Town of Brookline
Advisory Committee Minutes
June 18, 2020


Absent: Alisa Jonas, Carol Levin

Announcements: Pursuant to this Board’s Authority under 940 CMR 29.10 (8), all Advisory Committee Members will be participating remotely via telephone or video conferencing due to emergency regulations regarding the Corona virus.

The Chair has reviewed the requirements of the regulations. There is a quorum physically present and all votes taken will be recorded by roll call so all above listed Advisory Committee members will be allowed to vote.

AGENDA

1. Continuation of discussion and possible vote on Police Department operating budget

Police Chief Lipson talked about cuts the department had to make in personnel, fleet, and overtime due to COVID-19. Select Board has voted for additional overtime cuts.

Some mandatory overtime required by union contracts – for training, for court appearances, and to maintain staffing levels to answer 911 calls to cover for sick time and compensatory leave. All of the other things we routinely do would be affected by cuts - discretionary training, special programs that bring police closer to the community (block parties, community events, seat belt safety and other safety events). Patrol services – 911 response is 7 days a week 24 hours a day – we would have to pull officers from traffic (dedicated to high incident areas and respond to complaints), investigation (investigate all crimes reported in the Town – this would be the last resort), and community services (like working with the food pantry and providing other support services to the community) to fill those 911 call seats.

Questions, Comments, Discussion

Q: Is there a separate budget from 911? A: New dispatcher has been hired and others are in training. We have had some challenges due to COVID but no one who has tested positive. We have had to quarantine officers and dispatchers at times. Dispatcher budget is part of the police budget – a little less than $1M. Overtime for dispatch is separate. Dispatch overtime is not on the table for cuts.
Ann Braga added: We recruited and hired 3 new dispatchers as well as the chief dispatcher. We have that active training in place. They did not have the opportunity to go to the academy, which is about 5 weeks. We have a chief dispatcher who can jump in the seat and fill a space for someone who is out sick.

Q: Has number of 911 calls changed in quantity? A: I don’t have exact numbers. The type has changed. An initial lull with the virus but they have picked up lately. Calls have not gone down but nature has shifted.

Q: Explain relationship Brookline Police have with Norfolk County Sheriff’s office, that seems to have allowed armed law enforcement personal to be present in the driveway to the underground Library garage? A: Participate in regional services; provide transport to jails, crowd control unit, and canine unit. So much activity in Boston on that Sunday night, approximately 35 marches a day – we were working 18 hour days and in planning for this large scale event – we had regional bicycle officers, Cambridge police who were not seen, and Norfolk and only come out only if things only went bad. That did not happen due to some communication issues. They should not have been seen but suddenly became the focus at the end of the driveway. We saw the issue and de-escalated the situation. In the end a positive day and there were some good and positive experiences.

Q: What is follow up with Norfolk Sheriff’s office? A: Improper communication came from our side – by a Brookline officer. They were supposed to be out of sight and a last resort. We have to correct it.

Q: Did they have pepper spray and other gear into Town? When would it have been used? What extent of force did they have? A: They work protective helmets and protective riot gear – shin pad, breast plate, carried batons. They go into crowds and move people back. They would not have used pepper spray.

Question about protocols – what is used when and how does it come into our Town? Who is in charge when things go wrong? At what point are the Brookline Police no longer in charge of what goes in Town.

Q: Overtime figure in the budget – frequently come in for a Reserve Fund Transfer to supplement overtime – A: We request a transfer from salaries to overtime.
Q: Present amount budgeted will cover you for the year? A: If we have a resurgence of COVID we may lose 40% of our staff. If we have unfilled positions in the budget, funds for those position help cover overtime.

Melissa clarified that the Police Department would be curtailing services to meet budget. Not back filling with overtime. There are different requirements between Fire and Police departments.

Q: Well trained and professional but like all police forces they respond to calls from people that result in a bit of over-policing. If we don’t do the VanScoyoc cut, what would you suggest we could do to address people’s concerns beside the cut in the budget? A: Forming a committee about discussing policing is a good idea. We take on a great deal of responsibility when other services fall short – mental health, domestic violence, etc. Bringing in the community to discuss this further is welcome and important. Dispatchers and officers ask follow up questions to “There is a suspicious black person in my neighborhood.” That comes with training and role playing these scenarios. You can go and look at the situation and make a judgment if there is a danger or crime. We have gone through Procedural Justice Training. Looked at statistics in Brookline compared to wider statistic of black people are 5 times more likely to be arrested but fewer arrests in Brookline.

Brookline Police puts out Annual Report that contains statistics but no narrative. We see and hear a lot of things but don’t get to tell the whole story due to privacy issues.

Q: What is the status of the incident concerning Mr. Obele? A: In litigation and there is an investigation.
A: All of our officers are given a message and receive training regarding standards of behavior.

Q: This is a budget meeting – what can we do in the fiscal year that starts in 2 weeks. What happens and we shift funding to domestic violence prevention – how is that going to help the phone call that comes in at 2am on July 2nd. How does it change your response and why does it need to be an armed police officer who responds to the call? A: Reimagining and making changes is something where rational heads should sit down and discuss it and determine what works best for the community. Pulling the rug out could result in harm. The call will get answered – we have a domestic violence advocate in the department. To take the advocate and cut it out of the police station and put someone else in the position elsewhere in the Town, do it in a thoughtful and planned way.

