

Councillor Wolf questioned the City Manager as to what he thought the staffing of the department out to be.

The City Manager responded by stating there are optimum goals for every department but unfortunately they all require some staff and money. He stated that a close look at the recently disclosed state aid figures reveal that instead of the \$3.9m allocated to Cambridge, it will come out to be \$2.3m. He further stated he has allowed for the funding of three additional positions and he will continue to fill vacancies as they occur in a timely manner. Councillor Wolf questioned if a new class would be going to the academy soon. The Manager stated no class would begin until the next fiscal year but it is not economical with under ten recruits. The Manager stated he will continue to look at long term disabilities and injuries of officers within the department in order to put inactive officers out on retirement or back to work. He is also looking at a "substitute" arrangement for school crossing guards.

Officer Ed Loder stated that even with Harvard, M.I.T. and the M.D.C. police in Cambridge, Cambridge has best response time. He stated the department needs additional officers. Furthermore, he opposed the concept of fixed shifts stating he believed they could be detrimental to an officer's health and family life.

Edward Feinman of 76 Inman Street, questioned whether or not the park patrols will be in place this coming summer. Chief Paolillo responded by stating he was the person who instituted the park patrols and he is committed to maintaining them.

Responding to a question by Councillor Wolf, Chief Paolillo stated the MBTA owes the City of Cambridge in terms of services and particularly in terms of additional police officers for their new stations. Councillor Wolf requested the Chief to make a formal request to the City Council in terms of additional MBTA police.

The hearing was adjourned at 7:35 PM.

For the Committee,


Councillor Alice K. Wolf
Chair

At this time the Committee heard from Attorney Robert Wise, counsel to the Patrolman's Association, who stated he was currently working on the accreditation issue with the Danvers Police Department and so far, he does not like what they see. He outlined a situation where the Commission recommended the transfer of one of the night lieutenants to days leaving only a sergeant in command during the evening shift. He further stated he feels that promotional opportunities within the department would suffer, and that currently they have no real problem (in Cambridge) in terms of these opportunities. He further stated that performance evaluations are a collective bargaining issue, not an accreditations issue.

Officer Edward Loder, President of the Patrolman's Association, stated he has been a police officer twenty five years and he thinks it is already working in the best department without being given an outside evaluation.

At this time the Committee heard from Peter Valentine of 55 Blanche Street who questioned what current standards are used by the Police Department for evaluation. Chief Paolillo responded by stating that all eleven bureaus within the department submit monthly reports relative to each officer's sick time, injury leave, productivity levels, investigations completed and those which are on-going.

Councillor Wolf questioned the Chief as to the kind of standard he used to measure those kinds of statistics. Chief Paolillo responded by stating he uses the previous months reports as well as the previous year. He further stated that the objectives of the police department was to reduce the crime rate, the accident rate and to provide services. Once those objectives are not being met by the officers, he intend to find out why.

City Manager Healy stated that in certain areas of the department such as the training academy, hiring process for new recruits and for the promotional exam for sergeant, certification has already been received.

Lieutenant George Powers, representing the Superior Officer's Association stated the association has not yet taken a position on accreditation.

Councillor Wolf requested once the information relative to the accreditation issue is received, that the committee be notified.

STAFFING ANALYSIS

At this time Councillor Wolf requested Chief Paolillo outline the staffing analysis submitted to the Committee. The Chief stated that the City Manager has been more than cooperative with him in terms of filling vacancies in a timely fashion. However, he stated that the analysis he submitted was prepared as a "statement of need." Furthermore, he said, that the level of personnel has remained constant for the past few years, even with the addition of 42 new officers. The Chief further stated that he realizes that everything costs money, but he believes that in order

to execute all the department's duties and responsibilities he would like to hire thirty additional officers who would be assigned as follows: Patrol Division - twenty, Traffic Division - three, Investigation Division - six, and Identification Division - one.

Councillor David Sullivan questioned the Chief regarding the staffing of the 4:00 PM to midnight shift as to whether or not additional staff is needed. Both Chief Paolillo and the City Manager stated that discussion of changing the staffing on that shift was currently an item of collective bargaining and although they could not go into great detail, they were attempting to establish a "fixed shift" which would add to the staffing component during the 4:00 PM to midnight shift.

