



Jack D. Buckley
Chief of Police

MEDFORD POLICE DEPARTMENT

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June 26, 2020

Mobilize Medford
Medford, Ma 02155
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To the Community of Medford,

I offer the following as a comprehensive response to your list of actionable demands. Where possible, I have answered your requests and have provided that information which is allowable by law. You will see that there is a plan for this department going forward. I do not believe we can properly address the myriad of issues, concerns and change on our own. Public input and participation should be the catalyst for change.

I have now been the Chief of Police for 18 months. Since becoming Chief, the Medford Police Department has made strides to recruit a more diverse police department and to improve training, especially in the areas of implicit bias, crisis intervention, de-escalation and procedural justice.

Community Policing will remain the guiding philosophy of the Medford Police Department. The department will strive to re-build and maintain the trust that has been bestowed upon us by the people. Trust is the fundamental principle that will become the base of our relationship with the Community of Medford. This department will work together with this community to co-produce the type of public safety it deserves.

I hereby acknowledge all of your concerns and offer the following responses;

Release a full roster of all individuals employed by the police department to include photographs, date of hire, past law enforcement experience, location of residency and annual salary.

1. The full roster of all employees of the City of Medford Police Department is included as Attachment A to this letter.

- a. The roster is alphabetical and is made up of 99 sworn police officers, 5 civilian employees, 13 public safety dispatchers, 28 traffic supervisors and 9 police matrons that are hired on a per diem basis.
- b. The Medford Police Department will not release the headshots/photos of our employees at this time. The request, coupled with the request for location of residence (see below) raises the question of the safety and security of persons employed by this department. While I am precluded from asking the purpose of your request, it is possible, upon future discussions that the department would release the photographs in some manner.
- c. The date of hire for each individual employee is included within Attachment A.
- d. The Medford Police Department conducts thorough background checks on all employees prior to being hired as police officers. The background includes a criminal record check and prior work history check. Issues related to corruption, racism or termination are all vetted. To the best of my knowledge, based upon a check of the personnel records, no officer with a prior law enforcement or security background has ever been hired with a negative background check. The following employees have prior law enforcement employment.

Benoit, James	Suffolk District Attorney's Office
Bordonaro, Michael	MCSO Academy trained
Bruno, Dean	Salem State University Police
Byrnes, Joseph	Mass General Hospital Security
Calnan, Padraig	BU Medical Special Police
Carbone, Peter	Mass General Hospital Security
Coughlin, Christopher	Middlesex Sherriff's Office
Covino, Paul	Transit Police (MBTA)
Cugliata, Frank	Federal Reserve Police
DeCristofaro, Barbara	Middlesex Court Security Officer
DiStefano, Vincent	Middlesex Sherriff's Office
D'Amico, Daniel	Northern Essex CC Police
Doherty, Patrick	UMass Lowell Police
Ehrhardt, Justin	Old Orchard Beach (Reserve)
Fahey, Michael	Medford Park Police
Franzese, Benjamin	Mass Bay CC Police
Furtado, Robert	TSA Security
	Securitas Security
	Middlesex Sherriff's Office
	BU Medical Special Police
Gianino, Greg	Middlesex Sheriff's Office
Giordano, Paul	Oak Bluff Police
Hughes, Shawn	DOJ Immigration
Kelley, Robert	Tufts University Special Police
Kelly, Christopher	Somerville Police Auxiliary

Hartnett, Charles	Middlesex Sherriff's Office
Leone, Michael	Tufts University Police
Mackowski, Paul	Boston Special Police
	Scituate Summer Police
	Brattleboro Vermont Police
Maloney, Shawn	Trial Court Officer
Martin, Matthew	Simmons College Security
Montalbano, Jason	Wilmington Auxiliary PD
Nguyen, Duy Paul	UMass Amherst Cadet
Passacantilli, Robert	Middlesex Sherriff's Office
Raymond, Rikki	Mass DOC
Rooney, David	Tufts University Police
Rudolph, Mark	Federal Reserve Police
Smith, Patrick	Southborough Police

- e. The Medford Police Department will not release the location of residency for any of its employees. The home address, personal email, and home telephone numbers of law enforcement, and any other public safety and criminal justice system personnel are exempt from public record. In accordance with MGL c31(Civil Service) and the Personnel Administration rules of the Commonwealth of Massachusetts, a candidate for employment within the Medford Police Department must reside within the City of Medford for a full year prior to being eligible for employment. As a result, all officers hired by the City have the status of residency. Per Civil Service rule and by their respective collective bargaining contracts, officers must reside within the Commonwealth of Massachusetts, and may reside within fifteen miles of the City of Medford.

51 of the 99 sworn police officers reside within the City of Medford.
4 of the 5 civilian employees reside within the City of Medford.
8 of the 13 public safety dispatchers reside within the City of Medford.
25 of the 25 Traffic Supervisors reside within the City of Medford.

