



BURLINGTON POLICE CHIEF'S REPORT

April 2023



April 20, 2023 – all data preliminary & subject to change

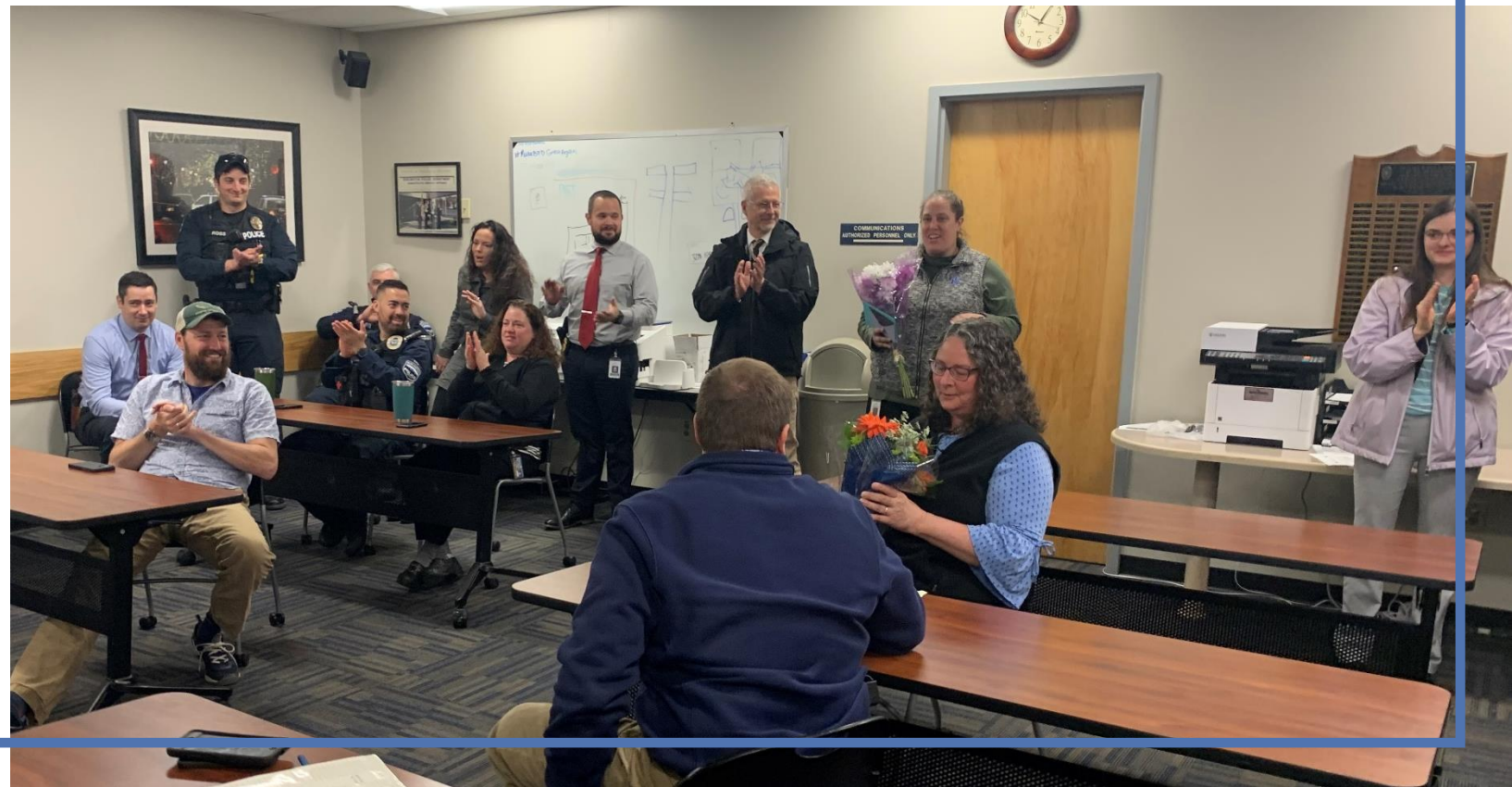


HONORING A COLLEAGUE

Last week, KidSafe Collaborative gave its Lifetime Achievement award to our very own Mary McAlister. Mary joined the BPD in 1987 as a police officer, and then created the role of Domestic Violence Victim's Advocate, which was one of the first of its kind. She has since dedicated her life to assisting victims of crime, especially victims of domestic violence. She has led our community's approach to d/v, has conducted and attended countless trainings about trauma, obtained innumerable relief from abuse orders, and Pioneered the practice of lethality assessments.

