



City of Boston, Massachusetts  
Office of Police Accountability and Transparency  
**Stephanie Everett, Executive Director**

**OPAT COMMISSION  
SEPTEMBER 21, 2022  
PUBLIC REPORT**

**1) FY23 Budget**

Since our last OPAT Commission Community Meeting, the City of Boston's FY23 budget has been passed. The FY23 budget includes all of OPAT's investments:

- i) Two year-long high school and college paid internships for high school and college students. The high school intern will be paid \$18 per hour and the college student intern will be paid \$22 per hour.
- ii) A consultant to help evaluate and improve Black, Indigenous, and People of Color (BIPOC) hiring, retention, and promotions within the Boston Police Department. We have sent the Request for Proposals (RFP) to seventeen (17) vendors and they will have until September 30, 2022 to submit their proposals for review.
- iii) A community mediator to lead discussions between the complainant and the Boston Police Department (BPD) employee when requested by the complainant. This position has been posted on the City of Boston's jobs website and we are reviewing applications as they come in.

**2) Boston Police Department Commissioner**

On Monday, August 15th, Commissioner Michael Cox was sworn in as the Boston Police Department Commissioner. Commissioner Cox served as a Boston Police Department officer for 30 years, and most recently spent 3 years as the Chief of Police in Ann-Arbor, Michigan.

I look forward to working with the new Commissioner on matters related to police accountability and transparency. With a new, permanent Police Commissioner, OPAT will be able to move forward with several of the mandates and priorities set out by the OPAT Ordinance and our office including data collection, the discipline matrix, and policy reforms.



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**3) POST Commission 555 CMR 7.0, Recertification**

- a) The Massachusetts Peace Officer Standards and Training (POST) Commission was created by state law in 2020 and is responsible for creating a mandatory certification process for police officers.
- b) Law enforcement agencies were required to submit certification packets for their new hires beginning July 1, 2021. The certification process includes a background check, oral interview, and an evaluation of good moral character and fitness for employment.
- c) Recertification for law enforcement officers will be conducted in a series of waves based on officers' last names, with A-H due on June 15, 2022. The recertification process is similar to the certification process for officers who completed training after July 1, 2021. It includes an officer questionnaire and documentation from the law enforcement agency evaluating the individual's good moral character and fitness for employment.
- d) As of today, the Boston Police Department is the only law enforcement body that has yet to submit its documentation for officers' recertification. Due to the large size of the Boston Police Department's force and in order to give time to the newly appointed Police Commissioner to review the documentation, the POST Commission awarded an extension to the department; they had until September 15, 2022.

**4) OPAT Activities for FY23 Quarter 1 (July-September 2022\*):**

*\*This data does not include September totals. All data will be available on OPAT Website*

- a) Disposition of cases referred by OPAT to the CRB:
  - i) On August 9, 2022, voted on 17 cases
    - Dismissed: 7
    - Insufficient Evidence: 4
    - Not Sustained: 3
    - Out of Scope: 3