- f. The annual earned salary of all department employees for the calendar year ending 2019 is included as Attachment B. The annual base salary of all department employees is supplemented by overtime hours worked, paid details worked and other contractual stipends and benefits. The annual base salary of all department employees by job title is as follows;

Chief of Police	\$ 147,485.46
Captain	\$ 117,727.77
Lieutenant	\$ 101,489.78
Sergeant	\$ 87,490.87
Patrol Officer	\$ 73,742.73
Dispatcher	\$ 53,537.64
Traffic Supervisor	\$ 11,670.36
IT Assistant	\$ 54,285.40

Crime Analyst	\$ 68,112.72
Assistant to Chief	\$ 63,662.62
Business Manager	\$ 64,666.68
Head Clerk	\$ 56,231.24
PT Clerk	\$ 24,000.00
PT Evidence Officer	\$ 24,000.00

Reopen cases of police brutality and hate crimes in the city of Medford.

2. You have requested that the Medford Police Department re-open cases of police brutality and hate crimes within the City of Medford. With regard to police brutality, I will commence a review of any cases involving police brutality or excessive force. Upon review of these cases, our ability to act may be limited by law, contract and/or process. In the specific example that you listed, Officer Stephen Lebert was investigated by this department at the time of the incident and internal affairs charges against him were sustained. This means that disciplinary action was going to be administered. Officer Lebert voluntarily left his employment with the City of Medford prior to any discipline being imposed.

I am committed to investigating any and all cases of police brutality and officer misconduct. A review of our current internal affairs and complaint system is already underway. It is the intent of this police department to produce a new, transparent investigatory and review process to handle all complaints of police misconduct fairly. This new complaint procedure will be publically available on our website, www.medfordpolice.com.

As to the request to re-open criminal cases involving hate crimes within this City, I will commence a review of any such cases that involve hate crimes or civil rights violations. Upon review of these cases, our ability to act may be limited by law or process. In referencing the 2007 case where three juveniles were charged in court with Constitutional Rights Violations, a case like that is probably not able to be re-opened as it has previously been adjudicated by law. However, the case can be looked at with regard to the investigatory practices to see what can be done better. In January, 2020, I appointed Officer Kevin Purifory to serve as the department's Civil Rights Officer. The role of the officer is to review all reports for evidence of bias or hate. A hate crime has been defined as any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate and bias and designed to infringe upon the rights of individuals. This department views these matters seriously and has already designated their identification and investigation as a high priority. Criminal cases will now be reviewed by a civil rights officer, separate from the assigned case officer, and he will have the authority to intervene in any case where a hate crime is suspected.

Publicly acknowledge the bitter history of modern-day policing as an evolution of slave Patrolmen.

3. The history of policing in America clearly has a violent, sordid and terrible past. Early policing in the United States developed out the political and economic conditions of their times. Slave patrols and night watches existed as legally sanctioned law enforcement in the United States well before the Civil War. Slave patrols were created and supported for the express purpose of controlling the slave population. Controlling the slave population included intimidation tactics to prevent a slave revolt, it allowed for violent 'summary judgment' discipline and authorized the tracking, apprehension and return of runaway slaves. Slave patrols were not just a southern institution or a pre-civil war concept. Many northern states adopted their own slave laws and despite the loss of their legal status after 1865, most of their terroristic functions and practices were assumed by post-war vigilante groups such as the KKK.

The Civil War and its resulting emancipation of people of color did nothing to change the beliefs held by many in this country that black men and women were inferior. Racial, cultural and religious abuses *openly* persisted all across the country well into the 1960s and permeated all aspects of American society including the police departments. People of color remained targeted for abuse by the police. In many ways, organized policing in America, determined to provide law and order, reflected the same ideals and practices of the slave patrols; controlling the black population, preventing crime and disorder through intimidation, apprehension and jailing. In too many instances this occurred with unchecked violence. While it can be argued that policing has made great strides since the 1960's, it cannot be denied that our profession was grown out of an oppressive and violent practice of targeted enforcement against people of color.

I do not pretend that my brief summary, above, comes anywhere close to recognizing or describing accurately the true history and violent, sordid evolution of policing in the United States. I do offer it for this reason: Not once in my 22 year law enforcement career has this history ever been taught to me, nor have I been exposed to this history on any State or Federal level of police learning. Police officers across our nation would undoubtedly reflect the same lack of training, understanding and knowledge.

When our community argues that people of color are singled out for enforcement, or that police resources are predominantly used against minority and black communities, and that these encounters lead to a disproportionate amount of police killings of black men and women, most police officers would instinctively and in some cases defiantly, argue that such a claim is an unfair attack. We argue to defend our existence and our tradition. We argue that we are here to serve and protect all members of our community in the same manner. We argue we are not racist. Yet we have no knowledge of our own institutional past. We have little knowledge that our practices and our culture have grown out of a violent past. The police officers working today are provided more training and education than ever before yet we are not taught the lessons of history. In the pursuit to end systemic and institutional racism, we often wonder why change is slow and why it is so hard

to change police culture. We need to first begin with understanding our own past, our own culture and our own institution.

The police officers of the Medford Police Department come to work every day with the greatest of intentions and are willing to sacrifice themselves for what they believe in. We hire good women and men, members of our own community who wish to give something back. Yet despite these intentions, most have no knowledge of the true history of policing. I pledge to work hard on changing this.

