



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

The following is a collection of questions that were asked by the Committee regarding the Boston Police Department's budget at the Working Session on Friday, April 30, 2021 at 10:00 a.m. Recording here: <https://www.youtube.com/watch?v=27MbPunbAuA>

The Administration is requested to respond to all questions in one of three ways:

1. Verbally at the hearing on Monday May 10th, at 2PM.
2. For factual questions, through written responses supplied prior to May 10th, including budget book page numbers or other references where appropriate.
3. By deferring to a specific scheduled departmental budget hearing.

Please annotate and return this information request before May 10th, indicating how each question will be answered.

Boston Police Department Budget Questions

Councilor Kenzie Bok, Chair, asked:

Questions on alternative response model to police:

Note: Some of the below questions may be better addressed by HHS, but some aspects of such a pilot will require design collaboration with the police department and I would like BPD to come prepared to speak to those details.

We are currently working with other City departments to establish an alternative police response pilot to be presented to the Mayor for review and approval.

- What will the alternate response team look like? What are the credentials for the crisis workers?
- Under the pilot, how many crisis workers will be employed?
- What will be the hours of service for the program?
- How will dispatch be trained to triage calls to this new service?
- Does BPD currently contract out dispatch at all, or are all of the calls taken in-house?
- Beyond mental health crises, what will be the types of calls this alternative response program can respond to?



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- Will the program be piloted in all of Boston or start in certain neighborhoods?
- How will community stakeholders be involved in the development of this program?
- What is the target start date for the program?
- How will BPD work to ensure a smooth transition for the Alternative 911 response for mental health and other nonviolent calls? How will the dispatch staff be trained to send calls to crisis responders rather than officers? How will officers coordinate with crisis responders?
- What is the status of the BEST clinicians program with this new pilot being implemented?

Questions on overtime controls and targets:

- For BPD to achieve its proposed budget will require a reduction of **331,521** hours. Can you please explain how the combination of the new cadets, the projected rate of successful medical triage, and other financial controls will combine to save that number of hours in FY22?
 - *New recruits will help reduce replacement costs in addition to getting officers back to work. Every supervisor is continuously monitoring overtime. Lastly, with the automation of overtime slips, overtime can be monitored in real time. (Currently exploring the possibility of electronic slips.)*
- What is the detailed plan to get officers back to work or retired that are on leave?
 - *Our focus is to get officers back to work. COVID-19 extremely hindered our ability to return officers to work. Injured officers were unable to get treatments and/or surgeries they needed. Our Occupational Health Department, in FY20, was overwhelmed with tracking and managing COVID-19 exposure forms and managing personnel who contracted COVID-19 and were required to quarantine. Now that restrictions have lifted, injured officers are beginning to receive treatments and procedures needed to get them well and back to work. A newly developed Case Management structure in Occupational Health, similar to Workers Compensation, will allow the Case Managers to manage and monitor the officers' care from start to finish. We have added a Physician's Assistant and a Physician to our Occupational Health Team to further*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

increase our efforts to get our officers back to work safely and expeditiously.

- *Recently, 64 involuntary accidental disability retirement files were submitted to the Boston Retirement Board.*
- Do we have a timeline and targets for this?
 - *It's difficult to predict a timeline. Due to the strenuous nature of police work, it is difficult to predict future injuries of active officers on duty. For example, several officers went out injured this past weekend which offset the amount of officers who returned to work. Recognizing the need to see these officers as injuries occur, in addition to the medical triage team, the BPD contracted with Brighton Occupational Health to facilitate appointments for injured officers more frequently. As a result, we have seen officers returning to full duty.*
- Given the dip in special events and court overtime for FY21, and the fact that we expect both these categories to increase in FY22, there is concern that our overtime budget will in fact balloon considerably this year. Has BPD projected overtime costs if special events and court overtime return to FY19 levels, and are those projections factored into the plan to hit the budget target?
 - *Any savings realized in FY21 for special events have been offset by costs incurred resulting from Mass/Cass, elections and demonstrations. Police resources were dispatched throughout the City last summer and will continue this summer in areas (i.e. Talbot Ave., American Legion Highway, Franklin Park) for quality of life complaints, including but not limited to: loud parties, fireworks, dirt bikes and drag racing.*
 -
- What fiscal management and oversight will occur in FY22 that did not occur in FY21 for overtime?
 - *We will continuously monitor overtime. All levels of management will be responsible for monitoring overtime on a daily basis. It's our intent to explore the possibility of developing electronic overtime slips for real time monitoring and approving.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Questions on staffing and training:

- What is the reason for the increase in personnel by 30 officers, and is it related to minimum staffing levels? If so, could you please provide these calculations?
 - ***The increase in personnel by 30 officers reflects the first recruit class in FY22. The projected target sworn HC for January 2022 is 2288. Please refer to Volume One of the Operating Budget for further HC detail.***

	Account	Account Description	Amount	% Change	Explanation
1.	51000	Permanent Employees	1,510,809	0.5%	1 new analyst position and wage increases

	FY18 Adopted	FY19 Adopted	FY20 Adopted	FY21 Adopted	FY22 Recommended
Total Full-Time Positions (Permanent)	2811	2812	2831	2871	2890

- It looks like the increase in Permanent Employees above does not account for an increase in sworn officers; can the department please clarify?
 - ***Currently, the increase in sworn officers for the two new recruit classes is in “Other Salary Expense” and not defined as HC to date for budgeting purposes but has been accounted for.***
- Please clarify the increase in wages for permanent employees, given that contracts are flat. Are these increases for employees outside the bargaining units?
 - ***Increase reflects step and longevity increases per the various collective bargaining agreements.***
- Please describe how new hires and cadets are screened for racial bias.
 - ***New recruits are screened for racial bias through background investigations and psychological tests.***
- How much training in de-escalation do officers receive per year?



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- *The training is integrated, meaning the principles of de-escalation are included in multiple disciplines of law, procedures and tactics. As a stand-alone course it was featured in a Course by the MPTC called Integration of Communication and Tactics (ICAT). It was last taught as part of In-Service 2018 (a two-hour block of instruction). Currently at the recruit level Effective Communication Strategies; this is 8 hours and predominantly focuses on de-escalation. Plans to offer a version of this course for veteran officers is pending.*
- *What is the content of this training?*
 - *Effective Communication Strategies is Divided into Four Sections:*
 - *1. Talk - How to talk and ask questions in everyday life*
 - *2. Time - How to slow down a confrontation before it escalates to harmful potential*
 - *3. Tactics - The de-escalation conversation and de-escalating people who might have emotional or psychological disability.*
 - *4. Recruits perform a scenario in which de-escalation skills are required*
- *Are officers trained to utilize the least amount of force as possible, even when use of force is justified?*
 - *Yes. Officers are trained to be reasonable in the selection of options. There are a wide range of options for each situation with the dynamics of situations being both dynamic and complicated. Officers are trained by modern standards to which include the sanctity of human life and the severity of certain uses of force. Officers are taught to use a constitutionally reasonable amount of force for a variety of situations. They are instructed on their responsibility to protect the health and safety of the public and arrestees are included in the public.*
- *How much hands-on training focused on de-escalation to officers receive per year?*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- *None as of now, this area of a yearly in-service is pending based on the coming POST system. Also refer to the attachment on “Foundational Thoughts for Police Use of Force” that is the underlying philosophy of de-escalation training taught at the Boston Police Academy. De-escalation is also contained in BPD Rules 303, 303A, 304.*

- Please describe the fair and impartial policing training for recruits.
 - *The Fair & Impartial Policing curricula is based on the science of implicit bias. Implicit biases can impact what people perceive and do, even in people who consciously hold non-prejudiced attitudes. The implication of the science of bias is that even the best law enforcement officers may manifest bias because they are human, and even the best agencies will have biased policing because they hire humans.*

- Should this be more than 8 hours?
 - *No. According to Lorie Fridell, PhD and Chief Executive Officer and Executive-Level Instructor, Fair & Impartial Policing Company, states that 8 hours is ideal. The BPD training is based on this curriculum. <https://fipolicing.com/about-us/>*

- Please describe the different types of training that cadets receive. What is the percentage of time spent in each type of training?
 - *(Note, the cadet is a rank in the Boston Police Department. They are un-sworn, uniformed members of the Boston Police Department, refer to <https://www.boston.gov/departments/police/police-cadet-program>). The Boston Police Academy uses the term “recruit officer” for personnel that are undergoing police academy training. What is the percentage of time spent in each type of training? Answer: See attached Municipal Police Training Committee academy curriculum versus the Boston Police Academy curriculum.*

Questions on policing:



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- What are the outcomes of the Street Outreach Unit Interactions? How many referrals do officers make? How many individuals receive care as a result of an interaction?
 - *An interaction is considered a meaningful non-investigative interaction with an individual where the officer has a discussion about the individual's treatment options and provides a business card or some form of documentation to facilitate further follow-up.*
 - *Year to date, the Street Outreach Unit has interacted with 1,466 individuals and each of these individuals that we interact with are offered services.*
 - *The outcomes of these interactions vary between individuals based on the number of repeat interactions officers have with each individual and the relationship that is established as a result of these repeat interactions.*

Year to date, officers of the SOU have made the following referrals:

- *Section 12: 66*
- *Section 35 petitions and commitments: 19*
- *Voluntary Substance Use Placements: 30*
- *Voluntary Mental Health Placements: 14*
- *Cell Evaluations: 2*
- *Court Assistance (Warrant Clearance): 86*
- *Housing Assistance: 117*

Beyond the initial referral to treatment, officers do not have the ability to track follow-on care as a result of HIPPA.

- What are the limiting factors to getting individuals care?



