



**Police Commissioner's Special Order**

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Date:	1/25/24
Post/Mention:	Indefinite

**SUBJECT: RULE 101, ORGANIZATIONAL STRUCTURE, AMENDED**

Effective Saturday, January 27, 2024, Rule 101, Organizational Structure is hereby amended as follows:

**Sections 6.2 Office of Staff Inspections is deleted. Sections 6.2.1 Paid Detail Assignment Unit and 6.2.2 Court Unit** are deleted from Section 6 and moved to the Bureau of Administration and Technology, Section 12 (see new section 12.9 and a new Division; Court and Paid Detail Division and the subsequent sections in Section 6 that are renumbered).

**The new organizational codes for each unit are:**

- Court and Paid Detail Assignment Division: Org.#39000
- Court Unit: Org.#39010
- Paid Details Unit: Org.#39020

The Human Resources Division will prepare personnel orders to reflect these organizational changes.

Michael A. Cox  
Police Commissioner

**ORGANIZATIONAL STRUCTURE**

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**General Considerations:** In order to maintain consistency throughout these Rules, whenever a reference is made to a Commander or Director, it shall be understood that in cases where an employee is assigned within a District or Division, it means the Commander or Director of the District or Division. In cases where an employee is assigned to a Bureau Office, it means the Bureau Chief. In cases where an employee is assigned to an Office that reports directly to the Police Commissioner or the Superintendent-in-Chief, the responsibility shall remain with the head of the Office where the employee is assigned.

**Sec. 1 Organization:** The Boston Police Department is structured into a series of organizational components that represent functional groupings of employees performing like activities. This structure of the Department provides management with a means of assigning responsibility for performance of a group of functions to a single supervisor or manager and clarifies to whom specific employees are accountable.

**Sec. 1.1 Operating Philosophy – Community Policing:** Community Policing is the operating philosophy and style of policing of this Department. Community Policing is defined as the police and community sharing responsibility to ensure safe, secure, and livable neighborhoods. Police Officers and the Department create partnerships with citizens and all relevant public and private agencies to identify and successfully solve problems that engender crime, disorder and fear, and that negatively impact the quality of life in a particular community. These problems are removed through the pursuit of these strong partnerships and Department initiatives that balance prevention, intervention, and enforcement. As these conditions are removed, the Department, other agencies, and the public continue to work together to prevent new problems from arising.

**Sec. 2 Table of Organization:** The structure of the organization is management’s mechanism for bringing together and coordinating resources to accomplish goals and objectives. The structure of the Department can be expected to change with increases or reductions in resources or when the strategies or priorities are altered. The Department has established a Table of Organization that will be updated periodically to reflect these changes. A copy should be maintained in the Rules and Procedures Manual and will be posted permanently in at least one location in each District or Unit accessible to all members of the Department.

**Sec. 3 Grades and Ranks:** The many sworn ranks and civilian grades within the Boston Police Department reflect the paramilitary structure of the organization. The Boston Police Department is organized under the following ranks, grades or position titles:

## **Police Commissioner**

Sworn:

Superintendent-in-Chief

Superintendent

Deputy Superintendent

Captain or Captain Detective

Lieutenant or Lieutenant Detective

Sergeant or Sergeant Detective

Police Officer or Detective

Probationary Officer

## **Civilian:**

Bureau Chief or Legal Advisor

Assistant Bureau Chief

Division Director

Deputy Division Director, Unit or Office Director

All Other Support Positions

**Sec. 3.1 Commissioner's Absence:** Unless otherwise authorized by the Police Commissioner, or upon the vacancy of his/her office without a temporary Police Commissioner having been appointed, the Superintendent-in-Chief will serve as Acting Police Commissioner. If the Superintendent-in-Chief is absent or otherwise unavailable to perform this duty, the Superintendent, Bureau of Field Services will serve as Acting Police Commissioner. If the Superintendent, Bureau of Field Services is absent or otherwise unavailable to perform this duty, the Superintendent who has the most seniority, as determined by their date of appointment to the rank of Superintendent, will serve as Acting Police Commissioner.

**Sec. 3.2 Command and Control:** In the absence of authorization from the Police Commissioner to the contrary, and subject to the provisions of the succeeding sections of this rule, the senior officer of the highest rank, as determined by his/her date of appointment to that rank, who is present for duty at any place, or on any occasion, shall command.

