



# BURLINGTON POLICE CHIEF'S REPORT

March 2023



## F.I.P. TRAINING

This month we conducted an innovative facilitated training with the [Center for Policing Equity \(CPE\)](#), a nationally recognized nonprofit.

According to [Vermont's Rule 13](#), police must complete **Fair and Impartial Policing** training biennially. And as per [Burlington's 2020 racial justice resolution](#), all City staff must complete trainings "that explore the roots, impacts and solutions to systemic oppression, including but not limited to systemic racism."

We used the six-episode [Netflix docuseries "Amend: The Fight for America,"](#) which chronicles the struggle for citizenship, due process, and equal rights. It does this through the lens of [the United States Constitution's 14th Amendment](#). The series presents the stories, legislation, and court rulings that ultimately led to the adoption of the 14th and 19th Amendments to the Constitution.

Mar 23, 2023 – all data preliminary & subject to change



## Center For POLICING EQUITY





# AIRPORT INCIDENT

On Sunday, March 12, a United Airlines flight en route to Burlington International Airport with 65 souls aboard reported that there had been a threat discovered on the aircraft. Federal, state, and local agencies addressed the situation. Upon landing, the plane taxied to a secure portion of the runway. By procedure, Burlington Police Department officers provided scene security and escorted participating personnel who were not authorized for unaccompanied presence in TSA- and FAA-regulated portions of the airport, including runways. As people disembarked, TSA Vapor Wake dogs cleared passengers and crew, and then the Vermont State Police bomb squad cleared the aircraft and its contents. We're incredibly grateful to partners like the Vermont State Police, the South Burlington Police Department, the TSA, the FBI, and of course Nic Longo and the terrific operations team at BIAP.





# EQUIPMENT TRAINING

Over the past few weeks there have been several deployments of our Emergency Response Unit, which uses the Emergency Response Vehicle and its various tools, and our Crisis Negotiation Unit. This includes two operations involving [barricaded persons](#) unlawfully holding small children in [neighboring municipalities](#), in which the BPD's unique equipment and skillsets was specifically requested by partner agencies. In both instances, the BPD obtained safe, successful resolutions for all involved.

The photo at right shows our Crisis Negotiation team working with our new "throw phone," and item designed to facilitate contact with barricaded persons or hostage-takers.

You can [learn more about the Emergency Response Vehicle at this hyperlink](#).





# USE OF FORCE TRAINING VIDEO

Last month, we created a **NEW** [Use-of Force Incidents and Information page](#) for the website. The page includes links to a use-of-force flowchart describing our review process, our use-of-force policy, monthly reports describing each and every use of force, and body-worn camera footage.

We've also posted a new video created by Redaction Specialist ShanShan Chen. **The video highlights BPD's new tactics training.** Guided by lead instructor Sergio Calderi, this training focuses on jiu jitsu, prioritizing grappling and control holds over strikes, and has been shown to reduce injuries to officers and subjects alike.



## Use-of-Force Incidents & Information

Burlington Police Department

- Police Department
- Key Department Directives
- About Us
- Online Incident Reporting
- Press Releases
- Police Transformation
- Police Commission
- Transparency & Data
  - Open Data Dashboard
  - City Open Data Portal
- Use-of-Force Incidents & Info
- Reports &

