



# The City of REVERE, MASSACHUSETTS

POLICE DEPARTMENT

Joseph Cafarelli • Chief of Police  
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To: Chief Joseph Cafarelli  
From: Ptl. Marc Birritteri  
Re: Lt. David Callahan  
Date: March 31, 2017

Sir,

I am writing you this later to document recent harassment and bullying concerns that I have with Lt. David Callahan over the past several years. The harassment has been that of a sexual nature as well as comments made in front of fellow employees that I have found to be extremely offensive and unprofessional. I feel like I have become a target of Lt. Callahan's disrespectful torment and jokes that have had a negative impact on my job and personal life. I have actually had to seek therapy on more than one occasion which is still ongoing due to this continuing harassment in the work place.

The above mentioned harassment began around the time of April 2013 during our transition to an experimental four and four shift. It was during that time that Lt. Callahan began making me uncomfortable during shift briefs when he refused to recognize my seniority by bidding for shift assignments and giving junior Officers preference as to what assignment they wanted to work for that particular shift (primarily Officer Turner). There was a point in time that I requested to work a designated sector (102) and as a result of that request I was reprimanded in the rear of the police station by Lt. Callahan. For the next two years, Lt. Callahan would make a mockery out of me during shift briefs when I arrived to work as he would announce my presence as "the senior guy" to all fellow Officers present.

Several years ago I was the victim of a false allegation by a young female who I met in the City of Everett. The investigation lasted approximately three months which resulted in findings of no wrongdoings on my behalf and I was never disciplined at work in anyway. After the investigation concluded, Lt. Callahan would make inappropriate comments in front of fellow employees (specifically Officer Murray) inside of the Revere Police dispatch area calling me "a rapist" and making reference to my middle name by yelling out "Ferdinand the rapist" while inside of the dispatch area.

In late 2014 early 2015 I unfortunately had relationship issues with my girlfriend and child's mother which resulted in us having to attend probate court to formalize an agreement for our four year old son. This time in my life was very depressing and upsetting to me and members of my family. While I was going through these trying times and numerous court dates I was harassed by Lt. Callahan at work as his inappropriate jokes and comments continued about my personal life. It was on more than one occasion during shift brief or during the shift when Lt. Callahan would make comments such as "Yeah! Ferdinand, you need to drop a load in another whore so she can take the rest of your paycheck!" On one occasion Lt. Callahan made a comment about me "not being able to cum" while performing a humping motion up against a desk in the shift brief room.

There were also other instances when Lt. Callahan made comments to me about "wanting to fuck his wife and drop a load in her" which I found extremely disturbing. I was also recently confronted by another fellow employee who stated that Lt. Callahan made the same comment to him.

Approximately one year ago in February-March 2016 I was confronted by Lt. Callahan on a call for service in the Malden St. area where he called me "a fuckin retard" and "an idiot" in the presence of fellow Officers (Flood, Herrera, & Zagarella) and victims of domestic violence for requesting additional back-up via my police radio. This matter was documented by Sgt. Covino in May of 2016.

I have listed above just some of the more serious harassment incidents which I have recently been the victim of at the hands of Lt. Callahan. However, the harassment is constant and is noticed by my fellow Officers who are constantly asking me why I am being targeted by Lt. Callahan.

I have met with Lt. Callahan on more than one occasion and informed him that his harassment and intimidation is embarrassing and bothersome to me because it made me feel like I was being targeted by him. It was during this conversation that Lt. Callahan seemed offended that I made the request for the harassment to cease and told me that I had my "head in the clouds".

I have expressed my ongoing concerns over the past few years to Sgt. Covino and Lt. Graff who are the supervisors assigned to my shift. I feel that this ongoing harassment by Lt. Callahan is having a devastating effect on my career and my personal life. I try to avoid any and all contact with Lt. Callahan every time I enter the police station to report to work because I am in fear of being the target of his ongoing intimidation and harassment. I have decided to come forward after the past few years of harassment because my family is aware of all of the above mentioned issues and they are concerned for my well-being and mental health while I am at work. I would greatly appreciate any and all efforts by the administration to address these above mentioned concerns.

*Marc Birritteri*

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