



BURLINGTON POLICE CHIEF'S REPORT

May 2024



May 24, 2024 - all data preliminary & subject to change



2023 AWARDS



hosted the BPD at our annual awards ceremony, recognizing extraordinary conduct in 2023, attended by employees, family members, awardees, Mayor Emma Mulvaney-Stanak, and others. Among the award recipients:

- The **Emergency Response Unit (ERU) and Crisis Negotiation Unit (CNU)** and their 28 deployments, including murder investigations, shooting investigations, armed suspects, and high-risk warrants. When the public needs help, they call 9-1-1. When cops need help, they call CNU and ERU
- Retired **Sergeant Simon Bombard** for saving fellow officer Brock Marvin's life from a knife-wielding attacker



- Neighbor and **community partner Asah Lauren** who created the Facebook pages: "BTV Stolen Bike Report and Recovery" and "BTV Stolen Vehicle Report and Recovery"
- **Detective Eric Kratochvil** for exemplary investigatory work and his community leadership of the Junior Milers and CHCB
- The team that closed the terrible **shooting of three young Palestinian men**

- The team that handled **a single, crazy night** on which we experienced a gunfire incident, a double murder, a shooting, and an arson at our headquarters
- The **Drug Unit** for recovering tens of thousands of bags of fentanyl and disrupting the Philly Crew and the local supply of xylazine
- **Community Support Liaison Brigid Blazek** for her work with an undocumented refugee
- Recruitment Officer **Corporal Carolynne Erwin and Recruitment Coordinator Anhad Bajwa** for the BPD's best hiring year in more than thirty years
- The Queen City Police Foundation gave awards to **Dave Hartnett and Jay Fayette**
- Police Commission Chair Shakuntala Rao presented an award to **Executive Manager Shannon Trammell**



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MARKETPLACE SAFETY

On May 7, business partners from the Church Street Marketplace invited the BPD to meet and discuss issues on the Marketplace, including police presence, retail theft, and disorderly behaviors. Loss-prevention associates from Athleta hosted the event, which was attended by a number of representatives from stores on Church Street and in the downtown. Chief Murad, Deputy Chiefs LaBarge and Labrecque, Executive Manager Trammell, Corporal Erwin and Recruitment Coordinator Bajwa, and PIO Timm and Redaction Specialist Chen attended from the BPD.