Q: How much time have you had to review the proposed cuts in order to determine the impact of the cuts? A: Received one today and the other I became aware of a few days ago. A little time to discuss as a department and town what to do with a 10% cut but the $2M one hardly no time.

Q: 20% cut to overtime approved by the Select Board ($166K) and the other $1.3M cuts – what would we lose from these cuts? A: Losing a meter collector and an Officer, drastic cut to overtime – no community service, traffic, investigators and approximately 10 officers. I don’t think people have taken sufficient time to understand what the people in our department do and understand the entire scope. If we are going to make a shift in the services we have taken on as police department let’s do it thoughtfully and don’t just slice everything out of the budget.

Not too long ago we were asking the Police Department to step up their services in some areas and now we are asking them to cut back services.

Idea of having a study group proposed by Select Board member Fernandez is welcomed by the Chief.

Q: Community Service part of your department needs a reduction because that relationship with the community hasn’t really panned out. What does the in-service training and education conferences what do they entail and what are you learning? No badges present for Cambridge or other officers at the Friday event, and it was intense.
A: For our in-service we are required to train in CPR, Firearms, legal updates, bias based training, procedural justice (someone is shop lifting, you don’t just make an arrest, you find out what is behind the activity – dig deeper don’t just have a uniformed response and lock everyone up). Same with traffic stops. Running a red light - explain who you are and give them the scenario – why you are doing things and understand the why they are doing what they do. Unlicensed operators - change in procedure in Brookline – not automatically arrested. Look beyond traffic stop de-escalation.

Q: Are you working with DICR department and how do you show accountability among yourselves? A: Yes we have an officer who is a representative and goes to all the meetings and we work with them on all of their initiatives. Expectations, supervision and following up on that.

Q: How much would it hurt to defund the Community Service division in your department? A: A great deal. We have been working to move from Warrior to Guardian mindset – and now everything that is connecting us to community to fulfill the Guardian role and have positive interactions is up for cutting.

Ann Braga added that the Town was advised on HR side and IT there were people trying to get law enforcement personnel names and finding out where they lived and following them home.
Q: Body cams – budget issue and bargaining issue? A: We are interested in them and very active in collective bargaining and strong desire to accomplish this and it is a priority. Not a line item in the budget right now to get the equipment. Can’t put a line in for something we can’t do. If we get an agreement next week, we could start in right away and find some way to move funds to accomplish it.

Comment: The department evolved because there were priorities – leaf blowing, all sorts of by- laws – we have co-created the Police Department we have in Brookline. Nice to say we want to take community services away from the Police and move social services to the health and other departments, but they are not on 24/7 to meet responsibilities that happen outside of “work hours” – a process that balances the priorities of the Town and the department.

Comment: Start going down the road that Select Board Member Fernandez proposed and have a community broad based policy discussion and out of that policy discussion, comes a budget proposal. But the train is leaving the station but looking at the motion of $1.3M and a potpourri of things to fund – BEEP funds won’t restore staffing, Housing will already be funded if the AC budget goes through and so forth.

Q: Agree with Task Force idea and what the re-envisioned Police Department could be. What do you think the time frame might be? A: We are fortunate to be at the beginning of new budget cycle so you could have next budget year and group could make recommendations - hear from subject matter experts and implement substantial changes in the next fiscal year.

Comment: Comparison of Brookline Police Department to other Towns – doesn’t seem excessive and our costs per resident seem to be on the lower side, so when we are talking about budget not approaching it from view that it is excessive and lots of resources that could be expended. So important to have a careful discussion to see how any cuts would impact the services we provide.

Clearly a national conversation or movement to get to a conversation and the Chief seems eager to have it. It will require information, and willingness to feel comfortable to speak and listen to each other, we know over the years we know there is a lot that is good with our police department and we need to work toward the conversation and task force.

A MOTION was made and seconded to fund the Community Engagement Specialist in ODICR. Reduce Police overtime by $66,440 and put toward this position.

By a roll-call VOTE of 24-3-0 of the Advisory Committee, the motion passes.

CONTINUED DISCUSSION

We have asked them to do it and they need the staff to do it. When the police do it you may not get the same response. Through ODICR you may learn things that you haven’t otherwise heard. Has potential to build a bridge between community and police and other Town departments. Sooner we can get the position funded it will give us data, pragmatic, productive. Putting a stake in the ground and adding to our operating budget but it has consequences. This will help bring in a larger portion of the community so we can hear them.

The Chair asked C. Scott Ananian to briefly explain the rationale for 10% cut out of the Police Department. His prepared comments follow:
“Thank you, Mike; Good evening Advisory. I’d like to thank the Chief for being here as well. As he knows, I see Officer Hatchett and Lt. Campbell once or twice a month, and I always enjoy our conversations.

First, somewhat unusually, I’d like to largely disclaim responsibility for this amendment. The appropriation destinations and amounts are the result of a broad collaboration, including early advice from a new Advisory Committee member for P4. In the explanation I filed, I did my best to document exactly where the concrete details of each # and need comes from. Neil W has mentioned the wide mix of requests; the fact that the appropriations are direct responses to community needs is, I believe, a feature.

