

Watertown City Council

Administration Building
149 Main Street
Watertown, MA 02472
Phone: 617-972-6470

ELECTED OFFICIALS:

Mark S. Sideris,
Council President

Vincent J. Piccirilli, Jr.,
Vice President &
District C Councilor

John M. Airasian,
Councilor At Large

Caroline Bays,
Councilor At Large

John G. Gannon,
Councilor At Large

Anthony Palomba,
Councilor At Large

Nicole Gardner,
District A Councilor

Lisa J. Feltner,
District B Councilor

Emily Izzo,
District D Councilor

Committee on Public Safety Report of the Meeting September 11, 2023

The Committee convened on Monday September 11, 2023 at 6:00 pm in the Richard E. Mastrangelo Council Chamber, as a hybrid meeting with remote participation by zoom. Present were John Airasian, Chair; Emily Izzo, Vice Chair and Vincent Piccirilli, Secretary. Also present were City Manager George Proakis, John Parow and Ken Lavallee of Parow Consulting & Associates, Council President Mark Sideris, and Councilor Caroline Bays. See attachment A for a list of other attendees. The purpose of the meeting was to discuss the desired qualities for next Police Chief.

Mr. Proakis began with comments about the Public Forum he had on July 24th to get input directly from the public about hiring the next Police Chief, then spoke about the about the Civil Service hiring process, and finally introduced Mr. Parow, the Public Safety Consultant hired to run the Assessment Center for hiring the new Police Chief. Mr. Parow gave a presentation on the Assessment Center process (see attachment B).

Next, the Chair opened up public comments.

- Tiffany York asked about the diversity of the assessors. Mr. Parow said there will be four, with one female and one person of color. She then read a statement signed by a number of individuals (see attachment C).
- Merle Kummer read a statement (see attachment D).
- Will Twombly read a statement (see attachment E).
- Connie Henry read a statement (see attachment F).
- Joan Gumbleton read a statement (see attachment G).
- Dennis Holland spoke about the need to address crime in Watertown, and does not believe we need a citizen advisory board..
- Bruce Coltin read a statement (see attachment H).
- Former Councilor Angie Kounelis read a statement (see attachment I).

Councilor Piccirilli read an email from John LoDico who wanted to know why the Manager is not seeking an outside candidate (see attachment J).

Mr. Proakis explained that with Civil Service, the assessment center delivers three names to interview, and when external candidates can apply, someone who is a chief in another community will have a much better chance of being one of the three finalists than an internal candidate of lower rank. He said he has listened to the concerns of the public about the work environment in the WPD. He believes that there are many great people in the WPD, and the department is moving in a positive direction. However, while there are still a number of challenges to be addressed, he noted that there have been many retirements and new hires recently, with many positive changes. He believes that the internal pool of applicants is capable of moving the department forward in a positive direction.

The Committee then discussed the desired qualities for next Police Chief.

Councilor Izzo offered the following:

1. Internal candidate would be ideal who understands our community.
2. Transparency, holding regular community forums.
3. A monthly email with police department statistics.
4. Would like the female officers in the department to weigh in on the hiring of the new Chief.

Mr. Proakis said he did a survey of all WPD members, but the surveys were not separated by gender.

Councilor Piccirilli offered a list with three major categories:

1. A commitment to providing exceptional service to all Watertown residents, employees, and visitors by having the WPD fully embrace best policing practices, as embodied by the following:
 - a) The 2020 Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth (the Police Reform Act)
 - b) Recommendations of the President's 2014 Task Force on 21st Century Policing
 - c) Standards of the Massachusetts Police Accreditation Commission
2. A commitment to best management practices within the WPD:
 - Leadership skills to create a culture in the department that fully supports the best policing practices, as noted above.
 - Commitment to a safe, inclusive, diverse, and productive workplace, especially in light of the recent lawsuit.
 - Thoughtful yet firm management of staff in a collective bargaining environment.
 - Addressing employee mental and physical wellbeing, tailored specifically to the hazards faced by members of the police department.
 - Public outreach and feedback on community concerns, including working with the new Human Rights Commission.
 - Budget setting and tracking.
 - Department training, with an emphasis on preventing on-the-job injuries, emerging threats, and de-escalation techniques.
3. A commitment to keep Watertown a safe and welcoming community for all:
 - Using data collection and analysis to set departmental goals and create metrics for progress.
 - Using data, identify key causes of threats to public safety in Watertown, and develop strategies to address them.
 - Continue community policing polices in order to strengthen trust in the community, and integrate feedback from the public on how to make a well-run Watertown Police Department even better and more responsive to its residents.
 - Continue to develop innovative strategies for non-criminal calls, such as mental health and substance use disorder crises, using social workers, jail diversion, and other techniques.

