BPD STAFFING

PAST, PRESENT & FUTURE

PRESENTATION TO THE BURLINGTON POLICE COMMISSION

Tuesday, January 12, 2021

Jan 12, 2021 – all data preliminary & subject to change

A HIRING FREEZE AND ATTRITION

On June 29, 2020, the Burlington City Council passed the "Racial Justice Through Economic And Criminal Justice" resolution. Among its many prescriptions was a requirement that the Burlington Police Department diminish its staffing through attrition.

BE IT FURTHER RESOLVED that the Burlington Police Department decrease through attrition, allowing officers to elect of their own accord to retire or leave for other reasons, the maximum total number of uniformed police officers by 30% from 105 to 74 uniformed officers

The following presentation outlines the status of the hiring freeze and the degree to which staffing has decreased. It also discusses the way the staffing decrease has and will affect calls for service and patrol coverage, and potential plans for addressing those affects.

RECRUITING & HIRING

Person Applies

- 1 month: City Application filled out and submitted
- 1 month: Entrance exam at VPA (written test and PT test) (happens only once per month (pre-COVID))
    - If applicant passes, applicant takes MMPI test that day; if successful, BPD makes a conditional offer of employment
- 1 month: Personal History Questionnaire
- 1 month: Interview Board
- 1 month: Polygraph
- 2 months: Background investigation and command review

Applicant is Hired and becomes a Recruit

- 3 weeks: Recruit attends pre-basic training at BPD
- 16 weeks: Recruit attends Vermont Police Academy
- 3 weeks: Post-basic at Vermont Police Academy
- 14+ weeks: Field Training

Pre Academy: 6 months
Academy & Field Training: 8 months

Total Time from Start to Solo Officer on Road: 14 months

In our last class, out of 260 Applicants, six were hired and sent to the VPA—only three graduated

Note: This timeline is further complicated by the fact that the Academy only runs a February Class and August Class. Agencies must reserve seats for the next class on the day the new Academy Class starts.

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CURRENT STAFFING

BPD is currently down 15% from previous average sworn staffing levels (96 avg → 79).

The Burlington Police Department (BPD) currently has 79 sworn personnel (effective*).

"Sworn personnel" includes employees of all ranks who are Level III law enforcement officers as defined in 20 VSA § 2358.

"Officer" refers specifically to the BPD non-supervisory rank of "police officer."

In some instances, this document refers to the BPD's entire sworn personnel staffing; in some instances, particularly when discussing numbers of officers necessary for Patrol, it refers to "Officers"—i.e., non-supervisory police officers who respond to calls for service.

Using bi-annual snapshots on January 1 and July 1 of each year, BPD's average headcount over the past eight years has been ≈ 96. When the defund movement began in June, BPD had 92 sworn personnel.

Since June, BPD has lost nine sworn personnel. Five of these persons filed exit paperwork that specifically stated City Council decisions played a part in their departures. (Four have gone on to other public safety jobs.) Two officers filed a tenure-related departures (i.e., a 20-year retirement.) One officer resigned while under suspension. One sergeant was bought out of his contract by the City.

Another officer is on long-term sick leave (workers comp) and will never return to duty. Another officer is on long-term limited duty pending shoulder surgery. Two officers are on extended military assignments anticipated to last more than one year.

BPD currently has 79 sworn personnel (effective).

*"Effective" refers to a deployable Level III law-enforcement officer. Sworn personnel on long-term sick, long-term military duty, or long-term injury are not effective, although they are still carried on the BPD's total headcount rolls.

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STAFFING GOING FORWARD

The bulk of BPD's sworn personnel are assigned to the Uniformed Services Bureau, or USB—also known as Patrol. Patrol divides the year into three four-month-long "Tours." Three times a year, officers bid, by seniority, on their shift assignment—i.e., Day Shift (0730x1730), Evening Shift (1645x0245), or Midnight Shift (2215x0815). In the past there has been a Swing Shift (1200x2200), as well. Because officers work four 10-hour shifts per week, there are two alternating teams for each shift. The teams overlap one day per week.

***Patrol needs a minimum of 42 officers to function normally*.**

Officers can also bid to be assigned to the airport. By TSA rules, eight sworn personnel (a supervisor and seven officers) must be assigned to the airport.

BPD also has several specialized positions: a Community Affairs Officer (CAO), a Domestic Violence Prevention Officer (DVPO), an Emergency Response Officer (ERO), and two School Resource Officers (SROs). These are long-term assignments, not bids.

By contract, ten officers must be assigned to the Detective Services Bureau, or DSB. This includes those assigned to the Chittenden Unit for Special Investigations, or CUSI, and the DEA Task Force. These are long-term assignments, not bids.

We anticipate additional departures not accounted for in our "79 effective" figure. One officer is in the hiring process for the Vermont State Police, expected to start in February or March. Two officers are in hiring processes for federal law-enforcement agencies. One additional officer is expected to receive orders for a yearlong (or longer) military deployment. Five sworn personnel are currently eligible for retirement and six more will be eligible for retirement by September 2021.

We are currently at 79 sworn (effective).
When BPD gets to ≈76 sworn and/or ≈36 officers available for patrol, BPD will no longer be able to deploy overnight coverage. There will be no proactive Midnight Shift.

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41 OFFICERS AVAILABLE FOR CALLS

- This table shows the current "Downtown Tour"
- ***This allows for eight officers on patrol (for 44,000 residents)***
- There are three shifts (Days, Evenings, and Midnights)
  - We normally also staff a Swing shift, but current staffing is too low
- Officers work four ten-hour shifts per week—40 hrs/wk
- Each shift has two alternating teams, "**Left Side**" and "**Right Side**"; the teams overlap on one shift per week, aka "double days"
- The **minimum safe staffing** on a Day or Evenings shift is typically six plus a supervisor; the minimum on a Midnight shift is typically four plus a supervisor
  - On shifts where minimum staffing is not met, supervisors will post for overtime to ensure a safe number of officers is available
- ***The "Availability Factor," which is calculated based on officers' contractual leave, means that only 86.3% of officers are available at any given time—i.e., 8 officers on a shift are actually 6.9 officers***
- On any given shift, particularly on "double days," headcount is likely to be lower than the "availability factor" owing to training, injury, sick leave, or non-contractual time off

BURLINGTON POLICE DEPARTMENT - DOWNTOWN TOUR

JANUARY 1 - FEBRUARY 6, 2021

DAYS: 0730-1730

TEAM A Off: Tue, Wed, Thu

LT	*LABARGE 269*	*B*	
SGT	**BROWNELL 311**	Area	PV
1	ERWIN 260	C	1701
2	SCHALLER 282	C	6
3	K YOUNG 268	E	1704
4	LACOUTURE 375	D	1804
5	MARVIN 381	A	1810
6	WEBSTER 400	B	1703
7	JOHNSON 404	B	1809
CSO	STIRLING 960		

