



# BURLINGTON POLICE CHIEF'S REPORT

**November, 2022**



## THE BPD IS HIRING!

**\$71,000**  
**starting pay**

**\$100,000**  
**top pay** (when contract matures)

**and a \$15,000**  
**hiring bonus**

- City retirement with 5-year vesting
- Shift differential, weekend, and holiday pay
- **full medical benefits** and wellness incentives
- Retirement after 20 years of service at 50% salary
- Retirement after 25 years of service at 75% salary
- 15-step pay scale for non-supervisory employees
- Overtime can be received as cash or vacation accrual
- **10-hour workday, 4-days-on/3-days-off schedule**
- **Weekends off every other month**
- Yearly education bonus
- Beards and tattoos permitted
- Various **specialty assignments** such as detectives, narcotics, K9, domestic violence prevention, airport
- **Applicant can be a non-U.S. citizen** if applicant is a permanent resident / green-card holder

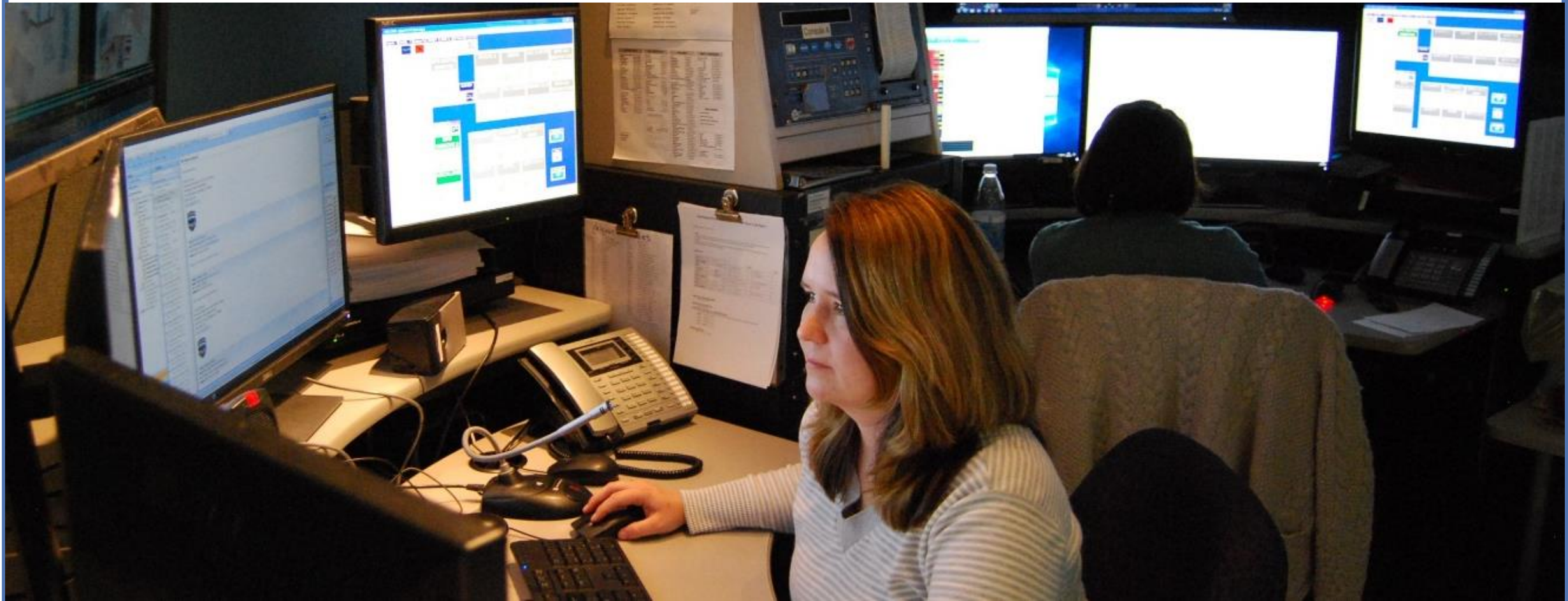
[www.bpdcareers.com](http://www.bpdcareers.com)



