



BURLINGTON POLICE CHIEF'S REPORT

June 2023



June 22, 2023 – all data preliminary & subject to change



MARATHON



On Sunday, May 28, the BPD helped RunVermont and its sponsors with a tremendously successful **Vermont City Marathon**. Since 1989, the annual marathon has been one of the biggest events we handle each year (along with July 3rd, the Church Street Holiday Tree Lighting, and New Year's Eve).

Two BPD motorcycle officers led the runners, and we had officers and other employees like CSOs and CSLs at traffic posts all over town, as well as patrolling on the waterfront. We were also grateful for assistance from partners like the Vermont State Police, UVM PD, South Burlington PD, Shelburne PD, and Fish & Wildlife.



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CHIEF MURAD'S CONFIRMATION

To the people of the Burlington Police Department,

Last night was a good night. In a strong, two-thirds majority, the City Council voted to accept the Mayor's appointment for Chief of Police. I'm honored by the Mayor's confidence and my fellow department heads, who stayed for the vote even after their own well-deserved reappointments were done. I'm gratified by the Council vote, and I deeply respect the service of the eight councilors who voted aye and of the four who didn't. And I'm humbled by all the encouragement I've received from neighbors and Burlington stakeholders, last night and over the past three years. But I'm also affected by the criticism that some speakers and councilors leveled, and I'm going to give real thought to what and how I can do better.

Other than my family's support, however, it's yours that matters most. For all of us, the past three years have been hard. There's still hard road ahead. But I try to keep things in perspective—what are we working towards? Why do we do what we do? You've all heard my formulation: "Police exist to keep people safe, by preventing or responding to crime and disorder, with and for our neighbors." We help people.


For me, when I do the math, the value continues to outweigh the cost. The fact that none of us is alone helps that calculation. We have faced this together for three years; we're facing it together today; and I know I'll be here tomorrow. I hope you will be here, too. And I promise that we will have more people beside us—the four new officers who just graduated the Academy, new professional staff, new CSOs and CSLs, new cops for the Academy in August. What's more, last night's vote is another piece of proof that "together" isn't just the people inside this department—it's the people in the city we serve, too. They are in your corner, as you're in theirs.

Burlington needs you. It needs your compassion and bravery and hard work. I know you can deliver, and I promise to be there for you in return.

Be safe,

Chief of Police Jon Murad
Burlington Police Department

On May 25, Mayor Weinberger announced his intention to appoint acting Chief Jon Murad to the permanent position. He was joined on the steps of City Hall by a host of community members and stakeholders. Chief Murad had been the acting chief since Interim Chief Jennifer Morrison's departure on June 11, 2020, three years earlier.

At the City Council meeting on June 5, Chief Murad was confirmed by an 8-4 vote. The following day he shared this message with the department: 



ACADEMY GRADUATION

On June 2, four BPD police recruits graduated from the Vermont Police Academy. It was a well-deserved day of pride and congratulations.

Recruit Kim Lockerby was selected by his classmates to deliver the graduation speech. Recruits Dominic Tenan and Logan Parette began their tenure with us as Community Service Officers (CSOs) before transitioning to become police. And Recruit Bibek Gurung started with the Beach & Parks Patrol after graduating from Burlington High School. Fast forward through his years at Champlain College and he's now a BPD officer.

All four have now begun our fourteen-week field training officer (FTO) program.



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BPD SWORN OFFICER HEADCOUNT, 2015-2023

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



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64 TOTAL, 57 AVAILABLE



As of June 15, 2023, the BPD has **64 total sworn officers**, of whom 57 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

minus 7 on injury, on FTO, or on leave = 57
minus 14 supervisors = 43
minus 9 detectives = 34
minus 6 airport officers = 28
minus 2 special assignments = 26

26 officers on Patrol



PUBLIC SAFETY ROLES UNIQUE TO BPD

As part of the 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. BPD currently has six employees in the role, and **the 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 also hired:

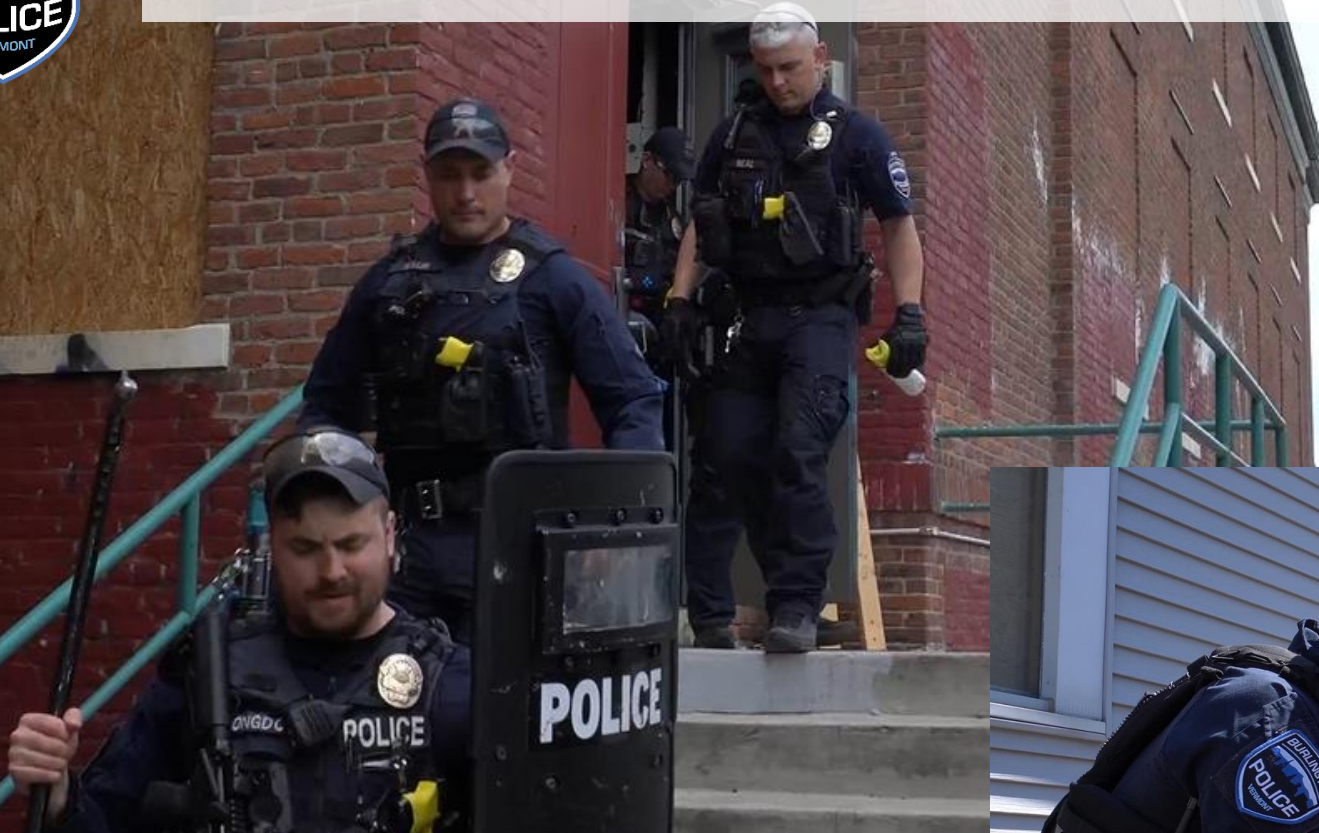
- **Community Support Liaisons (CSLs)**

These are embedded social workers with expertise in mental health, substance use disorder, and homelessness. BPD currently has five employees in the role, and **the budget allots us six CSLs and one CSS** (or Community Support Supervisor). The CSLs are part of the CAIP team: Crisis Assessment Intervention Programs. Our therapy dog, Rocky, is part of the CAIP team, too.





NEW VIDEOS ONLINE



Following the success of our video about the Community Support Liaisons, the BPD digital media team released a new video about the BPD's Emergency Response Unit, or ERU. Both can be found on our YouTube channel. "The [ERU] training primarily revolves around and prioritizes safe and effective tactics that allow us to deescalate tense and evolving incidents while focusing on communication and the sanctity of human life." – Lieutenant Michael Beliveau



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 6/15

Year-to-date, **incidents in 2023 are up 26% compared to 2022. They are up 38% over 2021,** but are lower than years prior to that. They are down 5% since 2018. Patrol officers are addressing ≈5% fewer incidents with ≈50% fewer officers.

Of the 12,217 incidents in 2023 so far, 1,467 have been “stacked”—i.e., 12%.

Additionally, 1,488 have been referred to online reporting, or 12%.

	YTD INCIDENTS (as of 6/15)	%Δ
2018	12,915	100%
2019	12,303	↓5%
2020	11,052	↓10%
2021	8,854	↓20%
2022	9,716	↑10%
2023	12,217	↑26%
	Δ 2018 to 2023:	↓5%





SELECTED VALCOUR INCIDENTS, YTD AS OF JUNE 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	22	65	49	38	50	29	210	2	198	328	21	8	30	7	1,493
2019	20	66	30	33	59	35	189	3	212	359	24	10	31	23	954
2020	20	53	40	22	54	24	297	5	291	433	51	5	27	22	721
2021	22	58	36	40	39	14	214	6	349	406	47	5	24	27	430
2022	32	68	79	46	58	19	244	12	492	472	62	10	21	125	243
2023	18	82	68	55	34	26	191	5	519	421	201	4	15	147	228

* = 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 June 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.



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

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