



BURLINGTON POLICE DEPARTMENT

2023 Preliminary Year-End Report

1. Staffing & Structure

2. Incident Volume & Incident Data

3. Some Major Events in 2023

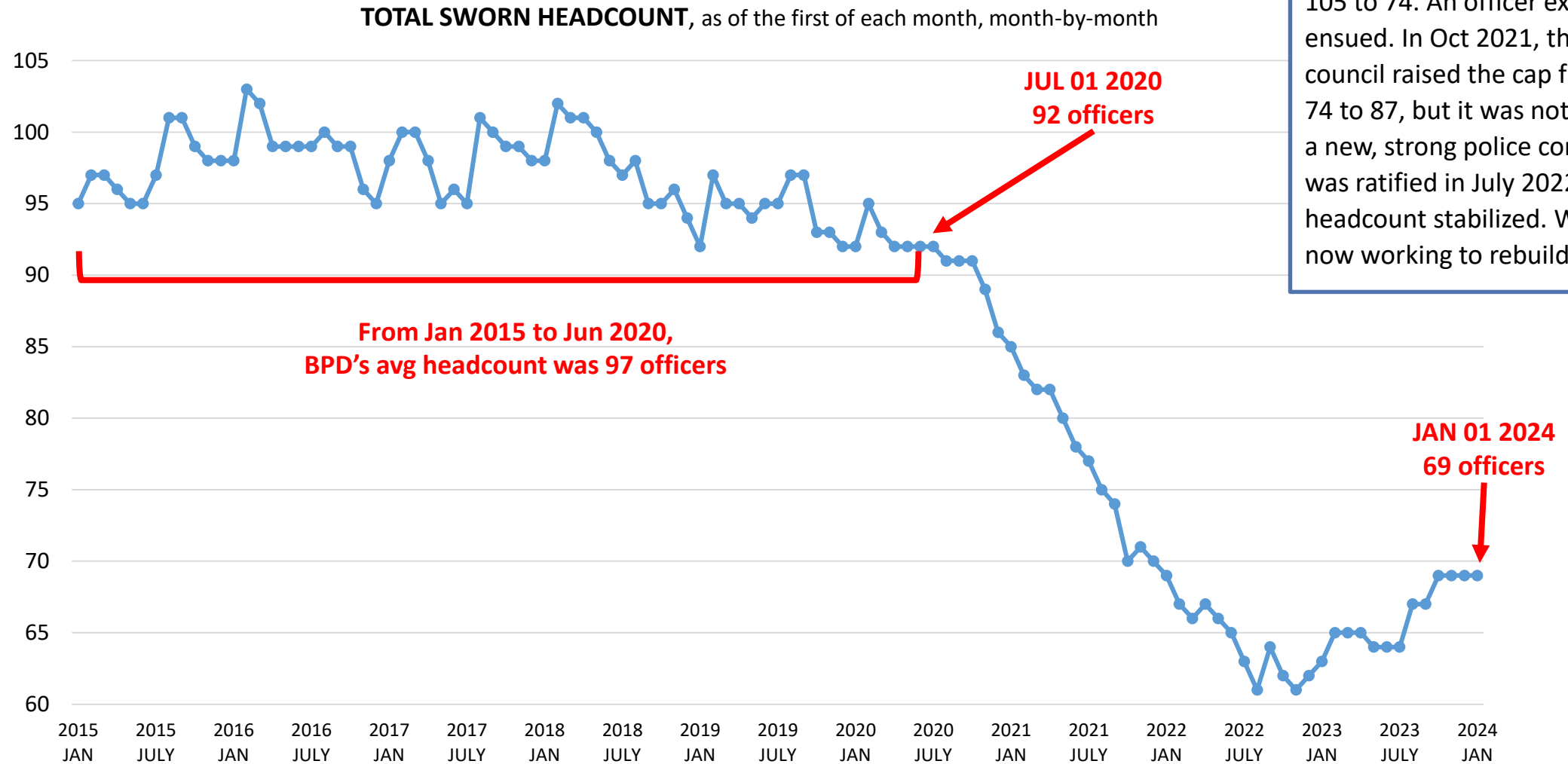
4. Rebuilding



1. STAFFING & STRUCTURE



BPD SWORN OFFICER HEADCOUNT, 2015-2023



In June 2020, the Burlington City Council voted to reduce, by attrition, the BPD's authorized headcount from 105 to 74. An officer exodus ensued. In Oct 2021, the council raised the cap from 74 to 87, but it was not until a new, strong police contract was ratified in July 2022 that headcount stabilized. We are now working to rebuild.