**Sec. 3.2.1 Special Service:** For a special service, or for a specified period of regular service, the Police Commissioner may designate an officer to take command without regard to seniority in the same rank.

**Sec. 3.2.2 Special Assignment Command:** Nothing in this Rule, or elsewhere, shall authorize any officer below the grade of Deputy Superintendent to take command, without authorization from the Police Commissioner, of an Office, Bureau, Area, District, Division or Unit to which he is not regularly assigned. Any officer designated by the Police Commissioner, the Superintendent-in-Chief, a Superintendent or a Deputy Superintendent, to perform a special duty in any part of the City shall be free to carry out their instructions without regard to the authority of any other officer, even though such officer is their superior. An officer with such a special duty to perform may direct specific action be taken by other officers, both Superior Officers and subordinates.

**Sec. 3.2.3 District Authority:** When service is to be performed wholly within a District, but with the assistance of officers from other Districts, an officer of rank attached to the home District and present for duty, shall have authority over an officer of the same rank, even though senior by appointment to that rank, who is detailed from another District or Unit.

**Sec. 4 Definitions:** Throughout this Rule, various terms are used to describe functions and groupings within the Department. The following is a list of these common terms and their definitions:

**Department: The Boston Police Department.**

**Bureau:** The level of command responsible for coordinating and directing a major grouping of like activities within the Department.

**Zone:** The city is divided into 3 Zones. Zone 1 comprises Areas A and D, Zone 2 comprises Areas B and C, Zone 3 comprises Area E.

**Area:** An administrative level of command of the Bureau of Field Services, responsible for two or more geographically defined Districts of the city.

**Office:** The level of command responsible for coordinating and directing a grouping of specific interrelated functions within the Department.

**Division:** That portion of a Bureau or Office, which may or may not consist of Units, a Section or Sections, which has responsibility for specific functions.

**District:** A geographical portion of an Area for which responsibility is assigned to a commander, along with personnel and other resources in sufficient quantity to provide general police service on a 24-hour basis.

**Group:** A part of an Area, District, Division or Office with personnel and resources assigned ongoing responsibility for a particular function.

**Unit/ Section:** Personnel and resources of an Area, District, Division, Group or Office assigned to perform a special task.

**Platoon:** A group of officers comprising the work force of a District or Specialized Unit for a particular period of the day and containing its own supervisory and command officers.

**Squad:** A group of officers under the command of an officer of rank which, in a District, is responsible for patrolling and policing of a neighborhood sector, sectors or beats. In a specialized unit, a squad is responsible for an operational task.

**Sector:** A geographical area of the city defined by identified neighborhood and/or business section boundaries of variable size within a District, responsibility for which is assigned to one or more patrol units.

**Beat:** A neighborhood, business section, or portion thereof within a District to which responsibility for patrol purposes is assigned to one or more officers under the direction of a Squad supervisor.

**Team:** A group of officers assigned patrol responsibility for a geographical area of a District; or, a number of specially trained on-call personnel who are normally assigned throughout the Department but who respond as a functioning unit to perform a specific task, e.g. Negotiation Team, SWAT Team.

**Sec. 5 Organizational Structure:** The executive head of the Department is the Police Commissioner. The Police Department is organized into the following Offices and Bureaus:

- Office of the Police Commissioner
- Office of the Superintendent-in-Chief
- Bureau of Field Services
- Bureau of Investigative Services
- Bureau of Professional Standards
- Bureau of Professional Development
- Bureau of Intelligence and Analysis
- Bureau of Administration and Technology
- Bureau of Community Engagement
- Office of the Legal Advisor

### **Office of the Police Commissioner**

**Sec. 6 Office of the Police Commissioner:** The Police Commissioner is the Executive Head of the Department and is responsible for the management, planning, direction and control of the Department. In addition to the Police Commissioner's administrative and support staff and the Unit(s) listed below, the Offices and Bureaus which report directly to the Police Commissioner are, the Office of the Superintendent-in-Chief, the Office of the Chief of Staff, the Bureau of Professional Standards, the Office of Administrative Hearings, the Office of the Legal Advisor, and the Office of Labor Relations.

**Sec. 6.1 Office of the Chief of Staff:** Assists the Police Commissioner with policy and planning issues and with on-going operations of events, projects, and the Department's goals and initiatives.