Even the cuts to the police budget are now my own. To the best of my ability they match the 10%-down budget the Chief himself prepared. This budget was presumably thoughtfully created by the Chief and well-discussed in the months since the Town Administrator requested it. It was not punitive or political. I am not cutting overtime in my amendment unless the Chief himself decided that was the best thing to cut. I have heard 1st-hand from dispatchers and understand their challenges. My amendment does not cut dispatch unless the Chief himself decided this was best, and as you just heard, his 10%-down budget doesn’t touch it.

Let me thank John Doggett as well for researching comparative Police budget data from our neighbors. I trust you have all seen it; I emailed the table to the TMMA list a few hours ago as well. The striking thing about seeing our budget in that context is that my proposed cuts aren’t radical at all. Brookline falls square in the middle of the pack, even with my 10% cuts. In fact, my amendment doesn’t even bring us back to inflation-adjusted FY2018 levels for our own Town. “Restore the Brookline FY18 budget, after adjusting for inflation and adding half a million dollars” isn’t exactly the rallying call of a radical.

Let me briefly discuss what this amendment does.

It funds a BEEP shortfall serving a diverse group of kids including spots reserved for low income families.

It funds the Community Engagement Plan from WA 30 passed last Fall.

It adds funding for Domestic Violence support.

It has short-term and long-term relief for Affordable Housing. Short term, it funds two badly-needed renovations and repair projects. Long term, it replaces a defunded position in Planning to ensure the future of Affordable Housing in our Town.

Finally, it adds the first funds to the new Racial Equity Advancement Fund, established by WA29 last Fall.

This is not a solution to policing in Brookline. It is simply an important first step. Budgets express priorities. Given that we are making sacrifices Town-wide, this asks our Police department to join in. It falls to future work, including the Select Board Task force, to accomplish the truly meaningful changes we need, including moving non-essential functions out of the department, elevating dispatch to an independent department, revisiting the civil service requirement, disassociation with Norfolk County, and renegotiating the police union contract.

This amendment is not the solution. This is not even meaningful defunding, when compared to our neighbors and our own FY18 self. This is just a first step to restore balance and acknowledge the profound inequities which have brought us to our present point.”
Q: Does the amount fully fund the description? A: We don’t have a job description yet and has to go through authorization. A: Depends on level or responsibility and how it is structured and wouldn’t cover benefits.

Q: How long would it take to go through the process? A: Begin now, and then when approved by Town Meeting it might take 4 months and that is doing it fast.

Q: Warrant Article regarding riot gear (refer to Amendment by Neil Gordon, TMM-1 & Martin Rosenthal, TMM-9, for Brookline PAX) – how much is used for other purposes? A: Concerned about it. Understand SB setting policy and authorizing purchases but untenable to expect authorization. Domestic violence situations where we use force entry, cannot imagine the need to call the Select Board Chair to be able to enter and resolve this situation. This is akin to Fire Department to get authorization to put a ladder up to a house. Decisions need to be made in the moment. We do not have (public order platoon) – limited number of batons and shields and covers a small fraction of our department. New officers get issues a helmet and baton. What we do have would be deployed in active shooter situations or on the Marathon route. This is something we need to discuss in a Task Force.

Neil clarified his motion. If language of the motion needs to be clarified and if there are items that are dual use the amendment allows that the SB can modify the list or how any item is used. It is a matter of what the Town purchases. Not meant to hamstring Police activity. Happy to get feedback on language and individual items from the Chief – what was distributed today was not final and don’t want to move it now. It is conceptual and welcome feedback.

Comment: Agree we need to fund the ODICR position. Regarding identification for officers – the fact that they don’t have to identify themselves is not acceptable. They are public servants. For body cams, in favor but concern that we need to have policy about that ahead of time, can be used to cause more harm than good – need strong policy before we let them loose on the Town. We absolutely need a Task Force not just “oversight” this and “oversight” that. Seems like facilitating instead of addressing the issues. I hope Select Board Fernandez idea takes hold and there is lots input from all sides and we take real interest.

Acquisition of riot gear we need to have a conversation about why there is a need and how it will be deployed and we should know about that.

Clarification: Brookline Police had name tags; it was Norfolk County Sheriff’s office police that did not. Still an issue in the Town if others come in for policing support but are not identified.

Comment: Support Harry’s motion and without the position in ODICR they cannot fulfill their charge.

We have heard from the Chief and he has outlined the consequences of the budget. Not sure why we need to by extension because of other behavior by other police departments cut our police department.

The more overtime we pull away the less we have of the other services and we will just be responding to 911 calls.

Q: Is our police equipped with flash bangs and pepper balls and bean bags that has been showing up elsewhere throughout the country? A: We have a special response team that responds to active shooter situations. Flash bangs we have but can’t recall last time we used it. No bean bags, but something else and only used it once. A call for a person who was suicidal and the officers were able to hit her with a sponge round and get her to the hospital and we have never used that in crowd control.
Harry noted that his motion was not meant to punish the police and the Chief’s performance is demonstrative of why we are so lucky to have him as our Chief.