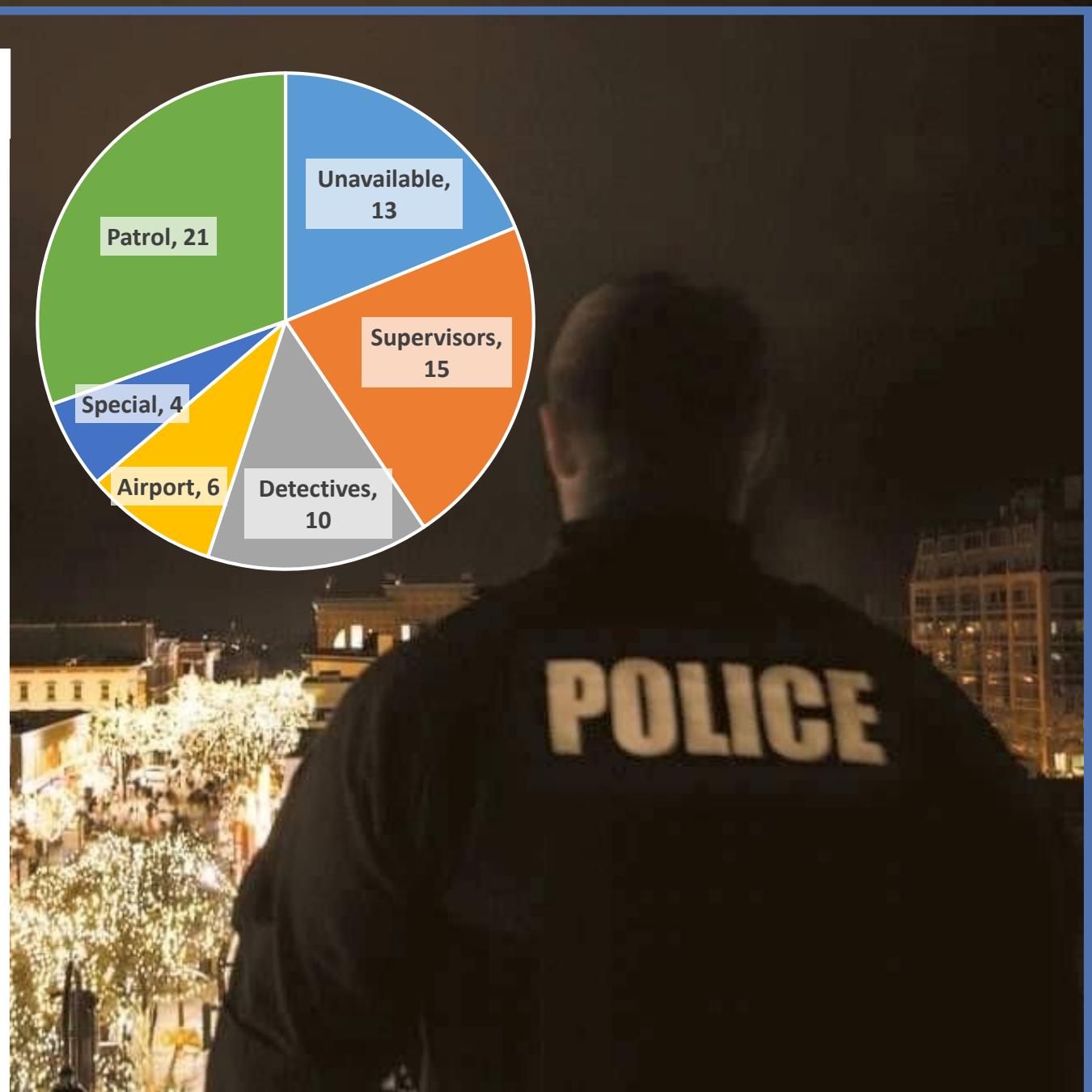
69 TOTAL, 56 AVAILABLE

We begin 2024 with **69 total sworn officers**, of whom 56 are available to be independently deployed. This is insufficient for Vermont's largest, most crucial city. 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





PUBLIC SAFETY ROLES UNIQUE TO BPD

Public safety is more than police. When sworn-officer staffing began to fall, we created the 2021 Public Safety Continuity Plan. That plan augmented an existing non-sworn role:

- **Community Service Officers** (CSOs),

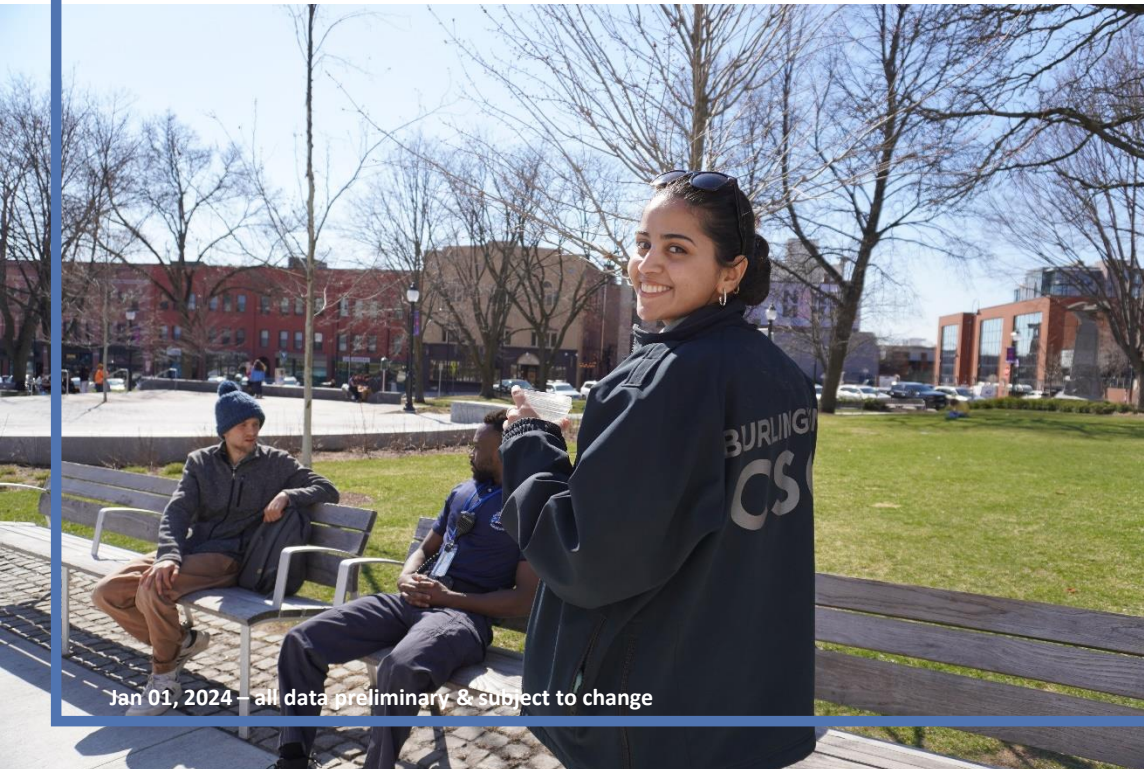
These are unarmed, unsworn officers who answer quality-of-life calls for service. BPD currently has six employees in the role, and **the budget allots us 11 CSOs and one CSM** (or Community Service Manager). The role is also a stepping stone to becoming a police officer.

