



Our mission is to end the incarceration of women and girls!

We are creating “what different looks like” including ways to prevent, heal from, and respond to harm without policing, prosecutors, and prisons.

Policing and incarceration are extensions of slavery and uphold structural racism. These systems have not created safety, equity, or wellbeing and they never will.

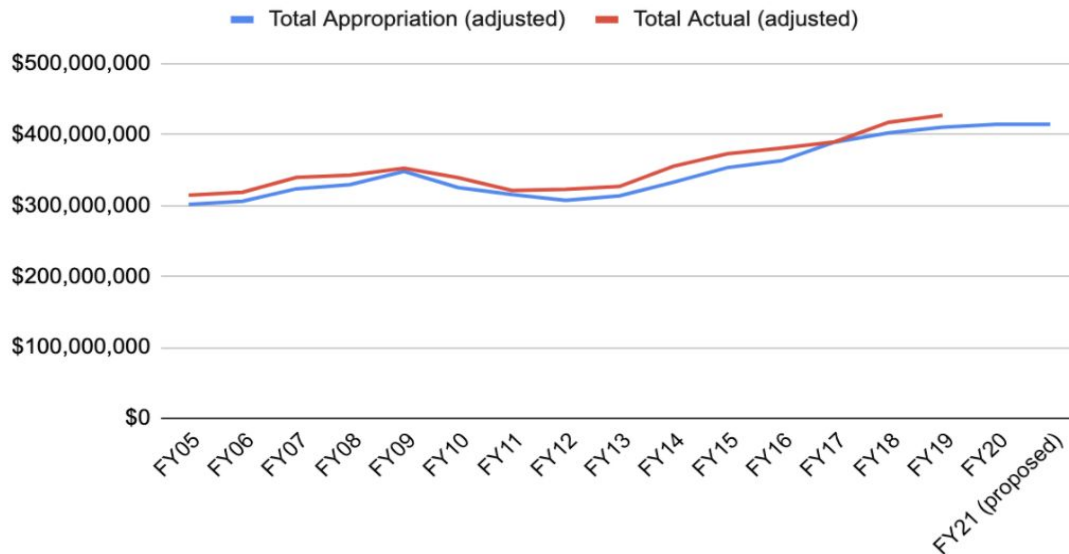
What does it mean to #DefundPolice?

- Defunding the police is a step toward abolition.
- We are working toward communities where everyone has what they need, and where people keep each other safe through community-led processes for accountability.
- The only investment in Black and Brown communities has been policing and incarceration. Now is the time to address decades of racist policy by shifting spending!



What does spending on policing look like right now in Boston?

Total BPD Budget (adjusted for inflation)



Facts about overtime:

BPD has spent \$600 million on overtime in the last 10 years

The average officer makes 30% of their base pay in overtime

Police are the highest paid employees in the city

Why is this happening in our city?

Overtime is an incentive to reward cops
and keep them on the force.

FOR IMMEDIATE RELEASE

Wednesday, September 2, 2020

Nine Boston Police Officers Arrested for Overtime Fraud Scheme

BOSTON – Nine current and former Boston Police Officers were arrested today and charged in connection with committing over \$200,000 in overtime fraud at the Boston Police Department's evidence warehouse.

Overtime is a fraud scheme period. The
only way to change it is to change the
contract.

Boston Police Contract Bargaining Process

OLD CONTRACT EXPIRED JUNE 2020

Mayor Walsh currently negotiating with BPPA

BPPA & Mayor's Office reaches an agreement

Contract sent to Boston City Council for review

Police contract requires additional spending

City Council votes on contract

City Council votes on contract

Goes to arbitration

Parties cannot negotiate on contract

□ Policing contract negotiations serve the interests of the police, not our communities.

- *Protects officer pay and pensions*
- *Shields police from accountability for violence and corruption,*
- *Enforce a system of strict seniority that consolidates wealth and power in officers who have been on the force the longest which upholds structural racism*



The BPPA contract negotiations are private. We, the public, and the communities most impacted by policing don't get a seat at the table.

What would a people-led process look like? What if instead of renegotiating a different version of the old contract, we started over?