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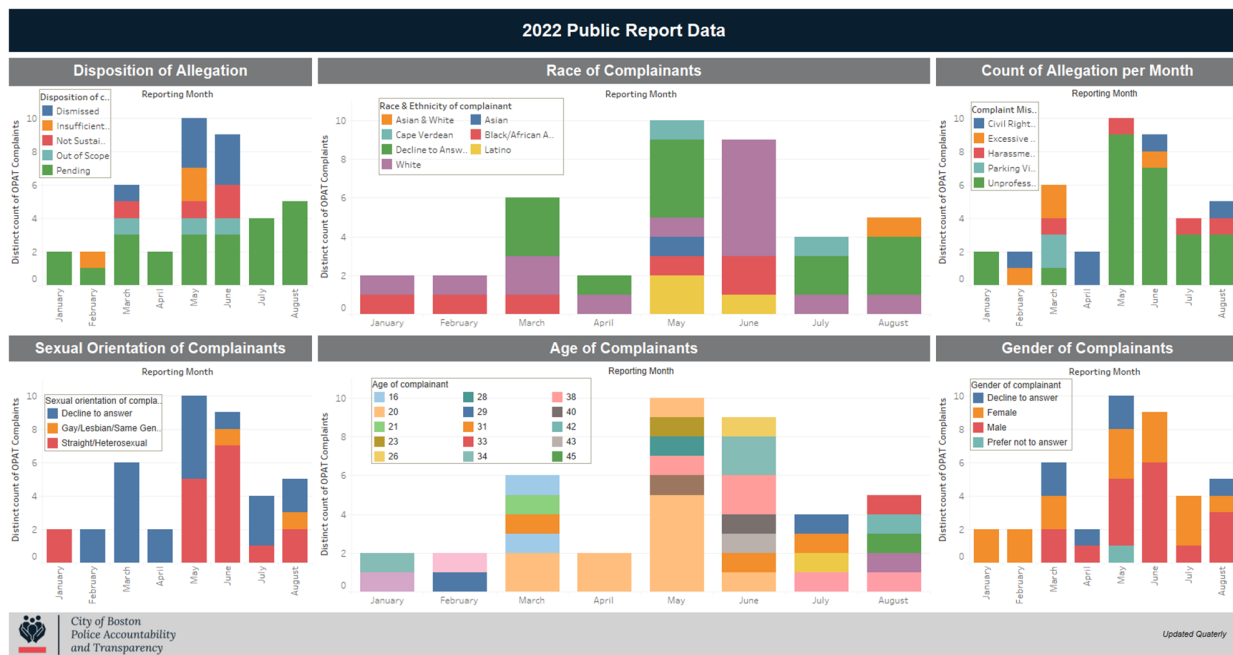
- b) Disposition of cases referred by OPAT to IAOP:
  - i) On August 17, 2022, the IAOP board voted 3-0 on two cases where they agreed with IAD's findings
- c) Disposition of CRB cases where CRB referred the matter to the Police Commissioner + What discipline if any was recommended and what discipline was implemented:
  - i) None
- d) Number of complaints received, type of misconduct alleged, and the investigatory status of those complaints
  - i) OPAT has received 9 complaints as of July 2022- August 2022. Complaint reports are down 30% from the last quarter (52.2% FY22 Q4 and 22.5% FY23 Q1). The types of misconduct alleged in these cases for this quarter are: unprofessionalism, harassment, and civil rights violations. The investigatory status of the 9 complaints is pending.
- e) Race, ethnicity, gender, sexual orientation, and age of complainants:
  - i) Asian and White, Cape Verdean, White, and Decline to Answer
  - ii) 4 Males, 4 Females, 1 Decline to Answer
  - iii) Heterosexual, Gay, Lesbian, or Same Gender Loving
  - iv) Ages 29-58

*Explanatory Comma:* The complaint data reported here does not include any appeals that may later be heard by the IAOP due to confidentiality requirements.



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**OPAT FY23 Q1 Complaints Data:**



