



Boston Police

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1999

1999 Annual Report

MISSION STATEMENT

We dedicate ourselves to work in partnership with the community to fight crime, reduce fear and improve the quality of life in our neighborhoods.

Our Mission is Neighborhood Policing.

THE VALUES OF THE BOSTON POLICE DEPARTMENT

- I. Guarantee the Constitutional Rights of All Citizens.
- II. Maintain the Highest Standards of Honesty and Integrity.
- III. Promote the Professionalism of the Boston Police Department.
- IV. Enhance the Working Relationship Between the Department and the Neighborhoods.
- V. Improve the Quality of Life in our Neighborhoods.

AT A GLANCE

Boston Police Department

Organized:	1854
Sworn Officers:	2,164
Recruit Officers:	56
Total Officers:	2,220
Civilian Personnel:	826
Budget:	204 Million (FY00)
Median Age:	41
Mean Years of Service:	17
Facilities:	25
Marked Patrol Vehicles:	471
Unmarked Vehicles:	438
Specialty Vehicles:	94
Motorcycles:	68
Bicycles:	43
Boats:	5
Horses:	14
Canines:	13
Bomb Disposal Vehicles:	2
Total Calls Received:.....	593,139

Rank Structure:

Police Commissioner
 Superintendent-In-Chief
 Superintendent
 Deputy Superintendent
 Captain/Captain Detective
 Lieutenant/Lieutenant Detective
 Sergeant/Sergeant Detective
 Police Officer/Detective
 Recruit Officer



City of Boston

Founded:	1630
Government:	Mayor and 13 Member City Council
City Budget:	1.6 Billion (FY00)
Area:	48.8 Square Miles
Population:	574,283
Police Officer/Population Ratio: ..	1 per 259 Residents
Population Density:	11,814 per Square Mile
Registered Voters:	243,184
Average Single Family Home:	\$173,400 (assessed value)
Property Tax Rate per Thousand:	\$13.15 (Residential)
	\$34.21 (Commercial)
Public School System Population:	63,300
Public Schools:	140
Charter Schools	9
Non Public Schools:	72
Colleges and Universities:	20
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A MESSAGE FROM THE MAYOR



CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR
THOMAS M. MENINO



Dear Fellow Bostonians:

As you will read in this report, 1999 marked another milestone in public safety for the City of Boston. Violent crime decreased 2%, reaching its lowest level since 1971. Murder rates continued to drop, reaching their lowest level since 1961. Boston is the safest it has been in a generation.

We all have a part to play in Boston's safer streets. Bostonians have less fear of crime because, as our surveys have shown, we know our neighborhood police officers. Bostonians feel safer walking outside at night, thanks to community policing and the rise in neighborhood crime watches. In 1999, forty-nine new Crime Watch groups formed, bringing the total number to 1,042. Residents continue to organize—and together they are succeeding in making our community safer.

There is no doubt that the Boston Police Department is among the finest in the nation and shines as a beacon for police departments across America. As host of the Regional Community Policing Institute, Boston also shares its successful community policing strategies with other police forces throughout New England. Attorney General Reno and President Clinton frequently tout the effectiveness of anti-crime measures and prevention programs developed here in Boston and recommend them as models for other cities to follow.

I look to you, the people of Boston, to continue to work with each other and with the Police Department, to make this the safest city in America. And I salute Commissioner Evans and the Boston Police for their daily professionalism and courage on behalf of all of us.

Sincerely,

Thomas M. Menino
Mayor of Boston

A MESSAGE FROM THE POLICE COMMISSIONER

Dear Neighbor,

Back in 1995, the Boston Police Department embarked on a new mission – to fight crime, reduce fear, and improve the quality of life in our neighborhoods. Measured against these goals, Boston has again achieved a level of success that we can all point to with pride.

For example, fear of crime has dropped 51% since 1995 with 8 out of 10 residents reporting that they feel safe walking alone in their neighborhoods at night. Part One crime has been reduced by nearly half (-48%) since 1990, with almost 33,000 fewer victims, and during 1999 violent crime in Boston dropped for a record 9th consecutive year. Our Public Safety Survey revealed that over half of Boston residents rate their quality of life as high, and Boston ended the year with its lowest homicide rate in 38 years.

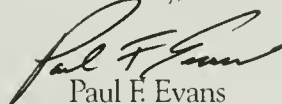
Even so, we still have much to do. As you'll see in this report, we've continued to renew our partnerships with citizens and groups throughout the community. In 1999 we did this by seeking your views in our Public Safety Survey and by inviting your participation in our most recent round of strategic planning for the Department's future. This important process involved thousands of hours of meetings, discussions and goal-setting activities by both police personnel and citizens like you. Together we worked in concert to create plans that are already re-shaping how the Boston Police Department will conduct its business in the years to come.

At the same time, our Department has also been undergoing a series of positive changes from within, which reflect the exciting climate of growth and renewal we see in many of our neighborhoods. In just one of the examples you'll read about, we've used input from Crime Watch groups and other concerned citizens to aggressively target underage drinking and the quality of life concerns it often creates for neighborhood residents in Allston-Brighton. Grant funding was used to place undercover officers in liquor stores, resulting in 45 false identification arrests and a 70 percent reduction in quality of life complaints.

As a result of these community-wide efforts, Boston's participatory style of Neighborhood Policing has again been recognized as a national model. This year, the Department received the prestigious Webber Seavey Award from the International Association of Chiefs of Police, in recognition of the diligence and professionalism displayed by the men and women of our Department each day and the high quality of the public service they provide throughout the community.

Together we're continuing to learn valuable lessons about how to fight crime by preventing it. We remain committed to building even stronger citywide strategies to cultivate public/private partnerships and we're always seeking new ways to increase our ability to foster safe and productive environments in neighborhoods throughout our City. We appreciate your continuing input and cooperation, and encourage you to join us in building on Boston's current strengths. As a city, we are certain to face new challenges in the years to come. However, by working together, I know we can achieve our overall goal of making Boston the safest city it can possibly be, patrolled by the best police department in the country.

Sincerely,



Paul F. Evans
Police Commissioner



POLICE COMMISSIONER

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Superintendent-in-Chief Robert P. Faherty

The Office of the Police Commissioner includes:

- Office of the Night Superintendent
- Community Disorders Unit
- Office of Administrative Hearings
- Office of Communications
- Office of Research and Evaluation
- Office of Labor Relations
- Office of the Legal Advisor
- Office of Media Relations
- Office of Strategic Planning and Resource Development

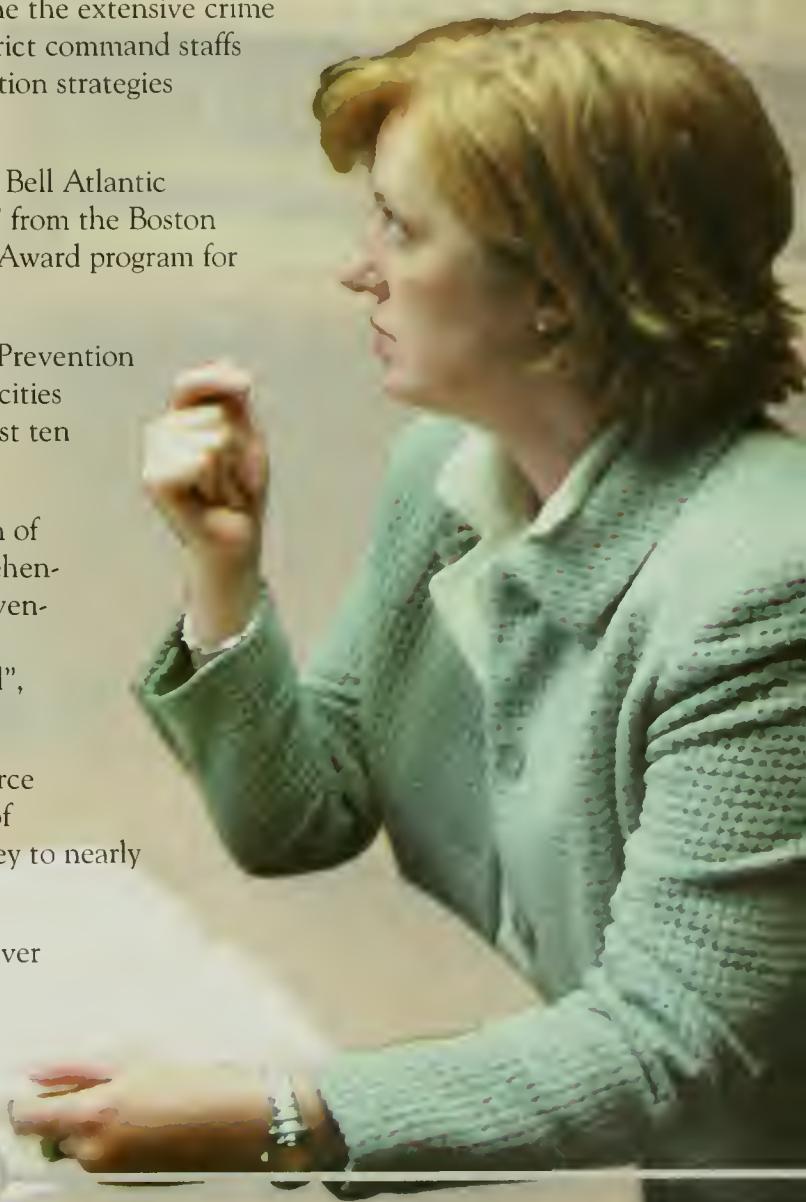
The Office of the Police Commissioner (OPC) continues to focus on doing everything it can to facilitate the efforts of BPD personnel throughout the City. Whether they are negotiating with union representatives, presenting the Department's views in courtroom proceedings, or encouraging police-community partnerships with dozens of community-based organizations, OPC personnel are often heavily involved in several citywide "priority change initiatives". Each of these key areas are deemed vital to the Department's future and are designed to create useful new policies, procedures, and innovations that will build on recent successes and help the Department to accomplish its long-term goals.

During 1999 these efforts yielded important results, as the Department implemented a new program of mandatory drug testing, brokered a novel agreement among local media outlets on critical incident coverage and also commenced its latest round of community involvement in its 1999 Strategic Planning process.

Building on similar efforts in 1995 and 1997, the Office of Research and Evaluation conducted an extensive Public Safety Survey to gauge how residents and business owners in each of Boston's neighborhoods feel about the areas they live and work in and how public safety services and other related issues affect their daily lives. The initial results have been very encouraging, as over half of the respondents polled rated their quality of life in Boston as high.

Other innovations are also helping Department personnel to promote increased awareness of its award-winning programs, to refine the extensive crime data and mapping information it provides to district command staffs and to increase the effectiveness of crime prevention strategies throughout Boston, including:

- BPD personnel were honored to receive the Bell Atlantic "Managing for Safer Neighborhoods Award" from the Boston Management Consortium's City Excellence Award program for their Crime Analysis Meetings;
- Boston was selected by the National Crime Prevention Council as one of the six leading American cities with the largest crime reduction over the past ten years;
- The International Centre for the Prevention of Crime noted the efficacy of Boston's comprehensive focus on innovative youth violence prevention programs in its "100 Promising Crime Prevention Programs from Across the World", 1999 edition;
- The Office of Strategic Planning and Resource Development coordinated the distribution of \$600,000 in violence prevention grant money to nearly 40 community partner groups; and
- OPC staff hosted over 100 groups from all over the world for tours of the cutting-edge forensics and communications facilities housed in its One Schroeder Plaza headquarters.