In addition to our training, I will create a community based educational program designed specifically to learn about our past history. This program will be taught to all Medford Police officers. We need to learn our past to change our future.

The Medford Police Department website has a small section related to our history. I will work to re-do this section and supply a comprehensive and thorough history of policing in America and publicly provide this history as a basis of our understanding of our place in society as the keepers of peace. I will reach out to the many scholars and historians of this City to assist with this project.

Implement Racial Bias Training by an independent person(s) who's not a city official or law enforcement.

4. The Medford Police Department will continue to work within our community to understand cultural influences and to overcome unconscious biases. The department recognizes the need for all our employees to become more culturally competent. We recognize the need for Implicit Bias training for all our officers to better understand how unconscious biases can impact the way they are perceived in our community. Cultural Competency Training will enable officers to better communicate, interact and develop positive attitudes across cultures. The goal is to increase officer training to improve fairness, transparency, restraint, and impartiality when carrying out our duties.

The studies have shown that implicit bias training can lead to behavioral change. In December, 2018 I promised to bring Implicit Bias training to the Medford Police Department. During 2019, officers integrated Implicit Bias training into our Crisis Intervention training, and our annual 40 hour in-service training.

The goal moving forward is to train heavily on Implicit Bias, De-escalation and Procedural Justice. We have already scheduled these trainings to begin next month (July). However, this is just the start of our efforts to re-focus training on the areas of race, culture, and bias. The Medford Police Department will follow up on this training with additional training and commits to supplementing our training on race and bias with an outside independent party. I welcome any and all suggestions for further training.

I also think it would be beneficial to invite members from Mobilize Medford to observe or participate in the training. The opportunity to have members of your group speak directly to the officers of this department, to relate your life experiences, would be an unprecedented and invaluable opportunity for policing.

Release a public list of all complaints against Medford Police Officers as well as what disciplinary actions were taken to correct the misconduct.

5. You have requested that the Medford Police Department release a public list of all complaints against Medford Police Officers as well as what disciplinary actions were taken to correct the misconduct. At this time I cannot fulfill this demand. First, I believe more specifics need to be gathered related to your request. We could certainly discuss this in person when we meet. Second, the Massachusetts Public Records law states, "Disciplinary actions taken against an officer to correct misconduct falls within exemption (c), as it is personnel information that is useful in making employment decisions regarding an employee, and is sufficiently personal to be exempt. The information may include the following: Employment applications, Employee work evaluations, Disciplinary documentation and Promotion, demotion, or termination information. Therefore, I cannot violate the Public Records law and release a list of complaints without proper legal review.

Develop an actionable plan to have body cameras on all officers before December 31st, 2020.

6. A plan to implement body worn cameras is already underway. I have had productive conversations with Mayor Lungo-Koehn to begin the process of bringing body worn cameras to the Medford Police Department. On June 24th, I met with representatives from a vendor that supplies body worn cameras to police departments across the nation. It was a valuable first step.

It is important to add that in 2017, the City of Medford proactively pursued negotiations with both police labor unions over the implementation of body worn cameras. An agreement was signed to pave the way for their use. Both police unions were in favor of their utilization and do not object to using body worn cameras.

We now have to be creative. The demand for their implementation is here but there are severe restrictions upon our police budget. We are pushing through to get this accomplished and there is little doubt an actionable plan will be in place before the end of 2020.

A body worn camera policy has to be created and reviewed for efficiency and efficacy. Most police policy requires the officer to activate the camera during every public encounter. During the meeting with the vendor, we were happy to see that the camera can be automatically activated upon certain actions or noises. One such example would be the camera automatically activates whenever the officers

firearm is removed from its holster. These safeguards help to eliminate any such failures to use the body camera according to policy and procedure.

In theory, I wholeheartedly agree that any officer who manipulates their body worn camera with the intent to deceive, tamper or cover-up an incident will be punished. I give the commitment to provide policy language that reflects this belief. I will continue to research the device, its pros and cons and the policies of several agencies who successfully use body worn cameras. I also commit to the continued effort of having all policies, including any policy on body worn cameras, reviewed by the Medford Human Rights Commission.

Remove all armed & uniformed Police presence in Medford Public Schools.

7. Mobilize Medford is a proponent of removing all armed and uniformed police officers from the Medford schools. This one is difficult. According to Massachusetts law, "MGL c71 s37P: School Resource Officers (b) Every chief of police, in consultation with the superintendent and subject to appropriation, shall assign at least one school resource officer to serve the city, town, commonwealth charter school, regional school district or county agricultural school. In the case of a regional school district, commonwealth charter school or county agriculture school, the chief of police of the city or town where the school is located, in consultation with the superintendent, shall assign the school resource officer, which may be the same officer for all schools in the city or town."

Currently the Medford Police Department has one officer assigned full-time to the Medford High School and one officer assigned full-time to the remaining middle and grammar schools. Below I outline the role of the Medford Police Department SROs. The SRO has undergone significant changes in this last year.

