



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.

Continued: Wednesday, May 26, 2021, 3:00 p.m.

Gregory Long, Acting Commissioner
Superintendent in Chief
Boston Police Department

May 20, 2021

Dear Commissioner Long,

Thank you for your and your command staff's attendance at the May 10th hearing on the Boston Police Department's proposed FY22 budget. This is a reminder that the continuation of the hearing to Wednesday, May 26 at 3PM is in order for the Council to be able to finish that conversation with more full information in response to its questions for the Department.

The Council's questions for the Department were presented at its April 30 Working Session, in its written information request of May 4, and verbally at the May 10 hearing. It has come to my attention, however, that it might be helpful to collate the outstanding requests for Wednesday. Below I have combined all Councilor questions still requiring factual answers into a single set of questions grouped by topic area, which I am submitting here as the Chair on behalf of the whole Council. I ask that your department supply written responses by Tuesday, May 25, at 5PM, so that Councilors can come to the May 26 hearing having read the answers over. In some cases, certain numerical answers were supplied verbally at the hearing but should be submitted in writing for confirmation. If an answer absolutely cannot be supplied by Tuesday at 5PM, please note why and when it can be expected.

I am aware that you have a great deal on your plate in service to our City, and am grateful for your attention to this matter.

Sincerely,

Kenzie Bok

Chair, Committee on Ways & Means
Boston City Council



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City Council Budget Questions for the Boston Police Department

On overtime controls and targets:

1. What would be the overall savings equivalent of 100 officers returning to work next year? How many hours of saved overtime would this constitute?
2. What total number of hours need to be saved overall for the Department to hit its overtime savings objective?
3. Please provide a trajectory/timeline for the pace at which officers could be plausibly returned to work through the efforts of the medical unit and/or replaced by the cadet classes in order to achieve the projected cost savings, along with any other interventions factored into said savings projections.
4. 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?
5. What overall cost savings were achieved due to the cancellation of large special events during COVID?
6. Please list any fiscal management or oversight checks for overtime that will occur in FY22 that did not occur in FY21?
7. What resources within the HR department or elsewhere are dedicated to analyzing overtime data?
8. What protocols are in place to communicate with ADAs or the DA's office to notify officers when judges or other key personnel are absent, in order to avoid unnecessary court overtime?
9. 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, couldn't enforcing stricter limits on such decision-making help more effectively decrease overtime?
10. 30-40% of overtime hours are for "replacement personnel" hours. Is it accurate that the police contracts require that every shift left vacant due to an officer being out on vacation, sick, or other leave must be offered as a potential overtime shift to other officers? If this is not the case, who decides which shifts must be filled?



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On staffing levels:

11. How many BPD personnel are sworn officers? What is the total number of civilians working for the BPD?
12. How many officers are assigned to the district stations vs citywide?
13. How many officers at BPD patrol or respond to calls?
14. Please provide a breakdown of all the specialized units within BPD, including the number of officers in each unit and race and gender demographic information.
15. Please provide a breakdown of police staffing levels for each neighborhood and district.
16. 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?
17. How many total sworn officers does BPD consider to be its full necessary or optimal force, and on what basis?
18. How many officers does BPD expect to need to add over the next five years in order to make up for those officers expected to retire?
19. The Council continues to seek the formulas and/or data used to determine minimum staffing levels, how often they are reevaluated, and what they currently are. This last point must be known in order to calculate replacement needs.
20. What is the reason for the increase in personnel by 30 net new officers (please confirm this number), and is it related to minimum staffing level calculations? If so, could you please provide these calculations?
21. It looks like the increase in Permanent Employees below does not account for an increase in sworn officers by 30; can the department please clarify?

	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



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On civilianization:

22. Please provide a breakdown of administrative positions currently held by sworn officers, identify those positions that the Department believes could be productively civilianized, and note which would require contract change and which could be civilianized by management decision.
23. How many sworn personnel work on the detail desk? What are we cumulatively spending on their personnel costs?
24. How many sworn personnel work on the time and attendance desk? What are cumulatively spending on their personnel costs?
25. According to the Managing Partners Report commissioned by Commissioner Evans, how many officers do solely administrative work, or only do police work during OT?

On further personnel matters:

26. Please clarify the data on the number of police officers currently out on paid administrative leave and explain the discrepancy between the correct number, the numbers supplied to BU researchers, and the incorrect FY21 number (9 officers through March 31) that was reported to the Council in the FY22 Information Request.
27. 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?)
28. How many Involuntary Accidental Disability Retirement orders has the Commissioner or Acting Commissioner filed over the last fiscal year?
29. Please clarify the increase in wages for permanent employees, given that contracts are flat. Are these increases for employees outside the bargaining units?
30. What investments are being made to expand the number of BEST team clinicians, and where will they be assigned?
31. How many total officers are in the street outreach unit, and are we looking to expand this team to allow for more co-response?
32. How many officers speak a second language? What are these languages?

On the new cadet classes:

33. What is the schedule and size of the proposed new classes, how much is the academy training, when will they join the force and start getting paid out of the Bureau of Field



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Services, and what is the overall net cost in dollars and regular hours of the new personnel?

34. In terms of the proposed net new officers on the force: when they go on vacation or use their sick time, do their shifts get posted as available overtime shifts?

