

Police Department

FOUR INITIATIVES FOR 1983

1. Screen, Hire, and Train 30 Patrol Officers
2. Promote Supervisors and increase Accountability
3. Expand Affirmative Action
4. Improve handling of Citizen Complaints

Anthony G. Paolillo

Chief of Police

The Police Department is beginning a six-month effort to strengthen its ability to fight crime and provide emergency services to Cambridge residents and visitors. The effort has four major parts:

1. The replenishing of a uniformed patrol force seriously depleted by attrition.

The Department will hire 30 new patrol officers. All candidates for these civil service positions will be thoroughly screened, with each to receive a complete background investigation, psychological evaluation and medical examination. Successful candidates will then receive 13 weeks of training at the Cambridge Police Academy. After graduation these new officers will be assigned, in so far as possible, to the peak-activity evening shifts, where citizen needs are greatest.

2. The strengthening and upgrading of the Department's command and supervisory structure, particularly in the Patrol Division.

To insure accountability and control, promotions will be made and a Lieutenant will be placed in charge of each of the nine patrol groups and the Communications Center. This Lieutenant, along with his Platoon Captain, will be given a direct mandate to

- a. target and reduce specific crime and service problems in the City; particularly street robberies, larcenies from (and of) motor vehicles, housebreaks, youth gangs, and traffic congestion.
- b. reduce absenteeism and sick leave abuse.
- c. reduce citizen complaints about the quality of police service.

In addition the Department's management of three Key Divisions will be strengthened (Juvenile, Narcotics and Traffic) and intensified activity begun in each.

3. The continued commitment to increase minority representation in both the supervisory structure and recruit force.

The first two (2) minority Lieutenants in the Department's history will be promoted. In addition, the recruit class will approach one-half minority representation. A particular effort will be made to recruit Spanish and French/Creole - speaking officers. Minority representation will be included in the Department's screening team and in the psychological components of the screening process.

4. The streamlining of the process to investigate citizen complaints.

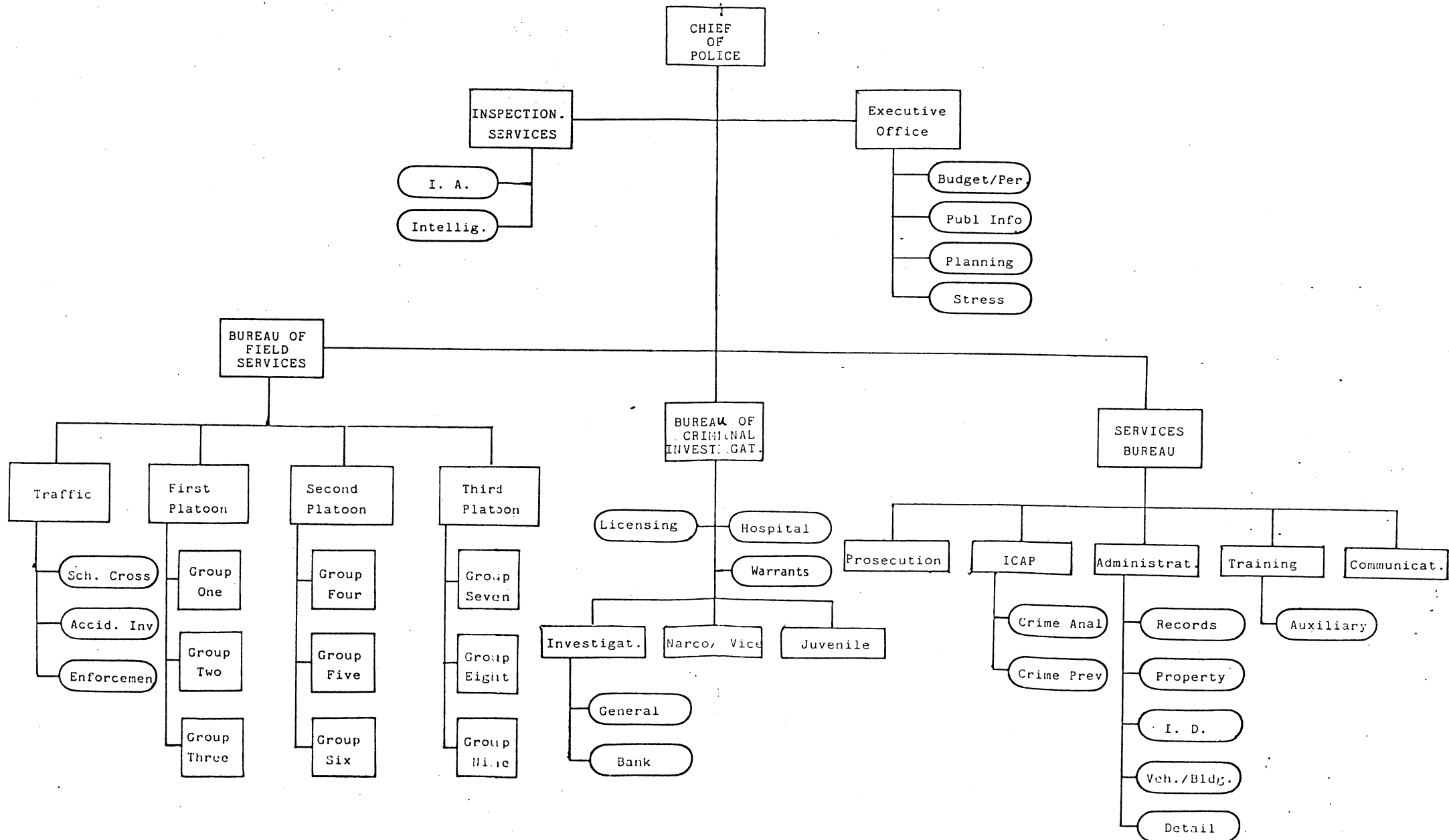
A time limit will be established for investigations into citizen complaints against the police. This will shorten the time it takes for the Inspectional Services Division to process a case. In addition, citizens will be notified of the results of investigations into their complaints.

