Abdhikadir, Abdiaziz	M/B/19
	22BU013023	7/25/2022 02:20	N Winooski	firearm	Noonan, Kayla	F/B/22	Dixon, Mikal	M/B/27
	22BU016660	9/4/2022 00:42	City Hall Park	firearm	Rogers, Bryan C.	M/B/32	Crawford, Christopher	M/B/42
	22BU019029	10/2/2022 20:15	Pine St	firearm	Osman, Sheikhnoor	M/B/40	Dasent, Denroy	M/B/52
	22BU023319	12/4/2022 03:08	Main St	stabbing	Sharrif, Abubakar	M/B/23	Simmonds, Von C.	M/B/40