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- *We do not have limiting factors in getting individuals into voluntary treatment, however we do have limiting factors in getting individuals into involuntary treatment.*
- *COVID 19 stopped in person Section 35 hearings due to courts being closed. As a result, we (SOU) built a mobile command post in order to facilitate teleconferencing. This command post was parked at 95 Magazine St and members of the SOU would be present at the command post to facilitate teleconferencing.*
- *When courts reopened, the SOU once again continued to transport individuals who were being involuntary committed to courts through the city. The limiting factors to transporting individuals to court is their medical condition and the court officers not having medical staff present to assist these individuals prior to their hearing. As a result, individuals have been transported to the hospital prior to their hearing then released from the hospital. We approached Suffolk County last year to request a room and medical staff to assist with teleconferencing but have not received a response.*
- What was the number of Field Interrogation & Observations (FIOs) for FY20 and FY21. What was the nature of these interactions?
 - *The number of FIOs are done on an annual basis, not fiscal year. For 2020, officers submitted 5,717 FIO encounter reports that involved 10,224 people. 3,437 of these reports were stops; 1,454 of these reports were encounters; and 826 of these reports for observations.*

Per Rule 323:

Sec. 3.1 Encounter is defined as a consensual interaction with an individual that does not escalate into a formal stop and/or frisk. If you encounter an individual with the purpose of gathering intelligence, you must document the interaction



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Sec. 3.2 Field Interaction/Stop is defined as the brief detainment of an individual, whether on foot or in a vehicle, based on reasonable suspicion for the purposes of determining the individual’s identity and resolving the officer’s suspicions.

Sec. 3.5 Observation is defined as a direct viewing of an individual by an officer that does not include actual contact with the individual. Reasonable suspicion is not required to conduct an observation of an individual; however, the purpose of documenting the observation must be to gather intelligence in order to justify documenting the observation

- ***Frisked or Searched was not indicated in the encounters with 605 black individuals.***
- ***See below for further frisk or search data.***
- ***FIO Subject Race by Frisk / Searched Status***

	<u><i>Frisked / Searched</i></u>	<u><i>Not Frisked / Searched</i></u>	<u><i>Missing</i></u>
<i>Black</i>	<i>66.9% (2,150)</i>	<i>60.8% (3,615)</i>	<i>56.7% (605)</i>
<i>White</i>	<i>27.4% (879)</i>	<i>32.7% (1,944)</i>	<i>27.6% (295)</i>
<i>Other</i>	<i>2.1% (66)</i>	<i>1.8% (109)</i>	<i>4.8% (51)</i>
<i>Missing / Unknown</i>	<i>3.6% (117)</i>	<i>4.7% (277)</i>	<i>10.9% (116)</i>
<i>Total</i>	<i>100.0% (3,212)</i>	<i>100.0% (5,945)</i>	<i>100% (1,067)</i>



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- In FY20, the number of use of force incidents was 60. What is it for FY21 to date?
 - *Use of force incidents for FY21 to date is 20.*
- What is the plan for reducing use of force?
 - *To be answered verbally by Supt. McGoldrick at hearing.*
- Do we have data on the level of force used in each instance?
 - *Yes, we have data on the level of force used in each instance.*

Further questions on police reform:

- Please provide an update on fulfilling the recommendations of the Boston Police Reform Task Force, in addition to the establishment of OPAT.
 - *Update on fulfilling the recommendations of the Boston Police Reform Task Force is attached.*
- Among the Task Force recommendations was the need for BPD to establish easily accessible, clear, and consistent public-facing data portals; where is progress on that front?
- The FY21 and FY22 RFIs provided to the City Council appear to have some data discrepancies on the question of how many officers are on paid administrative leave, in comparison with data provided to local BU researchers in response to the same inquiry. Most significantly, the most recent number provided to the Council for FY21 through March is 9 individuals on paid administrative leave, whereas the BU data suggests 21 have been on paid administrative leave in that same period. Could the police department please clarify these numbers and the reason for the discrepancy?
 - *FY19 15, FY20 18, FY21 6, Total 17*
- In its July 2020 presentation to the Boston City Council, the Department mentioned the possibility of civilianization of up to 100 roles within the Department. Please provide an update on what steps have been taken in this regard, what steps can be taken in this direction by management, and what specific categories of civilianization would require contract change.
 - *Any job function that is currently being performed by one bargaining unit must be bargained before it can be transferred and agreed upon by the new bargaining unit. As this question relates to Collective*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Bargaining Agreements, these questions may be better answered by the City of Boston Office of Labor Relations.

- What barriers, if any, does the department anticipate that existing contract language will impose to full cooperation with the new work of the OPAT?
 - *This question would be best answered by the City of Boston Office of Labor Relations, as they handle contract language and negotiations.*

Councilor Liz Breadon asked:

- How will BPD work to lower the number of officers out on medical leave?
 - *A newly developed Case Management structure in Occupational Health, similar to Workers Compensation, will allow the Case Managers to manage and monitor the officers' care from start to finish. We have added a Physician's Assistant and a Physician to our Occupational Health Team to further increase our efforts to get our officers back to work safely and expeditiously.*
- Is there a possibility to expedite retirement for certain officers?
 - *Recently, 64 Involuntary Accidental Disability Retirements have been submitted to the Retirement Board. We do not have an estimate or timeline on their processes once the files have been submitted. The Board is aware of our need to retire these officers. We are in constant communication on the status.*
- What is being done to increase diversity among police officers and recruit residents that speak a second language?
 - *The BPD has a Diversity Recruitment Officer; Civil Service will provide lists for different languages with respect to the recruitment process; and the cadet program.*
- How does BPD ensure that the Crime Lab uses the most up-to-date technology?
 - *The Crime Lab undergoes audits to maintain accreditation. In recent years, investments were made in new equipment, software and supplies to ensure that the Crime Lab was up to date with technology.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Councilor Matt O'Malley asked:

- What strategies will BPD use to lower overtime costs?
 - *We will continuously monitor overtime. All levels of management will be responsible for monitoring overtime on a daily basis.*
- What is the current status of BPD contract negotiations?
 - *Pending; the City's Office of Labor Relations would be able to provide a more detailed update.*

Councilor Julia Mejia asked:

- Two officers in leadership positions within BPD are currently under investigation for domestic violence and sexual abuse allegations. How does BPD plan to audit their entire police force to ensure that there are not more officers with similar accusations.
 - *This question was addressed at the hearing 5/10/21.*
- How much money has been budgeted for the Boston Regional Intelligence Center (BRIC)?
 - *\$3.6 Million Personnel Costs*
- What are the number of full-time employees working at the BRIC, and the Youth Violence Task Force?
 - *32 BRIC, 42 YVTF*
 - How many police officers work in Boston Public School buildings?
 - *13*
- 62 percent of FIO stops involved black people. How many of these stops were considered "stop and frisk?"
 - *The Department does not engage in "stop and frisk." The Department indicates "Frisk or Searched" as a category. In total, 3,212 individuals were Frisked or Searched in their encounters. 2,150 of these individuals were black. 33.7% of Black FIO subjects were frisked / searched (2,150 of 6,370).*



**Boston City Council
Committee on Ways and Means**

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- It has been found that BPD solves Black homicide cases at a much lower rate than than white victims of homicide. What is being done to address the gap of unsolved homicides between Black and white victims?
 - *From 1/1/2016-5/5/2021, there were 267 homicides. Below are the homicide totals and percentage of homicide totals by victim race and ethnicity:*

<i>HOMICIDES 1/1/2016-5/5/2021</i>		
<i>RACE/ETHNICITY</i>	<i>COUNT</i>	<i>PERCENTAGE</i>
<i>White/Non-Hispanic or Latinx</i>	<i>19</i>	<i>7%</i>
<i>White/Hispanic or Latinx</i>	<i>30</i>	<i>11%</i>
<i>Black/Non-Hispanic or Latinx</i>	<i>194</i>	<i>73%</i>
<i>Black/Hispanic or Latinx</i>	<i>18</i>	<i>7%</i>
<i>Asian</i>	<i>2</i>	<i>1%</i>



**Boston City Council
Committee on Ways and Means**

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

<i>Middle Eastern</i>	<i>4</i>	<i>1%</i>
<i>TOTAL</i>	<i>267</i>	<i>100%</i>

- *From 1/1/2016-5/5/2021, there were 132 clearances. Below are the clearance totals and percentage of clearance totals by victim race and ethnicity:*

<i>CLEARANCES 1/1/2016-5/5/2021</i>		
<i>RACE/ETHNICITY</i>	<i>COUNT</i>	<i>PERCENTAGE</i>
<i>White/Non-Hispanic or Latinx</i>	<i>16</i>	<i>12%</i>
<i>White/Hispanic or Latinx</i>	<i>14</i>	<i>11%</i>
<i>Black/Non-Hispanic or Latinx</i>	<i>90</i>	<i>68%</i>



**Boston City Council
Committee on Ways and Means**

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

<i>Black/Hispanic or Latinx</i>	<i>7</i>	<i>5%</i>
<i>Asian</i>	<i>1</i>	<i>1%</i>
<i>Middle Eastern</i>	<i>4</i>	<i>3%</i>
TOTAL	132	100%

CLEARANCE RATES BY RACE/ETHNICITY:

- *84% for homicides with White/Non-Hispanic victims (16 cases solved out of 19)*
- *46% for homicides with Black/Non-Hispanic victims (90 cases solved out of 194)*

NON-GUN HOMICIDES:

- *Of the 267 cases, 58 (22%) were ruled homicide by trauma, stab, arson, or acute myocardial infarct.*
- *15 (26%) victims were White/Non-Hispanic. 13 (87%) cases were cleared.*
- *30 (52%) victims were Black/Non-Hispanic. 23 (77%) cases were cleared.*

GUN HOMICIDES:

- *Of the 267 cases, 209 (78%) were ruled homicide by GSW.*
- *Four (2%) victims were White/Non-Hispanic. 3 (75%) cases were cleared.*
- *164 (78%) victims were Black/Non-Hispanic. 67 (41%) cases were cleared.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

