



FINANCE COMMITTEE

COMMITTEE MEETING

~ MINUTES ~

Thursday, March 23, 2023 **1:00 PM** **Remote Meeting**

The Finance Committee will hold a public meeting to review the FY24 police departments budget before it is submitted to the City Manager, and to review any budget proposal items related to body cameras

Attendee Name	Present	Absent	Late	Arrived
Dennis J. Carlone	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Patricia Nolan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Burhan Azeem	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Alanna Mallon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marc C. McGovern	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sumbul Siddiqui	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	1:51 PM
E. Denise Simmons	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	1:51 PM
Quinton Zondervan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

A public meeting of the Cambridge City Council’s Finance Committee was held on Thursday, March 23, 2023. The meeting was Called to Order at 1:00 p.m. by the Chair, Councillor Carlone. Pursuant to Chapter 20 of the Acts of 2022 adopted by Massachusetts General Assembly and approved by the Governor, this public meeting was remote only.

City Clerk LeBlanc called the roll.

Councillor Nolan – Present

Councillor Carlone – Present

Councillor Azeem – Present

Vice Mayor Mallon – Present

Councillor McGovern – Present

Councillor Simmons – Absent*

Councillor Toner – Present

Councillor Zondervan – Present

Mayor Siddiqui – Absent*

Present – 7, Absent – 2. Quorum established.

***Councillor Simmons and Mayor Siddiqui were marked present at 1:51p.m.**

The Chair, Councillor Carlone offered opening remarks and noted that the call of the meeting was to review the FY24 police department’s budget before it is submitted to the City Manager, and to review any budget proposal items related to body cameras. Councillor Carlone introduced the Finance Committee Co-Chair Councillor Nolan, who also offered opening remarks (Attachment A).

The Chair, Councillor Carlone introduced Police Commissioner Christine Elow who was joined by her team which included, Superintendent Robert Lowe, Superintendent Frederick Cabral, Deputy Superintendent John Boyle, Deputy Superintendent Steven Magalhaes, Deputy

Minutes Acceptance: Minutes of Mar 23, 2023 1:00 PM (Committee Reports)

Superintendent Pauline Wells, Deputy Superintendent Buckowe Yam, Dr. James Barrett, Director of Clinical Support Services, James Mulcahy, Esq., Director of Professional Standards, and Manisha Tibrewal, Director of Planning, Budget, and Personnel. Commissioner Elow offered opening remarks (Attachment B) and introduced Manisha Tibrewal, who along with other members of the Police Department, gave a presentation titled “Cambridge Police Budget” (Attachment C).

Manisha Tibrewal began the presentation and highlighted where the Cambridge Police Department (CPD) has been investing within their department over last five years, which included establishing the Clinical Support Unit, Harvard and Central Square Units, reestablishing the Cadet Program, the Clinicians and Police Program (CAPS), and shared many other examples of how CPD has been proactive with investing in programs to promote CPD diversity, support diversion, enhance procedural justice, and ensure community preparedness.

James Mulcahy reviewed the Police Cadet program which provides young adults in Cambridge who have an interest in public safety with employment and economic opportunity. In addition to providing information on the Police Cadet program, James Mulcahy noted that in 2019 CPD partnered with Northeastern University to establish the Cambridge-Northeastern Policy Academy, which teaches Officers about Cambridge commitment and procedural justice.

The Commissioner introduced Superintendent Lowe who oversees the Operations Divisions of CPD, and they shared how gun violence in the Cambridge Port area has been reduced by 67% and offered examples of how CPD is listening to residents and businesses to get community input and concerns in relation to crime in the Port area. Superintendent Lowe noted that there are five areas that are looked at regarding organizational goals, which include the specific goal, data that will measure the goal, is the goal achievable, are resources available to achieve the goal, and are the goals going to be time bound. Superintendent Lowe shared that not only was this method used to reduce gun violence in the Port, but also used the same model to address the community concerns in Central Square around crime and quality of life issues.

