



BURLINGTON POLICE CHIEF'S REPORT

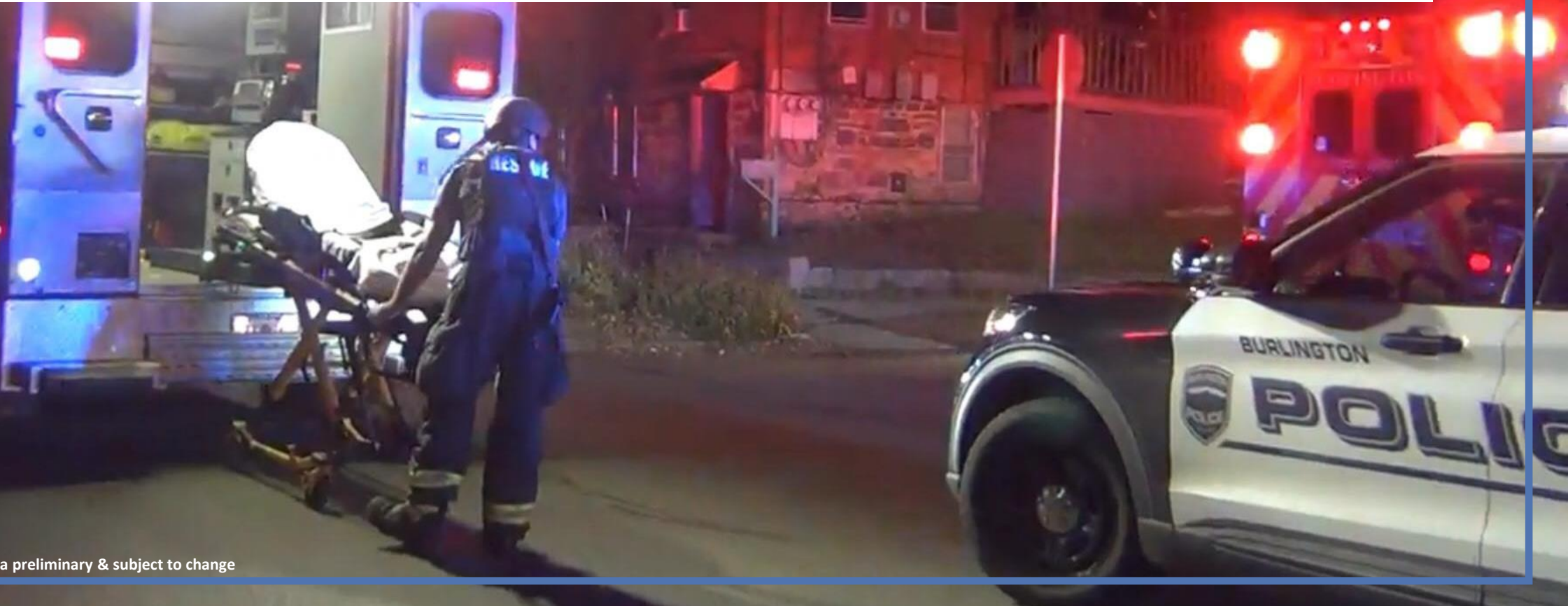
December 2023





A CHAOTIC NIGHT: NOVEMBER 12

On Sunday, November 12, into Monday, November 13, the BPD faced seven of the most chaotic hours in the agency's memory. Beginning with **a gunfire incident** in which no one was struck on Main Street just before 2000 hours, followed by **a double murder** by gunfire inside a residence on Decatur Street at 2113 hours, then, at 0115 hours, **another shooting** incident in a residence on East Avenue in which a victim was struck in the lower leg, and finally, at 0200 hours, **an arson in our headquarters** in which an unhoused man entered and set a fire in the vestibule, triggering our fire-suppression system and causing tens of thousands of dollars in damage. The arsonist was arrested, and detectives are working hard on the other cases.





NAMI: TOGETHER FOR MENTAL HEALTH

On November 15, 2023, the Burlington Police Department participated in the annual NAMI Vermont conference. The National Alliance on Mental Illness, or NAMI, is America’s largest grassroots mental health organization. NAMI works to educate, support, advocate, listen, and lead to improve the lives of people with mental illness and their loved ones. Their annual conference draws mental health professionals, peers, family members, and community members together for education and networking on the latest in mental health research, best practices and treatment options, and raising awareness to confront stigma that surrounds mental illness. At this year’s conference, we sponsored a table that was ably run by Community Support Liaison Anna Wageling (*at right*).



Mental Health for All



Support

Education

Advocacy

NAMI Vermont supports, educates, and advocates so that all communities, families, and individuals affected by mental illness or mental health challenges can build better lives.