JOIN THE BURLINGTON POLICE DEPARTMENT'S DISPATCHERS

**\$33.64 per hour to start**

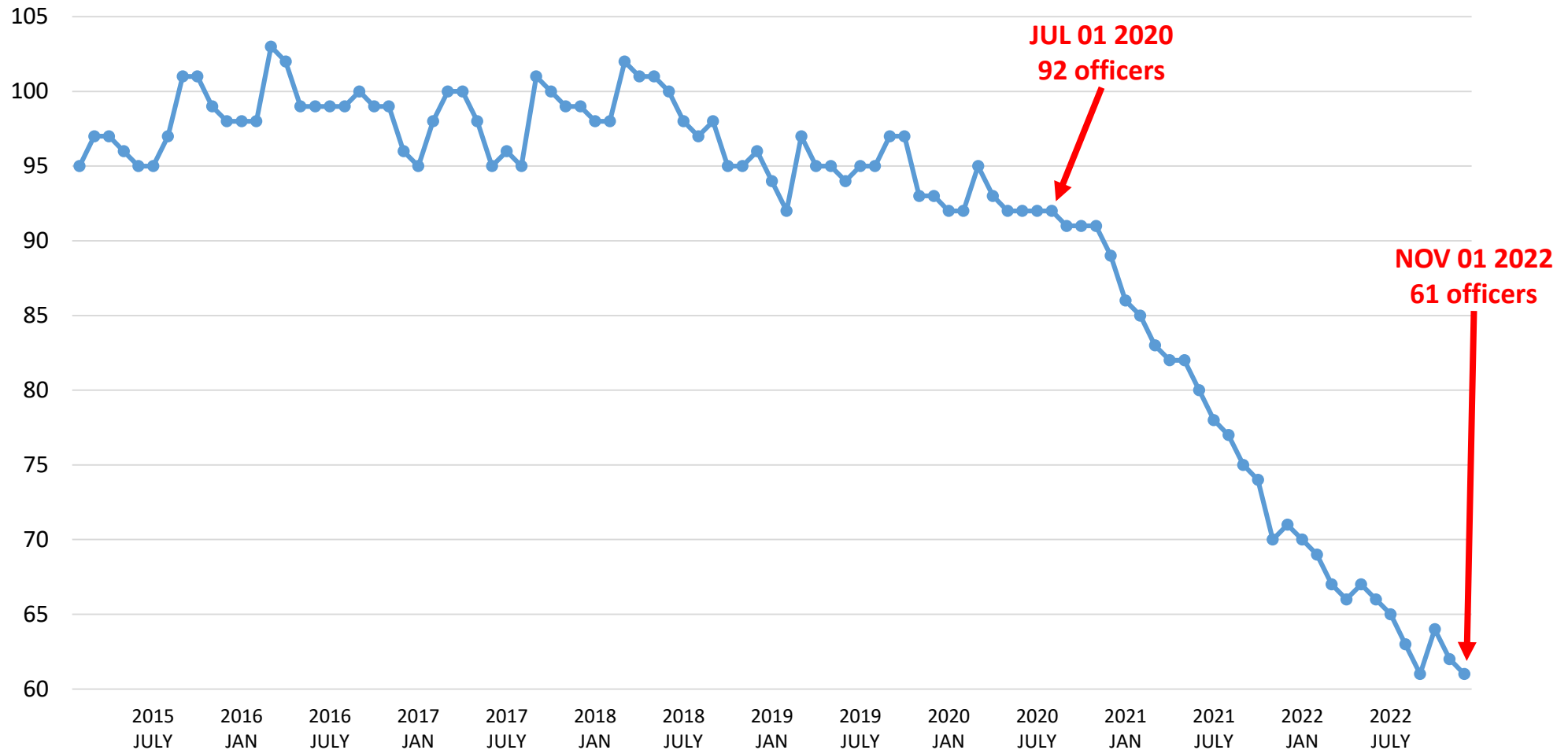
BE YOUR COMMUNITY'S LIFELINE





# BPD SWORN OFFICER HEADCOUNT, 2015-2022

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



Nov 18, 2022 – all data preliminary & subject to change



# 62 TOTAL, 54 AVAILABLE

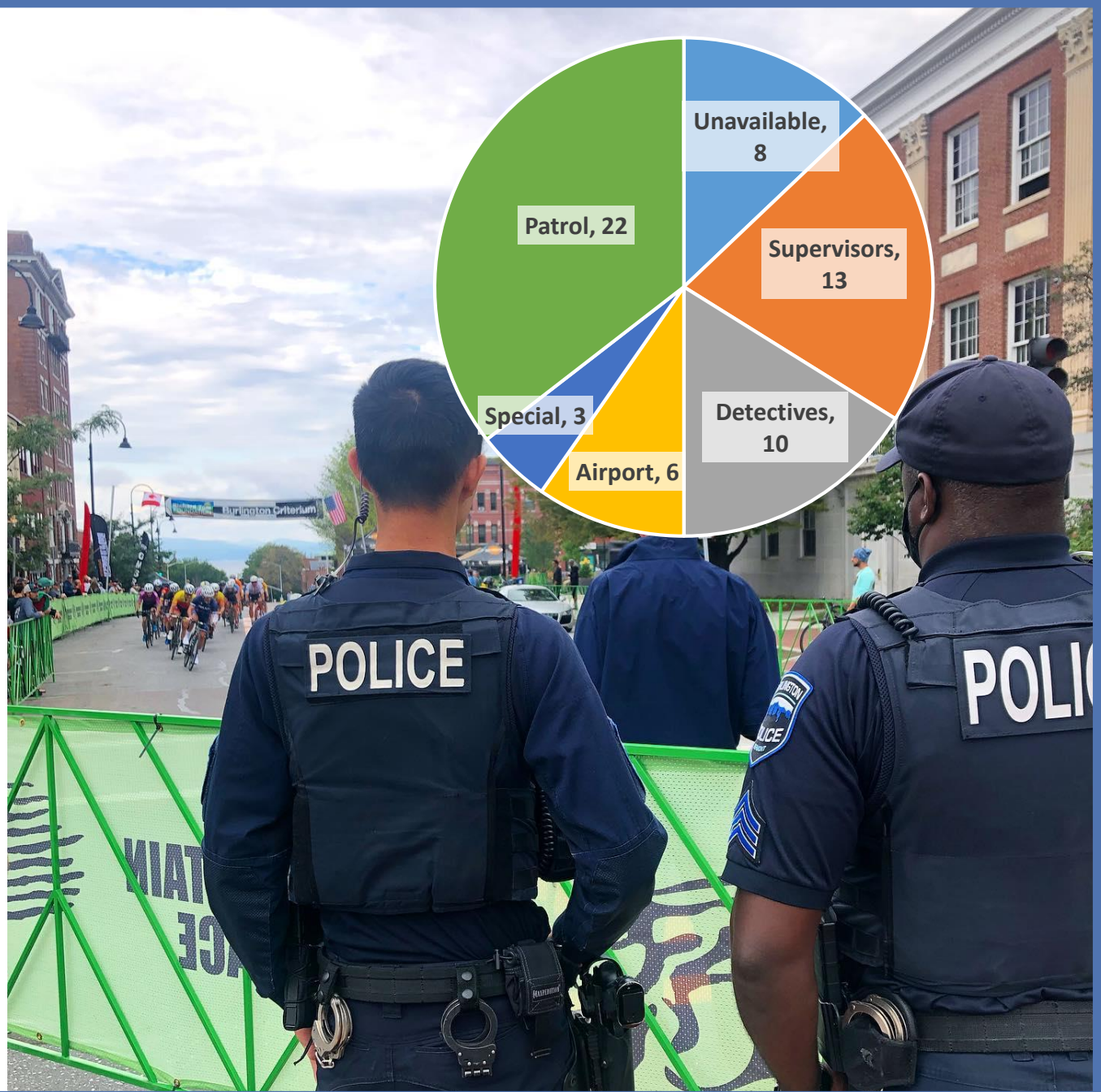
Since Nov 1, we have hired one officer, so as of Nov 18, the BPD has 62 total sworn officers, of whom 54 are available to be deployed. Historically, headcount has been in the high 90s; currently we are authorized for 87 officers.

# 62

- minus 8 on leave, injury, VPA, etc. = 54
- minus 13 supervisors = 41
- minus 10 detectives = 31
- minus 6 airport officers = 25
- minus 3 special assignments = 22

# 22

# officers on Patrol





# PATROL SHIFTS

As part of a [presentation to the City Council](#) regarding the need to bring Vermont State Police into the Downtown for extra foot patrol coverage, we prepared this comparison of patrol staffing. It shows available sworn-officer and CSO resources in May 2019, May 2021, and current.

## PATROL MAY 2019

DAY SHIFT	TEAM A AREA		TEAM B AREA	
	Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
	LIEUTENANT 1		vacant	
	SERGEANT 1		SERGEANT 2	
	OFFICER 1	C	OFFICER 9	E
	OFFICER 2	C	OFFICER 10	C
	OFFICER 3	B	OFFICER 11	A
	OFFICER 4	E	OFFICER 12	D
	OFFICER 5	D	OFFICER 13	B
	OFFICER 6	B	OFFICER 14	B
OFFICER 7	D	OFFICER 15	C	
OFFICER 8	A	OFFICER 16	D	
CSO 1		CSO 2		