Deputy Superintendent John Boyle reviewed the Tactical Operations section of CPD, which includes four units. Superintendent Boyle noted that Tactical Operations has worked with the United States Capitol Police, Massachusetts State Police, Boston Police, and is routinely requested by other communities for assistance, including Harvard and MIT when high profile guests come to visit. He shared that the Special Response Team is the primary security element for facilities with radiological equipment and provides several community outreach efforts. Superintendent Boyle noted that the Bicycle Unit is a high visibility unit that provides services at many of the festivals and public events within the City.

Deputy Superintendent Buckowe Yam provided examples around the additional Tactical Operations Units, including the proactive safety programs that are offered to houses of worship, hospitals, daycares, and residential and commercial spaces. He noted that there are proactive programs that the Special Response Team offers, sharing that officers can do walk throughs of properties and provide a response for the run, hide, fight program.

Dr. Jamie Barrett shared that the clinical support team consists of licensed social workers and case managers designed to help CPD with the vulnerable population. They noted the goal is to lower arrests and long patient stays when that opportunity is available. Dr. Barrett shared that his team is built upon the sequential intercept model, which shows that a community is best able to

deflect vulnerable people and populations from the criminal justice system when there are different ways to intercept to provide a deeper involvement.

Deputy Superintendent Steven Magalhaes shared that there are currently nine Youth Resource Officers who are embedded in the School Department. He shared that the focus of these Officers is diversion and explained why they are important. Deputy Superintendent Magalhaes noted that diversion is community based and includes using community support and resources to work towards diversion with youth and their families. He also noted that there are five Outreach Officers who work with seniors and adults with mental health issues in collaboration with Officers in Harvard and Central Squares. Deputy Superintendent Magalhaes shared that he also oversees two Focused Deterrence Detectives that work primarily around gun violence and young adults and their families who are going through criminal justice system related to gun violence, and he noted that there are also two Juvenile Detectives that work with youth and their families as well.

The Chair, Councillor Carlone made a motion to close public comment.

City Clerk LeBlanc called the role.

Councillor Azeem – Yes

Councillor Carlone – Yes

Vice Mayor Mallon – Yes

Councillor McGovern – Yes

Councillor Nolan – yes

Councillor Simmons – Absent

Councillor Toner – Yes

Councillor Zondervan – No

Mayor Siddiqui – Absent

Yes – 6, No – 1, Absent – 2. Motion passed.

The Chair, Councillor Carlone recognized Councillor Zondervan who had a clarifying question around why the presence of certain individuals in Cambridge requires a higher budget. Commissioner Elow responded by noting that Cambridge is a world class city and being able to address any threats that come to our city it is best to be prepared for those threats. The Commissioner noted that it is their duty to be prepared and keep the community safe. Deputy Superintendent Boyle shared that many of the Biotech companies, such as Moderna and Pfizer, have received credible threats and continue to receive them, and it is important to have the resources to protect those institutions. He noted that Harvard and MIT routinely attract high profile visitors where they require assistance from CPD. Councillor Zondervan questioned if a balance of some of the services provided by CPD would be shifting towards the new Community Safety Department (CSD). Commissioner Elow shared that she is very excited about CSD, especially around the focus on quality of life in Central Square and supporting the vulnerable population. Dr. Barrett noted that they are in the process of conducting an in-depth analysis of all the mental health calls that CPD is responding to and looking at what number of those calls would be able to move towards CSD.

The Chair, Councillor Carlone recognized Councillor Azeem who shared that he would like more of a breakdown on the personnel side of the budget. Manisha Tibrewal referenced slides from their presentation that provided examples of where and how much of the budget is being used on the personnel side. Councillor Azeem noted that he would like to see if there is the

possibility of reevaluating the amount of money that goes towards overtime pay. He thanked CPD for their presentation and for providing insight into the budget.

