

OFFERED BY CITY COUNCILOR JULIA MEJIA



CITY OF BOSTON IN CITY COUNCIL

IN THE YEAR TWO THOUSAND TWENTY-SIX

ORDER FOR A HEARING TO AUDIT THE CITY OF BOSTON'S HIRING, FIRING AND PROMOTION POLICIES, PRACTICES AND PROCEDURES

- WHEREAS,** The City of Boston is the largest employer in the city, with more than 17,000 employees across various departments, including the Boston Police Department, Boston Public Schools, Boston Public Health Commission, and all other vital City departments. The City of Boston is also one of Massachusetts' largest employers; *and*
- WHEREAS,** The City of Boston prides itself on being an inclusive equal opportunity employer, and claims to be committed to creating a diverse and inclusive environment, stating that qualified applicants will be considered regardless of their sex, race, age, religion, color, national origin, ancestry, physical or mental disability, genetic information, marital status, sexual orientation, gender identity, gender expression, military and veteran status, or other protected category; *and*
- WHEREAS,** Although the City of Boston has made substantial strides to diversify its workforce, more can still be done to better reflect Boston's population, particularly as it pertains to leadership roles and corresponding wages and salaries; *and*
- WHEREAS,** A 2024 analysis by *The Boston Globe* revealed that among the top 100 highest-paid city employees, only four were women, despite women making up more than half of the city's workforce. Additionally, 69 of the top 100 earners were white, even though people of color make up nearly half of Boston's employees; *and*
- WHEREAS,** Median salaries reveal significant racial and gender disparities, with white employees earning a median salary of \$123,000 compared to \$88,000 for Black employees, and men earning a median salary of \$121,000 compared to \$95,000 for women; *and*

- WHEREAS,** The Boston Police Department (BPD) dominates the city’s highest earners, with 79 of the top 100 spots occupied by BPD employees. While efforts are underway to diversify the workforce, including a pledge to increase the number of women on the force to 30% by 2030, significant disparities remain; *and*
- WHEREAS,** The removal of Sergeant Detective Eddy Chrispin, a 25-year veteran of the Boston Police Department and a respected community leader, from the Police Command Staff has raised questions about transparency and equity in the Boston Police Department’s hiring, firing, and promotion practices, particularly as it relates to leaders of color; *and*
- WHEREAS,** In August of 2022, one month before Superintendent Mary Skipper formally began her duties, 15 retired principals and other administrators of color signed a letter alleging that BPS has placed a disproportionate number of administrators of color on leave and is subjecting them to a process known as investigatory meetings in an effort to terminate them or force them to resign; *and*
- WHEREAS,** In 2019, Boston Teachers Union (BTU) officials released a study that found that Black, Latino, and older teachers were more likely to receive negative performance evaluation ratings, reflecting broader systemic inequities within BPS; *and*
- WHEREAS,** The Boston Police Department has long struggled to reflect the city’s population. In 2024, nearly 65% of uniformed officers are white, while minority groups remain underrepresented—21.2% are Black, 11.3% are Latinx, and 2.6% are Asian—and major diversity gaps persist at higher ranks, where 79% of sergeants and 97% of lieutenants are white, largely due to promotions through the state civil service exam process; *and*
- WHEREAS,** These patterns raise serious concerns about transparency, accountability, and fairness in the city’s hiring, firing, and promotion practices, particularly in ensuring that diverse employees have equitable opportunities for career advancement and leadership roles; *and*
- WHEREAS,** It is the responsibility of the Boston City Council to ensure the City of Boston’s hiring, firing and promotion practices, protocols and procedures are equitable and inclusive; **NOW THEREFORE BE IT**

ORDERED: That the appropriate committee of the Boston City Council hold a hearing to audit the City of Boston’s hiring, firing and promotion practices, protocols and procedures. Representatives from the administration, including the Boston Police Department, Boston Fire Department, Boston Public Schools, Boston Public Health Commission, Human Resources, and Equity and Inclusion. Lawyers for Civil Rights, and members of the public are also encouraged to testify.