



# POLICE REVIEW & ADVISORY BOARD

---

*A Department of the City of Cambridge, Massachusetts*

## **Minutes from the Meeting of December 12, 2023**

**Board Members present:** Chair Alexandra Fallon, Maria Arlotto, Brendan Koscher, Gina LaRoche, Beverly Sealey

**City Staff present:** Executive Director Brian Corr; CPD Director of Professional Standards, Training and Certification James Mulcahy; CPD Sergeant James Diggins

**Chair Fallon called the meeting to order at 6:04 p.m.**

### **Public Comment**

There were no comments from members of the public.

### **Review and Approval of Minutes**

The Board voted by roll call vote to approve the minutes of October 25, 2023, on a motion from Board Member Koscher, seconded by Chair Fallon, with Board members Arlotto, Koscher, and Sealey and Chair Fallon voting in favor and Board Member LaRoche abstaining.

### **Executive Director's Report**

- Exec. Dir. Corr attended the National Association for Civilian Oversight of Law Enforcement (NACOLE) annual conference from November 11 to 15 and gave a presentation on the first day on trauma and resilience in civilian oversight. He reported that this was NACOLE's largest conference to date, with more than 600 attendees, and that he returned with new insights and ideas. He noted that the 2024 conference will be in Tucson AZ from Sun., Oct. 13 to Thur., Oct. 17, 2024, and highly recommended that people who haven't been to a NACOLE conference make every effort to attend.
- He reported that the work on the online complaint form continues, and that he has submitted additional edits to the IT staff working on it.

### **Report from Board Chair Fallon**

- Chair Fallon provided the Board a draft review of the draft CPD policy on internal affairs investigations that she and Board Member Arlotto put together and asked for feedback on the way that it was structured and whether it was a useful model for the Board to use in reviewing CPD policies.
  - Board Member Arlotto stated that developing the draft review has been an interesting and educational process, and that it could be helpful to reviewers to know if there is a specific reason or rationale for why a particular change was made.
  - Director Mulcahy shared that the format and style used was very helpful, appreciated the manner in which it was done, and believes it will be useful for looking at policies and discussing recommendations. He noted the Board that CPD is reviewing and rewriting all their policies as part of the Commission on Accreditation for Law Enforcement Agencies (CALEA) national accreditation process, and that CALEA has certain stylistic things they are looking for in written policies and specific things that must be included.

- Board members discussed the process for CPD adopting policies, how the Board would finalize feedback and share it with CPD, and whether the Board ought to vote to adopt the recommendations before asking CPD to review and respond to them. Board members agreed that a formal vote would be the preferred way as it would be clear what the Board believed as a body, rather than the opinions of individuals.
- In response to a question about the timeline for the adoption of the revised policies and the CALEA accreditation, Dir. Mulcahy explained that the two CPD unions have not yet reviewed the policies, which the collective bargaining agreements call for and needs to happen before their adoption by CPD.
- Chair Fallon explained that a new date was needed for the training with Dr. James Barrett, director of CPD's Clinical Services Unit (CSU), to provide the Board with more information and context regarding calls for service regarding mental health issues. The Board members identified possible dates in March and Ex. Dir. Corr stated that he would work on scheduling the CSU training.
- Chair Fallon shared a presentation reviewing the work of the Board in 2023. She highlighted accomplishments and areas where there was more that could have been done, and discussed the challenges of the Board's meeting schedule in summer and over the winter holidays.
  - Board members appreciated being able to see and reflect on all the work that the Board has done during 2023 and appreciated the work of Chair Fallon.
  - There was agreement that the Board's work could benefit by having at least one additional meeting and by doing what it could to plan out the flow of work over the year, and have a better understanding of when the Board might expect to hold executive sessions to consider complaints filed with the Board.
  - Board members discussed continuing to look at the calendar at the next meeting of the Board.

### **CPD Professional Standards, Training and Certification Unit Report**

- Dir. Mulcahy reported that the Unit is now in the final hiring process for the January 2024 session of the joint CPD/Northeastern University Police Academy. CPD will be sending 12 student officers into the academy from Cambridge, including two of the CPD cadets. CPD also had several people apply who currently work in other communities and are academy-trained and POST-certified, so three of them will become CPD officers, and they will start their CPD training regimen in early January.
- He reported that in January, CPD will start in-service training for the year, and it will all take place in person, noting that after the COVID-19 pandemic began some of the Mass. Municipal Police Training Council (MPTC) trainings had been online. CPD officers will be doing medical training and less-lethal weapon training, and as of December more than half of the department has been through the three ICAT training scenarios.
- Dir. Mulcahy introduced PSU Sgt. James Diggins, who shared his background with the Board, noting that he started with CPD in 2002 and worked initially as a patrol officer and then as a detective for more than a decade before his assignment to PSU in 2022.

### **Consideration of Complaints before the Board**

- Board Member Koscher moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2023-002 pending before the Board. The motion was seconded by Board Member LaRoche and approved by a unanimous roll call vote. The Board entered executive session at 7:14 p.m.

### **Adjournment**

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:47 p.m., on a motion from Board Member Arlotto, seconded by Chair Fallon.

**Documents Used During the Meeting**

- Police Review & Advisory Board Meeting Minutes of October 25, 2023
- Draft Review of Draft CPD Policy on Internal Affairs Investigations
- Year in Review for 2023