DAYS: 0730-1730

TEAM B Off: Sun, Fri, Sat

LT	*YOUNG 103*	*A&E*	
SGT	**SELLER 319**	Area	PV
1	NAVARI 253	A	1810
2	LECLERC 304	E	1807
3	BYRNE 345	D	1804
4	HARTNETT 351	C	6
5	ROSS 353	B	1703
6	O'LEARY 358	D	1702
7	PALMATEER 371	B	1809
8	LOWNDES 386	D	1601
CSO	WAGEMAN 961		

SRO: 0800-1600 Mon-Fri			
1	NORRIS 273		1403
2	HENRY 321		1402

SWING SHIFT R: 1300-2300 Sun, Mon, Sat			
SGT	**NADEAU 242**		

EVENINGS: 1645-0245

TEAM D Off: Tue, Wed, Thu

LT	*LAWSON 214*	*C*	
SGT	**MELLIS 297**	Area	PV
1	T.BADEAU 289	E	K9
2	ORFANT 357	A	6
3	CAMPBELL 362	B	1810
4	BEAL 364	D	1809
5	YEH 368	C	1807
6	GONZALEZ 393	D	1701
7	SHORT 396	C	1703
8	MORAN 398	D	1702

EVENINGS: 1645-0245

TEAM E Off: Sun, Mon, Sat

LT			
SGT	**BELIVEAU 329**	Area	PV
1	WILSON 263	A	6
2	SPAULDING 335	E	1704
3	CORROW 347	B	1810
4	BROUILLETTE 367	C	1807
5	KIRBY 379	C	1703
6	CONGDON 382	D	1809
7	HUYNH 392	D	1701
8	CALDIERI 403		

MIDNIGHTS: 2215-0815

TEAM F Off: Mon, Tue, Wed

SGT	**DELGADO 325**	Area	PV
1	LOPES 135	A	1403
2	MOYER 326	B	1808
3	CHANG 337	C	1601
4	BARTLE 369	B	1804
5	WINTERS 388	D	1602

MIDNIGHTS: 2215-0815

TEAM G Off: Sun, Fri, Sat

SGT	**WEINISCH 333**	Area	PV
1	BACCAGLINI 272	E	297
2	KAHLIG 313	A	1403
3	MCGEE 385	B	1808
4	BAUR 394	D	1602
5	PETERSON 363	C	1601

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HISTORICAL AVERAGE SWORN STAFFING

96 Sworn

≈ 83 w/ Availability Factor

KEY

- = Chief
- = Lt
- = Sgt
- = Ofc

CHIEFS

LEFT SIDE | **USB / PATROL** | **RIGHT SIDE** | **AIRPORT** | **DETECTIVES**

Admin Lt **Recruit Ofc**

DAY

ERO, SROs **CUSI** **DVPO** **CAO**

SWING

STREET CRIME

EVE

MID

50 Officers Available for Patrol (AF ≈43)

This is a visual of historical staffing. It has robust patrol coverage (including a swing shift); specialized roles like the DVPO, ERO, SROs, and CAO; a Street Crime Team; and a full complement of detectives in DSB and CUSI. Strong community policing and innovative protocols like ICAT require this level of staffing.

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SWORN STAFFING – CURRENT

79 Sworn (effective)

≈ 68 w/ Availability Factor

KEY

- = Chief
- = Lt
- = Sgt
- = Ofc

CHIEFS

USB / PATROL

LEFT SIDE

RIGHT SIDE

AIRPORT

DETECTIVES

Admin Lt

Recruit Ofc

DAY

SROs

CUSI

DVPO

Floating Sgt

EVE

This is BPD's current staffing. There are 79 sworn personnel (effective). USB is understaffed. There is adequate staffing at the airport and CUSI, but DSB is understaffed.

MID

We have reassigned the ERO and the CAO to Patrol, to the detriment of our emergency response and our community policing practices.

41 Officers Available for Patrol (AF ≈35)

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SWORN STAFFING – IMMINENT

75 Sworn (effective)

≈ 65 w/ Availability Factor

KEY
- = Chief
- = Lt
- = Sgt
- = Ofc

CHIEFS

	LEFT SIDE	USB / PATROL	RIGHT SIDE	AIRPORT	DETECTIVES	Admin Lt	Recruit Ofc
DAY			X				
	SROs				CUSI	DVPO	
EVE	M		X				
MID			X				

38 Officers Available for Patrol (AF ≈33)

As stated previously, three officers are known to be in hiring processes with other agencies ("X"). Another is expected to be assigned to a long-term military deployment ("M").

Three additional officers are known to be exploring other options. Losing these officers would bring BPD to 72 sworn personnel, with 35 officers available for Patrol.

Still other officers may be contemplating departures as well.

With 72 sworn personnel and 35 officers available for Patrol, BPD would reassign the DVPO and end the midnight shift.

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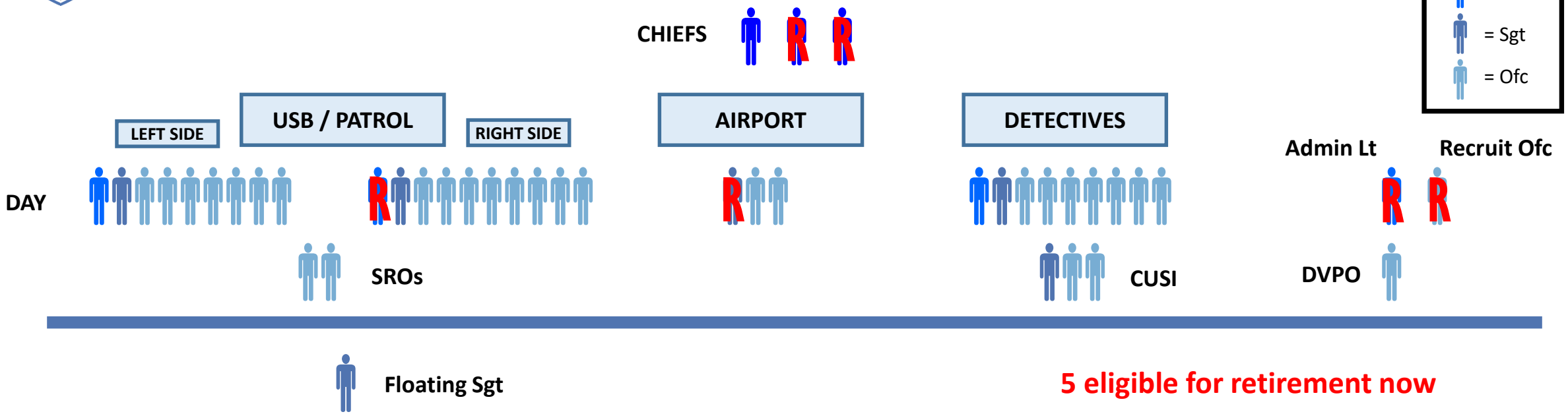
RETIREMENT ELIGIBLE BY SEPT 2021



5 eligible for retirement now

11 eligible for retirement by September

If all known departures occur and all eligible personnel retired, BPD's total headcount could be 61; this would leave approximately 31 Officers for Patrol.