The City Manager stated that Boston generally sets the tone on issues such as those and there does not seem to be a lot of equity between the 1st and the 2nd half.

Councillor David Sullivan discussed the use of foot patrols making reference to a recent editorial in the New York Times which indicated that ten officers were assigned to a particular section of Brooklyn as a pilot program.

Chief Paolillo responded that he just does not have enough patrol officers, he does not have the luxury of filling all the walking routes. He stated that there are twenty-four walking routes which are established within the department, but he is only able to fill eight. Councillor David Sullivan questioned whether or not these eight routes are ever covered or only half covered. The Chief responded in the negative. Councillor David Sullivan questioned if the same officers are assigned to those foot patrols and questioned if any expansion of these patrols could take place. The Chief responded by stating generally the same officers are assigned to walking routes and that it is done by General Order. Furthermore, he stated that the City is changing and the existing routes may have to be changed. He stated he has already begun to assign a foot patrol officer, when he can staff it, from Bay Street to Quincy Street.

Councillor Wolf questioned whether or not police officers were being utilized for non-police functions such as being taken away from patrolling Fresh Pond Reservoir to cover school crossings and issuing parking meter tickets in place of parking control officers.

Chief Paolillo responded by stating that two of the biggest crimes in the city are larceny from and larceny to a motor vehicle and by having officers issue citations, their presence is used as a deterrent. Furthermore, he stated, that the issuance of citations does bring in needed revenue to the City. He further stated that when crossing guards are out due to illness, his department does cover the school crossings and sometimes that does result in temporary re-assignments. The Chief continued in response to a question from Councillor Wolf that he is a firm believer in the directed patrol concept, and has utilized it during the past holiday season in the squares and shopping malls.

City of Cambridge

In City Council March 11, 1985

The Committee on Public Safety conducted a public hearing on Wednesday, March 6, 1985 beginning at 5:30 PM in the Council Chamber at City Hall. The purpose of the hearing was to discuss issues related to accreditation of the Cambridge Police Department and to review and discuss the staffing analysis prepared by Chief Anthony G. Paolillo.

Councillor Alice Wolf, Chair of the Committee opened the meeting by stating the issue of accreditation was presented to the City Council through an order sponsored by Councillor David Sullivan. She further stated that although she was not totally familiar with the issue she had read several communications from the Commission on Accreditation for Law Enforcement Agencies and understands that a set of standards is applied for accreditation which is a voluntary act.

Councillor Wolf questioned City Manager Healy as to whether or not any consideration has been given to this issue.

The City Manager responded by stating Chief Paolillo was still reviewing the advantages and disadvantages of seeking accreditation and he (the city manager) would consider the \$12,000 cost of such a procedure.

Chief Paolillo stated he is somewhat familiar with the accreditation process having attended a three-day seminar at which this was discussed as well as having discussions with other police chiefs. He indicated that for an application fee of \$100 you receive a set of standards designed for law enforcement agencies. He further stated that although the International Association of Chiefs of Police have been reviewing and discussion the accreditation issue, it has not taken a firm position as of yet. He further stated that one problem he would have is in the area of excessive use of force. He stated that the Commission on Accreditation has a very liberal "use of force" policy which he would not adopt.

Councillor Wolf questioned the Chief regarding the specifics of the standards which would be required of the Cambridge Police Department.

Chief Paolillo responded by stating he could not be certain about the overall rules and regulations, but they would have to be agreed to prior to the city's application being accepted.

Councillor David Sullivan stated that even if the department is not accredited, the process of being evaluated could be a valuable experience for the department. He further urged the Chief to send the \$100 application in an effort to at least determine the criteria by which the evaluation would be done. Councillor Walter Sullivan stated he believed all present would agree that the fee should be sent in order to get the material.

REPORT

Committee on Public Safety

Re: issues related to accreditation of
the Cambridge Police Dept. & a staffing
analysis of the Dept.

*copy sent to the City Manager
3/14/85 mh*

In City Council,

March 11, 1985

*2/11/85
Defendant L
The City Manager
M. Wolf*