

Boston Police Department

Superintendent Frank Mancini

Bureau of Professional Standards



Boston Police Department

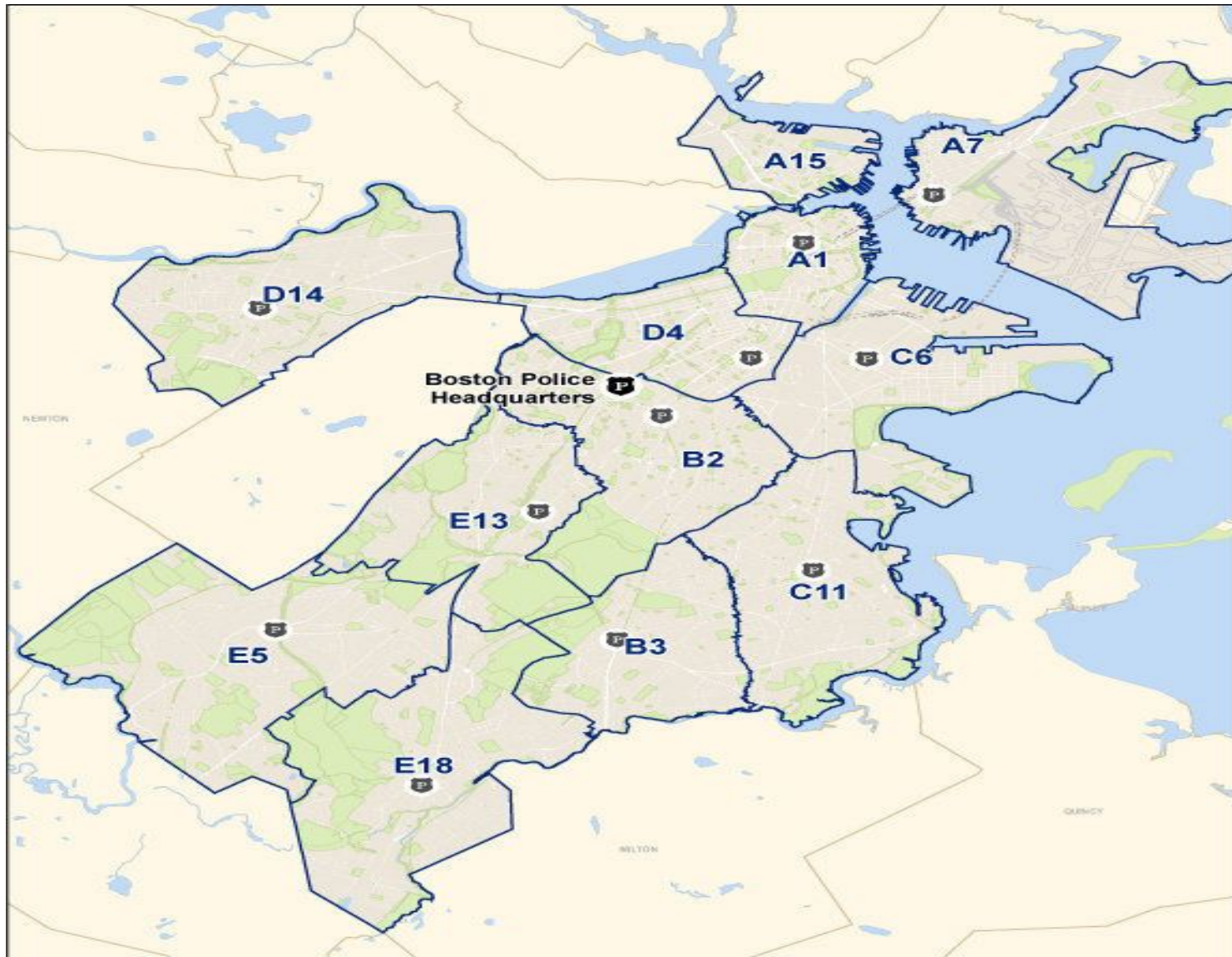
Facts & Figures

- Annual Budget FY19 \$ 400 Million
- Apx 2200 Sworn Personnel
- 800 Civilian Personnel
- APX 670,000 Calls for Service in 2017
- City of Boston apx 685,000 residents