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A DEPARTMENT CUT BY HALF

59 Sworn (effective)

≈ 51 w/ Availability Factor

KEY

- = Chief
- = Lt
- = Sgt
- = Ofc

CHIEFS

	LEFT SIDE	USB / PATROL	RIGHT SIDE	AIRPORT	DETECTIVES
DAY					CUSI
EVE					
MID					

Admin Lt

This is our possible staffing picture by September 2021 if:

- **all eligible members retire**
- **all current potential departures occur**

This is 56% of what BPD's authorized strength was prior to defunding. Seven officers per shift actually means six with availability factor. There are no special positions like Community Affairs or Domestic Violence Prevention.

There is no Midnight coverage.

28 Officers Available for Patrol (AF ≈24)

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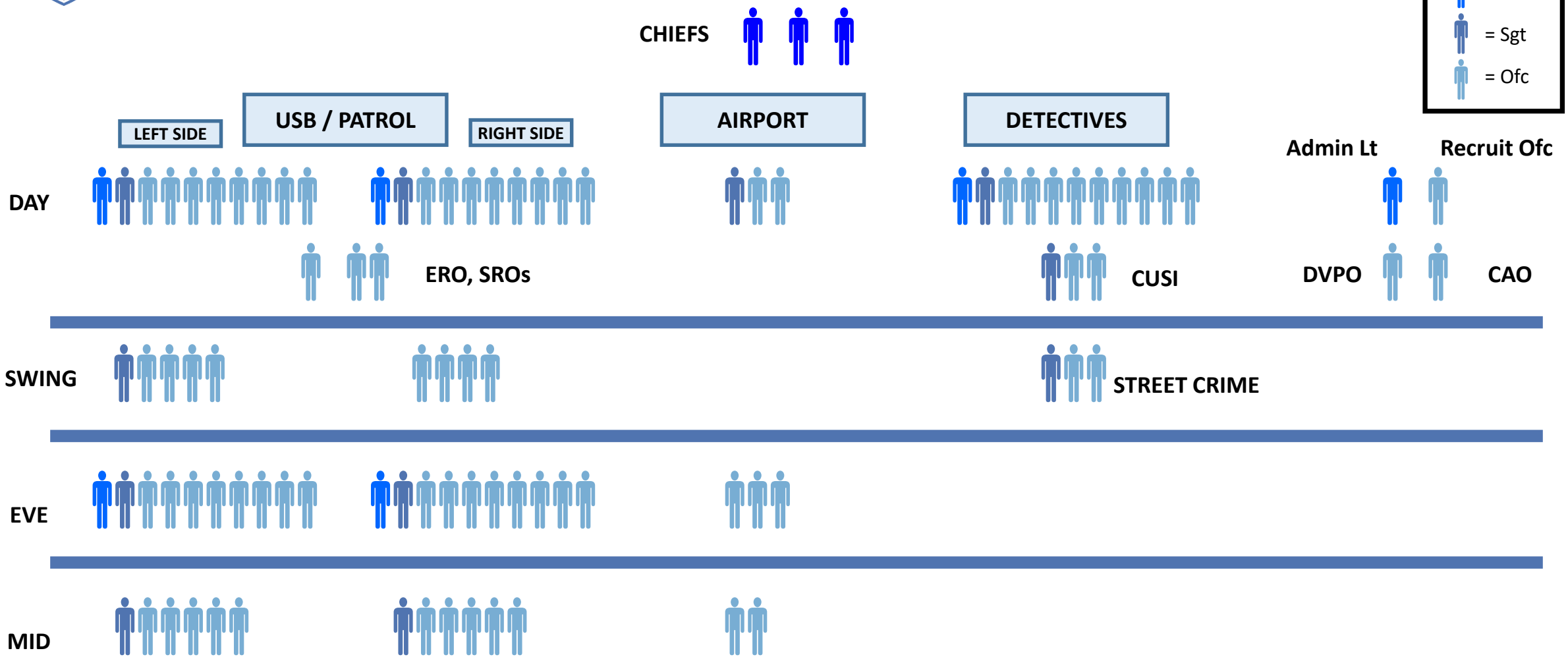
HISTORICAL AVERAGE SWORN STAFFING

96 Sworn

≈ 83 w/ Availability Factor



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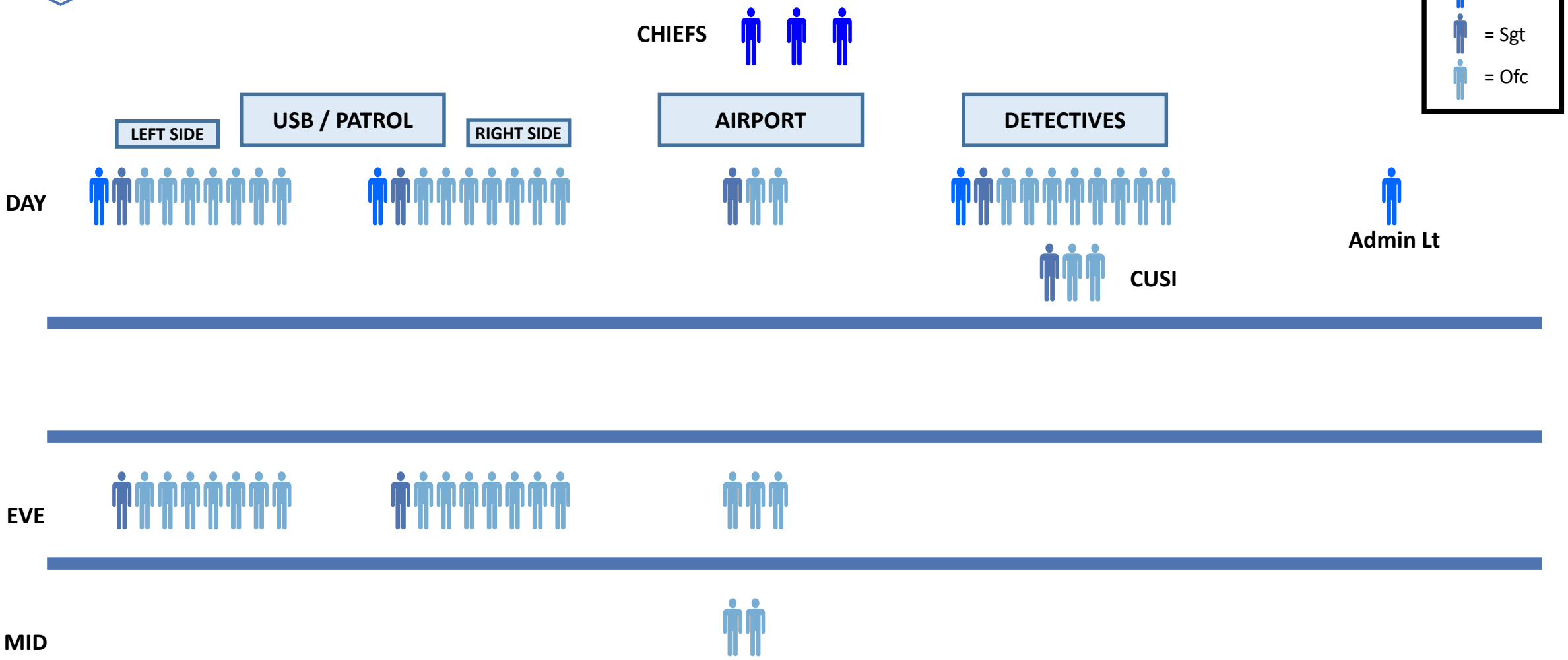
POTENTIAL STAFFING BY SEPT 2021