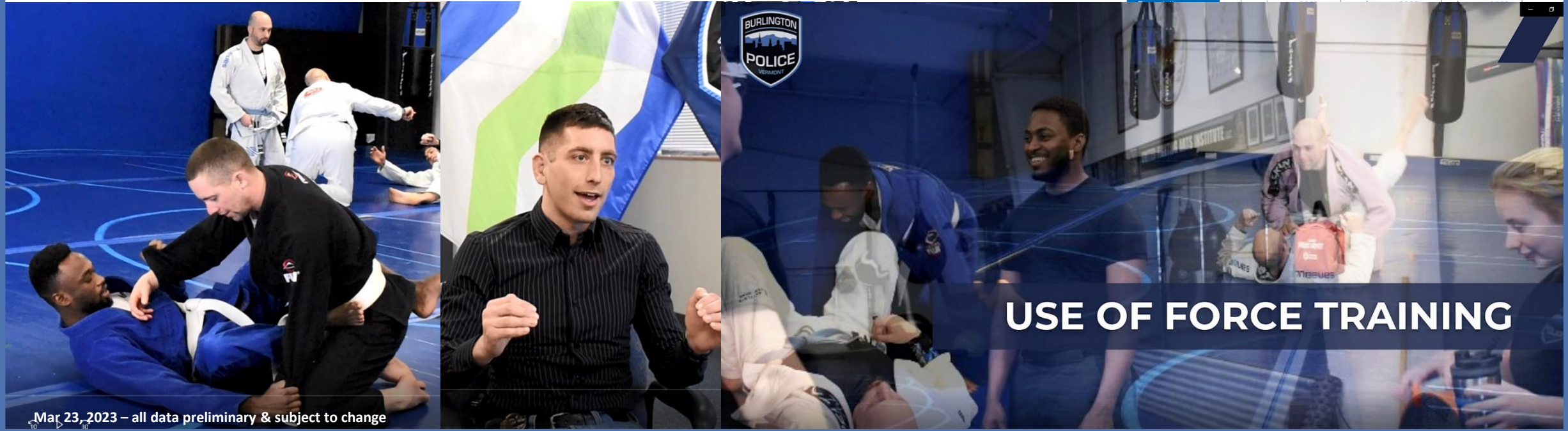
DD05 Statewide Policy on Police Use of Force	Use of Force Flow Chart	View Use of Force Videos
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### Use-of-Force Reports

The following reports are presented to the Burlington Police Commission each month during regularly scheduled open meetings, beginning in March 2021.

#### MONTHLY USE-OF-FORCE REPORTS

2021	2022	2023
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## REBUILDING POLICE

Mayor Weinberger and Chief Murad presented a [rebuilding plan as part of the FY23 budget](#), which the City Council unanimously approved. The BPD is working hard to grow.

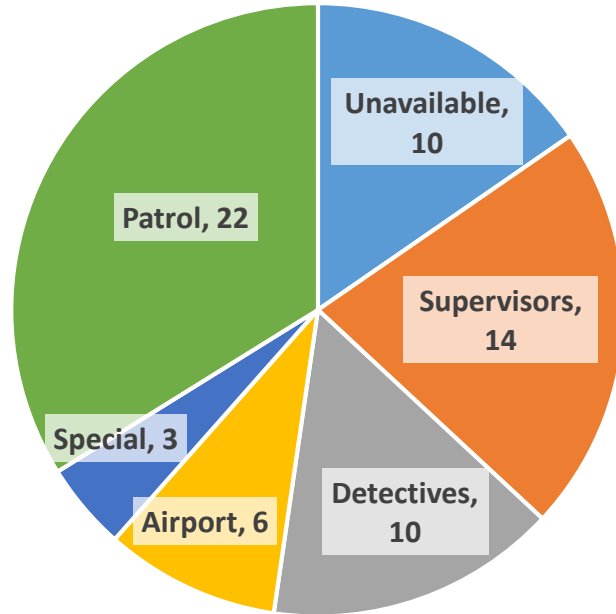
On December 16, 2022, three new BPD officers graduated from the Vermont Police Academy and started their fifteen-week field training.

On February 2, 2023, we swore in six new officers and sent them to the current Academy class.





# 65 TOTAL, 55 AVAILABLE



As of March 15, 2023, the BPD has 65 total sworn officers, of whom 55 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

# 65

minus 10 on injury, VPA, FTO, etc. = 55  
 minus 14 supervisors = 41  
 minus 10 detectives = 31  
 minus 6 airport officers = 25  
 minus 3 special assignments = 22

# 22

# officers on Patrol



## 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](http://www.bpdcareers.com)





# BUILDING ROLES UNIQUE TO BPD

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

- **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 number. We currently have five employees in the role, and **our budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer. (One of the CSOs shown below graduated from the police academy in December, and the other is in the current academy class.)



