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; 04/13/17 3:59 PM
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;;;Boston City Council, 170413 afternoon

>> GOOD AFTERNOON.
THIS HEARING TODAY IS IN REGARDS
TO DOCKET NUMBER 0290.
ORDER FOR A HEARING OF THE
BOSTON POLICE DEPARTMENT CADET
PROGRAM.
THIS IS A PUBLIC HEARING.
IT'S BEING RECORDED AND
BROADCASTED.
IF YOU HAVE ANY CELLPHONES OR
NEW ELECTRONIC DEVICES PLEASE
SILENCE THEM AT THIS TIME.
IF YOU WISH TO PROVIDE PUBLIC
TESTIMONY AT THE END I ASK YOU
TO SIGN IN AT THE SIGN IN SHEET.
CHECK THE BOX, YES.
AT THE END OF THE PRESENTATIONS
I WILL CALL YOU BY NAME.
YOU WILL HAVE TWO MINUTES TO
PROVIDE PUBLIC TESTIMONY.
TODAY WE WILL START WITH REP
RECENT STIFFS FROM THE BOSTON
POLICE DEPARTMENT.
BEFORE I GET TO YOU GUYS, I WANT
TO ACKNOWLEDGE MY COLLEAGUES.
COUNCILLOR LINEHAN, COUNCILLOR
ESSABI GEORGE, COUNCIL FLAHERTY.
DO YOU HAVE OPENING REMARKS.
>> THANK YOU, MADAM CHAIR.
THANK YOU FOR BEING HERE.
WE THOUGHT THIS WAS AN IMPORTANT
TIME TO GET APPROXIMATELY
SIX-MONTH UPDATE ON THE PROGRESS
OF THE CADET PROGRAM AND SEE HOW
IT'S RUNNING AT EPD.
WE HEAR GOOD THINGS.
JUST WANTED TO GIVE YOU A
OPPORTUNITY TO SHARE WITH US THE
DEVELOPMENTS TO DATE.
I'M LOOKING FORWARD TO THE
REPORT.
>> THANK YOU, COUNCILLOR.
COUNCILLOR ESSABI GEORGE?
>> I'M OKAY.
>> OKAY.
COUNCILLOR LINEHAN SUMMED IT UP
BEST.

THIS IS A OPPORTUNITY TO GET A
UPDATE ON THE BOSTON POLICE
DEPARTMENT CADET PROGRAM, AND I
THINK IT'S USEFUL FOR THOSE IN
THE AUDIENCE AND VIEWERS AT
HOME, THOSE WATCHING A RECORDING
OF THIS TO HEAR HOW THE CADET
PROGRAM WORKS.

LOGISTICS OF IT, THAT'S HELPFUL.
ANYTHING ELSE YOU WANT TO SHARE.
I WILL START WITH OUR GREAT
COMMISSIONER.

COMMISSIONER EVANS.

FOR THE RECORD INTRODUCE
YOURSELF, NAME AND TITLE.

>> COMMISSIONER WILLIAM EVANS.
I WANT TO THANK YOU COUNCILLOR
CAMPBELL, FOR HOLDING THIS
HEARING.

WITH ME.

TODAY IS MY CHIEF'S
SUPERINTENDENT WILLIAM GROSS,
LISA HOLMES IS HERE, MICHAEL
GASKINS, NEW CHIEF DIVERSITY
OFFER AND NANCY DRISKEL AND JON
DALY IS HERE, HEAD OF
ADMINISTRATIVE SERVICES.

ANY QUESTIONS I CAN'T ANSWER
THEY CAN HELP ME OUT.

THE PROGRAM IS GOING WELL.

WE'RE SIX MONTHS INTO IT.

WE HAVE A GREAT GROUP OF
CANDIDATES FROM ALL OVER THE
CITY.

THINK THE FIVE YEAR RESIDENCY
WAS KEY.

WE GOT A LOT OF GOOD YUCK CITY
KIDS IN ORDER IN LAW ENFORCEMENT
AND KNOW THE CITY.

THEY COME FROM THE CITY SCHOOLS.
OUT OF THE INITIAL CLASS WE HAD
42.

FOR PERSONAL REASONS WE LOST
THROW.

WE HAVE 39 RIGHT NOW.

69% REPRESENT MINORITIES OF THE
COMMUNITY.

SO, THEY ARE ENERGETIC, VERY
HELPFUL.

THEY WORKUP IN, YOU KNOW, WE
HAVE ONE IN MY OFFICE,
DETECTIVES, ALWAYS OF THE
DISTRICT STATIONS TAKING
REPORTS.

WE HAVE THEM ALL AROUND THE CITY.
THE GOOD THING ABOUT THAT.
I TELL YOU I STARTED OUT AS A CADET IN 1980 CHIEF GROS WAS A CADET SHORTLY AFTER THAT AND LISA HOLMES WAS.
WE HAVE THROW PRODUCTS OF THE CADET PROGRAM.
WE'RE CITY KIDS GROWING UP.
AS YOU KNOW, WE GREW UP IN THE CITY.
YOU WANT POLICE, FIRE OR A JOB LIKE.
THAT IT GIVES A KID A GOOD CHANCE IN THE CITY.
COME THROUGH THE BOSTON PUBLIC SCHOOL SYSTEM.
NOBODY KNOWS THE CITY BETTER THAN THOSE WHO GREW UP IN THE CITY.
WE WANT TO REFLECT THE DIVERSITY.
OUR DEPARTMENT IS CURRENTLY 33% AS FAR AS DIVERSITY.
WE NEED TO GO TO THE LEVEL OF THE CITY WE POLICE.
RIGHT NOW WE'RE A MAJORITY OF MINORITIES IN THE CITY.
IT'S BASICALLY 53-47.
THIS IS A GOOD WAY TO GET THE DIVERSITY WE WANT.
THIS CLASS WITH THE 69%,
HOPEFULLY WITH A NEW CLASS GOING ON IN THE SPRING, MAYOR WALSH HAS STRONGLY FARED, WE WILL GET ANOTHER 20 CADETS.
AFTER TWO YEARS THE WAY THE PROGRAM WORKS.
THEY GET A PREFERENCE TO COME ON THE CLASS.
AGAIN THIS ISN'T ANTI-VET, ANY MEANS.
HI THREE BROTHERS WHO FOUGHT IN VIETNAM.
I THINK THE WORLD OF THEM.
WE NEED A SEPARATE PATHWAY TO GET INNER CITIES IN THE JOB.
OTHERWISE WE HAVE POLICE FROM ALL OVER THE COUNTRY MISSING OUR NEIGHBORHOODS.
NOTHING IS BETTER THAN A CITY KID WHO KNOWS THE CULTURE,
UNDERSTANDS THE DIVERSITY AND

THE ISSUES, POLICING THE
NEIGHBORHOOD.

I THINK IT'S A GREAT PROGRAM.
THESE KIDS FOR TWO YEARS KNOW
THE INs AND OUTs OF THE JOB.
FOR SIX MONTHS THEY DO
ADMINISTRATIVE JOBS, GO TO THE
STATION, SOME IN THE 911 SYSTEM,
THAT'S HOW I GOT TO LEARN THE
JOB.

AFTER TWO YEARS THEY DECIDE
BASICALLY IS THIS WHAT I WANT TO
DO IN LIFE.

I CAN TELL YOU, WE'RE VERY
IMPRESSED WITH THESE YOUNG KIDS.
THEY HAVE DONE A SUPER JOB.
I WANT TO THANK MAYOR WALSH FOR
PUTTING THIS PROGRAM FORTH.
WITHOUT THIS PATHWAY WE WOULDN'T
BE ABLE TO GET THE DIVERSE IT
THAT WE SO DEEPLY NEED IN THE
CITY.

YOU KNOW, OBVIOUSLY GIVEN THE
ISSUES AROUND THE COUNTRY
REGARDING RELATIONSHIPS WITH THE
BLACK COMMUNITY AND OTHER
MINORITIES GROUPS IT'S IMPORTANT
TO FIND WAYS TO BRING DIVERSITY
INTO THE RANKS OF THE BOSTON
POLICE DEPARTMENT.

AGAIN IT'S GOING VERY WELL.
AND WE HOPE FOR IT TO CONTINUE.
WE NEED PROGRAMS LIKE THIS.
OTHERWISE WE WON'T REFLECT THE
COMMUNITY THAT WE POLICE.

>> GOOD AFTERNOON.

>> GOOD AFTERNOON, CHIEF.

>> ALWAYS A PLEASURE TO BE HERE.
FIRST AND FOR MOST, THE VETERANS
IN THE HOUSE TODAY, THANK YOU
VERY MUCH FOR YOUR SERVICE TO
OUR GREAT NATION.

I WAS RAISED BY VIETNAM VETS.
ONE OF THE MAIN REASONS I'M
SITTING AT THIS TABLE TODAY.
IN NO WAY WILL I EVER SAY
ANYTHING AGAINST THEM.

THE CADET PROGRAM IS GREAT.
AS THE COMMISSIONER ELUDED TO
EARLIER, SUPERINTENDENT HOLMES
AND MYSELF ALL BOSTON POLICE
CADETS.

I DON'T THINK I WOULD OF HAD A
CHANCE TO GET ON THIS JOB IF IT

WASN'T FOR THE PROGRAM.
THE COMMISSIONER IS ABSOLUTELY
RIGHT.
OUR POLICE FORCE SHOULD REFLECT
THE RICH NEIGHBORHOODS THAT WE
SERVE.
THE RICH DIVERSITY.
I THINK WE'RE OFF TO A BANNER
START WITH OUR CADET PROGRAM.
THEY HALE FROM EVERYWHERE IN THE
CITY.
THEY'RE EMERSED IN OUR POLICE
CULTURE.
THEY GET WHAT OUR POLICE CULTURE
IS ABOUT, COMMUNITY POLICING.
ALREADY THEY'RE GIVING BACK IN
ATTENDANCE, OUR COMMUNITY
FUNCTIONS, SPECIAL EVENTS, TO
WORKING THE FRONT DESK AT OUR
WIZZIEST POLICE STATIONS.
THEY BRING DIVERSE IT, ETHNICITY
TO THE TABLE WHEN WE HAVE
BILINGUAL CADETS WORKING AT THE
STATIONS.
THIS IS WHAT WE'RE TALKING
ABOUT.
THINGS WE CAN'T GET THROUGH
CIVIL SERVICE WE'RE ABLE TO GET
THROUGH THE CADET PROGRAM.
THEY REINFORCE US.
THEY'RE THE FUTURE.
WHAT A BETTER WAY TO GIVE OUR
PUTE YOU ARE A START THEN POLICE
CADET PROGRAMMING.
LEARNING THE POLICE CULTURE FROM
THE INSIDE AND NOT LOOKING FROM
THE OUTSIDE.
THEY WILL BE BETTER CITIZENS AND
SERVE THE CITY IN THE CAPACITY
AS BOSTON POLICE OFFICERS.
I THANK YOU, TWO.
COUNCILLOR LINEHAN, I REMEMBER
BEING IN THE CHAMBERS HERE, MANY
MEETINGS.
YOU WERE ASKING WHERE IS THE
CADET PROGRAM.
I THINK FOR YOUR STRONG SUPPORT.
AS WELL AS OUR FELLOW CITY
COUNCILORS AND THE MAYOR.
THANK YOU.
>> SUPERINTENDENT LISA HOLMES,
BOSTON POLICE, PROFESSIONAL
DEVELOPMENT AND TRAINING
EDUCATION.

BOTH OF COMMISSIONER AND CHIEF
HAVE SAID WHAT I WOULD SAY.
I AM PERSONALLY RESPONSIBLE FOR
THE CADETS THEY FALL UNDER MY
COMMAND.
I GET TO INTERACT WITH THEM
DAILY.
I -- BEING A FORMER CADET I KNOW
HOW ENRICHING IT IS.
I WAS NOT A KID THAT WANTED TO
BE A POLICE OFFICER.
WORKING AS A CADET FOR TWO YEARS
OPENED MY EYES TO WHAT LAW
ENFORCE.
WAS ABOUT. IT WAS MORE THAN LAW
AND ORDER.
IT'S COMPASSION AND CARRYING FOR
THE COMMUNITY.
IT CHANGED MY CAREER PATH AND I
BECAME A POLICE OFFICER.
MY GOAL IS SHOW THE SAME TO
THESE YOUNG PEOPLE.
THE CITY, THE PEOPLE THEY SERVE,
AS THE CHIEF AND COMMISSIONER
HAVE SAID THEY'RE EXCEPTIONAL IN
THEIR SERVICE TO THIS CITY SINCE
THEY HAVE BEEN HERE.
THEY HAVE PARTICIPATED IN SO
MANY COMMUNITY VENTS.
I HAVE TO BREAK THEIR HEART THIS
WEEKEND.
WE WERE GOING TO DO A ONE BOSTON
EVENT SATURDAY.
THEY HAVE TO WORK SETTING UP FOR
THE MARATHON.
THEY WILL BE DISAPPOINTED WE
CAN'T DO THAT COMMUNITY OUTREACH
WE WERE DOING SATURDAY.
AGAIN IT'S A WAY FOR YOUNG
PEOPLE WHO WOULD NEVER KNOW WHAT
THE OPPORTUNITY TO BE IN LAW
ENFORCEMENT OR WHAT IT'S ABOUT.
MYSELF, I GREW UP IN HOUSING
DEVELOPMENT, WHICH POLICE WERE
NOT VERY POPULAR.
BECOMING A CADET SHOWED ME THE
INSIDE, AND THE DIFFERENCE OF
LAW ENFORCEMENT.
IT WASN'T ALL ABOUT ARRESTS AND
HARD CHARGING.
IT WAS ABOUT CARRYING FOR
PEOPLE, HELPING PEOPLE IN BAD
SITUATIONS, AND JUST BEING ABLE
TO SHOW THEM THE POLICE ARE A

GOOD THING AND BE A BAD THING.
I THINK WE NEED A LOT MORE OF
THAT.

NOT ONLY THIS CITY BUT ACROSS
THE COUNTRY.

SO THAT IS WHAT WE'RE GIVING
THESE YOUNG PEOPLE.

THAT'S WHAT I'M TEACHING THEM.

THEY'RE HERE FOR A PURPOSE.

THEY ARE HERE FOR SERVICE.

THEY'RE HERE TO HELP THE PEOPLE
IN THE COMMUNITIES WHERE THEY
WORK.

ANYTHING ABOUT TRAINING, I CAN
REALLY HELP YOU THERE.

>> SO, THINK WHAT WOULD BE
HELPFUL.

FIRST OF ALL, THANK YOU,
COMMISSIONER, CHIEF, AND
SUPERINTENDENT.

IT WOULD BE HELPFUL, ONE OF THE
39 CADETS, WHAT IS THE
DEMOGRAPHIC BREAKDOWN OF THOSE
FOLKS, OF THAT CLASS?

AND TALKING ABOUT THE LARGER
GOALS OF THE CADET PROGRAM.

ONE IS DIVERSITY.

ONE IS EXPOSURE FOR A YOUNG
PERSON TO THE POLICE
DEPARTMENTS.

OBVIOUSLY THIS PERSON COULD BE
FRANKLY WHITE, YOUNG FEMALE OR
MALE GROWING UP IN BOSTON WHO
HAS A INTEREST IN SERVICING.
OBVIOUSLY EXPOSURE THAT WAY.

WHAT ARE OTHER GOALS.

I'M SURE COUNCILLOR LINEHAN CAN
SPEAK TO THIS TO, HE SPEAR
HEADED THIS LONG BEFORE I GOT
HERE.

WHAT ARE OTHER GOALS THE
DEPARTMENT SEES FOR THE CADET
PROGRAM.

I GUESS THE THIRD IS WHAT ARE
THE BARRIERS YOU CURRENTLY FACE
AS A DEPARTMENT TO DIVERSITY
PARTICULARLY.

HOW DOES THE CADET PROGRAM SOLVE
THAT FOR YOU?

>> I CAN GIVE YOU THE
DEMOGRAPHICS.

WE HAVE 39 CADETS.

27 MALES.

12 FEMALES.

PERCENTAGE ASIAN, 5%.
BLACK 41%, HISPANIC 23%, WHITE
31%.
THE CURRENT AGE RANGE IS 18-25.
>> WHAT IS THE AGE RANGE?
>> THIS GROUP IS 18-25.
>> THERE IS A CUT OFF FOR THE
CADET PROGRAM?
>> 25.
>> 25.
>> OKAY.
>> AND --
>> YES THE NEXT QUESTION, YOU
CAN TAKE IT WHAT ARE THE
BARRIERS OF THE DIVERSITY, HOW
DOES THE CADET PROGRAM SOLVE
THAT.
WHAT ARE THE OTHER GOALS?
>> ONE OF THE GOALS I SEE
GROWING UP IN THE CITY, WE GET
POLICE OFFICERS THAT COME UP IN
NEIGHBORHOODS.
NOT ONLY DO THEY GO THROUGH THE
SCHOOL SYSTEM AT A YOUNGER AGE
BUT GO THROUGH THE LOCAL HIGH
SCHOOL.
WE HAVE KIDS UNDERSTANDING THE
DIFFERENT CULTURE OF THE
NEIGHBORHOODS AND THE CHALLENGES
THEY MAY HAVE IN THE
NEIGHBORHOODS.
I LIKE CITY KIDS WHO KNOW THE
CITY, GETTING THE JOBS.
GROWING UP AS A YOUNG KID THERE
WASN'T A LOT OF OPPORTUNITY TO
GET ON THE JOB.
BECAUSE THE CHALLENGE IS, YOU
KNOW, AGAIN NOT TO BEAT THE VETS
UP.
IT'S HARD TO GET ON, NOT BEING A
VET, NOW.
SO, YOU KNOW THAT'S A BARRIER.
THAT'S WHY I SAY I DON'T WANT TO
BLOW UP THE VETS HERE.
IT'S JUST WE HAVE TO SOME HOW
TAKE CARE OF THEM AND ALSO HAVE
A PATHWAY TO GET INNER-CITY
KIDS.
ALL THEY WANTED TO BE IN LAW
ENFORCEMENT.
THAT'S THE CHALLENGE.
HOW DO WE ACCOMPLISH BOTH GOALS.
I THINK THE CADET PROGRAM DOES
THAT.