Councilor Airasian offered the following:

1. Looking out for the well-being of officers.
2. Recruit and retain officers and provide an atmosphere where they can thrive.
3. Use data to identify areas of crime threats in Watertown.
4. Build strong relationships in the community.
5. Stay ahead of the police reform law.
6. Continue to maintain the Watertown Police Department's accreditation.

7. Personal qualities of integrity, honesty, strong communication skills, and be an active listener.
8. Best management practices, and have the courage to correct any issues that may arise in the Department, and the ability to be honest with the public on such issues.

The Committee adjourned at 7:14 pm.

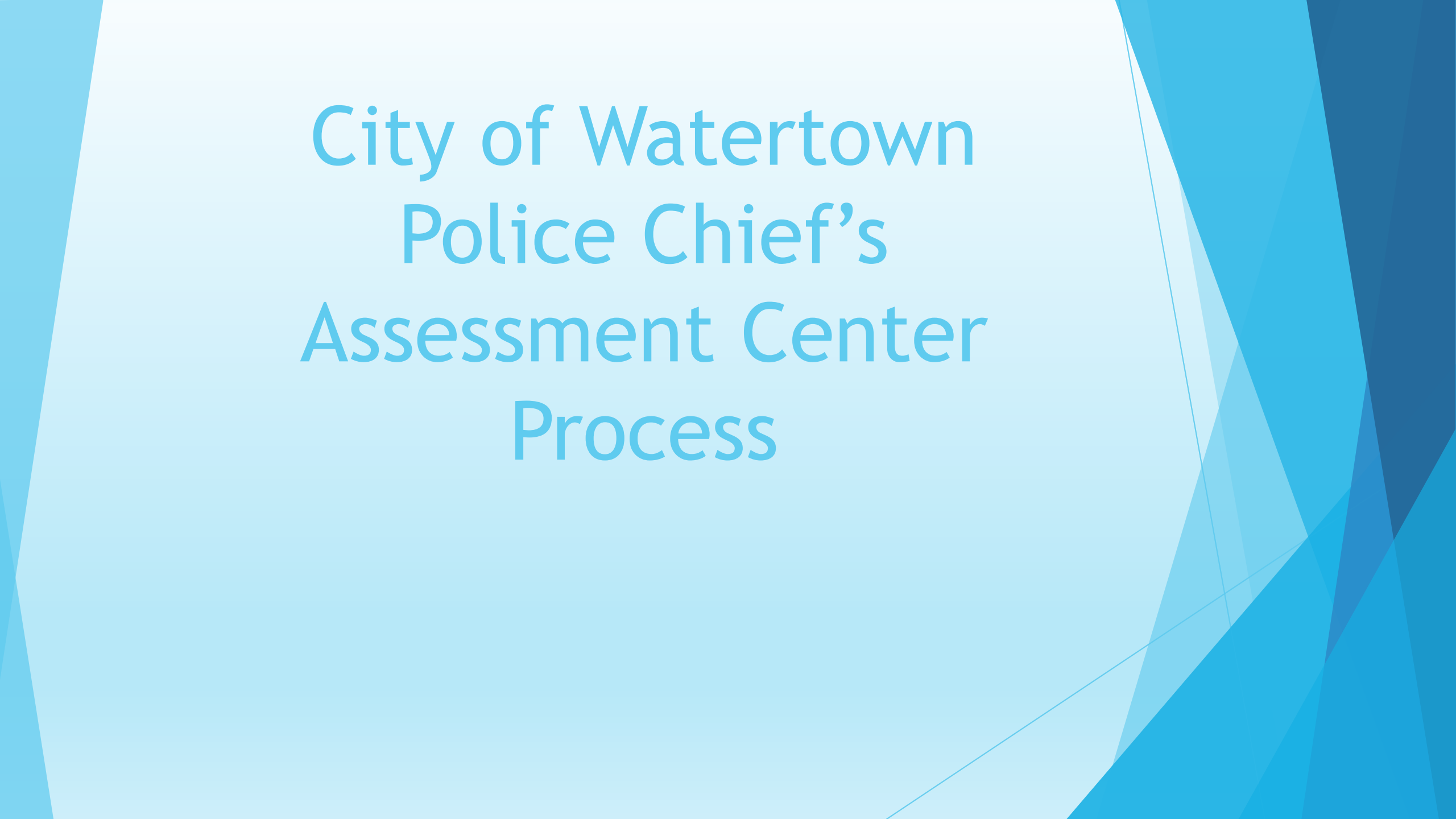
Report prepared by Vincent Piccirilli

Attachments:

- A. List of attendees
- B. Parow Consulting presentation
- C. Tiffany York statement
- D. Merle Kummer statement
- E. Will Twombly statement
- F. Connie Henry statement
- G. Joan Gumbleton statement
- H. Bruce Colton statement
- I. Angie Kounelis statement
- J. John DiLoco email

Attachment A – List of other attendees (*attended by zoom)

Elodia Thomas
Bruce Coltin
Dennis Holland
Will Twombly
*Ted Hammett
Robert Miller
Cecilia Miller
*Louise Enoch
Merle Kummer
Joan Gumbleton
*Linda Scott
*Angie Kounelis
*Dean Martino
Sheila Krishnan
Tiffany York
Connie Henry
*Sara Keary
*Rachel Kay
*Jill Reurs
*Mike Albano
*Dan Unsworth
*Bob Leibowitz
*Lisa Capoccia
*Roma Jerome



City of Watertown Police Chief's Assessment Center Process

Assessment Centers are Based on:

- ▶ A specific and systematic analysis of the tasks associated with the targeted position;
- ▶ Needed knowledge, skills, abilities;
- ▶ Any other characteristics, as dictated, to perform the tasks of the target job

The Assessment Center will consist of:

- ▶ Multiple, job-related exercises
- ▶ Typically, four of the following exercises are specially developed and administered
 - In-Basket – Out-Basket exercise
 - Role playing
 - Problem Employee
 - Community Meeting
 - Media Exercise
 - Etc.
 - Group exercise
