



CITY OF BOSTON

RESIDENCY COMPLIANCE COMMISSION

ANNUAL REPORT (January 2025 to December 2025)

January-December 2025 Commission Members

Chairperson:

Formerly: Blanca Tosado (At Large)

Current: Bernadine Desanges (Affirmative Action Officer)

Commissioners:

Ben Weber (Boston City Council)

Eileen Boyle (Save Our City)

Denise Williams Harris (Save Our City)

Ross McDonough (Union)

Dr. Aisha Miller

Patricia McKenna-Boyle

Reviewed and Approved By

Current Chairperson:

Bernadine Desanges

OVERVIEW

The Residency Compliance Commission has been established pursuant to City of Boston Ordinances. 5-10.1, as amended in 1994, and most recently amended in 2016.

MEETINGS

The Residency Compliance Commission meets regularly, with meetings normally scheduled for the first Thursday of each month at 9:00 am. Over the past year, the Commission conducted meetings on the following dates:

January 7, 2025	June 18, 2025
February 4, 2025	August 12, 2025
March 10, 2025	September 9, 2025
April 1, 2025	October 7, 2025
May 6, 2025	November 4, 2025
December 2, 2025	

COMMISSION ACTIVITIES

Residency Commission Business Forms, Documentation & Procedures

At the beginning of this period the Commission was presented with copies of the Open Meeting Law, the Annual Meeting Schedule, and Meeting Agenda, which the applicable documents were signed.

Annual Residency Compliance Update & Report

As of the Annual reporting period, 100% of the required City of Boston workforce, which comprises of 4,459 employees, has completed the 2025 Annual Residency Compliance initiated on March 24, 2025.

Cabinet Chiefs and Department Heads have received communication pertaining to employees who have not completed Annual Residency Compliance, along with copies of the Residency Ordinance.

Cases, Investigations, & Hearings

Consistent with the City Ordinance, the Commission reviews potential cases for violations. If warranted, the Commission accepts a case for investigation, and then assigns it to the Compliance Unit. The Compliance Unit assigns the case to its staff investigator or on occasion, a private firm contracted to conduct investigations for the Commission.

Referred to Investigation: 4

Investigation Findings:

In Compliance	n/a
Not in Compliance	1
Investigation Continued	4

Hearings Held	2
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Hearing Finding

In Compliance	1
Not in Compliance	1

Employee Disposition

Terminated under Ordinance	1
Resigned in Lieu of Termination	0

Appeals – Grievances/Arbitrations/Civil service

Upheld Finding	n/a
Reversed Finding	n/a

Residency Data Requests

Other Activities

Training, etc. – No Training was scheduled during the reporting period.

CURRENT COMMISSION MEMBERS

The Commission members and their affiliation as of the date of this report are as follows:

Chairperson: Bernadine Desanges

Commissioners: Ben Weber (Boston City Council)
Eileen Boyle (Save Our City)
Denise Williams Harris (Save Our City)
Ross McDonough (Union)
Dr. Aisha Miller
Patricia McKenna-Boyle

Compliance Unit Staff: Annie Perez (OHR)
Pamela Lomax (OHR)
Parker McIntyre (OHR)