SWING	SERGEANT 3		SERGEANT 4	
	OFFICER 17	MKT	OFFICER 19	MKT
	OFFICER 18	MKT	OFFICER 20	MKT

EVENING SHIFT	TEAM D AREA		TEAM E AREA	
	Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
	vacant		LIEUTENANT 2	
	SERGEANT 5		SERGEANT 6	
	OFFICER 21	E	OFFICER 29	A
	OFFICER 22	A	OFFICER 30	E
	OFFICER 23	C	OFFICER 31	B
	OFFICER 24	C	OFFICER 32	C
	OFFICER 25	D	OFFICER 33	D
	OFFICER 26	D	OFFICER 34	C
OFFICER 27	B	OFFICER 35	D	
OFFICER 28	B	OFFICER 36	B	

MIDNIGHT	TEAM F AREA		TEAM G AREA	
	Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
	SERGEANT 7		SERGEANT 8	
	OFFICER 37	A	OFFICER 42	E
	OFFICER 38	C	OFFICER 43	A
	OFFICER 39	B	OFFICER 44	D
OFFICER 40	E	OFFICER 45	B	
OFFICER 41	D	OFFICER 46	C	

## PATROL MAY 2021

TEAM A AREA		TEAM B AREA	
Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
LIEUTENANT 1	C	LIEUTENANT 2	A&E
SERGEANT 1		SERGEANT 2	
OFFICER 1	C	OFFICER 8	A
OFFICER 2	C	OFFICER 9	B
OFFICER 3	B	OFFICER 10	C
OFFICER 4	E	OFFICER 11	D
OFFICER 5	D	OFFICER 12	C
OFFICER 6	B	OFFICER 13	B
OFFICER 7	A	OFFICER 14	E
CSO 1		CSO 2	

TEAM D AREA		TEAM E AREA	
Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
vacant		LIEUTENANT 3	
SERGEANT 3		SERGEANT 4	
OFFICER 15	E	OFFICER 21	C
OFFICER 16	B	OFFICER 22	C
OFFICER 17	D	OFFICER 23	B
OFFICER 18	D	OFFICER 24	D
OFFICER 19	C	OFFICER 25	D
OFFICER 20	C	OFFICER 26	A
		OFFICER 27	E

TEAM F AREA		TEAM G AREA	
Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
SERGEANT 5		SERGEANT 6	
OFFICER 28	A	OFFICER 32	E
OFFICER 29	B	OFFICER 33	B
OFFICER 30	E	OFFICER 34	C
OFFICER 31	C	OFFICER 35	D

## PATROL OCT 2022

TEAM A AREA		TEAM B AREA	
Sun, Mon, Fri, Sat		Mon, Tue, Wed, Thu	
LIEUTENANT 1	B	LIEUTENANT 2	A&E
vacant		SERGEANT 1	
OFFICER 1		OFFICER 5	
OFFICER 2		OFFICER 6	
OFFICER 3		OFFICER 7	
OFFICER 4		OFFICER 8	
CSO 1		CSO 3	
CSO 2			

TEAM D AREA		TEAM E AREA	
Sun, Mon, Fri, Sat		Tue, Wed, Thu, Fri	
LIEUTENANT 3	D	LIEUTENANT 4	C
vacant		vacant	
OFFICER 9		OFFICER 14	
OFFICER 10		OFFICER 15	
OFFICER 11		OFFICER 16	
OFFICER 12		OFFICER 17	
OFFICER 13			

CSO 4		CSO 6	
CSO 5		CSO 7	

TEAM F AREA		TEAM G AREA	
Sun, Thu, Fri, Sat		Mon, Tue, Wed, Thu	
SERGEANT 2		SERGEANT 3	
OFFICER 18		OFFICER 20	
OFFICER 19		OFFICER 21	



# BUILDING OTHER CAPACITY

As part of Chief Murad's 2021 Public Safety Continuity Plan, we have hired:

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

These are unarmed, unsworn officers who answer quality-of-life calls for service. Historically, the BPD had two; Chief Murad's plan expanded the role significantly. We currently have seven employees in the role, and **our new FY23 budget allows us to have 12 CSOs**. We have new candidates in the hiring pipeline.



Nov 18, 2022 – all data preliminary & subject to change

**BPD  
currently  
has 7 CSOs  
and 2 CSLs**



As part of the Public Safety Continuity Plan, we hired:

- three **Community Support Liaisons** (CSLs)

Chief Murad created this new position, which is unique to the BPD. CSLs are embedded social workers with expertise in mental health, substance use disorder, and homelessness who help address social service issues. Here, too, the FY23 budget allows for expansion. **We are hopeful to hire four more and have six CSLs by July 2023.**



# REVISED PRIORITY RESPONSE PLAN

PRIORITY 1	High priority.
PRIORITY 2	Middle priority. (*) = situationally dependent; some may be Priority 1 or Priority 3.
PRIORITY 3	Low priority. Response may be delayed based on officer availability; may receive a CSO response.