POLICE UNITY TOUR



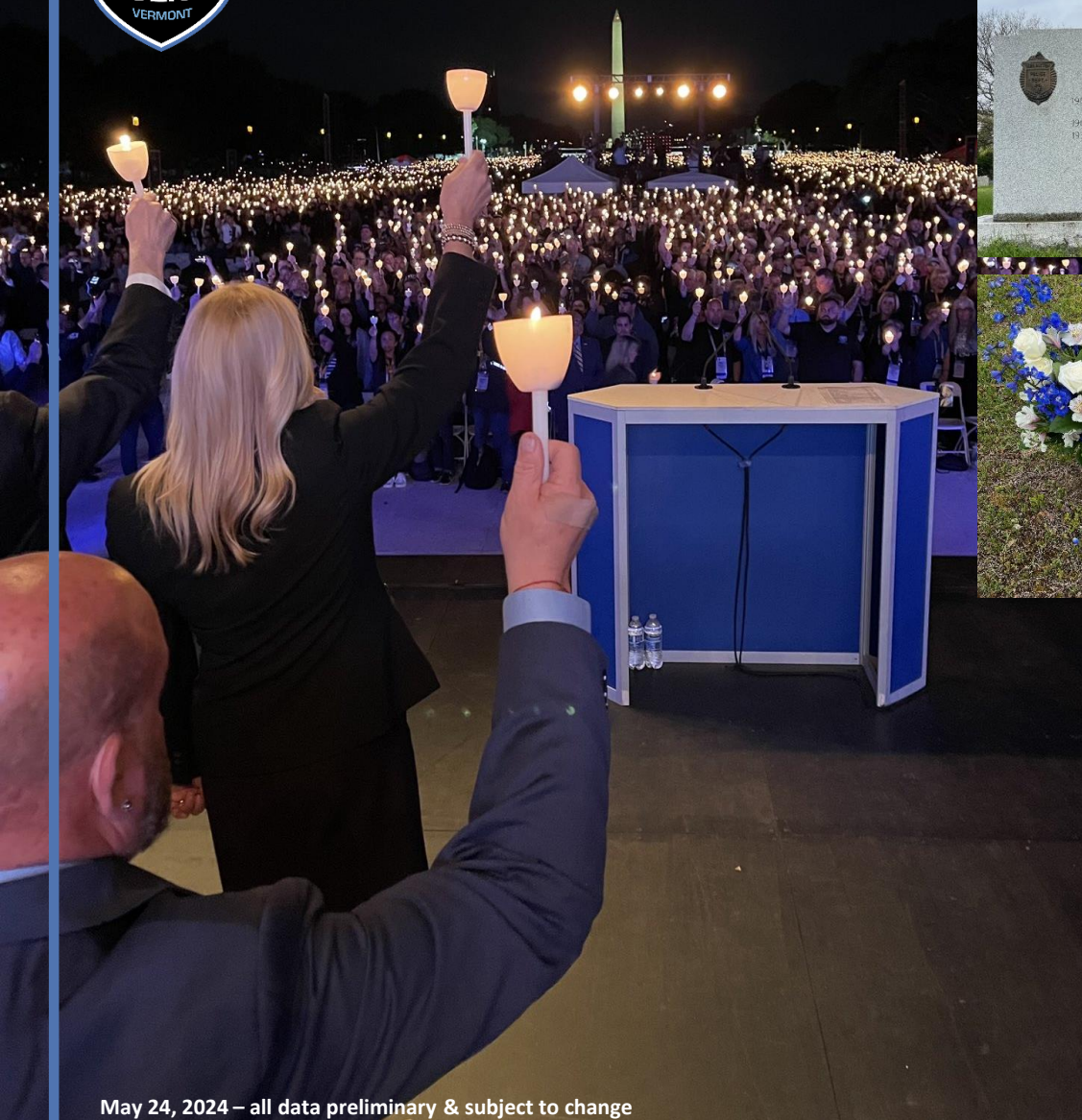
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The Police Unity Tour is a four-day bicycle ride from New Jersey to the National Law Enforcement Officers Memorial in Washington, DC, to raise public awareness about law enforcement officers who have died in the line of duty. Thousands of officers participate each year, and have raised more than \$33 million for the National Law Enforcement Officers Memorial Fund. This year Corporal Kevin Wilson, a nineteen-year veteran of the BPD, rode one of the escort motorcycles.



POLICE MEMORIAL WEEK



In 1962, President Kennedy proclaimed May 15 as National Peace Officers Memorial Day and the week in which it falls as National Police Week. Since the BPD's founding in 1865, three officers have died in the line of duty. While we hope never to see another, we also vow never to forget.

Three of our officers attended the candlelight ceremony at the National Law Enforcement Officers Memorial in Washington, DC.



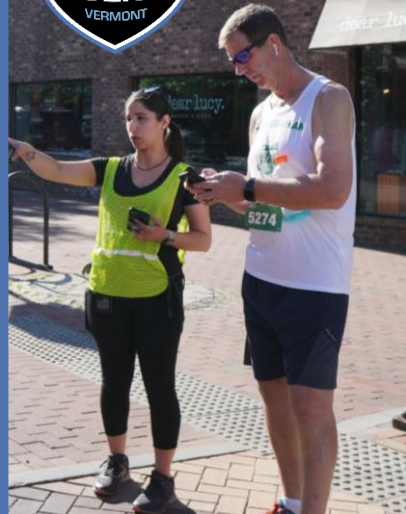
MARATHON



Some 4,500 runners came to Burlington for this year's Vermont City Marathon. It was a gorgeous day, perfect for a run (even if going 26.2 miles is just plain crazy!).

The BPD had dozens of posts along the route, with more than a third of our officers assigned to the event, as well as CSOs, CSLs, ID technicians and more. We enjoyed terrific assistance, as always, from other law-enforcement agencies like the Vermont State Police and Vermont Fish & Wildlife.

Lieutenant Rich Weinisch and Corporal Carolynne Erwin were the event coordinators for BPD, preparing months in advance with Run Vermont and a host of other partners, like BFD, DPW, Green Mountain Transit, and others. Corporal Erwin has had a key organizational role for more than a decade of marathons.