Bringing Diverse Communities Together

Based in the Office of the Police Commissioner, the Community Disorders Unit (CDU) is responsible for coordinating the Department's identification, classification and investigation of reported hate or bias-motivated criminal incidents throughout the City. The CDU also coordinates the Department's response to possible civil rights violations and develops community-based strategies to prevent future acts of violence and harassment. During 1999, the CDU investigated 433 cases, including 212 that were deemed to be hate or bias-motivated incidents.

To target these cases, the CDU analyzes patterns of hate and bias-motivated conflicts in Boston's neighborhoods, and meets with a variety of neighborhood groups and leaders to discuss public safety issues. An essential part of these activities is also CDU's ongoing liaison with other government agencies such as: the U.S. Attorney's Office, Attorney General's Office, District Attorney's Office, U.S. Department of Justice, U.S. Department of Housing and Urban Development, Boston Housing Authority, Fenway Community Health Violence Recovery Program, Anti-Defamation League and various other victim advocacy agencies.

Many of these partners have been involved in the development of new educational programs designed to reduce prejudice among elementary and secondary school students including "Civil Rights: Respect Them, Protect Them" and "Civil Rights: Civil Wrongs". These programs were conducted at eleven different locations during the 1999 calendar year and were attended by 1,021 teachers and students.

Similarly, the CDU used \$50,000 in grant money from the U.S. Department of Housing and Urban Development to fund proactive investigations of potential civil rights-related crimes on Boston Housing Authority property. This community outreach project, named Operation Safe Home, was

the first time that HUD provided grant funding

to any police department to combat

hate crimes. Some of its initial results include:

- Reducing the level of violent crime activities occurring within public and assisted housing;
- Reducing civil rights violations occurring within public and assisted housing; and
- Proactive efforts aimed at enhancing the quality of life within public and assisted housing.

WALK AS ONE

“Walk As One” Event Celebrates Diversity

As part of its ongoing partnership with the National Conference for Community and Justice, the Boston Police Department proudly co-hosted Boston’s first annual “Walk As One” anti-hate event on a sunny weekend afternoon last November. The event, co-sponsored by the Boston Herald, Bell Atlantic and numerous other local business partners, gathered over 1,500 participants to Roxbury Community College’s Reggie Lewis Athletic Center for music, prayer and information sharing both before and after a scenic 6.5 mile walk through the streets of Roxbury and Jamaica Plain.

Together these walkers—of all shapes, sizes, and colors—joined together to enjoy a day of fun, festivity and exercise which helped the NCCJ to raise over \$95,000. This tremendous fund-raising total also helped Boston’s “Walk As One” event to outpace a dozen similar events across the country in its inaugural year. The funding will help NCCJ workers fulfill their mission throughout the year of developing and funding youth programs which create cross-cultural bonds between young people of all backgrounds in neighborhoods throughout Boston and across the country.

“...Continuing efforts to promote understanding and respect, and to strengthen relationships across different groups will be critical to our success in stemming hate and violence, especially among our youth.”

- Susan Musinsky, Executive Director, National Conference for Community and Justice- Boston, Boston Globe, 11/16/99



Bureau of

INVESTIGATIVE SERVICES

Bureau of Investigative Services
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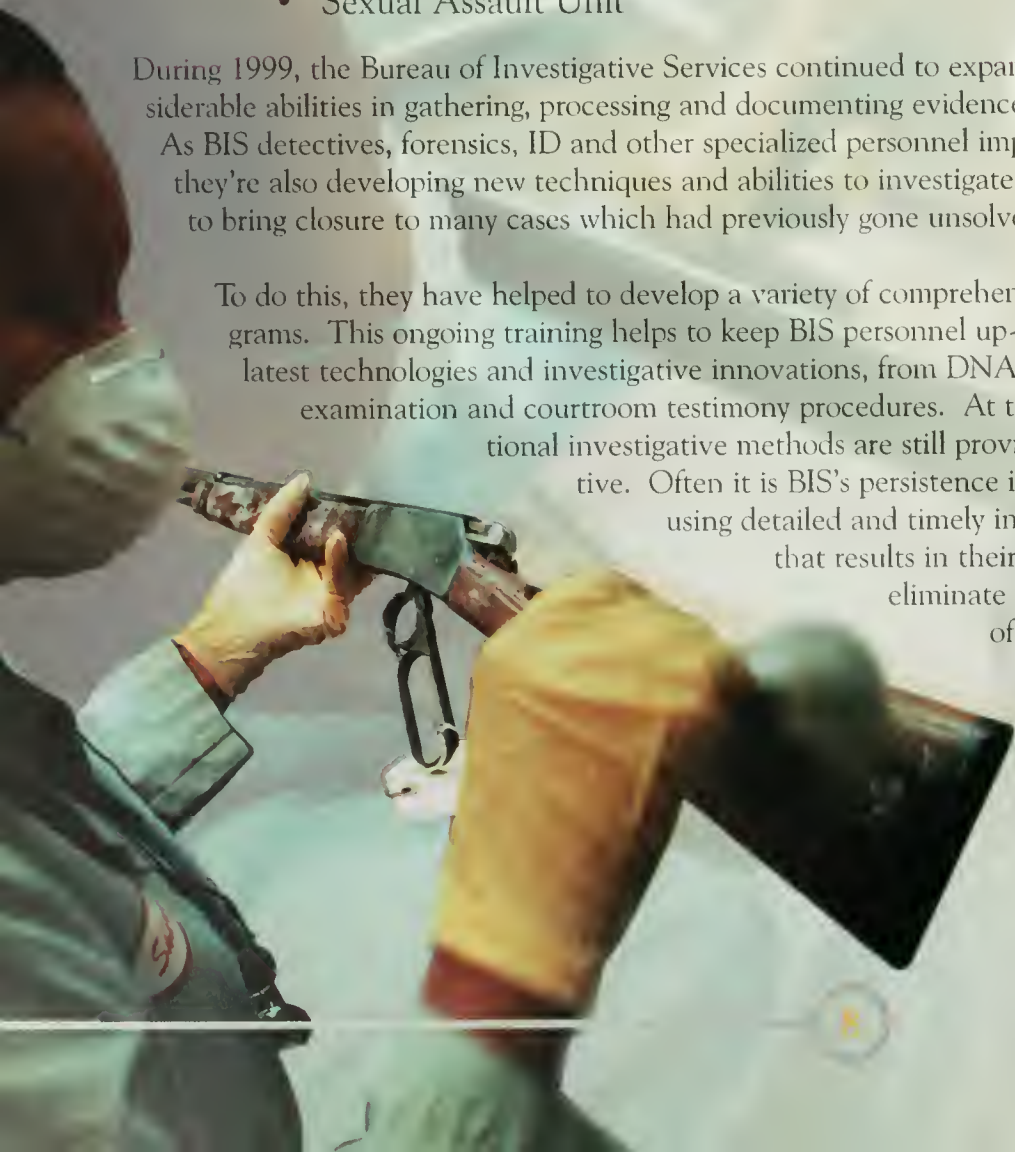
Bureau Chief: Superintendent Donald Devine

The Bureau of Investigative Services includes:

- Drug Control Division
- Forensic Technology Division
- Homicide Unit
- Investigative Planning Division
- Major Investigations Division
- Sexual Assault Unit

During 1999, the Bureau of Investigative Services continued to expand and improve on its considerable abilities in gathering, processing and documenting evidence and identifying suspects. As BIS detectives, forensics, ID and other specialized personnel implement new technologies, they're also developing new techniques and abilities to investigate, prosecute, and ultimately to bring closure to many cases which had previously gone unsolved.

To do this, they have helped to develop a variety of comprehensive new training programs. This ongoing training helps to keep BIS personnel up-to-date on the use of the latest technologies and investigative innovations, from DNA testing to fingerprint examination and courtroom testimony procedures. At the same time, more traditional investigative methods are still proving to be extremely effective. Often it is BIS's persistence in gathering, sharing and using detailed and timely information about suspects that results in their ability to track down and eliminate drug, gang and other types of organized criminal activity.



Interaction with the community they serve is also an essential part of BIS's investigative activities, especially among the personnel in the Sexual Assault Unit. Because of the sensitive nature of their work, they are housed in a non-police facility and spend much of their time interacting with medical staff and other community and law enforcement partners. This is particularly true of programs like "STOP Violence Against Women" and the Sexual Assault Nurse Examiner, or SANE program, which rely heavily on the Unit's strong relationships with the Suffolk County DA's Office, the Department of Public Health, the BPD Domestic Violence Unit and many others.

The results of working together in this type of flexible, highly-trained, team environment are striking. For example, in 1999, BIS personnel were able to:

- Use Crime Stoppers' tips to solve 15 cases, including 5 homicides;
- Process nearly 30,000 records checks for over 24,000 arrestees;
- Collect, process, document, and secure forensic evidence for 536 cases;
- Begin developing a new Internet Crimes Investigative Unit to combat sexual assaults using computer technology;
- Execute 2,846 drug arrests, 147 drug-related search warrants, and clear an additional 776 arrest warrants;
- Process information for 934 entries into the Sex Offender Registry;
- Use ballistic imaging technology to track firearms involved in 778 cases; and
- Conduct the Department's successful transition from 9mm to .40 mm weapons.

"Reflecting a continuing national trend, violent crime is down once again in Boston, with nearly a third fewer murders so far in 1999 than the city had experienced by this time last year."

- Boston Herald, 9/23/99

"...Beyond solving crimes, we're letting the neighborhoods know we haven't forgotten about them and sending a message to the kids that we won't accept this level of violence..."

*- Lt. Paul Farrahar, Commander, Homicide Unit,
USA TODAY, 2/3/99*



HOMICIDE

Using Partnerships to Solve Crimes

The following story provides another good example of the diligence and resourcefulness employed by BIS personnel on a regular basis. In the late fall of 1999, the Homicide Unit received information from District B-3 detectives regarding a possible grave site near Harvard and Morton Streets, where a young girl was allegedly buried. After viewing the site they formed an investigative plan that would require close coordination and cooperation among several different outside agencies as well as multiple units within the Department.

By early the next morning the plan was in place. The scene was secured, a mobile command-post established and a state police helicopter was made available to provide aerial photos. Items of potential evidentiary value (excluding the grave site) were collected and photographed, and the grave site itself was processed under the direction of Dr. Ann Marie Myers, a forensic anthropologist from the state Medical Examiner's Office. Working to process the site as the weather quickly turned to more winter-like conditions, investigators methodically combed the scene, while also carefully documenting their efforts with a comprehensive series of photographs and videotapes.

After the body was removed, an intensive investigation continued away from the scene. Within two days, two male suspects were arrested. They were quickly charged with the murders of a fourteen year old and her unborn child, further illustrating the professionalism and organizational skills of all the investigative personnel responsible for planning, directing and executing this difficult case.



Bureau of

PROFESSIONAL DEVELOPMENT

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Bureau Chief: Superintendent Ann Marie Doherty

The Bureau of Professional Development includes:

- Training & Education Division
- Regional Roundtables on Ethics & Integrity
- Regional Community Policing Institute for New England (RCPI/NE)

As always, 1999 was a busy year for the staff of Boston's Police Academy. They not only provided 8 months of rigorous training for new recruits, but also acted as instructors for the Department's increasingly diverse cadet program and its numerous Citizens Police Academies. In addition to these activities, the Academy also hosted annual in-service and firearms re-certification training for the Department's sworn personnel.

As part of in-service training, over 300 detectives and detective supervisors completed a comprehensive new training component designed specifically for investigators by a unique team of BPD personnel and representatives from other law enforcement partners. This innovative training seminar included 2 case studies, the "Zachariah Johnson Homicide" and "Operation 'Easy Money'"; each presented by a team of veteran investigators, a senior Criminalist, and a representative from the

Medical Examiner's Office. The training also included special presentations on DNA, identification technology, computer technology – (E-Mail / Intranet / Internet), and the Department's new Incident Tracking System. A special focus of the program was the inclusion of guest speakers such as Judges Mark Cantowitz, Kathleen Coffey and William May, as well as Defense Counsel Willie Davis and Richard Egbert. Here the goal was, again, to demonstrate that effectively "making the case" starts from the time an incident occurs, by emphasizing that a variety of factors which may influence the outcome of cases.