In the recently enacted *2018 Criminal Justice Reform Act*, the Commonwealth of Massachusetts has made the law clear, "School Resource Officers (SROs) shall not serve as school disciplinarians or in place of school counselors and the SROs shall not use their police powers for traditional school discipline issues, including non-violent disruptive behavior."

The Medford Police Department and the Medford Public Schools work collaboratively together to produce a safe environment for all students. The SRO Program is based upon the fundamental premise that when schools, police, prosecutors, and other service agencies work collaboratively and proactively, the safety, mental health, and well-being of children and youth are best served. By working together to educate the school community, coordinate efforts, and share information, the Medford Public Schools and the Medford Police Department through the SRO Program strive to: (1) prevent violence involving the students of the Medford Public Schools; (2) prevent the use, abuse, and distribution of alcohol and other controlled substances involving students of the Medford Public Schools; and (3) provide a safe, secure, violence-free, and nurturing school environment.

The SRO Program is designed to provide a safe, secure, violence-free, and nurturing school environment while creating strong relationships between the Medford Public Schools, Medford Police Department, and the community. The goals and objectives for the SRO Program include:

- To develop positive relationships with students, faculty, staff, and parents thereby enhancing the relationship of law enforcement with youth and the community and improving the educational climate;
- To provide a positive role model for students to instill in them good moral standards, judgment and discretion, respect for other students, and a sincere concern for their community;
- To provide a cooperative effort by being accessible and responsive to the needs of the students, faculty, staff, parents, and community;
- To provide enhanced security and law enforcement service thereby maintaining a safe, secure, and violence-free school environment that allows all students to learn and flourish;
- To create a strong partnership between school and police personnel with a clear understanding, appreciation, and delineation of the roles and responsibilities of each;
- To ensure that non-violent infractions of school rules and policies not amounting to criminal or delinquent conduct such as tardiness, use of profanity, and disruptive or disrespectful behavior remain the sole responsibility of school administrators;
- To ensure that SROs are timely notified of Mandatory Reportable Incidents;
- To minimize the number of students that are unnecessarily out of the classroom, arrested at school, or court involved;
- To identify and provide preventive help and services to at-risk students and families;
- To provide requirements and guidance for training of the SRO and school personnel regarding SRO-related topics;
- To assist school personnel in the development of school emergency crisis policies and guidelines (to include Threat Assessment) and assist with the facilitation of disaster-based drills while updating and augmenting said policies and guidelines as needed; and
- To offer additional educational resources to the students, faculty, staff, parents, and community through presentations and programming by the SRO that focus on law enforcement, prevention, health, and safety topics.

The Medford Police SROs are required to complete certain training guidelines as outlined by the Commonwealth of Massachusetts. In addition to any basic and annual in-service training required of their officers by the Medford Police Department, SROs shall receive specialized training to promote their effectiveness working with children and youth in a school setting. Continuing professional development shall include instruction in the following areas:

1. Child and adolescent development, including the impact of abuse, exploitation, violence, trauma, disability, poverty, and immigration status
2. Conflict resolution
3. Diversion strategies and practices

The Medford Police Department and the Medford Public Schools are dedicated to providing a safe and nurturing climate in which learning can take place. The parties also want to promote a safe environment in the public school community while upholding the students' legal rights.

The Medford Police Department and the Medford Public Schools acknowledge that proper integration of the SRO in the school environment, including (as appropriate) educational activities, classroom instruction, school assemblies, and staff and school safety meetings, can help build trust, relationships, and strong communication among the SRO and students, faculty, staff, parents, and community.

Non-violent infractions of school rules and policies not amounting to criminal or delinquent conduct such as tardiness, use of profanity, dress code violations, and disruptive or disrespectful behavior *remains the sole responsibility of school administrators*. To this end, *SROs refrain from being involved in the school's handling of such violations or misbehavior except, as asked or needed, to support school staff in maintaining a safe school environment*.

SROs shall not serve as school disciplinarians, as enforcers of school regulations, or in place of licensed school mental health professionals and shall not use police powers to address traditional school discipline issues, including non-violent disruptive behavior.

In addition to the standard SRO this past year the Medford Police Department partnered with the Medford Public Schools and created a new K-5 program called PALS (Partnership for Advancing Leadership Skills). The purpose of the program is to advance leadership skills within students through enhanced student social-emotional learning and increasing police presence within the schools. Social-emotional learning teaches children to recognize and understand emotions, manage those feelings, make relationships with others, increase social awareness, and build empathy for others. It also increases student's ability to attend to their academics. We are incorporating the evidence-based concept of utilizing police officers in schools to increase positive youth development with the Medford Public Schools long standing dedication to a robust social-emotional learning curriculum. It is the Medford Police Department's goal to build this program in support of our youth and our schools. The increased presence of police officers within the schools will hopefully decrease student and parent anxiety and increase the sense of security and familiarity with police officers. It will also enhance the school and police connection, and allow more officers to engage with

students. The innovative efforts below show a continued effort to expanding opportunities for our youth.

