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Fiscal Year 2022 Annual Report of the Board of Police
Commissioners to the Burlington City Council

August 24, 2022

Respectfully submitted:

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FY22 Annual Report of the Board of Police Commissioners to the Burlington City Council

I. Introduction

The Board of Police Commissioners for the City of Burlington (the “Commission”) is a body of community members mandated to monitor and provide citizen oversight of policing as it impacts safety and dignity of community members and police officers. During Fiscal Year (FY) 22, the Commission focused its efforts in the following areas: a) defining and codifying its oversight mandate in a city ordinance; b) revising and strengthening Burlington Police Department’s (BPD’s) policies and Department Directives (DDs) to effectively implement recommendations contained in the CNA report *Functional and Operational Assessment of the Burlington Police Department*, particularly those related to racial bias (implicit or explicit) and police interaction with persons with diminished capacities; c) preparing resolutions to improve quality of policing and add diversity to the police force; and d) promoting greater transparency in the Commission’s processing of citizen’s complaints and reviewing BPD’s use of force.

This report details the work and efforts of the Commission for FY22. Along with the activities detailed in the report, the Commission carried out its routine monthly tasks which include welcoming public comment, receiving a monthly report from the Acting Chief of Police, evaluating complaints, and reviewing monthly Use of Force incidents. In FY22, the Commission also presided over one BPOA grievance hearing.

II. Police Commission Activities in FY22

A. Policies and Directives

The Commission finalized one policy this year and continued its work reviewing and several others.

- *Body-worn Camera Footage Release Policy*, approved unanimously on August 24, 2001. See the complete language of this policy, as adopted [here](#).
- *Role of the Burlington Police Commission in Reviewing Complaints Against BPD Employees*, adopted August 25, 2020, under ongoing review. The current policy is [here](#):
- The Commission began the review of the two BDP Directives shown below, which has included input from Disability Rights Vermont and BDP. The Commission expects to present proposed revisions to these Directives in FY23. The links to these directives as currently written are below:
 - [DD13.02 – Interacting with Persons with Disabilities](#)
 - [DD13.03 – Interacting with Persons with Diminished Capacities](#)

B. Resolutions

The Commission passed several resolutions/motions related to policing that included recommendations to the City Council, Mayor, and BPD.

1. In September 2021, the Commission unanimously passed a resolution urging the Mayor's office and City Council to mount a mental health summit. This was based on the analysis of incident data showing that mental health calls are one of the most frequent calls for service, and one that police are least prepared to respond to. The number of these calls has almost doubled from 2012 (about 450 such calls) to almost 950 calls in 2021-22. The Commission therefore advocates for the development of a comprehensive and coordinated system of care and safety so that appropriate resources are applied to every call, recognizing not all calls need only police officers and in fact, some may be better handled by others with more mental health training. The full motion can be found in the Appendix.

Response: The City REIB Office and CSL Lacey Smith, in conjunction with United Way, have scheduled this summit to be held August 23-24, 2022.

2. In November 2021, the Commission unanimously passed a motion to advise the BPD to develop the skills and focus to increase the diversity of BPD so that its composition reflects that of the community. The motion also called for the creation of a group of community advisors to participate in the networking effort to assure a diverse set of applicants. The full motion can be found in the appendix.

Response: The motion requested a written response from the Acting Police Chief on these recommendations. Nine months later, the Commission has not received that response. The recommended group of community advisors was also not formed.

3. In March 2022, the Commission adopted a resolution urging the City Council to fund two additional Community Service Liaison positions and a public information officer. The resolution can be found in the appendix.

Response: That recommendation was adopted by the City Council in July 2022.

C. Reports

1. The City Council passed a motion in the fall of 2021 that significantly altered the role of the Police Commission in police oversight. Based on that resolution, the City Attorney developed a draft ordinance. The City Council sought the Commission's input on the draft ordinance. The Commission provided extensive comments, noting where the draft ordinance deviated substantially from the City Council resolution that had been approved by the Mayor. The Commission's memorandum to the City Council (approved by the Commission, April 2022) can be found in the appendix.
2. The Burlington Police Commission receives a data report each year from the City's Innovation Office on the previous year's traffic stops, arrests, use of force, with analysis to identify racial disparities. Upon receiving this report, the Commission issues an assessment of the data report, summarizing key findings and making recommendations to BPD, based on those findings. The City's data report can be found [here](#). The Commission's assessment of the annual data report (approved in June 2022 by the Commission) is [here](#).

