

Dear Members of the City Council,

I strongly support the demands of “Families for Justice and Healing” shared in their petition: <https://actionnetwork.org/petitions/fjah-police-contract-demands>

As a BPS parent I request that police are no longer in our schools. The salaries of police officers could be better spent on fully funding individual schools including providing student supports. Also, police officers in the schools create a hostile learning environment which affects student outcomes, and their quality of life, as well as creating a student to prison pipeline. Even if the state police reform bill addressing this issue isn't passed, I would recommend getting the number as low as it can be. My understanding is that there could be one officer for the Boston Public Schools.

Right now, unemployment is a huge issue in the city. I would recommend moving details for construction, polling locations, etc to neighbors in the community. That would offer good paying work, including for people with CORI who need a path to stable and well-paid employment.

To save money for the city and distribute the funds more effectively I would recommend:

- Capping the overtime individual officers can make
- Capping total spending on policing including overtime
- Have shift differential pay that is more in line with overnight workers in other industries like healthcare
- Not allowing the stacking of overtime on top of vacation and holiday pay
- Reducing the size of the police force
- Residency requirements for all officers, so that all officers would have more opportunities to contribute economically to the city where they are employed.

Regarding safety, the contract needs to require standard identification for on-duty officers, and needs accountability measures for violence and misconduct that, if not met, **results in termination of employment.**

Since the communities that have been underfunded and overpoliced have been in Black and Brown communities, those are the same communities that should receive the most redistributed funds. This includes underfunded BPS school buildings, and instruction.

If the negotiations with the BPPA do not include significant cost savings and improvements to the health and safety of city residents, I urge the City Council to vote no on the contract.

Councilors, please use your power to improve this police contract!

Thank you for your time.