One of the most recommended activities for adult interaction with young children is reading aloud to them, as it builds language, literacy and social skills. The Medford Police Department will provide officers to read the "book of the month" in all of the elementary schools on a bi-weekly basis to students in Kindergarten, First and Second grades throughout the school year. A list of critical thinking questions has been created (along with the answers the reader should elicit from students), this will allow officers to hold a discussion period after the reading in order to reinforce skill building.

Monthly lunch groups, led by police officers, will also be held at all of the elementary schools. A long held practice in elementary schools has been holding "lunch bunches" with a group of students. The relaxed environment, outside of academic time, provides a timely and concentrated social atmosphere. Depending on the school's culture, students will either be nominated or elect to use their PBIS points to earn the lunch meeting with a police officer. During the lunch, police officers will foster a discussion with students about their role in the community, answer questions students may have, and reinforce ways to be safe, responsible and respectful as leaders in their schools.

The Medford Police Department has a long-standing history of teaching drug and alcohol resistance education in our schools. The Police/School partnership is now moving to utilize the evidence-based Michigan Model to teach the curriculum entitled: Alcohol, Tobacco & Other Drugs. This curriculum pairs nicely with the social-emotional units already being used and enhances the decision-making strategies for all students. The program will also provide education on vaping, refusal skills, media influence, effects of tobacco & alcohol and the benefits of abstaining. A select group of Medford Police Officers have been trained on the Michigan Model to ensure proper comprehension and delivery of the curriculum.

All of the above is provided to give you an idea of how significantly the police role within the Medford Public Schools has changed in just this past year. I offer the above not to dismiss your demand and concerns but rather to inform you of what is currently occurring within the schools and the changing roles the police department has undertaken. Despite the legislative restrictions requiring the presence of an SRO I look forward to our in-person conversations surrounding your experiences with police officers within the Medford Schools.

Implement monthly community meetings, open to the public, for community members to directly address the Chief of Police & the entire department.

8. The Medford Police Department has historically offered monthly community meetings. Upon becoming Chief in December, 2018, I was happy to continue the tradition. Community meetings are traditionally held on the first Wednesday of

every month at 6:00pm. The meetings are hosted by the Chief of Police. An update on current affairs is given and the community has the opportunity to discuss whatever they wish, in person, with the Chief of Police and his staff. You should always hear first-hand what the Chief of Police believes and what he hopes to accomplish. Likewise, all Chief's should hear what their community believes and what they wish to accomplish.

Unfortunately, since the advent of COVID-19, the community meetings have been postponed. There will be community meetings held soon. If we cannot meet in person we will attempt the zoom/virtual process. Virtual meetings however are difficult to create the open conversation needed for such meetings.

Appoint a community liaison(s) who's not a city-official to be an unbiased point person to ensure community concerns are addressed and resolved in a timely manner.

9. I am very intrigued with the idea of a community liaison to the police department. I am and have always been in favor of community involvement in the police department. Public/Police partnerships are the roadway to success. I am committed to working with the community of Medford to co-produce the type of public safety it deserves. Community involvement and oversight can only help develop and build upon trust. Trust is the fundamental principle that will become the base of our relationship with the Community of Medford. There is little doubt that recent events have highlighted the failures of policing to improve upon its relationships with its communities, especially its communities of color. Community Liaisons can be the link that ensures progress, success and accountability for police actions and interactions. This is the essence of Community Policing. Community Policing will remain the guiding philosophy of this Police Department. I will work to re-build the trust between the public, our community and this police department. We should build upon this topic and work toward its success.

Publicly condemn the individuals who have defaced Black Lives Matter signs around the city.

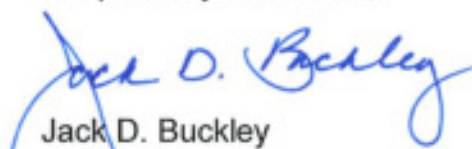
10. In no uncertain terms, I condemn the defacing of Black Lives Matter signs. Please reach out to me personally when you have knowledge these instances have occurred.

I hope in some way I have answered most of your concerns and demands. I acknowledge the value and commend the endeavors of Mobilize Medford as well as the actions of all who stand against police brutality and stand up for police accountability. If real change is to come about, we must work collaboratively to obtain our goals. I beg you to work with the police department to bring about change and not simply demand that we produce change on our own. The latter has yet to be successful. I look forward to the future. It will take a tremendous amount of work and commitment. The Medford Police Department is fully invested.

In order to publicly acknowledge your letter and my response, I will post this letter to the Medford Police website.

I offer myself to meet with Mobilize Medford to further the discussion, to review my response to your demands and to begin taking those steps moving Medford forward in a direction that is safe, equitable and inclusive.