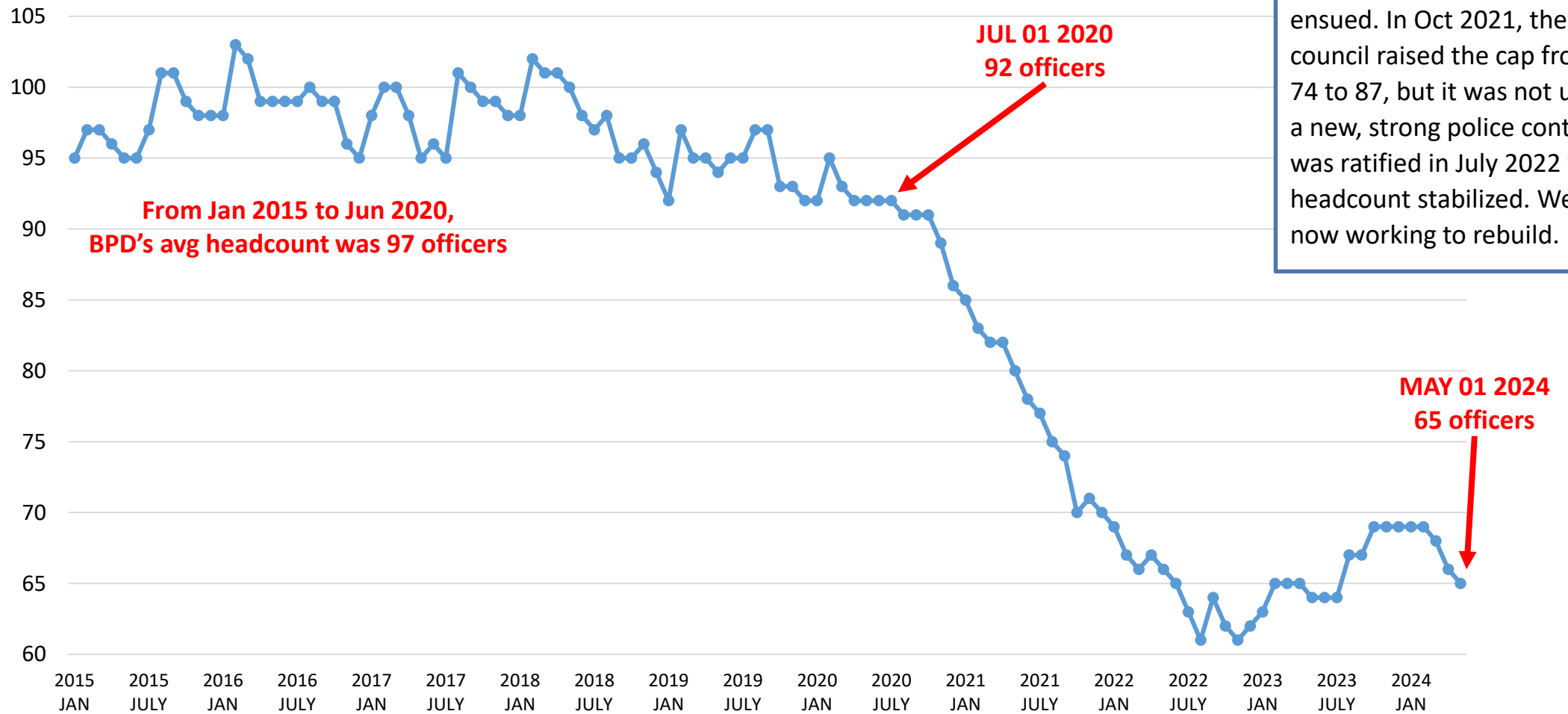


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BPD SWORN OFFICER HEADCOUNT, 2015-2024

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



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.