 - Written/Administrative problem-solving exercise
 - Oral presentation
 - Emergency Incident Simulation
 - Incident Response
 - Rapid fire questioning
 - Interview

Exercises and Development

Although the exercise titles are the same, the content is unique to the community and department

- ▶ We gather information from the City, HR, City Council and others as City Administration sees fit
 - ▶ (In addition, we surveyed all members of the Police Department)
- ▶ We then develop a working profile for the position
- ▶ Look at current and future issues/needs facing the department
- ▶ Work with the City to decide on the best exercises to fit these needs
- ▶ Then develop the appropriate content for each exercise

Assessment Center Itself

- ▶ The Assessment Center will take place over a one-day period and held at a location within City
- ▶ Candidate will be only known to the Assessors by a Candidate number
- ▶ Candidates will be scored by multiple Assessors on each exercise and against the same criteria
- ▶ Consensus scoring will be used in each exercise by the Assessors
- ▶ The Assessors all have significant municipal government experience and considered top in their field, at or above the position being tested for. All are well seasoned Assessors

After the Assessment Center

- ▶ All scores will be submitted directly to Civil Service, within 24 hours of the Assessment Center

Questions?

Statement for Public Safety Meeting on Watertown Police Chief Search
September 11, 2023

To: City Manager George Proakis; John Airasian, Vincent Piccirilli, Emily Izzo (members of the Public Safety Committee of the Watertown City Council)

We believe that improvement, even in a good police department like Watertown's, should always be an important goal. In 2020-2021, several groups of Watertown residents considered various aspects of police reform. In October 2021, some of these residents wrote to the then members of the Council's Public Safety Committee, then Town Manager, and then police chief to provide some recommendations for improving the policies and performance of the Watertown Police Department (WPD).