The Chair, Councilor Carlone recognized Councillor Toner who had a follow up question to Councillor Azeem's question about overtime pay. Councillor Toner had a clarifying question on how many Police Officers CPD is currently down and what number is full staffing. Manisha Tibrewal shared that CPD is currently twenty-four Police Officers short. Councillor Toner noted that a significant amount of the overtime budget is to pay Officers who must fill positions due to the twenty-four positions not being filled. Commissioner Elow noted that many times Officers are forced to work to fill the minimum numbers, and that CPD is maximizing their staffing and resources to benefit the community. The Commissioner shared that she would be in favor of having a staff analysis done and believes it would be beneficial for the Department and the City. Councillor Toner shared that he is comfortable with CPD being prepared for high profile visitors and the Department having the ability to provide their own resources to help keep the community safe.

The Chair, Councillor Carlone recognized Vice Mayor Malon who shared that the breakdown of the budget was very helpful and thanked CPD. The Vice Mayor noted that one of the duties is that the Police Advisory Board and the Council review the budget before it is submitted to the City Manager, and shared that she does not believe that it is being accomplished at the meeting, and feels the discussion is more around the budget and why so much money is being spent. The Vice Mayor asked for clarification from David Kale, Assistant City Manager for Fiscal Affairs, on what budget should the Council be looking at in this step of the process. David Kale and City Solicitor Nancy Glowa noted that it was designed to allow for greater transparency in police operations and what the budget is used for.

The Chair, Councillor Carlone recognized Councillor McGovern who thanked CPD for their presentation and shared that he agrees with Commissioner Elow that a staffing analysis would be beneficial. Councillor McGovern shared that community members have raised the question on why so many officers respond to a call and asked for clarity on deployment and response.

Commissioner Elow and Superintendent Lowe responded by noting that Emergency Communications has dispatch protocols that will produce how many officers should be responding to a call. It was shared that in some cases there are automatically three units being dispatched, a reporting car, a sector car, and a supervisor, and calls can be case by case driven. Councillor McGovern had a clarifying question about staffing Officers during the day versus at night, with Commissioner Elow noting that between 7:00a.m. – 11:00p.m., based on data from crime analysis, is when CPD needs the majority of staffing.

The Chair, Councillor Carlone recognized Councillor Simmons who shared that the information that was shared was extraordinary and a reminder of what services Cambridge has and all the work that CPD is doing. Councillor Simmons had a clarifying question for the Chair, asking if this presentation would be in addition to the budget process in May, to which the Chair noted that it was. Councillor Simmons agreed with comments made by other Councillors and the Police Department by being ready to address any threats that may come to our City when high profile visitors are here or towards the Biotech companies. Councillor Simmons reminded those listening that it was not too long ago we lost the life of MIT Officer Sean Collier to two domestic terrorists in a situation that could have been played out a lot differently if Cambridge did not have the resources and responses of the Police Department. She ended her comments by sharing that Cambridge is a world class City with a world class Police Department.

The Chair, Councillor Carlone recognized Mayor Siddiqui who offered comments around the budget and agreed with the Vice Mayor's point on the police budget process and review. She noted the presentation was a good overview and she appreciated the details that were provided. The Mayor shared that going forward it would be helpful for the Police Department to have more clarity and reasoning behind why the budget amount is being requested.

The Chair, Councillor Carlone recognized Councillor Nolan who agreed with other Councillors that in future meetings it would be good to have more specificity and better understanding and explanation of the budget. Councillor Nolan had a clarifying question around the staffing analysis and Commissioner Elow was able to respond sharing that it would be a third-party company that would come up with a plan to help better the department and hopefully get a better understanding of the challenges with hiring. Councillor Nolan had clarifying questions regarding the Department of Community safety and how some of the services would unfold and transition away from CPD. Dr. Barrett shared that the intention is to start working with Christina Giacobbe, Director of Emergency Communications, to pilot response calls. Dr. Barrett noted that when it comes to CSD and CPD it's about working together, not an either or. Superintendent Frederick Cabral shared that everything CPD does is built on finding solutions other than the criminal justice system, and even though interactions will be reduced, they will still be there.