We originally implemented [the Priority Response Plan](#) in May 2021. We have made several revisions, shown in this chart. The categorization of incidents has **not** changed. (Our primary goal remains **NEIGHBORS' PHYSICAL SAFETY**, so Priority 1 incidents are still Priority 1 incidents, etc.) But many Priority 3 incidents will now receive a different response.

In the chart, **incidents labeled "CSO"** will initially receive a response from a CSO, rather than a police officer, unless the incident evolves in a way that changes its category or requires a sworn officer.

**Incidents labeled "ONL"** (for "Online Only") will be diverted to an online reporting function. Unless extenuating circumstances apply, callers will be asked to make an online report. There are reporting mechanisms for callers who do not have Internet access.

Additionally, during daytime weekday hours when DSB detectives are available, **DSB will handle untimely deaths.**

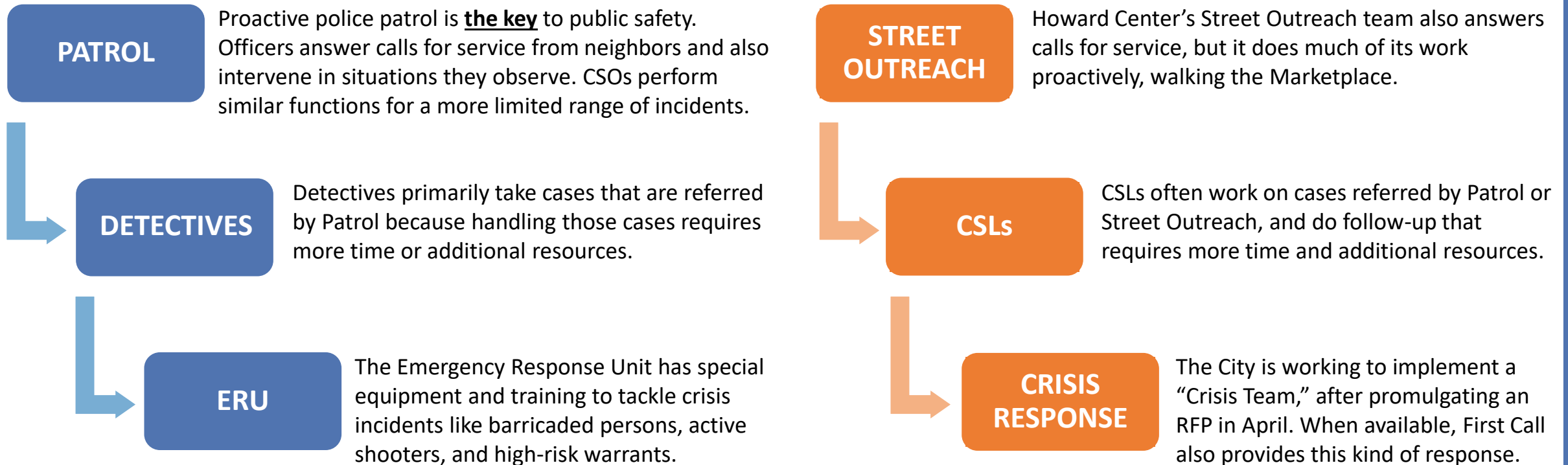
<b>911 Hangup</b>	<b>Cruelty to a Child</b>	Illegal Dumping	<b>CSO</b>	<b>Robbery</b>
Airport AOA Violation	Cruelty to Animals	Impeding a Public Officer		<b>Runaway</b>
Airport Duress Alarm	Custodial Interference *	Impersonation of a Police Officer *		Runaway Apprehension
Airport PHASE Alarm *	Disorderly Conduct *	Inciting a Felony		Search
Alcohol Offense	Disorderly Conduct by Elec Comm	Intoxication	<b>CSO</b>	Search Warrant
Animal Problem	Disturbance	Investigation - Cold Case		Sex Offender Registry Violation
Arrest on Warrant	DLS	Juvenile Problem *		<b>Sexual Assault</b>
<b>Arson</b>	<b>Domestic Assault - Felony</b>	<b>Kidnapping</b>		Sheltering/Aiding Runaway
Assault - Aggravated	<b>Domestic Assault - Misd</b>	Larceny - from a Building		SRO Activity
Assault - Simple	<b>Domestic Disturbance</b>	Larceny - from a Motor Vehicle		<b>Stalking</b>
Assist - Agency	Drugs	Larceny - Other		Stolen Vehicle
Assist - Car Seat Inspection	Drugs - Possession	<b>Larceny from a Person</b>		Subpoena Service
Assist - K9	Drugs - Sale	<b>Lewd and Lascivious Conduct</b>		<b>Suicide - Attempted</b>
Assist - Motorist	<b>DUI</b>	Lockdown Drill		Suspicious Event *
Assist - Other	Eluding Police	Mental Health Issue *		Theft of Rental Property
Assist - Public	Embezzlement	Minor in Possession of Alcohol		Theft of Service
Background Investigation	Enabling Consumption by Minors	<b>Missing Person</b>		Threats/Harassment *
Bad Check	<b>Escape</b>	Motor Vehicle Complaint	<b>CSO</b>	Traffic
Bar / Liquor License Violation	Extortion	Noise	<b>CSO</b>	Trespass *
<b>Bomb Threat</b>	False Info to Police	Obstruction of Justice		<b>TRO/FRO Service</b>
Burglary *	False Pretenses	Operations		<b>TRO/FRO Violation</b>
CHINS	False Public Alarms	Ordinance Violation - Other	<b>CSO</b>	<b>Unlawful Restraint</b>
Community Outreach	False Swearing	<b>Overdose</b>		<b>Untimely Death</b>
Compliance Check	Fireworks	Parking	<b>CSO</b>	Use of Elec Comm to Lure a Child
Computer Crime	Foot Patrol	Possession of Stolen Property		Uttering a Forged Instrument
Contributing to Delinquency of Minor	Forgery	Prescription Fraud	<b>ONL</b>	Vandalism
Counterfeiting	Found/Lost Property	Prohibited Acts		VIN verification
<b>Crash - Fatality</b>	Fraud	Property Damage	<b>CSO</b>	Violation of Conditions of Release *
<b>Crash - Injury to person(s)</b>	Fugitive From Justice	Reckless Endangerment *		Voyeurism *
Crash - LSA *	Graffiti Removal	Recovered Property	<b>CSO</b>	Weapons Offense
Crash - Non-Investigated	Hindering Arrest	<b>Resisting Arrest</b>		Welfare Check *
Crash - Property damage only	<b>Homicide</b>	Retail Theft		
	Identity Theft	Roadway Hazard		