We believe that the new police chief, the official search for whom begins with tonight's meeting, should commit to implementing policies and programs that will improve the operations and performance of the department. Accordingly, we request that the Assessment Center and others who may interview candidates for police chief consider the following recommendations, all fully within the mainstream of police reform, during their interviews and evaluation of candidates. These represent an updated version of our October 2021 recommendations:

- Improve the data collected by WPD on arrests, traffic and pedestrian stops, citations, and other encounters to enable clear and accurate comparisons of subjects by race, ethnicity, and gender. A public-facing data dashboard would make these data and other statistics on police services easily and routinely accessible.
- Ensure that the abuses documented in the recent *Donahue* lawsuit and judgment are corrected so that a culture of equity, fairness, and justice will prevail in both the internal and external relations of the WPD.
- Make the WPD complaint process and resources more visible and user-friendly on the website.
- Implement and adhere to Massachusetts' police reform legislation. Of particular interest are reporting requirements for police misconduct and appropriate use in hiring decisions of the database of officers with prior records of misconduct.
- Consider examples of "reimagined policing" in other cities such as Cambridge, MA, Portland, OR, and Ithaca, NY, and the suitability of such models for Watertown. Of particular interest are models of increasing use of crisis intervention teams and mental health professionals to respond to calls for service not requiring armed police officers.
- Consider improvements in WPD accountability and transparency, such as establishment of a Community Advisory Board and active cooperation with the soon-to-be-established Human Rights Commission. Successful efforts in this direction have been undertaken in [Newton](#) and [Arlington](#).

We would like to thank you for considering these recommendations and we stand ready at any time to discuss them with the City Manager, Assessment Center, Public Safety Committee, and other Watertown community stakeholders.

Tiffany and Eric York
Lisa Capoccia
Mara Acel-Green
Louise Enoch
Chuck Dickenson
Alice Kidder
Arun Sannuti
Teo Evans
Felicia Sullivan
Watertown Community for Black Lives

Sheila Krishnan
Merle Kummer
Ted and Nancy Hammett
Sue Ellen Hershman-Tcherepnin
Eric and Tyler Kemp-Benedict
Karen Wood
Pat Rathbone
Teresa M. Kohlenberg
Jacky VanLeeuwen
Diane Barlow

Merle Kummer
375 Arlington Street
Watertown, MA 02472
mkummer@kummerconsulting.com

September 11, 2023

Watertown needs a Police Chief with a deep commitment to public accountability, especially around controversial issues. I recommend that the Committee ask candidates the following questions:

Example 1: Gender discrimination

As the new Police Chief, you are in a public forum. A citizen describes the recent court finding of “overwhelming evidence” of a discriminatory work environment over decades, and notes that even when individuals leave an organization, the culture persists. The citizen asks, “What are your plans for addressing the issue of gender discrimination?”

Example 2: Disproportionate arrests of Black residents

In that same meeting, a community group shows that according to WPD's own data, Black Watertown residents are 5 times more likely to be arrested than White Watertown residents. They ask, “What is your response to this data?”

We don't need a Chief who

- Believes that these are individual performance problems, or
- Who wants the Police Department to deal with such issues internally.

We need a Chief who

- Who recognizes that fear prevents many residents from reporting problems with policing, and who will ask community groups to collaborate on creating safe settings to analyze the issues.
- Who acknowledges that he himself may have blind spots, and
- Who is genuinely curious, who asks real questions and listens to the answers.

Above all, Watertown deserves a Chief who understands that the Police Chief works for the City Manager, and therefore that the Police Department works for the residents of Watertown – not the other way around.

City Council Committee on Public Safety
Meeting on Police Chief Qualifications
9-11-23

Good evening. My name is Will Twombly. I live at 75 Marion Rd. Thank you so much for creating this opportunity for public input into what will be a very important decision for years to come.

I fully realize that being a police officer, and especially being Chief, is an incredibly challenging, taxing, stressful occupation, which requires a very special kind of person. The demands of the job are huge, and sometimes the rewards may be few. So, I am extremely grateful to the women and men of the Watertown PD for the commitment they have made to serve our city, given the personal sacrifices that their jobs require.

I'm sure our new Chief will bring a wealth of varied and complex attributes to the job, but I would like to mention just a few of these that I feel are especially important to this community.

First, our Chief should bring unquestioned personal integrity. Because in many instances the Chief is the face of the department, the public may judge the entire department by the values and conduct of the Chief. The Chief's adherence to the highest standards of ethical behavior should be beyond reproach. He or she must be entirely trustworthy, both in the eyes of the public and in the eyes of fellow officers. The example set by the Chief will establish an invaluable tone for the entire department – leading by example is powerful. The Chief should be someone for whom both the community and fellow officers have great respect.