**A MOTION** was made to support the John VanScoyoc motion approved by the Select Board.

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By a roll-call **VOTE** of 3-23-1 of the Advisory Committee, the motion fails.

**Discussion**

Can’t support it, department is already cut 10%.

I agree. We are starting to chip away at everything that has been done. We didn’t have time to delve into all the cuts in each department. We agreed will look at all of this in November.

2. **Possible reconsideration of and vote on departmental budgets affected by the change in the Police Department budget from the Select Board’s vote of June 16, 2020**

3. **Discussion and possible vote on a reserve fund transfer of up to $500,000 to the Public Schools of Brookline**

Transfer between departments approval required from Select Board and AC. With Reserve Fund, just AC authorization is required.

How much do you think we should hold back? How much will this impact fiscal 21. We have time to do the transfers over July 1.

Don’t want to give them too much or too little and have to come back.

Q: What does this cover and justification? Is it eligible for COVID 19 offset with Federal Funds? A: Yes we are pursuing this – CARES Act $630K, $700K of Schools portion and asked SB to do a department transfer in the account that is for Voc Tech Tuition $43K remaining – transfer to balance off which leaves about $447K. The Voc Tech Vote also requires the Advisory Committee. Holding another$420K for unexpected expenses in reserves and the $447K will drop to about $27K for RFT. Invoices not on purchase orders may come due.

Maryellen has said she is trying to close the gap because of School lunch revolving fund and BEEP. What is the size potentially of Town size revolving fund deficit? A: Deficit caused by revenue loss based on COVID – more eligible
Reduce exposure by furloughing employees and Rec revolving and Rec general fund. It will be really close $1M on retained earnings. IN terms of Golf about $300K in retained earnings - around $365K projected for deficit.
Q: Eastern Bus honoring contract. Although drivers eligible for unemployment compensation they couldn’t get through lines so the owner paid them. Can we have money returned to the schools? A: Matt Gillis is following up with them and all bus companies stimulus funds they have applied for. Credit would show up on FY 21 bills. I will follow up on the status of this. This is not related to the RFT request. Paid them 73% of original contract.

Negotiations were at the instruction and urgency of DESE to support these two service entities. Agree we should recoup any funds that are reimbursed by stimulus or unemployment.

Comment: What sort of money are we talking about? Is it substantial? Fund the bottom line and recoup later.

Q: What is the amount in RFT related to BEEP? A: $640K for BEEP, food service not COVID reimbursable $290K

This is a onetime cost. Tuition income was suspended at request of parents. BEEP did not have fund balance. Broke even so couldn’t contribute to any revenue loss. Not planning BEEP to be operating in a deficit. Not a recurring cost. If we did not have a pandemic, BEEP would not have a deficit.

A MOTION was made and seconded to approve a Reserve Fund Transfer of $100,000 to the Public Schools of Brookline.

Suggest this amount given the state of the Reserve Fund and all we don’t know that is how high as we should go.

By a roll-call VOTE of 26-0-0 of the Advisory Committee, the motion passes.

An AMENDMENT was made and seconded to approve a Reserve Fund Transfer of $225,000 to the Public Schools of Brookline.

By a roll-call VOTE of 8-18-0 of the Advisory Committee, the motion fails.

Questions, Comments, Discussion

In favor of a RFT but we should not empty the Reserve Fund. We can always allocate more in July.

Q: If this $100K RFT goes through and our need is $215K what do we do? A: Come back if there is money. There should be a surplus in the contingency fund.

If we give them $100K and they use only $40K – what happens to the balance? A: The Reserve Fund is last and we would come back and ask for the amount to be reduced.

The School has done a lot of work on this and feel confident they know what they need. I would like to give them more comfort.

This would run the Reserve Fund down but the contingency fund will be available. I would hope that we treat revolving funds equally between School and Town.

Deficits can be amortized over 3 years now with new rules as a result of COVID.

A concern was raised about funding bus company employee salaries who were initially unable to access unemployment funds.
The bus drivers are part of our students’ day and if we owned our busses and the drivers were our employees, we would have paid them just as we paid our paraprofessionals and food service employees. It is a parity and equity issue.

4. Other business

A MOTION was made and seconded and voted unanimously to adjourn and the meeting was adjourned at 10:23 pm.

Documents Presented/Reviewed:

- A compilation/comparison of data about the police budgets in Boston metro municipalities that has been assembled by John Doggett of the Advisory Committee.
- A motion by A. Scott Ananian filed with the supplemental reports, with a brief explanation.
- A few additional recent comments from the public about School and Police budgets.
- A letter from the CDICR Chair dated June 15.
- A motion by Martin R. Rosenthal, Esq. filed with the supplemental reports, with a brief explanation.
- Free Cash table and explanation.