Members of the Academy staff also participated in a School Safety Task Force and created a training program to support contingency plans for potential public safety emergencies within the schools of the City of Boston. Specifically, the training which was developed was designed to prevent or contain Columbine-style school assaults and other types of critical incidents. This training was delivered to all uniformed superior officers as part of their in-service, along with various command personnel. Additionally, this training was provided to school administrators and principals of the Boston Public Schools.

In addition to these activities, the Bureau of Professional Development has broadened the Department's "Regional Roundtables on Police Ethics and Integrity" (RRT) and continues to use these New England-wide forums to promote ongoing dialogue within law enforcement and with the community regarding issues of police ethics and integrity.

During the original Regional Roundtables, police chiefs identified an interest in continuing to meet as a group to discuss these issues. To accomplish this, Police Commissioner Evans invited approximately twenty-five regional chiefs to form the Police Executive Development Roundtable (PEDR). PEDR recognizes that as the chief executives of their police departments, one of the chiefs' most important responsibilities is to lead their officers towards the highest professional standards and to foster a police culture which promotes and rewards ethical behavior. To accomplish this, PEDR members acknowledge that chiefs need to be willing to challenge their current thinking on this subject and to take the bold step of truly wrestling with the complexities of managing needed changes.



The first issue considered by PEDR was the question of the use of police “racial profiling” techniques and what it means for the profession. These discussions led to training initiatives and the creation of a technology subcommittee to assess how police departments can use technology to ensure that these practices are not engaged in. Additionally, PEDR met with citizen opinion leaders and legislators to discuss how to address these concerns. During July, PEDR hosted a luncheon with Deputy Attorney General Eric Holder as the guest speaker on this topic of “racial profiling.” At this time the PEDR chiefs issued a signed resolution explicitly condemning such practices.

A third component of the Bureau of Professional Development is the Regional Community Policing Institute for New England (RCPI/NE). This is a federally funded collaboration of: the Department of Justice (DOJ), the Community Oriented Policing Services Office (COPS), the Boston Police Department, the Lowell Police Department, the Massachusetts Executive Office of Public Safety, the Criminal Justice Training Council, the Massachusetts Association of Chiefs of Police, the Municipal Police Institute, Inc., Northeastern University - Center for Criminal Justice Police Research, the Boston Management Consortium, the New England Community-Police Partnership and the Boston Coalition Against Drugs and Violence.

By the terms of the Cooperative Agreement with COPS/DOJ, the RCPI-NE is mandated to design, develop and deliver innovative training in Community Oriented Policing throughout New England. Its specialty area is ethics and integrity. Its goal is to model a new strategy of professional education that includes all stakeholders and emphasizes new areas of knowledge, skills and techniques required to successfully practice, manage and serve as partners in the delivery of community policing using the highest standards of ethics and integrity. RCPI-NE has provided training in all six New England states for more than 90 departments and agencies, including teams from the Boston Police Department.



Bureau of

ADMINISTRATIVE SERVICES

Bureau of Administrative Services
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Bureau Chief: William J. Good, III

The Bureau of Administrative Services includes:

- Central Supply Division
- Evidence Management Division
- Facilities Management Division
- Finance Division
- Fleet Management Division
- Human Resources Division
- Information Technology Division
- Licensing Division

The Bureau of Administrative Services [BAS] manages the business and support functions of the Department. The mission of the Department is Neighborhood Policing; its return on its investment is a sense of community safety; and its most recognizable "asset" is the uniformed officer in a marked patrol car. Still, the Department has the same organizational and human resource responsibilities as any private sector business with a budget of \$200 million and over 3,000 employees. BAS employs civilian and sworn personnel with knowledge and expertise in areas as diverse as automotive repair, accounting, engineering and software design in order to ensure that the Bureaus responsible for delivery of front line services are not hampered by resource or systems problems. In the past year, three of the Bureau's divisions undertook major initiatives aimed at improving the overall performance of the Department.

The most recent collective bargaining agreements signed by the City included performance reviews for all civilian employees. They were also among the provisions of contracts for sworn personnel. During the past year the Human Resources Division took the lead in training mid-level and senior managers, both sworn and civilian, in implementing the performance review for civilian employees.



Over 100 supervisors were trained and the first cycle of the process is nearing completion in the spring of 2000. At the same time, with the assistance of the Boston Management Consortium, standards were developed through collective bargaining for sworn personnel. Training will begin in 2000 for the implementation of this round table review system.

The key to effective investigation is information. Over the past year, the Information Technology Division introduced two major initiatives in this area. The first was an Incident Tracking System, which permitted the entry of incident information into a database accessible by investigators across the Department. This move beyond paper files meant that information could be retrieved Department-wide and cases reviewed and analyzed for common factors by investigators throughout the City. This initiative was furthered by an enhanced crime mapping system which permits near "real time" viewing of incidents in a district and allows for pattern recognition and preventive patrol strategies to be introduced much more quickly and effectively.



D-4 GROUNDBREAKING

D-4 Groundbreaking Ceremony

On Saturday, December 13, 1999, Mayor Thomas Menino and Police Commissioner Paul Evans participated in a Groundbreaking Ceremony for the new District D-4 Neighborhood Police Station that will be built at 644 Harrison Avenue in Boston's South End. "By working together with us, you're helping us to plan the future of how public safety services will be provided in the Back Bay and South End neighborhoods," noted D-4's Captain Charles Cellucci. "When it's completed, this new facility will be an exciting legacy of this process that we can all point to with pride." Construction for the new D-4 Neighborhood Police Station is expected to be completed in early 2001.



Architect's rendering of the new D-4 Neighborhood Police Station.

THE JOB DONE
POLICE STATION
DEVELOPMENT



FLEET

Fleet Management: Going the Extra Mile

The Fleet Management Division has established a reputation for effectiveness in upgrading equipment and in the maintenance and repair of the Department's fleet. In 1999, Fleet personnel extended their efforts by becoming one of the first public fleet operations in the country certified by Ford Motor Company to handle warranty covered vehicle repairs. By performing this factory authorized work in-house, they have already earned the Department \$108,000 in reimbursable warranty dollars. A number of capital improvements were also made, including the introduction of a new fueling system, which will allow for improved tracking of use and maintenance and the installation of new emissions monitoring equipment to comply with toughened state vehicle inspections standards.

At the same time, Fleet personnel engaged in their own neighborhood policing activities, via a mentoring program with students at Madison Park High School. In this program, the young people are paired with BPD Auto Technicians in an effort to provide them with hands-on automotive repair experience and to give them a feel for the possibilities of a career in this field.



INTERNAL INVESTIGATIONS

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Bureau Chief: Superintendent James M. Hussey

The Bureau of Internal Investigations includes:

- Internal Affairs Division
- Auditing & Review Division
- Anti-Corruption Division
- Recruit Investigation Unit

In 1999, the Bureau of Internal Investigations participated in the Department's Strategic Planning Process which left it well prepared for the new millennium. Each of the Bureau's Divisions and Units were represented, along with numerous partners including:

- Police Patrolman's Association
- Suffolk County District Attorney
- Federal Bureau of Investigation
- American Civil Liberties Union
- Detective's Benevolent Society
- Attorney General's Office
- Community Appeals Board
- Superior Officer's Federation
- U.S. Attorney's Office
- Police Practices Coalition

This unique collaboration identified the need to upgrade computer information systems and to maintain or improve lines of communication within the Department and among the community we serve.

During 1999, the Internal Affairs Division (IAD) implemented an Educational Outreach Campaign within every police district. Presentations included a detailed explanation of how IAD operates and the importance of citizen participation in the investigation process. Similarly, a detailed explanation of the role and procedures of the Community Appeals Board was also presented, along with copies of an informational brochure explaining IAD's commendation/complaint process. During the coming year, this outreach program will be continued and expanded by making similar presentations to additional civic and community action groups.

The statistical data presented in this report shows a significant increase in the number of IAD complaints for 1999 when compared to similar data from 1998. There are several reasons for this increase:

- All discipline, except District level verbal reprimands and/or counseling, is now recorded and included in our annual statistics.
- The implementation of an Annual Drug Testing Program for the majority of the Department's sworn personnel accounted for one third of the increase.
- Outreach, training and educational efforts have increased the public's confidence in the Department's ability to police itself.

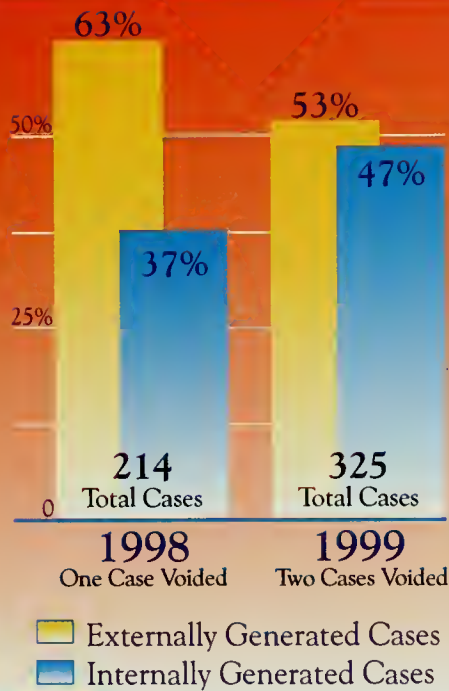
Even with the increased number of complaints our efforts have generated, we continue to meet our goals and have completed 90% of 1999 IAD case investigations within 90 days.

In 1999, the Auditing & Review Division conducted an extensive review of all search warrants and confidential information files which confirmed compliance with Department Rules & Procedures.

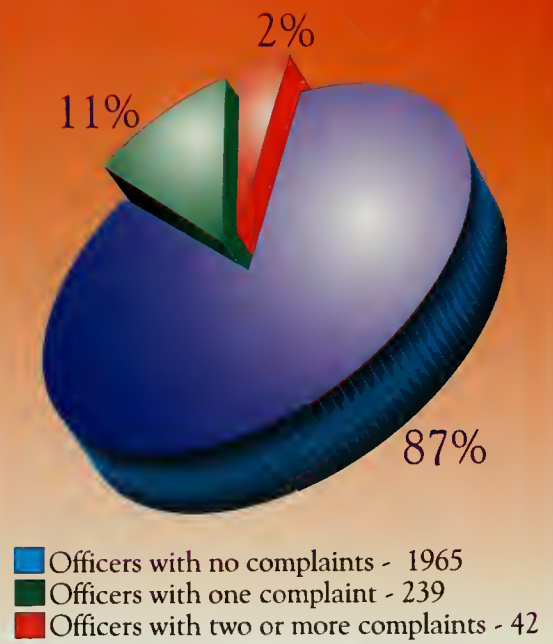
IAD Complaints 1995 - 1999



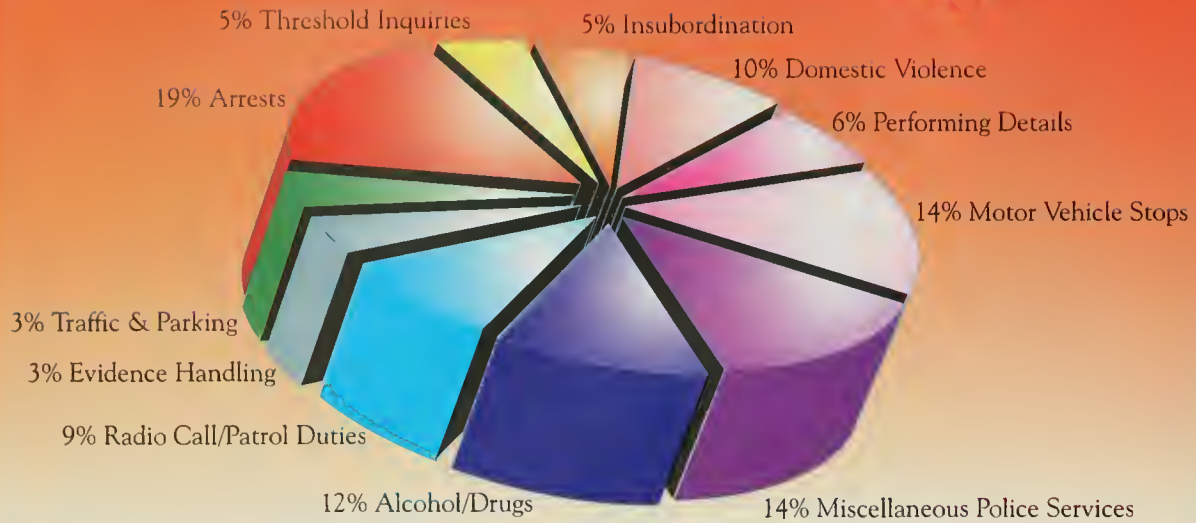
Total Number of Internal Affairs Cases 1998 - 1999