**Sec. 6.1.1 Dignitary Protection Unit:** Provides security and protection for the Office of the Mayor and the Office of the Police Commissioner, and visiting dignitaries and guests of those two offices. This Unit reports to the Chief of Staff.

**Sec. 6.1.2 Office of Research and Development:** Acquires and manages external funding for the Department; conducts research, development, and evaluation of crime prevention and intervention programming; assists in crime analysis and acts as a clearinghouse for crime statistics for the Department; conducts Department wide performance measurement and benchmarking; and acts as a liaison with federal, state, and local law enforcement, community and governmental entities.

**Sec. 6.2 Office of the Legal Advisor:** This Office formulates legal opinions and provides legal perspectives on policy matters. Also, provides legal advice to members of the Department; represents the Department in selected civil litigation; presents cases where disciplinary charges are brought against Department employees; defends the Department in employment related matters.

**Sec. 6.3 Office of Administrative Hearings:** This Office has primary responsibility for managing the schedule of hearings, ruling on pre- and post-hearing motions, and conducting pre-hearing conferences and disciplinary trial boards.

**Sec. 6.4 Office of Labor Relations:** This Office is responsible for representing the Police Commissioner at employee collective bargaining negotiations, conferences and grievance discussions and for assisting in the development of policies regarding labor relations and negotiations.

### **Bureau of Professional Standards**

**Sec. 7 Bureau of Professional Standards, Office of the Chief:** Reporting directly to the Police Commissioner, this Bureau has responsibility for ensuring that the professional standards and integrity of the Department and its members are maintained.

**Sec. 7.1 Anti-Corruption Division:** Reporting directly to the Bureau Chief, investigates instances in which a City employee is reported or suspected of involvement in criminal activity involving abuse of position and any other investigation at the direction of the Bureau Chief or the Police Commissioner.

**Sec. 7.2 Internal Affairs Division:** Reporting directly to the Bureau Chief, oversees the Internal Investigations Unit, the Recruit Investigations Unit and the Auditing and Review Unit.

**Sec. 7.2.1 Internal Investigations Unit:** Reporting directly to the Assistant Bureau Chief, investigates incidents of alleged police misconduct; reviews complaint investigations to assure that investigations are thorough and complete; analyzes all complaint data; and proactively assists in the development of needed training modules. Coordinates the Department's efforts relative to the Early Intervention System (EIS) in those circumstances where intervention may prevent subsequent problems or complaints. Reviews the investigative efforts of personnel assigned to conduct recruit investigations.

**Sec. 7.2.2 Recruit Investigations Unit:** Reporting directly to the Assistant Bureau Chief, conducts background investigations on all police recruit applicants and other Department employees.

**Sec. 7.3 Auditing and Review Unit:** Reporting directly to Bureau Chief, performs periodic audits of specific functions within Units and Districts to assess their level of performance and their compliance with Department policies and Rules and Procedures; makes recommendations for the development or modification of organizational strategies and procedures.

## **Office of the Superintendent-in-Chief**

**Sec. 8 Office of the Superintendent-in-Chief:** Reporting directly to the Police Commissioner, the Superintendent-in-Chief is the highest-ranking police officer in the Department. The Superintendent-in-Chief is responsible for the development, review, evaluation, and recommendation to the Police Commissioner of policies, procedures, and programs necessary to ensure the implementation of community policing and the effective delivery of police services to the public. The Bureaus, Offices, and Units that report directly to the Superintendent-in-Chief are, the Bureau of Field Services, the Bureau of Investigative Services, the Bureau of Administration and Technology, the Bureau of Intelligence and Analysis, the Bureau of Professional Development, the Bureau of Community Engagement, the Office of the Night Superintendent, the Peer Support Unit, the Office of Family Assistance, the Office of Media Relations and the Office of Multi-Media.

**Sec. 8.1 Office of the Night Superintendent:** Responsible for overseeing and supervising the delivery of general and tactical police services during the first half (evening) and last half (night or morning watch) tours of duty.

**Sec. 8.2 Office of Family Assistance:** Provides assistance to employees of the Department and their families, active and retired, in coping with personal loss, crisis, and transition of sworn personnel into retirement.

**Sec. 8.3 Office of Multi-Media:** Prepares illustrations, Department forms, graphic layouts, crime scene sketches and other artwork as required by the various Units and Divisions of the Department. Produces training and informational videos and provides videotaping services for crime scene investigations, line-ups, demonstrations, and special events.