59 Sworn

≈ 51 w/ Availability Factor



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IMMINENT CHANGE – 41 to 36

CURRENT

	DAY – 0730 x 1730	EVES – 1645 x 0245	MIDS – 2230 x 0830
LEFT SIDE	TEAM A	TEAM D	TEAM F
RIGHT SIDE	TEAM B	TEAM E	TEAM G

= 41 OFCS

During budget discussions in June, the BPD had 45 officers available for patrol, plus three officers in field training. Today, those officers have graduated to solo patrol but BPD is nevertheless down to 41 officers for patrol. There is no short-term prospect of replacements.

When BPD gets to ≈36 officers available for patrol, i.e., when headcount is in the mid-70s, the department will no longer be able to deploy overnight coverage. **There would be no proactive midnight patrol.**

LEFT SIDE	TEAM A	TEAM D
RIGHT SIDE	TEAM B	TEAM E

= 36 OFCS

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CALL TYPES

The BPD classifies calls for service according to 133 call categories. We further divide those 133 call types into three Call Types.

Call Type I includes traffic calls, noise complaints, and suspicious events.

Call Type II involves people's safety or in-progress crimes like disorderly conduct, larceny from a person, mental health issues, and retail theft.

Call Type III is the most severe, including assaults, domestic violence, and robberies.

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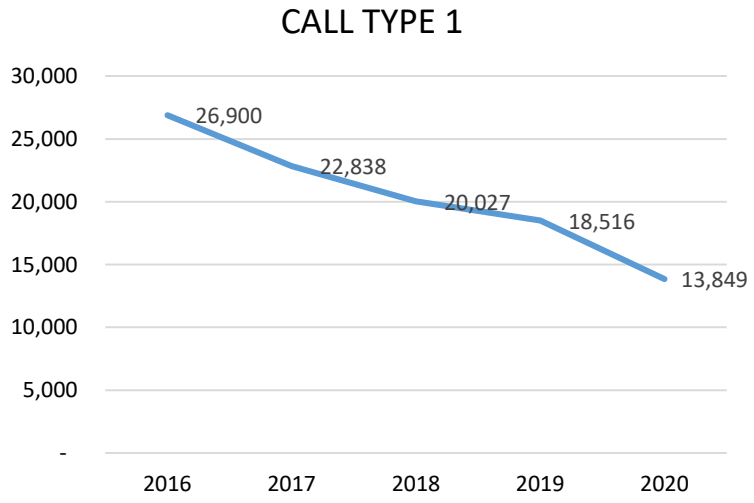
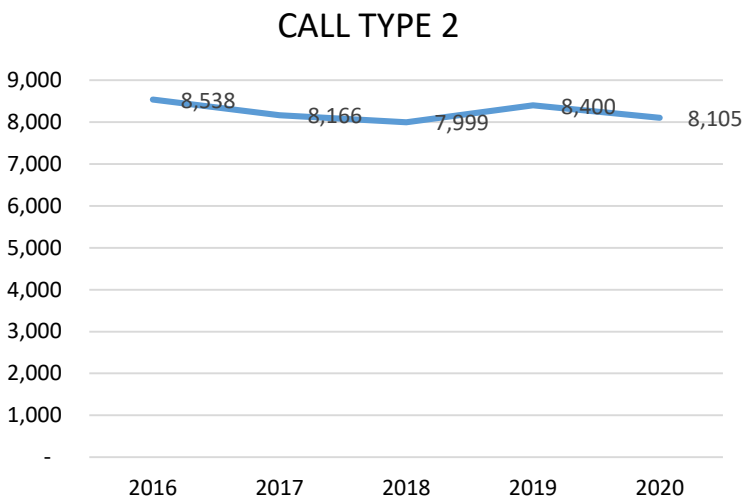
Airport Taxi Inspection
Alcohol Offense
Animal Problem
Arrest on Warrant
Assist - Car Seat Inspection
Assist - K9
Assist - Motorist
Assist - Other
Assist - Public
Background Investigation
Bad Check
Bar / Liquor License Violation
Community Outreach
Compliance Check
Computer Crime
Contributing to Delinquency of Minor
Counterfeiting
Crash - LSA
Crash - Non-Investigated
Crash - Property damage only
Cruelty to Animals
Disorderly Conduct by Electronic
DLS
Drugs
Drugs - Possession
Drugs - Sale
Embezzlement
Enabling Consumption by Minors
Extortion
False Info to Police
False Pretenses
False Public Alarms
False Swearing
Fireworks
Foot Patrol
Forgery
Found/Lost Property
Fraud
Fugitive From Justice
Graffiti Removal
Identity Theft
Illegal Dumping
Impersonation of a Police Officer
Intoxication
Investigation - Cold Case
Juvenile Problem
Larceny - from a Building
Larceny - from a Motor Vehicle
Larceny - Other
Lockdown Drill
Minor in Possession of Alcohol
Motor Vehicle Complaint
Noise
Obstruction of Justice
Operations
Ordinance Violation - Other
Parking
Possession of Stolen Property
Prescription Fraud
Property Damage
Recovered Property
Search
Search Warrant
Sex Offender Registry Violation
SRO Activity
Stolen Vehicle
Subpoena Service
Suspicious Event
Theft of Rental Property
Theft of Service
Traffic
Uttering a Forged Instrument
Vandalism
VIN verification