As I mentioned, I believe we have a truly excellent police department today, with a combination of dedicated veteran officers and younger, well-educated officers who are enthusiastic about their profession. However, we live in a time when traditional methods of policing are being challenged all around us, and departments everywhere are being asked, and in some cases required, to do major re-evaluations of their relationships with the communities they serve. I believe it's essential for our new Chief to bring a deep and well documented

history of community outreach – a history of working successfully with the people of Watertown to understand what is important to them, and joining together with them to address community problems, such as race relations, opioid abuse, and challenges for our youth.

Our new Chief should be totally committed to strengthening positive ties with all segments of the population, including especially immigrants, people of color, and those who have traditionally been fearful and distrusting of police because of previous bad experiences they may have had in other places. He or she must be committed to having difficult conversations about the nature of policing in Watertown with an open heart and mind, even if they involve criticism of the department. I would like to see our new Chief establish a very representative Community Advisory Group to work much like a school site council, and serve as a conduit for communication to and from diverse segments of the community.

I believe our Chief must view police as guardians rather than warriors, and work hard to develop and implement innovative, out-of-the-box training programs to give officers the skills they need to build bridges of understanding and cooperation, as well as keep safe, in a climate in which hostility to police in general is often expressed.

So in summary, I believe that a Chief who brings unquestioned personal integrity, deep experience in community outreach and a new vision for what this might look like in the future, and a proven commitment to innovative officer training will help the Watertown PD become the best department in the state.

Thank you.

Dear Members of the Watertown Public Safety Committee,

As a resident of Watertown for many years, I appreciate that there is a careful consideration to discussing and defining the qualities for our next Police Chief. We have grown as a city, especially with a new charter and upcoming Comprehensive Plan that clearly support Watertown as a vibrant, safe, and inclusive community.

Clearly the role of the Chief would include a commitment to public safety in all forms and that person's primary responsibility would be to enforce the law and keep Watertown safe from criminal activities. I strongly believe another central goal for the next Police Chief will be to create and sustain a culture of respect that protects and serves all who live, work, and visit here.

The essential qualities that I would define as most desired and central for this critical role include:

Integrity with strongly defined and upheld guiding principles, including someone who deeply values community engagement and partnership and proactively works to make a community partnership visible.

A strong communicator. This includes being an active listener, honest, forthright, and being transparent of one's intention and action.

Experience with successful community policing and partnership and demonstrated ability to be responsive, thorough, and successful.

An ability to be clear, timely and articulate in their decision-making, receiving input as needed as well as an ability to delegate and empower others. With this skill set is also supported by a reflective practice about difficult decisions and their outcomes.

This is an important opportunity for the Watertown Police Department and our community as a whole to reflect our challenges and strengthen our community partnerships as we continue to grow as a diverse community.

Thank you again.
Connie Henry
33 Buick Street
Watertown
857-869-2686

Fw: New Police Chief Attributes

Joan Gumbleton <gumbletonj@aol.com>

Tue 9/12/2023 10:21 AM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Cc: John Airasian <jairasian@watertown-ma.gov>; Izzo, Emily <eizzo@watertown-ma.gov>

----- Forwarded Message -----

From: Joan Gumbleton <gumbletonj@aol.com>

To: Joan Gumbleton <gumbletonj@aol.com>

Sent: Monday, September 11, 2023 at 04:47:23 PM EDT

Subject: New Police Chief Attributes

Dear Councilor Piccirilli,

Here are the comments I made at last night's meeting for the meeting file.

My intent was to make sure that the problems that other cities are having don't come to Watertown if criminals feel that they won't be tolerated here and that the new Police Chief has high standards in that regard.

Regards,

Joan Gumbleton

There are a lot of crimes happening in Watertown, from drug dealings to robberies, shoplifting, drunk driving and more. If we read Watertown News we can see some of them.

Fentanyl is a huge problem and one that is not covered well on mainstream media. If a death happens, they don't emphasize that many of these drugs are being manufactured in Communist China, are shipped to countries south of the border, and then smuggled into our country through open borders with coyotes and poor people trying to pay off the coyotes to get their families into our country illegally.