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Vote Description:

- Harry Bohr’s Motion to fund ODCIR position
- VanScoyoc Motion
- RFT to Schools up to $225K
- RFT to Schools $100k

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<td>Mike Sandman</td>
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<th>Police Department</th>
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<th>Department Budget FY 18 **</th>
<th>Residents Per Officer 2018</th>
<th>Police Budget per Resident</th>
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* Sworn officer data from Google search direct or from individual Town budget document
** Comparison data for all towns only available for FY18
*** Town safety data from www.neighborhoodscoot.com

<table>
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<tr>
<th>Brookline</th>
<th>FY 18 $ Budget Amt Per Resident</th>
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MOVED by C. Scott Ananian, TMM 10; seconded by Raul Fernandez, SB:
That the FY2021 Brookline Police appropriation for Personnel Services/Benefits be reduced by $1,265,000 and the following changes be made to other FY2021 appropriations:

- The appropriation for Schools be increased by $110,715, with Town Meeting recommending that the School Committee use these funds to fund the BEEP shortfall;
- The Personnel and Benefits appropriation for the Office of Diversity, Inclusion, and Community Relations be increased by $66,440 to fund the hire of a Community Engagement Specialist;
- The Services appropriation for the Office of Diversity, Inclusion, and Community Relations be increased by $30,000 to support the implementation of the Community Engagement Plan;
- The Supplies appropriation for the Office of Diversity, Inclusion, and Community Relations be increased by $11,500 to support the implementation of the Community Engagement Plan, including Office Supplies, Special Programs Supplies, and Meals and Receptions;
- The Personnel and Benefits appropriation for the Health Department be increased by $78,587 to fund a Domestic Violence Advocate;
- The Personnel and Benefits appropriation for the Economic Development Division of the Planning and Community Development Department be increased by $68,244 to restore funding for the Economic Development Long Term Planner position;
- The appropriation for the Affordable Housing Trust Fund be increased by $501,756 with the funds earmarked for improvements to the High Street Veterans property of the Brookline Housing Authority, including patching and painting of front and rear hallways, and new front entranceway floors and stair treads;
- The appropriation for the Affordable Housing Trust Fund be further increased by $368,000 with the funds earmarked for improvements to the Egmont Street Veterans property of the Brookline Housing Authority, including patching and painting for front and rear hallways and new front entranceway floors and stair treads; and
- An appropriation to the Racial Equity Advancement Fund be made of $29,758.

Explanation: This brings the Brookline Police Department funding to a 10% cut from the original FY21 budget request, in line with the cuts proposed to other Town departments, and to the best of my ability matches the allocations proposed by the Chief of Police in the 10% cut requested by the Town Administrator, as described in his budget letter of June 1, 2020. It restores funding to schools, funds the Community Engagement Plan passed by Town Meeting in WA 30 last Fall, adds Domestic Violence prevention to the Health department, repairs Brookline Housing Authority buildings, and makes the first contribution to the Racial Equity Fund established by Town Meeting in WA 29 last Fall.

It is impossible to create positive change without first knowing where we are, and I’d like to recognize Officer Casey Hatchett, TMM-12, and the others involved with securing federal JAG grant funding to track and publish statistics on how race affects various categories of policing. The results of this work are in the Annual Reports of the Police Department. Unfortunately, the
published results show that 52% of the non-residents stopped and questioned by our Police Department (“Field Interrogations”) were Black -- but our neighbor Boston is only 23% Black and Brookline is only 3.4% Black. Worse, as a Black resident of Brookline, you are 5.5 times more likely to be arrested by our Police Department than you would be as a White resident of Brookline. We need to address this, and not by arresting more White people -- we need to reduce the number of arrests. Ultimately, the strongest predictor of the number of arrests by a Police Department is the size of the department.

The Brookline Police Department is the largest single Department in our town, accounting by itself for 22% of the total FTE salaries paid by our Town. The Police Department budget is 1.8 times the Administration and Finance budget, 4.4 times the Library Budget, 11.2 times the Health and Human Services budget, and 67 times the Office of Diversity, Inclusion, and Community Relations. Yet it was trimmed by only 2.8% in the Town Administrator's budget, while Schools were cut 3.5%, Libraries were cut 9.5%, and Veterans and the Council on Aging were cut 10%.

Ultimately a budget expresses our priorities as a Town, and this amendment attempts to bring the Police Department more in line with the cuts made elsewhere in Town. Tweaking the budget doesn’t solve discrimination or the systemic issues with policing. The Select Board Task force will consider more fundamental reforms. These necessary steps include removing discretionary traffic enforcement from the Department, revisiting the Civil Service requirement on our officers, and aggressively renegotiating the police union contract this summer. But the first step is to act as Town Meeting to make a statement that reform is needed and policing ought to fairly share in the cuts made Town-wide.

**Description of reallocated funds**

The Brookline Early Education Program (BEEP) offers 22 classes throughout the town and serves children with a range of developmental levels and from diverse cultural backgrounds. Due to COVID-19, the BEEP budget has a predicted shortfall for FY21 of $110,715 to reopen at 50% capacity, as presented at the School Committee meeting on June 11, 2020. BEEP will provide 25 low-income spots.

Warrant Article 30, passed by the November 19, 2019 Special Town meeting, established a Community Engagement Plan. An equitable, inclusive community engagement approach to public decisions ensures that everyone, especially those who have been historically left out of these conversations (e.g., low-income people, people of color, recent immigrants, speakers of English as a second language), has a say in the decisions that affect their lives. The Community Engagement Plan was not funded by the Town Administrator or Advisory Committee Budgets.