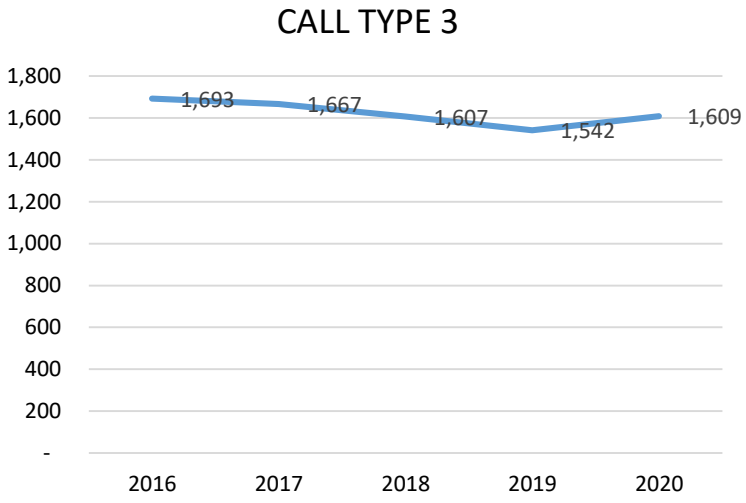
911 Hangup
Airport AOA Violation
Airport Duress Alarm
Airport LEO Escort
Airport PHASE
Alarm
Assist - Agency
Burglary
CHINS
Custodial Interference
Disorderly Conduct
Disturbance
DUI
Eluding Police
Escape
Hindering Arrest
Impeding a Public Officer
Inciting a Felony
Larceny from a Person
Mental Health Issue
Missing Person
Prohibited Acts
Reckless Endangerment
Resisting Arrest
Retail Theft
Roadway Hazard
Runaway
Runaway Apprehension
Sheltering/Aiding Runaway
Threats/Harassment
Trespass
Use Electronic Comm to Lure a Child
UVM Agency Assist
Violation of Conditions of Release
Voyeurism
Weapons Offense
Welfare Check

Arson
Assault - Aggravated
Assault - Simple
Bomb Threat
Crash - Fatality
Crash - Injury to person(s)
Cruelty to a Child
Domestic Assault - Felony
Domestic Assault - Misd
Domestic Disturbance
Homicide
Kidnapping
Lewd and Lascivious Conduct
Overdose
Robbery
Sexual Assault
Stalking
Suicide - Attempted
TRO/FRO Service
TRO/FRO Violation
Unlawful Restraint
Untimely Death

CALL TYPES BY THE NUMBERS







In the past five years, Call Type 1 has dropped from nearly 27,000 to just under 14,000. From 2016 to 2020, 61.3% of that decrease stemmed from the decline in proactive, discretionary traffic enforcement.

Call Type 2 has been decreasing, except for an increase in 2019, affected in part by disorder on Church Street and in the vicinity of City Hall.

Call Type 3 is the least common type of call. But when these dangerous calls do occur, they require robust response and subsequent investigation.

Despite the fact that overall calls and Call Type 1 plummeted in 2020, Call Type 3 *increased* by 4.3%

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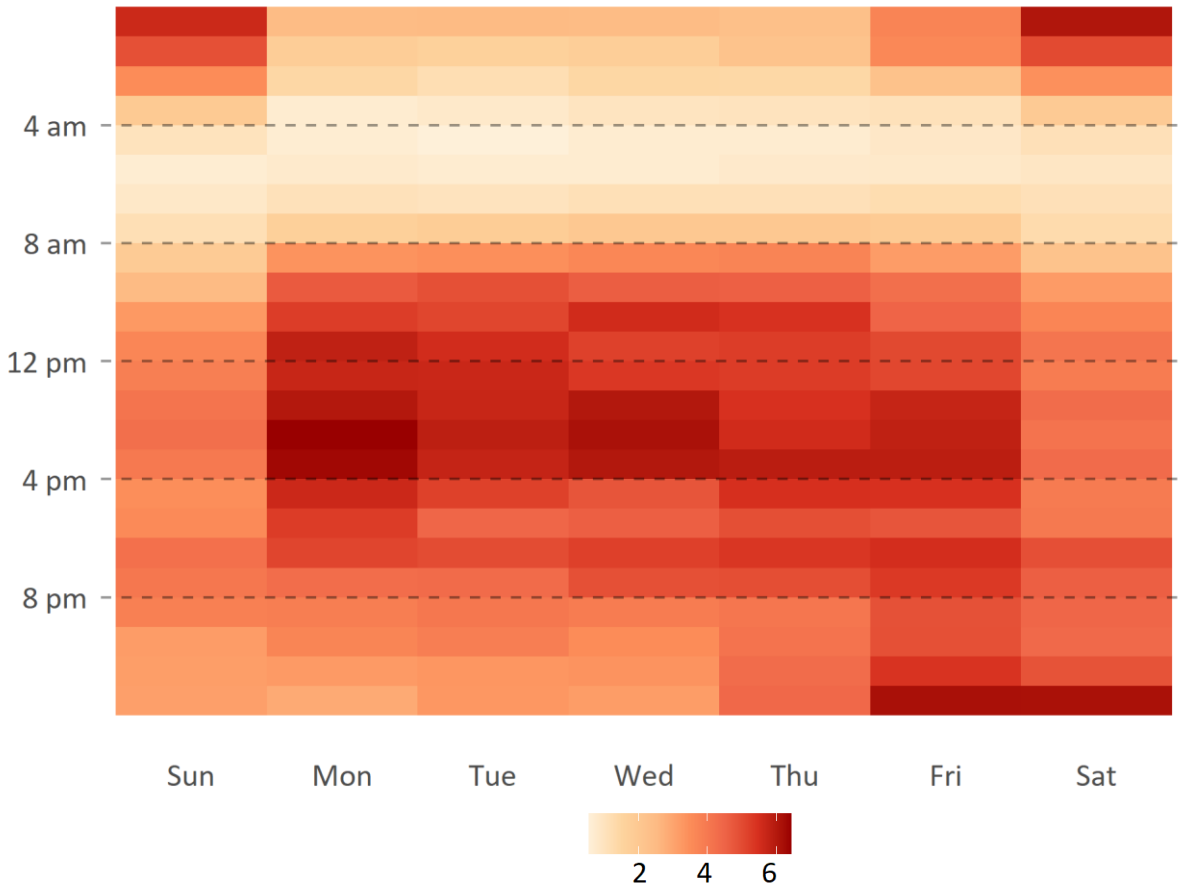
ENDING OVERNIGHT COVERAGE

The Vermont State Police do not currently have 24-hour coverage.

If the BPD's available staffing for patrol falls below ≈36 officers, the BPD will follow suit. **In order to maximize coverage during the hours when call volume is highest**, the BPD would end in-person response during the hours when call volume is lowest, from 3:00 AM to 7:30 AM, and only accept online reports or reports by phone.