Let's take a look at a few examples of police incentives from the current contract...

related hearing or proceeding, shall be entitled to overtime compensation for every hour or fraction thereof during which he was in such attendance or appearance, but in no event less than (4) hours such pay on an overtime service basis, provided, however, that if he so attends or appears, during any one day, on more than one such occasion, he shall be entitled to such additional pay from the time of first such attendance on such day to the time of last such attendance on such day; provided, further, that if any such occasion occurs on a holiday which falls on an employee's day off or during his vacation, the employee shall receive the additional pay due him under the holiday and vacation provisions of this Agreement

Overtime on top of holiday and vacation pay

- B. Employees shall not be required to accept compensatory time off in lieu of monetary compensation for overtime service.
- C. Pay for overtime service shall be in addition to and not in lieu of holiday pay or vacation pay, and shall be remitted to employees as soon as practicable after the week in which such overtime service is performed.
- D. An employee who is not scheduled to work on a holiday but who is called in to work on such holiday shall receive double his straight-time hourly rate for each hour of such service in lieu of the time-and-one-half rate specified in Paragraph A of this section (but not in lieu of holiday pay) An employee who is called in for overtime service during his vacation shall receive, in addition to the overtime compensation otherwise provided under Paragraph A of this Section, a compensatory day off for each such day of vacation on which he performs overtime service

Bad evaluations don't stop cops from getting more money and power

Evaluations shall take place on an annual basis. Officers shall be evaluated by their immediate supervisor which may include the officer's duty supervisor. A copy of completed evaluations shall be placed in the members' personnel file and provided to evaluated members. The Department may take evaluations into account in assignments and training. The Department shall neither discipline a member as the result of a subpar evaluation nor take such evaluations into account in promotions.

Cops are protected by the city

Criminal Actions.

In the event that any employee is charged with committing a criminal offense in the course of this work performance and is subsequently found not guilty of such accusations in a court of law or if such accusations against him are dismissed by a court of law or by an authorized clerk of such court, the City will reimburse such employee for reasonable attorneys' fees and related court costs including but not necessarily limited to stenographic fees and witness fees incurred by him in defending himself against those charges. Such payment will be made after review by the Corporation Counsel of the City of Boston. Prevailing rates (as determined by the Massachusetts Bar Association) shall apply.

Civil Actions.

The City will represent and indemnify" bargaining unit members to the extent permitted by M G L c. 258 Section 9

Why are there incentives for cops?

ARTICLE XVIII

EDUCATION INCENTIVE PLAN/ LONGEVITY PROGRAM

The City, the Police Commissioner, and the Association agree that better to assure orderly economic growth of business and industry in our community and the security of life and property of all our people, it becomes necessary to establish career incentive programs to advance the entry, production and retention within the Police Department of qualified and professionalized police officers

Let's Talk about Construction Details

- *With just the details the cops currently work, a Paid Details department could employ up to 322 full time employees (FTEs) at Boston's median income with just the money earned by cops in 2019 from details.*
- *A Paid Details Department could potentially employ 500-600 people because currently cops turn down more details than they work. Between January and October 2020, 53.5% of details went unworked.*

Facts about construction details:

In 2019 police worked 402,475.5 hours on construction details costing \$29 million

Income from construction details ranged from \$184 to \$136,436 in 2019. Average = \$19,188

The average total pay for cops working details was \$172,591.89. Without construction details, that average would still be \$153,389.60.

31% of Boston cops live outside the city.

Residents working Construction details improves public safety

- *Access to high-paying public sector jobs*
- *Residents who know their neighbors and care about their neighborhoods working on their own streets*
- *Multilingual workers speaking the language of the people in the neighborhood*
- *Reducing contact with police in neighborhoods*
- *Shifting wealth and power into Black and Brown communities*



**We can and must liberate these
construction detail jobs for Black and
Brown residents most impacted by
policing with CORIs!**

— We can and must also:

- *Cap overall police spending*
- *Cap individual overtime*
- *Require cops to wear uniforms*
- *Reduce the size of the police force*
 - *End “Minimum staffing levels”*
 - *Contractually restrict cops from doing certain jobs*