**Sec. 8.4 Peer Support Unit:** Responsible for rendering assistance and counseling to Boston Police Officers.

**Sec. 8.5 Office of Media Relations:** This Office is responsible for keeping members of the Department, general public, and news media informed of police activities by responding to media and informational inquiries and through the preparation and dissemination of news releases.

## **Bureau of Field Services**

**Sec. 9 Bureau of Field Services, Office of the Chief:** The Bureau of Field Services has primary responsibility for the implementation of Community Policing and the delivery of effective and efficient police services to the community, as well as primary responsibility for the delivery of general, tactical police services and joint Bureau operations, unless otherwise directed by the Police Commissioner.

**Sec. 9.0.1 Homeland Security Unit (HSU):** The HSU uses an all-hazard approach to prepare the City of Boston for any type of large-scale critical incidents, natural disasters, and terrorist attacks. This approach is designed to enable flexibility in response to mitigate the risk of harm and to coordinate proactively with Boston Police Department's traditional and non-traditional partners. The Boston Police Department Homeland Security Unit (HSU) ensures that the Boston Police Department obtains information and resources to prevent, and if necessary, respond to terrorist attacks.

**Sec. 9.0.2 Special Events Planning Unit:** Prepares all operational and contingency plans for special event taking place in the City of Boston.

**Sec. 9.0.3 Police Cadet Unit:** Police Cadets are assigned to the Bureau of Field Services and are detailed to various Bureaus, Districts and Units for duty.

**Sec. 9.1 Special Operations Division:** Special Operations is responsible for specialized patrol, tactical, and selective enforcement operations.

**Sec. 9.1.1 Tactical Operations:** Responsible for providing specialized patrol, tactical, and selective enforcement operations in situations requiring a high degree of specialized training and/or equipment. Tactical Operations includes Mobile Operations Patrol, the SWAT Team, and the Negotiation Team.

**Sec. 9.1.2 Special Operations Support Group:** The Commander of the Special Operations Support Group represents the Commissioner and the BFS Superintendent on the City of Boston Environmental Strike Team and, as requested, at various judicial and regulatory hearings and procedures. The Group consists of the Harbor Patrol Unit, the Hazardous Materials Response Unit, the Explosive Ordnance Unit, the Canine Unit, and the Commercial Vehicle Unit.

**Sec. 9.2 Zone Patrol Divisions:** Responsible for the implementation of Community Policing and the provision of all police services to residents and visitors to the city. For administrative purposes, Districts are grouped into the following Areas, which, at the discretion of the Police Commissioner, may be placed under the command of an Area Commander:

Area A is comprised of District A-1 and District A-7. Area B is comprised of District B-2 and District B-3. Area C is comprised of District C-6 and District C-11. Area D is comprised of District D-4 and District D-14. Area E is comprised of District E-5, District E-13 and District E-18. District Commanders provide complete administrative and field supervision in the Districts under their control and are responsible for meeting the needs of citizens and for ensuring all functions and operations are performed in accordance with Department Rules and Procedures.

Overseeing the Area and District Commands are the Zone Commanders who report directly to the Chief, BFS. The city is divided into 3 Zones. Zone 1 comprises Areas A and D; Zone 2 comprises Areas B and C; and Zone 3 comprises Area E.

**Sec. 9.3 Field Support Division:** Assists the Bureau Chief in supporting the Bureau's primary mission, assists in coordinating and managing resources for the implementation of Community Policing, and monitors and governs the expenditure of grant money and overtime funds allocated to the Bureau.

**Sec. 9.4 Citywide Bicycle Unit:** This unit has a goal of decreasing criminal activity by walking and riding bicycles in hot spot neighborhoods. The Unit is available for citywide deployment based on Department need.

**Sec. 9.5 Street Outreach Unit (SOU):** Promotes community-based outreach through partnerships and collaboration to those affected by mental illness, substance use disorder and/or homelessness in a professional, humane and supportive manner. The SOU aims to connect individuals to services before they engage in criminal activity or public disorder.

**Sec. 9.6 Youth Violence Strike Force** The Strike Force's goal is to reduce the criminal activity and anti-social behavior of youthful offenders and youth gangs through directed and community-based policing strategies.

### **Bureau of Investigative Services**

**Sec. 10 Bureau of Investigative Services, Office of the Chief:** The Bureau oversees the activities of the citywide investigative Divisions. The Bureau includes the Investigative Planning Unit, the Major Case Division, the Criminal Investigation Division and the Family Justice Division.