**BPD
currently
has 6 CSOs
and 5 CSLs**

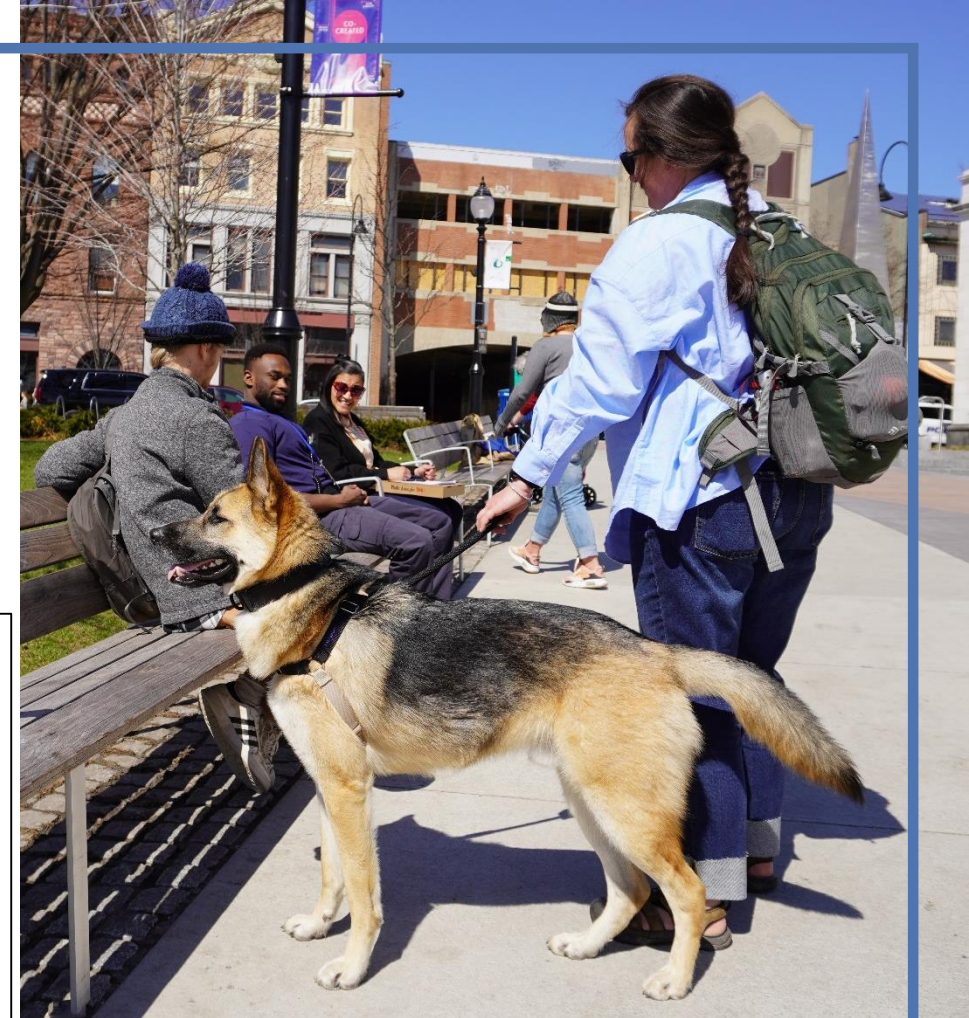
The 2021 Public Safety Continuity Plan also created:

- **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 the core of our new CAIP division (Crisis, Advocacy, Intervention Programs).



Jan 01, 2024 – all data preliminary & subject to change



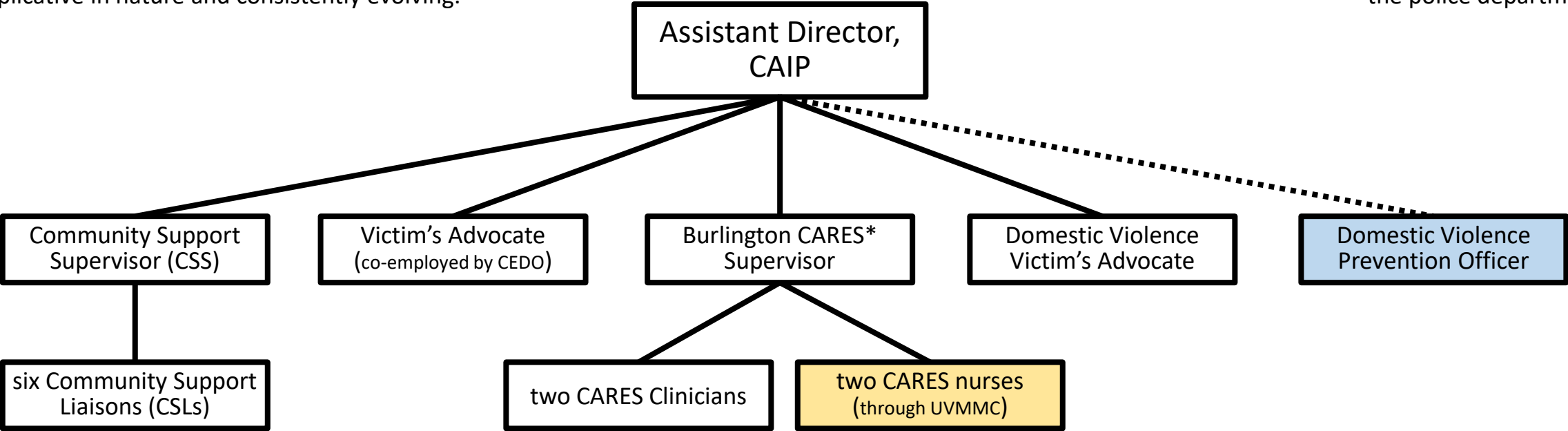


NEW ORGANIZATION

C.A.I.P. CRISIS ADVOCACY INTERVENTION PROGRAMS

CAIP is “lower barrier” assistance that supplements the social service system. That system’s structure has gaps in service, often because of population-specific and program-specific requirements from grants and funding. CAIP is trying to fill gaps, while working collaboratively with community partners. These services are non-duplicative in nature and consistently evolving.

Through CAIP, the City can take the lead in the effort to address needs when community social service systems in the community cannot. CAIP’s collaborative model allows for seamless continuity of care and jumpstarts a public safety transformation because it integrates change directly into the largest public safety component: the police department.



*Burlington CARES is the **Crisis Assessment, Response, and Engagement Service**; specifics about it are in development