**BPD  
currently  
has 5 CSOs  
and 5 CSLs**

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

- **Community Support Liaisons (CSLs)**

Chief Murad and Community Support Supervisor 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 homelessness who help address social service issues. **We 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.**

<b>911 Hangup</b>	<b>Cruelty to a Child</b>	<b>Illegal Dumping</b>	<b>CSO</b>	<b>Robbery</b>
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer	<b>CSO</b>	<b>Runaway</b>
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	<b>CSO</b>	Search Warrant
Animal Problem	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
Assault - Aggravated	<b>Domestic Assault - Misd</b>	Larceny - from a Building		SRO Activity
Assault - Simple	<b>Domestic Disturbance</b>	Larceny - from a Motor Vehicle		<b>Stalking</b>
Assist - Agency	Drugs	Larceny - Other		Stolen Vehicle
Assist - Car Seat Inspection	Drugs - Possession	<b>Larceny from a Person</b>		Subpoena Service
Assist - K9	Drugs - Sale	<b>Lewd and Lascivious Conduct</b>		<b>Suicide - Attempted</b>
Assist - Motorist	<b>DUI</b>	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	<b>Missing Person</b>		Threats/Harassment *
Bad Check	<b>Escape</b>	Motor Vehicle Complaint	<b>CSO</b>	Traffic
Bar / Liquor License Violation	Extortion	Noise	<b>CSO</b>	Trespass *
<b>Bomb Threat</b>	False Info to Police	Obstruction of Justice		<b>TRO/FRO Service</b>
Burglary *	False Pretenses	Operations		<b>TRO/FRO Violation</b>
CHINS	False Public Alarms	Ordinance Violation - Other	<b>CSO</b>	<b>Unlawful Restraint</b>
Community Outreach	False Swearing	<b>Overdose</b>		<b>Untimely Death</b>
Compliance Check	Fireworks	Parking	<b>CSO</b>	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	<b>ONL</b>	Vandalism
Counterfeiting	Found/Lost Property	Prohibited Acts		VIN verification
<b>Crash - Fatality</b>	Fraud	Property Damage	<b>CSO</b>	Violation of Conditions of Release *
<b>Crash - Injury to person(s)</b>	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - LSA *	Graffiti Removal	Recovered Property	<b>CSO</b>	Weapons Offense
Crash - Non-Investigated	Hindering Arrest	<b>Resisting Arrest</b>		Welfare Check *
Crash - Property damage only	<b>Homicide</b>	Retail Theft		
	Identity Theft	<b>Roadway Hazard</b>		



# INCIDENT VOLUME

## FULL YEAR DATA

In 2022, there were 25,181 total incidents. Of those, **3,987—or 16%—have been “stacked” according to the Priority Response Plan.**

Additionally, **2,763—or 11%—have been referred to online reporting.**

Additionally, approximately 25% of calls receive response from a CSO or CSL instead of a sworn officer.

This means BPD officers respond to 50% fewer calls for service than they used to. Increasingly, this is unacceptable to our neighbors.

	TOTAL INCIDENTS FULL YEAR	Full Year %Δ	YTD INCIDENTS (as of 3/15)
2017	32,671	100%	6,112
2018	29,684	↓9%	5,503
2019	28,475	↓4%	5,245
2020	23,592	↓17%	5,352
2021	21,586	↓9%	3,239
2022	25,181	↑17%	3,602
2023	n/a		<b>4,449</b>
	Δ 2017 to 2022:	↓24%	

## YEAR-TO-DATE 3/15

Year-to-date, **incidents in 2023 are up 24% compared to 2022. They are up 37% over 2021**, but are lower than years prior to that. (Note that March 15 2020 was the very beginning of the pandemic.)

Of the 4,449 incidents in 2023 so far, 566 have been “stacked”—i.e., 13%.

Additionally, 563 have been referred to online reporting, or 13%.



# SELECTED VALCOUR INCIDENTS, YTD AS OF MARCH 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
2018	8	22	15	12	13	13	67	1	56	151	10	2	13	0	928
2019	7	31	13	14	20	21	64	0	79	174	12	4	16	13	572
2020	11	31	16	13	25	7	116	1	95	187	24	3	16	11	578
2021	7	16	10	8	14	5	94	2	114	153	18	2	9	12	184
2022	11	21	43	15	18	9	102	1	125	199	17	4	5	31	164
2023	<b>3</b>	<b>33</b>	<b>28</b>	<b>17</b>	<b>15</b>	<b>13</b>	<b>90</b>	<b>1</b>	<b>202</b>	<b>195</b>	<b>60</b>	<b>0</b>	<b>4</b>	<b>75</b>	<b>113</b>

\* = 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 March 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.