**Sec. 10.0.1 Investigative Planning Unit:** Provides administrative and operational logistical support to the Bureau Chief.

**Sec. 10.1 Major Case Division:** Responsible for conducting investigations of criminal activity by both individuals and organized groups. The Division includes the following: The Special Investigations Unit, the Drug Control Unit, the Financial Evidence Unit, and the DEA Task Force Unit. The Division's Support Group includes the Civil Rights Unit, the Fire Investigation Unit, the Auto Theft Unit, the District Attorney's Office Unit, the Licensed Premises Unit and the Sex Offender Registry Information Unit.

**Sec. 10.1.1 Special Investigations Unit:** Responsible for conducting general and specialized investigations of criminal activity by both individuals and organized groups.

**Sec. 10.1.2 Drug Control Unit:** Responsible for investigations of incidents of drug trafficking. The Drug Control Unit includes Opioid Response Unit.

**Sec. 10.1.3 Support Group:** Includes the Civil Rights Unit, Fire Investigation Unit, the Auto Theft Unit, the District Attorney's Office Unit, the Licensed Premises Unit and the Sex Offender Registry Information Unit.

**Sec. 10.2 Criminal Investigation Division:** Responsible for conducting general and specialized investigations. The Division includes the Homicide Unit, the Fugitive Section and District Detectives.

**Sec. 10.2.1 Homicide Unit:** At the direction of the District Attorney's Office, investigates and prepares cases on all homicides, suspicious deaths, serious assaults, and battered children cases in which the victim is in danger of death, as well as the investigation of the sudden death of infants or those apparently stillborn. Included in the Homicide Unit is the Fatal Collision Investigative Team (FCIT).

**Sec. 10.2.1.1 Fugitive Section:** Reporting directly to the Homicide Unit Commander, responsible for tracking and prosecuting persons wanted as Fugitives from Justice. The unit is comprised of the Investigations/Rendition Squad and the Apprehension/HIDT Squad.

**Sec. 10.2.2 District Detectives:** Responsible for general investigations of crime committed within the geographical boundaries of the respective districts to which they are assigned.

**Sec. 10.3 Family Justice Division:** Responsible for the Department's response to, and investigation of incidents of sexual assault and domestic abuse. The Division connects victims and witnesses with services and support through the Children's Advocacy Center of Suffolk County and other service providers. The Division includes the Crimes Against Children Unit, the Domestic Violence Unit, the Human Trafficking Unit and the Sexual Assault Unit.

**Sec. 10.3.1 Crimes Against Children Unit:** Responsible for the investigation of incidents of crimes against children.

**Sec. 10.3.2 Domestic Violence Unit:** Responsible for the investigation of incidents of domestic abuse.

**Sec. 10.3.3 Human Trafficking Unit:** Responsible for investigation of incidents of human trafficking.

**Sec. 10.3.4 Sexual Assault Unit:** Responsible for the investigation of incidents of sexual assault.

**Sec. 10.4 Forensic Division:** Responsible for obtaining, preserving and analyzing physical evidence for eventual court presentation and for assisting in the development of techniques and procedures for effective crime scene search and criminal identification and apprehension. The Forensic Group consists of the Firearms Analysis Unit, the Crime Lab Unit, the Latent Print Unit, and the Crime Scene Response Unit.

### **Bureau of Professional Development**

**Sec. 11 Bureau of Professional Development, Office of the Chief:** Responsible for providing extensive training to all Department personnel, including student officers, in-service, and specialized training. The Bureau includes the Academy Division, the Student Officers Group and the Firearms Training Unit.

**Sec. 11.1 Academy Division:** Responsible for recruit training, in-service training, promotional training, specialized training and executive level management training.

**Sec. 11.1.1 Student Officers Group:** Comprised of student officers of the Academy Division.

**Sec. 11.1.2. Firearms Training Unit:** Responsible for recruit and in-service training in firearms.

### **Bureau of Administration and Technology**

**Sec. 12 Bureau of Administration and Technology, Office of the Chief:** Assists with the management, personnel, fiscal, maintenance, communication, and procurement functions required for the Department to accomplish its mission.

**Sec. 12.0.1 Administrative Collections Unit:** Responsible for overseeing the collection and processing of any administrative fees associated with false alarms, mooring fees and lost/stolen Department property.