THE CAIP TEAM

**Domestic Violence
Prevention Officer**

**Domestic Violence
Victim Advocate**

**Community Support
Supervisor**

**Community Support
Liaison (6 total)**

**Victim Support
Specialist**

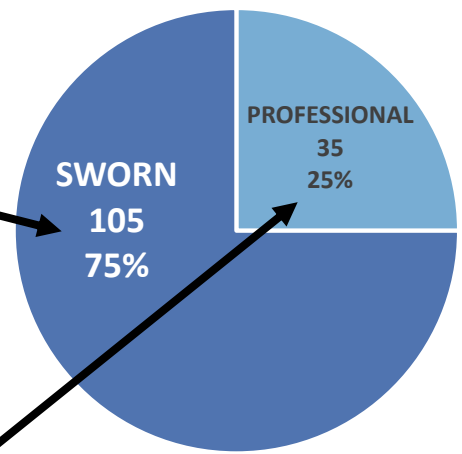
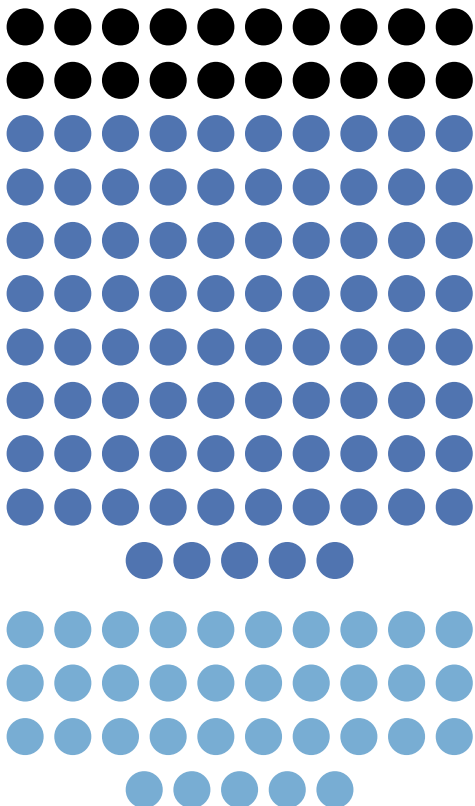
**and Rocky the service
dog**



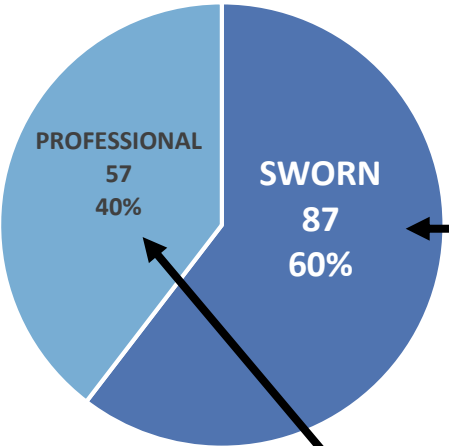
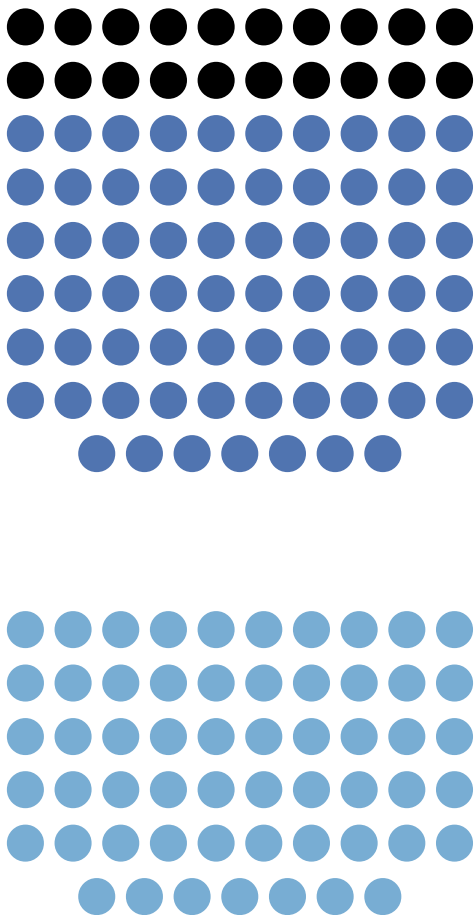


CHANGING PROPORTIONS

Authorized 2019
140 total*



Authorized 2023
144 total



Since 2019, we have significantly changed the BPD's ratio of sworn to professional employees.

* note: Parking was part of the BPD in 2019, but they were moved to DPW in July 2020. For consistency, the eight Parking employees are *not* included in this graphic.

- Sworn supervisor
- Sworn officer
- Professional employee

"Professional employee" includes CSOs, CSLs, ID techs, dispatchers, clerks, & others

