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## **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.*

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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 10<sup>th</sup>, at 2PM.
2. For factual questions, through written responses supplied prior to May 10<sup>th</sup>, 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 10<sup>th</sup>, 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.*

- 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?
- 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?




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- 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 XXXX 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?
- What is the detailed plan to get officers back to work or retired that are on leave? Do we have a timeline and targets for this?
- 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?
- What fiscal management and oversight will occur in FY22 that did not occur in FY21 for overtime?

**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?

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




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	<b>FY18 Adopted</b>	<b>FY19 Adopted</b>	<b>FY20 Adopted</b>	<b>FY21 Adopted</b>	<b>FY22 Recommended</b>
<b>Total Full-Time Positions (Permanent)</b>	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?
  - Please clarify the increase in wages for permanent employees, given that contracts are flat. Are these increases for employees outside the bargaining units?
- Please describe how new hires and cadets are screened for racial bias.
- How much training in de-escalation do officers receive per year?
  - What is the content of this training?
  - Are officers trained to utilize the least amount of force as possible, even when use of force is justified?
  - How much hands-on training focused on de-escalation to officers receive per year?
- Please describe the fair and impartial policing training for recruits. Should this be more than 8 hours?
- Please describe the different types of training that cadets receive. What is the percentage of time spent in each type of training?

### **Questions on policing:**

- 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?
  - What are the limiting factors to getting individuals care?
- What was the number of Field Interrogation & Observations (FIOs) for FY20 and FY21. What was the nature of these interactions?



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- 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?

### **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.
- 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?
- 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.
- What barriers, if any, does the department anticipate that existing contract language will impose to full cooperation with the new work of the OPAT?

### **Councilor Liz Breadon asked:**

- How will BPD work to lower the number of officers out on medical leave?
- Is there a possibility to expedite retirement for certain officers?
- What is being done to increase diversity among police officers and recruit residents that speak a second language?
- How does BPD ensure that the Crime Lab uses the most up-to-date technology?



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### **Councilor Matt O'Malley asked:**

- What strategies will BPD use to lower overtime costs?
- What is the current status of BPD contract negotiations?

### **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.
- How much money has been budgeted for the Boston Regional Intelligence Center (BRIC)?
- What are the number of full-time employees working at the BRIC, and the Youth Violence Task Force?
  - How many police officers work in Boston Public School buildings?
- 62 percent of FIO stops involved black people. How many of these stops were considered “stop and frisk?”
- 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?
- How many BPD officers currently sit on a federal task force? What are these task forces?
- 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?
- 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?
- How can BPD more accurately forecast overtime hours and costs?
- Where does the money come from when there are BPD overtime cost overruns?
- How does BPD determine minimum staffing in each neighborhood?
- How many officers speak a second language? What are these languages?



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### **Councilor Michael Flaherty asked:**

- What investments are being made to expand the BEST team clinicians?
- What investments are being made to increase cadet recruitment?
- Have there been any savings due to the cancellation of large special events like the Boston Marathon?
- Have there been any major costs associated with any unplanned large events like protests?
- 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?
- Can the City and BPD provide chiropractic services to police officers?

### **Councilor Michelle Wu asked:**

- External Violence Against Women funds are increasing by 95%. What will that be used for?
- 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 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?
- How are minimum staffing levels determined? What formula is used to calculate them?
- 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



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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?
- How many sworn personnel work on the detail desk? What are we cumulatively spending on their personnel costs?
- How many sworn personnel work on the time and attendance desk? What are cumulatively spending on their personnel costs?
- What protocols are in place to communicate with ADAs or the DA's office to notify officers when judges are absent?
- 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?)
- According to the Managing Partners Report commissioned by Commissioner Evans, how many officers do solely administrative work, or only do police work during OT?
- How many Involuntary Accidental Disability Retirement orders has the Commissioner or Acting Commissioner filed over the last fiscal year?

### **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?
- How many officers are assigned to District stations and how many are members of citywide units?
- How many officers at BPD patrol or respond to calls?
- What effort has BPD made to civilianize administrative functions and roles?
- What portion of BPD officers are vaccinated? Will the department require officers to be vaccinated to continue working?



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- 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?

### **Councilor Andrea Campbell asked:**

- Why is there a reduction in the budget for the Bureau of Community Engagement?
- What is being done to increase BPD officer and staff diversity?
- 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?
- 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?
- 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.?
- What percentage of City Appropriations (not including the Boston Public Health Commission and Boston Public Schools) is the Police Department?
- 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?
- 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?
- How much in total supplemental funding for police has been approved since June 2020?
- 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 they permitted to accept cash and in-kind donations?



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- 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?
- 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?
- 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?
- How much of the American Rescue Plan funds are being planned for police? How much of past federal relief funds were used for police?
- What capital projects are being funded by police, and where could those funds go instead?



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- 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?
- 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?
- 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?