



City of Boston, Massachusetts  
Office of the Mayor  
**KIM JANEY**

May 14, 2021

By Electronic Mail

Commissioner Dennis A. White  
9 Rae Circle  
Randolph, MA 02368

RE: Notice of Intent to Dismiss

Dear Commissioner White:

Current events have focused attention on the administration of police departments and the conduct of police. As Boston's Acting Mayor, I am committed to making the changes required to build the trust and confidence in the Boston Police Department ("BPD") and to make the changes required to ensure public trust in the BPD and how it does its work. It is imperative, therefore, that I have complete confidence in the Police Commissioner, who will be the person in charge of implementing those changes, and who is willing and able to work with me and lead the required changes.

When I became Acting Mayor, you were on administrative leave and an independent investigation was already taking place. Now, having received the independent report (enclosed) commissioned by my predecessor and the letters and emails from your attorney, I am notifying you of my intent to dismiss you from the position as Commissioner of the Boston Police Department ("BPD") due to the following:

- The information contained in the independent investigation regarding complaints of domestic violence and abuse filed in 1993 involving your then-niece-by-marriage and in 1999 involving your then-wife, and your responses thereto. It is particularly concerning that you failed to demonstrate an appreciation for the reasons for the public's concerns about these incidents when you were assuming the leadership of the BPD.
- As the Police Commissioner you were being investigated on a matter of public interest and concern. Your lack of cooperation and judgment during that investigation including your initial refusal to complete forms for a background check, refusal to answer all questions posed by the investigator, and your refusal

to meet for a follow-up/second interview are particularly troubling. As Commissioner, you serve as a role model and represent the entire Department and must conduct yourself in a manner befitting that position.

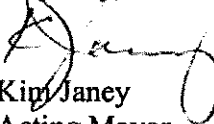
- You appeared for your interview with the independent investigator in the BPD Commissioner's office, as well as at other times at BPD headquarters, while on administrative leave. Such conduct, at the very least, gave the appearance that you were still in charge and raised the potential for confusion. At worst, your presence was a reminder of the power of the Police Commissioner and may have intimidated some of the witnesses who were asked to participate in the independent investigation. This reflects poor judgment.
- At no time during the investigation into the earlier domestic violence allegations did you express any appreciation of the importance of domestic violence concerns to the public or how it might affect the public's perception of the ability of the BPD to respond to incidents of domestic violence. Your approach to the concerns raised about the domestic violence allegations against you was consistently dismissive and uncooperative, which reflects poor judgment given your role as the leader of the BPD that is regularly called upon to address domestic violence in our community.

The conduct described above individually and/or collectively causes me to conclude that you do not possess the qualities that are essential to lead the BPD going forward and provide "cause" for me to remove you as Police Commissioner at this time in advance of 2022 when the term of your appointment concludes.

A hearing via Zoom will be held this afternoon at 3:00 p.m. You will be sent log-in information. This will give you an opportunity to provide me with any information you want me to consider before I make my final decision. You may be represented by an attorney at this hearing.

Should you have any questions please direct them to Henry C. Luthin, Corporation Counsel.

Sincerely,



Kim Janey  
Acting Mayor

Enclosure

cc: Nicholas B. Carter, Esquire  
Henry C. Luthin, Corporation Counsel  
Personnel File