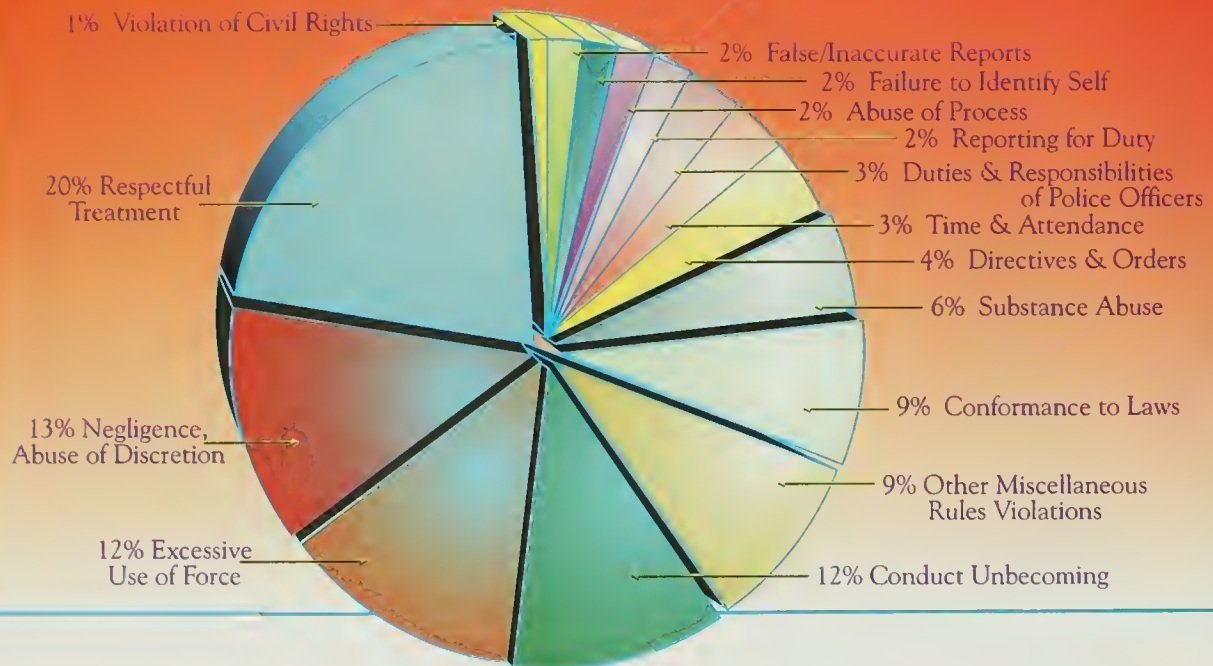
Number of Complaints per Sworn Officer - 1999



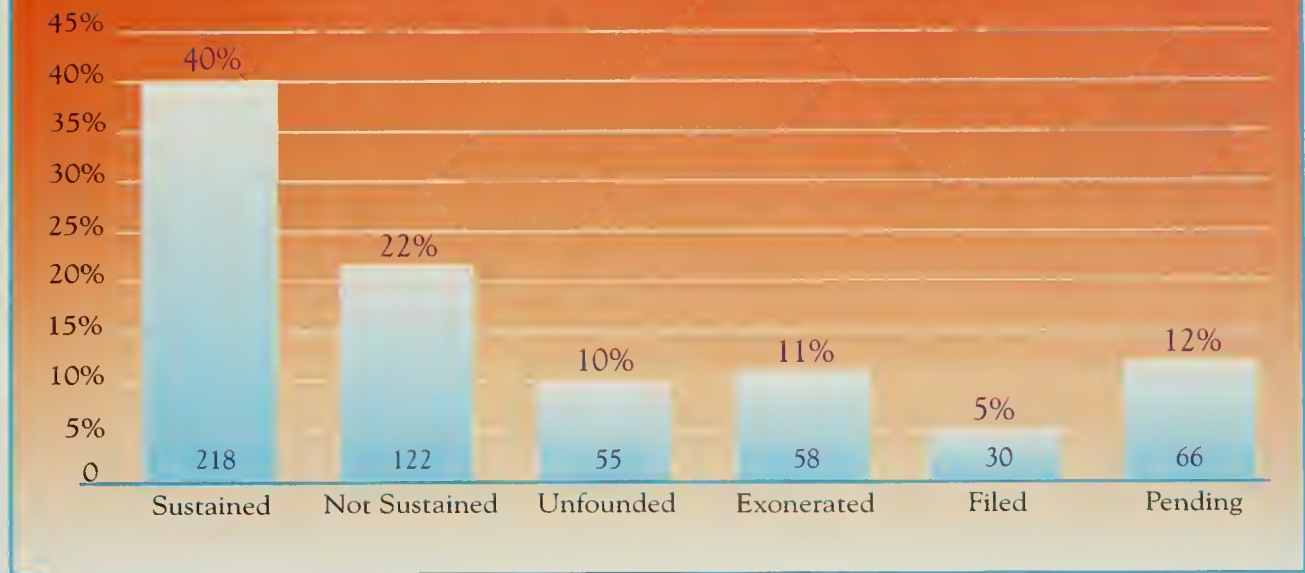
Types of Situations from which Complaints Arose - 1999



Allegations Against Department Personnel - 1999



Dispositions of Individual Allegations Against Sworn BPD Officers - 1999



If a citizen is not satisfied with the investigative process, he/she may make an appeal to the Community Appeals Board.

Upon completion of an investigation of a complaint against an officer, the IAD investigator compiles a report and submits it with his/her recommendation to the IAD Team Leader. After review, the reports are forwarded through the chain-of-command to the Chief of the Bureau of Internal Investigations (B.I.I.). After the Chief of B.I.I. reviews and accepts the reports, the completed report with a recommended finding is forwarded to the Legal Advisor for the Boston Police Department, and ultimately to the Police Commissioner.

There could be multiple allegations within one case, with varied dispositions. The hierarchy for how a decision or finding is categorized is:

SUSTAINED: Sufficient evidence supports the complainant's allegations and the offending officer is subject to disciplinary action. Reflects a need for some action.

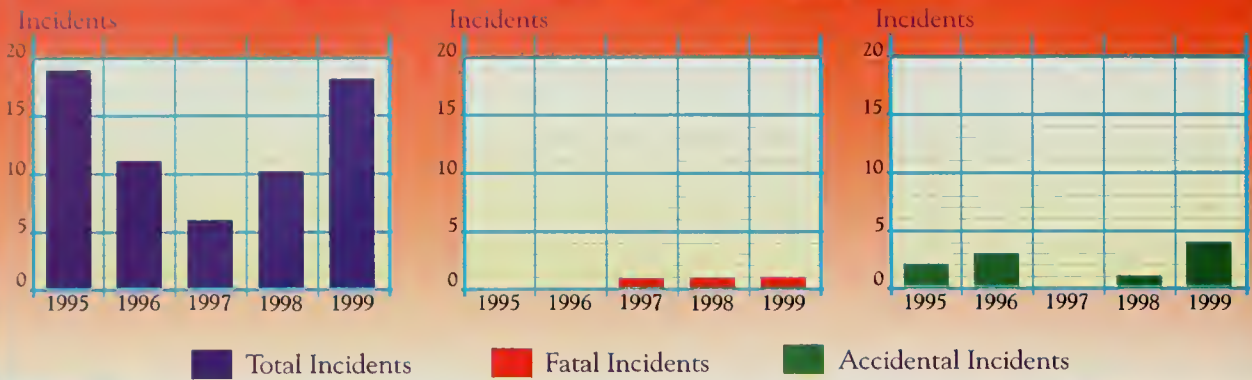
NOT SUSTAINED: Investigation failed to prove or disprove the allegations. The weakest finding, as it reflects the inability to prove or disprove.

UNFOUNDED: Investigation reveals action complained of did not occur.

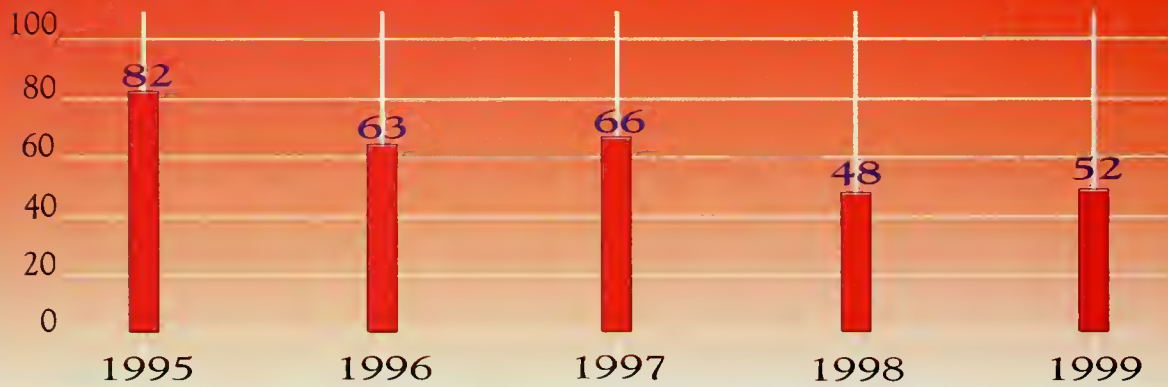
EXONERATED: Action complained of did occur - however, action was reasonable, proper and legal. May reflect a need for training or a change/creation of a policy.

FILED: The matter is placed on file without any disposition.

