CITY OF CAMBRIDGE | PRAB
Police Review and Advisory Board

Minutes from the Meeting of October 28, 2026

Board Members Present: Chair Caleb Demers and Board Members Alexandra Fallon and Dave Canavan.

City Staff Present: Executive Secretary Carolina Almonte, Program Manager Ester Farah.

Cambridge Police Department (CPD) Staff Present: Sergeant David Barkhouse, Director Jim Mulcahy, Sergeant Robert Ciriello, Case Manager Amanda Nett, and Commissioner Pauline Wells.

1. **Call to Order**
    a. Chair Demers called the meeting to order at 6:04pm.
2. **Introduction to Police Commissioner Pauline Wells**
    a. Police Commissioner Pauline Wells joined and introduced herself to new Board Member Canavan as well as greeted the rest of the Board and PSU staff. Board Member Canavan introduced himself and his background to Police Commissioner Wells. Expressed gratitude to the PSU team for onboarding process. Commissioner Wells echoed the great work PSU does.
3. **Public Comment***
    a. No Public Comment.
4. **Review and Approval of Minutes from September 30, 2026**
    a. Board Member Fallon moved to approve minutes, Board Member Canavan seconded. All voted in favor.
5. **Report from Executive Secretary Almonte**
    a. Executive Secretary Almonte provided an overview of the Office of Police Accountability & Transparency Civilian Oversight Forum, hosted by the City of Boston on October 28, 2026. She noted that many cities are working to establish civilian oversight bodies and highlighted a New Jersey court ruling concerning limits on subpoena and investigative powers. Key takeaways included strengthening regional collaboration, ensuring adequate resources, updating policies, and pairing body-worn cameras with independent oversight. Participants also emphasized recognizing incremental progress and addressing barriers to reform in Massachusetts.

b. Board Member Canavan noted that New York City's Executive Director attended the forum and shared that its oversight operations have a staff of 275. He highlighted the varying sizes and capacities of civilian oversight entities across the country.
    a. Executive Secretary Almonte will share follow-up information and forum materials with the Board.

c. Executive Secretary reminded Board Members of the Public Safety Committee Hearing on November 10, 2026, at 12pm. She stated she met with Councilor Al-Zubi to discuss the hearing and what information they may need prior to the Committee Hearing. She stated she drafted a presentation that she will share with the Board for review.

d. Executive Secretary reminded the Board that the combined November/December meeting is scheduled for November 18. She noted that cases will be presented at the November and January meetings. She also outlined tentative plans for a use-of-force training at Cambridge Police Department headquarters in February and a Cambridge Police Department budget presentation in March.

e. Executive Secretary requested that Board members submit any edits to the proposed updated ordinance previously shared with them by November 13. Board Member Fallon requested that time be set aside at the upcoming meeting for a dedicated discussion of the updated ordinance. Board Member Canavan suggested holding a separate meeting to discuss the ordinance, and Board Member Fallon and Chair Demers agreed. PM Farah was asked to send a Doodle poll to coordinate scheduling for a special meeting prior to the November 18 meeting.

6. Report from CPD Professional Standards, Training, and Certification Unit Director Mulcahy

a. Director Mulcahy stated that he emailed the police academy schedule to Executive Secretary Almonte and she will share with the Board. He encouraged Board members to review the schedule and let him know which classes they were interested in attending. He offered to coordinate attendance with the instructors and noted that classroom sessions will be held at Northeastern, while other classes will take place at the Police Department.

b. Director Mulcahy reported that nine new officers are expected to join through the alternative hiring process.

c. Chair Demers requested additional information about the class agendas or schedule to help Board members make informed selections. Board Member Fallon thanked Director Mulcahy for the opportunity for Board members to attend classes.
d. Director Mulcahy informed the Board that Lieutenant Michael LeVecque is no longer with PSU and has transferred to another department within the Cambridge Police Department. The Board thanked Lieutenant LeVecque for his important work in support of civilian oversight over the years.

7. Report from Board Chair

a. Discussion regarding ideas to improve outreach and community awareness of PRAB, and to identify police academy topics for further learning

    a. Chair Demers stated he also met with Councilor Al Al-Zubi and spoke about the Board's process, his experience serving on the Board, and the Board's future plans.

    b. Chair Demers invited Board members to share ideas for improving outreach. Board Member Fallon suggested contacting Cambridge Rindge and Latin School about presenting to student groups. Director Mulcahy offered to facilitate outreach through the school resource officers. Board Member Fallon stated that she would explore potential opportunities and reach out to Director Mulcahy if she needs assistance.

    c. Board Member Canavan reflected on his ride-along with Cambridge Police Department officers and suggested coordinating with MIT Police, Harvard Police, and the Cambridge Police Department. He highlighted the value of a facilitated conversation to engage the community and emphasized the importance of continued collaboration among the departments to help prevent gaps in public safety. He then invited feedback from other Board Members.

    d. Chair Demers asked PSU whether there is currently overlap among the three departments. Director Mulcahy confirmed that there is, noting that many personnel have worked at all three departments at different points in their careers. He also noted that a memoranda of understanding is in place for joint investigations and that Police Commissioner Wells maintains relationships with the police chiefs at Harvard and MIT to support continued collaboration. Sergeant Cirillo added that the departments have conducted joint training.
    e. Board Member Canavan asked whether a facilitated conversation among the departments had taken place previously. Executive Secretary Almonte stated

that, to her knowledge, one had not and suggested that Board Member Canavan take the lead in initiating those discussions.

f. Board Member Canavan asked whom he should coordinate with at the Cambridge Police Department. Director Mulcahy offered to initiate a conversation with the Communications Department and identified Director of Communications Jenny Lopez as an appropriate person to include. Board Member Canavan requested an introduction to begin the process.
g. Board Member Fallon expressed the need for a Board retreat to discuss items in greater detail. Program Manager Farah will circulate potential dates for a semiannual Board retreat.

8. **Motion to Meet in Executive Session Pursuant to Section 21(a)(1) of the Open Meeting Law to Discuss Complaint PRAB 2026-001 Pending Before the Board**

    a. *The Board adjourned the meeting at the end of the executive session.*

To view the meeting and/or to participate in public comment, please register here: Webinar Registration - Zoom. For more information regarding Zoom technology visit: Zoom Online Meeting Instructions

** Anyone wishing to address the Police Review & Advisory Board during the Public Comment section of the agenda may indicate that by "raising their hand" virtually and will be recognized by the Chair. Speakers are asked to identify themselves and provide an address, and each speaker is limited to not more than three (3) minutes. Although the public comments should, whenever possible, address one or more items on the agenda for that particular meeting, if time permits, the Chair may allow a speaker to comment on matters that may not directly address an item on the agenda, but do concern the Board, the Cambridge Police Department, or issues of policing within the City of Cambridge.*