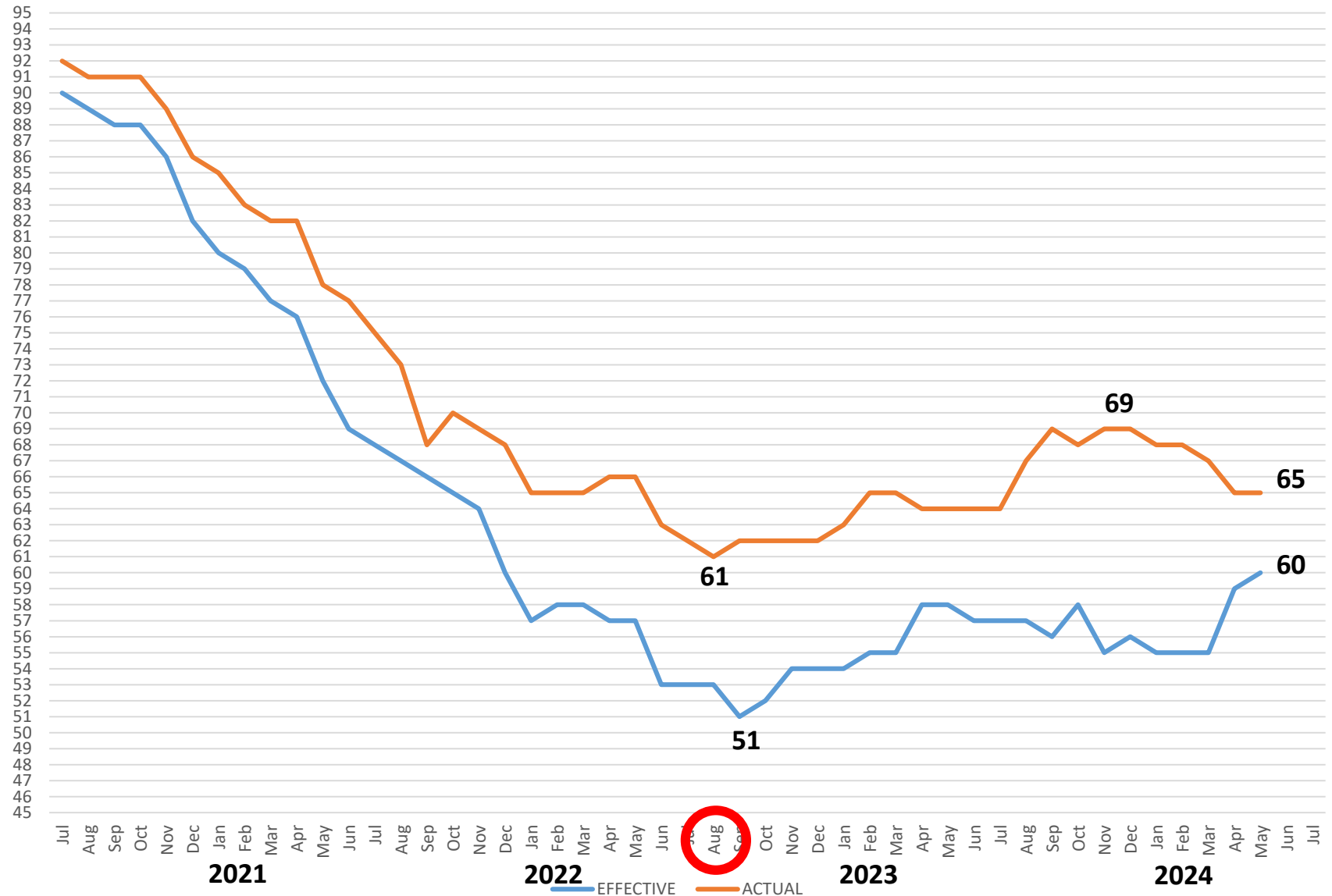
ACTUAL vs EFFECTIVE HEADCOUNT

Note: this chart uses snapshots as of the 15th of each month, and may differ slightly from the chart on the previous slide, which uses the 1st of each month

Total sworn-officer headcount always includes some officers who are not available for solo-officer deployment. These may be officers who are in the Vermont Police Academy, or who are on administrative assignment owing to a long-term injury, or who are expending a large block of accrued leave before retiring (aka, on “terminal leave”). The number of officers who can be immediately deployed as solo officers in the field is our “effective headcount.”

Effective headcount used to mirror total headcount closely, but that gap has grown and also varied more widely as we have lost officers and then worked hard to rebuild.

Our actual headcount hit a low of 61 in August 2022, the same month that the City Council approved a strong new contract. Effective headcount hit its low of 51 a month later. Since then we have worked to regrow. Effective headcount is the highest it has been since December 2021.