namivt.org
802-876-7949
info@namivt.org

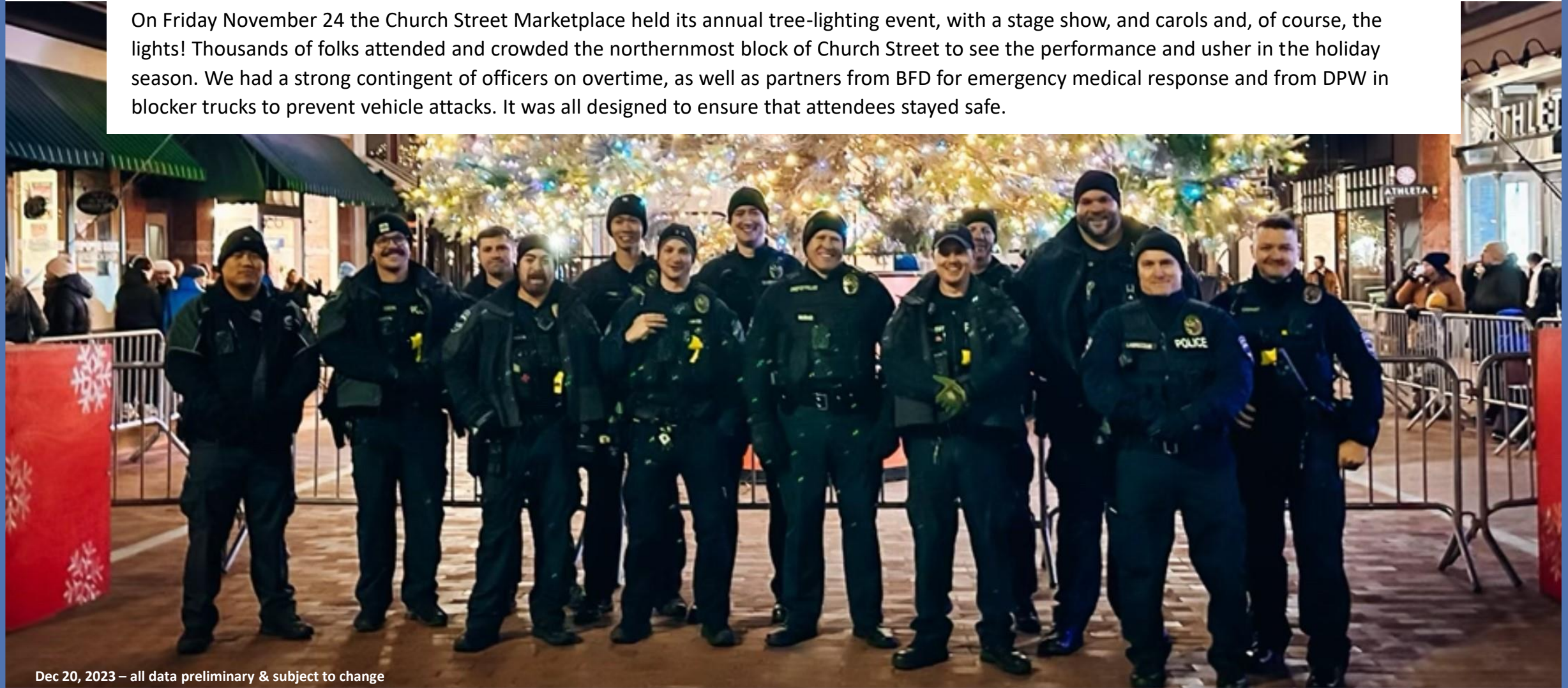
600 Blair Park Road
Suite 301
Williston, VT 05495

/NAMIVT @namivermont @NAMIVT



CHURCH STREET HOLIDAY TREE LIGHTING

On Friday November 24 the Church Street Marketplace held its annual tree-lighting event, with a stage show, and carols and, of course, the lights! Thousands of folks attended and crowded the northernmost block of Church Street to see the performance and usher in the holiday season. We had a strong contingent of officers on overtime, as well as partners from BFD for emergency medical response and from DPW in blocker trucks to prevent vehicle attacks. It was all designed to ensure that attendees stayed safe.





“A HATEFUL ACT”

Hasan Jamali / AP Photo



On Saturday, November 25, at 6:26 PM, three young men of Palestinian descent were shot on North Prospect Street in an event that Mayor Weinberger called “one of the most shocking and disturbing events in this city’s history.” Stakeholders from across Vermont and from the highest levels of government offered assistance. On Sunday, November 26, just before 4:00 PM, investigatory partners from the ATF under the direction of DSB Lieutenant Mike Beliveau identified and detained a person of interest. BPD detectives applied for and executed search warrants and announced the suspect’s arrest within 30 hours of the incident. On Monday, November 27, after receiving a personal call from President Biden, Mayor Weinberger held a press conference with Chief Murad and other partners. Echoing words from State’s Attorney Sarah George, Chief Murad noted that “Whether or not it was a hate crime by the law, there is no question it was a hateful act.”

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





POLICE ACADEMY GRADUATION

On Friday, December 1, six new BPD officers graduated from the Vermont Police Academy in Pittsford, Vermont.

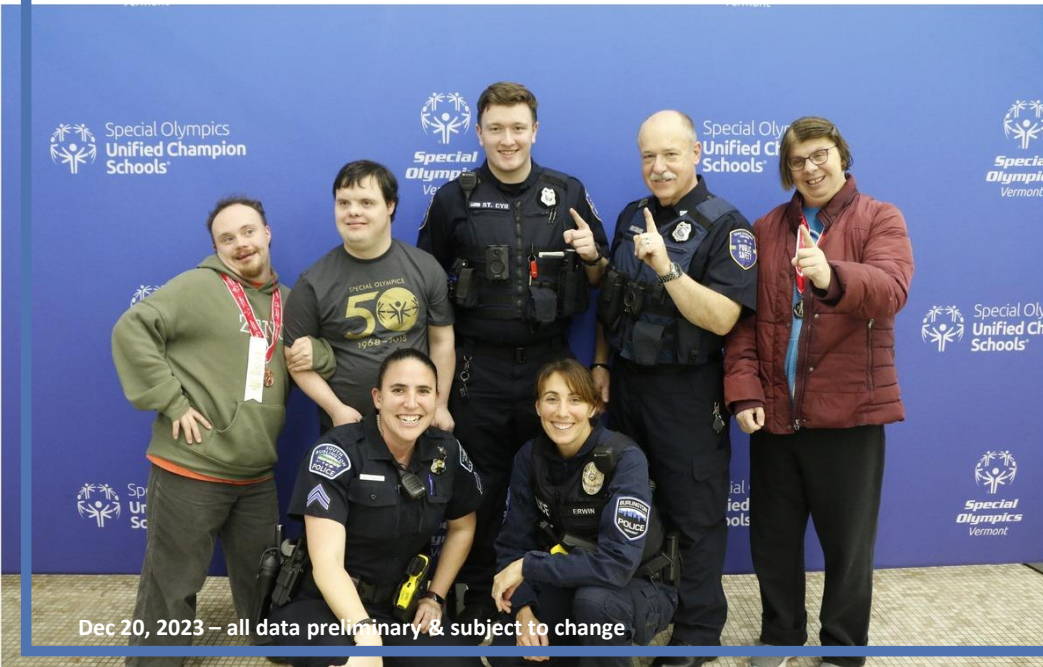
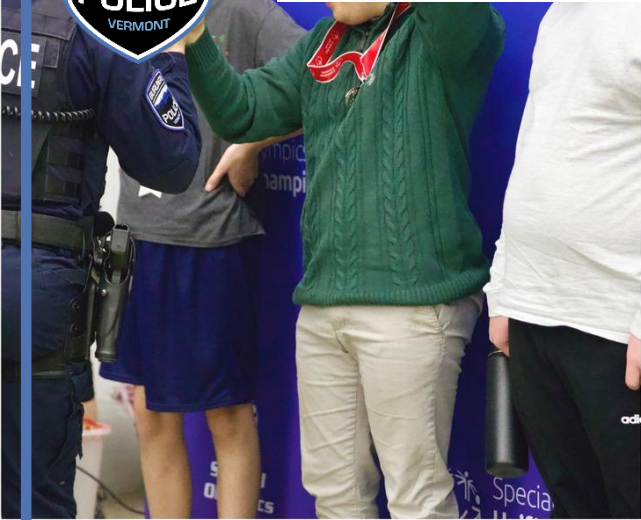