# TIERS OF RESPONSE

Burlington is doing innovative things that most communities are not: some calls for service are being handled by our CSOs; and we've developed an in-house social-work capability in the form of the CSLs. For reference, the city's various in-the-field mental health response can be analogized to the Police Department's response types:





# NON-SWORN RESPONSE

In 2022, there have been more than 37,000 individual officer responses (to more than 22,000 incidents).

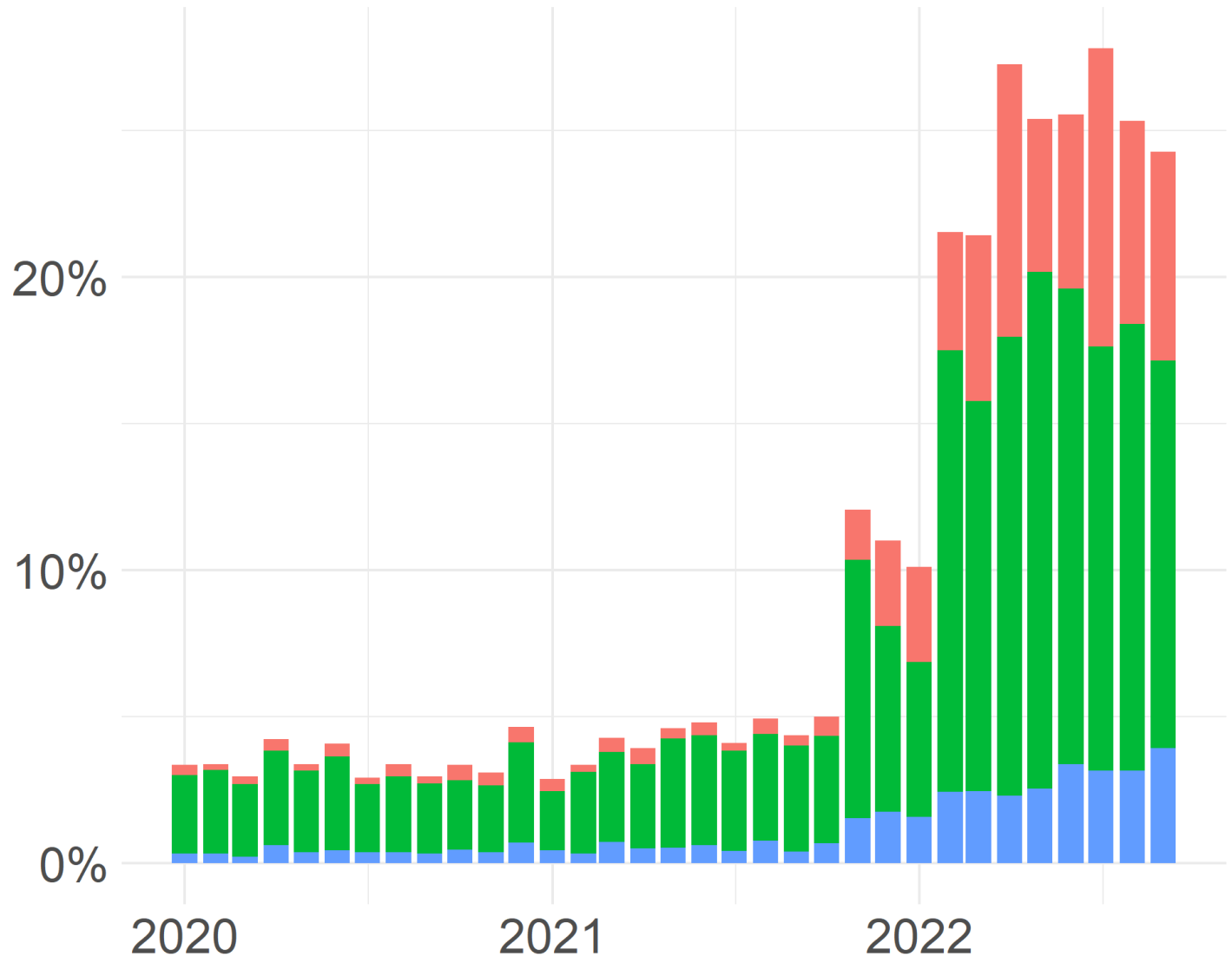
Of those responses:

14% were CSOs

7% were CSLs

3% were Street Outreach

Of the 22,065 incidents, CSOs and CSLs were the primary respondent by a similar percentage: 16% for CSOs, 6% for CSLs, 2.5% for Street Outreach.





# INCIDENT VOLUME, AS OF NOVEMBER 15

From January 1 to November 15, 2022, there have been 22,065 total incidents. Of those, **3,569—or 16%—have been “stacked” according to the Priority Response Plan.**

	YTD, 11/15	%Δ
2017	29,517	100%
2018	26,467	↓11%
2019	25,339	↓5%
2020	21,469	↓14%
2021	19,316	↓11%
2022	<b>22,065</b>	<b>↑14%</b>
	Δ 2017 to 2022:	↓25%

Additionally, **2,240—or 10%—** have been referred to online reporting.

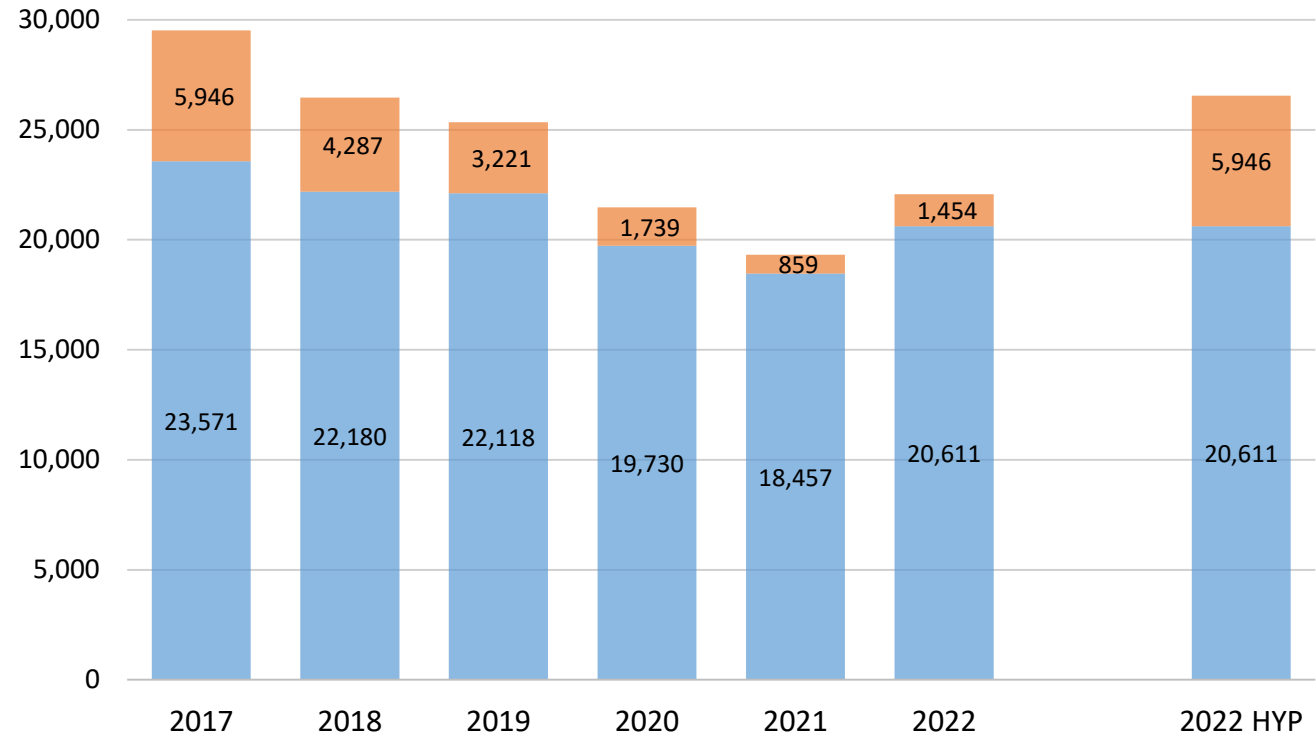


# INCIDENT VOLUME

Year over year, overall incident volume is down from years past, as show at right. **But 2022's incident volume has now surpassed 2020 and 2021's** (22,065 vs 21,469 and 19,316).

Much of the decrease in total incident volume does NOT come because neighbors call less often.

It comes from **changes in officer proactivity**—for example, traffic stops and foot patrols. At left, the **orange bar** shows traffic stops and foot patrols while the **blue bar** shows all other incidents. Starting in 2015, the BPD began to diminish proactive enforcement encounters (particularly traffic stops, including so-called “pretext stops”) and foot patrols.



All years shown through 11/15

**This change in discretionary activity has been misinterpreted as an overall decrease in calls from the public.** But hypothetically, if we were to add 2017's traffic-and-foot-patrol volume to 2022's all-other-incident volume (column “2022 HYP”), 2022 would have more total incidents than any year since 2017.



# SELECTED VALCOUR INCIDENTS, YTD DATA (through 11/15)

	Assault - Agg	Assault - Simple	Burglary	Crash w Injury or Fatal	Disorderly Conduct	Domestic Assault*	Domestic Disturb	Gunfire	Larceny (all)**	Mental Health Issue	Overdose	Robbery	Sexual Assault	Stolen Vehicle	Traffic