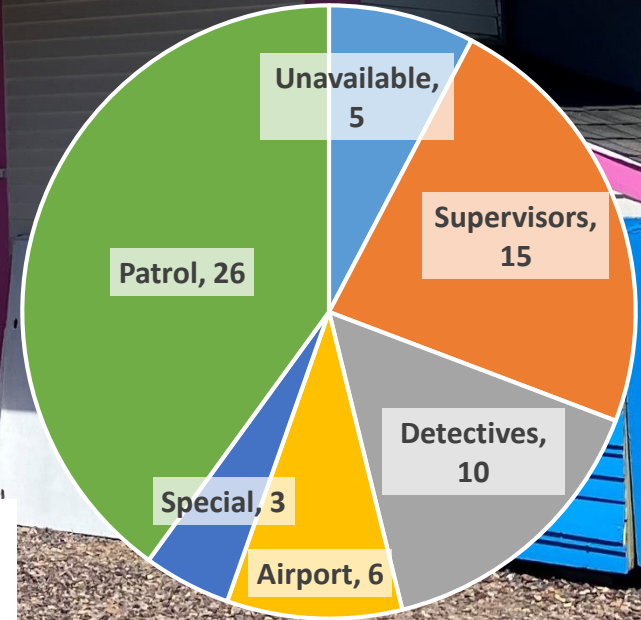
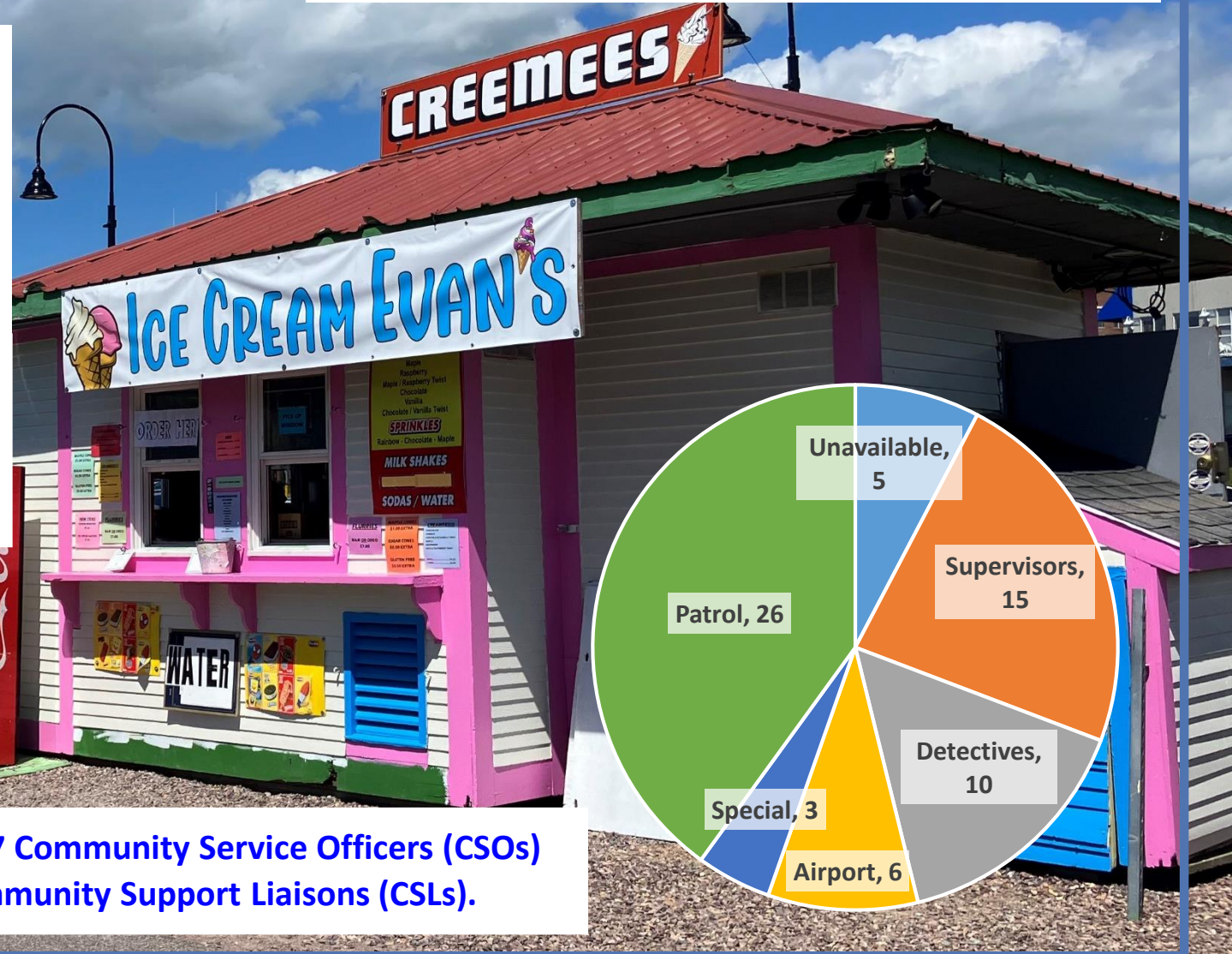


