



CAMBRIDGE CITY COUNCIL

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 876-6800

David A. Wylie
City Councillor

September 27, 1982

REPORT OF THE CHAIRMAN
COMMITTEE ON PUBLIC SAFETY
HEARING HELD AUGUST 18, 1982

The Committee on Public Safety conducted a public hearing on Wednesday August 18, 1982, in the Council Chamber at City Hall for the purpose of discussing (i) the subject of police brutality, two recent allegations of which were brought to the attention of the City Council; (ii) minority promotions.

Councillor Wylie chaired the meeting as the Committee Chairman. Councillors Russell and Danehy, also members of the Committee, were in attendance throughout. Mayor Vellucci and Councillors Clinton and David Sullivan were in attendance during most of the meeting.

Councillor Wylie opened the hearing by stating that the Committee did not intend to interfere with the operation of the Police Department but that each City Councillor is held accountable by the electorate for the functions of all municipal departments and when something goes wrong that the Council have an obligation to consider the reasons. Councillor Wylie further stated it was not his expectation that the Committee would go into great detail on any one particular case of alleged brutality, although reference will be made to the "Packer" case since the Committee had been in receipt of a recently completed Internal Affairs report.

At this time Vice Mayor Russell stated he believed the Committee and the City Council in particular had a responsibility to establish policy rather than administering it. Consequently, he said, the Committee should listen and receive testimony from anyone wishing to come forward.

Richard Rossi, Deputy City Manager, stated as to the "Packer" case, that a witness has come forward and has stated that he saw the incident and corroborated Officer Pimental's initial statement. Mr. Rossi stated that based on the report from Internal Affairs and the witness's eye-witness account of the incident, the City Manager has concluded that no excessive force was used during the arrests in question. As to the second report of alleged brutality, the "Blatt" case, Mr. Rossi stated that the investigation is not complete. Since the hearing, the report was received by the Manager and returned to the Defendant for a fuller investigation.

At this time Councillor David Sullivan stated he did not want anyone to think that statements he makes represents an attack on the Police Department, because that was not his intention. However, he stated that sometimes things happen in a Police Department that shouldn't. He further stated it was unacceptable to have a "pretty good" police force. He stated, "we should have an excellent force", and expressed doubts that police officers can effectively investigate other police officers. He stated that some people could draw the inference that a comprehensive and objective investigation cannot be accomplished in this manner.

Acting Police Chief Anthony Paolillo read a prepared statement, a copy of which is attached, stating that he welcomes the opportunity to meet with the Public Safety Committee to discuss any proposed changes in the operation of the Police Department. He said that Civilian Review Boards appointed in other cities have not worked and he could not support one for Cambridge. He outlined to the Committee the current organizational structure of the Internal Affairs Bureau, which consists of a Captain, two Sergeants, and a civilian clerk. He further stated that a new video-camera was installed in the holding area of the station on Monday, August 16, making a total of five throughout the station. Councillor Wylie requested the City Manager and the Police Chief to evaluate the use of the equipment in terms of effectiveness and need and to report their findings back to the Committee. A copy of this report, dated August 25, 1982, is attached. Although there seems to be some doubt that monitoring certain areas of the police station on tape can be effective, the last sentence of the attached report suggests that the practice should be retained.

Next there was a discussion of the effectiveness of Internal Affairs' investigations. Councillor Wylie questioned why the Internal Affairs report to the Committee on the "Packer" case seemed much shorter than what Acting Chief Cusack and Sgt. Lane had brought to the Council meeting of August 2, 1982. He also expressed surprise that the report of the Packer incident was signed by a Sergeant rather than a Captain or the Chief. City Solicitor Russell Higley

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At this time Councillor Danehy cautioned that the Committee should not get into running the day-to-day operations of the Police Department in general or the Internal Affairs Bureau, in particular. He further stated that the City Charter prohibits such involvement.