CONCLUSIONS:

- *COD is a solvability factor. White/Non-Hispanic and Black/Non-Hispanic victim clearance rates are aligned when CODs are outside of gun violence.*
- *Motive is a solvability factor. Of the three cleared gun homicides with White/Non-Hispanic victims, none are linked to gang dynamics. Instead, circumstances include: personal conflicts, domestic violence, road rage incidents, and drug relationships. Additionally, the suspect involved in the homicide surrounding drugs killed himself resulting in clearance by death of suspect.*
- *Other solvability factors not reflected in these stats include location, time, witnesses/cooperation, evidence gleaned, among several others.*

- How many BPD officers currently sit on a federal task force? What are these task forces?
 - *The Boston Police Department currently has 11 full time detectives assigned to Task Forces within the City and surrounding areas.*

Those Task Forces include:

- *1 Detective – FBI Violent Crime Task Force (i.e., bank robberies)*
- *1 Detective – US Marshals Service Violent Offender Task Force/ SORI*
- *2 Detectives – Homeland Security Investigations (Drug Investigations)*
- *1 Detective - Homeland Security Investigations/ ICE (criminal activity only)*
- *1 Detective – FBI North Shore Gang Task Force*
- *2 Detectives – FBI Organized Crime Task Force*
- *1 Detective – ATF Boston Firearms & Violent Crime Task Force*
- *1 Detective – DEA Tactical Diversion Task Force (Illegal Pills)*
- *1 Detective - DEA Task Force Group*

The Boston Police Department also has 62 detectives and officers assigned to task forces outside of their full-time responsibilities. These are often investigation-specific to allow the detective/officer expanded geographical and internal authority to legally participate in the investigation with outside agencies. Those task forces include:

- *FBI New England Regional Computer Forensics Lab*
- *U.S. Secret Service New England Electronic Crimes Task Force*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- *U.S. Marshalls HIDTA Fugitive Task Force*
 - *FBI Task Force Group One*
 - *Homeland Security Investigations (drug and criminal activity only)*
 - *FBI Human Trafficking Task Force*
 - *DEA Financial Investigations Team*
 - *DEA OCDETF/ Meth Initiative Task Force (drug labs)*
 - *FBI Joint Terrorism Task Force*
-
- The BPD Commissioner is required by the Trust Act to submit a report detailing their work with ICE. When will this report be made available?
 - *The Department is currently working on this report.*
 - BPD representatives have ignored requests to testify at recent City Council hearings and have failed to provide responses to various information requests. What is the reason for the failure to appear at these hearings?
 - *To be answered verbally at the hearing.*
 - How can BPD more accurately forecast overtime hours and costs?
 - *With the automation of overtime slips, overtime can be monitored in real time.*
 - Where does the money come from when there are BPD overtime cost overruns?
 - *BPD first draws on favorable variances within the department budget and then OBM draws on other favorable variances, i.e. reserves.*
 - How does BPD determine minimum staffing in each neighborhood?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
 - How many officers speak a second language? What are these languages?
 - *There are many officers that speak second languages but there is currently no formal list to track such officers. At the recruitment process, the State's*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Office of Human Resources Division/Civil Service dictates the department's requirement for second language speakers.

Councilor Michael Flaherty asked:

- What investments are being made to expand the BEST team clinicians?
 - *\$2 million has been added to the Department's budget for the Best Clinicians.*
- What investments are being made to increase cadet recruitment?
 - *\$580K has been added to increase cadet recruitment.*
- Have there been any savings due to the cancellation of large special events like the Boston Marathon?
 - *Savings from the cancellation of large special events have been offset from costs related to COVID, Protests, Election, Mass/Cass. Additionally, police resources were dispatched throughout the City last summer and will continue this summer in areas (i.e. Talbot Ave., American Legion Highway, Franklin Park) for quality of life complaints, including but not limited to: loud parties, fireworks, dirt bikes and drag racing.*
 -
- Have there been any major costs associated with any unplanned large events like protests?
 - *Excluding COVID related costs, as of April 23, 2021, elections, protests and MassCass overtime costs total \$10.7M. These costs are anticipated to continue in an upward trend.*
- How are we working with the department, whether with investments in the medical triage unit or other strategies, to manage our officers out on long term medical leave? Can we explore adding chiropractic services to the formulary in an attempt to reduce long-term medical leave?
 - *Recognizing the need to see these officers as injuries occur, in addition to the medical triage team, the BPD contracted with Brighton*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Occupational Health to facilitate appointments for injured officers more frequently. As a result, we have seen officers returning to full duty.

- Can the City and BPD provide chiropractic services to police officers?
 - *The BPD provides appropriate medical as recommended by their medical provider.*

Councilor Michelle Wu asked:

- External Violence Against Women funds are increasing by 95%. What will that be used for?
 - *Increases in VAWA funding at the federal level from the Biden Administration. Funds have not been released yet.*
- Capacity of the Community Engagement Bureau's programming was expanded in FY21 as part of the HHS cabinet's citywide targeted violence prevention strategy, but for FY22, the proposed budget decreases by 34.1%. What community engagement functions are decreasing in size?
 - *The budget for the Community Engagement Bureau was not decreased. The \$2 million investment made for the Best Clinician Program was reclassified to the appropriate org who manages the program with the Street Outreach Team.*
- The budget includes a \$500,000 investment in the medical unit for triage and additional clinicians to get injured officers back to work quickly. Is this for an in-house medical unit? Or contracted medical staff?
 - *With this investment, the department has added a Physician's Assistant and a Physician to our Occupational Health Team to further increase our efforts to get our officers back to work safely and expeditiously. These healthcare providers are independently contracted with the BPD.*
 - *The BPD also contracted with Brighton Occupational Health to facilitate appointments for injured officers more frequently.*
- How are minimum staffing levels determined? What formula is used to calculate them?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- Over the course of FY21, how many medical incidents resulted in hospitalizations? What's the breakdown of type of medical incident? What is the geographic distribution of medical incidents? What is the range in size of police response and average size of police response? Is there a way to know from the data collected if any of these incidents actually were criminal in nature vs something that could have been supported through non-police mediation?
 - *Please see the attached document "EMS events resulting in transport". We are still drilling down further on this and should have some more information/stats in the near future.*
- Is there a record of actions associated with each incident record that is not part of the public data sets (Size, nature of police response; Arrests; Use of force; Disciplinary Action)? There are some incomplete metadata fields, including latitude and longitude. Is there a specific reason for this omission?
- What resources within the HR department or elsewhere are dedicated to analyzing overtime data?
 - *All levels of management throughout the Department will be monitoring and scrutinizing overtime data.*
- How many sworn personnel work on the detail desk? What are we cumulatively spending on their personnel costs?
 - *18 \$1.9 million. Paid Detail Unit 9 sworn, \$1.1 million.*
- How many sworn personnel work on the time and attendance desk? What are cumulatively spending on their personnel costs?
 - *28, \$3 million.*
- What protocols are in place to communicate with ADAs or the DA's office to notify officers when judges are absent?
 - *There is a Supervisor at each District Court who provides updates to officers on case status.*
- What are the racial demographics of officers earning pay premiums through the Quinn bill? What's the distribution of department assignments of these officers? (i.e. are any officers earning premiums assigned to the time and attendance desks?)
 - *The Department does not track the racial demographics relative to Quinn Bill or educational incentive.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- According to the Managing Partners Report commissioned by Commissioner Evans, how many officers do solely administrative work, or only do police work during OT?
 - *Not sure on question. There are 28 time and attendance clerks and 18 detail clerks who do administrative work who can do police work on overtime if ordered or asked based on need.*
 - How many Involuntary Accidental Disability Retirement orders has the Commissioner or Acting Commissioner filed over the last fiscal year?
 - *We currently have 64 involuntary accidental disability retirement files submitted to the Boston Retirement Board.*

Councilor Ricardo Arroyo asked:

- What are BPD's minimum staffing levels and how does BPD determine whether they need more officers? How often is this reevaluated?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
- How many officers are assigned to District stations and how many are members of citywide units?
 - *Please see attached "Sworn Breakdown."*
- How many officers at BPD patrol or respond to calls?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
- What effort has BPD made to civilianize administrative functions and roles?
 - *Any job function that is currently being performed by one bargaining unit must be bargained before it can be transferred and agreed upon by the new bargaining unit. As this question relates to Collective Bargaining Agreements, these questions may be better answered by the City of Boston Office of Labor Relations.*
 -



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- What portion of BPD officers are vaccinated? Will the department require officers to be vaccinated to continue working?
 - *As of May 19, 2021, 1,132 sworn employees have been vaccinated or 52%. This does not count officers that may have received a vaccination on their own. Currently, vaccination is voluntary for active employees and is not a requirement.*
- Out of approximately 149 contracts, BPD only procures 3 small-locally owned businesses (SLBEs) and no MBE/WBEs: What efforts are being made by BPD to be more intentional about procuring from SLBE, MBE, and WBEs?
 - *Upon registering as a City Vendor, if the vendor does not check the appropriate profile boxes, we cannot track that information. The BPD is in compliance with the City's Equity Procurement Policy. The Certified Vendor List is reviewed with every service contract that is put out to bid to ensure that these businesses are provided an equal opportunity.*

Councilor Andrea Campbell asked:

- Why is there a reduction in the budget for the Bureau of Community Engagement?
 - *The investment of the Best Clinician Program was reclassified to the appropriate org.*
- What is being done to increase BPD officer and staff diversity?
 - *The BPD has a Diversity Recruitment Officer, who continuously attends job fairs, college fairs, and visits high schools to engage diverse candidates for Recruits and Cadets.*
- Can you provide more information related to the different types of officer training and professional development including implicit-bias training for police officers.
 - *See attached Municipal Police Training Committee academy curriculum versus the Boston Police Academy curriculum.*
 - *The Fair & Impartial Policing curricula is based on the science of implicit bias. Implicit biases can impact what people perceive and do, even in people who consciously hold non-prejudiced attitudes. The implication of the science of bias is that even the best law enforcement*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

officers may manifest bias because they are human, and even the best agencies will have biased policing because they hire humans.

