

67 Highland Avenue, Apartment 2
Cambridge, Massachusetts 02139
Tel. 868-1020
August 4, 1975

Following is the position of the Committee for the Implementation of the IACP Report on the subject of promotions in the Cambridge Police Department. It was approved by the committee at its meeting on July 31, 1975. The IACP Report is, of course, that of the International Association of Chiefs of Police which was funded by vote of the Cambridge City Council on April 29, 1974, based on the IACP's survey of the Cambridge Police Department.

" The Committee for Implementation of the IACP Report strongly supports Police Chief Francis Pisani in his recent appointment of sergeants. We applaud his decision to use the lawful discretion which Civil Service allows in making promotions. Earlier this year Chief Pisani, in response to the report of the International Association of Chiefs of Police, stated, "The Cambridge Police Department will take a more active part in the promotional testing procedure." Clearly he is making good on that pledge.

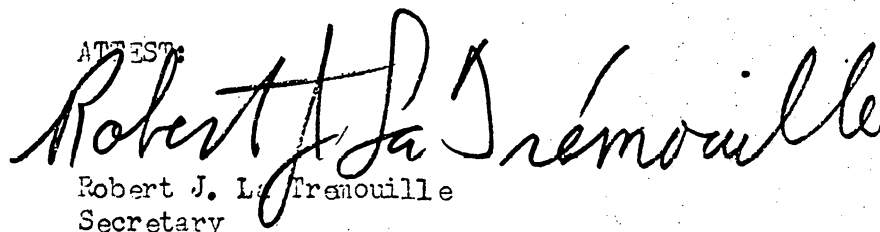
" Those who argue that police promotions should be made strictly on the basis of written exam scores are ignoring the December, 1974 report of the IACP in which the recommendation was made that written exams should comprise only fifty percent of the evaluation of a policeman for promotion. The IACP recommended that oral interviews (40%) and the recommendations of superior officers (10%) should also be used in evaluation.

" It is clearly the intent of the Civil Service laws to encourage discretion such as that used by Chief Pisani (Civil Service Rule 14). In this case, Civil Service required that from a list of forty eligibles, the twenty-eight most highly qualified be appointed. This is intended to allow for consideration of such factors as leadership ability and past performance, in addition to written test scores.

" The point has been made that Cambridge has made police promotions strictly on the basis of written exams for the last twenty years. That is the strongest argument against continuing such a practice. The low rating given the Department by the IACP, and the low morale there in the recent past, is the clearest indication of the failure of that longheld policy. The IACP report stated that the Department's previous policy was "an abdication of almost all of its promotional testing responsibility". "

A true copy.

ATTEST:



Robert J. La Tremouille
Secretary

Committee for the Implementation of the
IACP Report

22 307
Comm. from Robert J. LaTremouille re:
promotions in the Police Department.

In City Council,
September 8, 1975

Placed on File-