This article implements the Community Engagement Plan, by hiring a Community Engagement Specialist and providing them with the operations funds needed. The cost (benefits included) of
this FTE is that provided by the Brookline Fiscal Advisory Committee in Appendix L ("Fiscal Impact of 2019 Town Meeting Actions") of their February 5, 2020 Final Report, prorated for 10 months (assuming 2 months to hire the new position). The operations costs to fully implement the Community Engagement Plan have been provided by Lloyd Gellineau, Chief Diversity Officer of the Town. It was suggested that, in addition, each of the 17 other Town departments would have $2,000-$5,000 allocated to support Community Engagement efforts within that department; we regret we were unable to fund this but hope that each department head may find discretionary funds to support their own part of the Community Engagement Plan.

The Domestic Violence Advocate FTE is intended to increase Town support for victims of domestic abuse. Salary ($66,822) is equal to that of the civilian Domestic Violence Advocate employed by the Police Department in the FY21 budget, with an additional $11,765 allocated for benefits as advised by Melissa Goff, Deputy Town Administrator. The new position is in the Health and Human Services department.

The Economic Development Long-Term Planner position is based on an annualized salary of $73,540, prorated for 10 months assuming a September 1 start date, with an additional $11,765 allocated for benefits as advised by Melissa Goff, Deputy Town Administrator. This budget was provided by Paul Saner, co-chair of the Economic Development Advisory Board. The Town has outdated zoning, and urgently needs to review and update many of its zoning requirements, especially (but not exclusively) in the transit/commercial corridors where changes could encourage significant mixed-use development. New development along Beacon Street, for example, could bring increased housing opportunities at all levels, including subsidized and middle income housing, along with more robust businesses, all of which will add to our tax base. The Town (through the Planning Board and Preservation Commission) already started a planning process for this which has stalled, in part due to lack of sufficient staff support in the Planning Department. In this crisis, failing to appropriate modest funds to provide sufficient staff to help plan our future and secure long-term affordable housing is shortsighted.

High Street Veterans is a Brookline Housing Authority family development consisting of 177 units of one, two and three-bedrooms in three story, garden-style apartment buildings with mostly six units per entrance. There are also nine wheelchair-accessible, ranch-type units. The cost of repairs and renovations includes $57,000 for painting and patching front hallways, $52,000 for painting and patching rear hallways, and $461,000 for new front entranceway floors and stair treads, for a total of $570,000. These projects were selected by Michael Jacobs, chair of the Brookline Housing Authority, and the budgets were supplied by him. Only $501,756 has been appropriated for this project, and we urge the Housing Advisory Board to make up the difference from the Affordable Housing Fund.

Egmont Street Veterans is a Brookline Housing Authority family development consisting of 114 units of one, two and three-bedrooms in three story, garden-style apartment buildings with mostly six units per entrance. There are also six wheelchair-accessible, ranch-type units. The apartments are set on St. Paul, Egmont and Pleasant Streets. The cost of repairs and
renovations includes $36,000 for painting and patching front hallways, $33,000 for painting and patching rear hallways, and $299,000 for new front entranceway floors and stair treads, for a total of $368,000. These projects were selected by Michael Jacobs, chair of the Brookline Housing Authority, and the budgets were supplied by him. In addition, the units in both developments could use kitchen upgrades at $10,000/unit, which unfortunately we could not fund in this amendment.

The Racial Equity Advancement Fund was requested by Warrant Article 29 of the November 19, 2019 Special Town meeting. The fund is managed by the Office of Diversity, Inclusion, and Community Relations in collaboration with the Commission for Diversity, Inclusion, and Community Relations, which jointly develop funding guidelines and recommend specific projects for approval by the Select Board. The Fund has been created by the Select Board but has not yet been funded, and neither the Town Administrator nor Advisory Committee budgets appropriated any funds.
Amendment by Neil Gordon, TMM-1 & Martin Rosenthal, TMM-9, for Brookline PAX

MOVED: to amend the Advisory Committee's main motion under Article 8 by adding the following additional Condition of Appropriations, appropriately numbered:

Except for a seeming emergency, no Town or outside grant funds shall be expended, including to pay staff, for purchase, acquisition, or deployment of “Riot Gear,” including from a non-Brookline agency, except by vote of the Select Board (“S/Bd”) as Police Commissioners, after a public hearing with no less than 14 days prior public notice -- with early and broad dissemination of the proposed vote, including related documents. For a seeming emergency merit immediate need of a specific item, the Chief shall notify the S/Bd Chair, who may authorize immediate purchase, acquisition, or use of that item, pending a hearing as stated above, to be scheduled as soon as practicable.

“Riot Gear” is generally defined as “special clothes and equipment that the police use when they dealing with a large violent group of people”; here including but not limited to, body armor, tactical vests, riot helmets, gas masks, riot shields, tactical goggles, chest protectors, tactical hoods, riot suits, rappelling equipment, forced entry tools, night vision, thermal imaging, dogs, and assault weapons, all terms as generally understood, as well as similar equipment, but excluding traditionally carried protective vests and service weapons, and community service dogs. Such list may be modified by vote of the S/Bd, following a public hearing (as stated above).