When sworn personnel falls to ≈76 and/or the number of officers available for Patrol falls to ≈36, the BPD will not have proactive overnight coverage.

Average Number of Calls By Hour and Weekday
2016 - 2019



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NIGHTWATCH

Ending the Midnight Shift (overnight coverage) would mean ***no in-person police response between 3:00 AM and 7:30 AM***.

One possibility is that a sergeant and two officers would be posted at One North Avenue between 3:00 AM and 7:30 AM, potentially on overtime, depending on headcount. They would act as "Nightwatch," providing facility security. If BPD also closes police dispatch during those hours, the officers would also field calls from the PSAP.

The Nightwatch might also be available for in-person response for a small number of serious crimes.

Possible examples:

- homicide
- aggravated assault with medical transport
- robbery with medical transport
- rape with medical transport
- burglary with medical transport

It is also possible that there will be no coverage at all.

Under this model, a property alarm, a public-order call (e.g., a loud dispute), or a suspicious event (e.g., a possible prowler) would not receive in-person response between 0300 hours and 0730 hours.

NEXT STEPS

There is no short-term fix.

Hiring new recruit police officers takes in excess of 14 months. At best, if active recruitment were allowed to begin today, BPD would *possibly* be able to put six recruit officers in the August 2021 class at the Vermont Police Academy.

Assuming all six completed the entire process, those six new officers would not be vetted, hired, tested, trained, and capable of solo patrol until March of 2022.

Losses beyond those envisioned here are possible prior to March of 2022.

ASSESSMENTS AND DATA

On June 29, 2020, the City Council passed the "Racial Justice Through Economic And Criminal Justice" resolution. That resolution envisioned an assessment that would guide the implementation of a new public safety apparatus in order to develop new resources to replace police response. Nearly six months later, the assessment has not begun.

The BPD's staffing situation—and, more importantly, what it represents in loss of service to Burlington residents—cannot be corrected in the short term. In an increasing number of instances, when Burlingtonians call for service, police will not be able to come.

Hiring new police will take years. **There are alternatives to armed police service that have a shorter hiring time frame, however—approximately eight months versus 14 or more**.

A problem well understood is a problem half solved.

*BE IT FURTHER RESOLVED that a **joint committee** of the City Council Public Safety Committee and Police Commission begin an inquiry by July 15 into the question of how to build a healthy and safe community and what institutions we need to reach that goal, and that this inquiry include a full operational and functional assessment of the Burlington Police Department that analyzes who, what, where, and how the department polices and includes a review and analysis of the assessment with full community participation and input, followed by the implementation of a methodical transition to a public safety apparatus that delivers services aligned with the values and vision of the community with a report to the full Council by the first Council meeting in October 2020*

TIME IS A THIEF

Getting data from the assessment proscribed by the Racial Justice resolution, as well as community input from facilitation consultancy created by the Joint Committee, will be immeasurably helpful.

As of the fourth week of December, nearly six months into the fiscal year, neither process has yet begun.

Nevertheless, officers are leaving and calls for service keep coming in.

A TWO-YEAR PLAN

Where do we go from here?

Assuming the assessments were to determine police should restaff, it would be at least **five to six years before BPD could staff to 90+ again**.

But there are other options. With input from the two assessments, Burlington can explore diverting some calls for service to civilian employees rather than armed, sworn police officers. This is particularly true of low-level public-order issues and situations involving non-violent behavioral health crises.

The goal is using the sworn resources that are left to us better, and freeing up more officers to focus on community engagement and preventing and responding to violent crime.

EXAMPLES OF DIVERTIBLE CALLS FOR SERVICE

Homelessness

Quality-of-life calls

Non-criminal mental health calls

Juvenile disturbances

Public health violations

Traffic congestion

Parking violations

Dog and animal complaints

CSOs & CSLs

Building out non-sworn resources.

- **Community Service Officer** – An existing position, CSOs perform a variety of field-work in support of basic police operations: animal control, subpoena service, materiel transport, traffic control, fingerprints, VIN checks, scene control at large incidents, and parking enforcement and towing. They also handle reports of lost or recovered property such as stolen bicycles and service SeeClickFix requests about abandoned property. We can envision expanding their role into certain low-level disorder (e.g., noise complaints) and crash reporting. ≈ $46,500/yr

- **Community Service Liaison** – A new position, the CSL will address chronic issues such as calls related to houselessness and transient encampments, mental health, and substance use disorder. CSLs will focus on service-resistant populations, and make one-on-one connections with individuals who absorb disproportionate amounts of emergency and social services. ≈ $57,500/yr

HIRING CSOs & CSLs

Person Applies

- 1 month: City Application filled out and submitted
- 1 month: Personal History Questionnaire and Interview Board
- 2 months: Background investigation and command review

Applicant is Hired

- 1 month: CSO attends basic training at BPD
- 10 weeks: CSO field training

Total Time from Start to Solo CSO on Road: 7.5 months

When BPD last hired CSOs, there were ten applicants. Two made it through the process, and only one was hired.

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PUBLIC SAFETY CONTINUITY PLAN

There is a way forward that *may* provide the City with something like the services achieved by 96+ sworn while staffing fewer than 80 sworn. It depends on the results of the two assessments, the ability to hire CSOs and CSLs, and the viability of off-loading police services to those positions. It will likely require two years or more to implement fully, versus five years or more to restaff police.

CURRENT SHIFTS (x2)

DAYS

8 OFC

CSO

SWING

NO SWING

EVES

8 OFC

MIDS

5 OFC

42 Officers Available for Patrol

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PROPOSED SHIFTS (x2)

6 OFC 3 CSO

Swing shift of co-response Teams, w/ paired OFC / CSL; reports to a SGT & Lacey Smith

6 OFC 3 CSO

4 OFC

36 Officers Available for Patrol

	CURRENT (x2)	PROPOSED (x2)
DAYS	1 LT 1 SGT 8 OFC 1 CSO	1 LT 1 SGT 6 OFC 3 CSO
SWING		1 SGT 2 OFC 2 CSL
EVES	1 LT 1 SGT 9 OFC	1 LT 1 SGT 6 OFC 3 CSO 1 CSL
MIDS	1 SGT 5 OFC	1 SGT 4 OFC
TOT	4 LT 6 SGT 44 OFC 2 CSO = 56 / (54 sworn)	4 LT 8 SGT 36 OFC 12 CSO 6 CSL = 66 / (48 sworn)

Figures above are USB sworn only. They do not include 30 sworn not assigned to patrol (11 DSB, 3 CUSI, 8 BIAP, 2 SROs, DVPO, CAO, Admin Lt, and 3 Chiefs)

