



POLICE REVIEW & ADVISORY BOARD

A Department of the City of Cambridge, Massachusetts

Minutes from the Meeting of December 11, 2024

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

City Staff present: Interim Executive Secretary Carolina Almonte (IES Almonte); Administrative and Project Coordinator Ryan Welsh (Admin Coord Welsh)

Cambridge Police Department (CPD) Staff present: Director of Professional Standards & Training James Mulcahy, Lieutenant Michael LeVecque, Sergeant Robert Ciriello

Chair Koscher called the meeting to order at 6:02 p.m.

Public Comment

There were no comments from members of the public.

Review and Approval of Minutes from November 12, 2024

On a motion from Board Member Arlotto, seconded by Member Fallon, the Board unanimously voted by roll call vote to approve the minutes from November 12, 2024.

Report from PRAB Staff IES Almonte and Admin Coord Welsh

- IES Almonte reached out to the Law Department for clarity on making updates to the Board's rules and regulations.
- Admin Coord Welsh updated the Board on a recent meeting with Boston Area Rape Crisis Center (BARCC). The Board was interested in a meeting from both BARCC and CPD Sexual Assault Response Team about their case review process and updated guidelines for officers in February.
- Board Members expressed interest in additional meetings:
 - With Commissioner Elow about the PERF Report and the CPD budget
 - Update on the Data Portal
 - Use of Force Report for 2023
- A Board Member requested an update on the number of pending cases

Report from CPD Professional Standards, Training and Certification Unit

Director Mulcahy

- Dir. Mulcahy shared updates about the start of the new police academy that followed a robust hiring cycle for the academy entrants. Eleven (11) student officers will be entering the academy and CPD is hiring an additional twelve (12) transfers from other departments
 - Board members asked about the gender and demographic make-up of those twenty-three (23) new hires. Dir. Mulcahy indicated that three (3) of the total hired are female officers transferring from other departments.
 - Board members also asked about the backgrounds of those twelve (12) transferring officers. Dir. Mulcahy indicated that some, but not all of those officers had attended the Cambridge/Northeastern Training Academy.
 - Board members asked about how officers from other training academies learn the internal culture of the CPD without attending the same academy. Dir. Mulcahy shared that officers from outside academies attend a one-week classroom training and shadow a senior officer for one-week as part of an in-service program. During these two weeks, officers learn all the new and specific policies of CPD.
- The Board is interested in scheduling a visit to the training academy. Admin Coord Welsh will facilitate scheduling a visit to the academy.

Report from Board Chair Koscher

- Chair Koscher discussed goal setting for 2025 and the discussion preparation process he would like to employ. He plans to circulate a document and solicit input directly via email. This will inform the creation of a document to be shared with the Board prior to the January meeting.
- Chair Koscher also thanked the CPD members who were present for such a positive experience during their ride-alongs. Members noticed an emphasis on community policing, community building, and relationships between officers and community members.

Motion to move to Executive Session

- On a motion from Board Member LaRoche and seconded by Member Sealey, the board unanimously approved the motion to move to executive session pursuant to Section 21(a)(1) of the Open Meeting Law to discuss complaints PR-2023-008 and PR-2024-001 pending before the Board.