Chief Murad, Recruitment Officer Carolynne Erwin, Deputy Chief Labrecque, and others attended and were able to meet these new officers' families and friends at a wonderful ceremony. The officers have now begun a 580-hour field training program here in Burlington. They are expected to be solo officers something in the Spring of 2024.





SPECIAL OLYMPICS SWIM MEET



On December 3, the [Special Olympics Vermont](https://www.specialolympicsvermont.org) (SOVT) state swim meet took place featuring 40 athletes from around Vermont. Corporal Carolynne Erwin joined officers from other agencies to celebrate these athletes and hand out medals and ribbons to all of the participants.

Congratulations to all the 2,000 athletes who participated in events this year! Now we look forward Saturday, February 10, 2024 for the 2024 Penguin Plunge—SOVT's biggest fundraiser. If you would like to participate or donate, please visit: <https://www.specialolympicsvermont.org/penguin-plunge>



BPD SWORN OFFICER HEADCOUNT, 2015-2023

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





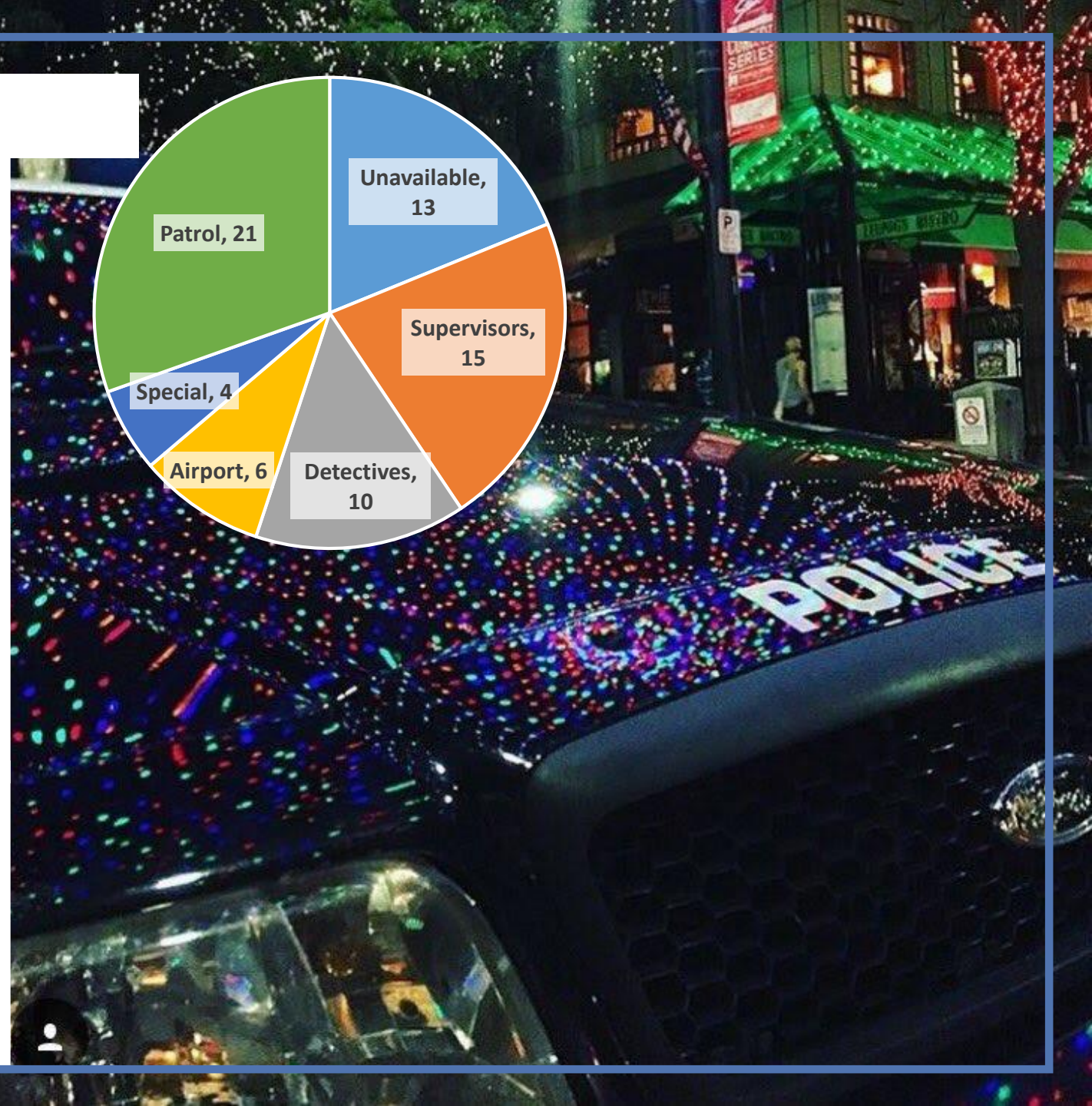
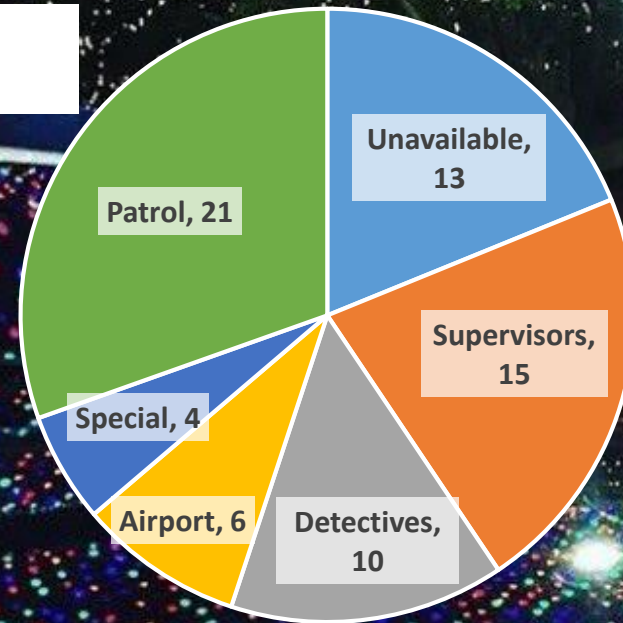
69 TOTAL, 56 AVAILABLE