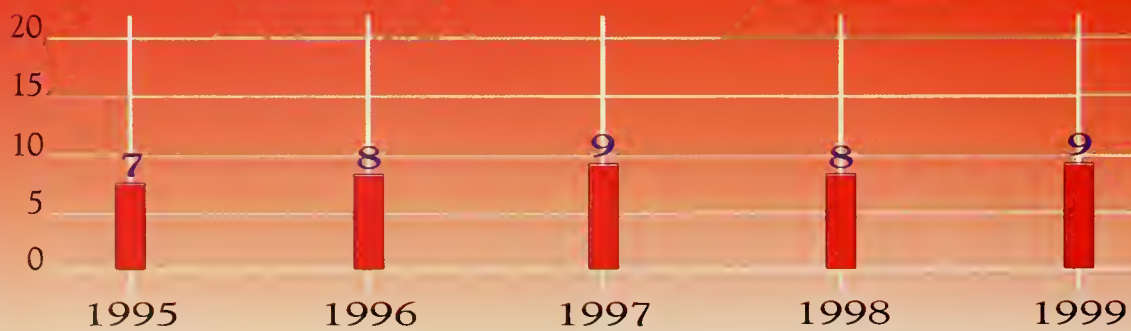
Firearms Discharge 1995 - 1999



Reported Use of O.C. Spray 1995 - 1999



Reported Use of Service Baton 1995 - 1999

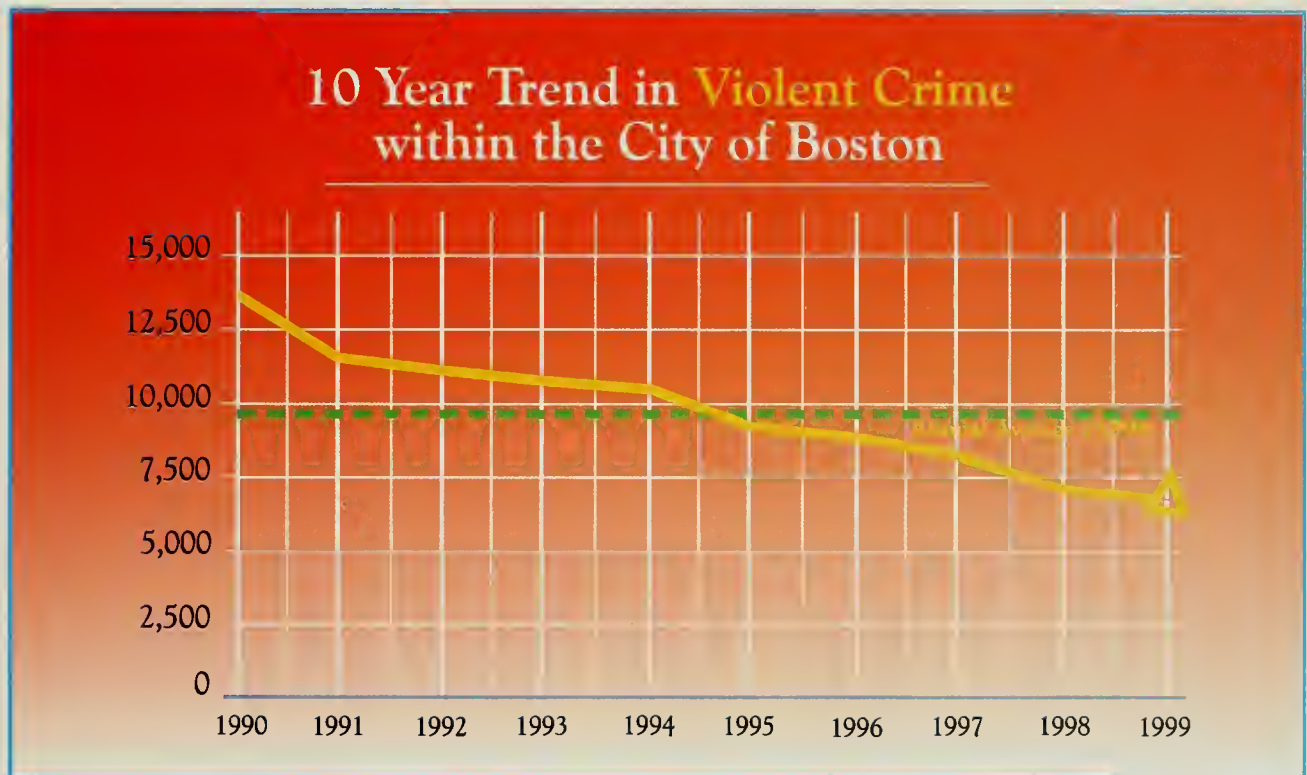


NOTE: The term "service baton" also encompasses the use of other impact weapons used under exigent circumstances in place of a service baton, i.e., flashlight, sap, et cetera.

PART ONE CRIME

PART ONE CRIMES INCLUDE:

- Homicide
 - Rape and Attempted Rape
 - Robbery and Attempted Robbery
 - Aggravated Assault
 - Burglary and Attempted Burglary
 - Larceny and Attempted Larceny
 - Vehicle Theft and Attempted Vehicle Theft



- Violent Crime in Boston fell for a record 9th consecutive year
- Since 1990, Serious (Index) crime has dropped 48%
- Serious crime remains at a level the City had not seen in three decades

These figures are tabulated according to the national reporting criteria established by the Federal Bureau of Investigations' Uniform Crime Reporting Program.

PART ONE CRIME

Boston Outpaces National Trends



“Boston’s new approach to law enforcement has involved collaboration between the police and probation departments, a focus on getting guns off the streets, and most important, a close partnership with community leaders...” and “...shows that this cooperation between police and community leaders can advance the shared goal of crime reduction.”

- *The New York Times*,
5/5/99

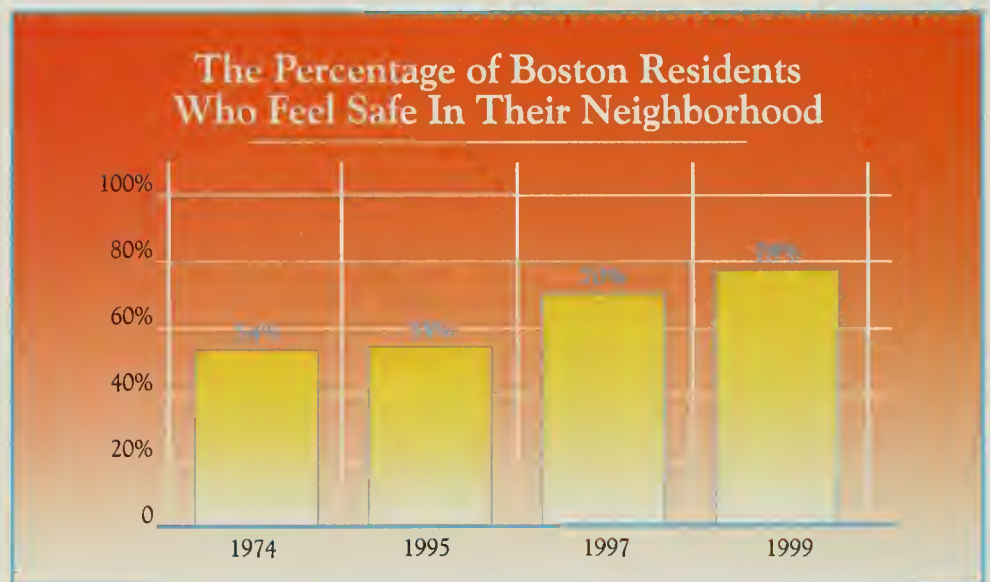


PUBLIC SAFETY SURVEY

Measuring the Effectiveness of Neighborhood Policing

With the implementation of Neighborhood Policing in Boston came the need for an improved capacity to identify problems and evaluate services. The Department, having shifted from reactive to proactive policing, could no longer rely exclusively on reported crime to assess its effectiveness. Rather, the Department needed a tool to include citizens' perspectives in its day-to-day policy decisions. To that end, the Boston Police Department conducted its first bi-annual public safety survey in 1995.

During 1999, over 2,000 randomly selected Boston residents participated in the Boston Public Safety Survey. These residents responded to 70 questions related to neighborhood concerns, quality of life, fear of crime and police services. Some of the highlights from this survey include:



- Over half of Boston residents rate their quality of life as “high.”
- Three-quarters (76%) of Boston residents are willing to volunteer their time to work on public safety issues in their neighborhood.
- During 1999, education replaced crime as the top concern of Boston residents. As a category, “crime” fell to the fifth concern of residents and now follows “nothing”, “traffic,” and “housing” respectively.
- On a scale of one-to-ten (with one meaning “not at all satisfied” and ten meaning “very satisfied”), Bostonians rated police services as an “eight.”
- Bostonians noted “car breaks” as the most serious crime-related problem in their neighborhoods.
- Since 1995, fear of crime has dropped fifty-one percent (51%), with nearly eight out of ten residents reporting that they feel safe walking alone in their neighborhood at night.

Bureau of

FIELD SERVICES

Bureau of Field Services
One Schroeder Plaza
Boston, Massachusetts 02120-2014

Telephone: (617) 343-4300
Facsimile: (617) 343-5400

Bureau Chief: Superintendent James M. Claiborne

The Bureau of Field Services includes:

- District Commands:
 - Area A / Districts 1 & 7
 - Area B / Districts 2 & 3
 - Area C / Districts 6 & 11
 - Area D / Districts 4 & 14
 - Area E / Districts 5, 13, & 18
- Operations Division
- Special Operations Division
- Special Police Division
- Support Services Division

The Bureau of Field Services (BFS) encompasses the patrol staff at each of the eleven full-service Neighborhood Police Stations, as well as a variety of specialized units. As the largest of the Department's five bureaus, it is primarily tasked with the delivery of efficient, effective police services to citizens throughout Boston.

"So what's Boston's secret? 'Basically (Boston) has done it *with* the community,' says Northeastern University criminologist James Alan Fox, 'and not to the community.'"

- Salon.com, 4/28/99



BFS personnel are also actively engaged in creating and cultivating numerous community partnerships throughout the City. These include the work of the award-winning Neighborhood Crime Watch program, as well as increased coordination with a variety of federal, state and local government agencies. BFS personnel conduct innovative outreach programs with schools, local clergy, businesses and other community-based organizations and can be seen implementing practical neighborhood policing strategies on their beats each day.

To do this, they work closely with eclectic groups of community partners to develop shared problem-solving skills. As they get to know each other, officers and citizens are increasingly able to better identify and articulate their common goals and to work together to meet the diverse and changing needs of each neighborhood.

These goals may involve new ways to focus traditional enforcement and crime prevention measures. However, they also often include specific "quality of life" issues that are mutually identified as important. Issues such as noise reduction, underage drinking, traffic enforcement or drug awareness and education are frequently cited as community priorities. Working together, we are continuing to devise strategies to address these issues and build a safer community.

" President Clinton has called on 'communities around the country (to) follow the example of Boston.' And New York Senator Charles Schumer recently proclaimed: 'The Boston model will work in New York, and we should move quickly to adopt it here.'

- Salon.com, 4/28/99

" Boston was selected by the National Crime Prevention Council as one of the six leading American cities with the largest crime reduction over the past ten years."

- International Centre for the Prevention of Crime's "100 Promising Crime Prevention Programs from Across the World," 1999 edition



Partnerships ■ Problemsolving ■ Prevention



“Today I am asking Attorney General Reno to convene a series of meetings with law enforcement and community leaders, to discuss how communities around the country can follow the example of Boston...”

- President Clinton,
Presidential Radio Address, 3/13/99



STRATEGIC PLANNING

Continuing the Strategic Planning Process

In early November of 1999, nearly 500 community leaders from neighborhoods across Boston gathered to celebrate the first phase of "Strategic Planning 1999." Composed of a broad spectrum of both citizens and Department personnel, this gathering capped thousands of hours of planning sessions that had been held citywide during the previous six months. This important initiative also built on many of the key elements from the Department's prior community mobilization and planning process during 1995-1996.

Some promising early results were highlighted at the event, as each of the 17 planning teams unveiled their newly customized strategic plans for the coming years. The teams represented each of Boston's 11 police districts; as well as BPD's Bureaus of Administrative Services, Investigative Services, Internal Investigations and Professional Development, as well as its Operations and Special Operations Divisions.

Mayor Thomas Menino congratulated team participants for their willingness "to work together to drive down crime and fear." Commissioner Evans also praised and thanked each team and noted that the celebration marked "not an end, but a beginning of the tasks of implementing the goals of each team."