Councillor David Sullivan stated that his particular concern with the Internal Affairs rests with whether or not witnesses feel free to provide information against police officers to other police officers. He further stated that civilian witnesses would probably feel more comfortable talking to other civilians. Moreover, the nature of the Internal Affairs' investigations does not lend itself to formal procedures such as swearing of witnesses and the opportunity for cross examination. It was pointed out that the City Manager can create a more formal review if he is dissatisfied with the Defendant's own investigation. (The Manager, however, does not automatically receive all Internal Affairs reports.) At this time Vice Mayor Russell stated he was against the appointment of civilians to work with the Internal Affairs Bureau, or the creation of a Civilian Review Board.

Councillor Wylie asked whether the Chief would take into consideration, in a promotional situation, the number of citizen complaints an individual officer may have had filed against him or her. Chief Paolillo responded that such a practice has not been in effect, but that he would like to implement something like that depending on whether or not Civil Service would allow it. Councillor Clinton objected to this proposal and stated he feared that since a group of citizens heard that a particular officer they did not like was being considered for promotion or that such a practice was a point of fact, the group would all agree to file individual complaints against the officer and thereby hurting his or her chances for promotion.

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The Committee then turned its attention to the question of minority promotions. Mayor Vellucci questioned statements made in a letter received by the Council from the "Lawyers Committee for Civil Rights", and asked the Deputy Manager whether or not the City Manager and Police Chief were about to promote any patrolmen to the rank of Sergeant since the letter indicated such action was being contemplated. Mr. Rossi responded by stating there were thirty budgeted positions in the rank of Sergeant and there were thirty sergeants working. He further stated it was not the City Manager's position at this time to suggest promotions. He did state the Manager would probably entertain a recommendation from the Chief on hiring additional patrol officers. During fiscal year "80-81" there were 306 uniformed personnel and for the "82-83" fiscal year through attrition and disabilities the figure is 253.

The City Solicitor at this time outlined a memorandum of law from O'Leary, Behar & Kalman, which the Chairman can make available. It cites court decisions indicating that promotions cannot be made solely on the basis of color. Mr. Rossi stated that if the City made promotions by skipping some on the list, an explanation would have to be given to Civil Service. He stated that the city would be looking at the way the tests are prepared as a possible way to increase minorities in the department. Chief Paolillo stated he believed the most positive step the city could take at this time would be to hire fifteen minority patrol officers all of whom should be Cambridge residents. He said that he opposed skipping personnel in promotional lists.

Anne Strong, Affirmative Action Officer, stated that sixteen per cent (16%) of all officers working the department are minority, and that the goal is twenty per cent (20%). (See Report attached.)

At this time Ms. Joan Quales Harris, 23 Hews Street, stated she was opposed to hiring more minority patrolmen. She stated the city should be promoting minorities to supervisory positions since white superior officers are not sensitive to the needs of blacks.

The meeting was adjourned at 9:08 PM.

Since the hearing the Chairman has interviewed the City Manager, who expressed confidence that the following steps will prove effective with respect to the problems discussed at the hearing:

1. He has reorganized personnel of the Internal Affairs Bureau.
2. Anticipated resignations, retirements and promotions in the senior ranks will provide some limited flexibility for dealing with problems in the lower ranks. The possible appointment of a few additional patrolmen will also create the opportunity to appoint a new Sergeant.
3. His attention to concerns among Departmental personnel that assignments are not always made equitably, which he regards as the substantive background of many of the problems, should help to improve the situation.
4. The pending Chief's examination will reduce or end some of the "leadership" problems created by deaths and illness.
5. He will work closely with his newly appointed Advisory Committee, which consists of eight officers, including three black officers and one Portegese officer.

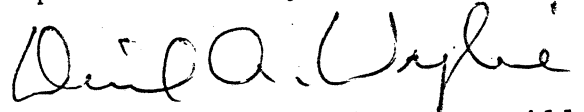
6. He will discuss with Civil Service the possibility of revising the Sergeant's examination.

7. He will be attentive to the level of effort and the effectiveness of all supervisory personnel in the Department, this appearing to be a root cause of many of the problems.