From Detective Nikki Moyer's nomination letter: *"You see the thing about Mary is she is extraordinary. She is the embodiment of kindness, compassion, purity, strength, and peace. I have never met a kinder more honest soul in my life and I have had the privilege to learn from her, to work alongside her, as she has saved and continues to save thousands of lives. I am honored to have had a small part in her work, work she has done every day since she chose to be a victim's champion."*

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F.I.P. TRAINING



Center For POLICING EQUITY

This month we finished our 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 (FIP)** 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.

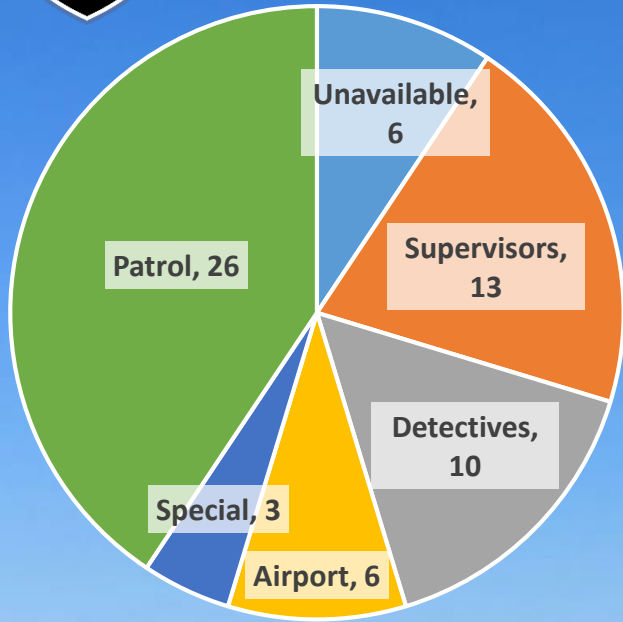
NETFLIX

Amend
THE FIGHT FOR AMERICA

FULL EPISODE



64 TOTAL, 58 AVAILABLE



As of April 15, 2023, the BPD has **64 total sworn officers**, of whom 59 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

minus 6 on injury, at VPA, or on leave = 58
minus 13 supervisors = 45
minus 10 detectives = 35
minus 6 airport officers = 29
minus 3 special assignments = 26

26 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



ALTERNATIVE 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.



**BPD
currently
has 6 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 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.



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

YEAR-TO-DATE 4/15

Year-to-date, **incidents in 2023 are up 33% compared to 2022. They are up 42% over 2021**, but are lower than years prior to that. They are down 10% since 2018.

Of the 7,001 incidents in 2023 so far, 841 have been “stacked”—i.e., 12%.

Additionally, 857 have been referred to online reporting, or 12%.

	YTD INCIDENTS (as of 4/15)	%Δ
2018	7,732	100%
2019	7,456	↓4%
2020	7,124	↓5%
2021	4,949	↓31%
2022	5,265	↑6%
2023	7,001	↑33%
	Δ 2018 to 2023:	↓10%



SELECTED VALCOUR INCIDENTS, YTD AS OF APRIL 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	11	30	27	18	26	19	105	1	95	222	13	5	21	0	1,135
2019	9	41	18	20	29	25	105	1	106	240	14	5	19	16	744
2020	12	39	27	16	36	13	171	3	133	263	33	3	21	18	612
2021	9	33	21	21	14	7	133	3	190	243	28	2	14	16	308
2022	17	34	53	25	27	12	144	3	205	260	31	7	9	55	208
2023	6	51	40	32	18	17	124	1	290	263	104	2	7	105	153

* = 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 April 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.

