

Questions Asked of BPD During May 10, 2021 Budget Hearing

Councilor Kenzie Bok asked:

- There's a proposal to control overtime and to cut the OT budget by $\frac{1}{3}$.
 - What's the formula for the number of overtime hours that need to be cut?
 - ***A reduction of \$21.9 million or 33% totals approximately 331,521 OT hours. This amount is arrived at by dividing the proposed reduction amount by the average hourly OT rate of \$66.00.***
 - How are all of the different approaches to control overtime expected to add up to this cut?
 - ***We will continuously monitor overtime. All levels of management will be responsible for monitoring overtime on a daily basis. It's our expectation to work with the City and develop electronic overtime slips for real time monitoring and approving.***
 - ***More importantly, 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 Manager 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.***
 - How much do we expect each overtime management effort to contribute to cutting overtime?
 - ***At this time, it is difficult to quantify.***

- How much overtime do we expect to be reduced by medical triage and getting officers back to work, and on what timeline?
 - **Again, this is difficult to quantify. 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.**
- For us to hit these targets, what are the numbers we have to hit on getting long term sick and injured officers back to work or retired?
 - **Approximately 153 officers would need to return to work.**
- How does getting officers back to work translate into dollars saved?
 - **If the aforementioned 153 officers had been out on leave for 1 year (2,080 hours) each, using the average overtime rate of \$66/hour, the department expended approximately \$21M in back-fill overtime to replace the officers out injured.**
- What is the plan for the reduction in overtime hours over each month of the next fiscal year?
 - **Our focus is to monitor and scrutinize the overtime at all levels. The top priority is to focus on getting our officers back to full duty, so as to reduce the replacement overtime costs incurred.**
- Last July, you provided an estimate of there being about 100 jobs done by officers that could be civilianized. What, if any, progress have we made towards civilianizing some of those 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.**
 - What portion of them are contractually obligated vs up to management discretion?
 - **We will need to provide the City Council with an answer to this question at a later date.**
- If no progress, what is the plan for this year?

Councilor Michael Flaherty asked:

- How many members of the department 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?
 - *Approximately 370 positive COVID-19 cases were reported to the Occupational Health Unit. The department placed approximately 1,250 employees on quarantine throughout the pandemic.*
 - *COVID-19 positive cases and COVID-19 required quarantines had a significant impact on the department. Maintaining appropriate staffing levels were well managed and orchestrated by our Occupational Health Department and Units impacted.*
 - *In FY20, COVID-19 overtime costs consisted of approximately 61,396 overtime hours or \$4.1M.*
 - *In FY21, as of April 23, 2021, COVID-19 overtime costs consisted of approximately 44,614 hours or \$2.9M.*

- What were the cost savings associated with not having large events such as the marathon, etc?
 - *While large events, such as the marathon and parades, did not occur because of COVID-19, there were other large events that cancelled out any cost savings the department may have realized. For example, police presence at protest demonstrations, the George Floyd court proceedings, and the presidential election caused significant overtime costs to ensure public safety during times of uncertainty and political unrest.*
 - *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 bike and drag racing.*
 - *During COVID-19, in a state of emergency and during a stay at home advisory with no scheduled events, the Fourth of July cost the department 11,894 overtime hours or \$759,000.*
 - *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.*

- Who and what determines staffing levels?
 - *This question will be answered verbally by Superintendent McGoldrick.*

- What are we doing to backfill the number of experienced, trained officers that we are going to lose to retirement?
 - **The BPD and OBM are continuously reviewing live retirements and will adjust incoming class sizes accordingly.**

Councilor Liz Breadon asked:

- How many BEST Clinicians are assigned to District 14 in Brighton?
 - **There is currently 1 BEST Clinician assigned to District 14.**
- How many officers have been vaccinated?
 - **1,132 (52%) sworn employees have been vaccinated. However, this does not include sworn employees that pursued vaccination on their own; due to HIPPA laws, we are unable to request that employees provide us with their vaccination status.**

Councilor Essaibi George asked:

- 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?
 - **The Department makes all efforts to ensure that training of officers does not incur overtime. If necessary, the officers' schedules are modified to an administrative schedule or training is conducted during the last half or first half. However, backfill overtime cost can be incurred when ensuring minimum staffing within the districts.**

Councilor Julia Mejia asked:

***FIO data is published on BPDnews.com and Analyze Boston.**

- Around 62% of FIO stops involved Black people in 2020, what percentage of those were stop and frisk stops?
 - **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).