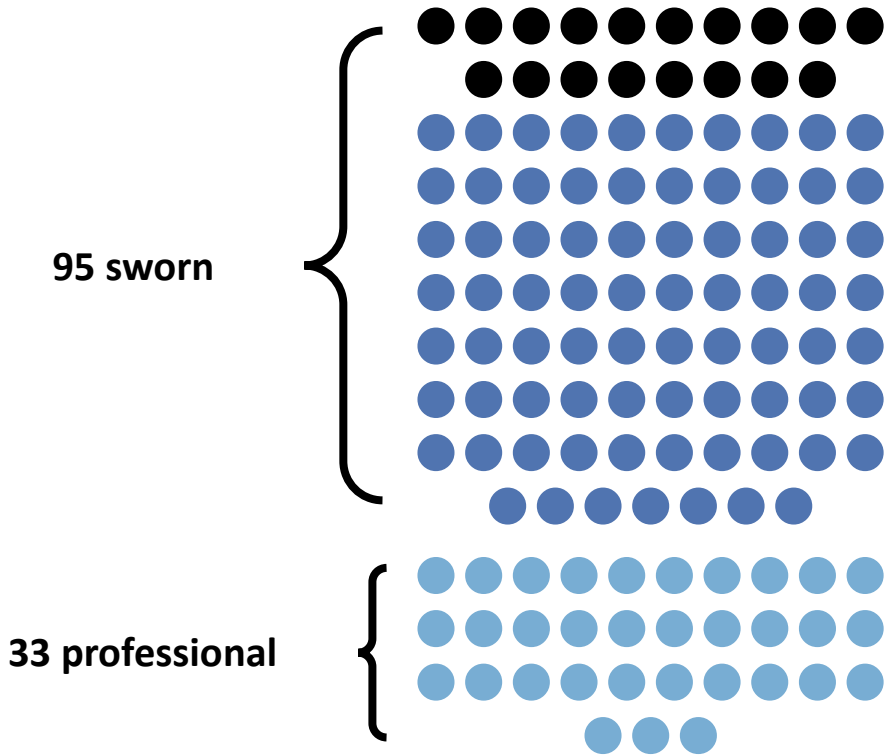


BPD CURRENT PERSONNEL COUNT

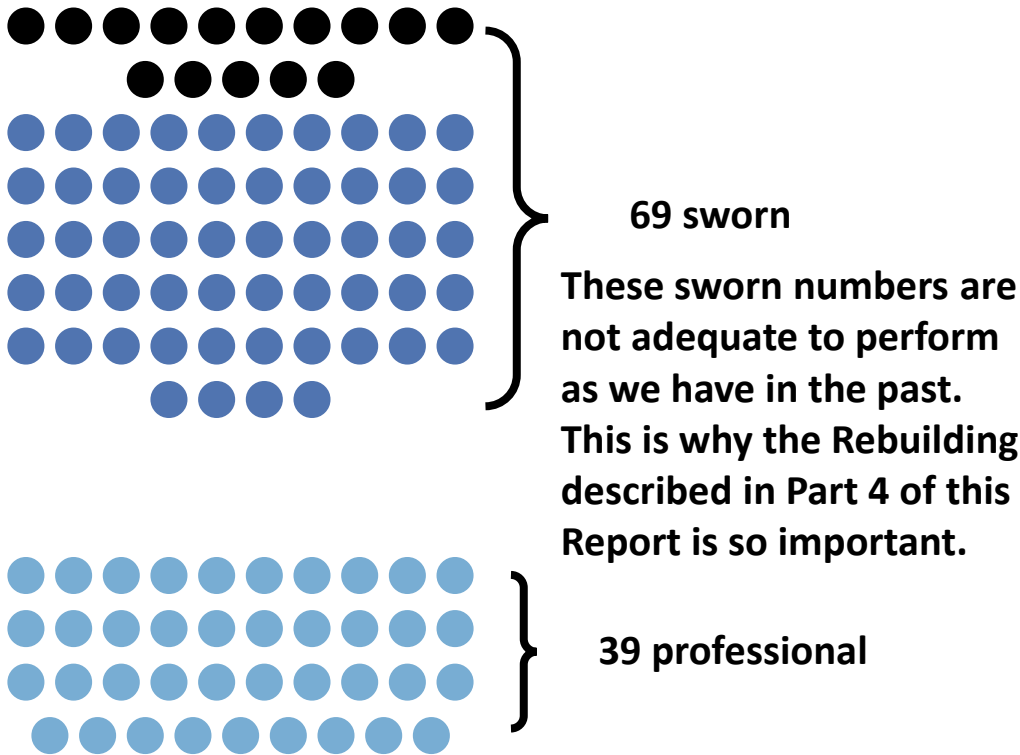
- Sworn supervisor
- Sworn officer
- Professional employee

“Professional employee” includes CSOs, CSLs, ID techs, dispatchers, clerks, & others

Actual May 2019



Actual Jan 2024





2. INCIDENT VOLUME & INCIDENT DATA



INCIDENT VOLUME, FULL YEAR



Incidents in 2023 were up 22% compared to 2022. They were up 43% over 2021.

BPD addressed more incidents than in 2018 with 50% fewer patrol officers than in 2018.

Of the 30,760 incidents in 2023, the BPD “stacked” 4,150, or 14%.

Additionally, 3,872 were taken via online reporting, or 13%.

	YTD INCIDENTS	%Δ
2018	29,684	100%
2019	28,475	↓4%
2020	23,592	↓17%
2021	21,586	↓9%
2022	25,190	↑17%
2023	30,760	↑22%
Δ 2018 to 2023:		↑4%

It should be noted that not all incidents are crimes. They are more accurately “calls for service.” As shown on the next 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.



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.

Twenty-one officers on patrol is not adequate for a city of our size or BPD's call volume. Accordingly, we have created the Priority Response Plan. 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, Priority 2 and Priority 3 incidents get "stacked" and do not 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 supposed to be online reports.

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	Disorderly Conduct *	Inciting a Felony		Search
Alarm *	Disorderly Conduct by Elec Comm	Intoxication	CSO	Search Warrant
Alcohol Offense	Disturbance	Investigation - Cold Case		Sex Offender Registry Violation
Animal Problem	DLS	Juvenile Problem *		Sexual Assault
Arrest on Warrant	Domestic Assault - Felony	Kidnapping		Sheltering/Aiding Runaway
Arson	Domestic Assault - Misd	Larceny - from a Building		SRO Activity
Assault - Aggravated	Domestic Disturbance	Larceny - from a Motor Vehicle		Stalking
Assault - Simple	Drugs	Larceny - Other		Stolen Vehicle
Assist - Agency	Drugs - Possession	Larceny from a Person		Subpoena Service
Assist - Car Seat Inspection	Drugs - Sale	Lewd and Lascivious Conduct		Suicide - Attempted
Assist - K9	DUI	Lockdown Drill		Suspicious Event *
Assist - Motorist	Eluding Police	Mental Health Issue *		Theft of Rental Property
Assist - Other	Embezzlement	Minor in Possession of Alcohol		Theft of Service
Assist - Public	Enabling Consumption by Minors	Missing Person		Threats/Harassment *
Background Investigation	Escape	Motor Vehicle Complaint	CSO	Traffic
Bad Check	Extortion	Noise	CSO	Trespass *
Bar / Liquor License Violation	False Info to Police	Obstruction of Justice		TRO/FRO Service
Bomb Threat	False Pretenses	Operations		TRO/FRO Violation
Burglary *	False Public Alarms	Ordinance Violation - Other	CSO	Unlawful Restraint
CHINS	False Swearing	Overdose		Untimely Death
Community Outreach	Fireworks	Parking	CSO	Use of Elec Comm to Lure a Child
Compliance Check	Foot Patrol	Possession of Stolen Property		Uttering a Forged Instrument
Computer Crime	Forgery	Prescription Fraud	ONL	Vandalism
Contributing to Delinquency of Minor	Found/Lost Property	Prohibited Acts		VIN verification
Counterfeiting	Fraud	Property Damage	CSO	Violation of Conditions of Release *
Crash - Fatality	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - Injury to person(s)	Graffiti Removal	Recovered Property	CSO	Weapons Offense
Crash - LSA *	Hindering Arrest	Resisting Arrest		Welfare Check *
Crash - Non-Investigated	Homicide	Retail Theft		
Crash - Property damage only	Identity Theft	Roadway Hazard		



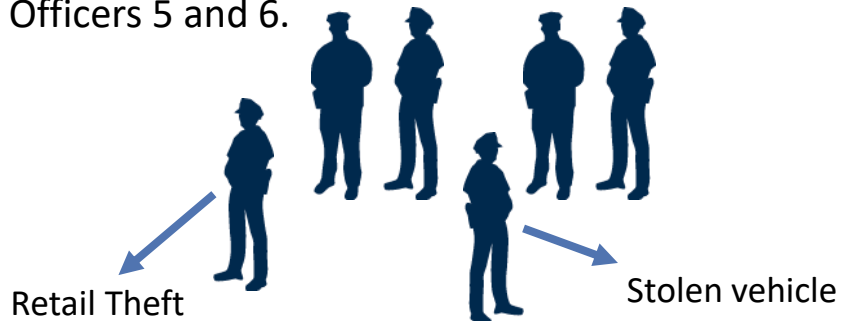
HOW THE PRIORITY RESPONSE PLAN WORKS

When only two or fewer officers are available, the Priority Response Plan goes into effect.