As of December 15, 2023, the BPD has **69 total sworn officers**, of whom 56 are available to be independently deployed. Historically, headcount averaged 97; currently we are authorized for 87 officers.

- minus 13 injured, light, military, FTO, etc= 56
- minus 15 supervisors = 41
- minus 10 detectives = 31
- minus 6 airport officers =25
- minus 2 special assignments = 23
- minus 2 Marketplace officers = 21

21 officers on Patrol

**Additionally, BPD currently has
6 CSOs (of 11) and 5 CSLs (of 6)**





WORKING TO REBUILD

In June 2020, the Burlington City Council voted to reduce the BPD's sworn-officer staffing, by attrition, from 105 to 74. This precipitated an exodus, but the BPD is working hard to rebuild. Our **Recruitment Officer, Corporal Carolyn Erwin**, and our **Recruitment Coordinator Anhad Bajwa** (pictured, left and top right) have done everything from job fairs to social media to online recruiting, and have been seeing a lot of success. The BPD began 2023 with 61 sworn officers and will end the year with 69. This includes two lateral officers (i.e., experienced officers from out-of-state agencies) and two officers who had left the BPD but chose to return. It also includes the six officers who just graduated from the Vermont Police Academy and have now begun field training in Burlington.

Additionally, the recruitment team has been rebuilding the ranks of our Emergency Communications Specialists, or dispatchers. The BPD is allotted 14 dispatchers, but had fallen to four in 2022. Thanks to the recruiting team's work, we currently have nine dispatchers with others in the pipeline.

And the recruitment team has been building our Community Service Officer cadre and hiring for new roles such as our Community Support Liaisons, too. **It's all part of creating a balanced, cutting-edge, responsive BPD to ensure that Burlington is safe and fair, everywhere for everyone.**





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.

BPD originally implemented [the Priority Response Plan](#) in May 2021, and revised it in May 2022. It husbands resources while remaining true to our duty to prioritize our **NEIGHBORS' PHYSICAL SAFETY** and their sense of safety. **The Plan goes into effect when two or fewer sworn police officers are available for response; when that happens, only Priority 1 incidents receive an in-person response.** When three or more officers are available, they are dispatched to all incidents regardless of Priority category.

Incidents labeled "CSO" initially receive a response from a CSO, rather than a sworn officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

Incidents labeled "ONL" (for "Online Only") are to be diverted to an online reporting function. Note that larcenies and retail thefts are NOT online.

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		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 12/15

Incidents in 2023 are **up 23%** compared to 2022. They are **up 42%** over 2021.

BPD is addressing the most incidents in years with 50% fewer patrol officers.

Of the 29,604 incidents in 2023 so far, 3,988 have been “stacked”—i.e., 14%.

Additionally, 3,753 have been referred to online reporting, or 13%.



It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on the previous slide, there are more than 100 categories of incident. The fact that incidents are up does not necessarily mean that crime is up; as the next slide shows, some categories of criminal incident are up and some are not.

	YTD INCIDENTS (as of 12/15)	%Δ
2018	28,635	100%
2019	27,440	↓4%
2020	22,935	↓15%
2021	20,811	↓10%
2022	24,035	↑14%
2023	29,604	↑23%
	Δ 2018 to 2023:	↑3%



SELECTED VALCOUR INCIDENTS, YTD AS OF DECEMBER 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	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	176	99	133	42	532	25	1,515	1,139	237	18	39	336	390
2023	57	195	190	112	89	46	439	16	1,554	987	423	20	33	299	668

* = 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. Valcour is the BPD’s computer-aided dispatch and records-management system. 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.



2023 vs FIVE-YEAR AVG

Comparing the five-year, year-to-date average, from 2018 to 2022, to year-to-date figures from 2023.

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).

Sexual Assault	↓	37%
Disorderly Conduct	↓	36%
Domestic Disturbance	↓	18%
Domestic Assault	↓	13%
Aggravated Assault	↑	8%
Mental Health Issue	↑	10%
Robbery	↑	18%
Simple Assault	↑	23%
Burglary	↑	33%
Gunfire	↑	33%
Crash w/ Injury/Fatal	↑	35%
Larceny	↑	69%
Stolen Vehicle	↑	150%
Overdose	↑	265%