Respectfully Submitted,



Jack D. Buckley
Chief of Police
Medford Police Department



Jack D. Buckley
Chief of Police

MEDFORD POLICE DEPARTMENT

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Attachment A
Medford Police Department Current Roster

<u>Officer Name</u>	<u>Date of Hire</u>
1. BELL, BRIAN	03/09/14
2. BENOIT, JAMES	07/27/97
3. BORDONARO, MICHAEL	06/30/17
4. BROOKS, CARL	05/18/97
5. BRUNO, DEAN	04/01/18
6. BUCKLEY, JOHN	11/29/98
7. BUONO, DAVID	05/04/86
8. BUTTS, WILLIAM	05/04/86
9. BYRNES, JOSEPH	11/29/98
10. CALNAN, PADRAIG	12/04/16
11. CANNAVA, JORDAN	03/09/14
12. CARBONE, PETER	12/28/18
13. CASEY, JOSEPH	11/29/98
14. CASSARINO, FRANK	07/27/97
15. CHAMPA, GUY, JR.	04/25/94
16. CHIRIBI, ELIZABETH	11/26/06
17. CLEMENTE, BARRY	01/06/85
18. COLORUSSO, JAMES	02/14/83
19. CONNOLLY, DARRIN	10/17/99
20. CONWAY, JOHN	07/03/88
21. CONWAY, KEVIN	06/24/12
22. COUGHLIN, CHRISTOPHER	06/24/12
23. COVINO, CHRISTOPHER	03/04/18
24. COVINO, PAUL	05/04/86
25. CROWLEY, LAWRENCE	11/29/98
26. CUGLIATA, FRANK	06/24/12
27. D'AMICO, DANIEL	11/29/98
28. DAVIS, JESSICA	04/01/18
29. DECRISTOFARO, BARBARA	07/03/88
30. DIBLASI, KENNETH, JR	11/29/98
31. DIMARE, RYAN	10/28/18
32. DISTEFANO, VINCENT	05/04/86
33. DOHERTY, DEREK	12/09/07
34. DOHERTY, PATRICK	03/09/14

35. DOHERTY, ROBIN	07/03/88
36. DUFFY, HUGH	05/18/97
37. DURHAM, DENNIS	10/18/81
38. DURHAM, EDWARD	07/03/88
39. EHRHARDT, JUSTIN	10/28/18
40. ENOS, BRIAN	09/27/15
41. FAHEY, MICHAEL	05/04/86
42. FALLER, KEVIN	05/21/95
43. FRANZESE, BEN	04/01/18
44. FURTADO, ROBERT	03/09/14
45. GAGLIARDI, JOSEPH	11/29/98
46. GIANINO, GREG	12/09/07
47. GIGANTE, MARC	05/18/97
48. GIORDANO, PAUL	05/04/86
49. GRUBB III, JAMES	07/21/13
50. HARTNETT, CHARLES	11/26/06
51. HUGHES, SHAWN	04/25/94
52. IOZZA, RICHARD	04/25/94
53. JAMES, LAWRENCE	07/03/88
54. JAYNES, CRAIG	04/01/18
55. JONES, MATTHEW	12/09/07
56. KELLEY, ROBERT	07/03/88
57. KELLY, CHRISTOPHER	09/14/14
58. KING, JAMES	03/04/18
59. LAWLESS, MICHAEL	11/29/98
60. LEBERT, RICHARD	06/20/83
61. LEONE, GUY	05/04/86
62. LEONE, MICHAEL	07/27/97
63. LOCKOWITZ, RORY	11/26/06
64. LUONGO, ROBERTO	12/09/07
65. MACGILVRAY, HAROLD, III	05/18/97
66. MACGILVRAY, PAUL	05/18/97
67. MACKOWSKI, PAUL	05/09/85
68. MALONEY, SHAWN	10/17/99
69. MARTIN, MATTHEW	07/21/13
70. MATTOS, THOMAS	07/21/13
71. MEAN, BRANDON	06/24/12
72. MONTALBANO, JASON	11/29/98
73. NESTOR, MATTHEW	04/01/18
74. NGUYEN, PAUL	03/04/18
75. NORTON, SHAWN	10/17/99
76. O'KEEFE, PATRICK	07/03/88
77. OTTAVIANO, DAVID	06/24/12
78. PASSACANTILLI, ROBERT	09/14/14
79. PELLEGRINO, JOHN	07/27/97
80. PELLEGRINO, MICHAEL	10/17/99
81. POTHIER-WILSON, JULIA	10/28/18
82. PURIFORY, KEVIN	09/25/17
83. QUINN, SHEILA	05/21/95
84. RAFFAELE, ANGELO	10/17/99
85. RASO, RICHARD	10/17/99

86. RAYMOND, RIKKI	03/09/14
87. RICCIARDI, JAMES	05/21/95
88. ROGERS, LAWRENCE	06/20/83
89. ROONEY, DAVID	11/29/98
90. RUDOLPH, MARK	10/18/81
91. SACCO, LEO III	11/26/06
92. SEBASTIAN, BRYAN	03/09/14
93. SMITH, PATRICK	12/04/16
94. STANTON HURD, BROOKE	04/01/18
95. TOMAZ, IGOR	07/21/13
96. TRACY, COLLIN	09/27/15
97. WALSH, JESSICA	10/28/18
98. WHALEN, ELEANOR	11/29/98
99. ZIOBRO, RICHARD	07/21/13