In its summary and assessment of the annual data report, the Commission noted several key findings:

- A 24% decline in police-involved incidents from 2019 to 2021, continuing a 6-year decline in incidents, which have fallen by 42% since 2015.
- A modest decline in offenses (which are law violations recorded by officers) from 2019 to 2021, and a 31% decline since 2012.

- A 91% increase in mental health incidents since 2012 (one of the most frequent types of calls for service) and a 72% increase in overdoses since the start of pandemic state of emergency.
- A 13% decline in violent offenses from 2019 to 2021, continuing a 9-year trend of a decreasing number of violent offenses. The Commission noted that this positive trend must be tempered by the great concern caused by the increase in gunfire incidents in 2021, extending now into 2022.
- A 9.7% increase in Priority 1 incidents (the most serious type of incident) since 2019, although such incidents have fallen 1.6% since 2015.
- A 9% decline in uses of force since 2019.

The Commission registered its concern over missing data, especially related to race, a problem that is easily rectified with appropriate supervisory oversight. Accurate data is critical to civilian oversight of law enforcement. Accurate collection of data is also crucial to addressing longstanding racial disparities. In addition to the problem of missing data, while noting improvement in some areas, the Commission registered several concerns about the data provided in the FY22 data report. Of particular concern are the continued and wide racial disparities in arrests, use of force, and searches (the number of searches is very small and therefore those results should be viewed with caution). With regard to use of force, there were notable disparities for non-violent offenses but not for violent offenses.

The Commission made two recommendations to Acting Chief Murad, based on this report:

1. The Commission requested a robust plan for monitoring data entry and a process for requesting officers to supply missing data, such that missing race data is eliminated by next year.

Response: The Acting Police Chief has not responded to the request for a plan to eliminate missing data.

2. The Commission requested that the City and Burlington Police Department engage the services of the Center for Policing Equity to assist in a review of incident level data to understand the situations that lead to racial disparities in use of force and to identify mechanisms to reduce unjustified disparities.

Response: The Acting Police Chief and the Mayor have declined to engage the services of the Center for Policing Equity. This is of particular concern, given that the CNA report also identified the problem of racial disparities in traffic stops and use of force and recommended that the BPD engage in a deeper analysis to understand the sources of such disparities and address racial bias in policing.

D. Training and Education

The Commission has included an informational component in most of its monthly meetings to enhance the Commission's, the public's, and BPD's knowledge and understanding of public safety issues in our community. In FY22, the sessions shown in Table 1 were included in the monthly meetings.

Table 1. Police Commission Educational Sessions

Date	Speaker	Topic
July 27, 2021	Shay Totten and Robyn McGuire	Mental Health First and the CAHOOTS Campaign for BTM
August 24, 2021	Chittenden County State's Attorney Sarah George	Alternatives to Arrest
	Dr. Neil Gross, Professor of Sociology, Colby College, and former police officer	Policies to reduce racial disparities in policing
September 28, 2021	Sonny Provetto, Vermont Center for Responder Wellness, CARES program (Careers, Assistance, Resources, Education and Support)	Police mental health
October 26, 2021	Brian Corr, NACOLE Board Member and Director of Civilian Oversight for Cambridge, MA	Trauma-informed practices in policing
	BPD Sgt. Mike Beliveau	BPD Narcotics Operations
December 14, 2021	BPD Sgt. Mike Beliveau	Police training on de-escalation
	Eric Goldmann, Community Service Liaison (CSL)	Training as Howard Center outreach worker and as CSL with BPD
January 25, 2022	Heather Simmons, Executive Director, Vermont Criminal Justice Council	Policing reform in Vermont
February 22, 2022	Chief Norma Hardy, Brattleboro Police Department	Policing reform
March 22, 2022	BPD Community Support Liaison Supervisor Lacey Smith	Role of CSLs and need for additional staff
May 24, 2022	Dr. Jonno Larsen, City Data Analyst	2021 Annual Data Report on traffic stops, arrests, and use of force

E. Operational Changes

The Commission completed National Association for Civilian Oversight of Law Enforcement (NACOLE) training in May/June 2021. This yielded a variety of ideas and recommendations for operational changes to improve the independent oversight of the Commission. To follow up on those recommendations, in FY22, the Commission:

- Secured independent legal counsel to support its work independently reviewing complaints and discipline cases.
- Moved all in-person meetings to Burlington City Hall from BPD in order to foster community access and an appreciation of the Commission's independent role in oversight.
- Started monthly meetings with the Mayor to discuss ongoing concerns and topics.
- Received funding for a part-time staff person to support the increased workload and administrative responsibilities of the Commission.