- What percentage of FIO stops of white people in 2020 were stop and frisk stops?
 - **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. 879 of these individuals were white. 28.19% of White FIO subjects were frisked / searched (879 of 3,118).**
- Why is 10% of stop and frisk data marked as missing?

Requirements for certain fields or types of stops are optional based on the circumstances of the field contact. If information is not readily available or the data field is optional, that could explain missing data.

Below is additional information regarding FIOs:

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

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

- What is the total funding in dollars for BRIC?
 - **The BRIC budget is approximately \$3.6M**
 - How much is going towards general intelligence and analysis funding?
 - **The BRIC's operating budget is composed of personnel costs only. Funding for the BRIC for non-personnel costs come from various external grant sources. In order to best answer this question, the department needs the question to be more specific.**
- How many officers currently sit on federal task forces, and which ones?

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**
- **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**

- 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?

- **There may be extremely limited emergency situations when there is not available space in a holding cell that aligns with the individual’s gender identity.**

Councilor Ricardo Arroyo asked:

- Are Latino individuals included in the white category in FIO data?
Ethnicity and race are tracked separately in FIO data. Below, please find the FIO subject information by ethnicity:

FIO Subject Ethnicity		
	N	Percent
Hispanic Origin	1,794	17.5%
Not of Hispanic Origin	5,838	57.1%
Unknown/Missing	2,592	25.4%
		100.0%
TOTAL	10,224	

- How many BPD personnel are sworn officers? What is the total number of civilians working for the BPD?
 - **There are currently 2,140 sworn officers and there are currently 743 civilian employees.**
- How many BPD officers are assigned strictly to districts? How many officers are there per district?
 - **Please see “Sworn Breakdown” for additional information.**
- How many officers are in each specialized unit (e.g. bike unit, gang unit, drug unit, etc)?
 - **There are 22 sworn employees assigned to the Bike Unit**
 - **There are 41 sworn employees assigned to the Youth Violence Strike Force**

- **There are 58 sworn employees assigned to the Drug Unit (citywide and within the districts)**
- How many officers are assigned to the districts vs citywide?
 - **Please see “Sworn Breakdown” for additional information.**
- What is the state of the investigation into overtime fraud?
 - **This question was answered on 5/10/2021 by Chief Long.**

Councilor Lydia Edwards asked:

- How is the \$1 million for Diversity & Equity training going to be spent?
 - **The Department is anticipating guidance from OPAT and will work in collaboration to expend the funds on training needs identified to strengthen our community policing efforts.**

Councilor Frank Baker asked:

- What is the optimal number of BPD officers?
 - **This question will be answered verbally by Superintendent McGoldrick.**
- How many officers do we need to add to make up for the officers we are losing through retirement?
 - **The BPD and OBM are continuously reviewing live retirements and will adjust incoming class sizes accordingly.**
- What are the resources for Mass and Cass?
 - **This question will be answered verbally by Superintendent McGoldrick.**
- What are the total officers for the street outreach unit?
 - **There are 11 sworn officers currently assigned to the Street Outreach Unit.**
- Why aren't we looking at increasing the street outreach team to allow for more co-response?
 - **This question will be answered verbally by Superintendent McGoldrick.**

Councilor Michelle Wu asked:

- What will be BPD's role in Alternative 911 response? Will there be training for dispatch?

- ***We are currently working with other City departments to establish an alternative police response pilot to be presented to the Mayor for approval on June 12, 2021.***
- Do we have data on what percentage of 911 calls result in hospitalizations, or other outcomes?
 - ***We are working with BPHC/ Boston Emergency Medical Services to obtain this data.***
- How many sworn personnel are working on the detail desk, as time clerks or other administrative functions?
 - ***There are currently 18 sworn employees assigned to the Detail Room or as Detail Clerks.***
 - ***There are currently 28 sworn employees working as Time Clerks.***

Councilor Ed Flynn asked:

- What is the budget for the health and wellness of our police officers and their families?
 - ***There are currently 5 sworn officers assigned to the Peer Support Unit. In our FY22 budget request, we are seeking \$225,000 for clinical and residential mental health services and wellness for our officers, \$5,000 for staff training, \$17,000 for pastor stipends and \$8,000 for miscellaneous expenses.***

Sworn Breakdown
As of May 24, 2021

Count of ID			Sex		Grand Total	
Task	Task Profile Descr	Ethnic Grp	F	M		
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	