By bringing people together in this manner, the Department's Strategic Planning process not only acknowledges the effectiveness of police and community partnerships, but also provides an important catalyst for many of the dramatic crime reductions that have taken place in our City. These partnerships will also continue to be one of our most effective tools in increasing the effectiveness of Neighborhood Policing in the future. As we move forward with the implementation of these plans, it is our hope that the strong community input, hard work and resourcefulness which created them will continue, so that Boston will be the safest city it can be in the years to come.



AREA A

District A-1: Captain Ronald X. Conway

During 1999, District A-1/A-15 personnel continued to promote the concepts of neighborhood policing throughout the Downtown, Beacon Hill, Charlestown, Chinatown and the North End by:

- Providing after-school jobs to at-risk youths through the Victory Program, which also benefits elderly residents and the community as a whole through sidewalk shoveling, beautification projects, information distribution, etc.;
- Coordinating the FaxLink program to bring banking and other business partners together with law enforcement to combat issues of corporate crime - particularly the theft of laptop computers;
- Maintaining open lines of communication and providing mutual assistance to over 30 neighborhood associations and local community groups including the North End Against Drugs, Chinatown Public Safety Committee, and the Charlestown Task Force, under the umbrella of the Area A-1 Advisory Group;
- Volunteering to host a diverse group of 30 district youths on a ski trip to facilitate future positive relationships between kids and cops; and
- Continuing the award-winning efforts of the Community Task Force on Homelessness, including a citywide awareness program.

District A-7: Captain Robert Cunningham

During 1999, District A-7 personnel continued to promote the concepts of neighborhood policing throughout East Boston by:

- Confiscating more than 850 bags of heroin and thousands of dollars in cash as a result of multiple undercover drug arrests, with the Massachusetts State Police, FBI, DEA, and the US Attorney's Office, leading to the prosecution of numerous criminals associated with organized crime throughout New England;
- Promoting increased communication and understanding between local youths and officers by organizing, hosting and coordinating a highly successful youth basketball league with over 250 participants;
- Presenting a public "Report to the Community" attended by over 200 citizens, featuring remarks by Commissioner Evans and Captain Cunningham, as well as A-7 detectives, drug enforcement and community service officers;
- Working with local arts and community groups to sponsor the innovative Streetwise program, which encourages young people to use artistic expression to explore and discuss urban violence issues, their causes and possible ways to prevent them; and
- Continuing the A-7 Bicycle Safety Program to educate youngsters about roadway safety, distribute free helmets, and promote increased interaction between kids and cops.



AREA B

Commander Area B: Deputy Superintendent Bobbie Johnson

District B-2: Captain Albert Goslin

During 1999, District B-2 personnel continued to promote the concepts of neighborhood policing throughout Roxbury by:

- Working together with numerous law enforcement, business, and non-profit partners to develop positive relationships with nearly 1,500 young people through a variety of educational, athletic and recreational programs;
- Holding quarterly Community Forums with local residents to identify potential problems and plan successful community-based problem-solving strategies;
- Initiating the B-2 Gun Safety Program for at-risk pre-schoolers to educate them about the laws and dangers associated with firearms, as well as the innovative Drug Education For Youth outreach and mentoring program;
- Using all of the resources of the District B-2 Domestic Violence Initiative to aggressively prosecute every case—resulting in a decrease of over 800 cases since 1996; and
- Helping to strengthen and renew the community's sense of safety and confidence by successfully arresting nine suspects who have been charged in over 40 separate robbery investigations.

District B-3: Captain John S. Sullivan

During 1999, District B-3 personnel continued to promote the concepts of neighborhood policing throughout Mattapan by:

- Hosting the B-3 Kids' Summer Program—a finalist for the Boston Edison "Service to Youth" City Excellence Award—for nearly 1,000 young people;
- Actively participating in the Suffolk County District Attorney's "Anti Gang Violence Coalition" to coordinate summer programs, ongoing youth activities and crime prevention programs;
- Continuing the popular monthly B-3 Neighborhood Council meetings with local residents, community groups, state, municipal and non-profit agencies;
- Hiring college and high school students as interns to facilitate their interest in law enforcement as a possible career choice; and
- Working with Junior Achievement and local schools to develop the year-long B-3 "Adopt-A-Classroom" program.



AREA C

District C-6: Captain Thomas J. Crowley

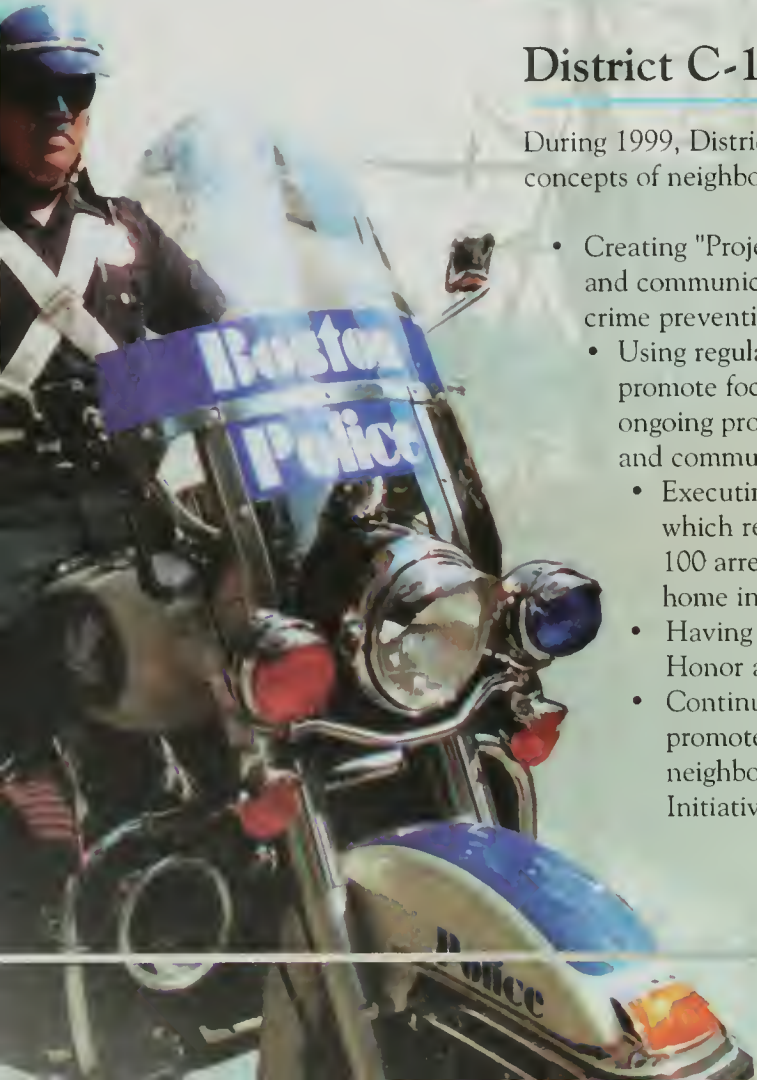
During 1999, District C-6 personnel continued to promote the concepts of neighborhood policing throughout South Boston by:

- Using grant-funding to target several "hot spots" where youths congregate, via non-criminal notification letters to parents requesting their assistance in preventing future incidents at these locations;
- Cultivating ongoing partnerships with schools, courts, Probation, D.S.S. and others by using the District's on-staff social worker to focus on providing services to at-risk youths;
- Working directly with B.H.A. management, tenants, and police to identify, discuss, and address community concerns within the District's three public housing developments;
- Focusing the Anti-Crime Unit's efforts on eliminating underage alcohol purchases and consumption through aggressive monitoring of package stores and drinking establishments; and
- Working together with diverse community groups via regular participation in Crime Watch groups, the C-6 Citizens' Police Academy, the Boys and Girls Clubs, South Boston Against Drugs and the Police Activities League.

District C-11: Captain Robert P. Dunford

During 1999, District C-11 personnel continued to promote the concepts of neighborhood policing throughout Dorchester by:

- Creating "Project Safeguard" to promote increased coordination and communication among over a dozen neighborhood-based crime prevention, intervention and enforcement programs;
- Using regular Neighborhood Advisory Committee meetings to promote focused information and resource sharing, and ongoing problem-solving activities with district residents and community groups;
 - Executing the carefully planned "Operation Madrid", which resulted in national media recognition for its over 100 arrests on outstanding warrants ranging from home invasion to fraud;
- Having five of its officers recognized with Medals of Honor at the Department's annual Awards Ball; and
- Continuing to work with the various community partners to promote the goals of coordinated law enforcement and neighborhood revitalization via the Safe Neighborhood Initiative.



AREA D

District D-4: Captain Charles J. Cellucci

During 1999, District D-4 personnel continued to promote the concepts of neighborhood policing throughout the Fenway, Back Bay, South End and Lower Roxbury by:

- Partnering with the Massachusetts Registry of Motor Vehicles to suspend the driver's licenses of numerous minors using fake ID's;
- Increasing partnerships with local colleges and universities to encourage over 800 local young people to attend 50 different on-campus events throughout the academic year;
- Establishing "The Beat Goes On" and "Youth Police Partnerships" programs to bring officers and young people together in positive settings, and encourage them to work together to address neighborhood concerns;
- Working closely with the Boston Housing Authority and other property managers in neighborhoods throughout the district to enforce the federal "One Strike and You're Out" law; and
- Adding a district-based social worker to coordinate the efforts of the Youth Service Providers Network and the First Step Program, which targets first-time offenders with counseling and services.

District D-14: Captain William B. Evans

During 1999, District D-14 personnel continued to promote the concepts of neighborhood policing throughout Allston and Brighton by:

- Posting the largest reduction in Part One Crimes citywide of 14%;
- Identifying and preventing stolen car incidents via targeted mass mailings to potentially at-risk auto owners;
- Prosecuting over 200 underage drinking arrests via "Operation Keg";
- Reducing quality of life complaints by 80% by working vigorously with local residents, civic associations, colleges and universities, the YMCA and others to address noise, vandalism, traffic and other related community concerns; and
- Writing nearly 15,000 motor vehicle violations to prevent injuries and possible fatalities from speeding in residential, business and school areas, using advanced radar and speed-display board equipment.



AREA E

District E-5: Captain William Parlon

During 1999, District E-5 personnel continued to promote the concepts of neighborhood policing throughout Roslindale and West Roxbury by:

- Cultivating police, youth and business partnerships such as the GMB Motor sports program which provides hands on experience in the teamwork skills necessary to build gas engines for competitive drag racing;
- Organizing trips, competitions and charitable fund raising events as an outgrowth of the martial arts instruction provided to over 600 students city-wide;
- Working with the Police Activities League, local universities and the Boston Red Sox to organize youth events and outings such as the Red Sox Rookie T-Ball League for over 100 local young people; and
- Hosting a flag football program for area young people which resulted in their successful competition in a New York City tournament.

District E-13: Captain Robert M. Flaherty

During 1999, District E-13 personnel continued to promote the concepts of neighborhood policing throughout Jamaica Plain by:

- Creating interesting, informative and interactive content for the new E-13 District web-site and quarterly news magazine;
- Continuing the success of bi-lingual monthly community meetings and the annual "State of District E-13 Address";
- Hosting nearly two-dozen Jamaica Plain 9-12 year olds for the District's Junior Police Academy, as well as numerous other youth oriented programs and activities; and
- Initiating a highly successful Health and Safety Festival special event with Emergency Medical Services and a variety of local community partners.

District E-18: Captain Frederick J. Daniels

During 1999, District E-18 personnel continued to promote the concepts of neighborhood policing throughout Hyde Park, Mattapan and Readville by:

- Deploying additional bicycle patrols, installing new traffic enforcement technology, participating in numerous training programs and putting the newly renovated station house to good use;
- Using a concerted effort led by the Anti-Crime Unit to significantly lower the number of larcenies;
 - Working with READ Boston and various neighborhood associations to develop positive relationships with local young people, starting in their elementary schools; and
 - Continuing to create and develop community partnerships through a Teen Police Academy, and events such as Bicycle Rodeos which have attracted as many as 300 young people.