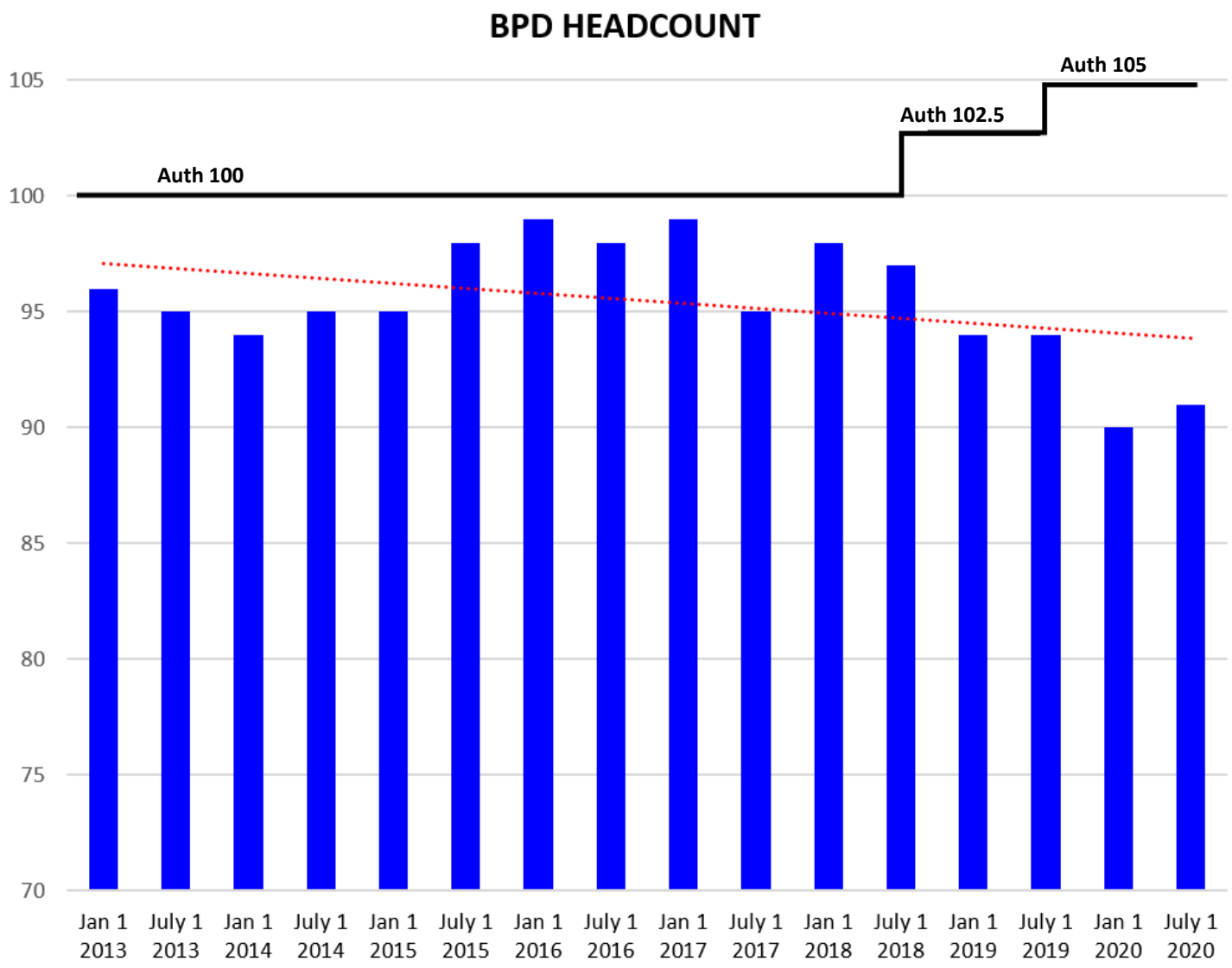
Proposed Total Sworn: 78

(48 USB sworn + 30 other sworn)

HEADCOUNT *TARGET*

For many years there has been confusion and, at times, unnecessary frustration regarding the "authorized head count" of sworn officers. Given the extended time it takes to induct a new officer and the reality that in a department of the BPD's size there are officer retirements and resignations every year, it is very unusual for the department to be at its authorized cap for any extended period of time. Since 2013 the department has averaged 5.6 officers below the cap.

Therefore, if the Council agrees with this "Public Safety Continuity Plan," we recommend increasing the authorized cap to 84 sworn officers, six officers above the "Target Staffing Level" of 78 officers required by the Plan.



Bi-annual snapshots; Jan 1 and July 1 each year

Jan 12, 2021 – all data preliminary & subject to change

RECOMMENDED COUNCIL ACTIONS

City Council approvals are necessary to minimize public-safety service interruptions.

We seek:

- An immediate increase of the sworn-officer cap from 74 to 84 so that BPD can once again advertise for new recruit officers, as well as for lateral transfers (in-state or out-of-state), in order to reach the 78-officer target

- Conceptual approval of CSO + CSL plan

BUILDING UNDERSTANDING OUT

Since 2005, BPD has conducted dozens and dozens of training modules designed to identify and reduce bias and build cultural competency.

We have more to come, featuring a trainer named **Tresté Loving (from the Institute for Racial Equity)**. She spent 25 years in the U.S. Navy and has also worked with law enforcement agencies and major corporations on racial equity. Rather than conducting one-off lectures (like many of the previous trainings at right), she will provide a series of approximately 70-minute, customized training sessions over the course of six months.

Among the modules: *Becoming You*; *Let's Talk*; *Bias?*; *Those Who Don't Look Like You*; *Fearless*; *Why Are You in This Part of Town?*

This is an example of the anti-bias training BPD has been engaged in since 2005:

- 2005 Diversity, Cultural Awareness
- 2007 Arab &Muslim Cultural Awareness
- 2007 Bias-Free Policing
- 2007 Cultural Diversity
- 2007 Non-Bias Police Stops
- 2007 Racial Data Collection
- 2007 Transgender Issues
- 2007 White Privilege
- 2008 Community Engagement
- 2008 Cross-Cultural Communication
- 2008 Cultural Competency
- 2008 Race Data Collection
- 2008 Transgender Training
- 2009 Cultural Competence
- 2009 Diversity & Inclusion
- 2010 Bias-Free Policing
- 2010 Diversity Training
- 2010 Race Training
- 2011 Bias-Free Policing
- 2011 Diversity & Unity Retreat
- 2011 Multicultural Competence
- 2012 Community Policing
- 2012 Cross-Cultural Interview & Conflict Resolution
- 2012 Cultural Diversity Awareness
- 2012 Multicultural Training
- 2012 Policing Diverse Communities
- 2012 Race Data Collection
- 2013 Race Data Collection
- 2013 Race Training
- 2013 Making Whiteness Visible Workshop
- 2012 Fair & Impartial Policing
- 2014 Intercultural Competency Training
- 2014 Fair & Impartial Policing
- 2015 Fair & Impartial Policing
- 2015 Diversity Conference
- 2016 Fair & Impartial Dispatching
- 2016 Race Data Training
- 2016 Working with Interpreters
- 2016 Police Minority Relations
- 2016 Nepali Culture and Language
- 2016 Anti-Bias Training for Law Enforcement
- 2018 Fair & Impartial Policing
- 2018 Implicit Bias Training
- 2019 Fair & Impartial Policing
- 2019 Implicit Bias CQ Strategies
- 2019 Alabama Legacy Museum and Diversity Training