2017	41	163	213	101	142	82	426	1	668	776	64	16	51	45	3,042
2018	45	163	140	80	127	56	431	5	510	715	48	16	57	21	2,303
2019	48	137	91	85	130	71	442	3	659	688	46	20	45	47	1,688
2020	48	136	95	50	142	46	538	11	670	811	81	17	51	57	1,126
2021	58	136	174	78	133	35	532	13	964	850	128	10	41	116	621
2022	<b>58</b>	<b>157</b>	<b>157</b>	<b>90</b>	<b>119</b>	<b>38</b>	<b>494</b>	<b>25</b>	<b>1,322</b>	<b>1,060</b>	<b>212</b>	<b>17</b>	<b>38</b>	<b>305</b>	<b>366</b>

\* = combines incidents categorized as “Domestic Assault – Felony” and “Domestic Assault – Misdemeanor”

\*\* = combines incidents categorized as “Larceny from a Person,” “Larceny – from a Building,” “Larceny – from Motor Vehicle,” and “Larceny – Other”

NOTE: All categories shown year-to-date, through November 15 of their respective year

NOTE: These data are derived from Valcour incidents. Incidents are initially categorized by dispatch according to the information provided by a caller; the category may be changed by the officer who responds to the scene and/or the detective who takes the case. Offense data and/or NIBRS data may differ.



## 2022 vs FIVE-YEAR AVG

**Comparing the five-year, year-to-date average, from 2017 to 2021, to year-to-date figures from 2022.**

Numbers from which percentages are drawn are on the previous page. All numbers are year-to-date as of 11/15 of respective year(s).

Domestic Assault	↓	34%
Sexual Assault	↓	23%
Disorderly Conduct	↓	12%
Domestic Disturbance	↑	4%
Robbery	↑	6%
Simple Assault	↑	7%
Burglary	↑	10%
Vehicle Crash w Inj/fatal	↑	14%
Aggravated Assault	↑	21%
Mental Health Issue	↑	38%
Larceny (all types)	↑	91%
Overdose	↑	190%
Gunfire	↑	257%
Stolen Vehicle	↑	435%