IT DOESN'T SHUT OUT THE VETERANS
BUT IT'S ANOTHER PATHWAY FOR
THOSE KIDS THAT DON'T WANT TO
GET IN THE MILITARY AND WANT A
DIFFERENT PATH OF EDUCATION.
THE BIG BARRIER FOR US IS WE
CAN'T GET THE DIVERSITY WE WANT
BECAUSE OF THE WAY THE CIVIL
SERVICE IS SET UP.

I'M A FIRM BELIEVER THERE IS
NOTHING LIKE CITY KIDS DOING A
JOB SO MUCH INVOLVED WITH THE
CITY.

THAT'S WHY I THINK WE HAVE THE
FIVE YEAR RESIDENCY HERE.

WE GET THE KIDS THROUGH THE
BOSTON PUBLIC SCHOOLS.

A KID THAT UNDERSTANDS THE
DIVERSITY OF THE CITY.

THE CHALLENGES.

KNOWS THE HISTORY OF THE CITY.

IF WE GET SOMEONE FROM OKLAHOMA
AND GETS THE JOB, THEY DON'T

UNDERSTAND THE COMPLEXITIES OF
THE NEIGHBORHOODS AND THE
CHALLENGES IN THE NEIGHBORHOODS.

WE GET THAT IN THE CITY KID WHO
GROWS UP AND LIVES HERE.

THEY HAVE A GREATER

UNDERSTANDING OF THE CHALLENGES.

>> THANK YOU, COUNCILLOR CIOMO
FOR JOINING US.

>> BEING A INSTRUCTOR I SEE THE
RECRUITS COME IN FROM DAY ONE.

I SEE WHERE WE LOSE RECRUITS.
WE LOSE PEOPLE BECAUSE THEY'RE
NOT PREPARED FOR THE ACADEMY.

IT DOESN'T MATTER IF IT'S ARMED
SERVICES, CITIES OR COLLEGES.

A LOT OF YOUNG PEOPLE ARE NOT
PREPARED FOR THE RIGGERS OF THE
POLICE ACADEMY.

THEY'RE NOT PHYSICALLY FIT.

THEY'RE NOT UP FOR THE STAMINA
OR ENDURANCE OF A SIX MONTH
POLICE ACADEMY.

THE CADET PROGRAM GIVES THEM
THAT.

THEY LEARN ABOUT LAW

ENFORCEMENT, WHAT IT'S LIKE IN
THE ACADEMY.

PREPARE THEM PHYSICALLY TO LIVE
UP TO THE PHYSICAL FITNESS
STANDARDS OF THE ACADEMY.

WE LOSE THE LARGER PERCENT OF
THE RECRUITS.
THEY CAN'T STAND UP TO THE
PHYSICAL FITNESS RIGGERS OF THE
ACADEMY.
THIS IS A STEPPING STONE FOR US
TO RETAIN PEOPLE IN THE ACADEMY
OPPOSES TO LOSING SO MANY IN THE
BEGINNING.
>> I WOULD LIKE TO ADD AS WELL,
THE PERSPECTIVE FROM THE
COMMUNITY.
THE GREAT TIMES OF ANTIPOLICE
SENTIMENT BECAUSE OF WHAT IS
HAPPENING ACROSS OUR GREAT
NATION.
THE LAW ENFORCEMENT AND THE
COMMUNITIES THEY SERVE, THE
COMMUNITIES IN BOSTON -- NOTHING
BUT POSITIVE FEEDBACK.
THEY SEE THE BOSTON POLICE
CADETS.
THEY SEE SOMEONE FROM THEIR
COMMUNITY.
THEY SEE SOMEONE, AGAIN, THEY
GET THE MISSION, COMMUNITY
POLICES AND SERVING TOGETHER
WITH THE COMMUNITY TO INCREASE
THE QUALITY OF LIFE.
SO, IT SHOWS THE COMMUNITIES
THAT WE HAVE A VESTED INTEREST
IN INCREASING WHAT OUR
DEPARTMENT DOES.
IT'S GREAT TO SEE A KID FROM THE
COMMUNITY AND NOW THEY'RE A
CADET.
IT SHOWS WE ARE INTERESTED IN
WHAT THE COMMUNITY HAS TO SAY
WHAT THEY SAY AS IT PERTAINS TO
WHO THEY WANT TO BE POLICED BY.
>> AGAIN, I HAVE ALL OF THE
RESPECT IN THE WORLD FOR THE
VETS, AGAIN.
THEY DESERVE EVERYTHING THEY
GET.
I JUST WANT A SEPARATE PATH.
WHEN I SAID, BLOWING UP THE
SYSTEM -- THAT'S A BAD TERM.
I APOLOGIZE FOR USING THAT TERM.
YOU KNOW I LOVE THE VETS.
THEY HAVE TO UNDERSTAND WE HAVE
A LOT OF PRESSURE ALSO TO TRY TO
INCREASE THE DIVERSITY ON OUR
JOB.

I LOVE TO TAKE ALL VETS BUT WE
HAVE TO UNDERSTAND IN THE MODERN
DAY OF POLICING WE HAVE TO FIND
WAYS TO REFLECT THE DIVERSITY.
BY SAYING "BLOWING UP THE
SYSTEM" I APOLOGIZE FOR THE
STATE OF.

MY GOAL IS TO TAKE GOOD CARE OF
THE VETS AND FIND ANOTHER
PATHWAY TO GET THE DIVERSITY
THAT THE CITY IS TRY SO
DESPERATELY TO GET.

THEY SEEM TO BE AT ODDS NOW.
TRYING TO WORK OUT A SYSTEM TO
TAKE CARE OF GETTING THE VETS
WHO SO STRONGLY DEFEND THIS
COUNTRY.

I HAVE ALL THE RESPECT IN THE
WORLD.

ALSO IT'S CHALLENGING TIMES IN
POLICING WITHOUT THE DIVERSITY.
THAT'S THE DILEMMA.

HOW TO ACCOMPLISH BOTH GOALS.
THEY SEEM TO BE AT ODDS HERE.
>> YES.

>> I JUST HAVE TWO MORE
QUESTIONS AND THEN I WILL TURN
IT OVER TO COUNCILLOR LINEHAN.
I WAS GLAD TO HEAR THE OTHER
GOALS OF THE CADET PROGRAM
OUTSIDE OF THE DIVERSITY.
THE PHYSICAL TRAINING PIECE IS
GOOD TO KNOW.

THANK YOU, SUPERINTENDENT.
I HEARD ABOUT THAT IN TERMS OF
THE NUMBERS OF FOLKS WE LOSE IN
RECRUITS OF THE ACADEMY.
TWO QUESTIONS, ONE, JUST FOR THE
AUDIENCE.

TOTAL OFFICERS IN THE DEPARTMENT
CURRENT DEMOGRAPHIC BREAKDOWN
FOR THOSE NUMBERS.

FOR THOSE TOTAL OFFICERS.
THEN THE SECOND IS, AT SOME
POINT WE HAVE A LOT OF OFFICERS
THAT WILL BE RETIRING,
PARTICULARLY OFFICERS THE COLOR.

>> WHAT DOES THAT LOOK LIKE AND
WHAT DOES THE RATE OF HIRING
FOLKS OF COLOR LOOK LIKE TO FILL
THE GAPS?

STATE YOUR NAME FOR THE RECORD
AND YOUR POSITION, PLEASE.

>> MADAM CHAIR, MY NAME IS

MICHAEL -- I'M THE NEW DIVERSITY
RECRUITING OFFICER FOR THE
POLICE DEPARTMENT THIS.

IS A NEW POSITION SHOWING OUR
VISION TOWARDS RECRUITMENT.
OUR RECRUITMENT WILL BE ACROSS
THE BOARD.

LOOKING AT OTHER COMMUNITY
ORGANIZATIONS AS WELL AS WORKING
WITH THE VETERAN SERVICES OTHER
BASES TO RECRUIT PAID MEN AND
WOMEN.

AT THE CORE IT'S ABOUT
RECRUITING AND WORKING WITH
COMMUNITY ORGANIZATIONS TO MAKE
SURE WE CAN TARGET, COMMUNITY
MEN AND WOMEN, YOUNG MEN AND
WOMEN TO BECOME CADETS AND OR
TAKE THE EXAM AND TO BECOME
POLICE OFFICERS.

ALSO CURRENTLY WE HAVE ABOUT,
COMMISSIONER IS ACTUALLY VERY
GOOD AT THE NUMBERS FOR OUR
DIVERSITY.

RIGHT NOW WE'RE HURTING IN AREAS
WHERE THE ASIAN POPULATION IS
BELOW THE CITY DEMOGRAPHICS.

THE AFRICAN-AMERICAN NUMBERS ARE
CLOSE TO WHERE THE DEMOGRAPHICS
FOR THE CITY OF BOSTON ARE.

WE'RE LOOKING TO, WE DO HAVE A
LOT OF RETIREMENTS COMING UP.
MY JOB IS TO COME UP WITH A
STRATEGY FOR RECRUITMENT TO LOOK
AT NUMBERS AND CONTINUE TO GROW
AS THE CITY GROWS AND EVOLVES.

>> DO WE HAVE NUMBERS TODAY?

IF WE DON'T THAT'S FINE.

>> I HAVE SOME.

>> THE DEPARTMENT.

>> YES.

TOTAL OFFICERS AND BREAK DOWNS.
DEMOGRAPHIC BREAK DOWNS.

>> I THINK SHE HAS THEM.

>> SHE'S A D4 RESIDENT.

SHE'S PREPARED.

>> IT'S FOR ANOTHER MEETING.

>> I HAVE TO SHOUT OUT MY D4
RESIDENTS.

>> TOTAL NUMBERS FOR THE
DEPARTMENT?

>> YES, TOTAL NUMBER OF
OFFICERS, DEMOGRAPHIC BREAK
DOWNS FOR THE OFFICERS.

THEN IF IT'S KNOWN I COVER
BC311.
A LOT OF OFFICERS ARE RETIRING,
PARTICULARLY OFFICERS OF COLOR.
WHAT THAT LOOKS LIKE IN TERMS OF
WHAT TO EXPECT THE NEXT COUPLE
OF YEARS.
>> AS OF LAST WEEK.
TOTAL NUMBER IS 22136.
BROKEN DOWN OUT OF THAT WHITE
MALES 1292.
WHITE FEMALES 144.
BLACK MALES 365.
BLACK FEMALES 112.
HISPANIC MALES 161.
HISPANIC FEMALES 26.
ASIAN MALES 43.
ASIAN FEMALES 5.
THAT INCLUDES THE 56 CURRENT
RECRUITS.
>> THANK YOU.
>> ANY INFORMATION ON THE RATE
OF RETIREMENT?
>> WE LOOK TO AGAIN RATE A
REPORT.
>> AWESOME.
>> I'M TURNING TO COUNCILLOR
HRAOEUB HAND WHO HAS SUGGESTIONS
ON THAT TOO.
>> ON THAT PARTICULAR MATTER.
IF YOU COULD OVER LAY AGE LIKE A
TEN YEAR BRACKET WE COULD HAVE A
GOOD IDEA ON THE ATRITION MAY
GO.
>> CAN I CONTINUE?
>> YES.
>> THANK YOU MADAM CHAIR FOR
HOSTING THIS UPDATE AND THE
HEARING.
YOU KNOW, THE CHIEF HAS
INDICATED IT'S SOMETHING I HAVE
STRIVED FOR IN MY TEN YEARS ON
THE CITY KOUB, TO MAKE SURE WE
REINSTATED THIS PARTICULAR
PROGRAM.
THE VALUE OF THE CADET PROGRAM
IS KNOWN THROUGHOUT AMERICA IN
MANY CITIES.
IN BOSTON, UNFORTUNATELY WE HAD
A NINE YEAR HIATUS AND DIDN'T
HAVE THIS PROGRAM.
WHEN IT WAS POSTPONED OR
DISSOLVED OR WHATEVER THE REASON
WAS.

IT WAS BASED ON THE -- THE COMMENT WAS THAT IT WAS FOR BUDGETARY.

THAT MAKES CLEARLY NO SENSE AT THE TIME.

I'M SO GRATEFUL IT'S REINSTATED. MY MAIN PURPOSE FOR THIS IS TO -- BOSTON PEOPLE SHOULD HAVE A OPPORTUNITY TO HAVE, TO HAVE BOSTON YOUNG PEOPLE TO BE BOSTON POLICE OFFICERS.

THIS PROGRAM AS INDICATED OVER THE YEARS -- I'M NOT SURE WHEN IT WAS INITIATED.

>> THE PROGRAM IN THE 70s?

>> YES.

>> IT WAS INITIATED AND IT PROVED TO BE A HIGHLY SUCCESSFUL PROGRAM.

FOR TWO YEAR A YOUNG PERSON GETS A CHANCE TO BE WITH POLICE OFFICERS ON A REGULAR BASIS.

BY THAT HAPPENING THEY HAVE A OPPORTUNITY TO DECIDE THEY HAVE A INTEREST IN LAW ENFORCEMENT. I DON'T KNOW WHAT THE RATE IS OF THOSE THAT BECOME POLICE OFFICERS IN BOSTON OR OTHER PLACES OR ACTIVE IN LAW ENFORCEMENT OR DECIDE NOT TO. AFTER THAT EXPERIENCE.

IT'S ALWAYS A GOOD EXPERIENCE. NOT ONLY A GOOD EXPERIENCE FOR THE INDIVIDUAL BUT THE POLICE DEPARTMENT.

THEY GET TO INTERACT WITH YOUNG PEOPLE WHO MAY HAVE A INTEREST. THEN IT'S A REALLY GOOD EXPERIENCE FOR THE COMMUNITY. ONE MORE PERSON KNOWS IN THE COMMUNITY ON THE STREET WHAT IT'S LIKE IN THE DAY OF A POLICE OFFICER.

THEN THEY BECOME RELATED TO THAT THROUGH INTERACTIONS AND ACTIVITIES.

THIS IS A REALLY IMPORTANT MECHANISM AND ACTIVITY FOR OUR CITY.

IT'S IMPORTANT IN ALL FIELDS. ALL FIELDS OF PUBLIC SAFETY. SO, THAT'S WHY I SPENT SO MUCH TIME TO MAKE SURE THIS WAS REINSTATED.

I WANT TO THANK THE WALSH
ADMINISTRATION, I WANT TO THANK
COMMISSIONER EVANS.
THEN THOSE PEOPLE THAT WERE
CADETS, RISEN UP THROUGH THE
RANKS.
NOT ONLY TO BE SUPERINTENDENTS,
CHIEFS, AND COMMISSIONER WHICH
IS ASTOUNDING WHEN YOU THINK
ABOUT IT, COMPARED TO ALL OF THE
OTHER POLICE OFFICERS.
BUT THEY ALSO GET TO BE
EXTRAORDINARY INVESTIGATORS,
DETECTIVES, COMMUNITY RELATERS.
THEY JUST BECOME GOOD COPS.
MANY START WITH THE INTEREST OF
BEING A COP OR GETTING TO
UNDERSTAND BEING A COP.
NOT JUST THE JOB.
NOT JUST THE REAL GOOD PAYING
JOB TODAY.
SO, IT'S A DIFFERENT PATHWAY AND
A DIFFERENT DYNAMIC.
ONE THAT I ALWAYS THOUGHT -- IN
THE OUTREACH, THIS IS AN UPDATE
HOW IT WAS SUCCESSFUL.
YOU REVAMPED THIS PROGRAM, FIVE
YEAR RESIDENCY.
I THOUGHT THAT WAS EXTREMELY
VALUABLE.
WHAT DID THAT DO?
THAT MAKES SURE YOUNG PEOPLE
LIVED IN THE CITY AND GREW UP IN
THE CITY.
THEY SPENT FIVE YEARS, PROBABLY
BORN IN THE CITY, IN ALL LIKELY.
IT WASN'T JUST A TWO YEAR OR ONE
YEAR WHERE FELLOW POLICE
OFFICERS FROM OUTSIDE OF THE
CITY COULD FIND WAYS TO GET
THEIR CHILDREN IN THE POLICE
DEPARTMENT.
I DON'T BEGRUDGE THEM BUT IT'S
NOT THE EFFECTIVENESS OF THE
PROGRAM AND OR OTHERS THAT MAY
HAVE INTERESTS IN THAT REGARD.
SO, YOU GO OUT AND RECRUIT.
YOU WENT OUT AND TALKED TO HOW
MANY PEOPLE SIGNED UP AND
APPLICATIONS WE GOT.
WHAT, THEN WHAT WAS THE RESULT?
>> I THINK INITIALLY 512 SIGNED
UP.
>> 512 PEOPLE SIGNED UP?