BOSTON POLICE DEPARTMENT STRUCTURE

- ▶ 11 GEOGRAPHIC DISTRICTS
- ▶ 6 BUREAUS -
 - ▶ * BUREAU FIELD SERVICES- UNIFORM
 - ▶ * BUREAU INVESTIGATIVE SERVICES- DETECTIVES
 - ▶ * BUREAU PROFESSIONAL STANDARDS- IA, ACD, RIU, A/R
 - ▶ * BUREAU ADMINISTRATION/TECHNOLOGY
 - ▶ * BUREAU PROFESSIONAL DEVELOPMENT- ACADEMY
 - ▶ * BUREAU INTELLIGENCE/ANALYSIS- CRIME ANALYSIS/DATA

Boston Police 11 Districts



Bureau of Professional Standards

- **Internal Affairs Division:**
public complaints & internal complaints
- **Anti-Corruption Division:**
public corruption and criminal activity
- **Auditing and Review Unit:**
audits, inspections
- **Recruit Investigations Unit:**
background investigations of recruits

Internal Affairs Division

- ▶ Complaints from public
- ▶ Internal Complaints
- ▶ Some law violations- OUI/DWI, domestic violence, misdemeanors
- ▶ Administrative Investigations- Rules violations (non-criminal)
 - * counseling
 - * re-training
 - * discipline
 - * termination/resignation

Internal Affairs-Staffing

- ▶ Commander

- * Reports to Superintendent of Professional Standards Bureau

- ▶ 3 Investigative Teams

- * 1 Lt Det. Supervises 3 Sgt Dets per Team

- * Avg 450-500 administrative investigations per year

Critical Issues:

- *Proper staffing:*

- important for completing timely investigations

- *Timely investigations:*

- lead to increased public trust and fairness to employee

MISCONDUCT INVESTIGATIONS

- * CAN BE CRIMINAL OR ADMINISTRATIVE
- * BI-FURCATED PROCESS

ANTI-CORRUPTION DIVISION

- INVESTIGATES ALLEGATIONS OF CORRUPTION
- SERIOUS CRIMINAL ACTIVITY, ABUSE OF POSITION
- BPD AND CITY OF BOSTON EMPLOYEES (17,000)
 - PARTNERS WITH FBI, DEA, HSD, USA, AG
 - ANY INVESTIGATION AS DIRECTED BY COMMISSIONER

INTERNAL AFFAIRS DIVISION

- ADMINISTRATIVE INVESTIGATIONS

ANTI-CORRUPTION DIVISION

- Commander – 1 Lieutenant Detective
- Investigators- 4-6 Sergeant Detectives
- Anti-Corruption Division:
 - * reports only to Superintendent of Professional Standards
- Superintendent of Professional Standards:
 - * Reports only to Police Commissioner
- *Important:*

Standard Chain of Command Reporting does not apply to ACD investigations- reporting is from Superintendent of Professional Standards to Police Commissioner directly.

Anti-Corruption Units

- Independent and proactive
- No interference (political/internal)
- Off-site location
- Dedicated funds/resources/tech
- Highly selective staffing
- Confidentiality critical
- Create partnerships
 - *(FBI/USA/AG/DA)
- Political support
 - *(Chief, Commissioner, Mayor)

Internal Investigations

Administrative

vs

Criminal

▶ Internal Affairs Division

- *Administrative investigations of alleged misconduct which could result: suspension or termination*

Can Appeal Discipline:

- *Departmental Hearing*
 - Hears appeals of administrative discipline
- Civil Service/Arbitration

▶ Anti Corruption Division

- *Investigations of alleged of criminal conduct or corruption which could result in criminal prosecution*
- *Creates partnerships with Federal, State, and local Prosecutors*
- *Partnerships with Federal, State Agencies*