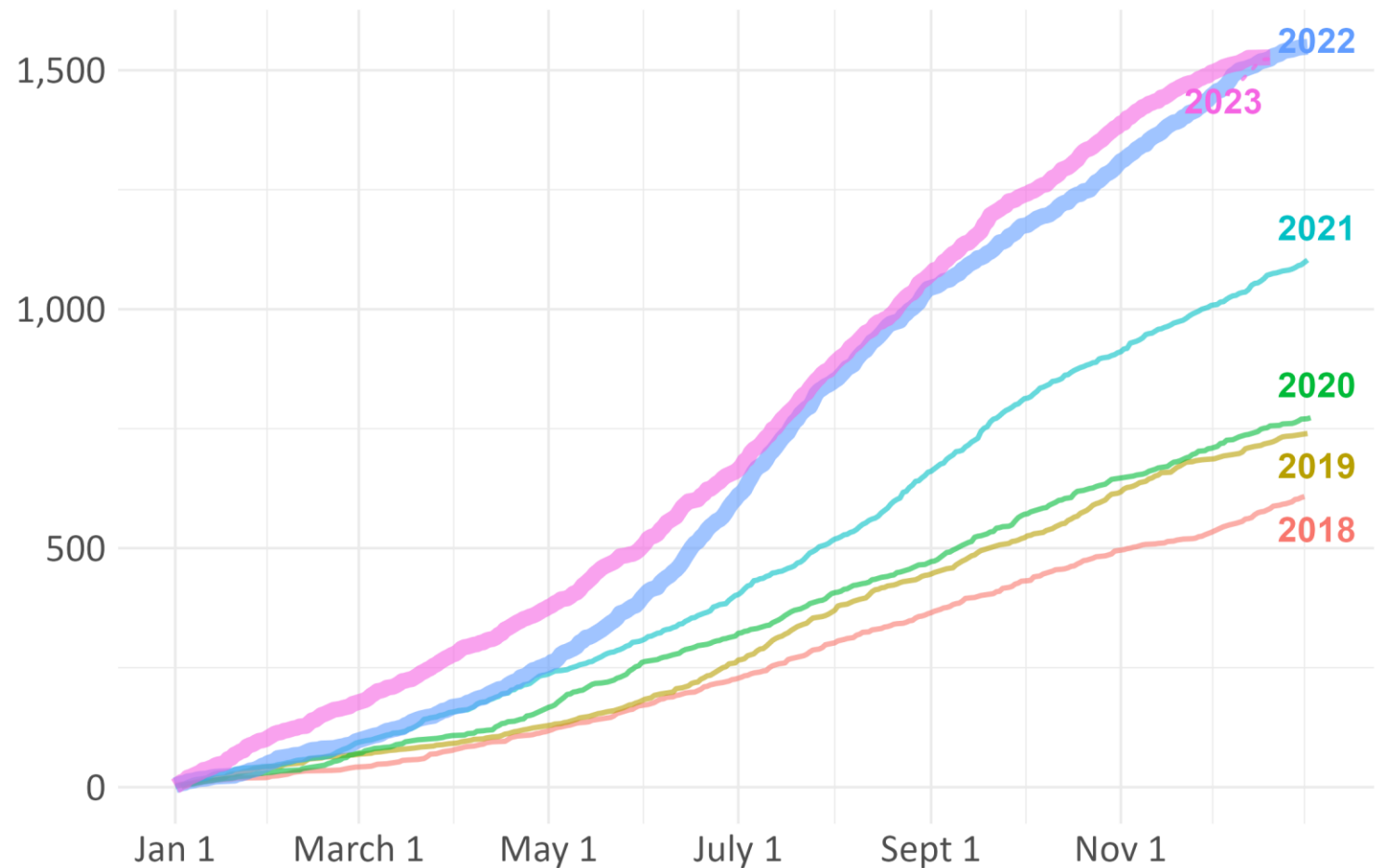


AGGREGATED LARCENY

“Aggregated Larceny” combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other.

The last three years, 2021, 2022, and 2023, have seen a striking deviation from former trends.