Civilian Employees

Date of Hire

1. BAILEY, ROBERT	09/08/19
2. COLOZZO, LINDA	05/27/14
3. ERICKSON, ALVA	06/08/59
4. MCINTIRE, ROBERT	04/22/19
5. RILEY, DIANE	02/05/17

Public Safety Dispatcher

Date of Hire

1. BLACQUIER, DAVID	05/05/19
2. DECRISTOFARO, JOSEPH	10/07/19
3. DELELIO, DENA	05/05/19
4. DURHAM, JAMES	05/05/19
5. LESSARD, JACOB	05/05/19
6. MONTES, SAMARY	05/05/19
7. MURPHY, CHRISTOPHER	05/05/19
8. PELLEGRINO, JOSEPH	05/05/19
9. RIBEIRO, CHRISTOPHER	10/07/19
10. SABELLA, SARAH	10/07/19
11. SIMPSON, ERIN	10/07/19
12. TARENTINO, CAITLIN	05/05/19
13. ZIOBRO, ERICKA	05/05/19

Traffic Supervisor

1. ATA, ANDRESA	03/05/12
2. BAKER, STEPHEN	08/16/19
3. BURKE, GRACE	09/27/84
4. CAPRARO, RUTH	09/14/93
5. CARDONE, MILDRED	02/09/83
6. DIPRIZIO, ANTHONY	08/16/19
7. DIRENZO, BARTOLOMEO	10/13/17
8. FOLEY, NICOLE	09/14/11
9. FOWKES, ELIZABETH	09/12/12
10. GARUTTI, ROBERTO	09/12/12

11. HEMBROUGH, JAMES	09/12/18
12. LAGAMBINA, ANN	09/14/93
13. LEE, ELAINE	11/20/02
14. MALYERCK, BARBARA	09/08/86
15. PELLECCIA, CHRISTINA	08/16/19
16. PERRY, FREDERICK	09/17/15
17. PESATURO, ANN MARIE	09/17/15
18. READING, JEANNE	12/18/00
19. SALVATI, KAREN	09/17/15
20. SAMMON, MARYANN	01/22/88
21. SCHIPILLITI, DEBORAH	09/20/90
22. SILVESTRO, FRANCESCO	09/12/12
23. SULLIVAN, IRMA	08/16/19
24. TARANTINO, JOSEPH	04/03/18
25. TELLO, TRACY	04/12/18
26. THRASH, KATHY	10/15/07
27. YOCIS, KERSTIN	08/16/19
28. ZUCCOLA, ANNETTE	11/20/91

Per Diem Matrons

1. FLORES, SHARLEENE
2. GALE, SANDRA
3. GERMAN, JENNY
4. MCKEOWN, CONSTANCE
5. O'LEARY, HANNAH
6. RANDAZZO, JOYCE
7. TELLO, KELLY
8. VASQUEZ, LAURA
9. WHITE, JENNIFER



Jack D. Buckley
Chief of Police

MEDFORD POLICE DEPARTMENT

100 Main Street
Medford, Massachusetts 02155-4510

Emergency - 911
Business (781) 391-6404



FAX: (781) 395-5177
TDD: (781) 395-7587

Attachment B
Medford Police Department 2019 Total Salary

<u>Officer Name</u>	<u>Salary</u>
1. Bell Brian	99,486.93
2. Benoit James M	150,067.51
3. Bordonaro Michael	151,983.82
4. Brooks Carl A	117,989.34
5. Bruno Dean J	108,368.22
6. Buckley John D	195,496.39
7. Buono David M	226,019.82
8. Butts William J	164,200.34
9. Byrnes Joseph F	193,444.10
10. Calnan Pdraig A	142,301.80
11. Cannava Jordan R	146,718.80
12. Carbone Peter	82,488.82
13. Casey Joseph W	239,642.99
14. Cassarino Frank A	160,967.75
15. Champa Jr Guy L	120,680.32
16. Chiribi-Tamayo Elizabeth	103,006.91
17. Clemente Barry W	221,245.07
18. Colorusso James D	174,853.32
19. Connolly Darrin P	84,123.95
20. Conway John T	193,282.51
21. Conway Kevin A	168,955.99
22. Coughlin Christopher J	103,255.31
23. Covino Christopher J	86,728.82
24. Covino Paul F	158,707.51
25. Crowley Lawrence F	191,814.78
26. Cugliata Frank A	158,257.26
27. D'Amico Daniel	109,045.67
28. Davis Jessica A	101,386.73
29. DeCristofaro Barbara R.	115,875.98
30. DiBlasi Jr Kenneth	145,324.19
31. DiMare Ryan	96,988.78