>> YES.
>> HOW MANY TOOK THE TEST.
>> 300 COMPLETED AND WERE
ELIGIBLE AND COULD BE CALLED FOR
THE CLASS.
>> 300.
500 INTERESTED.
300 PASSED AND MOVED FORWARD.
>> THEN SOME DECIDED THEY DIDN'T
WANT TO GO FOR IT WE STARTED
WITH THREE HUNDRED ELIGIBLE
CANDIDATES COME ON.
>> WHAT WAS THE BREAKDOWN OF THE
LIST.
YOU QUELLED DOWN, AS IN ANY
CIVIL SERVICE THEY MAY GO TO A
HUNDRED FOR A CLASS OF 50.
100 OR 150.
>> DO YOU KNOW.
>> OUR ACTUAL NUMBERS WE HAD 552
APPLICATIONS ON-LINE.
WE HAD 352 OF THOSE TAKING THE
CADET EXAMINATION.
OF THE INFORMATION REVIEWS OF
THE P 52, EIGHT WERE TOO OLD.
THREE DID NOT SCORE DUE TO TOO
MANY BLANK ANSWERS.
TWO DIDN'T LIVE IN THE CITY OF
BOSTON.
THIS LEFT 339 TO BE CONSIDERED.
I DIDN'T BRING THE TKEPL
GRAPHICS WITH US TODAY.
HOWEVER I COULD PROVIDE THOSE IF
YOU LIKE.
>> HOW MANY WERE LIKE
INTERVIEWED?
>> WE HAD.
>> I BELIEVE THREE HUNDRED
THIRTY NINE WERE CONSIDERED.
I THINK IT WAS CLOSE TO TWO
HUNDRED THAT WERE INTERVIEWED.
>> THAT'S GREAT.
THAT'S A FAIRLY SIGNIFICANT
OUTREACH TO A SMALL DEMOGRAPHIC
OF AGE WISE.
AND SO THEN WE CRAWLED OUT OF
THAT LIST AND HOW MANY WENT TO
THE ACADEMY?
>> 42.
>> 42.
>> HOW MANY NOW?
>> 39.
>> 39.
>> AND WHAT WAS THE ORIGINAL

INTENTION.

WAS THAT IN THE ORIGINAL
INTENTION, 40, 50.

>> RIGHT, IT WAS.

WITH THE HOPE OF EVERYBODY
PUTTING IN ANOTHER 20, 25.
SO WE GET A CONTINUAL FLOW AND
HAVE OFFICERS AVAILABLE TO
INCREASE THE DIVERSITY.

>> SO, FOR ME -- FROM THIS
PERSPECTIVE EVERY YEAR YOU
WILL -- YOU WILL ALLOW
APPLICATIONS FOR A CADET
PROGRAM.

THERE IS A CONSISTENT ROTATING
BASIS.

FOLKS LEAVE AND GET A DIFFERENT
JOB, THEY DON'T LIKE WHAT
THEY'RE DOING, THAT NEXT YEAR
THERE IS A OPPORTUNITY FOR THAT
TO HAPPEN AGAIN.

>> HOPING.

WE KNOW MAYOR WALSH IS
COMPLETELY BEHIND THE PROGRAM.
HIS DOLE FROM WHAT I UNDERSTAND
EVERY YEAR, EVERY YEAR THEY PUT
ON 20, 25.

WE HAVE A STEADY FLOW OF NEW
APPLICANTS AND WE HAVE, YOU KNOW
CITY.

>> YOU KNOW THAT'S PRETTY MUCH
ALL OF IT IN A NUTSHELL AS FAR
AS I'M CONSIDERED.

WE SEE THEM CONTRIBUTING OUT
THERE ALREADY.

ANY OPPORTUNITY TO EXPANDED
THEIR ROLL, I'M AN ADVOCATE FOR.
THAT ESPECIALLY WITH MORE
COMMUNITY POLICING GOING ON.
HAVE THEY BEEN IN A POSITION
WHERE THEY ASSIST IN PEDESTRIAN
CROSSING?

>> WE GET INTO UNION -- THIS
WEEKEND THEY'RE LAYING THE
BARRIERS.

WHICH IS GREAT FOR THESE YOUNG
KIDS TO DO.

THEY'RE OUT THERE DOING A LOT OF
FUNCTIONS THAT, YOU KNOW WE
DON'T WANT THEM OUT THERE UNTIL
THEY'RE WELL TRAINED UP TO DO
CROSSING PEOPLE OR DOING TRAFFIC
SOMEWHERE.

WE UNDERSTAND THEIR ROLL AND THE

PATROL MAN'S ROLL.
IN OUR THEY'RE ADMINISTRATIVE
AND HELPING OUT.
WE HAVE THEM IN POSITIONS, IF
YOU COULD INTO A DISTRICT
STATION THEY'RE THE FIRST TO
GREET YOU.
THERE ARE CERTAIN REPORTS THEY
CAN NOT TAKE.
THEY HAVE TO CALL FOR AN ANSWER.
WHETHER IT'S A SEXUAL ASSAULT OR
DOMESTIC VIOLENCE THAT REQUIRES
A MORE DELICATE SITUATION.
THERE ARE CERTAIN RULES WHAT
THEY CAN DO AND CAN'T DO.
IN MANY OF OUR EVENTS IN OUR
COMMUNITIES AND ELEVEN DISTRICTS
AS WELL.
>> THANK YOU.
THAT'S ALL OF MY QUESTIONS.
>> THANK YOU, COUNCILLOR.
COUNCILLOR E SABBI GEORGE.
>> THANK YOU, COUNCILLORS.
AS AN OPENING COMMENT, I HAVE A
CONFLICT, A PERSONAL CONFLICT
WITH TELLING VETERANS THEY CAN'T
BE AT THE TOP OF THE LIST.
IT'S A CHALLENGE FOR MOST OF US
TO SAY THAT.
FOR ME RESIDENCY IS INCREDIBLY
IMPORTANT TO ME.
I'M HAPPY, AT LEAST I KNOW ONE
OF THE YOUNG PEOPLE ON THE CADET
PROGRAM IS A FORMER STUDENT FROM
EAST BOSTON HIGH.
I'M EXCITED FOR HIM AND THIS
OPPORTUNITY.
I HAVE THIS SORT OF CHALLENGE
SAYING THAT VETERANS ARE NOT THE
TOP OF THE LIST.
I ALSO HAVE A LITTLE A
DIFFERENCE OF OPINION IF THEY'RE
READY FOR THE ACADEMY.
I THINK A VETERAN IS READY.
I DON'T THINK SOMEONE FROM
ANOTHER PART OF THE COUNTRY ASK
READY BUT READY FOR THE POLICE
ACADEMY.
IF YOU CAN WALK ME THROUGH THE
PROCESS OF GETTING A INDIVIDUAL
ONTO THE POLICE FORCE.
IF THEY'RE A VETERAN OR NOT,
WHAT'S THE PROCESS.
>> AGAIN, SAME WAY.

I FEEL THE SAME WAY AS YOU DO
WITH VETERANS.
THIS IS NOT TAKING AWAY WHAT
THEY DESERVE.
IT'S JUST THAT WE HAVE A
DILEMMA.
WE'RE TRYING TO DIVERSIFY THE
DEPARTMENT.
THE WAY A YOUNG KID, VET VAN OR
ANYONE.
THEY GO IN AND NOW THE AGE, THE
GOOD THING IS THE AGE WAS
REDUCED.
YOU CAN TAKE THE EXAM AT AGE 19.
THIS LAST EXAM YOU HAD TO BE 21.
FROM AGE 19 NOW TO 40 YOU'RE
ELIGIBLE TO COME ON THE JOB.
YOU TAKE WHAT IS CALLED A CIVIL
SERVICE EXAM.
ADMINISTRATED BY THE STATE.
YOU TAKE THE EXAM WHEN THEY MAIL
YOU THE DATE OF THE EXAM.
BASED ON WHERE YOU FALL ON THE
LIST IT'S HOW YOU ARE CALLED.
NOW, THERE ARE CERTAIN
CATEGORIES.
YOU KNOW VETERANS, DISABLED VETS
THAT GET A PREFERENCE.
BASED ON THAT LIST IS HOW WE
HIRE.
>> WHAT IS A PASSING SCORE, A
PASSING SCORE?
>> SOME PEOPLE GET 99, 100.
FOR YEARS GROWING UP IN SOUTH
BOSTON I'M SURE COUNCILLOR
LINEHAN AND A LOT OF US KNEW
KIDS GETTING 99, 100, 91.
IT WASN'T GOOD ENOUGH TO GET ON
THE JOB.
THAT'S HOW YOU GET ON.
UP UNTIL ABOUT FIVE YEARS AGO
THEY GAVE US THE ABILITY TO HIRE
CERTAIN SEGMENT OF A CLASS BASED
ON NEEDS OF DIVERSITY.
WE USE TO ASK LANGUAGE SPECIFIC
EXEMPTIONS.
WE ASKED FOR -- ASIAN OFFICERS,
THEY USE TO GIVE US THOSE
ABILITIES.
THE LAST COUPLE OF REQUESTS THEY
HAVE DENIED US THE ABILITY.
>> THAT REQUEST DONE TEST BY
TEST.
>> THAT'S DONE, WELL, LIKE WE

JUST HAD A CLASS GOING IN, IN
AUGUST.
IT LOOKS TO BE A HUNDRED.
WE HAVE REQUESTED SOME ASIAN
OFFICERS AS WELL AS LATINO.
RIGHT NOW OUR CITY HAS 9 PERCENT
ASIAN POPULATION.
WE HAVE 3 PERCENT IN OUR JOB.
LATINO CITY HAS 9 PERCENT.
WE HAVE 17.5%.
>> IS THAT DONE BY RACE,
ETHNICITY OR LANGUAGE?
>> LANGUAGE.
>> WITHIN THE ASIAN TKEPL
TKPRAFBG YOU ASK SPECIFICALLY
FOR --
>> LANGUAGE SPECIFIC SKILLS.
>> YES.
>> AGAIN IT'S NOT TO SWING
AROUND THE LIST IT'S TO GET AND
COVER THE LANGUAGES THAT WE FACE
OUT THERE.
IF YOU LISTEN TO THE RADIO ALL
DAY WE'RE CONSTANTLY ASKING, IS
THERE A SPANISH SPEAKING OFFICER
WE NEED A N. A CERTAIN PART OF
THE NEIGHBORHOOD.
WE ASK IN YEARS PAST FOR GENDER.
FOR A PERCENTAGE OF FEMALES.
WE NEED FEMALES ON THE JOB TO
REFLECT THE CITY AND CERTAIN
TASKS.
SEARCHING FEMALES OR WHAT NOT.
WE ASK FOR THAT TOO.
AGAIN IT'S NOT TO PHASE OUT ANY
OF THE VETS.
IT'S TO GET SOMETHING THAT MAKES
OUR JOB MORE EFFICIENT.
>> -- CREOLE SPEAKING AS WELL
BUT WE WERE DENIED.
>> RIGHT.
OF THE VETERANS THAT ARE ON THE
FORCE NOW IS THERE A WAY TOO TO +*
IDENTIFY HOW MANY ARE, I KNOW
THERE ARE STIPULATIONS TO THEM
CLAYING RESIDENCY.
>> I'M NOT SURE IF WE HAVE THAT
CAPABILITY.
I DON'T THINK . SO.
>> A VETERAN CAN -- IF THEY'RE
ACTIVE DUTY THEY CAN TAKE THE
TEST FROM WHEREVER.
THEY HAVE 90 DAYS TO GET
RESIDENCY IN BOSTON.

I'M PROUD TO SAY WE HAVE
60 PERCENT OF THE CURRENT
RECRUIT CLASS ARE VETERANS.
SO WE CAN TRY TO SURVEY AND GET
MORE DATA ON THAT.
IF THEY, IF THEY GET THAT
VETERAN OR THE RESIDENCY
REQUIREMENT THEN THEY'RE A
RESIDENT.
>> THEY WILL SAY AS IMPORTANT AS
THE VETERANS ARE TO ME
PERSONALLY.
BOSTON VETERANS ARE THAT MORE
IMPORTANT.
IF I WAS GOING TO RANK THEM.
WHAT IS A PERCENTAGE.
60% OF THE CURRENT RECRUIT
CLASS.
>> THOSE IN THE ACADEMY NOW.
>> ARE VETERANS.
>> I THOUGHT IT WAS CLOSER TO A
HUNDRED.
>> NO, THAT'S NOT TRUE.
THANK YOU FOR THE CLARIFICATION.
HOW MUCH OF THE -- HOW DID THE
REST OF THAT CLASS, HOW ARE THEY
NON VETERAN.
SO, WERE THERE ANY
STIPULATIONS --
>> WHAT HAPPENED HERE MORE OR
LESS WE WENT THROUGH MORE OF THE
TOP OF THE LIST.
THE LONGER THE LIST GOES THE
MORE DIVERSITY WE GET.
WE HAD ANOTHER EXAM.
SO, YOU KNOW, WE WENT THROUGH A
BUNCH OF CANDIDATES.
WE HAD A LOT OF DIVERSITY GOING
FURTHER DOWN, AWAY FROM THE TOP
OF THE LIST.
>> HOW LONG CAN A LIST LAST.
>> EVERY TWO YEARS WE GIVE IT
TECHNICALLY THEY LAST AROUND TWO
YEARS.
WE HAD ONE ABOUT THROU WEEKS
AGO.
THIS ONE WAS STAYING INTO
EFFECT.
>> THE TEST THAT JUST HAPPENED.
THE AUGUST CLASS WILL BE BASED
ON THE NEW TEST RESULT.
>> OLD TEST.
YOU KNOW WE SHOULD GET A GOOD
REFLECTION OF THE NEIGHBORHOOD

BASED ON THIS EXAM.
>> ALRIGHT.
HOW MANY OF THE CURRENT WERE AT
ONE POINT CADETS?
WE KNOW THE NUMBER?
>> WE HAVE TO DO A NEW SURVEY ON
THAT ONE.
>> AND THEN THE, THE CURRENT
CADETS, WHAT IS THEIR PAY?
>> THEY JUST, THEY WERE
NEGOTIATING WITH THE UNION.
DID WE FIGURE OUT THEIR PAY.
>> CURRENT.
WERE THEY PART --
MOST RECENT.
>> YES.
>> THINK, I MEAN, FOR WHAT, I
THINK THEY GET ABOUT \$495 A
WEEK, THAT'S WHAT THEY GET.
>> APPROXIMATELY \$20,000 A YEAR.
>> YES.
>> WE WOULD LOVE TO SEE A
INCREASE.
WE WERE CADETS WE CAN TELL YOU.
IT WAS A STRUGGLE.
>> WE ARE EMPLOYING PEOPLE FULL
TIME IN THE CITY OF BOSTON AT
\$20,000 A YEAR.
>> AT THE SAME TIME IT'S
CONSIDERED AN APPRENTICE
PROGRAM.
I THINK PEOPLE WOULD TAKE IT FOR
NOTHING WITH THE IDEA TWO YEARS
ON THE JOB, YOU GET A GOOD SHOT
AT GETTING ON THE JOB.
I DON'T KNOW IF A LOT OF THEM GO
INTO IT -- A LOT GO TO COLLEGE
AT THE SAME TIME TO FURTHER
THEIR EDUCATION.
WHEN I WENT THROUGH, YOU KNOW, I
WENT THROUGH COLLEGE.
WE TRY TO ACCOMMODATE THEM TO
ALSO CONTINUE THEIR COLLEGE
EDUCATION WHILE THEY WORK, OR
ANY OTHER EDUCATIONAL TRAINING.
>> THANK YOU, VERY MUCH.
>> THANK YOU, JUST A COUPLE OF
FOLLOW-UPS.
ONE BASED ON WHAT YOU TESTIFIED
TOO, SUPERINTENDENT HOLMES.
VETERANS GREAT AND ALL
PHYSICALLY FIT SOME DON'T MAKE
IT THROUGH THE ACADEMY STILL?
>> CORRECT.

>> DO YOU HAVE NUMBERS ON THAT,
NOT JUST VETERANS NOT MAKING IT
THROUGH THE ACADEMY BUT GENERAL
HOW MANY FOLKS DON'T MAKE IT
THROUGH THE ACADEMY.
>> TYPICALLY PER CLASS WE WOULD
PROBABLY LOSE ABOUT 20%.
>> UP TO 24%.
>> SO, YOU LOSE SOME VETS.
YOU LOSE SOME FEMALES.
PEOPLE OF COLOR.
>> YES.
>> THIS CLASS WE HAVE ON WE
STARTED WITH 80 WE HAVE 57 LEFT.
>> YOU STARTED WITH 80.
>> THIS ONE?
>> IT'S NOT NECESSARILY A BAD
THING.
YOU KNOW I LOOK AT ALL OF THE
DEPARTMENTS AROUND THE
COUNTRY --
>> WE STARTED WITH 70.
>> SORRY, 70.
WE HAVE 56.
>> OKAY.
>> I THINK IT GOES TO THE
STANDARDS.
SUPERINTENDENT HOLMES DOES A
GOOD JOB.
THE FIRST WEEK PEOPLE REALIZE
WHETHER THIS IS WHAT THEY WANT
TO DO IN THEIR CAREER.
YOU KNOW, I LOOK AT OTHER
DEPARTMENTS.
RECENTLY I READ AN ARTICLE ON
CHICAGO.
THEIR RATE IS HUGE CLASSES.
THEY WEED OUT TWO OR THREE
PERCENT.
CERTAIN DEPARTMENTS.
I THINK THE RIGGERS OF OUR
DEPARTMENT AND THE JOB THEY DO,
RIGHT FROM THE GET GO PEOPLE
START TO SEE THAT THIS MAY NOT
BE WHAT THEY WANT.
SO, THINK SOMETIMES PEOPLE LOOK
AT THAT AS A NEGATIVE.
THINK AT THE SAME TIME IT SHOWS,
YOU KNOW WE WEED OUT PEOPLE WHO
MAY NOT BE ON THE STREETS BEING
A GOOD POLICE MAN.
THE HEART AND SOUL IS NOT INTO
IT.
>> WITH THAT ATRITION THAT'S

SIGNIFICANT.