We need a new police chief who is willing to prosecute these killers to the fullest extent of the law, including deportation after serving their sentences. We will never know how many people, especially young people, who died from taking these drugs. This person needs to work diligently with District Attorneys to be sure prosecutions occur.

No matter what race or nationality these killers are, they should suffer the consequences of their actions and the police shouldn't be criticized for doing their job.

In many cities across the country people do not want to sign up to serve their communities on the police force for fear of being negatively labeled vs. honored for putting their lives on the line each day.

Our new chief needs to be strong, transparent and willing to approach his/her job with fairness, integrity, deal with any legitimate officer issues openly, and be willing to stand up for those reporting to him/her despite any pressures from those who are quick to judge after never having been in a life or death situation.

There are some bad cops, but there are a heck of a lot of good ones that need to be shown appreciation. Otherwise we won't have the officers needed here.

With regard to repetitive drunk drivers, shoplifters and robbers, let's set a high standard so we don't follow the broken-window theory where criminals don't fear the repercussions of their actions if they are merely slapped on the hand

and released to once again
put citizens at risk.

Bruce Coltin

Comment before the Committee on Public Safety, 9/11/2023

We live in a fool's paradise. We know that there are neighborhoods in Boston where we shouldn't walk the streets, especially at night. Not everyone knows that there are neighborhoods in Cambridge and Somerville where the same thing applies because gangs own the streets. Why don't we have a similar situation in Watertown?

Can we agree that nobody in this room or on the Zoom call, with very few exceptions, knows the slightest thing about being a cop? So, when it comes to providing input on the qualities desired in the next police chief, all of our opinions, with few exceptions, should be taken with a grain of salt. Even highly educated people with advanced degrees, unless the degrees are in criminology, are as ignorant on matters of policing as those of us who are less educated.

Beginning in March of 2021 this committee which included only one of the current members was occupied with presentations, requests, and demands concerning alleged racist behavior on the part of the Watertown P.D. To characterize those meetings as emotionally charged and contentious would be an understatement.

The April 22nd meeting which was the second of the four meetings that took place, stood out from the others.

For one thing, the community showed up. There were 188 people in that Zoom meeting, a turnout very rarely seen. Also, three members of the WPD made comments. This was highly unusual. But these officers felt strongly that they had to defend their department against accusations being made. Their comments were very different but all were passionate, respectful, and compelling.

One of those comments especially resonated with me.

My reading of this speech will not do it justice but here goes.

“Hi, my name is Kerilyn Amedio, a resident of Watertown and proudly a member of the Watertown Police Department. I’ve been on the Police Department for seven years, and I’m currently assigned to the detective division. I hold a bachelor’s degree in criminal justice and sociology from the University of Massachusetts and am a graduate of the Massachusetts State Police Academy.

I have extensive training given to me by the Watertown Police Department notably to include crisis intervention, assisting individuals in crisis, group crisis intervention, and critical incident stress management.

I can only speak for myself and my own experiences but many if not all of my fellow brother and sister officers would agree with my following statement. In seven years, I’ve stopped cars, made arrests when necessary, responded to calls for domestic violence, larcenies, shoplifters, sexual assaults, neighborhood complaints, barking dogs, alarm calls, medical calls, overdoses and that is just to name a few.

I’ve been punched in the face, spit on, kicked, bitten, had my hair pulled, had a knife pulled on me, had cars almost strike me, feared for my safety, and been called every name in the book. I’ve held strangers, hugged children who are not mine, saved lives through the distribution of Narcan and the performance of CPR.

I’ve promised someone that I care and would continue to care and would help them. I’ve told families that their loved ones were not coming home.

I’ve seen unimaginable despair, empathized and sympathized with people from all walks of life. And with all that, I would not change one day of this career. You are all speaking of accountability and transparency and we want that too. Not only just for the Watertown Police Department but for all facets of Watertown and we want it from these groups as well. We are willing to

have an open honest dialogue. We want you to be heard, but we won't allow it to be at the expense of our character or what you or the media believe this job is.

I welcome you to come share a day or multiple days at the Watertown Police Department. Come see it from my perspective or from the perspective of another officer. Come volunteer with us. Come do a ride-along. Come participate in all of our community policing efforts. Experience Watertown Police for what it is. Not for what you think it is or what you've heard it is.

