

At this time Officer Edward Loder, President of the Patrolman's Association, requested that consideration be given to the possibility of the city hiring a third matron to be on an "on call" basis in order to be available to cover for one of the other two matrons in the case of sickness or days off.

Councillor Wolf requested that the screening process for new recruits be outlined to the committee.

Mr. Raymond Santilli of the Police Department, responded by stating the City Manager and Police Chief hope to recruit fifteen new recruits to fill existing vacancies. An initial screening of some forty-four potential recruits and as recently as last week twenty-nine of those were given a psychological examination lasting four hours.

City Manager Healy stated he has requested that the formal certification list from the Division of Personnel Administration (formerly known as Civil Service) be sent to him giving preference to Cambridge residents in addition to the standard priorities given to veteran's, disabled veterans reserve officers and surviving children of police officers killed in the line of duty. He further stated that the first and every fourth name on the list will be a minority.

Councillor Wolf questioned the number of women and minorities serving in the department. Mr. Santilli stated that out of 247 sworn personnel, nine are woman and twenty-eight are minorities. He further stated that eight or nine women are currently on the list of those being considered for appointment. Councillor Wolf questioned whether or not a special exam could be held for women. Chief Paolillo responded by stating the city would have to show a need for such an examination to the Personnel Administration. The City Manager stated that unfortunately, according to the existing guidelines established by the Personnel Administration, women are not considered a minority unless they are black or third world people. Councillor Wolf requested and Chief Paolillo agreed to make inquiries in Boston relative to this issue.

At this time Officer Loder stated that it was his belief that there are certain jobs which female officers handle very well within the department but street duty was not one of them. He further stated that it is difficult for a male and female officer to answer a "fight" call since often time these calls are in a barroom full of muscular men looking for a fight and a woman just can't handle it. Lieutenant Harold Murphy, President of the Superior Officer's Association, stated that the Newton Police Department had undertaken a study, through the sponsorship of a federal grant, to determine the job placement and functions of female officers within the department, and the results of the study indicated that all fourteen female officers were holding jobs inside the Newton Police Department.

At this time Councillor Wolf questioned the Chief as to whether or not an individual was recently turned away from the screening process due to the fact the woman was pregnant. Mr. Santilli responded by stating that the person in question was told that the regulations of the Personnel Administration prohibited her from being considered for appointment to the department at this time but she would not be taken off the list only deferred until such time at the end of her pregnancy.

Councillor Wolf stated that she had made a quick inquiry to the Massachusetts Civil Liberties Union regarding this issue and the "off of the top of the head" response an attorney gave her was there was no existing case law supporting the position of "deferment" used by the Personnel Administration.

At this time Ms. Brenda Fennell stated that she is the person in question and feels she is being discriminated against because she currently has the "gift of life" within. She further stated a process should be in place whereby if qualified for appointment from this list, she could go to work after the pregnancy. She further stated that a Ms. Laura Rasman of the Personnel Administration had informed her that a local municipality may have a different hiring procedure allowing a later appointment. The City Manager stated he had never heard that possibility in the past. Councillor Wolf requested and the City Manager agreed to have the City Solicitor review this question with the Personnel Administration.

PHYSICAL FITNESS PROGRAM

Councillor Wolf stated she would like to see a structured physical fitness program for all members of the Police Department similar to those run by the YMCA and YWCA. Chief Paolillo and officer Loder both stated their full agreement and outlined the plans currently underway for such a program in a recently completed gym facility in the converted auditorium of the Police Department. Officer Loder stated that the department had plenty of knowledge within it in terms of developing such a program and they already were in the process of securing the necessary equipment.

Councillor Wolf requested and the Chief agreed to send the committee a breakdown of the current and past number of sworn personnel.

The meeting was adjourned at 8:25 PM.

For the Committee,

Councillor Alice K. Wolf
Chairperson

AEW/smc

City of Cambridge

In City Council April 2, 1984

The Committee on Public Safety conducted a public hearing on Wednesday, March 29, 1984 beginning at 7:00 PM in the Ackermann Room at City Hall.

Councillor Alice K. Wolf, Chairman of the Committee, opened the meeting by outlining the agenda for the evening. She further stated that it was her desire to obtain an understanding of the capital needs of the Police Department specifically as they may relate to the condition of the jail cells. This would be extremely helpful, she continued, since the City Council will soon be reviewing the budget for FY 84-85.

CONDITION OF THE JAIL CELLS

Chief Anthony Paolillo stated that the cells in general and the juvenile detention area, specifically, was inspected last week by the Commonwealth of Massachusetts and both areas passed inspection. However, he continued one finding was made relative to the overhead lights in the juvenile area were not incased in a shatter proof glass. This has now been corrected. He further stated, in response to questions from Councillor Wolf, that his optimum request for capitol improvement money would be to build a completely new station. However, he also stated he realistically understands this cannot happen.

Relative to the juvenile detention area, he stated he would have to have the walls removed and replaced with some type of plexiglass which would provide for a better monitoring system. City Manager Robert Healy stated he has requested Mr. Paul Feloney of the Public Works Department to examine the possibility of making some structural changes in this area and schematic drawings should be ready soon.

At this time Chief Paolillo stated that some attention should be given to the fact that on certain occasions prisoners are held at the police station for as long as seventy-two hours without the availability of showers or an exercise room. He stated he had attempted to establish an agreement with the Sheriff of Middlesex County which would provide for the transfer of these prisoners, but no such agreement was reached.

Councillor Walter J. Sullivan stated he believed the problem rested with the fact on most days the jail is at full capacity.

Councillor Wolf requested that the City Manager have someone from the Human Services Department confer with the Chief and Mr. Feloney regarding the jail cell/juvenile detention problem.

REPORT *S-209*

Committee on Public Safety

Re: condition of jail cells, screening process for new police recruits & a structural physical fitness program for all members of the Cambridge Police Department.

In City Council,

April 2, 1984

4/2/1984

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