THE SOCIETY WE'RE LIVING IN
DOESN'T LEND ITSELF TO BE A
POLICE OFFICER ANYMORE.

DO WE DO AN EXIT INTERVIEW?
I HAVE HEARD ANECDOTALLY -- GET
A CARD AND SAY FORGET THIS.

>> WE GET.

THAT WE DO AN EXIT INTERVIEW.
WE NORMALLY GET THEY WEREN'T
PREPARED, IT'S NOT WHAT THEY
THOUGHT IT WOULD BE, A LOT OF IT
IS SOFT TISSUE INJURY.

REALLY.

THEY JUST DECIDE THAT THIS IS A
LITTLE TOO MUCH.

MIND YOU, OUR PHYSICAL STANDARDS
ARE SET BY THE STATE.

EVERYTHING OUR ACADEMY DOES
EVERY OTHER ACADEMY DOES IN THE
STATE.

WE HAVE A MINIMUM PHYSICAL
REQUIREMENT PEOPLE ADHERE TO FOR
A FEW MONTHS IN THERE AND WE
GRADUALLY MOVE THEM UP.

IF PEOPLE CAN'T FALL INTO THE
STANDARDS, STATE STANDARDS WE
CAN'T KEEP THEM.

>> JUST GOING BACK TO THE
LANGUAGE PREFERENCE.

BPD DENIED IN THE APPLICATION,
DO THEY REAPPLY FOR THE LANGUAGE
PREFERENCE.

>> WE APPLIED FOR FIVE LANGUAGE
LIST THIS IS YEAR.

THEY'RE KURPBTDLY UNDER REVIEW
BY THE HRD.

>> OKAY.

>> AND LASTLY, SO, YOU KNOW
OBVIOUSLY THE -- THE VETERANS
HAVE COME UP NOT ONLY IN THIS
CONVERSATION BUT THE
CONVERSATION RELATED TO THE
POSSIBILITY OF A CADET PROGRAM
FOR THE FIRE DEPARTMENT.

WHILE I -- I ABSOLUTELY AGREE
THAT VETERANS WHEN THEY COME
BACK SHOULD HAVE A PREFERENCE.
I'M FORGIVING THEM PREFERENCES
IN MUNICIPAL JOBS.

THE BALANCE IS JUST THAT, WE
HAVE TO BALANCE WHETHER THAT
OUTWAYS THE DIVERSITY GOALS.
WE SEE DIVERSITY IS TRULY

IMPORTANT THEN WE HAVE TO DO
SOMETHING ABOUT IT.

FOR SOME FOLKS IT'S NOT.

I TALK TO CONSTITUENTS AND
DIVERSITY IS NOT IMPORTANT.

MORE IMPORTANT IS BOSTON
RESIDENTS.

THOSE WHO WERE AND RAISED IN THE
CITY OF BOSTON HAVING A
OPPORTUNITY TO SERVE IN FIRE OR
THE POLICE DEPARTMENT OR ANY
PUBLIC SAFETY ENTITY FOR THAT
MATTER.

FOR ME IT'S REALLY ABOUT
DIVERSITY.

TKPW +*EG GETTING TO A CERTAIN
LEVEL OF FOLKS IN THE
DEMOGRAPHICS OF THE CITY THEY
SERVE.

THIS IS A BIG ISSUE FOR
CONSTITUENTS IN JAMAICA PLAINS.
HOW DO WE BALANCE GIVING
VETERANS WHAT THEY'RE ENTITLED
TOO AND DESERVE.

IF WE AGREE THERE ARE GOALS FOR
VARIOUS DEPARTMENTS AND THE CITY
OF BOSTON, I THINK WHAT WOULD BE
HELPFUL.

THIS WOULD REQUIRE WORK ON BE
HALF OF BPD.

I KNOW IT DIFFERS FROM OTHERS
INCLUDING THE FIRE DEPARTMENT.
OF THE LAST FEW CLASSES BEFORE
WE HAD THE CADET PROGRAM AND
AFTER WE HAD THE CADET PROGRAM,
WHAT WERE THE NUMBER OF FOLKS,
WHAT WERE THE NUMBER OF VET RABZ
VETERANS IN THE CLASSES.

IF WE SAY VETERANS ARE THE
PROBLEM TO DIVERSITY OR BARRIER
TO DIVERSITY BECAUSE OF CIVIL
SERVICE, IS THERE DATA THAT
BACKS THAT UP?

IT'S NOT LIKE THIS ARE A TON OF
STUDIES OUT, THERE FRANKLY THERE
ARE NONE.

THE STATE MAY OF DONE A STUDY TO
SEE HOW CIVIL CITY WORKS IN
PRACTICE.

-- THE PREFERENCE OF VETERANS OR
SOMETHING ELSE.

I THINK THERE ARE ARGUMENTS ON
BOTH SIDES.

ONE GOAL IS TO DO A BETTER JOB

IN RECRUITING.
GETTING MORE FOLKS OF COLOR TO
APPLY.
THINK SOME FOLKS IN DEPARTMENTS
HAVE DONE THAT FOR A VERY LONG
TIME.
IT HASN'T NECESSARILY SHIFTED US
OR THE NEEDLE FOR DIVERSITY IN A
MAJOR WAY.
OTHERS MAYBE POINT TO THE NUMBER
OF VETERANS.
IF WE CAN GET DATA LOOKING AT
THE LAST FIVE OR SIX CLASSES AND
THE MAKEUP OF THE CLASSES IN
TERMS OF VETERANS, COMING OFF
THE CIVIL SERVICE LIST, THINK
THAT'S HELPFUL.
FOR ME FOR EXAMPLE, IF YOU HAVE
SAY TEN, TEN MALES AND THEY ARE
BLACK, HISPANIC AND ASIAN.
THEY SCORE THE SAME AND SAY 99
AS VETERANS.
I WOULD LIKE TO SEE, IF OUR GOAL
IS DIVERSITY I WOULD LIKE TO SEE
US TAKE ALL OF THOSE FOLKS.
OBVIOUSLY WE KNOW THAT'S NOT
NECESSARILY THE CASE.
SO IT WOULD BE GREAT TO SEE DATA
THAT PULL THAT'S APART A LITTLE
BIT AS WE CONTINUE TO HAVE THE
CONVERSATIONS ON THE CADET
PROGRAM AND HAVE THESE UPDATES
FOR THE COUNCIL.
>> QUESTIONS OR COMMENTS.
>> I HAVE ONE.
>> YES.
>> SO, I'M A MEMBER OF
VETERANS -- 1018, ASSOCIATE
MEMBER.
WE'RE CURRENTLY WORKING WITH AS
MANY VETERANS AS WE CAN TO MAKE
THE VETERANS PART DIVERSIFIED AS
WELL.
WE DON'T PUT A COLOR ON THE
VETERANS.
WE SAY WE HAVE AVAILABLE SPOTS
FOR THE VETERANS.
WE DON'T PUT A COLOR ON IT WHAT
IS HAPPENING IS AFRICAN
AMERICANS -- AND LATINO VETERANS
DON'T WANT THE JOBS.
A LOT I HAVE SPOKED TO ARE LIKE,
I'M A PERSON OF COLOR, ONE
STRIKE.

I'M IN THE MILITARY, A LOT OF PEOPLE DON'T LIKE. THAT THEN YOU WANT TO SERVE IN A PARA MILITARY ORGANIZATION AT A TIME OF ANTIPOLICE SENTIMENT. WE WELCOME THEM WITH OPEN ARMS. HERE IS MY ASK OF THE COMMUNITY, YOU CAN KEEP ASKING BPD ABOUT DIVERSITY, DIVERSITY, DIVERSITY IF YOU DON'T HAVE THE WELCOME MAT OUT FOR VETERANS AND ALL PEOPLE IN THE COMMUNITY. SOME PEOPLE JUMP ONBOARD WITH THE ANTIPOLICE SENTIMENT. AT THE SAME TIME SAYING YOU SHOULD HIRE. THE CANDIDATES THAT WANT TO BE POLICE OFFICERS LISTEN TO THE NAYSAYERS AS WELL. I AM SAYING! IN, PUT OUT THE WELCOMING MAT AND SHOW FOLKS WE'RE INVITING VETERANS OF COLOR, VETERANS AND PEOPLE THAT HAIL FROM OUR CITY. BUT THAT HAS TO BE PUT OUT. YOU CAN'T ASK FOR DIVERSITY ALL THE TIME AND AT THE SAME TIME CRITICIZING BECAUSE THAT WILL AFFECT THE MIND SET OF PEOPLE WHO WANT TO BECOME POLICE OFFICERS. THAT'S THE DECIDING FACTOR FOR THEM. DO YOU KNOW WHAT, NOT GOING TO DO IT. IT'S NOT CONDUCIVE FOR MY AND MY FAMILY. >> I HEARD THE ISSUE, IT'S THAT THE VETERANS WHO ARE THE PROBLEM HERE. AGAIN WE COMMAND THEM AND I WISH THEY ALL COULD BE VETERANS ON THE LIST BUT WE'VE GOT TO FIND A SEPARATE AVENUE RIGHT NOW TO TRY TO GET THE DIVERSITY, YOU KNOW. IT'S A CHALLENGE RIGHT NOW. >> I THINK LOOKING AT ALL THE TOOLS THAT MIGHT BE AVAILABLE TO REACH THAT GOAL. THAT'S EVERY DEPARTMENT IN THE CITY OF BOSTON -- >> RIGHT NOW WHAT WE HAVE ISN'T WORKING. SO THIS IS A WAY. AND AGAIN WE AREN'T HERE TO BE

ANTI, WE'RE JUST HERE TO TRY TO
GET THE DIVERSITY THAT REFLECTS
THE CITY THAT WE POLICE.

SO I DON'T WANT THIS AT FIRST TO
STEM BECAUSE WE ADMIRE WHAT THEY
DO FOR THIS COUNTRY AND THEY
DESERVE THE BENEFITS THEY SHOULD
GET.

TRYING TO GET THE DIVERSITY,
IT'S A CHALLENGE FOR US RIGHT
NOW.

>> WE'LL CONTINUE TO EXPLORE ALL
OF THE TOOLS OR MAYBE NOT ALL OF
US, I CAN'T SPEAK FOR ALL MY
COLLEAGUES THAT REALLY PUSH THE
DIVERSITY PIECE.

I THINK RECRUITMENT IS ONE OF
THEM BUT WE SHOULDN'T ASSUME
THAT VETERANS OF COLOR AND I
KNOW AM I WENT TO SCHOOL WITH
RIGHT HERE IN BOSTON HAVE NO
INTEREST IN JOINING A PUBLIC
SAFETY AGENCY.

WHAT DO THOSE NUMBERS LOOK LIKE
IN TERMS OF THE POOL OF THE
VETERANS OF COLOR COMING BACK,
IF WE JUST START WITH THEM.
WE CAN'T ASSUME THEY'RE ALL
INTERESTED IN JOINING OUR
DEPARTMENT SO WHAT OTHER
RECRUITING THINGS WE COULD BE
DOING.

THAT'S AN ISSUE AND THAT'S A
TOPIC OF DISCUSSION FOR MORE
HEARINGS.

THANK YOU GUYS FOR BEING HERE
TODAY.

AND WE'LL CONTINUE THE
CONVERSATION AND THANK YOU FOR
THE UPDATES.

ENJOY THE REST OF THE DAY.

>> THANK YOU.

>> AT THIS TIME, I'M GOING TO
CALL DOWN MICHAEL DEVON.

YOU GUYS CAN ALL EXIT STAGE
LEFT.

THANK YOU.

>> THANK YOU, MADAM CHAIR.

>> THANK YOU.

>> I ALSO WANT TO THANK
SUPERINTENDENT DAILY.

YOU WERE DOWN HERE.

THANKS FOR ATTENDING TODAY.

MICHAEL, YOU CAN BRING THAT

CLOSER, THOSE BOARDS HERE.
IF YOU COULD STATE YOUR NAME FOR
THE RECORD AND THE ORGANIZATION
YOU REPRESENT AS WELL AS HIS
NAME AS WELL FOR THE RECORD.

>> THANK YOU MADAM CHAIR AND
CITY CAMP FOR ALLOWING US TO
SPEAK.

MY NAME IS MICHAEL DEVON I'M THE
ADD JUDGE FOR THE MASSACHUSETTS
DEPARTMENT OF FOREIGN AFFAIRS.
DAN STACK IS THE ACKNOWLEDGE -- ADD JUDGMENT
FOR THE VETERAN'S ORGANIZE FOR
MASSACHUSETTS.

I'M THE SPOKESPERSON FOR
MASSACHUSETTS MILITARY VETERAN'S
ALLIANCE WHICH IS A CONGLOMERATE
OF DIFFERENT VETERAN SERVICE
ORACLIONS ACROSS THE STATE OF
MASSACHUSETTS AS WELL AS CIVIL
SERVICE WELL AS ORGANIZATIONS.
MADAM CHAIR, BEFORE I GET INTO
MY WRITTEN TESTIMONY, THOSE
NUMBERS YOU WERE SPEAKING OF,
WE'VE PULLED SOME OF THOSE
STICKS.

WE'VE CONDUCTED COUNTLESS PUBLIC
SERVICE REQUESTS THAT WE GOT
FROM HRD AND THE BOSTON POLICE
DEPARTMENT.

QUITE FRANKLY I WOULDN'T BE HERE
TODAY IF THE NUMBERS WEREN'T AS
HARROWING AS THEY ARE.

THE VETERANS OF MINORITY
CONSTITUTE THE SAME AMOUNT AS
THOSE TAKING THE TEST.
SOCIETY RUNS AREN'T THE ISSUE
HERE.

I'LL GO AHEAD AND GO THROUGH MY
WRITTEN TESTIMONY OF WHICH THESE
STATISTICS ARE PLACED
THROUGHOUT.

THANK YOU FOR THE OPPORTUNITY TO
SPEAK TODAY.

TODAY I SPEAK WITH A HEAVY HEART
FILLED WITH FRUSTRATION,
DISAPPOINT.

WE'RE HERE TODAY TO DEFEND
VETERANS PREFERENCE.

A PREFERENCE FOUGHT FOR BY OUR
GREATEST GENERATION.

A PREFERENCE UNDER ATTACK HERE
IN BOSTON, EMPLOYMENT IN MANY
MORE CITIES AND TOWNS ACROSS THE

COMMONWEALTH.

THE MASSACHUSETTS VETERANS ALLIANCE IS COALITION OF VETERANS SERVICE ORGANIZATIONS ACROSS MASSACHUSETTS WITH THE SOLE PURPOSE OF JOINING OUR VETERAN AND CIVIL SERVICE AGENCIES IN ORDER TO UNIFY AND WORK TOGETHER IN ADVOCATING FOR OUR VETERANS.

THE MEN AND WOMEN WHO VOLUNTARY TO RAISE THEIR RIGHT HAND AND TAKE AN OATH TO PROTECT OUR CONSTITUTION NO MATTER THE SACRIFICE.

RATHER THAN WORKING ON INDIVIDUAL STRATEGIES TO ENGAGE VETERANS IN THE TECHNOLOGY SECTOR, IMPROVING VETERAN EMPLOYMENT, TACKLING SUBSTANCE ABUSE PROBLEMS, WORKING ON STRATEGIES TO COMBAT VETERAN SUICIDE, OUR ALLIANCE IS SADLY REGRESSING INTO OLD GROUNDS FIGHTING FOR RIGHTS ALREADY ESTABLISHED BY LAW.

MAKE NO MISTAKE, WE ARE HERE TODAY TO DISCUSS ATTEMPTS TO CIRCLE NAVIGATE NATIONAL CHAPTER 31 SPECIFICALLY, THE VETERANS PREFERENCE.

I'M AT A LOSS OF WORDS AS TO USE.

BEFORE I HAD AN OPEN MIND AND WAS READY TO CAN SEE FOR THE GREATER GOOD OF THE CITY TO WORK DIVERSITY ISSUES WHILE MEANING PREFERENCE.

BUT THEN THE PUBLIC RECORDS REQUEST STARTED COMING IN FROM THE BOSTON POLICE DEPARTMENT. AND THE DATA SPOKE THIS MESSAGE. BEFORE I GET TO THE QUANTITATIVE DATA, ALLOW ME A MOMENT TO DISCUSS MY PERSONAL PERSPECTIVE OF WHAT MILITARY SERVICE IS.

I KNOW OUR POLICE OFFICERS JUST DEPARTED BY MY FOLLOWERS ARE POLICE OFFICERS FOR 35 YEARS AND THEY TACKED US FOR OUR SERVICE SO I WANT TO THANK THEM FOR THERE SERVICE.

TODAY IT'S A VOLUNTARY CHOICE TO RAISE YOUR HAND AND DEFINE TERMS

BY THE U.S. GOVERNMENT UNDER THE
LAW IN ORDER TO SUPPORT OUR
FREEDOM.

