

[RAP OF THE GAVEL]

I'M CALLING THIS MEETING OF THE BOSTON CITY COUNCIL'S WAYS AND MEAN MEETING TO ORDER.

THIS PUBLIC HEARING IS BEING RECORDED AND LIVESTREAMED AT BOSTON.GOV.

BOSTON.GOV/CITY COUNCIL TV.

IT WILL BE REBROADCAST ON COMCAST CHANNEL 8, RCN CHANNEL 82, AND VERIZON CHANNEL 1964.

WE'VE BEEN DOING COUNCIL WORKING SESSIONS AND WE ENCOURAGE YOU AS A MEMBER OF THE PUBLIC TO GET INVOLVED.

SO THERE'S A NUMBER OF WAYS YOU CAN DO THAT BY GIVING TESTIMONY FOR THE RECORD. YOU CAN ATTEND ONE OF THESE VIRTUAL HEARINGS, SO ON THE PUBLIC NOTICE, THERE'S A ZOOM LINK.

YOU CAN COME AS AN ATTENDEE AND THEN GIVE PUBLIC TESTIMONY AT THE END OF THE HEARING.

YOU'RE ALSO WELCOME TO EMAIL US AT CCC.WM@BOSTON.GOV.

OR FILL OUT THE FORM ON OUR WEBSITE.

YOU CAN ALSO LEARN ABOUT THE PROCESS THERE.

WE TAKE VIDEO RECORDED TESTIMONY ALONG WITH WRITTEN TESTIMONY, AND IF YOU TESTIFY IN ANY LANGUAGE, WE'LL COMMIT TO GETTING IT TRANSLATED FOR THE WHOLE COUNCIL.

WE ALSO NEXT WILL BE HAVING TWO DEDICATED PUBLIC TESTIMONY HEARINGS SO AT 6:00 P.M. ON MAY 26th, WE'LL HAVE ONE FOCUSED ON THE BPS BUDGET AND ON A THURSDAY, WE'LL BE FOCUSED ON OTHER ASPECTS OF THE BUDGET.

YOU CAN ALSO USE THE #BOSS BUDGET.

SO TODAY'S HEARING IS ON DOCKET 0588 0590.

ORDERS FOR THE FY21 OPERATING BUDGET, INCLUDING ANNUAL APPROPRIATIONS FOR DEPARTMENTAL OPERATIONS, FOR THE SCHOOL DEPARTMENT, AND FOR OTHER POST EMPLOYMENT BENEFITS, OPEB.

DOCKETS #0591 0592,

ORDERS FOR CAPITAL FUND TRANSFER APPROPRIATIONS.

DOCKETS #0593 0596,

ORDERS FOR THE CAPITAL BUDGET, INCLUDING LOAN ORDERS AND LEASE PURCHASE AGREEMENTS.

DOCKETS #0609 0611,

ORDERS AUTHORIZING LIMITS FOR THE BOSTON POLICE DEPARTMENT REVOLVING FUNDS FOR FISCAL YEAR '21.

AND THEN WE'RE ALSO TODAY GOING TO DISCUSS DOCKETS #0609 0611, ORDERS AUTHORIZING LIMITS FOR THE BOSTON POLICE DEPARTMENT REVOLVING FUNDS FOR FISCAL YEAR

BECAUSE OF THE COVID 19 EMERGENCY, THAT'S BEEN CONTINUING, WE LUMPED A NUMBER OF

DEPARTMENTS TOGETHER IN ORDER TO GET THROUGH THIS PROCESS MORE EXPEDITIOUSLY SO WE APPRECIATE THEM ALL COMING HERE TODAY.

I KNOW THAT DOES INVOLVE A LITTLE BIT OF QUEUING UP AND SO WE'RE LOOKING FORWARD TO DIGGING IN ON ALL OF THOSE BUDGETS.

OUR WE'LL BE STARTING TODAY WITH THE BOSTON POLICE DEPARTMENT.

WE'RE JOINED HERE BY COMMISSIONER GROSS FROM BPD, ALSO ON HIS STAFF GREGORY LONG, DENNIS WHITE, WILLIAM RIDGE, PAUL DONOVAN, JAMES HASSON, LISA O'BRIEN, NORA BASTON, MICHAEL STRATTON AND DAVE CARABIN.

AFTER BPD WILL BE FOLLOWING IT UP WITH BOSTON FIRE DEPARTMENT LED BY COMMISSIONER JACK DEMPSEY, NEWLY COMMISSIONER.

CONGRATULATIONS AGAIN.

AND I'LL READ THE NAMES OF THE MEMBERS OF HIS STAFF AND THEN CHIEF HOOLEY'S FROM BOSTON EMS WHEN WE GET TO THOSE PORTIONS OF THE HEARING.

BUT IN ORDER TO WE KNOW EVERYONE'S GOT A LOT OF PRESSING THINGS AND SO WE'RE GOING TO TAKE THESE IN ORDER AND START WITH THE POLICE.

SO, WITHOUT FURTHER ADO, I'LL PASS IT OVER TO COMMISSIONER GROSS TO KICK US OFF.

THANK YOU.

>> GOOD MORNING, MADAME CHAIRWOMAN.

AND THANK YOU AS YOU'VE JUST HEARD, MEMBERS OF MY COMMAND STAFF WILL BE JOINING IN TO GIVE TESTIMONY AT THIS HEARING.

I'D LIKE TO THANK THE MEMBERS OF THE CITY COUNCIL TO PRESENT THE BPD PRIORITIES AND HOW THEY HE RELATE TO THE FISCAL '21 BUDGET.

WE ALL KNOW THAT WE'RE IN THE MIDST OF A GLOBAL PANDEMIC WHERE WE'RE ALL BEING CHALLENGED BY THE COVID 19 VIRUS AND ITS IMPACT.

IN THESE UNCERTAIN TIMES, I APPRECIATE THE IMPORTANT WORK BEING DONE BY ALL CITY AGENCIES, CITY OFFICIALS SUCH AS YOURSELVES, MAYOR WALSH AND THANK YOU TO MAYOR WALSH FOR STEADY LEADERSHIP AND COMMITMENT TO PUBLIC HEALTH AND PUBLIC SAFETY. WE'RE ALL WORKING TOGETHER TO KEEP OUR COMMUNITIES SAFE AND SUPPORT THEM THROUGH THIS DIFFICULT TIME.

AND WE'RE WORKING TOGETHER TO PLAN FOR RECOVERY AND FUTURE PREPAREDNESS.

THE BOSTON POLICE DEPARTMENT'S FISCAL YEAR '21 BUDGET REFLECTS THE MAYOR'S COMMITMENT TO PUBLIC SAFETY.

BY MAINTAINING THE SWORN STAFFING LEVEL OF OFFICERS, BY BUDGETING FOR TWO NEW RECRUIT CLASSES THIS YEAR AS WELL.

AND BY CONTINUING TO MAKE GUN VIOLENCE A TOP PRIORITY OF HIS ADMINISTRATION.

RECOGNIZING RECOGNIZE MAYOR WALSH FOR HIS COMMITMENT WE'RE RECOGNIZING MAYOR WALSH AS WELL FOR HIS COMMITMENT TO SOCIAL JUSTICE AND DIVERSITY.

WE'RE SUPPORTING EFFORTS TO MAKE THE BOSTON POLICE DEPARTMENT MORE REFLECTIVE OF ALL OF THE COMMUNITIES THAT WE SERVE.

WE'RE BRINGING THE CADET PROGRAM BACK AND BUDGETING TO PUT FORTH A CLASS THIS YEAR.

AND MOVING FORWARD WITH THE IMPLEMENTATION OF BODY WORN CAMERAS TO FURTHER TRANSPARENCY WITH THE COMMUNITY.

AND SUPPORTING SUPERIOR OFFICERS FOR PROMOTIONAL EXAM PROCESS.

WE'VE HAD OUR CHALLENGES BUT WE CONTINUE TO COME THROUGH STRONGER AND MORE UNIFIED AS A CITY.

CRIME CONTINUES TO DECLINE IN 2019, SO I'LL GIVE THE 2019 STATS WHERE OVERALL PART 1 CRIME DECREASED BY 5% AND THIS IS THE LOWEST OVERALL PART 1 CRIME IN BOSTON SINCE 2006.

VIOLENT CRIME DECREASED BY 2%.

PROPERTY CRIME DECREASED BY 6%.

TOTAL SHOOTING VICTIMS DECREASED BY 11, WHICH IS A 5%.

TOTAL SHOOTING INCIDENTS DECREASED BY 16.

THE LOWEST NUMBER OF HOMICIDES IN ALMOST 20 YEARS AT 37.

BUT I'LL REMIND EVERYONE THAT ONE HOMICIDE IS TOO MANY.

AND CRIME CONTINUES TO DECLINE SO FAR IN 2020 IN SPECIFIC CATEGORIES.

AND IN 2019, THE ARRESTS CONTINUE TO DECREASE BRINGING DOWN ANOTHER 3%.
WE'RE REDUCING CRIME WITHOUT LOCKING PEOPLE UP.
ARRESTS ARE DOWN BECAUSE WE'RE DIVERTING YOUNG PEOPLE AWAY FROM THE CRIMINAL JUSTICE SYSTEM.
ARRESTS HAVE BEEN PLUMMETING THIS YEAR DUE TO COVID 19.
IN 2019, 741 GUNS WERE TAKEN OFF THE STREET.
AND 504 FIREARMS RELATED TO ARRESTS WERE MADE.
IN FISCAL 20, WE MADE SEVERAL TECHNOLOGY ENHANCEMENTS.
WE HAD THE IMPLEMENTATION OF MARK43, AND THAT'S A RECORDS MANAGEMENT SYSTEM, THE CREATION OF A VIDEO EVIDENCE UNIT, AND THE ROLLOUT OF SMARTPHONE DEPARTMENT WIDE.
OUR PARTNERSHIPS BETWEEN POLICE AND NONPROFITS, CLERGY AND COMMUNITY LEADERS PROVIDED COUNTLESS OPPORTUNITIES AND ALTERNATIVES FOR YOUTH AND BUILDING RELATIONSHIPS TO TRUST IN OUR NEIGHBORHOODS.
THAT REALLY WORKED OUT WELL.
THOSE PARTNERSHIPS REMAIN IN PLACE.
AND ARE REALLY BENEFICIAL TO THE CITY AT LARGE.
THESE PARTNERSHIPS ARE BEING TESTED RIGHT NOW AS SOCIAL DISTANCING GUIDELINES AND PPE REQUIREMENTS HAVE MADE IN PERSON OUTREACH ENGAGEMENT AND PROGRAMMING DIFFICULT.
WE'VE ADAPTED TO THIS CHALLENGE BY MOVING MORE AND MORE OF OUR COMMUNITY ENGAGEMENT TO VIRTUAL PLATFORMS, LIKE ZOOM OR CONFERENCE CALLS.
FOR EXAMPLE, MANY COMMUNITY SPECIFIC NEIGHBORHOOD WATCH MEETINGS ARE TAKING PLACE BY ZOOM OR CONFERENCE CALL.
YOUTH MENTORING SECTIONS ARE HAPPENING WEEKLY.
OFFICERS ARE JOINING TEACHERS TO HOLD WORKOUT SESSIONS WITH YOUTH AND JOIN AND BY JOINING THEIR ONLINE CLASSROOMS TO CONNECT WITH STUDENTS OF ALL AGES.
AND WE'RE ALSO, AS WELL, READING TO STUDENTS.
IN ADDITION, OUR OFFICERS AND CADETS ARE DELIVERING HUNDREDS OF MEALS TO SENIORS AND DELIVERING GIFT CARDS TO FAMILIES IN NEED.
THROUGHOUT THE DEPARTMENT, WE'RE ADJUSTING OUR COMMUNITY POLICING MODEL TO BE ABLE TO CONNECT WITH AND SERVE OUR COMMUNITY DURING THIS PANDEMIC.
THE STREET OUTREACH UNIT HAS ADAPTED POLICIES TO ENABLE THEM TO CONTINUE TO WORK WITH INDIVIDUALS SUFFERING FROM HOMELESSNESS, SUBSTANCE USE DISORDER, AND MENTAL HEALTH DISORDERS.
WE CONTINUE TO MAKE REFERRALS OF AT RISK YOUTH AND FAMILIES.
AND PARTNER WITH BEST CLINICIANS TO CO RESPOND TO CALLS INVOLVING EMOTIONALLY DISTURBED PERSONS AND PROVIDE ON SITE ASSISTANCE.
I'M VERY PROUD OF THE WORK OF OUR OFFICERS OUT INTO THE COMMUNITIES AND IN SERVICE TO THE CITY OF BOSTON.
THE CONTINUE I CONTINUE TO BE IMPRESSED AT HOW THEY'VE STEPPED UP IN THIS DIFFICULT TIME.
THERE'S NO DELAYS IN SERVICE AT ALL TO THE COMMUNITY.
MOVING FORWARD, OUR GOALS FOR THIS YEAR.
NUMBER ONE, OUR TOP PRIORITY IS TO COORDINATE WITH THE MAYOR'S OFFICE, CITY AGENCIES AND THE COMMUNITY ON RESPONSE POLICIES AND MESSAGING, RECOVERY, PREPAREDNESS RELATED TO COVID 19.
FURTHER PREVENT AND REDUCE CRIME AND VIOLENCE.
THAT'S NO. 2.
NO. 3, ENGAGE EVEN MORE WITH THE COMMUNITY USING VIRTUAL PLATFORMS UNTIL WE CAN GET BACK TO IN PERSON INTERACTION.
NO. 4, CONTINUE TO CONNECT THOSE IN NEED WITH SERVICES AND SUPPORTS.
AND 5, PROVIDE TIMELY AND EFFICIENT RESPONSE TO CRIME AND FOR CALLS OF SERVICE.
6, SUPPORT EMPLOYEE HEALTH, WELLNESS AND SAFETY BY CREATING A CULTURE THAT DESTIGMATIZES ASKING FOR HELP AND PROMOTES OFFICERS ACCESSING SERVICES AND

SUPPORTS.

IN CLOSING, WE'RE IN THE MIDST OF A TRULY HISTORIC TIME IN BOSTON, THE UNITED STATES, AND, SPEED, THE WORLD.

THE COVID 19 PANDEMIC IS A PUBLIC HEALTH CRISIS AND AN ECONOMIC CRISIS THAT WILL BE IMPACTING US FOR A LONG TIME.

WE NEED TO WORK TOGETHER, ADAPT TO CHANGING CIRCUMSTANCES, AND ALLOCATE RESOURCES AS NECESSARY TO MEET THESE CHALLENGES.

WITH YOUR CONTINUED SUPPORT, ALONG WITH THAT OF MAYOR WALSH, I AM CERTAIN THAT THE BOSTON POLICE DEPARTMENT IS PREPARED TO MEET ANY CHALLENGES THAT LIE AHEAD.

THANK YOU.

>> GREAT.

THANK YOU SO MUCH, COMMISSIONER.

BEFORE WE BEGIN QUESTIONS, I WANT TO RECOGNIZE MY COLLEAGUES WHO HAVE JOINED US AND THIS IS WILL THE ORDER IN WHICH WE'LL TAKE QUESTIONS.

SO COUNCILOR MICHAEL FLAHERTY AT LARGE.

COUNCILOR ANDREA CAMPBELL, DISTRICT 4.

COUNCILOR ED FLYNN, DISTRICT 2.

COUNCILOR MATT O'MALLEY, DISTRICT 6.

COUNCILOR ANNISSA ESSAIBI GEORGE AT LARGE.

COUNCILOR LIZ BREADON, DISTRICT 9.

COUNCILOR LYDIA EDWARDS, DISTRICT 1.

COUNCILOR JULIA MAJIA AT LARGE AND COUNCILOR FRANK BAKER DISTRICT 3.

AND THEN I'M, AGAIN, COUNCILOR KENZIE BOK FROM DISTRICT 8.

SO WE'LL BEGIN WITH COUNCILOR MICHAEL FLAHERTY AND AS FOLKS HAVE PROBABLY INTUITED WE'RE GOING TO BE DOING QUESTIONS FOR EACH OF THE DEPARTMENTS AS WE TALK TO THEIR STAFF.

SO THIS IS A ROUND OF QUESTIONS RELATED TO THE POLICE DEPARTMENT.

COUNCILOR FLAHERTY, YOU HAVE THE FLOOR.

>> THANK YOU, MADAME CHAIR.

GOOD MORNING, COMMISSIONER.

I WANT TO THANK YOU FOR ALL THE WORK THAT YOU'RE DOING DAY IN AND DAY OUT, NOT JUST UNDER THE COVID RESPONSE, WHICH HAS OBVIOUSLY PRESENTED UNIQUE CHALLENGES WITH THE SIGNIFICANT NUMBER OF YOUR MEMBERS BEING IMPACTED PERSONALLY AS WELL AS THE DEPARTMENT HAVING EXPERIENCED A DEATH.

SO OUR THOUGHTS ARE WITH ALL OF YOU GUYS AS YOU CONTINUE TO MOURN THAT BUT ALSO FOR THOSE THAT ARE RECOVERING FROM COVID.

COMMISSIONER, I WANT TO FOCUS ON MULTIPLE AREAS.

I'LL JUST ASK THE QUESTIONS AND I'LL STAND BY FOR THE ANSWERS AND YOU CAN DIRECT TO THE APPROPRIATE FOLKS, BUT THE INVESTMENTS IN COMMUNITY ENGAGEMENTS, I WANT TO GET A SENSE AS TO HOW THOSE INVESTMENTS ARE WORKING.

THE INVESTMENTS IN OUR CRIME LAB, HOW THOSE ARE WORKING.

I'D LIKE TO GET AN UPDATE ON THE BODY CAMERA PROGRAM.

I WANT TO GET YOUR THOUGHTS ON THE ATTRITION RATE.

IT'S MY UNDERSTANDING WE HAVE COUPLE BIG WAVES OF RETIREMENTS COMING UP AND WHETHER OR NOT WE'RE KEEPING PACE WITH THAT WITH RESPECT TO OUR ACADEMY CLASSES.

AND ALSO WHAT THE STATUS, I GUESS, IS OF OUR RETIREES DOING PAY DETAILS.

THIS BODY PASSED IT, MAYOR SIGNED IT AND REALLY HASN'T GONE ANYWHERE.

AND I THINK THERE'S A WE HAVE A UNIQUE OPPORTUNITY AS A CITY TO BE ABLE TO ACTIVATE SORT OF THE EXPERIENCE AND THE BRAIN POWER OF OUR RETIREES WHO HAVE THE OPPORTUNITY TO FULFILL SOME OF THE DETAILS THAT ARE ON THE LIST THAT ARE GOING UNMET WITH NO COST TO THE CITY.

I THINK WE'RE MISSING AN OPPORTUNITY.

WE'D LOVE TO GET YOUR THOUGHTS AS TO HOW WE CAN GET THAT ON TRACK AND IMPLEMENT IT.

AND THEN LASTLY, IT'S BEEN THE BONE OF CONTENTION I HAVE YEAR IS WHY WE HAVE SERGEANT

DETECTIVES, LIEUTENANT DETECTIVES AND CAPTAIN DETECTIVES SUPERVISING DETECTIVES THAT HAVE NEVER BEEN DETECTIVES THEMSELVES.

IT JUST DOESN'T SEEM LOGICAL.

SO I WOULD LOVE TO SEE IF WE CAN GET TO A SYSTEM WHERE WE GET THROUGH THE ACADEMY AND FOLKS GET THROUGH THEIR TRAINING AND THEN THEY MAKE A DECISION, A CAREER DECISION, DO THEY WANT TO GO TO THE PATROLMAN SERGEANT LIEUTENANT CAPTAIN ROUTE OR DO THEY WANT TO GO THE DETECTIVE ROUTE AND THEN GET THAT NECESSARY TRAINING? AND IF AT SOME POINT YOU WANT TO SHIFT DURING YOUR CAREER, CLEARLY, THERE WILL BE OPPORTUNITY FOR THAT.

BUT I THINK FROM A MANAGEMENT STANDPOINT, FROM A COMMAND STANDPOINT, HAVING SERGEANT DETECTIVES, LIEUTENANT DETECTIVES AND CAPTAIN DETECTIVES SUPERVISING DETECTIVES WHEN THEY'VE NEVER BEEN DETECTIVES ARE JUST I DON'T UNDERSTAND THAT SYSTEM.

SO, PROBABLY A CONVERSATION FOR ANOTHER DAY, BUT I ALWAYS RAISE IT DURING THE BUDGET BECAUSE IT'S A HEAD SCRATCHER.

SO THAT'S IT IN A NUTSHELL.

THOSE ARE SORT OF MY FOUR OR FIVE AREAS OF QUESTION.

I WANT TO CONTINUE TO WORK WITH YOU AND YOUR DEPARTMENT TO MAKE SURE WE'RE DOING THE BEST WE CAN AND REDUCE CRIME AND BRINGING JUSTICE TO VICTIMS AND THEIR FAMILIES.

>> WELL, THANK YOU, COUNCILOR.

WE'LL ANSWER THOSE QUESTIONS.

FIRST BEING WITH THE BUREAU COMMUNITY ENGAGEMENT.

I'D LIKE TO THANK MAYOR WALSH FOR ALLOWING US TO CREATE THAT BUREAU.

IN 21st CENTURY POLICING, THE BPD DID NOT WANT TO HAVE THE MONIKER OF COMMUNITY POLICING BEING A JADED MONIKER.

SO THE MAYOR ALLOWED FOR US TO CREATE THE BUREAU OF COMMUNITY ENGAGEMENT TO ENHANCE OUR RELATIONSHIP WITH THE COMMUNITIES OF BOSTON, ALL COMMUNITIES OF BOSTON.

IT'S WORK THE OUT QUITE WELL.

AND TO SPEAK FURTHER ON THIS WE'LL TURN THIS OVER TO SUPERINTENDENT BASTON SO SHE CAN EXPLAIN HER BUREAU.

>> YES.

GOOD MORNING, EVERYONE.

AND THANK YOU FOR YOUR QUESTIONS, COUNCILOR FLAHERTY.

WHEN YOU ASK QUESTIONS ABOUT COMMUNITY ENGAGEMENT, IT SHOWS IT'S NOT ONLY IMPORTANT TO US AND THE MAYOR IN OUR MISSION OF THE POLICE DEPARTMENT BUT ALSO TO YOU.

TO ANSWER YOUR QUESTION, IF THE INVESTMENT HAS HOW WE ARE DOING ON THE BUREAU OF COMMUNITY ENGAGEMENT I THINK IT HAS LIKE THE COMMISSIONER ALLUDED TO EARLIER, IT WORKS ON THREE GOALS THAT WE HAVE IN THE POLICE DEPARTMENT.

ALL OF THE PROGRAMS THAT WE RUN WHETHER IT'S BASKETBALL, COOKING WITH THE KIDS, MENTORINGSHIP PROGRAMS WITH THE KIDS, IT'S ABOUT LONG TERM MENTORINGSHIP, NO. 1, PROVIDING OPPORTUNITIES, NO. 2, AND NO. 3, IT'S SELF GROWTH.

SOME OF THE PROGRAMS OVER THIS ONE YEAR WE HAVE BEEN ABLE TO DEVELOP I WOULD LIKE TO HIGHLIGHT.

THE FIRST PROGRAM THAT EVERYONE KNOWS A LOT ABOUT IS GROWING.

IT'S CALLED WE BELONG.

IT'S A PROGRAM DESIGNED TO INTRODUCE BOSTON'S CITY YOUTH HELP DISCOVER THEIR POTENTIAL.

THE PURPOSE OF THE PROGRAM IS TO SHOW YOUTH THAT THEY CAN BE A VOICE IN THE COMMUNITY AND OFFER VALUE TO THE COMMUNITY VIA PUBLIC SERVICE AND COMMUNITY OUTREACH.

THROUGH THE PROGRAM YOUTH WILL WORK ON VARIOUS PROJECTS TO EXPLORE PUBLIC SERVICE AND DISCOVER WAYS TO GET INVOLVED IN THEIR COMMUNITY.

THE PROGRAM WILL BRING VARIOUS COMMUNITY LEADERS, ELECTED OFFICIALS IN NONPROFIT PROFESSIONALS AND OTHER EXECUTIVES IN THE GREATER BOSTON AREA TO ENGAGE IN CONVERSATION WITH OUR YOUTH.

THAT BRINGS GREATER OPPORTUNITIES AND WE HAVE OVER 100 KIDS THAT HAVE GONE THROUGH THE PROGRAM, AND WE'RE ALSO GOING TO BE HAVING IT THIS SUMMER.

ANOTHER PROGRAM I WOULD LIKE TO HIGHLIGHT IS THE GROW, GROW'S REFLECTING OUR WORLD PROGRAM.

AND AS YOU ALL KNOW, THEY CAME UP TO CITY HALL THIS YEAR AND WAS HONORED BY THE CITY COUNCILORS FOR THEIR WORK.

THIS IS A COMMUNITY BASED PROGRAM, MENTORSHIP FOR YOUNG INNER CITY GIRLS, AGES 9 TO 14, PROMOTING SELF ESTEEM, LEADERSHIP BUILDING, PROBLEM SOLVING DEVELOPMENT, INTERPERSONAL SKILLS DEVELOPMENT, GROWTH AND MENTORINGSHIP.

ONCE AGAIN, IT'S GIVEN THEM THESE GIRLS TRANSITIONING FROM INTO YOUTH INTO ADULTHOOD AND BEING THERE ALONG THE WAY.

ANOTHER PROGRAM THAT WE HAVE THAT WAS DESIGNED FOR HOUSING AND OTHER DIFFERENT HOUSING AUTHORITIES IS CALLED CONNECTING THE PIECES, KIDS OVERCOMING PRESSURE.

AND THIS PROGRAM IS GEARED AROUND HIRING OF YOUTH IN HOUSING DEVELOPMENTS AND CREATING A YOUTH COUNCIL SO THEY CONNECT IN PEACE AND WORK TOGETHER TO OVERCOME PEER PRESSURE THAT BUILDS BARRIERS AND SOMETIMES CREATE NEGATIVE COLLABORATIONS.

AND THE LAST ONE I WOULD LIKE TO SPEAK ABOUT IS CALLED ACT UP WITH 50.

AND THIS IS A BEGINNER LEVEL CLASS WHERE POLICE AND YOUTH ARE TO OVERCOME TRAUMA THROUGH ARTISTIC CREATIVITY.

ONCE AGAIN, THESE PROGRAMS ARE FOCUSED ON THE MAIN POINTS THAT WE TRY TO DO.

WHEN I SAY LONG TERM RELATIONSHIPS, I'M TALKING BETWEEN THE YOUTH, THE COMMUNITY, AND THEIR FAMILIES.

THEY BUILD TRUST WITH THE YOUTH IN THE COMMUNITY AND THEY ALSO ALLOW US TO TEACH THE YOUTH HOW TO BE ACTIVE PARTICIPANTS IN THEIR COMMUNITIES.

SO ALL THESE PROGRAMS ARE GEARED TOWARDS THAT.

WHEN I SAY PROVIDING OPPORTUNITIES, WHAT I MEAN IS TEACH THEM HOW TO NETWORK, GIVE THEM THE TOOLS TO NETWORK TO GO ON TO HIGHER EDUCATION AND WHATEVER THEY WANT TO DO, DO EXCEL.

COLLEGE PREP AND VISITS.

AND THE THIRD THING IS SELF GROWTH.

AND I MEAN MAKING THEM BELIEVE IN THEMSELVES.

PROVIDING SELF ESTEEM, SELF ADVOCACY, OVERCOMING OBSTACLES, AND ALL OF THESE THINGS IS IMPORTANT BECAUSE THIS IS THE KEY OF COMMUNITY POLICING BECAUSE ONCE YOU GET INTO THE BUILDING RELATIONSHIPS, YOU CAN GET INTO TEAR FAMILIES.

WHEN YOU GET INTO THEIR FAMILIES, YOU CAN BREAK THE CYCLE OF [INAUDIBLE] ALL THE NEGATIVE THINGS TO UPLIFT OUR COMMUNITY.

WE HAVE A DEDICATED BUREAU OF OFFICERS AND THAT'S ALL WE DO 24 HOURS A DAY FROM THE TIME WE WAKE UP TO THE TIME WE GO TO SLEEP IS HOW DO WE CHANGE LIVES OF OUR KIDS?

AND IT'S BEEN VERY EXTREMELY SUCCESSFUL.

SO, I'M EXTREMELY HAPPY WITH THOSE EFFORTS.

>> THANK YOU, SUPERINTENDENT.

THANK YOU, COMMITTEE CHAIR.

>> THANK YOU SO MUCH, COUNCILOR FLAHERTY.

AND FOR THE PUBLIC SAFETY AGENCIES HERE, I REALIZED I FORGOT TO DO MY USUAL EXPLANATION OF OUR TIMEKEEPING, WHICH IS JUST THAT WE GIVE EVERYBODY FIVE MINUTES, THEN THEY GET A TWO MINUTE GRACE PERIOD.

YOU'LL SEE I'LL HOLD UP MY GAVEL WHEN IT'S BEEN FIVE MINUTES.

AND THEN THERE'S THE GRACE PERIOD SO WHEN YOU HEAR THE CRIME GO OFF, IT MEANS WE'VE HIT SEVEN.

ALL I'D ASK IS FINISH YOUR SENTENCE, FINISH YOUR IDEA, TOTALLY FINE, BUT WE'RE JUST WE'RE TRYING TO KEEP IT GOING THAT WAY AND WE'LL COME BACK TO YOU.

SO I KNOW COUNCILOR FLAHERTY HAD OTHER QUESTIONS BUT WE CAN COME BACK TO THEM IN THE SECOND ROUND IF THAT MAKES SENSE.

THANKS SO MUCH, COUNCILOR FLAHERTY.

NEXT UP, COUNCILOR ANDREA CAMPBELL, DISTRICT 4, AND CHAIR OF OUR PUBLIC SAFETY COMMITTEE.

>> THANK YOU, COUNCILOR BOK AND THANK YOU, COMMISSIONER, SUPERINTENDENTS. YOUR ENTIRE TEAM.

OBVIOUSLY THIS IS NOT AN EASY TIME FOR YOU GUYS.

YOU'RE EXPOSED EVERY SINGLE DAY WITH RESPECT TO COVID 19, AND OF COURSE, I WANT TO ADD YOU'RE EXTREMELY BUSY GIVEN THE VIOLENCE THAT WE CONTINUE TO SEE IN CERTAIN PARTS OF THE CITY.

SO THANK YOU FOR YOUR WORK.

I ALSO HAVE TO GIVE A SPECIAL SHUTOUT OF COURSE TO C11 AND B3 WHO ARE WORKING INCREDIBLY HARD IN RESPONSE TO THOSE INCIDENTS OF VIOLENCE AS WELL.

I ALSO WANT TO ECHO WHAT COUNCILOR FLAHERTY SAID, WHICH IS THANK YOU FOR THE INVESTMENT IN THE MAYOR AND THE ADMINISTRATION IN SUPERINTENDENT BASTON'S SHOP, REALLY IMPORTANT WORK.

I'LL KEEP THE BODY CAMERA QUESTION, BECAUSE I THAT WAS ONE OF MY QUESTIONS, AND THEN WE CAN GO FROM THERE.

>> OKAY.

YOU WANT AN UPDATE ON THE BODY CAMERAS?

>> YES, COUNCILOR FLAHERTY ASKED.

WE CAN START THERE AND THEN I HAVE TWO MORE QUESTIONS.

>> YES.

SO AT PRESENT, WE HAVE A FULL IMPLEMENTATION OF OUR BODY WORN PROGRAM.

BODY WORN CAMERA PROGRAM.

IN ALL OF OUR DISTRICTS.

AND TO SOME OF OUR SPECIALIZED UNITS.

OF COURSE, CERTAIN SPECIALIZED UNITS AREN'T CONDUCTIVE FOR THE USAGE OF BODY WORN CAMERAS BECAUSE OF THE NATURE OF THE WORK THAT THEY DO.

THE BODY WORN CAMERA THUS FAR HAS PROVIDED COMPETENCE IN THE OFFICERS, CONFIDENCE IN THE COMMUNITY, AND ACCOUNTABILITY GOING BOTH WAYS.

AS WE MOVE FORWARD IN 21st CENTURY POLICING, YOU CAN REST ASSURED THAT THE BODY WORN CAMERAS ARE HERE TO STAY WITH THE BOSTON POLICE DEPARTMENT AS THEY CONTINUE TO BUILD RELATIONSHIPS OF TRUST AND CONFIDENCE.

I CAN HAVE SUPERINTENDENT HASSON REPORT OUT ON THE BODY WORN CAMERA PROJECT AND SPECIFIC STATISTICS IN OUR VIRTUAL EXCUSE ME IN OUR UNIT THAT WE'VE CREATED.

TO HELP KEEP THE RECORD MANAGEMENT OF THE BODY WORN CAMERA SYSTEM.

>> I'M NOT REALLY SURE WHAT ASPECT OF IT THAT THEY'D LIKE TO

>> WHAT MIGHT BE EASIER FOR THE SAKE OF TIME, SUPERINTENDENT, JUST TO BE MINDFUL OF YOU GUYS' TIME TOO IS IF MAYBE EVEN JUST VIA EMAIL AND THROUGH THE CHAIR WHAT UNITS WILL BE EWING THE DA USING THE CAMERAS AND TIME LINE ROLLOUT AND IF AT POINT THE DEPARTMENT WILL COME BACK IN TERMS OF WHAT THE POLICY IS WITH RESPECT TO BODY CAMERAS, EITHER TO THE COUNCIL OR THE COMMUNITY ON HOW IT'S GOING.

WE CAN DO THAT VIA EMAIL JUST TO SAVE TIME.

>> SURE.

>> AND THEN MY OTHER QUESTIONS GO AHEAD, COMMISSIONER.

>> IMPLEMENTATION OF THE BODY WORN CAMERA IN ALL OF OUR DISTRICTS.

>> OKAY.

>> I JUST WANT TO ADD I WILL HAVE AN EMAIL SENT TO YOU.

IT WILL GIVE YOU THE TIMELINE EXACTLY WHEN THE UNITS WERE TRAINED, WHEN THEY CAME ONLINE.

IT WILL LAY OUT THE ENTIRE TIMELINE FOR YOU.

>> THANK YOU.

APPRECIATE IT.

THE TWO OTHER QUESTIONS I THINK TIME WILL RUN OUT IS THE STATUS OF THE HAIR TESTS AND USAGE OF THE HAIR TESTS CONVERSATION.

I APPRECIATE YOUR RESPONSE THERE, COMMISSIONER, STATUS OF THAT AND THEN THE STATUS OF THE RELEASE OF THE FIO DATA AND THEN I CAN DEPENDING ON THE TIME SAVE MY QUESTIONS FOR THE NEXT ROUND.

>> YES.

WE'RE IN CONTINUED DISCUSSIONS ABOUT THE HAIR TESTING PROCESS.

AS YOU KNOW, IT'S A VERY CONTROVERSIAL PROCESS, AND WE UNDERSTAND THAT.

SO WE'VE BEEN WORKING WITH ALL THE UNIONS AND HAVING DISCUSSIONS ON HOW TO MOVE FORWARD AND WHAT IS THE BEST METHOD OF TESTING GOING FORWARD.

SO I CAN HONESTLY TELL YOU WE'RE IN DISCUSSIONS, ONLY WITH THE MAYOR, BUT ALL OF THE UNIONS AND OUR LABOR AND MANAGEMENT TEAM HERE AS WELL.

AND YOUR LAST QUESTION, MA'AM?

>> THE STATUS OF THE FIO DATA.

>> YES.

WE'VE COMPILED THAT DATA.

CHIEF LONG, CAN YOU ANSWER THAT, THE COMPILATION OF THE FIO DATA?

>> SPECIFICALLY WHAT ARE YOU LOOKING FOR ON THAT?

>> WE SENT A REQUEST, I THINK THE LAST DATA WAS RELEASED 2016, SO THE PAST FEW YEARS, IT HASN'T BEEN.

SO WE SENT A REQUEST FROM THE COUNCIL ON THE SUBSEQUENT YEARS, RELEASE OF THAT DATA SINCE IT WAS PREVIOUSLY RELEASED.

SO JUST FOLLOWING UP ON THAT.

>> SO '17, '18 AND '19 HAVE BEEN RELEASED.

IT'S BEEN POSTED.

>> THANK YOU, SUPERINTENDENT.

I WILL TAKE A LOOK.

AND THEN I SEE THE GAVEL.

I'LL WAIT TILL THE NEXT ROUND.

THANK YOU, GUYS.

THANK YOU, COUNCILOR BOK.

>> THANKS SO MUCH, COUNCILOR CAMPBELL.

NEXT UP IS COUNCILOR FLYNN AND THEN IT WILL BE COUNCILOR O'MALLEY.

COUNCILOR FLYNN.

COUNCILOR FLYNN, YOU WITH US?

>> YEAH, I'M HERE.

I'M SORRY ABOUT THAT.

THANK YOU, COUNCILOR BOK.

AND THANK YOU TO THE POLICE COMMISSIONER AND THE STAFF, BPD STAFF THAT'S HERE WITH HIM, DOING EXCELLENT WORK IN THE COMMUNITY.

COMMISSIONER, I HAVE TWO QUESTIONS OR COMMENTS.

THE FIRST ONE YOU AND I WORKED ON OVER THE LAST COUPLE YEARS EVEN BEFORE YOU WERE COMMISSIONER BUT IT WAS NO. 5 AND NO. 6 POINT YOU MENTIONED TODAY BUT THE HEALTH AND WELLNESS PROGRAM FOR THE BOSTON POLICE DEPARTMENT, YOU WERE WORKING ON THAT ISSUE BEFORE YOU WERE COMMISSIONER.

HOW IS THAT PROGRAM GOING?

IT'S CRITICAL THAT WE MAKE SURE WE HAVE THE PUBLIC SAFETY PERSONNEL GETTING THE NECESSARY MEDICAL CARE AND WELLNESS PROGRAMS.

HOW'S THAT PROGRAM GOING, COMMISSIONER?

>> IT'S GOING QUITE WELL.

ONE OF THE THINGS THAT WE'VE DONE IS EDUCATE THE COMMUNITIES THAT WE SERVE ABOUT THE IMPORTANCE OF OFFICER HEALTH SAFETY AND WELLNESS.

BEING THAT, OFFICERS ARE HUMAN TOO.

WE FACE THE SAME STRESSES, DIFFICULTIES THAT ANYONE FACES, AND WE HAVE TO EDUCATE THE PUBLIC THAT THE HIGHEST DEATH RATE OF POLICE OFFICERS IN AMERICA IS DUE TO SUICIDE. SO WHAT ARE WE DOING HERE IN BOSTON?

WE HAVE A VERY ROBUST PEER SUPPORT UNIT AND, AS WELL, WE, THROUGH THE BOSTON POLICE FOUNDATION, HAVE PARTNERED WITH THE AMERICAN FOUNDATION FOR SUICIDE PREVENTION AND SENDING THE MESSAGE OUT ABOUT DESTIGMATIZING ANYONE THAT IS ASKING FOR HELP AND FOR THE HELP OF THEMSELVES AND THEIR FAMILIES.

SO MOVING FORWARD, PEER SUPPORT IS ALSO PARTNERED WITH SEVERAL HOSPITALS, HOME BASED FOR OUR VETERANS OF FOREIGN WAR, AND WE'VE ALSO STARTED A PROGRAM WITH ST. ELIZABETH HOSPITAL WHERE WE BRING OFFICERS IN AND THEY'RE SCREENED SO THERE'S FOUR SPECIFIC TESTS FOR SCREENING.

[INAUDIBLE] THE OFFICERS WERE ALSO THE OFFICERS ARE ALSO TAKING PART IN [INAUDIBLE] PROGRAM WITH RETIRED NAVY S.E.A.L.S. SO WE'RE GETTING TREMENDOUS SUPPORT FROM THE PRIVATE SECTOR AND SOME OF THE FUNDING THAT IS NEEDED FOR CLINICIAN HOURS FOR THE OFFICERS AS THEY MOVE FORWARD IN COUNSELING SESSIONS, AND OVERALL, WE'VE REALLY MADE GREAT STRIDES IN DESTIGMATIZING WHEN ANYONE ASKS FOR HELP.

AND IF YOU HAVE A HEALTHY OFFICER MIND, BODY AND SOUL, WE'RE BETTER ABLE TO SERVE THE COMMUNITY.

>> WELL, THANK YOU, COMMISSIONER.

I THINK THAT'S ONE OF THE BEST PROGRAMS THAT YOU GUYS HAVE.

SO I WANT TO SAY THANK YOU AND PLEASE KNOW THAT THE CITY COUNCIL I'M CERTAINLY HERE TO BE HELPFUL IN ANY WAY ON THAT PROGRAM.

AND THEN THE FINAL QUESTION, COMMISSIONER, HOW IS THE I WAS DRIVING BY VILLA VICTORIA TWO NIGHTS AGO.

I SAW A COUPLE OF OFFICERS GIVING MASKS FACE COVERINGS OUT TO SOME OF THE RESIDENTS OVER THERE.

HOW'S THAT OUTREACH GOING, COMMISSIONER?

>> THAT'S GOING FINE, COUNCILOR.

AGAIN, THANK YOU TO MAYOR WALSH FOR HELPING THE CITY ACQUIRE PPE SO THAT WE CAN HAND IT OUT TO OUR COMMUNITIES.

WE'VE ALL SEEN THE HORROR STORIES OUT THERE IN OTHER MAJOR CITIES WHEN IT COMES TO WHETHER SOMEONE IS WEARING A MASK, THEY'RE NOT ADHERING TO SOCIAL DISTANCING, HERE AT BPD WE BELIEVE THAT THE COMMUNITY IS A PART OF OUR FAMILY, THUS COMMUNITY POLICING.

AND IF WE HAVE PPE, THE COMMUNITY SHOULD HAVE IT AS WELL.

SO THUS LAST SATURDAY, WE STARTED HANDING OUT MASKS QUITE SIMPLY TO ANYONE THAT NEEDS MASKS AND LET YOU KNOW THAT OUR OFFICERS ARE APPROACHABLE AND WE DO HAVE DEEP CONCERNS ABOUT EVERYONE'S HEALTH AND SAFETY.

SO IT'S GOING WELL.

WE'RE HANDING OUT MASKS IN EACH DISTRICT.

THE BUREAU OF COMMUNITY ENGAGEMENT IS ASSISTING US AS WELL, AND OUR STREET OUTREACH UNIT UNDER DEPUTY STRATTON IS ALSO FOCUSING ON HANDING OUT MASKS IN THE NEW MARKET SQUARE AREA.

SO IT'S GOING QUITE WELL.

AND IT'S NOT A ONE TIME THING.

WE HAVE ENOUGH MASKS TO KEEP GOING FOR THE WEEKS AHEAD.

>> THANK YOU, COMMISSIONER, AND THANK YOU TO THE TEAM, AND THANK YOU TO DEPUTY STRATTON TOO AND YOUR OUTREACH TEAM AS WELL.

THAT'S ALL I HAVE, COUNCILOR BOK.

THANK YOU.

>> GREAT.

THANK YOU SO MUCH, COUNCILOR FLYNN.

COUNCILOR O'MALLEY AND THEN IT WILL BE COUNCILOR ESSAIBI GEORGE.

>> THANK YOU, COUNCILOR, COMMISSIONER TEAM, GOOD MORNING.

GREAT TO SEE YOU ALL.

OBVIOUSLY, I WANTED TO BEGIN BY THANKING ALL OF THE MEN AND WOMEN OF THE BOSTON POLICE DEPARTMENT FOR JUST EXCEPTIONAL SERVICE PARTICULARLY DURING THESE INCREDIBLY DIFFICULT DAYS.

THE WORK, THE PROFESSIONALISM, THE SUPPORT, THE KINDNESS, JUST THE GREAT LEADERSHIP YOU AND YOUR TEAM HAVE EXEMPLIFIED HAS MADE DIFFICULT DAYS EVEN BETTER.

SO WE'RE GRATEFUL FOR THAT.

IT WAS PARTICULARLY I WANTED TO JUST ACKNOWLEDGE A TREMENDOUS OFFICER FROM MY DISTRICT, FROM E13, OFFICER JOSE FONTANEZ WHO WE LOST TO COVID 19 SEVERAL WEEKS AGO AND JUST WHAT AN AMAZING MAN HE WAS AND LEADER FOR THE COMMUNITY AND A HUGE LOSS NOT ONLY FOR THE DEPARTMENT, FOR THE CITY AS WELL.

I AM HOPEFUL THAT WE CAN ACKNOWLEDGE HIS INCREDIBLE SERVICE.

I THINK I'VE TALKED TO MANY SO OF HIS COLLEAGUES IN E13 AND PERHAPS DESIGNATING THE CORNER OF WASHINGTON AND GREEN STREET WHERE THE STATION IS IN HIS NAME WITH SOME SORT OF A PLAQUE OR SOMETHING THAT I HOPE WE CAN FURTHER DISCUSSION IN THE MONTHS AHEAD.

COMMISH, IT SEEMS TO BE A PRETTY LEVEL FUNDED BUDGET.

I THINK A SLIGHT DECREASE FROM LAST YEAR, A COUPLE HUNDRED GRAND SHORT FROM LAST THE APPROPRIATION FOR FISCAL YEAR '20.

THERE'S BEEN AN INCREASE IN THE COMMISSIONER'S OFFICE BY ABOUT \$4 MILLION, INCREASE IN OPERATIONS, AGAIN BY ABOUT \$4 MILLION.

BIG DECREASE IN PROFESSIONAL DEVELOPMENT, FROM 13.5 MILLION LAST YEAR TO 1.5 MILLION THIS YEAR.

CAN YOU TALK ABOUT THAT WHAT DECREASE ENTAILS IN THE EXCUSE ME, THE BUREAU OF PROFESSIONAL DEVELOPMENT?

>> SO, AS WE BRING FORTH ACADEMY CLASSES, THEY GRADUATE, AND THEN IT GOES TO A DIFFERENT BUREAU, THE BUREAU OF FIELD SERVICES.

SO WE [INAUDIBLE] TWO CLASSES.

>> SO THERE'S BEEN AN \$8 MILLION DECREASE IN PROFESSIONAL DEVELOPMENT AND THEN A \$12 MILLION INCREASE IN FIELD SERVICES.

SO THAT'S JUST THE ACADEMY CLASSES GRADUATING?

>> RIGHT.

>> OKAY.

>> AND I'M GOING TO HAVE LISA O'BRIEN EXPOUND UPON THAT.

>> GOOD MORNING, COUNCILOR.

AS THE COMMISSIONER SAID

[FEEDBACK]

>> GO AHEAD.

>> AS THE COMMISSIONER INDICATED THAT TWO OF THE GRADUATING RECRUIT CLASSES AFTER THEY COMPLETED THEIR PROBATIONARY PERIOD OF ONE YEAR, THEY MOVED OVER TO THE BUREAU OF FIELD SERVICES SO THAT'S WHERE YOU'RE SEEING THE INCREASES IN BUREAU FIELD SERVICES.

THE OTHER INCREASE THAT YOU'VE SEEN IN BUREAU FIELD SERVICES IS THAT THERE'S \$6.1 MILLION IN THERE FOR THE TWO NEW CLASSES THAT WE HAVE PLANNED, ONE IN SEPTEMBER AND ONE PROBABLY IN THE JANUARY/FEBRUARY TIME FRAME.

SO THAT'S WHERE YOU'RE SEEING THE DIP IN PROFESSIONAL DEVELOPMENT AND THE INCREASE IN FIELD SERVICES.

IT'S MORE OF A PUTTING THEM IN THE CORRECT CODE WHERE THEY'RE ACTUALLY GETTING PAID IN.

>> THANK YOU, LISA.

I APPRECIATE THAT CLARIFICATION.

THAT MAKES SENSE.

WHEN YOU GET IN THIS FOR YOU, LISA AS WELL, WHEN WE GET THAT THE LINE ITEMS, PERMANENT EMPLOYEES HAVE AN INCREASE AND THE BIGGEST DECREASE, WHICH I ASSUME IS

REFLECTED THAT THAT EARLIER THING, THE NEW CLASSES, AND THEN THE BIGGEST DECREASE IS FOR LEASE PURCHASE.

IT'S LINE ITEM 55400, A DECREASE OF 1.7 MILLION.

IS THAT VEHICLES OR IS THAT

>> SO, IF I CAN BRIEFLY EXPLAIN, THE CITY HAS A LEASE PURCHASE PROGRAM FOR VEHICLES, FOR COMPUTER EQUIPMENT, AND FOR VESTS AND FOR TELECOMMUNICATIONS EQUIPMENT.

IT'S NOT [INAUDIBLE] SENSE OF WHAT YOU AND I WOULD THINK.

[ECHO]

PERIOD OF TIME SO THAT DECREASE IS WE HAD A DECREASE IN OUR DEBT SERVICE PAYMENTS SO THEREFORE THAT'S WHY YOU SEE THAT 1.8 DECREASE OR THAT 1.7 DECLINE UNDER LEASE PURCHASES AND SO OUR VEHICLES AREN'T LEASED.

THEY'RE PURCHASED THROUGH A FINANCING PROGRAM THAT'S OFFERED THROUGH THE CITY OF BOSTON.

>> I SEE.

AND JUST ON THAT POINT WITH THE VEHICLES, DO WE HAVE ANY HAVE WE MOVED TOWARDS SWITCHING TO ELECTRIC VEHICLES?

>> NO, WE CURRENTLY HAVE 262 HYBRID VEHICLES BUT NO ELECTRIC.

>> OKAY.

THAT WOULD BE SOMETHING I'D BE CURIOUS OF FOLLOWING UP ON LATER.

AND THEN LINE ITEM 52900 IS CONTRACTED SERVICES.

IT'S A \$718,000 DECREASE.

CAN YOU SPEAK TO THAT, LISA, PLEASE?

>> YES, I CAN.

ACTUALLY 500,000 OF THAT IS A DECREASE IN PROFESSIONAL CONTRACTUAL SERVICES.

THAT 500,000 RELATES TO PROJECT MANAGEMENT SERVICES THAT WE USE FOR THE IMPLEMENTATION OF THE NEW MARK43 RNS AND THE IMPLEMENTATION OF THE BODY WORN CAMERA PROGRAM.

SO THOSE SERVICES HAVE GONE AWAY SO, THEREFORE, THAT IS THE DECREASE.

AND THEN THE OTHER 200K ROUGHLY IS A DECREASE IN EQUIPMENT FOR THE BODY WORN CAMERAS.

THAT WAS REDUCED BECAUSE SOME OF THE EQUIPMENT REPLACEMENT WAS PURCHASED IN FISCAL YEAR '20 VERSUS '21.

SO THEREFORE, WE DIDN'T THAT LINE WAS REDUCED ACCORDINGLY.

>> AND IT'S WHAT THE LIFE SPAN.

A BODY WORN CAMERA?

HOW LONG WILL IT LAST FOR?

>> I'M NOT I THINK ROUGHLY THREE YEARS.

WE DO HAVE A REPLACEMENT PROGRAM IN PLACE WITH THE BODY WORN CAMERA VENDOR.

SO WE REPLACE THEM LIKE EVERY THREE YEARS.

WE HAVE A TRADE IN POLICY OR AS NEEDED IF THE EQUIPMENT BREAKS, THEY'LL REPLACE IT AS WELL.

>> GREAT.

NO, I APPRECIATE THAT.

THANK YOU.

THAT WAS SORT OF MY GENERAL OVERVIEW OF THE BUDGET LINE ITEMS.

SO THANK YOU, LISA, FOR YOUR GREAT WORK.

>> YOU'RE WELCOME.

>> SUPERINTENDENT BASTON, I HAVE LOVED YOUR SOCIAL MEDIA ACCOUNT DURING THE PANDEMIC.

IT'S BEEN GREAT TO SEE YOU TIKTOK AND EVEN BETTER TO SEE YOU WITH OUR DEAR FRIEND ANN MURPHY WHO I KNOW YOU'VE BEEN A GREAT FRIEND TO FOR MANY, MANY YEARS.

ONE OF THE THINGS I LOVE ABOUT, OBVIOUSLY, THE GREAT WORK YOU DO AND THE

COMMISSIONER, AND YOUR ENTIRE TEAM DOES, ARE SOME OF THE EVENTS THAT WE TYPICALLY LOOK FORWARD TO EVERY SUMMER FROM THE COMMISSIONER'S FLASHLIGHT WALKS TO

NATIONAL NIGHT OUT TO THE HOT DOG NIGHTS ON SOUTH STREET WHERE BILL JONES IS A CONSTANT PRESENCE IN E13.

OBVIOUSLY, THIS SUMMER'S SCHEDULE IS GOING TO BE MUCH, MUCH DIFFERENT.

SO I'M JUST CURIOUS THIS MAY BE FOR YOU, SUPERINTENDENT BASTON ARE THERE ANY SPECIFIC IDEAS ON HOW WE'LL BE ABLE TO SORT OF ENGAGE WITH THE COMMUNITY, PARTICULARLY THE YOUTH, WHERE WE WON'T NECESSARILY HAVE THE SAME OPPORTUNITY FOR A WELL, WE WON'T HAVE AN OPPORTUNITY FOR SORT OF A GET TOGETHER OR A HOT DOG NIGHT OR SOME SORT OF A YOU KNOW, A PARTY, SO TO SPEAK, OTHER WAYS THAT WE CAN REALLY HELP CONTINUE TO BUILD RELATIONSHIPS FOR THIS SUMMER OF COVID?

>> I'LL BE REALLY QUICK BECAUSE I JUST HEARD YOUR RINGER GO OFF.

WE ALREADY STARTED WORKING TO SEE HOW WE CAN STAY CONNECTED WITH OUR KIDS, AND WE STARTED THEM TO DO IT VIRTUALLY.

WE APPLIED FOR A GRANT TO BRING IN THE EQUIPMENT SO WE CAN DO A LOT OF STUFF, VIDEOS, HAVE THE COMPETITIONS.

WE GOT THREE WE GOT [INAUDIBLE] GAVE US SUMMER SPOTS SO WE ARE ACTUALLY THEY'RE GOING TO BE PAID INTERNSHIPS SO THEY'RE GOING TO BE WORKING CORRECT DIRECTLY WITH US AND BELIEVE IT OR NOT, HE ARE CONNECTED MORE WOMEN OUR KID OPS A DAILY BASIS BECAUSE WE ARE CONNECTED MORE WITH OUR KIDS ON A DAILY BASIS SO WE'RE THINKING OF HAVING [INAUDIBLE] VIA ZOOM.

WE'RE THINKING OF IDEAS LIKE THAT.

BUT WE ALREADY ARE IN THE WORKS OF CONTINUING ALL OUR PROGRAMS BUT JUST EVERYTHING IS GOING TO BE ZOOM OR MAKING VIDEOS BUT ABSOLUTELY STAYING CONNECTED AND, LIKE I SAID, WE ALREADY HAVE THE THE SUMMER PLAN IN PLACE.

WE'RE AHEAD OF IT.

>> THANKS.

>> LATER ON, YOU CAN TALK ABOUT THE PAID POSITIONS COMING UP IN THE SECOND ROUND.

>> ABSOLUTELY.

>> THANK YOU, COMMISH.

THANKS, EVERYBODY.

>> THANK YOU.

>> GREAT.

THANK YOU SO MUCH, COUNCILOR O'MALLEY.

>> YOU'RE MUTED, KENZIE.

>> YOU MUTED YOURSELF.

[LAUGHTER]

>> SORRY, EVERYONE.

THANK YOU, COUNCILOR O'MALLEY.

AND WHAT I WAS SAYING IS JUST WE'VE BEEN JOINED BY OUR COLLEAGUES COUNCILORS ARROYO AND JANEY AS WELL.

I JUST WANTED TO FLAG COMMISSIONER, WITH YOU AND LISA IN THE SAME ROOM, WHEN IT'S

YOU CAN ONLY HAVE ONE OF YOU HAVE YOUR MICROPHONE ON MUTED AT ONCE.

WHEN WE HAVE THEM BOTH EVEN FOR A SECOND, WE START GETTING THAT FEEDBACK.

>> OKAY.

WE'LL WORK ON THAT.

>> JUST FLAGGING.

ALL RIGHT.

GREAT.

NEXT UP IS COUNCILOR ESSAIBI GEORGE, AND THEN IT WILL BE COUNCILOR BREADON.

>> THANK YOU.

THANK YOU, MADAME CHAIR, COMMISSIONER, CHIEF, SUPERINTENDENTS AND THE REST OF THE COMMAND STAFF, AND YOUR STAFF THAT'S WITH US THIS MORNING.

JUST EXCITED TO TALK TO YOU, FIRST AROUND THANKS AS MY COLLEAGUES HAVE DONE AND WILL CONTINUE TO DO FOR YOUR WORK DURING THIS PARTICULAR TIME.

I ESPECIALLY WANT TO THANK IS IT DEPUTY STRATTON?

I WANT TO MAKE SURE I GET THE RANKS RIGHT FOR THE WORK THAT'S BEEN HAPPENING OVER THE LAST YEAR OR SO WITH YOUR OUTREACH TEAM AND, IN PARTICULAR, THE WORK OF SERGEANT MESSINA AND HIS GROUP.

I THINK THAT THEY ARE REALLY, TRULY ON THE FRONT LINES, ESPECIALLY AS IT RELATES TO THE OPIOID EPIDEMIC AND, ALTHOUGH SO MUCH OF OUR CONVERSATION AND OUR RESOURCES HAVE BEEN AROUND THE COVID PANDEMIC, THE REGULAR WORK CERTAINLY CONTINUES, AND YOUR GROUP IS NO EXCEPTION TO THAT.

SO I WANT TO THANK YOU IN ADVANCE FOR THAT.

AND IT'S CERTAINLY RELATED TO THE WORK OF THE BEST TEAM THAT I'VE ADVOCATED FOR OVER THE LAST FEW YEARS.

>> THANK YOU FOR THAT.

>> SINCE MY TIME ON THE COUNCIL AND WE'VE BEEN ABLE TO GROW BY A FEW NUMBERS THE AMOUNT OF CLINICIAN THE NUMBER OF CLINICIANS THAT WORK WITH YOUR POLICE OFFICERS, AND I JUST WANT TO ASK VERY SIMPLY HOW MANY BEST CLINICIANS DO YOU NEED ACROSS THE DISTRICT?

AND HOW CAN WE BETTER ADVOCATE FOR THOSE CLINICIANS?

>> AND FIRST AND FOREMOST, I'D LIKE TO THANK YOU, BECAUSE YOU'VE BEEN A CHAMPION FOR THE BEST TEAMS AND INCREASING THOSE BEST TEAMS.

SO WE'RE WORKING HAND IN HAND WITH THE BOSTON MEDICAL CENTER AND BRINGING MORE AND MORE BEST CLINICIANS TO THE BPD TO WORK IN PARTNERSHIP WITH OUR COMMUNITIES.

AS YOU JUST ALLUDED TO, WE HAVE DEPUTY STRATTON, AND HE'LL BE SPEAKING ON ALL THE WORK THAT HE'S DONE WITH THE BEST TEAMS AND HOW HE'S MOVING FORWARD.

HE'S DOING AN EXCELLENT JOB.

YOU KNOW, THAT NEW MARKET SQUARE AREA THE ISSUE OF MENTAL HEALTH ISSUES ACROSS OUR CITY, ESPECIALLY DURING THIS COVID 19 PANDEMIC, IT'S VERY STRESSFUL TIMES FOR MANY FAMILIES. AND WE'RE HERE TO HELP OUT IN ANY WAY WE CAN.

SO, DEPUTY STRATTON, CAN YOU SPEAK MORE ON THE BEST TEAMS.

>> SURE.

GOOD MORNING, CITY COUNCILORS, AND THANK YOU FOR THAT RECOGNITION.

WE APPRECIATE IT.

AND I JUST WANTED TO GO BACK TO WHAT ONE OF THE OTHER CITY COUNCILORS MENTIONED. OVER THE LAST FOUR DAYS, OUR UNITS HANDED OUT PROBABLY AROUND 300 MASKS TO THAT HOMELESS AND AT RISK POPULATION.

WE'VE BEEN ENCOURAGING SOCIAL DISTANCING AND THE WEARING OF THE MASKS TO TRY TO KEEP PEOPLE FROM GETTING SICK.

AND NOW BACK TO THE BEST TEAM CLINICIANS.

THE GOAL IS TO HAVE A CLINICIAN IN EVERY DISTRICT.

TO HAVE THEM AVAILABLE TO THE OFFICERS TO ASSIST WITH THOSE MENTAL HEALTH RELATED CALLS FOR SERVICE THAT WOULD SLOW DOWN SHORTEN UP THE RESPONSE TIME.

WE CURRENTLY HAVE ONLY FOUR BEST TEAM CLINICIANS.

WE HAVE ONE THAT COVERS DISTRICT A1 AND A7.

THAT'S DOWNTOWN BOSTON AND EAST BOSTON.

THE SECOND CLINICIAN WORKS IN THE SOUTH END COVERING DISTRICT 4 AND DISTRICT 14 IN BRIGHTON.

THAT CLINICIAN IS CONSIDERED PART TIME BECAUSE SHE HAS A DUAL ROLE.

SHE'S THE SUPERVISOR AND CO RESPONDS WITH AN OFFICER.

THE THIRD CLINICIAN WORKS IN D2 IN ROXBURY AND D3 IN MATTAPAN.

THAT'S A FULL TIME CLINICIAN.

AND THE LAST CLINICIAN WORKS OUT OF DISTRICT 13 WHICH IS JAMAICA PLAIN, E5, WEST ROXBURY, AND E18 WHICH IS HYDE PARK.

THAT'S A PART TIME CLINICIAN.

SO THOSE FOUR CLINICIANS ARE CO RESPONDING WITH THE OFFICERS.

AND WITH THE ONSET OF THE COVID 19 PANDEMIC TO REDUCE THE RISK OF EXPOSURE TO THE CLINICIANS, THEY WERE REQUESTED TO WORK FROM HOME.

SO WHAT WE DID AT THE STREET OUTREACH UNIT TO KEEP THEM AVAILABLE TO RESPOND WITH OFFICERS, WE CAME UP WITH A STRATEGY TO HAVE THEM WORK WITH OUR OFFICERS IN THE STREET OUTREACH UNIT ON A ROTATING BASIS.

SO DAILY WE HAVE TWO CLINICIANS THAT ARE STILL AVAILABLE TO CO RESPONDING WITH THE OFFICERS.

THE OTHER TWO CLINICIANS ARE WORKING FROM HOME AND ARE AVAILABLE TO THE OFFICERS VIA CELL PHONE USING A TELEHEALTH TYPE APPLICATION WHERE THEY CAN TALK WITH THE OFFICERS DIRECTLY OVER THE PHONE AND ALSO WITH THE CLIENT IN THE HOME TO OFFER SERVICES.

THEY'RE STILL AVAILABLE TO THE OFFICERS AND, HOPEFULLY, WHEN THE PANDEMIC IS GOTTEN IN CONTROL OF AND WE GET THE CITY BACK TO NORMAL, OUR GOAL IS TO NOT ONLY HAVE THE CLINICIANS GO BACK INTO THE DISTRICTS TO RESPOND WITH THE OFFICERS, WE WOULD LIKE TO HAVE ADDITIONAL CLINICIANS ASSIGNED TO THE STREET OUTREACH UNIT TO CREATE A MENTAL HEALTH SIDE OF THE UNIT BECAUSE WE'RE CURRENTLY ADDRESSING HOMELESSNESS, SUBSTANCE USE, AND MENTAL HEALTH.

I'D LIKE TO EXPAND THE ROLE AND HAVE MORE FOCUS ON MENTAL HEALTH AND THE OTHER SIDE FOCUS ON THE HOMELESSNESS AND THE SUBSTANCE USE.

>> THAT'S REALLY GREAT TO HAVE A BETTER UNDERSTANDING OF THEIR ROLES, AND I THINK JUST THAT SUMMARY THERE TRULY DOES DEMONSTRATE THE NEED FOR MORE CLINICIANS.

SO TO HAVE ONE IN EVERY DISTRICT, THE NUMBER THAT WE'VE TALKED ABOUT IN THE PAST AT SIMILAR HEARINGS, IF IT WASN'T LAST YEAR'S BUDGET HEARING, I THINK IT'S 22 CLINICIANS.

AND WE WOULD WANT TO ENSURE I WOULD LIKE TO ENSURE THAT THE FOUR THAT YOU HAVE RIGHT NOW ARE FULL TIME, AND THAT'S TRULY WOULD FULFILL THE SPIRIT OF THE WORK THAT WE'VE DONE IN THE PAST.

SO WE'RE LOOKING FOR CLINICIANS IS MY UNDERSTANDING PERHAPS ONE THAT WOULD WORK WITH THE BOSTON PUBLIC SCHOOLS UNIT SO THAT, AS THERE ARE NEED FOR RESPONSES TO SCHOOL COMMUNITIES, THAT IT'S NOT A POLICE RESPONSE BUT A MENTAL HEALTH RESPONSE BECAUSE THAT'S, I THINK, WHAT WE'VE UNDERSTOOD THAT MOST OF THOSE RESPONSES WOULD REQUIRE.

SO I SEE THAT THE GAVEL IS UP.

IF THE 22 + 1 IS THE INCORRECT NUMBER, WE CAN CONTINUE TO TALK ABOUT THAT WE CAN TALK ABOUT THAT OFFLINE, BECAUSE I WANT TO MAKE SURE THAT I AM ADVOCATING FOR THE RIGHT NUMBER.

AND I KNOW THAT COUNCILOR FLAHERTY BROUGHT IT UP, BUT IN THE NEXT ROUND, I WILL ASK ABOUT THE WORK AROUND THE CRIME LAB.

I FILED THE HEARING ORDER TO AT LEAST GET TO A STUDY AND RENEW THE INTEREST IN A PREVIOUS STUDY THAT'S BEEN WRITTEN ABOUT THE CAPACITY OF THE CRIME LAB.

PERHAPS WE CAN TALK ABOUT IT MORE IN THE NEXT ROUND.

I WILL HAVE QUESTIONS THEN.

THANK YOU, CHAIR BOK.

>> THANK YOU.

>> GREAT.

THANK YOU SO MUCH, COUNCILOR ESSAIBI GEORGE.

ALL RIGHT.

NEXT UP IS COUNCILOR BREADON AND THEN IT WILL BE COUNCILOR EDWARDS.

>> THANK YOU VERY MUCH.

THANK YOU, COMMISSIONER.

THANK YOU, ALL YOUR STAFF.

>> THANK YOU.

>> ESPECIALLY UNDER VERY DIFFICULT CIRCUMSTANCES AT THE MOMENT.

I'M A GREAT FAN OF YOUR COMMUNITY POLICING STAFF IN BRIGHTON AND YOUR PAL SOCCER.

THANK YOU.

GREAT JOB.

AND IT'S A GREAT MENTORSHIP PROGRAM FOR OUR YOUNG STUDENTS PREPARING TO GO OUT INTO

THE WORLD AND DEVELOP GOOD CHARACTER AND GOOD WORK PRACTICES AND GOOD COMMUNITY ENGAGEMENT.

THANK YOU SO MUCH FOR THAT.

I HAD A COUPLE OF QUESTIONS.

RELATED TO COUNCILOR ESSAIBI GEORGE'S QUESTIONS, THE ISSUE I SPOKE WITH THE CAPTAIN IN DISTRICT 14 AND HE SAID ONE OF THE BIGGEST ISSUES IS THE MENTAL HEALTH ISSUES.

>> YES.

>> AND I WAS WONDERING IN TERMS OF INTERVENTION, IT'S GREAT TO HEAR THAT THERE'S A CLINICIAN AND A PART TIME CLINICIAN AVAILABLE TO ATTEND THOSE INCIDENTS.

SOME OF THEM ARE PRETTY GRUESOME AND PRETTY SEVERE AND MENTAL HEALTH CRISES THAT ARE DIFFICULT TO HANDLE.

I WAS JUST WONDERING, IN TERMS OF TRAINING FOR YOUR STAFF YOUR OFFICERS, ARE THEY TRAINED IN DE ESCALATION AND HOW TO HANDLE THESE DIFFICULT MENTAL HEALTH INTERVENTIONS THAT THEY HAVE TO DO?

>> YES, THAT'S AN EXCELLENT QUESTION, BECAUSE IT ALLOWS US TO EDUCATE YOU ABOUT WHAT WE'RE DOING.

THE BOSTON POLICE DEPARTMENT, WE'RE VERY PROUD OF OUR CURRICULUM IN THE ACADEMY WHERE IT TEACHES NOT ONLY FAIR AND IMPARTIAL POLICING, PROCEDURAL JUSTICE, BUT DE ESCALATION.

SO NOT ONLY IS THAT TAUGHT TO OUR NEW RECRUIT OFFICERS BUT IT'S REINFORCED BY IN SERVICE TRAINING AND EACH AND EVERY ONE OF OUR DISTRICT CAPTAINS ARE WELL VERSED ON ADDRESSING OFFICERS ABOUT THE IMPORTANCE OF DE ESCALATION, TAKING A STEP BACK.