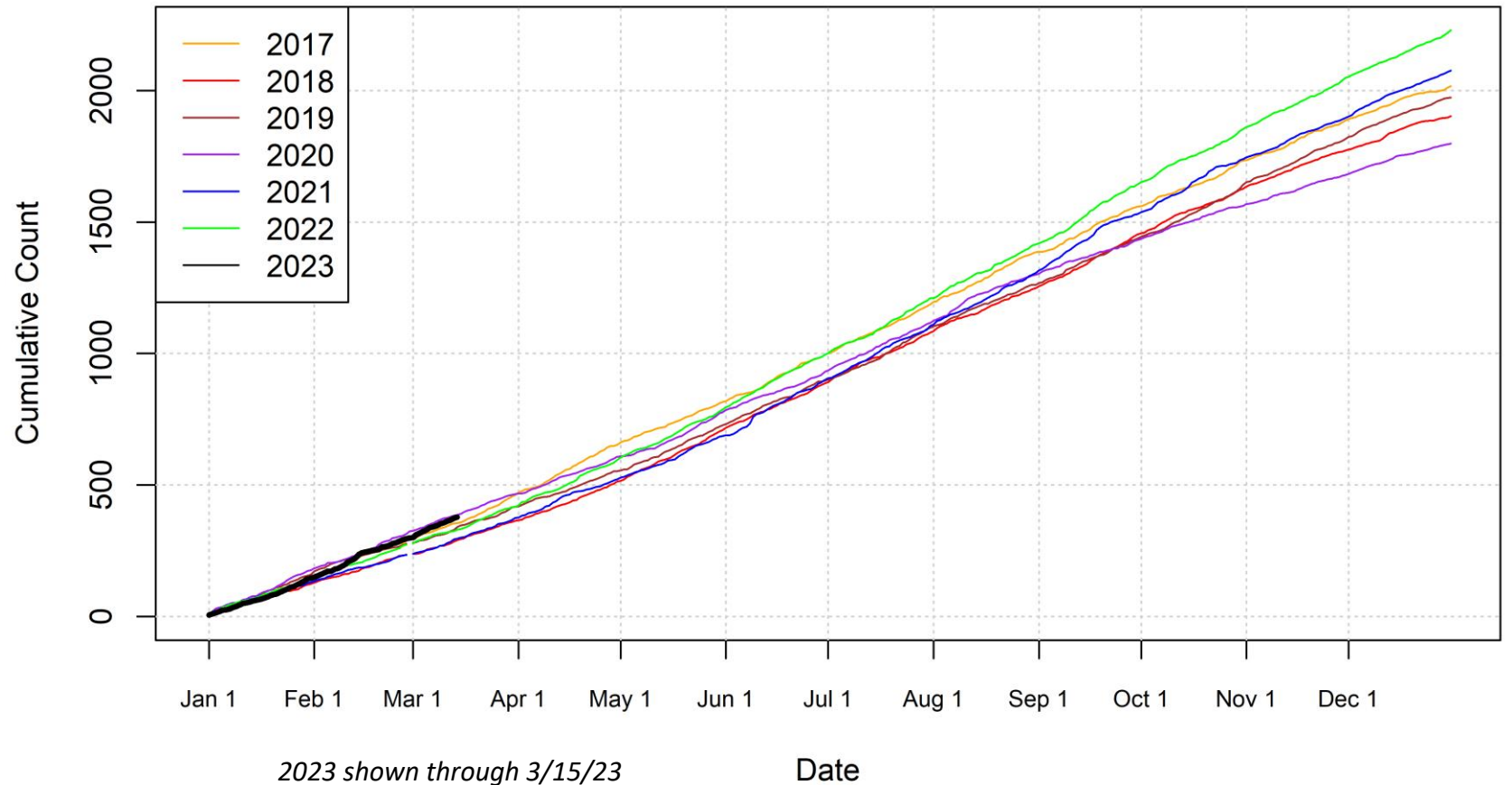


# PRIORITY 1 INCIDENTS

**In 2022, there were more Priority 1 incidents than in any of the previous five years. At this very early stage in 2023, that high-volume trend is being maintained.**

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





# OVERDOSE

This graph shows all incidents labeled “overdose” in Valcour. The current trend for overdoses in YTD 2023 is extremely alarming.

Calendar year 2022 ended 192% higher than the five-year average of years 2017 to 2021. But as can be seen at right, 2022 was not unusual until June 1. We are working on developing a hypothesis for what factors may correlate with that very bright-line divergence from the norm.