Aggregated Larceny Incidents



2023 shown through 12/12/23

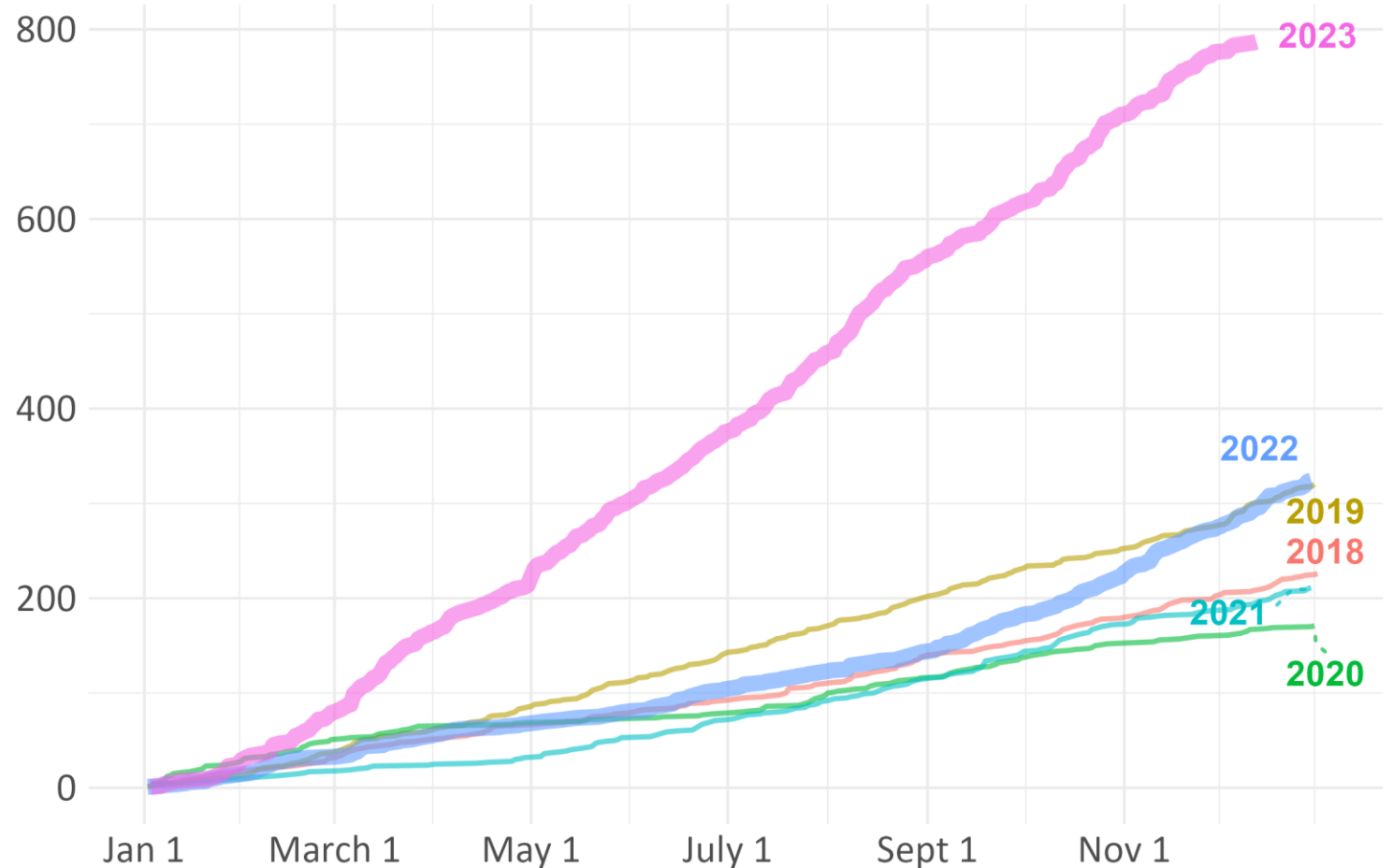


RETAIL THEFT

As striking as the increase in “Aggregated Larceny” has been, however, it pales in comparison to the rise in “Retail Theft.”

There were 324 incidents of “Retail Theft” in 2022; there have been 793 in 2023, with 15 days to go. This category is 235% higher than the five-year average, just barely lower than the increase in overdose (265%).

Retail Theft Incidents

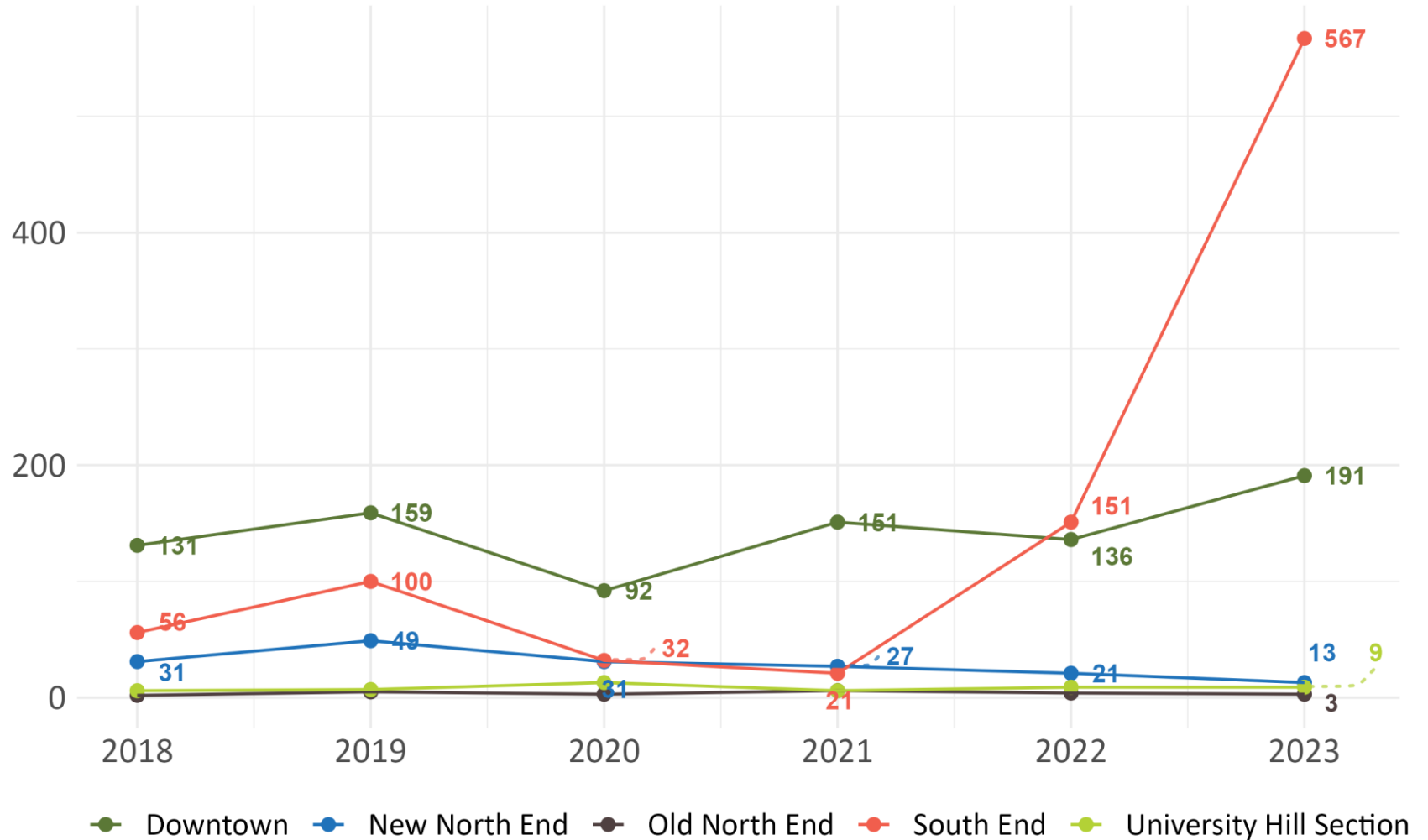


Data through 12/12/2023



RETAIL THEFT

Retail Theft Incidents by Area



Year	Total Retail Theft	Online Reported Retail Thefts	%age Reported via Online
2018	226	11	4.87%
2019	320	2	0.62%
2020	171	1	0.58%
2021	210	6	2.86%
2022	324	185	57.10%
2023	787	615	78.14%



MURDER

Our Valcour computer-aided dispatch and records management system dates to 2012. In those eleven years, Burlington has experienced eighteen unlawful killings. **The BPD has solved all but one of these heinous crimes** on behalf of victims and their loved ones, a clearance rate of 94%. The one currently unsolved case occurred five weeks ago and is an active investigation.