These four initiatives will guarantee improved police service and accountability.

To clarify the Department's structure and functional elements an Organizational Chart is attached. The Organizational Chart describes the Police Department's functional units and lines of authority.

Cambridge Police Department Organization Chart

1983



MINORITY REPRESENTATION

The City and its Police Department has, in the last decade, made major gains in minority representation among its police workforce. Ten years ago less than 2% of the Department's workforce were members of minority groups. Today 12.9% of its sworn personnel, and 20% of its full-time civilian employees are members of minority groups. This represents a higher percentage of sworn minority employment than is found in any other large City agency and is second among all other larger police departments in the Commonwealth (Boston has a sworn compliment which is currently 11.7% minority, Springfield's is 15%).

These gains, prompted in large measure by a state-wide federal court decree governing patrol officer hiring, have been accomplished through:

1. The appointment of at least one minority officer for every four officers hired since 1974
2. Affirmative Action in non-sworn hiring (eg. of 5 Civilian Dispatchers hired to staff the new Communications Center 2 were minority members)
3. Various attempts to insure that discrimination by race has not entered into assignment and promotional processes (eg. a minority group member was one of three examiners in the oral panel component of recent police promotional examinations).

The City and the Department believes this is an impressive record and intends to continue to pursue its affirmative action goals in the future.

CAMBRIDGE POLICE DEPARTMENT
MINORITY REPRESENTATION

Statistics -

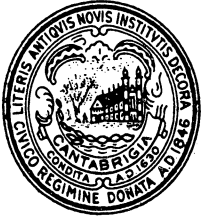
A. Sworn Departmental Employment - Personnel on 8/16/82

Rank:	Total Sworn	Black	Non-Black Minority	Total Minority	% Minority
Chief	1	0	0	0	0
Captain	6	0	0	0	0
Lieutenant	14	0	0	0	0
Sergeant	30	3	0	3	10.0
Patrol Officer	204	27	3	30	14.7
	255	31	3	33	12.9

B. City Statistics - Census Bureau, 1980

Black	10.9%
American Indian	0.2%
Asian	3.8%
Other	2.8%
White	82.3%

(persons of Spanish Origin who are classed
as Black, Other and White comprise 4.8% of
population)



CITY OF CAMBRIDGE

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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

January 10, 1983

To the Honorable, the City Council:

In response to Awaiting Report Item No. 17 relative to establishment of a comprehensive anti-crime program, attached is a report from Anthony Paolillo, Chief of Police, relative to the initiatives that the Police Department is undertaking.

These initiatives are now in progress with the screening of 30 new patrol officers and the promotion of 2 Captains, 8 Lieutenants and 11 Sergeants as Phase One of the reorganization.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.

S 23
Agenda Item Number Eight

Re: response to Awaiting Report Item No.
178 regarding the establishment of an anti-
crime program.

In City Council,

January 10, 1983

1/10/83
Placed on file