**Sec. 12.0.2 Mail Services Unit:** Responsible for collection, sorting, distribution, and delivery of Department mail.

**Sec. 12.1 Evidence and Supply Management Division:** Responsible for supply and material support of Department functions and evidence management. The Division includes the Central Supply Unit, the Evidence Control Unit, the Records Center and Archives Section and the Found/Abandoned Property Unit.

**Sec. 12.2 Fleet Management Division:** Responsible for the acquisition, repair, maintenance and inventory of police vehicles and for evaluating all Departmental motor vehicle accidents and reports.

**Sec. 12.3 Licensing and Public Services Division:** Responsible for overseeing and setting policy for the following Units in areas that govern the operation of hackney carriages and sightseeing vehicles, the issuing of licenses approved by the Police Commissioner, the maintenance and retrieval of incident and arrest records, and the monitoring of pawn shops. The Division includes the Hackney Carriage Unit, the Licensing Unit, the Pawn Section, the Public Services Unit, the Field Reports Section, and the Insurance Reports Section.

**Sec. 12.4 Facilities Management Division:** Responsible for the preparation of the capital budget and the execution of the Capital Plan and for all maintenance and alterations of buildings. The Division includes the Capital Projects and Planning Unit, the Facilities Maintenance Unit, the Electrical Maintenance Section, and the Building Services Section.

**Sec. 12.5 Human Resources Division:** The Human Resources Division is responsible for developing and implementing human resource policies, procedures and training programs for Department personnel. The Division includes the Employment Services Unit, the Records Management Unit, the Attendance Management Unit, the Occupational Health Unit, and the Extended Leave Group. The Extended Leave Group includes the Medically Incapacitated Section, the Extended Leave Section, the Suspended Section, the Administrative Leave Section, and the Leave of Absence Section.

**Sec. 12.6 Technology Services Division:** This Division manages the Department's technology systems and radio communications infrastructure.

**Sec. 12.6.1 Information Systems Group:** Responsible for identifying, managing and supporting the technology needs of the Department. The Group includes the Application Development and Support Unit, the Desktop and Peripheral Support Unit, the Legacy Systems Unit, and the Network Management Unit.

**Sec. 12.6.2 Communications Group:** Responsible for identifying, managing and supporting the communications needs of the Department. This Group includes the Systems Management Unit, the Voice and Video Unit, the In-Vehicle Install and Maintenance Unit, and the Engineering and Frequency Unit.

**Sec. 12.6.3 Video Evidence Unit:** Responsible for the management and maintenance of the BPD camera/video system. The VEU processes all requests for BPD camera system video that involve BPD Districts, Units and BPD Facilities. The VEU is also responsible for the Body Worn Camera management, maintenance, storage and retrieval of all Body Worn Camera Video and related equipment.

**Sec. 12.7 Finance Division:** The primary responsibility of the Finance Division is to ensure that the Department operates in compliance with the legally mandated budget adopted by the City Council. The Units within the Finance Division include: Budget & Financial Reporting, Grants, Contracts, Payroll, Central Cashier, Paid Details Payment, and the Data Entry Section.

**Sec. 12.8 Operations Division:** Responsible for the receipt of calls for assistance and for directing the deployment of response units as called for by the community policing response plan. The Division is also responsible for headquarters security. The Division includes the 9-1-1 Call/Dispatch Center, the Building Security Unit, the Stolen Car Unit, the Warrant Section, and the Missing Persons Section.

**Sec. 12.9 Court and Paid Detail Division:**

**Sec. 12.9.1 Court Unit:** Provides oversight of the activities of officers when appearing in court.

**Sec. 12.9.2 Paid Detail Assignment Unit:** Responsible for the assignment and oversight of paid details through authorized vendors.

### **Bureau of the Intelligence and Analysis**

**Sec. 13 Bureau of Intelligence and Analysis, Office of the Chief:** Management responsibility for implementing data and information fusion and facilitating the sharing of homeland security-related and crime-related information and intelligence. BIA manages the overarching process of coordinating the flow of information across all bureaus of the department and across all levels and sectors of government and private industry. Bureau efforts support risk-based, information-driven decision making and addresses immediate and/or threat-related circumstances and events by producing real-time, actionable intelligence products.

The Bureau mission is to improve the ability to prevent criminal activity and safeguard our homeland. The Boston Police Department, through BIA, is the managing authority of the Boston Regional Intelligence Center – a Department of Homeland Security designated urban area fusion center.