THERE ARE NO RACIAL REQUIREMENTS
OR RELIGIOUS REQUIREMENTS AND
THANKFULLY RECENTLY THERE'S
NO SEXUAL ORIENTATION
REQUIREMENTS.

MOST JOIN AFTER HIGH SCHOOL AND
MOST STAY AWAY FROM FOUR TO
EIGHT YEARS DEPENDING ON THEIR
CONTRACT.

THIS MAKES THEM CREDITTY OF
VETERANS AS THE AGES ARE TOO
RESTRICTIVE AND DON'T ALLOW MOST
VETERANS TO PARTICIPATE.

HOWEVER I REGRESS.

7.7% OF OUR NATIONS SERVED LESS
THAN 4% OF OUR NATION IS THOSE
9/11 VETERAN.

3 BITE 3% OF OUR VETERAN -- OUR
POPULATION IS VETERAN.

12.8% ARE POST 9/11 VETERANS.
THOSE GENERATION OF VETERANS I
REMEMBER BEING IN CLASS AND
EXPERIENCING THE SHOCK
ASSOCIATED WITH THE ATTACKS ON
OUR NATION.

I WANT TO SERVE OUR CONTRA NO
MATTER THE SACRIFICE.

I WAS ATTENDING BOSTON
UNIVERSITY MY FATHERED DIED IN A
CAR ACCIDENT WHEN A MAN IN A
DIABETIC COMA STRUCK HIM HEAD O
I GAVE MY MOTHER'S THE COLORS
DESPITE HIM NOT SERVING OVER 30
YEARS.

TO ME THAT WAS AWE INSPIRING.
THE PIVOT MOMENT IN MY LIFE I
DECIDED IT'S GOING TO BE AN
OFFICER IN THE MARINE CORPS.
WITH THIS INSPIRATION I
DEDICATED MYSELF TO MY MARINES
AND MY PASSION FROM THE SERVICE.
AS AN OFFICER IN THE MARINES
I'VE HAD THE HONOR TO LEAD MEN
AND WILL FROM OUR GREAT NATION.
I'VE LEAD MEN AND WOMEN FROM THE
NORTH, SOUTH, EAST, WEST AND
EVERYWHERE IN BETWEEN OF THIS
NATION.

I'VE HAD MARINES GAIN THEIR
CITIZENSHIP AS IMMIGRANTS FROM
KENYA, MEXICO AND HAITI.

I DEPLOYED AND WORK WITH
AFGHANISTAN, MEXICO AND THE
BAHAMAS.

I SAY THIS TO HIGHLIGHT THE
INDIVIDUALS.

CONGRESSIONAL REVOW SHOWED THAT
THE MILITARY IS MORE DIVERSE
THAN THE U.S. POPULATION.

ADDITIONALLY BASED ON THE
STATISTICS, THE BOSTON AND
VETERAN NUMBERS OF THOSE
APPLYING FOR CIVIL SERVICE EXAM
ARE REFLECTIVE OF THE NUMBER AT
LARGE TAKING THE TEST.

WITH THIS IN MIND, I STATE THAT
THIS APPLIANCE CHAMPIONS
DIVERSITY FOR THE POOL OF THE
CIVIL SERVICE.

THE CADET PROGRAM PLISHESZ THIS
GOAL.

IF CADET PROGRAMS EXIST IN ORDER
TO REACH OUT TO THE YOUTH THAT
IS SELECT AND WE AGREE WITH
THAT.

BUT IF THAT CADET PROGRAM GIVES
PREFERENCE TO CADETS OVER
VETERANS, WE ARE AGAINST IT.

NO MATTER HOW LONG TENSION CADET
PROGRAMS MAY BE, THEY CIRCUMVENT
LAW AND ARE INEVITABLY USED BY
AUTHORITIES TO HIRE WHO THEY
WANT FOR POLITICAL REASONS.

IN THIS INSTANCE, THIS AUTHORITY
IS A COMMAND STAFF WITH ZERO
RENT RUNS.

IF CADETS ARE ABOUT DIVERSITY
WHY IN 2005 WAS THE CADET CLASS
93% WHITE.

IN 2004, 88% WHITE AND 2008, 66%
WHITED.

IN 2010, 68% WHITE.

AND IN 2012, A HUNDRED PERCENT
WHITE.

IT IS POSSIBLE THAT THIS CURRENT
ADMINISTRATION WILL UTILIZE THE
CADET PROGRAM FOR ITS INTENDED
PURPOSE OF DIVERSIFYING THE
POLICE FORCE.

BUT THEN WHY ARE VETERANS THE
ISSUE.

WHY ARE WE CREATING A ROAM TO
BYPASS AND DISCRIMINATE AGAINST
VETERANS.

IS IT DYE VERSITY?

THE NUMBERS SAY OTHERWISE.
IS IT THE HIGHER CITY KIDS.
WHAT IS A CITY KID.
MEMBERS OF THIS CITY COUNCIL NOT
IN THE SAME BOAT.
INDIVIDUALS THAT ARE BORN IN
OTHER CITIES THAT MOVED HERE,
WENT TO SCHOOL HERE, FELL IN
LOVE WITH THE CITY AND WANT TO
REMAIN.
WE DON'T CHOOSE WHERE WE WERE
BORN BUT WE CHOOSE WHERE WE
LIFE, WHERE WE CALL HOME AND
WHERE WE CHOOSE TO SERVE.
IN 2015 THE CIVIL SERVICE
COMMISSION CONDUCTED A STUDY AND
FOUND THAT BOSTON POLICE WERE
NOT FOLLOWING CIVIL SERVICE LAW.
1% OF OUR DISABLED VETERANS WERE
BYPASSED IN A CLASSES THAT WAS
LEAST DIVERSE.
HOW?
VETERANS BYPASS WERE NOT GIVEN
DUE PROCESS AND AT THE SAME TIME
NO SUPPORT WAS GIVEN TO THE
CLAIM VETERANS HURT DIVERSITY.
THAT'S FROM THE CIVIL SERVICE
COMMISSION.
WHY?
BECAUSE IT'S NOT TRUE.
THERE ARE MANY QUALIFIED
VETERANS OF DIVERSITY WITHIN THE
CITY OF BOSTON.
OVER THE LAST TEN YEARS 191
VETERANS WERE HIRED UNDER MASS
GENERAL LAW CHAPTER 31.
57 CADETS WERE HIRED.
144 WERE HIRED WITH PERSONAL
ADMINISTRATIVE RULES AND 514
WERE HIRED FROM THE MAIN CIVIL
SERVICE LIST.
STATISTICALLY VETERANS HAVE ONLY
BEEN 21% OF THE POLICE HIRES.
FROM 2005 TO 2016.
IN OTHER WORDS, 79% OF ALL HIRES
OVER THE LAST TEN YEARS HAVE
BEEN NON-VETERANS.
IF YOU READ THE NEWS YOU'D THINK
THAT THE VETERAN PREFERENCE IS
ABSOLUTE.
WHY ARE WE HERE CHAMPIONING A
PROGRAM TO BYPASS 21% HIRES.
HIRES THAT CHOSE TO SEVEN OUR
COUNTRY.

HIRES THAT SACRIFICE THEIR TIME
THEIR HEALTH THEIR LOVE LIVES,
THEIR COLLEGE AMBITIONS, CAREER
GOALS AND PERSONAL TIME IN ORDER
TO SPERT OUR COUNTRY OUR CITIES
AND FREEDOMS.

THEY STAY HERE TO BUILD
POLITICAL CAPITAL AND SEEK
PATRONAGE HIRING.

NO THEY ANSWER THE CALL OF OUR
COUNTRY.

THEY DID NOT ABSENT WHAT
APARTMENTS TO AN INTERNSHIP BUT
MULTIPLE CULTURES, DISCIPLINE,
DEDICATION, HONOR, COURAGE,
COMMITMENT, CHAIN OF COMMAND,
TECHNICAL SKILLS, LANGUAGE
SKILLS, PHYSICAL FITNESS AND
MUCH MORE.

I KNOW MY TESTIMONY IS ONE OF
MANY AND THANK YOU FOR YOUR
TIME.

IN CLOSING I'LL ADD THIS.
VETERANS ARE PROTECTING THIS
CITY UNDER MASS GENERAL LAW
CHAPTER 31 WHICH IS BEING
BYPASSED.

COMMONWEALTH IT IS ALSO
PREDICTED UNDER NATIONAL LAW 11B
SECTION 4 WHICH PLACES THEM IN A
PROTECTED CLASS AGAINST
DISCRIMINATION.

THE SAME DISCRIMINATION I'M HERE
TO FIGHT AGAINST.

IF THE CADET PROGRAM IS NOT
DISCRIMINATIVITY AND YOU BELIEVE
ALL ROADS ARE FLAMMITY LET ME
ASK YOU IN THE RECENT MARSHALL
ARTICLE COMMISSIONER WAS QUOTED
AS SAYING THE WHOLE IDEA OF THE
CADET PROGRAM IS TO BASICALLY
COUNTERACT THE ABSOLUTE
PREFERENCE.

SINCE IT'S ONLY 21% I SEE IT'S
CLEARLY NOT ABSOLUTE.

IF YOU WANT TO HEAR HOW A GREAT
PROGRAM WORKS THE WHOLE IDEA OF
THE CADET PROGRAM IS TO
BASICALLY COUNTERACT THE BLACK
PREFERENCE, THE CATER ACT
HISPANIC PRERNS, TO COUNTERACT
THE CATHOLIC PREFERENCE, TO
KOIRCHLT ACT THE MUSLIM
PREFERENCE, TO COUNTERACT THE

LGBT Q PREFERENCE.
ALLOWING TESTIMONY THAT
CHAMPIONS IT.
THAT ADDS \$1 MILLION OF FUNDING
TO IT.
THAT SAYS IT'S A CURE ALL
PROGRAM.
THAT ALL THAT TURNS OUR BACKS
FROM THE MEN AND WOMEN THAT HAVE
FOUGHT FOR AND DIED FOR OUR
COUNTRY.
PROTEST OUTSIDE CITY HALL.
PROTEST IN THE BOSTON COMMON AND
DEMAND THAT SUCH DISCRIMINATORY
PRACTICES MUST END.
DEMAND THAT OUR CITIES MUST SEEK
DOWN AND SEEK REAL QUANTIFIABLE
SOLUTIONS OF RECRUITMENT THAT DO
NOT DISCRIMINATE AND DO NOT
BYPASS BOTH LAWS.
BUT INSTEAD FOLLOWS OUR LAWS,
PROTECTS OUR VET RUBS AND E
POWERS OUR MINORITY COMMUNITIES
IN A WAYS THAT MAKE BOSTON
GREATEST CITY AND MOMS THE
GREATEST CITY IN THE COUNTRY.
MASSACHUSETTS MILITARY VETERANS
ALLIANCE HAVE THE STATISTICS
WHICH DONE THE LEG WORK AND WE
KNOW THE CADET PROGRAM ON
RESOLUTION.
STHANLD WITH US, STAND WITH OUR
CITY VETERANS WHO HAVE STOOD IN
SOME OF THE WORSE PLACES IN THE
WORLD FOR US ALL.
THANK YOU.
>> MICHAEL, THANK YOU.
AND THANK YOU FOR YOUR HEARTFELT
AND PASSIONATE TESTIMONY.
THANK YOU FOR YOUR SERVICE TO
THIS COUNTRY.
THANK YOU FOR ALSO SHARING
PIECES OF YOUR PERSONAL STORY.
OF COURSE YOU DIDN'T HAVE TO SO
THANK YOU FOR THAT.
AND THANK YOU FOR THIS.
AND WE'LL CONTINUE TO WORK WITH
BPD, HRD AS WELL IN TERMS OF
GETTING THESE NUMBERS.
BECAUSE ONE OF THE THINGS I DO
THINK THAT I SAID TO BPD THAT IS
MISSING IS FRANKLY THE NUMBER OF
VETERANS THAT ARE FILLING UP
CLASSES AND ALL OF THAT.

WE DON'T KNOW THAT.
WE KNOW THAT BASED ON
QUALITATIVE AND HE STORIES WE
HEAR OF COURSE BUT NOT
NECESSARILY DATA.
I APPRECIATE YOU SHARING THIS.
>> AFTER TODAY WE'LL BE
SUBMITTING OUR WRITTEN
TESTIMONY.
WE DIDN'T WANT TO SUBMIT IT
PRIOR TO ONLY BECAUSE WE DIDN'T
KNOW WHAT QUESTIONS WOULD COME
UP.
ALL OF THE PUBLIC RECORDS
REQUEST WE'VE GATHERED AND ALL
THE STATISTICS WE'LL BE
SUBMITTING FOR THIS COUNCIL.
>> OKAY, THANK YOU.
JUST A COUPLE QUICK QUESTIONS
AND I WANT TO GO TO COUNCILOR
LENIHAN AND COUNCILOR ESSAIBI
GEORGE.
ONE OF THE THINGS YOU TALKED
ABOUT WAS, UNDER THE EXISTING
LAWS VETERANS HAVE A HUNDRED
PERCENT PREFERENCE.
>> THAT'S NOT CORRECT.
>> OKAY.
WHAT IS YOUR INTERPRETATION.
>> SO ACTUALLY IF YOU DON'T
MIND, I WOULD PREFER TO CONSULT
SOMEBODY THAT HAS DONE A LOT OF
THE LEG WORK ON THAT.
I SPEAK EXACTLY ON THAT.
>> OKAY.
>> IF YOU DON'T MIND.
>> SOMEONE WHO IS HERE?
>> YES.
>> THEY CAN COME DOWN.
IF YOU COULD JUST STATE YOUR
NAME FOR THE RECORD AND YOUR
AFFILIATION IF YOU HAVE ONE.
>> GOOD AFTERNOON.
JESSIE FLYNN ASSISTANT MANAGER
FOR DISABLED AMERICAN VETERANS.
THE PREFERENCE, THERE IS A
PREFERENCE.
IT IS NOT ABSOLUTE.
IF A MUNICIPALITY CAN SHOW A
REASON THAT ONE, A NON-VETERAN
APPLICANT SHOULD GET THE JOB
OVER A VETERAN APPLICANT THAT
MUNICIPALITY CAN BYPASS THE
VETERAN BUT IT HAS A FEW THINGS

IT NEEDS TO DO.

IT HAS TO NOTIFY THE VETERAN
FLECTANT THAT WE'VE BEEN
BYPASSED.

THEY HAVE TO NOTIFY THEM OF
THEIR APPELLATE RIGHTS TO CIVIL
SERVICE COMMISSION AND HAS TO
NOTIFY THE CIVIL SERVICE
COMMISSION THEY WERE GUY PASSED
AND THE REASON WHY.

AND THAT APPLICANT HAS THE
ABILITY TO APPEAL TO THE CIVIL
SERVICE COMMISSION WHETHER THEIR
BYPASS WAS RIGHT AND IF THERE
WERE REASONS THEY SHOULD HAVE
BEEN BY PASSED FOR THIS
NON-VETERAN APPLICANT.

>> SO THAT DISTINCTION 21%
LOOKING AT BPD NUMBERS NATURAL
HIRED IN THE 81% THAT WERE
BYPASSED, YOU WERE STATING
MICHAEL.

>> I WASN'T STATING THEY WERE
BYPASSED, I WAS STATING 21% WERE
HIRED OVER THE PAST 10 YEARS.

79% WERE TAKEN FROM THE
NON-VETERAN APPLICANT POOL THAT
APPLIED FOR THE CIVIL SERVICE.
IF WE'RE LOOKING TO TACKLE DIE
VERSITY NUMBERS, WHY ARE WE NOT
FOCUSING ON THE 79% WHILE
MAINTAINING THAT VETERAN'S
PREFERENCE.

THIS ALSO INCLUDES THE FACT THAT
VETERANS PREFERENCE
MISTAKENNABLY IS SAYING IT'S A
HUNDRED PERCENT WHITE.

NO, THE STATISTICS FROM THE
VETERANS PREFERENCE AND THOSE
THAT HAVE APPLIED TO TAKE THE
TEST ARE THE EXACT SAME AS OR
CLOSE TO THE EXACT SAME AS THE
STATISTICS FOR THOSE THAT TOOK
THE EXAM AT LARGE.

SO RENT RUNS PREFERENCE STILL
HAVE DIVERSITY NUMBERS BUILT
INTO IT THAT ARE EQUIVALENT TO
THOSE TAKING THE TEST.

THE 79% THAT WERE HIRED OFF OF
THE VETERANS PREFERENCE ARE
INDIVIDUALS THAT EITHER THE
VETERANS WERE BYPASSED UTILIZING
THE POSITIONS OR THE METHODS
THAT JESSIE TALKED ABOUT.