Parallel Investigations

Concurrent investigations by IAD and ACD
of same incident/complaint

- Criminal investigations by ACD take priority over the IAD administrative investigation
- IAD – focus on Rules and Procedures violations, public complaints, resulting in administrative sanctions
- ACD – focus is on criminal investigations, resulting in prosecution, conviction, and possible incarceration
- In a criminal prosecution, the prosecutor should be notified in advance and approve of any concurrent IAD administrative investigations that are contemplated.
- Allegation is both rules violation and violation of law

ANTI-CORRUPTION DIVISION

PERSONNEL SELECTION

- ▶ Rank of Sergeant/Lieutenant
- ▶ Interview Process or Direct Selection
- ▶ Additional Considerations
 - Integrity
 - Confidentiality
 - Ability to work independently and in a group
 - Excellent report writing and interviewing skills
 - Past job performance review/ IA record
- ▶ Highly competitive selection process- thoroughly vetted
- ▶ Career Advancement/preferred assignments
- ▶ Selection should not be politically motivated
- ▶ Relationships/connections within police agency and government considered

Anti-Corruption Division Cases

- ▶ Accepting bribes
- ▶ Larceny
- ▶ Disclosing confidential and sensitive information
- ▶ Involvement with criminal organizations
- ▶ Tampering with evidence and perjury
- ▶ Involved with illegal drugs
- ▶ Extortion
- ▶ Violation Civil Rights Title 42 sec 1983, color of law
- ▶ Fake injuries/false worker compensation claims
- ▶ Leaking federal investigations to media, target

Boston Police Corruption Investigations

Officer Roberto Pulido



Officer gets 26 years in trafficking scheme

Sentence closes chapter in drug, corruption case

A federal prosecutor, described Pulido in court yesterday as a "jack of all crimes,"

"It was my lifelong goal to be a Boston police officer," said Pulido,

By Jonathan Saltzman Globe Staff



Joint F.B.I./Anti-Corruption Div. Investigation
4 year investigation with UC Operative

* Pulido also recruited 2 other Boston Officers
Nelson Carrasquillo and Carlos Pizarro



Investigation focused on Pulido and 2 other Boston Police Officers
Trafficking and protecting shipments of hundreds of kilos of
cocaine into Boston



Pulido and the 2 other BPD officers were arrested in Miami by FBI and ACD officers



Roberto Pulido received a 26 year sentence and has 16 years left to serve. The other 2 officers received 8 and 10 year sentences





Chief of the Boston Police Department Albert Goslin and U.S. Attorney Michael J. Sullivan at news conference Friday, July 21, 2006. Goslin announced the arrest of three veteran Boston police officers charged with intent to distribute 100 kilograms of cocaine.

Officer Roberto Pulido- Crime List

- Drug Trafficking- Cocaine
- Pimp
- After hours club; prostitutes and drug dealing
- Identity theft- stopped expensive cars only for license info
- Stealing road salt from City of Boston
- Planting illegal drugs in business partner's car and calling 911 to have partner arrested and taking his share of the business
- Breaking into partners apartment and stealing \$30,000 cash
- Selling steroids
- Illegally importing steroids from Greece
- Extra-marital affair with 1 child (wife divorced him after indictment)
- Buying apx. \$30,000 of fraudulent Home Depot gift cards at half price
- Failing to report income to the IRS from his contracting business

Aftermath of Pulido case- Ed Davis



Officer Jose Ortiz below who was sentenced to 11 years in prison for attempting to extort \$200,000 from a man while working for a Colombian drug dealer.