The Chair, Councillor Carlone recognized Councillor Zondervan had a clarifying question about the unfilled positions and shared at what point in the budget would the City decide to eliminate the positions that are never filled. Commissioner Elow noted that a decision like that would be looked at through the staffing analysis to see what CPD is able to fill, the needs of the community, and the shift structures. Councillor Toner shared that the reason why the budget goes towards a lot of overtime is due to the lack of staffing. Manisha Tibrewal noted that the level of resources that CPD needs to sustain what the community expects is not done without the budget. The Chair, Councillor Carlone asked for clarity about body cameras being in the FY24 budget. Commissioner Elow shared that she is currently working with the City Manager and different vendors and does not believe body cameras would be included in the FY24 budget.

Commissioner Elow noted that her office is in the process of creating a policy around body cameras, there would then be a community process to review the cameras, negotiating the policy and implementation with the Police Union, community outreach to show residents the body cameras, a trial with the cameras on a select group of Officers, and a Q&A with the community. Once these steps are completed, CPD hopes to see body cameras roll out in the fall.

The Chair, Councillor Carlone thanked CPD for their presentation and shared that it was very informative, but going forward it would be beneficial to see more information. He noted that if there were any future questions, Councillors should email them to both Co-Chairs, the City Clerk, and Commissioner Elow to try and get information available ahead of the next Finance meeting around the Police budget.

The Chair, Councillor Carlone made a motion to adjourn the meeting.

City Clerk LeBlanc called the role.

Councillor Azeem – Yes

Councillor Carlone – Yes

Vice Mayor Mallon – Yes

Councillor McGovern – Yes

Councillor Nolan – Yes

Councillor Simmons – Yes

Councillor Toner – Yes

Councillor Zondervan – Yes
Mayor Siddiqui – Yes
Yes – 9, No – 0. Meeting adjourned.

Attachment A – Opening remarks from Councillor Nolan
Attachment B – Opening remarks from Commissioner Elow
Attachment C – Presentation titled “Cambridge Police Budget”

The City Clerk’s Office received one written communication, Attachment D

Clerk’s Note: The City of Cambridge/22 City View records every City Council meeting and every City Council Committee meeting. This is a permanent record.

The video for this meeting can be viewed at:

https://cambridgema.granicus.com/player/clip/470?view_id=1&redirect=true&h=9fca23f6208574131a08149a3c9452a5

I. Presentation

A communication was received from Manisha Tibrewal, Cambridge Police Department, transmitting a presentation entitled "Cambridge Police Budget".

Intro for Police Budget Finance Meeting

Thank you to my co-chair, Councillor Carlone, for working on this meeting. We are here for two reasons. It's of course, impossible to separate this meeting entirely from the tragic fatal shooting of Arif Sayed Faisal. In fact, the public policy order calling for this meeting came directly after the tragic incident, when pointed out by Councillor Zondervan, the PRAB ordinance calls for an annual review. Thus, we are also here to fulfill our oversight role of the City Council, which is something Councillor Carlone and I have been working to improve as co-chairs of the Finance Committee. We have an oversight responsibility to review the Police Department's projected budget before an official budget proposal from the City Manager this spring. And we should be holding this meeting every single year, yet such a meeting has not happened in the past. Grateful that the meeting is happening. Last fall, with the new administration in place, my co chair and I met with the Commissioner and planned for a meeting on the police budget.

This meeting will give the Council an opportunity to dig into some of the specific details of CPD's budget. There are obvious questions about the top line number of the budget, but it will also be important to dig into the details of where the money is being spent and how the budget is related to the effectiveness of the services that CPD provides. We cannot separate the services from the budget - and every department in the city should be able to show the relationship between budget allocation and deliverable results as far as services are concerned.

And in understanding this budget, questions naturally arise on how to measure our services. If we see budget discrepancies between us and other comparable cities, we should be able to see a direct accounting of the fact that we are doing more good with that money. And that's what we're here to hear from the department and get some of those answers.

Not all concerns and questions will be answered - however, we hope that this dialogue is the start of a process that will be helpful to all of us as we look to future budgets.

Budget Discussion- 2023

We appreciate the opportunity to be in front of the finance committee to provide an overview of our budget and to answer questions you may have.

