

Office of Police Accountability & Transparency

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Office of Police Accountability & Transparency

Vacant, Executive Director

Cabinet Mission

The Office of Police Accountability and Transparency Cabinet will support lasting, generational change by rooting out impropriety and ensuring the type of enhanced oversight that leads to greater community trust.

Operating Budget	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
Office of Police Accountability & Transparency	717,744	1,133,745	1,452,986	1,474,595
Total	717,744	1,133,745	1,452,986	1,474,595

Office of Police Accountability & Transparency Operating Budget

Vacant, Executive Director, Appropriation 410000

Department Mission

The Office of Police Accountability and Transparency will support lasting, generational change by rooting out impropriety and ensuring the type of enhanced oversight that leads to greater community trust.

Selected Performance Goals

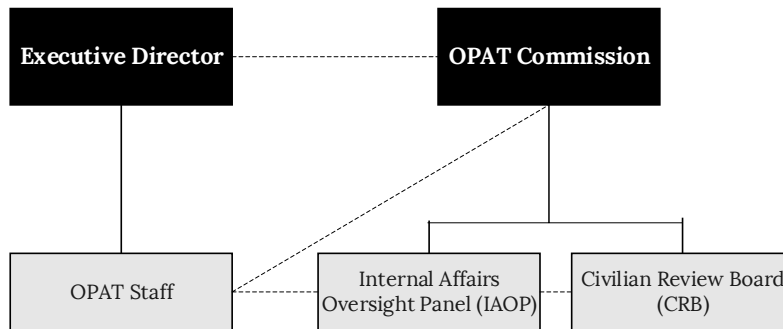
OPAT Commission

- Increase Diversity in COB Workforce.
- Optimize our talent acquisition process to hire great talent to fill vacancies.

Operating Budget	Program Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	OPAT Commission	692,944	961,098	1,422,786	1,444,595
	Civilian Review Board	16,225	168,147	19,414	19,286
	Internal Affairs Oversight Panel	8,575	4,500	10,786	10,714
	Total	717,744	1,133,745	1,452,986	1,474,595

Operating Budget		Actual '22	Actual '23	Approp '24	Budget '25
	Personnel Services	507,215	934,690	1,246,744	1,267,980
	Non Personnel	210,529	199,055	206,242	206,615
	Total	717,744	1,133,745	1,452,986	1,474,595

Office of Police Accountability & Transparency Operating Budget



Authorizing Statutes

- Ordinance Establishing an Office of Police Accountability and Transparency §§ 12-16.1 – 12-16.19 Ordinance §§ 12-16.1 – 12-16.19.

Description of Services

Office of Police Accountability and Transparency investigates complaints of Boston Police misconduct, ensures that the Boston Police Department's internal affairs review process is fair and thorough, and reviews Boston Police Department's existing and proposed policies and procedures.

Department History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	505,790	918,754	1,213,804	1,235,039	21,235
51100 Emergency Employees	1,425	7,138	32,940	32,941	1
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	8,798	0	0	0
51700 Workers' Compensation	0	0	0	0	0
Total Personnel Services	507,215	934,690	1,246,744	1,267,980	21,236
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	7,145	3,993	7,500	7,500	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	0	0	0
52800 Transportation of Persons	0	3,177	4,110	4,775	665
52900 Contracted Services	58,237	64,197	73,000	72,500	-500
Total Contractual Services	65,382	71,367	84,610	84,775	165
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	250	783	2,000	2,000	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	8,589	10,574	11,000	6,500	-4,500
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	1,808	0	0	0
Total Supplies & Materials	8,839	13,165	13,000	8,500	-4,500
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	1,206	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	43,996	101,384	102,632	107,840	5,208
Total Current Chgs & Oblig	43,996	102,590	102,632	107,840	5,208
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	34,051	1,413	0	500	500
55900 Misc Equipment	58,261	10,520	6,000	5,000	-1,000
Total Equipment	92,312	11,933	6,000	5,500	-500
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	717,744	1,133,745	1,452,986	1,474,595	21,609

Department Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary
Admin Asst (FC)	EXM	03	4.00	210,340	Spec Asst IV	MYO	14	1.00	105,743
Admin Asst III	MYO	08	4.00	305,651	Special Assistant	EXM	08	1.00	81,193
Asst Director	MYO	13	1.00	106,638	Sr. Admin Anl	EXM	06	1.00	93,050
Board Member (Stipend)	EXO	NG	14.00	73,000	Staff Assistant II	MYO	06	1.00	53,467
Exec Dir	CDH	NG	1.00	147,905	Staff Asst II	MYO	07	1.00	67,314
					Total			29	1,244,301
					Adjustments				
					Differential Payments				0
					Other				43,737
					Chargebacks				0
					Salary Savings				-53,000
					FY25 Total Request				1,235,038

Program 1. OPAT Commission

Vacant, Executive Director, Organization 410100

Program Description

The Office of Police Accountability and Transparency will provide intake services, research, and administrative support to the Civilian Review Board and the Internal Affairs Oversight Panel.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	482,415	762,043	1,216,544	1,237,980
Non Personnel	210,529	199,055	206,242	206,615
Total	692,944	961,098	1,422,786	1,444,595

Performance

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
% of employees who are people of color		65%	68%	50%
% of employees who are women		54%	50%	40%

Goal: Optimize our talent acquisition process to hire great talent to fill vacancies

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
Time to Fill (avg business days)				60

Program 2. Civilian Review Board

Vacant, Chair CRB, Organization 410200

Program Description

Civilian Review Board reviews and investigates complaints on Police misconduct.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	16,225	168,147	19,414	19,286
Non Personnel	0	0	0	0
Total	16,225	168,147	19,414	19,286

Program 3. Internal Affairs Oversight Panel

Vacant, Chair IAOP, Organization 410300

Program Description

Internal Affairs Oversight Panel ensures the Boston Police Department's internal affairs review process is fair and thorough.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	8,575	4,500	10,786	10,714
Non Personnel	0	0	0	0
Total	8,575	4,500	10,786	10,714