Recommendations of the Chairman

1. The City Manager should, at least for a period of time, review all reports of the Internal Affairs Bureau.
2. The City Manager should announce, in general terms, the kind of investigation which he will initiate in the event that he receives Internal Affairs Bureau reports which require further investigation by him, either because of the seriousness of the allegations or because he is dissatisfied with the thoroughness or objectivity of a report. Any such further investigation should include a civilian component.
3. The Captain in charge of Internal Affairs, each superior officer in charge of line personnel, the Chief,^{and} the City Manager all should make it clear that each accepts full responsibility for total absence of the use of excessive force in the Department. While there was no sense of anyone's condoning brutality, neither did there seem to be a willingness to put one's career on the line in the sense of accepting responsibility for what happens on the street.
4. The entire Police Department should accept responsibility for self regulation as the best means of avoiding proposals which people otherwise are certain to make for a civilian commissioner or a review board.

5. The City Manager should employ an industrial psychologist or other consultant to advise whether improvements can be made in the Sergeant's exam. (The current List expires in one year.)

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David A. Wylie, City Councillor
Chairman



CITY OF CAMBRIDGE
POLICE DEPARTMENT
INTEROFFICE CORRESPONDENCE

TO: Mr. Richard Rossi, Assistant City Manager

DATE: August 25, 1982

FROM: Captain J. Cusack, Acting Chief of Police *JR*

REFERENCE:

SUBJECT: Video Tape Recording System

In late 1977, the Cambridge Police Department purchased a video tape recording system for its prisoner holding area and booking room. The system was purchased from Lake Systems, Inc. of Newton, Massachusetts. At present the system consists of two (2) television cameras, two (2) recorders (audio and video), two (2) monitors and microphones.

The system is set up with a camera and a microphone located in both the holding area and booking room. The monitors are located at the Front Desk, approximately twenty feet from both the holding area and booking room. Video from both locations is constantly monitored at the Front Desk by the Desk Supervisor. The recorders are in a cabinet under the Front Desk. The on/off control switch is on the left sidewall under the Desk Supervisor's position.

Procedure for the operation of the recording system was originally set forth in a memorandum from Chief Davenport in August, 1978. Allowing for individual discretion on the part of each Desk Supervisor, the procedure remains fairly constant. When a prisoner is brought into the booking room, the Desk Supervisor is summoned. The control switch is turned on activating the recorders and microphones. The date, time, charges, name of prisoner and the fact that the proceedings are being recorded are stated for the record. The prisoner is informed of the Miranda warning, of his right to use the telephone (M.G.L. Chapter 276, Section 33A), and if arrested for operating a motor vehicle while intoxicated, his rights under M.G.L. Chapter 263, Section 5A. The Desk Supervisor then turns off the recording system while the booking officer processes the prisoner. A log entry is made noting the date, time, name of prisoner, and total feet of tape recorded on the machine.

If upon observing the prisoner the Desk Supervisor notices any cuts or bruises, appropriate questions are asked to ascertain the origin of such cuts and bruises while the recorder is on. If during the booking process, while taking inventory of the prisoner's possessions, the booking officer notices expensive jewelry, large amounts of money, etc., the recorder is once again activated and the inventory repeated for the recording. Also, if a prisoner is violent or abusive during booking, the recorder is left on until the prisoner is removed from the room and placed in a cell.

It is the responsibility of the Desk Supervisor to change the reels in

August 25, 1982

both recorders. Reels are supplied to the Front Desk each morning by Internal Affairs (I.A.). In addition, I.A. is charged with testing all tapes removed in the previous twenty four hours to see if both audio and video are working properly. A portable play-back machine and display monitor are maintained in I.A. for such purpose and also for instructional and court presentations. I.A. also randomly checks segments of a tape to ensure proper procedure is followed.

The complete recording system is maintained by Officer Harold Curll on a twenty four hours a day, seven days a week basis. In case of failure by any of the primary equipment, a back-up camera, recorder, microphone or monitor is available. If the back-up also fails, priority is given to the booking room and the equipment from the holding area is used. Extensive maintenance is provided by Lake Systems, Inc.