We are more than arrests and statistics. The people we deal with are more than arrests, numbers, and statistics. We want the conversation to continue, but we refuse to be called uneducated, white supremacists, or say that we come from bad families.

I love this job and I love this town. I will continue to show up, be held accountable and I will continue to do what is right, just, and fair because that is what Chief Lawn and the Watertown Police Department have trained me to do. And that is what the community of Watertown has trusted me to do. Thank you for your time and please reach out to me to continue these conversations."

I was so bowled over by the eloquence of this speech that I spent hours listening to it over and over again so that I could transcribe it and publish it, first in an article in Watertown News and later in a blog that I write.

I don't know Detective Amedio. I've never met her. BUT I WANT the chief that she wants. Because there's a war going on out there that all of us have the luxury of not seeing. And it's a war that she and her fellow officers know all too well.

Comm. Public Safety 09/11/23

Angeline Kounelis <akounelis12@gmail.com>

Mon 9/11/2023 7:42 PM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Cc: John Airasian <jairasian@watertown-ma.gov>; Izzo, Emily <eizzo@watertown-ma.gov>

 1 attachments (756 KB)

Policeman by Paul Harvey.pdf;

Greetings:

Attached is the essay as written by Paul Harvey. Excerpts from his piece, "*Policeman*" were read into the record of the 09/11/2023 Committee on Public Safety Meeting.

"His name was Paul Harvey, and his gentle storytelling radio program was heard every day on radio stations all over the world. His career in radio spanned more than 70 years, and his shows "News & Comment" and "Rest of the Story" made him a familiar voice in Americans' homes across the country. He was a delightful history teacher — with a velvety voice that turned the news into narrative and entertainment each week. His piece 'Policeman' has been called 'one of his best.' And it couldn't be more timely."

Best,

Angie

Angeline Maria B. Kounelis
Retired District A, East End, City Councilor
Landline: 617-926-2352
Mobile: 617-538-9252

Sent from my Smartphone - Apologies for brevity and/or typos

Paul Harvey's Piece 'Policeman' Has Been Called 'One of His Best.' And It Couldn't Be More Timely

A policeman is a composite of what all men are, mingling of a saint and sinner, dust and deity.

What that really means is that they are exceptional, they are unusual, they are not commonplace. Buried under the froth is the fact: and the fact is, less than one-half of one percent of policemen misfit the uniform. And that is a better average than you would find among clergymen!

What is a policeman? He, of all men, is at once the most needed and the most wanted. A strangely nameless creature who is "sir" to his face and "pig" or worse to his back.

He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But...if the policeman is neat, he is conceited; if he's careless, he's a bum. If he's pleasant, he's a flirt; if he's not, he's a grouch.

He must make instant decisions which would require months for a lawyer.

But...if he hurries, he's careless; if he's deliberate, he's lazy. He must be first to an accident, infallible with a diagnosis. He must be able to start breathing, stop bleeding, tie splints and above all, be sure the victim goes home without a limp.

The police officer must know every gun, draw on the run, and hit where it doesn't hurt. He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal." If you hit him...he's a coward. If he hits you...he's a bully.

The policeman, from a single human hair, must be able to describe the crime, the weapon, the criminal and tell you where the criminal is hiding. But...if he catches the criminal, he's lucky; if he doesn't, he is a dunce.

He runs files and writes reports until his eyes ache, to build a case against some felon who will get "dealed out" by a shameless shamus.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

And of course, he'll have to be a genius...for he will have to feed a family on a policeman's salary.

New Police Chief

John LoDico <john.lodico@gmail.com>

Tue 9/5/2023 3:17 PM

To: Piccirilli, Vincent J <vpiccirilli@watertown-ma.gov>

Councilor Piccirilli:

Following the city's payment of \$5.7 million to resolve a case that found that the Watertown police department fostered a sexist work environment stretching back over two decades, and pending the results of a court case involving suspended Watertown Police Officer Kevin Rooney on sexual assault charges, I feel it is in the best interest of the city to look outside of the current department for the next police chief.

City Manager Prokis said at a July forum on the new chief, "The intent is to stay with internal candidates but if you think opening it up is a good idea tell me tonight." It's unfortunate that the pre-selection "intent" is to stay with an internal candidate.

Thanks.

John LoDico
211 Palfrey Street