32. DiStefano Vincent M	150,098.72
33. Doherty Derek F	147,996.26
34. Doherty Patrick	131,454.64
35. Doherty Robin M	96,336.37
36. Duffy Hugh P	226,192.75
37. Durham Dennis L	162,241.24
38. Durham Edward	171,945.75
39. Ehrhardt Justin	97,514.21
40. Enos Brian J	148,118.22
41. Fahey Michael T	196,788.25
42. Faller Kevin M	196,985.67
43. Franzese Benjamin	113,770.08
44. Furtado Robert W	163,129.64
45. Gagliardi Joseph L	135,278.93
46. Gianino Greg	124,327.68
47. Gigante Marc S	88,083.74
48. Giordano Paul F	217,882.06
49. Grubb III James L	115,502.31
50. Hartnett Charles L	156,996.73
51. Hughes Shawn J	136,064.02
52. Iozza Richard J	182,011.73
53. James Lawrence J	120,563.90
54. Jaynes Craig B	88,188.68
55. Jones Matthew A	122,441.27
56. Kelley Robert M	87,675.36
57. Kelly Christopher E	109,901.84
58. King James	124,231.45
59. Lawless Michael P	105,034.14
60. LeBert Richard E	131,820.23
61. Leone Guy C	181,536.55
62. Leone Michael F	184,678.62
63. Lockowitz Rory J	97,444.05
64. Luongo Roberto	83,068.42
65. MacGilvray Harold F	187,115.18
66. MacGilvray Paul S	130,524.56
67. Mackowski Paul J	125,840.66
68. Maloney Shawn P	179,598.51
69. Martin Matthew D	165,734.97
70. Mattos Thomas J	165,022.85
71. Mean Brandon M	182,954.37
72. Montalbano Jason S	146,217.50
73. Nestor Matthew	135,894.76
74. Nguyen Duypaul Hoang	142,379.56
75. Norton Shawn M	156,369.29
76. O'Keefe Patrick T	140,586.88
77. Ottaviano David P	150,894.48
78. Passacantilli Robert J	164,106.90

79. Pellegrino John E	138,814.44
80. Pellegrino Michael J	158,116.23
81. Pothier Julia E	76,586.36
82. Purifory Kevin L	146,888.78
83. Quinn Sheila J	104,647.53
84. Raffaele Angelo	209,914.93
85. Raso Richard J	84,694.54
86. Raymond Rikki	127,643.81
87. Ricciardi James	165,922.09
88. Rogers Lawrence J	236,717.96
89. Rooney David	164,814.65
90. Rudolph Mark B	214,790.39
91. Sacco III Leo A	174,188.44
92. Sebastian Bryan J	160,646.85
93. Smith Patrick R	137,517.90
94. Stanton Hurd Brooke A	123,320.65
95. Tomaz Igor Santos	108,201.16
96. Tracy Collin M	179,212.65
97. Walsh Jessica	77,555.10
98. Whalen Eleanor M	96,192.67
99. Ziobro Richard H	89,936.62

Civilian Employees

Salary

1. Bailey Robert	16,054.56
2. Colozzo Linda M	66,739.52
3. Erickson Alva M	68,020.19
4. McIntire Robert W	43,783.92
5. Riley Diane F	58,154.55

Public Safety Dispatcher

Salary

1. Blacquier David	34,797.20
2. Dalelio Dena	34,797.20
3. DeCristofaro Joseph	11,416.68
4. Durham James	33,940.88
5. Lessard Jacob	38,793.36
6. Montes Samary	34,797.20
7. Murphy Christopher	38,543.60
8. Pellegrino Joseph	40,220.56
9. Ribeiro Christopher L	11,416.68
10. Sabella Sarah M	11,416.68
11. Simpson Erin P	11,416.68
12. Tarentino Caitlin	44,587.92
13. Ziobro Ericka	37,747.84

<u>Traffic Supervisors</u>	<u>Salary</u>
1. Ata Andresa C	11,879.78
2. Baker Stephen	1,872.13
3. Burke Grace M	12,479.78
4. Capraro Ruth A	12,154.78
5. Cardone Mildred M	11,935.06
6. Diprizio Anthony	461.97
7. DiRenzo Bartolomeo	11,579.78
8. Foley Nicole A	11,929.78
9. Fowkes Elizabeth	12,229.78
10. Garutti Roberto U	11,929.78
11. Hembrough James	11,246.07
12. Lagambina Ann	12,454.78
13. Lee Elaine T.	12,029.78
14. Malyerck Barbara A	12,179.78
15. Pellechia Christina	413.33
16. Perry Frederick	11,579.78
17. Pesaturo AnnMarie	11,579.78
18. Reading Jeanne M	12,029.78
19. Salvati Karen	20,335.44
20. Sammon Maryann	12,404.78
21. Schipilliti Deborah	12,454.78
22. Silvestro Francesco	11,929.78
23. Sullivan Irma	1,920.76
24. Tarantino Joseph S	11,579.78
25. Tello Tracey A	12,865.84
26. Thrash Kathy	12,053.34
27. Yocis Kerstin	607.85
28. Zuccola Annette F	17,946.28

<u>Per Diem Matrons</u>	<u>Salary</u>
1. Flores Sharleene	30.00
2. Gale Sandra	2,882.50
3. German Jenny	128.00
4. McKeown Constance R	2,382.00
5. O'Leary Hannah	1,359.00
6. Randazzo Joyce	970.00
7. Tello Kelly M	348.00
8. Vasquez Laura P	3,647.75
9. White Jennifer	30.00