NOTE: “Perpetrator(s) Identified by Police.” Not all individuals have been convicted. 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). Both Louis Fortier’s and Aita Gurung’s murder charges were dismissed by the State’s Attorney and refiled by the Attorney General; the Attorney General obtained convictions for both. 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. Octavious Allen-Napier was convicted of manslaughter; Peter Nguyen was convicted of aggravated assault. Mikal Dixon, who killed Kayla Noonan in 2022, took his own life during the crime. The other four persons identified by police in 2022 have been arrested and charged with murder but their cases are pending. Claude Mumbere’s case is pending. Khalif Jones killed Anthony Smith but was then killed by an unknown person as part of the same incident. That investigation is ongoing.

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

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 Sanders, Brandon Ford, Johnny C	M/B/36 M/B/18 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, Sheikhnor	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
2023	23BU014321	7/7/2023 10:35	Champlain St Park	Strangulation	Cusson, Kelley	F/W/31	Mumbere, Claude	M/B/29
	23BU026915	11/12/2023 21:13	Decatur St	firearm	Smith, Anthony	M/B/37	Jones, Khalif	M/B/27
				firearm	Jones, Khalif	M/B/27	UNKNOWN	



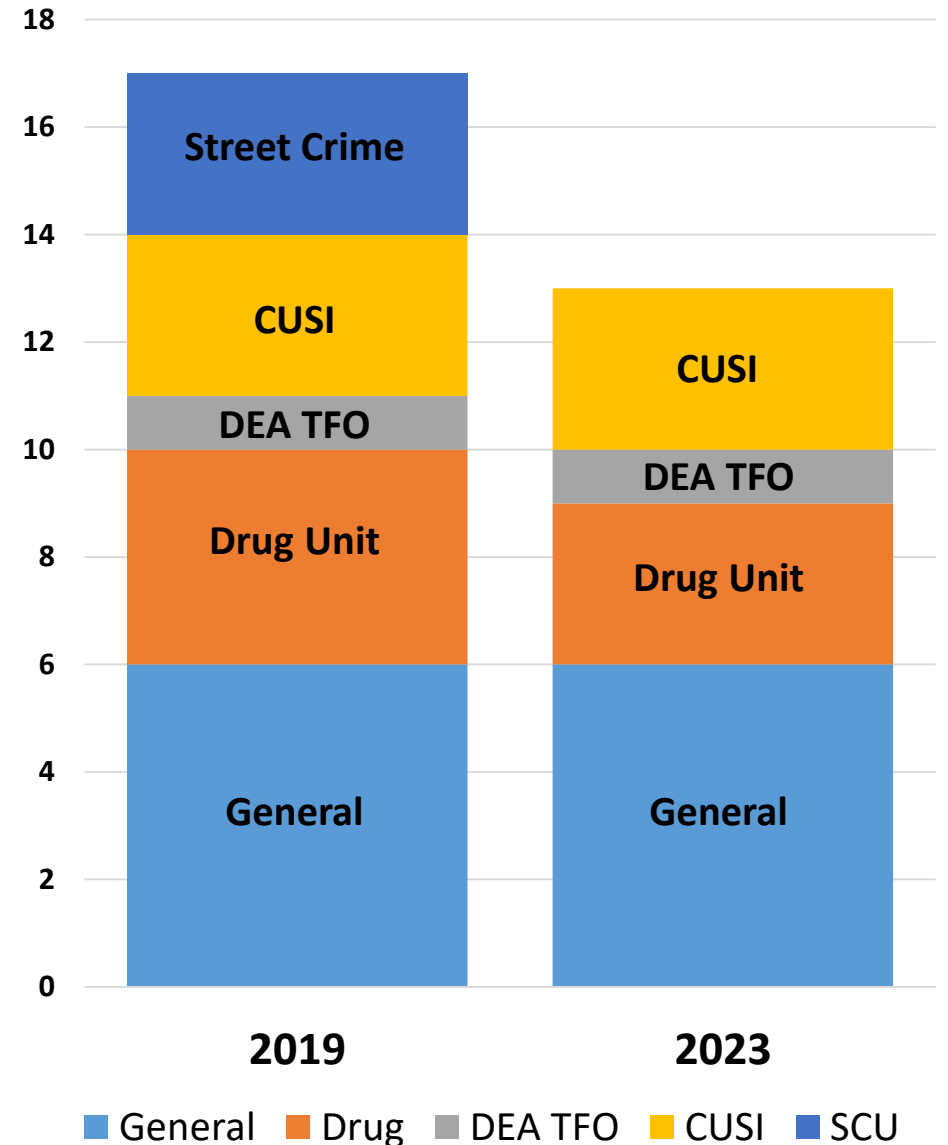
INVESTIGATING SERIOUS CRIME

Despite the precipitous decline in officers from 2020 to 2022, the BPD has continued to prioritize Investigations.

We divide our Detective Services Bureau into several parts, including our General Detectives (who investigate major crimes like gunfire, assaults, and burglaries); our Drug Unit and a Task Force Officer assigned to the Drug Enforcement Administration; and the Chittenden Unit for Special Investigations (CUSI), which handles sex crimes and crimes against the vulnerable. In the past, we have also fielded a Street Crimes Unit to address pattern crimes and open-air narcotics activities, among other duties.

The bar charts at left count all sworn officers, including supervisors.