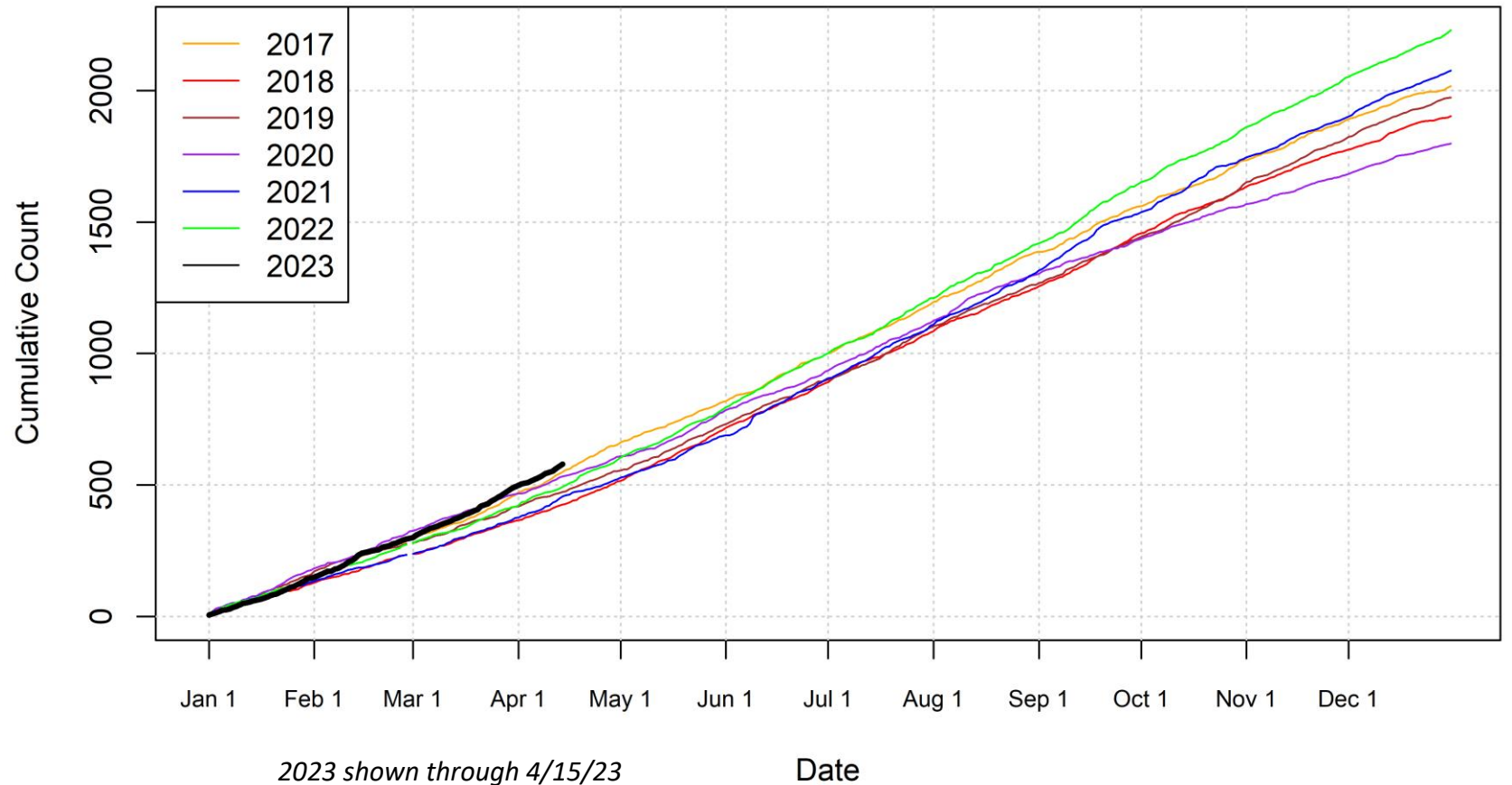


PRIORITY 1 INCIDENTS

In 2022, there were more Priority 1 incidents than in any of the previous five years. As of this early stage, 2023 is higher than that. A significant portion of the 2023 total is the extreme number of overdoses Burlington has experienced.