THAT'S WHY IT'S SO IMPORTANT TO HAVE PARTNERS LIKE THE BEST TEAM.

I'D BE REMISS IF I DIDN'T INCLUDE BOSTON EMS, BECAUSE SEVERAL OF THE EMS ARE HIGHLY TRAINED IN DE ESCALATION AS WELL.

AND OFTENTIMES WHEN WE'RE FACING MENTAL HEALTH ISSUES AS PERTAINS TO THE CALLS WE RESPOND TO, A LOT OF TIMES, IT'S THE SAME FOLKS, THE SAME FAMILIES.

SO A LOT OF TIMES, THE EMS HAVE A KNOWLEDGEABLE HISTORY OF THAT PERSON, AND THEY CAN HELP US AS WELL, IN THE DE ESCALATION PROCESS.

SO WE'VE LEARNED THE IMPORTANCE OF TAKING A STEP BACK, RELYING ON YOUR PARTNERSHIPS WITH EMS, BEST CLINICIANS, HOW TO ACTUALLY TALK TO PEOPLE, AND, YES, WE'RE WELL TRAINED IN DE ESCALATION.

AND AS PART OF 21st CENTURY POLICING, THAT'S ONE OF THE MOST IMPORTANT COMPONENTS, DE ESCALATION, TAKING A STEP BACK, AND RELYING ON OTHER PEOPLE TO HELP YOU OUT IF NEEDED.

>> YEAH.

I THINK IN THE HEAT OF THE MOMENT, WHEN YOU HAVE SOMEONE ACTING OUT OR HAVING A MENTAL HEALTH ISSUE, IT'S REALLY GOOD TO STEP BACK AND EVALUATE THE SITUATION IF NO ONE'S IN DANGER JUST TO SEE WHAT'S HAPPENING.

I WAS VERY IMPRESSED.

I ACTUALLY WITNESSED AN INCIDENT IN OUR NEIGHBORHOOD WITH A YOUNG HIGH SCHOOL

BCC THURSDAY, MAY 21, 2020

11AM 12P.

AND, YES, WE'RE WELL TRAINED IN DEESCALATION, AND THAT'S PART OF 21st CENTURY POLICING, DEESCALATION AND TAKING A STEP BACK AND RELYING ON OTHER PEOPLE TO HELP YOU OUT IF NEEDED.

>> I THINK IN THE HEAT OF THE MOMENT, WHEN YOU HAVE SOMEONE ACTING OUT OR HAVING A MENTAL HEALTH ISSUE, IT'S REALLY GOOD TO STEP BACK AND EVALUATE THE SITUATION, IF NO ONE IS IN DANGER, AND JUST TO SEE WHAT'S HAPPENING.

I WAS VERY IMPRESSED I ACTUALLY WITNESSED AN INCIDENT IN OUR NEIGHBORHOOD WITH A YOUNG HIGH SCHOOLER.

HE WAS HAVING A MENTAL HEALTH CRISIS, AND THE OFFICERS DEALT WITH IT SO

PROFESSIONALLY.

I I WORKED AT PERKINS SCHOOL FOR THE BLIND FOR 16 YEARS, AND WE DID WE WERE TRAINED IN DEESCALATION, AND HOW TO PHYSICALLY INTERVENE WITH A STUDENT WHO IS IN CRISIS, AND I WATCHED THIS INCIDENT WITH GREAT ADMIRATION, BECAUSE I FELT THE OFFICERS DEALT WITH IT VERY WELL.

>> THANK YOU.

>> YOU KNOW, THIS IS A BIG STUDENT DISTRICT.

WE'RE EXPECTING THOUSANDS OF STUDENTS.

AND I JUST HEARD THIS WEEK B.C. IS BRINGING BACK THEIR CLASS, THEIR CLASS IS COMING BACK AT THE END OF AUGUST.

I'M A LITTLE CONCERNED ABOUT, YOU KNOW, HOW WE ARE PREPARING TOO WORK WITH THE COLLEGES TO MANAGE APPROPRIATE PROTOCOLS.

IN THIS AREA, WE HAVE HUGE PARTIES, STUDENT PARTIES, AND IT ALL GETS IT'S STUDENTS LAND OUT HERE, AND I REALLY FEEL A LITTLE CONCERNED ABOUT THE INTERACTION BETWEEN OUR RESIDENTS AND OUR STUDENT POPULATION BECAUSE THERE'S GOING TO BE LITTLE TOLERANCE FOR NOT WEARING MASKS AND NOT APPROPRIATE SOCIAL DISTANCING AND ALL THAT.

I DON'T KNOW, IS THERE A CONVERSATION GOING ALONG BETWEEN YOURSELVES AND THE COLLEGE POLICE DEPARTMENTS AND HOW TO MANAGE THIS PROCESS?

>> ABSOLUTELY.

THERE'S A GREAT CONNECTION AT BOSTON COLLEGE, AND WE'RE IN CONSTANT COMMUNICATION. THESE ARE DISCUSSIONS WE'VE HAD FOR YEARS.

AND WHAT'S IMPORTANT IS MAINTAINING AND BUILDING THOSE RELATIONSHIPS, NOT ONLY WITH OUR INSTITUTIONS OF HIGHER LEARNING, BUT AS WELL, WITH THE COMMUNITY THAT WE SERVE. YOU KNOW, IN BRIGHTON, THE DISTRICT CAPTAINS AND THE COMMUNITY SERVICE OFFICERS ARE VERY CLOSE TO THE COMMUNITY.

SO WE HAVE THESE DISCUSSIONS, NOT ONLY WITH FOLKS IN THE COMMUNITIES, BUT WITH LANDLORDS, WITH BUSINESSES, AND, OF COURSE, THE STAFFING AT BOSTON COLLEGE UNDER FORMER COMMISSIONER EVANS.

WE HAVE THESE DISCUSSIONS AND HOW WE'RE GOING TO MOVE FORWARD, ESPECIALLY MOVING DAY AND THROUGHOUT THE ACADEMIC YEAR.

WE'RE IN CONSTANT COMMUNICATIONS, AND WE DISCUSS EACH AND OTHER PROBLEM OR POTENTIAL PROBLEM AND HOW WE'RE GOING TO WORK TOGETHER TO SOLVE THAT.

>> I THINK WELL, IF WE PUT COVID INTO THE EQUATION, THIS YEAR IS GOING TO BE MORE CRITICAL, I THINK, AND I THINK THERE'S GOING TO BE LESS TOLERANCE OF INAPPROPRIATE SOC LACK OF SOCIALLY DISTANCING THIS YEAR THAN IN OTHER YEARS.

THANK YOU FOR THAT.

THERE WAS ANOTHER QUICK QUESTION,... IS NEXT TO DISTRICT 14.

A SECTION OF IT BLOCKED OFF, FAIR ENOUGH.

IT JUST SEEMS THERE ARE A LOT OF POLICE VEHICLES IN THAT LOCATION.

DO YOU HAVE A SERVICE STATION THERE?

IT SEEMS LIKE A LOT OF POLICE VEHICLES AT THAT LOCATION, AND THERE'S A TREMENDOUS PRESSURE ON PARKING FOR OUR LOCAL BUSINESSES.

AND I JUST WANTED TO GET SOME FEEDBACK ON WHAT THE SITUATION WAS THERE.

>> WELL, THERE IS NO SERVICE GARAGE THERE.

AND WE WILL DEFINITELY WORK WITH YOU, AS WELL AS THE DISTRICT CAPTAIN, ON ANY PARKING ISSUES.

WE DEFINITELY DON'T WANT TO TAKE AWAY FROM THE COMMUNITY.

SO THAT'S SOMETHING WE CAN DISCUSS.

>> VERY GOOD.

AND HOW AM I DOING FOR TIME?

>> YOU'RE UP, I'M AFRAID.

>> THANK YOU.

I HAVE ONE MORE QUESTION I'LL GET TO NEXT TIME.

>> NO PROBLEM.

>> THANK YOU.

>> WE'RE NOT GOING ANYWHERE.

>> THANK YOU, THANK YOU, COUNCILOR BREADEN.

NEXT UP IS COUNCILOR EDWARDS AND THEN COUNCILOR MEJIA.
COUNCILOR EDWARDS.

>> GOOD MORNING, ALL.

>> GOOD MORNING.

>> I'LL JUST KIND OF, FIRST OF ALL, SAY MY THANK YOUS.

I DO I CAN'T HELP AGAIN BUT EMPHASIZE HOW INCREDIBLY GRATEFUL I AM FOR THE EMPHASIS YOU HAVE PUT IN, COMMISSIONER, ON COMMUNITY POLICING.

I SEE A DIFFERENCE IN EAST BOSTON, I SEE IT CONSISTENTLY, CHARLESTOWN, AND IT DOES MAKE A HUGE DIFFERENCE THAT PEOPLE SEE OUR OFFICERS AS PARTNERS AND PART OF THE COMMUNITY.

SEE THANK YOU FOR THAT.

I WANT TO THANK OFFICER MARTIN JIM MARTIN.

WE NOW HAVE A NEW COMMUNITY OFFICERS, JOSEPH TOOLY,
CAPTAIN FAWN, CAPTAIN McCORMACK.

THEY HAVE NEVER FAILED TO ANSWER MY PHONE CALLS, TO ANSWER MY QUESTIONS, AND EVEN HAVE DIFFICULT CONVERSATIONS WHEN THERE HAVE BEEN ACCUSATIONS OF YOU KNOW, WE DISCUSSED THIS, OR CAPTAIN McCORMACK AND I OF DISCRIMINATION AND THINGS LIKE THAT.
SO THANK YOU.

I THINK BEING ABLE TO BE READILY ACCESSIBLE FOR EVEN THE DIFFICULT STUFF IS IMPORTANT. I DO APPRECIATE SOME OFFICERS, THEY REACHED OUT EARLY ON, WANTED TO TALK TO US ABOUT THE BRICKS, THE ASKED QUESTIONS ABOUT SUPPORT FOR MASKS, AND I JUST HAVE TO SAY THAT KIND OF COMMUNICATION, THAT OPEN COMMUNICATION, EVEN IF WE ARE GOING TO DISAGREE, IS A TESTAMENT TO YOUR LEADERSHIP, COMMISSIONER GROSS.

IT'S THOSE MOMENTS THAT WE GROW.

I DO HAVE SOME QUESTIONS ABOUT BUDGET, SPECIFICALLY.

AND I AM GOING TO APOLOGIZE.

I WILL NOT BE ABLE TO MAKE THE SECOND ROUND.

I HAVE A VERY SICK CONSTITUENT I NEED TO GO COMMUNICATE WITH.

SO I WILL LEAVE AFTER MY QUESTIONS.

>> GOD BLESS.

>> YEAH, AND, HONESTLY, GOD BLESS ALL OF YOU AS WELL.

WE GET THE STATISTICS.

WE KNOW THE INFECTION RATE FOR THE PUBLIC SAFETY FOLKS.

AND GOD BLESS AND BE WITH EVERY SINGLE ONE OF YOUR OFFICERS, E.M.S., BOSTON FIREFIGHTERS, ALL OF YOU.

BECAUSE WE ARE A VERY DIVERSE CITY I THINK 25% OF US DON'T SPEAK ENGLISH AS A FIRST LANGUAGE TALK TO ME ABOUT YOUR LANGUAGE ACCESS, AND HAVING ACCESS TO EITHER YOUR INCREASING ACCESS FOR THOSE WHO DON'T SPEAK ENGLISH TO THE POLICE.

IS THERE A LANGUAGE ACCESS BUDGET ITEM?

DO YOU HAVE A HOT LINE THAT'S MULTILINGUAL?

WHAT RESOURCES HAS THE B.P.D. DEDICATED TO MAKING SURE IF YOU DON'T SPEAK ENGLISH THERE'S SOMEONE THERE.

I KNOW YOU HAVE WONDERFULLY CABLE AND INCREDIBLE OFFICERS THAT SPEAK MORE THAN ONE LANGUAGE.

THAT'S PART OF YOUR RECRUITMENT.

I MEAN INSTITUTIONAL, LINE ITEM BUDGET.

I THINK WE TALKED AFTER ONE OF THE HEARINGS ON IMMIGRANTS.

YOU CAME RIGHT OVER TO THE IMMIGRANT ADVOCATE THANK YOU, AGAIN FOR EVEN THE DIFFICULT CONVERSATIONS.

AND WE TALKED ABOUT VISAS AND TALKING ABOUT PEOPLE BEING ABLE TO COME FORWARD. I'M JUST CURIOUS IF THERE'S I'D LOVE TO SEE SOME I DON'T KNOW, AN ITEM OR BUDGET ITEM

DEDICATED TO THAT SPECIFIC OUTREACH FOR THOSE WHO ARE VICTIMS OF CRIMES WHO MAY BE UNDOCUMENTED.

ONLY BECAUSE A LOT OF TIMES, THEY WELL, HONESTLY, THEY ARE PARTICULARLY VULNERABLE, AND THEY'RE VERY SCARED ABOUT COMING FORWARD.

>> ABSOLUTELY, THEY ARE.

>> AND I'M ALSO I KNOW WE ALSO TALKED ABOUT RECRUITMENT, HOW THE FORCE IS GETTING OLDER NO OFFENSE TO I'M 40.

I'M GETTING OLDER, TOO.

I GET OLDER EVERY YEAR.

I'M NOT TRYING TO CALL THE FORCE "OLD."

BUT YOU BROUGHT THIS UP.

I THINK SOMEONE ELSE BROUGHT THIS UP IN SEVERAL HEARINGS, HOW WE'RE CREATING PIPELINES, ESPECIALLY DIVERSITY.

I HAD A YOUNG WOMAN, A LATIN WOMAN FROM A LATINA FROM EAST BOSTON HIGH SCHOOL, AND SHE WAS A FRESHMAN.

AND I SAID, "WHAT DO YOU WANT TO BE WHEN YOU GROW UP?"

AND SHE SAID, "I WANT TO BE A POLICE OFFICER," NO DOUBT ABOUT IT IN HER MIND.

AND I WAS VERY EXCITED ABOUT THAT.

BUT I'M CURIOUS ABOUT YOUR PIPELINE AND YOUR BUDGET, WHAT KIND OF MONEY WE'RE PUTTING IN TO MAKE SURE THAT PIPELINE IS FILLED WITH AS MANY PEOPLE, YOUNG FOLKS OF ALL DIFFERENT BACKGROUNDS, AS WELL.

SO I KNOW IT'S A LOT, BUT I FEEL LIKE I ONLY GOT ONE ROUND.

THANK YOU.

>> AS FOR OUR ABILITY TO SPEAK TO EACH AND EVERY COMMUNITY IN OUR GREAT CITY AND WE KNOW THAT THE CITY OF BOSTON IS NOW 50% TO 53% PEOPLE OF COLOR, AND MADE UP OF ALL GOD'S CHILDREN.

SO THE B.P.D. IS FOCUSED ON WHERE SOMEONE NEEDS HELP, THROUGH OUR 911 OPERATIONS, OUR CALL CENTER, WE DO HAVE THE ABILITY TO HELP OUT FOLKS WITH THE INTERPRETERS THAT WE HAVE THERE.

AS WELL, WE HAVE SEVERAL OFFICERS THAT SPEAK SEVERAL DIFFERENT LANGUAGES, AND SOME OF THEM TWO OR THREE, FROM MANDARIN, HAITIAN CREOLE, TO FRENCH CREOLE THERE ARE DIFFERENT LEVELS TO THAT.

AS WELL AS POLISH I CAN GO INTO A LITANY OF THEM.

AND I WILL PROVIDE YOU WITH THAT LIST.

BUT WE'RE VERY HAPPY, BECAUSE THAT SHOWS THAT, TO YOUR QUESTION ABOUT RECRUITING, WE'RE MAKING SURE THAT EVERYBODY KNOWS THAT EACH AND EVERY NEIGHBORHOOD OF BOSTON, YOUR CHILDREN, YOUR LOVED ONES, WE WANT YOU AS A PART OF OUR FIRST RESPONDER FAMILY, WHETHER IT'S B.P.D., FIRE, OR E.M.S., YOU'RE WELCOME.

AND I'LL GET I'LL GIVE MORE ON RECRUITING IN A MOMENT.

SO THAT IS A CHALLENGE AS THE CITY GROWS AND THE DIVERSITY THAT WE FACE WITH THE RESIDENTS.

SO WE'RE VERY MINDFUL THAT WE HAVE TO SERVE EACH AND EVERY MEMBER OF THE COMMUNITY.

AND IF THEY NEED HELP, WE'LL HAVE THE ABILITY TO REACH OUT TO THEM THROUGH AN INTERPRETER.

THAT'S SOMETHING WE'RE CONSTANTLY WORKING ON.

I BELIEVE YOUR SECOND QUESTIONS PERTAIN TO THE UNDOCUMENTED POPULATION.

I'D LIKE TO THANK YOU FOR YOUR ADVOCACY, BECAUSE HAVING YOUR VOICE OUT THERE, AS WELL AS THE VOICE OF OTHER CITY COUNCILORS, IT DOES HELP US BUILD A RELATIONSHIP OF TRUST WITH THE UNDOCUMENTED COMMUNITY.

HERE'S WHY: OFTENTIMES, THEY'RE COMING FROM A PLACE WHERE THERE'S A VERY CORRUPT POLICE SYSTEM, AND THEY'RE VICTIMS.

THEY'RE JUST TRYING TO, YOU KNOW, INCREASE THEIR QUALITY OF LIFE AND THE FUTURE OF THEIR FAMILIES.

OFTEN THERE'S A BELIEF THAT POLICE ARE THE SAME ALL OVER THE WORLD.
BUT WHEN YOU COME TO THE CITY OF BOSTON, I GUARANTEE YOU, ONCE YOU ARE IN BOSTON,
YOU ARE A RESIDENT OF BOSTON.
AND YOU WILL BE TREATED RESPECTFULLY.
SO WITH THAT BEING SAID, EACH AND EVERY ONE OF OUR OFFICERS IS WELL VERSED ON THE
ACCEPTANCE OF EVERYONE TO OUR CITY, AND THEY WILL BE TREATED THE SAME AS ANYONE
ELSE, WITH HONOR, DECENCY, AND RESPECT.
THE RELATIONSHIPS THAT WE HAVE WITH THE COMMUNITY SERVICE OFFICERS AND THE CLERGY
AND THE CITY COUNCILORS, DEFINITELY HELPS US TO BRING THE SAFETY AND EDUCATION TO
OUR UNDOCUMENTED TO MAKE SURE THAT THEIR QUALITY OF LIFE REMAINS INTACT, AND THAT
EACH AND EVERY ONE OF THEIR FAMILIES ARE SAFE.
AND I WOULD BE REMISS IF I DIDN'T MENTION THE PARTNERSHIPS THAT WE HAVE WITH THE
CHELSEA POLICE DEPARTMENT, AS WELL, AND BUREAU OF COMMUNITY ENGAGEMENT, AS WELL,
IS IN EACH AND EVERY SCHOOL BECAUSE WE HAVE A SCHOOL POLICE UNIT, AND WHERE WE WORK
WITH THE STUDENTS AND THEN IN TURN WORK WITH THEIR FAMILIES AND CAPTAIN McCORMACK,
OVER IN EAST BOSTON, AS WELL, IS ALWAYS CONSTANTLY REACHING OUT TO EVERYONE IN THE
COMMUNITY OF EAST BOSTON TO MAKE SURE THAT THEY ARE WELL PROVIDED FOR.
AND, LASTLY, I KNOW I HEARD THE CHIME RECRUITING.
SO WE HAVE MICHAEL GASKINS, AND HE'S HELPED US IMMENSELY WITH OUR RECRUITING EFFORT.
IN THESE MODERN TIMES, WE UTILIZE INSTAGRAM, SNAPCHAT, TWITTER, AS WELL AS B.P.D. NEWS
TO EDUCATE EVERYONE THAT B.P.D. WANTS EVERYBODY TO TAKE THE BOSTON PUBLIC SCHOOL
EXAM AND BECOME A BOSTON POLICE MEMBER.
WE REALIZE THE NEGATIVE HISTORY WITH B.P.D. AND THE COMMUNITIES.
SO IT ALLOWS US THE OPPORTUNITY TO EDUCATE PEOPLE ABOUT WHO WE ARE, WHAT WE DO, AND
WHO WE SERVE, AND MORE SPECIFICALLY, HOW WE'RE IN SERVICE TO OUR COMMUNITIES IN 21st
CENTURY POLICING.
SO WE REACH OUT TO EVERYONE IN ALL NEIGHBORHOODS TO WELCOME THEM INTO OUR POLICE
FAMILY.
I CAN SPEAK MORE ABOUT THE RECRUITING EFFORTS LATER, BECAUSE I SEE THE MADAM CHAIR
WITH THE GAVEL.
>> THANK YOU SO MUCH.
>> THANK YOU VERY MUCH, COMMISSIONER.
>> THANK YOU.
>> THANK YOU, COUNCILOR EDWARDS, AND GODSPEED TO YOUR CONSTITUENT.
COUNCILOR MEJIA AND NEXT COUNCILOR BAKER.
COUNCILOR MEJIA.
>> GOOD MORNING, ALL.
GOOD TO SEE YOU, COMMISSIONER.
>> HI.
>> FIRST QUESTION, WHERE DID YOU GET THE HAIRCUT?
>> I HAD TO DO IT MYSELF.
>> OKAY.
I WANTED TO MAKE SURE YOU WEREN'T VIOLATING ANY STATE REGULATIONS.
>> MA'AM, THERE WASN'T MUCH TO CUT, SO IT WAS QUITE EASY.
>> OKAY.
SO I JUST HAVE A FEW QUESTIONS.
THANK YOU, AGAIN, TO YOU, YOUR ENTIRE TEAM, YOUR TIRELESS EFFORTS IN MAKING SURE THAT
YOU TAKE CARE OF OUR PEOPLE, REALLY DEEPLY APPRECIATE YOU AND YOUR TEAM.
>> THANK YOU.
>> AND NORAH BASKIN, TOO, SHE'S OUT HERE DOING THE WORK.
THANK YOU, THANK YOU TO ALL.
SO I JUST HAVE A FEW QUESTIONS.
IN 2019 B.P.D. WORKED I THINK 9,000 HOURS OF OVERTIME DURING THE "STRAIGHT PRIDE" PARADE
WHICH WAS I THINK OVER, PROBABLY, \$500,000 COST.

I'M JUST CURIOUS, HOW WAS THE NUMBER OF OFFICERS NEEDED DETERMINED?
ON AN AVERAGE HOW MANY OVERTIME HOURS DID EACH OFFICER WORK?
AND IN GENERAL, HOW OUR OVERTIME AND STAFFING DECISIONS MADE YOUR EVENTS DETERMINED?

I WANT TO UNDERSTAND FOR A BIG EVENT KIND OF WHAT THE BREAKDOWN LOOKS LIKE.
I'M CURIOUS ABOUT THE CULTURAL COMPETENCY TRAINING, IF ANY WERE IN PLACE FOR OFFICERS WORKING THE "STRAIGHT PRIDE" PARADE, AND HOW MANY, IF ANY, TRAINING HAS BEEN PUT IN PLACE SINCE THEN.

FOLLOWING UP ON COUNCILOR FLAHERTY'S QUESTION, ARE POLICE BODY CAMS WORN ON OVERTIME SHIFTS AS WELL AS REGULAR SHIFT.

IF YES, HOW LONG HAS THAT POLICY BEEN IN PLACE.

FOLLOWING UP ON COUNCILOR CAMPBELL'S QUESTIONS, JUST CURIOUS, ON MAY 8 WE GOT UP TO DATA ON F.I.O. REPORTS.

THE COUNCILOR HAD REQUESTED THIS DATA FOR THE PAST FOR THE PAST FEW YEARS.

WHAT WAS THE REASON FOR THIS DELAY?

JUST CURIOUS ABOUT THE INFRASTRUCTURE, WHAT IF ANYTHING YOU MAY NEED IN TERMS OF BUDGET TO KIND OF HELP MOVE THINGS ALONG.

COULD YOU TALK A LITTLE BIT ABOUT THE B.P.D.'S GANG DATABASE WHAT INFORMATION IS COLLECTED?

WHO HAS ACCESS TO THIS INFORMATION?

WHO IS THIS INFORMATION SHARED WITH OUTSIDE OF THE B.P.D.

AND TO FOLLOW UP ON COUNCILOR EDWARDS QUESTION, I WOULD LIKE TO SEE A FULL LIST OF THE NUMBER OF OFFICERS WHO SPEAK LANGUAGES OTHER THAN ENGLISH, AND IN WHAT NEIGHBORED THEY ARE STAFFED.

>> I DO HAVE THAT AVAILABLE TO YOU.

I JUST HAVE TO FIND THAT SHEET I HAVE HERE WITH ME.

BEFORE I TURN IT OVER TO SUPERINTENDENT RIDGE, I'LL SPEAK ABOUT OUR SPECIAL EVENTS AND COORDINATION.

I'D JUST LIKE TO MENTION A COUPLE OF THINGS, AS PERTAINS TO OUR SPECIAL EVENT.

THE BOSTON POLICE DEPARTMENT IS HIGHLY EFFECTIVE IN HANDLING MAJOR EVENTS.

AND I THINK YOU'VE SEEN IT COUNTLESS TIMES.

AND IN DEFENSE OF EVERYBODY'S FIRST AMENDMENT RIGHTS, IT DOESN'T MATTER WHO IT IS, WE HAVE TO PROTECT THOSE INDIVIDUALS.

ALONG WITH THAT, THE SPECIAL EVENTS, WE RELY ON INTEL, THINGS THAT HAVE HAPPENED IN OTHER MAJOR CITIES AND TOWNS WHEN IT COMES TO CERTAIN GROUPS.

FOR THE "STRAIGHT PRIDE" PARADE WE KNEW THERE WAS GOING TO BE AN INFILTRATION OF ANTIFA.

AND IF YOU WANT TO STUDY THEIR HISTORY, IN EVERY CITY THAT THEY GO TO, IT'S THEY MEET THE POLICE OFFICERS, OR WHOM EVER THEY'RE PROTESTING AGAINST, WITH VIOLENCE.

DURING THE "STRAIGHT PRIDE" PARADE OUR OFFICERS WERE HIT WITH URINE, FECES, CONCOCTIONS OF WHO KNOWS WHAT.

AND THEY HELD FAST IN PROTECTION OF NOT ONLY THE PEOPLE THAT WERE THERE IN PROTEST BUT AS THE PEOPLE THAT WERE EXERCISING THEIR FIRST AMENDMENT RIGHTS BY PARTAKING IN THE "STRAIGHT PRIDE" PARADE.

SEE WE HAVE TO STAFF ACCORDING TO MAKE SURE THAT EVERYBODY'S PROTECTED ON THOSE ROUTES AND ATTENDANCE.

A LOT OF THAT DEPENDS ON THE INTEL WE RECEIVE ON WHO IS GOING TO BE AT THOSE SPECIAL EVENTS.

AND WE HAVE TO HAVE THE CORRECT NUMBER OF OFFICERS IN PLACE AGAIN, TO ENSURE THAT SAFETY.

BUT TO SPEAK MORE ON THAT, I WILL TURN IT OVER TO SUPERINTENDENT RIDGE.

>> YEAH, AND I'M SORRY, BEFORE WE BEFORE WE I JUST WANT TO BE REALLY MINDFUL THAT COUNCILOR BOK IS REALLY ADAMANT ABOUT HER SEVEN MINUTE WARNING, SO WE DON'T HAVE A LOT OF TIME TO GO THROUGH ALL THE QUESTIONS

>> YOU GAVE ME MORE THAN A FEW.
>> I KNOW, AND I ALSO WANT TO ASK ABOUT YEAH, I'M JUST TRYING TO GET LET'S GO TO THE NEXT QUESTION.
I'M CURIOUS ABOUT S.S.Y. FUNDING AS WELL.
JUST TRYING TO GET IN A LOT HERE.
BUT IF WE CAN JUST SKIP OVER SOME OF THE OTHER QUESTIONS, THAT WOULD BE GREAT.
>> SO THE NEXT QUESTION WAS ABOUT BODY WORN CAMERAS?
>> YES, JUST, HIGH LEVEL.
>> AGAIN, THE BODY WORN CAMERAS HAVE BEEN IMPLEMENTED IN EACH OF OUR DISTRICTS.
WE HAVE 11 DISTRICTS.
AND RIGHT NOW, I BELIEVE YOUR QUESTIONS PERTAINED ARE THEY WORN DURING O.T.?
SO WE'RE WE'RE DEFINITELY IN CONVERSATION WITH LABOR FROM CITY HALL, AS WELL AS OUR UNION, BECAUSE IT IS A BARGAINING ISSUE.
>> OKAY.
>> AT THIS POINT.
>> ALL RIGHT.
>> WE'RE FULLY COGNIZANT, AND OUR GOAL IS TO HAVE BODY WORN CAMERAS WORN ON ALL SHIFTS, WHETHER IT'S OVERTIME AS WELL.
>> OKAY, GREAT.
I FEEL LIKE WE NEED MORE THAN SEVEN MINUTES.
>> WE DO.
>> I'LL GO TO THE NEXT QUESTION.
>> 2017, 18, 19, ARE POSTED ON B.P.D. NEWS.
IN '17, '18, '19, THERE WERE STAFFING ISSUES THERE.
EVERY PUBLIC RECORDS REQUEST WE GET, WE WERE ABLE TO MOVE AROUND SOME RESOURCES.
OBVIOUSLY, WE PUT IT THAT TOGETHER.
WE UNDERSTAND THE IMPORTANCE OF MAKING THOSE AVAILABLE, AND WE HAVE EVERY INTENTION ON A YEARLY BASIS THOSE ARE GOING TO BE POSTED.
>> OKAY, GREAT, THANK YOU.
SO LET'S GO TO THE GANG DATABASE.
I JUST WANTED TO GET SOME CLARITY ABOUT THAT AND THEN WOULD LOVE TO HEAR ABOUT THE LANGUAGES SPOKEN, AND FUNDING.
>> AND HERE TO DISCUSS THE GANG DATABASE IS THE DEPUTY DIRECTOR, BOSTON REGIONAL INTELLIGENCE CENTER, DAVE CARAVAN.
>> GOOD MORNING, EVERYBODY.
TO ANSWER THE QUESTIONS THAT YOU HAD, MA'AM, THE GANG ASSESSMENT DATABASE IS A DATABASE MAINTAINED BY THE BOSTON POLICE DEPARTMENT THAT INCLUDES GANG MEMBERS AND GANG ASSOCIATES THAT HAVE BEEN VERIFIED USING A 10 POINT VERIFICATION SYSTEM.
YOU ASKED ABOUT THE INFORMATION THAT IS COLLECTED.
THE INFORMATION COLLECTED IN THAT DATABASE IS MINIMAL.
IT INCLUDES NAME, DATE OF BIRTH, ALIAS, NICKNAME, ADDRESS, GANG AFFILIATION, PHOTO, AND THE VERIFICATION INFORMATION ON THE INDIVIDUALS THAT HAVE BEEN IDENTIFIED AS EITHER MEMBERS OR ASSOCIATES.
AND IN TERMS OF YOUR QUESTION OF WHO HAS ACCESS TO THE DATABASE, THE DATABASE IS OPEN TO ALL SWORN MEMBERS OF THE BOSTON POLICE DEPARTMENT, AS WELL AS SELECT AUTHORIZED USERS FOR EXAMPLE, AN AUTHORIZED USER MIGHT BE A CIVILIAN THAT WORKS WITHIN THE BOSTON REGIONAL INTELLIGENCE CENTER.
THERE ARE A TOTAL OF FOUR PEOPLE THAT ARE NOT PART OF BOSTON POLICE DEPARTMENT THAT HAVE ACCESS TO THAT, BUT THEIR ACCESS IS EXTREMELY LIMITED IN HOW IT IS THAT THEY CAN OBTAIN ACCESS TO THAT DATABASE.
>> THANK YOU.
COUNCILOR BOK, I HAVE A LITTLE
>> WE'LL CIRCLE BACK.
I WILL SAY ON THE LANGUAGE ACCESS FRONT, THE COUNCIL DID SEND A REQUEST FOR

INFORMATION OVER TO THE DEPARTMENT THAT INCLUDED A REQUEST ABOUT FOLKS SPEAKING DIFFERENT LANGUAGES, AND THE DEPARTMENT SAID THEY'RE NOT IN THE LANGUAGE POOL FORMALLY, BUT WE HAVE THEM.

WE HAVE NOT, TO MY KNOWLEDGE

>> WE'LL MAKE SURE YOU GET THOSE, MADAM CHAIR.

>> IF YOU COULD SEND THAT OVER THROUGH THE CHAIR, THAT WOULD BE FANTASTIC.

>> WE DO HAVE THEM.

>> THANK YOU.

THANK YOU SO MUCH.

>> AND, COUNCILOR, MEJIA, WE'LL CIRCLE BACK ON THE SECOND ROUND.

ALL RIGHT, NEXT UP IS COUNCILOR BAKER, AND THEN IT WILL BE COUNCILOR ARROYO.
COUNCILOR BAKER.

>> GOOD MORNING, COMMISSIONER.

>> GOOD MORNING, COUNCILOR.

>> THANK YOU FOR ALL YOU DO AND YOUR TEAM THAT'S WITH YOU.

IT HAS BEEN A JOY TO WORK WITH YOU GUYS.

A COUPLE OF THINGS.

CAN I GET AN UPDATE ON WHEN THE NEXT ACADEMY CLASSES ARE AND AN UPDATE ON CADET CLASSES, LIKE, WHAT WE SEE FOR THOSE IN THIS UPCOMING YEAR?

MAYBE IF I CAN GET THAT.

AND I HAVE TWO OTHER SMALL QUESTIONS.

>> ME PROBLEM.

FIRST OF ALL, I'D LIKE TO THANK YOU ALL FOR YOUR SUPPORT BECAUSE, AS YOU KNOW, WE DO HAVE A HIGH ATTRITION RATE.

THE POPULATION OF BOSTON IS GROWING.

AND BY YOUR SUPPORT, YOU'RE ABLE TO VOICE YOUR OPINIONS ABOUT THE NEED FOR MORE BOSTON POLICE OFFICERS.

SO THAT'S WHY WE'VE BEEN ABLE TO PUT OUT TWO RECENT ACADEMY CLASSES, CADET CLASSES, AND WE WANT TO CONTINUE THAT IN THE FUTURE.

SO I WANT TO TURN IT OVER TO SUPERINTENDENT PATTERSON IN REGARDS TO OUR RECRUITING EFFORTS.

ALL OF THAT IS WITH HIM.

AND OUR UPCOMING ACADEMY CLASS.

>> GOOD MORNING, COUNCILOR.

>> GOOD MORNING JIMMY.

WE'RE SCHEDULED TO HAVE A CLASS IN OCTOBER NOVEMBER, AND A SECOND CLASS GOING IN, IN FEBRUARY MARCH.

>> HOW MANY BODIES WILL WE GET OUT OF THOSE TWO CLASSES?

>> WE'RE SCHEDULED TOO PUT 60 IN THE FIRST CLASS, AND 120, WHICH WOULD YIELD...

>> THANK YOU.

DEPUTY STRATTON, HOW ARE YOU TODAY?

THANK YOU FOR THE WORK YOU'RE DOING ON MASS AND CASS.

ARE YOU SEEING AN INFLUX OF PEOPLE?

ARE WE SEEING MAYBE THE SAME FACES OR LESS PEOPLE?

AND, ALSO, HOW IS THE SECTION 35 PROGRAM GOING?

ARE YOU USING IT DURING THIS TIME?

AND IS IT HAS IT BEEN EFFECTIVE?

>> THE CROWD THE WEATHER IS GETTING BETTER, SO, OF COURSE, THE CROWDS ARE GOING TO LOOK BIGGER.

THERE ARE A LOT OF NEW FACES OUT THERE.

WE'RE SEEING PEOPLE FROM OTHER COMMUNITIES, AND IN SOME CASES, OTHER STATES.

WE'RE ALSO SEEING AN INFLUX OF PEOPLE BEING RELEASED FROM THE CRIMINAL JUSTICE SYSTEM TO ADDRESSES GIVEN AS SHELTERS.

SO THEY'RE RELEASED TO THE SHELTER, AND THEY'RE RIGHT OUT IN THAT AREA.

THE CROWD IT LOOKS BIGGER BECAUSE OF THE WEATHER, AND WE ARE SEEING OTHER PEOPLE FROM OTHER COMMUNITIES.

AS FAR AS THE SECTION 35, THE COURTS ARE CLOSED TO THE PUBLIC, AND THAT DID HINDER THE PROCESS, BUT WE CAME UP WITH A STRATEGY.

WE WORKED WITH THE COURTS TO DO TELECONFERENCE HEARINGS FOR THE SECTION 35 INVOLUNTARY COMMITMENTS.

AND HOW THAT WORKS IS WE SET UP A COMMAND POST AND WE WORK WITH THE COURTS, SO WHEN AN OFFICER WANTS TO COMPLETE AN AFFIDAVIT TO GET THE INVOLUNTARY COMMITMENT, THEY TELECONFERENCE WITH THE COURT, THEY GET THE AFFIDAVIT, AND IF WE LOCATE THE CLIENT, THE CLIENT IS BROUGHT TO OUR COMMAND POST, WHICH IS AT 1010 MASS. AVE., AND STAFFED BY THE STREET OUTREACH UNIT.

THEY'RE BROUGHT TO THAT OUTPOST, AND WE COMMUNICATE WITH THE COURT HAVE A TELECONFERENCE.

A CLINICIAN IS PROVIDED, A DEFENSE ATTORNEY FOR THE CLIENT IS PROVIDED, AND ONCE THE CLIENT HAS SPOKEN TO THE CLINICIAN AND THE DEFENSE ATTORNEY, THEN THE JUDGE IS BROUGHT IN ON THE CONFERENCE, AND THE HEARING IS CONDUCTED, AND A DECISION IS MADE WHETHER THE CLIENT WILL BE COMMITTED TO A TREATMENT FACILITY OR DEEMED WELL ENOUGH TO BE RELEASED.

SO WE'RE SEEING AN INCREASE IN THOSE SECTION 35S BECAUSE WE NOT ONLY GET THEM FROM FAMILY MEMBERS.

POLICE OFFICERS ARE APPLYING FOR THEM.

BUT WE'RE SEEING A LARGE NUMBER FROM HOSPITALS.

HOSPITALS HAVE A LOT OF PATIENTS WHO ARE SUFFERING FROM SUBSTANCE USE DISORDER, WHETHER IT BE DRUGS OR ALCOHOL, AND THEY'RE APPLYING FOR THESE AFFIDAVITS, AND THEN GETTING THE ORDER.

AND THEY'RE PICKED UP FROM THE HOSPITAL BY POLICE OFFICERS AND BROUGHT TO THE COMMAND POST.

SO WE'RE TRYING TO WORK OUT A PROCESS TO DO THOSE TELECONFERENCE HEARINGS RIGHT AT THE HOSPITAL WITH THE COURTS AS WELL.

BUT WE DID DEVISE A STRATEGY, AND WE ARE DOING THE HEARINGS.

AND IT'S GOING WELL, WITH THE COOPERATION OF THE COURTS.

>> INTERESTING THAT THE HOSPITALS ARE STARTING TO GET ON BOARD.

AND YOU SAID THERE WAS A DO YOU SEE AN INCREASE IN THE SECTION 35s OVER THE LAST, SAY, TWO MONTHS?

>> I DO BECAUSE WE'RE HANDLING ALL OF THEM, SO WE HAVE A GOOD GRASP OF THE NUMBERS. THE STREET OUTREACH UNIT WAS VERY FAMILIAR WITH THE PROCESS, AND WE'RE DOING THEM A REGULAR BASIS.

AND LET'S BE CLEAR IT'S A LAST RESORT.

SOMEBODY HAS TO BE IN REALLY CRITICAL CONDITION, SERIOUSLY ILL, AND DEFINITELY A RISK OF HARM TO THEMSELVES OR OTHERS.

SO WE ONLY USE IT AS A LAST RESORT TO GET THE PERSON THE HELP THEY NEED.

WITH THE INFLUX OF THE CASES COMING OUT OF THE HOSPITALS, AND OFFICERS CITYWIDE CALLING US TO ASSIST, WE'VE SEEN PROBABLY MAYBE A 40%, 50% INCREASE IN THE HEARINGS. WE'RE DOING THREE TO FIVE A WEEK.

>> EXCELLENT.

AND, JUST ONE LAST ONE LAST THING AROUND AROUND CAMERAS.

A LOT OF THE ADVOCATES CALL FOR BODY WORN CAMERAS.

EVERYBODY WANTS BODY WORN CAMERAS.

BUT THEN WHEN IT COMES TO THAT CAMERA THAT'S ON THE POLL ON THE CORNER COLLECTING DATA ON TRAFFIC, THAT I KNOW CAN BE HELPFUL IN SOLVING CRIMES, NOT FACIAL RECOGNITION. WHERE ARE YOU GUYS ON THE USE OF CAMERAS?

ARE THEY HELPFUL TO YOU?

IS THIS SOMETHING THAT WOULD BE A GOOD TOOL FOR US IN THE FUTURE, OR IS IT SOMETHING WE SHOULD WALK AWAY FROM?

>> I DON'T BELIEVE WE SHOULD WALK AWAY FROM THAT AT ALL?
LET'S NOT FORGET THAT TWICE BOSTON WAS HIT BY TERRORIST ATTACKS, AND CAMERAS WERE INSTRUMENTAL IN HELPING TO FACILITATE THOSE INVESTIGATIONS.
ALSO, IT TAUGHT US FOR... PREPAREDNESS, WE DO NEED CAMERAS.
BUT WE'RE VERY COGNIZANT NOT TO INFRINGE UPON THE PRIVACY OF THE CITIZENS OF BOSTON.
WE KEEP THAT IN MIND, SPECIFICALLY WITH THE FACIAL RECOGNITION TECHNOLOGY, WHICH WE DO NOT HAVE.

BUT, YES, IT HELPS US SOLVING CRIMES.

LET'S SAY IF THERE'S A SHOOTING, WE CAN PICK UP THE PATH WHERE SOMEONE IS FLEEING FROM.
SO BODY WORN CAMERAS HELPS US WITH THE SECURITY OF THE CITY FOR DOMESTIC AND FOREIGN TERRORISM.

AS WELL, IT HELPS US SOLVE THE EVERYDAY CRIMES THAT POLICE OFFICERS FACE, AND MORE IMPORTANTLY, THE NUMBERS OF SHOOTINGS AND PERSONS SHOT WITH MORE CAMERAS.

>> THANK YOU, COMMISSIONER.

THANK YOU, MADAM CHAIR.

>> THANK YOU, COUNCILOR BAKER.

NEXT UP, COUNCILOR ARROYO.

>> THANK YOU.

I HEARD THE WIND CHIME, SO I'LL PROBABLY HEAR IT ON ME.

I'M GOING TO TRY TO ASK THESE QUESTIONS.

INSTEAD OF SHOOTING THEM AT YOU AS A STREAM OF QUESTIONS AND PICK AND CHOOSE, I'M JUST GOING TO ASK YOU ONE AT A TIME AND WE'LL DO A SECOND ROUND.

MY FIRST QUESTION IS, I KNOW COUNCILOR MEJIA TOUCHED ON IT, WHICH IS THE OVERTIME BUDGET.

I SEE THAT IT'S ALLOTTED FOR \$60 MILLION.

IN FISCAL YEAR 20 IT WAS ABOUT \$60 MILLION.

IN FISCAL YEAR 18 IT WAS ABOUT 57.

MY QUESTION FOR THAT IS WHAT'S THE BREAKDOWN FOR THIS OVERTIME?

FOR INSTANCE, DOES COURT TIME GO INTO OVERTIME?

DOES DETAIL GO INTO OVERTIME?

OBVIOUSLY, I WOULD ASSUME IF SOMEBODY WORKS EXTRA SHIFTS, THAT'S ALSO OVERTIME.

IS THERE A BREAKDOWN ON WHAT THAT OVERTIME COST GOES TO?

DO WE HAVE THAT OUT OF THAT NUMBER CALCULATED?

WHAT'S THE BREAKDOWN ON THAT?

AND CAN WE GET A BREAKDOWN ON WHERE THOSE DOLLARS ARE GOING?

>> YES.

SO, OUR EXPERT IS READY TO ANSWER ON THAT.

(LAUGHS)

LISA.

>> GOOD MORNING, COUNCILOR.

OUR OVERTIME IS BROKEN OUT INTO FIVE DIFFERENT CATEGORIES: REPLACEMENT COSTS, EXTENDED TOURS, ADDITIONAL TOUR, COURT CODE AND SPECIAL EVENTS.

THE MAJORITY OF OUR OVERTIME REALLY STEMS FROM REPLACEMENT COSTS AND EXTENDED TOURS.

THESE ARE HEAVILY WEIGHTED, ROUGHLY 33% AND 31% OF OUR TOTAL OVERTIME COSTS.

WE HAVE SEEN DECLINES IN SPECIAL EVENTS AND COURT CODES COURT OVERTIME COSTS AS A RESULT OF THE COVID 19 VIRUS.

HOWEVER, WE HAVE SEEN INCREASES IN REPLACEMENT AND ADDITIONAL TOURS AS A RESULT OF THE COVID 19 VIRUS.

AND RIGHT NOW, WE ARE RUNNING A LITTLE BIT HIGH ON OVERTIME.

WE TRY TO LOOK AT NONDISCRETIONARY OVERTIME ASK MANAGE THAT ACCORDINGLY SO THAT WE'RE TRYING TO MAKE OUR BUDGET THIS YEAR FOR FISCAL YEAR 20.

>> JUST A QUICK QUESTION ON THAT.

WHEN YOU SAY "REPLACEMENT," I DON'T ACTUALLY KNOW WHAT THAT MEANS, WHAT THE

JARGON IS THERE?

>> SO "REPLACEMENT HOURS" IS THE REPLACEMENT COSTS THAT WE'RE SEEING THIS YEAR, A LOT OF IT HAS TO DO WITH IN SERVICE TRAINING WE DID IN THE EARLY MONTHS OF THIS FISCAL YEAR FOR THE BODY WORN CAMERAS.

THERE IS SOME REPLACEMENT COST FOR OUR OFFICERS WHO HAVE BEEN INFECTED BY THE COVID 19 VIRUS.

ACTUALLY, 29% OF THE COVID 19 HOURS REPRESENT REPLACEMENT COSTS FOR THOSE OFFICERS INFECTED.

AND THEN THE REMAINDER REPLACEMENT COST IS STAFFING ISSUES THAT WE MIGHT HAVE AROUND VACATION TIME, SICK TIME, AND THOSE OFFICERS THAT ARE OUT INJURED.

WE HAVE TO REPLACE THOSE OFFICERS TO MAINTAIN STAFFING LEVELS AT THE DISTRICTS.

>> GOT IT.

SO THAT MAKES SENSE.

THANK YOU SO MUCH FOR THAT.

THE NEXT PART OF I'M JUST GOING TO FOLLOW UP WHAT COUNCILORS ASK ABOUT THE DATA. THERE WAS MISSING DATA.

FOR THE F.I.O. SUBJECT ETHNICITY DATA, 32.9% ARE CHARACTERIZED AS "UNKNOWN" OR "MISSING."

WHAT ACCOUNTS FOR THAT MISSING DATA?

WHY HAS THAT HAPPENED?

AND IS THERE A REMEDY?

>> AS WE KNOW, WHEN IT COMES TO IDENTIFYING RACE AND ETHNICITY, CERTAIN PEOPLE AREN'T COMFORTABLE WITH PROVIDING THAT, AND WE CANNOT GUESS.

SO WE PUT IT DOWN AS AN UN19.

THAT TECHNICALLY HAS TO DO WITH RESPECTING EVERYONE'S INDIVIDUAL RIGHTS AND HOW THEY IDENTIFY.

IF THEY DON'T WANT, WISH TO IDENTIFY, THAT CREATES A PROBLEM WITH HOW THAT DATA IS INPUTTED AS PERTAINS TO RACE AND ETHNICITY.

SO THERE'S NOTHING DEVIOUS GOING ON ABOUT THAT.

AS WE MOVE FORWARD IN THESE MODERN TIMES, A LOT OF PEOPLE DON'T WANT TO GIVE THEIR ETHNICITY, AND THEY FIND IT OFFENSIVE IF YOU ASK "ARE YOU BLACK?

ARE YOU WHITE?"

THERE WILL BE A TIME IN THE FUTURE WHERE PEOPLE SAY, "HEY, I'M JUST HUMAN."

>> JUST AS A FOLLOW UP TO THAT.

SO DOES THAT MEAN FOR THE REST OF THAT RACE AND ETHNICITY DATA, THAT'S ALL VOLUNTARILY GIVEN, THAT EVERY SUBJECT THAT WAS THE SUBJECT OF AN F.I.A. VOLUNTARILY SPOKE TO AN OFFICER AND GAVE THAT DATA?

>> INDIVIDUALS THAT WE KNOW AND ARE AWARE OF AND HAVE ALREADY BEEN IDENTIFIED AS A CERTAIN RACE OR ETHNICITY.

BUT THEN THERE ARE OTHERS WHO DO NOT WISH TO IDENTIFY.

>> I GUESS MY POINT IS WITH THOSE OTHER FOLKS, YOU'RE SAYING THEY'VE ALL SELF IDENTIFIED EITHER AT SOME POINT NOT NECESSARILY FOR THAT F.I.A. AT SOME PINT IN THEIR HISTORY WITH B.P.D. THEY HAVE SELF IDENTIFIED.

I GUESS I'M ASKING, THERE'S NO GUESS WORK, RIGHT?

EVERY PERSON HAS SAID, "THIS IS WHAT I AM.

THIS IS MY IDENTITY."

THE INSTANCES WE DON'T HAVE IT IS SIMPLY BECAUSE THEY WON'T GIVE IT TO US?

>> PRETTY MUCH, THAT'S CORRECT.

AS YOU KNOW, WE'RE BOTH PERSONS OF COLOR, AND THERE ARE MANY DIFFERENT HUES.

SO IF YOU SAY SOMEONE IS LATINO AND THEY'RE CAPE VERDEAN, OR SOMEONE THAT IS VERY LIGHTLY, COMPLECTED, THAT THEY'RE WHITE, AND ACTUALLY, THEY'RE AFRICAN AMERICAN, YOU CAN SEE WHAT WE FACE.

AGAIN, THE CITY IS 50% TO 53% PEOPLE OF COLOR NOW.

SO YOU DENT WANT TO GUESS IN THE WRONG CATEGORY, BECAUSE IT WILL AFFECT THE

NUMBERS.

>> I AGREE.

SO THE SECOND PART TO THAT F.I.O., WHICH MIGHT HAVE A CLEAN ANSWER, IS THAT THE FILES FOR SHOW THAT THE NUMBERS OF INDIVIDUALS SUBJECTS HAS GONE UP IN TERMS OF THE AMOUNT OF... F.I.O.s.

IS THERE ANY LIKE AN ANSWER FOR THAT THAT'S CLEAN AS TO WHY THAT WOULD HAPPEN IN TERMS OF THE POPULATION INCREASE, POSSIBLY MORE OFFICERS ON THE JOB?

WHAT'S THE ANALYSIS FOR WHY THOSE F.I.O. NUMBERS WOULD GO UP.

>> THERE ARE A COUPLE OF REASONS.

YES, THERE IS AN INCREASE IN POPULATIONS.

AND DEPENDING ON WHAT'S HAPPENING IN CERTAIN SECTIONS OF THE CITY, AS PERTAINS TO CRIMES AND THE LEVELS OF CRIME, WHEN WE STOP TO TALK TO PEOPLE, WE JUST DOCUMENT IT. WE WANT EVERYTHING DOCUMENTED.

SO IT SHOWS WHAT WE'RE DOING IN OUR INTERACTIONS, AND HOW WE'RE INTERACTING WITH PEOPLE ON THE STREET.

AS WELL, IF YOU BREAK DOWN THE F.I.O., IT'S FIELD INTERROGATION OBSERVATION.

A LOT OF OUR F.I.O.s ARE JUST PLAIN OBSERVATIONS.

SO IT'S NOT ALWAYS A PHYSICAL ENCOUNTER.

OFTENTIMES IT'S OBSERVATION.

SO NUMBER

>> I SEE THE GAP.

AND I'M SORRY I'VE GOT TO DO IT THIS WAY.

THIS IS NOT A GREAT METHOD.

BUT A QUESTION ON THE SOCIAL MEDIA SURVEILLANCE PROGRAM.

WHAT METRIC DOES B.P.D. USE IN TERMS OF SUCCESS OF THAT PROGRAM?

HOW DO YOU DETERMINE WHETHER OR NOT THAT PROGRAM IS DEEMED SUCCESSFUL?

WHAT ARE THE METRICS USED?

AND WHAT POLICIES DO YOU HAVE WITH REGARDS TO THE PROGRAM, AND WHAT'S THE POLICY ON GOVERNMENT SHARING INFORMATION ON IT?

IF YOU COULD ANSWER THAT.

THE WIND CHIMES ARE GOING TO GO OFF.

UNTIL THAT HAPPENS.

>> OKAY.

DAVE CARAVAN?

ARE YOU ON?

>> THE QUICK ANSWER IS WE DON'T USE G.A. WE HAD A TRIAL PERIOD FOR ONE YEAR.

I BELIEVE IT WAS BACK IN 2015.

WE DIDN'T FIND IT EFFECTIVE, AND WE DISCONTINUED ITS USE.

THAT'S THE CLEANEST AND SIMPLEST ANSWER.

>> THAT'S GREAT.

WHEN YOU DETERMINE SOMETHING IS NOT EFFECTIVE, WHAT IS THE METHODOLOGY USED FOR THAT, WHETHER OR NOT IT'S SOLVING CRIMES, WHETHER IT'S USED IN CASES THAT MIGHT NOT BE FOR CONVICTIONS?

WHAT DO YOU USE TO DETERMINE WHETHER OR NOT SOMETHING IS... WORKING OR NOT WORKING TO THE EXTENT THAT YOU WOULD WANT TO KEEP IT?

>> COUNCILOR, TO BE HONEST WITH YOU, I THINK WE NEED MORE TIME TO DISCUSS AN ANSWER FOR A QUESTION LIKE THAT.

IT'S VERY QUALITATIVE ANSWER.

IT DEPENDS ON THE TYPES OF CRIMINAL ACTIVITY, THAT WE'RE INTERESTED IN ENSURING THE SAFETY OF THE PUBLIC FOR.

AND A TOOL LIKE THAT, THAT COULD BE AS YOU KNOW, DEALING WITH SOCIAL MEDIA DATA IS A VERY BROAD STREAM, TERABYTES UPON TERABYTES.

WE WOULD BE HAPPY TO TALK TO YOU ABOUT THAT AT A FUTURE OPPORTUNITY.

>> JUST TO BE CLEAR, THERE IS NO SOCIAL MEDIA SURVEILLANCE HAPPENING RIGHT NOW?

>> TO BE CLEAR, WE DO NOT OWN ANY COMMERCIAL, PAID FOR, SOCIAL MEDIA SURVEILLANCE PROGRAMS, NO.

>> OKAY.

>> BUT THERE IS THERE IS ACCESS TO OPEN PUBLIC PUBLICLY POSTED SOCIAL MEDIA, JUST AS ANYBODY COULD LOG IN TO ANY PUBLICLY OPEN MEDIA AND SEE WHAT IS BEING DISCUSSED, BEYOND THE PRIVACY SETTINGS.

THERE'S NO WORK GOING BEHIND PEOPLE'S PRIVACY SETTINGS.

>> UNDERSTOOD.

FANTASTIC.

AND I SEE CHAIR WOMAN BOK, I'M GOING TO DO A SECOND ROUND LATER.

THANK YOU FOR YOUR ANSWERS.

>> THANK YOU, COUNCILOR.

>> THANK YOU, COUNCILOR.

COUNCIL PRESIDENT JANEY.

>> THANK YOU SO MUCH.

YOU CAN HEAR ME OKAY?

>> YES, HOW ARE YOU, MADAM PRESIDENT?

>> GOOD MORNING.

ALMOST AFTERNOON.

IT'S GOOD TO SEE EVERYONE.

IT REALLY IS.

IT'S BEEN A MINUTE.

I WANT TO START BY THANKING YOU, COMMISSIONER, FOR YOUR WORK AND FOR YOUR TEAM'S WORK.

I WANT TO DO A SHOUT OUT TO SOME OF THE CAPTAINS IN MY DISTRICT.

CAPTAIN SWEENEY, CAPTAIN STACY.

>> THANK YOU.

>> HAVE A GREAT DEAL OF RESPECT AND APPRECIATION FOR THE WORK AT THE COMMUNITY ENGAGEMENT BUREAU UNDER THE LEADERSHIP OF NORAH.

SO I WANTED TO JUST START THERE.

FOR ME, YOU KNOW, OUR WORKFORCE IS REALLY IMPORTANT AND THINKING ABOUT THE WORK THAT YOU GUYS DO EVERY DAY, NOT JUST IN THIS CRISIS, AND CERTAINLY, YOU KNOW, PUTTING YOURSELVES AT RISK, BEING THOSE FIRST RESPONDERS, DEEPLY CONCERNED AND WANT TO MAKE SURE OUR WORKFORCE HAS WHAT IT NEEDS.

ONE OF THE QUESTIONS I ALWAYS LIKE TO ASK AT THESE HEARINGS ARE QUESTIONS RELATED TO TRAUMA, AND HOW OUR OFFICERS ALL OF OUR PUBLIC SAFETY OFFICIALS HOW THEY ARE, YOU KNOW, GETTING SERVICES AND TREATMENT THEMSELVES IN TERMS OF THE TRAUMA THAT THEY EXPERIENCE RESPONDING TO CRISIS AFTER CRISIS AFTER CRISIS AFTER CRISIS.

SO THAT'S ALWAYS, LIKE, THE FIRST QUESTION I JUST WANT TO KNOW.

WHEN I DID MY FIRST TRAUMA WALK WITH POLICE OFFICERS AND PASTORS, IT WAS MY FIRST QUESTION.

MY FIRST WALK WITH YOU AFTER A SHOOTING

>> YES.

>> WAS THAT, AGAIN, WAS MY FIRST QUESTION.

>> WE SEE YOU OUT THERE.

THANK YOU.

>> AND CAN YOU TALK ABOUT THE INVESTMENT IN THIS BUDGET FOR OFFICERS RELATING TO HOW THEY CAN SEEK OUT TRAUMA SERVICES AND WHAT KIND OF SUPPORT THEY'RE GIVEN.

AND THEN JUST ON OTHER PROFESSIONAL DEVELOPMENT, JUST INTERESTED IN HOW WE'RE DOING.

I HEARD EARLIER YOU MENTIONED DEESCALATION.

VERY GLAD TO HAVE A FOCUS THAT.

I WOULD BE INTERESTED AROUND EXPLICIT AND IMPLICIT BIAS TRAINING.

IF I COULD TALK ABOUT THAT.

>> ABSOLUTELY.

FIRST, THANK YOU VERY MUCH, FOR ASKING OF THE WELL BEING OF OUR OFFICERS.
THEY NEED TO HEAR THAT.
ACROSS THE NATION, THERE'S A GROWING ANTIPOLICE SENTIMENT.
BUT BELIEVE IT OR NOT, IN BOSTON, WE HAVE A LOT OF GREAT FOLKS LIKE YOU WHO APPRECIATE
THIS TOUGH AND DIFFICULT JOB.
AS I ALLUDED TO EARLIER IN TESTIMONY, BOSTON POLICE OFFICERS ARE HUMAN, TOO.
AND THE AMOUNT OF CALLS THAT WE RESPOND TO, OFTEN THEY'RE VERY TRAUMATIC.
NOT ONLY FOR THE CITIZENS BUT FOR THE OFFICERS.
WITH THAT BEING SAID, GONE ARE THE DAYS WHEN YOU HOLD EVERYTHING IN, YOU DON'T WANT
TOO TALK ABOUT IT BECAUSE IT WOULD SEEM AS THOUGH YOU'RE WEAK.
SO, AGAIN, I WOULD JUST LIKE TO TOUT OUR PEER SUPPORT UNIT.
ANY OFFICER CAN REACH OUT AND HAVE SERVICES PROVIDED TO HAVE SERVICES PROVIDED TO
THEMSELVES OR THEIR FAMILY TO HELP WITH ANY TRAUMA THEY'RE EXPERIENCING
>> COMMISSIONER, EXCUSE ME, I'M SORRY.
I JUST KNOW THAT OUR CHAIRWOMAN I JUST SO TO CLARIFY.
IS IT THE PROCESS THE OFFICER REACHES OUT?
OR IS IT ALSO WE KNOW
>> I HAVE A QUESTION ON THIS QUESTION, BRICK IS ACTUALLY ON THE LINE
>> I THINK YOU HAVE TO MUTE.
EXCUSE ME, CAN WE MUTE, RICARDO?
I CAN'T MUTE HIM.
CAN YOU MUTE HIM?
I HEAR I GET A DO OVER MY TIME HERE.
>> COUNCILOR, I WAS GOING TO ANSWER THAT.
>> SO MY CLARIFYING QUESTION IS, IS IT INCUMBENT UPON THE OFFICER TO SEEK OUT THE
SERVICE OR DO WE AUTOMATICALLY SAY THERE WAS A SHOOT OUT ON "X" NUMBER YOU KNOW,
WHATEVER STREET IT WAS AND THESE OFFICERS WERE INVOLVED?
EAR THESE OFFICERS RESPONDED AND SAW, YOU KNOW, THE UNFORTUNATE SCENES, WHEN WE
SEE CRIME
>> THAT WAS PART OF MY ANSWER.
>> OH, OKAY.
GO AHEAD.
I'M SORRY.
>> THANK YOU.
YEAH, IT DEPENDS ON WHAT CALL.
LET'S SAY WE'VE HAD SEVERAL CALLS, UNFORTUNATELY, WHERE THERE COULD BE AN INFANT
DEATH.
WE SEND OUR PEER SUPPORT UNITS AUTOMATICALLY.
NOT ONLY THE BOSTON POLICE OFFICERS BUT THE 911 CALL TAKERS AND DISPATCHERS.
OF COURSE, IF THERE'S AN OFFICER INVOLVED SHOOTING EAR VERY TRAUMATIC EVENT, PEER
SUPPORT IS CONTACTED, ON SCENE, AVAILABLE TO SPEAK TO THE OFFICERS.
AND AS WELL, WE'VE FOSTERED A CULTURE WHERE WE, QUITE FRANKLY, LOOK OUT FOR EACH
OTHER.
IT'S INCUMBENT UPON THE DISTRICT CAPTAINS AND THE SUPERVISORS TO GET TO KNOW THE
OFFICERS THAT THEY ARE WORKING WITH.
AND PEER SUPPORT HELPS US RECOGNIZE THROUGH THEIR TRAINING WITH EACH AND EVERY
BOSTON POLICE OFFICER, SOME OF THE SIGNS OF TRAUMA, STRESS, AND WE'RE ALL EACH OTHER'S
WATCHPERSON.
>> ...THE EXPLICIT IMPLICIT RARE, BIAS TRAINING OR ANY DOLLAR AMOUNT INVESTED IN THIS
BUDGET TOWARD THAT?
I'M ALSO, AS YOU KNOW, ALSO VERY INTERESTED IN WORKFORCE DIVERSITY.
AND SO RECRUITMENT EFFORTS, THE CADET PROGRAM.
THERE MAY HAVE BEEN AN UPDATE EARLIER.
I APOLOGIZE, I DID HAVE TO ATTEND ANOTHER EVENT, A FANCY EVENT.

SO I I MAY HAVE MISSED THAT CONVERSATION, BUT CERTAINLY INTERESTED IN ANY WAY THAT THIS BUDGET, THERE'S AN INVESTMENT THAT WILL HELP US INCREASE DIVERSITY.

THIS IS PARTICULARLY IMPORTANT.

WE SEE THIS IN OTHER INDUSTRIES IN OUR CITY AS OFFICERS RETIRE, YOU KNOW IF WE'RE NOT DOING ENOUGH ON THE FRONT END TO BRING NEW OFFICERS IN, WE'RE GOING TO SEE HITS IN THOSE NUMBERS.

I'M REALLY WORRIED ABOUT THAT.

AND I WOULD LOVE YOU TO TALK ABOUT THE DIVERSITY.

AND I HAVE A COUPLE OF MORE QUESTIONS ON BODY CAMERAS.

>> QUICKLY, ON THE SECOND QUESTION, OUR INVESTMENT UNDER A PAST ADMINISTRATION, AND IT CONTINUES NOW, IS THAT WE HAVE A STANDALONE POLICY ON BIAS FREE POLICING. AND OUR ACADEMY CURRICULUM IS BOLSTERED BY FAIR AND IMPARTIAL POLICING, PROCEDURAL JUSTICE, AND DEESCALATION.

AND WHAT'S SIGNIFICANT ABOUT THAT WITH OUR BOSTON POLICE ACADEMY, IS WE BRING IN PEOPLE FROM THE NEIGHBORHOODS, ALL NEIGHBORHOODS OF BOSTON, AND SPECIAL INTEREST GROUPS, TO HELP US TRAIN OUR POLICE OFFICERS, AND, THUS, TO GAIN EMPATHY, SYMPATHY, CARE, AND RESPECT.

AS PERTAINS TO DIVERSIFYING OUR POLICE DEPARTMENT, AGAIN, WE BROUGHT ON BOARD MICHAEL GASKINS, AND OTHER PROFESSIONS OF DIVERSITY OFFICERS.

HE HELPS WITH OUR RECRUITING PROCESS AND EXAMS

>> ARE THERE THINGS THAT WE CAN POINT TO THAT HAS RESULTED IN AN UPTICK IN TERMS OF THE NUMBER OF RECRUITMENTS AS WE BROUGHT AND STARTED THESE NEW PROGRAMS.

AGAIN, IT'S IMPORTANT FOR ME TO UNDERSTAND THAT THE WORK THAT WE DO LEADS TO SOMETHING, TO THE GOAL THAT WE'RE TRYING TO GET TO TOGETHER.

SO IF THERE ARE ANY, YOU KNOW, GREAT STORIES TO SHARE, I'D BE INTERESTED.

AND THEN, AGAIN, IF THERE'S SPECIFIC INVESTMENT BECAUSE IF IT'S NOT ENOUGH AND WE'RE NOT SEEING RESULTS, WHY IS THAT?

IS THAT THAT WE HAVE TO REWORK OW WE'RE BEING EFFECTIVE?

IS IT WE'RE UNDER RESOURCED.

I WANT TO MAKE SURE THAT WE'RE DOING MORE IN TERMS OF DIVERSITY.

I HEARD, YOU KNOW, THE QUESTIONS AND CERTAINLY APPRECIATE THE QUESTIONS AROUND LANGUAGE ACCESS THAT COUNCILOR EDWARDS WAS BRINGING UP.

I THINK YOU GOT CAUGHT UP IN YOUR TIME WHEN YOU WERE GOING TO TALK ABOUT THE RECRUITMENT OF DIVERSE OFFICERS AS WELL AND IS IMPORTANT TO ME AND OTHER COLLEAGUES.

I WOULD BE INTERESTED IN THE SPECIFIC INITIATIVES THAT WE HOPE WILL GET US TO THE SHARED GOAL OF INCREASED DIVERSITY.

I KNOW WE TALK A LOT ABOUT THE CADETS, BUT IF YOU COULD GIVE AN UPDATE I DON'T KNOW IF WE'RE WAITING ON SOME STATE LAW SITUATION, BUT WHATEVER WE CAN DO INVEST IN THIS BUDGET THAT WOULD HELP US WITH THAT SHARED GOAL WOULD BE GREAT.

AND I HAVE BODY CAMERA AND INFORMATION SHARING AND IS THAT A CHIME OR A GAVEL?

>> YES, THAT'S A CHIME.

>> OH!

>> IF THE COMMISSIONER WANTS TO SPEAK BRIEFLY TO THE DIVERSITY QUESTION, I THINK THE OTHER ONES I'D ASK YOU TO SAVE FOR THE NEXT ROUND.

>> THAT'S FINE.

AND I MISSED THE FIRST WARNING, SO I DIDN'T SEE IT HIGH ENOUGH.

I APOLOGIZE.

GO AHEAD.

>> WE DO INVEST IN, AGAIN, LIKE I ALLUDED TO EARLIER, NUMBER ONE, IS MARKETING.

BELIEVE IT OR NOT, MARKETING IS VERY IMPORTANT.

THIS IS WHAT IT DOES.

IT EDUCATE THE PUBLIC ABOUT WHO WE ARE IN 21st CENTURY POLICING.

WE'RE NOT THE OLD BOSTON POLICE DEPARTMENT, AND IT'S NOT THE OLD CITY OF BOSTON,

EITHER.

WE'VE COME A LONG WAY FROM WHEN THERE WERE HORRIBLE RELATIONSHIPS BETWEEN THE B.P.D. AND THE COMMUNITIES THAT WE SERVE.

SO IN MARKETING, WE UTILIZE ALL OF OUR SOCIAL MEDIA PLATFORMS, AND RECRUITING PEOPLE IT NOT ONLY BECOME POLICE OFFICERS BUT A PARENT OF OUR CIVILIAN WORKFORCE AS WELL.