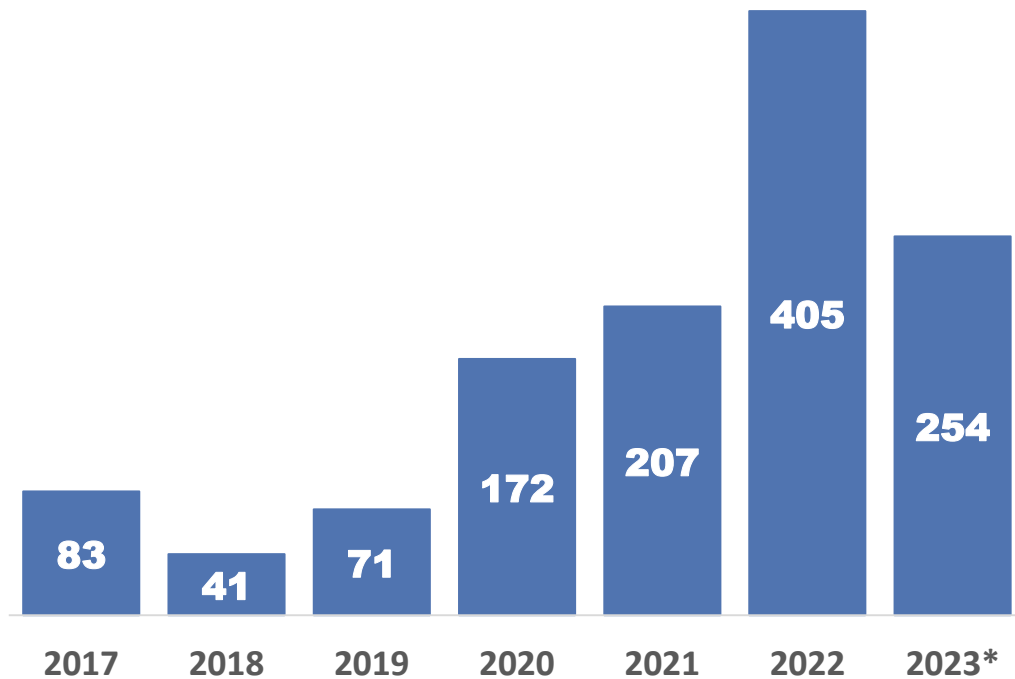
DSB Staffing, 2019 vs 2023





DRUG-TIP INTAKE

Drug Tips Made Online by Year



Full-year data for all years but 2023
2023 shown as of 12/8/2023

Every tip that comes in assessed by members of the Drug Unit and the Chief of Police. Tips are recorded and tracked, and when the information is actionable, detectives investigate further. Often times detectives will contact the member of public making the tip, but not always -- depending on detectives' capacity given ongoing investigations.

Most often the members of the public making the tip wishes to remain anonymous and does not leave contact information.



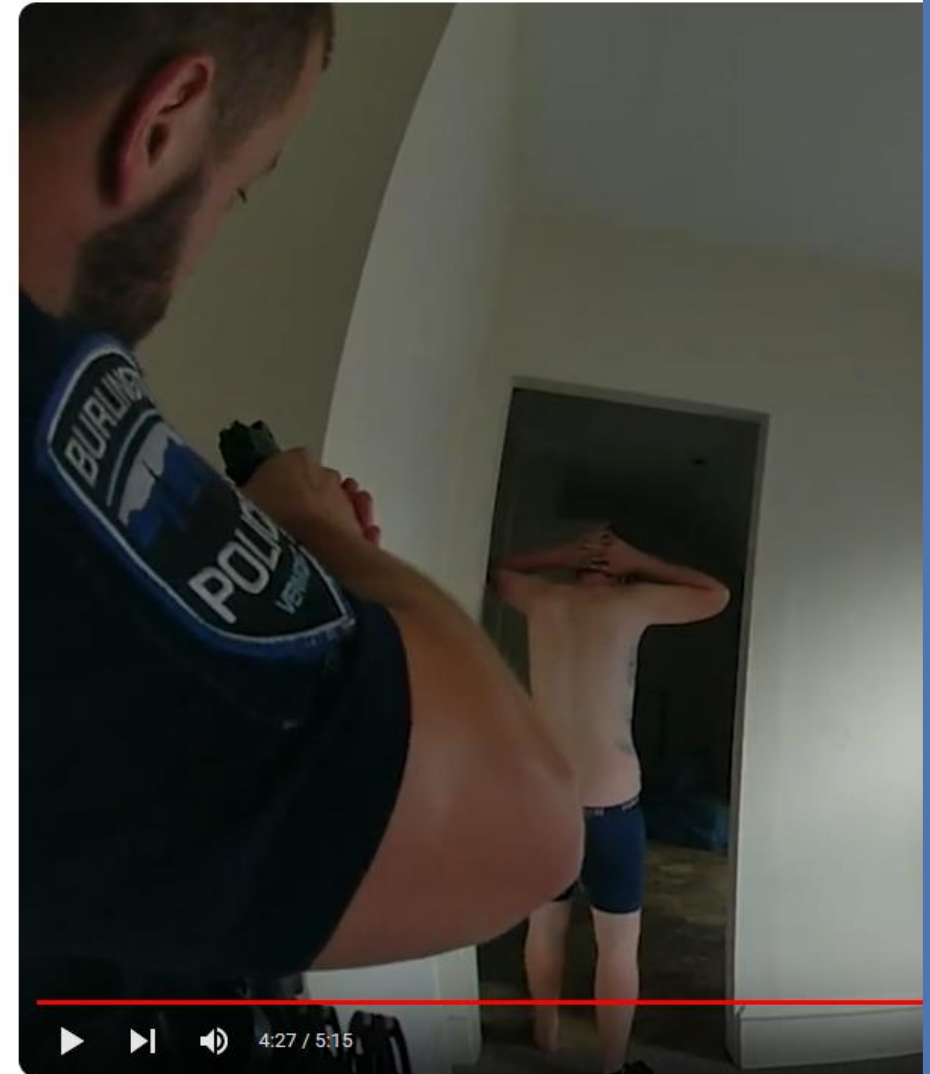
TIPS AND TRAPS

We review every tip, but we cannot respond to them all. Many tips are made about addresses where suspected drug activity is occurring. These are colloquially called “trap houses,” although that is not a law-enforcement designation.

Drug houses are often empty properties where people take up unlawful residence. When we receive reports of trespass, we respond and make arrests, if appropriate. **The picture at right shows police arresting a man for trespass in a vacant apartment. The man is known to police for more than 200 encounters; nearly 50, including more arrests, have occurred since this June arrest.**

Drug houses may also be properties with a lawful tenant who is allowing guests to use the property for shelter, drug use, and drug sales. Policing these is more complicated, because lawful tenants—even those doing unlawful things—have 4th Amendment rights to their premises.

When evaluating whether we can act on tips, we consider many factors, including but not limited to: the volume of specific, related tips; the Drug Unit’s current caseload; and whether a confidential informant will be able to “buy into” the location.



Use-of-Force 23BU012236



Burlington Police Department, Burlington, Vermont
255 subscribers





THE BPD IS HIRING!

\$74,500
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



BURLINGTON, VERMONT