**OPAT FY23 Q1 Field Interaction / Observation / Encounter (“FIOE”) Data:**

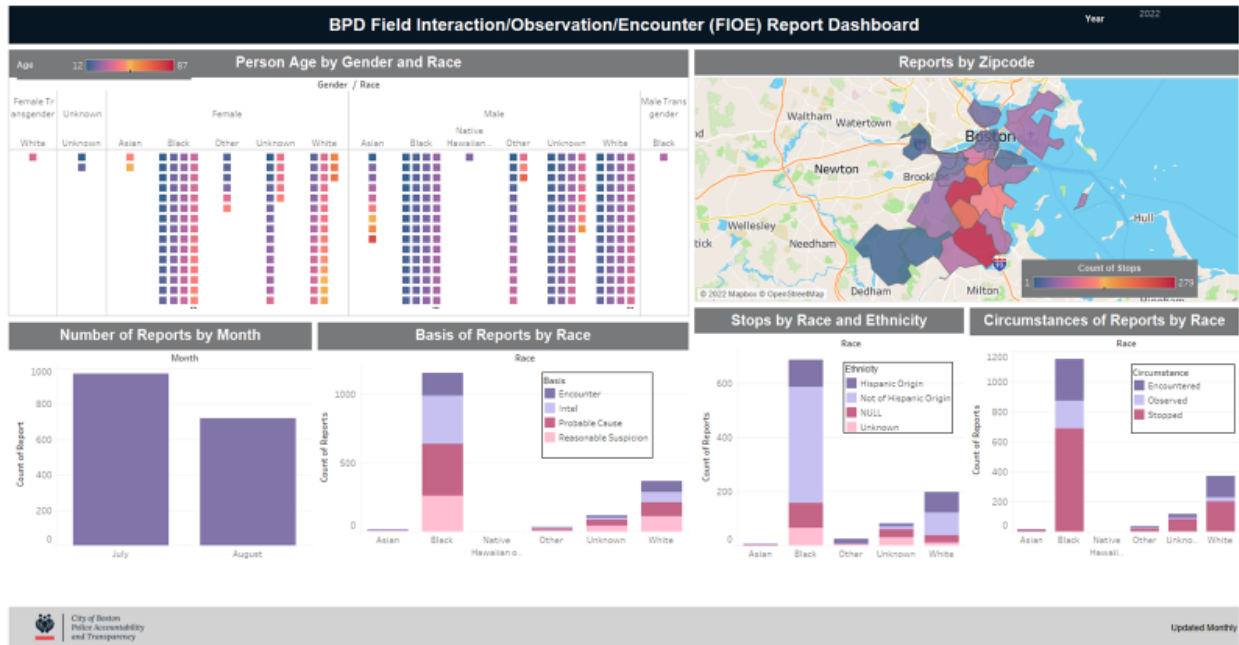
a) FIOE Definitions:<sup>1</sup>

- i) Sec. 3.1 Encounter: Defined as an agreed upon interaction with an individual that does not lead to an official stop and/or frisk. If you encounter an individual with the reason for gathering information, you must document the interaction.
- ii) Sec. 3.5 Observation: Defined as a direct viewing of an individual by an officer that does not include actual contact with the individual. Reasonable suspicion is necessary when conducting an observation of an individual, but the purpose of documenting the observation must be to gather information to justify documenting the observation.
- iii) Sec. 3.2 Field Interaction/Stop: Defined as holding an individual in custody briefly, whether on foot or in a vehicle, based on reasonable suspicion. This is to determine the individual’s identity and settle the officer’s suspicions.

<sup>1</sup> <https://content.boston.gov/departments/police-accountability-and-transparency#dashboards>



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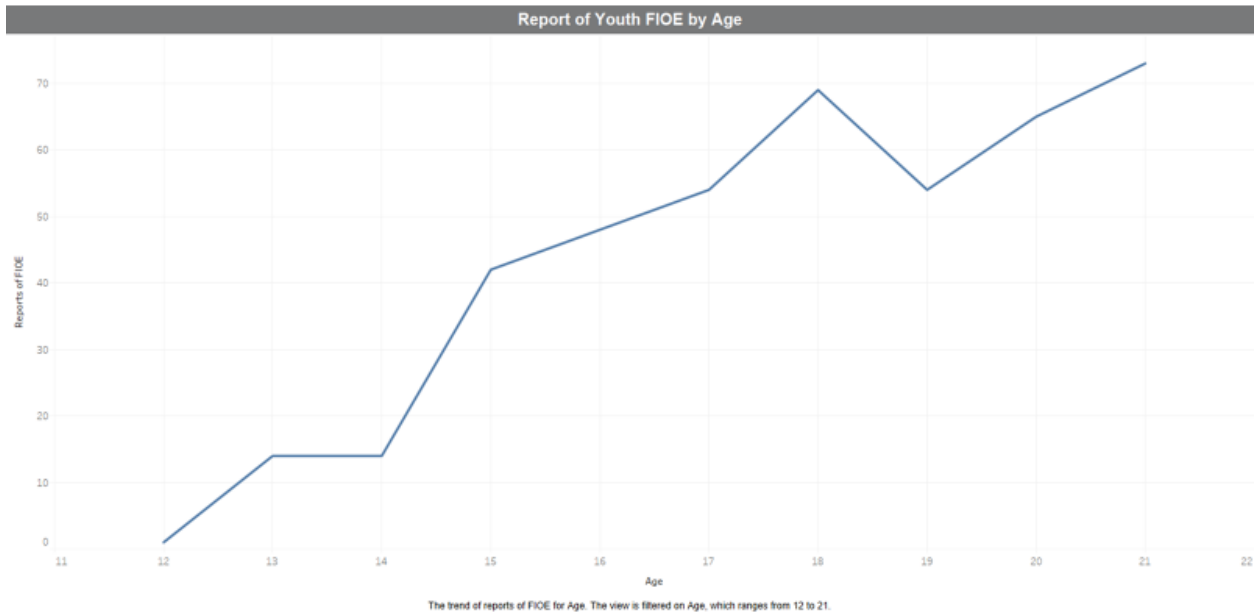
b) Stops by Race

i) Out of 1,691 people:

- 1) Asian/ Not Hispanic: 0.4% – 7 people
- 2) Asian/Unknown: 0.1% – 2 people
- 3) Black/Hispanic Origin: 6 % – 99 people
- 4) Black/Not Hispanic Origin: 26% – 432 people
- 5) Black/Unknown Ethnicity: 9% – 156 people
- 6) Other/ Not Hispanic: 0.1% – 2 people
- 7) Other/ Hispanic Origin: 1% – 17 people
- 8) Other/Unknown Ethnicity: 0.3% – 5 people
- 9) White/Not Hispanic Origin: 5% – 83 people
- 10) White/Hispanic Origin: 4% – 76 people
- 11) White/Unknown Ethnicity: 2% – 36 people