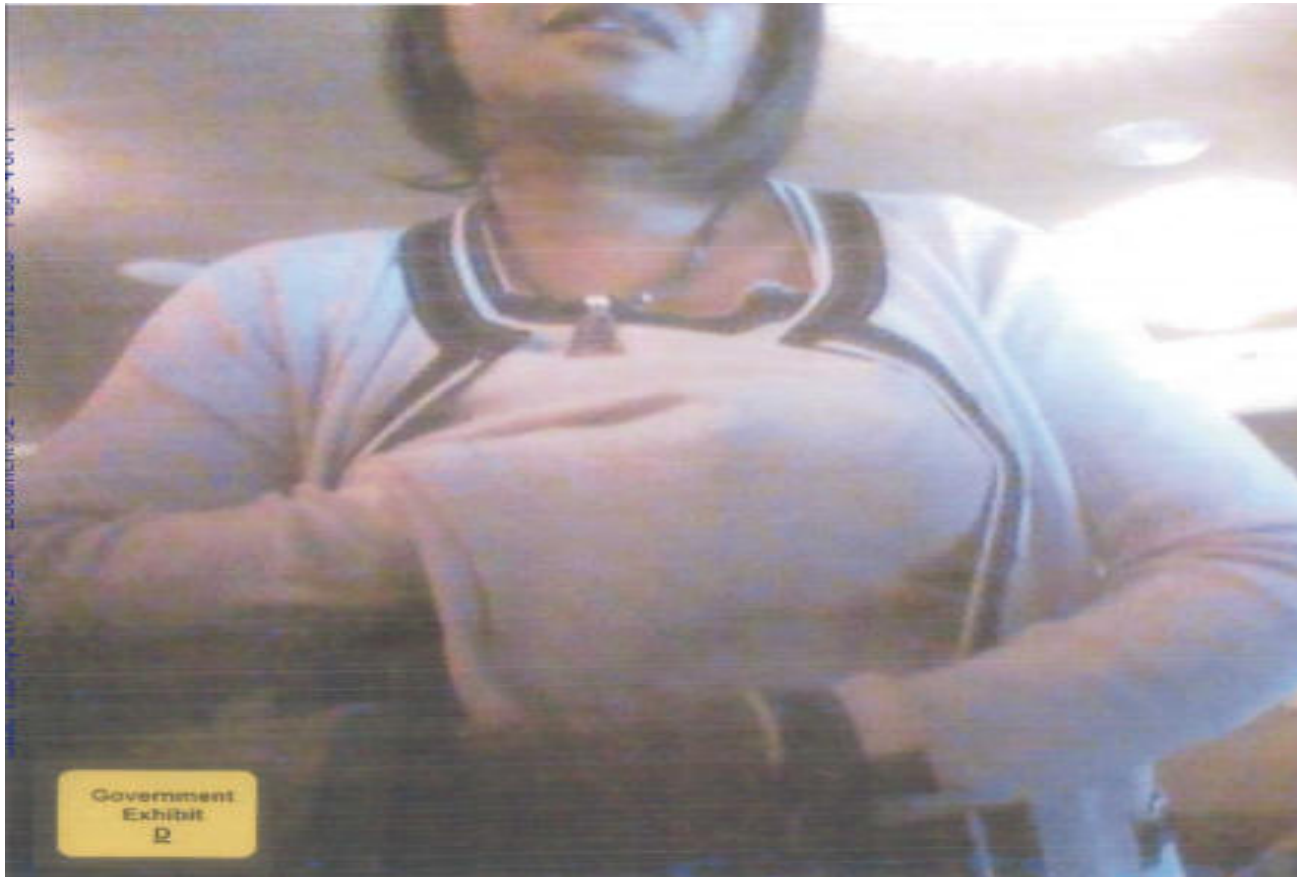


WILKERSON, TURNER CAUGHT IN CORRUPTION PROBE

Former state senator Dianne Wilkerson and former Boston city councilor Chuck Turner were ensnared in 2008 in a FBI probe of corruption in the local political scene. Wilkerson pleaded guilty to attempted extortion in June 2010, and Turner was found guilty on bribery and perjury charges in October 2010. Read the coverage below for a look back at their cases.