The idea to record the booking of a prisoner was originally conceived in 1976. Although many reasons have been offered as to what may have brought the matter to the attention of the policymakers, one specific reason cannot be isolated as having triggered the issue. In a memorandum dated October 22, 1976, Chief Fratto was instructed by City Manager Sullivan to make arrangements to "go out for bid for a video tape machine for the booking area in order to properly protect the department from arbitrary claims of brutality and failure to give the Miranda warning."

The objective of recording the booking process is twofold: to protect the prisoner from any undue harassment or abuse and ensure his full constitutional and legal rights, and to protect the Police Department from any allegations of impropriety in either procedure or conduct. The tapes are available and have been subpoenaed in the past by federal prosecutors, judges, district attorneys, defense attorneys and public defenders. Statistics show that since the booking process has been recorded, prisoner complaints regarding abuse, personal property theft, etc. have declined to few, if any, in any given year.

Statement of Chief Anthony Paolillo
Before Committee on Public Safety
August 18, 1982

Mr. Mayor, Honorable City Council, I am here this evening because I feel I would be remiss in my duty not to express my feelings both professionally and personally to you and the tax payers of the City of Cambridge to whom, we are both ultimately responsible to.

While convalescing at home, I have become distressed and dismayed at the recent contraversies occuring in your Police Dept. I use the word yours because this Dept as I have said in the past, is not my Police Dept or the City Managers Police Dept, but the City of Cambridge Police Dept and you the City Council represent the City of Cambridge. I am distressed because of some of the allegations that have been made and have not as yet been resolved, I am dismayed that no one has come out openly in defense of the Dept, which I consider to be the best in the State. I would like to give you an insight of the personality of your Police Dept. I feel an organization can have a personality the same as an individual, at least Father Curran taught this in his classes of Organizational Psychology at Boston State. The officers of the Cambridge Police Dept are a proud highly nationalistic ethnic orientated group. We have the Italo-Americans Police Assoc., the Afro-American Police Assoc., the Irish-American Police Assoc., and I think this is fine. I do not discourage it, because I allow the officers to wear the symbols on their hats, it

gives them a feeling of individuality which they feel they may be losing by dressing alike, driving all the same vehicles and performing the same functions. Subsequently, some people may feel we are not united, but that is not true because when the chips are down, we will and have pulled together as a group. Don't forget this is i. Dept that not too long ago when there was anarchy in the streets, kept your city from being burned to the ground, the police station was bombed, snipers bullets whistled through our front windows and as recent as last year when over 3,000 people were ranting and shouting obscenities at only 33 officers, black & white, trying to get at the Vice-President of the U.S., the Cambridge Police kept their cool and stood together without creating a Kent State ordeal. Yes, there is favoritism at times but it works both ways and it all depends on who is on the desk at the time and I promise you, if I ever discover any acts of racism, I will come down on whoever is responsible like a ton of bricks.

Now on the very sensitive subject of promotions, I want to make position on this perfectly clear. When promotional examinations were first announced, I personally approached most of the minority officers, I ^{APPROACHED} ~~approached~~ them of the committment and the material that had to be studied, also, a great many of the white officers were given this same information, to score well, you have to really

sacrifice, I mean give up your social life, doing extra details, extra schooling. As a result , the officers that are on top are the only ones that deserve to be promoted because they sacrificed, and should not be skipped. I agree with the Afro-American Association that they should have a fair representation, but not at the expense of another officer. If we skip on the promotional list, it will split this Dept apart. Everyone had a fair crack at the exam.

Besides, I propose to deviate from past practices of having exams every 7 or 8 yrs. I will ask the Manager to call for an exam every time a list expires, which is every two years, this way if an officer didnt score well on an exam because he or she was going to school or an illness in the family, they will have another chance within two years.

Brutality
Arrest Brutality are very sensitive situation, and the ordinary citizens some times roots for the so called under-dog, not realizing by interfering with their yelling and siding with the prisoner may spark a person who is submitting peacefully into a raging, kicking person that the officer now has to subdue with force, which could have been avoided if the third party had kept their mouths shut.

Should call for more police in the county
Well, I feel I may I have said a little too much but this is how I feel.