AGAIN, TO MICHAEL GASKINS, THROUGH B.P.D. NEWS, OUR MEDIA PROCESS.

AND CITY COUNCILORS, TEACHERS, OUR COMMUNITY STAKEHOLDERS AND PARTNERS, WE'RE ABLE TO GET MORE PEOPLE OF COLOR ON TO THE BOSTON POLICE DEPARTMENT, AND I CAN PROVIDE YOU WITH A SPECIFIC BREAKDOWN.

BUT TIME THE NOT ALLOW.

BUT I DO HAVE NUMBERS THAT I COULD FORWARD TO YOU.

>> IF YOU COULD FORWARD THAT, THAT WOULD BE HELPFUL, AND I'M HAPPY TO WAIT UNTIL THE NEXT ROUND

>> AGAIN, YOUR VOICE HELPS US.

BECAUSE YOU INTERACT WITH US, AND YOU HELP TO LET EVERYONE IN BOSTON KNOW THAT THEY'RE WELCOME.

>> THANK YOU, COMMISSIONER.

THANK YOU, MADAM CHAIR.

>> THANK YOU, COUNCILOR JANNEY.

I SO, IT SHOULD BE MY TURN NOW.

I'M GOING TO VERY BRIEFLY ALLOW COUNCILOR FLAHERTY TO ASK A COUPLE OF HIS SECOND ROUND FOLLOW UP QUESTIONS BECAUSE HE HAS TO TAKE A CALL AT NOON AND THEN WE'LL COME BACK TO ME.

I WANT COUNCILORS TO MENTALLY PREPARE FOR WE'RE GOING TO DO A SECOND ROUND BUT I WANT TO ASK PEOPLE TO KEEP IT QUICK AND SPECIFIC.

WE HAVE OUR FIRE FOLKS WAITING, E.M.S. FOLKS WAITING, AND OUR PUBLIC TESTIMONY.

I'M PUTTING THAT CAVEAT ON EVERYONE'S MIND NOW.

COUNCILOR FLAHERTY.

>> THANK YOU, CHAIR.

I JUST WANT TO FOLLOW UP.

COUNCILOR BAKER FOLLOWED UP ON SECTION 35.

IT'S NOT IDEAL BUT THEY'RE WORKING GREAT.

I HAVE HAD TO SEND FOUR FOLKS IN THAT DIRECTION TO GET DETOX AND RECOVERY FOR THEIR LOVED ONES AND IT'S A LITTLE BIT OF A PROCESS, BUT, NONETHELESS, IT WAS SUCCESSFUL.

SO I WANTED TO COMMENT ON THAT.

AND THEN THE COMMISSIONER, IF YOU COULD GIVE ME THE NAME OF A PERSON ON STAFF I COULD TALK TO ABOUT SORT OF THAT WHOLE STRUCTURE OF THE LIEUTENANT DETECTIVE, CAPTAIN DEPARTMENT, SUPERVISING DETECTIVE, I'LL HANDLE THAT OFFLINE.

AND KUDOS TO YOU.

YOU'RE OUT THERE.

YOU'RE PROBABLY ONE OF THE PUBLIC SERVICE PEOPLE I SEE THE MOST.

YOU'RE SORT OF REALLY EMPHASIZING "COMMUNITY" IN COMMUNITY POLICING.

IT'S WHY WE'RE THE MODEL.

IT'S WHY WE'RE HAVING THE SUCCESS WE HAVE.

OBVIOUSLY, WE'RE NOT PERFECT.

ONE SHOOT, ONE HOMICIDE IS TOO MANY.

THAT SAID, I LOOK FORWARD TO WORKING WITH YOU IN THIS BUDGET AND BEYOND, AND HOPEFULLY GET THINGS BACK TO WHERE THEY ARE, AND MAYBE JUST TOUCH BASE AT SOME POINT A LITTLE BIT MORE ABOUT THE SUMMER STRATEGY, GIVEN OUR NONPROFITS ARE GOING TO BE STRUGGLING.

OUR YOUTH PROGRAMS ARE PROBABLY GOING TO BE SLOW AND SLUGGISH TO START.

THAT'S A LITTLE BIT OF A CONCERN AS WE HEAD INTO THE WARMER MONTHS.

I'M SURE YOU HAVE A PLAN AND I HAVE CONFIDENCE IN THE PLAN AND LOOK FORWARD TO WORKING WITH YOU.

THANK YOU, MADAM CHAIR.

I APPRECIATE THE COURTESY.

AND THANK YOU, COMMISSIONER, FOR THE GREAT WORK YOU CAN DO.

>> THANK YOU, COUNCILOR.

AND AS YOU CAN SEE, I HAVE A VERY BRILLIANT COMMAND STAFF.

IT'S NOT JUST ME ALONE.

I'M ONLY AS GOOD AS THE COMMAND STAFF AND THE MEN AND WOMEN WHO SERVE, BOTH SWORN AND CIVILIAN FOR THE BOSTON POLICE DEPARTMENT.

I'M PROUD OF THEIR SERVICE.

SO THANK YOU FOR YOUR SUPPORT.

>> GREAT, THANK YOU SO MUCH, COUNCILOR FLAHERTY, AND COMMISSIONER.

ALL RIGHT, I'M GOING TO JUMP INTO MY QUESTIONS.

I REALLY WANT TO CIRCLE BACK, COMMISSIONER, ON THE OVERTIME ISSUE.

I ALTHOUGH THIS IS MY FIRST YEAR ON THE COUNCIL, I WAS COUNCILOR ESSAIBI GEORGE'S BUDGET DIRECTOR IN FY 17, WHICH IS THE YEAR WE FIRST TALKED ABOUT THE OVERTIME NUMBERS IN THE BUDGET AND REALLY PUTTING IN A GOAL OF BRINGING THEM DOWN.

AND, YOU KNOW, THE IDEA WAS, OKAY, WE'RE GOING TO ADMIT HOW MUCH OVERTIME WE SEE AND BUDGET APPROPRIATELY FOR IT.

BUT THEN WE'RE GOING TO HAVE AN INCREASING GOAL OF DIMINISHING IT.

OBVIOUSLY, SO IT'S BEEN THIS IS FOUR BUDGET YEARS LATER THAT ISN'T THE PATTERN THAT WE'VE SEEN.

AND I KNOW WE HAD THE BUDGET DIRECTOR IN EARLIER THIS WEEK, ACKNOWLEDGING THAT RIGHT NOW IT LOOKS LIKE WE'RE GOING TO HIT A \$7 MILLION TO \$9 MILLION ON OVERAGE OR EVEN THE BUDGETED OVERTIME BASED ON WHERE THE PROJECTIONS ARE RIGHT NOW.

AND IT LOOKED, FROM THE BUDGET NUMBERS THAT WE GOT FROM YOUR TEAM FOR MEMBERSHIP 31, LIKE A SIGNIFICANT AMOUNT OF THAT OVERAGE WAS ALREADY IN PLACE PRE COVID 19.

SO IT WASN'T JUST THE CURRENT EMERGENCY THAT WE'RE IN.

SO I REALLY WANT TO TALK WITH YOU AND WITH LISA ABOUT WHAT ARE THE STRATEGIES FOR THAT KIND OF LONGER TERM GOAL THAT THE ADMINISTRATION HAS HAD AND HAS STATED ON NUMEROUS OCCASIONS OF NOT JUST BUDGETING TRUTH IN OVERTIME BUT ALSO OVER A PERIOD OF TIME BRINGING THAT NUMBER DOWN.

>> YOU MUTE YOURSELF ON YOUR LAST PART THERE.

I DIDN'T HEAR YOU.

>> WHAT'S THE PLAN FOR ACTUALLY BRINGING THAT NUMBER DOWN?

>> SO, A LOT OF THE OVERTIME HAS TO DO WITH PROVIDING PROTECTION FOR THE CITY.

YOU'VE HEARD ABOUT OUR ATTRITION RATE.

THE NUMBER OF OFFICERS THAT ARE RETIRING.

THE NUMBER OF OFFICERS WE CAN BRING ON THROUGH OUR LIMITED ACADEMY.

AND WHAT I MEAN BY "LIMITED ACADEMY" WE HAVE PRETTY MUCH, WORKING OUT OF RETROFITTED ELEMENTARY SCHOOL.

SO WE CAN ONLY PUT OUT A CERTAIN NUMBER OF OFFICERS AT A TIME, MAYBE 100 TO 120.

AND EVERY YEAR, OUR ATTRITION RATE GROWS.

WITH OFFICERS OUT INJURED, ATTRITION RATE, WE HAVE TO MAKE SURE THAT OUR CALLS TO SERVICE ARE ANSWERED AND THE STAFFING LEVELS AT EACH AND EVERY DISTRICT ARE AT A POINT WHERE WE CAN ANSWER THOSE SERVICES.

SO A LOT OF THE OVERTIME GOES TO BACK FILL REPLACEMENT OVERTIME, TO MAKE SURE THAT WE CAN ANSWER OUR CALLS TO SERVICE.

THE POPULATION IS GROWING, AND, QUITE FRANKLY, MA'AM, WE HAVE TO ANSWER OUR CALLS TO SERVICE, AND UNTIL WE GET THE STAFFING LEVELS UP TO WHERE THEY NEED TO BE, OVERTIME WILL REMAIN IN PLACE.

BECAUSE WE HAVE TO PROVIDE THE SERVICES TO THE CITY.

LISA, DO YOU WANT TO EXPOUND UPON...

>> COUNCILOR, I KNOW THAT YOU MENTIONED PRE COVID OVERTIME COSTS.

WE DID HAVE SEVERAL UNUSUAL ELEMENTS DRIVING UP SOME OF OUR OVERTIME COSTS THIS

YEAR, SUCH AS THE IN SERVICE TRAINING THAT WE HAD OF THE SUMMER MONTHS, BEGINNING IN JULY THROUGH SEPTEMBER AND OCTOBER FOR THE TRAINING OF THE BODY WORN CAMERAS FOR ALL THE DISTRICTS, ALL THE PATROL FORCE.

ONE OF THE OTHER UNUSUAL ITEMS THAT WE HAVE NOW, IS WE DO HAVE INCREASED OVERTIME COSTS IN THE MASS. CASS AREA, AND THAT'S DRIVING UP SOME OF OUR OVERTIME COSTS. AND, AGAIN, WE CONTINUOUSLY LOOK AT WAYS, ESPECIALLY ON DISCRETIONARY OVERTIME, TO TRIM THAT DOWN.

WE HAVE A BIWEEKLY MEETING WHERE WE GO AROUND THE ROOM AND TALK ABOUT OVERAGES AND WHY THEY'RE OVER.

AGAIN, A LOT OF OUR OVERTIME, AS THE COMMISSIONER ALLUDED TO, IS REPLACEMENT FOR OFFICERS OUT INJURED, SICK, OR, YOU KNOW, THEY'RE TRYING TO MAINTAIN STAFFING LEVELS AT THE DISTRICT.

>> THANKS.

YEAH, I GUESS MY POINT WOULD BE THAT I THINK, YOU KNOW, I'M ABSOLUTELY SYMPATHETIC, COMMISSIONER, TO THE NEED TO DO THE WORK, TO STAFF THE POLICE ADEQUATELY.

I THINK WHAT WE PRESUME AS A COUNCIL IS THAT THE BUDGET THAT IS BROUGHT TO US EACH YEAR, THE BUDGET WHERE THE ADMINISTRATION SAYS THIS IS WHAT WE NEED TO DO THIS JOB, AND THE FACT THAT EVERY YEAR, WE'RE SEEING AN OVERTIME NUMBER THAT GOES WAY OVER. I GUESS MY QUESTION IS NOT WHY ISN'T THIS MAGICALLY SOLVED THIS YEAR?

BUT IT IS WHAT IS THE STRATEGY LONG TERM TO GET TO THOSE ADEQUATE STAFFING LEVELS THAT WE AREN'T GOING TO OVERTIME, THAT WE CHANGE OUR POLICY PROCEDURES.

I HEAR YOU, LISA, THANKS, THERE ARE EXCEPTIONAL CASES THIS YEAR AND YOU GUYS ARE LOOKING AT IT.

IT JUST FEELS LIKE DEJA VU IN TERMS OF EACH YEAR'S BUDGET THIS.

>> COUNCILOR, I KNOW THE QUESTION IS ESSENTIALLY LOOKING AT WHAT CAN BE DONE TO DRIVE THIS DOWN?

ONE COMPONENT THAT KEEPS COMING UP, AND LISA TOUCHED ON IT, IT HAS TO DO WITH PEOPLE OUT INJURED AND SICK.

AND I'LL LET THE SUPERINTENDENT EXPLAIN SOME OF THE STEPS THAT HAVE BEEN TAKEN AND HAVE PRE COVID ALBEIT, THAT DROPPED.

WE'RE STARTING TO DROP SOME OF THE STEPS IMPLEMENTED THERE.

AND GOING FORWARD I THINK THESE STEPS, WITHIN THE NEXT YEAR, I THINK IT WILL PAY DIVIDENDS OFF AS FAR AS OVERTIME AS IT RELATES TO PEOPLE OUT INJURED.

LIEUTENANT, DO YOU WANT TO EXPLAIN THAT?

>> SURE, CHIEF.

LIKE YOU SAID, PRIOR TO THE COVID, WE HAD SEVERAL INITIATIVES.

BECAUSE, REALLY, A MULTIFACETED PROBLEM.

AND WE HAVE, YOU KNOW, TO MAINTAIN OUR PERSONNEL LEVELS, WE'VE USED REPLACEMENT. BUT FOR THE PEOPLE OUT INJURED, WE HAVE INCREASED OUR MEDICAL STAFF.

WE HAVE INCREASED OUR OVERSIGHT OF THESE OFFICERS THAT ARE CURRENTLY OUT INJURED, TRYING TO GET THEM MORE MEDICAL APPOINTMENTS TO PROVIDE THEM THE SERVICES THEY NEED TO GET BACK TO HEALTH QUICKER.

WE'RE PARTNERING UP WITH THE RETIREMENT BOARD FOR THE OFFICERS THAT NEED YOU KNOW, WHO ARE LOOKING TO RETIRE, SO WE CAN REPLACE THEM WITH FULL BODIED OFFICERS.

IT'S REALLY A MULTIPLE APPROACH TO ONE PROBLEM.

>> THANK YOU.

YEAH, AND I'LL JUST SAY, BECAUSE MY TIME IS ABOUT TO ELAPSE, THAT I HOPE THAT YOU ALL UNDERSTAND, YOU KNOW, WHEN IT SEEMS LIKE THIS IS SOMETHING THAT WE'RE COMING BACK, TO I THINK WITHIN CONTEXT OF OUR BUDGET PROCESS .

>> THIS IS A TEST PEOPLE INJURED

AND SICK AND ALL THE

SUPERINTENDENT -- KIND OF

EXPLAINED SOME OF THE STEPS THAT

HAD BEEN TAKEN PRE-COVID, YOU

KNOW, ALBEIT, THAT WAS STARTING TO DROP WITH SOME OF THE STEPS IMPLEMENTED THERE AND I SENSE GOING FORWARD AND STEPS WITHIN THE NEXT YEAR, I THINK IT WILL PAY DIVIDENDS COMING DOWN WITH THE OVERTIME, YOU KNOW, IF IT'S GOING TO HAPPEN.

DO YOU WANT TO EXPLAIN THAT?

>> SURE, CHIEF MUCH LIKE YOU SAID, PRIOR TO THE COVID WE HAD SEVERAL INITIATIVES.

BECAUSE REALLY WE HAD A MULTIFACETED PROBLEM.

AND WE HAVE -- TO MAINTAIN OUR PERSONNEL LESS, YOU KNOW, WE USE THE REPLACEMENT, BUT FOR THE PEOPLE THAT ARE INJURED WE HAVE INCREASED OUR NURSING, OUR MEDICAL STAFF, WE HAVE INCREASED OUR OVERSIGHT OF THESE OFFICES THAT ARE CURRENTLY OUT TO TRY TO GET MORE MEDICAL APPOINTMENTS TO PROVIDE THEM THE SERVICES THEY NEED TO GET BACK THE HELP QUICKER.

WE'RE PARTNERING UP WITH THE RETIREMENT BOARD, FOR THE OFFICERS THAT NEED, YOU KNOW, THAT ARE LOOKING TO RETIRE, SO WE CAN REPLACE THEM WITH FULL BODIED OFFICERS.

LIKE I SAID, A MULTI APPROACH FOR ONE PROBLEM.

>> THANK YOU.

AND I'LL JUST SAY BECAUSE MY TIME IS ABOUT TO ELAPSE, BUT I HOPE THAT YOU ALL -- WHEN IT SEEMS LIKE THIS IS SOMETHING WE'RE COMING BACK TO IN THE CONTEXT OF OUR BUDGET PROCESS, YOU KNOW, THIS IS OBVIOUSLY, WHEN WE TALK TO THE POLICE DEPARTMENT BUDGET WE'RE TALKING ABOUT 10 PERCENT OF THE OPERATING BUDGET.

2

WHEN WE TALK ABOUT OVER TIME AT 60 MILLION AND IT LOOKS LIKE IT'S GOING TO LAND RIGHT UP AT 67 OR 69, DEPENDING THIS YEAR, WE'RE TALKING ABOUT A BUDGET THAT IS, LIKE, MUCH -- LIKE AN OVER TIME BUDGET THAT IS MUCH LARGER THAN ALMOST EVERY

DEPARTMENT THAT WE DO BUDGET SCRUTINY OF HERE AT THE CAPITOL. IT'S ALMOST LIKE WE COULD HAVE AN OVER TIME HEARING IN THE BUDGET PROCESS WHEN IT COMES TO THAT PORTION OF OUR CITY BUDGET. I REALLY WANT TO STRESS THE IMPORTANCE OF US CONTINUING TO TALK ABOUT THIS.

>> I DO HAVE TO SAY YOU'RE IN ONE OF THE SAFEST CITIES IN THE UNITED STATES.

SO OF THE OFFICERS ARE WORKING HAND IN HAND WITH THE COMMUNITY TO MAKE THIS ONE OF THE SAFEST CITIES.

JUST LAST YEAR IN 2019, A 20 YEAR LOW IN CRIME, ONE OF THE LOWEST HOMICIDE RATES EVER. SO THE OFFICERS ARE WORKING HARD, HAND IN HAND WITH THE COMMUNITY, AND AGAIN, ATTRITION RATES, THE NUMBER OF OFFICERS OUT INJURED, WE ARE WORKING WITH OUR DISTRICT CAPTAINS.

WE HAVE A BUDGET MEETING EVERY TWO WEEKS SO WE'RE VERY COGNIZANT, MADAM CHAIR, AND WE'RE WORKING ON WAYS TO REDUCE OVERTIME.

>> GREAT.

THANK YOU SO MUCH COMMISSIONER AND THAT'S HAD A GOOD TIME TO SHOUT OUT TO MY CAPTAINS, STACIE AND SWEENEY AND PHANG WHO ARE FANTASTIC.

GOING BACK UP TO THE TOP, COUNCILOR CAMPBELL.

>> THANK YOU COUNCILOR BOK.

I WANTED TO THANK DEPUTY SUPERINTENDENT STRATTON WITH HIS WORK TO INCREMENTAL HELP AND BEST TEAMS AND I WANTED TO PUT THAT OUT THERE.

AND WANTED TO THANK THE COMMISSIONER AS WELL, AS WELL AS LISA FOR THE WORK RELATED TO THE FUNDING OF B-TOP.

IT'S ONE THICK TO PUSH TO THAT V.R. OFFICERS IN OUR BUSINESS DISTRICT AND THEN TO GET THE MONEY IN THE PROCESS, LISA WAS INSTRUMENTAL SO, LISA, THANK YOU VERY MUCH FOR YOUR HELP WITH

RESPECT TO THAT.
ADDING TO COUNCILOR MEJIA'S
REQUESTED, WITH RESPECT TO
DISTRICT NUMBERS AND
DEMOGRAPHICS CAN WE ALSO ADD TO
THAT NOT JUST LANGUAGE BUT
GENDER RACE AND ETHNICITY AND
THE COMBINATION OF THE DISTRICTS
AND THE SPECIALIZED UNIT OF THE
GANG DRUG UNIT, CAN WE ALSO ADD
THAT TO THE REQUEST.
I KNOW COMMISSIONER YOU HAD --
>> NO PROBLEM AT ALL.
>> THANK YOU COMMISSIONER.
ON THE HAIR TEST PIECE I WANT
YOU TO NOW, I FULLY SUPPORT ANY
WAY I CAN YOUR WORK TO GET RID
OF THAT.
I JUST WANT TO PUT THAT ON THE
RECORD, ANYTHING I CAN DO FROM
WHERE I SIT AND I THINK
COUNSELOR JANEY FEELS THE SAME
WAY.
ANYTHING I CAN DO, LET ME KNOW
THERE.
ON THE FIO DATA I APPRECIATE MY
COLLEAGUE'S COMMENTS ON THAT,
AND THANK YOU, SUPERINTENDENT
LONGING FOR FLAGGING IT.
THE REASON SOME COLLEAGUES
DIDN'T SATISFY ALL OF THE DATA
IS BECAUSE IT DIDN'T GO THROUGH
THE CLERK'S OFFICE.
IT WAS POSTED ON THE SITE AND WE
CAN MAKE PEOPLE SEE THAT AND
THAT WAS THE HICCUP THERE.
JUST FLAGGING THAT.
AND I WON'T GO BACK THERE GIVEN
MY COLLEAGUE'S QUESTIONS AND
FOLLOW-UP GIVEN THE TIME
CONSTRAINTS.
AND LASTLY I THINK -- I CARE
DEEPLY ABOUT DIE VERSE TEE,
INCREASING THE NUMBER OF WOMEN
AND PEOPLE OF COLOR ACROSS THE
DEPARTMENT.
AND YOU KNOW, SPENDING TIME WITH
GASKINS WHO IS DOING INCREDIBLE
WORK.
I THINK HE -- MY THINKING AROUND
THAT IN TERMS OF WHAT HE IS
DOING.
BUT MY SPECIFIC QUESTION IS,
BECAUSE WE STILL HAVE WORK TO DO

THERE AND THIS COULD BE A FOLLOW-UP, WHAT ARE MORE OF THE SPECIFIC STRATEGIES?

I DO THINK THE ELEPHANT IN THE ROOM IS CIVIL CERTS SERVICE AND THIS WAS GOING TO BE A QUESTION NOT JUST FOR THE POLICE DEPARTMENT, BUT ALSO FOR FIRE. BECAUSE IT'S JUST DIFFERENT. AND I KNOW THE POLICE DEPARTMENT HAS CADET PROGRAM, FIRE, LEGISLATION THAT HAS TO GO THROUGH THE STATE HOUSE. BUT YOU KNOW, HAS THERE BEEN ANY STUDY ON THE IMPACT OF CIVIL SERVICE ON OUR RECRUITMENT OR PROMOTION PROCESS?

>> I'M NOT AWARE OF ANY STUDY BUT I KNOW --

>> AND I ONLY MENTION THAT BECAUSE IN OUR HEARINGS, THE COMMISSIONER EVANS, YOUR TEAM AND YOU COMMISSIONER, WE TALK ABOUT THIS AND THERE WERE DIFFERENT SUGGESTIONS THAT CAME UP AND AT DIFFERENT HEARINGS WE HAD ALL THE STAKEHOLDERS YOU COULD THINK ABOUT, INCLUDING FOLKS FROM THE VETERAN'S COMMUNITY, THIS IS FOR ME, HOW DO WE GET OUR DEPARTMENTS TO BE MORE REFLECTIVE OF THE CITY OF BOSTON DEMOGRAPHIC AND NOT JUST PUBLIC SAFETY, RIGHT, ALL OF OUR DEPARTMENTS.

5

AND I THINK YOU GUYS HAVE A UNIQUE SITUATION WITH CIVIL SERVICE AND SO WE CONTINUE TO SORT OF PUSH FOR WHAT IT COULD LOOK LIKE TO STUDIED IMPACT. THERE'S SOME POSITIVE THAT CIVIL SERVICE OFFERS IN TERMS OF COST OF EXAMS AND ALL OF THAT, AND THERE MIGHT BE SOME POTENTIAL BARRIERS BUT WE DON'T KNOW; RIGHT.

SO I JUST WANTED PUT THAT ON THE RECORD.

I WANT TO BE MINDFUL OF THE OTHER DEPARTMENTS.

SO MY LAST QUESTION JUST HAS TO DO WITH THE TRAFFIC DATA ANALYSTS POSITION.

THAT IS HAS THAT PERSON BEEN

HIRED AND HOW IS THAT GOING AND THEN LIKE -- IF I COULD SAVE MY QUESTIONS OR OTHER DEPARTMENTS. THANK YOU GUYS.

STAY SAFE AND HEALTHY AND THANK YOU FOR ALL YOU DO.

>> AND FIRST OF ALL YOU MENTIONED THE CADET PROGRAM. THAT'S BEEN INSTRUMENTAL IN HELPING US DIVERSIFY THE BOSTON POLICE DEPARTMENT: AS YOU CAN SEE FROM THE PAST PROGRAMS THAT WE HAVE HAD, THE PROGRAMS BEING THE CADET PROGRAM, WE'RE ABLE TO REACH OUT TO EACH AND EVERY SECTION OF THE CITY AND WE HAVE THOSE SECTIONS OF THE CITY REPRESENTED IN OUR CADET PROGRAM.

TAKE THE -- ARE -- OUR CADETS TAKE THE CIVIL SERVICE EXAM AND GO RIGHT INTO THE BOSTON POLICE DEPARTMENT AND IT HELPS WITH OUR DIVERSITY ON THE JOB.

CADETS THAT ARE CURRENTLY IN THE 20/20 CLASS WE HAVE SIX MALES, TWO AFRICAN-AMERICANS, TWO LATINO, AND TWO WHITE AMERICAN, ALL BOSTON POLICE CADETS.

6

WE HAVE A TOTAL OF 56 POLICE CADETS NOW, 37 MALE, 19 FEMALE, 21 AFRICAN-AMERICANS, ONE ASIAN AMERICAN, AND 12 LATINA AMERICANS AND 22 WHITE AMERICANS.

SO AS YOU CAN SEE THE CADET PROGRAM IS THE WAY TO GO.

THERE ARE CONSTRAINTS BECAUSE OF THE CIVIL SERVICE PROCESS BUT THE CADET PROGRAM IS WHAT IS HELPING THE US DIVERSIFY.

AND I CAN PROVIDE YOU WITH MORE OF A BREAKDOWN OF THE TOTAL BOSTON POLICE DEPARTMENT AS PERTAINS TO OUR DIVERSITY WITHIN THE SWORN RANKS.

I DON'T THINK TIME WOULD A LOT FOR ME TO GO OVER ALL OF THE CATEGORIES IN PLACE.

>> THANK YOU VERY MUCH.

>> I SEND YOU THAT THROUGH EMAIL.

AND I WOULD LOVE TO HAVE A DISCUSSION WITH YOU AS WELL

ABOUT, AGAIN, HOW YOU CAN HELP US RECRUIT.

IT SHOWS THAT WE ARE WORKING TOGETHER WITH ALL OF OUR CITY COUNCILORS AND THE PEOPLE IN THE STREETS SEE THAT IN OUR COMMUNITIES AND THEN THEY KNOW THEY'RE WELCOMING THE BPE AND PART OF THAT HAS TO DO WITH THE MESSAGING FROM THE CITY COUNCILORS AS WELL.

>> THANK YOU COMMISSIONER.

>> THANK YOU VERY MUCH.

I THINK, COUNSELOR FLYNN, ARE YOU HERE?

>> IF TIME DOESN'T ALLOW I KNOW IT WOULD BE EASIER TO EMAIL.

HE I KNOW YOU HAD A REQUEST BUT I'M NOT SURE IF YOU GOT A REQUEST TO THAT.

>> WE INVITE AND WILL WANT ONE.

I KNOW IT'S OF INTEREST TO THE A NUMBER OF COUNSELORS.

COUNCILOR FLYNN?

7

I THINK THE COUNCILOR NOW WE MAY BE JUMPING TO.

>> I WILL KEEP IT BRIEF BECAUSE I KNOW WE HAVE A NUMBER OF OTHERS -- --

>> CAN YOU HEAR ME.

>> WE CAN HEAR YOU.

>> I KNOW THERE ARE A NUMBER OF OTHER PUBLIC SAFETY DEPARTMENTS THERE SO I WILL KEEP IT BRIEF.

I WILL START WITH AGAIN A THANK YOU FOR YOU AND YOUR TEAM FOR THEIR EXCEPTIONAL SERVICE, PARTICULARLY DURING THESE TRYING DAYS.

AND MY QUESTION -- I THINK YOU ALLUDED TO IT DURING THE FIRST ROUND, SUPERINTENDENT BASKIN AND I WERE TALKING ABOUT THE SUMMER PROGRAMMING AND WAYS -- KATE YOU HAD TEASED THE IDEA OF JOB POSITIONS AND I APOLOGIZE IF YOU TALKED ABOUT IT WITH THE SPEAKER, AND CAN YOU TALK BRIEFLY ABOUT SOME OF THE JOB OPPORTUNITIES SATTELLITED FOR IT IS, FOR OUR YOUTH?

>> SO AGAIN, YOU KNOW ONE OF THE MOST IMPORTANT THINGS THAT HE HAS TO LOOK OUT FOR GOING

FORWARD INTO THE SUMMER IS THE PROGRAMS, INITIATIVES AND JOB OPPORTUNITIES FOR THE YOUTH IN THE CITY.

WE ARE DEFINITELY WORKING THROUGH ON THAT.

WE HAVE A GREAT RELATIONSHIP WITH BOSTON CENTER FOR YOUTH AND FAMILY.

AS WELL AS THE CITY CABINETS AND FINDING, AGAIN, FUNDING FOR PROGRAMS, INITIATIVES AND JOB OPPORTUNITIES.

THE BUREAU OF COMMUNITY ENGAGEMENT HAS DONE A GREAT JOB AND ONE OF THE PROGRAMS THEY HAVE IS WE BELONG.

WHICH TO LIKE TO TURN IT OVER SUPERINTENDENT BASTIAN BECAUSE SHE HAS UNIQUE OPPORTUNITIES FOR THE YOUTH IN BOSTON.

8

>> THANK YOU AND SO WE GOT 20 POSITIONS, PAID POSITIONS FOR THE SUMMER THAT WE'RE RIGHT NOW GOING THROUGH THE HIRING PROCESS FOR THE "WE BELONG" PROGRAM.

AND THAT'S GOING TO BE PAID. WE HAVE A 15 SLOTS FOR ALL OF THE HOUSING DEVELOPMENTS. THAT'S ONE.

KIDS OVERCOMING PRESSURE, AND WE HAVE 12 SLOTS AND WE WILL CONTINUE THE WOMEN IN BLUE CSI CAMP AND WE'RE GOING TO DO THAT VIRTUALLY AND BE WORKING WITH THE BOYS AND GIRLS CLUB LEADERSHIP PROGRAM.

WE HAVE VERY WELL CONNECTED AND HAVE OVER 100 OR 150 KIDS SIGNED UP AND THAT ARE GOING TO BE WORKING WITH US.

SO WORKING WITH BCYF AND COMMISSIONER MORALS IS IMPORTANT AND WE'RE WORKING HAND IN HAND. WE'RE JUST WAITING TO SEE HOW THE PROGRAM IS GOING TO OPERATE, WHATEVER OF THE RESTRICTIONS ARE GOING TO BE.

BUT WE'RE STILL GOING TO CONTINUE TO WORK ALL OF THOSE PROGRAMS, AND THEN ALL OF THE PARTNERSHIPS THAT WE HAVE, LIKE YOU SAID, IN THE COMMUNITY CENTER, WE'LL JUST HAVE

AMENDMENTS SO WE ARE ALL SITTING
DOWN AT THE TABLE ALREADY.
WE'RE JUST WAITING TO SEE HOW
THEY'RE GOING TO BE CARRIED OUT.

>> THAT'S TERRIFIC.

AND IS THE DEADLINE PAST FOR
APPLICATION?

>> NO.

THEY EXTENDED THE DEADLINE.
SO SOME KIDS ARE SHOOTING GOING
WITH THE MAYOR'S OFFICE.

>> SO THEY JUST APPLIED THROUGH
SUCCESS LINK.

>> THE COUNCILOR WE LIKE TO ADD
ONE THING.

WE HAVE A RELATIONSHIP WITH PINE
MAN NOR COLLEGE SO THERE'S A
PAID INTERNSHIP PROGRAM AS WELL
WITH PINE MAN NOR COLLEGE AND
WE'RE LOOKING AT HOW WE'RE GOING
TO MOVE FORWARD, VIRTUALLY OR
NOT WITH OUR BOSTON TEAM
ACADEMY.

9

THAT'S A PAID PROGRAM WE HAVE A
PAID PROGRAM INTERNSHIP WITH
ROXBURY COMMUNITY COLLEGE AS
WELL.

SO IT'S NOT JUST THE TANK THAT
WE ALSO HAVE TO FACTOR IN WHERE
WE'RE DOING FOR FOLKS THAT ARE
COMB AGE AS WELL.

SO WE'RE DOING ALL AGE GROUPS.
AND IT'S THE BOSTON CENTER FOR
YOUTH AND FAMILY, BPD.

CITY OF BOSTON YOU CAN KNOW THAT
WE ARE ALL WORKING TOGETHER.

MAYOR WALSH KEEPS US ON POINT
AND AGAIN ONE OF THE MAJOR
POINTS UNDER HIS AGENDA IS TO
FIND THINGS FOR OUR YOUTH TO DO
THIS SUMMER.

AND WE'RE ALL WORKING ON THAT
AND WE INVITE YOU AS WELL TO
PROVIDE US WITH ANY
OPPORTUNITIES THAT WE CAN HELP
YOU OUT WITH.

>> I CAN THINK OF A NUMBER OF
PEOPLE IN MY DISTRICT THAT WOULD
BENEFIT IMMENSELY AND IT'S
IMPORTANT FOR -- A IT OFFERS
YOUNG PEOPLE A GOOD PAYING JOB
DURING THE SUMMER AND EP, B, IT
HELPS REALLY CONTINUE TO ADDRESS
AND SPEAKING SPECIFICALLY ABOUT

THE SUMMER JOBS WITH BPD OR BPD
AFFILIATES TO BUILD
RELATIONSHIPS BETWEEN OUR LAW
ENFORCEMENT OFFICIALS AND
MEMBERS OF THE COMMUNITY.
AND C IT HELPS US POTENTIALLY
SPARK AN INTEREST FOR THE YOUNG
PEOPLE WHO MAY ACID THEY WANT TO
PURSUE A CAREER IN LAW
ENFORCEMENT.
TO PROMOTE YOUNG BOSTONIANS TO
SERVE.

10

I'M GOOD HEAR THAT HAS GROWN
BECAUSE OF ALL OF YOU.
AND MY LAST QUESTION -- I SAID I
WOULD BE BRIEF -- IT'S MORE OF A
PLUG -- AS THE CAPTAIN KNOWS WE
HAVE SEEN GREAT CAPITAL
IMPROVEMENTS TO THE E5 STATION
AND NEW PAINT, NEW SIGNAGE,
LOOKING SHARP, AND WE LOVE YOU
AND THANK YOU FOR THAT
COMMISSIONER.
JUST ADD IT'S NOT PUT IN THIS
YEAR'S BUDGET BUT I'M GOING TO
MAKE A PLUG FOR E13 TO SEE
CAPITAL IMPROVEMENT IN THE YEARS
AHEAD, NOT INCLUDING THIS YEAR
BUT HOPEFULLY NEXT YEAR WE CAN
BEGIN THE PROCESS TO GIVE
SUPPORT TO THE E- 13 STATION.
THANK YOU.

>> THANK YOU FOR YOUR SUPPORT.
MUCH APPRECIATED.

>> THANK YOU COUNSELOR O'MALLEY.
JUST UP IS APPROXIMATE COUNSELOR
GEORGE.

>> THANK YOU TO MY COLLEAGUES
FOR IN-DEPTH QUESTIONS THIS
MORNING.

>> WHICH ALL OF RUSS ON BOARD
MAKING SURE WE HAVE A CRASH
ANALYST.

SOMETHING WE TALKED ABOUT IN
LAST YEAR'S BUDGET, AND I
BELIEVE IN THE YEAR BEFORE
BUDGET BUT WHAT WOULD I LIKE TO
TALK ABOUT IS JUST BRIEFLY SOME
OF THE NEEDS OF THE CRIME LAB
FOR THE BOSTON POLICE DEPARTMENT
AS IT STANDS NOW AND WHAT YOU
POSSIBLY ENVISION THE CRIME LAB
LOOK LIKE IN THE FUTURE.
I DO UNDERSTAND AND APPRECIATE I

HAVE A STANDING HEARING ORDER ON THIS TOPIC BUT I WOULD LOVE TO SEE AND HEAR ABOUT THE GENERAL NEEDS THROUGH YOUR DESCRIBE LAB DIVISION.

>> OK.

SUPERINTENDENT DONOVAN IS SUPERINTENDENT OF THE BUREAU OF INVESTIGATIVE SERVICES OR FORENSICS GROUPS ARE ALL UNDER HIM, AND I CAN HONESTLY SAY THOSE GROUPS WORK VERY HARD IN MAKING SURE ANY CASES THAT WE INVESTIGATE ARE BROUGHT THROUGH TO FRUITION SO WE CAN BRING JUSTICE TO THE VICTIMS SUPERINTENDENT DONOVAN?

11

>> YES.

THANK YOU, COUNCILOR.

YOUR QUESTIONS AND YOU KNOW FOR PAYING ATTENTION TO THE NEEDS OF OUR FORENSICS GROUP.

THE FORENSICS GROUP DO AN OUTSTANDING JOB DAY IN AND DAY OUT DOWN THERE.

WE REALLY DEPEND ON THEM TO.

IT'S CRUCIAL TO OUR COURT PROCEEDINGS.

SO WE JUST ADDED FOURTH POSITION.

THREE HAVE BEEN FILLED THUS FAR. THE COVID SITUATION PUT US BEHIND THERE.

A FORM WAS FILLED.

BUT THAT PERSON BACKED OUT AND WE HAD TO START THE PROCESS OVER AGAIN.

ASIDE FROM THE NEEDS OF THE LAB, THE LAB DAY CARE IT'S ALL ABOUT SPACE FOR THEM AS WE GO FORWARD, YOU KNOW, WE'RE GOING TO NEED THE MOST MODERN EQUIPMENT.

AND TECHNOLOGY AND WE'RE GOING TO NEED ADDITIONAL STAFF.

AS YOU KNOW YOU HAVE BEEN DOWN INTEREST AND LOOKED AND WE'RE TALKING ABOUT IT BUT NEXT YEAR WE HAVE TO FOCUS ON GETTING THAT DONE.

CERTAINLY FIVE YEARS OUT FROM NOW THE NEED IS ABSOLUTELY GOING TO BE THERE FOR THE NEED FOR ADDITIONAL SPACE GOING FORWARD. AND I APPRECIATE YOUR HELP IN

THAT GOING FORWARD.

>> WE'RE TAKING IN A STUDY OF
WHAT IT LOOK LIKE TO MOVE THE
FURTHEST PART OF THE GROUPS TO
THE FIRST FLOOR SO WE'RE LOOKING
AT THAT AS WELL.

12

WEEKEND BUILD-OUT.

AND I WOULD LIKE TO THANK YOU
FOR YOUR ADVOCACY AND YOU KNOW
THE WORK THAT WE DO HERE AND THE
IMPORTANCE OF HAVING' ACCREDITED
FORENSICS GROUP.

IT DEFINITELY NEEDS MORE
STAFFING BUT WITH THAT --

>> YOU DO, COMMISSIONER, YOU DO
HAVE, AND SUPERINTENDENT
DONOVAN, A LAB THAT IS FULLY
ACCREDITED, NATIONALLY AND
GLOBALLY RENOWN AND REDOES
SETTLE THE STANDARD AND SET THE
BAR FOR WHAT FORENSICS STUDIES
AND CRIME LAB SHOULD BE.

OUT0 MAKE SURE THANK YOU FOR THE
RESOURCES YOU NEED TO REALLY
HELP THE RESIDENTS HERE IN THE
CITY OF BOSTON AND I THINK AT
THE VERY LEAST WE SHOULD BE --
AND I WILL CONTINUE TO ADVOCATE
FOR A STUDY TO REVIEW THE NEEDS,
THE FULL NEEDS OF A CRIME LAB
AND THE FULL NEEDS FOR YOUR
EFFORTS ON BEHALF OF ALL OF OUR
RESIDENTS.

MY UNDERSTANDING IS THERE WAS AN
OLD STUD DOWN AND WE WILL HAVE
TO DUST THAT OFF AND REFRESH IT
A LITTLE BIT NOR MODERN TIMES.
AND WE RECOGNIZE THE NEED FOR
OUR RESIDENTS.

>> WE WILL HAVE WILL HAVE TO DO
THAT SOON.

TRUST ME.

>> GOOD.

THAT WORK IS JUST AHEAD OF US
AND WE WILL GET TO IT.

>> I DON'T HAVE ANY FURTHER
QUESTIONS POUR YOU TODAY BUT DO
I WANT TO GIVE A SPECIAL THANKS,
AND MOST OF MY COLLEAGUES HAVE
DONE THAT OR SPECIAL RECOGNITION
TO THE NEED OF THE OFFICE OF
COMMUNITY ENGAGEMENT AND HER
WORK NOT JUST BECAUSE SOMETIMES
SHE ENGAGES ME IN THE SOCIAL

13

MEDIA EFFORTS WHICH I GLADLY AND HAPPILY DO MY BEST TO ENGAGE IN MYSELF BUT JUST TO APPRECIATE HER EFFORTS ESPECIALLY ON BEHALF OF THE YOUNG WOMEN IN THE CITY OF BOSTON AND THE WAY SHE'S BECOME A ROLE MODEL FOR THEM. SO THANK YOU FOR ALL YOU DO THERE.

AND LOOKING AT MY NOTES I WANT TO ECHO -- I BROUGHT IT UP IN OUR INTERNAL WORKING SESSION WITH THE COUNSEL AND COUNCIL JANEY BROUGHT IT UP MAKING SURE WE HAVE ACCESS FOR THE MEN AND WOMEN OF BOSTON EMPLOYEES, AND THAT MENTAL HEALTH IS IN EQUAL PARITY WITH PHYSICAL HEALTH AND I WANT TO ECHO COUNSELOR JANEY' COMMENTS ON THAT AND DOUBLE DOWN ON IT.

THERE ARE DISH CONCERNING AND I DON'T THINK MY COLLEAGUES FROM SOUTH BOSTON BROUGHT IT UP IN THIS SESSION, BUT THE SEAPORT COVERAGE, I'M NOT SURE WHAT IT WOULD MEAN FOR AN ADDITIONAL INVESTMENT TO MAKE SURE THAT WE HAD ENOUGH POLICE OFFICERS TO ALSO COVER THE SOUTH BOSTON WATERFRONT, ALSO KNOWN AS THE SEAPORT, AS WE OFTEN SET UP AGAINST OUR STATE PARTNERS IN THE GEOGRAPHICAL AREA.

>> YOU DO HAVE PARTIAL COVERAGE HE.

>> IT WILL COME UP IN TODAY'S HEARING AND THAT'S IT FOR ME MADAM CHAIR.

THANK YOU.

>> GREAT.

THANK YOU.

COUNSELOR BRADEN AND THEN IT WILL BE COUNCILOR MEJIA?

>> THANK YOU.

OK.

WHERE WERE WE.

THANK YOU.

I WANT TO REITERATE MY CONCERN -- THE CONCERN ABOUT THE TRAFFIC ANALYST CRASH AND ANALYST, I THINK THAT IS REALLY IMPORTANT.

IT'S VERY DIFFICULT FOR

MODIFICATIONS TO -- AND I THINK THAT'S REALLY IMPORTANT. THE HE -- ALSO IN TERMS OF ELDERS IN IT NEIGHBORHOOD, WE HAVE -- INCREASINGLY ELDERLY POPULATION AND WE HAVE AN INCREASING NUMBER OF DEMENTIA. I JUST IS HAVE A QUESTION -- I HAVE A BACKGROUND IN GERIATRIC CARE AND I HAVE A QUESTION ABOUT TRAINING FOR YOUR STAFF AND OFFICERS AND DEALING WITH WONDERS AND IT'S A MENTAL HEALTH ISSUE BUT A PARTICULARLY SENSITIVE ISSUE WITH REGARD TO ELDERS WHO ARE MAYBE LOSING THEIR COGNITIVE ABILITIES WITH REGARD TO DRIVING OR GETTING LOST IN THE NEIGHBORHOOD OR THEY'RE INVADING OUR PEOPLE'S PROPERTY AND THINGS LIKE THAT. IS YOUR STAFF TRAINED IN HOW TO HANDLE THOSE SITUATIONS?

>> SO IN REGARDS TO THE ELDERLY, UNDER THE BUREAU OF COMMUNITY ENGAGEMENT, NOT ONLY ENGAGE WITH THE YOUTH BUT THE ELDERLY AS WELL.

AND WE APPRECIATE OUR PARTNERSHIPS BECAUSE THAT'S WHERE OUR TRAINING COMES FROM AND REALIZING WHAT WE NEED TO DO TO BE SUCCESSFUL AND WORKING WITH THE FAMILIES WHOSE FAMILY MEMBERS SUFFER FROM DEMENTIA. THIS IS PARTIALLY COVERED IN THE COMMUNITY INNOCENT PIECE UNDER OUR ACADEMY CURRICULUM.

>> THAT'S GOOD TO KNOW. IT'S LIKE -- YOU DEAL WITH SO MANY DIFFERENT TYPES OF PEOPLE WITH SO MANY DIFFERENT CHALLENGES ON A DAILY BASIS AND I'M JUST THINKING -- WE HAVE AUTISM, DEMENTIA AND WE ARE CONSTANTLY BEING EDUCATED OR REEDUCATED ABOUT WHAT IS GOING ON WITH FAMILIES AND PERSONS IN NEED IN OUR COMMUNITIES.

>> VERY GOOD. THANK YOU.

>> AND SOMEONE ELSE MAY HAVE COMMENTED ON THIS. IN TERMS OF YOU WERE OVER TIME,

\$78 MILLION IN OVER TIME AND THEN 71 MILLION FOR DETAIL PAY, IT SEEMS -- DO YOU NEED MORE OFFICERS OR WHY IS THE OVERTIME SO HIGH.

>> YES, I DO NEED MORE OFFICERS.

>> AND THAT WOULD HELP DECREASE THE NEED FOR SO MUCH OVER TIME, DO YOU THINK?

>> I BELIEVE SO.

>> AND HOW MANY OFFICERS IS YOUR FAIR ESTIMATION OF HOW MANY OFFICERS YOU MIGHT NEED.

>> HERE IS SOMETHING I'D LIKE TO DO AND TALK WITH YOU OFFLINE ABOUT THAT.

HERE IS WHY.

OFTENTIMES WHEN WE DISCUSS THE STRENGTHS OF OUR POLICE DEPARTMENT, SOME PEOPLE MAY TAKE THAT AS A WEAKNESS.

AND YOU HEARD ME TALK ABOUT --

>> I NEED MY COMPUTER CHARGED AS SOON AS POSSIBLE.

>> SOMEONE JUST --

>> THAT'S COUNCILOR MEJIA.

>> SORRY.

I WOULD BE HAPPY TO CUSS THIS ANOTHER TIME OFFLINE.

IT SEEMS LIKE WITH SUCH EXCESSIVE LEVELS OF OVER TIME IT BEGS THE QUESTION IF YOU NEED MORE STAFF.

>> AND OUR ATTRITION RATE, THE POPULATION OF THE CITY GROWING, THE COST OF THE SERVICE -- WE HAVE TO MAKE SURE THAT WE'RE HANDLING OUR DUTIES AND RESPONSIBILITIES AND MAKING SURE OUR NEIGHBORHOODS ARE SAFE AND THAT WE'RE FIGHTING FOR SERVICES THAT ARE NEEDED IN BOSTON.

16

>> IT SHOULD HAVE COME UP RECENTLY, WE HAVE A MOBILITY STUDY AND THEY DID SPEED ANALYSIS ON SOME OF OUR RESIDENTIAL STREETS, AND IT WAS SHOCKING TO FIND THAT THERE WAS SOME NARROW RESIDENTS OF STREETS WITH PEOPLE DOING FORTY MILES PER HOUR ON AND THEY'RE NOT RESIDENTS OF BOSTON. THEY'RE FOLKS COMING THROUGHOUT THE NEIGHBORHOOD TO GET DOWNTIME

QUICKER AND.

YOU KNOW TIMES OF TRAFFIC ENFORCEMENT, AND I DON'T KNOW WHERE ARE WE AT WITH MEETING THAT NEED?

AND I RIGHT NOW IN THE COVID HE CRISES HEAR HEARING REPORTS OF SPEEDING AT WELL.

>> RIGHT NOW, THE BP, WE HEAR ALL OF YOU AS PERTAINS TO TRAFFIC AND TRAFFIC ENFORCEMENT. WE HAVE A MOBILE OPERATIONS DIVISION, A MOTORCYCLE OFFICERS AND WE PLAN ON UTILIZING THEM AS WELL'S DISTRICT PERSONNEL. WE VERY THINGS THAT WE CALL -- OR UNITS THAT WE CALL OUR TRAFFIC ENFORCEMENT UNITS IN EACH DISTRICT, AND WE'RE EVEN LOOKING AT TRAINING BOSTON POLICE CADETS TO HELP WITH TRAFFIC IN CERTAIN MAJOR INTERSECTIONS THROUGHOUT THE CITY.

BUT AS PERTAINS TO TRAFFIC ENFORCEMENT, PROBABLY OPERATIONS, COMING UP WITH A PLAN TO WORK HAND IN HAND WITH OUR DISTRICTS FOR TRAFFIC ENFORCEMENTS.

WE'RE LOOKING AT CREATE A SPECIALIZED UNIT FOR THAT.

>> GOOD.

BECAUSE PEDESTRIAN SAFETY AND BICYCLE SAFETY IS -- WE ARE ALL ROAD USERS AND OF THE CAR HAS BEEN KING SO LONG AND NOW IN THE POST COVID SCENARIO WE'RE ANTICIPATING MORE PEOPLE CYCLING AND MORE PEOPLE -- MORE PEDESTRIANS, SO ANYTHING WE CAN DO TO IMPROVE THIS WOULD BE APPRECIATED.

>> I WOULD BE REMISS IF WE DIDN'T MENTION THAT, WE HAVE CONCURRENT JURISDICTION WITH THE TRANSIT POLICE AND THE STATE POLICE ARE WORKING HAND IN HAND AS WE DID IN SOUTH BOSTON ARREST A TRAGIC WHERE A TODDLER WAS STRUCK AND KILLED.

SO I WANT YOU TO KNOW WHEN IT COMES DO OUR PARTNERING AGENCIES AS WELL WE'RE WORKING HAND IN

HAND WITH THEM IN OUR
JURISDICTIONS CROSSED.
SO -- AND RELATIONSHIPS.

>> THAI.

THANK YOU COMMISSIONER.

>> YOU'RE WELCOME.

>> GREAT.

THANK YOU VERY MUCH.

COUNCILOR MEJIA AND THEN
COUNSELOR BAKER.

>> SORRY ABOUT THE LITTLE
DISRUPT RUSSIAN.

MY DAUGHTER AND I ARE SHARING
THE SAME CHARGER AND I WASN'T
GOING TO BE ABLE TO ASK MY
QUESTIONS IF I DIDN'T GET HER TO
BRING THE CHARGER RIGHT AWAY.
AGAIN I WANT TO THANK
COMMISSIONER AND YOUR WHOLE
ENTIRE TEAM.

I ECHO THE SENTIMENTS IN TERMS
OF THE TRAUMA THAT OUR COMMUNITY
IS FACING AND I KNOW THE SAME
TRAUMA YOUR OFFICERS ARE DEALING
WITH AND I FELT FOR AIL OF THE
THINGS HAPPENING IN OUR
NEIGHBORHOOD SO I REALLY DO
APPRECIATE YOUR RESPONSE AND
TAKING THE TIME TO BE WITH US
HERE TODAY.

>> I'M GLAD WE HAVE A TRAUMA
RESPONSE TEAM FROM THE CITY AS
WELL HELPING OUT.

>> THANK YOU.

18

>> I JUST HAVE A FEW QUESTIONS.
JUST A FOLLOW-UP.

JUST CURIOUS ABOUT THE SSY
FUNDING.

I'M ALSO CURIOUS WITH A
FOLLOW-UP ON MY PREVIOUS
QUESTIONS ON THE DATABANK
SYSTEM, HOW ARE THOSE VALUES OR
THOSE POINTS DETERMINED, LIKE
HOW WE FIGURE THOSE THINGS OUT,
LIKE, FOR EXAMPLE, IS ADMISSION
WORTH TWICE THAT WITH THE
INCIDENT REPORT.

AND WITH REGARD TO THE DIVERSITY
IN THE CADET PROGRAM AND
COLLECTION OF DATA ON NONBINARY
AGENDAS AND AND SEXUAL
ORIENTATION, I'M WONDERING WHAT
INFORMATION IS PROCURED THERE,
AND I'M ALSO JUST CURIOUS IN

GENERAL IN TERMS OF COMMUNITY ENGAGEMENT.

WHAT CAN -- I KNOW I SEE OFTENTIMES EVERYONE THINGS HE EITHER THE CITY IS RESPONSIBLE FOR SOLVING EVERYTHING BUT I THINK ONE OF THE THINGS I HEAR A LOT FROM YOU IS THE ROLE THAT THE COMMUNITY PLAYS IN HELPING TO SOLVE SOME OF THESE INCIDENTS THAT ARE HAPPENING HAD IN OUR COMMUNITY, AND I'M CURIOUS WHAT, IF ANYTHING,S WE WOULD BE DOING ON THE COUNSEL TO HELP SUPPORT MAKING SURE THAT THE COMMUNITY UNDERSTANDS THEIR ROLE IN SPELLING UP.

I THINK SOME OF THE PEOPLE ONLY SPEAK UP BECAUSE THEY DON'T FEEL SAFE OR CONFIDENT, AND BEING ABLE TO COME OUT WITH MORE INFORMATION AND I'M CURIOUS WHAT, IF ANYTHING, WE CAN DO TO HELP SUPPORT THAT PROCESSUAL HAD.

>> WITH ANSWER TO THE SY, IT'S VERY EXTENSIVE.

I DON'T KNOW IF YOU WANT TO DISCUSS THAT OFFLINE.

>> ANY HIGH LEVEL INFORMATION YOU COULD SHARE WOULD BE GREAT.

>> OK.

CRITICAL TO THE SUCCESS OF FYI, ONE OF THE MAIN COMPONENTS IS THE EARLY ENGAGEMENT OF CASE MANAGERS WITH THOSE CURRENTLY INCARCERATED BUT ELIGIBLE FOR SSY SERVICES AND AFTER ESTABLISHING A WORKING RELATIONSHIP WITH EARLY SSY PARTICIPANTS WHO ARE SCHEDULED TO RETURN TO THEIR COMMUNITY IS VERY KEY, AND CASE MANAGERS ASSIST IN THE TRANSITION WHILE CONTINUING THE PROGRAMMING ALREADY BEGUN BEHIND THE WALL. AS YOU ALL KNOW, THAT'S A POINT OF DISCUSSION SSY HELPS US OUT WITH THAT.

IN THE CASE MANAGEMENT, TEAM CONSISTENTLY VISITS SYI CLIENTS. AT SUFFOLK COUNTY WE HAVE THE HOUSE OF CORRECTION. WE HAVE A GREAT RELATIONSHIP

WITH SHERIFF TOMPKINS WHO HAS SEVERAL PROGRAMS IN PLACE AS WELL.

SO EVEN IN THE MIDST OF CORONAVIRUS WE'RE CONTINUING OUR RELATIONSHIPS IN THE SSI VISITATIONS WITH THE CLIENTS AND WE'RE JUST GOING TO HAVE TO CONTINUE THOSE RELATIONSHIPS. WE CAN'T LET COVID-19 BE A BARRIER INTO OUR SERVICES OF OUR RETURNING CITIZENS.

>> ARE YOU COLLECTING ANY DATA ON SSI?

DO YOU HAVE ANY DATA THAT YOU CAN SHARE WITH US?

>> I DO NOT AT THIS POINT BUT WE WILL GET BACK TO YOU.

>> GREAT.

I HAVE NUMBERS COMING IN. WE HAVE 70,000 THAT WAS ADDED TO SUPPLEMENT THE PROGRAMS FOR WOMEN.

>> THANK YOU.

AND I'M CURIOUS ABOUT THE GANG DATABASE.

20

AND WHEN WE COMPILE IT I'M CURIOUS ABOUT THE SUCCESS DATA OF CLIENTS, IF THERE'S ANYTHING AROUND THAT.

THAT WOULD BE HELPFUL.

BUT I'D LIKE TO GET INFORMATION AROUND THE GANG DATABASE POINT SYSTEM AND THEN I'M ALSO JUST CURIOUS ABOUT THE NONBINARY GENDER AND SEXUAL ORIENTATION DATA.

>> OK.

AND AGAIN WE HAVE DAVE CARAVAN, DO YOU WANT TO ADDRESS THAT PLEASE, DAVE.

>> YES, SIR.

GOOD MORNING COUNSELOR. IN TERMS OF THE POINT SYSTEM THAT'S USED FOR OF THE GANG ASSESSMENT DATABASE, IT'S IMPORTANT TO NOTE THAT THE GANG ASSESSMENT DATABASE IS MANAGED UNDER A DEPARTMENT POLICY REFERRED TO AS RULE 335, WHICH OUTLINES THE USE CASE AND HOW THE GANG ASSESSMENT DATABASE IS IN FACT UTILIZED ACROSS THE DEPARTMENT.

THE DEPARTMENT USES 10 POINT VERIFICATION SYSTEM TO DETERMINE WHEN AN INDIVIDUAL WILL BE CONSIDERED A GANG MEMBER OR ASSOCIATE.

.INDIVIDUAL DOES NOT HAVE A MIX MUCH SIX POINTS USING THE 10 POINT VERIFICATION SYSTEM WILL NOT BE INCLUDED IN THE GANG SETTLEMENT DID NOT.

SOMETHING IMPORTANT TO NOTE HERE THIS IS NOT AN AUTOMATED SYSTEM. THERE ARE NO TECHNOLOGY MECHANISMS THAT ARE SKINNING THROUGH REPORTS AND AUTOMATICALLY PLACING PEOPLE INTO A DATABASE BASED ON THEIR INTERACTIONS WITH OTHER PEOPLE, POLICE DEPARTMENT AND SO ON AND SO FORTH.

KEY TO THIS IS ANALYSIS CONDUCTED BY PROFESSIONALS, WELL TRAINED INDIVIDUALS WHO COLLABORATE WITH THE OFFICERS ON THE TREAT WHEN MAKING DETERMINATIONS ON WHO GETS ENTERED INTO THE SYSTEM.

21

IN ADDITION TO PUTTING PEOPLE IN THE SYSTEM, PEOPLE ARE REMOVED FROM THE SYSTEM DUE TO LACK OF ACTIVITY BECAUSE GOOD JUDGMENT IS USED ON WHETHER OR NOT SOME PEOPLE WOULD BE RECOMMENDED TO ENTER THE DATABASE NOT BE INCLUDED IN THE DATABASE DUE TO A VARIETY OF CIRCUMSTANCES SURROUNDING THEIR INTERACTION WITH THE POLICE OR MEMBERS OF THE COMMUNITY.

THIS IS NOT JUST AN AUTOMATED COMPUTER SYSTEM ALGORITHM AND THAT NEEDS TO BE POINTED OUT.

IN TERMS OF THE BALANCE OF THE POINTS, YOU ASKED THE QUESTION ABOUT SELF ADMISSION.

YES, SELF ADMISSION IS SPEAK SOMETHING THAT CARRIES FAR GREATER WEIGHT THAN THINGS IN THE DATABASE.

AND I WANTED TO POINT THAT OUT AS WELL.

>> THANK YOU.

AND SO ANY HE ANSWER WITH REGARDS THE CADET PROGRAM AND

THE NONBINARY GENDER OR SEXUAL
ORIENTATION DATA.

>> ON RECRUITMENT OF CADETS?

>> YES.

JUST CURIOUS ABOUT THAT.

>> I MENTIONED THOSE NUMBERS
EARLIER AND I CAN GIVE YOU A
HARD COPY OF THAT.

AS FOR GENDER, I DON'T BELIEVE
THAT DATA IS RECORDED AT ALL.
THAT'S SOMETHING WE CAN LOOK
INTO.

AGAIN AS I ALLUDED TO EARLIER WE
HAVE TO BE VERY RESPECTFUL OF
HOW PEOPLE IDENTIFY THEM SELVES
AND WE DON'T WANT TO JUMP THE
GUN OR JUST ASSUME THAT
SOMEONE'S ONE IDENTITY OR NOT SO
PRETTY MUCH WE WAIT FOR THOSE
FOLKS -- WE RESPECT EVERYBODY IN
THEIR ETHNICITY AND IN HOW THEY
WANT TO BE IDENTIFIED AND THEIR
GENDER AND HOW THEY WANT TO BE
IDENTIFIED.

22

SO TO US IT DOES NOT MATTER.

IF YOU WANT TO BE A BOSTON
POLICE CADET, COME ON BOARD.

IF YOU WANT TO IDENTIFY, THAT
JUST HELPS US EDUCATE FOLKS OUT
THERE THIS JOB IS FOR EVERYONE.

SO WE WAIT FOR FOLKS TO SELF
IDENTIFY.

AND AGAIN THAT HELPS US WITH OUR
MARKETING TO SHOW THAT WE'RE
DIFFERENT FROM THE DAYS OF YORE
AND THAT NO MATTER WHO YOU ARE,
YOU'RE WELCOME.

>> THANK YOU.

THANK YOU SO MUCH.

>> THANKS SO MUCH COUNCILOR
MEJIA.

NEXT UP IS COUNSELOR BAKER AND
THEN COUNCILOR ARROYO.

COUNCILOR BAKER?

>> THANK YOU MADAM CHAIR.

REALLY I WOULD JUST LIKE TO
ADVOCATE FOR GREG MAHONE AND HIS
OFFICE THERE.

THEY WERE PART OF MY BARGAINING
UNIT WHEN I WAS OVER THE
PRINTING DEPARTMENT.

I WOULD LIKE TO ADVOCACY FOR
THEM.

'S DONE A GREAT JOB OF HANDLING

YOUR PRINTING NEEDS.
AND I KNOW HE WAS SUPPORTIVE
THIS YEAR.
YOU DON'T WANT THANK YOU FOR
THAT.
IT'S SUPPORTED IN SOME OF THE
EQUIPMENT HE WANTED.
IF I COULD GET WHERE GIST
SOMEONE SEND OVER AN UPDATED --
LIKE WHAT HE WAS LOOKING FOR AND
WHAT HE GOT.
IT DOESN'T HAVE TO BE TOO
DETAILED.
AND WE'RE ALSO WORKING WITH HELP
FROM YOU AND SUPERINTENDENT HASS
AND WORKING WITH -- IF THERE ARE
ANY UPDATES ON THAT.
YOU CAN JUST EMAIL THAT TO ME.
WE DON'T NEED TO GET INTO THAT
HERE.
AND THE LAST POINT I WANTED TO
MAKE WAS, I'M AMAZED HOW WELL
BEHAVED THE CITIES HAS BEEN
DURING THIS EPIDEMIC HERE, THIS
PANDEMIC.
I DON'T KNOW HOW LONG IT'S GOING
TO LAST.
DO YOU HAVE ANY INDICATORS OF
WHAT WE MAY EXPECT DURING THE
SUMMER?
AND AT ANY TIME INDICATORS THAT
WE CAN POINT TO WHAT MAY HAPPEN.
MAYBE ARE THERE ANY NEW PLANS?
OR WHAT ARE WE GOING TO DO
DIFFERENT THIS STORM MAKE SURE
WE'RE PREPARED NOR ANY SORT OF
THICK THAT IT SHOW THINGS THAT
MAY HAPPEN OR RISE.
>> THAT'S AN EXCELLENT QUESTION.
WE DIDN'T HE FEEL HAVE TO WORK
IN PARTNERSHIP.
ONE OF THE THINGS WE DO EVERY
YEAR IS WE CREATE A SUMMER
SAFETY INITIATIVE, WORKING WITH
DR. REMOVES FAULK AND WORKING
WITH THE YOUTH AND CLERGY FOR
YOUTH AND FAMILY, AND THE BOSTON
HEALTH COMMISSION, WITH CHIEF
MARTINEZ.
WE'RE TALKING ABOUT A
PARTNERSHIP OF FOLKS THAT ARE
WELL EDUCATED AND HAVE GREAT
RELATIONSHIPS WITH THE COMMUNITY
AND THE PEOPLE WE SERVE AND THAT

23

HAVE THE ABILITY TO PROBLEM SOLVE WITH THE COMMUNITY. BECAUSE OF COVID-19 AND THE GRADUAL REOPENING OF THE CITY, WE CAN ANTICIPATE AND AGAIN THERE'S GOING TO BE A LOT OF YOUTH ON THE STREETS OF BOSTON THIS SUMMER.

THERE ARE A LOT OF PEOPLE THAT ARE UNEMPLOYED.

24

THE CITY IS UNDER A LOT OF STRESS AND WE'RE HANDLING IT WELL, BUT WHAT ABOUT THAT ONE OR TWO PERCENT THAT ARE TAKING ADVANTAGE OF THE SITUATION. WHAT ABOUT THAT ONE OR TWO PERCENT THAT HAVE ACTS OF VIOLENCE AND SEVERAL BEING RELEASED WITHOUT HAVING A JOB, A HOUSE, FOOD, FUNDING, OR ACCESS TO THE MENTAL AND PHYSICAL HEALTH THOSE ARE SOME OF THE THINGS THAT WE ANTICIPATE THAT WE WILL -- BUT WE WILL BE ABLE TO ADDRESS ANY OF THOSE PROBLEMS WITH SERVICES FROM BPD AND COMMUNITIES THAT WE SERVE. SO RIGHT NOW, WE ARE DEFINITELY ADDRESSING AN UPTICK IN THE SHOOTING AND WE'RE WORKING HAND IN HAND -- AGAIN WITH THE COMMUNITY?

>> I KEEP STRESSING THAT, BECAUSE IN THE DAYS OF YORE, HE PEOPLE WOULDN'T EVEN CALL 911. WE'RE HAVING PEOPLE CALL 911. AND HAVING PEOPLE RESPOND TO SERVICE AND IT'S HELPING US TO FACILITATE AND BRING THOSE RESPONSIBLE FOR ACTS OF VIOLENCE AND CRIMINAL ACTIVITY TO JUSTICE.

SO SAFETY INITIATIVES, PROGRAMS WITH THE BOSTON -- THE BUREAU OF COMMUNITY ENGAGEMENT, AND EVEN WITH OUR THREE OUTREACH UNIT TO HANDLE THAT POPULATION AS WELL, IT'S GOING TO TAKE A COLLABORATIVE EFFORT TO MAKE SURE THE CITY IS AS SAFE AS THEY CAN BE AND AS WELL THAT PEOPLE ARE BEING PROVIDED WITH THE SERVICES NEEDED. SO THAT'S WHERE WE ALL ARE GOING

TO HAVE TO WORK TOGETHER AND
THANK YOU FOR YOUR ADVOCACY AND
THANK YOU FOR EDUCATING YOUR
CONSTITUENTS -- YOUR
CONSTITUENCY ABOUT THE SERVICES
THAT HE HAVE IN PLACE WITH THEM.
YOU'RE A STRONG PARTNER AND WE
APPRECIATE YOU.

25

>> THANK YOU COMMISSIONER.
BY NO STRETCH OF THE IMAGINATION
DO I THINK THAT THE SAFETY --
LIKE THOSE OPERATIONS ARE JUST
ON THE POLICE.

THAT'S AS MUCH OR MORE
ON COMMUNITY US TO MAKE SURE
THAT KIDS HAVE THINGS TO DO AND
HAVE PLACES TO BE AND WE'RE
MENTORING AND TALKING TO THEM
AND MAKING SURE THAT BEHAVIORS
ARE IN LINE.

AND JUST ONE MORE THING ABOUT
YOU, COMMISSIONER, I LOVE YOUR
STORY.

GREW UP ON A FARM, CAME TO
BOSTON, CAME THROUGH THE WHOLE
SYSTEM, CADET, STARTED AS C11,
NOW YEAR'S THE COMMISSIONER AND
YOU SHOULD BE PROUD OF THAT,
THANK YOU CHIEF.

THANK YOU FOR YOUR SERVICE.
AND THANK YOU EVERYBODY AND HAVE
A GOOD REST OF THE DAY.
I'M ALL SET, MADAM CHAIR.

>> THANK YOU THANK YOU FOR YOUR
SUPPORT, COUNSELOR.
MUCH APPRECIATE IT.