- What is the cost associated with these trainings?
 - *Will have to provide this information at a later date.*
- Has BPD examined restructuring BPD to allow police officers, that are assigned to special units, to be redeployed on the district level and increase neighborhood coverage?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
- What are the budget expenses for Boston police that are not reflected in the “Boston Police Department” section of the operating budget? How much is spent on pensions, health insurance, benefits, payroll taxes and costs, fringe, etc.?
 - *All of these are items are budgeted centrally and should be answered by the Office of Budget Management.*
- What percentage of City Appropriations (not including the Boston Public Health Commission and Boston Public Schools) is the Police Department?
 - *This information would have to be provided by the Office of Budget Management.*
- Given the overall cost of the police department (including pensions, health insurance, benefits, payroll taxes and costs, fringe, etc.), what is the average cost per officer?
 - *BPD will work with the Office of Budget Management since many of the items are budgeted centrally.*
- How much is spent on areas such as BRIC, the Youth Violence Strike Force / gang unit, gang cars, traffic and parking enforcement, equipment and weapons, and school police?
 - *BRIC \$3.6 million, YVSF \$4.5 million. These amount do no include personnel items that are budgeted centrally.*
- How much in total supplemental funding for police has been approved since June 2020?
 - *There has been no supplemental funding.*
- Are donations to the Boston Police Department from non-profit organizations — including but not limited to the Boston Police Foundation, Boston Police Relief



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

Association, and Friends of the Boston Police — accounted for in this budget?
Are they permitted to accept cash and in-kind donations?

- ***Any and all cash or in-kind donations received by the Boston Police Department are submitted to City Council requesting the ability to Accept and Expend the funds received from external funders and are included in the external funds budget.***
- If two classes totaling 60 police officers, plus an additional 20 cadets, are added, when will they start getting paid, and when will the 60 police officers officially join the department? What are the short-term costs to the academy training, and what is the future cost per year of paying 60 officers and 20 cadets in the future?
 -
- If these 80 police and cadets were not added, how much would be available for alternative investments each year in future years?
 -
- If there are 60 new officers, when they go on vacation or use their sick time, do their shifts get posted as available overtime shifts?
 -
- If there was a hiring freeze or reduction in the number of officers, what could that money be used for that would address root issues of ensuring safety, preventing harm, and transforming harm?
 -
- What cuts beyond just cutting overtime would reduce disproportionate police presence, arrests, and incarceration for BIPOC residents? What could that money be used for that would address root issues of ensuring safety, preventing harm, and transforming harm?
 -
- What has been the progress on creating civilian details with good-paying public jobs to replace police details?
 - ***Any job function that is currently being performed by one bargaining unit must be bargained before it can be transferred and agreed upon by the new bargaining unit. As this question relates to Collective Bargaining Agreements, these questions may be better answered by the City of Boston Office of Labor Relations.***



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- Can the Boston Police Department please provide answers around what its minimum staffing calculations are in neighborhoods, and quantifying police presence in different neighborhoods? Why would the community and City Council support adding police when there hasn't been data or discussion on how to decrease existing overpolicing?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
- How much could be saved by reducing sending police to respond to 911 calls, including but not limited to mental health crises?
 -
- The proposed operating budget sets aside \$10 million in reserves for collective bargaining, and \$3 million was set aside in last year's budget. How much of this is expected to go to police? Will this be kept at \$0?
 - *This question would have to be answered by the Office of Budget Management.*
- How much of the American Rescue Plan funds are being planned for police?
 - *None.*
- How much of past federal relief funds were used for police?
 - *This information would have to be provided by the Office of Budget Management.*
- What capital projects are being funded by police, and where could those funds go instead?
 - *All capital projects listed have been previously approved in prior fiscal years. Additional funding was added to the existing capital accounts for the roof at Headquarters and its elevators.*
- Has the Boston Police Department provided answers about the mechanics of how overtime is approved and why it continues to go over budget and be so high? Have there been concrete, convincing plans for cutting overtime?
 - *The Department's primary focus on reducing overtime in FY22 is getting injured officers back to work, continuously monitor overtime at all management levels and begin discussion with City Hall on developing electronic overtime slips for real time review and approval.*



Boston City Council Committee on Ways and Means

Dockets #0524-0531 FY22 Budget

Dockets #0535-0536 BPD Revolving Funds

BOSTON POLICE DEPARTMENT

Working Session: Friday, April 30, 2021, 10:00 a.m.

Hearing: Monday, May 10, 2021, 2:00 p.m.

- 40-50% of overtime hours are for “extended tour” and “additional tour” hours. Do police captains have the power to allot overtime hours in order to extend shifts and add shifts, and what other police officials have this power? If so, would enforcing stricter limits be more effective at decreasing overtime than hiring more officers?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*
- 30-40% of overtime hours are for “replacement personnel” hours. Is it accurate that the contracts require that every vacant shift because an officer is on vacation or sick, must be offered as potential overtime shifts to other officers? If so, would changing the contract be more effective at decreasing overtime than hiring more officers?
 - *To be answered verbally at the hearing by Supt. McGoldrick.*

Section 1: Foundational Thoughts for Police Use of Force

Thought 1: Human Life

This is not a political or religious thought but a human one. As law enforcement officers we are duty bound protectors, sheep dogs if you will. It is our job. In a recent terrorist attack a noble officer can be heard promising a group of terrified civilians that he would, “take a bullet for you”. He then added, “That’s for damn sure!” We are proud of this exclamation. It is a code deeply embedded in the hearts of anyone who sincerely puts on a badge. ***We will, at any cost, protect those whom we have sworn to protect.*** The idea of “Priority of Life” was popularized during active shooter training it simply states that in an active shooter situation the officers must protect, in the following order:

1. Innocent victims and hostages
2. Police officers and first responders
3. Subjects

When active shooter training came along and we moved to a “Save as many lives as possible” mindset, some even in our own profession thought it a contradiction to prior training and philosophy. The idea of valuing victims above officers was questioned and the idea of valuing the lives of suspects at all was ridiculed. It was, however not a contradiction, it was a correction.

As law enforcement officers our job is not to hurt, kill or destroy. It is to protect the lives and preserve or improve the quality of the lives of the citizenry. If we must hurt or even kill a suspect it is in defense of innocents or ourselves. The idea of protection of the subject is revealed in that we will only use that amount of force necessary to gain control over our subject. The increase in force is directly related to the subject perceived increase in resistance.

Thought 2: The Art of De-Escalation

A good police officer is a good communicator. It is important as we embark on the Boston Police Academy’s Use of Force curriculum that we acknowledge the power of communication. The fact is clear that a police officer talks much more than he/she fights. Some erroneously think the profession spends far too little time training on the talking part. A closer look at police training as a whole reveals that communication with the aspects of respect and human connection are taught and experienced across the board here in this academy. Reflect now on what you have studied thus far and think about all of the times the instructors took time to mention good communication.

In use of force we must now cover specific strategies to de-escalate an agitated person in order to avoid a situation in which someone gets hurt. This is not intended to make any sort of apology for instances when the reasonable police officer decides to use force to bring a resistant or assaultive person under control.

De-escalation is an art, to be learned, practiced and interpreted individually by each practitioner. As in any art the interpretations are as numerous as those who practice. In this section we have outlined seven core strategies that can be expanded upon or adapted for situations you will face in your career as a law enforcement professional.

Seven Strategies for Verbal De-Escalation of the Agitated Person

1. Remain Calm:

Remember, the verbally escalating person is beginning to lose control. If the person you are intervening with senses you are losing control, the situation will escalate. Try to keep your cool, even when challenged, insulted or threatened.

2. Isolate the Individual:

Onlookers, especially those who are the peers of the verbally escalating person, tend to fuel the fire. They often become cheerleaders, encouraging the individual. Isolate the person you are verbally intervening with. You will be more effective one-on-one.

3. Keep it Simple:

Be clear and direct in your message. Avoid jargon and complex options.

4. Watch Your Body Language:

Be aware of your space, posture and gestures. Make sure your nonverbal behavior is consistent with your verbal message. Pointing, hand on the firearm or drawing a baton or baton or OC prematurely can lead to an escalation.

5. Use Silence:

Ironically, silence is one of the most effective verbal intervention techniques. Silence on your part allows the individual to clarify and restate. This often leads to a clearer understanding of the true source of the individual's conflict.

6. Use Reflective Questioning:

Paraphrase and restate comments. By repeating or reflecting the person's statement in the form of a question, you'll help the individual gain valuable insight. Example: "So I hear you saying that you are having a bad day, am I right?" "I am here to help."

7. Watch Your Paraverbals:

Any two identical statements can have completely opposite meanings, depending on how the tone, volume and cadence of your voice are altered. Make sure the words you use are consistent with voice inflection to avoid a double message.

We then break these and other techniques down into smaller steps such as:

Approaching and Agitated Person:

- Maintain your poise and self-control;
- Maintain personal space;
- Keep your voice low and calm;
- Keep your hands up and in view;
- Be matter-of-fact;
- Avoid giving “sharp” commands;
- Use simple statements when giving commands;
- Do not challenge-verbally or physically;
- Avoid arguing;
- Do not be critical.