On training:

35. What specifically is being done to increase BPD officer and staff diversity?
36. Please describe how new hires and cadets are screened for racial bias.
37. How much training in de-escalation do officers receive per year? What is the content of this training? What proportion is hands-on/role-play?
38. Are officers trained to utilize the least amount of force as possible, even when use of force is justified?
39. Please describe the 8 hours of fair and impartial policing training for recruits, and whether this amount is sufficient.
40. Please describe the different types of training that cadets receive. What is the percentage of time spent in each type of training?
41. Can you provide more information related to the different types of officer training and professional development including implicit-bias training for police officers. What is the cost associated with these trainings?
42. Please provide details on the \$1 million investment in racial and equity training to be provided as part of fulfilling the police reform task force recommendations.
43. How is the department preparing to balance the training requirements that are now required due to state reforms with sufficient staffing levels throughout the districts? Will the training be done on an overtime basis or on a regular shift?

On officer wellness:

44. Can BPD consider providing chiropractic services to police officers, even outside the city formulary?
45. What portion of BPD officers are vaccinated?
46. How many officers and staff have contracted COVID or were subject to quarantine? What impact did this have? What was the number of backfill hours needed? What was the cost of this?
47. What is the overall budget for the health and wellness of our police officers and their families?



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On policing practices:

48. 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?
49. In FY20, the number of use of force incidents was 60. What is it for FY21 to date? What is the plan for reducing use of force? Do we have data on the level of force used in each instance?
50. 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? 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?
51. It has been found that BPD solves Black homicide cases at a much lower rate than white victims of homicide. What specific steps are being taken to address the gap of unsolved homicides between Black and white victims?
52. How many BPD officers currently sit on a federal task force? What are these task forces?
53. 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?
54. Around 62% of FIO stops involved Black people in 2020, what percentage of those were stop and frisk stops?
55. What percentage of FIO stops of white people in 2020 were stop and frisk stops?
56. Why is 10% of stop and frisk data marked as missing?
57. Are Latino individuals included in the white category in FIO data?
58. Under the new policy for transgender individuals, it says that transgender and nonconforming individuals need to be placed in holding cells that align with their gender identity "to the best extent possible". Please explain what "to the best extent possible" means. What would prevent individuals from being placed in holding cells that align with their gender identity?

On 911 response:

59. Please identify the BPD leadership on the interagency group tasked with designing the new alternative 911 response pilot and make them available at the May 26 hearing.



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60. Please provide a breakdown by category of dispatch 911 calls for the last twelve months for which there is complete data.
61. Please provide a detailed staffing breakdown for dispatch, how many are sworn personnel vs. civilian employees vs. contractors, and the qualifications required of the call-takers.
62. What percentage of 911 calls that were categorized as medical incidents led to hospitalizations?
63. By BPD calculations, how much could potentially be saved by reducing police response to certain types of 911 calls, including but not limited to mental health crises?
64. What does BPD expect its role to be in the alternative 911 response pilot? What training does it expect to need for dispatch? Will be BPD's role in Alternative 911 response? Will there be training for dispatch?
65. Please confirm that OHHS will be prepared to answer further Council questions about the \$1.75 million alternative response pilot program.

On specific budget items:

66. How much money is budgeted for the Boston Regional Intelligence Center (BRIC)?
67. What are the number of full-time employees working at the BRIC, and at the Youth Violence Task Force?
68. External Violence Against Women funds are up by 95%. What will that be used for?
69. The 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?
70. 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?
71. How much is in the budget for traffic enforcement, and where?
72. How much is in the budget for gang cars, and is this budgeted centrally or by district?
73. How much is in the budget for equipment and weapons?
74. How much is in the budget for general intelligence and analysis funding?
75. Is any portion of school policing carried on the BPD budget, and if so, how much?
76. Please supply a detailed breakdown of total BPD resources assigned to Mass and Cass.
77. 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?



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On police funding sources:

78. Are donations to the Boston Police Department from non-profit organizations — including but not limited to the Boston Police Foundation, Boston Police Relief Association, and Friends of the Boston Police — accounted for in this budget? Are these entities or the Department permitted to accept cash and in-kind donations?
79. How much in total supplemental funding for police has been approved since June 2020?
80. How much in federal COVID-related relief funds have been used to supplement police spending over the past year?
81. How much if any of the American Rescue Plan funding is the department requesting?
82. 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.?
83. 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?
84. Has the department considered or made any progress on allowing good-paying public jobs in the form of civilian details to replace some police details?

On police reform:

85. Please provide an update on fulfilling the recommendations of the Boston Police Reform Task Force, in addition to the establishment of OPAT; the narrative answer to this was helpful, but can you provide a spreadsheet or tracker of these goals with projected dates?
86. Among the Task Force recommendations was the need for BPD to establish easily accessible, clear, and consistent public-facing data portals; some progress on this was mentioned in the hearing, but what is the projected timeline for making these portals available?
87. What barriers, if any, does the department anticipate that existing contract language will impose to full cooperation with the new work of the OPAT?
88. What is the state of the investigation into overtime fraud?
89. What is the current status of BPD contract negotiations?
90. Please clarify to whom budget-related questions for OPAT should be addressed in this budget review process?