65 TOTAL, 60 EFFECTIVE

minus 5 injured, light, military, VPA, etc. = 60
 minus 15 supervisors = 45
 minus 10 detectives = 35
 minus 6 airport officers = 29
 minus 3 special assignments = 26

26 officers on Patrol

As of May 15 2024, we are authorized for 87 sworn officers. Of those 87, we have 65. Of those 65, 60 are able to be deployed as solo officers, or "effective."



We also have 7 Community Service Officers (CSOs) and 6 Community Support Liaisons (CSLs).



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 seven 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 officers. Four of our current officers started out as CSOs.

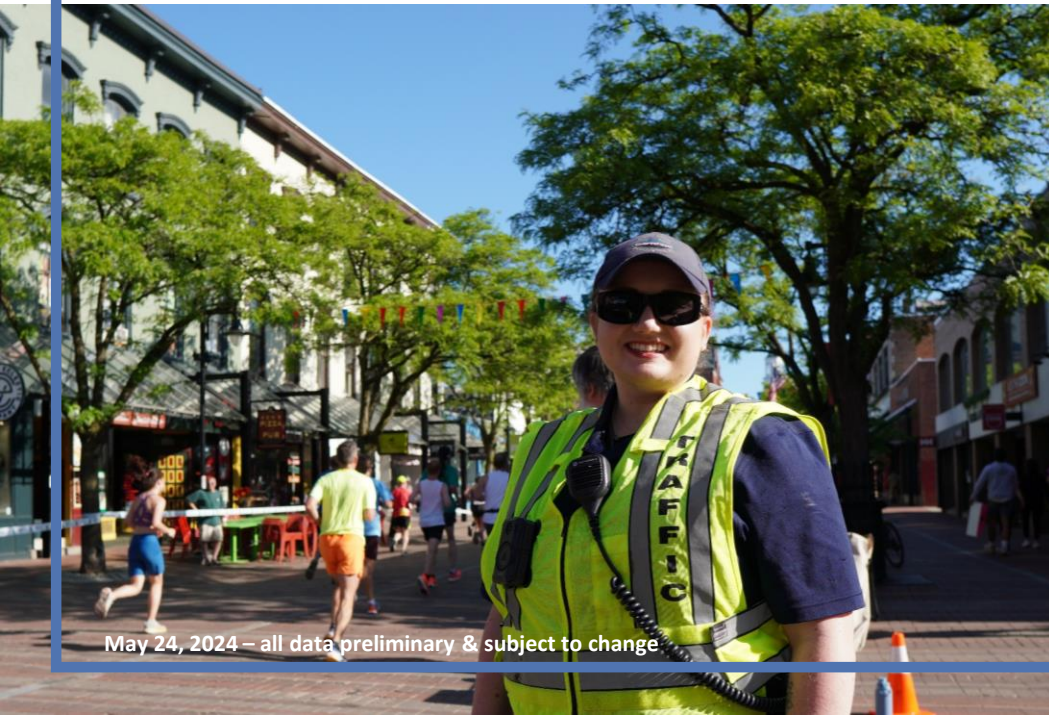
**BPD
currently
has 7 CSOs
and 5 CSLs**



The 2021 Public Safety Continuity Plan also created a brand new social-service role:

- **Community Support Liaisons** (CSLs)

These are embedded social workers with expertise in mental health, substance use disorder, and homelessness. **BPD currently has five CSLs**, of six allotted. There is also one CSS (or Community Support Supervisor). The CSLs are the core of our new **CAIP division (Crisis, Advocacy, Intervention Programs)**. Additionally, one former CSL recently finished field training as a sworn officer.





THE 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.