NACOLE also recommended that BPD engage in a training on the role of civilian oversight so that police officers better understand the role of the Commission and its role in also addressing concerns raised by police officers. The Commission recommended this training for BPD.

Response: The Acting Chief has declined to schedule such a training.

F. Joint Committee/City Council Public Safety Review Committee

The Joint Committee of the City Council's Public Safety Committee and the Commission was dissolved after delivery of the CNA consultant report in September 2021. The Public Safety Committee then convened a committee in December 2021, which included 2 members from the Police Commission, to review the CNA recommendations. A spreadsheet was created to prioritize the recommendations, assign responsibility for each recommendation, note the status, and lay out a timeline for implementing the recommendations. Not all CNA's recommendations were accepted by the BPD because the Acting Chief felt some items were already implemented or were not necessary. The review committee will continue to encourage the BPD to move ahead with all recommendations, in particular adopting CNA's recommendations on working to better understand racial disparities in policing. The CNA report can be found [here](#), with recommendations located at the end of the report.

III. Summary of FY22 Complaints

The Police Commission's authority with regard to reviewing BPD investigations into complaints and the disposition of those complaints has continued to evolve since July 2020.

The Commission's role is to review and provide feedback on the BPD's investigations into complaints to ensure they are competently and fairly carried out. The Commission evaluates the circumstances of the complaint and makes recommendations to the Acting Chief as to the disposition of the complaint. These recommendations may include changes to directives and policies as well as discipline (which can include training and education).

Table 2 shows the Acting Chief's disposition of complaints and identifies the number of complaints in which the Commission disagreed with that disposition. In total, there were 55 complaints in FY22. There were three complaints for which the Acting Chief's disposition differed from the Commission's recommendation. There were a large number of complaints that were determined to be unfounded. This may happen when, for example, complaints are related to parking issues or are complaints against non-Burlington police individuals.

The response to complaints may fall into any of several categories:

- Unfounded - The investigation indicates that the act or acts complained of did not occur or failed to involve police personnel.
- Exonerated - The acts reported did occur, but were justified, lawful, and proper.
- Non-sustained - The investigation fails to disclose sufficient evidence to prove clearly or disprove the allegations made in the complaint.
- Sustained - The investigation disclosed sufficient evidence to clearly prove the allegations made in the complaint.

Table 2. Summary of FY22 Citizen Complaints

Summary by type	No. of complaints	Share of total complaints	Acting Chief's Disposition of Complaints					No. of Complaints Commission Recommendation Differed from Acting Chief's
			Unfounded	Exonerated	Sustained	Not sustained	Pending	
Abuse of authority – racial profiling or other biased policing, unauthorized	10	18%	4	3	3			1
Discourtesy – rude or unprofessional manner, rude or offensive gestures, or general profanity	12	22%	4	4	2		2	1
Force – whether extent and/or use of force was justified	2	4%	1				1	
Neglect of duty	2	4%			1	1		
Other Department violation – other violation that is breach of Department Directives not fitting into above categories	25	45%	13	4	5	2	1	1
*Non-Burlington police	4	7%	4					
Total	55	100%	26	11	11	3	4	3

Note: *Several complaints are mistakenly sent to the Commission and BPD when they were in fact intended for Burlington's in other states or Canada.

IV. Commission Goals, FY23 and Beyond

The Commission has identified the following goals to advance its work in civilian oversight.

1. *Address racial disparities:* The Commission will continue to advocate for the BPD and City to partner with the Center for Policing Equity to address racial disparities in policing, as recommended by CNA.
2. *Policy revisions.* Per CNA recommendations, the Commission will revise the following policies:
 - DD01: Law Enforcement Role & Authority, Ethics, Organizational Structure, & Department Rules.
 - DD11: Victim Witness Assistance
 - DD13: Interacting with Persons with Limited English Proficiency and Diminished Mental Capacities
 - DD14: Digital Imaging, Audio & Video
 - DD40: Quality Control, Internal Investigations, & Discipline
 - DD43: Reporting Corruption and Misconduct

The Commission's goal is to revise at least half of these directives in FY23.