After 27 years in Law Enforcement, I would stack your Police Dept up against any Police Dept this part of the country. Thank you, I will be glad to answer any questions you may want to ask.

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)

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.

I. 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)



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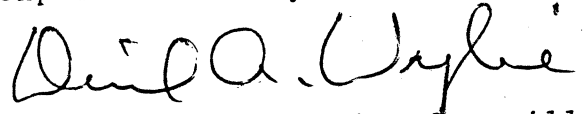
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David A. Wylie, City Councillor
Chairman



CITY OF CAMBRIDGE
POLICE DEPARTMENT
INTEROFFICE CORRESPONDENCE

TO: Mr. Richard Rossi, Assistant City Manager

DATE: August 25, 1982

FROM: Captain J. Cusack, Acting Chief of Police *JR*

REFERENCE:

SUBJECT: Video Tape Recording System

In late 1977, the Cambridge Police Department purchased a video tape recording system for its prisoner holding area and booking room. The system was purchased from Lake Systems, Inc. of Newton, Massachusetts. At present the system consists of two (2) television cameras, two (2) recorders (audio and video), two (2) monitors and microphones.

The system is set up with a camera and a microphone located in both the holding area and booking room. The monitors are located at the Front Desk, approximately twenty feet from both the holding area and booking room. Video from both locations is constantly monitored at the Front Desk by the Desk Supervisor. The recorders are in a cabinet under the Front Desk. The on/off control switch is on the left sidewall under the Desk Supervisor's position.

Procedure for the operation of the recording system was originally set forth in a memorandum from Chief Davenport in August, 1978. Allowing for individual discretion on the part of each Desk Supervisor, the procedure remains fairly constant. When a prisoner is brought into the booking room, the Desk Supervisor is summoned. The control switch is turned on activating the recorders and microphones. The date, time, charges, name of prisoner and the fact that the proceedings are being recorded are stated for the record. The prisoner is informed of the Miranda warning, of his right to use the telephone (M.G.L. Chapter 276, Section 33A), and if arrested for operating a motor vehicle while intoxicated, his rights under M.G.L. Chapter 263, Section 5A. The Desk Supervisor then turns off the recording system while the booking officer processes the prisoner. A log entry is made noting the date, time, name of prisoner, and total feet of tape recorded on the machine.

If upon observing the prisoner the Desk Supervisor notices any cuts or bruises, appropriate questions are asked to ascertain the origin of such cuts and bruises while the recorder is on. If during the booking process, while taking inventory of the prisoner's possessions, the booking officer notices expensive jewelry, large amounts of money, etc., the recorder is once again activated and the inventory repeated for the recording. Also, if a prisoner is violent or abusive during booking, the recorder is left on until the prisoner is removed from the room and placed in a cell.

It is the responsibility of the Desk Supervisor to change the reels in

August 25, 1982

both recorders. Reels are supplied to the Front Desk each morning by Internal Affairs (I.A.). In addition, I.A. is charged with testing all tapes removed in the previous twenty four hours to see if both audio and video are working properly. A portable play-back machine and display monitor are maintained in I.A. for such purpose and also for instructional and court presentations. I.A. also randomly checks segments of a tape to ensure proper procedure is followed.

The complete recording system is maintained by Officer Harold Curl on a twenty four hours a day, seven days a week basis. In case of failure by any of the primary equipment, a back-up camera, recorder, microphone or monitor is available. If the back-up also fails, priority is given to the booking room and the equipment from the holding area is used. Extensive maintenance is provided by Lake Systems, Inc.

The idea to record the booking of a prisoner was originally conceived in 1976. Although many reasons have been offered as to what may have brought the matter to the attention of the policymakers, one specific reason cannot be isolated as having triggered the issue. In a memorandum dated October 22, 1976, Chief Fratto was instructed by City Manager Sullivan to make arrangements to "go out for bid for a video tape machine for the booking area in order to properly protect the department from arbitrary claims of brutality and failure to give the Miranda warning."