OPERATIONS DIVISION

Emergency Operations Center
One Schroeder Plaza
Boston, Massachusetts 02120-2014

Telephone: (617) 343-4600
Facsimile: (617) 343-5004

Commander: Captain Stephen Doris

Emergency communications throughout the city are conducted 24-hours a day by the staff of the Operations Division. As the focal point for all incoming emergency calls originating anywhere in Boston, its nearly 200 civilian and sworn personnel routinely deal with a variety of emergency situations requiring combinations of Police, Fire or Emergency Medical Services responses. In addition to processing 7,000 stolen vehicle reports and information on more than 56,000 towed vehicles during 1999, the Emergency Operations Center received 593,139 calls for public safety services. This figure represents a net increase over the previous year, due in large part to the over 130,000 cell phone calls referred to the Department via the Massachusetts State Police, and does include the additional 200,000 business calls handled by Department operators.

The Neighborhood Interaction Unit (NIU) of the Operations Division also provides a number of additional informational services to Department personnel and the general public. NIU's ability to receive telephoned field reports has freed up thousands of man-hours for patrol personnel, thus contributing greatly to the Department's ongoing community policing initiatives. Similarly, the Emergency Operations Center's state-of-the-art VESTA telephone and Computer Aided Dispatch systems have made it a popular destination for numerous civilian and law enforcement groups visiting from around the country and across the world.



SPECIAL OPERATIONS

Special Operations Division
364 Warren Street
Roxbury, Massachusetts 02119-1829

Telephone: (617) 343-5646
Facsimile: (617) 343-5363

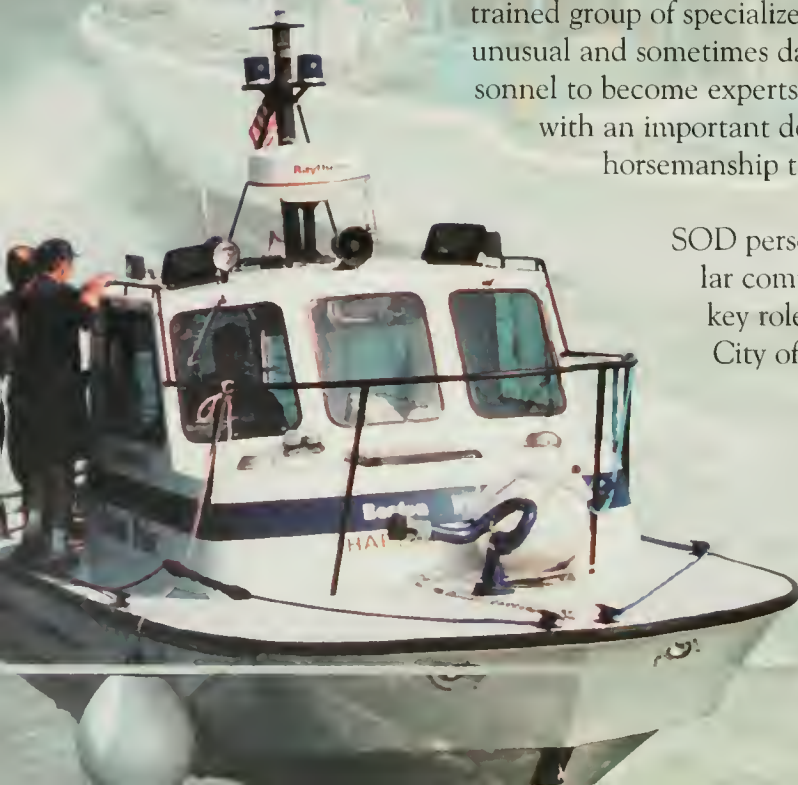
Commander: Deputy Superintendent Laurence J. Robicheau

The Special Operations Division includes:

- Tactical Support Group:
 - Mobile Operations Patrol Unit
 - Entry and Apprehension Team
 - Canine Unit
 - Mounted Unit
- Environmental Support Group:
 - Hazardous Materials Response Unit
 - Explosive Ordnance Unit
 - Harbor Patrol Unit
- Youth Violence Strike Force
- Youth Service Officer Unit

The Special Operations Division (SOD) is a very diverse, but highly trained group of specialized units operating throughout the City. The unusual and sometimes dangerous nature of their work requires SOD personnel to become experts in their fields, thus providing the Department with an important depth of knowledge in areas as far ranging as horsemanship to high explosives.

SOD personnel also provide highly visible and highly popular community policing services to the public. In these key roles, they often act as ambassadors for the entire City of Boston, as they escort parades and dignitaries,



patrol popular tourist and shopping areas and encourage traffic safety on both land and sea. By combining these unique roles with their ongoing community interaction and program development activities, SOD personnel have created many of the Department's award-winning neighborhood policing efforts. These include Operation Cease Fire, the Junior Police Academy, the Winthrop School Initiative, the Bomb Threat Awareness Program and many others.

Another good example of this kind of teamwork was the recognition received by the Youth Violence Strike Force and its many community and law enforcement partners during 1999. Together they jointly received the prestigious Webber Seavey Award from the International Association of Chiefs of Police for their ongoing efforts to prevent youth violence. While these important crime prevention measures are part of their everyday jobs, some officers have taken the program one step further. By making home visits to at-risk families along with concerned members of the clergy on their own time, they are further illustrating their commitment to the community they serve.

Similarly, when Explosive Ordnance Unit personnel are not teaching local businesses and school children about the dangers of explosive devices, they may be remembering one of their own through volunteer work for the Jeremiah Hurley Scholarship program. At the same time, the Harbor Patrol continues to use its vessels to patrol Boston's increasingly active waterfront and harbor, while also acting as hosts for diverse groups of students, senior citizens and many others seeking to learn more about the economics, ecology and scenery of Boston's historic waterways. The department is also proud of SOD's Mounted Unit - the oldest in the nation - as well as its Canine Unit, which is certified by the Massachusetts Criminal Justice Training Council as a statewide training center.

"... The Youth Violence Strike Force has been working on this problem for many years and I think the results speak for themselves..."

*- Department spokesperson
P.O. Cliff Connolly on the
Department's receipt of the
Webber Seavey Award,
in the Boston Herald,
December 20, 1999.*



BPD's Youth Programs A Hit with Local Young People

Boston's popular youth programs continue to play a vital and important role in both crime prevention and in helping our young people make positive choices in their lives. Whether coordinated in partnership with the Police Activities League, the Boys and Girls Clubs of Greater Boston, the YMCA, local churches or a variety of other groups and community-based organizations, they provide local young people with a broad range of athletic, arts, cultural, educational and recreational activities to explore.

These activities not only enrich young lives, but also encourage them to get to know each other, their adult mentors and their communities in safe, fun and structured settings. For example, Police Commissioner Paul Evans, Mayor Menino and Mrs. Tipper Gore joined several hundred local youths, student athletes and coaches at an all-day Spring Sports Festival held at UMass-Boston. Attended by over 500 youngsters, the Festival celebrated the culmination of 1999's Youth and Student-Athlete Collaborative Program and featured instruction from varsity student-athletes and coaches from Boston College, Boston University, Harvard University, Northeastern University and UMass-Boston in a variety of sports skills seminars, demonstrations and drills.

By interacting with the student-athletes, coaches and the Department's Youth Service Officers, this program not only encourages local young people to get to know some of their athletic heroes, but also helps them to develop self confidence and positive role models as they approach young-adulthood.



SPECIAL POLICE

Special Police Division
170 Hancock Street
Dorchester, Massachusetts 02125-2196

Telephone: (617) 635-4890
Facsimile: (617) 343-4863

Commander: Deputy Superintendent Phillip M. Vitti

The Special Police Division includes:

- Boston Housing Authority Police
- Boston Municipal Police

Together the Boston Housing Authority Police and the Boston Municipal Police provide police services to the City's twenty-seven family housing developments, as well as all City-owned schools, parks, health centers and other properties throughout Boston.

The Special Police Division accomplishes this challenging mandate by cultivating productive partnerships throughout the community. These include cooperative efforts with Boston Housing Authority residents, Crime Watch groups, property managers and local government, as well as social services providers and youth workers. Together they create holistic crime prevention measures designed to fight crime and reduce fear.

Structured teams of neighborhood beat officers, development managers and youth workers regularly come together to devise crime-fighting strategies and plan joint problem-solving efforts. They also meet regularly with tenant task forces to maintain open lines of communication and define priorities. By identifying their common concerns, they not only help to fight crime, but also help residents to coordinate recreational and enrichment activities for the developments' young people.

The results from these efforts are encouraging. For example, during 1999, incidents of breaking and entering in public buildings were reduced by 62%, largely as a result of upgrades to the intrusion alarm systems and directed patrols. Municipal Police also installed 16 new alarm systems, upgraded them in an additional 19 public buildings and are also assisting in the design of new security systems for 30 schools that are being built or renovated.



WEBBER SEAVEY

Webber Seavey Award Presented to BPD and Partners

The International Association of Chiefs of Police (IACP) and Motorola presented the Boston Police Department with the prestigious “Webber Seavey Award for Quality in Law Enforcement” at a ceremony held at One Schroeder Plaza.

The award honors the Department for the success of “Operation Cease Fire”, which, in recent years, has helped to reduce the number of homicides among Boston’s youth by confronting and communicating with gangs. The award recognizes the Department’s Youth Violence Strike Force as well as its many law enforcement, non-profit and community partners and was selected from over 200 international nominations.

“Receiving the Webber Seavey Award is a great honor for the entire City of Boston. I think it really demonstrates how successful we can be when we come together to find new ways to reduce youth violence through initiatives like “Operation Cease Fire”, and take the steps necessary as a community to make our neighborhoods as safe as they can be.”

- Mayor Thomas M. Menino

“I’m very proud of the people who’ve worked so hard to make ‘Operation Cease Fire’ the success it has become. Working together with our community partners, our officers have sent a very clear message that seems to be getting through to the young people who need to hear it the most—and the bottom line is that it’s saving lives.”

- Police Commissioner Paul F. Evans

“The 1999 Webber Seavey Award winners are the Boston, Massachusetts Police Department for its program which dramatically reduced youth homicide....”

- Police Chief Magazine



AWARDS

SCHROEDER BROTHER'S MEMORIAL MEDAL

Established September 25, 1975 the Schroeder Brothers Memorial Medal is the highest award given by the Boston Police Department. It is awarded once a year at the Annual Awards Presentation Ceremony to an officer whose conduct in some situation is judged, by the Department Awards Board, to be the highest form of valor exhibited by an officer during the previous year. Usually awarded to only one officer a year, it is accompanied by a letter of Commendation from the Commissioner setting forth the reason for the award. Because this award is the highest recognition of valor which the Department can make, it may not be awarded every year but will be reserved for those particular acts of valor which are outstanding.

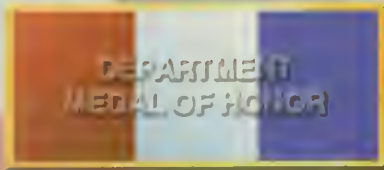
Police Officer Edmund J. Rautenberg, Jr.
Police Officer William I. Griffiths

WALTER SCOTT MEDAL

Under the terms of a gift made by Mr. Walter Scott, formerly of Boston, two thousand dollars (\$2,000) was deposited with the Treasurer of the City of Boston, to be held in perpetual trust, and the annual income therefrom to be used in the purchase of solid gold medals to be known as the "Walter Scott Medal of Valor". It was further stipulated that one-half of the net income thereof annually be paid to the Police Commissioner of the City of Boston for the purpose of such a medal, to be presented by him to the police officer who, in his judgement, distinguished himself for valorous conduct in some situation during the previous year. Ordinarily, it is awarded to only one officer a year; however, upon recommendation of the Department Awards Board, more than one medal may be awarded. This should be the case only when the medal is being awarded to officers whose conduct in the same situation was equally valorous. The medal is accompanied by a Letter of Commendation from the Commissioner setting forth the reasons for the award.