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



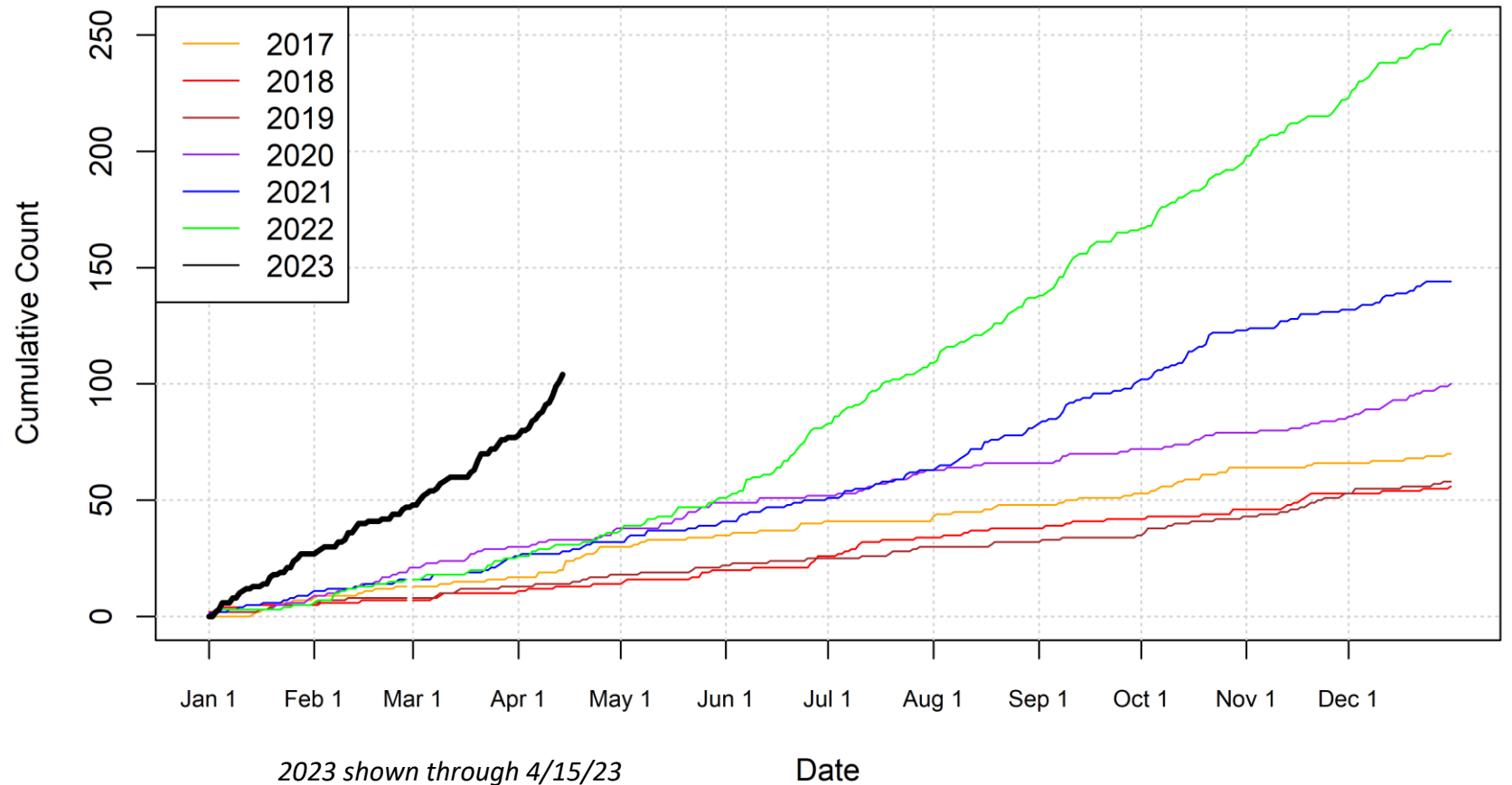


OVERDOSE INCIDENTS

This graph shows all incidents labeled “overdose” in Valcour. It shows a trend that just keeps getting worse and worse.

Our community has made it clear that arrest is not the answer to this problem, but other answers are in short supply, and in the meantime both BPD and BFD respond. Our CSLs often respond, as well, to offer services and treatment—and a way out of this awful cycle.