OR THERE ARE INDIVIDUALS THAT
WHEN THE VETERANS LIST RAN OUT,
THEY WERE HIRED.
OR THERE WAS MEANS TO BYPASS
THEM AND NOT FOLLOW THE CIVIL
CIVILSERVICE LAWS.
SO YOUR QUESTION IS BASICALLY
STATING THAT VETERANS PREFERENCE
SHOULD BE A HUNDRED PERCENT AND
ALL HIRES SHOULD BE A HUNDRED
PERCENT AND WHY WAS IT ONLY 21.
>> LET'S PULL IT APART A LITTLE
BIT.
YOU HAVE THE CIVIL SERVICE LIST.
YOU HAVE A GROUP OF FOLKS TAKE
THE EXAM.
YOU HAVE THE CIVIL SERVICE LIST
PRODUCED, THOSE FOLKS WHO PASSED
THE EXAM.
ON THAT LIST YOU HAVE VETERANS
AND NON-VETERANS.
YOU'RE SAYING JUST FOR
CLARIFICATION PURPOSES, OF THE
VETERANS, THERE ARE WHITE
VETERANS, PEOPLE OF COLOR
VETERANS.
DO YOU KNOW THOSE NUMBERS?
>> YES.
WE DON'T HAVE THEM FOR EVERY
SINGLE EXAM.
>> THE MOST RECENT EXAM.
>> WE HAVE THEM FOR 2015.
WE HAVE THOSE NUMBERS.
WE HAVE THEM FROM 2013.
>> THE MOST RECENT 2016.
>> MOST RECENT IS 2017 AND THOSE
NUMBERS HAVEN'T BEEN RELEASED
YET.
>> IF YOU COULD GET THAT TO US
THAT WOULD BE VERY HELPFUL.
>> WE ABSOLUTELY COULD.
>> YOU'RE SAYING OF THOSE
VETERANS ON THAT LIST, NOT ALL
OF THOSE VETERANS ARE HIRED, IF
ALL OF THOSE VETERANS FOR
EXAMPLE WERE INTERESTED IN THE
POLICE DEPARTMENT THE POLICE
DEPARTMENT DOESN'T HIRE ALL OF
THOSE VETERANS.
WHAT ARE SOME OF THE REASONS WHY
THOSE VETERANS MAY NOT BE HIRED
OR MAY BE BYPASSED.
>> ANYTHING THAT I SAY WOULD BE
SPECULATION.

I'M NOT A HIRING AUTHORITY FOR THE BOSTON POLICE.

>> YOU HAVE TO SPEAK INTO A MIC, SORRY, BECAUSE THEY RECORD THIS. IF YOU COULD STATE YOUR NAME FOR THE RECORD, THAT WOULD BE GREAT. THANK YOU.

TAKE YOUR TIME.

>> DAN [INDISCERNIBLE] ONLY GOING TO BE TWO SECONDS ANYWAY. IN REGARDS TO DISABLED VETERANS ONE OF THE PROBLEMS HAPPENS TO BE IS THAT AS THE I BELIEVE THE SUPERINTENDENT WAS POINTING OUT, MANY DISABILITIES MAY DISQUALIFY THEM SIMPLY BECAUSE THEY'RE NOT ABLE TO CONTINUE WITH A PARTICULAR ACTIVITY.

SO YOU MAY QUALIFY THE DISABLED AMERICAN VETERAN AND YOU MAY GET BASICALLY PREFERENCE AND IT WOULD BE ABSOLUTE PREFERENCE BUT THEN YOU CAN'T PASS THE PHYSICAL AND THEREFORE YOU DON'T GET HIRED.

>> OKAY.

SO SOME OF THOSE VETERANS ON THAT LIST DON'T MAKE IT BECAUSE OF DISABILITIES THEY HAVE.

>> YES.

THROUGH CIVIL SERVICE.

IT'S ONE OF THE WAYS THEY'RE ABLE TO GET AROUND, THE FACT THAT YOU'RE A DISABLED VETERAN IS IN FACT YOUR DISABILITIES WOULD BE AGGRAVATED BY THE JOB THAT YOU'RE DOING.

>> OKAY.

AND DO WE KNOW OTHER EXAMPLES LIKE VETERANS ON THAT LIST WHO PASS THE CIVIL SERVICE INTERESTED IN GOING SAY TO THE POLICE DEPARTMENT MAY NOT BE HIRED OUTSIDE OF JUST THE DISABILITY ISSUE.

>> ONE TREND WE ARE SEEING IS THE BOSTON POLICE DEPARTMENT AMONG OTHER DEPARTMENTS AROUND THE STATE REQUIRES PLIRKANTS TO PROVIDE THE MILITARY MEDICAL RECORDS AS WELL AS THE MILITARY SERVICE RECORDS.

THROUGH THOSE RECORDS THEY WILL FIND REASONS TO BYPASS THE

VETERAN.

IT COULD BE, YOU KNOW, BECAUSE
THEY HAD A TBI.

THEY HAVE DISABILITY FOR POST
TRAUMATIC STRESS.

THEY RECEIVED SOME SORT OF
REPRIMAND THAT'S ON THEIR
MILITARY RECORD.

THEY'LL USE THAT AGAINST THEIR
ANSWERS AND THEIR APPLICATION TO
PROOFER UNTRUTHFULNESS.

IN VALOR ACT TWO, THERE WAS AN
AMENDMENT TO CHAPTER 31 SECTION
26 MAKING MILITARY MEDICAL
RECORDS PRIVATE AND THEY'RE NOT
TO BE GIVEN TO A HIRING
AUTHORITY AT THE INITIAL STAGE
OF HIRING.

WE FILED THAT BOSTON POLICE ARE
STILL ASKING FOR THOSE MILITARY
MEDICAL RECORDS ALL THE WAY UP
UNTIL THIS LAST ACADEMY FILES.
THERE'S NO EQUIVALENT FOR THE
CIVILIAN WORLD TO HAVE THE
MILITARY MEDICAL RECORD.

THERE'S NO RECORD THAT EXISTS
THAT HAS MAYORITY TO WHAT'S
INSIDE A MILITARY MEDICAL
RECORD.

UNDER THE CIRCUMSTANCES THINGS
GET ADDED TO A MILITARY MEDICAL
RECORD.

THEREFORE WE WANT TO SEE THE
PROCESS EQUAL IN THAT STANCE AND
WE DON'T WANT TO SEE THOSE
MILITARY MEDICAL RECORDS
REQUIRED.

BECAUSE IF YOU'RE NOT PROVIDING
THE BOSTON POLICE THOSE RECORDS,
YOU'RE NOT PASSING THAT PART OF
THE HIRING PROCESS WHICH IS AT
THE VERY INITIAL STAIMG.

>> SO THAT MAKES SENSE.

IF I PASS THE CIVIL SERVICE AS A
VETERAN GOING THROUGH THE
PROCESS LIKE ANYONE ELSE, WOULD
BPD BE ABLE TO LOOK AT THESE
RECORDS AFTER THE FACT OR NEVER.

>> THERE IS A POINT WHERED AT
THE PHYSICAL -- AT THE POINT
WHERE THERE'S A PHYSICAL FOR THE
JOB, THEY CAN BE ASKED FOR UNDER
CIVIL SERVICE LAW.

THERE'S A I WITH A YOU CAN ASK

FOR THEM BUT TO PUT THEM ON THE INITIAL REQUIREMENT OF RECORDS FOR HIRING IS NOT SUPPOSED TO BE DONE BECAUSE OF CHAPTER 31 SECTION 26.

>> THERE ARE SOME REASONS WHY FOR EXAMPLE YOU'RE ON THAT LIST YOU STILL MAY NOT BE HIRED BY BPD.

>> YES, EXACTLY.

WHAT WE'RE REALLY SAYING IS THE COMMISSION I THINK IT WAS 63% WHITE IS WHAT THE DEPARTMENT IS RIGHT NOW.

WHAT WE'RE SAYING IS THERE'S NO WAY THAT A 21, THAT THE 21% OF VETERAN HIRES SINCE 20 5 COULD ACCOUNT FOR 61% WHITE DEPARTMENT.

WE JUST DON'T SEE VETERAN PREFERENCES BEING THE CAUSE OF IT.

THE NUMBERS DON'T ADD UP.

>> I WILL SAY THERE'S NO WAY THAT VETERAN PREFERENCE CAN BE THE HUNDRED PERCENT CAUSE FOR DIVERSITY PROBLEMS IN THE CITY OF BOSTON.

WE KNOW ABOUT THE CADET PROBLEM FOR EXAMPLE.

THERE'S OUTREACH AROUND THE CADET PROGRAM TO ENSURE FOLKS THAT ARE DIVERSE PARTICIPATE IN THE CADET PROGRAM SO THAT FOR EXAMPLE IT'S NOT A HUNDRED% WHITE.

I WOULDN'T SAY THAT BUT I HEAR YOU.

>> WE'RE JUST HEARING VETERANS PREFERENCE BEING BLAMED FOR THE LACK OF DIVERSITY AND THE NUMBERS DON'T SHOW IT, THEY DON'T ADD OFTEN.

WE ALL TAKE OFFENSE TO THAT NOTION.

VETERANS PREFERENCE IS CAUSING THE LACK OF DIVERSITY.

WE DIDN'T VIE VERSE THEY -- WE NEED TO GET AROUND THE VETERANS PREFERENCE AND THE NUMBERS JUST DON'T SHOW THAT THAT'S TRUE.

>> THANK YOU.

THAT'S VERY HELPFUL.
COUNCILOR LENIHAN.

>> YES, THANK YOU MADAM CHAIR.
THANK YOU ALL FOR THIS IMPORTANT
TESTIMONY.
SOME OF THIS INFORMATION FOR ME
IS NO.
AND SO I'M GLAD YOU'RE ALL HERE
IN STATING YOUR IMPORTANCE ON
THIS MATTER.
THROUGHOUT MY POLITICAL CAREER
AND PERSONAL CAREER I'VE ALWAYS
SUPPORTED VETERANS AND THEIR
VETERANS MOVEMENTS.
IN EVERY CAPACITY.
SO I DIFFER IN MY POSITION ON
WHETHER A CADET PROGRAM IS A
BARRIER TO PREFERENCE.
IT'S NOT POLITICAL DIFFERENCE I
HAVE WITH THAT POSITION THAT WAS
STATED.
BUT THE FACT THAT ONLY 21% OF
VETERANS HAVE A PART OF
PAUSESTON POLICE DEPARTMENT'S
ACTUAL HIRING TO ME SEEMS TO BE
AN ISSUE THAT NEEDS TO BE
EVALUATED.
AND THAT, I AGREE WITH THAT.
ANY TIME THAT THERE IS SOME SORT
OF INSTITUTIONAL OR BUREAUCRAT
IMPEDIMENT FROM THAT, THEN IT
SHOULD BE ADDRESSED.
FOR ME THE ISSUE IS NOT
DIVERSITY, IT'S ABOUT BECAUSE --
BOSTONIANS, AND THAT'S WHY I LAY
MY HAT.
ALL VETERANS SERVE THIS COUNTRY.
BUT WE'RE ONLY ONE STATE AND
WE'RE ONLY ONE CITY WITHIN THIS.
AND I THINK THE IDEA OF TRYING
TO CREATE AN OPPORTUNITY FOR
BOSTONIANS, YOUNG PEOPLE, TO
BECOME POLICE OFFICERS AND/OR
FIREFIGHTERS IF WE SO CHOOSE TO
WITH THAT PARTICULAR MATTER,
THEN IT'S A WORTHY EFFORT.
AND BY THE RESULTS OF THE CADET
PROGRAM, IT'S PROVEN THERE ARE
COMMITTED POLICE OFFICERS HAVE
DONE AN EXTRAORDINARY JOB IN
SERVING THEIR CITY IN PUBLIC
SAFETY AND SOMETIMES EXTREMELY
UNSAFE ENVIRONMENT.
SO AGAIN, WHEN I TALK TO THE
VETERANS PRIOR TO THIS, I FELT
THIS IS REAL IMPORTANT TO YOU AS

WELL AS FOR US TO HEAR THIS.
BECAUSE WE'RE NOT LOOKING TO LAY
THIS ON YOUR BACK.

BUT THERE NEEDS TO BE A PATHWAY
AND THIS ONE WAS A SUCCESSFUL
ONE IN THE PAST AND I'M GLAD WE
INSTITUTED.

I'M SURPRISED.

THERE WERE NON-VETERANS.
VETERANS HAD THE OPPORTUNITY
PRIOR TO EVEN GETTING TO A 94 OF
A NON-VETERAN.

AS I UNDERSTANDS HOW IT WORKS.
>> WE'VE SEEN A COUPLE TESTS
WHERE THERE ARE VETERANS AT THE
BEGINNING OF THE TEST ASK
CIVILIANS BEHIND THEM.
THEORETICALLY ALL VETERANS
SHOULD HAVE BEEN EXHAUSTED AT
THAT POINT BEFORE THEY GONE TO
CIVILIANS.

AT THAT SAME TEST THE NEXT
ACADEMY CLASS WILL ALSO HAVE
SOME VETERANS IN IT MEANING
SOMETHING WENT SO WHERE THOSE
VETERANS WERE NOT EXHAUSTED AT
THAT INITIAL STAGE.

THERE ARE ISSUES GOING ON WITH
BY PASSES.

I ENCOURAGE YOU TO LOOK AT THAT
CIVIL SERVICE INVESTIGATION
REPORT WHICH WE CAN PROVIDE YOU
IN JULY OF LAST YEAR THAT
ADDRESSES A LOT OF THOSE ISSUES.
>> COUNCILOR, I WOULD BE REMISS
IF I DIDN'T BRING UP A HOUSE
BILL WE'RE WORKING ON AND I KNOW
THIS IS CITY COUNCIL AND I KNOW
WHERE I AM.

BUT THERE'S A HOUSE BILL 1936 IN
WHICH WE'RE TRYING TO GET
STATEWIDE VETERANS PREFERENCE
FOR THOSE IN CIVIL SERVICE AND
THOSE THAT ARE OUT SECRET RUNS
PREFERENCE FOR DISABLE THE
VETERANS.

VETERANS FAMILIES.

THOSE KILLED IN THE LINE OF DUTY
VIA EITHER POLICE OR FIRE.

WHY I BRING THAT UP HERE IS I
WOULD ASK THAT YOU WORK WITH
YOUR STATE LEGISLATURES OF --
LEGISLATORS THAT WORK IN YOUR
DISTRICT AND ASK THEM TO SIGN ON

TO THIS HOUSE DOCKET.

THE REASON I SAY THAT IS THE CITIES AND TOWNS THAT HAVE CIVIL SERVICE ARE BURNING THE VETERANS PREFERENCE ACROSS THE BOARD BECAUSE VETERANS MOVE TO TOWNS THAT HAVE VETERANS PREFERENCE, WHY WOULDN'T THEY.

SO IF WE HAD IT STATEWIDE AND YOU PLAY HAVE INDIVIDUAL MEN AND WOMEN THAT CHOOSE TO STAY IN THEIR CITIES AND TOWNS THAT NOW HAS VET RUN PREFNTS WHETHER THEY -- VETERAN PREFERENCE WHETHER THEY ARE IN CIVIL SERVICE OR NOT.

AS YOU CAN SEE THIS IS A STATEWIDE ISSUE FOR US, BOTH BOSTON AND OTHERS.

SO I WOULD JUST OWRNLG --

>> NO, THAT'S IMPORTANT.

AND I APPRECIATE THAT AND I KNOW MY COLLEAGUES DID.

HOW MANY ELIGIBLE VETERANS NOT IN THE MILITARY NOW OF THE AGE ELIGIBLE TO PARTICIPATE IN THE PUBLIC SAFETY CIVIL SERVICE SYSTEM NOW ARE THERE IN THE NATION?

YOU KNOW.

>> ACROSS THE NATION, 7% ARE VETERANS BUT WITHIN THE POST 9/11 VETERAN COMMUNITY, MEANING THOSE THAT ARE PROBABLY WITHIN THE SAME AGE BRACKET AS BEING HIRED FOR POLICE AND FIRE, IT'S 3.5%.

>> 3.5% OF THE ENTIRE POPULATION.

>> CORRECT, OF THE U.S.

>> OF 50 MILLION PEOPLE.

>> THAT'S WHY THEY CALLED THEM THE FEW.

I'M SORRY.

>> WE'RE TALKING ABOUT THIS CIVIL SERVICE ISSUE.

>> CORRECT.

>> SO WHAT ARE THE OTHER STATES, I MEAN OBVIOUSLY MASSACHUSETTS IS ONE OF THE BETTER STATES. AND OBVIOUSLY BOSTON IS ONE OF THE BETTER PLACES BOTH NOT ONLY TO WORK BUT ALSO FOR ACCOMMODATION FOR VETERANS AND THEIR SERVICES.

WHAT'S IT LIKE AROUND THE NATION.

YOU'RE SAYING YOU HAVE TO FIGHT A STATEWIDE ISSUE.

WHAT IS IT AROUND THE INFORMATION.

>> THERE ARE POCKETS STATES THAT HAVE A PREFERENCE.

MASSACHUSETTS IS DEFINITELY NEAR THE TOP AND THE PROBLEM WE'RE SEEING THERE'S ONLY ABOUT 120 DEPARTMENTS WITHIN CIVIL SERVICE RIGHT NOW.

THOSE NUMBERS ARE DROPPING. AS THEY DROP, IF YOU'RE FROM MILLERS HAVE TO MOVE SOMEWHERE TO GAIN PREFERENCE WHY NOT MOVE TO BOSTON.

IT'S A GREAT PLACE TO LIVE. WHAT WE'RE SAYING IS IF YOU OPEN THE WHOLE STATE EVERY MUNICIPALITY AND EVERY DEPARTMENT UP TO THE SAME CIVIL SERVICE PREFERENCE THAT IS WITHIN CIVIL SERVICE, THEN YOU'VE OPENED UP AND BROUGHT IN THAT VETERAN POPULATION THE TO SPREAD OUT THROUGHOUT THE STATE AND YOU DON'T HAVE THOSE PEOPLE MOVING AROUND JUST TO GET THE JOB.

>> TO ANSWER YOUR QUESTION SPECIFICALLY, I DON'T HAVE THOSE FACTS OR NUMBERS HERE. BUT IT IS A FACT MASSACHUSETTS LEADS THE WAY IN PROTECTING VET VETERANS.