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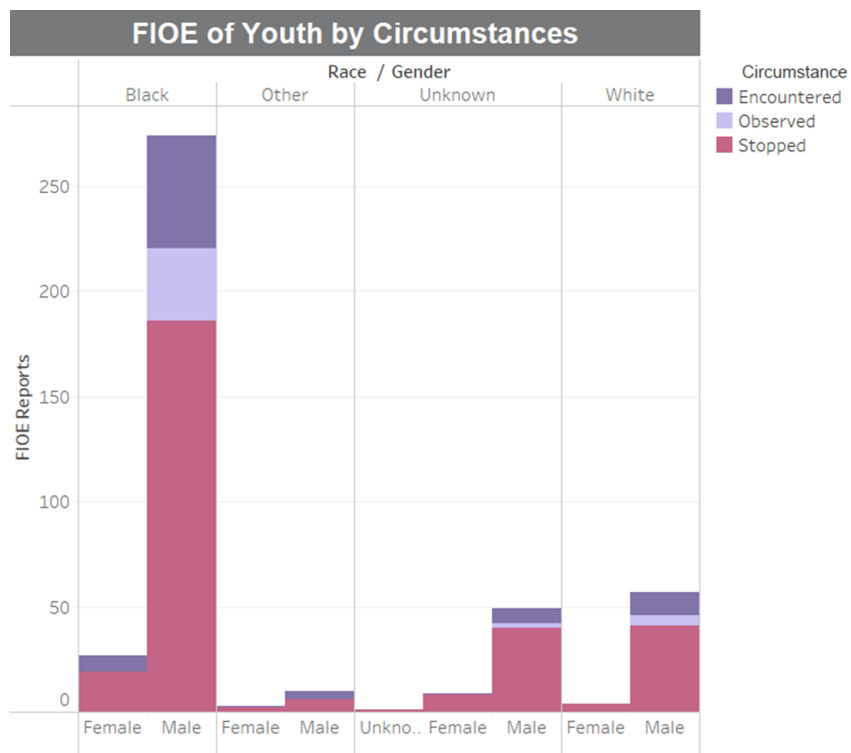
c) Report Youth FIOE by Age (1,224 - 74% are adults and 434 - 26% are children)

i) Out of 434 (26%) children:

- 1) 12 yr old: 1
- 2) 13 yr old: 14
- 3) 14 yr old: 14
- 4) 15 yr old: 42
- 5) 16 yr old: 48
- 6) 17 yr old: 54
- 7) 18 yr old: 69
- 8) 19 yr old: 54
- 9) 20 yr old: 65
- 10) 21 yr old: 73



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FIOE Reports for each Gender broken down by Race. Color shows details about Circumstance. The view is filtered on Age, which ranges from 12 to 21. \*The Basis, Ethnicity, and Age of the FIOE Circumstances will be provided on our OPAT website at [Police Accountability and Transparency | Boston.gov](https://www.boston.gov/police-accountability-and-transparency)

- d) FIOE by Circumstances (Not Broken down by ethnicity) <sup>2</sup>
  - i) Black Girls: 20 Stopped, Around 10 Encountered
  - ii) Black Boys: a little over 180 Stopped, close to 40 were Observed, and around 50 were Encountered
  - iii) Other Girls: 1 Stopped and 1 Encountered
  - iv) Other Boys: 5 Stopped and 3 Encountered
  - v) Unknown Race and Gender: 1 Stopped
  - vi) Unknown Race Girls: 5 Stopped and 1 Encountered
  - vii) Unknown Race Boys: 40 Stopped, 2 Observed, and 10 Encountered
  - viii) White Girls: 5 Stopped
  - ix) White Boys: 40 Stopped, 5 Observed and 10 Encountered

<sup>2</sup> The Basis of the FIOE Circumstances will be provided on our OPAT website at [Police Accountability and Transparency | Boston.gov](https://www.boston.gov/police-accountability-and-transparency)



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**5) OPAT Promotion of Function, Availability, and Processes to the Public:**

- a) On August 4th, OPAT's 1st Annual Report was submitted to the Mayor's Office, the Boston Police Department, and the Boston City Council. It is also published on our website for the public to view. The report highlights the work of OPAT since over the past year including the growth of our staff, the nominations of the boards, the impacts on recent BPD policies and provides a glance ahead as OPAT prepares to expand its reach into the community. OPAT will continue the foundational work of relationship building within the community and BPD by diving deeper into BPD policy issues, educating the community about services provided by OPAT and the structure of BPD. This will include taking a deeper dive into hiring, retention, and promotion of Black, Indigenous, and People of Color (BIPOC) personnel at BPD in order to ensure equal opportunities for all candidates entering and existing employees within the department. OPAT understands that police misconduct and inequitable policies have systemic results impacting entire families and communities. Those impacts result in economic disparities in BIPOC households and lack of access to career opportunities. Although not mandated by our Ordinance, OPAT knows that it has an obligation to address these impacts that will be felt for generations to come.
- b) OPAT is continuing its outreach efforts around *Get to Know OPAT*. This will include participating in a series of annual listening sessions that will allow members of the public to learn more about OPAT and provide public input on public safety and police reform. OPAT will also continue to conduct outreach about its activities, priorities, and upcoming meetings by attending community and neighborhood association meetings, and distributing literature on OPAT's complaint process.