Thought 3: Confidence Arises from Practice

“He’s been doing that to me in practice all season so it was nice to see him pick someone else off.” – Tom Brady on Malcolm Butler’s game winning interception in Super Bowl XLIX

We are confident in what we practice. The theories taught in the classroom will be taken to the gym and to scenarios for practice, practice, practice. We want to produce confidence in our law enforcement trainees and the only way to do that is to find and expose weaknesses and turn them into strengths. Confidence will affect you and the people who you deal with. It will give you a calm and professional platform from which to interact with others. It will calm the good people who you interact with and deter the criminal element as they consider attack.

We can practice mentally. A visualization of how things might happen with multiple contingencies is an important habit to develop. Many successful people in all areas of life use visualization and mental rehearsal to ensure that outcomes are both desirable and predictable. A law enforcement professional who just goes from call to call without first visualizing actions and reactions puts him/herself in a dangerous position. Mental rehearsal can also be conversational. Partners groups and teams in law enforcement must talk about roles and areas of responsibility before the actual incident. These conversations may occur on the way to a priority one call. They may also occur at lunch or over a cup of coffee. The “what if” conversation has saved many

lives on this job. In debriefs of critical incidents many officers have stated, “We just talked about this very thing.” Those officers are not psychics: they are just good cops who regularly use the vital tool of mental rehearsal.

We also must practice physically. It is very common for officers to continue to go to the pistol range after graduation. It is an imperative in most police departments. Some other areas that practice is needed are, prisoner searches, take downs, cell extractions, field interview positioning and handcuffing. Officers should not wait for an academy in-service course in order to practice with a partner. It should be a part of the daily routine.

If our favorite athlete on our favorite team lost a BIG game and then said at the news conference that he did not care for practice. I am sure that we would all be upset with him. But the loss of a game does not have the same potential cost as when a law enforcement officer fails at a task for lack of practice. Here at the police academy we are rich in practice in both its physical and mental forms. Outside of these walls you will choose how good you are at specific tasks by how much you practice them. Be aware, THE OTHER TEAM IS PRACTICING.

“I don’t know if I practiced more than anybody, but I sure practiced enough. I still wonder if somebody -- somewhere -- was practicing more than me.” – Larry Bird

MPTC ROC Curriculum

Volume I: Policing In Massachusetts	CL	SD	Total
Orientation	3	0	3
Who We Are	6	0	6
Problem Solving	6	0	6
Communication Skills	12	6	18
Officer Wellness	6	60	66
First Responder / CPR	39	0	39
Report Writing (intro)*	6		6
Constitutional Law	18	0	18
Volume II: Investigations			
Criminal Investigations	CL	SD	Total
Criminal Law	18	0	18
Interviews & Interrogations	12	6	18
Criminal Investigations	18	24	42
Motor Vehicle Theft	3	0	3
Controlled Substance Investigations	6	3	9
Hate Crime Investigations	6	0	6
Gangs	3	0	3
Crimes Against Persons w/ Disabilities	3	0	3
Autism Law Enforcement Coalition	3		3
Missing Person Investigations**	3	0	3
Deceased Person Investigations**	3	0	3
Domestic Violence Investigations	9	3	12
Sexual Assault Investigations	6	3	9
Human Trafficking Investigations	6	3	9
Juvenile Investigations	9	3	12
Motor Vehicle Investigations	CL	SD	Total
Motor Vehicle Laws	18	6	24
Traffic Control & Direction (TIM)**	3	0	3
Hazardous Material Emergencies**	3	0	3
Speed Detection & Measurement	12	6	18
Crash Investigations	6	6	12
O.U.I. Investigations	16	16	32
Motor Vehicle Stops	6	18	24
Volume III: Patrol Procedures	CL	SD	Total
Emergency Vehicle Operations	6	40	46
Use of Force	6	0	6
Handcuffing	2	14	16
Defensive Tactics	2	38	40
OC	1	7	8
Baton	1	7	8
Firearms: Handgun	12	40	52
Firearms: Rifle	6	40	46
Water Safety	1	5	6
Incident Command System***	3	0	3
Police Response to Mentally Ill	12	0	12
Crime Prevention**	3	0	3
Crowd Management**	3	0	3
Patrol Duties & Officer Safety	6	56	62
Active Shooter	6	32	38
Homeland Security**	3	0	3
Testing			17
TOTALS	338	442	800

*12 reports are required to be written and reviewed during the academy

**available online in the Acadis portal

***FEMA online course

Update on Task Force recommendations 5/25/2021:

The BPD has received many ongoing inquiries about the progress of implementing Mayor Walsh’s Police Reform Task Force recommendations. These recommendations were made prior to the MA Police Reform legislation being implemented into law and as has been previously mentioned, there is much overlap – with state mandates taking legal precedent over recommendations. In addition, it is worth noting that the Task Force specifically recommended that the City “**Pledge to implement the Task Force’s recommendations without increasing the BPD’s budget.**” The Department has been working within current resource constraints to implement recommendations as well as prepare for compliance with the pending POST Commission requirements.

Task Force Recommendation	Update	Projected Date, when applicable
Recommendations 1.01 – 1.04: Detail the Creation and Implementation of the new Office of Police Accountability and Transparency	These recommendations were for the Mayor’s Office to implement. BPD leadership met with the OPAT Director and will work with her to establish communication and data sharing processes, and provide any information, training, or assistance needed.	This work is ongoing
Recommendation 2.01: Create a formal diversity and inclusion policy	The BPD issued a new DEI policy on May 25, 2021. This policy was reviewed by the Equity Office and internal DEI Committee of the BPD.	Implemented
Recommendation 2.02: Create a Diversity and Inclusion Unit in the BPD	The Department has convened an internal DEI Committee.	Ongoing, the DEI committee has been meeting since early April.
Recommendation 2.03: Prioritize the recruiting and hiring BIPOC ¹ sworn and civilian officers by revising the civil service system to prioritize local hiring.	This was a recommendation for the Mayor’s Office. The Mayor’s Office created, and the City Council passed, a home rule petition to create a hiring preference for Boston high school students. This is currently before the	This work is ongoing

¹ BIPOC: Black, Indigenous, and People of Color

	Massachusetts State Legislature.	
Recommendation 2.04: Prioritize advancing and retaining BIPOC sworn and civilian officers.	BPD already prioritizes diversifying the department through the Cadet Program, Diversity Recruitment Officer/ Promotional Exam Administrator, and requesting language preference lists through Civil Service.	This work is ongoing
Recommendation 2.04.3: Reform promotion protocol so that it is less reliant on written examinations, with help of a consultant, to a more holistic assessment.	The BPD along with an outside testing company is just completing a very lengthy and extensive promotional exam process for Sergeants, Lieutenants, and Captains. This process began before the task force recommendations were made, and includes a multiple choice exam, a scenario based written exam, a scenario based oral exam, and factors in additional points for training and education.	
Recommendation 2.05: Update the BPD's bias free policing policy.	Rule 113A Bias Free Policing was revised and issued on May 25, 2021. It was reviewed by the Equity Office and internal DEI Committee of the BPD.	Implemented
Recommendation 2.06: Improve racial equity training.	<ul style="list-style-type: none"> • The BPD has expanded Fair and Impartial Policing curriculum for recruits from two hours to eight hours. This change took place for the current recruit class graduating in June. This expands training in unconscious bias and procedural justice. • The BPD has also implemented ABL – Active Bystandership in Law Enforcement, a national 	<p>Internal training improvements have been made.</p> <p>BPD will be taking part in additional racial equity training being developed by MORRE for all city departments later this year.</p>

	<p>training effort to prepare officers to successfully intervene to prevent harm and create a culture that supports peer intervention. ABLE is a collaboration between Georgetown University Law Center, the Sheppard Mullin Law Firm, and the New Orleans Police Department. This eight hour training curriculum has been taught to the current recruit class, and will be rolled out this year through in-service training to veteran officers to ensure that all officers receive this training. Annual refresher training will be included in in-service training going forward.</p> <ul style="list-style-type: none"> • As part of the work of the Equity & Inclusion Cabinet, Chief Lori Nelson of the Mayor’s Office of Resilience and Racial Equity (MORRE) is developing a racial equity training curriculum for all city employees in partnership with contracted vendor Health Resources in Action (HRiA). BPD representatives are working with them regarding implementation of this equity training for all BPD employees – sworn and civilian. 	
<p>Recommendation 2.07: Establish a Task Force to Implement Racial Equity Ideas.</p>	<p>The Department has formed an internal DEI Committee that is tasked with promoting racial equity.</p>	<p>This work is ongoing</p>

<p>Recommendation 3.01: Expand the body-worn camera program to include all BPD uniformed officers.</p>	<p>The BPD is in the process of expanding the BWC program.</p>	
<p>Recommendation 3.02: BPD should require uniformed officers to keep their body worn cameras on at all times during work hours, with exceptions for privacy.</p>	<ul style="list-style-type: none"> • To address the concern of officers not wearing their body worn cameras on overtime or during paid details secondary cameras are being deployed. Secondary camera deployment began in May for Patrol Officers. This will provide the charging and storage capacity for officers to wear their BWCs on overtime and paid details. Deployment will be completed in June. • Rule 405 was revised to address secondary camera deployment and issued on May 11, 2021. In addition, this revision also includes a new Section 2.9. Special Operations Division Activation Factors. This clarifies for the officers and for the public the expectations for BWC use by Division units. 	
<p>Recommendation 3.03: BPD should allow individuals recorded by the BPD (or their next of kin) unfettered access to the body-worn camera footage of themselves (or of their family member).</p>	<p>The Boston Police Department does not release body camera footage in open investigations if releasing the footage may compromise the integrity of the investigation.</p>	
<p>Recommendation 3.04: BPD should allow the public broad access to body-worn camera footage via FOIA.</p>	<p>The Boston Police Department follows the Public Records Law regarding release of body-camera footage.</p>	