Police Officer Anthony Francis

AWARDS



Established by an act of the City Council on February 7, 1898 the Medal of Honor is given once a year at the Annual Awards Presentation Ceremony to officers cited for outstanding valor in situations occurring during the previous year. The medal is awarded by a letter of Commendation from the Commissioner setting forth the reasons for the award. The Medal of Honor is also awarded in memory of a select number of officers who have been slain in the line of duty.

Department Medal of Honor

Police Officer Edmund J. Rautenberg, Jr. Police Officer William I. Griffiths Police Officer Anthony H. Francis

Department Medal of Honor in Memory of Detective Roy J. Sergei

Police Officer Edward J. Fleming

Department Medal of Honor in Memory of Detective Thomas J. Gill

Police Officer Brendan A. McCarthy

Department Medal of Honor in Memory of Detective Sherman C. Griffiths

Sergeant Detective Daniel P. Linskey Police Officer Kenneth L. Hearn Police Officer Paul T. Quinn

Department Medal of Honor in Memory of Police Officer Louis J. Metaxas

Police Officer Richard L. Medina Police Officer Charles L. Byrne Police Officer Wilson Quiles

Department Medal of Honor in Memory of Detective John J. Mulligan

Police Officer Robert A. Ward Police Officer Ildo D. Goncalves

Department Medal of Honor in Memory of Police Officer Thomas F. Rose

Sergeant Joseph F. McNulty Police Officer Christopher Hamilton Police Officer Ebenezer S. Sealy, Jr.

Department Medal of Honor in Memory of Police Officer Jeremiah J. Hurley, Jr.

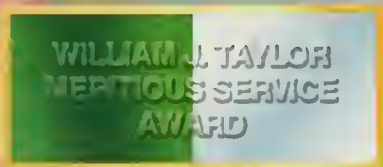
Police Officer Donald B. Powell

Department Medal of Honor in Memory of Police Officer Berisford Wayne Anderson

Police Officer Sean F. Deery

Department Medal of Honor in Memory of Sergeant Richard F. Halloran

Sergeant William J. Feeney Police Officer Andrew J. Fay Police Officer Michael C. Coppinger
Police Officer Edward L. Gately, III



The William J. Taylor Meritorious Service Award is the highest award available other than those awarded for valor or heroism. It is given once a year at the Annual Awards Presentation Ceremony to distinguish a member whose performance over the previous year is in the highest traditions of Boston Police service. The award is given upon the recommendation of the Awards Board. It is accompanied by a letter of Commendation from the Commissioner explaining the reasons for the award.

Sergeant Detective Daniel J. Downey

AWARDS

The Mayor's Medal of Excellence was established on June 26, 1985 by the Police Commissioner. It is awarded annually at the Annual Awards Presentation Ceremony to a Police Officer or Officers who, in the previous year distinguished themselves and are judged for the highest form of superior merit in any form of police duties.



Detective Albert F. Charbonnier, Jr.
Detective Robert M. Zingg

Detective Robert J. Kenney
Detective Frederick M. Waggett

Special Citations, when appropriate, are given at the Annual Awards Presentation Ceremony to members of the department or the persons whose conduct is laudable but who are not eligible to receive other awards. Citations are awarded upon recommendation of the Department Awards Board and are accompanied by a letter of Commendation from the Commissioner setting forth the reasons for the award.



Police Officer Robert F. Allen
Police Officer Kevin M. Cavanaugh
Police Officer William Kelley
Police Officer Rosemary B. McLaughlin
Police Officer Kenneth S. Turner

Detective Jeremiah Benton
Police Officer Richard F. Ford
Civilian CEO Gary E. McGillivray
Police Officer Timothy P. Stanton
Police Officer Arthur P. Whitkens

Henry L. Shattuck Public Service Award

Each year the Municipal Research Bureau (MRB) honors City of Boston employees who have made outstanding contributions to public service. Named after former MRB Chairman Henry Lee Shattuck, the awards recognize their recipients for their demonstrations of: unusual competence, exceptional initiative, leadership ability, helpful attitudes and prudent management.

Police Officer Daniel Long

Theodore Roosevelt Association Award - Boston

Congress incorporated the Theodore Roosevelt Association (TRA) in 1920 to promote the ideals of perseverance and professionalism as exemplified by the 26th President of the United States, Theodore Roosevelt. After founding its Police Award in New York City in 1983, TRA has since expanded the program to include Boston. Each recipient of the award must evidence two criteria:

- Overcoming a significant physical, emotional and/or psychological handicap or injury; and
- Continuing to render outstanding service to the Department after such an incident.

Sergeant Robert P. Guiney

RETIREEES

BPD Retirees Continue to Play Active Roles

As each year passes, growing numbers of BPD retirees are playing increasingly active roles in our community and others across the country. By using their years of law enforcement expertise in second careers, teaching opportunities and a variety of other community service endeavors, they continue to embody the finest ideals of Neighborhood Policing. In 1999, the following BPD personnel retired, with many of them joining the ranks of the newly formed Retired Boston Police Officers Association:

Police Office James M. Ahern
Detective Kenneth Beers
Police Officer Robert F. Chenette
Lieutenant Detective Paul Conway
Police Officer David Corbin
Police Officer Salvatore Corolla
Police Officer Charles Dickerson
Police Officer John Ennis
Police Officer Paul Fahey
Police Officer Laurence G. Fahey
Police Officer Theodore Finocchio
Police Officer Thomas Flaherty
Lieutenant Detective Robert Francis
Detective Thomas F. Galvin
Police Officer James Hamilton
Police Officer Ira Jones
Police Officer Richard Long

Sergeant Detective Leonard Marquardt
Police Officer Leon Martin
Detective Paul McDonough
Police Officer Donald Murray
Police Officer Thomas O'Brien
Police Officer Anthony Pezzulo
Police Officer Paul Rams
Police Officer Joseph Raphanella
Sergeant John Ritz
Carol Ritz
Police Officer John Sacco
Detective Nicholas Saggese
Carol Shutt
Mildred Smith
Police Officer Eugene Simpson
Police Officer William Sullivan
Police Officer Robert L. Toomey

IN MEMORIAM

*“Perhaps they are not stars,
but openings in Heaven
Where the love of our lost ones pours through
and shines down upon us
To let us know they are happy”
- Author Unknown*

Charles Manning

February 2, 1999

Maryann Ridlon

February 22, 1999

Police Officer Frances Thompson

April 7, 1999

Police Officer Robert Vasselian

May 20, 1999

Detective James R. Nee

May 24, 1999

Lieutenant Detective Dawn Green

September 20, 1999

Margaret Gilbert

October 19, 1999

Detective Robert Kenney, Jr.

December 21, 1999

DIRECTORY

Boston Police Headquarters

One Schroeder Plaza
Boston, Massachusetts 02120-2014
Phone: (617) 343-4200
Fax: (617) 343-4481

Executive Offices

Office of the Police Commissioner	343-4500
Bureau of Field Services	343-4300
Bureau of Investigative Services	343-4497
Bureau of Administrative Services	343-4577
Bureau of Internal Investigations	343-4526
Bureau of Professional Development	343-4410
Chief Administrative Hearings Officer	343-5043

Key Operational Services

Labor Relations	343-4545
Media Relations	343-4520
Strategic Planning & Resource Development	343-4507
Legal Advisor	343-4550
Research & Evaluation	343-4530
Finance	343-4665
Human Resources	343-4677
Fleet Management	343-4610
Facilities Management	343-4379
Telecommunications Management	343-4620
Neighborhood Crime Watch Unit	343-4345
Central Supply	343-4661
Hackney Carriage	343-4475

Key Investigative Services

Criminal Investigations	343-4495
Drug Control	343-5625
Major Investigations	343-4483
Technical Services	343-4517
Homicide	343-4470
Community Disorders	343-4527

Sexual Assault	343-4400
Domestic Violence	343-4350
Anti-Gang Violence	343-4444
Ballistics	343-4465
Crime Lab	343-4690

Area/District Stations

A-1	40 New Sudbury Street	343-4240
	<i>Boston, Beacon Hill, Charlestown, Chinatown, North End</i>	
A-7	69 Paris Street	343-4220
	<i>East Boston</i>	
B-2	135 Dudley Street	343-4270
	<i>Roxbury, North Dorchester</i>	
B-3	1196 Blue Hill Avenue	343-4700
	<i>Dorchester, Mattapan</i>	
C-6	101 West Broadway Street	343-4730
	<i>South Boston</i>	
C-11	40 Gibson Street	343-4330
	<i>Dorchester</i>	
D-4	7 Warren Avenue	343-4250
	<i>Back Bay, South End, Fenway, Lower Roxbury</i>	
D-14	301 Washington Street	343-4260
	<i>Allston, Brighton</i>	
E-5	1708 Centre Street	343-4560
	<i>Roslindale, West Roxbury</i>	
E-13	3345 Washington Street	343-5630
	<i>Jamaica Plain</i>	
E-18	1249 Hyde Park Avenue	343-5600
	<i>Hyde Park, Mattapan, Readville</i>	
Area G	Operations Division	343-4600
Area H	Special Operations Division	343-5646
Area I	Special Police Division	635-4890



**SUPERINTENDENT
IN CHIEF**

- OFFICE OF MEDIA RELATIONS
- OFFICE OF RESEARCH & EVALUATION
- OFFICE OF STRATEGIC PLANNING
- OFFICE OF THE NIGHT SUPERINTENDENT

- OFFICE OF ADMINISTRATIVE HEARINGS
- OFFICE OF COMMUNICATIONS
- OFFICE OF LABOR RELATIONS
- OFFICE OF THE LEGAL ADVISOR
- COMMUNITY DISORDERS UNIT

- SUPPORT SERVICES DIVISION
- DISTRICT COMMANDS
- OPERATIONS DIVISION
- SPECIAL OPERATIONS DIVISION
- SPECIAL POLICE DIVISION

- RECRUIT INVESTIGATIONS
- ANTI-CORRUPTION DIVISION
- AUDITING AND REVIEW DIVISION
- INTERNAL AFFAIRS DIVISION

BFS

BII

BIS

BPD

BAS

- HOMICIDE UNIT
- INVESTIGATIVE PLANNING DIVISION
- MAJOR INVESTIGATIONS DIVISION
- DRUG CONTROL DIVISION
- FORENSIC TECHNOLOGY DIVISION

- TRAINING & EDUCATION DIVISION
- REGIONAL ROUND TABLES
- REGIONAL COMMUNITY POLICING INSTITUTE

- INFORMATION TECHNOLOGY DIVISION
- FLEET MANAGEMENT DIVISION
- FACILITIES MANAGEMENT DIVISION
- HUMAN RESOURCES DIVISION
- FINANCE DIVISION
- LICENSING & PUBLIC SERVICE DIVISION
- CENTRAL SUPPLY DIVISION
- EVIDENCE MANAGEMENT DIVISION

BFS..... BUREAU OF FIELD SERVICES
BIS..... BUREAU OF INVESTIGATIVE SERVICES
BAS..... BUREAU OF ADMINISTRATIVE SERVICES
BPD..... BUREAU OF PROFESSIONAL DEVELOPMENT
BII..... BUREAU OF INTERNAL INVESTIGATIONS