>> THANK YOU COUNCILOR BARIC.
NEXT UP IS COUNCILOR ARROYO AND
COUNSELOR JANEY.
COUNCILOR ARROYO.

>> GOOD AFTERNOON.
JUST A QUICK QUESTION TO
FOLLOW-UP AGAIN ON THE OVERTIME.
IT SOUNDS LIKE MOST OF THAT
OVERTIME IS STAFFING, THERE'S A
SITUATION PEOPLE ARE MAKING UP
FOUR UNDERSTAFFING AND IT SEEMS
LIKE THERE ARE PORTIONS THAT ARE
ACTUALLY -- FOR INSTANCE THE
COURT COSTS, HOW DO WE FACTOR
THAT AS GOING DOWN, THE -- IS
THERE ANY PART OF THIS OVER TIME
THAT ISN'T IMPACTED BY STAFFING
BUT IS, RATHER, JUST GOING TO

ALWAYS BE -- THERE'S ALWAYS A COST THAT OVER TIME IS GOING TO BE THERE AND WE HAVE TO FUND THAT PORTION OF OVERTIME REGARDLESS WHAT THE STAFFING LEVELS MAY BE.

IS THERE ANY PORTION OF THAT OVERTIME THAT WOULD QUALIFY FOR THAT?

>> YOU ALSO HAVE TO FACTOR IN ALL OF THE CONTRACTURAL AGREEMENTS THAT WE HAVE, WHICH WE INCREASE IN THE OVERTIME PERCENTAGES -- EXCUSE ME -- THE PAYMENT OF THE OVERTIME. THAT FACTORS IN AS WELL AS AN INCREASE IN THE AMOUNT OF DOLLARS SPENT ON OVER TIME IS THAT, DUE TO COLLECTIVE BARGAINING, WE HAVE AN INCREASE IN OUR CONTRACT.

>> THAT'S KIND OF WHAT I'M GETTING AT.

FOR INSTANCE IF I'M NOT MISTAKEN, OFFICERS RECEIVE TIME AND A HALF MORE OR LESS FOR ALL OF THE TIME THEY STEPPED IN COURT FROM THE COLLECTIVE BARGE ANYTHING.

>> BARGE NOT THAT I CAN THINK THERE'S NOTHING WE DID DO ABOUT THAT.

THAT'S AN ARRANGEMENT WITH THE DEPARTMENT OF LABOR AND THE BOSTON POLICE UNION.

>> THAT IS TECHNICALLY AFFECTING OVER TIME COSTS?

>> YES, IT IS.

IT DEFINITELY CONTRIBUTES TO THE OVERTIME COST.

>> SO HOW MUCH OF THAT OVER TIME OF THAT 60 MILLION IS ACTUALLY SET ASIDE FOR THAT COURT COST OVER TIME -- HOW MUCH OF THAT GOES IN THE COURT CODE.

>> 10 PERCENT.

>> SO ABOUT \$6 MILLION?

>> I DON'T WANT TO MISQUOTE THE NUMBERS.

I'M GOING TO RELY ON MY EXPERT HERE, LISA.

IT'S DEFINITELY 10 PERCENT.

WE WILL GET THE EXACT NUMBERS BECAUSE WE KNOW A LOT OF PEOPLE

ARE LISTENING AND DO NOT WANT TO GIVE A NUMBER THAT IS NOT CORRECT OR FACTUAL.

>> I APPRECIATE THAT.

THANK YOU VERY MUCH FOR THAT.

THAT'S ACCURATE HERE IS MY

REASON TO ASK FOR THAT.

I WOULD LIKE TO KNOW -- I THINK

ONE OF THE SOLUTIONS FOR OVER

TIME IS HELPING YOU GETTING MORE

STAFF WOULD HELP DECREASE SOME

OF THAT OVER TIME COST.

SO WHAT I'M TRYING TO FIGURE OUT

WITH THIS BUDGET IS HOW MUCH OF

THIS HAD NOTHING TO DO WITH --

IT'S NO MATTER HOW FAR HOW MANY

STAFF YOU HAVE.

SO HOW MANY OF THIS BUDGET IS

THAT IN TERMS OF THE OVERTIME

PORTION OF IT?

SO AGAIN --

>> UNRELATED TO TASK AND JUST

CONTRACTUAL BARGAINING.

>> WE CAN GET THE NUMBERS

WRITTEN DOWN.

WE WILL HAVE TO WORK ON THAT.

LISA?

>> HE.

>> ABOUT NINE OR 10 PERCENT,

PRE-COVID-19, WE WERE RECEIVING

OVER TIME COSTS GOING DOWN.

WE MEASURE OVER TIME MORE ON

HOURS BECAUSE OF COLLECTIVE

BARGAINING AGREEMENTS AND THE

INCREASES THAT WE SEE IN THE

COSTS SO -- WE LOOK AT OVER TIME

ON THE HOURS TO SEE WHAT THE

HOURS ARE GOING DOWN, BECAUSE

EVEN IF THE HOURS ARE GOING

DOWN, THE COST MIGHT GO UP PASS

A RESULT OF COLLECTIVE

BARGAINING.

SPECIAL EVENTS IS ANOTHER AREA

OF OVERTIME THAT IS REALLY,

REALLY CONTRACTUAL WE HAVE

SPECIAL EVENTS IN THE CITY TO

MAKE SURE THE CITY STAYS SECURE

FOR SPECIAL EVENTS SUCH AS THE

MARATHON AND FOURTH OF JULY AND

THE FESTIVAL THAT WE HAVE SO

THAT REALLY IS PARTLY STAFFING

BUT NEED ADDITIONAL STAFFING TO

COVER THESE EVENTS.

>> THANK YOU.

AND IS IT POSSIBLE FOR US TO GET
A BREAKDOWN AS A COUNSELOR OR AS
A COUNSEL JUST TO GET A
BREAKDOWN OF THOSE NUMBERS THAT
YOU'RE ABLE TO LOOK AT AND
REFERENCE WITH THE CODE AND ALL
THESE DIFFERENT WAYS SO WE CAN
SEE WHAT WHEN YOU ALLOCATE THE
OVERTIME SPENDING WHAT YOU'RE
LOOKING AT AND FACTORING.

>> I JUST HAD ANOTHER SMALLER
QUESTION.

>> I JUST MEAN IN THE BUDGET AS
A WHOLE.

THERE'S SOMETHING IN THE
DEPARTMENT BUDGET 225,000 FOR A
HIRING FIRM FOR HIRING A
POSITION.

CAN WE GET DETAILS ON THAT, WHY
THE 225,000 AND WHAT THE
POSITION IS AND WHAT THAT IS.

>> COUNSELOR THAT 225, WE HAVE
OCCUPATIONAL HEALTH, WHICH
OVERSEAS THE WELLNESS OF OUR
OFFICES AND EVALUATES THEIR
INJURY AND THE TREATMENT OF
THEIR * AND GET THEM TO RETURN
TO WORK.

WE HIRE AN OUTSIDE PHYSICIAN WHO
COMES IN AND ASSISTS WITH OUR
OCCUPATIONAL HEALTH DEPARTMENT.
AND THIS YEAR WE CONTRACTED
WITH -- IT'S LIKE A HEAD HUNTING
AGENCY FOR MEDICAL
PROFESSIONALS, AND WE HAVE
CURRENTLY RIGHT NOW, WE HAVE ONE
PHYSICIAN, PROXIMATE CAUSE
PHYSICIAN IN OCCUPATIONAL
HEALTH.

WE HAVE A NURSE PRACTITIONER TO
HELP IN OUR OFFICES AND WE'RE
ACTUALLY HIRING AN EXTRA DOCTOR
AND A NURSE PRACTITIONER BECAUSE
OUR EFFORTS TO TRY TO GET
OFFICES BACK TO WORK AND MAKE
SURE THEY'RE WELL, AND READY TO
COME BACK TO WORK AND WE ADDED
ANOTHER EXAM ROOM FOR THIS AND
FOR THE EXTRA NURSE PRACTITIONER
SO WE CAN LOOK AT SOME SMALLER
INJURIES AND GET THEM IN QUICK
AND OUT AND EVALUATED AND
HEALTHY AND BACK TO WORK IN A
TIMELY MANNER.

>> THANK YOU FOR ANSWERING THAT.
AND THEN JUST FINALLY, I'M
PROBABLY GOING TO END IT HERE.
RICK, IF THEY'RE STILL
AVAILABLE, I JUST HAVE A
QUESTION FOR THEM AS TO HOW MUCH
OF THE CITY BUDGET GOES TOWARDS
THE BOSTON REGION.

WITH RESPECT TO THAT PART OF THE
BUDGET IS THE PERSONNEL COST FOR
THE BRICK.

MOST OF THE BRICK IS FUNDED BY
OUTSIDE GRANTS.

>> AND SO MOSTLY WHEN IT GOES TO
BOSTON.

>> BUT ALSO TOO SOME OF THE
ANALYSTS AND DAVE CARE DO YOU
KNOW WHAT ANY COULD SPEAK ON A
NUMBER OF THE AMISTS THAT ARE
FUNDED THROUGH GRANTS AND HIRED
THROUGH VARIOUS AGENCIES.

>> THERE ARE THE WIND CHIMES.

I WILL DO FOLLOW UP ON THAT.

I WANT TO THANK THE COMMISSIONER
FOR BEING INCREDIBLY RESPONSIVE.

AND WE TALKED TO HIM PRIVATELY
AND HE HAS BEEN INCREDIBLY
HELPFUL AND WE WILL WORK ON GET
EPIGASTRIC THE UPDATES.

AND THEN SUPERINTENDENT, ASKING
FROM A COMMUNITY ENGAGEMENT
PERSPECTIVE, YOU'RE DOING
FANTASTIC.

THANK YOU FOR BEING IN OUR
COMMUNITY AND MAKING SURE THAT
YOU'RE -- SO THANK YOU SO MUCH
FOR BOTH OF YOU FOR EVERYBODY
FOR ANSWERING QUESTIONS.

>> GREAT.

THANK YOU COUNSEL YORE ARROYO.
COUNSELOR JANEY AND FLYNN.

30

>> THANK YOU SO MUCH.

JUST TRY TO GET MY QUESTIONS IN
ORDER.

IT WAS JUST A FEW FOLLOW-UPS.

AND I APPRECIATE THAT COUNSELOR
CAMPBELL BROUGHT UP THE HAIR
TESTING AND THAT ADVOCACY AND
HOW WE CAN BE HELPFUL, HAPPY TO
DO THAT.

WHAT PERCENTAGE OF CADETS BECOME
POLICE OFFICERS?

DO WE HAVE A NUMBER.

>> I'M GOING TO GIVE YOU A

BREAKDOWN OF OUR CURRENT RECRUIT CLASS OF 5919.

BECAUSE I DIDN'T HAVE THAT SHEET IN FRONT OF ME AT THE TIME.

SO HERE ARE THE HIGHLIGHTS.

JUST 32 FEMALE RECRUIT OFFICERS.

THAT'S ONE OF THE LARGEST.

IT'S NOT THE LARGE -- IT'S THE LARGEST CONTINGENCY OF FEMALES IN THE HISTORY OF THE DEPARTMENT.

WE HAVE 10 RECRUIT OFFICERS, 13 VETERANS, MILITARY SERVICE REPORTED AND CURRENTLY SIX BOSTON POLICE CADETS.

THE PAST POLICE ACADEMY CLASSES

THE NUMBER OF CADETS HAS BEEN

HIGHER HE SEVERAL HAVE BEEN

PEOPLE OF COLOR AND FEMALE SO WE

CAN GET THOSE NUMBERS FOR YOU AS WELL.

HE THAT WOULD BE HELPFUL AND IF WE HAD IT OVER TIME FROM WHEN WE STARTED IT TO KNOW AND WHAT INVESTMENTS WE'RE MAKING IF WE SEE THE PROGRESS WE WANT TO SEE TO CONTINUE THAT GOOD GROWTH, SO I KNOW WE SPENT A LOT OF TIME ON BODY CAMERAS AS WELL AND FOR ME I WOULD LIKE TO UNDERSTAND -- SO I HEARD I COULDN'T SAY EARLIER THAT THEY'RE IN ALL 11 DISTRICTS BUT I WOULD BE HELPFUL TO KNOW WHAT PERCENTAGE OF OFFICERS ARE WEARING THEM AND HOW CLOSE WE ARE TO GETTING ALL OFFICERS.

31

AND ARE WE TALKING ABOUT ALL OFFICERS WHEN WE SAY FULL IMPLEMENTATION?

I WANT TO MAKE SURE, ONE, THAT THE LANGUAGE THAT EITHER THE COUNSEL OR YOU MIGHT BE USING MEANS THE SAME THING.

IN MY MIND, I THINK ABOUT FULL IMPLEMENTATION AND I THINK OF EVERYTHING EVERYONE.

>> THE IMPLEMENTATION OF THE OFFICERS THAT CAN WEAR THE BODY CAMERA, THIS.

YOU WOULDN'T HAVE OFFICERS ASSIGNED TO THE DRUG CONTROL UNIT WORKING IN THE UNDERCOVER CAPACITY -- I GET THAT OBVIOUSLY.

EXACTLY.

>> WE DO HAVE THE GANG UNIT AND THE GANG UNIT HAS BODY-WORN CAMERAS SO I SHOULDN'T SAY JUST THE ELEVEN DISTRICTS BUT CERTAIN SPECIALIZED UNITS AS WELL.

>> SO IF WE SAY THE 11 DISTRICTS -- POLICE OFFICERS.

>> THOSE WHO CAN WEAR AND SHOULD WEAR THAT'S APPROPRIATE, AND TRY TO GET TO 100% OF ALL OF THAT, WHERE ARE WE NOW?

SO WHAT PERCENTAGE HAVE BODY WORN CAMERAS NOW?

>> WE'RE AT 100% FOR ALL OF THAT SO EVERYONE WHO CAN AND SHOULD HAVE THEM HAVE THEM?

>> YES.

NOW, WE HAVE TO WORK ON WEARING BODY WORN CAMERAS IN OVER TIME AND THAT'S PART OF A BARGAINING ISSUE THAT WE HE HOPEFULLY WILL QUICKLY REMEDY AND PROVIDING ADDITIONAL BODY WORN CAMERAS BECAUSE THE BODY WORN CAMERAS HAVE A CERTAIN LIFE SO WE'RE HOPING TO EQUIPS OFFICERS WITH TWO OR MORE BODY CAMERAS.

>> OBVIOUSLY THERE ARE COST IMPLICATIONS FOR THAT.

I WOULD BE INTERESTED -- JUST LIKE WITH OUR CELL PHONES, TECHNOLOGY GETS BETTER THERE MAY BE INVESTMENTS WE ARE LOOKING TO MAKE DOWN THE ROAD.

CERTAINLY INTERESTED IF THERE'S ANYTHING YOU'RE THINKING ABOUT NOW.

IS THIS SOMETHING CONTRACTED OUT THAT WE HAVE TO WORRY ABOUT A CONTRACT ENDING AT YEAR THREE AND THEN WE LOOK AT A NEW CONTRACT FOR CAMERAS?

HOW DOES IT WORK?

>> WE HAVE A CONTRACT WITH AXON, AND WE'RE VERY HAPPY WITH THEIR SERVICES WHERE WERE YOU IN THAT CONTRACT?

HOW MANY YEARS IN.

>> I THINK WE'RE IN OUR FIRST --

>> GO AHEAD.

>> WHAT WE DID HAVE A PILOT PROGRAM AS WELL.

>> SO WE'RE IN THE FIRST YEAR OF

THAT CONTRACT.

AND HOW MUCH IS THAT CONTRACT FOR?

>> STAND BY.

DO WE HAVE THE NUMBER ON THAT CONTRACT?

>> BEES PURCHASED THE CAMERAS AS PART OF THE CONTRACT THAT WE HAVE WITH AXON WHO IS THE VENDOR THAT SUPPLIED US THE CAMERAS AND A WHAT ARE PAYING FOR ARE THE LICENSES AND THE MANAGEMENT OF THE DATA.

SO THAT'S WHERE THE TRUE COST IS.

PART OF THE CONTRACT THAT WE HAVE WITH THEM IS THEY WILL REPLACE THE CAMERA AFTER SEVERAL YEARS, ONCE IT MEETS ITS USEFUL LIFE AND THEN WE PAY FOR THE DATA AND THE STORAGE AND WHEN THE VIDEO GETS LOADED UP AND TAGGED ACCORDINGLY.

>> JUST THE LAST THING, AND I KNOW SOME OTHER COUNSELORS ALSO ASKED ABOUT THIS, WELL, NOT THE LAST THING -- TWO LAST THINGS.

ONE THE OVERTIME AND I APPRECIATE THE CONVERSATION THAT WE HAVE ALREADY HAD.

I WON'T ASK ADDITIONAL QUESTIONS BUT I THINK THAT IS SOMETHING IMPORTANT TO MONITOR AS WELL TOSS TO PLAN HOW TO GET THE NUMBERS DOWN AND I WANT TO AFFIRM THAT.

AND THEN JUST ON HOW WE GATHER INFORMATION, WHO THAT INFORMATION GOES TO, WHO IT'S SHARED WITH AND I'M PARTICULARLY CONCERNED AT SCHOOL LEVEL WITH OUR STUDENTS AND I HAVE HEARD OTHER COUNSELORS SPEAK TO THAT. I WOULD BE INTERESTED IN WHAT OUR PLAN IS AND WHAT DOLLAR AMOUNTS ARE GOING TO THAT BECAUSE I HAVE CONCERN ABOUT THAT, AND THEN FINALLY JUST THE UPTICK IN VIOLENCE THAT WE HAVE BEEN SEEING IN THE VIOLENCE.

I KNOW A NUMBER OF US IN OUR COMMUNITIES AND IN OUR DISTRICTS HAVE HAD DIFFERENT INCIDENTS THAT WE HAVE HAD TO RESPOND TO

AND ONE IS UNFORTUNATE,
REGARDLESS WHETHER WE'RE IN SHUT
DOWN OR DEALING WITH COVID.
WE NEVER WANT TO SEE CHILDREN OR
ANYONE HAVING TO DEAL WITH GUN
VIOLENCE AND I THINK WE'RE GOING
TO HAVE A DEEPER DIVE ON SOME OF
THESE OTHER HEARINGS AROUND SOME
OF THE GRANTS THAT COME IN SO I
WILL SAVE I GUESS QUESTIONS FOR
THERE.

BUT IF HAD YOU ANY PARTING WORDS
FOR US COMMISSIONER I WANT TO
SAY THANK YOU AGAIN TO YOU AND
YOUR TEAM IF YOU HAVE ANY
PARTING WORDS ON THE VIOLENCE AS
WELL AS THE REPORTING AND
SHARING OF INFORMATION, AND
THAT'S IT FOR --

>> IN YOUR SHARING OF
INFORMATION, WE'RE DEFINITELY
WORKING HAND IN HAND WITH THE
SUPERINTENDENT OF SCHOOLS.
AND I DON'T MEAN TRAINING SCHOOL
OFFICERS THAT ARE THERE.

34

THAT ARE NOT BOSTON POLICE
OFFICERS AND HOW THEY MANAGE
INFORMATION AS WELL TO MAKE SURE
THAT WE'RE WORKING HAND IN HAND
TO ENSURE EVERYONE'S EXPECTATION
OF PRIVACY AND THEIR PERSONAL
INFORMATION.

IT'S A DEEPER CONVERSATION.
WE ARE DEFINITELY WORKING HAND
HAD HAND.

WE CAN THROW UP IN RUMORS AND
INNUENDOES, WHICH THERE ARE
SEVERAL AND DAVE CAN SPEAK MORE
ABOUT WHAT WE'RE DOING THERE.

AND AS FOR A VIOLENCE, DO YOU
WANT TO US CONTINUE ON THAT AND
HAVE DAVE ANSWER THAT OR ME TO
CONTINUE ON WITH THE ANSWER TO
THE UPTICK IN VIOLENCE AND WHAT
WE NEED TO DO.

>> I SO HE THAT WE'RE OUT OF
TIME AND I WANT TO RESPECT THAT
WE HAVE LOTS OF OTHER IMPORTANT
CONVERSATIONS, COMMISSIONER SO
THANK YOU FOR YOUR WORKING.
ANY FOLLOW-UP AFTER THE HEARING
IS APPRECIATED.

>> I'LL BE GIVEN GIVING YOU CALL
AND SHARE ALL OF THE NUMBERS

WITH YOU.

>> THANK YOU SO MUCH.

I APPRECIATE YOU.

>> THANK YOU.

COUNSELOR JANEY.

AND COMMISSIONER I WOULD ENCOURAGE YOU TO SHARE THOSE NUMBERS WITH US AS A COMMITTEE AS WELL.

NEXT UP IS COUNCILOR FLYNN.

>> HE YOU THANK YOU FOR THE POLICE COMMISSIONER AND THE COMMAND STAFF PRESENT HERE. THANK YOU FOR YOUR TREMENDOUS WORK IN THE CITY AND IN OUR NEIGHBORHOODS AND OUR WORKING SO CLOSELY WITH PEOPLE IN THE NEIGHBORHOODS.

I DON'T HAVE ANY QUESTIONS. LOOKING FORWARD TO WORKING WITH YOU COMMISSIONER ON HEALTH AND WELLNESS OF OUR PERSONNEL IN BOSTON POLICE AND LET ME KNOW WHATEVER I CAN DO TO BE HELPFUL, I'M HERE.

35

>> THANK YOU COUNSELOR FOR YOUR CONTINUED SUPPORT AND FOR YOUR SERVICE TO OUR GREAT NATION IN THE NAVY.

THANK YOU.

>> THANK YOU.

>> GREAT.

THANK YOU SO MUCH COUNCILOR FLYNN.

WE'RE NOW AT MY QUESTIONS. I'M GOING TO TRY TO BE BRIEF BECAUSE WE'RE DEFINITELY BACKING UP HERE.

COMMISSIONER, I JUST WANTED TO ASK YOU TO ACKNOWLEDGE THE FACT, BPD IS NOT USING ANY OFFICIAL TECHNOLOGY RIGHT NOW?

>> NO.

WE ARE NOT.

>> AND I KNOW THAT PART OF THE CONCERN ON THE ADVOCATE SIDE IS ABOUT A POTENTIAL PATCH, I THINK, IN SOME SOFTWARE THAT YOU GUYS HAVE THE POSSIBILITY OF UPGRADING TO THAT CAPACITY, SO I'D LIKE TO KNOW IF IT'S THE POLICY OF THE DEPARTMENT NOT TO -- NOT TO TAKE UP THAT KIND OF PATCH AND ASSIGN RECOGNITION

TO IT.

>> WE WOULD NOT TAKE UP THAT KIND OF PATCH WITHOUT DISCUSSING IT WITH THE CITY COUNCILORS.

I HAD THAT RELATIONSHIP IN THE PAST WITH PAST COUNSELORS WHERE WE DISCUSSED WHAT WE'RE DOING IN OUR TECHNOLOGY AS MUCH AS WE CAN, BECAUSE WE HAVE TO THINK ABOUT DOMESTIC -- FOREIGN AND DOMESTIC PREPAREDNESS AND ACTS OF TERRORISM AS WELL.

BUT AS THE TECHNOLOGY INCREASES, WE WILL LET YOU KNOW IF WE ARE INTERESTED IN OBTAINING ANY TYPE OF FACIAL RECOGNITION BECAUSE WE HAVE EDUCATE YOU ABOUT ANY SOFTWARE BEING USED, ANY PROGRAMS BEING USED, BECAUSE WE UNDERSTAND THE IMPORTANCE OF EVERYONE'S EXPECTATION OF PRIVACY.

AND FOR ME, FACIAL RECOGNITION JUST ISN'T THERE YET FOR ME.

>> IT'S NOT 100%.

I HAVE STATED THAT FOUR YEARS AGO, LAST YEAR, I WILL STATE IT RIGHT NOW.

BUT WE WILL SEE WHERE TECHNOLOGY TAKES US.

WHAT IS THAT WE HAVE AN OPEN LINE OF COMMUNICATION ABOUT ANY IMPLEMENTATION AND ANY CHANGES THAT ARE GOING TO TAKE PLACE IN BPE'S -

>> GREAT.

THANK YOU.

AND I LOOK FORWARD TO OUR FURTHER CONVERSATION ON THAT IN DIFFERENT HEARINGS.

I WANT TO AFFIRM QUICKLY, MY COLLEAGUE COUNSELOR JORDAN REFERENCED ABOUT PHYSICIANS AND I WOULD LOVE TO SEE US ON A PATHWAY OF INCREASING THOSE AND I HEARD WHERE WE WERE AND MIGHT WANT TO BE BUT DO YOU HAVE A PLAN FOR ADDING THAT CLINICIAN CAPACITY.

>> PART OF THAT OF ADDING CLINICIANS HAD A TOSS DO WITH BOSTON MEDICAL CENTER THEY REALLY HAVE STRINGENT QUALIFICATIONS AND WHAT WE'RE

HEARING FROM THEM, A LOT OF FOLKS DON'T WALL PHI OR ONCE WE FIND OUT WHAT THAT JOB ENTAILS, THEY OPT OUT AND SO BASICALLY IT DEPENDS ON OUR RELATIONSHIP WITH BOSTON MEDICAL CENTER AND THEIR ABILITY TO PROVIDE MORE BEST COLLISIONS FOR US.

>> GOT IT.

GREAT.

AND I JUST WANT TO AGREE WITH COUNSELOR FLYNN OWN THE IMPORTANCE -- I ICED TO WORK WITH THE HOUSING AUTHORITY, AND I THINK THERE USED TO BE A MUCH LARGER DEDICATED VHA POLICE FORCE AND FEDERAL FUNDING FOR THAT CUT BACK AND IT REALLY IS, YOU KNOW, THE BHA HOUSING DEVELOPMENTS ARE LIKE ALL PARTS OF THE CITY AND PART OF BPD AREA AND IT'S REALLY IMPORTANT TO HAVE THOSE COMMUNITY POLICINGS RELATIONSHIPS AND RELATIONSHIP OF TRUST AND MUTUAL KNOWLEDGE AT THE HOUSING DEVELOPMENT.

>> WE HAVE VERY STRONG RELATIONSHIPS WITH OUR HOUSING DEVELOPMENTS.

>> AND, YEAH, AND THEN THE LAST THING I WILL SAY AGAIN I WANT TO BE BRIEF IS JUST, I DO THINK WE WILL BE FOLLOWING UP AS A COMMITTEE ON A BUNCH OF THESE REQUESTS.

I DO THINK -- AS I MENTIONED BEFORE, THIS BP BUDGET -- IT'S AN IMPORTANT FUNCTION OF THE CITY AND MORE THAN '10 PERCENT OF THE CITY BUDGET AND I THINK THAT THE LEVEL OF LINE DETAIL THAT WE HAVE AS A COUNSEL IS NOT REALLY -- IT'S NOT REALLY PARALLEL TO THE LEVEL THAT WE FIGURE OUT ON THE PUBLIC SCHOOL DEPARTMENT.

AND I THINK SOME OF MERE FRUSTRATION WITH THE DYNAMICS OF THIS HEARING IS WE'RE ASKING YOU A BUNCH OF LINE ITEM QUESTIONS.

>> RIGHT.

THERE'S NOT ENOUGH TIME.

>> RIGHT.

AND SO I THINK IF WE HAD MORE

LINE ITEM LEVEL DETAIL LIKE WE DO FROM BPS, WE WOULDN'T HAVE AS MANY OF THESE LIKE "WHAT PERCENTAGE OF WHATEVER" QUESTIONS SO I WILL BE FOLLOWING UP YOUR TEAM.

>> THIS SHOULDN'T BE OUR LAST DISCUSSION.

38

WE CAN HELP CLARIFY THINGS AND EDUCATE EACH OTHER ABOUT WHAT WE'RE DOING IN BPD AND HOW YOU CAN ASSIST US.

YEAH.

BUT THOSE ARE THE QUESTIONS YOU HAVE WE WILL BE ABLE TO ANSWER. BUT THERE ARE TIME CONSTRAINTS HERE.

>> EXACTLY.

RIGHT.

WHICH IS WHY INFORMATION SHARING IS SO IMPORTANT.

YEAH, I JUST WANT TO ECHO THE IMPORTANCE OF -- I THINK WE'RE ALL REALLY LOOKING TO WORK TOGETHER ON -- WE ARE AS WELL.

>> AND THIS SUMMER KEEPING EVERYBODY IN THE CITY SAFE IT'S GOING TO BE SO IMPORTANT.

SO WE'VE COME TO THE SECOND ROUND.

I DO WANT TO APOLOGIZE TO OUR -- WE -- IN OUR EFFORT TO BE EFFICIENT HERE IN THE COVID-19 TIMES WE SOMEWHAT BY THE OFF MORE THAN WE CAN CHEW DISCUSSING ALL OF THESE PUBLIC SAFETY DEPARTMENTS AT ONCE.

SO WITH APOLOGIES TO COMMISSIONER DUNPHY AND JEWEL HULE, I THINK WHAT WE'RE GOING TO DO, WE HAVE A CITY COUNCIL RULE IF A HEARING IS EXPECTED TO TAKE MORE THAN THREE HOURS AND MEANT TO TAKE SOME PUBLIC TESTIMONY NOT AT THE END AND BECAUSE THE HEARING HAS ALREADY TAKEN MORE THAN THREE HOURS I THINK WATT WE'RE GOING TO DO IS I WILL NOW TURN TO SOME PUBLIC TESTIMONY.

WE HAVE FOLKS SIGNED UP TO TESTIFY.

WE WILL START THE CONVERSATION ABOUT THE FIRE DEPARTMENT

AT 1:30.
SO IF SOME FOLKS IN THAT
DEPARTMENT WANT TO EAT OR
WHATEVER, UNTIL PUBLIC
CONVERSATION -- I KNOW WE HAVE
PUBLIC TESTIMONY SPECIFICALLY
RELATED TO THE BOSTON POLICE
DEPARTMENT HAS BEEN WAITING
PATIENTLY AT THIS TIME, BUT
BEFORE I DO THAT, AND THEN I
WANT TO ALLOW OUR COLLEAGUES THE
COMMISSIONER AND ALL TO GO BACK
TO THE WORK THEY'RE DOING.

39

>> THERE'S NO SUCH THING AS A
FEW QUESTIONS.

>> YEAH.

BUT I JUST WANT TO THAT YOU GUYS
FOR BEING HERE AND TALKING WITH
US AND FOR ALL OF THE WORK THAT
YOU DO EVERY DAY.

AND, YEAH, NOW -- SO WE'RE GOING
TO TURN TO PUBLIC TESTIMONY.

I'M GOING TO PLUS IN MY COMPUTER
OR ELSE WE'RE GOING TO HAVE AN
IMMEDIATE PROBLEM.

FOR THOSE GIVING PUBLIC
TESTIMONY, IF YOU CAN IDENTIFY
IMPROVES KEEP YOUR COMMENTS TO
TWO MINUTES THAT WOULD BE GREAT.

ALL RIGHT I'M BACK.

FIRST UP FOR THOSE GIVING
TESTIMONY I WILL BE MOVING YOU
OVER AND RECOGNIZING YOU.

FIRST WILL BE [INAUDIBLE] HALL
FROM THE ACLU.

AND MISHAN WHEN YOU'RE IN, JUST
IDENTIFY YOURSELF AND KEEP YOUR
TESTIMONY BRIEF.

THAT WOULD BE LOVELY.

THANK YOU.

I'M HERE.

GO?

>> YEAH, YOU CAN GO.

>> WONDERFUL.

THANK YOU TO THE MEMBERS OF THE
COUNSEL, MY NAME IS RASHON HALL,
DIRECTOR OF THE RACIAL JUSTICE
PROGRAM FOR AT CLU OF
MASSACHUSETTS.

WE RECOMMEND THAT THE BOSTON
CITY COUNCIL CONSIDER THE ISSUES
OF EFFICACY IN YOUTH
PROGRAMMING, TRANSPARENCY AND
OPERATIONS, RACIAL BIAS AND OVER

40

ARCHING SURVEILLANCE PROGRAMS
AND USING THE BEST USE OF
TAXPAYER FUNDS FOR THE BOSTON
POLICE DEPARTMENT.

WITH THE RECENT RELEASE OF FIO
DATA IT SHOWS THERE CONTINUES TO
BE SIGNIFICANT RACIAL
DISPARITIES AND, ALTHOUGH BPD
HAS PUT FORWARD A DISCLAIMER
ABOUT NOT USING SIMPLE
BENCHMARKS THEIR 2015 STUDY
REVEALED THAT THE RESEARCHERS
COULD NOT DETERMINE WHETHER THE
IDENTIFIED PATTERN OF RACIALLY
DISPARATE TREATMENT WERE
GENERATED BY BIAS OR ANOTHER
PROCESS.

AND THAT CONTINUES THROUGH THE
CURRENT STATISTICS THAT WE HAVE.
THERE ARE ALSO CONSIDERABLE
CONCERNS ABOUT THE BOSTON
REGIONAL INTELLIGENCE CENTER.
WE HAVE PREVIOUSLY SUBMITTED
REQUESTS FOR INFORMATION FROM
THEM, INDICATING SOME METRIC OF
SUCCESS OR MEASURES THAT THEY
USE TO SHOW THAT THEIR EFFORTS
HAVE REVEALED CRIME REDUCTION OR
VIOLENCE PREVENTION AND HAVE NOT
RECEIVED RESPONSIVE DOCUMENTS.
THE USE OF THE GANG DATABASE IS
SOMETHING USED WITH LITTLE USE
OR DATA TO SUPPORT ITS EFFICACY
OR ITS ADVANTAGE.

>> ALSO WE'RE GLAD TO HEAR THAT
THE COMMISSIONER IS IN FAVOR OF
NOT USING FACIAL SURVEILLANCE
TECHNOLOGY SYSTEMS AND WE LOOK
FORWARD TO WORKING WITH HIM TO
ENSURE THAT THE DEPARTMENT
CONTINUES NOT TO USE THOSE TYPES
OF TECHNOLOGY.

SO WE WOULD BE LOOKING FORWARD
TO HAVING SOME LEVEL OF
ENGAGEMENT ON CITIZEN OVERSIGHT
AND REVIEW OF SURVEILLANCE
TECHNOLOGIES IN THE FUTURE
BEFORE ANY PROCUREMENTS ARE MADE
OF ANY TYPE OF TECHNOLOGY --
SURVEILLANCE TECHNOLOGY, WHETHER
IT'S SOCIAL MEDIA OR FACIAL
RECOGNITION TECHNOLOGY.

I SEE THE GAVEL I THINK THERE
ARE BETTER WAYS TO USE THE MONEY

THAT DON'T REQUIRE THE PHASED APPROACH.

>> THANK YOU.

NEXT UP, IF YOU COULD JUST INTRODUCE YOURSELF AND THEN DO LOOK FOR AFTER TWO MINUTES I WILL RAISE MY GAVEL SO YOU WILL KNOW.

IONA, GO AHEAD.

>> HI, EVERYBODY.

MY NAME IS IONA HARBURG AND THE WORK WITH -- SO I'M PRESENT AT THIS HEARING TODAY BECAUSE WE BELIEVE THAT CITY OF BOSTON MUST REDUCE THE BOSTON POLICE DEPARTMENT BUDGET IN ORDER TO ACHIEVE THRIVING AND HEALTHY COMMUNITIES.

THE CITY SUGGESTS LACK OF INVESTMENT IN BLACK AND BROWN COMMUNITIES AND OVER INVESTMENT IN -- THE RESEARCH PROJECT TO GATHER EXPERTISE OF WOMEN. SOME OF THE NEIGHBORHOODS IN THE UNITED STATES.

WE SERVE 152 WOMEN THIS BOSTON THAT WERE FORMALLY INCARCERATED.

ONE I IS THAT THE EARLIER A WOMAN IS ARRESTED, THE MORE LIKELY SHE IS TO HAVE MULTIPLE ARRESTS THROUGHOUT HER LIFE. MORE THAN HALF OF THE WOMEN WERE ARRESTED FOR A THIRD TIME AS TEENAGERS AND 78 PERCENT OF WOMEN WERE ARRESTED BEFORE THE AGE OF 25 [INAUDIBLE] THESE ARE ISSUES MET WITH POLICE HARASSMENT AS RESPONSE IN OUR COMMUNITIES.

WE ASK WOMEN WHO WAS GOING ON IN THEIR LIFE AND MOST RESPONDED THEY DIDN'T HAVE ENOUGH MONEY FOR FOOD, CHILDCARE OR -- MANY WOMEN ARE SURVIVORS OF ABUSE AND VIOLENCE AND MANY IN NEIGHBORHOODS UNDERSTAND UNDER RESOURCED AND NOT INVESTED IN. AND AS I MENTIONED PLENTY OF TIMES TODAY, THE BOSTON POLICE DEPARTMENT HAS OVER TIME BUDGET \$78 MILLION AND EVEN IF THE OVERTIME BUDGET WAS ADDRESSED, BPD BUDGET IS STILL OUTRAGEOUS. I SEE THE GAVEL SO UP

INCARCERATION DOES NOT KEEP OUR
COMMUNITY SAFE.
AND I'M ASKING THE CITY COUNCIL
TOS PLEASE TAKE A STAND WHERE
PUBLIC SAFETY COMES AND CUTTING
THE POLICE BUDGET AND INVESTING
IN WHAT COMMUNITIES NEED, HEALTH
CARE ACHIEVEMENT AS A -- AND
ECONOMIC DEVELOPMENT INCLUDING
FOR PEOPLE WHO NEED HOUSING AND
THE WOMEN -- LIVE IN
NEIGHBORHOODS THAT ARE MOST
IMPACTED BY INCARCERATION, WHAT
COMMUNITIES LOOK LIKE AND HOW TO
GET THERE AND HOPE YOU WILL
LISTEN TO OUR NEEDS AS FAR AS
THE SOLUTIONS COMING FROM YOUNG
PEOPLE LIVING IN THE CITY.

THANK YOU.

NEXT UP IS JERERL.

>> IF YOU CAN UN-MUTE YOURSELF.

>> CAN YOU HEAR ME?

>> NOW, I CAN.

>> ALL RIGHT.

THANK YOU.

>> THANK YOU FOR HAVING ME AND I
HOPE EVERYONE'S LOVED ONES ARE
HEALTHY AND SAFE.

MY NAME IS JEREL AND I
APPRECIATE THE CITY COUNCIL
COMMITTEE ON WAYS AND MEANS
HEARING ME OUT TODAY.

I AM A RESIDENT OF DORCHESTER
AND THIS IS ONE OF THE MOST
INCARCERATED SECTIONS OF BOSTON.
I AM FORMALLY INCARCERATED SO MY
VOICE IS A REAL AND TANGIBLE
PERSON WHO EPITOMIZES THE
INVESTMENT OF MY NEIGHBORHOOD
AND EXCESSIVELY FUNDED POLICE
FORCE.

THE COST OF POLICE HARASSMENT,
STOPS IN THE GUISE OF ROUTINE
TRAFFIC EVALUATIONS AND
UNCONSTITUTIONAL SEARCHES ARE
OPERATED UNDER A COMMISSIONER
WHO HAS STATED TO THE PUBLIC,
WHILE STANDING IN THIS VERY
NEIGHBORHOOD THAT WE COULD CARE
LESS IF PEOPLE GET SICK FROM
COVID-19 AND REGARD TO OUR SONS,
DAUGHTERS, FATHERS AND MOTHER
WHOSE ARE INCARCERATED.
HOWEVER CONDONING SUFFERING AND

43

DEATH PROTECTING AND SERVING THE FAMILIES OF BLACK AND BROWN NEIGHBORHOODS.

THIS MILITARIZED -- THE STATEMENTS HAVE EXACERBATED THE PAIN AND TRAUMA AND NOT YET CONTRIBUTED TO MY COMMUNITY TO MAKE THE PEOPLE FEEL SAFE.

WE HAVE BEEN HERE TIME AND TIME AGAIN, MORE MONEY, MORE OVER TIME, MORE BLACK AND BROWN MEN AND WOMEN LOCKED AWAY, MORE PEOPLE WITH SUBSTANCE ABUSE BEING LOCKED AWAY.

PAIN AND TRAUMA HAS NOT SHOPPED STOPPED.

IT'S NOT WORKING.

IT HASN'T WORKED WHEN MY GRANDFATHER FIRST CAME TO BOSTON AND BOUT THE HOUSE I'M CURRENTLY ZOOMING FROM.

IT HASN'T WORKED WHEN MY FATHER WALKED THESE STREETS AND IT HASN'T FOR ME IN MY DEVELOPMENT GROWING UP HERE AND DEFINITELY NOT WORKING FOR MY YOUNGER BROTHER WHO GETS PULLED OVER AND HARASSED WITH TWO DAUGHTERS.

PLEASE DID NOT CONTINUE TO FRONT POLICE OVER TIME.

INSTEAD DIRECT THAT MONEY STRAIGHT INTO OUR COMMUNITIES THROUGH COMMUNITY PROCESSES MOST.

>> WE HAVE THE OPPORTUNITY TO RESHAPE OUR CITY APPROXIMATE IF MAKE BOSTON A PLACE THAT CAN BE SAFE.

44

BOSTON CAN CONTINUE TO BE KNOWN NOR RACISM, JUSTIFICATION, EXTREME INCOME INEQUALITY OR WE CAN USE THIS MOMENT TO MAKE BOSTON STRONGER.

AND THIS IS MY FIRST TIME TESTIFYING IN FRONT OF THE CITY COUNCIL, AND I APPRECIATE IT BUT I HAVE TO ALSO SAY, LIKE SOME WERE SAYING, NO ONE HAS YET BROUGHT UP THE FIO DATA THAT THE BOSTON POLICE DEPARTMENT PUBLISH THIS MONTH AND SHOWED ALMOST 70 PERCENT OF ALL OF THE FIO TARGETS WERE BLACK PEOPLE IN A CITY THAT IS ONLY 22 PERCENT

BLACK.
THEY PARADE WITHOUT CHALLENGING
ABOUT RACIAL PROFILING.
THIS HAS BEEN GOING ON FOR
DECADES AND AS A RESIDENT OF
BOSTON I HAVE BEEN ON BOTH SIDES
OF THE FENCE AND I WANT TO SAY
CAN YOU PLEASE LOOK INTO THIS
MATTER.

THANK YOU.

>> I'M ALICIA PATTERSON.
I'M IN THE MOST INCARCERATED
CORRIDOR OF THE COMMONWEALTH.
I WANT TO SPEAK AGAINST
INCREASED SPENDING FOR THE BPD
AND URGE ALL OF YOU TO CONSIDER
THE EFFECTS OF EACH LINE ITEM ON
BOTCH, IN ADDITION TO YOUR
COMMUNITIES.

I BELIEVE THAT REAL SAFETY DOES
POT COME FROM CONFRONTING HARM
FROM THE COMMUNITY BUT CUTTING
THE BP BUDGET AND INVESTING IT
IN HEALTH CARE, EDUCATION, AND
YOUTH JOBS.

I SUGGEST TWO CARES AREAS TO CUT
SPENDING.

THE BUDGET
INCLUDES \$60.8 MILLION IN
OVERTIME WHICH IS NOT BECAUSE OF
UNPREDICTED SPECIAL EVENTS SUCH
AS THE PARADE AS STATED OR
CONSTRUCTION DETAILS AND PAID
COURT APPEARANCES.

45

WE MUST CUT SPENDING BECAUSE OF
RACIST ANTI RACISM UNITS
INCLUDING THE PLAIN CLOTHE UNIT
AND THE SO-CALLED COUNTERING
BALANCE EXTREMISM PROGRAM AND
OTHERS THAT I DON'T KNOW ABOUT
AS A MEMBER OF THE PUBLIC.

THESE PROGRAMS ARE HARMFUL
BEYOND REDEMPTION.

COMMISSIONER GROSS -- ARE
DECLINING DURING COVID-19 AND
THE JAIL POPULATION HAS DECLINED
MEANING THAT THERE ARE FEW
PEOPLE IN OUR PRISONS AND MORE
ON OUR STREETS.

THIS SEEMS AN ADMISSION THAT A
PERCENTAGE OF ARRESTS ARE NOT
MILLENNIALS, THEY ARE NOT FOR
PUBLIC SAFETY AND THESE DO NOT
NEED TO OCCUR.

APPROXIMATE WHEN BRAGGING ABOUT
COMMUNITY POLICING, THE POLICE
ARE GUYED AS SOCIAL WORKERS,
SUBSTANCE ABUSE COUNSELORS AND
MENTAL HEALTH WORKERS.

THIS DOESN'T SHOW THE NECESSITY
OF THE BPD BUT IT'S
SUPERFLUOUSNESS.

PEOPLE TRAINED TO RESPOND TO THE
SYMPTOMS OF THE PROGRAMS THEY
WORK WITH.

DUE TO BUDGET FUNDING THE
SERVICES AND ALLOWING MONEY TO
FUND PEOPLE WHO WORK IN MENTAL
HEALTH, SUBSTANCE ABUSE, POVERTY
ERADICATION AND ALLOWING
TOMORROW TO DO THE JOBS THEY'RE
TRAINED FOR.

I'M DEEPLY OPPOSED TO THE BPD
RECEIVING A DIME AND WE CAN
START BY OVERTIME AND GAINING
YOUTH SPENDING.

COMMISSIONER GROSS ALSO ALLUDED
TO THE ELEVATED SUICIDE RATE
POLICE FAMILIES FACE.

I SUGGEST BECAUSE POLICING IS A
VITAL AND UNUSUAL ACT.

IT STRAINS THE MIND TO CUFF A
NINE-YEAR-OLD BECAUSE THEY WERE
IN A GANG.

46

POLICE -- WE SAY OF SEE HEY
RIGHTS OF VIOLENCE IN POLICE
FAMILIES.

WE CAN BREAK THE CYCLE BY NOT
VISIONING BOSTONIANS AS
ADVERSARIES BUT DIVERTING THE
FUNDS TO COMMUNITY CARE WORKERS
AND NOT THE POLICE.

THANK YOU.

>> NEXT UP IS JAMES HILL AND
THEN CECILIA DAWN, AND THEN
AFTER SIS CILIA, IT WILL BE
THAT.

OK.

THANK YOU.

I'D LIKE TO OFFER A COUPLE OF
THINGS.

WE UNDERSTAND THAT THE
DEPARTMENT HAS ASSERTED PART OF
THE ISSUE GOING THAT JUDGES ARE
LETTING REPEAT OFFENDERS OUT,
WHILE IN FACT JUDGES DO HAVE
DISCRETION SHOULD NOT AND
AGAINST THE WALL.

PART OF THE REASON THAT THESE ALLEGED -- THOSE WHO HAVE COMMITTED CRIMES ARE GETTING OUT IS BECAUSE, ONE, THEY HAVE A GOOD DEFENSE ATTORNEY AND THEY UNDERSTAND THAT IF AN ARREST OR IF AN INVESTIGATION WAS THAT DONE CORRECTLY, THE JUDGE HAS NO CHOICE BUT TO OBEY THE LAW AND LET THE PERSON OUT.

SO HERE IS THE RECOMMENDATION. SOME OF THE BUDGET BE DEDICATED TO A CEI TRAINING, UNDERSTANDING SO OFFICERS CAN UNDERSTAND LAWS AND NEW DECISIONS THAT ARE MADE SO THEY DON'T BREAK THE LAW IN ARREST AND IN INVESTIGATIONS THEREFORE THE JUDGES HANDS ARE NOT TIED TO HAVE TO LET THE PEOPLE GO.

HE THE OTHER THING I'D LIKE TO TALK ABOUT IS THE SITUATION WITH AN ELDERLY PERSON.

WE UNDERSTAND THAT COVID IS GOING ON BUT YOU WITH ALL DUE, THE PROTECTION OF OUR OFFICERS FROM PUBLIC HEALTH AND SAFETY STANDPOINT, OUR OFFICERS ARE EL -- THE DISTRICT STAFF AND COURT OFFICERS AND THOSE THAT DEAL WITH THOSE THAT HAVE TO COME IN NEED TO BE PROTECTED SO WHAT IS BEING DONE WITH THEM EXCEPT WITH THIS SITUATION, A PERSON WAS LET GO BEFORE A VICTIM WAS NOTIFIED.

47

WE'RE NOT GOING TO GET INTO THE BLAME GAME OF BPD AND CLERK MAGISTRATE OFFICE HOWEVER GIVEN COVID, STYLE GOING TO BE ACTIVE AFTER JULY 1, WOULD THERE BE CONSIDERATIONS TO INCREASING THE VICTIM WITNESS ADVOCATE LINE ITEM SO THERE ARE MORE VICTIM WITNESS ADVOCATES THAT, UNTIL THE D.A.'S OFFICE GETS THEIR STUFF TOGETHER AFTER '5 AND OVER THE WEEKEND, IF WE'RE HERE TO PROTECT AND SERVE, THEN SERVE.COMMUNITY, ESPECIALLY ELDERLY WHEN THOSE THAT COMMIT CRIMES OPEN THEM AND ASSAULT THEM GET A PHONE CALL WHEN THE PERSON THAT DID IT GETS OUT.

LASTLY I WILL -- THANK YOU
COUNSELOR MEJIA FOR NAMING FSYI.
I WOULD ASK THE CONSIDERATION OF
THE BUDGET, THE MONITORING, THE
PART THAT FSYI, THE MONITORING
IN CLOSE COLLABORATION, CONTROL
AND MANAGEMENT BE GIVEN TO
DOCTOR REMOVES FAULK OVER AT OPS
SO THERE'S MORE OF A
COMMUNITY-LED NONLAW ENFORCEMENT
DRIVEN APPROACH TO FSYI, AND
THEN I'M GOING TO ASK THE
COUNCILORS TO FIND OUT CITY
DEPARTMENTS THAT GET THE MONEY
FROM THE IF.

IS.

YI LINE ITEM THAT GOES INTO THE
POLICE DEPARTMENT, WHAT'S THE
AMOUNT OF OVERHEAD THAT BOSTON
PUBLIC HEALTH COMMISSION GETS
AND ANY OTHER CITY ENTITY WHEN
THEY GET -- WHEN BPD ACTS AS A
GATE -- WHAT ARE ALL OF THE
CITIZEN ENTITIES GETTING.

48

THAT I EVER THIS OPPORTUNITY.
EVERYBODY STAY SAFE.

>> THANK YOU JAMES.

NEXT UP AS I SAID IS GOING TO BE
CECILIA AND THEN I WILL JUST
SAY, FOR OTHER PEAKS FOLKS WHO
ARE IN THE ATTENDEES WAITING
ROOM, I DON'T HAVE YOU ON MY
LIST SO IF YOU DO WANT TO
TESTIFY RAISE YOUR BLUE HAND IN
THE CHAT.

CECILIA, YOU HAVE THE FLOOR.

>> GOOD AFTERNOON.

MY NAME IS CECILIA DONE AND I'M
A MEMBER OF -- IN BOSTON
MASSACHUSETTS AND I'M GRATEFUL
FOR THE OPPORTUNITY TO GIVE
TESTIMONY TO MY COMMUNITY AND IN
PARTICULAR WITH REGARDS TO THE
MANNER THAT WE'RE HANDLED BY
OFFICERS OF THE LAW AND POLICE
DEPARTMENT'S BUDGET, 2021
BUDGET.

WE ESPECIALLY SHOULD FOCUS ON
THE COMMUNITY BASED VIOLENCE
PREVENTION FUND AND HOW IT CAN
IMPROVE OUR COMMUNITY HOWEVER
ZERO DOLLARS HAVE BEEN BUDGETED
SINCE 2018.

IT'S IMPERATIVE.

WE REVERSE THE REVOLUTIONARY ACT
OF WAR ON OUR YOUTH.

THE PLAYGROUND TO PRISON
PIPELINE.

TO LACK OF RESOURCES, OUR CITY
MUST EXTEND SOCIAL AND ECONOMIC
DEVELOPMENT PROGRAMS.

INSTEAD OF BUILDING A NEW
PRISON, ESTABLISH EFFECTIVE
MENTORING PROGRAMS FOR TEENS IN
THE TURNING POINT OF THEIR
LIVES.

TRANSFORMING THE STREET
MENTALITY.

UNFORTUNATELY A LARGE PERCENTAGE
OF OUR YOUTH HAVE BEEN
DISCONNECTED AND CAN'T IDENTIFY
WITH SUCCESS.

49

THEY DON'T FORESEE A PHENOMENA
FUTURE NOR PROSECUTE THEY
CONCERNED FOR A SUCCESSFUL ONE.
WHO ASSISTS THESE FAMILIES WHERE
ROLE MODELS AREN'T PRESENT?
SADLY SO OUR FATHERS BROTHERS
UNCLES ARE IN PRISON.

JUST NOT PRESENT IN THE HOME.
SOMEONE TO TEACH THEM HOW TO
LOVE AND VALUE THEIR FAMILIES,
WHICH ULTIMATELY FILTER OUR
COMMUNITY.

WE CAVED AND CONDITION OUR LOVED
ONES LIKE ANIMALS WHEN THEY
RETURN TO SOCIETY, THEY'RE
EXCLUDED FROM NORMALCY AND
TREATED LIKE CRIMINALS LEADING
TO THE PIPELINE OF RECIDIVISM
FOR FAILURE TO DESIGN EFFECTIVE
RE-ENTRY PROGRAMS THAT
REESTABLISH SOCIAL RELATIONSHIPS
SUCH AS PRISON TO WORK PROGRAMS.
PRISON TO HOMES MAYBE.

PRISON TO PH.D. PROGRAMS.
THEIR ONLY OPTION SHOULD NOT BE
LIMITED TO RETURNING TO A WAY OF
LIFE INITIALLY CAUSING UP
INCARCERATION.

THIS DOES NOT DEFINE OUR FUTURE
AS INDIVIDUALS OR OUR COMMUNITY.
THIS COMMUNITY WOULD LIKE TO SEE
THE BOSTON POLICE DEPARTMENT
ACTIVELY ENGAGE IN REJUVENATING
OUR COMMUNITY.

THIS REALLY SADDENS ME.
YOU KNOW, THEY NEED TO REGAIN

TRUE.
WITH RESPECT FOR AUTHORITY.
SPONSOR ONGOING CULTURAL EVENTS.
MAYBE CREATE SOME FISHING UNIT
FOR OUR YOUTH, HISTORICAL TRIPS.
SPORTS COMMISSIONS, MONTHLY
MEETINGS PRO PROMOTING
INITIATIVE PROGRAM, FOR
FAMILIES, EFFECTIVE
COMMUNICATION WITH POLICE
AUTHORITY CLASSES.
MAYBE OFFER OUR CHILDREN
SOMETHING THEY MAY NEVER
RECEIVE. 50
AS DIFFICULTY AS IT IS TO
BELIEVE FOR OUR YOUTH.
SOME OF THEM HAVE NEVER LEFT THE
CITY.
IT'S DISCOURAGING, DIS
HEARTENING AND COMPLETELY
UNACCEPTABLE.
WHAT CAN OUR CHILDREN RELY ON?
MOST HAVE BECOME ACCUSTOMED TO
ROUTINE -- I'M ALMOST DONE --
RESPONSES WHEN POLICING OUR
COMMUNITIES, DETAINING OUR LOVED
ONES AND DIVIDING OUR FAMILIES
FOR PERIODS OF TIME OF TIME
WITHOUT UNDERSTANDING.
WHEN DO OUR CHILDREN DO YOU KNOW
WHEN THE TO BEAR WITNESS OR
DISCUSS PROBLEM SOLVING AND
REUNITING FAMILIES.
HOW WOULD THEY AVOID EXCESSIVE
TACTICS THAT PROMOTE NEGATIVE
SOCIAL BEHAVIORS WITHOUT ARRESTS
WHENEVER POSSIBLE?
OUR CHILDREN ARE TAUGHT NOT TO
CALL THE POLICE FOR FEAR OF
PRISON, FEAR OF LOSING THEIR
FAMILIES, FEAR OF BEING
DISPLACED FROM LOVED ONES.
THE RESPECT -- THE TRUST AND
RESPECT FOR POLICE HAS DECLINED
AS A NATION.
WE CAN'T DECIDE TO DISRESPECT
POLICE AUTHORITY.
THIS IS A DIRECT RESULT OF SOME
OFFICERS THAT HAS CAUSED HARM IN
OUR COMMUNITY, HARM CAUSED BY
THE US-AGAINST-THEM MENTALITY,
THE VIGILANTE TOPS AND ARREST
TACTICIAN PARTICULARLY IN THE
INNERCITY ON OUR YOUTH.

THIS QUESTION IN PARTICULAR IS SOLELY FOR OUR COMMISSIONER. CERTAINLY EVERYONE UNDERSTANDS THE FRUSTRATION OF VIOLENCE IN OUR CITY.

WHILE WE ALL SUPPORT AND SUPPORT EFFORTS THAT RESPECTFULLY MAINTAIN OUR SAFE COMMUNITY. IT IS WITHOUT JUDGMENT -- I MUST SPEAK ON THE UNEXPECTED AND UNNECESSARY COMMENT OF COMMISSIONER MADE IN REFERENCE TO A SHOOTING.

51

I PERSONALLY WAS OFFENDED BY THEIR COMMENT AND IT DEFINITELY ENRAGED NOT ONLY YOUR PEOPLE BUT THE PEOPLE.

CHILDREN WHO RESPECT AND HONOR HEROISM WERE WATCHING. I HOPE -- AND YOU PROBABLY DISAGREE -- I DEEPLY AND DESPERATELY AND HUMBLY ENCOURAGE YOU TO GIVE A HUMANIZING PUBLIC APOLOGY IN THE HOPES THAT COMMENT WAS MADE IN RESULT OF A TRAUMATIC UNMANAGED ANGER AND FRUSTRATION WITH KILLING OUR RACE.

>> --

>> COULD I HAVE ONE MORE PARAGRAPH LEFT.

>> I'M SORRY.

>> OK.

NO PROBLEM.

THANK YOU.

>> THANK YOU SO MUCH.

>> THANK YOU TO EVERYONE TO TESTIFIED PUBLICLY.

I REALLY APPRECIATE YOU ALL WAITING AND SHARING YOUR VIEWS AND I WANT TO AGAIN THANK THE COMMISSIONER AND HIS STAFF ALL FOR BEING HERE TODAY WITH US FOR SO MANY HOURS.

IT'S BEEN THREE AND A HALF HOURS SINCE THE START OF THIS HEARING. SO COMMISSIONER, THAT YOU AGAIN. WE ARE ABOUT TO TRANSITION AT 1:30, IN ONE MINUTE, TO COMMISSIONER DEMPSEY AND THE FIRE TEAM.

AND I WANT TO -- I WANT OUR BPD FOLKS TO FEEL FREE TO LEAVE AND GO BACK TO THAT YOU ARE DUTIES.

SO THANK YOU COMMISSIONER.

>> THANK YOU.

>> THANK YOU MADAM CHAIR.

THANK YOU EVER FOR YOUR INPUT.

>> THANK YOU.

>> THANK YOU THANK YOU FOR THE
PUBLIC AS WELL.

52

>> I APPRECIATE YOUR
COMMISSIONER STAYING ON.

>> THANK YOU.

>> MUCH APPRECIATE IT.

>> GRACIAS.

>> ARE WE GOING TO ANOTHER -- DO
WE GET A NEW ZOOM LINK?

>> NO.

IT'S ALL ONE HEARING.

>> THIS IS ALL ONE.

>> ARE WE GOING TO --

>> NO.

WE'RE CHARGING ONWARD, COUNSELOR
MEJIA.

>> I'M GOOD.

I'M READY TO GO.

>> THREE WE GO.

I SEE HIM IN FRONT OF ME.

OUR NEW HE FIRE COMMISSIONER IS
HERE WITH US.

WE'RE THRILLED TO HAVE YOU AND I
KNOW THIS IS YOUR FIRST BUDGET
HEARING IN THIS ROLE.

AND FURTHER KNOWLEDGE THAT --
COMMISSIONER, I WILL ALLOW YOU
TO KNOWLEDGE YOUR TEAM.

>> I WAS GOING TO SAY GOOD
MORNING BUT IT'S AFTERNOON NOW.

>> COMMISSIONER WE'RE GETTING
BAD FEEDBACK.

IF THERE'S ANOTHER DEVICE IN
YOUR ROOM THEY SHOULD MUTE IT.

>> ANISE A, I LIKE YOUR SHIRT.

>> THAT YOU COUNCILOR MEJIA.

>> NO CHITCHAT.

WE HAVE TO GO ON.

>> THANK YOU SO MUCH
COMMISSIONER.

COMMISSIONER DUNPHY, YOU HAVE
THE FLOOR.

WE'RE GOOD.

>> OK.

I WOULD JUST TURN IT OFF OR YOU
MUTE THE DEVICE.

>> HOW ABOUT NOW?

>> MAYBE JUST -- CAN YOU HEAR
ME?

>> THAT'S GREAT.

>> OK.

53

>> SORRY ABOUT THAT.

SO FIRST I'D LIKE TO THANK MAYOR WALSH AND HIS CONTINUED SUPPORT FOR THE BOSTON FIRE DEPARTMENT.

I WOULD ALSO LIKE TO THANK THE MAYOR'S STAFF AND THE OFFICE OF BUDGET MANAGEMENT FOR THEIR DILIGENCE AND INSIGHT AS WE PREPARE FOR THE FISCAL YEAR 21 BUDGET.

I'D LIKE TO SPECIFICALLY THANK MARYANNE BECKHAM AND DAVID YURCOOVICH FOR THEIR EXPERIENCE. AND LIKE TO THAT CAPTAIN OF FINANCE KATHLEEN JUDGE AND BILL CAESAR FOR THEIR HARD WORK THEY PUT INTO THIS YEAR'S BUDGET PROCESS.

I WOULD ALSO LIKE TO THANK THE REST OF MY COMMAND STAFF MEMBERS FOR THEIR ASSISTANCE WITH THIS BUDGET PREPARATION.

ANDREA STALLWORTH, CHIEF OF OPERATIONS FOR SUPPORT SERVICES JOE MCMAHON, AND DEPUTY COMMISSIONER FOR LABOR RELATIONS, HUMAN RESOURCES AND LEGAL AFFAIRS, CONNIE WANG.

AND I WOULD LIKE TO THANK THE CITY COUNCIL FOR THE BOSTON FIRE DEPARTMENT FOR HOLDING THIS HEARING ON FISCAL YEAR 21 FIRE DEPARTMENT BUDGET.

FISCAL YEAR 21 WILL BE AN IMPORTANT YEAR FOR US ON SEVERAL FRONTS.

I WAS OFFERED THE FIRE COMMISSIONER'S JOB ON MARCH 12, LATE IN THE DAY.

THAT WAS -- THAT WAS COMMISSIONER FIN'S LAST DAY.

THE FOLLOWING DAY, COVID-19 WAS DECLARED A NATIONAL EMERGENCY.

I HAVE READ ALL OF YOUR QUESTIONS AND WE WILL DO MY BEST TO ANSWER EACH OF THEM.

IT HAS NOT BEEN ENOUGH HOURS IN MY DAY.

SO ASIDE FROM HAVING -- SO I'M GOING TO TRY TO ANSWER MOST OF THEM IN THIS BRIEF THAT I HAVE WHICH WILL BE A LITTLE BIT LONG

54

BUT MAYBE ANSWER A LOT OF THE QUESTIONS THAT YOU HAVE SUBMITTED ALREADY. ASIDE FROM HAVING TO MAKE CRITICAL DECISIONS MY FIRST FEW DAYS, THAT WOULD HELP KEEP THE DEPARTMENT AT FULL STRENGTH DURING THIS EMERGENCY WE HAVE ALSO HAD TO CONDUCT NORMAL MILLENNIAL SEPARATIONS. WE HAVE FILED A NUMBER OF -- DURING THE PANDEMIC. THE LATEST WAS YESTERDAY AT APPROXIMATELY 4:00 A.M. WE ALSO HAD A SERIOUS FIRE AT 1:00 A.M. THIS MORNING. IN ALL OF THIS, MY OVER ALL GOAL IS TO COMPLETE THE MISSION OF THE BOSTON FIRE DEPARTMENT, WHICH IS TO PROVIDE FIRE SUPPRESSION AND EMERGENCY SERVICES TO THE CITIZENS OF BOSTON. IN ORDER TO ACCOMPLISH THIS I NEED TO SUPPORT THE SAFETY, HEALTH AND WELLNESS OF AIL OF OUR FIREFIGHTERS. THIS HAS RESULTED IN AN INVESTMENT OF PPE IN EXCESS OF FIVE HUNDRED THOUSAND DOLLARS. AS OF THIS MORNING, THE BOSTON FIVE DEPARTMENT HAS SIX COVID-19 POSITIVE MEMBERS, 15 QUARANTINES ATTEND, EVIDENCE AND 232 MEMBERS RETURN TO DUTY. WE HAVE 8 CIVILIANS SICK WITH ONE STILL OFF POSITIVE. PARTICIPANT OF THIS EFFORT ALSO INCLUDES INDUSTRIAL CLEANING OF OUR FIRE HOUSES AND A DAILY PROTOCOL OF CLEANING AND DISINFECTED OUR SPACES IN THE FIRE HOUSE. SIMILAR -- WE ARE CURRENTLY DEVELOPING PLANS FOR THE SAFE RETURN TO WORK OF ALL OF OUR CIVILIAN EMPLOYEES. THE SAFETY AND WELL BEING OF ALL BFD MEMBERS, BOTH UNIFORM AND CIVILIAN REMAINS A TOP PRIORITY. IN ORDER TO ENSURE A RESEARCH FORCE IN CASE OF THIS PANDEMIC, I HIRED A RECRUIT CLASS OF 53 ON MARCH 25TH.

THEY HAVE BEEN IN INTENSIVE TRAINING, ISOLATING AND FOLLOWING NEW CDC GUIDELINES SO THAT THEY WILL BE READY AS QUICKLY AS POSSIBLE IF NEEDED. THIS BENEFITED THE BOSTON FIRE DEPARTMENT AND KEPT 53 PEOPLE OFFEN OF UNEMPLOYMENT. THE CLASS IS PROGRESSING PERFECTLY AND NO RECRUITS HAVE BECOME ILL AS OF TODAY. THE TRAINING IS CRITICAL IN THIS JOB.

AND THROUGH THIS WE HAVE CONTINUED WITH CRITICAL RELATED TRAINING FOR ALL MEMBERS ON DEALING WITH INFECTION -- INFECTIOUS DISEASE.

AND WE PLAN TO CONTINUE ON AND EXPAND ON WORK PRIOR TO MY EMPLOYMENT.

SOME OF THESE WILL BE ON HEALTH, SAFETY AND WELLNESS OF OUR FIREFIGHTERS AND MEMBERS.

TWO, MAINTAIN AND UPGRADE THE DEPARTMENT'S INFRASTRUCTURE, WHICH INCLUDES FIRE APPEAR RATES AND CONNECTIVITY.

THREE, CONTINUING THE HR WORK WORKPLACE TRAINING PROGRAMS THAT WE IMPLEMENTED.

AND TO EXPAND ON THIS TRAINING THROUGHOUT THE DEPARTMENT.

AND, FOUR, EXPAND OUR FIREFIGHTERS OUTREACH AND RECRUITMENT EFFORTS.

ALTHOUGH IN THE PUBLIC EYE, OUR DEPARTMENT IS GREAT AT PUTTING OUT FIRES AND RESPONDING TO ALL TYPES OF EMERGENCY INCIDENTS, WE NEED TO ALSO FOCUS ON THE HR SIDE OF MANAGEMENT AND LEADERSHIP.

THAT WILL BE A KEY FOCUS OF MY ADMINISTRATION.

WE WILL CONTINUE TO PROGRESS, CONTINUE THE PROGRESS WE HAVE MADE SO FAR AND WE WILL CONTINUE TO STRIVE TO ENSURE THAT THE BOSTON FIRE DIDN'T HE WANT IS A WELCOMING AND SAFE WORK ENVIRONMENT FOR EVERYONE.

I AM ALSO COMMITTED TO ENSURING THE SAFETY AND DIGNITY OF ALL

FIREFIGHTERS WHO, REGARDLESS OF RACE OR GENDER.

OUR SAFETY HEALTH AND WELLNESS COMMISSION CONTINUOUS TO DO GREAT WORK PARTNERING WITH ACADEMIC RESEARCH INSTITUTIONS AND ORGANIZATIONS TO STUDY AND DEVELOP PROGRAMS REGARDING THE HEALTH AND WELL BEING OF OUR IF THERE IS, ESPECIALLY THE PREVALENCE OF HIGH CANCER RATES WITHIN THE FIRE SERVICE.

WITH THE MAYOR' SUPPORT WE HAVE REPLACED THE MAJORITY OF OUR FRONTLINE APPEAR RATES IN A FEW SHORT YEARS.

THIS ALSO ALLOWED TO US HAVE A RESERVE FLEET OF RELIABLE AND SAFE APPARATUS.

WE WILL CONTINUE TO INVEST IN NEW APPARATUS PLACE PROGRAM SCHEDULE FOR CALLS FOR THE REPLACING.

THREE ENGINES AND TWO LADDER TRUCKS ANNUALLY.

