



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

OPAT COMMISSION
JUNE 14, 2022
PUBLIC REPORT

1) FY23 Budget

- a) The Boston City Council will be voting on an amended version of the FY23 budget on Wednesday, June 30th, which includes a budget allocation of \$1,488,543 for OPAT (a detailed breakdown can be found on the City of Boston Budget webpage at <https://www.boston.gov/departments/budget>). This represents approximately a \$165,000 increase over FY22, which includes 3 key investments:
 - i) A community mediator position to provide services for complainants and officers;
 - ii) A year-long paid internship program for high school and college students to participate in police reform efforts. The high school intern will be paid \$18 per hour and the college student intern will be paid \$22 per hour; and
 - iii) A consultant to help review and make recommendations on the BPD BIPOC hiring, retention and promotion practices.

2) POST Commission 555 CMR 7.0, Recertification

- a) The Massachusetts Peace Officer Standards and Training (POST) Commission was created by state law in 2020 and is responsible for creating a mandatory certification process for police officers.
- b) Law enforcement agencies have been required to submit certification packets for their new hires beginning July 1, 2021. The certification process includes a background check, oral interview, and an evaluation of good moral character and fitness for employment.
- c) All officers who completed training before July 1, 2021 were automatically certified, so this year those officers will be required to be recertified. Recertification for law enforcement officers will be conducted in a series of



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waves based on officers' last names, with A-H due by June 15, 2022. The recertification process is similar to the certification process for officers who completed training after July 1, 2021. It includes an officer questionnaire and documentation from the law enforcement agency evaluating the individual's good moral character and fitness for employment.

- d) On Wednesday, June 8th the POST Commission voted to adopt an amended set of regulations meant to guide the recertification process this year. The regulations laid out the application process, conditional certification, communication of certification status, and the appeals process. The Commission voted to amend the definition of good character, choosing to apply standards set out by the International Association of Chiefs of Police (IACP) if the relevant law enforcement agency does not have its own set of ethics and standards.

3) POST Commission 550 CMR 1.0, Procedural Rules for Receiving, Investigating, Hearing and Adjudicating Complaints Regarding Law Enforcement Officers

- a) The POST Commission has also been working on regulations related to the process for receiving, investigating, hearing, and adjudicating complaints regarding law enforcement officers. On May 3rd, 2022, the Commission voted to approve a 90-day timeline for the completion of all investigations. This would require OPAT to conclude any pending investigations within that 90 day time period. OPAT raised this as an issue with members of the Commission and hopes that these regulations will be revisited at a future date to include the original 1-year timeline presented in the OPAT ordinance and in the 2020 state law.

4) OPAT Activities for Quarter 2 (April-June 2022):

- a) Disposition of cases referred by OPAT to the CRB:
 - i) One case was moved to the CRB, which was ruled Out of Scope
- b) Disposition of cases referred by OPAT to IAOP:
 - i) N/A



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- c) Disposition of CRB cases where CRB referred the matter to the Police Commissioner + What discipline if any was recommended and what discipline was implemented:
- i) N/A
- d) Number of complaints received, type of misconduct alleged, and the investigatory status of those complaints
- i) 9 complaints received to-date in Quarter 2 (April-June 2022):
 - (1) Racial profiling – 2 complaints
 - (2) Unlawful detention – 1 complaint
 - (3) Disrespectful interaction – 2 complaints
 - (4) Unresponsive regarding an investigation – 1 complaint
 - (5) Issues following BRIC gang database process – 2 complaints
 - (6) Miscellaneous/Out of Scope – 1 complaint
 - ii) The investigatory status of all 9 complaints received during Quarter 2 is “Pending”
- e) Race, ethnicity, gender, sexual orientation, and age of complainants:
- i) Race/Ethnicity: 1 Asian, 1 Cape Verdean, 1 white, and 2 Latino complainants; 4 complainants declined to answer
 - ii) Age: 2 complainants were between 18-24 years old, 1 complainant was between 36-39 years old, and 6 complainants did not disclose their age
 - iii) Gender: 5 complainants identified as male, 1 complainant identified as female, and 3 complainants declined to answer
 - iv) Sexual Orientation: 3 complainants identified as Straight/Heterosexual and 6 complainants declined to answer



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OPAT Q2 Complaints Demographic Data:

| | Asian | Cape Verdean | Decline to Answer | Latino | White |
|-----------------------------|--------------|---------------------|--------------------------|---------------|--------------|
| Race & Ethnicity | 1 | 1 | 4 | 2 | 1 |

| | 18-24 | 36-39 | Unknown |
|------------|--------------|--------------|----------------|
| Age | 2 | 1 | 6 |

| | Male | Female | Decline to Answer |
|---------------|-------------|---------------|--------------------------|
| Gender | 5 | 1 | 3 |

| | Straight/Heterosexual | Decline to Answer |
|---------------------------|------------------------------|--------------------------|
| Sexual Orientation | 3 | 6 |

- f) OPAT promotion of function, availability, and processes to the public:
- i) OPAT has ongoing efforts to promote our function, availability, and processes to the public. Throughout the summer we will also be rolling out our Get To Know OPAT effort. In addition to our work to publish monthly complainant demographics information, we are continuously updating our City of Boston website with information from all board and community meetings such as videos and minutes after each meeting has concluded.
 - ii) Additionally, OPAT has increased participation at community events such as job fairs and the Mayor’s Coffee Hours. So far, OPAT has attended two of these events: one in Peters Park in the South End and one in Horatio Harris Park in Roxbury. We are also planning to attend ones being held in Dorchester, Hyde Park, and Mattapan. At these events, OPAT was able to distribute outreach materials with



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information on the role of OPAT, how to file a complaint, and where to get more information.

5) Staff Hiring/Office Update

- a) OPAT is excited to be participating in the Summer Youth Jobs program, which begins at the end of this month. We will be bringing on two youth workers who will be given the opportunity to learn more about social and racial justice, what OPAT does, and build social-professional connections. These youth workers will also be working to build out a Youth Advisory Council (YAC), which will welcome young people throughout the City to OPAT to engage on topics within police reform.
- b) OPAT is also in the process of becoming a distributor of COVID-19 at-home rapid tests. We will be using our physical office space as a distribution center for members of the community that are in need of at-home tests. Roxbury was one of the hardest hit neighborhoods in Boston by COVID and distribution of these tests at our office in Nubian Square will help reduce the spread of the virus.