EXPLANATION

As to the overall “Police Commissioner” role, including well-publicized public hearings on “policy” issues, see 1987’s “Police & Community Relations Report” (adopted by a unanimous S/Bd), linked on www.brooklinepolice.com/147/Annual-Reports. Since 1988, S/Bds occasionally have -- more often have not -- embraced their role as “Police Commissioners.” Some examples:

• The 1987 Report’s Complaint process was, in 2009, thoroughly reviewed by a large Citizen Complaint Review Committee, (“CCRC”), with a public hearing, then another one by the S/Bd. Then, however, TM passed a PAX resolution supporting CCRC’s dissenting/minority stance. Nonetheless, the S/Bd ignored that, rubber-stamping CCRC’s majority’s report.

• The S/Bd resisted Pax’s 2014 WA making official the decades-long title, “Police Commissioner,” 1st (unanimously/successfully) recommending referral to CTOS, then after CTOS unanimously endorsed it, voting 4-0-1 (the 1, the Chair saying, she “d[id] not agree with this Article”) to amend/dilute it -- but overwhelmingly rejected by TM, adopting Pax’s version;

• In 2013, revisions were made to all the BPD Policies-Procedures, including the 2009 Disciplinary process -- but with minimal, if any, public input.

• More recently, and basically chaotically, in 2017 another review of the Disciplinary process was done by Bobbie Knable and Kelly Race. After now three years, with two poorly noticed and then aborted public hearings, those proposed changes remain confused and in limbo.

1 For the above definition, see https://dictionary.cambridge.org/us/dictionary/english/riot-gear.
2 (MR was co-author) “Policy issues should be decided only after a public hearing. Broad community input should be solicited, particularly from groups, agencies, or individuals known to have interest or knowledge in such issues.”
3both, again, by MR.
4 Pax’s 2001 by-law requires SBds to annually summarize for all Resolutions the actions taken, in Annual Reports. 2009’s A/R at best exaggerated and at worst mis-stated the Sbd (non-)action -- again, BTWay, after minimal (if any) further debate or public input -- on all five of the resolution’s proposals, saying, “[7/28/09] the [Sbd] and Chief adopted a revised disciplinary procedure which included many of the recommendations urged in the resolution.”
• Last November, for TM WA 24 giving the Diversity Commission complaint investigation power, CTOS, Advisory Committee, and PAX all urged a broad study of all complaint procedures. The SBd, however, urged a narrow study -- by the Commission, which had already professed their lack of expertise. While the SBd motion failed, it helped prevent (by two votes) a sorely-needed broader study; and even the Commission now reiterates, it's a mess.⁵

• As per PAX’s May Newsletter, both Chiefs O’Leary and Lipson have, in answering ATM budget questions, endorsed body and cruiser cameras; but we have none. While there are financial, union, and rules (e.g. privacy) issues, they’ve been widely resolved, e.g. Boston. See -- now ~ four years outdated -- www.bjs.gov/content/pub/pdf/bwclea16.pdf, DoJ’s Body-Worn Cameras in Law Enforcement Agencies, 2016 (47% of US’s 15,328 law enforcement agencies had body cameras, 69% dashboard cameras, 38% personal audio recorders; “The main reasons (about 80% each) were to improve officer safety, increase evidence quality, reduce complaints, and reduce agency liability.”)

• The FY-21 Financial Plan for BPD is shockingly silent on some crucial “OBJECTIVES” for “Patrol,” e.g., no mention of cameras -- or, by the way any issues for improving BPD’s (yes, existing, but always improve-able) efforts to keep reducing unconscious, insidious “racial profiling,” to improve 2017’s sanctuary policy, or generally to improve BPD’s crucial -- and often negatively exaggerated⁶ -- “image.” In fact, even “Community Relations’” Objectives have some good, specific trees, but neither the foregoing needs nor any forest.

• Our recent “riot gear” incident highlights this entire issue, apparent miscommunication between our Chief and the Norfolk Sheriff -- also seeming non-communication with the S/Bd. This amendment would check/balance not just that, but the overall, bigger SBd role issue.

• We’ve been urged to refer this to the Military-Surveillance Committee. Respectfully, its (SBd-appointed!!) majority doesn’t reflect the values of TM or the community. Their attempt to dilute TM’s 2019 proposed ban on face-surveillance-recognition was rejected 170-13, then petitioner Amy Hummel’s ban passed 178-9. Those were also “no [MSC] confidence” votes. We endorse a TASK FORCE with diversity and expertise for many Police/complaint issues -- some crucial, e.g., cameras (above); hiring and promotion diversity; Use of Force (e.g., for mere “noncompliance,” a duty to report misconduct, etc.); criteria for the most pretext-prone traffic stops and for less serious arrests. But we’re very doubtful about some “popular” ideas, like:

  (a) “defund” Police? Yes, look for (scalpel) budget changes. But our (yes) excellent BPD, needs to (yes, armed) investigate domestic disputes and mental health events, make traffic stops, etc. -- all sometimes turning violent. BPD is too small for big sledgehammer cuts.

  (b)“Civilian Review Board”? As discussed in 1987’s Report, and again 2009’s CCRC, our “de novo” appeal to SBd hearings -- e.g. subpoena power and both rule-making and disciplinary power -- while needing (supra) its biennial improvements, along with all Town complaint procedures -- is still far better than most, maybe all, CRB’s.⁷ Then, for under 10 complaints a year, there’s budget issue-- making a new office an unnecessary pipe-dream!