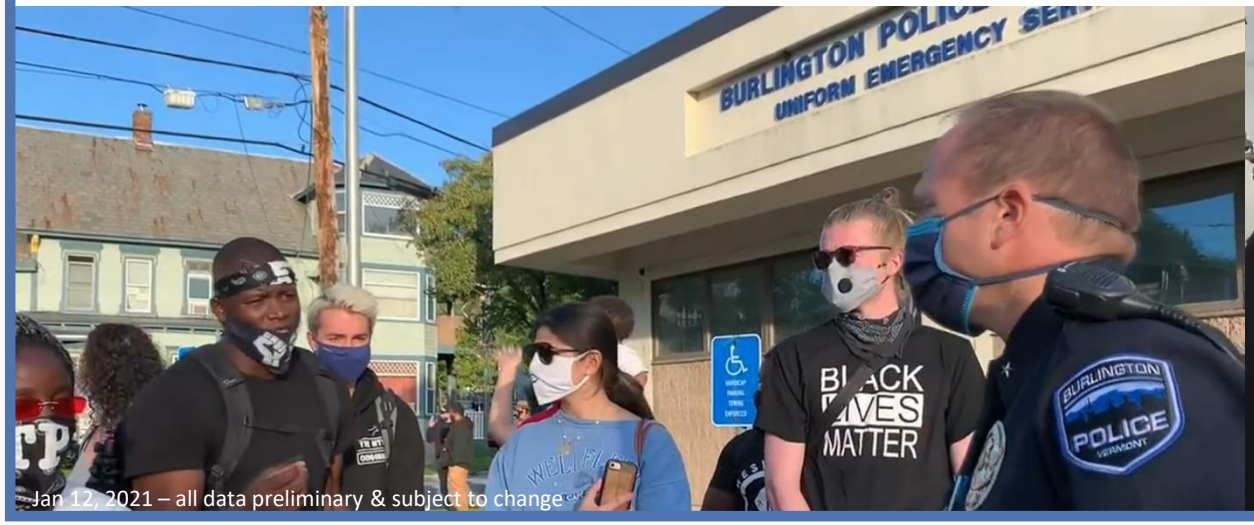
BUILDING UNDERSTANDING IN

BPD wants to meet our neighbors on their terms. We want to know the people we serve. ***During the protests we minimized police presence but eagerly engaged crowds when invited.***

BPD knows it's incumbent on us to take the first steps because we're public servants who took an oath.

But we want our neighbors to understand us, too.

Our 2021 COMMUNITY ACADEMY will be online this year, and will be held each Wednesday, from 6:00 PM to 9:00 PM, from Jan 13 – Feb 17, 2021.



NEIGHBORHOOD CONNECTION TEAM (NCT)

NEIGHBORHOOD CONNECTION TEAM (NCT)

The Neighborhood Connection Team, or NCT, would mimic the Beach & Parks program, but recruit extensively according to language skills and cultural competency in order to address non-criminal issues in New American communities.

In a perfect world, it would be a path to being a CSO or a police officer, but it wouldn't automatically be run out of the BPD.

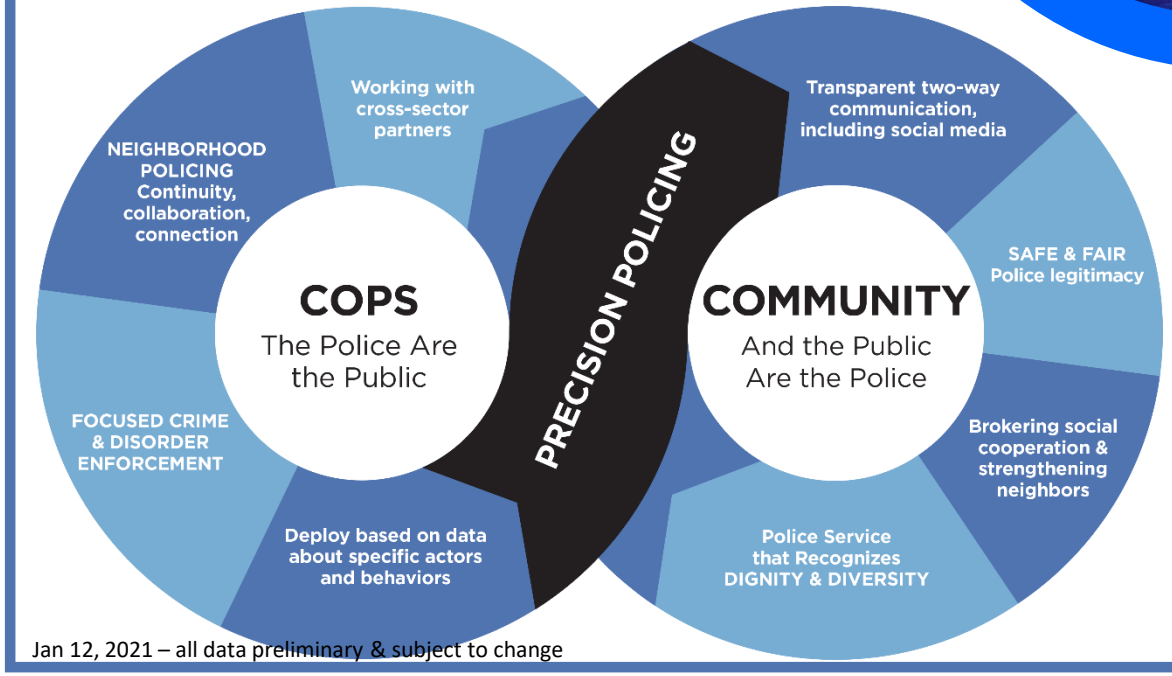
While CSOs and CSLs work far, far better if they're coordinated at One North Avenue, the NCT would probably be better working *with* the police but not *within* the police.

Prerequisites:

Language skills in:

- Arabic
- Nepali
- French
- Swahili
- Lingala
- Spanish
- Somali
- Mai Mai
- Lingala
- Vietnamese
- Bosnian
- Karen
- Burmese

Knowledge of the cultures associated with these tongues.



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