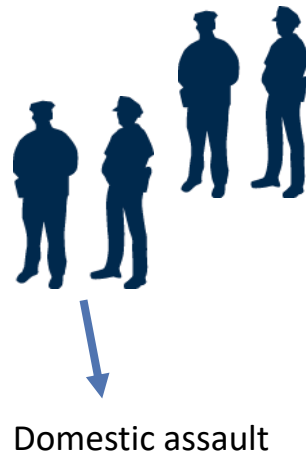
1. In this example, there are six non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



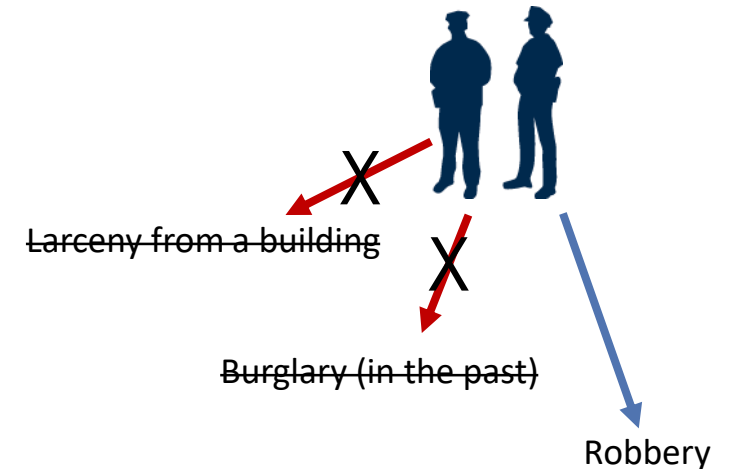
2. Here, Officer 1 and Officer 4 have responded to Priority 3 calls for service (a retail theft and a stolen vehicle). That leaves Officers 2 and 3 and Officers 5 and 6.



3. When Officers 2 and 3 are sent to a Domestic Assault call, which, like most Priority 1 incidents, requires a two-officer response, only Officers 5 and 6 remain. At this point, the Priority Response Plan goes into effect.



4. If anything other than a Priority 1 comes in—a report of a larceny from a building, for example, which is a Priority 3—that larceny will be “stacked” until more than two officers are once again available. Officers 5 and 6 have to remain available in case of a life-safety incident like a robbery.





SELECTED VALCOUR INCIDENTS, FULL YEAR

	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	48	184	149	88	139	65	477	5	608	803	56	16	74	32	2,648
2019	50	154	105	92	139	75	529	3	742	765	58	22	49	55	1,963
2020	51	144	108	54	156	50	593	12	772	946	100	20	60	62	1,169
2021	62	161	204	90	143	42	601	14	1,106	957	145	12	43	139	665
2022	62	178	180	104	139	46	551	26	1,550	1,237	252	19	40	346	399
2023	57	207	198	121	95	47	459	16	1,626	1,027	430	21	34	310	766

* = 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 for the full year 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 2022

Comparing 2022 to 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).

Gunfire	↓	38%
Disorderly Conduct	↓	32%
Domestic Disturbance	↓	17%
Mental Health Issue	↓	17%
Simple Assault	↓	15%
Stolen Vehicle	↓	10%
Aggravated Assault	↓	8%
Domestic Assault	↑	2%
Larceny	↑	5%
Burglary	↑	10%
Robbery	↑	11%
Simple Assault	↑	16%
Crash w/ Injury/Fatal	↑	16%
Overdose	↑	71%



2023 vs FIVE-YEAR AVG

Year-to-year comparisons can be misleading. To get a sense of how 2023 compares to historic norms, this compares the five-year average, from 2018 to 2022, to 2023.

Numbers from which percentages are drawn are on slide 15.

Sexual Assault	↓	36%
Disorderly Conduct	↓	34%
Domestic Disturbance	↓	17%
Domestic Assault	↓	15%
Aggravated Assault	↑	4%
Mental Health Issue	↑	9%
Robbery	↑	18%
Simple Assault	↑	26%
Burglary	↑	33%
Gunfire	↑	33%
Crash w/ Injury/Fatal	↑	41%
Larceny	↑	70%
Stolen Vehicle	↑	144%
Overdose	↑	252%



3. SOME MAJOR EVENTS IN 2023



RITA CURRAN CASE

On February 21, 2023, we announced the closure of Burlington's oldest open case, the murder of Rita Curran. Rita was murdered in Burlington on July 19 or 20, 1971, more than half a century ago. She was a kindergarten teacher. The random violence of her murder wounded our community, and devastated her family. For fifty years, they have waited for justice. Rita's parents died waiting for it. Our department never forgot Rita or her family.

A few years ago, Lieutenant Detective Commander Jim Trieb decided to approach the case in a new way. Instead of having one detective assigned to the cold case, working it alone when he or she had free time, he decided to treat it as if the crime had just been committed. This meant multiple detectives and technicians examining reports, and physical evidence, and thinking about the case together.

The remarkable closure he and his team achieved proves that BPD's detective bureau is the equal of any in the world. And it cannot be forgotten that they worked this case while simultaneously addressing the busiest investigatory period for violent crime in our city's history, with more murders, shootings, and gunfire incidents than Burlington had ever seen before.

