



CITY OF SOMERVILLE, MASSACHUSETTS CLERK OF COMMITTEES

April 7, 2022

REPORT OF THE CONFIRMATION OF APPOINTMENTS AND PERSONNEL MATTERS COMMITTEE

| Attendee Name | Title | Status | Arrived |
|--------------------|--------------------------|---------|---------|
| Judy PinedaNeufeld | Chair | Present | |
| Kristen Strezo | Vice Chair | Present | |
| Charlotte Kelly | City Councilor At Large | Present | |
| Jesse Clingan | Ward Four City Councilor | Present | |
| Jake Wilson | City Councilor At Large | Present | |

Others present: Hannah Carrillo-Mayor's Office, Anne Gill-Human Resources, Jessica Pavao-Human Resources, Jason Piques-City Solicitor's Office, Deputy Chief Jim Stanford and the police candidates.

The meeting was held virtually and was called to order at 5:34 p.m. by Chairperson Pineda Neufeld and adjourned at 8:14 p.m.

The chair stated the document requested in last night's meeting was sent to the committee members in the hand-outs section. Director Carrillo was unable to send the document earlier because of city hall having Wi-Fi difficulties. Councilor Kelly had a question about the Executive Session protocol. She also asked if she will be able to ask questions in Executive Session. Councilor Kelly asked about the vacancy document FY21 budget for six vacancies, there were nine positions available. Deputy Chief Stanford had 97 patrol officers and the budget went in as 94, and there were 88 serving four officers retired, 2 officers were promoted and 2 officers resigned. Councilor Kelly looking at minutes from June 14, 2021, there were 13 vacancies, and six pending staffing study. In August 2021 meeting, the vacancies increased. There were four pending the passing of the academy. The chair stated the questioning seem to be more for the finance committee. Councilor Kelly questioned the positions without having the staffing study completed and they do not align with the budget that was passed. Deputy Chief Stanford said they were budgeted for 94 and currently have 83 patrol officers serving. Councilor Kelly stated that six of the position were funded.

213392: Requesting confirmation of the appointment of Jonathan Martins to the position of Police Officer.

Deputy Chief Stanford introduced the candidate who is a lifelong Somerville resident, graduated from SHS attended UMass University with a degree in Criminal Justice. Candidate Martins

stated his family immigrated here from Portugal and he looks forward to giving back to the Somerville community.

Councilor Clingan asked the candidate about his temperament, if overtime he no longer felt he could serve the community properly, would he be willing to ask for help. Candidate Martins stated that he believes in self-reflection and willing to get additional help, if needed.

Councilor Wilson asked about de-escalation and if he would take crisis intervention training. The candidate is willing to take additional training that the city finds crucial. Councilor Wilson asked his view of reporting misconduct by a superior or fellow officer and the candidate stated he would report them properly. He also stated that he has a deep connection to the community and would report any mis-use. The candidate currently works at Harvard campus dining services and provides services for Harvard students and community. During his employment, he has gotten to know the students and made sure the food is right.

Councilor Kelly asked the candidate if Black Lives Matter (BLM) and what does that meant to him. The candidate stated he does understand why the movement originated. As part of the community, we should support them. Councilor Kelly also asked what role does trauma informed care take in policing. The candidate stated to be aware of how to approach a situation. Councilor Kelly asked what's the philosophy of the use of force. The candidate stated he was trained at Harvard to use de-escalation approach and that physical force should be the last resort. Councilor Kelly asked about officers from non-SPD using force against the community, how would he respond in the moment and then later. The candidate stated he would try separating the parties and would follow up with the proper procedure on the misconduct.

Councilor Strezo asked why the candidate wanted to be on the SPD force and be an officer. The candidate stated that he was born here and the community played a huge part in his life with the teachers as mentors, as well as, the public service, public works, fire and police. This is a way of giving back to the community. Councilor Strezo also asked about growing up here, what type of officer should he be in his role. The candidate responded on how the city is contently changing and he has roots in the city with friends who are diverse.

