



CITY OF BOSTON IN CITY COUNCIL

EMERGENCY HEARING ORDER Regarding Immediate Reforms to Background Checks, Sex-Offender Screening, and Ongoing Suitability Reviews for City of Boston Hiring and Employment

Whereas, on July 30, 2025, a City of Boston employee was arrested following a violent confrontation with a Massachusetts State Police trooper in South Boston, during which a fully automatic firearm was recovered; and subsequent reports indicate the individual faces five felony firearms charges, prompting the Administration to announce a review of how the employee was hired; and

Whereas, in recent months there has been a surge of troubling incidents involving City of Boston employees, including fights and other violent or criminal behavior, raising serious concerns about the adequacy of pre-employment screening, continuous monitoring, and suitability policies; and

Whereas, in a separate and highly publicized case, a Level 3 sex offender was found to have been employed in the Parks and Recreation Department for roughly a year before resigning in August 2025, further demonstrating systemic weaknesses in the City's hiring and review processes; and

Whereas, Massachusetts' Sex Offender Registry Board (SORB) classifies Level 3 offenders as posing the highest risk of reoffense and danger to the public, with records publicly accessible; and

Whereas, the pattern of incidents in recent months underscores a serious gap in safeguards, suggesting additional cases may exist undetected, and requiring urgent policy reform to ensure public trust and safety; now, therefore, be it

Ordered, That the Boston City Council convene an Emergency Hearing to examine and recommend immediate reforms to:

1. Pre-employment screening, including mandatory SORB queries and enhanced criminal background checks for all positions;
2. Tiered risk-based screening, with stricter standards for jobs involving children, seniors, or vulnerable populations;
3. Conditional employment offers, pending completion of full criminal, sex-offender, and reference verification;
4. Continuous monitoring, including annual CORI and SORB rechecks for all employees, and immediate alerts for new arrests or registry updates;
5. Rapid suspension protocols, requiring immediate administrative leave when credible allegations of violent or sexual crimes arise;
6. Audit of recent hires, with a report to the Council on all hires since July 1, 2023, including the number screened through SORB, exceptions granted, and policy compliance.

Ordered further, that the following departments be invited to testify: Human Resources, Operations, Law Department, Boston Police Department (Records/SORB liaison), Parks and Recreation, Property Management/Facilities, and other relevant stakeholders including unions and outside experts.

Filed under suspension of the rules due to urgent public safety concerns.

Filed in City Council: August 27, 2025