WE VERY 33 ENGINES, 19 LADDER TRUCKS, TWO TOWERS, TWO RESCUES AND TWO MARINE UNITS THAT ARE THE FRONTLINE.

>> WE ARE ALSO IN THE PROCESS OF BUILDING A NEW FIRE HOUSE TO HOUSE ENGINE 42, RESCUE TWO AND DISTRICT NINE.

AS A RESULT OF COVID-19 AND CONSTRUCTION DELAYS WE ARE NOW HOPING TO OPEN SOME TIME IN 2022.

CONSTRUCTION HAS RESUMED THIS PAST MONTH.

MONDAY.

57

THE NEXT TWO FIRE HOUSES WE HOPE TO REBUILD ARE ENGINE 3 AND ENGINE 37.

THERE ARE TALKS OF INSTITUTE OF TECHNOLOGY BUILDING A FIRE HOUSE AS PART OF THEIR BUILDING IN EXCHANGE FOR THE 0 OLD SITE OF THE FIRE HOUSE.

WE ANTICIPATE CONTINUING WITH THE DEPARTMENT'S PROJECT TO PROFESSIONALLY CLEAN OUR FIRE HOUSES.

WE CONTINUE TO MAIM MAKE IMPROVEMENTS TO THE FIRE HOUSES

IN OTHER WAYS THAT WILL BENEFIT OUR FIREFIGHTERS.

IN 2018 WE BEGAN A PROGRAM TO INSTALL GREATER PRIVACY PETITIONS IN THE BUNK ROOMS OF EACH FIRE HOUSE WHILE THEY WERE BEING INDUSTRIALLY CLEANED. THESE CONSISTED OF SEVEN FOOT HIGH, FOUR INCH THICK PARTITIONS BETWEEN EACH BUDGET, EACH WITH ITS OWN SLIDING DOOR WITH A LOCKING MECHANISM.

IN OUR FACILITIES IMPROVEMENT PLAN WE HAD PRIORITIZED THOSE FIRE HOUSES WITH PERMANENTLY ASSIGNED FEMALE FIREFIGHTERS. WE ARE PLANNING ANOTHER RECRUIT CLASS IN THE FALL AND I REMAIN COMMITTED TO WORKING WITH THE HUMAN RESOURCES DEPARTMENT AND IT'S CIVIL SERVICE UNIT TO IDENTIFY DIVERSE CANDIDATES.

THE CURRENT CLASS YIELDED A CLASS -- CURRENT THROUGH HIRING THROUGH THE CIVIL SERVICE LIST AS WELL AS UTILIZING THE SELECTIVE LANGUAGE CERTIFICATION.

THE DEPARTMENT HIRED FIREFIGHTERS WITH INFLUENCE IN THE TOP FIVE NON-ENGLISH LANGUAGE SPOKEN IN THE CITY OF BOSTON.

THOSE LANGUAGES ARE SPANISH, HAITIAN CREOLE, CHINESE, VIETNAMESE AND CAPE VERDE.

58

WE HIRED TWO FEMALE FIREFIGHTERS IN THIS CLASS.

THE DEPARTMENT HAS MADE GREAT STRIDES THE LAST SEVERAL RECRUIT CLASSES TO INCREASE THE NUMBER OF MINORITY CANDIDATES HIRED.

THE LAST COUPLE OF CLASSES SAW 28 PERCENT AND 37 PERCENT MINORITY RECRUITS.

THESE SHOW THE INCREMENTAL IMPROVEMENTS THE DEPARTMENT IS MAKING TO DIVERSIFY CLASSES, UTILIZING TOOLS AND AVENUES CURRENTLY AVAILABLE UNDER THE CIVIL SERVICE HIRING RULES.

REACHING OUT IN BOSTON NEIGHBORHOODS AND FEMALE RECRUITMENT HUMIDITY FOR THIS

YEAR'S 2020 FIREFIGHTER ENTRY
LEVEL EXAM.

THE NUMBER OF BOSTON MINORITY
APPLICANTS INCREASED IN EVERY
DEMOGRAPHIC FROM THE 2018 EXAM
AS COMPARED TO THIS YEAR'S 2020
EXAM.

THE MOST IMPROVED STATISTIC IS
IN THE FEMALE DEMOGRAPHIC, WHICH
IMPROVED FROM ONLY 59 CANDIDATES
IN 2018 TO 124 FEMALE CANDIDATES
WHO APPLIED FOR THE 2020
EXAMINATION.

WE ALSO HELD A HIGHLY SUCCESSFUL
INFORMATION SESSION WITH A LARGE
TURN OUT SPECIFICALLY GEARED
TOWARDS FEMALE CANDIDATES.

THIS IS DUE TO THE LARGE PART TO
THE EFFORTS OF OUR TEAM AND I
WOULD LIKE TO PUBLICLY THANK
THEM FOR THEIR ENTHUSIASM IN
TAKING ON THIS TASK AND FOR ALL
OF HAIR HARD WORK.

THE DEPARTMENT HAS BEEN
EXPANDING.

FOR RECRUITMENT THE DEPARTMENT
HAS A TWO PART STRATEGY.
ONE, CONDUCT OUTREACH AND
RECRUITMENT TO ELIGIBLE AGE
WOMEN AND PEOPLE OF COLOR AT
RECRUITMENT FARES, THROUGH LOCAL
CIVIL AND COMMUNITY
ORGANIZATIONS AND INSTITUTIONS
AND WITH VETERAN ORGANIZATIONS.
TWO.

CREATE A PIPELINE OF FUTURE
CANDIDATES BY ENGAGING WITH
BOSTON'S YOUTH.

THROUGH THE BOSTON FIRE
DEPARTMENT'S TEEN ACADEMY, THE
DEPARTMENT'S COMMUNITY ENTRY
PROGRAM, AND OTHER FAIRS OR
CONFERENCES TARGETED FOR YOUNG
BOSTONIANS.

THE DEPARTMENT'S DIE DIVERSITY
RECRUITMENT OFFICER, JUAN
SANCHEZ IDENTIFIES
IMPLEMENTATION IN SCHOOLS CAN
OTHER YOUTH NEGLIGENT VENIRES TO
GET A DIVERSE POPULATION BEFORE
THEY ENTER INTO A MILITARY
SERVICE.

WE ARE HOPING THAT WE WILL BE
ABLE TO ATTRACT DIVERSE RECRUITS

AFTER THEY RETURN TO ACTIVE DUTY MILITARY SERVICE.

YOUTH ENGAGEMENT RECRUITMENT EFFORTS ARE IMPORTANT BECAUSE IT ALLOWS THE DEPARTMENT TO SHARE INFORMATION WITH THE CITY'S TABLE POPULATION ABOUT PURSUING A FIRE SERVICE CAREER WITH THE BOSTON FIRE DEPARTMENT THROUGH MENTORSHIP, CAREER CONFLICT AND ON-THE-JOB TRAINING.

SOME OF THESE PROGRAMS INCLUDE THE FOLLOWING.

BOSTON FIRE TEEN ACADEMY, WHICH IS A SUMMER PROGRAM FOR CITY OF BOSTON YOUTH BETWEEN THE AGES OF 16 AND 18 TO GET AN INSIDE PERSPECTIVE OF THE FIRE ACADEMY.

WE ARE HOPING THAT THE TEEN ACADEMY IN SOME FORM WILL BE HELD THIS SUMMER DEPENDING ON SAFETY GUIDELINES TO BE ISSUED BY THE CITY AND STATE AS WE BEGIN TO REOPEN BUSINESS.

I SEE THAT AS I'M PRETTY CONFIDENT THAT'S GOING TO HAPPEN.

AND WE'RE LOOKING TO INCREASE THE NUMBERS THIS YEAR THAN WE HAVE FROM THE PAST YEARS:

SECOND ONE, PARTNERSHIP WITH THE BOSTON PARKS DEPARTMENT TO INCLUDE BOSTON FIRE DEPARTMENT IN THE EXISTING SPORTS PROGRAMS. ASSURING OUTREACH BY BFD TO A DIVERSE GROUP OF POTENTIAL FUTURE CANDIDATES.

PARTNERSHIP WITH THE BOSTON PUBLIC SCHOOLS AND THE BOSTON POLICE DEPARTMENT, OUR NEW PROGRAM GEARED TO SAFETY AND COMMUNITY AWARENESS THROUGH THE BPS AFTER SCHOOL PROGRAMS.

PARTNERSHIP WITH MADISON HIGH SCHOOLS ROTC PROGRAM TO DEVELOP A FIRE UP PROGRAM THROUGHOUT THE BOSTON PUBLIC SCHOOLS ROTC'S.

THIS WILL BE AN AFTER-SCHOOL PROGRAM TO ENGAGE ROTC RECRUITS FROM EVERY SCHOOL TO WORK WITH MINIMUM RECRUITS ON FIRE EDUCATION, MILITARY CAREERS, FITNESS, AND CAREER COUNSELORS. CONTINUAL SCHOOL AFFILIATED

PROGRAMS DURING COVID-19 WILL LARGELY DEPEND ON CITY AND STATE DECISIONS AND GUIDELINES GOVERNING STUDENTS RETURNING TO SCHOOL THIS FALL.

WE HAVE ALSO ENGAGED MORE YOUTH THROUGH THE BFD COMMUNITY ENRICHMENT PROGRAM, A BASKETBALL LEAGUE FOR BOSTON YOUTH IN THE CITY'S MINORITY NEIGHBORHOODS. THE PROGRAM WAS CREATED TWO YEARS AGO AND IS ORGANIZED AND RUN BY TWO MINORITY BOSTON FIREFIGHTERS, PROVIDING THE YOUTH WITH MENTORSHIP AND SHOWING THEM A CAREER PATH IN THE FIRE SERVICE AND PUBLIC SAFETY.

WE ALSO CONTINUED TO INTEND COMMUNITY EVENTS IN THE CITY OF BOSTON AND ONE CONTINUES TO FOCUS ON VETERAN RECRUITMENT AND VETERAN OUTREACH TO HELP IDENTIFY AND ZERO IN ON OUR DEMOGRAPHIC SPECIFIC RECRUITMENT STRATEGY.

WORK WITH THE CITY'S VETERAN SERVICES DEPARTMENT AND THE STATE COUNCIL PARTICIPANT.

WE HAVE ALSO CONDUCTED OUTREACH AND RECRUITMENT WITH A NUMBER OF VETERAN ORGANIZATIONS AND MILITARY RECRUITMENT PROGRAMS INCLUDING PAYS WHICH IS PARTNERSHIP FOR YOUTH SUCCESS, A PROGRAM TO HELP IDENTIFY LOCAL AND MASSACHUSETTS YOUTH THAT ARE TRANSITIONING OUT OF THE MILITARY.

RECRUIT MILITARY, A MILITARY RECRUITMENT PARTNER THAT HOST CAREER THEIR WITH PA FOCUS ON VETERANS, ENABLE TOKING THE DEPARTMENT TO TAP INTO THEIR DATABASE TO HELP IDENTIFY QUALIFIED VETERANS FOR OUR RECRUITMENT EFFORTS.

HIRE A VET, WHICH IS SPECIALIZES IN EMPLOYMENT OPPORTUNITIES FOR VETERANS AND FINALLY BOSTON AREA RECRUITMENT STATIONS.

THE DEPARTMENT CONTINUES TO WORK ON THE RECOMMEND DEGREES THAT THE REPORT PROVIDED.

WE HAD ALREADY GUN SOME OF THIS WORK PRIOR TO THE ISSUANCE OF THE REPORT AND WILL CONTINUE WORKING ON THE RECOMMENDATIONS OUTLINE: WE HAVE CONDUCTED A NUMBER OF HI TRAININGS OVER THE LAST SEVERAL YEARS.

HARASSMENT TRAINING CONDUCTED BY OHR, IN HOUSE BY -- AND BY OUTSIDE VENDORS.

RESPECTFUL WORKPLACE TRAINING BY THE DEPARTMENT OF HUMAN RESOURCE OFFICES AT SELECTED FIRE HOUSES AND THAT'S GOING CONTINUE.

DIVERSITY, IMPLICIT BIAS AND RESPECTFUL WORKPLACE TRAINING BY AN OUTSIDE VENDOR.

ADDITIONAL DIVERSITY AND RESPECT FOR WORKPLACE SEALEDLY FOR THE FIRE SERVICE ENTITLED LEADERSHIP INDICATES STUDIES, RESPECTING THE WORKPLACE, WHICH FOCUSES ON THE ROLE OF THE FIRE OFFICER PLAYS IN HUMAN RESOURCE LIABILITY, PARTICULARLY IN THE AREAS OF HARASSMENT AND RETALIATION.

62

THIS COURSE UTILIZE'S CASE STUDY APPROACH TO TEACHING THIS TOPIC WITH REAL LIFE -- FROM THE AREA AS PART OF THE DISCUSSION AND CURRICULUM.

THESE TOPICS WERE PRESENTED TO ALL OFFICERS FROM DEPUTY CHIEF DOWN TO THE FIRST LINE SUPERVISORS.

WE ALSO CONTINUED APPROXIMATE ADDITIONAL RESPECTFUL WORKPLACE TRAINING WITH THE DEPARTMENT'S JUNIOR OFFICER LEADERSHIP TRAINING PROGRAM FOR NEWLY PROMOTED LIEUTENANTS.

BEYOND ALL OF THESE TRAININGS, THE DEPARTMENT PLANNED TO PROVIDE SIMILAR TRAINING TO REACH ALL LINE FIREFIGHTERS, A VENDOR, RPM SOLUTIONS, WAS RETAINED BY THE CITY AND THE DEPARTMENT TO DEVELOP A PROGRAM TO CONDUCT TRAINING FOR ALL FIREFIGHTERS ON EVERY GROUP IN EVERY FIRE HOUSE.

THIS PROGRAM KICKED OFF IN FEBRUARY OF THIS YEAR WITH ALL

THE CHIEFS.

THE PROGRAM WAS TO BEGIN IN LATE MARCH BUT SUSPENDED DUE TO COVID-19.

WE HOPE TO GET THAT BACK ON TRACK AS SOON AS POSSIBLE.

ON OTHER FRONTS THE DEPARTMENT WILL CONTINUE TO WORK ON THE FOLLOWING.

BFD'S RULES AND POLICIES ARE UNDER REVIEW.

DRAFT SUCH AS THE BFD ANTI HARASSMENT RULE, RULE 1841 HAVE BEEN REVISED.

WE WILL WORK WITH THE UNIT TO DISCUSS ADOPTION OF DISMISS OTHER REVISED OR NEW RULES AND POLICIES.

63

THE DEPARTMENT'S NEW HR CARRIER HIRED IN DECEMBER, 2019, WILL WORK WITH THE DEPUTY COMMISSIONER, LABOR RELEASES, HUMAN RESOURCES AND PARALEGAL AIR FAIRS TO DEVELOP AND CULTURE ANTI HARASSMENT AND WORK PLACE TRAINING FOR THE ENTIRE DEPARTMENT AND WILL ASSIST IN DETERMINATIONS.

THE JOB WILL BE MONITORED BY THE HR CORRECTER UNDER THE DIRECTOR OF THE DEPUTY COMMISSIONER.

A FEMALE LIAISON, APPLYING IN 2018 CONTINUED TO BUILD STRONG RELATIONSHIPS WITH ALL FEMALE FIREFIGHTERS AND FIRE ALARM OPERATORS WITHIN THE DEPARTMENT ADVOCATING FOR BETTER UNIFORMS, REVIVING THE FIRE HOUSE BATHROOM POLICY, PARTICIPATING IN NUMEROUS RECRUITMENT EVENTS AND LEADING SEVERAL FEMALE FIREFIGHTERS TO THE NATIONAL WOMENS IN FIRE SERVICE CONFERENCE, SPONSORED BY THE INTERNATIONAL ASSOCIATION OF WOMEN IN FIRE AND EMERGENCY SERVICES.

>> ON THE HIRING FRONT WE WILL CONTINUE TO WORK WITH HRD AND THE MCAD ON OUR SELECTIVE WAY AND GENDER CERTIFICATIONS AS WELL AS OUR OUTREACH AND RECRUITMENT EFFORTS BY THE DIVERSITY RECRUITMENT OFFICER

AND THE RECRUITMENT TEAM.
I BELIEVE WE HAVE A STRONG TEAM
IN PLACE TO MAKE NECESSARY
CHANGES WITH THE MAYOR'S SUPPORT
FOR ADDITIONAL RESOURCES WE WILL
BE EVEN BETTER POSITIONED TOWARD
IMPLEMENT THE PLAN GOING
FORWARD.

LASTLY ON BEHALF OF THE FIRE
DEPARTMENT, THANK YOU FOR YOUR
TIME AND YOUR SUPPORT, AND I'M
HERE FOR QUESTIONS.

64

THANK YOU.

>> GREAT.

THANK YOU SO MUCH COMMISSIONER.
CAN I TELL YOU CAME TO US BY WAY
OF OPERATIONS.

THAT WAS DETAILED AND
APPRECIATED.

I'M GOING TO JUST JUMP RIGHT IN
TO QUESTIONS.

COUNCILOR FLAHERTY, YOU HAVE THE
FLOOR.

>> THANK YOU MADAM CHAIR.

AND GOOD AFTERNOON AND WELCOME
AND CONGRATULATIONS TO OUR NEW
COMMISSIONER.

I WANT TO STATE THAT PUBLICLY,
OUR MOST EXPERIENCED FIRE
OFFICERS IN THE DIDN'T HE WANT
AND TO THE COUNCILMEMBERS --
YOUR EXPERIENCE IN COMMAND IN
EMERGENCY MANAGEMENT GIVEN THE
TIME YOU SPENT AS FIRE MARSHAL
IS GOING TO SERVE YOU WELL, AND
SERVE OUR CITY WELL, SO ALSO ON
BEHALF OF A LOT OF THE FAMILIES,
YOUR QUICK AND SWIFT DECISIVE
ACTION EARLY IN THIS COVID
RESPONSE TO TAKE THE NECESSARY
MEASURES TO PROTECT MEN AND
WOMEN OF YOUR DEPARTMENT IN EACH
AND EVERY SINGLE FIRE HOUSE WAS
WELCOME BY THE MULTIPLE AND
THEIR FAMILIES AND, AS A RESULT,
ALTHOUGH YOU HAVE HAD SOME COVID
PARTNERS AMONG YOUR RANKS IT
COULD HAVE AND WOULD HAVE BEEN A
LOT WORSE HAD YOU NOT TAKEN
CITIES ACTION AS OUR ACTING
COMMISSIONER PRIOR TO YOUR
PERMANENT EMPLOYMENT.

APPOINTMENT.

SO KUDOS ON THAT PART FOR BEING

PROACTIVE.

MYSELF QUESTION IS OBVIOUSLY GOING TO REVOLVE AROUND THE TWO CHIEF DISTRICTS THAT WERE ELIMINATED IN THE PREVIOUS ADMINISTRATION.

WE HAVE A APPROXIMATE GAS PIPELINE OUT IN COUNCILOR

65

O'MALLEY AND COUNSELOR BART' DISTRICT AROUND THE HOSPITAL.

WE LIKED THAT SO WE WILL ALWAYS CONTINUE TO ADVOCATE TO HAVE THOSE CHIEFS REPLACED AND OBVIOUSLY THE ADDED BONUS IN ADDITION TO THE ENHANCED PUBLIC SAFETY WITH HAVING THOSE CHEAP CARS THERE WOULD BE ON THE BACK NIL IN THE COMMAND AND WE WOULD SEE AN INCREASE IN DIVERSITY, PARTICULARLY IN DECISION MAKING POSITIONS AND I THINK THAT WOULD BE THE ADDED BONUS.

I ALSO WANTED TO COMMENT AND GIVE YOU KUDOS FOR YOUR ATTENTION TO DETAIL IN YOUR OPENING -- AND OPENING UP THE CONVERSATION AROUND DIVERSITY INCLUSION AND THOSE ARE WELCOME AND A BIG CHUNK OF THAT IS OUT OF YOUR HANDS BECAUSE OF ABSOLUTE VETERAN PREFERENCE AND SO ATTENTION TO DETAIL IN KNOWS AREAS AND OBVIOUSLY CONTINUING TO WORK TOGETHER WILL HOPEFULLY RESULT IN MORE MEN AND WOMEN JOINING THE DEPARTMENT FROM EVERYONE EVERY CORNER OF OUR CITY.

AND I'LL JUST ASK THAT YOU CONTINUE TO KEEP THE HEALTH AND WELLNESS OF YOUR MEMBERS IN MIND AND CONTINUE THE GREAT WORK OF YOUR PREDECESSOR IN THAT REGARD AND THE SAFETY AND GET THOSE CANCER RATES DOWN AND HEART AND LING ISSUES DOWN AND THE ATTENTION TO DETAIL ON HEALTH AND WELLNESS WOULD BE WELCOMED MOVING FORWARD.

THANK YOU AND LISTEN TO YOUR RESPONSES AND CONGRATULATIONS AND LOOKING FORWARD TO WORKING WITH YOU TO CONTINUE TO ENHANCE ONE OF THE BEST FIRE SUPPRESSION

DEPARTMENTS IN THE WORLD AND THAT'S THE BOSTON FIRE DEPARTMENT.

>> THANK YOU, COUNSELOR.

66

>> DID YOU WANT ME TO RESPOND TO THAT, THE TWO DISTRICTS.

>> JUST KEEP IT IN MIND AS YOU'RE MOVING FORWARD.

I KNOW YOU'RE JUST GET GOING THERE AND GETTING YOUR FEET WET AND I TOTALLY UNDERSTAND IT BUT I THINK THERE'S A VOID IN THE ROXBURY AND -- AREA AND THE BOSTON WATERFRONT CONTINUES TO GROW AND I'M SURE I'M SPEAKING ON BEHALF OF COUNCILOR FLYNN AS WELL, AND WE HAVE BEEN ASKING FOR THOUGHT TO BE GIVEN TO FIRE STATION DOWN ALONG THE WATERFRONT, GIVEN SUCH GROWTH DOWN THERE.

BUT THANK YOU COMMISSIONER.

>> THANK YOU.

>> GREAT.

THANK YOU SO MUCH COUNCILOR FLAHERTY.

NEXT UP, COUNCILOR CAMPBELL.

>> COUNCILOR CAMPBELL?

ALL RIGHT.

I'M GOING TO JUMP ACROSS.

>> OOPS.

>> I THINK I PUT EVERYBODY TO SLEEP?

>> NO.

THERE WAS A CONNECTION ISSUE. I THINK COUNCILOR FLYNN DID YOU HEAR ME RECOGNIZE YOU?

>> YES.

>> GREAT.

>> THANK YOU.

THANK YOU COUNSELOR BOK AND THANK YOU TO COMMISSIONER, AND COMMISSIONER DEMPSEY AND CONGRATULATIONS ON BEING THE FIRE COMMISSIONER.

I KNOW YOU WILL DO AN EXCELLENT JOB.

COMMISSIONER ONE OF ISSUES I WAS ALWAYS FOCUSED ON AS IT RELATES TO THE FIRE DEPARTMENT IS THE HEALTH AND WELLNESS PROGRAM FOR YOUR FIREFIGHTERS.

CAN YOU GIVE US A LITTLE BIT OF BACKGROUND, HOW THAT IS GOING,

67

WHAT TYPE OF SERVICES YOU MIGHT OFFER TO FIREFIGHTERS TO MAKE SURE THAT THEY'RE PHYSICALLY HEALTHY, THEY'RE MENTALLY HEALTHY AND THAT THEY HAVE ALL OF THE RESOURCES THEY NEED TO BE SUCCESSFUL IN THEIR CAREER TO AND IN THEIR LIFE TOO.

>> OK.

AS FAR AS THE PHYSICAL PART, WE HAVE A PROGRAM CALLED O2X THAT TRAINS EVERYBODY FROM RECRUITS ON UP, AND IT'S A CONTINUOUS PROGRAM.

THEY'RE EX NAVY SEALS AND THEY GO OVER EVERY ASPECT OF HEALTHY LIVING FORECLOSURES EATING PROPERLY, EXERCISING, SLEEPING PROPERLY, AND MENTAL ISSUES.

ON TOP OF THAT, WE -- THE DEPARTMENT HAS A VERY ROBUST EMPLOYEE ASSISTANCE PROGRAM WHICH WORKS ON ONE ON ONE WITH OUR MEMBERS TO CONNECT THEM TO NECESSARY SERVICES, INCLUDING MENTAL HEALTH PROVIDERS.

IT IS ALSO A CRITICAL INCIDENCE STRESS TEAM WHICH RESPONDS TO EXTRAORDINARY INCIDENTS AND SIX MEMBERS.

PASS A SUBPART OF THIS PROGRAM WE HAVE DEVELOPED A PEER SUPPORT TEAM, WHICH CONSISTS OF ONE OR MORE MEMBERS PER FIRE HOUSE PREPARED TO ASSIST OR ASSIST ANYONE WHO IS STRUGGLING AND TO DIRECT THEM TO CALL IN APPROPRIATE HELP.

IT'S MORE LIKE AN INFORMAL INTERVENTION, PEOPLE BATCHING OUT FOR EACH OTHER IN THE FIRE HOUSE AND SOMEBODY WAS HAVING A BAD DAY, YOU KNOW THE PEER SUPPORT PERSON MIGHT SAY, HEY, IF YOU NEED ANY HELP, YOU KNOW, JUST TRY TO FEEL THEM OUT WITHOUT PUTTING PRESSURE ON THEM FOR GETTING -- FOR GETTING THEM HELP.

>> THANK YOU.

68

>> THANK YOU COMMISSIONER.

AS COUNCILOR FLAHERTY MENTIONED BOTH OF US WOULD LOVE TO SEE A FIRE PRESENCE DOWN AT THE SOUTH

BOSTON WATERFRONT AS WOULD BE --
AS WOULD THE NEIGHBORHOOD TOO.
I THINK IT'S DESPERATELY NEEDED.
AND I KNOW WE CAN CONTINUE
TALKING ABOUT THAT.
AND MY FINAL QUESTION,
COMMISSIONER, IS, AS IT RELATES
TO THE HEALTH AND WELLNESS, I
KNOW YOU DO A THOROUGH CLEANING
OF ALL OF THE FIRE HOUSES IN
MAKING SURE YOU GET OUT ALL OF
THE TOXINS THAT YOU POSSIBLY
CAN.
AND I HAD THE OPPORTUNITY TO
SERVE 25 YEARS IN THE NAVY, AND
I WAS PART OF THIS GROUP CALLED
THE GULF WAR REGISTRY, WHERE, IF
YOU'RE OVERSEAS AND EXPOSED TO
CERTAIN CHEMICALS, YOU'RE
AUTOMATICALLY IN A VA PROGRAM.
BUT I'M JUST WONDERING, JUST
WITH THE LONG-TERM CARE OF
FIREFIGHTERS, IS THIS SOMETHING
WE CAN
KIND OF PATCH WITHOUT DISCUSSING
IT WITH THE CITY COUNCILORS.
I HAD THAT RELATIONSHIP IN THE
PAST WITH PAST COUNSELORS WHERE
WE DISCUSSED WHAT WE'RE DOING IN
OUR TECHNOLOGY AS MUCH
AS WE
CAN, BECAUSE WE HAVE TO THINK
ABOUT DOMESTIC -- FOREIGN AND
DOMESTIC PREPAREDNESS AND ACTS
OF TERRORISM AS WELL.
BUT AS THE TECHNOLOGY INCREASES,
WE WILL LETTINE IF WE ARE
INTERESTED IN OBTAINING ANY TYPE
OF FACIAL RECOGNITION BECAUSE WE
HAVE EDUCATE YOU ABOUT ANY
SOFTWARE BEING USED, ANY
PROGRAMS BEING EUCHED, BECAUSE
WE UNDERSTAND THE IMPORTANCE OF
EVERYONE'S EXPECTATION OF
PRIVACY.
AND FOR ME, FACIAL RECOGNITION
JUST ISN'T THERE YET FOR ME.
>> IT'S NOT 100%.
I HAVE STATED THAT FOUR YEARS
AGO, LAST YEAR, I WILL STATE IT
RIGHT NOW.
BUT WE WILL SEE WHERE TECHNOLOGY
TAKES US.
WHAT IS IS THAT WE HAVE AN OPEN

LINE OF COMMUNICATION ABOUT ANY IMPLEMENTATION AND ANY CHANGES THAT ARE GOING TO TAKE PLACE IN BPE'SOLOGY.

>> GREAT.

THANK YOU.

AND I LOOK FORWARD TO OUR FURTHER CONVERSATION ON THAT IN DIFFERENT HEARINGS.

I WANT TO AFFIRM QUICKLY, MY COLLEAGUE COUNSELOR JORDAN REFERENCED ABOUT PHYSICIANS AND I WOULD LOVE TO SEE US ON A PATHWAY OF INCREASING THOSE AND I HEARD WHERE WE WERE AND MIGHT WANT TO BE BUT DO YOU HAVE A PLAN FOR ADDING THAT CLINICIAN CAPACITY.

>> PART OF THAT OF ADDING CLINICIANS HAD A TOSS DO WITH BOSTON MEDICAL CENTER THEY REALLY HAVE STRINGENT QUALIFICATIONS AND WHAT WE'RE HEARING FROM THEM, A LOT OF FOLKS DON'T WALL PHI OR ONCE WE FIND OUT WHAT THAT JOB ENTAILS, THEY OPT OUT AND SO BASICALLY IT DEPENDS ON OUR RELATIONSHIP WITH BOSTON MEDICAL CENTER AND THEIR ABILITY TO PROVIDE MORE BEST COLLISIONS FOR US.

>> GOT IT.

GREAT.

AND I JUST WANT TO AGREE WITH COUNSELOR FLYNN OWN THE IMPORTANCE -- I ICED TO WORK WITH THE HOUSING AUTHORITY, AND I THINK THERE USED TO BE A MUCH LARGER DEDICATED VHA POLICE FORCE AND FEDERAL FUNDING FOR THAT CUT BACK AND IT REALLY IS, YOU KNOW, THE BHA HOUSING DEVELOPMENTS ARE LIKE ALL PARTS OF THE CITY AND PART OF BPD AREA AND IT'S REALLY IMPORTANT TO HAVE THOSE COMMUNITY POLICINGS RELATIONSHIPS AND RELATIONSHIP OF TRUST AND MUTUAL KNOWLEDGE AT THE HOUSING DEVELOPMENT.

>> WE HAVE VERY STRONG RELATIONSHIPS WITH OUR HOUSING DEVELOPMENTS.

>> AND, YEAH, AND THEN THE LAST THING I WILL SAY AGAIN I WANT TO

BE BRIEF IS JUST, I DO THINK WE WILL BE FOLLOWING UP AS A COMMITTEE ON A BUNCH OF THESE REQUESTS.

I DO THINK -- AS I MENTIONED BEFORE, THIS BP BUDGET -- IT'S AN IMPORTANT FUNCTION OF THE CITY AND MORE THAN '10 PERCENT OF THE CITY BUDGET AND I THINK THAT THE LEVEL OF LINE DETAIL THAT WE HAVE AS A COUNSEL IS NOT REALLY -- IT'S NOT REALLY PARALLEL TO THE LEVEL THAT WE FIGURE OUT ON THE PUBLIC SCHOOL DEPARTMENT.

AND I THINK SOME OF MYRRH FRUSTRATION WITH THE DYNAMICS OF THIS HEARING IS WE'RE ASKING YOU A BUNCH OF LINE ITEM QUESTIONS.

>> RIGHT.

THERE'S NOT ENOUGH TIME.

>> RIGHT.

AND SO I THINK IF WE HAD MORE LINE ITEM LEVEL DETAIL LIKE WE DO FROM BPS, WE WOULDN'T HAVE AS MANY OF THESE LIKE "WHAT PERCENTAGE OF WHATEVER" QUESTIONS SO I WILL BE FOLLOWING UP YOUR TEAM.

>> THIS SHOULDN'T BE OUR LAST DISCUSSION.

WE CAN HELP CLARIFY THINGS AND EDUCATE EACH OTHER ABOUT WHAT WE'RE DOING IN BPD AND HOW YOU CAN ASSIST US.

YEAH.

BUT THOSE ARE THE QUESTIONS YOU HAVE WE WILL BE ABLE TO ANSWER. BUT THERE ARE TIME CON STRAIPTS HERE.

>> EXACTLY.

RIGHT.

WHICH IS WHY INFORMATION SHARING IS SO IMPORTANT.

YEAH, I JUST WANT TO ECHO THE IMPORTANCE OF -- I THINK WE'RE ALL REALLY LOOKING TO WORK TOGETHER ON -- WE ARE AS WELL.

>> AND THIS SUMMER KEEPING EVERYBODY IN THE CITY SAFE IT'S GOING TO BE SO IMPORTANT.

SO WE'VE COME TO THE SECOND ROUND.

I DO WANT TO APOLOGIZE TO OUR --

WE -- IN OUR EFFORT TO BE
EFFICIENT HERE IN THE COVID-19
TIMES WE SOMEWHAT BY THE OFF
MORE THAN WE CAN CHEW DISCUSSING
ALL OF THESE PUBLIC SAFETY
DEPARTMENTS AT ONCE.

SO WITH APOLOGIES TO
COMMISSIONER DUNPHY AND JEWEL
HULE, I THINK WHAT WE'RE GOING
TO DO, WE HAVE A CITY COUNCIL
RULE IF A HEARING IS EXPECTED TO
TAKE MORE THAN THREE HOURS AND
MEANT TO TAKE SOME PUBLIC
TESTIMONY NOT AT THE END AND
BECAUSE THE HEARING HAS ALREADY
TAKEN MORE THAN THREE HOURS I
THINK WATT WE'RE GOING TO DO IS
I WILL NOW TURN TO SOME PUBLIC
TESTIMONY.

WE HAVE FOLKS SIGNED UP TO
TESTIFY.

WE WILL START THE CONVERSATION
ABOUT THE FIRE DEPARTMENT
AT 1:30.

SO IF SOME FOLKS IN THAT
DEPARTMENT WANT TO EAT OR
WHATEVER, UNTIL PUBLIC
CONVERSATION -- I KNOW WE HAVE
PUBLIC TESTIMONY SPECIFICALLY
RELATED TO THE BOSTON POLICE
DEPARTMENT HAS BEEN WAITING
PATIENTLY AT THIS TIME, BUT
BEFORE I DO THAT, AND THEN I
WANT TO ALLOW OUR COLLEAGUES THE
COMMISSIONER AND ALL TO GO BACK
TO THE WORK THEY'RE DOING.

>> THERE'S NO SUCH THING AS A
FEW QUESTIONS.

>> YEAH.

BUT I JUST WANT TO THAT YOU GUYS
FOR BEING HERE AND TALKING WITH
US AND FOR ALL OF THE WORK THAT
YOU DO EVERY DAY.

AND, YEAH, NOW -- SO WE'RE GOING
TO TURN TO PUBLIC TESTIMONY.

I'M GOING TO PLUS IN MY COMPUTER
OR ELSE WE'RE GOING TO HAVE AN
IMMEDIATE PROBLEM.

FOR THOSE GIVING PUBLIC
TESTIMONY, IF YOU CAN IDENTIFY
IMPROVES KEEP YOUR COMMENTS TO
TWO MINUTES THAT WOULD BE GREAT.

ALL RIGHT I'M BACK.

FIRST UP FOR THOSE GIVING

TESTIMONY I WILL BE MOVING YOU
OVER AND RECOGNIZING YOU.
FIRST WILL BE [INAUDIBLE] HALL
FROM THE ACLU.
AND MISHAN WHEN YOU'RE IN, JUST
IDENTIFY YOURSELF AND KEEP YOUR
TESTIMONY BRIEF.
THAT WOULD BE LOVELY.
THANK YOU.
I'M HERE.
GO?

>> YEAH, YOU CAN GO.
>> WONDERFUL.

THANK YOU TO THE MEMBERS OF THE
COUNSEL, MY NAME IS RASHON HALL,
DIRECTOR OF THE RACIAL JUSTICE
PROGRAM FOR AT CLU OF
MASSACHUSETTS.

WE RECOMMEND THAT THE BOSTON
CITY COUNCIL CONSIDER THE ISSUES
OF EFFICACY IN YOUTH
PROGRAMMING, TRANSPARENCY AND
OPERATIONS, RACIAL BIAS AND OVER
ARCHING SURVEILLANCE PROGRAMS
AND USING THE BEST USE OF
TAXPAYER FUNDS FOR THE BOSTON
POLICE DEPARTMENT.

WITH THE RECENT RELEASE OF FIO
DATA IT SHOWS THERE CONTINUES TO
BE SIGNIFICANT RACIAL
DISPARITIES AND, ALTHOUGH BPD
HAS PUT FORWARD A DISCLAIMER
ABOUT NOT USING SIMPLE
BENCHMARKS THEIR 2015 STUDY
REVEALED THAT THE RESEARCHERS
COULD NOT DETERMINE WHETHER THE
IDENTIFIED PATTERN OF RACIALLY
DISPARATE TREATMENT WERE
GENERATED BY BIAS OR ANOTHER
PROCESS.

AND THAT CONTINUES THROUGH THE
CURRENT STATISTICS THAT WE HAVE.
THERE ARE ALSO CONSIDERABLE
CONCERNS ABOUT THE BOSTON
REGIONAL INTELLIGENCE CENTER.
WE HAVE PREVIOUSLY SUBMITTED
REQUESTS FOR INFORMATION FROM
THEM, INDICATING SOME METRIC OF
SUCCESS OR MEASURES THAT THEY
USE TO SHOW THAT THEIR EFFORTS
HAVE REVEALED CRIME REDUCTION OR
VIOLENCE PREVENTION AND HAVE NOT
RECEIVED RESPONSIVE DOCUMENTS.
THE USE OF THE GANG DATABASE IS

SOMETHING USED WITH LITTLE USE
OR DATA TO SUPPORT ITS EFFICACY
OR ITS ADVANTAGE.

>> ALSO WE'RE GLAD TO HEAR THAT
THE COMMISSIONER IS IN FAVOR OF
NOT USING FACIAL SURVEILLANCE
TECHNOLOGY SYSTEMS AND WE LOOK
FORWARD TO WORKING WITH HIM TO
ENSURE THAT THE DEPARTMENT
CONTINUES NOT TO USE THOSE TYPES
OF TECHNOLOGY.

SO WE WOULD BE LOOKING FORWARD
TO HAVING SOME LEVEL OF
ENGAGEMENT ON CITIZEN OVERSIGHT
AND REVIEW OF SURVEILLANCE
TECHNOLOGIES IN THE FUTURE
BEFORE ANY PROCUREMENTS ARE MADE
OF ANY TYPE OF TECHNOLOGY --
SURVEILLANCE TECHNOLOGY, WHETHER
IT'S SOCIAL MEDIA OR FACIAL
RECOGNITION TECHNOLOGY.

I SEE THE GAVEL I THINK THERE
ARE BETTER WAYS TO USE THE MONEY
THAT DON'T REQUIRE THE PHASED
APPROACH.

>> THANK YOU.

NEXT UP, IF YOU COULD JUST
INTRODUCE YOURSELF AND THEN DO
LOOK FOR AFTER TWO MINUTES I
WILL RAISE MY GAVEL SO YOU WILL
KNOW.

IONA, GO AHEAD.

>> HI, EVERYBODY.

MY NAME IS IONA HARBURG AND THE
WORK WITH -- SO I'M PRESENT AT
THIS HEARING TODAY BECAUSE WE
BELIEVE THAT CITY OF BOSTON MUST
REDUCE THE BOSTON POLICE
DEPARTMENT BUDGET IN ORDER TO
ACHIEVE THRIVING AND HEALTHY
COMMUNITIES.

THE CITY SUGGESTS LACK OF
INVESTMENT IN BLACK AND BROWN
COMMUNITIES AND OVER INVESTMENT
IN -- THE RESEARCH PROJECT TO
GATHER EXPERTISE OF WOMEN.
SOME OF THE NEIGHBORHOODS IN THE
UNITED STATES.

WE SERVE 152 WOMEN THIS BOSTON
THAT WERE FORMALLY INCARCERATED.

ONE I I IS THAT THE EARLIER A
WOMAN IS ARRESTED, THE MORE
LIKELY SHE IS TO HAVE MULTIPLE
ARRESTS THROUGHOUT HER LIFE.

MORE THAN HALF OF THE WOMEN WERE ARRESTED FOR A THIRD TIME AS TEENAGERS AND 78 PERCENT OF WOMEN WERE ARRESTED BEFORE THE AGE OF 25 [INAUDIBLE] THESE ARE ISSUES MET WITH POLICE HARASSMENT AS RESPONSE IN OUR COMMUNITIES.

WE ASK WOMEN WHO WAS GOING ON IN THEIR LIFE AND MOST RESPONDED THEY DIDN'T HAVE ENOUGH MONEY FOR FOOD, CHILDCARE OR -- MANY WOMEN ARE SURVIVORS OF ABUSE AND VIOLENCE AND MANY IN NEIGHBORHOODS UNDERSTAND UNDER RESOURCED AND NOT INVESTED IN. AND AS I MENTIONED PLENTY OF TIMES TODAY, THE BOSTON POLICE DEPARTMENT HAS OVER TIME BUDGET \$78 MILLION AND EVEN IF THE OVERTIME BUDGET WAS ADDRESSED, BPD BUDGET IS STILL OUTRAGEOUS. I SEE THE GAVEL SO UP INCARCERATION DOES NOT KEEP OUR COMMUNITY SAFE.

AND I'M ASKING THE CITY COUNCIL TOs PLEASE TAKE A STAND WHERE PUBLIC SAFETY COMES AND CUTTING THE POLICE BUDGET AND INVESTING IN WHAT COMMUNITIES NEED, HEALTH CARE ACHIEVEMENT AS A -- AND ECONOMIC DEVELOPMENT INCLUDING FOR PEOPLE WHO NEED HOUSING AND THE WOMEN -- LIVE IN NEIGHBORHOODS THAT ARE MOST IMPACTED BY INCARCERATION, WHAT COMMUNITIES LOOK LIKE AND HOW TO GET THERE AND HOPE YOU WILL LISTEN TO OUR NEEDS AS FAR AS THE SOLUTIONS COMING FROM YOUNG PEOPLE LIVING IN THE CITY.

THANK YOU.

NEXT UP IS JERERL.

>> IF YOU CAN UN-MUTE YOURSELF.

>> CAN YOU HEAR ME?

>> NOW, I CAN.

>> ALL RIGHT.

THANK YOU.

>> THANK YOU FOR HAVING ME AND I HOPE EVERYONE'S LOVED ONES ARE HEALTHY AND SAFE.

MY NAME IS JEREL AND I

APPRECIATE THE CITY COUNCIL

COMMITTEE ON WAYS AND MEANS

HEARING ME OUT TODAY.
I AM A RESIDENT OF DORCHESTER
AND THIS IS ONE OF THE MOST
INCARCERATED SECTIONS OF BOSTON.
I AM FORMALLY INCARCERATED SO MY
VOICE IS A REAL AND TANGIBLE
PERSON WHO EPITOMIZES THE
INVESTMENT OF MY NEIGHBORHOOD
AND EXCESSIVELY FUNDED POLICE
FORCE.

THE COST OF POLICE HARASSMENT,
STOPS IN THE GUISE OF ROUTINE
TRAFFIC EVALUATIONS AND
UNCONSTITUTIONAL SEARCHES ARE
OPERATED UNDER A COMMISSIONER
WHO HAS STATED TO THE PUBLIC,
WHILE STANDING IN THIS VERY
NEIGHBORHOOD THAT WE COULD CARE
LESS IF PEOPLE GET SICK FROM
COVID-19 AND REGARD TO OUR SONS,
DAUGHTERS, FATHERS AND MOTHER
WHOSE ARE INCARCERATED.

HOWEVER CONDONING SUFFERING AND
DEATH PROTECTING AND SERVING THE
FAMILIES OF BLACK AND BROWN
NEIGHBORHOODS.

THIS MILITARIZED -- THE
STATEMENTS HAVE EXACERBATED THE
PAIN AND TRAUMA AND NOT YET
CONTRIBUTED TO MY COMMUNITY TO
MAKE THE PEOPLE FEEL SAFE.

WE HAVE BEEN HERE TIME AND TIME
AGAIN, MORE MONEY, MORE OVER
TIME, MORE BLACK AND BROWN MEN
AND WOMEN LOCKED AWAY, MORE
PEOPLE WITH SUBSTANCE ABUSE
BEING LOCKED AWAY.

PAIN AND TRAUMA HAS NOT SHOPPED
STOPPED.

IT'S NOT WORKING.

IT HASN'T WORKED WHEN MY
GRANDFATHER FIRST CAME TO BOSTON
AND BOUT THE HOUSE I'M CURRENTLY
ZOOMING FROM.

IT HASN'T WORKED WHEN MY FATHER
WALKED THESE STREETS AND IT
HASN'T FOR ME IN MY DEVELOPMENT
GROWING UP HERE AND DEFINITELY
NOT WORKING FOR MY YOUNGER
BROTHER WHO GETS PULLED OVER AND
HARASSED WITH TWO DAUGHTERS.

PLEASE DID NOT CONTINUE TO FRONT
POLICE OVER TIME.

INSTEAD DIRECT THAT MONEY

STRAIGHT INTO OUR COMMUNITIES
THROUGH COMMUNITY PROCESSES
MOST.

>> WE HAVE THE OPPORTUNITY TO
RESHAPE OUR CITY APPROXIMATE IF
MAKE BOSTON A PLACE THAT CAN BE
SAFE.

BOSTON CAN CONTINUE TO BE KNOWN
NOR RACISM, JUSTIFICATION,
EXTREME INCOME INEQUALITY OR WE
CAN USE THIS MOMENT TO MAKE
BOSTON STRONGER.

AND THIS IS MY FIRST TIME
TESTIFYING IN FRONT OF THE CITY
COUNCIL, AND I APPRECIATE IT BUT
I HAVE TO ALSO SAY, LIKE SOME
WERE SAYING, NO ONE HAS YET
BROUGHT UP THE FIO DATA THAT THE
BOSTON POLICE DEPARTMENT PUBLISH
THIS MONTH AND SHOWED
ALMOST 70 PERCENT OF ALL OF THE
FIO TARGETS WERE BLACK PEOPLE IN
A CITY THAT IS ONLY 22 PERCENT
BLACK.

THEY PARADE WITHOUT CHALLENGING
ABOUT RACIAL PROFILING.

THIS HAS BEEN GOING ON FOR
DECADES AND AS A RESIDENT OF
BOSTON I HAVE BEEN ON BOTH SIDES
OF THE FENCE AND I WANT TO SAY
CAN YOU PLEASE LOOK INTO THIS
MATTER.

THANK YOU.

>> I'M ALEGIONA PATTERSON.
I'M IN THE MOST INCARCERATED
CORRIDOR OF THE COMMONWEALTH.
I WANT TO SPEAK AGAINST
INCREASED SPENDING FOR THE BPD
AND URGE ALL OF YOU TO CONSIDER
THE EFFECTS OF EACH LINE ITEM ON
BOTCH, IN ADDITION TO YOUR
COMMUNITIES.

I BELIEVE THAT REAL SAFETY DOES
POT COME FROM CONFRONTING HARM
FROM THE COMMUNITY BUT CUTTING
THE BP BUDGET AND INVESTING IT
IN HEALTH CARE, EDUCATION, AND
YOUTH JOBS.

I SUGGEST TWO CARES AREAS TO CUT
SPENDING.

THE BUDGET
INCLUDES \$60.8 MILLION IN
OVERTIME WHICH IS NOT BECAUSE OF
UNPREADDICTED SPECIAL EVENTS

SUCH AS THE PARADE AS STATED OR CONSTRUCTION DETAILS AND PAID COURT APPEARANCES.

WE MUST CUT SPENDING BECAUSE OF RACIST ANTI RACISM UNITS INCLUDING THE PLAIN CLOTHE UNIT AND THE SO-CALLED COUNTERING BALANCE EXTREMISM PROGRAM AND OTHERS THAT I DON'T KNOW ABOUT AS A MEMBER OF THE PUBLIC.

THESE PROGRAMS ARE HARMFUL BEYOND REDEMPTION. COMMISSIONER GROSS -- ARE DECLINING DURING COVID-19 AND THE JAIL POPULATION HAS DECLINED MEANING THAT THERE ARE FEW PEOPLE IN OUR PRISONS AND MORE ON OUR STEETS.

THIS SEEMS AN ADMISSION THAT A PERCENTAGE OF ARRESTS ARE NOT MILLENNIALS, THEY ARE NOT FOR PUBLIC SAFETY AND THESE DO NOT NEED TO OCCUR.

APPROXIMATE WHEN BRAGGING ABOUT COMMUNITY POLICING, THE POLICE ARE GUYED AS SOCIAL WORKERS, SUBSTANCE ABUSE COUNSELORS AND MENTAL HEALTH WORKERS.

THIS DOESN'T SHOW THES IN OF THE BPD BUT IT'S SUPERFLUOUSNESS. PEOPLE TRAINED TO RESPOND TO THE SYMPTOMS OF THE TRACKS THEY WORK WITH.

DUE TO BUDGET FUNDING THE SERVICES AND ALLOWING MONEY TO FUND PEOPLE WHO WORK IN MENTAL HEALTH, SUBSTANCE ABUSE, POVERTY ERADICATION AND ALLOWING TOMORROW TO DO THE JOBS THEY'RE TRAINED FOR.

I'M DEEPLY OPPOSED TO THE BPD RECEIVING A DIME AND WE CAN START BY OVERTIME AND GAINING YOUTH SPENDING.

COMMISSIONER GROSS ALSO ALLUDED TO THE ELEVATED SUICIDE RATE POLICE FAMILIES FACE.

I SUGGEST BECAUSE POLICING IS A VITAL AND UNUSUAL ACT.

IT STRAINS THE MIND TO CUFF A NINE-YEAR-OLD BECAUSE THEY WERE IN A GANG.ÑG RIGHTS OF VIOLENCE IN POLICE FAMILIES.

WE CAN BREAK THE CYCLE BY NOT
VISIONING BOSTONIANS AS
ADVERSARIES BUT DIVERTING THE
FUNDS TO COMMUNITY CARE WORKERS
AND NOT THE POLICE.

THANK YOU.

>> NEXT UP IS JAMES HILL AND
THEN CECILIA DAWN, AND THEN
AFTER SIS CILIA, IT WILL BE
THAT.

OK.

THANK YOU.

I'D LIKE TO OFFER A COUPLE OF
THINGS.

WE UNDERSTAND THAT THE
DEPARTMENT HAS ASSERTED PART OF
THE ISSUE GOING THAT JUDGES ARE
LETTING REPEAT OFFENDERS OUT,
WHILE IN FACT JUDGES DO HAVE
DISCRETION SHOULD NOT AND
AGAINST THE WALL.

PART OF THE REASON THAT THESE
ALLEGED -- THOSE WHO HAVE
COMMITTED CRIMES ARE GETTING OUT
IS BECAUSE, ONE, THEY HAVE A
GOOD DEFENSE ATTORNEY AND THEY
UNDERSTAND THAT IF AN ARREST OR
IF AN INVESTIGATION WAS THAT
DONE CORRECTLY, THE JUDGE HAS NO
CHOICE BUT TO OBEY THE LAW AND
LET THE PERSON OUT.

SO HERE IS THE RECOMMENDATION.
SOME OF THE BUDGET BE DEDICATED
TO A CEI TRAINING, UNDERSTANDING
SO OFFICERS CAN UNDERSTAND LAWS
AND NEW DECISIONS THAT ARE MADE
SO THEY DON'T BREAK THE LAW IN
ARREST AND IN INVESTIGATIONS
THEREFORE THE JUDGES HANDS ARE
NOT TIED TO HAVE TO LET THE
PEOPLE GO.

HE THE OTHER THING I'D LIKE TO
TALK ABOUT IS THE SITUATION WITH
AN ELDERLY PERSON.

WE UNDERSTAND THAT COVID IS
GOING ON BUT YOU WITH ALL DUE,
THE PROTECTION OF OUR OFFICERS
FROM PUBLIC HEALTH AND SAFETY
STANDPOINT, OUR OFFICERS ARE
EL -- THE DISTRICT STAFF AND
COURT OFFICERS AND THOSE THAT
DEAL WITH THOSE THAT HAVE TO
COME IN NEED TO BE PROTECTED SO
WHAT IS BEING DONE WITH THEM

EXCEPT WITH THIS SITUATION, A PERSON WAS LET GO BEFORE A VICTIM WAS NOTIFIED. WE'RE NOT GOING TO GET INTO THE BLAME GAME OF BPD AND CLERK MAGISTRATE OFFICE HOWEVER GIVEN COVID, STYLE GOING TO BE ACTIVE AFTER JULY 1, WOULD THERE BE CONSIDERATIONS TO INCREASING THE VICTIM WITNESS ADVOCATE LINE ITEM SO THERE ARE MORE VICTIM WITNESS ADVOCATES THAT, UNTIL THE D.A.'S OFFICE GETS THEIR STUFF TOGETHER AFTER '5 AND OVER THE WEEKEND, IF WE'RE HERE TO PROTECT AND SERVE, THEN SERVE COMMUNITY, ESPECIALLY ELDERLY WHEN THOSE THAT COMMIT CRIMES OPEN THEM AND ASSAULT THEM GET A PHONE CALL WHEN THE PERSON THAT DID IT GETS OUT. LASTLY I WILL MICK IM, THANK YOU COUNSELOR MEJIA FOR NAMING FSYI. I WOULD ASK THE CONSIDERATION OF THE BUDGET, THE MONITORING, THE PART THAT FSYI, THE MONITORING IN CLOSE COLLABORATION, CONTROL AND MANAGEMENT BE GIVEN TO DOCTOR REMOVES FAULK OVER AT OPS SO THERE'S MORE OF A COMMUNITY-LED NONLAW ENFORCEMENT DRIVEN APPROACH TO FSYI, AND THEN I'M GOING TO ASK THE COUNCILORS TO FIND OUT CITY DEPARTMENTS THAT GET THE MONEY FROM FROM THE IF. IS. YI LINE ITEM THAT GOES INTO THE POLICE DEPARTMENT, WHAT'S THE AMOUNT OF OVERHEAD THAT BOSTON PUBLIC HEALTH COMMISSION GETS AND ANY OTHER CITY ENTITY WHEN THEY GET -- WHEN BPD ACTS AS A GATE -- WHAT ARE ALL OF THE CITIEN ENTITIES GETTING. THAT I EVER THIS OPPORTUNITY. EVERYBODY STAY SAFE. >> THANK YOU JAMES. NEXT UP AS I SAID IS GOING TO BE CECILIA AND THEN I WILL JUST SAY, FOR OTHER PEAKS FOLKS WHO ARE IN THE ATTENDEES WAITING ROOM, I DON'T HAVE YOU ON MY LIST SO IF YOU DO WANT TO

TESTIFY RAISE YOUR BLUE HAND IN THE CHAT.

CECILIA, YOU HAVE THE FLOOR.

>> GOOD AFTERNOON.

MY NAME IS CECILIA DONE AND I'M A MEMBER OF -- IN BOSTON MASSACHUSETTS AND I'M GRATEFUL FOR THE OPPORTUNITY TO GIVE TESTIMONY TO MY COMMUNITY AND IN PARTICULAR WITH WITH REGARDS TO THE MANNER THAT WE'RE HANDLED BY OFFICERS OF THE LAW AND POLICE DEPARTMENT'S BUDGET, 2021 BUDGET.

WE ESPECIALLY SHOULD FOCUS ON ON THE COMMUNITY BASED VIOLENCE PREVENTION FUND AND HOW IT CAN IMPROVE OUR COMMUNITY HOWEVER ZERO DOLLARS HAVE BEEN BUDGETED SINCE 2018.

IT'S IMPERATIVE.

WE REVERSE THE REVOLUTIONARY ACT OF WAR ON OUR YOUTH.

THE PLAYGROUND TO PRISON PIPELINE.

DAW TO LACK OF RESOURCES, OUR CITY MUST EXTEND SOCIAL AND ECONOMIC DEVELOPMENT PROGRAMS. INSTEAD OF BUILDING A NEW PRISON, ESTABLISH EFFECTIVE MENTORING PROGRAMS FOR TEENS IN THE TURNING POINT OF THEIR LIVES.

TRANSFORMING THE STREET MENTALITY.

UNFORTUNATELY A LARGE PERCENTAGE OF OUR YOUTH HAVE BEEN DISCONNECTED AND CAN'T IDENTIFY WITH SUCCESS.

THEY DON'T FORESEE A PHENOMENA FUTURE NOR PROSECUTE THEY CONCERNED FOR A SUCCESSFUL ONE. WHO ASSISTS THESE FAMILIES WHERE ROLE MODELS AREN'T PRESENT? SADLY SO OUR FATHERS BROTHERS UNCLES ARE IN PRISON.

JUST NOT PRESENT IN THE HOME. SOMEONE TO TEACH THEM HOW TO LOVE AND VALUE THEIR FAMILIES, WHICH ULTIMATELY FILTER OUR COMMUNITY.

WE CAVED AND CONDITION OUR LOVED ONES LIKE ANIMALS WHEN THEY RETURN TO SOCIETY, THEY'RE

EXCLUDED FROM NORMALCY AND
TREATED LIKE CRIMINALLEST
LEADING TO THE PIPELINE OF
RECIDIVISM FOR FAILURE TO DESIGN
EFFECTIVE RE-ENTRY PROGRAMS THAT
REESTABLISH SOCIAL RELATIONSHIPS
SUCH AS PRISON TO WORK PROGRAMS.
PRISON TO HOMES MAYBE.
PRISON TO Ph.D. PROGRAMS.
THEIR ONLY OPTION SHOULD NOT BE
LIMITED TO RETURNING TO A WAY OF
LIFE INITIALLY CAUSING UP
INCARCERATION.
THIS DOES NOT DEFINE OUR FUTURE
AS INDIVIDUALS OR OUR COMMUNITY.
THIS COMMUNITY WOULD LIKE TO SEE
THE BOSTON POLICE DEPARTMENT
ACTIVELY ENGAGE IN REJUVENATING
OUR COMMUNITY.
THIS REALLY SADDENS ME.
YOU KNOW, THEY NEED TO REGAIN
TRU.
RESPECT FOR AUTHORITY.
SPONSOR ONGOING CULTURAL EVENTS.
MAYBE CREATE SOME FISHING UNIT
FOR OUR YOUTH, HISTORICAL TRIPS.
SPORTS COMMISSIONS, MONTHLY
MEETINGS PRO PROMOTING
INITIATIVE PROGRAM, FOR
FAMILIES, EFFECTIVE
COMMUNICATION WITH POLICE
AUTHORITY CLASSES.
MAYBE OFFER OUR CHILDREN
SOMETHING THEY MAY NEVER
RECEIVE.
AS DIFFICULTY AS IT IS TO
BELIEVE FOR OUR YOUTH.
SOME OF THEM HAVE NEVER LEFT THE
CITY.
IT'S DISCOURAGING, DIS
HEARTENING AND COMPLETELY
UNACCEPTABLE.
WHAT CAN OUR CHILDREN RELY ON?
MOST HAVE BECOME ACCUSTOMED TO
ROUTINE -- I'M ALMOST DONE --
RESPONSES WHEN POLICING OUR
COMMUNITIES, DETAINING OUR LOVED
ONES AND DIVIDING OUR FAMILIES
FOR PERIODS OF TIME OF TIME
WITHOUT UNDERSTANDING.
WHEN DO OUR CHILDREN DO YOU KNOW
WHEN THE TO BEAR WITNESS OR
DISCUSS PROBLEM SOLVING AND
REYIERTING FAMILIES.

HOW WOULD THEY AVOID EXCESSIVE TACTICS THAT PROMOTE NEGATIVE SOCIAL BEHAVIORS WITHOUT ARRESTS WHENEVER POSSIBLE?

OUR CHILDREN ARE TAUGHT NOT TO CALL THE POLICE FOR FEAR OF PRISON, FEAR OF LOSING THEIR FAMILIES, FEAR OF BEING DISPLACED FROM LOVED ONES. THE RESPECT -- THE TRUST AND RESPECT FOR POLICE HAS DECLINED AS A NATION.

WE CAN'T DECIDE TO DISRESPECT POLICE AUTHORITY.

THIS IS A DIRECT RESULT OF SOME OFFICERS THAT HAS CAUSED HARM IN OUR COMMUNITY, HARM CAUSED BY THE US-AGAINST-THEM MENTALITY, THE VIGILANTE TOPS AND ARREST TACTICIAN PARTICULARLY IN THE INNERCITY ON OUR YOUTH.

THIS QUESTION IN PARTICULAR IS SOLELY FOR OUR COMMISSIONER. CERTAINLY EVERYONE UNDERSTANDS THE FRUSTRATION OF VIOLENCE IN OUR CITY.

WHILE WE ALL SUPPORT AND SUPPORT EFFORTS THAT RESPECTFULLY MAINTAIN OUR SAFE COMMUNITY. IT IS WITHOUT JUDGMENT -- I MUST SPEAK ON THE UNEXPECTED AND UNNECESSARY COMMENT OF COMMISSIONER MADE IN REFERENCE TO A SHOOTING.

I PERSONALLY WAS OFFENDED BY THEIR COMMENT AND IT DEFINITELY ENREALIGNED NOT ONLY YOUR PEOPLE BUT THE PEOPLE.

CHILDREN WHO RESPECT AND HONOR HEROISM WERE WATCHING.

I HOPE -- AND YOU PROBABLY DISAGREE -- I DEEPLY AND DESPERATELY AND HUMBLY ENCOURAGE YOU TO GIVE A HUMANIZING PUBLIC APOLOGY IN IN THE HOPES THAT COMMENT WAS MADE IN RESULT OF A TRAUMATIC UNMANAGED ANGER AND FRUSTRATION WITH KILLING OUR RACE.

>> --

COULD I HAVE ONE MORE PARAGRAPH LEFT.

>> I'M SORRY.

OK.

NO PROBLEM.

THANK YOU.

>> THANK YOU SO MUCH.

>> THANK YOU TO EVERYONE TO TESTIFIED PUBLICLY.

I REALLY APPRECIATE YOU ALL WAITING AND SHARING YOUR VIEWS AND I WANT TO AGAIN THANK THE COMMISSIONER AND HIS STAFF ALL FOR BEING HERE TODAY WITH US FOR SO MANY HOURS.

IT'S BEEN THREE AND A HALF HOURS SINCE THE START OF THIS HEARING. SO COMMISSIONER, THAT YOU AGAIN. WE ARE ABOUT TO TRANSITION AT 1:30, IN ONE MINUTE, TO COMMISSIONER DEMPSEY AND THE FIRE TEAM.

AND I WANT TO -- I WANT OUR BPD FOLKS TO FEEL FREE TO LEAVE AND GO BACK TO THAT YOU ARE DUTIES. SO THANK YOU COMMISSIONER.

>> THANK YOU.

>> THANK YOU MADAM CHAIR.

THANK YOU EVER FOR YOUR INPUT.

>> THANK YOU.

>> THANK YOU THANK YOU FOR THE PUBLIC AS WELL.

>> I APPRECIATE YOUR COMMISSIONER STAYING ON.

>> THANK YOU.

MUCH APPRECIATE IT.

GRACIAS.

>> ARE WE GOING TO ANOTHER -- DO WE GET A NEW ZOOM LINK?

>> NO.

IT'S ALL ONE HEARING.

>> THIS IS ALL ONE.

>> ARE WE GOING TO --

NO.

WE'RE CHARGING ONWARD, COUNSELOR MEJIA.

>> I'M GOOD.

I'M READY TO GO.

>> THREE WE GO.

I SEE HIM IN FRONT OF ME.

OUR NEW HE FIRE COMMISSIONER IS HERE WITH US.

WE'RE THRILLED TO HAVE YOU AND I KNOW THIS IS YOUR FIRST BUDGET HEARING IN THIS ROLE.

AND FURTHER KNOWLEDGE THAT -- COMMISSIONERLY ALLOW YOU TO KNOWLEDGE YOUR TEAM.

>> I WAS GOING TO SAY GOOD MORNING BUT IT'S AFTERNOON NOW.

>> COMMISSIONER WE'RE GETTING BAD FEEDBACK.

IF THERE'S ANOTHER DEVICE IN YOUR ROOM THEY SHOULD MUTE IT.

>> ANISE A, I LIKE YOUR SHIRT.

>> THAT YOU COUNCILOR MEJIA.

>> NO CHITCHAT.

WE HAVE TO GO ON.

>> THANK YOU SO MUCH COMMISSIONER.

COMMISSIONER DUNPHY, YOU HAVE THE FLOOR.

WE'RE GOOD.

>> OK.

I WOULD JUST TURN IT OFF OR YOU MUTE THE DEVICE.

>> HOW ABOUT NOW?

MAYBE JUST -- CAN YOU HEAR ME?

>> THAT'S GREAT.

OK.

SORRY ABOUT THAT.

SO FIRST I'D LIKE TO THANK MAYOR WALSH AND HIS CONTINUED SUPPORT FOR THE BOSTON FIRE DEPARTMENT.

I WOULD ALSO LIKE TO THANK THE MAYOR'S STAFF AND THE OFFICE OF BUDGET MANAGEMENT FOR THEIR DILIGENCE AND INSIGHT AS WE PREPARE FOR THE FISCAL YEAR 21 BUDGET.

I'D LIKE TO SPECIFICALLY THANK MARYANNE BECKHAM AND DAVID YURCOOVICH FOR THEIR EXPERIENCE. AND LIKE TO THAT CAPTAIN OF FINANCE KATHLEEN JUDGE AND BILL CAESAR FOR THEIR HARD WORK THEY PUT INTO THIS YEAR'S BUDGET PROCESS.

I WOULD ALSO LIKE TO THANK THE REST OF MY COMMAND STAFF MEMBERS FOR THEIR ASSISTANCE WITH THIS BUDGET PREPARATION.

ANDREA STALLWORTH, CHIEF OF OPERATIONS FOR SUPPORT SERVICES JOE McMAHON, AND DEPUTY COMMISSIONER FOR LABOR RELATIONS, HUMAN RESOURCES AND LEGAL AFFAIRS, CONNIE WANG.

AND I WOULD LIKE TO THANK THE CITY COUNCIL FOR THE BOSTON FIRE DEPARTMENT FOR HOLDING THIS

HEARING ON FISCAL YEAR 21 FIRE
DEPARTMENT BUDGET.
FISCAL YEAR 21 WILL BE AN
IMPORTANT YEAR FOR US ON SEVERAL
FRONTS.

I WAS OFFERED THE FIRE
COMMISSIONER'S JOB ON MARCH 12,
LATE IN THE DAY.
THAT WAS -- THAT WAS
COMMISSIONER FIN'S LAST DAY.
THE FOLLOWING DAY, COVID-19 WAS
DECLARED A NATIONAL EMERGENCY.
I HAVE READ ALL OF YOUR
QUESTIONS AND WE WILL DO MY BEST
TO ANSWER EACH OF THEM.
IT HAS NOT BEEN ENOUGH HOURS IN
MY DAY.

SO ASIDE FROM HAVING -- SO I'M
GOING TO TRY TO ANSWER MOST OF
THEM IN THIS BRIEF THAT I HAVE
WHICH WILL BE A LITTLE BIT LONG
BUT MAYBE ANSWER A LOT OF THE
QUESTIONS THAT YOU HAVE
SUBMITTED ALREADY.

ASIDE FROM HAVING TO MAKE
CRITICAL DECISIONS MY FIRST FEW
DAYS, THAT WOULD HELP KEEP THE
DEPARTMENT AT FULL STRENGTH
DURING THIS EMERGENCY WE HAVE
ALSO HAD TO CONDUCT NORMAL
MILLENNIAL SEPARATIONS.
WE HAVE FILED A NUMBER OF --
DURING THE PANDEMIC.

THE LATEST WAS YESTERDAY AT
APPROXIMATELY 4:00 A.M.

WE ALSO HAD A SERIOUS FIRE
AT 1:00 A.M. THIS MORNING.

IN ALL OF THIS, MY OVER ALL GOAL
IS TO COMPLETE THE MISSION OF
THE BOSTON FIRE DEPARTMENT,
WHICH IS TO PROVIDE FIRE
SUPPRESSION AND EMERGENCY
SERVICES TO THE CITIZENS OF
BOSTON.

IN ORDER TO ACCOMPLISH THIS I
NEED TO SUPPORT THE SAFETY,
HEALTH AND WELLNESS OF AIL OF
OUR FIREFIGHTERS.

THIS HAS RESULTED IN AN
INVESTMENT OF PPE IN EXCESS OF
FIVE HUNDRED THOUSAND DOLLARS.
AS OF THIS MORNING, THE BOSTON
FIVE DEPARTMENT HAS SIX COVID-19
POSITIVE MEMBERS, 15 QUARANTINES

ATTEND, EVIDENCE AND 232 MEMBERS
RETURN TO DUTY.

WE HAVE 8 CIVILIANS SICK WITH
ONE STILL OFF POSITIVE.

PARTICIPANT OF THIS EFFORT ALSO
INCLUDES INDUSTRIAL CLEANING OF
OUR FIRE HOUSES AND A DAILY
PROTOCOL OF CLEANING AND
DISINFECTED OUR SPACES IN THE
FIRE HOUSE.