Recommendation 3.05: Increase the retention period for body-worn camera footage.	BPD increased the minimum retention policy to 180 days during task force deliberations last year (2020).	Implemented
Recommendation 3.06: Develop clear procedures and consequences for violations of body-worn camera policy.	Violations of Rule 405 are subject to progressive discipline per Rule 109 Discipline.	
Recommendation 3.07: Maintain ban on biometrics and facial recognition technology in the body-worn camera program	The city banned biometrics and facial recognition technology on June 30, 2020. The BPD adheres to this ordinance.	Implemented
Recommendation 4.01: Be required to report use of force data, including weapons discharges, to the appropriate state and federal agencies in as timely a manner as prescribed.	The BPD has been reporting use of force data to the FBI reporting system per their requirements since the summer of 2019. BPD will be reporting use of force data to the POST Commission as soon as this process is implemented by the state.	Implemented. Voluntary federal reporting to the FBI has been in place for two years. State mandated reporting will be completed pending development of the process by POST.
Recommendation 4.02: Be required to report Arrest-Related Deaths (“ARD”) to the Deaths in Custody Reporting Program (“DCRP”).	This federal reporting system is no longer operational. BPD will report this data to any new federal system that is created, as well as to the POST Commission as required.	N/A
Recommendation 4.03: Work to resolve all current cases involving excessive force and wrongful death.	This is a recommendation for the Mayor’s Office and Corporation Counsel.	
Recommendation 4.04: Created a list of zero-tolerance offenses for immediate termination and a problem-officer list that is publicly available via the dashboard.	<ul style="list-style-type: none"> • Discipline is a contractual issue which is subject to bargaining. • The Suffolk County District Attorney’s Office’s Law Enforcement Automatic Discovery (<u>LEAD</u>) list will be referenced on the new BPD 	The new webpage will be launched in phases, beginning in June 2021.

	<p>accountability and transparency webpage. This list is officers who have been flagged by prosecutors as either having engaged in, or been accused of, misconduct that the DA's office might legally need to disclose to the defense.</p>	
<p>Recommendation 4.05: Review, revise and updated its use of force policies so that they are in agreement with the latest iteration of the use of force continuum.</p>	<ul style="list-style-type: none"> • Use of Force Rules (303, 303A, 303B, 303C, 303D, 304) again based on state legislation and task force recommendations in May. This includes incorporation of legislation regulating use of force, de-escalation tactics, duty to intervene, and discharging firearms into fleeing vehicles. The Investigation of Firearm Discharges section was also updated to include Rule 405 Body Worn Camera policy related to collecting and securing video footage in instances of officer involved shootings and other use of deadly force. Rule 304 Non-Lethal Force was also updated to include a brief description of the Use of Force Model. • BPD had previously updated all use of force policies in June 2020 to address concerns of “8 Can’t Wait”. BPD will be revising these policies again this summer with the anticipation of POST use of force standards being issued July 1. 	<p>Implemented: all Use of Force rules have been updated.</p>

<p>Recommendation 4.06: Domestic violence by BPD employees should be classified as excessive force</p>	<ul style="list-style-type: none"> • Incidents of domestic violence by BPD employees are covered in Rule 327A Domestic Violence Situations Involving Department Employees; and under Rule 102 The Conduct and General Rights and Responsibilities of Department Personnel: <i>Sec. 35 CONFORMANCE TO LAWS: Employees shall obey all laws of the United States, of the Commonwealth of Massachusetts, all City of Boston ordinances and by-laws and any rule or regulation having the force of law of any board, officer, or commission having the power to make rules and regulations. An employee of the Department who commits any criminal act shall be subject to disciplinary action up to and including discharge from the Department. Each case shall be considered on its own merits, and the circumstances of each shall be fully reviewed before the final action is taken.</i> • Violations of these rules may result in disciplinary actions up to and including termination (See Rule 109 Discipline). • Discipline is a contractual issue which is subject to bargaining. 	
<p>Recommendation 4.07: After use of force or instances when a civilian is killed, the Officer</p>	<ul style="list-style-type: none"> • Officers involved in use of deadly force are seen by a 	

<p>should have a psychological exam and submit a drug/alcohol test.</p>	<p>medical doctor before they return to work.</p> <ul style="list-style-type: none"> • Rule 111 Substance Abuse Policy determines when an officer is subject to drug/alcohol testing. Any changes requiring additional testing is a contractual issue which is subject to bargaining. 	
<p>Recommendation 4.08: Include language in its policies that directly address race, ethnicity, gender identity, sexual orientation, youth, advanced age, housing status, substance use, mental or behavioral health, and/or national origin.</p>	<p>The state police reform legislation definition of bias free policing and specified characteristics are included in the revised Bias Free Policing Policy (Rule 113A).</p>	<p>June 2021</p>
<p>Recommendation 5.01: The BPD should publish information regarding sensitive officer conduct.</p>	<p>The BPD has been working on an accountability and transparency webpage with the Digital team, and various associated dashboards with DoIT. Demo dashboards have been completed for Firearms Discharges, FIOE Reports, Shootings, Shots Fired, Homicide Clearances, and Recovered Firearms. In addition we have worked with social service partners BEST and YouthConnect to create dashboards to display their work on the webpage as well. Other dashboards are in development: Complaints, In-custody deaths, Employee Demographics, and Calls for Service. Dashboards will be added to the webpage, and datasets to Analyze Boston as they are finalized, with appropriate restrictions for</p>	<p>The new webpage will be launched in phases, beginning in June.</p>

	privacy and confidentiality as required by law.	
Recommendation 5.02: Establish and publish a timeline for the release of BPD records that promotes the release of records as quickly as possible, based on contextual factors (recommended timeline included in Appendix 3)	The BPD strives to release public records as quickly as possible.	
Recommendation 5.03: Publish information regarding sensitive officer conduct on a dashboard.	Accountability and Transparency webpage with dashboards is in development – see recommendation 5.01	The new webpage (with dashboards) will be launched in phases, beginning in June.
Recommendation 5.04: BPD should create a Public Records Unit	The BPD does not currently have a Public Records Unit. The department is reviewing and assessing personnel resources to work on public records requests.	
Recommendation 5.05: BPD should require that all officers wear visible, rectangular nametags	This is a contractual issue which is subject to bargaining.	

Event Description	Transported By EMS	BPD Response
ABUSE ADULT ABUSE	46	
ABUSE PEDIATRIC ABUSE (E)	22	
ALARM INVEST A PERSON'S WELL-BEING (E) (P)	253	253
ALARM MEDICAL (E) (F) (P)	93	93
ALLERGIC REACTION ANAPHYLACTIC REACTION (E) (F)	329	
ALLERGIC REACTION REACTION TO RX OR STING (E)	319	
ASSIST EMS OFFICIALS ONSCENE (E) (P)	10	10
BOLO PICK A SUB-TYPE	8	
BOMB BOMB THREAT (P) (E) (F)	1	1
BURNS MAJOR BURNS / ELECTRICAL SHOCK (E) (F) (P)	16	16
BURNS MINOR BURN/SCALDING	28	
BURNS MINOR BURNS / ELECTRICAL SHOCK (E) (F)	18	
CARDIAC EVENT CARDIAC ARREST (E) (F) (P)	557	557
CARDIAC EVENT CARDIAC DISORDER (E) (F)	4,402	
CO DETECTOR WITH ILLNESS (F) (E)	4	
DIABETIC EMERGENCY	186	
DIFFICULTY BREATHING AIRWAY CLEAR NO DISTRESS	217	
DIFFICULTY BREATHING ASTHMA OR OVER 50 YEARS OLD (E) (F)	3,009	
DIFFICULTY BREATHING CHOKING (E) (F) (P)	20	20
DIFFICULTY BREATHING NO ASTHMA / UNDER 50 YEARS OLD	1,837	
DOMESTIC VIOLENCE - INTIMATE PARTNER	1	
DROWNING / WATER RESCUE (P) (E) (F)	8	8
EMOTIONALLY DISTURBED PERSON NO INDICATION OF VIOLENCE	1,138	
EMOTIONALLY DISTURBED PERSON NO INDICATION OF VIOLENCE	470	
EMOTIONALLY DISTURBED PERSON POTENTIAL FOR VIOLENCE	4,766	
EMS STANDBY EMS DETAIL	3	
EMS STANDBY FIRE STANDBY	1	
ENVIRONMENTAL EXPOSURE COLD	80	
ENVIRONMENTAL EXPOSURE HEAT	27	
FIRE STRUCK BOX (F) (E) (P)	40	40
HAZARDOUS MATERIALS INCIDENT LEVEL 3 INCIDENT (F) (E) (P)	2	2
HAZARDOUS MATERIALS INCIDENT PICK A SUB-TYPE	1	
HEMORRHAGE (E) (P) (F) EXTERNAL HEMORRHAGE	50	50
HEMORRHAGE (E) (P) (F) INTERNAL - 1	190	190
HEMORRHAGE (E) (P) (F) INTERNAL - 2	439	439
HOSTAGE SITUATION (SUPERVISOR CAN ONLY CALL)	6	
ILLNESS ILLNESS	12,623	
ILLNESS MINOR ILLNESS	12,489	
ILLNESS SERIOUS ILLNESS	1,125	
INJURED OFFICER	1	
INJURY INJURY	4,305	
INJURY MINOR INJURY	3,409	
INJURY SERIOUS INJURY (E) (F) (P)	88	88
INVESTIGATE PERSON DOG BITE	1	
INVESTIGATION CONS AND/OR MOVING (E) (P)	4,738	4,738
INVESTIGATION DECLARATION FOR (E) SDNDTH FOR (P)	24	24