3. *Community conversations.* In FY23, The Commission will work toward greater engagement with all communities within the larger Burlington community as we strive to implement the community's vision for public engagement as identified in the Talitha report which can be found [here](#). This will include organizing Commissioner attendance at NPA meetings and working with the Commission's staff person to develop a social media presence and website.
4. *Strengthen Commission administrative systems.* The Commission now has a part-time staff person and will work to strengthen and streamline the Commission's administrative systems.
5. *Revise and streamline complaint process.* The Commission will complete the revision of the complaint process in FY23.
6. *New policy development:* The Commission has set a goal of developing policies in two new areas:
 - Press release policy
 - A policy change to require officers to issue citations rather than arrest suspects in certain non-threatening circumstances. The latter is in response to a use of force incident that elicited a complaint investigated by the Commission in FY22.

APPENDIX

1. Resolution Urging Mayor's Office and City Council to Sponsor Mental Health Summit

Adopted September 2021.

Incidents involving mental health comprise a significant and growing challenge for the City of Burlington. These have severely impacted the Burlington Police Department, which has seen a doubling of mental health-related calls since 2012. Moreover, this year alone, the BPD has already recorded 645 incidents that are mental health-related. Although many and perhaps most of these incidents do not involve intentional criminal conduct, they can easily lead to criminal charges and an expectation that mental health needs will be met through the legal system rather than the mental healthcare system.

Officers are clear that they do not have the training to be the front-line health care responders. The problem is much larger and increasingly more serious than can be addressed by police response alone. Burlington is in immediate need of an effective system of care—that is, a collaborative network of providers that can efficiently and comprehensively respond to mental health needs.

In light of the need for a comprehensive response to a growing social and health need, if not crisis, the Burlington Police Commission urges the Mayor and the City Council to convene a mental health summit, with a goal of developing and funding a system of care. The summit should include all the relevant parties to inform how such a system would be structured. The goal of such a summit is not merely to talk about the problem. A tangible outcome should be the establishment of coordination amongst relevant parties, with regular meetings to review data and progress in developing protocols to meet mental health needs. The following are examples of the organizations and people to be included in this summit:

- Mental Health First Burlington
- National Alliance of Mental Illness VT (NAMI VT)
- Northeast Family Institute (NFI)
- United Way
- Federation of Families for Children's Mental Health
- Howard Center
- Pathways Vermont
- First Call
- Burlington Police Department
- Burlington Police Commission
- Burlington Fire Department
- Burlington City Council Public Safety Committee
- Chittenden County State's Attorney office
- Chittenden County Public Defender's Office
- REIB office
- Representatives from the BIPOC and LGBTQ communities
- Representatives from the new American community (AALV, Somali Bantu organization, Bhutanese community organizations, etc.)
- Vermont Family Network
- UVM Medical Center
- Vermont Department of Mental Health
- UVM Dean of College of Education and Social Services
- The Center for Responder Wellness

We urge this summit to be organized within the next three months and no later than December 2021. In our role as commissioners, we see the impact of mental health on policing, and the holes in our services. We emphasize the need for action is urgent.

2. Resolution Urging City Council to Fund Two Additional CSLs and a Public Information Officer

Adopted March 2022.

Currently, the three existing CSLs are limited in the hours of coverage. They work between the hours of 7:30 to 6pm, 7 days a week. Their services have been in high demand. From October 1, 2021 through March 16, 2022, they responded to a total of 390 calls, and were primary responders on the majority of these. The addition of two CSLs would allow CSLs to expand their availability into the evening during which time there is need for their services but insufficient personnel to cover those calls. If they are not available for such calls, the response defaults to another entity, including BPD, whose staffing is already overstretched.

The Commission also urges the City Council to support funding for a Public Information Officer for the Burlington Police Department (BPD). This is also a recommendation from CNA, who note that increased communication between the BPD and the community can help to increase transparency and build trust with the community.

3. Commission Memorandum to City Attorney and City Council President on Draft Public Safety Ordinance

To: Karen Paul, City Council President
Dan Richardson, City Attorney

From: Jabulani Gamache and Stephanie Seguino, Co-Chairs, Burlington Police Commission

Date: April 22, 2022

Re: Burlington Police Commission Comments on Draft Ordinance on Police Commission Authority

The Burlington Police Commission (BPC) appreciates the opportunity to provide comments on the draft ordinance on BPC authority, developed in response to the City's Resolution on "Police Oversight and Accountability Authorities to Police Commission to Alter the Police Disciplinary System" (adopted 10/18/21 and signed by the Mayor 11/23/21; hereafter the "Resolution").