IF WE SEE THESE DEG ARE YOU COY DEGRADATION, WE LOSE OURSELVES.

>> JUST CURIOUS, WHAT'S THE RATIONALE FOR SOME OF THESE MUNICIPALITIES TO BE PULLING OUT OF CIVIL SERVICE. ENTIRELY.

>> YES.

THEY PULL OUT IN DIFFERENT WAYS, IT'S A HOME RULE PROCESS THAT YOU'RE FAMILIAR WITH.

>> THE TESTIMONY FOR THAT MILLER SAID THAT DUE TO SILL SERVICE THEY WERE UNABLE TO ACCEPT THE TRANSFER.

ACCEPTING THE TRANSFER THEY WANT WAS FOR A POLICE OFFICER AND

OTHER TOWN NEXT DOOR TO MILLERS.
I COULD CONJECTURE AS TO WHY
THEY WOULD WANT TO HIRE SOMEBODY
FROM THE TOWN OVER AND NOT TAKE
SOMEBODY NEW FROM THE LIST FROM
MILLERS BUT IT'S ALL INDIVIDUAL
RUN.

INDIVIDUALS SAY THAT THE CIVIL
SERVICE IS ANTIQUATED AND SLOW.
WE'RE UNDER FUNDING IT BY THESE
CITIES AND TOWNS PULLING OUT OF
IT BECAUSE THE CIVIL SERVICE
RUNS ON THOSE TAKING THE TEST.
IF YOU DON'T TAKE THE TEST THIS
DON'T HAVE THE FUNDING TO BACK
IT.

WE'RE SEEING A MOVEMENT WITHIN
CERTAIN ORGANIZATIONS TO PULL
TOWNS OUT OF CIVIL SERVICE IN
ORDER TO DEFUNCT IT AND MAKE IT
MORE DYSFUNCTION THUS PROVING
THE POINT.

>> I WANT TO ACKNOWLEDGE
COUNCILOR PRESSLEY WHO JUST
JOYED US.

COUNCILOR ESSAIBI GEORGE.

>> I APOLOGIZE COUNCILOR LENIHAN
FOR BRUNTING HIM.

THIS HOUSE BILL THAT YOU
REFERENCED, I WOULD LIKE TO SEE
A NATIONAL MOVEMENT TOWARDS THAT
BECAUSE I THINK ONE OF THE TOWNS
IN BOSTON IS NOT SO MUCH THE KID
FROM FRAMING HAM OR MILLERS AND
OTHER COMMUNITY IN THE STATE OR
EVERYONEN IN THE REGION.

IT'S A KID COMING FROM ANOTHER
PART OF THE UNITED STATES, WANT
TO THANK HIM OR HER FOR THEIR
SERVICE BUT ALSO RECOGNIZE THAT
IT'S ALSO BUMPING UP AGAINST
LOCAL BOSTON VETERANS.

AND I WONDER IF YOU KNOW HOW
MANY, YOU MAY KNOW THIS NUMBER
BUT HOW MANY BOSTONIANS ENTER
THE SERVICE ORIGINALLY FROM
BOSTON, BORN OR RAISED OR ENTER
AS A BOSTONIAN AND THEN RETURN
TO THE STATE OR THE CITY IN
PARTICULAR AND TAKE THE SIFLG
SERVICE EXAM -- CIVIL SERVICE
EXAM.

>> WE'RE JUST STARTING TO DIG
INTO THOSE NUMBERS.

WE JUST RECEIVED THE MOST RECENT
STATISTICS FROM REKROORTS IN THE
AREA AND -- RECRUITERS IN THE
AREA AND DEPARTMENT OF DEFENSE
TOAST WHO JOINED THE MILITARY
FROM THE ZIP CODES WITHIN
BOSTON.

SO WE'RE DIGESTING THOSE.

I DON'T HAVE THOSE NUMBERS.

>> I'M ALSO INTERESTED IN THE
NEXT STEP THEY'RE NOT RETURNING
TO BOSTON TAKING THE CIVIL
SERVICE, WHERE ARE THEY GOING
AFTERWARDS.

>> WE DON'T HAVE THAT INITIAL
INFORMATION BUT JUST A ONE
EXAMPLE I'M NOT GOING TO SAY THE
NAME OR I'LL CHANGE SOME OF THE
SPECIFICS OF IT BUT THERE'S AN
APPEAL RIGHT NOW THAT'S GOING TO
BE GOING THROUGH FOR SOMEBODY
THAT WAS TRYING TO GET ON THE
BOSTON POLICE DEPARTMENT.

THEY GREW UP IN NEW HAMPSHIRE,
THEY WERE STITIONED SOMEWHERE
AROUND CALIFORNIA -- STATIONED
SWRARND CALIFORNIA, MARRIED
SOMEBODY FROM SOUTH BOSTON, CAME
TO SOUTH BOSTON, MARRIED AND
MOVED TO SOUTH BOSTON.

HE MARRIED A WOMAN FROM SOUTH
BOSTON NOW LIVING IN SOUTH
BOSTON LOOKING TO START A FAMILY
AND GET A JOB WITH THE BOSTON
POLICE DEPARTMENT AND THEY WERE
DENIED BECAUSE THEY WERE OUT OF
STATE TRANSFER.

THEIR HOME OF RECORD WHEN THEY
JOINED THE MILITARY WAS OUT OF
STATE.

THEY MIGHT NOT HAVE GROIN UP IN
THE CITY.

THIS IS A NEW COMER TO OUR CITY
LOOKING TO PUT DOWN ROOTS MARY
SOMEBODY FROM -- MARRY SOMEBODY
FROM THE CITY AND DECK THEM A
JOB BASED ON WHERE THEY GREW UP.
THAT'S THE PROBLEM AND WE'RE NOT
SURE THAT'S THE RIGHT THING TO
DO.

THEY SERVE AND SCALE HERE AND
WANT TO BECOME A MEMBER OF OUR
COMMUNITY AND THEY WERE DENIED.
I'M NOT SURE IF THAT'S CORRECT.

>> SPEAKING OF SOMEBODY WHO IS A PROponent OF RESIDENCY, THERE'S A BENEFIT TO BE REALIZED THAT WHEN THAT INDIVIDUAL JOINS THE FORCE, THEY WILL BECOME AT LEAST A TENURE RESIDENT AS A RESULT. I THINK YOU'LL HEAR, I'VE SHARED SOME OF MY SORT OF PERSONAL CHALLENGES WITH SORT OF THE DESIRES OF DOING ALL OF THESE THINGS.

HOW TO WE COME TO TERMS WITH THAT.

CAN YOU EXPLAIN TO ME, BECAUSE I DON'T UNDERSTAND THE NUANCE BETWEEN SOME AND I THINK IT'S THE POST 9/11 VERSUS OTHER STREET RUNS WHY THEY DON'T HAVE THE SAME ACTIVE DUTY STATUS AND THAT SAME RANKING.

SO MAYBE SOMEONE THAT'S BEEN IN THE RESERVES DOESN'T QUALIFY FOR VETERANS STATUS.

>> RIGHT.

THAT'S FEDERAL.

SO THE VETERANS STATUS IS CONTINGENTS UPON AN ACTIVE DUTY SERVICE.

IF YOU JOIN ACTIVE DUTY AS SOON AS YOU SERVE FOR ONE DAY AND YOU SERVE HONORABLY.

A MEMBER OF THE RESERVE SINKS UP AND JOINS AND IN TRAINING AND AFTER THAT THEY ONLY DO THEIR TRAINING ONE WEEK IN THE MONTH TWO WEEKS OUT OF THE YEAR.

IF THEY ARE NEVER ACTIVATED, THEY NEVER GET A DISCHARGE FROM THE DEPARTMENT OF DEFENSE.

WITHOUT THAT DISCHARGE, THEY DON'T HAVE THE HONORABLE DISHONORABLE GENERAL DISCHARGE.

>> THERE ARE CASES OF INDIVIDUALS WHO WOULD SIGN UP FOR THE FULL FOUR YEAR, SIX YEAR EIGHT YEAR CONTRACT AND THIS IS EMPLOYABLE PRE 9/11 COULD BE ACTIVE DEPENDING WHERE THEY WERE STATIONED ON WHAT DEEMPLOYMENT YOU HAVE.

>> CORRECT.

NOWADAYS YOU'RE SEEING A LOT OF RESERVE MEMBERS BECOMING VETERANS, THE RESERVES HAVE BEEN

EXTREMELY ACTIVE OVER THE PAST
15 YEARS.

>> I DO WONDER FROM A
LAYPERSON'S PERSPECTIVE WHEN WE
TALK ABOUT THAT 21% FROM THE
BOSTON POLICE DEPARTMENT, AT
THAT TIME 21% ARE THOSE THAT
HAVE BEEN ACTIVATED.

I KNOW A FEW IN BOTH
CIRCUMSTANCES I JUST SUGGESTED
WERE FULL TIME MILITARY BUT
NEVER ON AN ACTIVE DEPLOYMENT
ALTHOUGH DEPLOYED WOULDN'T BE
CONSIDERED VETERANS IN THAT
CASE, THEY WOULD IF THEY WERE A
VALUATED.

>> IF THEY WERE NOT ACTIVATED.

>> CORRECT.

THEY WOULD NOT HAVE THE VERY VETERANS
STATUS.

>> FOR ME AGAIN AS A LAYPERSON
NOT SERVING IN THE MILITARY, THE
DISTINCTION BETWEEN THOSE TWO IS
NO DIFFERENT.

IF YOU'VE SWORN TO SERVE IN THE
MILITARY WHETHER IT'S IN THE
RESERVES OR NOT, THAT TO ME IS
THE COMMITMENT FOR THE MILITARY
SERVICE.

SO I VERY I GUESS A PROBLEM
DISTINGUISHING BETWEEN THOSE TWO
INDIVIDUALS THAT HAVE SIGNED UP
TO SERVE UNDER WHAT TERMS.

>> AS A MILITARY MEMBER, WHEN
YOU ELECT TO SERVE, YOU DON'T
CHOOSE WHERE YOU SERVE.

SO A RESERVE MEMBER THAT JOINS
THE RESERVES, ONE MAY GO TO
AFGHANISTAN AND ONE MAY STAY
HOME.

>> THAT WOULD BE ACTIVATED BUT
TO ME IT WOULD BE THE SAME.

>> IT WASSINGN'T THEIR CHOICE.

>> TO ME THAT PERSON SHOULD
QUALIFY THE SAME VETERANS
SERVICES.

>> I AGREE.

>> THANK YOU.

THE.

>> I HAVE A FOLLOW UP ON THAT
POINTED.

>> GO AHEAD.

>> HAVE WE SEEN -- THAT'S REALLY
ACTUALLY GREAT TO HEAR YOU SAY

THAT MICHAEL BECAUSE ONE OF THINGS I'VE HEARD FROM SOME FOLKS IN COMMUNITY ABOUT RESERVE IT'S IS THAT YOU OFTEN GET SOME FOLKS OF COLOR WHO ARE RESERVISTS BUT WHO AREN'T ACTIVATED AND WHO MAY WANTED TO BECOME A POLICE OFFICER FIREFIGHTER BUT BECAUSE THEY HAVEN'T USED THE TERM ACTIVATED, THEY DON'T QUALIFY FOR THAT PREFERENCE.

SO YOUR POSITION IS THEY SHOULD QUALIFY IF YOU SIGN UP TO SERVE, YOU DON'T HAVE A CHOICE AS TO WHEN YOU'LL BE ACTIVATED OR NOT, BUT YOU STILL SHOULD RECEIVE THAT STATUS OF VETERAN.

>> I BELIEVE SO.

I'M A CAPTAIN IN THE MARINE CORPS RESERVE SO UNDER MY COMMAND I HAVE SEVERAL MEMBERS OF THE RESERVE COMMUNITY THAT AS WELL WOULD LOVE TO DEPLOY BUT THERE AREN'T OPPORTUNITIES BASED OFF OF EITHER THEIR JOB.

WHEN THEY SIGNED UP, THEY HAD VISIONS OF GOING ANYWHERE AND EVERYWHERE BUT THEY HAVEN'T HAD THAT OPPORTUNITY.

>> THE ONLY REASON I SAY THAT IS OBVIOUSLY THAT'S ONE IF WE CARE ABOUT DIVERSITY AMONG THE VETERAN RANKS THAT COULD BE SORT OF EXPLORED IN TERMS OF MAINTAINING THE VETERAN PREFERENCE TILL REACHING THAT GOAL OF DIVERSITY.

SO THAT'S INTERESTING.

>> THERE ARE NEW ANSWERS I WOULD HAVE TO REPRESENT -- NUANCES I WOULD HAVE TO RECOMMEND. FOR INSTANCE WHEN A VETERAN GETS OUT YOU KNOW WHAT THEIR STATUS WAS.

WERE THEY HONORABLE OR DISHONORABLE.

FOR A RESERVE MEMBER, I WOULD RECOMMEND A SIGNATURE FROM THEIR COMMANDING OFFICER THAT THEY'VE BEEN SERVING HONORABLY IF THEY HAVE NO ISSUES BECAUSE YOU WOULDN'T KNOW.

>> THEY WOULD CONTINUE AS A

RESERVE ES WHILE BEING A POLICE OFFICER CIVIL SURINVESTMENT BUT NEVER NEED HAT -- CIVIL SERVICE BUT NEVER HAVING THAT STATUS.

>> RIGHT.

>> I MISSED MY QUESTION ON MY NOTES.

I TOOK TOO MANY NOTES AND SOME OF THEM GET LOST BUT I'M CURIOUS WHETHER THERE ARE ANY CAUSE DETSZ CURRENTLY THAT ARE RESERVISTS.

>> I THINK WITH MAYBE THE EXCEPTION OF THE THIS OR 25 YEAR OLD.

>> WE ASKED THE BPD THAT QUESTION AND OUT OF THE ALL THE CADETS THEY PUT IN THE PROGRAM THIS PAST TIME THERE WERE NO VETERANS EXCEPT FOR ONE THAT WAS JUST NOT CLASSIFIED.

WHEN I PRESSED HIM ON THAT THEY SAID THEY DID NOT OFFER ANY INFORMATION.

AS OF NOW THERE ARE NO VETERANS IN THE CADET PROGRAM.

>> A NUMBER OF THE BOSTON POLICE DEPARTMENT NOW WHO WERE CADETS AND LEFT WERE RESERVISTS SO THEY WOULDN'T QUALIFY AS VETERANS, WHICH I DON'T WANT TO USE THAT WORLD QUALIFY.

YOU'RE TALKING ABOUT THE BYPASSING OF VETERANS, NOT NESTING -- IS IT POSSIBLE DURING THE PROCESS TO SELF SELECT TO BE BY PASSED, SAY, I DON'T WANT TO JOIN THIS CLASS, I'M GOING TO WAIT FOR THE NEXT CLASS WHEN YOU RECEIVE YOUR --

>> I DON'T THINK THAT CONTINUES UPON BEING A VETERAN.

YOU COULD DO THAT WHETHER YOU'RE A VETERAN OR NOT.

>> WHEN WE'RE TALKING ABOUT SPECIFIC DATA POINTS WHAT ARE SOME OF THE NUANCES FOR THOSE POINTS.

AND SOMEONE WHO RECEIVES A POLICE CAR FOR EXAMPLE, I MENTIONED THIS BEFORE, MAY BYPASS IN ORDER TO JOIN BOSTON FIRE OR A DIFFERENT CIVIL SERVICE.

>> YOU CAN VOLUNTARILY WITHDRAW FROM THE PROCESS AT ANY TIME. IF YOU DON'T SEND YOUR CARD IN OR DON'T SHOW UP OR PROVIDE THEIR ENTRY PACKET, THAT'S STILL EFFECTIVELY A BYPASS SO THEY STILL HAVE TO BE NOTIFIED THEY ARE BEING BYPASSED BECAUSE THEY DIDN'T MEET THE REQUIREMENT. THEY STILL HAVE TO BE PROVIDED THEIR APPEAL RIGHTS FOR THE CIVIL SERVICE COMMISSION.

INVESTIGATION THAT THE CIVIL SERVICE COMMISSION DID THEY FOUND THAT WASN'T HAPPENING AND THAT BPD WAS CONSIDERING THOSE APPLICANTS A VOLUNTARY WITHDRAW SO THEY DIDN'T HAVE TO PROVIDE THAT INFORMATION AND THAT WAS WRONG.

THEY ALSO FOUND UNTIL CASES THE BPD WAS PUSHING FOR APPLICANTS TO VOLUNTARILY WITHDRAW SO THAT THEY WEREN'T ADVERSELY AFFECTED IF THEY APPLIED AGAIN LATER. THAT WAS HAS NOTING TIME AND TIME AGAIN AND CIVIL SERVICE COMMISSION HAD A PROBLEM WITH THAT AS ATTACK PARTICULAR TO BASICALLY BYPASS.

ENCOURAGING PEOPLE TO WITHDRAW FROM THE PROCESS. SO TO NOT HAVE AN ADVERSE EFFECT LATER FROM BEING CONSIDERED FOR JOB.

JUST ANOTHER TACTIC WE DON'T REALLY AGREE WITH TO GET TO THOSE LOWER RANK CIVILIAN CANDIDATES ARE ON THE LIST. >> AND THEN ABOUT THE CIVIL SERVICE YOU MAY KNOW THE DUMB TO THIS.