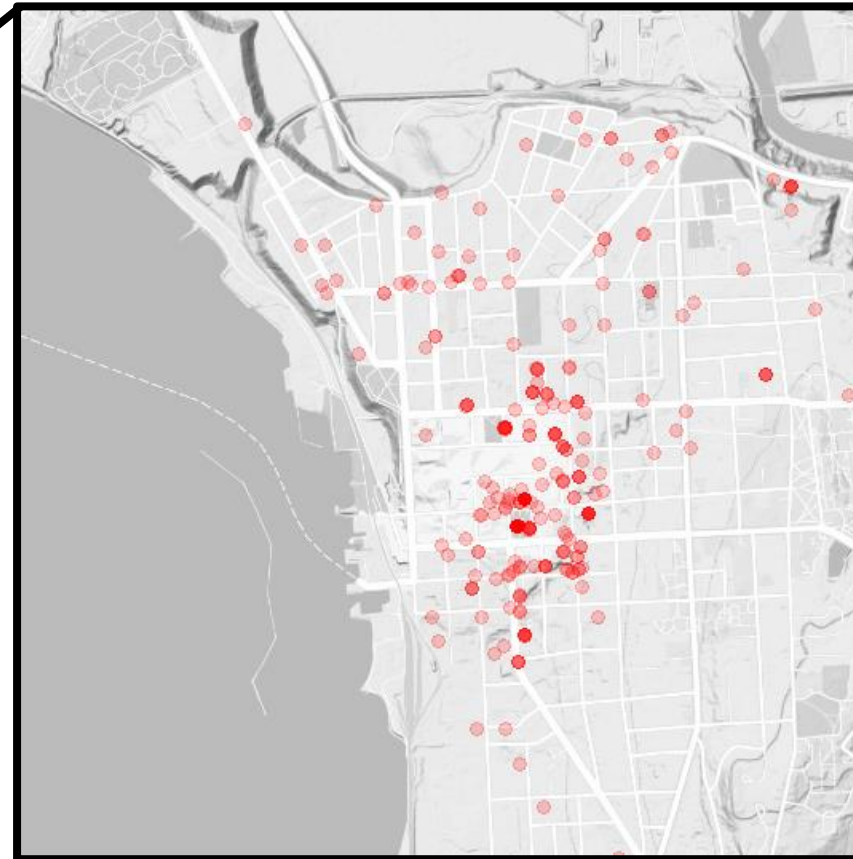
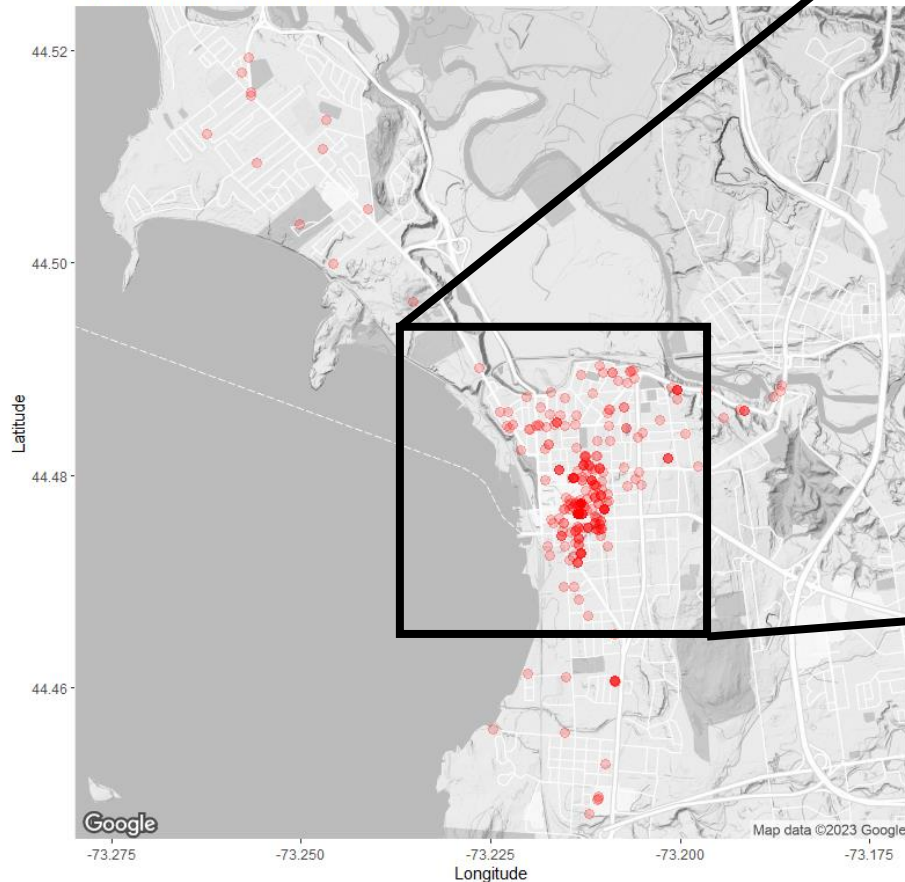
Overdose





OVERDOSE LOCATIONS

Overdose Incidents 1/1/2022 - 3/31/2023



This graph shows overdose incidents from January 1 2022 to March 31 2023. Brighter dots indicate that multiple incidents have occurred at the same location.