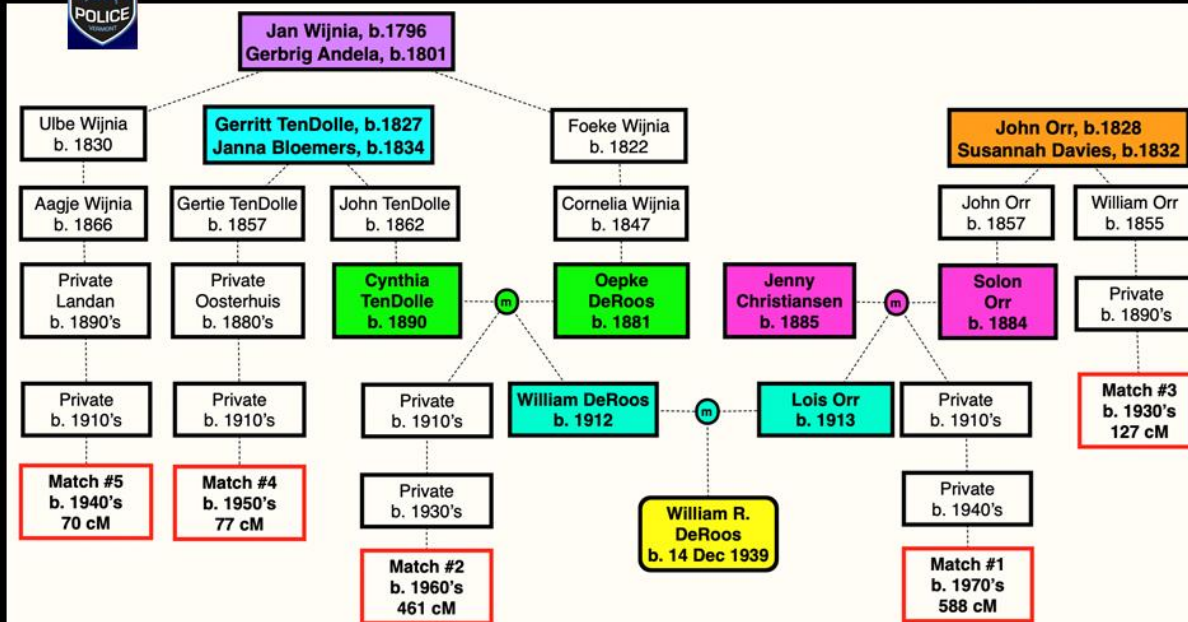
That said, what Lieutenant Trieb's detectives have done was only possible because of the incredibly thorough initial response, all those years ago. Detectives in 1971 documented witnesses and statements. They recorded where things were found, and in what condition. They took and preserved items whose eventual scientific value they had no way of knowing.

And decades later, a cigarette butt recovered at the scene generated a DNA profile. Good police work led to the identification of a suspect. We learned he died of an overdose in San Francisco in 1986, fifteen years after murdering Rita.

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INVESTIGATIVE GENETIC GENEALOGY: RITA CURRAN CASE





AIRPORT INCIDENT

On Sunday, March 12, 2023, 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.



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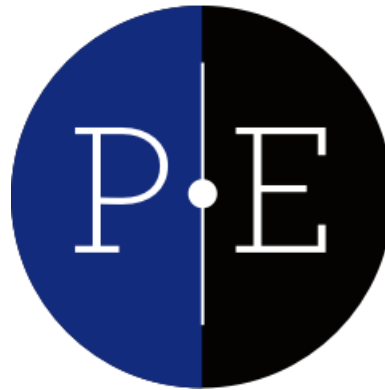
F.I.P. TRAINING

In March and April 2023 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** (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.

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Center For POLICING EQUITY





2022 AWARDS



On May 22, 2023, the Queen City Police Foundation hosted the BPD at our annual awards ceremony, recognizing extraordinary conduct in 2022. Employees, family members, awardees, the Mayor, and others were in attendance.



Among a variety of awards, we recognized:

- the Detective Bureau's exemplary record of closing the historic, horrible record-high of five murders in 2022, while also closing the 1971 Rita Curran case
- our Patrol officers for responding to those five murders, as well as eight other shootings, and 13 other incidents of gunfire
- life-saving officers Noah Hyunh, Joe Congdon, Victor Montalvo, and Deirdre Lacouture
- Team awards for our Dispatchers and for the CAIP team's successful first year



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MARATHON



On Sunday, May 28, 2023, 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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THIRD OF JULY

On Monday, July 3, 2023, the Queen City celebrated [the Fourth of July](#) (a day early, as we always do). The Declaration of Independence promises equality and unalienable rights—but only through service to each other: “And for the support of this Declaration, with a firm reliance on the protection of divine Providence, we mutually pledge to each other our Lives, our Fortunes, and our sacred Honor.”

It’s an all-hands-on-deck effort for BPD, as the packed roll call below shows.



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“EXCITING SIGN OF HOPE & PROGRESS”

On August 3, 2023, we held a [Swearing In and Promotions Ceremony](#). Mayor Weinberger presided and noted that “public safety is the most important function of local government.”

Three corporals were promoted to sergeant, and three sergeants were promoted to lieutenant. Chief Murad was officially promoted, too. We swore in six new professional employees, including a records clerk, a CSL, our Recruitment Coordinator, our PIO, and two dispatchers. And we swore in five new police recruits.

Employees new and old and their families were in attendance, as well as Police Commissioner Mary Cox. They were joined by City Council President Karen Paul and Councilors Mark Barlow, Sarah Carpenter, and Tim Doherty, and US Attorney Kolo Kerest, among other valued guests.



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2023 PRIDE MARCH

On September 10, this year's annual Pride March commemorated the 40th anniversary of Vermont's first Pride march. Sponsored and organized by the Pride Center of Vermont, the march is all about a community where love and acceptance prevail. And it was **FABULOUS!**





IACP 2023

In October 2023, BPD staff attended the annual International Association of Chiefs of Police conference. IACP is the largest gathering for the policing profession, attracting 18,000+ attendees from law-enforcement agencies, non-profits, vendors, and other partners around the world. The BPD was proud to present an Education Workshop, sharing information about the CAIP program. Left to right, CSL Anna Wageling, CSS Lacey Smith, and Chief Murad gave a well-received overview of Burlington's innovative efforts on alternative response.