Event Description	Transported By EMS	BPD Response
INVESTIGATION LIFT ASSIST ADVISE NEED FOR EMS	239	
INVESTIGATION PICK A SUB-TYPE	1	
JUMPER (P) (E) (F)	36	36
MOTOR VEHICLE ACCIDENT EMS VEHICLE INVOLVED (E) (P)	9	9
MOTOR VEHICLE ACCIDENT ENTRAPMENT (P) (E) (F)	17	17
MOTOR VEHICLE ACCIDENT PEDESTRIAN STRUCK (P) (E) (F)	260	260
MOTOR VEHICLE ACCIDENT PEDESTRIAN STRUCK - CONSCIOUS/MOVING (P) (E) (F)	264	264
MOTOR VEHICLE ACCIDENT REPORTED INJURIES (P) (E) (F)	1,006	1,006
MOTOR VEHICLE ACCIDENT UNKNOWN IF INJURIES - ADVISE NEED FOR EMS (P) (E) (F)	257	257
OBSTETRICAL/GYNECOLOGICAL OBGYN1	63	
OBSTETRICAL/GYNECOLOGICAL OBGYN2	414	
OBSTETRICAL/GYNECOLOGICAL OBGYN3	269	
OFFICER IN TROUBLE (P) (E)	5	5
OTHER - N.O.S.	47	
PERSON SHOT (P) (E)	158	158
PERSON STABBED (P) (E)	203	203
POISONING / OVERDOSE CARBON MONOXIDE (E) (F)	1	
POISONING / OVERDOSE DRUG OVERDOSE (E) (F) (P)	759	759
POISONING / OVERDOSE INGESTED POISON (E) (F) (P)	20	20
POISONING / OVERDOSE PICK A SUB-TYPE	1	
Request EMS and BPD Response	47	47
Request EMS Response	197	
SEIZURE ACTIVE (E) (F)	995	
SEIZURE POST-ICTAL/AURA OF SZ	726	
SEIZURE STATUS / DIABETIC / FIRST TIME WITH CRITERIA (E) (F)	352	
STREET CLOSURE NOTIFICATION	2	
STROKE	899	
TRAUMA (E) (F) (P)	68	68
UNABLE TO DETERMINE IF CONS/MOVING (E) (F) (P)	1,823	1,823
UNCONSCIOUS PERSON (E) (F) (P)	1,343	1,343
Total July 1, 2020 to Present	67,881	12,804

As of May 24, 2021

Count of ID			Sex			
Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total	
Bureau Admin & Technology	Administrative Leave Unit	BLACK		5	5	
		HISPA		2	2	
		WHITE	1	4	5	
	Administrative Leave Unit Total			1	11	12
	Building Security Unit	BLACK		2	2	
		WHITE		4	4	
	Building Security Unit Total				6	6
	Bureau Admin & Technology	WHITE		1	1	
	Bureau Admin & Technology Total				1	1
	Evidence & Supply MgmtDivision	WHITE		1	1	
	Evidence & Supply MgmtDivision Total				1	1
	Evidence Control Unit	BLACK		1		1
		WHITE		3	9	12
	Evidence Control Unit Total			4	9	13
	Extended Sick Unit	BLACK		2	2	4
		HISPA		1	2	3
		WHITE		3	10	13
	Extended Sick Unit Total			6	14	20
	Hackney Carriage Unit	BLACK			1	1
		WHITE			4	4
	Hackney Carriage Unit Total				5	5
	Leave Of Absence Unit	ASIAN			1	1
		BLACK			6	6
		HISPA			1	1
		WHITE		3	13	16
	Leave Of Absence Unit Total			3	21	24
	Licensing Unit	BLACK		1	1	2
		WHITE		1	2	3
	Licensing Unit Total			2	3	5
	Medically Incapacitated Unit	ASIAN			5	5
		BLACK		14	45	59
		HISPA		5	24	29
		WHITE		14	143	157
Medically Incapacitated Unit Total			33	217	250	
Operations Division	BLACK		2	1	3	
	HISPA		1		1	
	WHITE		2	9	11	
Operations Division Total			5	10	15	
Suspended Unit	BLACK		3	1	4	
	WHITE			4	4	
Suspended Unit Total			3	5	8	
Technology Services Division	ASIAN			1	1	
	BLACK			1	1	
	WHITE			2	2	
Technology Services Division Total				4	4	
Video Evidence Unit	ASIAN			1	1	
	BLACK			1	1	
	HISPA			1	1	
	WHITE			3	3	
Video Evidence Unit Total				6	6	
Bureau Admin & Technology Total			57	313	370	
Bureau Field Serv./ Off. Chief	Bicycle Unit	BLACK		6	6	
		HISPA		2	2	
		WHITE		14	14	
	Bicycle Unit Total				22	22
	Bureau Field Serv./ Off. Chief	HISPA		2	2	
	WHITE		1	3	4	
Bureau Field Serv./ Off. Chief Total			1	5	6	
Canine Unit	BLACK			6	6	

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total
Bureau Field Serv./ Off. Chief	Canine Unit	HISPA	1	4	5
		WHITE	1	13	14
		Canine Unit Total	2	23	25
	Comm. Vehicle Unit	BLACK		1	1
		HISPA		2	2
		WHITE		1	1
	Comm. Vehicle Unit Total		4	4	
	District 01	ASIAN	1	10	11
		BLACK	6	16	22
		HISPA		11	11
		WHITE	8	64	72
	District 01 Total		15	101	116
	District 02	ASIAN		1	1
		BLACK	3	25	28
		HISPA	4	9	13
		WHITE	6	60	66
	District 02 Total		13	95	108
	District 03	BLACK	2	15	17
		HISPA	2	13	15
		WHITE	1	51	52
	District 03 Total		5	79	84
	District 04	ASIAN	1	1	2
		BLACK	2	10	12
		HISPA		11	11
		WHITE	11	82	93
	District 04 Total		14	104	118
	District 05	ASIAN	1	2	3
		BLACK	5	9	14
		HISPA		7	7
		WHITE	4	39	43
	District 05 Total		10	57	67
	District 06	BLACK	2	11	13
HISPA		3	3	6	
WHITE		8	45	53	
District 06 Total		13	59	72	
District 07	ASIAN	1	1	2	
	BLACK	2	5	7	
	HISPA		9	9	
	WHITE	1	40	41	
District 07 Total		4	55	59	
District 11	ASIAN		4	4	
	BLACK	6	12	18	
	HISPA	4	5	9	
	WHITE	9	68	77	
District 11 Total		19	89	108	
District 13	ASIAN	2	1	3	
	BLACK	6	8	14	
	HISPA	2	14	16	
	WHITE	1	34	35	
District 13 Total		11	57	68	
District 14	BLACK	1	7	8	
	HISPA	2	5	7	
	WHITE	3	41	44	
District 14 Total		6	53	59	
District 18	ASIAN		1	1	
	BLACK	5	16	21	
	HISPA	1	3	4	
	WHITE	2	38	40	
District 18 Total		8	58	66	
Explosive Ordinance Unit	BLACK		2	2	
	HISPA		2	2	
	WHITE		10	10	

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total	
Bureau Field Serv./ Off. Chief	Explosive Ordinance Unit Total			14	14	
	Field Support Unit	BLACK		1	1	
	Field Support Unit Total			1	1	
	Harbor Patrol Unit	BLACK		2	2	
		WHITE		14	16	
	Harbor Patrol Unit Total			2	16	18
	Hazard Materials Response Unit	WHITE		3	3	
	Hazard Materials Response Unit Total			3	3	
	Homeland Security	WHITE		1	1	
	Homeland Security Total			1	1	
	Mobile Operations Patrol Unit	BLACK		4	4	
		HISPA		7	7	
		WHITE		31	31	
	Mobile Operations Patrol Unit Total			42	42	
	Special Events Management	WHITE		1	1	2
	Special Events Management Total			1	1	2
	Special Oper. Support Group	WHITE		1	1	
	Special Oper. Support Group Total			1	1	
	Special Operations Division	BLACK		1	1	
		WHITE		1	1	
	Special Operations Division Total			1	1	2
	Youth Violence Strike Force	BLACK		9	9	
		HISPA		3	3	
	WHITE		2	27	29	
Youth Violence Strike Force Total			2	39	41	
Bureau Field Serv./ Off. Chief Total			127	980	1107	
Bureau of Community Engagement	Bureau of Community Engagement	ASIAN		1	1	
		BLACK	2		2	
		HISPA	1		1	
		WHITE	1	1	2	
	Bureau of Community Engagement Total		4	2	6	
	Citywide Community Liaison Uni	ASIAN		1	1	
		BLACK	2		2	
	Citywide Community Liaison Uni Total		2	1	3	
	Crime Stoppers Unit	BLACK		1	1	
		WHITE	2		2	
	Crime Stoppers Unit Total		2	1	3	
	Neighborhood Watch Unit	BLACK	1		1	
	Neighborhood Watch Unit Total		1		1	
School Police		BLACK	2	5	7	
		HISPA		2	2	
		WHITE	2	2	4	
	School Police Total		4	9	13	
Bureau of Community Engagement Total		13	13	26		
Bureau of Intellig & Analysis	Boston Region Intel Ctr (BRIC)	WHITE		1	1	
	Boston Region Intel Ctr (BRIC) Total			1	1	
	Bureau of Intellig & Analysis	WHITE		3	3	
	Bureau of Intellig & Analysis Total			3	3	
	Critical Infrastruct Support G	WHITE		1	1	
	Critical Infrastruct Support G Total			1	1	
	Field Operations Group	ASIAN		2	2	
		BLACK		3	3	
		HISPA	1		1	
		WHITE	1	5	6	
	Field Operations Group Total		2	10	12	
	Intelligence Group	BLACK		1	1	
	Intelligence Group Total			1	1	
Technical Services Group	WHITE	1	1	2		
Technical Services Group Total		1	1	2		
Bureau of Intellig & Analysis Total		3	17	20		
Bureau of Professional Standar	Anti-Corruption Division	BLACK		1	1	
		HISPA		1	1	