SIMILAR -- WE ARE CURRENTLY
DEVELOPING PLANS FOR THE SAFE
RETURN TO WORK OF ALL OF OUR
CIVILIAN EMPLOYEES.

THE SAFETY AND WELL BEING OF ALL
BFD MEMBERS, BOTH UNIFORM AND
CIVILIAN REMAINS A TOP PRIORITY.

IN ORDER TO ENSURE A RESEARCH
FORCE IN CASE OF THIS PANDEMIC,
I HIRED A RECRUIT CLASS OF 53 ON
MARCH 25TH.

THEY HAVE BEEN IN INTENSIVE
TRAINING, ISOLATING AND
FOLLOWING NEW CDC GUIDELINES SO
THAT THEY WILL BE READY AS
QUICKLY AS POSSIBLE IF NEEDED.

THIS BENEFITED THE BOSTON FIRE
DEPARTMENT AND KEPT 53 PEOPLE
OFTEN OF UNEMPLOYMENT.

THE CLASS IS PROGRESSING
PERFECTLY AND NO RECRUITS HAVE
BECOME ILL AS OF TODAY.

THE TRAINING IS CRITICAL IN THIS
JOB.

AND THROUGH THIS WE HAVE
CONTINUED WITH CRITICAL RELATED
TRAINING FOR ALL MEMBERS ON
DEALING WITH INFECTION --
INFECTIOUS DISEASE.

AND WE PLAN TO CONTINUE ON AND
EXPAND ON WORK PRIOR TO MY
EMPLOYMENT.

SOME OF THESE WILL BE ON HEALTH,
SAFETY AND WELLNESS OF OUR
FIREFIGHTERS AND MEMBERS.

TWO, MAINTAIN AND UPGRADE THE
DEPARTMENT'S INFRASTRUCTURE,
WHICH INCLUDES FIRE APPEAR RATES
AND CONNECTIVITY.

THREE, CONTINUING THE HR WORK
WORKPLACE TRAINING PROGRAMS THAT
WE IMPLEMENTED.

AND TO EXPAND ON THIS TRAINING
THROUGHOUT THE DEPARTMENT.

AND, FOUR, EXPAND OUR
FIREFIGHTERS OUTREACH AND
RECRUITMENT EFFORTS.

ALTHOUGH IN THE PUBLIC EYE, OUR
DEPARTMENT IS GREAT AT PUTTING
OUT FIRES AND RESPONDING TO ALL
TYPES OF EMERGENCY INCIDENTS, WE
NEED TO ALSO FOCUS ON THE HR
SIDE OF MANAGEMENT AND
LEADERSHIP.

THAT WILL BE A KEY FOCUS OF MY
ADMINISTRATION.

WE WILL CONTINUE TO TO PROGRESS,
CONTINUE THE PROGRESS WE HAVE
MADE SO FAR AND WE WILL CONTINUE
TO TO STRIVE TO ENSURE THAT THE
BOSTON FIRE DIDN'T HE WANT IS A
WELCOMING AND SAFE WORK
ENVIRONMENT FOR EVERYONE.

I AM ALSO COMMITTED TO ENSURING
THE SAFETY AND DIGNITY OF ALL
FIREFIGHTERS WHO, REGARDLESS OF
RACE OR GENDER.

OUR SAFETY HEALTH AND WELLNESS
COMMISSION CONTINUOUS TO DO
GREAT WORK PARTNERING WITH
ACADEMIC RESEARCH INSTITUTIONS
AND ORGANIZATIONS TO STUDY AND
DEVELOP PROGRAMS REGARDING THE
HEALTH AND WELL BEING OF OUR IF
THERE IS, ESPECIALLY THE
PREVALENCE OF HIGH CANCER RATES
WITHIN THE FIRE SERVICE.

WITH THE MAYOR' SUPPORT WE HAVE
REPLACED THE MAJORITY OF OUR
FRONTLINE APPEAR RATES IN A FEW
SHORT YEARS.

THIS ALSO ALLOWED TO US HAVE A
RESERVE FLEET OF RELIABLE AND
SAFE APPARATUS.

WE WILL CONTINUE TO INVEST IN
NEW APPARATUS PLACE PROGRAM
SCHEDULE FOR CALLS FOR THE
REPLAIVTION.

THREE I DIDN'T THINK AND TWO
LADDER TRUCKS ANNUALLY.

WE VERY 33 ENGINES, 19 LADDER
TRUCKS, TWO TOWERS, TWO RESCUES
AND TWO MARINE UNITS THAT ARE
THE FRONTLINE.

>> WE ARE ALSO IN THE PROCESS OF
BUILDING A NEW FIRE HOUSE TO
HOUSE ENGINE 42, RESCUE TWO AND
DISTRICT NINE.

AS A RESULT OF COVID-19 AND CONSTRUCTION DELAYS WE ARE NOW HOPING TO OPEN SOME TIME IN 2022.

CONSTRUCTION HAS RESUMED THIS PAST MONTH.

MONDAY.

THE NEXT TWO FIRE HOUSES WE HOPE TO REBUILD ARE ENGINE 3 AND ENGINE 37.

THERE ARE TALKS OF INSTITUTE OF TECHNOLOGY BUILDING A FIRE HOUSE AS PART OF THEIR BUILDING IN EXCHANGE FOR THE OLD SITE OF THE FIRE HOUSE.

WE ANTICIPATE CONTINUING WITH THE DEPARTMENT'S PROJECT TO PROFESSIONALLY CLEAN OUR FIRE HOUSES.

WE CONTINUE TO MAKE IMPROVEMENTS TO THE FIRE HOUSES IN OTHER WAYS THAT WILL BENEFIT OUR FIREFIGHTERS.

IN 2018 WE BEGAN A PROGRAM TO INSTALL GREATER PRIVACY PARTITIONS IN THE BUNK ROOMS OF EACH FIRE HOUSE WHILE THEY WERE BEING INDUSTRIALLY CLEANED. THESE CONSISTED OF SEVEN FOOT HIGH, FOUR INCH THICK PARTITIONS BETWEEN EACH BUDGES, EACH WITH ITS OWN SLIDING DOOR WITH A LOCKING MECHANISM.

IN OUR FACILITIES IMPROVEMENT PLAN WE HAD PRIORITIZED THOSE FIRE HOUSES WITH PERMANENTLY ASSIGNED FEMALE FIREFIGHTERS. WE ARE PLANNING ANOTHER RECRUIT CLASS IN THE FALL AND I REMAIN COMMITTED TO WORKING WITH THE HUMAN RESOURCES DEPARTMENT AND ITS CIVIL SERVICE UNIT TO IDENTIFY DIVERSE CANDIDATES. THE CURRENT CLASS YIELDED A CLASS -- CURRENT THROUGH HIRING THROUGH THE CIVIL SERVICE LIST AS WELL AS UTILIZING THE SELECTIVE LANGUAGE CERTIFICATION.

THE DEPARTMENT HIRED FIREFIGHTERS WITH INFLUENCE IN THE TOP FIVE NONENGLISH LANGUAGE SPOKEN IN IN THE CITY OF BOSTON. THOSE LANGUAGES ARE SPANISH,

HAITIAN CREOLE, CHINESE,
VIETNAMESE AND CAPE VERDEY.
WE HIRED TWO FEMALE FIREFIGHTERS
IN THIS CLASS.

THE DEPARTMENT HAS MADE GREAT
STRIDES THE LAST SEVERAL RECRUIT
CLASSES TO INCREASE THE NUMBER
OF MINORITY CANDIDATES HIRED.
THE LAST COUPLE OF CLASSES SAW
28 PERCENT AND 37 PERCENT
MINORITY RECRUITS.

THESE SHOW THE INCREMENTAL
IMPROVEMENTS THE DEPARTMENT IS
MAKING TO DIVERSIFY CLASSES,
UTILIZINGS TOOLS AND AVENUES
CURRENTLY AVAILABLE UNDER THE
CIVIL SERVICE HIRING RULES.

REACHING OUT IN BOSTON
NEIGHBORHOODS AND FEMALE
RERELATIVE HUMIDITY FOR THIS
YEAR'S 2020 FIREFIGHTER ENTRY
LEVEL EXAM.

THE NUMBER OF BOSTON MINORITY
APPLICANTS INCREASED IN EVERY
DEMOGRAPHIC FROM THE 2018 EXAM
AS COMPARED TO THIS YEAR'S 2020
EXAM.

THE MOST IMPROVED STATISTIC IS
IN THE FEMALE DEMOGRAPHIC, WHICH
IMPROVED FROM ONLY 59 CANDIDATES
IN 2018 TO 124 FEMALE CANDIDATES
WHO APPLIED FOR THE 2020
EXAMINATION.

WE ALSO HELD A HIGHLY SUCCESSFUL
INFORMATION SESSION WITH A LARGE
TURN OUT SPECIFICALLY GEARED
TOWARDS FEMALE CANDIDATES.

THIS IS DUE TO THE LARGE PART TO
THE EFFORTS OF OUR TEAM AND I
WOULD LIKE TO PUBLICLY THANK
THEM FOR THEIR ENTHUSIASM IN
TAKING ON THIS TASK AND FOR ALL
OF HAIR HARD WORK.

THE DEPARTMENT HAS BEEN
EXPANDING.

FOR RECRUITMENT THE DEPARTMENT
HAS A TWO PART STRATEGY.
ONE, CONDUCT OUTREACH AND RUE
KREUMENT TO ELIGIBLE AGE WOMEN
AND PEOPLE OF COLOR AT
RECRUITMENT FARES, THROUGH LOCAL
CIVIL AND COMMUNITY
ORGANIZATIONS AND INSTITUTIONS
AND WITH VETERAN ORGANIZATIONS.

TWO.

CREATE A PIPELINE OF FUTURE CANDIDATES BY NEONATALLING WITH BOSTON'S YOUTH.

THROUGH THE BOSTON FIRE DEPARTMENT'S TEEN ACADEMY, THE DEPARTMENT'S COMMUNITY ENTRY PROGRAM, AND OTHER FAIRS OR CONFERENCES TARGETED FOR YOUNG BOSTONIANS.

THE DEPARTMENT'S DIE DIVERSITY RECRUITMENT OFFICER, JUAN SANCHEZ IDENTIFIES IMPLEMENTATION IN SCHOOLS CAN OTHER YOUTH NEGLIGENT VENIRES TO GET A DIVERSE POPULATION BEFORE THEY ENTER INTO A MILITARY SERVICE.

WE ARE HOPING THAT WE WILL BE ABLE TO ATTRACT DIVERSE RECRUITS AFTER THEY RETURN TO ACTIVE DUTY MILITARY SERVICE.

YOUTH ENGAGEMENT RECRUITMENT EFFORTS ARE IMPORTANT BECAUSE IT ALLOWS THE DEPARTMENT TO SHARE INFORMATION WITH THE CITY'S TABLE POPULATION ABOUT PURSUING A FIRE SERVICE CAREER WITH THE BOSTON FIRE DEPARTMENT THROUGH MENTORSHIP, CAREER CONFLICT AND ON-THE-JOB TRAINING.

SOME OF THESE PROGRAMS INCLUDE THE FOLLOWING.

BOSTON FIRE TEEN ACADEMY, WHICH IS A SUMMER PROGRAM FOR CITY OF BOSTON YOUTH BETWEEN THE AGES OF 16 AND 18 TO GET AN INSIDE PERSPECTIVE OF THE FIRE ACADEMY.

WE ARE HOPING THAT THE TEEN ACADEMY IN SOME FORM WILL BE HELD THIS SUMMER DEPENDING ON SAFETY GUIDELINES TO BE ISSUED BY THE CITY AND STATE AS WE BEGIN TO REOPEN BUSINESS.

I SEE THAT AS I'M PRETTY CONFIDENT THAT'S GOING TO HAPPEN.

AND WE'RE LOOKING TO INCREASE THE NUMBERS THIS YEAR THAN WE HAVE FROM THE PAST YEARS:

SECOND ONE, PARTNERSHIP WITH THE BOSTON PARKS DEPARTMENT TO INCLUDE BOSTON FIRE DEPARTMENT IN THE EXISTING SPORTS PROGRAMS.

ASSURING OUTREACH BY BFD TO A DIVERSE GROUP OF POTENTIAL FUTURE CANDIDATES.

PARTNERSHIP WITH THE BOSTON PUBLIC SCHOOLS AND THE BOSTON POLICE DEPARTMENT, OUR NEW PROGRAM GEARED TO SAFETY AND COMMUNITY AWARENESS THROUGH THE BPS AFTER SCHOOL PROGRAMS.

PARTNERSHIP WITH MADISON HIGH SCHOOLS ROTC PROGRAM TO DEVELOP A FIRE UP PROGRAM THROUGHOUT THE BOSTON PUBLIC SCHOOLS ROTC'S.

THIS WILL BE AN AFTER-SCHOOL PROGRAM TO ENGAGE ROTC RECRUITS FROM EVERY SCHOOL TO WORK WITH MINIMUM RECRUITS ON FIRE EDUCATION, MILITARY CAREERS, FITNESS, AND CAREER COUNSELORS.

CONTINUATIONAL SCHOOL AFFILIATED PROGRAMS DURING COVID-19 WILL LARGELY DEPEND ON CITY AND STATE DECISIONS AND GUIDELINES GOVERNING STUDENTS RETURNING TO SCHOOL THIS FALL.

WE HAVE ALSO ENGAGED MORE YOUTH THROUGH THE BFD COMMUNITY ENRICHMENT PROGRAM, A BASKETBALL LEAGUE FOR BOSTON YOUTH IN THE CITY'S MINORITY NEIGHBORHOODS.

THE PROGRAM WAS CREATED TWO YEARS AGO AND IS ORGANIZED AND RUN BY TWO MINORITY BOSTON FIREFIGHTERS, PROVIDING THE YOUTH WITH MENTORSHIP AND SHOWING THEM A CAREER PATH IN THE FIRE SERVICE AND PUBLIC SAFETY.

WE ALSO CONTINUED TO INTEND COMMUNITY EVENTS IN THE CITY OF BOSTON AND ONE CONTINUES TO FOCUS ON VETERAN RECRUITMENT AND VETERAN OUTREACH TO HELP IDENTIFY AND ZERO IN ON OUR DEMOGRAPHIC SPECIFIC RECRUITMENT STRATEGY.

WORK WITH THE CITY'S VETERAN SERVICES DEPARTMENT AND THE STATE COUNTER PARTICIPANT.

WE HAVE ALSO CONDUCTED OUTREACH AND RECRUITMENT WITH A NUMBER OF VETERAN ORGANIZATIONS AND MILITARY RECRUITMENT PROGRAMS INCLUDING PAYS WHICH IS

PARTNERSHIP FOR YOUTH SUCCESS, A PROGRAM TO HELP IDENTIFY LOCAL AND MASSACHUSETTS YOUTH THAT ARE TRANSITIONING OUT OF THE MILITARY.

RECRUIT MILITARY, A MILITARY RECRUITMENT PARTNER THAT HOST CAREER THEIR WITH PA FOCUS ON VETERANS, ENABLE TOKING THE DEPARTMENT TO TAP INTO THEIR DATABASE TO HELP IDENTIFY QUALIFIED VETERANS FOR OUR RECRUITMENT EFFORTS EFFORTS.

HIRE A VET, WHICH IS SPECIALIZES IN EMPLOYMENT OPPORTUNITIES FOR VETERANS AND FINALLY BOSTON AREA RECRUITMENT STATIONS.

THE DEPARTMENT CONTINUES TO WORK ON THE RECOMMEND DEGREES THAT THE REPORT PROVIDED.

WE HAD ALREADY GUN SOME OF THIS WORK PRIOR TO THE ISSUANCE OF THE REPORT AND WILL CONTINUE WORKING ON THE RECOMMENDATIONS OUTLINE: WE HAVE CONDUCTED A NUMBER OF HI TRAININGS OVER THE LAST SEVERAL YEARS.

HARASSMENT TRAINING CONDUCTED BY OHR, IN HOUSE BY -- AND BY OUTSIDE VENDORS.

RESPECTFUL WORKPLACE TRAINING BY THE DEPARTMENT OF HUMAN RESOURCE OFFICES AT SELECTED FIRE HOUSES AND THAT'S GOING CONTINUE.

DIVERSITY, IMPLICIT BIAS AND RESPECTFUL WORKPLACE TRAINING BY AN OUTSIDE VENDOR.

ADDITIONAL DIVERSITY AND RESPECT FOR WORKPLACE SEALEDLY FOR THE FIRE SERVICE ENTITLED LEADERSHIP INDICATES STUDIES, RESPECTING THE WORKPLACE, WHICH FOCUSES ON THE ROLE OF THE FIRE OFFICER PLAYS IN HUMAN RESOURCE LIABILITY, PARTICULARLY IN THE AREAS OF HARASSMENT AND RETALIATION.

THIS COURSE UTILIZE'S CASE STUDY APPROACH TO TEACHING THIS TOPIC WITH REAL LIFE -- FROM THE AREA AS PART OF THE DISCUSSION AND CURRICULUM.

THESE TOPICS WERE PRESENTED TO ALL OFFICERS FROM DEPUTY CHIEF

DOWN TO THE FIRST LINE
SUPERVISORS.

WE ALSO CONTINUED APPROXIMATE
ADDITIONAL RESPECTFUL WORKPLACE
TRAINING WITH THE DEPARTMENT'S
JUNIOR OFFICER LEADERSHIP
TRAINING PROGRAM FOR NEWLY
PROMOTED LIEUTENANTS.

BEYOND ALL OF THESE TRAININGS,
THE DEPARTMENT PLANNED TO
PROVIDE SIMILAR TRAINING TO
REACH ALL LINE FIREFIGHTERS, A
VENDOR, RPM SOLUTIONS, WAS
RETAINED BY THE CITY AND THE
DEPARTMENT TO DEVELOP A PROGRAM
TO CONDUCT TRAINING FOR ALL
FIREFIGHTERS ON EVERY GROUP IN
EVERY FIRE HOUSE.

THIS PROGRAM KICKED OFF IN
FEBRUARY OF THIS YEAR WITH ALL
THE CHIEFS.

THE PROGRAM WAS TO BEGIN IN LATE
MARCH BUT SUSPENDED DUE TO
COVID-19.

WE HOPE TO GET THAT BACK ON
TRACK AS SOON AS POSSIBLE.

ON OTHER FRONTS THE DEPARTMENT
WILL CONTINUE TO WORK ON THE
FOLLOWING.

BFD'S RULES AND POLICIES ARE
UNDER REVIEW.

DRAFT SUCH AS THE BFD ANTI
HARASSMENT RULE, RULE 1841 HAVE
BEEN REVISED.

WE WILL WORK WITH THE UNIT TO
DISCUSS ADOPTION OF DISMISS
OTHER REVISED OR NEW RULES AND
POLICIES.

THE DEPARTMENT'S NEW HR CARRIER
HIRED IN DECEMBER, 2019, WILL
WORK WITH THE DEPUTY
COMMISSIONER, LABOR RELEASES,
HUMAN RESOURCES AND PARALEGAL
AIR FAIRS TO DEVELOP AND CULTURE
ANTI HARASS EXPHEPT WORK PLACE
TRAINING FOR THE ENTIRE DISPEPT
WILL ASSIST IN DETERMINATIONS.
THE JOB WILL BE MONITORED BY THE
HR CORRECTER UNDER THE DIRECTOR
OF THE DEPUTY COMMISSIONER.

A FEMALE LIAISON, APPLYING IN
2018 CONTINUED TO BUILD STRONG
RELATIONSHIPS WITH ALL FEMALE
FIREFIGHTERS AND FIRE ALARM

OPERATORS WITHIN THE DEPARTMENT
ADVOCATING FOR BETTER UNIFORMS,
REVIEG THE FIRE HOUSE BATHROOM
POLICY, PARTICIPATING IN
NUMEROUS RECRUITMENT EVENTS AND
LEADING SEVERAL FEMALE
FIREFIGHTERS TO THE NATIONAL
WOMENS IN FIRE SERVICE
CONFERENCE, SPONSORED BY THE
INTERNATIONAL ASSOCIATION OF
WOMEN IN FIRE AND EMERGENCY
SERVICES.

>> ON THE HIRING FRONT WE WILL
CONTINUE TO WORK WITH HRD AND
THE MCAD ON OUR SELECTIVE WAY
AND GENDER CERTIFICATIONS AS
WELL AS OUR OUTREACH AND
RECRUITMENT EFFORTS BY THE
DIVERSITY RECRUITMENT OFFICER
AND THE RECRUITMENT TEAM.
I BELIEVE WE HAVE A STRONG TEAM
IN PLACE TO MAKE.NECESSARY
CHANGES WITH THE MAYOR' SUPPORT
FOR ADDITIONAL RESOURCES WE WILL
BE EVEN BETTER POSITIONED TOWARD
IMPLEMENT THE PLAN GOING
FORWARD.

LASTLY ON BEHALF OF THE FIRE
DEPARTMENT, THANK YOU FOR YOUR
TIME AND YOUR SUPPORT, AND I'M
HERE FOR QUESTIONS.
THANK YOU.

>> GREAT.
THANK YOU SO MUCH COMMISSIONER.
CAN I TELL YOU CAME TO US BY WAY
OF OPERATIONS.
THAT WAS DETAILED AND
APPRECIATED.
I'M GOING TO JUST JUMP RIGHT IN
TO QUESTIONS.
COUNCILOR FLAHERTY, YOU HAVE THE
FLOOR.

>> THANK YOU MADAM CHAIR.
AND GOOD AFTERNOON AND WELCOME
AND CONGRATULATIONS TO OUR NEW
COMMISSIONER.
I WANT TO STATE THAT PUBLICLY,
OUR MOST EXPERIENCED FIRE
OFFICERS IN THE DIDN'T HE WANT
AND TO THE COUNCILMEMBERS --
YOUR EXPERIENCE IN COMMAND IN
EMERGENCY MANAGEMENT GIVEN THE
TIME YOU SPENT AS FIRE MARSHAL
IS GOING TO SERVE YOU WELL, AND

SERVE OUR CITY WELL, SO ALSO ON BEHALF OF A LOT OF THE FAMILIES, YOUR QUICK AND SWIFT DECISIVE ACTION EARLY IN THIS COVID RESPONSE TO TAKE THE NECESSARY MEASURES TO PROTECT MEN AND WOMEN OF YOUR DEPARTMENT IN EACH AND EVERY SINGLE FIRE HOUSE WAS WELCOME BY THE MULTIPLE AND THEIR FAMILIES AND, AS A RESULT, ALTHOUGH YOU HAVE HAD SOME COVID PARTNERS AMONG AMONG YOUR RANKS IT COULD HAVE AND WOULD HAVE BEEN A LOT WORSE HAD YOU NOT TAKEN CONSTITUTION I HAVE ACTION AS OUR ACTING COMMISSIONER PRIOR TO YOUR PERMANENT AEMPLOYMENT. APPOINTMENT.

SO KUDOS ON THAT PART FOR BEING PROACTIVE.

MYSELF QUESTION IS OBVIOUSLY GOING TO REVOLVE AROUND THE TWO CHIEF DISTRICTS THAT WERE ELIMINATED IN THE PREVIOUS ADMINISTRATION.

WE HAVE A APPROXIMATE GAS PIPELINE OUT IN COUNCILOR O'MALLEY AND COUNSELOR BART' DISTRICT AROUND THE HOSPITAL. WE LIKED THAT SO WE WILL ALWAYS CONTINUE TO ADVOCATE TO HAVE THOSE CHIEFS REPLACED AND OBVIOUSLY THE ADDED BONUS IN ADDITION TO THE ENHANCED PUBLIC SAFETY WITH HAVING THOSE CHEAP CARS THERE WOULD BE ON THE BACK NIL IN THE COMMAND AND WE WOULD SEE AN INCREASE IN DIVERSITY, PARTICULARLY IN DECISION MAKING POSITIONS AND I THINK THAT WOULD BE THE ADDED BONUS.

I ALSO WANTED TO COMMENT AND GIVE YOU KUDOS FOR YOUR ATTENTION TO DETAIL IN YOUR OPENING -- AND OPENING UP THE CONVERSATION AROUND DIVERSITY INCLUSION AND THOSE ARE WELCOME AND A BIG CHUNK OF THAT IS OUT OF YOUR HANDS BECAUSE OF ABSOLUTE VETERAN PREFERENCE AND SO ATTENTION TO DETAIL IN KNOWS AREAS AND OBVIOUSLY CONTINUING TO WORK TOGETHER WILL HOPEFULLY RESULT IN MORE MEN AND WOMEN

JOINING THE DEPARTMENT FROM
EVERYONE EVERY CORNER OF OUR
CITY.

AND I'LL JUST ASK THAT YOU
CONTINUE TO KEEP THE HEALTH AND
WELLNESS OF YOUR MEMBERS IN MIND
AND CONTINUE THE GREAT WORK OF
YOUR PREDECESSOR IN THAT REGARD
AND THE SAFETY AND GET THOSE
CANCER RATES DOWN AND HEART AND
LUNG ISSUES DOWN AND THE
ATTENTION TO DETAIL ON HEALTH
AND WELLNESS WOULD BE WELCOMED
MOVING FORWARD.

THANK YOU AND LISTEN TO YOUR
RESPONSES AND CONGRATULATIONSES
AND LOOKING FORWARD TO WORKING
WITH YOU TO CONTINUE TO ENHANCE
ONE OF THE BEST FIRE SUPPRESSION
DEPARTMENTS IN THE WORLD AND
THAT'S THE BOSTON FIRE
DEPARTMENT.

>> THANK YOU, COUNSELOR.

>> DID YOU WANT ME TO RESPOND TO
THAT, THE TWO DISTRICTS.

>> JUST KEEP IT IN MIND AS
YOU'RE MOVING FORWARD.

I KNOW YOU'RE JUST GET GOING
THERE AND GETTING YOUR FEET WET
AND I TOTALLY UNDERSTAND IT BUT
I THINK THERE'S A VOID IN THE
ROXBURY AND -- AREA AND THE
BOSTON WATERFRONT CONTINUES TO
GROW AND I'M SURE I'M SPEAKING
ON BEHALF OF COUNCILOR FLYNN AS
WELL, AND WE HAVE BEEN ASKING
FOR THOUGHT TO BE GIVEN TO FIRE
STATION DOWN ALONG THE
WATERFRONT, GIVEN SUCH GROWTH
DOWN THERE.

BUT THANK YOU COMMISSIONER.

>> THANK YOU.

>> GREAT.

THANK YOU SO MUCH COUNCILOR
FLAHERTY.

NEXT UP, COUNCILOR CAMPBELL.

>> KROWCIAL CAMPBELL?

ALL RIGHT.

I'M GOING TO JUMP ACROSS --.

>> OOPS.

I THINK I PUT EVERYBODY TO
SLEEP?

>> NO.

THERE WAS A CONNECTION ISSUE.

I THINK COUNCILOR FLYNN DID YOU
HEAR ME RECOGNIZE YOU?

>> YES.

GREAT.

THANK YOU.

THANK YOU COUNSELOR BOK AND
THANK YOU TO COMMISSIONER, AND
COMMISSIONER DEMPSEY AND
CONGRATULATIONS ON BEING THE
FIRE COMMISSIONER.

I KNOW YOU WILL DO AN EXCELLENT
JOB.

COMMISSIONER ONE OF ISSUES I WAS
ALWAYS FOCUSED ON AS IT RELATES
TO THE FIRE DEPARTMENT IS THE
HEALTH AND WELLNESS PROGRAM FOR
YOUR FIREFIGHTERS.

CAN YOU GIVES A LITTLE BIT OF
BACKGROUND, HOW THAT IS GOING,
WHAT TYPE OF SERVICES YOU MIGHT
OFFER TO FIREFIGHTERS TO MAKE
SURE THAT THEY'RE PHYSICALLY
HEALTHY, THEY'RE MENTALLY
HEALTHY AND THAT THEY HAVE ALL
OF THE RESOURCES THEY NEED TO BE SUCCESSFUL IN THEIR CAREER
TO AND IN THEIR LIFE TOO.

>> OK.

AS FAR AS THE PHYSICAL PART, WE
HAVE A PROGRAM CALLED O2X THAT
TRAINS EVERYBODY FROM RECRUITS
ON UP, AND IT'S A CONTINUOUS
PROGRAM.

THEY'RE EX NAVY SEALS AND THEY
GO OVER EVERY ASPECT OF HEALTHY
LIVING FORECLOSURES EATING
PROPERLY, EXERCISING, SLEEPING
PROPERLY, AND MENTAL ISSUES.

ON TOP OF THAT, WE -- THE
DEPARTMENT HAS A VERY ROBUST
EMPLOYEE ASSISTANCE PROGRAM
WHICH WORKS ON ONE ON ONE WITH
OUR MEMBERS TO CONNECT THEM TO
NECESSARY SERVICES, INCLUDING
MENTAL HEALTH PROVIDERS.

IT IS ALSO A CRITICAL INCIDENCE
STRESS TEAM WHICH RESPONDS TO
EXTRAORDINARY INCIDENTS AND SIX
MEMBERS.

PASS A SUBPART OF THIS PROGRAM
WE HAVE DEVELOPED A PEER SUPPORT
TEAM, WHICH CONSISTS OF ONE OR
MORE MEMBERS PER FIRE HOUSE
PREPARED TO ASSIST OR ASSIST
ANYONE WHO IS STRUGGLING AND TO

DIRECT THEM TO CALL IN
APPROPRIATE HELP.

IT'S LIKE AN INFORMAL ENTER
VEFNTLIASST PEOPLE BATCHING OUT
FOR EACH OTHER IN THE FIRE HOUSE
AND SOMEBODY WAS HAVING A BAD
DAY, YOU KNOW QU THE PEER
SUPPORT PERSON MIGHT SAY, HEY,
IF YOU NEED ANY HELP, YOU KNOW,
JUST TRY TO FEEL THEM OUT
WITHOUT PUTTING PRESSURE ON THEM
FOR GETTING -- FOR FOR GETTING
THEM HELP.

>> THANK YOU.

>> THANK YOU COMMISSIONER.

AS COUNCILOR FLAHERTY MENTIONED
BOTH OF US WOULD LOVE TO SEE A
FIRE PRESENCE DOWN AT THE SOUTH
BOSTON WATERFRONT AS WOULD BE --
AS WOULD THE NEIGHBORHOOD TOO.
I THINK IT'S DESPERATELY NEEDED.

AND I KNOW WE CAN CONTINUE
TALKING ABOUT THAT.

AND MY FINAL QUESTION,
COMMISSIONER, IS, AS IT RELATES
TO THE HEALTH AND WELLNESS, I
KNOW YOU DO A THOROUGH CLEANING
OF ALL OF FIREHOUSES IN MAKING SURE YOU
GET OUT ALL THE TOXINS THAT YOU
POSSIBLY CAN.

AND I HAD THE OPPORTUNITY TO
SERVE 25 YEARS IN THE NAVY AND
THERE WAS PART OF THIS GROUP
CALLED THE GULF WAR REGISTRY
WHERE IF YOU'RE OVERSEAS AND
YOU'RE EXPOSED TO CERTAIN
CHEMICALS YOU'RE AUTOMATICALLY
IN A VA PROGRAM.

BUT I WAS JUST WONDERING, JUST
WITH THE LONG TERM CARE OF
FIREFIGHTERS, IS THIS SOMETHING
WE COULD AT LEAST TALK ABOUT OR
THINK ABOUT, IS, YOU KNOW, WHAT
TYPE OF LONG TERM CARE AND
INJURIES OR CHEMICALS EXPOSED
THAT THESE FIREFIGHTERS WILL BE
EXPOSED TO SO WE CAN ALWAYS
TRACK THEIR HEALTH AS THEY GET
OLDER AND ESPECIALLY AS THEY ARE
EXPOSED TO MORE AND MORE
CHEMICALS AND TOXINS?

>> SURE.

I DON'T HAVE ALL THE DETAILS ON
IT YET.

BUT I KNOW WE'VE BEEN WORKING WITH MASS GENERAL AND I KNOW WE'VE HAD TALKED WITH ADEN FARBER AND OUR SPECIALISTS ON CANCER.

SO THAT'S -- COMMISSIONER FENN HAD PUT THAT OUT AS A PART OF OUR HEALTH AND WELLNESS, L SAFETY DIVISION ONE OF THEIR TOP PRIORITIES.

THAT'S'S ON OUR MIND.

HAVE WAY TOO MANY PEOPLE DIE OF CANCER AND NOW IT'S GOING TO STOP.

SO HOPEFULLY IT WILL GO DOWN SOON.

I CAN GET BACK TO YOU WITH MORE DETAILED INFORMATION ON THAT AS I GET IT.

>> YES, PLEASE KNOW COMMISSIONER THAT WHATEVER I COULD DO TO BE HELPFUL, WHATEVER I COULD DO TO BE HELPFUL COMMISSIONER PLEASE CALL ON ME.

I HAVE GREAT RESPECT FOR YOU AND FOR THE DEPARTMENT, MEN AND WOMEN FROM THE BOSTON FIRE DEPARTMENT, ALWAYS PROUD THAT MY UNCLE DENNIS SERVED SO MANY YEARS ON THE FIRE DEPARTMENT HERE.

HE ALWAYS HAD A GREAT RESPECT FOR THE FIRE DEPARTMENT AS WELL. SO JUST WANT TO SAY THANK YOU TO YOU COMMISSIONER AND WELCOME YOU AS THE NEW COMMISSIONER OF THE BOSTON FIRE DEPARTMENT.

>> THANK YOU COUNCILOR.

>> GREAT, THANK YOU SO MUCH CAN COUNSELOR FLYNN AND NOW IF I HEARD SOME CONFUSION EARLIER, MY LINE IS A LITTLE WEAK AT THE MOMENT, WE'RE GOING TO COUNCILOR CAMPBELL.

>> THANK YOU, COUNCILOR BOK, CLEARLY YOUR TIME IS WON OVER. WORKING SESSION, I'LL BE REALLY BRIEF.

WANT TO THANK YOU, CONGRATULATE YOU ON THE NEW ROLE, HERE IN PARTICIPATE WITH YOU AND -- HERE IN PARTNERSHIP WITH YOU AND I CARE DEEPLY AROUND THE DIVERSITY ISSUE RIGHT, AND SHOWING THAT

THERE ARE MORE WOMEN AND FOLKS OF COLOR WHO WERE ABLE TO JOIN THAT DEPARTMENT AND SERVE, AND ESPECIALLY CARE ABOUT IT BECAUSE WE KNOW WE HAVE A LOT OF FOLKS IN BOSTON WHO DREAM OF JOINING THAT DEPARTMENT AND IT CAN BE CHALLENGING.

I KNOW THE CADET PROGRAM IS MORE PIECE.

BY THE WAY, THAT IS MY SON JADEN WHO ALSO SAYS HELLO.

THAT'S IN THE BACKGROUND.

BUT THAT'S MY ONLY LINE OF QUESTIONS AND THEN I CAN FOLLOW UP SEPARATELY.

I KNOW YOU GUYS ARE OUT THERE ON THE FRONT LINES.

THANK YOU FOR YOUR SERVICE.

MY BEST TO YOU AND YOUR INCREDIBLE MEN AND WOMEN WHO SERVE.

STAY SAFE AND HEALTHY.

>> THANK YOU.

SO WE'VE DONE A LOT OF WORK WITH RECRUITMENT, AND IS A LOT OF IT WAS BASED ON THE VETERANS BECAUSE THAT'S WHERE WE WERE DRAWING FROM.

BUT THE RECENT NUMBERS FROM PEOPLE THAT HAVE SIGNED UP FOR THE 2020 EXAM, WE HAVE 625 NON-VETERANS.

141 DISABLED VETERANS.

AROUND ONLY 74 VETERANS.

SO FOR A TOTAL OF 840 PEOPLE.

THAT DOES COME -- CURRENTLY SIGNED UP.

I DON'T KNOW IF THAT NUMBER IS GOING TO INCREASE.

THAT TELLS ME THAT A LOT OF NON-VETERANS HAVE A GOOD SHOT OF GETTING ON THE FIRE DEPARTMENT THIS TIME AROUND.

NOT SURE WHY THOSE NUMBERS ARE GOING UP OR DOWN, OR YOU KNOW, BUT THE EXPERTS CAN FIGURE TODAY ONE OUT.

-- FIGURE THAT ONE OUT.

THAT BEING SAID, A LOT OF THE FOCUS IS ON THE TEAM BUILDING PROGRAM.

THEY COME TO THE TEAM FIRE ACADEMY WE CAN SHOW THEM WHAT

IT'S LIKE BEING A FIREFIGHTER.
WE'RE NOT ONLY GIVING THEM
ADVICE ON BEING A FIREFIGHTER.
MAYBE THEY WANT TO BE A COP.
MAYBE THEY WANT TO GO IN THE
MILITARY AND PART OF IT IS
DIRECTING THEM SO WE WANT TO
OPEN THEIR EYES TO ALL
POSSIBILITIES.
SO GOING INTO THE MILITARY IS
NOT A BAD THING.
THERE'S A LOT OF GOOD BRANCHES,
AND SOME OF THESE KIDS, THEY
DON'T WANT TO GO TO COLLEGE,
MAYBE.
MILITARY'S NOT A BAD THING.
LEARN HOW TO DRIVE A TANK OR
FLYING A HELICOPTER OR WHATEVER.
IT IS AN ADVENTURE, TOO.
AND IN THE MEANTIME, THEY'RE
GETTING THE -- BECOMING A
VETERAN AND THAT'S A GOOD WAY TO
HAVE A JOB, THEY'RE STAYING OUTS
OF TROUBLE.
AND IT'S A WAY TO, WHEN THEY GET
OUT OF THAT THEY CAN POSSIBLY
COME ON TO THE FIRE DEPARTMENT.
SO I THINK THAT'S A GREAT, GREAT
TOOL TO GET TO THEM EARLY ON.
AND, YOU KNOW, MENTOR THEM, AND
GUIDE THEM IN THE RIGHT
DIRECTION.
THEY MAY NOT COME OUR WAY, BUT
IF THEY DO, WE'RE HAPPY TO HAVE
THEM BACK.
AND I THINK THAT THE MILITARY IS
A GOOD PLACE TO START.
BECAUSE IT GIVES PEOPLE -- WE
KNOW WHEN THEY COME OUT OF THERE
THAT THE PEOPLE CAN TAKE ORDERS.
AND ON ANY GIVEN DAY OUT ON THE
STREET NOITS BIG DEAL TAKING AN
ORDER.
BUT WHEN THERE'S A FIRE WE NEED
PEOPLE THAT ARE GOING TO BE ABLE
TO RESPOND TO ORDERS, AND FOLLOW
THEM IMMEDIATELY.
AND THAT'S HOW WE SAVE LIVES.
SO PEOPLE COME OUT OF THERE,
THEY'VE PROVEN THEY CAN FOLLOW
ORDERS AND THEY'RE A LOT MORE
MATURE.
SO SO DID I ANSWER YOUR
QUESTION?

>> FOR THE SAKE OF TIME, I KNOW THESE ARE REALLY LONG, I USED TO TALK TO COMMISSIONER FLYNN A LOT ABOUT THIS.

I KNOW HE IS PASSIONATELY, AS A VETERAN, A LOT OF FOLKS IN THE DEPARTMENT, TALKED TO COUNSELOR FLYNN QUITE A BIT ON THESE ISSUES TOO.

I DON'T THINK THAT SHOULD BE THE ONLY PATHWAY RIGHT TO BE ABLE TO SERVE IN THESE DEPARTMENTS.

AND NOT JUST BECAUSE OF THE PRIDE IN SERVING BUT ALSO THEY'RE GOOD PAYING JOBS RIGHT FOR OUR FOLKS?

AND SO I HAVE BEEN PUSHING AND THIS IS JUST A COMMENT, FOR THE CITY TO REALLY LOOK AT DOING SOME KIND OF STUDY ON CIVIL SERVICE, RIGHT?

I THINK THERE ARE PROS AND CONS, WHETHER IT IS THINGS WE GET OUT OF CIVIL SERVICE THAT WE SHOULD BE ACKNOWLEDGING AND THEN WHERE MIGHT BE SOME OF THE BARRIERS TO SOME OF THE RECRUITMENT THAT HAPPENS WITH RESPECT TO WOMEN AND PEOPLE OF COLOR.

WHAT DOES THAT LOOK LIKE.

WE HAVE SOME STORIES ALLUDING TO THAT NOT NECESSARILY SOMETHING MORE FORMAL.

I'LL LEAVE IT AT THAT AND QUILL CONTINUE TO WORK IN PARTNERSHIP WITH YOU AND YOUR TEAM.

BUT THANK YOU FOR THE WORK THAT YOU'RE DOING.

CONGRATULATIONS ON THE NEW ROLE AND THANK YOU ALSO TO YOUR LEADERSHIP TEAM AND TO THE MEN AND WOMEN THAT SERVE.

AND LAST I'LL ADD, AND THIS WAS MY EARLIER POINT, IT'S BEEN A LONG DAY, IS THE CULTURAL PIECE IS CRITICALLY IMPORTANT DO, WE TALKED ABOUT THAT QUITE A BIT IN OUR DEPARTMENT SO CONTINUING CONVERSATIONS ON THAT TOO.

THANK YOU GUYS, THANK YOU COUNCILOR BOK.

I CEDE THE GAVEL.

>> THANK YOU, COUNCILOR CAMPBELL.

IT HAS BEEN A LONG DAY.
I REMIND COLLEAGUES WE HOPE TO
DO ONE ROUND OF QUESTIONS ON
FIRE, BECAUSE WE HAVE IS EMS
WAITING IN THE WINGS SO I WOULD
ENCOURAGE PEOPLE TO GET YOUR KEY
QUESTIONS ON THIS ROUND FOR
COMMISSIONER DEMPSEY.

NEXT UP IT WILL BE COUNCILOR
O'MALLEY AND THEN COUNCILOR
ESSAIBI-GEORGE.
ABOUT.

>> WHEN IT REACHES 70° I MOVE MY
OFFICE OUTDOORS.

VIRTUALLY, OBVIOUSLY YOUR
REPUTATION, YOUR RECORD SPEAKS
FOR ITSELF.

WE'RE DELIGHTED TO SPEAK WITH
YOU IN THIS INCREDIBLY NEW
POSITION.

FIRST AND FOREMOST, ABOUT TWO
ALARM FIRE IN WEST ROXBURY, I
SURVEYED THE DAMAGE, IT WAS A
RAGING INFERNO.

AS I UNDERSTAND, THEY WERE ALL
EVACUATED, ONE FIREFIGHTER DID
ACTUALLY GO TO THE HOSPITAL.
HE OR SHE OKAY?

>> MINOR INJURIES.

>> GREAT TO HEAR THAT, THANK YOU
FOR THAT.

THANK YOU FOR YOUR REMARKS AND
YOUR OPENING COMMENTS ABOUT REAL
EFFORT AND A COMMITMENT TO BOTH
DIVERSIFY THE WORKFORCE BUT
ALSO, ADDRESS BETTER GENDERS
REPRESENTATION SO I REALLY
APPRECIATE YOUR EFFORTS.

PRETTY EXPLANATORY INCREASE TO
THIS YEAR'S BUDGETARY, WHAT IS
THE RESPONSE, WHAT WAS THE
AVERAGE RESPONSE TIME FOR CALLS
IN 2020?

>> I BELIEVE IT WAS FOUR MI
MINUTES.

I'D HAVE TO GET BACK TO YOU ON
THAT.

>> FOUR MINUTES WAS PROVIDED IN
THE BOOK AS WELL.

THAT'S TERRIFIC AND APPRECIATE
THAT JUST SO FOLKS UNDERSTAND.
THAT'S REMARKAL BL FOR A --
REMARKABLE FOR A CITY OF OUR
SIZE TO KEEP THAT UP.

I'D ASKED THIS I THINK IN OUR WORKING SESSION BUT CAN YOU JUST TALK VERY BRIEFLY ABOUT SORT OF THE FIRE CALL BOXES?

WHAT WE SPEND TO MAINTAIN THAT PROGRAM AND HOW OFTEN THEY'RE ACTUALLY USED TO ALERT TO DISPATCHERS?

OKAY.

SOME OF THE INFORMATION I HAVE ON THAT, AND I HAVE TO DIG DEEPER INTO THIS.

SO FORGIVE ME FOR BEING ON IT.

I THINK APPROXIMATELY 4,000 PER CALL BOX AND THE CALL BOXES ARE STILL USED AND REMAIN A VALUABLE INVESTMENT FOR PUBLIC EMERGENCY SINCE COPPER WIRE INSTALLED OVER 200 YEARS AGO.

WILL ALWAYS BE AVAILABLE IF CELL SERVICE IS DOWN.

OR THE ELECTRICITY IS DOWN.

A COUPLE OF YEARS AGO, THERE WAS AFTERNOON EFFORT FOR THE CITY TO INVEST IN CALL BOXES FROM OTHER SOURCES, MAYBE THAT WOULD BE INSPHOASES FOR MAPS, COUPONS, DOWNLOADS, I DON'T KNOW HOW THAT WORKS, BUT THAT'S WHAT I'M TOLD. SO TO MY KNOWLEDGE THIS EFFORT WAS -- WASN'T PURSUED BUT MAYBE WE CAN LOOK AT IT.

IT IS RAN ANTIQUATED SYSTEM --

IT IS AN ANTIQUATED SYSTEM AS FAR AS YOU KNOW, I HAD SOME VISITORS IN THE CITY BACK IN THE FALL, AND THEY WERE LIKE WHAT'S THAT RED BOX?

WELL, IT'S -- PEOPLE DON'T REALIZE AND I THINK, SO EVERYBODY HAS A CELL PHONE NOW. SO BUT THE FACT IS, IF SOMETHING GOES DOWN, THEY'RE ALWAYS THERE FOR AN EMERGENCY.

>> DO YOU KNOW HOW MANY WE HAVE?

>> NO I'D HAVE TO GET BACK TO YOU ON THAT.

>> AGAIN I'M NOT SUGGESTING THAT WEE GET RID OF THEM.

THE LOVER OF HISTORY IN ME APPRECIATES THAT IT'S BEEN, AS YOU SAID A 200-YEAR-OLD 200-YEAR-OLD TECHNOLOGY AND I GUESS \$4,000 PER CALL BOX IS NOT A BUDGET

BUSTER.

APPRECIATE THAT.

ONE OF YOUR -- HAD A QUESTION
WHEN YOU TALK ABOUT CERTAIN
PROFESSIONAL DEVELOPMENT AND
SUPPORT, YOU HAD THE NUMBER OF
FIREFIGHTERS ATTENDING
RESILIENCY HEALTH AND SAFETY
SYMPOSIUM, THESE ARE FLECTD IN
THE BUDGET BOOK.

IN 2018 IT WAS 1800 AND IN 2019
IT WAS 900.

2020 IT WAS 600.

SO WE HAVE SEEN A SIGNIFICANT
DECREASE IN THAT.

IS THERE A REASON WHY?

>> I THINK ONE OF THE CLASSES
WASN'T HELD.

I'D HAVE TO GET BACK TO YOU ON
WHY THAT HAPPENED.

I'M NOT SURE BUT I'M PRETTY SURE
THAT WAS THE CASE.

>> OKAY, YEAH I SEE WE'RE SEEING
AN INCREASE IN THE BUDGET SO
PERHAPS THAT WILL ALLOW FOR MORE
FIREFIGHTERS TO GET -- TAKE
ADVANTAGE OF THAT.

SECONDLY WANTED TO ECHO
OBVIOUSLY COUNCILOR FLAHERTY WAS
TALKING TO THE WEST ROXBURY,
LATERAL PIPELINE, 750 PSI
PIPELINE THAT RUNS THROUGH THE
NEIGHBORHOOD, THIS IS THE
UTILITY WHICH HAS NOT WORKED
WELL IN MY OPINION SO THAT
POSITION IS NEEDED GOING FORWARD
AND THEN SECONDLY DELIGHTED TO
SEE THE INVESTMENT OF THE NEW
STATION FOR ENGINE 42 AND IN MY
DISTRICT, CAN YOU TALK A LITTLE
BIT ON THE TIME LINE ON THAT, I
KNOW IT HAS BEEN WORKING FOR A
NUMBER OF YEARS, WHERE WE ARE
WITH ENGINE 42.

>> WE DID GREAT -- BREAK GROUND
ON THAT.

COVID-19 SHUT DOWN ALL
CONSTRUCTION WORK.

THAT JUST OPENED BACK UP MONDAY.
SO WE'RE MOVING AHEAD.

THE DELAY NO IN SOME OTHER
CONSTRUCTION ISSUES I BELIEVE
WITH THE SOIL BEING FOUND A
LITTLE TOO SO WE'RE LOOKING AT A

2022 OPENING FOR THAT.

>> OKAY GM.

>> BUT OTHER THINGS LIKE THE YARD AND EVERYTHING ELSE SEEMS TO BE GOING SMOOTH.

SO I THINK WE'RE WELL ON TRACK TO GET IT IN THAT TIME FRAME.

>> WELL, THAT'S GREAT, I APPRECIATE THAT AND I'LL JUST GIVE A PLUG OUT FOR SORT OF THE NEXT STEPS LOOKING OUT FOUR, FIVE YEARS DOWN THE ROAD, FORGET WHAT ENGINE AND LADDER THAT IS, IN WEST ROXBURY, IN NEED OF AN UPGRADE AS WELL.

I KNOW WE'RE ON THAT ROAD, THANK YOU MADAM CHAIR.

>> THANK YOU COUNCILOR.

>> IS THANK YOU SO MUCH COUNCILOR O'MALLEY.

NEXT UP IS COUNCILOR ESSAIBI-GEORGE, THEN COUNCILOR BREADON.

COUNCILOR ESSAIBI-GEORGE.

>> THANK YOU, MADAM CHAIR.

I'LL ECHO MY COLLEAGUES TO COMMISSIONER DEMPSEY, THANK YOU FOR BEING WITH US THIS MORNING.

MY FIRST QUESTION IS AROUND SHARPS DISPOSAL.

I KNOW MOST OF THE FIREHOUSES ACROSS THE DISTRICT IF NOT ALL OF THEM DO HAVE SHARPS BOXES.

I'M CURIOUS ABOUT HOW OFTEN THEY'RE USED.

WHAT IS THE PRICE TAG ON DISPOSAL AND ARE WE SEEING ANY PARTICULAR TRENDS AROUND THOSE DISPOSAL BOXES.

EITHER THEIR USE OR LACK OF USE ACROSS THE DISTRICT.

MY SECOND QUESTION, I APPRECIATE THE WORK OF YOUR EAP EFFORTS THROUGH YOUR DEPARTMENT. AND INTERESTED IN SOME OF THE WORK AROUND OUTREACH, ESPECIALLY AS IT REGARDS TO OVERDOSE AND VISIT A SMALL GROUP OF FIREFIGHTERS THAT ARE ENGAGED IN THAT WORK.

JUST WANT TO SORT OF UPLIFT THAT AND UNDERSTAND SORT OF WHERE THAT STANDS.

IT'S BEEN A LITTLE BIT SINCE WE

TALKED ABOUT IT FORMALLY.
I SUPPOSE MY THIRD QUESTION I'LL
GET IT ON THE TABLE, THAT WILL
BE IT FOR ME FOR FIRE.

AS CALLED FOR A HEARING ON THE
WELLNESS OF OUR FIRST RESPONDERS
BOTH POLICE, FIRE AND EMS AND
UNDERSTANDING THE PARITY ACROSS
THOSE THREE PUBLIC SAFETY
DIVISIONS.

I'M CURIOUS ABOUT THE WORK THAT
HAPPENS WITH FIRE AS IT RELATES
TO BOTH PHYSICAL HEALTH AND
MENTAL HEALTH AND ACCESS TO
APPROPRIATE CARE AND IN THAT
AREA.

THANK YOU ACKNOWLEDGE
COMMISSIONER AND THANK YOU,
CHAIR.

>> SO AS FAR AS THE SHARPS GO, I
HAVE CHECKED IN ON THAT.
AND I DON'T BELIEVE -- I DON'T
BELIEVE WE HAVE THE BOXES IN THE
FIREHOUSE ANYMORE BECAUSE I WAS
TOLD 311, PEOPLE HAVE SHARPS TO
BE PICKED UP CALL 311 AND
SOMEBODY COMES OUT TO PICK THEM
UP.

I AM HAVING -- WE'RE LOOKING
BACK INTO THAT AFTER I READ YOUR
QUESTION AND FOUND THAT
INFORMATION OUT SO I DON'T SEE
ANY REASON WHY WE SHOULDN'T HAVE
THEM ON THE OUTSIDE OF THE
FIREHOUSE OR SOME PLACE.
EVEN ON THE APPARATUS.
BECAUSE WE CAN'T JUST LEAVE
SOMEPLACE AND LEAVE A NEEDLE
THERE.

SO THAT WILLING BE ADDRESSED.
-- THAT WILL BE ADDRESSED.

AS FAR AS THE --

>> IF I COULD INTERRUPT QUICKLY,
SORRY COMMISSIONER, I'D LOVE TO
HAVE AN ADDITIONAL CONVERSATION
SOMETIME ABOUT POTENTIALLY
PUTTING SHARPS DISPOSAL BOXES ON
THE OUTSIDE OF FIREHOUSES.
IT MAY HAVE SOME IMPACT ON YOUR
WORKFORCE SO WE SHOULD PROBABLY
HAVE THAT CONVERSATION.
BUT I'M EXCITED TO HAVE THAT,
THANK YOU.

>> SURE.

AND THEN GLETTING BACK TO THE --
GETTING BACK TO THE IPODS OPIOIDS
ISSUE.

TERRIBLE ISSUE.

WE HAVE THE KNOCK AND TALK
PROGRAM, IF WE HAVE AN INCIDENT
THE PROGRAM IS NOTIFIED AND THEN
THEY FOLLOW UP WITH A KNOCK ON
THE DOOR, AND TRY TO SIT DOWN
AND TALK WITH THE PEOPLE.

UNFORTUNATELY WITH THE COVID-19,
THATTING CHANGED THINGS A LITTLE
BIT.

THAT CHANGED THINGS A LITTLE
BIT.

WE'RE NOT ABLE TO SIT DOWN.

WE ARE CURRENTLY LOOKING INTO
WAYS OF REVISING THAT TO MAKE IT
MORE EFFECTIVE.

I DON'T HAVE ANY -- I DON'T HAVE
MUCH MORE ON THAT RIGHT NOW.
OTHER THAN IT'S STILL HAPPENING
BUT NOT TO THE EXTENT THAT WAS
PRIOR TO COVID-19.

BUT WE ARE GOING TO MAKE IT
BETTER.

>> AND THEN JUST MENTAL HEALTH
AND PHYSICAL HEALTH JUST GENERAL
WELLNESS, JUST TOUCH LIGHTLY ON
IT BECAUSE DO I HAVE A STANDING
HEARING ORDER.

>> SURE, AS I MENTIONED EARLIER,
THROUGH THE 02X PROGRAM WE HAVE
THE FLG TRAINING WHICH IS --
PHYSICAL TRAINING WHICH ALSO
ENCOMPASSES MENTAL HEALTH,
NUTRITION, SLEEP, EVERY ASPECT
THAT SHOULD KEEP A PERSON
HEALTHY, INCLUDING RESILIENCY
TRAINING.

WE HAVE THE REAP AND WE HAVE OUR
PIER SUPPORT GROUPS AND -- PEER
SUPPORT GROUPS AND CRITICAL
EXTENSION TEAMS AND THEY ALL
STEP IN AT DIFFERENT TIMES.

WE WANT 0 HELP PEOPLE OUT BEFORE
THEY ENDS UP HAVING A PROBLEM.
SO THAT'S OUR GOAL.

>> GREAT, THANK YOU VERY MUCH,
MR. COMMISSIONER AND THANK YOU
CHAIR BOK.

>> GREAT, THANK YOU SO MUCH
COUNCILOR ESSAIBI-GEORGE.

NEXT UP IS COUNCILOR BREADON AND

COUNCILOR MEJIA.

>> THANK YOU, COUNCILOR BOK AND
THANK YOU COMMISSIONER DEMPSEY,
CONGRATULATIONS ON YOUR NEW
APPOINTMENT.

>> THANK YOU.

>> I'M ALSTON BRIGHTON DISTRICT
9, WE HAVE SEEN OLOT OF NEW
DEVELOPMENT IN THE DISTRICT.

I WAS WONDERING IF YOU ARE
EVALUATING THE NEED FOR
ADDITIONAL FIREHOUSES OR HOW
WE'VE BEEN SERVED AT THIS POINT
IN TIME.

>> SO TO BE CORRECT DISTRICT 11
FOR US.

>> OH, DISTRICT 11.

>> NOW YOU KNOW.

>> DISTRICT 11, I HAVE THAT
RIGHT HERE.

I WAS TAKING A SURVEY.

>> THAT'S OKAY.

>> AND WE HAVE ONE ON UNION
SQUARE, WE HAVE CAMBRIDGE STREET
UNION JUDICIARY, HOTEL, SAMUEL
OAK SQUARE.

>> OAK SQUARE, RIGHT.

I MEAN, I HAVEN'T HEARD ANY
REPORTS OF HAVING ISSUES WITH
RESPONDING.

I MEAN WE'VE ALWAYS HAD, WHEN
STUDENTS COME BACK, BRIGHTON IS
A VERY BUSY PLACE ESPECIALLY
WITH FOOD IN THE STALLS.

OUR FIRE NUMBERS INCREASE WHEN
THEY COME BACK, THEY'RE NOT GOOD
COOKS, I GUESS.

ANYWAY, OTHER THAN THAT, UNLESS
YOU HAVE NUMBERS SHOWING
DIFFERENTLY I THINK THAT WE'RE
WELL STAFFED OUT THERE.

WE MAINTAIN MINIMUM STRENGTH.

IF THERE'S A FIRE IN BRIGHTON
WHICH IS DIFFICULT TO GET TO
BECAUSE IT IS AT THE FAR END OF
THE CITY, WE ARE SENDING COVER
PRALTS.

SO IF THERE'S A SECOND INCIDENT
THEY ARE COVERED.

>> AND DO YOU HAVE CAPACITY
ARRANGEMENTS WITH NEWTON LIKE --

>> YES.

NOT 100% SURE, WHICH COMPANIES
COME FROM WHERE, BUT I KNOW SOME

NEWTON COMPANIES COME IF IT'S
CLOSE TO THEIR LINE.
SO THEY'LL ASSESS AND BUT WE
STILL HAVE OTHER PEOPLE COMING
FROM BOSTON THAT COME OUT TO
BRIGHTON TO COVER WHILE THERE'S
A FIRE GOING ON.

>> I NOTICE SOMETIMES THAT WHEN
THERE IS A MEDICAL EMERGENCY
THAT THE FIRE TRUCK COMES OUT.
IS THAT -- I'M CURIOUS AS TO HOW
THAT WORKS.

IS THERE AN EMT OR PARAMEDIC IN
THE GROUP?

>> SO A LARGE AMOUNT OF OUR
STAFF ARE EMTS, PARAMEDICS.
NOT ALL OF THEM ARE PARAMEDICS
BUT A VERY LARGE AMOUNT OF EMTS.
AND EVERYONE IS A FIRST FIRST
RESPONDER.

SO ANY TIME THERE'S -- IF
THERE'S A MEDICAL EMERGENCY,
THEY'LL SEND US BECAUSE WE MAY
BE MORE AVAILABLE THAN THERE
EMS.

SO WE COULD BE CLOSER.

SO WE WANT TO GET SOMEBODY THERE
AS QUICKLY AS POSSIBLE TO START
FIRST AID OR WHATEVER YOU KNOW
CPR OR WHATEVER IT MAY TAKE.
SO WE WORK HAND IN HAND WITH
BOSTON EMS.

WE SOMETIMES ARE THERE FIRST.
WE GO THERE TO HELP THEM WITH
LIFTING.

WE GET ALONG WITH THEM VERY WELL
AND SUPPLEMENT EACH OTHER AND
THE GOAL IS THAT WE GET TO
SOMEBODY AS QUICKLY AS POSSIBLE,
MAKE SURE THAT THEY'RE TAKEN
CARE OF.

>> AND ARE THOSE FOLKS ABLE TO
DO YOU KNOW DEFIBRILLATION,
AD -- ON THE LADDER?
QUS.

>> IF WE DO ALL OF THAT, YES.
EVERYTHING EXCEPT WE DON'T DO
THE PARAMEDIC STUFF BUT WE DO
ALL THE EMT SKILLS.

>> VERY GOOD.

THAT'S ABOUT IT.

SO IT'S DISTRICT 11.

>> DISTRICT 11.

>> YES.

I LIVE -- I HAVE A FIRE STATION
RIGHT THE BOTTOM OF MY STREET.
THE OTHER THING WE HAVE OUT HERE
IS STUDENTS DO THE DARNEDEST
THINGS.
FIRE PITS ON UPSTAIRS DECKS AND
REALLY, WELLS INDOORS, ENCLOSED
PORCHES.
I'VE SEEN IT ALL OUT HERE.
BUT IS THERE A PROCESS OF DOING,
WHEN THE NEW STUDENTS CONTINUALi]
ON, NEW TENANTS, NEW STUDENTS
COMEñow6
EDUCATION AVAILABLE TO HELPMEE
SOME OF THESE THINGS THEY'RE
DOING?
>> YES, THAT'S A GOOD QUESTION.
SO NUMBER 1, FIRE PITScwL ARE NOT
ALLOWED IN THE CITY OF BOSTON.
PERIOD.
>> THAT'S YOUR SECRET.
>> GOOD.
GOOD LUCK WITH THAT, RIGHT?
GRILLS ON PORCHES, FOR REAR
PORCHES, OR ANY PORCH, AROUND
THEY'RE CERTAINLY NOT ALLOWED
INDOORS.
SO WHAT WE HAVE BEEN DOING OVER
THE PAST, I DON'T KNOW, LIKE
FIVE YEARS MAYBE, ON LABOR DAY
WEEKEND WHEN THERE'S MOVE-IN
WE'VE HAD TEAMS BETWEEN ISD AND
FIRE AND POLICE, WE GO OUT TO --
WE'VE GONE OUT TO BRIGHTON I'VE
BEEN THERE MYSELF GOING TO
LYNDON STREET AND ALL THAT AREA
WHEREVER THEY'RE MOVING IN WHERE
THESE KIDS ARE DOING OFF-HOUSE,
LIVING OFF CAMPUS, AN WE GIVE
THEM OUT PAMPHLETS, MATERIAL, WE
TALK TO THEM, WE CHECK TO MAKE
SURE THAT THEY HAVE SMOKE
DETECTORS, WE TALK TO THEM ABOUT
SMOKING.
TALK TO THEM ABOUT COOKING, YOU
KNOW, JUST TRY TO EDUCATE THEM
AND CERTAINLY LET THEM KNOW THAT
IF YOU HAVE AN EMERGENCY CALL
911.
SOME OF THESE PEOPLE COMING FROM
CANADA OR WHEREVER THEY MAY NOT
KNOW THAT.
>> CALL 911.
>> OR IRELAND.

RIGHT?

ANYWAYS, THAT'S ONE WAY WE REACH
OUT TO THEM.

AND WE DO HAVE -- FIRE
PREVENTION DIVISION HAS A FIRE
EDUCATION UNIT WHICH DOES
SEMINARS WITH THE COLLEGE KIDS.

>> VERY GOOD.

THANK YOU SO MUCH.

AND THAT'S ALL MY QUESTIONS FOR
NOW.

I SEE THE GAVEL.

>> OKAY, GOOD, THANK YOU.

SORRY.

>> NO, NO, THANK YOU.

ALL RIGHT NEXT UP IS COUNCILOR
MEJIA AND THEN IT WILL BE
COUNCILOR BAKER.

COUNCILOR MEJIA.

>> THANK YOU COUNCILOR BOK,
CHAIRWOMAN AND THANK YOU
COMMISSIONER DEMPSEY,
CONGRATULATIONS.

>> THANK YOU.

>> LOOKING FORWARD TO WORKING
WITH YOU.

I'M NEW IN THIS ROLE SO YOU AND
I ARE BOTH NEW IN OUR ROLES BUT
NOT IN THE WORK SO LOOKING
FORWARD TO GOING ALONGSIDE YOU.
AND SO JUST REALLY QUICK, THE
BYSO, COMMITTED TO HOLDING
REGULAR MEETINGS WITH FEMALE
FIREFIGHTERS TO CHANGE OFFICE
CULTURE.

I'M CURIOUS HOW MANY MEETINGS
HAVE BEEN HELD, HOW MANY
FIREFIGHTERS PARTICIPATED AND
WHAT TAKE AWAYS HAVE HAPPENED AS
A RESULT OF THESE MEETINGS?

ARE THERE ANY MEMOS FROM THIS
MEETINGS OR ANY WAY TO PROGRESS
TRACKING MECHANISMS THAT WE CAN
SEE?

I APPRECIATE THE COMMISSIONER
SPEAKING ON HOW TO HIRE AND
RETAIN WOMEN FIREFIGHTERS.
BUT I AM ALSO CURIOUS TO KNOW
WHAT PROFESSIONAL REDEVELOPMENT
OPPORTUNITIES ARE THERE TO PUT
WOMEN FIREFIGHTERS IN HIGH
POSITIONS OF POWER WITHIN THE
DEPARTMENT APRIL AND ONE OF THE
ACCOMPLISHMENTS OF FY 20 WAS

EVALUATING EACH FIREHOUSE TO SEE
THE IF THEY MEET THE NEEDS OF
FEMALE FIREFIGHTERS, WHAT
MEASURES OF SUCCESS I'M JUST
CURIOUS AND THEN LASTLY, DID MY
COMPUTER FREEZE?

>> I HEAR YOU.

>> WE HEAR YOU.

COUNCILOR MEJIA WE HEAR YOU.

YOU STILL THERE?

JULIA CAN YOU HEAR US?

>> HELLO?

>> WE CAN HEAR YOU JUST FINE.

>> OKAY, ALL RIGHT.

SO THEN I GUESS MY LAST QUESTION

IS, I'M NOT SURE WHERE YOU

WERE -- I FROZE FOR A MINUTE

THERE, MY COMPUTER LAGGED.

I WAS JUST CURIOUS, ONE OF THE

ACCOMPLISHMENTS OF FY 20 WAS

EVALUATING EACH FIREHOUSE TO

ENSURE THEY MET THE NEEDS OF

FEMALE FIREFIGHTERS.

WHAT BENCHMARKS ARE BEING USED

AND THIN LASTLY CAN YOU PROVIDE

A BREAKDOWN OF LANGUAGES SPOANG

BY FIREFIGHTERS OTHER THAN

ENGLISH, CAN YOU SPEAK TO ANY

STRATEGY CAPACITY OR RESOURCE TO

BE USED FOR RESPONDING IN

NEIGHBORHOODS WITH HIGH

INCIDENTS OF LANGUAGES OTHER

THAN ENGLISH.

AND MY HOPE IS THAT IN MY ROLE

AS A CITY COUNCILOR I'M LOOKING

FORWARD TO HOW I MIGHT SUPPORT

THE RECRUITMENT EFFORTS.

IN TERMS OF THE DIVERSITY GOALS,

JUST LET ME KNOW HOW I CAN BE OF

SERVICE ON THAT FRONT.

>> OKAY THANKS.

SO WHERE DO I START?

SO THE FEMALE LIAISON SHE'S

OUTSTANDING, MARGARET CONNOLLY.

I MET WITH HER THE OTHER DAY.

SHE FILLED ME IN ON A LOT THAT

SHE'S BEEN DOING.

I BELIEVE THAT SHE'S GOING TO BE

GIVING ME QUARTERLY REPORTS

WHICH I WOULD ASSUME MEANS A

QUARTERLY MEETING WITH ALL THE

FEMALE FIREFIGHTERS.

SHE SPEAKS TO EVERY ONE OF THEM.