Chair Pineda Neufeld asked about a stressful situation where he remained calm and collective. The candidate gave an example of being in the Harvard dining and how hectic it can be with dishes breaking. Sometimes the machinery breaks and chaos is everywhere. He stated you have to step back and remember why you are in the job. Chair Pineda Neufeld also asked what most excites and worries him about the position. He stated being an officer in the city is exciting. He worries if something happens to an officer.

Director Gill spoke on having a consistent process, since the committee did not have Executive Session in last night committee meeting.

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| RESULT: | APPROVED. [4 TO 1] |
| AYES: | PinedaNeufeld, Strezo, Clingan, Wilson |
| NAYS: | Kelly |

213393: Requesting confirmation of the appointment of William Ruocco to the position of Police Officer.

Deputy Chief Stanford introduced the candidate who has a Bachelor in Journalism from Quinnipiac University and Master in Forensic Psychology from Southern New Hampshire University. The candidate stated he has lived in Massachusetts for 13 years, grew up in a military family and always wanted to be a police officer.

Councilor Clingan asked about burnout and if the candidate felt after years on the job if he would seek help. The candidate stated that one of the big things in his household is to speak out and look in the mirror to see if he is okay.

Councilor Wilson asked about crisis or CIT program as a police officer. The candidate agreed to take the training. Councilor Wilson also asked about reporting misconduct by another officer or superior. The candidate stated he believes its important and would reach out to a high-level person to seek advice before it gets too bad. Councilor Wilson asked what did he learn from his current role and how it can be used in the police role. The candidate stated that analytics can help see what's working or not.

Councilor Kelly asked if the candidate believed in Black Lives Matter and what does the phrase mean. The candidate stated he believes it's a basic human right and what was expresses the idea is being free and he also believes in peaceful protest. Additionally, the candidate stated that BLM is a symbol of how much work is still needed. Councilor Kelly asked about trauma informed care and the candidate stated it's an approach on mental health issues. The candidate also stated that he believes that excessive force is the last resort. Councilor Kelly asked about staffing an event and saw non-SPD using excessive force. The candidate stated he would make sure everyone is safe and then call fellow officers to access why this happening.

Chair Pineda Neufeld asked about the candidate's interest in law enforcement. The candidate stated that he wants to help the community in a positive way. The chair also asked to describe a stressful situation and how he handled it. The candidate talked about his mom with rising heart rate, and then called the ambulance. The chair asked what excites and worries him about being a police officer. The candidate stated 3 years ago while at a non-profit, he realized he would rather be out and about getting to know people. What worries him if he would ever get below standard for mental and physical preparation to do the job.

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| RESULT: | APPROVED. [4 TO 1] |
| AYES: | PinedaNeufeld, Strezo, Clingan, Wilson |
| NAYS: | Kelly |

213394: Requesting confirmation of the appointment of Charles LoBrutto to the position of Police Officer.

This item was withdrawn at the request of the candidate.

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| RESULT: | WITHDRAWN |
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213395: Requesting confirmation of the appointment of Gianna Ferrara to the position of Police Officer.

Deputy Chief Stanford stated this candidate graduated from UMass Dartmouth with a degree in criminal justice. She is currently working at Boston University Police and part-time at

Somerville Housing Authority as a police officer. The candidate previously worked at Somerville Housing as an intern.

Councilor Strezo asked what's a Rape Aggression Defense (RAD), which is taught at Boston University. She also asked what her thoughts are on bringing the RAD program to Somerville Police Department. The candidate stated RAD is a great training and now she is the head RAD instructor at BU.

Councilor Clingan asked if what the candidate would do if she finds herself feeling burned out and not treating the community the respect deserved, will she seek professional help or step away from the position. The candidate stated she is a huge advocate for mental health and there are so many resources in their department and would definitely support getting help.

Councilor Wilson asked about de-escalation training and crisis training. The candidate she has already taken the course and has put in to take a refresher course at Boston University. Councilor Wilson asked her feedback on a police officer or supplier if violating rights. The candidate would report the incident to her superior but would step in first. Councilor Wilson also asked about fire arms and what would she bring to this role from your current position. The candidate stated she would reach out to the younger generation and have events like basketball and get them into schools.