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



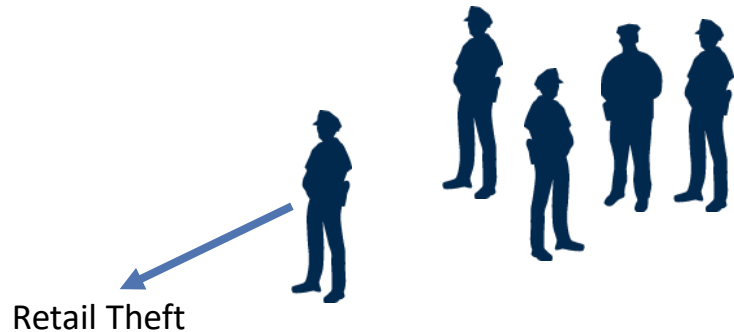
HOW THE PRIORITY RESPONSE PLAN WORKS

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

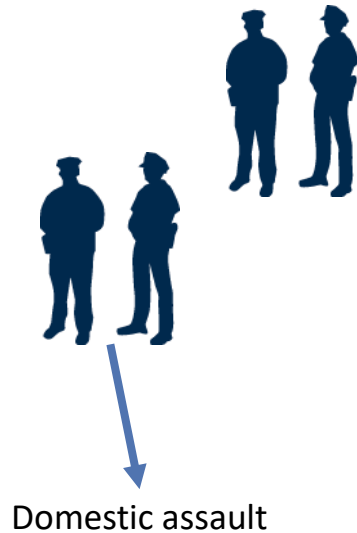
1. In this example, there are five non-supervisory officers assigned to the day shift. They respond to every call for service in the order the calls come in.



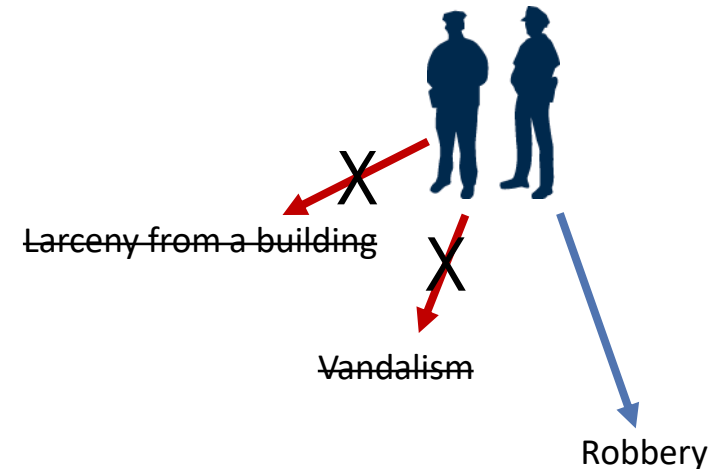
2. Dispatch receives a call about a retail theft, which is a Priority 3 call for service. Officer 1 responds, leaving Officers 2, 3, 4, and 5 available.



3. Officers 2 and 3 are dispatched to a Domestic Assault call, which, like most Priority 1 incidents, requires a two-officer response. Now only Officers 4 and 5 remain. At this point, the Priority Response Plan goes into effect.