WE HAVE 19, 19 FIREFIGHTER

FEMALES RIGHT NOW.
AND SHE ALSO TALKS WITH THE FIRE
ALARM OPERATORS, WHICH ARE --
HOW MANY?
WE HAVE 21 FEMALE FIRE ALARM
OPERATORS.
SO SHE WORKS WITH BOTH GROUPS.
I'M SORRY, YOU GAVE ME A LOT OF
QUESTIONS.
>> I'M SORRY.
I'M CURIOUS, LET ME JUST GO --
I'M JUST CURIOUS ABOUT THE
BREAKDOWN OF FIREFIGHTERS.
DO YOU KNOW WHAT OTHER LANGUAGES
ARE SPOKEN ASIDE FROM ENGLISH?
AND WHAT CAPACITY AND RESOURCES
ARE CURRENTLY (INAUDIBLE) IS.
>> OKAY, I HAVE IT HERE, HANG
ON, SORRY.
YOU GOT THE LIST OF LANGUAGES.
IS SORRY.
I HAVE THE LANGUAGE WE HAVE A
TOTAL OF 113 MEMBERS THAT SPEAK
DIFFERENT LANGUAGES ON THE
DEPARTMENT.
IS THE LARGE AMOUNT OF THEM ARE
SPANISH.
SO IT'S 75.
SPEAK SPANISH.
THE REST ARE SINGLE DIGITS ALL
THE WAY DOWN FROM VIETNAMESE,
CAPE VERDIAN.
FRENCH, FRENCH CREOLE, ASIAN
CREOLE, ITALIAN, PORTUGUESE,
SPANISH-PORTUGUESE AND
VIETNAMESE.
WE HAVE HIRED PEOPLE -- UNDER
OUR LANGUAGE CERTIFICATION FOR
THE 2020 EXAM, WE HAVE APPROVAL,
WE'RE LOOKING FOR FOUR CHINESE,
THREE CAICH VERDIAN ACKNOWLEDGE
SPANISHç+F CREOLE AND TWO THE
VIETNAMESE.
>> SORRY I'M BEING ATAGGED BY A
BEE.
-- ATTACKED BY A BEE.
>> DO YOU HAVE AND FZF IN CASE
YOU GOT STUNG?
>> NO, JUST A MOMENT, I WASN'T
REACTING TO WHAT YOU WERE
SAYING.
I WAS REACTING TO THE BEE.
>> SO HERE IS THE SITUATION
WHERE, WHEN WE GET -- WHEN WE

HIRE SOME PEOPLE FOR LANGUAGES,
WE'LL ASSIGN THEM TO THE
DISTRICT LET'S SAY AND I'M NOT
IN THE SAVIN HILL AREA MANY
SAVIN HILL AREA MIGHT HAVE A LOT
OF VIETNAMESE SPEAKING.
SO WE MAY ASSIGN THE PERSON TO
THE FIREHOUSE IN THAT AREA.
PROBLEM IS AFTER ONE YEAR ONCE
THEY'RE OFF PROBATION, THEY CAN
CONTRACTUALLY, TRANSFER TO ANY
OTHER FIREHOUSE IN THE CITY.
WE MAY SANE SOMEBODY THERE BUT ASSIGN SOMEBODY TO THAT
AREA BUT WE HAVEN'T GOT --

>> I MAY HAVE ANOTHER QUESTION,
BEFORE THE GAVEL COMES DISOIN ON
ME.

RKS -- DOWN ON ME.

I'M CURIOUS IF YOU WOULD
CONSIDER HIRING TRANSLATE OORGS
WHO MAY NOT BE FIREFIGHT AERS
BUT CAN PROBABLY WORK WITH YOU
ALL WHEN YOU GO INTO
NEIGHBORHOODS THAT REQUIRE
DIFFERENT LANGUAGES.

IS THAT WHAT I HEARD YOU SAY OR
OTHER THINGS LIKE THAT?

>> NO, WE WOULD NEED I MEAN, WE
HAVE FIRE ABILITIES WITH PEOPLE
RIDING ON THE FIRE TRUCKS.
AND THEY HAVE TO BE HIRED
FIREFIGHTERS.

SO THE BEST WE CAN DO, IS
HOPEFULLY SPREED THESE PEOPLE --
SPREAD THESE PEOPLE AROUND INTO
NEIGHBORHOODS.

AND SOMETIMES EMS GOES UP AND
THEY HAVE PEOPLE SPEAKING IN
THOSE LANGUAGES AND THE POLICE
SHOW UP.

ALL THREE PUBLIC AGENCIES
USUALLY SHOW UP FOR THESE
INCIDENTS.

BETWEEN THE THREE OF US A LOT OF
TIMES THERE IS SOMEBODY THAT CAN
HELP THE LANGUAGE BARRIER.

DOES THAT ANSWER YOUR QUESTION?

>> YES, SIR, THANK YOU SO MUCH.

>> OKAY.

>> THANK YOU, COUNCILOR MEJIA.
NEXT UP COUNCILOR BAKER AND THEN
IT'S COUNCILOR ARROYO.

COUNCILOR BAKER.

>> GOOD AFTERNOON, THANK YOU

MADAM CHAIR.

COMMISSIONER I JUST WANT TO
CONGRATULATE YOU.

I HAVEN'T GOTTEN THE CHANCE TO
MEET YOU YET BUT I LOOK FORWARD
TO THAT.

I'VE ONLY HEARD PEOPLE SING YOUR
PRAISE.

SO HOPEFULLY NEXT YEAR WE'LL ALL
BE IN THIS SAME SORT OF
CONGRATULATING YOU AGAIN NEXT
YEAR.

BUT WITH THAT BEING SAID, I JUST
WANT TO KNOW A COUPLE OF THINGS.
HOW IS THE HEALTH OF YOUR FLEET,
LIKE, WHAT'S THE AVERAGE AGE OF
YOUR TRUCKS?

MAYBE AND UPDATE ON THE MEETING
HOUSE HILL FIREHOUSE.

AND ALSO, IS THERE ANY
DISCUSSION AROUND YOUR
HEADQUARTERS, THOSE THREE
THINGS.

>> OKAY, SO THE FLEET'S IN GREAT
SHAPE RIGHT NOW.

I THINK WE ONLY HAVE A FEW MORE
APPARATUS TO REPLACE AND THAT'S
PROBABLY HAPPENING THIS YEAR.

AND NEXT YEAR.

AND WE'LL HAVE COMPLETELY
REPLACED EVERY APPARATUS, FRONT
LINE APPARATUS.

AND WE HAVE A REPLACEMENT PLAN
THAT WILL MOVE FORWARD.

SO A SCHEDULE THAT -- AND -- LET
ME CHECK -- I THINK IT'S EVERY
FIVE YEARS.

NO, WHEN THEY COME OFF LINE.

SO SORRY ABOUT THAT.

SO JUST WANTED TO MAKE SURE I
HAVE MY FACTS RIGHT.

SO EVERY FIVE YEARS, A PIECE OF
APPARATUS WILL BE REPLACED.

SO SO THE SCHEDULE GOES, SO
EVERY YEAR, THREE ENGINES, TWO
TRUCKS, AND THAT WILL KEEP
REPLACING EVERY, YOU KNOW, YOU
FOLLOW ME?

>> YES.

THE AGE OF THE VEHICLE IS ONLY
GOING TO BE FIVE YEARS BEFORE WE
MOVE THEM ALONG.

>> RIGHT, CORRECT.

AND THEN WHAT THE GOOD PART

ABOUT THAT IS, THAT THE APPARATUS WON'T BE THAT OLD SO IT CAN GO INTO OUR RESERVE FLEET.

SO APPARATUS BREAKS DOWN, HERE OR THERE FOR WHATEVER REASONS, FOR EXTRA DETAILS, OR WHATEVER, SO WE HAVE TO HAVE A RESERVE FLEET.

AND THEY'LL BE VERY GOOD APPARATUS, TOO.

SO WE'RE VERY HAPPY WITH WHERE THAT'S GONE.

>> WHAT DO WE DO WITH THAT VEHICLE AFTER THEY'VE SERVED OUR REQUIREMENTS BUT FOR THEIR LIFETIME, ARE WE ABLE TO RESELL THOSE OR DO THEY JUST GET DONATED SOMEPLACE?

>> SOME OF THEM WE RESELL. SOME OF THEM GET REFUR IMISHED REFURBISHED AND RESOLD.

WE AREN'T EVEN THERE YET ON THESE PIECES THAT WE JUST STARTED DOING.

SO I'M SORRY -- SO YEAH, WE ACTUALLY HAVE SOME APPARATUS THAT WE'RE GOING TO TRY TO SELL COMING UP SOON, BECAUSE WE -- THERE ARE DIFFERENT TYPE AND WE WANT TO BE USING THE SAME TYPE. SO THERE'S CONSISTENCY ACROSS THE BOARD FOR TRAINING.

AND SO IF YOU GET DETAILED TO ANOTHER PART OF THE CITY THE ENGINE OPERATES THE SAME WAY AS THE ONE YOU CAME OFF OF.

SO YEAH.

>> SO IF I COULD NOW HAVE AN UPDATE ON MEETING HOUSE HILL. AND ALSO, IF THERE'S ANY DISCUSSION AROUND YOUR HEADQUARTERS AND ALSO, THE HEALTH OF -- NOT THE HEALED BUT THE CONDITION OF THE COLUMBIA ROADHOUSE.

>> OKAY SO MEETING HOUSE HILL I THINK THAT'S ON HOLD BECAUSE THERE IS AN ISSUE OOVER THE LAND.

SO -- OVER THE LAND.

SO I'M NOT SURE THAT'S A LEGAL MATTER.

>> YOU MEAN THE DEAL WITH THE

CHURCH UP THERE?

>> YES, I DON'T THINK IT'S BEEN RESOLVED YET.

AND WE CAN'T, BECAUSE OF THE SIZE OF THE NEW FIREHOUSE, IT'S A FOOTPRINT ISSUE.

AND SO I'M NOT 100% SURE WHERE THAT IS BUT I KNOW THAT'S THE ISSUE.

>> WE'LL STAY TUNED ON THAT.

>> HEADQUARTERS I HAVE NOT HEARD ANYTHING ON HEADQUARTERS.

WHAT I WOULD LIKE THOUGH IS I BROUGHT UP FIRE PREVENTION, WHICH IS THAT 1010 MASS AV, THEY ARE IN DESPERATE NEED OF REHAB. THEY HAVE YOU KNOW GORILLA TAPE ON THE FLOOR FOR THE -- TO COVER HOLES IN THE RUKS.

SO IT'S PRETTY BAD WHEN YOU CONSIDER WE'RE DEALING WITH BUSINESSES COMING IN THAT ARE BUILDING MILLIONS --

MULTIMILLION DOLLAR BUILDINGS AND THIS IS WHAT WE'RE, YOU KNOW, HAVING MEETINGS IN.

SO WE HAVE HAD PLANS DONE FOR THAT TO REMODEL AND ACTUALLY, THIS WOULD BE A GREAT TIME TO REMODEL THAT.

BECAUSE OF THE COVID, SO WE WOULD YOU KNOW, ALL THAT WOULD BE TAKEN INTO CONSIDERATION IN THE CONFIGURING OF THE WORK SPACES.

THERE'S A GOOD AMOUNT OF PEOPLE UP THERE, LIKE OVER 75 PEOPLE WORK THERE.

>> AND THE LAST THING IS, WHAT IS THE STATUS ON COLUMBIA ROAD, WHAT IS THE STATUS OF THAT, WHAT IS THE CONDITION THAT HOUSE IS IN?

>> I WOULD HAVE TO GET BACK TO YOU ON THAT.

I KNOW THEY'VE GONE AROUND, THEY'VE DONE ASURVEY ON ALL THE FIREHOUSES AND OF COURSE THE ONES IN THE WORST SHAPE ARE THE FIRST ONES TAKEN CARE OF.

SO I'LL HAVE TO GET BACK TO YOU ON THAT.

>> YES, THAT'S OKAY, YOU CAN JUST E-MAIL ME THOSE RESPONSES

AND I THINK AT SOME POINT WE
NEED TO START LOOKING AT THE
HEADQUARTERS AND SEEING WHAT
WE'RE GOING TO DO WITH THAT.
IS, YOU KNOW, THAT'S FOR ANOTHER
DAY.

TBaOK YOU AGAIN AND THANK YOU
AGAIN FOR YOUR SERVICE.

>> THANK YOU COUNCILOR.

>> THANKS SO MUCH COUNCILOR
BAKER.

NEXT UP COUNCILOR ARROYO,
COUNCILOR JANEY AND CLOIR
EDWARDS.

COUNCILOR ARROYO.

>> THANK YOU, MADAM CHAIR.

CONGRATULATIONS COMMISSIONER ON
YOUR APPOINTMENT.

YOU MENTIONED THE SURVEY ON THE
HOUSES, THE FIREHOUSES, I'VE
BEEN TO ALL OF THE ONES IN MY
DISTRICT, SOME OF THEM ARE IN
WORSE SHAPE THAN OTHERS.

I GUESS MY QUESTION TO YOU WAS,
THAT WAS COMPLETED, THAT STUDY?

>> HAS IT BEEN COMPLETED, THE
SURVEY?

I'M SORRY, I'LL BE RIGHT WITH
YOU.

>> YES, NO WORRIES.çóñr

OKAY SO APPARENTLY, THE SURVEY
IS ONE THING AND THERE'S A
PROGRAM THAT'S BEEN COMPLETED,
GIVEN DESIGN FOR THE FUTURE OF
ALL THE FIREHOUSES.

I CAN GET AT A INFORMATION TO
YOU.

>> THAT WOULD BE GREAT.

I THINK THAT YOU KNOW, THAT THE
QUALITY OF THE FIREHOUSE IS
IMPORTANT, YOU KNOW, THE
FIREFIGHTERS SPEND QUITE A BIT
OF TIME THERE BUT ALSO IT HELPS
THEM IN THE COORDINATION OF
THEIR DUTIES, SOME OF THOSE NEED
SUBSTANTIAL UPGRADES SO I THINK
OBVIOUSLY COVID-19 IS IMPACTING
OUR ABILITY TO PLAN IN THE
FUTURE BUT I DO THINK THAT THOSE
BUILDINGS DO NEED UPDATES AND
I'D BE INTERESTED IN KIND OF
SEEING WHAT THAT SURVEY FOUND.

JUDGE SURE, WE'LL --

>> SURE, WE'LL GET THAT TO YOU.

>> SO MANY FOLKS ASKED SO MANY QUESTIONS.

ONE QUESTION, 18% DECREASE IN NONPERSONNEL, WHAT IS THAT?

>> THE PRIMARY DRIVER IS THE DROP IN THE LEASE PURCHASE PAYMENTS FOR THE INVESTMENTS OF TEN ENGINES AS PARTS OF AN EFFORT TO REPLACE 20 NOODGES FEW YEARS AGO.

SO IT BASICALLY -- 20 ENGINES A FEW YEARS AGO.

BASICALLY ELIMINATING A LEASE PROGRAM AND PURCHASING.

I'M NOT A MATH PERSON SO I THINK THAT'S THE BEST ANSWER I COULD GIVE YOU.

BUT I CAN GET MORE INFORMATION ON THAT FOR YOU IF YOU LIKE.

>> THANK YOU, AND THAT ACTUALLY MANY I THINK, ANSWERS IT TO BE HONEST.

AND THEN MY FINAL QUESTION HERE AND I CAN'T SEE THE GAVEL BECAUSE I'M ON THE PHONE.

SO PLEASE DO FEEL FREE TO CHIME IN KEN-SEY, CHAIRWOMAN BOK. SHOULD.

>> SURE.

TIOND.

>> THE FINAL QUESTION I HAVE IS HAS THERE BEEN ANY CHANGE IN HOW THE DEPARTMENT HANDLES DESCRIPTION OR HARASSMENT INCIDENTS, ARE THOSE CHANGES FLECTD IN THIS BUDGET OR ARE THERE WAYS IN WHICH THIS BUDGET CAN BETTER SUPPORT THOSE CHANGES?

>> THAT'S A GOOD QUESTION.

WE ARE LOOKING AT THAT AND THAT WAS PART OF OUR REVISION OF OUR RULES AND REGULATIONS, 1841, SPECIFICALLY.

AND YOU KNOW, TRYING TO THINK IF THERE IS ANY -- -- YEAH, SO OUR NEW HR DIRECTOR WILL BE MORE INVOLVED IN ANY INVESTIGATION, AND YOU KNOW ANY REPORTS THAT CAN YOU KNOW, REPORTING SYSTEM, THEY CAN BYPASS US OR THEY CAN GO UP THE CHAIN OF COMMAND.

SO I'VE BEEN --

>> IS THAT A NEW DEVELOPMENT OR

WERE THEY ALWAYS ABLE TO
BYPASS --

>> YOU COULD ALWAYS GO, YOU
COULD ALWAYS BYPASS AND GO TO
CITY HALL OR MCAD OR -- BUT SO
THAT'S NOT -- THAT'S NOT NEW.
BUT, YOU KNOW, NO, I DON'T --
OTHER THAN CHANGING OUR RULES I
DON'T THINK THERE'S ANYTHING
BRAND-NEW.

WE'RE DOING MORE TRAINING THAT
MAKES PEOPLE MORE AWARE OF HOW
TO REPORT IT.

AND TO REPORT.

>> GOT IT.

AND SO I THINK THAT'S MY FINAL
QUESTION, I JUST -- IF YOU COULD
JUST LET ME KNOW THE BEST WAY TO
GET THAT SURVEY, YOU SENDING IT
TO US OR US FOLLOWING UP WITH
YOU.

>> OKAY, WE'LL TRY TO GET THAT
TO YOU.

>> ALL RIGHT THANK YOU, I
APPRECIATE THAT, THANK YOU.

>> OKAY THANK YOU COUNCILOR.

>> THANK YOU, COUNCILOR ARROYO.
NEXT UP IS COUNCILOR JANEY AND
THEN COUNCILOR EDWARDS.

>> THANK YOU SO MUCH.

CAN YOU HEAR ME OKAY?

>> HEAR YOU GREAT.

>> OKAY, WONDERFUL.

I WANT TO WELCOME THE
COMMISSIONER AS THE PRESIDENT OF
THE CITY COUNCIL JOINING THAT
ANCHOR US WELCOMING YOU.

CHOWRS, I KNOW YOU'VE
BEEN AROUND FOR A WHILE BUT
WELCOME YOU.

I THANK YOU FOR MEETING WITH ME
TODAY PRIOR TO TODAY.

AND THANK YOU FOR LEADING IN
YOUR PRESENTATION WHAT YOU'RE
TRYING TO DO AROUND DIVERSITY.
MY QUESTIONS REALLY ARE ABOUT
FIREFIGHTERS, I HEARD YOU SAY
EARLIER THERE WAS 19 ON THE
FORCE AND AS YOU KNOW FROM OUR
EARLIER CONVERSATION JUST DEEPLY
CONCERNED ABOUT THE CULTURE OF
THE FIRE DEPARTMENT AND HOW WE
CREATE A CULTURE THAT IS
WELCOMING, THAT IS INCLUSIVE OF

ALL, WHO FIGHT, AS I SHARED WITH YOU, AND AGREE WITH MY COLLEAGUES IN THE PAST, I'VE HAD DIRECT EXPERIENCE WITH A NUMBER OF FIRES UNFORTUNATELY, TRAGICALLY AS A YOUNG SINGLE MOM HAD A FIRE, MY SINGLE HAD A FIRE WITH HER YOUNGEST AND THAT WAS BACK IN THE 90s AND MY MOM WAS DISPLACED IN 2012 DUE TO A FIRE. I APPRECIATE THE WORK THAT FIREFIGHTERS DO AND CONSIDER YOU A HERO.

I THINK THERE IS AN OPPORTUNITY HERE TO CREATE A CULTURE WITHIN THE FIRE DEPARTMENT THAT IS WELCOMING FEMALE FIREFIGHTERS AND WOULD LOVE TO HEAR YOUR PLANS ABOUT HOW WE ARE MOVING IN THAT DIRECTION.

I HEARD YOU TALK ABOUT THE FEMALE LIAISON BUT THERE WAS A NUMBER OF ITEMS THAT WERE HIGHLIGHTED A COUPLE OF YEARS AGO BY THE WOMEN ON THIS CITY COUNCIL AND SOME COMMITMENTS THROUGH COUNSELING AND A LOT OF OTHER COMMITMENTS.

I'D REALLY LIKE TO HARRY AN UPDATE AN WHERE WE ARE IN FULFILLING THOSE COMMITMENTS AND THE OVERALL PLAN AROUND CREATING A MORE INCLUSIVE ENVIRONMENT.

>> I'M SORRY, WAS THAT THE HARSH REPORT?

>> YES, AND TO BE QUITE BLUNT, I GUESS, A NUMBER OF US WERE CONCERNED WITH THE REPORT AND THE TONE OF THE REPORT AS WELL. BUT YES, THERE WERE SOME THINGS THAT WERE HIGHLIGHTED AND SOME THINGS I THINK THAT WERE ALREADY SUPPOSED TO BE HAPPENING BECAUSE OF A DIFFERENT AGREEMENT IN THE PAST THAT WERE BEING LEFT UNFULFILLED.

SO AGAIN I THINK THE MORE THAT WE ARE HONORING NOTICES FULFILLMENTS AND HAVING AN INTENTIONAL STRATEGY ABOUT CREATING THIS CULTURE WITHIN THE DEPARTMENT, AT ALL THE HOUSES. BECAUSE TRUST IS SO IMPORTANT BETWEEN FIREFIGHTERS.

AND SO THE MORE THAT WE CAN REALLY TREAT THAT, I KNOW WITH SOME FIREFIGHTERS THERE IS THAT STRONG TRUST AND THAT SENSE OF FAMILY.

BUT IF YOU ARE ON THE OUT OF THAT, THAT'S WHERE THE PROBLEM LIES.

SO IF YOU COULD YES SPEAK TO THOSE.

>> SO I THINK NUMBER 1 WE WILL BE LOOKING AT THE HARSH REPORT AND IF YOU WANT SPECIFIC RECOMMENDATIONS I CAN GET THOSE TO YOU.

WE'LL ARE WORKING TOWARDS MEETING ALL THOSE GOALS.

AND I KNOW SOME OF THEM, AND I DON'T HAVE ANY SPECIFICS ON OFF THE TOP OF MY HEAD.

ITEMS THAT WERE ADDRESSED PRIOR TO THAT, THAT WE CONTINUE TO MOVE FORWARD WITH.

ONE THING THAT AS FAR AS THE CULTURE GOES, AND I THINK THE MORE WOMEN THAT WE DO HAVE ON THE JOB, THAT HELPS CREATE -- THAT'S GOING TO HELP CHANGE THE CULTURE.

>> SLOWL.

>> DAY FOR INSTANCE -- ABSOLUTELY.

>> TAKE FOR INSTANCE --

>> 19 OUT OF 40 --

>> 1400 ROUGHLY.

>> I AGREE WITH YOU THE MORE WOMEN WE RECRUIT, I WOULD ALSO BE INTERESTED IN YOUR RECRUIT EFFORT IN TERMS OF THE FIREFIGHTERS --

>> AS FAR AS THE PERCENTAGE OF BOSTON HAS I THINK 1.27% OF THEIR DEPARTMENT IS -- OF THE DEPARTMENT IS WOMEN.

THAT'S A LITTLE BIT HIGHER THAN THE NATIONAL TREND, WHEN YOU ELIMINATE DEPARTMENTS THAT DON'T HAVE EMS WHICH WE DON'T.

WE DON'T RUN THE EMS.

THE DEPARTMENT HAS, IF THE DEPARTMENT RUNS THE AMBULANCE, THEY TEND TO HAVE MORE WOMEN FOR WHATEVER REASON.

AND I DON'T HAVE AN ANSWER ON

THAT.
THAT'S JUST A STATISTICAL
NUMBER.
ONE THING I CAN SAY, I KNOW AND
I'LL TAKE THIS CURRENT CLASS
THAT HAS TWO FEMALES ON IT.
NOW I CAN PROBABLY GUARANTEE YOU
THAT WHEN THEY ALL GO OUT TO
THEIR FIREHOUSES, THAT EVERYBODY
IN THAT CLASS, WHEN THOSE
FEMALES SHOW UP AT ONE OF THEIR
OTHER CLASSMATES FIREHOUSE,
WHETHER THEY'RE DETAILED IN OR
WHATEVER, THEY'RE GOING TO BE
ACCEPTED LIKE ANY OTHER
FIREFIGHTER.
BECAUSE THERE IS A FAMILIARITY
THERE, IF THEY WENT THROUGH THE
JUNE CLASS TOGETHER THEY KNOW
THAT THIS PERSON IS CAPABLE
PROSPECT.

>> I CAN APPRECIATE THAT,
COMMISSIONER.
BUT I HOPE YOU CAN APPRECIATE
THAT THERE ARE SOME DEEP
CONCERNS AROUND CULTURE.
SO JUST THIS PAST JANUARY THERE
WAS A BOSTON FIREFIGHTER
CONVICTED OF ASSAULTING A FEMALE
COLLEAGUE.
SO THERE'S WORK THAT WE HAVE TO
DO.

AND WHAT I WOULD REALLY BE
INTERESTED IN, IS WHAT THE PLAN
IS MOVING FORWARD, HOW WE'RE
GOING TO INVEST IN PROFESSIONAL
DEVELOPMENT, AND SUPPORT FOR OUR
FIREFIGHTERS THAT BUILD THE
TRUST, THAT DEAL WITH
HARASSMENT, AND THE ISSUES THAT
FEMALE FIREFIGHTERS HAVE BEEN
FACING HARASSMENT AND ASSAULT.
SO, YOU KNOW, IF THERE IS A PLAN
IN PLACE OR ONE IN THE WORKS
BASED ON THE HARSH REPORT OR
SOMETHING ELSE I WOULD SUPPORT
SEEING THAT REGRET OFF THE
GROUND AND HOPING THAT IT'S
GOING TO GET US WHERE WE NEED TO
BE.

I THINK I AM RUNNING SHORT ON
TIME.

THE OTHER THING, POINT THAT I
WOULD MAKE IS JUST AGAIN THE

SUPPORT AND THE PROFESSIONAL DEVELOPMENT, FIREFIGHTERS LIKE OUR POLICE OFFICERS SEE A LOT OF TRAUMA, IN THEIR DAYS WHEN THEY HAVE TO FIGHT FIRES.

SO JUST MAKING SURE AGAIN CAN THAT WAS (INAUDIBLE) CULTURE GET THIS BEYOND COURT OF HARASSMENT FOR THE -- CULTURAL OF HARASSMENT FOR THE FEMALE FIREFIGHTERS.

>> JUST REAM QUICK, I'LL MENTION IT REAL QUICKLY.

SO YEAH, IT'S A MULTIPRONGED TASK AND IT IS NOT SOMETHING, I WISH I HAD A SILVER BULLET FOR IT BUT I DON'T.

I CAN TELL YOU THAT BETWEEN THE HARSH RECORD, THE HANFORD DEGREE AND ALL THE MULTIPLE STEPS OF TRAINING THAT WE'RE GOING TO BE DOING, AS FAR -- AND HAVING THE WOMAN LIAISON AND THEY HAVE MEETINGS AND HAVING THEM GO TO PROFESSIONAL DEVELOPMENT, THEY GET IDEAS AND THEY BRING THEM BACK FOR US.

IT IS A MULTIPRONGED ASSAULT HERE.

THAT'S THE WRONG WORD, I GUESS. BUT THAT'S HOW WE'RE GOING TO APPROACH IT, I GUESS AT THIS POINT.

>> I WANT TO BE MINDFUL TO MY COLLEAGUES, THANK YOU MADAM CHAIR AND THANK YOU SO MUCH COMMISSIONER.

>> OKAY THANK YOU COUNCILOR.

>> THANK YOU, MADAM PRESIDENT. NEXT COUNCILOR EDWARDS.

ALSO WE'VE BEEN JOINED BY COUNCILOR MICHELLE WU. COUNCILOR EDWARDS.

>> I ECHO MY COLLEAGUES CONGRATULATIONS OF COMMISSIONER DEMPSEY, THAT IS THE NEW JOB, THAT HAS TO BE ONE OF THE GREATEST MOMENTS AND POINTS WHERE I'VE HAD THE -- I WOULD THINK ENCOUNTERS WITH THE BOSTON FIRE DEPARTMENT WAS, AND I CAN'T REMEMBER THE EXACT DATE BUT IT WAS THE NINE ALARM FIRE IN EAST BOSTON.

AND IT WAS INTO THE MOVIE HAVING
I THINK IT IS WELL OVER 100
FIREFIGHTERS BETWEEN WINTHROP,
EAST BOSTON, I DON'T KNOW IF
REVERE SHOWED UP BUT IT WAS
SOMETHING QUITE SPECTACULAR.
I SAID THAT BECAUSE I FELT I WAS
WALKING AMONG STATUES.
THEY WERE SO FOCUSED ON WHAT WAS
IN FRONT OF THEM, SO FOCUSED ON
THAT FIRE AND ON THEIR JOBS AND
YOU KNOW IF THERE HAS EVER BEEN
A MOMENT I FELT I WAS STANDING
AMONG SUPERMEN AND WOMEN, IT WAS
THAT MOMENT.
I DON'T WANT MY FOLLOWING
QUESTIONS FOR YOU TO EVER FEEL
THAT QUESTION IS HARD FOR THE
DEDICATION TO SAFETY, IN THE
BOSTON FIRE DEPARTMENT.
BUT I AM CONCERNED, AS MY
COLLEAGUES HAVE STARTED OFF WITH
QUESTIONING, ABOUT HOW THE
BOSTON FIRE DEPARTMENT IS
TREATING WOMEN, IS TREATING
PEOPLE OF COLOR, THE -- I'VE
BEEN VERY CRITICAL AS YOU KNOW,
ABOUT THE HARSH REPORT I THOUGHT
WAS LAUGHABLY WEAK, I DIDN'T
FEEL IT ACTUALLY DID MUCH EXCEPT
PROTECT THE CURRENT STATUS QUO.
WHAT FEW RECOMMENDATIONS WERE IN
THERE, I'LL ASK YOU SPECIFICALLY
IN TERMS OF BUDGET AND FINANCIAL
COMMITMENT, WHAT IS THE BSD
DOING BASED ON THIS REPORT?
GETTING RID OF IF THERE WERE TWO
EQUALLY QUALIFIED CANDIDATES,
ONE BEING A MAN, ONE BEING A
WOMAN THEY WOULD FLIP A COIN,
THAT WAS ONE KIND OF ASSESSMENT.
BUT THERE WERE CERTAIN
RECOMMENDATIONS SO I'D LIKE TO
KNOW DOLLARS WHAT INVESTMENTS
YOU'RE DOING BASED ON OF OFF OF
THAT REPORT.
NUMBER TWO I'D LIKE TO KNOW
OSPECIFICALLY ABOUT YOUR
REINTEGRATION PROGRAM, WHO HAVE
COME FORWARD, I THINK THEY ARE
SOME OF THE MOST BRAVEST OF ALL
OF THE FIREFIGHTERS YOU HAVE
BEING ABLE TO COME FORWARD AND
SAYING SOMEONE SEXUALLY

ASSAULTED ME IS HARD ENOUGH, AS FAR AS THE IRE AND DISRUPTION OF YOUR COLLEAGUES, GOING THROUGH THAT TRIAL AND TRIBULATION, WHAT IS THE PROCEDURE FOR SURE IN ASSURING SAFETY COMING BACK AND ASSURING THE CULTURE HAS CHANGED WHEN SHE RETURNS.

AND FINALLY, I'M CURIOUS ABOUT YOUR TRAINING DOLLARS.

I REMEMBER DISCUSSING, THAT THERE WAS IMPLICIT TRAINING LIKE AN ORIENTATION OF WHAT THE CONCEPT WAS.

BUT IT DIDN'T SEEM LIKE THE MANAGING STAFF OR THE ACTUAL FIREFIGHTERS WERE FORCED TO TAKE THE TEST.

BY TAKING THE TEST YOU ACTUALLY WITH ARE THEN MADE AWARE OF YOUR IMPERFECT BIASES, THAT IS IMPORTANT TO KNOW, ALL OF US HAVE THEM.

I'M CURIOUS WHEN YOU ARE GOING TO ABOUT SO EVERYBODY CAN BE PERSONALLY AWARE OF WHAT BIASES WE HAVE, TO MAKE SURE WE CREATE THE CULTURE THAT I THINK WE ALL DESERVE.

>> OKAY.

WE'RE GOING TO START, YES, I'M SORRY, SO I'M GOING TO HAVE TO GET YOU NUMBERS ON THE MONEY-WISE.

BUT I KNOW THAT WE HAVE RECEIVED IN OUTSIDE TRAINING GROUPS THAT COME IN TO ADDRESS OUR RESPECTFUL WORKPLACE.

THAT'S ONE STEP WE'RE DOING.

I'M NOT SURE WHERE THE FLIP IN THE COIN PART CAME.

>> IT'S IN THE REPORT ABOUT HOW WHEN THEY WERE DEALING WITH -- I GUESS THE DEMONSTRATION OF THE LACK OF

IS A LACK OF DEDICATION OF HAVING WOMEN IN THERE AND WHEN WANT TO BE BLIND OF THIS.

WE'RE TALKING ABOUT EQUAL APPLICANTS BUT IT'S IN THE REPORT.

>> I ONLY WAS ABLE TO IN MY SHORT TIME HERE HAVE -- ABLE TO GO OVER THAT REAL QUICKLY AND I

DON'T RECALL THAT BUT I WILL
LOOK DEEPER INTO IT AND GET AN
ANSWER FOR YOU ON THAT.
IT SOUNDS BIZARRE TO ME.
ALL I CAN TELL YOU IS I DON'T
TOLERATE ANY OF THIS HARASSMENT
OR DISCRIMINATION AND I'LL TAKE
THAT VERY SERIOUSLY.
AS FAR AS THE WOMAN --

>> WOMEN.

>> -- THAT'S COMING BACK, THAT'S
RIGHT NOW BEING WORKED ON.
WE'RE TRYING TO MAKE -- WE WANT
TO MAKE SURE SHE'S COMFORTABLE
COMING BACK SO THAT'S ALL BEING
WORKED OUT.

I DON'T HAVE A FINAL ANSWER FOR
THAT EVEN THOUGH I KNOW IT'S
GETTING CLOSE.

>> ARE YOU AWARE OF ANY CURRENT
LAWSUITS OR ADDITIONAL
COMPLAINTS BEING FILED?

>> I AM NOT OTHER THAN THE LAST
ONE THE CURRENT ONE THAT I KNOW
OF.

>> ARE YOU AWARE OF HOW MUCH THE
BOSTON OR CITY OF BOSTON HAS.
TO PAY IN ORDER TO DEFEND
AGAINST DISCRIMINATION LAWSUITS?

>> I DON'T HAVE THAT FIGURE.
I BELIEVE THAT CAN BE FOUND AT
CITY HALL.

>> SO I WOULD LIKE FOR YOU TO
BECOME FAMILIAR WITH THAT FIGURE
AND THEN HOPING LOOKING AT WHAT
IT COSTS US AND HOW WE TREAT
EMPLOYEES AND HOW MUCH THE
BUDGET IS FOR TRAINING FOR A
BETTER\$FvB! CULTURE AND I HOPE
TRAINING FOR A BETTER CULTURE IS
LARGER OR AT LEAST EQUAL TO WHAT
WE'VEdf DONE TO DEFEND SOME OF THE
MOST HORRENDOUS ACTS.

>> I DON'T THINK WE SHOULD BE
PAYING A DIME OUT FOR BAD
BEHAVIOR.#

I'M SAYING I WOULD HOPE WE
WOULDN'T HAVE TO HAVE CASES LIKE
THAT THAT WE WOULD NEED TO PAY
ANYTHING OFF.

THAT'S MY POINT.

I WILL WORK TO MAKE SURE THAT
THE DEPARTMENT BECOMES MORE
WELCOMING AND TOLERANT AND

ACCEPTING OF WOMEN, ESPECIALLY,
AND EVERYBODY SHOULD BE WELCOME
INTO THE FIREHOUSE AND DO THEIR
JOB WITHOUT FEAR.

>> MY LAST QUESTION, COUNSELOR,
COMMISSIONER, WHEN DO YOU PLAN
ON MEETING WITH THE WOMEN WHO
HAVE FILED -- OR NOT EVEN FILED
A CLAIM BUT WOMEN, PERIOD, AND
HEARING THEIR CONCERNS?

>> THE OTHER DAY I JUST MET WITH
THE WOMAN LIAISON AND I WILL
MEET WITH THE GROUP.

I STILL HAVE TO GET OUT AND
MEET -- GO AROUND TO EVERY
FIREHOUSE BUT WITH COVID-19 IT'S
MAKING IT PRETTY IMPOSSIBLE.
SO AS SOON AS THIS DIES DOWN,
THIS SUMMER I WILL AND PROBABLY
THE NEXT TIME THAT THEY MEET AS
I GROUP I'LL GO INTRODUCE MYSELF
AND HEAR THEIR CONCERNS.

>> THANK YOU.

AND I DO APOLOGIZE FOR THIS
BEING OUR FIRST CONVERSATION.

THAT IS74

GUILT.

I SHOULD HAVE REACHED OUT SOONER
WITH A CONGRATULATIONS AND IN
GENERAL.

I GENERALLY WOULDN'T -- WOULD
PREFER TO GIVE YOU THESE
QUESTIONS IN ADVANCE.

I APOLOGIZE IF YOU FELT --
ATTACKED.

THANK YOU CHAIRWOMAN BOK FOR
YOUR INDULGENCE.

>> NOW MY QUESTIONS FOR THE
COMMISSIONER AND THEN OUR PLAN
IS NEXT TO MOVE TO E.M.S.

IT'S BEEN A LONG HEARING AND
IT'S GOING TO CONTINUE.

I'LL STATE TO COLLEAGUES WE'RE
NOT GOING TO DO FURTHER
QUESTIONS FOR THE COMMISSIONER
UNLESS YOU BURNINGLY MUST PUT ON
THE RECORD AND USE THE BLUE HAND
BUT I DISCOURAGE THAT STRONGLY.

>> I'LL BLAME COMMISSIONER
GROSS.

>> WELL, YOU KNOW.

OKAY.

COMMISSIONER, THANK YOU FOR
ADDRESSING BY THE WAY IN YOUR

OPENING REMARK THE HUNTINGTON
AVE FIRE STATION.

I WANTED TO FLAG AT THE POINT AT
WHICH WE'RE HAVING THOSE
CONVERSATIONS, I'D LOVE TO BE
INVOLVED.

I KNOW -- I KNOW THERE'S
POTENTIAL LOGICAL PARTNERSHIP
GIVEN IT'S YOUR BUILDING AND I
ALSO KNOW THOUGH THERE'S A LOT
OF STRONGml

HILL ABOUT THE HISTORICAL FIRE
HOUSE AND WOULDN'T WANT THAT TO
BE A CONVERSATION THAT GOT
HASHED OUT BEFORE BRINGING THE
PUBLIC IN.

>> WE'LL INCLUDE YOU.

>> AND THEN CERTAINLY ON THE
OVERTIME QUESTION ON THE FIRE
SIDE, SO LOOKING AT THE -- IT
LOOKED AT IN THE YEAR TO DATE UP
TO THE 31st, WE WERE RUNNING A
BIT AHEAD OF PACE IN TERMS OF
OVERTIME BUDGETING WHICH MAKES
ME ASSUME, THOUGH I DON'T KNOW
HOW COVID HAS AFFECTED IT HOW WE
MAY RUN OVER AGAIN THIS YEAR IN
OVER TIME AND WONDERING IF YOU P' SPEAK TO THAT AND WHAT YOU
AND YOUR OFFICE ARE DOING TO
LIMIT OVERTIME.

>> I BELIEVE MOST THE OVERTIME
ISW CONTRACTUAL AND BUDGETED.
IT'S A LONG DAY.

I LOST MY TRACK AND xs, SOME
HELP.

>> MAINLY CONTRACTUAL --

>> SO AS FAR AS COVID GOES, I
THINK SOME OF THE MOVES WE MADE
AS FAR AS STOPPING VACATIONS AND
ELIMINATING -- FIRST OF ALL, THE
OVERTIME IS STRICTLY TO MAINTAIN
MINIMUM STAFFING.

WE HAVE TO HAVE SO MANY PEOPLE
ON EACH APPARATUS TO OPERATE
SAFELY.

THAT'S THE u,@

OVERTIME.

SOME OF THE OVERTIME FOR SPECIAL
EVENTS LIKE THE MARATHON I
BELIEVE THAT'S ALREADY PUT IN
THE BUDGET.

THEN THERE'S THE CONTRACTUAL
OVERTIME.

I THINK WE'RE AHEAD OF THE GAME

THIS YEAR.

I DON'T HAVE THE NUMBERS IN FRONT OF ME AS FAR AS THE OVERTIME BECAUSE OF THE ACTIONS WE TOOK AT THE BEGINNING OF THE COVID.

THAT COULD HAVE EASILY SPUN WAY OUT OF CONTROL.

HAD WE HAD A LOT OF PEOPLE SICK BUT BY THE ACTIONS WE TOOK KEPT OUR NUMBERS VERY LOW AND YOU CAN LOOK AT OTHER AGENCIES AND YOU'LL SEE OUR" <8Bt NUMBERS HAVE BEEN GREAT.

>> GREAT, THANK YOU SO MUCH. I WOULD LOVE TO GET THE UPDATED NUMBERS ON THAT.

COULD YOU STREAK BRIEFLY OR SOMEONE ON YOUR TEAM ON THE CAPITAL SIDE TO THE ENGINE 33 RENOVATION WORK WHEN THAT'S GOING TO HAPPEN AND WHETHER ANY OF THAT'S RELATED TO FIRE SAFETY.

>> I BROKE THAT DOWN. SO ENGINE 33, I DON'T BELIEVE IS RIGHT ON THE -- SO ENGINE 33 IS NOT ON THE IMMINENT LIST OF FIRE HOUSES TO REPLACE OR RENOVATE. WE HAVE -- CERTAINLY THAT COMES UP ON THE LIST THE HISTORICAL FACTOR AND EVERYTHING WILL BE TAKEN INTO ACCOUNT.

I DON'T THINK THAT BUILD IS GOING ANYWHERE. RIGHT NOW IT'S NOT ON OUR LIST AND IT WILL BE A WHILE BEFORE WE GET TO THAT.

I WILL FIND OUT WHERE ON THE LIST IT IS AND GET BACK TO YOU.

>> I WROTE THE TIME LINE AND WHETHER THOSE ARE RENOVATIONS THAT WILL HELP WITH HEALTH AND SAFETY ISSUES FOR THE FIREFIGHTERS.

>> EVERY RENOVATION THAT W DOING IS ADDRESSING THAT. IT'S CREATING DIFFERENT ZONES YOU HAVE THE MAIN FLOOR WHERE THE APPARATUS BACKS IN AND CARCINOGENS AND WHATEVER AND THEN CHANGES GOING UP THE STAIRS AND THEN THE KITCHEN AND FRONT ROOM.

SO THAT'S TAKEN INTO ACCOUNT FOR EVERY RENOVATION WE'RE DOING IN FIREHOUSES.

>>SIMILARLY DO YOU HAVE INFO ON THE TIME LINE OF THE FIRE ALARM BUILDING RENOVATION?

THAT'S NOT EVEN OWNED BY US. SHOULD WE DECIDE TO MOVE TO A DIFFERENT LOCATION, THAT BUILDING WILL BE RETURNED TO THE HOMESTEAD FOUNDATION.

I DON'T KNOW A WHOLE LOT ABOUT THAT BUT I KNOW IT'S NOT OWNED BY THE CITY OR BY US.

>> I COULD BE WRONG BUT I THOUGHT THERE WAS AN ITEM TO WORK ON IT IN THE BUDGET.

>> LET ME GET BACK TO YOU ON THAT.

>> IT LOOKS LIKE IT'S REPOINTING.

I'D LIKE TO UNDERSTAND IF WE DON'T OWN THE BUILDING WHAT IS OUR RESPONSIBILITY AROUND UPKEEP.

>> THAT'S A GOOD QUESTION.

I'LL FIND OUT.%

>> WE DO SECOND QUESTIONS IN ADVANCE FOR PREPARATORY WORK AND MORE DIVERSE FIRE WORK

COLLEAGUES ON HOW TO HAVE MORE WOMEN AND BOSTONIAN KIDS GROWING UP AND GOING INTO THIS

I KNOW, COMMISSIONER, YOU SHARE THAT CONCERN.

THEN THE LAST THING I JUST WANTED TO SAY IS A SHOUT OUT -- THE COMMISSIONER HAD JUST TAKEN ON THIS ROLE AND WE CORRESPONDED ABOUT A SERIES OF

FIRES IN THE BACK ALLEYS OF THE BACK WAY AND IT WAS GREAT WORK BY THE TEAM TO APPREHEND THE SUSPECT THERE.

>> IT DOESN'T ALWAYS HAPPEN THAT QUICKLY BUT THOSE TYPES OF PEOPLE NEED TO BE TAKEN OFF THE STREET.

>> IT WAS A HUGE HELP AND SAFETY CONCERN IN THE BACK BAY NEIGHBORHOOD.

NO, I'M GOING TO HOLD YOU THAT STANDARD.

I TEXTED YOU ONE DAY AND THE

NEXT DAY YOU HAD SOMEBODY IN
CUSTODY.
I'M LOOKING FOR THAT TURNAROUND.
>> I'LL HAVE TO THANK THE COPS
FOR THAT.
THOSE ARE ALL MY QUESTIONS.
I THINK WITH THAT THOSE ARE ALL
OF OUR QUESTIONS FOR THE FIRE
DEPARTMENT.
IT ONLY REMAINS TO THANK YOU AND
YOUR TEAM.
WE DIDN'T HEAR FROM JOE --
>> CONNIE.
>> WE HEARD SOME PEOPLE OFF TO
THE SIDE BUT WE KNOW
COMMISSIONER, THOUGH YOU WERE
SPEAKING, YOU HAVE A TEAM BEHIND
YOU.
>> I'LL LET ANDRE AND JOE TALK.
>> WE'RE HAPPY THE
COMMISSIONER'S LEADING US.
>> THERE YOU GO.

STRONG ENDORSE MANY.
WE'LL TURN TO THE TEAM SO GO
BACK TO WHAT YOU ALL ARE DOING
ON BEHALF OF THE CITY AND I'M
GOING TO SAY PLEASE STAY SAFE
AND STAY WELL.
>> THANK YOU, EVERYBODY.
>> ALL RIGHT.
WE'RE PIVOTING NOW TO THE CHIEF
WHO I DON'T YET SEE.
SIR, THERE HE IS.
HELLO.
>> HELLO.
>> COMPLETE WITH MASK, CHIEF.
>> OH, YEAH.
EVEN IN THE BUILDING.
IF THERE'S OTHER PEOPLE IN THE
STATION --
>> WE HAVE TO SET A GOOD
EXAMPLE.
>> YEP.
>> ALL RIGHT.
SO LET ME GET CLOSER TO THE
SCREEN AND AWAY FROM PEOPLE.
>> YOU
BACKGROUND.
AMAZING.
WITHOUT FURTHER ADO IT'S BEEN A
LONG HEARING AND CONTINUES WITH
OUR THIRD PUBLIC SAFETY AGENCY
AS PART OF HEARING FROM THE

JOINT CHIEFS TODAY.
WE'RE LOOKING FORWARD TO HEARING
FROM YOU.

>> THANK YOU ALL.

WHAT WE TRIED TO DO IS TAKE THE
QUESTIONS WE GOT AND SOME WE
HEARD DURING THE WORKING SESSION
LAST WEEK AND ROLL THAT INTO A
PRESENTATION ABOUTKF(<15, 16
SLIDES.

I HOPE.

I'LL TRY TO ANSWER AS MANY
QUESTIONS AS POSSIBLE.

OKAY.

>> THAT'S GREAT AND WE
APPRECIATE YOU TAKING A LOOK AT
ALL THE QUESTIONS, CHIEF.
SCREEN SHARING.

>> CARRIE, CAN YOU GIVE THE
CHIEF PERMISSION TO SHARE HIS
SCREEN.

>>aab, COUNCILHU6

VERY MUCH I'LL

THIS FAIRLY,

AND I COULDN'T BE PROUDER OF OUR
MEN AND WOMEN OF THE FIRE
DEPARTMENT AND SOME OF THE
QUESTIONS THAT WERE RAISED IN
REGARD TO THE LAST COUPLE WEEKS.
ALL RIGHT.

SO BOSTON EMS IS THROUGH THE
PUBLIC HEALTH COMMISSION OUT OF
THE DEPARTMENT OF HEALTH AND
HOSPITALS, WHICH BACK WHEN I
STARTED AT BOSTON CITY HOSPITAL
AND IN MATTAPAN CHRONIC DISEASE
AND OTHER PROGRAMS.

WHEN THE PUBLIC HEALTH
COMMISSION WAS CREATED BACK IN
1996, IT WAS WRITTEN

LAW CHAPTER 147 BOSTON

BE PLACED WITHIN THE BOSTON
PUBLIC HEALTH COMMISSION.

THERE'S QUESTIONS THAT WERE SENT
TO US THAT CAME UP IN THE
WORKING SESSION REGARDING THAT
PLACEMENT BUT RIGHT NOW WE'RE
LEGALLY AN ENTITY THERE.

AS WITH ANY DEPARTMENT, MOST
IMPORTANTLY FOR US IS WE HAVE
THE SUPPORT TO CARRY OUT OUR
MISSION AND THE MISSION TO CARE
FOR PERSON HE WILL AND
PATIENT -- PERSONNEL AND

PATIENTS AS BEST WE CAN WITH MAYOR WALSH AND OTHERS HAVE BEEN TREMENDOUS ADVOCATES FOR THIS DEPARTMENT.

WE'RE OPTIMISTIC THAT THEY'LL FOLLOW.

WE HAVE 22 AMBULANCES AND WE HAVE PEAK SHIFTS WITH LEAST COVERAGE BETWEEN 2:00 A.M. AND 6:00 A.M. TRYING TO MATCH TO DEMAND ON THE STREET.

WE STARTED WITH 127,802 CLINIC INCIDENT AND 86,570 PERSONS WERE TRANSPORTED TO BOSTON HOSPITAL. IN TOTAL 425 POSITIONS AND 399 ARE UNIFORM POSITIONS.

IN 2019, 31,985 WERE PRIORITY ONE CALLS.

THEY WERE HANDLED WITH A MEDIAN RESPONSE TIME OF 6.1 MINUTES.

THEY WERE ILLNESSES, INVESTIGATIONS SUCH AS PERSONS DOWN ON AN ALARM, AND BASICALLY INFORMATION FROM THE 9-1-1 CALL OPERATOR AND TRAINEES DISPATCH OPERATION.

WE IDENTIFIED TRENDS AND HAD OPERATIONS MUCH CITY SERVICES.

WE WORKED WITH THE CITY TRANSPORTATION DEPARTMENT TO INFORM STRUCTURE IMPROVEMENT EFFORTS AND DATA TO INFORM OUTREACH AND INTERVENTION EFFORTS.

WE ALSO CLOSELY MONITOR TRENDS BY NEIGHBORHOOD.

AND BOSTON EMS RESPONDED TO 6,430 INCIDENT IN THE ALLSTON BRIGHTON NEIGHBORHOOD WHICH ñ/9 COMPRISED OFC

SHIFTS COVER MULTIPLE NEIGHBORHOODS.

PRIMARY 16 IS THE PRIMARY SERVICE AREA THAéCP< INCLUDES ALLSTON BRIGHTON.

BOSTONam

RESOURCE NEEDS AND SERVICES IN ALIGNMENT WITH INCREASING DEMAND.

OUR PERSONNEL ARE OUR HIGHEST PRIORITY, OF COURSE.

THE CITY HAS BEEN RESPONSIVE TO OUR REQUEST TO INCREASE THE NUMBER OF PERSONNEL TO BOSTON

EMS.

THIS IS 2017, FOUR ADDITIONAL IN
FY17 AND FY18 ANOTHER 20 WERE
ADDED AND -- SORRY, FY19 AND
ADDITIONAL FOUR IN FY20.

THE MAJORITY OF OUR MEMBERS ARE
EMTs AND PROVIDE FLEX SUPPORT
AND SERVING IN A SUPERVISORY ROLES
AND 6% ARE NON-UNIFORM INCLUDING
MECHANICS, I.T., ENGINEERING AND
ADMINISTRATIVE PERSONNEL.

AS YOU CAN SEE FROM THE CHART,
AVERAGE YEARS OF CERTAIN OUR
PERSONNEL ARE EXPERIENCING WHICH
LEADS QUALIFICATIONS AS
CLINICIANS AND QUALITY OF
SERVICE THAT OUR RESIDENTS
EXPECT FROM BOSTON EMS.

WE RECOGNIZE IT'S NOT JUST ABOUT
PAID BENEFITS, WE MUST ALSO LOOK
AFTER THEIR SAFETY.

BOSTON EMS HAS INVESTED IN
TRAINING AND PERSONNEL EQUIPMENT
AND PROCEDURE TO PROTECT
PERSONNEL FROM VARIOUS THREATS.

IT'S JUST AS IMPORTANT TO
PROTECT OUR PERSONNEL.

WE WORK TO APPROACH MENTAL
HEALTH WITH DEPARTMENT PERSONNEL
IN A COMPREHENSIVE MANNER AND A
PEER-SUPPORT PROGRAM AND
TRAINING AND CRITICAL STRESS
MANAGEMENT AND ACCESS TO MENTAL
HEALTH CONTRACTED BY THE
DEPARTMENT AND MORE SERVICES
REQUIRED.

COUNCILLOR FLYNN YOU ASKED ABOUT
NUTRITION FOR BOSTON EMS
MEMBERS.

20 HAVE LEFT THIS INCLUDES SEVEN
MEMBERS RETIRING PER YEAR AND
EIGHT IN 2019 AND FIVE THIS YEAR
TO DATE.

AND MOST PERSONNEL IN ORDER TO
SUPERVISORY ROLES UNTIL
RETIREMENT.

SPEAKING OF COUNCILLOR BOK IN
QUESTIONS YOU HAD FOR US
COVERING MEMBERS ON THE
INDUSTRIAL ACTION FALLS UNDER
THE EXECUTIVE OFFICE OF LABOR
AND WORKFORCE DEVELOPMENT.
THEY NEGOTIATED THE RATES SET BY
THE DIVISION OF HEALTH CARE AND

POLICY.

THERE APPEARS TO BE WHAT THEY'RE WILLING TO SERVICES WE HOPE THERE'LL BE SOME RESOLUTION TO GET PEOPLE WELL AND BACK TO WORK. THAT SEEMS TO BE THE CRUX OF

WORKMEN'S COMP.

YOU QUESTIONED FIRST RESPONDERS' WORK AND MEDICAL ASSIGNMENTS AND I WAS NOT ABLE TO COME UP WITH THAT SO THAT'S PROBABLY A QUESTION BEST REFERRED TO OUR HUMAN RESOURCES OR PERHAPS AT THE CITY FOR AN ANSWER ON THAT. ON DIVERSITY, IT DOES REMAIN AN ONGOING PRIORITY FOR US. WE RECOGNIZE WE HAVE WORK TO DO IN THAT AREA.

WE STRUGGLE TO ENHANCE DIVERSITY AND MEMBERS HIRED IN THE LAST TWO YEARS, 23% OF -- 23 OF 46 ARE FLUENT IN A SECOND LANGUAGE. AND ENGLISH WASE! THEIR SECOND LANGUAGE GROWING UP AND HAVE PERSONNEL FLUENT IN SPAN IR, SOW MALL -- SPANISH, SOMALI, HAITIAN-CREOLE, L<)7v HAITIAN,

AMERICAN SIGN LANGUAGE.

COUNCILLOR BOK TO YOUR QUESTION BOSTON EMS DOESN'T5+bI÷ CURRENTLY HAVE A [INDISCERNIBLE] PROGRAM AND WE WORK WITH THE WORKFORCE DEVELOPMENT TO RECRUIT CITY RESIDENTS TO EMT TRAINING OFTEN THROUGH SHOL -- SCHOLARSHIP AND MENTORSHIP AND HAVE RECRUITMENT SERVING CURRENTLY AS EMTs WHO WENT THROUGH THAT PROGRAM AND HAVE PERSONS IN THE CLASS GOING NOW WHO HAVE ALL BEEN ATTRACTED AND RECRUITED FORL, VARIOUS NEIGHBORHOODS IN BOSTON TO THE OFFICE OF WORKFORCE DEVELOPMENT. THAT'S A SUCCESSFUL PARTNERSHIP FOR US.

APPROXIMATELY 70 MEMBERS OF THE COMMUNITY COMPLETED A BOSTON EMS CERTIFICATION COURSE AND HALF THE STUDENTS IN EFFORTS TO INCREASE THE NUMBER OF

PARTICIPANTS FOR BOTH BOSTON RESIDENTS HAVE SHOWN INTEREST IN WORKING FOR BOSTON EMS AND IT CONTINUES TO BE A GOOD PIPELINE FOR RECRUITING.

TRAINING.

WE ARE PRIORITIZING PERSONNEL AND INCLUDES INVESTING IN THEIR PROFESSIONAL DEVELOPMENT.

WHILE WE DON'T HAVE A SPECIFIC BUDGET LINE WHICH WAS A SPECIFIC QUESTION REGARDING TRAINING, WE DO HAVE COSTS ASSOCIATED WITH PERSONNEL TRAINING AND PROVIDING ALL NECESSARY TRAININGS TO KEEP PEOPLE CERTIFIED AND ADDITIONAL TRAINING THE COMMISSION OR ISSUES THE CIT#W WITH.

THERE'S FULL-TIME DEPARTMENT MEMBERS INCLUDING THE SUPERINTENDENT, FIVEí TRAINING CAPTAINS AND A COORDINATOR AND WE PULL VARIOUS PERSONNEL TO ASSIST IN VARIOUS TRAINING PROGRAMS.

THEY RECEIVE SIX MONTHS OFú+ FULL TIME TRAINING AS PART OF THEIR EMS ACADEMY AND THE ONLY SYSTEM IN THE COUNTRY THAT DOES THIS. FOR PROMOTIONS, WE REQUIRE A THREE-MONTH INTERNSHIP AND PERSONNEL ALSO RECEIVE SEVERAL WEEKS OF ADDITIONAL FULL-TIME TRAINING WHEN THEY'RE PROMOTED. TRAINING IS ON VARIOUS INJURY TYPES THEY MAY ENCOUNTER FOR PATIENTS ACROSS THE CITY AS WELL AS ENCOUNTERING ANY NEW STANDARDS, EQUIPMENT OR PROCEDURES.

THE CURRICULUM IS CONTINUALLY REVIEWED AND ENHANCED AND ADOPTED TO SERVE PATIENTS ACROSS ALL NEIGHBORHOODS.

TO FURTHER ADVANCE THE WORKFORCE DEPARTMENT THERE ARE PROGRAMS FOR DISCOUNTS FOR THOSE WHO WANT TO TAKE PARAMEDIC PROGRAMS AT BUNKER HILL AND U-MASS BOSTON. WE'RE ALSO EXPLORING ADDITIONAL EDUCATIONAL OPPORTUNITIES FOR OUR PERSONNEL. STATIONS AND FACILITIES.

WE WORK CLOSELY WITH THE CITY
PRIORITIZE THE EFFORT.
WE HAVE THEM POSTED AND WE HAVE
GARAGES AND STATIONS.
IN MANY CASES THEY TRAVEL FROM
AN AREA CLOSE TO A NEIGHBORHOOD
WHERE WE HAVE STATIONS.
WITH A GROWING POPULATION OF
VISITORS, RESIDENTS, RESIDING
AND WORKING BOSTON EMS HAS BEEN
WORKING WITH THE CITY TO DEVELOP
A STATION AND THERE'S CAPITAL
BUDGET FUNDING÷9 SET ASIDE \$75,000
TO DO WORK.
THE LEGISLATION WAS IDENTIFIED
AND EVALUATED FOR DEVELOPMENT
AND IF IT IS, I WOULD EXPECT
THAT'S GOING TO MOVE ON TO THE
DESIGN PHASE.
IF NOT, ANOTHER LOCATION WILL BE
IDENTIFIED.
CAPITAL FUNDING IS ALSO SET
ASIDE FOR BOSTON EMS TRAINING
FACILITY OUT IN WEST ROXBURY.
THAT IS COMPLETE AND
CONSTRUCTION IS SCHEDULED TO
BEGIN THIS COMING YEAR.
WE'RE WORKING WITH THE CITY TO
FINALIZE THE DESIGN WHICH SHOULD
ALSO INCLUDE A GARAGE
INCORPORATED INTO THAT SITE OUT
THERE TO BETTER SERVE THE NORTH
ROXBURY COMMUNITY AND HOUSE THE
TRAINING TRUCK.
COUNCILLOR BREADON YOU ASKED
ABOUT COORDINATION WITH THE
CITY.
THERE'S STATIONS IN ALLSTON
BRIGHTON AND ACROSS THE CITY
REMAINS A HIGH PRIORITY FOR THE
DEPARTMENT.
THERE'S A HOSPITAL CAMPUS STILL
IN THE DISCUSSION.
THERE WERE PLANS INCORPORATED
FOR A PARKING GARAGE.
I BELIEVE IT'S NO LONGER IN
THERE.
WE'RE LOOKING AT TWO OTHER
OPTIONS ON THE CAMPUS AND
COUNCILLOR CIOMMO CHAMPIONED
THAT FOR YEARS AND BELIEVE HE IS
STILL TRYING TO ASSIST WITH
EFFORTS WITH THAT.
JUST TO MAKE SURE THERE'S Ael

COMMITMENT FOR THAT.
WE ALWAYS TRY TO UTILIZE
ECONOMIES OF SCALE WHEN
EXPLORING POTENTIAL SITES AND
FOR EXAMPLE YEARS AGO WE WERE
CO-LOCATED WHEN PUBLIC WORKS WAS
BUILD GARAGE -- BUILDING A
GARAGE AND COUNCILLOR O'MALLEY
ASKED ABOUT FRANKLIN PARK.
IT'S A DESIROUS LOCATION FOR US
FOR A LOT OF REASONS AS WELL.
WE DO POST A TRUCK OUT OF THERE
WHEN IT'S IN SERVICE.
WE TALKED WITH PARKS AND TALKED
ABOUT ANY CAPITAL PLANS AS AN
EXAMPLE.
THEY DID CONSTRUCTION OUT THERE.
AGAIN, WE'RE NOT TOO SHY TO
SHARE SPACE OR TOO PROUD WHERE
WE MAKE GOOD NEIGHBORHOODS.
THAT IS SOMETHING THAT WE'RE
KEEPING AN EYE ON AND EXPRESSED
AN INTEREST IN.
COUNCILLOR FLAHERTY AND
COUNCILLOR ESSAIBI-GEORGE ASKED
ABOUT THE BRIGHTON STREET
FACILITY AND THE CURRENT LEASE
EXTENDS THROUGH 2021.
BOSTON WILL DETERMINE THE BEST
PATH FORWARD TO ADDRESS THE BEST
NEEDS OF THE EMS DIVISION AND
THE EOC IS CO-LOCATED THERE
CURRENTLY AS WELL.
THERE'S AN ASSISTANCE TEAM.
A NON OF THIS TRANSPORT UNIT
WITH STAFFED EMTs PREDOMINANTLY
IN THE DAYTIME IN THE AREA TO
SUPPORT THE CITY'S COORDINATED
EFFORTS.
CAN SEE ON THE HEAT MAP DOWN
BELOW, THERE'S A LOT OF ACTIVITY
IN THE AREA AND ALSO AVAILABLE
FOR THE BACK BAY AREA.
WE DO A LOT OF CALLS AND A LOT
OF CALLS AROUND THE HOMELESS
NEAR COPLEY AND NEAR
BAY T AND ALSO TO HELP WITH THE
COMMONS.
THOSE REPRESENT WHERE THE HOT
SPOTS ARE FOR THAT NON-TRANSPORT
COMMUNITY ASSISTANCE TEAM TO GO
OUT TO FREE UP THE AMBULANCES
THAT IN THE PAST GOT TIED UP
WITH PATIENTS THAT WERE NOT

REFUSING

GET THEM THE SERVICES THEY NEED
AND THEY'RE ABLE TO GO IN AND
KEEP THEM AVAILABLE.

BACK IN 3j=| NOVEMBER THERE WAS A
FIVE-DAY A WEEK UNIT, NOW IT'S
SEVEN DAYS A WEEK, 16 HOURS A
DAY.

IN 2018 THEY RESPONDED TO OVER
2,589 INCIDENT AND MADE 383
REFERRALS PREDOMINANTLY TO
SHELTERS.

I ALREADY REFERENCED THE HEAT
MAP.

SO COVID-RELATED ILLNESSES THIS
CHART SHOWS YOU WHAT WE
DETERMINED TO BE THE RELATED
ILLNESS.

IN MOST CASE IT'S;&f
RELATED TO NARCOTICS AND IN SOME
CASES IT COULD BE A
NARCOTIC-RELATED DEATH OR EVEN
MORE SOMEBODY WHO REFUSED
TRANSPORT AND GETS REFERRED BACK
OVER TO OUR TREATMENT OR
ENGAGEMENT CENTER.

THE NUMBERS ARE STILL RISING.
EVERY NOW AND THEN WE HEAR HOW
THERE'S BEEN A DECLINE IN THE
STATE BUT THESE ARE BOSTON EMS
INDIVIDUAL ENCOUNTERS WE'VE BEEN
CHARTING BACK SINCE THE LATE
2000s RELIABLY SINCE ABOUT 2007
ON.

ON -- NARC ANIS ADMINISTERED BY
PERSONNEL AND MOST IMPORTANTLY
IT'S NOT REALLY FOR OVERDOSE ON
THE STREET BY OUTREACH WORKERS
AND FRIENDS AND FAMILY OF PEOPLE
WHO ARE ADDICTED AND TObs0kB
OVERDOSE REVERSED BY PERSONS WHO
ARE ACTUALLY IN THE COMPANY OF
FELLOW ADDICTS ALL CARRYING
NARCAN AND TRAINED BY THE BUREAU
OF RECOVERY SERVICES AND IN MANY
CASE FIRST RESPONDERS WHICH HAS
BEEN LIFE SAVING.

THE NUMBERS WOULD BE SO MUCH
WORSE IF THAT WASN'T THE CASE.
I BELIEVE COUNCILLOR MEJIA YOU
HAD A QUESTION ONaP
FOR CARDIAC-RELATED IT WAS 5.6
MINUTES THIS YEAR, 2,020 AND TO
DATE 5.4 MINUTES.

COVID-19.

THIS CHART HERE SHOWS GOING BACK FROM MARCH 15.

CERTAINLY ACTIVITIES STARTED BEFORE THERE. Mí

UP UNTIL MARCH 18 THE YELLOW LINE SHOWS A NUMBER OF DAILY TRANSPORTS PER DAY.

THE BLUE LINE UNDERNEATH CORRESPONDS TO TRANSPORTS -- THEY'VE AND PROTECTING THEM FROM SHEDDING VIRUS OR COUGHING OR SPITTING VIRUS, OUR PERSONNEL WOULD BE FULLY PROTECTED WITH MASKS USING THE 95ER ARE PAIR EIGHTER -- RESPIRATOR FACE SHIELD AND SHOW COVERINGS AgW GOWNS ANDI+

THAT IS SOMETHING THATa BECAME AND 50% OF OUR TRANSPORTS STILL REQUIRE THE USE OF THE FULL PPE ENSEMBLE FOR US. AND EVERY ASPECT OF OUR OPERATIONS WAS IMPACTED BY COVID-19.

FROM THE POINTS OF CALLS RECEIVED TO EMTs AND DISPATCH FOR SIGNS OF COVID-19 AND CREWS GO OUT THERE AND THE CREWS WOULD DON THEIR PPE AND ALSO TAKE TEMPERATURES AND DO A FULL SCREENING PROCEDURE.

FROM THE ONSET WE ESTABLISHED TWO OPERATIONAL PRIORITIES, ONE WAS PERSONNEL HEALTH AND THE OTHER IS PATIENT CARE AND THE OTHER IS OUR ABILITY TO PROVIDE MEDICAL SERVICE.

WE DID THAT BY DECADES OF EMERGENCY PREPAREDNESS EFFORTS, PRECEDENTS SET BY PREVIOUS INFECTIOUS DISEASE OUTBREAKS AND ESTABLISHED HEALTH CARE COORDINATION.

WE WORKED ACTIVELY TO ADAPT OUR OPERATIONS AS NECESSARY AND ARE WORKING ACTIVELY THROUGHOUT THE PROCESS.

OUR GUIDELINES WERE>Y WHENEVER THE C.D.C. GUIDELINES WERE CHANGED.W4gS! THE COMMUNICATION WAS ALWAYS SENT TO PERSONNEL AND WE GET DAILY UPDATES TO ANY PERSONNEL

FOR ANY CHANGES.
EVERY ONE OF OUR MEMBERS ABOUT
AN HOUR PRIOR TO COMING IN
RECEIVES A TEXT MESSAGE
SCREENING FOR SYMPTOMS AND IT'S
A SIMPLE YES OR NO.
IF IT'S YES TO ANY OF THEM, IT
GOES TO OUR INFECTIOUS DISEASE
GROUP THAT WILL INQUIRE WITH YOU
TO SEE IF YOU'RE HEL TRIP AND
OKAY TO -- HEALTHY AND OKAY TO
COME TO WORK AND IF IT'S NO,
GREAT, LET US KNOW IF YOU NEED
CONTINUING TO DO THESE DAYS.
AS OF YESTERDAY, THERE'S BEEN
12,143 POSITIVE COVID-19 CHASES
IN BOSTON.
591 BOSTON RESIDENTS HAVE
SUCCUMBED TO IT.
MANY THINGS HAVE BEEN ELIMINATED
AND ENTERTAINMENT AND OTHER
VENUES ARE SHUT DOWN FOR NOW AND
NON-ESSENTIAL.
BOSTON EMS RESPONDED TO OVER
7,000 SUSPECTED COVID-19
PATIENTS AND OVER 2,000 CASES OF
PATIENTS WHO HAVE BEEN
TRANSPORTED ARE NOW IN DIRECT
CARE AND HAVE TESTED POSITIVE.
WE'VE BEEN FORTUNATE TO BEEN
ABLE TO MINIMIZE OUR EXPOSURE TO
IT.
I LOST MY PLACE HERE BUT THERE'S
BEEN COVID-RELATED COSTS AND THE
DESIGNATION OF AN INFECTION
CONTROL TEAM AND ARE ACTIVELY
TRACKING AND WE'VE OFFSET THE
EXPENSES WITH GRANT AND PUBLIC
ASSISTANCE FUNDING.
THERE WAS A QUESTION ON.KÑ#ñ SPECIAL
EVENTS.
WITH PARADES AND SPECIAL EVENTS
CANCELED BOSTON EMS HAS BEEN
ABLE TO FOCUS ON OPERATIONS
ADDING ADDITIONAL PERSONNEL TO
THE FRONTLINE REDUCING COSTS OF
THE EVENTS AND GENERALLY USED TO
COVER OUR COST.
WE CHARGE FOR ANY ASSOCIATED
TRANSPORTS AT A SPECIAL EVENT.
SO WE'LL HAVE TO SEE HOW THAT
CHANGES AND HOW SPECIAL3e
LOOK LIKE WITH REGARD TO COVID
ONCE.