**Sec. 13.1 Division:** Boston Regional Intelligence Center (BRIC): Responsible for coordinating a regional intelligence capability in Boston and the surrounding Metropolitan area. The BRIC collaborates with local, state and federal law enforcement, public safety and private sector resources from the nine city UASI region for the purpose of preventing and responding to all threats, hazards and crimes. The BRIC Division includes the Intelligence Group, Field Operations Group, Technical Services Group, and the Critical Infrastructure and Support Services Group.

**Sec. 13.1.1 Intelligence Group:** Analytical component of the Bureau responsible for planning and direction, data collection and processing, analysis and production, and dissemination. The analytical process of the Intelligence Group drives the collection responsibilities of the Field Operations Group. Further responsibilities include developing and managing analytical search tools, Intelligence databases, GIS tools and the Real Time Crime Center.

**Sec. 13.1.2 Field Operations Group:** Responsible for field collections, monitoring and review of criminal activity and counter-terrorism. Develops leads into potential criminal enforcement and provides that information to relevant units or outside agencies including the FBI Joint Terrorism Task Force for enforcement action. Through involvement with other local, state, federal and private sector partners, detectives facilitate the sharing of criminal intelligence to all necessary entities including the US Department of Homeland Security and the National

Suspicious Activity Reporting Initiative. Field Operations Group provides resources to internal and external emergency preparedness requirements and also manages the Bureau's human intelligence efforts.

**Sec. 13.1.3 Technical Services Group:** The Technical Services Group is the Boston Police Department's designated technical surveillance support entity. Responsibilities include training, deploying, maintaining, and reporting on all use of sophisticated electronic investigative equipment. Personnel will maintain and educate BPD users in the core competencies and technical skill sets to assure mission readiness and expertise in the following areas: legal use, deployment, installation and analysis of departmental GPS equipment, covert listening devices, surveillance platform and associated equipment, covert camera and pole camera equipment, and communication analysis and exploitation hardware and software. Group does not manage issues related to the collection and/or disclosure of evidence.

**Sec. 13.1.4 Critical Infrastructure and Support Services Group:** Responsible for managing an information and data protection program that enhances critical infrastructure information sharing between the police department and the private sector. This Group is required to collect, analyze and secure critical infrastructure data and protected systems, identify vulnerabilities and develop risk assessments, and enhance recovery preparedness measures. Support services include managing the security requirements involving classified rooms and the handling and storing of classified materials as well as Bureau and departmental requirements specific to intelligence-based training and education.

## **Bureau of Community Engagement**

**Sec. 14 Bureau of Community Engagement:** The Bureau was created to enhance and focus the community policing mission; to guide the Department in engagement, building trust and partnerships in neighborhoods throughout the city. The Bureau of Community Engagement will offer direction and assistance to every District supporting their efforts on building relationships and trust within their communities; strengthening partnerships and creating new ones, creating new initiatives and programs. All while promoting inclusion and diversity within the department and working with marginalized and disenfranchised populations.

The Bureau is comprised of the following Units.

**Sec. 14.1 Citywide Community Initiatives Unit:** Is available to guide and support the District Community Service Offices with the creation and maintenance of programs, initiatives and events to build relationships and trust in their communities. The Unit also directs their own citywide engagement programs.

**Sec. 14.2 School Engagement Unit:** Coordinates and works in partnership with the Boston Public School Department. The unit's goal is to ensure that full communication and collaboration exists between the Boston Public Schools Safety Services Department and the Boston Police Department to promote trust between the two communities, as well as ensure a safe and secure learning environment for students and staff.

**Sec. 14.3 Community Collaboration and Engagement Unit:** (formerly Neighborhood Crime Watch Unit) Is responsible for working in partnership with the 11 Boston Police District Community Service Offices. Providing access to programs, initiatives and City Services that supports the district in engagement and addressing the quality of life issues in their respective reporting areas. The Unit also spearheads and coordinates with the districts on national endeavors such as National Night Out and Faith In Blue as well as providing procedural assistance on events such as; Coffee with a Cop and Flashlight Walks.

**Sec.14.4 Crime Stoppers Unit:** Responsible for managing the anonymous Crime Tip hotline and Text-a-Tip line as well working on proactive outreach explaining the benefits and assuring the anonymity of the program to community.

Michael A. Cox  
Police Commissioner