The Commission's detailed comments are in red in the draft ordinance. In light of our review, the Commission recommends the draft ordinance be revised and requests that the revision be resubmitted to the Commission for review and additional comment.

In addition to the detailed comments, the Commission's general comments on this draft are:

1. The ordinance should not be so detailed as to curtail the necessary flexibility of the Commission to develop and revise its own processes and procedures. Rather, broad strokes of authority should be identified in the ordinance, leaving the details to be outlined in individual policies developed by the Commission itself within the parameters of its delegated authority.
2. As a global comment on the substance of the Ordinance, the Commission reminds all stakeholders that Vermont law as interpreted by our Supreme Court and as reflected in the Charter, "envisions a police department created by town government, the operations of which are directed by a chief, *but which is concurrently and ultimately subject to the authority of town government.*" Turnley v. Town of Vernon, 2012 VT 69, ¶ 18 (interpreting the balance of power, under 24 V.S.A. § 1931, between a police chief and the town's legislative body (emphasis added.)). The Burlington Charter §§ 3-184, 3-185, as currently written, also reflects concurrent authority shared between the City Council and the police chief. But consistent with Vermont statute, that concurrent authority is *ultimately* exercised by the City Council, which can in turn delegate its authority to the Commission. Specifically, Section 3-

185 makes clear that the “direction and control of the entire police force” is vested in the chief of police “except as...otherwise provided” in the Charter. That exception is significant because the Charter also empowers the City Council to delegate what the Supreme Court characterized as its “ultimate” authority over police department operations to the Commission. Charter § 3-184 (“The Board of Police Commissioners *shall have such authority and responsibility relating to the management of the Police Department, its services, and facilities* as may be delegated from time to time by resolution of the City Council.”). The ordinance must more fully reflect the law, under which ultimate authority over the operations of the police department reside with the City Council and, as delegated, with the Commission. Simply put, neither Vermont law nor the Charter support a notion that the chief’s authority relating to the management of the Police Department, its services, and facilities, is superior to that of the Commission acting under delegation from the City Council.

3. The ordinance’s insertion of the city attorney into the work of the Commission creates a conflict of interest in many circumstances, undermining the independence that is critical to the Commission’s oversight role. The ordinance should reflect that the Commission, where necessary, relies on conflict counsel for guidance.
4. The ordinance should support transparency to the full extent permitted by the law.
5. The Resolution appropriates funds for the Commission’s work and expressly authorizes the Commission to “conduct investigations.” That authority is enough for the Commission to conduct investigations, although future appropriations from the City will be necessary to ensure that delegated authority can be exercised meaningfully by the Commission.
6. In numerous places, this ordinance interposes itself in ways that contradicts existing legislation. The City Council sets policy which it delegates to the Commission. In that regard, this ordinance does not include several key components of the Resolution that addresses the authority of the commission. These should be incorporated:
 - a. The Commission is given the authority to retain outside legal counsel to support independent review of complaints.
 - b. The Commission is given authority to investigate the Chief or another appropriate authority and requires that any report of findings be returned to the commission.
 - c. The Commission may speak publicly about citizen complaints in accordance with personnel policies and confidentiality requirements.
 - d. The Commission is allocated a budget for legal services and investigations.
 - e. The Resolution mandates that, under the ordinance, the Commission “will have full and unfettered access to the Department’s documentation of the incident, including officer affidavits, all witness statements, other investigative documents, and all videos.” The Resolution, as well as best practices identified by NACOLE and other experts in the field, recognize that this level of Commission access is essential to the Commission’s fulfillment of its mission under the Charter and State law.
 - f. The Commission is fully and indefinitely authorized, under the Resolution and without need of further legislation such as the Ordinance, to initiate audits, reviews, and evaluations of policies, directives, or data in regard to discipline, racial disparities, or other Commission priorities. The Ordinance should recognize this authority verbatim, and must refrain from adding qualifications or restrictions on to it.