Councilor Kelly asked about BLM and what does it mean. The candidate stated she believes that Black lives does matter and it means discrimination against black people. She also stated she would take more training to support BLM. Councilor Kelly asked about trauma informed care have in policing. The candidate stated the best way to handle this is to make the individual feel comfortable and make sure they are only telling the story once. Additionally, she said to try to go in the situation with a soft approach. Councilor Kelly asked the candidate her philosophy on use of force. The candidate stated to try to de-escalation the situation. Councilor Kelly asked if she saw people using excessive force, how would she handle the situation. The candidate stated she would have to step in and then go to supervisor afterwards.

Chair Pineda Neufeld asked why she wanted to be a police officer. The candidate talked about her father Billerica House of Correction and godfather was a police officer. The candidate admired how a trooper handled a situation with someone with mental health issue. The candidate also talked about how a police officer could make situations better and want positive interactions with the community to make their day a little better. Chair Pineda Neufeld asked about stressful situation when she was calm and collective. The candidate talked about BU dealing with an assault and battery. A woman sprayed her in the face with Lysol and she tried to stay calm as a police officer. The candidate suggested do some deep breathing to assess the situation before you reacting. Chair Pineda Neufeld asked what excites and worries the candidate. The candidate stated that not a lot scares her and she will take any training that is available. The candidate stated she has had positive interaction with Somerville police. She stated the Somerville Police Department treated her very well. She was close to the trooper who was killed in a motor vehicle accident and was able to go to the funeral with a friend who was a Somerville police officer.

RESULT:

APPROVED. [4 TO 1]

AYES:

PinedaNeufeld, Strezo, Clingan, Wilson

NAYS:

Kelly

213396: Requesting confirmation of the appointment of Keighla McAloney to the position of Police Officer.

Deputy Chief Stanford stated the candidate is a graduate of Bridgewater State University in criminal justice. She attended the Plymouth reserve academy in 2021. The candidate is currently working as Special Police Officer in Hull. The candidate also works at TSA.

Councilor Clingan asked about burnout and job stress. The candidate stated she would seek help if she did not feel fit for duty.

Councilor Wilson asked if she would commit to taking crisis intervention or CIT training. The candidate stated she would take whatever training is available. Councilor Wilson also asked about other officers and superior committing a violation and would bring up to her supervisor. The candidate stated the big adjustment would be working in a busy city vs. a town. She now works in the station in Hull and will bring her skills from Hull to Somerville.

Councilor Kelly asked about BLM and what does that mean. The candidate stated that she grew up that all lives matter and she want to fix and help others make a difference. Councilor Kelly asked what role does trauma informed care have in policing. The candidate stated you can be there to help in whatever way is needed. She also talked about de-escalation is major in policing. Councilor Kelly asked what she do if called to an event and saw non-SPD using excessive force. The candidate stated she would separate the groups and report to her department.

Chair Pineda Neufeld asked why the candidate is interested in law enforcement. The candidate she has always been interested in law enforcement and first job security in TSA. The chair asked the candidate about a stressful situation. The candidate talked about ticketing at the beach and a lady came out yelling and she was able to stay calm. The candidate took a breath and explained the protocol. Chair Pineda Neufeld asked what excites or worries her about the position. The candidate is excited about community policing and what worries her is not knowing what to expect each day.

Jason Piques from the City Solicitor's Office stated his concern about the committee going into Executive Session and if the candidates would like the matter held in open session. Chair Pineda Neufeld asked each candidate if they would like to go into executive session or open session and if they waive having legal counsel with them.

Councilor Strezo voiced her concern with going into Executive Session when the night prior this did not happen. All four candidates agreed to go into Executive Session. Councilor Strezo asked if it would be an unfair assessment if the candidate decides not to go into Executive Session.

Councilor Kelly motioned to go into Executive Session and it was voted in favor 3-2 with Councilors Strezo and Pineda Neufeld voting against Executive Session.

The committee returned to the open session. No votes were taken in Executive Session.

RESULT:

APPROVED. [4 TO 1]

AYES:

PinedaNeufeld, Strezo, Clingan, Wilson

NAYS:

Kelly

Reference Material:

- Patrol Officer vacancies (with 213392-213396)