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total
Bureau of Professional Standar	Anti-Corruption Division	WHITE		2	2
	Anti-Corruption Division Total			4	4
	Auditing and Review Unit	HISPA		1	1
		WHITE		1	1
	Auditing and Review Unit Total			2	2
	Bureau of Professional Standar	BLACK	1		1
	Bureau of Professional Standar Total		1		1
	Internal Affairs Division	BLACK		5	5
		HISPA	1	1	2
		WHITE		4	4
	Internal Affairs Division Total		1	10	11
	Recruit Investigations Unit	BLACK	1	1	2
		WHITE		1	1
Recruit Investigations Unit Total		1	2	3	
Bureau of Professional Standar Total			3	18	21
Bureau Professional Developmnt	Academy	ASIAN		1	1
		BLACK	2	5	7
		HISPA	1	2	3
		WHITE	2	10	12
	Academy Total		5	18	23
	Bureau Professional Developmnt	WHITE	1		1
	Bureau Professional Developmnt Total		1		1
	Firearms Training Unit (Range)	ASIAN		1	1
		BLACK		1	1
		HISPA		1	1
		WHITE	1	5	6
	Firearms Training Unit (Range) Total		1	8	9
	Student Officers	ASIAN		1	1
	BLACK		3	3	
	BLACK	3	10	13	
	HISPA	2	14	16	
	NSPEC	1		1	
	WHITE	8	52	60	
Student Officers Total		14	80	94	
Bureau Professional Developmnt Total			21	106	127
Bureau/Investigative Services	A-1 DCU SQUAD	BLACK		2	2
		WHITE		1	1
	A-1 DCU SQUAD Total			3	3
	A-1 Detective	ASIAN		1	1
		BLACK	1	4	5
		WHITE	2	8	10
	A-1 Detective Total		3	13	16
	A-7 DCU SQUAD	HISPA	1	1	2
		WHITE		1	1
	A-7 DCU SQUAD Total		1	2	3
	A-7 Detective	BLACK		4	4
		HISPA		5	5
		WHITE		1	1
	A-7 Detective Total			10	10
	Auto Theft Unit	BLACK		1	1
		WHITE		4	4
	Auto Theft Unit Total			5	5
	B-2 DCU SQUAD	HISPA		1	1
		WHITE		4	4
	B-2 DCU SQUAD Total			5	5
	B-2 Detective	BLACK		3	3
	HISPA		2	2	
	WHITE		13	13	
B-2 Detective Total			18	18	
B-3 DCU SQUAD	BLACK		2	2	
	HISPA		2	2	
	WHITE		1	1	

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total
Bureau/Investigative Services	B-3 DCU SQUAD Total			5	5
	B-3 Detective	BLACK		3	3
		HISPA		1	1
		WHITE	1	10	11
	B-3 Detective Total		1	14	15
	Bureau/Investigative Services	BLACK		2	2
		WHITE		2	2
	Bureau/Investigative Services Total			4	4
	C-11 DCU SQUAD	BLACK		1	1
		WHITE		5	5
	C-11 DCU SQUAD Total			6	6
	C-11 Detective	ASIAN		1	1
		BLACK		2	2
		HISPA		1	1
		WHITE	1	12	13
	C-11 Detective Total		1	16	17
	C-6 DCU SQUAD	HISPA		1	1
		WHITE	1	4	5
	C-6 DCU SQUAD Total		1	5	6
	C-6 Detective	ASIAN		1	1
		WHITE	2	7	9
	C-6 Detective Total		2	8	10
	City Wide DCU SQ #1	BLACK		1	1
		HISPA		1	1
		WHITE		3	3
	City Wide DCU SQ #1 Total			5	5
	City Wide DCU SQ #2	WHITE		3	3
	City Wide DCU SQ #2 Total			3	3
	Civil Rights Unit	ASIAN		1	1
		HISPA		1	1
		WHITE		3	3
	Civil Rights Unit Total			5	5
	Crime Scene Response Unit	ASIAN		1	1
		BLACK	2	3	5
		HISPA		5	5
		WHITE	3	16	19
	Crime Scene Response Unit Total		5	25	30
	Crimes Against Children Unit	BLACK	1	2	3
		WHITE	3	4	7
	Crimes Against Children Unit Total		4	6	10
	Criminal Investigative Division	WHITE		1	1
	Criminal Investigative Division Total			1	1
	D.E.A. Task Force	WHITE		3	3
	D.E.A. Task Force Total			3	3
	D-14 DCU SQUAD	BLACK		2	2
		HISPA		1	1
		WHITE		2	2
	D-14 DCU SQUAD Total			5	5
	D-14 Detective	BLACK		4	4
		HISPA		1	1
		WHITE	1	3	4
	D-14 Detective Total		1	8	9
	D-4 DCU SQUAD	BLACK		1	1
		WHITE		3	3
	D-4 DCU SQUAD Total			4	4
	D-4 Detective	BLACK		1	1
		WHITE	1	12	13
	D-4 Detective Total		1	13	14
	District Attorney's Off Unit	BLACK	1	1	2
		WHITE		2	2
	District Attorney's Off Unit Total		1	3	4
	Domestic Violence Unit	ASIAN		2	2

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total	
Bureau/Investigative Services	Domestic Violence Unit	BLACK	2	3	5	
		HISPA		1	1	
		WHITE	6	5	11	
	Domestic Violence Unit Total			8	11	19
	Drug Control Unit	BLACK		1		1
		WHITE	1	5		6
	Drug Control Unit Total			1	6	7
	E-13 DCU SQUAD	HISPA			1	1
		WHITE			4	4
	E-13 DCU SQUAD Total				5	5
	E-13 Detective	BLACK			5	5
		HISPA	1			1
		WHITE	1	4		5
	E-13 Detective Total			2	9	11
	E-18 DCU SQUAD	BLACK			1	1
		WHITE			3	3
	E-18 DCU SQUAD Total				4	4
	E-18 Detective	BLACK			2	2
		WHITE	1	7		8
	E-18 Detective Total			1	9	10
	E-5 DCU SQUAD	WHITE			4	4
	E-5 DCU SQUAD Total				4	4
	E-5 Detective	BLACK	2	2		4
		HISPA			1	1
		WHITE		6		6
	E-5 Detective Total			2	9	11
	Family Justice Division	WHITE		1		1
	Family Justice Division Total			1		1
	Financial Evidence Unit	WHITE		1	1	2
	Financial Evidence Unit Total			1	1	2
	Fire Investigation Unit	WHITE			1	1
	Fire Investigation Unit Total				1	1
	Firearms Analysis Unit	BLACK	3			3
		HISPA			1	1
		WHITE			2	2
	Firearms Analysis Unit Total			3	3	6
	Forensic Division	BLACK			1	1
		HISPA			1	1
		WHITE	1	4		5
	Forensic Division Total			1	6	7
Fugitive Section	BLACK			1	1	
	WHITE	1	9		10	
Fugitive Section Total			1	10	11	
Homicide Unit	ASIAN			1	1	
	BLACK	3	3		6	
	HISPA	1	2		3	
	WHITE	4	29		33	
Homicide Unit Total			8	35	43	
Human Trafficking Unit	BLACK	1	1		2	
	WHITE			1	1	
Human Trafficking Unit Total			1	2	3	
Licensed Premises Unit	WHITE			1	1	
Licensed Premises Unit Total				1	1	
Major Case Division	WHITE			1	1	
Major Case Division Total				1	1	
S.O.R.I. Unit	BLACK	1			1	
	WHITE			4	4	
S.O.R.I. Unit Total			1	4	5	
Sexual Assault Unit	BLACK	3	2		5	
	HISPA	2			2	
	WHITE	3	6		9	
Sexual Assault Unit Total			8	8	16	

Task	Task Profile Descr	Ethnic Grp	F	M	Grand Total	
Bureau/Investigative Services	Special Investigation Unit	BLACK		5	5	
		HISPA		2	2	
		WHITE	1	10	11	
	Special Investigation Unit Total			1	17	18
	Support Group	WHITE			1	1
Support Group Total				1	1	
Bureau/Investigative Services Total			61	342	403	
Office Of Police Commissioner	Chief of Staff	BLACK		1	1	
	Chief of Staff Total			1	1	
	Court Unit	BLACK	2	5	7	
		WHITE	3	9	12	
	Court Unit Total			5	14	19
	Dignitary Protection Unit	ASIAN	1	1	2	
		BLACK		4	4	
		HISPA		2	2	
		WHITE		3	3	
	Dignitary Protection Unit Total			1	10	11
	Family Assistance Unit	BLACK		1	1	
		WHITE	1		1	
	Family Assistance Unit Total			1	1	2
	Night Command	WHITE		1	1	
	Night Command Total				1	1
	Office Of Admin. Hearings	WHITE		1	1	
	Office Of Admin. Hearings Total				1	1
	Office of Labor Relations	HISPA		1	1	
	Office of Labor Relations Total				1	1
	Office of Media Relations	BLACK	1		1	
		WHITE		2	2	
	Office of Media Relations Total			1	2	3
	Office Of Police Commissioner	WHITE	1		1	
	Office Of Police Commissioner Total			1		1
	Paid Detail Assignment Unit	BLACK	1		1	
		HISPA		1	1	
		WHITE	2	5	7	
	Paid Detail Assignment Unit Total			3	6	9
	Peer Support Unit	BLACK	1	2	3	
		WHITE	1	1	2	
Peer Support Unit Total			2	3	5	
Street Outreach Team	BLACK		1	1		
	HISPA	1	1	2		
	WHITE	1	7	8		
Street Outreach Team Total			2	9	11	
Supt in Chief	WHITE		1	1		
Supt in Chief Total				1	1	
Office Of Police Commissioner Total			16	50	66	
Grand Total			301	1839	2140	