MITTED TO RESUME.

-- PERMITTED TO RESUME.

WE TOOK AN ALL-HANDS APPROACH.

ON MATERIALS THE TEAM FOR A

WHILE WAS MANUFACTURING

MATERIALS WE COULDN'T FIND

ANYWHERE AND WE SOURCED MORE

MATERIAL AND MADE A COMMITMENT

TO PROTECTING FIRST RESPONDERS

AND THE COMMITMENT THE CITY HAS

MADE.

IN ADDITION TO OUR PERSONAL

PROTECTIVE EQUIPMENT WE

IMPLEMENTED MEASURES TO SCREAM

FOR ILLNESS AND CARE SHOULD THEY

BECOME EXPOSED OR

THE MAYOR'S OFFICE --

[INDISCERNIBLE] I'M SORRY.

WE ALSO USE THEM TO DESIGN

SOME -- USE 3-D PRINTERS SOME

UNIVERSITIES HAVE MADE AVAILABLE

TO PRODUCE EQUIPMENT FOR US WHEN

WE WEREN'T ABLE TO ORDER THAT

MATERIAL BECAUSE OF BACK ORDERS.

BRIEF PERIOD WHEN MATERIALS WERE

HARD TO FIND.

WE DID HAVE A TEAM TO HELP OUR

RESPONSE TO THE COVID-19 AND HAD

TWO NURSES AND TWO WERE PROVIDED

FROM BOSTON PUBLIC HEALTH

COMMISSION FROM SCHOOL PROGRAMS

AND FIT IN A TERRIFIC AS TEAMMATES

HERE FOR US AND WE BROUGHT IN

ANOTHER NURSE AND CONTRACTED A

PHYSICIAN TO HELP US THROUGH

THESE MONTHS.

WE'VE HAD 13 MEMBERS WHO DID

TEST POSITIVE FOR COVID-19 AND

TESTED POSITIVE ONLY AFTER

BECOMING ILL.

FOUR CONTINUE TO BE OUT AND ARE

RECOVERING AT HOME.

ONE WAS HOSPITALIZED AND NINE

PEOPLE HAVE RETURNED TO WORK FOR

DUTY UNRESTRICTED AND WORKING IN

THE FIELD.

GIVEN THE FACT THEY'VE BEEN

EXPOSED, WE'VE RESUSCITATED

PEOPLE IN THE BACKS OF AMBULANCE

VERY CONFINED THEIR USE OF PPE

AND A VIGOROUS CONTROL PROGRAM

WITH THE RESOURCES AVAILABLE OUR

INFECTION CONTROL TEAM HAS

MANAGED TO KEEP THE NUMBERS OF

OUR
YEAR AHEAD OF US SO WE'RE
COUNTING OUR BLESSINGS ON THAT
AND IT'S ALSO IMPORTANT TOO THE
INFECTION CONTROL TEAM FOLLOWING
UP WITH ANY ROUTINE, SORE
THROATS, COUGHS, WE PULL PEOPLE
OFF THE STREET IMMEDIATELY.
THEY MAY BE OUT FOR A DAY OR TWO
UNTIL WE GET RESULTS FROM
TESTING.

ONCE THEY CLEAR TESTING, THEY'RE
ABLE TO RETURN TO WORK.
WE GET THEM CHECKED OUT TO MAKE
SURE THEY'RE NOT GOING TO SPREAD
AND GET THEM BACK TO WORK.
OVER 500 CHECK-INS HAVE BEEN
PERFORMED IN CONSULTATION WITH
MEMBERS.

WE PERSONALLY PLACED THEM ON A
14-DAY QUARANTINE RESTRICTION
WHETHER THEY'RE HEALTHY AND THEN
PLACED OUT WELL.

THE CONCERN IS EXPOSURE TO
FAMILY, EXPOSURE TO LOVED ONES.
THE INFECTION CONTROL TEAM HAS
BECOME INVALUABLE FOR THEM.
THEY'VE BEEN CHECKING IN WITH
THOSE PERSONNEL EVERY DAY IN
ANSWERING THEIR QUESTIONS AS
WELL.

THERE'S AN ONLINE PORTAL FOR
INFORMATION AND RESOURCE SHARING
AS WELL AS A YOUTUBE CHANNEL FOR
WELLNESS AND INSTRUCTIONAL
VIDEO.

WE'RE
AND TECHNIQUES AND WE HAVE
IN-PERSON ACCESS TO COUNCIL FOR
PEER SUPPORT AND PROFESSIONALS.
OBVIOUSLY TELEHEALTH AND FROM
ALL REPORTS AS THE WORKED WELL.
WE ALSO HAVE PEOPLE SEEKING
ALTERNATIVE HOUSING AND WE'VE
HAD FOUR PEOPLE TAKE ADVANTAGE
OF THAT.

ONE WHEN HE WAS ILL AND THE
OTHER THREE WERE CONCERNED ABOUT
INFECTING PERSONS AT HOME.
PATIENT CARE, WE HAVE CALL
SCREENING IN DISPATCH AS
MENTIONED EARLY BACK IN JANUARY
TO TRY TO MINIMIZE EXPOSURE WE
HAVE ENHANCED PROTOCOLS BY

REQUIRING THE USE OF PPE AND TRAINING OF PERSONNEL.

WHAT WE ALSO DID WAS WE HAVE EXTRA BARRIER PROTECTION EQUIPMENT TO PUT ON THE PATIENTS JUST CLEAR PLASTIC WHEN DOING AN AIRWAY PROCEDURE.

CHANGING FROM THE NEBULIZERS WHICH COULD POTENTIALLY AEROSOLIZE THE VIRUS AND VIRAL PARTICLES IN CLOSE WORKING WITH THEM AND PUT THEM IN THE ATMOSPHERE AND SWITCHING THAT TO TO INHALERS AND ENHANCE SAFETY OF BYSTANDERS AND OF THE PROVIDERS.

COUNCILLOR CAMPBELL ASKED A QUESTION ABOUT REPORTS REGARDING THE COVID-19 RELATED DOMESTIC VIOLENCE.

WE CAN'T DRAW CONCLUSIONS ON THAT.

WE'VE BEEN AWARE AND ARE ON SUSPICION OF THAT AND THE 51A REPORT FOR CHILD ABUSE NEGLECT AND ELDER ABUSE AND NEGLECT.

WE HAVEN'T BEEN REALLY TRANSPORTING ANY CHILDREN OR IN CONTACT WITH MANY CHILDREN DURING THIS NINE-WEEK PERIOD.

ELDERS, IT'S PRETTY MUCH RUNNING ABOUT THE SAME ON THAT.

IT'S WHEN WE HELP THEM LIVING IN SITUATIONS WHERE THEY'RE ISOLATED AND PERHAPS WE'RE CONCERNED ABOUT THEM.

THOSE GET REPORTED.

BUT WE HAVEN'T SEEN A POTENTIAL RISE THAT WE CAN SPEAK TO YET FOR ABUSE.

WE'VE

ACADEMY FOR A FEW WEEKS DURING THE SURGE TO PUT SOME PEOPLE TRAINING BACK OUT IN THE FIELD.

AND WE USED RECRUITS,

DISINFECTION TEAMS TO DO HIGH-LEVEL DISINFECTION WHILE CREWS WERE AT HOSPITALS AND HELP US

THEY'LL RESUME THEY'RE TRAINING AND BACK UP IN THE ACADEMY.

WE INSTITUTED SOME TELEHEALTH PROCEDURES.

THERE'S BENEFITS TO US OF

PATIENTS THAT DID NOT REQUIRE
TRANSPORT TO THE EMERGENCY ROOM
THEY WERE SENT TO OTHER SOURCES
IN SOME CASES PRIMARY CARE.

SOME WERE REFERRED AND THAT
ALLOWED US TO KEEP THE EMERGENCY
ROOM FREE DURING THE SURGE.

AND THERE WAS TRANSPORT REVENUE.

IT'S MY HOPE I'VE PRESENTED YOU
CAN SEE THE VALUE OF THE CITY'S
INVESTMENT AND BUDGET INCREASE
IN FY20, FY21 AND PERSONNEL
COSTS AND EQUIPMENT.

REGARDING QUESTIONS PERTAINING
TO REDUCTION IN PROJECTED
REVENUE FOR FY21 CO/d2lft TO

FY20, IT'S IMPORTANT TO NOTE THE
FY20 PROJECTION WAS FOUND TO BE
INITIALLY INCORRECT AFTER THE
ADJUSTMENT IT WAS CONSISTENT
WITH WHAT WE ASKED FOR FY21.

ADDITIONAL MEASURES HAVE BEEN
SINCE PUT INTO PLACE TO ENSURE
RELIABILITY PROJECTIONS.

THOSE INCLUDED FROM THE FY21
REVENUE PROJECTIONS WAS BASED ON
THE MOST CURRENT TRANSPORT
TRENDS AND WE'RE TRYING TO BE AS
ACCURATE AS POSSIBLE AND WE
DON'T BELIEVE THAT'S A
CONSERVATIVE PROJECTION.

THANK YOU FOR YOUR TIME TODAY.
I WAS TRYING TO GET THROUGH ALL
THE QUESTIONS.

>> THANK YOU, CHIEF HOOLEY.

I APPRECIATE IT AND WAS SUPER
INFORMATIVE.

I WANT TO ACKNOWLEDGE WE'VE BEEN
JOINED BRIEFLY BY CHIEF MARTY
MARTINEZ WHO ALSO OVERSEES AS
CHIEF HOOLEY MENTION THE HEALTH
AND HUMAN SERVICES COMMISSION
AND EMS.

CHIEF MARTINEZ, THANKS FOR
CHECKING IN WITH US BRIEFLY
WILD -- WHILE YOU COULD.

WE'LL JUMP INTO QUESTIONS.

I'LL ALLOW COUNCILLOR FLYNN --
COUNCILLOR FLAHERTY I'M GOING TO
PUT HIM AHEAD OF YOU IN THE
QUEUE BECAUSE HE HAS A TIME
CONSTRAINT AND THE CHIEF WAS SO
GOOD ABOUT ANSWERING QUESTIONS
AND THE HEALTH COMMISSIONER HAS

BEEN WAITING TWO HOURS SO I'D
ASK PEOPLE TO KEEP QUESTIONS
BRIEF AND TO THE POINT IN LIGHT
OF HOW MANY THE CHIEF'S ANSWERS.
COUNCILLOR FLYNN, HAVE YOU THE
FLOOR.&rW

>> THANK YOU, CHIEF HOOLEY.
YOU ANSWERED ALL THE QUESTIONS.
THANK YOU FOR MENTIONING THE
POSSIBILITY OF HAVING AN EMS
PRESENCE IN THE SOUTH BOSTON
WATER FRONT.

I KNOW THAT'S CRITICAL.
AND TALKING ABOUT THE HEALTH AND
WELLNESS PROGRAM OF YOUR EMS
STAFF.

SO YOU COVERED ALL MY QUESTIONS,
CHIEF.

I JUST WANTED TO SAY THANK YOU
TO YOU AND THE OUTSTANDING WORK
OF YOUR TEAM.

YOU'RE DEDICATED AND WORK HARD
AND COMPASSIONATE AND
PROFESSIONAL.

WE'RE LUCKY TO HAVE A
CITY EMPLOYEE LIKE YOU, CHIEF
HOOLEY.

THANK YOU.

>> THANK YOU VERY MUCH.

>> THANK YOU, COUNCILLOR BOK.

>> THANK YOU SO MUCH COUNCILLOR
FLYNN.

NOW COUNCILLOR FLAHERTY.

>> NOT A LOT OF QUESTIONS AT
ALL, ACTUALLY, SINCE THE DAY I
STARTED COUNCIL I WANTED TO MAKE
SURE EMS WAS APPRECIATED AND
RESPECTED AND TREATED AS AN
EQUAL PARTNER IN BOTH PUBLIC
HEALTH AND SAFETY.

I OFTEN SAY IF IT WASN'T FOR EMSJ
AND THE FACT OUR HOSPITALS ARE
CLOSELY APPROXIMATED TO A LOT OF
OUR CITY'S ISSUES THE NUMBERS
WOULD BE HIGHER AND THAT GOES TO
THE TRAINING AND EXPERIENCE OF
YOUR MEMBERS.

OBVIOUSLY, HOW YOU TREATED THE

KIDS, THE TWINS AND THE EFFORTS
THAT WERE MADE ON BEHALF OF MY
MOTHER TRYING TO SAVE HER LIFE.
MY FAMILY'S INDEBTED TO THE WORK
YOU GUYS DO AND I THINK OUR CITY

IS AS WELL.

I ALSO THIS COUNCIL'S ALWAYS HAD
A GREAT RELATIONSHIP WITH EMS
AND SECURING GROUP 4 WHICH WAS
WELL DESERVED AND AFTER A LONG
FIGHT.

PROUD TO BE SERVE ON THE BODY
WHEN THAT WAS DELIVERED TO THE
MEMBERSHIP AND TO THE NEWEST
COUNCILLORS, PLEASE, IF YOU
HAVEN'T ALREADY TAKEN ADVANTAGE
WITH THE CHIEF TO DO A RIDE
ALONG.

IT'S A TREMENDOUS EXPERIENCE AND
IF YOU REMEMBER, CHIEF, MY VERY
FIRST RIDE ALONG ON THE COUNCIL
YOU OFFERED THE RIDE ALONG.
JUST MAKE SURE IT'S A FULL MOON. PURCHASE IT.
THE LOCATION CAN'T BE BEAT AND
LET US MAKE THE CAPITAL
INVESTMENT BUT THAT'S MY TWO
CENTS.

YOU ARE ON THE TASK FORCE FOR
THE ROADWAY DATA SHARING WHICH
HELPS INFORM BTD OF THE
NECESSARY INFRASTRUCTURE AND
NECESSARY IMPROVEMENTS AND
EFFORTS.

TOGETHER YOU GUYS WILL BE
WORKING WITH AREA HOSPITALS TO
EXPAND THE DATA ANALYSIS TO
INCLUDE HOSPITAL SEVERITY
INFORMATION ETCETERA AND BNC WAS
APPROVED ONS THE INSTITUTIONAL
REVIEW BOARD.

CAN YOU TOUCH ON THAT THAT
WASN'T IN THE PRESENTATION AND
ANY DETAILS YOU HAVE WILL BE
GREAT.

I'LL TUNE OFF AND PUT MYSELF ON
MUTE AND LISTEN AND ONCE AGAIN
THANK YOU FOR THE GREAT WORK YOU
AND YOUR TEAM DO AND THE MEMBERS
THERE.

>> THANK YOU VERY MUCH.

WE'VE BEEN WORKING
[INDISCERNIBLE] THAT WAS A WHILE
BUT MATCHED THE ONE THAT
COUNCILOR O'MALLEY DID
[INDISCERNIBLE] THINKING ABOUT
WHAT THEY DID THAT NIGHT.
ANYWAY WHAT I WAS GOING TO SAY
AND COUNCILOR WU SET THAT YOU.
YOU ALL CAME ON IN JANUARY AND

THERE WAS THIS REPORTED OUTBREAK
IN CHINA THAT WE WERE ALL KIND
OF WATCHING IN JANUARY AND BY
THE FIRST WEEK IN JANUARY IT
JUST SEEMED LIKE EVERYBODY'S
FOCUS WAS WELL CHANGED AND WE
DIDN'T GET A CHANCE.

BUT THAT WON'T BE AN EXCUSE AND
WE'LL MAKE SURE THAT WE DO THAT,
WE CAN BE VERY ACCOMMODATING
BECAUSE WE CAN PICK IT UP IN
YOUR DISTRICT OR DOWNTOWN.

IF YOU CAN FOCUS THE AREAS YOU
WANT TO SEE OR GET FAMILIAR
WITH, WE'LL ACCOMMODATE THAT.

>> ON THE VISION ZERO THERE'S A
COUPLE YEARS WE'VE BEEN
PARTNERING WITH THAT.

WHAT WE TRY TO DO IS CERTAINLY
ALWAYS REPORT ON BICYCLISTS, ON
PEDESTRIANS, ON MOTOR VEHICLE
COLLISIONS BUT WE TRY TO GET
DOWN TO A WHOLE OTHER
[INDISCERNIBLE] BICYCLE HELMETS,
BIKES VERSUS PEDESTRIANS AND
BIKES VERSUS CARS, THE SEVERITY
WHICH SORT OF WAS IMPORTANT WHEN
YOU'RE TRYING TO PRIORITIZE
TRAFFIC PROGRAMS.

IN OTHER WORDS SOME PLACES MAY
BE BETTER WITH GREATER
ENFORCEMENT WITH THE PELOSI
DEPARTMENT.

SOME MAY NEED A TRAFFIC LIGHT,
SOME MAY NEED TRAFFIC COUNTY
MEASURES AND SOME THINGS THAT
HAPPENED LIKE ON [INDISCERNIBLE]
STREET THE TRAGEDY DOWN THERE OR
HASTINGS IN THE WEST ROXBURY
WHERE PEOPLE ARE TALKING ABOUT
THE ROAD DYING AND OTHER THINGS
IS VERY HELPFUL TO INFORM THEM
WITH THE NUMBER OF COLLISIONS,
IT'S WHAT HAPPENS TO PEOPLE
AFTERWARDS.

WE'RE NOW WORKING REALLY GOOD
WITH THEM AND WE'RE GOING TO
CONTINUE.

>> GREAT.

THANK YOU SO MUCH.

THANKS SO MUCH CHIEF AND THANK
YOU COUNCILOR THEORY.

NEXT UP -- FLAHERTY.

NEXT UP IS COUNCILOR O'MALLEY.

>> THANK YOU MADAM CHAIR.
CHIEF ON MY TEN YEARS ON THIS
BODY THERE'S BEEN THREE POLICE
COMMISSIONS, THREE FIRE
COMMISSIONS AND ONE CHIEF AND WE
ARE GLAD ASK GRATEFUL FOR YOUR
INCREDIBLE SERVICE.
THEY ARE THE FINEST IN THE
COUNTRY FOR THEIR REMARKABLE
WORK.
THE ABSOLUTELY LEVEL OF
PROFESSIONALISM THAT YOUR TEAM
HAS DEMONSTRATED AND THESE
UNIMAGINABLY DIFFICULT DAYS IS
NOTHING SHORT OF REMARKABLE WITH
ALL THE MEN AND WOMEN WHO WORK
FOR YOU, I OFTEN SAY AND MY
COLLEAGUES OFTEN SAY YOU'RE
UNsung HEROES OF PUBLIC SAFETY
AND PUBLIC HEALTH AND YOUR
TREMENDOUS WORK.
YOU HAD A VERY THOROUGH OPENING
BUT I'LL BE BRIEF BECAUSE THE
DAY IS GETTING LONG AND WE'LL
HAVE ANOTHER HEARING AFTER THIS
BUT WANT TO TOUCH UPON ANOTHER
QUESTION AS IT RELATES TO SORT
OF A FACILITIES PLAN.
I'M DELIGHTED IN OUR BUDGET BOOK
IT TALKS ABOUT THE INCREASE AND
THE PUBLIC HEALTH COMMISSION'S
CAPITAL BUDGET WHICH HAS GONE
FROM 2.6 MILLION ESTIMATED TO
20.6 MILLION ESTIMATED FOR 21 OR
PROJECTED FOR 21 I SHOULD SAY
[INDISCERNIBLE].
I LOVE THE IDEA OF REALLY
INVESTING UNDER THE
[INDISCERNIBLE] ROXBURY TRAINING
ACADEMY.
BUT I WANT TO TUUKKA
SPECIFICALLY ABOUT SOME OF THE
GARAGES IN THE BAY.
YOU HAD MENTIONED MY REQUEST TO
REALLY CITE ONE IN BETWEEN MY
DISTRICT AND COUNCILOR JANEY'S
DISTRICT IN FRANKLIN PARK THE
GEOGRAPHIC CENTER OF THE CITY.
THERE ARE SO MANY OPPORTUNITIES
TO MAKE SURE THAT THE MEN AND
WOMEN OF BOSTON EMS ARE SAFE AND
SECURE FACILITIES.
THESE AREN'T GOING TO BE BUDGET
BUSTERS BY ANY SENSE OF THE

IMAGINATION.

I WOULD SAY THEY WERE OBVIOUSLY DELINQUENT IN THIS DEPARTMENT AND I GUESS THE QUESTION IS GOING FORWARD WE COULD DO A MASTER PLAN SIMILAR TO WHAT WE'RE DOING WITH BUILD BPS TO LOOK AT FACILITIES FOR OUR AMBULANCES, FOR OTHER SUPPORTS FOR THE NUMBER OF AMBULANCES THAT ARE STATIONED AROUND THE CITY.

>> THANK YOU.

WE CERTAINLY COULD DO THAT.

WE, BACK IN 2006 OR 2007, WE LAID OUT SOME TIME LINE FOR SOME NEEDS BASED ON THE GROWTH OF THE DEPARTMENT BASED ON DIFFERENT CITY SECTIONS WITH REQUESTS WITH THE CITY.

THE CITY'S PRETTY GOOD TRYING TO BE USING A LOT OF DIFFERENT NEEDS TO GET TO THAT END.

I MENTIONED ST. ELIZABETH'S WERE THERE, THEY'RE WORKING WITH THEM AND ST. ELIZABETH'S ACKNOWLEDGES THAT ONE OF THE BENEFITS OF THEM BUILDING OUT AND EXPANDING GROWTH IN THE CAMPUS, ONE OF THE BENEFITS FOR THE NEIGHBORHOOD IS TO INCLUDE SPACE FOR US.

WE'RE WAITING TO SEE HOW THAT'S GOING TO PLAY OUT.

AND CHARLES TOWN RIGHT NOW, THEY ARE WORKING WITH A DEVELOPER WHO IS LOOKING FOR SOME WORK OVER WHERE WE HAVE A GARAGE CURRENTLY LOCATED BUT IT'S IN FOR REPLACEMENT.

AGAIN EVERYTHING'S KIND OF SLOWED DOWN NOW WITH WHAT'S WITH CONSTRUCTION BUT THERE WAS DEVELOPMENT PLANS IN PLACE OVER IN SULLIVAN SQUARE FOR A DEVELOPER TO SECURE SOME LAND AND INCORPORATE PLACE UPGRADES OF A STATION IN TWO BAYS OVER IN CHARLESTOWN.

THERE'S BEEN A SORT OF STRATEGIC PLAN IN PLACE BUT IT'S SOMETHING WE CAN CERTAINLY WORK ON TRYING TO PUT MORE INTO WRITING.

BECAUSE LIKE IN BOSTON IN 2030 AND ON TRIED TO IMAGINE WHAT THE

NEEDS ARE GOING FORWARD.
BUT WE WOULD CERTAINLY BE HAPPY
TO PARTICIPATE IN THAT.

>> YES, THAT'S GREAT.

I WOULD JUST SAY THAT ONCE WE
GET THROUGH THE BUDGET PROCESS
I'VE INTRODUCED A HEARING ORDER
ON THIS TOPIC.

I KNOW COUNCILOR ESSAIBI-GEORGE
HAS DONE SOME WORK ON THIS AND
COUNCILOR [INDISCERNIBLE] GOING
FORWARD YOU MENTION
ST. ELIZABETH.

I ARGUE THE FOSTER HOSPITAL
WOULD BE ANOTHER LOCATION SLATED
FOR A VERY MAJOR TENS OF
MILLIONS IF NOT HUNDREDS OF
DOLLARS OF RENOVATION.

THESE ARE SOME OPPORTUNITIES
THAT WE COULD MAKE SURE THAT WE
HAD A TRUE PUBLIC PRIVATE
PARTNERSHIP WHILE AT THE SAME
TIME IDENTIFYING THE NEEDS
COMING UP WITH A BETTER SET OF
GOALS AND GUIDELINES FOR THE
CURRENT PHASE THAT NEEDS TO BE
RENOVATED AND MAKING SURE WE
HAVE SUPPLIES.

I LOOK FORWARD CONTINUING TO
WORK WITH YOU AND BOSTON AND EMS
GETTING SOMETHING STRATEGIC AND
FORWARD WITH RELATES TO
FACILITIES.

MY OTHER QUESTION, I'M MORE
CURIOUS.

IT'S MY UNDERSTANDING WE USED TO
OFFER A SIX MONTHS GRACE PERIOD
FOR RESIDENTS FOR FULFILLING THE
RESIDENCY REQUIREMENTS FOR OUR
NEW RECRUITS AND WE NO LONGER
OFFER THAT, IS THAT CORRECT.

>> THOSE ARE FOR THE ENTIRE
COMMISSION.

I BELIEVE WHEN I STARTED WAY
BACK BEFORE THAT IN THE
[INDISCERNIBLE] DAYS I THINK THE
RESIDENCY WAS LIKE 1978 OR 76
WORKING ON IT, IT KIND OF
CHANGED OVER THE YEARS.

BUT PRIOR TO FEW RULES
[INDISCERNIBLE] A WILLINGNESS TO
RELOCATE WITHIN SIX MONTHS OF
HIRE.

THAT WAS THE JUST BOSTON MASS,

THAT WAS A COMMISSION-WIDE ONE WHICH --

>> SORRY TO CUT YOU OFF.

THIS WASN'T MEANT AS A GOT-YOU QUESTION IT WAS MORE OF THE FACT THAT I WONDER BECAUSE OF THE PAY SCALE MAY NOT REFLECT THE EXPENSE OF THE CITY, REMOVING EVEN THAT SIX MONTH GRACE PERIOD I WONDER IF THAT'S HAD A DETRIMENTAL IMPACT ON RECRUITS AND MAYBE IF THAT'S THE WAY OF THE POLICY.

AGAIN THIS ISN'T YOU OR YOUR DECISION THIS IS SOMETHING THAT'S LARGER THAN THAT BUT I WONDER IF WE COULD HELP YOU HAVE BETTER POLICIES IN PLACE TO MAKE SURE WE ARE ABLE TO AGAIN ATTRACT THE CALIBER AND LEVEL OF EMTs AND PARAMEDICS THAT WE'RE ACCUSTOMED TO.

>> I SUPPOSE THERE'S TWO WAYS OF LOOKING AT IT.

I THINK BOSTON'S GOT GOOD RESIDENT POPULATION AND IT'S GROWING.

WE'VE GOT TO TRY TO FIND PEOPLE AND RECRUIT THEM, WE'RE REALLY TRYING TO DO THAT WITH AWE CAD MEESE AND THE WORK FORCE DEVELOPMENT AND GET AS MANY HOME GROWN PEOPLE AS WE CAN.

YOU KNOW, I ON THE OTHER HAND MENTION SOMETIMES EVEN FOR OUR DIVERSITY RECRUITING, SOMETIMES YOU GET SOME CANDIDATES TO SAY LIKE GEEZ, I'VE BEEN ON PROBATION FOR A YEAR, I DON'T KNOW THIS AND THAT [INDISCERNIBLE] VERY PROMISING CANDIDATE [INDISCERNIBLE] I'M NOT READY TO MAKE THE TRIP. THAT'S THE PERSONAL CHOICE THEY HAVE TO MAKE.

BUT I THINK WHAT WE HAD DEVELOPED A PERSONNEL HEARING IN BOSTON AS WELL.

>> I APPRECIATE THAT.

AND AGAIN I THINK IT'S ALWAYS EVERYONE'S DESIRE TO SUPPORT HOME GROWN.

I JUST THINK WITH THE EXPENSE, WE WANT TO DO EVERYTHING WE CAN

WITH THE MEN AND WOMEN.
WE'LL CONTINUE THIS CONVERSATION
LATER.

THANK YOU CHIEF.

>> THANKS SO MUCH COUNCILOR
O'MALLEY.

COUNCILOR ESSAIBI-GEORGE AND
THEN COUNCILOR BREADON.

>> THANK YOU MADAM CHAIR AND
THANK YOU CHIEF FOR BEING WITH
US AGAIN THIS WEEK.

TO THE MEN AND WOMEN OF THE
BOSTON HAPPY EMS WEEK.

>> THANK YOU.

>> WHEN WE HAVE SPECIAL
OCCASIONS THAT REMIND US HOW
SPECIAL A PARTICULAR GROUP
WITHIN OUR CITY IS AND YOUR TEAM
IS CERTAINLY THAT SPECIAL.

I DO ALSO WANT TO THANK BPS AND
EMS AND MCNEIL FOR HIS EFFORTS
TO ADVOCATE ON BEHALF OF HIS
MEMBERS TAKING A REALLY ACTIVE
ROLE OUT OF THE BOX THINKING HOW
WE BEST SERVE THE RESIDENTS IN
THE CITY OF BOSTON.

A FEW STATEMENTS AND A FEW
QUESTIONS.

ONE I THINK YOWG STREET SHOULD
BE GONE.

I THINK WE SHOULD BE LOOKING FOR
OUR OWN ASSET AND COUNCILOR
FLAHERTY AND I WILL CONTINUE TO
PERHAPS DECIDE ON THAT ISSUE.

WE HAVE ENOUGH OF OUR OWN
PROPERTY AND PERHAPS WE COULD
LOOK AT SOMETHING AS COUNCILOR
O'MALLEY HAS REFERENCED IN A
MORE CENTRAL SIDE OF THE CITY OF
BOSTON TO BE THE CENTER OF OUR
CRITICAL RESPONSE TEAM.

I ALSO JUST WANT TO NO THAT OUR
SCHOOLS SHOULD CONTINUE TO BE A
RESOURCE WE THINK ABOUT
RECRUITING FUTURE EMSs INTO
SERVICE.

ALL THE HIGH SCHOOLS ACROSS THE
CITY OF BOSTON THERE'S BEEN A
VARIETY OF PARTNERSHIPS OVER THE
YEARS BUT OUR SCHOOL CERTAINLY
OFFER A WEALTH OF ASSETS AND
THOSE ARE OUR YOUNGEST PEOPLE.
EARLIER THIS YEAR ON A VERY VERY
COLD DAY IN EARLY JANUARY I

SPENT SOME TIME WITH THE SQUAD 80 GROUP, JOHN AND STEVE SHOWED ME, GAVE ME GREAT INSIGHT INTO THE DELICATENESS OF THEIR WORK AND THEIR PARTICULAR SPECIALTY RESPONDING TO SOME OF OUR MOST VULNERABLE AND MOST NEEDY RESIDENTS AND I'M GRATEFUL FOR THEIR SERVICE AND LOOK FORWARD TO DOING THE RIDE ALONG WITH THEM IN A WARMER TIME OF YEAR SO I HOPE TO MAKE THAT HAPPEN. ONE OF THE THINGS I SAW WHILE SPENDING SOME TIME WITH THEM, WE NEED TO DO MORE OF THAT. I THINK IT'S A REALLY INCREDIBLE EFFORT THEY HAVE UNDER WAY. ONE OF THE QUESTIONS I HAD WAS THEIR START TIME. THEY COME ON AT 8:00 A.M. AND A LOT OF OUR INDIVIDUALS ARE EXPERIENCING HOMELESSNESS, OUR NEIGHBORS WHO ARE HOMELESS LEAVE OUR SHELTERS BY 7:00 A.M. I THINK THERE MIGHT BE AN OPPORTUNITY TO SHIFT THAT SCHEDULE JUST A BIT TO SUPPORT THEM IN THAT EVIDENT. WE GET THE BIGGEST BANG FOR OUR BUCK AND HELP THOSE IN NEED. I ALSO HAVE ON DECK FOR THE COUNCIL A HEARING FOR WELLNESS RESPONDERS BOTH MENTAL AND PHYSICAL HEALTH. YOU HAD A CHANCE TO MEET WITH SOME OF YOUR MEMBERS AROUND THEIR ACCESS OF MENTAL HEALTH SERVICES AND REALLY JUST WANT TO BOLSTER THAT EFFORT AND I THINK IT'S A TREMENDOUS EVIDENT BUT THERE ARE ALWAYS SOME PRIVACY CONCERNS ESPECIALLY AMONG FIRST RESPONDERS WHEN TALKING ABOUT MENTAL HEALTH. I WOULD LIKE TO UNDERSTAND SOME OF THE INVESTMENTS WE'RE MAKING AROUND PEER SUPPORT AND PROTECTING OUR PRIVACY CONCERNS. I WOULD LOVE AN ANSWER TO THAT QUESTION. WE'RE GOING TO SLOWLY QUICKLY RUN OUT OF TIME. IN OUR WORKING SESSION WE LOOKED AT BOSTON POLICE, BOSTON FIRE

AND NOW BOSTON EMM.
I THINK YOU SHOULD BE A TRUE
INDIVIDUAL LEG OF THAT PUBLIC
SAFETY STOOL AS OPPOSED TO
COMING THROUGH BOSTON PUBLIC
HEALTH COMMISSION.
I'M KEURGS ABOUT HOW THAT
HAPPENED AND HOW DO WE
POTENTIALLY UNDO THAT.
HOW DO WE MAKE YOU A STAND-ALONE
PUBLIC SAFETY AGENCY IN
UNDERSTANDING THE PUBLIC HEALTH.
HOW DOES THAT HAPPEN.
MY UNDERSTANDING IS THAT ALSO
IMPACTS OUR BUDGET.
YOU DON'T HAVE YOUR OWN BUDGET,
YOU'RE PART OF A LARGER GROUP SO
PEER SUPPORT AND WELLNESS,
INDEPENDENT ELECT IN THE PUBLIC
SAFETY SERVICE AND CREATING A
MORE INDEPENDENT OR SELF
SUSTAINING BUDGET FOR YOU.
THOSE I THINK ARE MY QUESTIONS,
MADAM CHAIR, AND THANK YOU
AGAIN, CHIEF.

>> AGAIN, WE'D A [INDISCERNIBLE]
THAT WAS FIRST STARTED, OH GOD,
IT MUST HAVE BEEN 25 YEARS AGO.
PEOPLE WERE VOLUNTEERING BEFORE
THEY GOT TRAINED AND CRITICAL
INTEREST FOR STRESS MANAGEMENT
WAS A GOOD THING.
BUT THAT WENT ON THAT WENT TO
MORE PROFESSIONAL TRAINING AND
EDUCATION [INDISCERNIBLE] AWE
ADDICTION COUNCILOR AND ALL THAT
ON HER OWN WHILE SHE WAS WORKING
HERE [INDISCERNIBLE] HEADS UP
THE GROUP RIGHT NOW WHO IS ALSO
PRETTY WELL COMMITTED AND TAKES
ADVANTAGE OF A LOT OF TRAINING
AS THOSE OTHER PEOPLE IN THE
GROUP.
WE DO CONTRACT WITH A GROUP NOW
CALLED THE GARDNER GROUP BUT
IT'S GARDNER MAX THEY HAVE A
FACILITY FOR A RESIDENTIAL
PEOPLE WHERE PEOPLE CAN GO
THERE.
BUT THEY ALSO HAVE ACCESS TO
SEVERAL OTHER RESIDENTIAL
PROGRAMS DEPENDING ON WHAT
SOMEBODY MAY NEED.
SOME OF IT'S JUST LIKE A

DEPRESSION, GO SOMEWHERE FOR
LIKE STRESS MANAGEMENT FOR A
WEEK BUT IT COULD BE FOR
SOMETHING LONGER SHOULD PEOPLE
NEED IT.

IT'S THE CONFIDENTIALITY IS
STRICTLY MAINTAINED UNLESS
SOMEBODY'S IN SOME REAL, YOU
KNOW, TROUBLE.

AND BY TROUBLE I MEAN LIKE IF
THEY ARE REALLY CONCERNED THAT
SOMEBODY MAY BE A LEFT TO TAKE
THEIR LIFE IT'S SOMETHING LIKE
OKAY WELL WE'RE GOING TO
SOMETHING TO HELP THIS PERSON
WHATEVER WE HAVE TO DO.

MAYBE NOT AS SHY ABOUT
PROTECTING STUFF.
BUT SOMEBODY TRYING TO SEEK
SERVICES FOR SOME ISSUES, IN
MANY CASES THEY COULD MAKE AN
APPROACH.

THE COUNCILORS, THEY DON'T HAVE
PEER SUPPORT, THEY ALL HAVE
ACCESS TO THEM.

WE HAVE IN-SERVICE, WE HAD
BILLABLE CLINICAL HOURS
PHYSICALLY LOCATED HERE DOWN ON
THE FIRST FLOOR IN THE AREA
WHERE THERE'S NOBODY ELSE WHO
COMES IN AND OUT .

PEOPLE WHO HAVE ACCESS COME IN
AND SCHEDULE MEETINGS WITH
COUNCILORS.

THEY ALSO HAVE NOW VIDEO OF
TELEHEALTH MEETINGS THAT FIRST
PEOPLE WOULD NOT WANT BUT I
HEARD COMPLIANCE DATA IS HIGHER.
PEOPLE CANCEL THOSE APPOINTMENTS
AND CANCEL THE ONES TO TRAVEL TO
SEE SOMEBODY.

I THINK THERE'S LESS AND LESS,
YES, I THINK THE PEOPLE WHO ARE
MAYBE IN A UNIFORM SERVICES OF
PUBLIC SAFETY WITH AN EXCEPTION
THERE WAS A STIGMA ATTACHED THAT
IF YOU EVEN MENTIONED YOU WERE
GOING TO SEEK HELP OR TALK TO
SOMEBODY OR MIGHT WANT TO TALK
TO THAT PEOPLE REALLY DID WANT
TO DO IT.

I SEE MORE AND MORE PEOPLE COME
UP AND VOLUNTEER THAT
INFORMATION TO YOU.

BUT NOT IN A WAY THAT THEY ARE DYING TO TELL YOU ABOUT THAT BUT THEY WANT THEIR CO-WORKERS TO KNOW THAT THIS IS A GOOD THING. THIS IS SOMETHING THAT YOU SHOULD REALLY THINK ABOUT IT BEING ON MEDS AND NOT BE ASHAMED OF IT AND GETTING MORE PEOPLE TO TRY TO ACCEPT THAT.

>> THAT'S CERTAINLY A REALLY GOOD THING TO HAVE.

I DO HAVE A BUDGET QUESTION ON THE LEG OF PUBLIC SAFETY.

MY TIME HAS EXPIRED BUT I HOPE WE'LL HAVE A QUICK ROUND AFTERWARDS.

THANK YOU CHIEF AND CHAIR BOK.

>> DO YOU HAVE SOMETHING REALLY QUICKLY BECAUSE I'M TRYING TO AVOID ANOTHER ROUND.

WE'RE GOING TO THE HEALTH COMMISSION NEXT.

>> I'LL REMOVE THOSE OFF THE TABLE.

THE THIRD ONE WAS PUBLIC SAFETY AND SOME BUDGET QUESTIONS THE DHEAF AND I CAN TALK ABOUT THEM OFF LINE.

THANK YOU.

>> WE'LL CERTAINLY THANK YOU ABOUT ALL OF THEM THROUGH THE COMMITTEE AS WELL.

THANKS SO MUCH.

OKAY.

NEXT UP IS COUNCILOR BREADON AND THEN COUNCILOR MEJIA AND AGAIN I'LL JUST REMIND EVERYONE THAT WE HAVE THE PUBLIC HEALTH COMMISSION AND THE REST OF THE CHIEF'S COLLEAGUES WHO HAVE BEEN WAITING A WHILE.

COUNCILOR BREADON.

>> THANK YOU COUNCILOR BOK, THANK YOU CHIEF FOR YOUR PRESENTATION.

YOU'VE ANSWERED MANY OF MY QUESTIONS.

I WOULD LOVE TO TAKE YOU UP ON THAT IN THE DISTRICTS AND GET EVEN MORE FROM THE VICE CHAIR AND ANY TIME WE CAN GIVEN WHAT'S GOING ON.

I LOOK FORWARD TO THAT.

>> WE HAVE EXTRA MASKS.

WE'LL GIVE YOU ONE AND YOU'LL BE ALL SET.
THANK YOU FOR COMING.
YOU CAME TO OUR GRADUATION BACK IN JANUARY.

THAT WAS THE FIRST TIME I MET YOU.

THANK YOU VERY MUCH AND YOUR SWEARING IN TOO.

THANK YOU.

>> YES.

I THINK YOU FOLKS HAVE DONE A FINE JOB PROTECTING YOUR WORK IN THE WORKPLACE.

YOUR INFECTION RATES ARE PRETTY IMPRESSIVE GIVEN THE NUMBER OF COVID POSITIVE PATIENTS THAT YOU TRANSPORTED OVER THE LAST FEW MONTHS.

IT'S REALLY IMPRESSIVE AND IT SAYS A LOT OF ABOUT THE READINESS OF YOUR TRAINING AND THE AVAILABILITY OF ON PLENTY GOOD PPA ASK THANK YOU FOR ALL THAT.

I HAD A QUESTION ABOUT THIS ISSUE AND THE NEW AMBULANCE STATION IS AN ONGOING CONVERSATION.

I WOULD LIKE TO GET TO SOME RESOLUTION IF WE GET A GOOD AMBULANCE STATION FOR YOUR FOLKS IN THE NEIGHBORHOOD.

THE OTHER QUESTION I HAD WAS WITH REGARD TO DO WE HAVE THESE TWO AMBULANCES IN AUSTIN BRIGHTON, ANY OF THOSE ON LIFE SUPPORT AMBULANCES AT THE MOMENT.

>> NOT PHYSICALLY GARAGED THERE BUT ONE THAT COVERS THAT COMES OUT THAT WAY, NUMBER 16.

THEY ARE DOWN BY BETH ISRAEL AT THE COMPLEX, THEY ARE COMING UP FROM DOWN THERE.

THERE ARE TWO TRUCKS DOWN THERE.

>> OKAY.

WHAT WAS THE ESTIMATED ARRIVAL TIME FOR AMBULANCE FROM BETH ISRAEL.

>> IT SHOULD BE IN THE PRIORITY [INDISCERNIBLE] CLOSER, WHICH IS BETTER THAN [INDISCERNIBLE] BUT I CAN GET YOU THOSE ACTUAL

NUMBERS.

I CAN GET YOU THOSE ACTUAL
NUMBERS.

>> AGAIN ONE CONCERN IS THE
NEIGHBORHOOD IS GIVEN OUR
DISTANCE AND REMOTENESS GOD HEN
US WE DON'T LIVE IN THE CITY
[INDISCERNIBLE] EAST BOSTON AND
AUSTIN BRIGHTON [INDISCERNIBLE]
GOING FORWARD AND IT'S ALWAYS A
PLEASURE.

THANK YOU.

>> THANK YOU.

>> THANK YOU SO MUCH COUNCILOR
BREADON.

COUNCILOR MEJIA AND THEN
COUNCILOR BAKER.

>> YES, GOOD AFTERNOON.

I FEEL LIKE I SHOULD SAY GOOD
EVENING AT THIS POINT.

BUT I ONLY HAVE 13 QUESTIONS.
I'M JUST JOKING.

I LOOK FORWARD TO WORKING WITH
YOU AND GETTING TO KNOW YOU
THROUGH YOUR PRESENTATION, JUST
THANK YOU SO MUCH FOR ANSWERING
ALL OF OR QUESTIONS AND BEING SO
PATIENT THROUGHOUT THE ENTIRE
PROCESS.

I HAVE LEARNED SO MUCH ABOUT
YOUR DEPARTMENT AND THE WORK YOU
DO FOR THE CITY OF BOSTON AND
CONSIDER ME A PARTNER IN THIS
WORK, WHATEVER WE CAN DO TO HELP
SUPPORT YOU.

I'M RAISING MY HAND

[INDISCERNIBLE] MESSING UP MY
FLOW HERE.

[INDISCERNIBLE] I'M IN A NO
HERE.

ANYWAY THAT'S ALL I HAVE TO SAY.
THANK YOU FOR ALL THAT YOU DO,
WE REALLY DO APPRECIATE YOU AND
YOUR TEAM AND ALL THE WORKERS IN
THE CITY OF BOSTON FOR BEING ON
THE FRONT LINES AND TAKING CARE
OF OUR PEOPLE.

>> THANK YOU SO MUCH.

THANK YOU.

LOOK FORWARD TO IT.

>> THANK YOU SO MUCH COUNCILOR
MEJIA.

I REALLY APPRECIATE THE
BRIEFITY.

COUNCILOR BAKER AND THEN
COUNCILOR JANEY.

>> THANK YOU MADAM CHAIR.
CHIEF, ALWAYS A PLEASURE TO SEE
YOU.

I WOULD LIKE TO ECHO WHAT MATT
O'MALLEY SAID.

I'M ON NINE YEARS.

IT'S BEEN NINE YEARS DEALING
WITH YOU AND YOU'RE AN EXCELLENT
GENTLEMAN IN EVERY INTERACTION
BUT I SEE YOU DEAL WITH FOLKS
AND THANK YOU FOR THAT.

AND THE PEOPLE THAT WORK FOR
YOU, EVERYBODY'S A PROFESSIONAL
AND WOULD BE HARD PRESSED TO
FIND A MORE PROFESSIONAL BETTER
OPERATION IN THE WHOLE STATE OR
IN THE COUNTRY FOR THAT MATTER.
WITH THAT BEING SAID, WAS THERE
AN ISSUE WITH THE COUNTY SPOT UP
THERE CHIEF.

WERE WE LOOK BEENING IN TRYING
TO GET OUT OF THERE OR DOUBLING
DOWN ON THE DOWN TWO SPOT.

>> UP IN [INDISCERNIBLE] GARAGE.

>> YES, RIGHT UP AT THE COUNTY
HOSPITAL.

>> YES, NO.

I'M NOT AWARE OF THAT.

GOD [INDISCERNIBLE] NO I HAVE
NOT HEARD ANYTHING FROM THE
COUNTY SAYING THAT TO SAY THEY
ARE HAVING ANY ISSUES OR
PROBLEMS WITH IT.

IT WAS LIKE OVER THE WHAT WOULD HAPPEN WITH THEM BUT
HOPEFULLY THE COUNTY STAYING IN
OPERATION AND PROBABLY STILL LIKE AROUND ONE
OF OUR FOURTH BUSIEST HOSPITALS
IN THE CITY BELIEVE IT OR NOT
WITH ALL THE GREAT HOSPITALS WE
HAVE IN BOSTON THERE.

THEY SERVE A NICHE OF BOSTON
THAT'S BEEN GIVEN A GOOD
BENEFICIAL PARTNER FOR US.

>> GOOD.

SO NO CHANGES TO THAT SERVICE.
AND YOU'RE BUILDING DOWN, WELL
YOUR STATE IN NORTH HAMPTON.
WOULD YOU CONSIDER THAT YOUR
HEADQUARTERS.

>> YES [INDISCERNIBLE]

>> WHAT HAVE WE DONE THERE?
I REMEMBER THERE WERE

DISCUSSIONS A COUPLE=,HAVE WE UPGRADED THAT AT ALL OR
WHAT DOES THAT SPACE LOOK LIKE.
IS IT ABLE TO ACCOMMODATE YOUR
NEEDS?

>> WELL RIGHT NOW WE'RE ON WE
ARE ASKED BY YñrñrÑiw0r-[INDISCERNIBLE] TEN YEARS AGO WE
JUST [INDISCERNIBLE] MOVED OUT
OF THE SPACE IN THE BOSTON
SEMESTER BUT THEY WANT THAT PACK
BECAUSE OF THE PART OF THE
ORIGINAL AGREEMENT WE TRIED TO
KEEP IT FOR SOME OF THE YEARS
AFTER THE CREATION OFñr A
COMMISSION.

WE LEFT THE HOSPITAL AND STAYED
THERE FOR A WHILE BUT THEN HAD
TO COME OVER HERE.
THIS IS KIND OF OVER MAYBE NINEçó
YEARS AGO AND IT'S IN GOOD
SHAPE.

I KNOW>'óçóxD THAT THE TRAIN FACILITY
IS A LITTLE BIT TIGHT, A LITTLE
OVER TWO FLOORS AND THERE'S ALSO
ALWAYS SOME DISCUSSION OF EITHER
BMC OR SOMEBODY ELSE LOOKING FOR
MORE SPACE OVER HERE SO WE'VE
BEEN TRYING TO FIND A LITTLE
MORE DEDICATED SPACE FOR OUR
TRAINED ACADEMY.

SO WE DO RUN AT LEAST TWO
CLASSES A YEAR [INDISCERNIBLE]
PREPARATION [INDISCERNIBLE] IT'S
A HE HAVE ACTIVE TRAINING AREA
AND WE FIND A PLACE WHERE WE CAN
DO TRAINING AND WE OPERATE
TRAINING RUNS HERE 24 HOURS ON
SOME MONTHS, SOME WEEKS.
WE'RE TRAINING ON EVENINGS AND
NIGHTS.

SO THE ABILITY TO HAVE A MORE
UPGRADED TRAINING FACILITY WITH
ACCESS FOR PEOPLE'S PARK WAS
DESIRABLE.

>> MY LAST QUESTION MADAM CHAIR
WOULD BE TO JIM, DO WE HAVE,
LIKE ARE WE GETTING DO WE BILL
LIKE MEDICAID AND INSURANCE OR
DO WE HAVE ARE WE GETTING BETTER
AT THAT OR GETTING
REIMBURSEMENT?

WHAT'S YOUR SENSE ON THAT?

>> IT'S A LONG ANSWER BUT I'LL
TRY TO MAKE IT SHORT.
SO YES WE DO, I MEAN MOST

AMBULANCE SERVICES DO WELL,
THEY'LL GO FOR THE SERVICES EVEN
THE MUNICIPAL ONES.

I DON'T KNOW WHETHER IT'S -- ANY
PLACE THAT OPERATES THAT BECAUSE
IT IS SOMETHING THAT YOU CAN'T
GET REIMBURSED FOR SO THE
MUNICIPAL SHOULD DO THAT
PROVIDING THE SERVICE YOU CAN
BILL.

FOR US, THE MAJORITY OF OUR
TRANSPORTS RIGHT NOW ARE 45%
MEDICAID OR MASS HEALTH.

THOSE ARE CAP PAYMENTS BECAUSE
LET'S THE PATIENT POPULATION
THAT WE TAKE CARE OF AND CERTAIN
RATES WE ARE REIMBURSED FOR THAT
WHICH IS FIXED SO WE DON'T
BOUNCE BILL THAT, WE DON'T TRY
TO DO ANYTHING MORE THAN THAT.
MEDICARE'S EXCELLENT.

I THINK MEDICARE [INDISCERNIBLE]
OFF THE TOP OF MY HEAD.

MEDICARE'S A BIT OF A BETTER BUT
AGAIN IT'S CAPPED AND IT'S
FIXED.

THEN WE HAVE A VARIETY OF OTHER
PLANS, COMMERCIAL PLANS WHICH
SOME ARE BETTER PLANNERS THAN
OTHERS.

AND THAT'S WHERE IT'S SORT OF
ALL OVER WHERE WE GET REIMBURSED
FOR TRANSPORT.

ON SOME OF THEM WE HAD A BETTER
JOB TRYING TO MAKE SURE IF THERE
WAS A COMMERCIAL PLAN SHOULD BE
PLAYING A COMMERCIAL RATE AND IT
SHOULD BE AS OPPOSED TO MEDICAID
AND MEDICARE WHICH IS

[INDISCERNIBLE] THAT YOU GET
WHAT PAYS IT AND IS UNDERSTAND
BECAUSE THAT'S WHAT TAXPAYERS
ARE PAYING.

WE ALWAYS TRIED TO TO DO A GOOD
JOB.

A LOT OF THIS STUFF MAKING SURE
WE DOCUMENT WELL BUT CLAIMS TO
SUBMIT IT ON TIME BUT IF THERE
WAS A MOTOR VEHICLE ACCIDENT THE
INSURANCE SEEMS TO PAY IF THEY
PAY FIRST AS OPPOSED TO YOUR
INSURANCE FIRST, YOUR MEDICAL
INSURANCE FIRST, IT'S A BIT
COMPLICATED BUT WE DO, IT'S ALL

TEN YEARS AGO WE CONTRACTED THE BILLING OUT AND TO COMPANIES WHO SPECIALIZE IN MEDICAL BILLINGS, SAME AS THEY DO FOR PHYSICIAN'S GROUPS.

>> SO YOU HAVE TO CHASE SOME OF THOSE REIMBURSEMENTS DONE AND THAT'S BY AN OUTSIDE COMPANY.

>> YES.

BUT WE DON'T, BY CHASE WE NEVER SEND OUT OUR RESIDENTS TO ANYBODY FOR COLLECTIONS.

>> I DIDN'T MEAN WE'RE CHASING. WE ARE CHASING MEDICAID AND WE'RE CHASING THE INSURANCE COMPANIES AND WE'RE CHASING THE PEOPLE THAT SHOULD BE PAYING US.

>> YES, YES.

>> OKAY.

ALL RIGHT, CHIEF.

THANK YOU MADAM CHAIR.

>> THANK YOU, COUNCILOR BAKER.

ALL RIGHT NEXT UP IS COUNCILOR JANEY AND REJOINED BY COUNCILORS CAMPBELL AND EDWARDS.

I'LL REMIND EVERYONE WE ARE WAITING TO MOVE TO THE BPAC HEARING WHICH IS NOW TWO AND-A-HALF HOURS AWAY AND I'M THEREFORE ASKING EVERYBODY TO BE BRIEF BECAUSE THE CHIEF ANSWERED HUGE NUMBERS IN PRESENTATION. COUNCILOR JANEY.

>> THANK YOU VERY MUCH.

I HOPE THAT PREANL MANY WAS NOT FOR ME.

I WILL SAY THIS I WILL BE SUPER BRIEF.

CHIEF I WANT TO EXPRESS MY DEEP GRATITUDE.

I WANT TO THANK YOU FOR JOINING US YESTERDAY AT THE CITY COUNCIL MEAFDING.

WE WANT TO CELEBRATE YOU NOT JUST DURING THIS WEEK BUT ALL YEAR FOR THE HARD WORK YOU'RE DOING ALL YEAR NOT IN RESPONSE TO COVID.

YOU WERE VERY THOROUGH DURING YOUR PRESENTATION.

OF MY QUESTIONS WERE ANSWERED OFF LINE SO I DON'T NEED ANY FOLLOW UP.

THANK YOU MADAM CHAIR.

>> THANK YOU SO MUCH.
>> NEXT UP IS COUNCILOR EDWARDS
AND -- COUNCILOR CANALLABLE AND
THEN COUNCILOR EDWARDS.
>> HI YOU GUYS.
THANK YOU CHIEF FOR YOUR
LEADERSHIP.
AS ALWAYS.
I DIDN'T THINK I WOULD BE ABLE
TO MAKE IT BACK ON SO I REALLY
APPRECIATE YOU, YOUR TEAM AND
EVERYTHING YOU CONTINUE TO DO
FOR THE CITY.
I THINK I SAW JEN LISTED HERE,
JEN TRACY AND THE WORK SHE'S
DOING AND HER TEAM.
I WANT TO EXPRESS MY GRATITUDE
TO HER.
SHE'S GONE WAY OVER SO THANK YOU
AND AIDEN ALSO SAYS THANK YOU.
WE GOT OUTSIDE FOR A FEW MINUTES
[INDISCERNIBLE] KNOWING CHIEF
AND COUNCILOR BOK FOR GUIDING US
THROUGH THIS LONG LONG DAY.
REALLY APPRECIATE IT.
>> THANK YOU COUNCILOR COUNCIL
AND AIDEN.
COUNCILOR EDWARDS.
>> THANK YOU, COUNCILOR BOK.
HI, CHIEF.
HOW ARE YOU?
>> GREAT, COUNCILOR.
GOOD TO SEE YOU.
>> I HAVE TO SAY FIRST THANK YOU
TO DAY 8, 7 AND DAY 16 IN MY
DISTRICT.
I HAD THE PLEASURE OF BRINGING
SOME [INDISCERNIBLE] MEETING
SOME OF THE GUYS AND WOMEN.
>> I HEARD ABOUT THAT.
I HEARD YOU WERE FEEDING THEM.
APRIL 22ND IN THE SECOND
AMBULANCE FOR EAST BOSTON.
THERE WAS SEVEN AND THEN EIGHT.
VERY GOOD.
>> YES, I REMEMBERED.
I WANT TO TALK ABOUT THE
DEVELOPMENT OF I THINK IT WOULD
BE CHARLES TOWN'S NEW BAY
GETTING A NEW ONE.
I ASSUME IT'S RIGHT ON TRACK.
I'M EXCITED ABOUT THE BUILDOUT
FROM MAIN STREET.
I'M JUST CURIOUS ABOUT HONESTLY

THE TIME LINE THAT YOU THINK IS
LIKELY TO HAPPEN IF THIS DOESN'T
HAPPEN VERY SOON.

THAT'S MY ONLY QUESTION.

>> OKAY.

>> DO YOU KNOW WHAT, ACTUALLY
CHIEF, I JUST NEVER, I HAVE A
LEVEL OF FRUSTRATION, COUNCILOR
BOK.

DO YOU KNOW WHAT CHIEF, I'LL
FOLLOW UP WITH THIS WITH A
SPECIFIC QUESTION.

YOU ARE DOING FINE, I'M PROUD OF
YOU GUYS.

YOU'RE HEROES.

I'M DONE COUNCILOR BOK, I'M
DONE.

>> I'LL BE SURE TO GET BACK TO
THAT ANSWER.

WE JUST RECENTLY HAD SOME
CONVERSATIONS WITH THAT.
THE BPD HELPED WITH US WITH
THAT.

WE DID GREAT WITH THE COMMUNITY
LEADERS OVER THERE.

WE WENT IN TRYING TO EXPLAIN WHY
WE NEEDED SOMETHING OVER THERE
IN THE COMMUNITY.

YOU SHOULD HEAR MORE.

THE COMMUNITY WAS GREAT, VERY
SUPPORTIVE [INDISCERNIBLE] LIKE
SOMETHING IN THE NEIGHBORHOOD
THAT BRINGS NOISE.

THEY CAN'T WAIT FOR IT TO
HAPPEN.

THEY ARE WORKING WITH THE
DEVELOPER AND IT'S COMPLICATED
AND INVOLVES [INDISCERNIBLE]

THEY GET TWO PARCELS
[INDISCERNIBLE] I'LL GET BACK TO
YOU TO ANSWER THAT, COUNCILOR.
THANK YOU FOR ASKING.

>> JUST TO DO SOMETHING WITH THE
BRIDGE TO MAYBE UPDATE THE
COMMUNITY.

THAT'S ALL.

THANK YOU.

>> THANK YOU.

>> THANK YOU SO MUCH, COUNCILOR
EDWARDS.

ALL RIGHT.

I WILL VERY QUICKLY, CHIEF, ASK
MY QUESTIONS.

YOU ANSWERED MOST OF MY

QUESTIONS.

THANK YOU FOR SPEAKING ABOUT THE HEALTH AND WELLNESS WORK WE'VE BEEN DOING WITH OUR EMS STAFF DURING THIS TIME.

IT'S A HUGE TESTAMENT THAT THE LOWNESS OF THE INFECTION RATE YOU'VE HAD AND THE FACT NO ONE'S GONE TO THE HOSPITAL I THINK IS GOOD NEWS.

I ALSO APPRECIATED THE ACKNOWLEDGMENT OF A FEW OTHER ISSUES.

I DO WANT TO HIGHLIGHT THAT ISSUE WITH THE STATE REIMBURSEMENT AND THE FACT WE'VE GOT EMS FOLKS ON LONG TERM WORKER'S COMP BECAUSE THEY CAN'T GET THE OPERATIONS THEY NEED BECAUSE THE PAY RAISE AREN'T HIGH ENOUGH.

I THINK THE HUGE PROBLEM I WANT TO RAISE UP IS IT'S SOMETHING AS A CITY WE SHOULD BE ADD INDICATING ON AND I THINK IT DOES RAISE A QUESTION THAT COUNCILOR ESSAIBI-GEORGE RAISED ABOUT ONE CONCRETE DISADVANTAGE OF NOT BEING A STAND-ALONE PUBLIC AGENCY IS THE FACT THAT EMS, IT'S UNDER THE COMMISSION WHICH IS UNDER THE STATE AND THAT SETS UP A BUNCH OF REGULATORY FRAMEWORK WE DON'T HAVE CONTROL OVER.

I'LL JUST SAY I APPRECIATED YOUR ANSWER ON THAT AND THE FURTHER DETAILS BUT I HOPE IT'S SOMETHING WE CAN KIND OF COLLECTIVELY PUSH ON BECAUSE IT DOESN'T SEEM FAIR TO THE MEN AND WOMEN IN THE FORCE.

AND ONE QUESTION I JUST WANTED TO, YOU ALSO TALKED ABOUT THE CADET PROGRAM AND RECRUITING WHICH IS GREAT.

ONE THING I WANT TO FOCUS BACK ON WAS IN THE COVID CONTEXT I KNOW THE STATE HAS AMBULANCE SERVICE TO DO MOBILE TESTING. WHERE ARE WE THINKING IT WILL BE PART OF THE EMS WORK ON THE YEAR AHEAD AND BUDGET PERSPECTIVE WHERE YOU WOULD EXPECT TO BE

TOTALLY PAID FOR ON THE KIND OF EMERGENCY GRANT OR IS IT SOMETHING THAT WOULD NEED CAPACITY IN OUR BUDGET.

>> I THINK IT WOULD DEPEND ON HOW OFTEN WE WERE DOING IT PLUS THE MATERIALS AND THE CHALLENGES THAT WERE PROVIDED.

WE TEND TO IT.

WE CERTAINLY TRAIN PEOPLE TO DO IT.

RIGHT NOW WHAT WE LACK IS MATERIAL FOR DOING IT. SWABS, THE REAGENT AND THE LAB TO PROCESS IT.

YOU HAVE TO BE ABLE TO GET IT BECAUSE IT'S NOW YOU COULD PARTNER WITH SOMEBODY ELSE [INDISCERNIBLE] I KNOW SOME OF THE CALLS WE'RE TALKING ABOUT THE CITY TRYING SOME BOLD TESTING WHERE YOU'RE GOING TO TARGET [INDISCERNIBLE] DEVELOPMENTS WHERE PEOPLE MAY BE LESS LIKELY TO COME OUT AND GO TO A HEALTH CENTER.

THERE ARE 20 SITES RIGHT NOW IN BOSTON WHERE YOU CAN GO AND GET TESTED.

SOME OF THE THINGS WE'RE TRYING TO DO IS [INDISCERNIBLE] TELEHEALTH, WE GET A HEALTHY PERSON HAD BEEN CALLING ABOUT SOME MINOR COMPLAINTS BUT WHAT THEY REALLY WANT TO DO IS LIKE THEY WANT TO GET TESTED.

WE SAY WELL GO TO THE HOSPITAL AND GET TESTED.

IF YOU'RE WALKING AND OTHERWISE HEALTHY BUT YOU GOT SOME VAGUE SYMPTOMS, BACK THEN ONE YOUR BUSY AND TWO THERE ARE A LOT OF SICK INDIVIDUALS.

IF THERE WAS A PLACE TO SEND THEM OR IF WE HAD A SAMPLE AND BRING IT BACK [INDISCERNIBLE] WAS THE ACTUAL DEVICE, THE TESTING [INDISCERNIBLE] TO CONDUCT IT AND DO IT.

SO THE SHORT ANSWER IS WE CAN DO IT AND IF THERE WAS A ROLE FOR US TO DO IT WE CAN MOBILIZE FOR PEOPLE TO DO IT.

SIMILAR TO BACK WITH H1N1 WHEN

THERE WAS A PLACE TO DO IT WITH THE CITY.

WE HELPED THE CITY, FRANKLY WE HELPED A LOT OF FLU VACCINATIONS CAMPAIGNS AND WE DID A LOT OF THEM SATURDAYS AND SUNDAYS [INDISCERNIBLE] SO WE DID A LOT OF IN COMMUNITY HEALTH CENTERS. WE DID IT IN THE HYDE PARK HIGH SCHOOL, WE DID IT IN WEST ROXBURY, WE DID IT IN SEVERAL PLACES AROUND THE CITY, FRANKLIN PARK HEALTH CENTER.

SO WE WOULD HAPPEN TO GO IN AND HELP OUT PEOPLE SO I WOULDN'T RULE THAT OUT.

WE JUST HAVEN'T DONE THAT DWRET. YET.>> THANK YOU.

I'VE CERTAINLY SEEN SOME FACILITIES IN MY DISTRICT WHERE SOME PEOPLE YOU'VE GOT AN ELDER WHERE IT'S HARD FOR THEM TO GO SOMEWHERE AND LIKE YOU SAID IT DOESN'T MAKE SENSE FOR THEM TO GO SOMEWHERE SO THE TESTING WOULDN'T BE GREAT BUT WE NEED TO COME UP WITH A PROTOCOL AND PROTECTING FOCUS FOR THAT PROCESS.

THAT IS YOUR SPECIALTY.

I WILL NOT ASK IN LIMITATION OF MY COLLEAGUE COUNCILOR EDWARDS I WON'T INTO DEPTH.

I REPRESENT A LOT OF THE HOSPITAL AREAS.

I REPRESENT A LOT OF FOLKS WHO LIVE NEAR HOSPITALS AND WHO SEE FIRST HAND THE TRAFFIC SNARL UPS THAT SOMETIMES HIT OUR AMBULANCES AND WORRY A LOT OF ABOUT KIND OF SAFE ROUTES, WHETHER YOU ARE DOWN ON CHARLES STREET OR YOU'RE IN THE NECK OF THE WOODS.

THAT'S A FUTURE CONVERSATION OR A TIME WHEN TRAFFIC RETURNS.

BUT I WOULD LOVE TO UNDERSTAND HOW WE CAN SUPPORT YOU AND THE PARTNERSHIP WITH THE TRANSPORTATION DEPARTMENT ON THAT FRONT.

THANK YOU FOR THAT.

I REALLY WANT TO END MY QUESTIONS THERE AND JUST SAY HOW

GRATEFUL I AM TO YOU FOR
STICKING IT OUT FOR THIS SIX
HOUR AND 45 MINUTE HEARING.
AND FOR AGAIN I REALLY, YOU
KNOW, I THINK YOU AND THE
TRANSPORTATION DEPARTMENT ARE
TIED FOR THE MOST THOROUGH
RESPONSE FOR OUR QUESTIONS IN
THIS PROCESS.

I'M REALLY GRATEFUL FOR THAT.
GRATEFUL TO YOU AND THE WHOLE
FORCE AND WHAT YOU ALL DO EVERY
DAY.

SO THANK YOU SO MUCH.

>> THANK YOU.

I'LL PASS THAT ON.

JUST HAPPY TO BE ASSOCIATED WITH
THESE FOLKS.

THAT'S ALL.

THANK YOU.

>> GREAT.

I'M JUST GOING TO CHECK.

I'VE GOT ONE PERSON IN THE
WAITING ROOM.

IF YOU WANT TO TESTIFY, YOU
SHOULD RAISE YOUR BLUE HAND
OTHERWISE THERE WAS PUBLIC
TESTIMONY WAY BACK AROUND 1:00
TODAY WHICH WAS THE SAME
HEARING.

SEEING NONE.

IMMEDIATELY FOLLOWING THIS
MEETING, WE'RE TOGETHER TO
SWITCH OVER TO THE BOSTON
COMMISSION HEARING THAT'S
SUPPOSED TO BE OCCURRING RIGHT
NOW AND WE'LL START THAT UP AS
SOON AS WE'VE GOT THE PANELISTS
THERE.

AGAIN, THANK YOU CHIEF AND THANK
YOU THE SAME HEARING I WANT TO
THANK COMMISSIONER DEMPSEY FROM
THE FIRE DEPARTMENT AND THE
COMMISSIONER FROM THE POLICE
DEPARTMENT.

IT WAS AWESOME TO HAVE THEM ALL
WITH US TODAY.

EVEN THOUGH WE'LL NEVER DO A
COMBINED MEETING EVER AGAIN BUT
IT WAS SO GREAT TO HAVE ALL OF
YOU HERE.

SO WITH THAT.

THIS HEARING OF THE BOSTON
CITY COUNCIL WAYS AND MEANS

COMMITTEE IS ADJOURNED.
THANK YOU.
>> THANK YOU.