- [Wilkerson receives 3½ years in prison](#)
- [Turner sentenced to 3 years in prison](#)

Senator Dianne Wilkerson Massachusetts
\$23,000 in bribes
Stuffed \$500 bribe in bra



Investigative Methods

- ▶ All legal methods may be used

- UC surveillance techniques
- Informants
- Video/Audio recording
- Joint investigations with Federal, State, Local agencies
- Interviews/Interrogations
- Public records searches

- ▶ Early consultation with prosecutor recommended

- ▶ Integrity testing- Random vs Targeted- All legal methods used

Proactive vs Reactive Investigations

Anti-Corruption Units Should ■

- be proactive and actively seek out possible corruption and criminal activity by Police Officers, public employees, and elected officials.
- use Integrity Testing on targeted individuals.
- be perceived as aggressively seeking out criminal activity
 - Creates a deterrent effect
- actively seek to assist and create partnerships with Federal, State, and local prosecutors
- have working relationships and information sharing with F.B.I. and other Federal, State, and local law enforcement agencies

IMPORTANT POINTS/ACD

- ▶ Independence from political interference both internal and external
- ▶ Outside normal chain of command- Report only to Head of agency
- ▶ Outside of normal rank structure for reporting purposes
- ▶ Offsite office location/Secure Facility
- ▶ Sufficient financial resources to conduct investigations- investigative funds
- ▶ Support from police and political leadership (Commissioner/Mayor)

Duty to Report Illegal Conduct

▶ Department Policy

* Commanders/Supervisors must report
illegal activity that they know

or

should have known was illegal

or

face disciplinary action

Proactive Duty

► Commanders and supervisors have a **Proactive Duty** to-

1. *Prevent*
2. *Detect*
3. *Expose*

Any Illegal Activity or police misconduct that they are aware
or

should have known about

All Boston Police Employees

- Are responsible for reporting illegal activity of other BPD employees
- Are required to cooperate in any Anti-Corruption Unit investigation regardless of chain of command or rank
- Written requirements regarding reporting illegal activity to the Anti-Corruption Unit-

*contact ACD immediately/written report within 24 hours

PARTNERSHIPS/JOINT INVESTIGATIONS

- COMMUNICATION/INFORMATION SHARING IMPORTANT
- INTER-AGENCY COOPERATION
- INTER-AGENCY TRUST/NO WITHHOLDING INFORMATION
- AVOID INTER-AGENCY RIVALRY
- INTER-AGENCY INFORMATION SHARING
- AVOID TURF BATTLES- HAVE COMMON GOAL OF SUCCEEDING IN THE MISSION

STANDARD INSPECTIONS

Boston Police AUDITING/INSPECTION UNIT

- Guns
- Drugs
- Money
- Evidence Rooms
- Officer Overtime
- Registered Confidential Informant Files
- Detail Assignments/Private Vendors
- Drug and Gun Destructions
- Officer Court Appearances

Boston Police Evidence Division

- Apx. 200,000 pieces of drug evidence
- Apx. 4,000 firearms
- Overall apx. 500,000 pieces of evidence and property

POLICE ACCOUNTABILITY

Establishing Public Trust: self-policing, inspections, audits, supervision

- Agencies are accountable to the public
- Auditing and inspecting processes and physical evidence helps organizations achieve accountability, integrity, instills public confidence.
- Discovers and deters corruption, poor performance, misconduct
- Public trust is necessary for good government- without public trust, police legitimacy is questioned by the public.
- Police legitimacy is necessary for police to get cooperation from the public and not be seen as the enemy or occupying force.
- To achieve legitimacy, and avoid scandals, police must allow external scrutiny
- Accountability is the obligation to answer for the responsibility given

FAILURE TO SELF-POLICE/INSPECT/AUDIT NEGATIVE CONSEQUENCES

- CRIMINAL PROSECUTION
- LOSS OF CAREER
- CIVIL LIABILITY
- FEDERAL OVERSIGHT
- MEDIA EXPOSURE
- LOSS OF PUBLIC TRUST

Braintree Police Department



Braintree MA, PD Evidence Room



Braintree Police chief retires amid evidence room scandal



**“CLEARLY, THIS IS NOT THE WAY I
WANTED TO END MY CAREER...”**

—CHIEF RUSSELL JENKINS



Two Braintree Officers Take Retirement Over Evidence Room Hearing

Deputy Police Chief Wayne Foster retired and avoided a disciplinary hearing related to the Braintree Police evidence room scandal.