The objective of recording the booking process is twofold: to protect the prisoner from any undue harassment or abuse and ensure his full constitutional and legal rights, and to protect the Police Department from any allegations of impropriety in either procedure or conduct. The tapes are available and have been subpoenaed in the past by federal prosecutors, judges, district attorneys, defense attorneys and public defenders. Statistics show that since the booking process has been recorded, prisoner complaints regarding abuse, personal property theft, etc. have declined to few, if any, in any given year.

Statement of Chief Anthony Paolillo
Before Committee on Public Safety
August 18, 1982

Mr. Mayor, Honorable City Council, I am here this evening because I feel I would be remiss in my duty not to express my feelings both professionally and personally to you and the tax payers of the City of Cambridge to whom, we are both ultimately responsible to.

While convalescing at home, I have become distressed and dismayed at the recent contraversies occuring in your Police Dept. I use the word yours because this Dept as I have said in the past, is not my Police Dept or the City Managers Police Dept, but the City of Cambridge Police Dept and you the City Council represent the City of Cambridge. I am distressed because of some of the allegations that have been made and have not as yet been resolved, I am dismayed that no one has come out openly in defense of the Dept, which I consider to be the best in the State. I would like to give you an insight of the personality of your Police Dept. I feel an organization can have a personality the same as an individual, at least Father Curran taught this in his classes of Organizational Psychology at Boston State. The officers of the Cambridge Police Dept are a proud highly nationalistic ethnic orientated group. We have the Italo-Americans Police Assoc., the Afro-American Police Assoc., the Irish-American Police Assoc., and I think this is fine. I do not discourage it, because I allow the officers to wear the symbols on their hats, it

gives them a feeling of individuality which they feel they may be losing by dressing alike, driving all the same vehicles and performing the same functions. Subsequently, some people may feel we are not united, but that is not true because when the chips are down, we will and have pulled together as a group. Don't forget this is i... Dept that not too long ago when there was anarchy in the streets, kept your city from being burned to the ground, the police station was bombed, snipers bullets whistled through our front windows and as recent as last year when over 3,000 people were ranting and shouting obscenities at only 33 officers, black & white, trying to get at the Vice-President of the U.S., the Cambridge Police kept their cool and stood together without creating a Kent State ordeal. Yes, there is favoritism at times but it works both ways and it all depends on who is on the desk at the time and I promise you, if I ever discover any acts of racism, I will come down on whoever is responsible like a ton of bricks.

Now on the very sensitive subject of promotions, I want to make position on this perfectly clear. When promotional examinations were first announced, I personally approached most of the minority officers, I ^{approached} ~~approached~~ them of the committment and the material that had to be studied, also, a great many of the white officers were given this same information, to score well, you have to really

sacrifice, I mean give up your social life, doing extra details, extra schooling. As a result, the officers that are on top are the only ones that deserve to be promoted because they sacrificed, and should not be skipped. I agree with the Afro-American Association that they should have a fair representation, but not at the expense of another officer. If we skip on the promotional list, it will split this Dept apart. Everyone had a fair crack at the exam. Besides, I propose to deviate from past practices of having exams every 7 or 8 yrs. I will ask the Manager to call for an exam every time a list expires, which is every two years, this way if an officer didnot score well on an exam because he or she was going to school or an illness in the family, they will have another chance within two years.

Arrest Brutality
Arrest Brutality are very sensitive situation, and the ordinary citizens some times roots for the so called under-dog, not realizing by interfering with their yelling and siding with the prisoner may spark a person who is submitting peacefully into a raging, kicking person that the officer now has to subdue with force, which could have been avoided if the third party had kept their mouths shut.

Since all the people are so sensitive
Well, I feel I may I have said a little too much but this is how I feel. After 27 years in Law Enforcement, I would stack your Police Dept up against any Police Dept this part of the country. Thank you, I will be glad to answer any questions you may want to ask.

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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)

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.

I. 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)

8.

S-608

Comm. from Paul E. Healy, City Clerk, transmitting a committee report from David A. Wylie, Chairman of the Committee on Public Safety Re: allegations of police brutality and minority promotions.

In City Council,

October 4, 1982

10/4/82
Placed
on
File