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⁵ For the current chaos, see the Civil Service Commission’s recent Hall v. Town of Brookline, # D-19-209.

⁶ Ptls. Zerai-Misgun’s and Pilot’s settlements had, respectively, a disavowal (“would not have been in danger by returning”) and a clear diluting of each’s 2016 (inflammatory) allegations -- ones that most citizens (sadly) swallowed.

Dear Ladies and gentlemen

To be honest, I wrote this letter with great anxiety. Because as a foreigner, this is my first time in the United States to express some of my ideas directly to the top.

My name is Long Zhang. Our family moved from Albany, NY to Brookline last year. My son is in the first grade of Heath School. We chose Brookline to live because Brookline’s excellent educational resources attracted us. This is also the fact. From the first day of my son’s school, Brookline’s excellent faculty has impressed me. In the enthusiastic self-introduction of each teacher, I learned that they are either experienced or highly educated, and they are all very proud to be able to participate in the education of the children. Before that, I knew nothing about Heath School and these lovely teachers, but from that day on, I had confidence in my son’s school education. I knew he had a good group of teachers, and I felt relieved to give my son to them. As my child tells me about his experience in school every day after school, what the teacher taught today, and what he learned from the teacher, my confidence is getting stronger and stronger. I feel very lucky that I chose Heath and Brookline.

The arrival of COVID-19 made my son have to stay away from his favorite school, teachers, and classmates. Thank the school and teachers for not giving up any opportunity to educate the children. The online classroom is very exciting and vivid. These days at home, my son’s most hope is the Zoom classroom.

But I was shocked when I suddenly learned that due to budget problems, Brookline School District needed to cut a quarter of its teachers. I was shocked that so many excellent and experienced teachers lost their jobs. What a blow to their families. I was also shocked at how many excellent teachers my son would lose. This is an inestimable loss. I understand very well that this is the last resort at such a difficult time. But I am always unwilling. There must be a way to keep the work of these excellent teachers, and there must be a way to solve the financial difficulties by not laying off teachers.

As parents of students, I feel that excellent education quality and resources are a golden business card of Brookline and an important force to attract outstanding talents to settle in Brookline. What we need to do to maintain it and make it better, especially now. This is also in line with Brookline’s core values.

There has to be a better, more humane way to approach balancing the budget that supports students, teachers, and families. I hope you can do something different and better.

Thank you so much,

Long
From: "Silbaugh, Katharine B" <silbaugh@bu.edu>
Subject: Re: [brooklinetmma] Advisory Committee meeting Thu. 6/18 - police dept budget
Date: June 17, 2020 at 13:43:27 EDT
To: Mike Sandman <msandman@brooklinema.gov>

Thank you Mike. Given that you’ll be speaking to the Chief, I’m hoping you can try to unpack what it would mean to shift the domestic violence training budget line from police to ODICR. That is in Raul’s proposal. I would like to understand it better. I appreciate that many feel the need for a symbolic redirection of funds from the police, but I’m very concerned that the first thing being moved is domestic violence prevention or training, and I would really like to have Chief Lipson speak to an earlier statement that if the budget is cut, that would be what is cut. Best. Kate

Sent from a handheld device

From: Brown, Barbara [mailto:bbbrown@bu.edu]
Sent: Wednesday, June 17, 2020 6:54 PM
To: Lisa Portscher; Kim Smith
Subject: police budget

Hello members of the Advisory Committee,

In the last 30 yrs—I’ve been here much longer—I have never seen the Select Board take a position that was not conservative, in the sense of conserving the values of the townspeople. The Select Board’s responsibility is to hire the police chief and oversee the dept. It’s a critical responsibility on behalf of the town, a responsibility that has often been overlooked, allowing the police dept. to work without “civilian” oversight. In this case, I trust the SB, though I remain interested in what the chief will say. I ask you to vote with the Select Board.

Thank you

Barbara Brown, Pct 6 & chair of Hidden Brookline

From: annika sarin [mailto:sarindesign@gmail.com]
Sent: Thursday, June 18, 2020 12:01 PM
To: Lisa Portscher; Raul Fernandez; Bernard Greene; Nancy Heller; Heather A. Hamilton; vanscoyoc0@gmail.com
Subject: In Support of Reallocating Funds

Dear Advisory Committee and Select Board Members,
I am writing in support of the motion presented by Select Board Member Raul Fernandez to reimagine and reallocate funds from the police department to community programs in Brookline.

It was disheartening to hear that there were Select Board members who voted against this measure. As the nation calls out to reimagine policing and protestors risk their lives to draw attention to systemic racism and the Black Lives Matter movement, Brookline is questioning reallocating 20% of the police department's overtime budget? Brookline, you will be on the wrong side of history.

Proposals like this measure should feel like the beginning of a community discussion on how all Brookline residents can be safe in this community. To not move forward on measures like is one is the equivalent of saying Brookline doesn’t care and the heartbreaking part is that Brookline not caring is not surprising to POC living here.

Thank you,
Annika Sarin
graphic designer + illustrator

annika.art.design
SarinDesign.com
owner MeYouPaper.com
creator TheOtherDesiGirls