



## CITY OF BOSTON IN CITY COUNCIL

### ORDER FOR A HEARING TO DISCUSS BOSTON POLICE DEPARTMENT STAFFING LEVELS

**WHEREAS:** The longstanding issues of understaffing, overstretched resources, forced overtime, and looming retirements at the Boston Police Department is a public safety and public health emergency, which also disregards officers' personal physical and emotional well-being, as well as that of their families; *and*

**WHEREAS:** In July of 1980, the minimum number of patrolmen at a given time for the Boston Police Department rose from 2,300 to 2,500 by law in the City Municipal Code to ensure adequate staffing among detailing projects and other police duties ; *and*

**WHEREAS:** The increase in voluntary retirement and resignations is resulting in mandatory overtime for police officers. In fact, resignations rose from one in 2018 to thirty six in 2022, while voluntary retirement rose from seventeen in 2018 to 127 in 2022. Current staff is ordered to fill those gaps, resulting in the physical and emotional burnout in the officers, and potentially diminished ability to serve Boston residents; *and*

**WHEREAS:** The environment at the Boston Police Department must be one that fosters a strong relationship within the community. It is important that there is trust between officers and the residents, and officers and their superiors. Officers who feel valued and respected are more likely to have positive interactions with the public, ultimately improving trust and cooperation through community policing; *and*

**WHEREAS:** Boston Police needs a consistent influx of recruits to replace those that are retiring, resigning, and transferring to other police departments throughout Massachusetts to help prevent shortages. There are several recruiting practices that can be put in place to increase staffing, including mentorship programs, incentive programs, and community outreach; *and*

**WHEREAS:** It is critical that the City of Boston act promptly to ensure that Boston Police Department is comfortably in excess of 2,500 officers to prevent the overstretched resources, forced overtime, and overworked officers that has resulted in this ongoing emergency and crisis; *therefore*

#### **NOW THEREFORE BE IT ORDERED:**

That the appropriate Committee of the Boston City Council holds a hearing to discuss adequate police staffing in the City of Boston. Representatives from the Boston Police Department, the Boston Police commissioner, and Boston City Council are invited to attend.