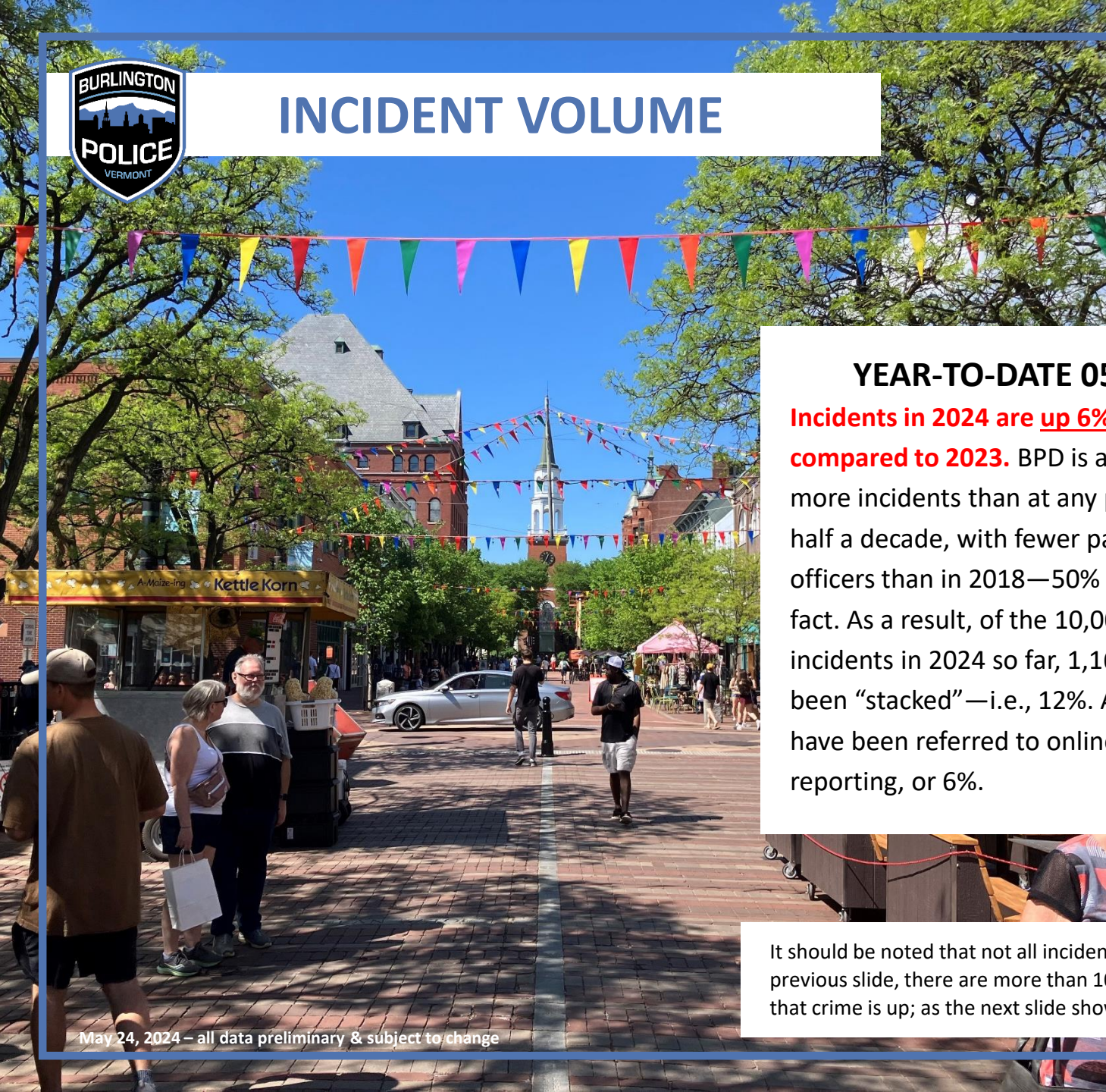


4. Officers 4 and 5 have to remain available in case of a Priority 1 life-safety incident like a robbery. If anything other than a Priority 1 comes in—a report of vandalism or a larceny, for example, which are Priority 3 calls—the call will be “stacked” until more than two officers are once again available.





INCIDENT VOLUME



YEAR-TO-DATE 05/15

Incidents in 2024 are up 6% compared to 2023. BPD is addressing more incidents than at any point in half a decade, with fewer patrol officers than in 2018—50% fewer, in fact. As a result, of the 10,008 incidents in 2024 so far, 1,162 have been “stacked”—i.e., 12%. And 622 have been referred to online reporting, or 6%.

	YTD INCIDENTS (as of 05/15)	%Δ
2019	9,670	
2020	8,786	↓9%
2021	6,619	↓25%
2022	7,226	↑9%
2023	9,461	↑31%
2024	10,008	↑6%
	Δ 2019 to 2024:	↑4%

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



SELECTED VALCOUR INCIDENTS, YTD AS OF MAY 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
2019	13	52	23	25	46	27	143	2	148	295	19	8	24	19	850
2020	14	45	33	18	41	18	225	5	217	339	40	5	24	19	633
2021	12	43	28	27	22	12	168	3	262	307	37	3	22	24	390
2022	23	50	64	34	36	16	191	7	317	361	43	9	18	88	229
2023	10	61	58	48	28	21	163	3	439	347	148	2	11	126	184
2024	20	52	58	26	19	9	172	5	393	310	100	3	13	64	409

* = 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 May 15 of their respective year

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



THE BPD IS HIRING!

**\$72,248 to \$79,693
starting pay***

**\$100,000
top pay**

**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

*depending on experience

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