WE'VE SEEN THOSE NUMBERS DECLINE ON THE ACTUAL POOL OF CANDIDATES TAKING THE TEST.

JUST TEST TAKERS IN GENERAL. >> WE'VE SCENE A STEADY DECLINE IN VETERANS TAKING THE TEST FOR BOSTON POLICE DEPARTMENT.

>> FOR BOSTON. AND THEN I WOULD SAY ON THE MEDICAL, THE MEDICAL PIECE I THINK HAVING A DUAL STANDARD IS A PROBLEM WHERE WE'RE ACCESSING

CERTAIN MEDICAL RECORDS THE.
AND THEN I WOULD ALSO SAY THAT I
MAY HAVE SAID IT, I WANT TO MAKE
SURE IF I DIDN'T BUT I DID THAT
ANYONE CAN HAVE MEDICAL SERVICE
AND I THINK THAT'S AN IMPORTANT
FOOTNOTE TO THIS CONVERSATION.
I THINK THAT'S JUST IMPORTANT TO
SAY.

THANK YOU FOR YOUR SERVICE BOTH
OF YOU, I KNOW, MANY OF THE
FOLKS IN THE ROOM I JUST WANT TO
THANK YOU FOR YOUR MILITARY
SERVICE.

>> THANK YOU.

>> I'M ALL DONE WITH QUESTIONS,
THANK YOU.

>> THANK YOU.

COUNCILOR ESSAIBI GEORGE.

COUNCILOR PRESSLEY.

I'M LOOKING AT COUNCILOR
PRESSLEY SAYING COUNCILOR
ESSAIBI GEORGE.

I THINK I'M HUNGRY.

>> THANK YOU, MADAM CHAIR.

I DO JUST WANT TO APOLOGIZE FOR
MY TARDINESS AND I DON'T WANT TO
ASK A LITANY OF QUESTIONS
WANTING TO ERROR TOWARDS NOT
BEING REPETITIVE, I WANT TO BE
RESPECTFUL OF YOUR TIME SO I'LL
WATCH THE TAIN AND COME BACK.

I WANT TO THANK COUNCILOR
LENIHAN FOR HIS LEADERSHIP IN
THE SPACE.

COUNCILOR CAMPBELL, THIS IS FOR
THE TIME I HAVE BEEN HERE IT'S
BEEN AN INCREDIBLE EDUCATION,
VERY INFORMATIVE.

I DID HAVE SOME SPECIFIC
QUESTIONS BUT BEFORE I SAY THAT
I DO WANT TO SAY WE ALL CAN
ADDRESS THIS IS A NECESSARY AND
IMPORTANT CONVERSATION BECAUSE
WE DO NEED TO GROW OUR FORCE.
WE HAVE RETIRING AND AGING FORCE
AND FOR THOSE THAT ARE STAYING
ON, THEY NEED REINFORCEMENT.
THAT HAS EVERYTHING TO DO WITH
ENSURING A GREATER EQUITY OF
PUBLIC SAFETY BY HAVING MORE
OFFICERS BUT ALSO FOR THEIR OWN
SAFETY AND WELLNESS TO ADDRESS
FATIGUE AND OVERWORK AND

OVERTIME.

WE REALLY NEED TO GROW THE
FORCE.

WE DON'T HAVE ENOUGH OFFICERS
AND OF COURSE TO STRENGTHEN
COMMUNITY POLICE.

WE WANT THAT TO BE A FORCE THAT
IS REPRESENTATIVE BOTH IN GENDER
AND RACE.

AND SO TO THE VETERANS
PREFERENCE POINT, I'M NOT SURE
IF PEOPLE SPEAK TO ANY OF THIS
BUT MY ISSUE IS ARE THERE ANY
DATA POINTS YOU COULD SHARE
RELATIVE TO HOW MANY VETERANS IN
BOSTON, WHAT ARE THE
DEMOGRAPHICS OF THAT.

AND WHAT CAN WE DO WITH VETERANS
PREFERENCE TO ENSURE GREATER
REPRESENTATION RACIALLY AND ALSO
IN GENDER.

BECAUSE THERE ARE PLENTY OF
VETERANS AND MANY DIVERSE
BACKGROUNDS.

SO WHAT DO WE NEED TO DO.

WHEN YOU SAID YOU'VE SEEN FEWER
CIVIL SERVICE EXAMS AND WHO WANT
TO BE ON THE FORCE, WHAT WOULD
YOU CREDIT THAT TO?

DO WE NEED TO BE MORE
INTENTIONAL IN OUR MARKETING AND
OUTREACH.

WHAT DO WE NEED TO BE DOING
BETTER AND DIFFERENTLY.

>> IN TERMS OF THOSE NUMBERS, WE
DO HAVE THOSE NUMBERS AND WE'LL
BE SUBMITTING THEM AFTER THE
TESTIMONY.

SPECIFICALLY FOR FEMALE ONE OF
THE STATISTICS THAT COME TO MIND
IS OF THE VETERANS THAT TOOK THE
TEST IN 2013, 33% WERE FEMALE.
OF VETERANS THAT TOOK THE TEST,
33% WERE FEMALE.

IN TERMS OF WHY ARE WE SEEING A
STEADY DECLINE.

I'LL BE FRANK.

I THINK THERE'S A RENDATION
WITHIN THE VETERAN COMMUNITY
THAT BOSTON POLICE DOES NOT WANT
TO HIRE VETERANS AND DOES NOT
WANT VETERANS ON THEIR FORCE.
AND AS A RESULT OF THAT, THE
REPRESENTATION HAS SPREAD AND

INDIVIDUALS FOREGO APPLYING FOR THE BOSTON POLICE DEPARTMENT BECAUSE THEY'RE GOING TO BE SUBJECTED TO SCRUTINY ON THEIR MEDICAL RECORDS, SCRUTINY ON THEIR ADMINISTRATIVE RECORDS TO THE POINT THAT AT ANY STAGE IN THEIR CAREERS IN THE MILITARY, THAT SCRUTINY COULD RESULT IN THEM BEING BYPASSED.

ON THE CIVILIAN SIDE THERE ISN'T THAT ADMINISTRATIVE RECORDS THAT WE DO IN THE MILITARY.

WE CONDUCT EVALUATIONS AND PERFORMANCE REVIEWS.

WE'RE SCRUTINIZING DAY BY DAY HOUR BY HOUR IN ORDER TO PRODUCE THE BEST PRODUCT FOR THE AMERICAN POPULATION.

THE REGULAR INDIVIDUALS IN THE CIVILIAN SECTOR THEY DON'T GO UNDER THAT SCRUTINY.

FOR AN INDIVIDUAL TO HAVE THEIR RECORDS THEN COME FORWARD IN THE HIRING PRACTICE, WE'LL GET THE LOWER NUMBERS OF VETERANS THAT ARE APPLYING FOR THE EXAMS.

>> IF YOU ARE BY PASSED DUE TO SOMETHING IN YOUR MILITARY MEDICAL RECORD AND YOU BRING THAT TO THE CIVIL SERVICE COMMISSION FOR AN APPEAL, YOUR MEDICAL RECORD NOW BECOMES PUBLIC RECORD AND WE'VE SEEN MEDICAL RECORDS PUBLISHED IN THE HERALD AFTER CIVIL SERVICE APPEAL HEARS.

>> I APPRECIATE THAT DATA POINT YOU SHARED ON RELATIVE TO FEMALE VETERANS.

THE ADDITIONAL DATA YOU PLAN ON FOLLOWING UP WITH DOES THAT PROVIDES RACIAL DEMOGRAPHICS.

>> CORRECT.

IT HAS RACIAL AND GENDER FOR VETERANS AND APPLICANTS AT LARGE.

FOR THE 13 AND 15 TESTS, WE HAVE THE DEMOGRAPHICS OF THOSE APPLIED FOR THE REST THAT WERE VETERANS AND THOSE THAT WERE NOT VETERANS.

IF THEY ELECTED TO IDENTIFY. SOME INDIVIDUALS T IDENTIFY

THEIR DEMOGRAPHICS.

JUST FOR THOSE THAT ARE
ACCOUNTED FOR.

>> I'M JUST CURIOUS BECAUSE WE
ARE AND THIS SHOULD BE THE CASE.
WE QUOTE THAT SAYING THAT
FREEDOM ISN'T FREE.

SO WE OWE AN INCREDIBLE DEATH
AND -- DEBT AND DO SEE MORALLY
AND OTHERWISE HAVING VETERANS
PREFERENCE BUT YOU'RE SAYING
THAT THEY ARE DETERRED BECAUSE
OF MANY SCENARIOS ANECDOTALLY
AND OTHERWISE THAT THEY CAN
POINT TO.

BECAUSE DESPITE VETERANS
PREFERENCE FOR THE FIRE
DEPARTMENT, POLICE AND OTHER
EMPLOYERS THAT ARE BEING MORE
INTENTIONAL ABOUT THIS.
WE STILL ARE DEALING WITH
CHRONIC UNEMPLOYMENT AND
HOPELESSNESS.

COULD YOU SPEAK VERY QUICKLY
WHAT HAS BEEN THE MOST
SUCCESSFUL PATHWAYS TO
EMPLOYMENT FOR VETERANS.

ARE THERE SOME INDUSTRIES OR
AGENCIES WHERE IT HAS BEEN THE
PATH OF LEAST RESISTANCE WHERE
WE ENJOYED A GREATER SUCCESS,
HOSPITALITY, HEALTH CARE, DOING
A GOOD JOB.

>> SURE.

NOT TO BE TO BEAT A DEAD HORSE
BUT TO GO BACK TO MY EARLIER
COMMENT THOSE TYPES OF FOCUSES
FOCUSES -- INNOVATIONS AND
EFFORTS ARE FOR VETERANS THAT
WE'VE ALREADY FOUGHT FOR.

I WANT TO MAKE SURE THAT'S CLEAR
THAT WE'RE HERE TODAY NOT
WORKING ON THOSE PROBLEMS, WE'RE
HERE TODAY WORKING ON PROBLEMS
FROM THE PAST.

THE INDIVIDUALS THAT WORK BEST
FOR VETERANS HIRING ARE THOSE
THAT ACTUALLY CARE ABOUT IT.

NOW THE ACTUAL DETAILED
PRACTICES ARE DEPENDENT.
SOME STATES GIVE A TAX INCENTIVE
FOR HIRING VETERANS.
SOME COMPANIES USE COMPETITION
INCENTIVES.

THERE'S COMPREHENSIVE INCENTIVES
BOTH MONETARY --

>> BEST PRACTICES, NO ONE
INDUSTRY YOU WOULD POINT TO AND
SAY THIS HAS BEEN THE PATH OF
LEAST RESISTANCE AS A WHOLE.
>> I WOULD SAY THE DEPARTMENT OF
DEFENSE HIRES THE MOST VETERANS.
THEY DO THAT BECAUSE THEY PREY
UPON THE INDIVIDUALS' MOAFT
VARIATIONS THAT ARE INTRENS --
MOTIVATIONS THAT ARE INTRINSIC
TO THEM.

THEY PREY MONDAY THE CALL TO
SERVICE, THE DESIRE TO SERVE,
THE DESIRE FOR ADVENTURE, THE
DESIRE FOR AUTONOMY.
AND NOT EVER QUESTIONING WHETHER
OR NOT YOUR SERVICE WAS
WORTHWHILE AND WAS FOR THE RATE
INTENTION.

SO THE INDIVIDUALS THAT CHOOSE
TO SERVE SHOULD BE RECRUITED
UNDER THAT SAME FORMAT.
INDIVIDUALS THAT CHOOSE TO SERVE
AREN'T DOING IT FOR BENEFITS,
THEY ARE DOING IT FOR SERVICE
BECAUSE THEY ARE WILLING TO
SACRIFICE THEIR LIVES FOR IT.
AND I DON'T KNOW ABOUT YOU, BUT
NO AMOUNT OF MONEY CAN GET ME TO
DO THAT.

IT'S MY BELIEFS AND MY GOALS AND
OBJECTIVES TO BETTER OUR
SOCIETY.

AND SO THE COMPANIES THAT YOU
SEE RECRUITING THE MOST ARE THE
ONES THAT DO THAT.
NOW WE TRADITIONALLY SEE THAT IN
THE POLICE DEPARTMENTS AND WE
SEE THAT IN THE FIRE DEPARTMENTS
WHEN YOU ADD IN THE OTHER
DETRACKERS THAT'S WHEN YOU SEE
THE DECLINE.

WHEN WE ENABLE THAT CONTINUANCES
OF SERVICE YOU WILL HAVE VETERAN
WANTING TO DO THAT.

>> ALL RIGHT.

THANK YOU VERY MUCH.
I'M CURIOUS ABOUT THAT BECAUSE
YOU KNOW, WE WANT TO SEE
CERTAINLY INCLUSION AND
PARTICIPATION IN OUR ECONOMY.
THE VETERANS COMMUNITY IS VERY

DIVERSE AND WE CONTINUE TO STRUGGLE TO CAPTURE THAT AND TO ENGAGE VETERANS OF EVERY AGE, EVERY RACE AND GENDER EQUALLY. I WANT TO KNOW IF THERE ARE SOME INDUSTRIES GETTING THIS RIGHT. I WANT AGAIN FULL INCLUSION AND PARTICIPATION IS THE GOLDMAN HERE BECAUSE EVERYONE BENEFITS FROM THAT.

>> I AGREE.

AT THE END OF OUR TESTER HONE WE WANT TO OFFER OUR ASSISTANCE IN HE ARE CRUITING STRATEGIES. THAT IS WHAT WE WANT.

WE WANT TO WORK WITH CITY LEADERS IN ORDER TO REKRAFT THE BEST PEOPLE -- RECRUIT THE BEST PEOPLE NO MATTER WHAT THAT IS. AND WE'LL LEVERAGE OUR CONTACTS IN VARIOUS INDUSTRIES TO FIGURE OUT WHAT'S WORKING AND WHAT'S NOT.

AND ADAPT IT FOR HERE.

>> THANK YOU FOR YOUR COMMITMENT AND THANK YOU FOR YOUR SACRIFICE AND SERVICE AND APPRECIATE YOUR TESTIMONY HERE TODAY.

I LOOK FORWARD TO YOUR CONTINUED PARTNERSHIP IN TRYING TO REACH THESE LARGER GOALS THAT WE ALL CARE ABOUT.

>> THANK YOU SO MUCH.

>> THANK YOU.

>> THANK YOU, COUNCILOR -- PRESSLEY.

DAN, JESSIE AND MICHAEL, THANK YOU FOR YOUR TESTIMONY.

THIS WAS EXTREMELY INFORMATIVE.

I THINK THERE ARE MANY THINGS THAT FRANKLY WE CAN WORK ON TOGETHER, NOT JUST LOOKING AT WAYS TO FRANKLY EXHAUST THE CURRENT CIVIL SERVICE LIST.

SO IF WORE NOT TAPPING ALL THE VETERANS INCLUDING VETERANS OF COLOR THAT MIGHT BE ON THAT LIST THAT'S OBVIOUS ME A PROBLEM.

I UNDERSTAND THAT EVERY DEPARTMENT IS DIFFERENT SO MIGHT BE LOOKING AT THE FIRE DEPARTMENT DIFFERENT FROM BPD BUT HAVING THIS CONVERSATION IS EXTREMELY IMPORTANT TO THIS

CONVERSATION.

BOOKING AT THE RESERVISTS, WHAT CAN BE DONE, NOT JUST FOR, NOT JUST BECAUSE WE SHOULD DO THAT BECAUSE THEY ARE AS SOON AS THEY SIGN UP SERVING IN A COUNTRY EVEN IF THEY HAVEN'T BEEN ACTIVATED BUT HOW MIGHT LOOKING AT RESERVISTS AND SOMEHOW BEING ABLE TO POSSIBLY DEFINE THEM AS VETERANS IF THEY HAVEN'T BEEN ACTIVATED ALSO SEVEN DIVERSITY GOALS.

-- SEVEN DIVERSITY GOAVMENTZ IT'S IMPORTANT TO NOTE COUNCILOR LENIHAN HE CARES ABOUT DIVERSITY BUT IT REALLY IS THAT BOSTON PREFERENCE.

IT'S MORE FOLKS WHO ARE BORN AND RAISED HERE, HOW DO WE ENSURE THEM AN TUMENTD TO BE ABLE TO SERVE ON THE POLICE DIE AS WELL AS THE FIRE DEPARTMENT WOWNT NECESSARILY -- WITHOUT NECESSARILY HAVING TO GO INTO THE MILITARY.

IS THE MILITARY THE ONLY PATHWAY FOR SOMEONE TO BACK AN EFFECTIVE AND EXCELLENT POLICE OFFICER OR FIREFIGHTER.

SOME PEOPLE THINK SO.

SOME FOLKS NOT NECESSARILY.

SO I THINK THOSE ARE CONTINUING CONVERSATIONS THAT WE CAN'T COVER TODAY BUT I APPRECIATE THE DATA, I APPRECIATE YOUR OPEN MINDEDNESS AND I APPRECIATE YOU PARTICIPATING.

THANK YOU FOR COMING TO THE MEN IN THE GALLERY FOR ALSO PARTICIPATING AND STAYING THE ENTIRE TIME.

I APPRECIATE YOU AND YOUR SURSIST.

DO YOU HAVE ANYTHING ELSE TO ADD.

>> NO, TEACH.

>> THANK YOU COUNCILOR PRESSLY AND THANK YOU COUNCILOR ESSAIBI GEORGE.

THIS HEARING IS ADJOURNED.