



Brian M. Arrigo
Mayor

The City of REVERE, MASSACHUSETTS

POLICE DEPARTMENT
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To: Mayor Brian Arrigo

04/12/17

From: Chief Cafarelli

Subject: Complaint

Sir,

It has come to my attention that there has been an ongoing pattern of psychological abuse directed at Officer Birritteri at the hand of Lieutenant Callahan. On or about the month of May, 2016, I began receiving complaints from Officer Birritteri, by way of his supervisor, Sgt. Covino through the chain of command, documenting a pattern of systematic verbal abuse, occasionally sexual in nature in the presence of other officers. Officer Birritteri has related that he has been demeaned in the presence of other officers in a sexual way by Lt. Callahan. Provided are documents submitted by Officer Birritteri, and his supervisor, Sgt. Covino, illustrating the alleged constant verbal abuse and conduct unbecoming a supervisor of the Revere Police Department. After having conversation with Officer Birritteri, he has related to me that he is in fear of Lieutenant Callahan and goes through great lengths to avoid him. Officer Birritteri has provided me with written documentation to file a formal complaint. Up to this point Officer Birritteri has tried to address the problem himself, one on one, with Lt. Callahan, but the abuse has persisted. Officer Birritteri has related to me that as a result of the abuse he has been treated differently by his peers, some who question him as to what has he done to the Lieutenant to deserve this and others to begin to perpetuate Lieutenant Callahan's abuse by abusing Birritteri themselves.

Upon asking Officer Birritteri why Lieutenant Callahan would target him he related that during one of Lieutenant Callahan's tirades against the administration, Mark voiced the opinion that he had been treated fairly at the hand of the administration during a previous personal incident.

Officer Birritteri relates that he has developed a pattern of avoidance, such as circling the station to see if Lt. Callahan's car is in the lot, indicating his presence, then waiting until he leaves. This sometimes causes him to miss roll call, thus being late for his own shift.

Officer Birritteri further relates that he is in fear of the Lieutenant and some of his followers who have perpetuated the abuse themselves and feels that if he retaliates he will be punished. Lt. Callahan has a small but vocal following within the department that continue to torment Officer Birritteri as demonstrated by Lt. Callahan and are emboldened by him. As a result, Officer Birritteri feels he is working in a hostile environment and was reluctant to pursue this for fear of reprisals.

Officer Birritteri has related to me that he has sought counseling due to the anxiety he experiences at the hand of Lieutenant Callahan and is apprehensive in coming forward due to the backlash he anticipates at the hands of Lt. Callahan and his followers. Further, this has gone on to affect his home life and personal endeavors along with his earning capability as he is fearful of taking overtime or details as he may have to work under Lt. Callahan or with one of his followers. He is forced to use vacation time in order to avoid being in proximity of the Lieutenant who may take an overtime assignment on Mark's shift.

At the request of Officer Birritteri we have refrained from taking any action on his behalf as he had assured me that he can handle it himself and any undue official action would bring immediate reprisals. His intent was to document the incidents should it ever reach the point where it has become intolerable. Officer Birritteri has related to me that at this point, it has, in fact, become intolerable.

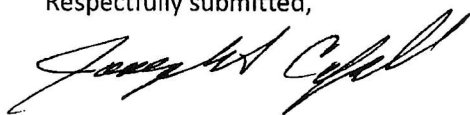
Upon reading the complaints submitted to me from Officer Birritteri and his immediate supervisors, I am concerned at the way Officer Birritteri has been treated at the hand of Lt. Callahan. The allegations provided to me give me great concerns regarding the behavior of a police supervisor as it is unbecoming an officer with the responsibility of leading officers.

It is my concern that Lieutenant Callahan is a domineering supervisor who leads by creating an atmosphere of fear. He has created a toxic environment that has permeated throughout the department. If the allegations described to me by Officer Birritteri are substantiated he exploits the perceived weaknesses he detects in Mark and has targeted him in an effort to let it be known what will happen to anyone who is not loyal to him and him alone. Other officers have made it known to Officer Birritteri that they go along with the lieutenant for fear of becoming the target of his abuse themselves. This blatant lack of respect for those officers to which he is expected to lead and the complete lack of empathy to the needs of his subordinates is an insult to the men and women of the Revere Police Department and are transgressions by a supervisor which cannot be tolerated. I have no confidence in his leadership abilities or his judgment.

In hindsight, I feel I should have addressed this earlier but felt compelled to respect the wishes of Officer Birritteri, who wished to resolve the problems himself.

Therefore, I am recommending administrative leave for Lieutenant Callahan pending a full internal investigation into this matter by an outside investigative body and, if found responsible, that discipline be determined and implemented against him.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Joseph A. Cafarelli". The signature is written in a cursive, flowing style.

Chief Joseph A. Cafarelli