4. [Burlington Police Commission Summary of and Comments on 2021 Annual Report on Traffic Stops, Arrests, and Uses of Force, June 2022](#)

At the Burlington Police Commission’s May meeting, Jonathan Larson, City Data Analyst presented an annual report on traffic stops, arrests, and use of force. The report includes information on racial disparities in policing. Overall, the Commission was very satisfied with the report and appreciates the quality of the analysis and the clarity of the report.

The Commission highlights the following findings in the report.

- There was a 24% decline in police-involved incidents from 2019 to 2021. This continues a 6-year decline in incidents, which have fallen by 42% since 2015.
- The most frequent type of incidents are the following (with the share of all incidents in parentheses): 1) suspicious event (9%), 2) welfare check (5%), 3) assistance to other agencies (4.5%), 4) assistance to public (4.5%), 5) mental health issue (4.4%).
- Several incident types have seen significant increases since 2012, however. Mental health incidents, one of the most frequent types of call for service, have increased 91% over this time period, and welfare checks are up 47% since 2012. Also, overdoses are up 72% from the start of pandemic state of emergency.
- The most urgent type of incident (Priority 1 incidents) rose 9.7% since 2019. Priority 1 incidents, however, have fallen 1.6% since 2015.
- The most frequent types of Priority 1 incidents in 2021 in descending order (with the share of all Priority 1 incidents in parentheses) were: 1) domestic disturbance (23%), 2) 911 hang-ups (19%), 3) serving protection orders (15%), 4) simple assault (6%), 4) overdose (5.6%).
- While the number of **incidents** represents police services rendered, **offenses** indicate the number of law violations recorded by officers. Offenses are also down modestly from 2019 to 2021. Further, they have fallen 31% since 2012.
- The number of violent offenses fell 13% from 2019 to 2021. This continues a 9-year trend of a decreasing number of violent offenses which have fallen 28% since 2012. This positive trend must be tempered by the great concern caused by the increase in gunfire incidents in 2021, extending now into 2022.
- The number of arrests fell 38% from 2019 to 2021.
- As a result of focus and change in departmental policy, overall traffic stops continue to decrease, helping address historical racial disparities in stop rates. While this is good news, the Commission cautions that this is one year of data of a rather small sample size. The Commission hopes to see evidence that disparities in stops becomes a trend over time.
- The total number of uses of force declined 9% since 2019, and by almost half since 2012.
- Despite these positive trends, racial disparities remain in several areas and are of great concern to the Commission:
 - **Traffic Stops:**
 - Black drivers were 4 times more likely to have no action taken subsequent to a traffic stop than white drivers. This may be evidence of black drivers more likely to be stopped based on pretext than white drivers.
 - Black and Asian drivers were 4 times more likely to be arrested subsequent to a traffic stop than white drivers. More generally, the black share of arrests is vastly
 - Racial disparities in search rates continue. There were 7 vehicle searches in 2021, of which only 1 was of a white driver. Moreover, no contraband was found in any of the searches with the exception of search of the white driver.
 - **Arrests:**
 - Black people comprise 6.2% of Burlington's population but are 21% of arrestees. They are thus almost 3 and a half times more likely to be arrested than would be expected, given their share of the population.
 - When an arrest is made, a person may be cited (receive a notice to appear in court and be released), or be lodged (that is, taken into custody). Black people are thus almost twice as likely to be lodged as white people, and are half as likely to be referred to the Community Justice Center (an alternative to arrest).
 - **Use of Force:**
 - Despite decreasing uses of force over time since 2012, the percentage of incidents where the subject is black has consistently increased. In 2019, 26% of use-of-force subjects were black, while blacks comprise just 6.2% of Burlington's population. By 2021, that figure rose to 36%. That is, in 2021, black people were subjects of use-of-force at a rate that was almost 6 times greater than would be expected, given their population share.

While noting improvement in several areas, the Commission has several concerns about the data provided in this year's report:

1. Missing data continue to be a problem that is especially worrisome when it concerns race data. The Commission would like to see a robust plan for monitoring data entry and a process for requesting officers to supply missing data, such that missing race data is eliminated by next year.
2. Commissioners noted that black-white racial disparities in use-of-force suggest that Burlington police officers see black people as inherently threatening or dangerous. This is especially evident in incidents involving non-violent offenses, where black subjects are much more likely to have a gun pointed at them than similarly situated white subjects. The Commission has requested that the City and Burlington Police Department engage the services of the Center for Policing Equity to assist in a review of incident level data to understand the situation that lead to racial disparities in use of force and mechanisms to reduce disparities.