BRAINTREE POLICE EVIDENCE ROOM SCANDAL

FAILURE TO INSPECT AND AUDIT

- Resignation Of Chief of Police
- Retirement of Deputy Chief in lieu of discipline
- \$256,000 missing cash; \$90,000 from drug cases
- Several handguns stolen
- 185 criminal cases dismissed or dropped
- Hundreds of pieces of drug evidence pilfered
- Suicide of the evidence officer within days of being interviewed by auditor in 2016.

Massachusetts State Police Overtime Scandal



Mass. State Police Scandal

- **March 2017:**
Highest paid trooper in 2016 placed on desk duty amid investigation into overtime pay
- **October 2017:**
WCVB finds several troopers used 'questionable methods' to collect extra pay for work not performed
- **November 2017:**
Two troopers file federal lawsuits alleging they were ordered by top commanders to alter a report on the arrest of a judge's daughter
- State police Col. Richard McKeon abruptly [announced his retirement](#) amid the allegations that he ordered Sceviour to alter the report.
- **January 2018:**
Massachusetts State Police announce launch of investigation into whether officers were paid for shifts they didn't work

Mass. State Police Scandal (cont.)

- **February 2018:**
Trooper placed on paid leave after internal investigation into her hiring is launched
- **March 2018:**
State police announce that 20 troopers are under investigation as a result of the internal audit of Troop E overtime patrols
- **March 2018:**
A *Globe* investigation shows payroll records for Troop F were hidden from public view
- **April 2018:**
The *Globe* reveals that the department's Troop E was under investigation by the inspector general for irregularities in awarding towing contracts
- **April 2018:**
Director of payroll for state police charged with stealing from department

Mass. State Police Scandal (cont.)

- **May 2018:**
Gilpin and Baker announce the elimination of Troop E
- **June 2018:**
Reports reveal a federal grand jury is investigating the alleged overtime theft
- **June 2018:**
Federal authorities arrest three state troopers, two retired and one suspended, in overtime theft probe

Media Coverage- State Police



MA State Trooper leaves federal court June, 2018



MA Trooper leaves federal court June, 2018



MA Trooper leaves federal court

June, 2016



Federal Indictments follow Arrests



Expanding Federal Investigation



“State Police got many warnings on payroll abuse. And they did nothing.”

By Kay Lazar and Matt Rocheleau Globe Staff August 13, 2018

- “Internal affairs investigators for the Massachusetts State Police spent much of 2014 searching for evidence that two troopers were secretly escorting funeral processions and taking cash under the table.”
- “They discovered the two members of troubled Troop E had routinely filed for more than 30 hours a week in overtime and paid details, but, according to the investigators, didn’t work the entire shifts, and sometimes no part of them at all.”
- “Yet the apparent overtime abuse never made it into the investigators’ final report”

“The major promoted to restore the agency’s reputation, Colonel Kerry Gilpin, authored at least three inspection reports that flagged some troopers for remarkable overtime hours but didn’t probe further.”

“In a 2014 report, just months before the window covered by the current federal probe, Gilpin, then a lieutenant in the Division of Standards and Training, reviewed the records of Troop E, which is at the epicenter of today’s overtime scandal.””

“She determined that troopers and their supervisors did “an outstanding job” in tracking payroll records, according to her inspection reports. Some of the troopers Gilpin examined are now under federal investigation “

By Kay Lazar and Matt Rocheleau Globe Staff August 13, 2018

“Colonel Kerry Gilpin, now head of State Police, had written at least three inspection reports that flagged some troopers for remarkable overtime hours but didn’t probe further.”

GLOBE STAFF August 13, 2018



5th arrest in state trooper overtime fraud investigation

Brian Dowling Wednesday, July 25, 2018



AG: West Springfield police captain indicted for stealing money from evidence room

WEST SPRINGFIELD, Mass. (WWLP) - A West Springfield police captain was suspended without pay Monday morning after an investigation into money stolen out of the department's evidence room.





West Springfield police Chief Ronald Campurciani (left) said Friday, July 21, 2017. Campurciani and Mayor Will Reichelt (right) say the state is probing "discrepancies" in the Police Department's evidence room .

The last time the city hired an outside auditing company to review the evidence room was in 2011,