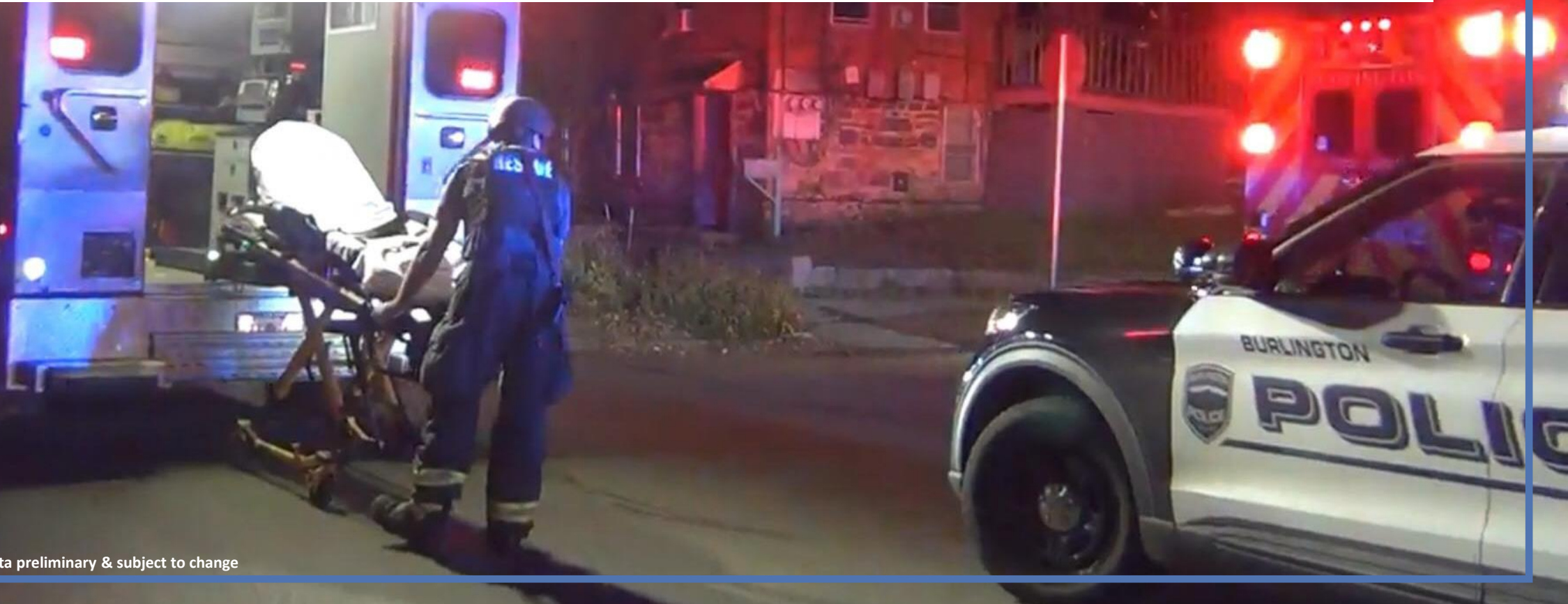
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A CHAOTIC NIGHT: NOVEMBER 12

On Sunday, November 12, into Monday, November 13, 2023, 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.





CHURCH STREET HOLIDAY TREE LIGHTING

On Friday November 24, 2023, 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."

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4. REBUILDING



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. An officer exodus followed, 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 ended 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.

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.**





RECRUIT & RETAIN

PATTERNS SINCE 2010

RETENTION: Over the past thirteen years, **the aggregate retention percentage is 40%.**

RECRUITS: In the ten years from 2010 to 2019,* the BPD averaged 4.15 recruits per class at the Vermont Police Academy. The BPD has retained ≈ 34% of those.

LATERALS: In those same years, the BPD averaged 1.7 laterals per year. The BPD has retained ≈ 56% of those.

In January 2023, a Police Executive Research Forum (PERF) survey of 182 agencies reported that, on average, sworn staffing decreased by 4.8% from January 2020 to January 2022, and then decreased another 0.9% from January 2022 to January 2023. Additionally, there were 47% more resignations and 19% more retirements in 2022 than in 2019. Agencies also reported improved hiring, however: up 35% from 2020 to 2022.

**This does not count 2020 through 2022, when the BPD's hiring was limited by the City Council resolution.*

	TOTAL IN	Of total hired, # still employed as of 01/01/24	Retention %age as of 01/01/24	RECRUIT HIRES	Of recruits hired, # still employed as of 01/01/24	LATERAL HIRES	Of laterals hired, # still employed as of 01/01/24
2010	8	2	25%	8 Jan: 2 July: 6	2	0	n/a
2011	13	4	31%	9 Jan: 8 Aug: 1	3	3	1
2012	4	2	50%	3 Jan: 2 July: 1	1	1	1
2013	13	5	39%	9 Jan: 7 July: 2	3	3	1
2014	12	3	25%	11 Jan: 7 July: 4	3	1	0
2015	9	2	33%	6 Jan: 2 July: 4	1	2	1
2016	13	6	46%	8 Jan: 4 July: 4	2	3	2
2017	9	3	33%	10 Jan: 4* July: 6	3	0	n/a
2018	12	4	42%	10 Jan: 4 July: 6	2	1	1
2019	12	4	33%	9 Jan: 6 July: 3	3	3	1
2020	5	3	60%	4 Jan: 4 July: 0	2	1	1
2021	1	1	100%	1 Jan: 0 Oct: 1	1	0	n/a
2022	7	5	67%	5 Jan: 2 July: 3	3	2	2
2023	15	13	87%	6 Jan: 6 Jul: 5	9	4	4
TOTAL	133	57	43%	99	38 / 38%	24	15 / 63%



OUR REBUILDING GOAL

THE CHALLENGE

As of January 01 2024, the BPD has 69 sworn officers. The City Council has authorized 87.

Can the BPD grow by 18 officers—i.e., by 21%—over the next few years?

THE GOAL

AMBITIOUS BUT ACHIEVABLE.

With 69 officers on Jan 01 2024, and assuming maintaining a 50% increase in average VPA class size, a 100% increase in lateral hires, and a 50% improvement in retention rates ...

BPD can achieve 85 officers by FY 2026



REBUILD AND IMPROVE: A THREE-PART STRATEGY

Retention: keeping personnel and their experience with a competitive contract

Recruiting: attracting new recruits and lateral officers with strong hiring incentives

Strengthening CAIP: solidifying social-service public-safety gains, e.g. Burlington CARES



POLICE ACADEMY GRADUATION 1

On June 2, 2023, 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.



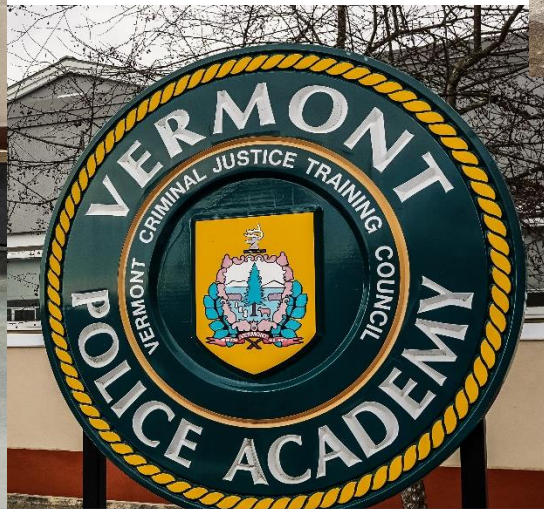
Jan 01, 2024 — all data preliminary & subject to change





POLICE ACADEMY GRADUATION 2

On Friday, December 1, 2023, 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.



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



Ring Out 2023 Welcoming 2024

BURLINGTON, VERMONT