Before we do that, I wanted to start out and acknowledge how heavy and heart-breaking 2023 has been and how the shooting and death of Arif Sayed Faisal has weighed painfully for many in our community, including our City Council

We recognize how challenging it has been to be patient and to wait for the investigation and inquest process to play out.

we understand the questions and concerns that have been raised regarding our police department, as some residents, students, and, most importantly, Faisal's family, continue to grieve and seek answers that will ultimately be addressed once the reports are made public by the District Attorney's Office.

It is important to say that we have also struggled through this horrible tragedy, our officers and staff have exhibited incredible resilience and I really appreciate the hard work and commitment to ensuring the safety and overall well being of the Cambridge Community. We do not want this tragic event to define us as a department.

That commitment is continuously exemplified as we work collaboratively between units and across the department, as well as with our partners, to deal with often complex cases and responses. It has been reflected in how we:

Safely resolved several complicated and challenging situations, including multiple responses in which people barricaded

themselves inside an apartment, including one veteran who was in crisis, suffering from PTSD, and threatening to harm himself and others in July.

Over the course of nearly **14 hours**, responding officers and supervisors exhibited a great deal of patience, professionalism, creativity, and compassion. Ultimately, this man was safely removed from his apartment and involuntarily taken to the hospital.

How we Continue to focus on vulnerable populations, who are at-risk for deeper involvement in the criminal justice system.

At levels we have never experienced before, we are diverting and deflecting more people into supports and services through difficult, long-term work with city and state partners that stabilize the community while reducing reliance on ER visits and inpatient hospitalization whenever possible.

This has been done through evolving juvenile and emerging adult diversion programs, recovery sessions, community courts, and partnerships.

In the case of one Cambridge teen, we have responded to nearly 20 missing person reports in 2023 alone, as well as countless others over the last 2 years, due to various complicated issues. Earlier this month, our officers gave testimony at Cambridge Juvenile Court and a judge issued an out-of-home order and placed the very pleased teenager into a foster home.

Reduced gun violence in the City by 57% in the six months following the introduction of a comprehensive Gun Violence Reduction Strategy that was data-driven,

It involved directed patrols, walking routes, community engagement, events, and collaborations with the likes of Cambridge Housing Authority, the Margaret Fuller House, and Pentacostal Tabernacle.

Have worked closely with the Central Square community, including businesses, residents, non-profits, and other city partners, to address quality-of-life issues. At a recent community meeting at 237 frankin st residents expressed how grateful they are for the sense of safety that has been restored due to the increased outreach and presence of our officers.

We've saved over 49 lives using Narcan 2022 which is more than any other year since we started carrying Narcan

We've helped reclaim almost one million dollars for victims of cyber scams

Supported key city and regional priorities, such as infrastructure improvements like the North Cambridge bus lanes, Inman Square redesign, Lechmere Station, and major city events like July 4th, Cambridge Carnival, Boston Calling, and many others.

Brought together our faith community for events, spearheaded peace walks, sports leagues, enhanced partnerships between stakeholders, and security providers, and other organizations.

One such initiative is the Clinicians and Police (CAPS) Initiative in partnership with the Cambridge Health Alliance and Somerville Police Department, which serves as a means to improve communication and collaboration with mental health service providers to support our most vulnerable populations who travel between cities.

Participating agencies meet on a monthly basis with providers at CHA, Cambridge Healthcare for the Homeless and Vinfen, and help stabilize patients in the community, reduce police interactions with persons in crisis, and divert Cambridge/Somerville residents living with mental illness from the criminal justice system and emergency room visits.

Filled other voids and needs in the city like food distribution at schools and pantries, security at CHA, the Warming Center, and Wellness Center, school crossing guards vacancies, and

provided transportation to minimize the disruption of a student's day to day activities after they were placed in an emergency Domestic Violence shelter and transportation was not able to be provided for up to 4 days.

Those needs also include newer services such as the CHA mobile crisis team, who have involved CPD and our ability to provide enhanced security and/or necessary translation resources due to language barriers after their social workers have done well-being checks.

What we really want this committee to know is that your police department is committed to continued introspection and improvement on this journey to be the premiere 21st century police department that is a trusted and valued resource to all.

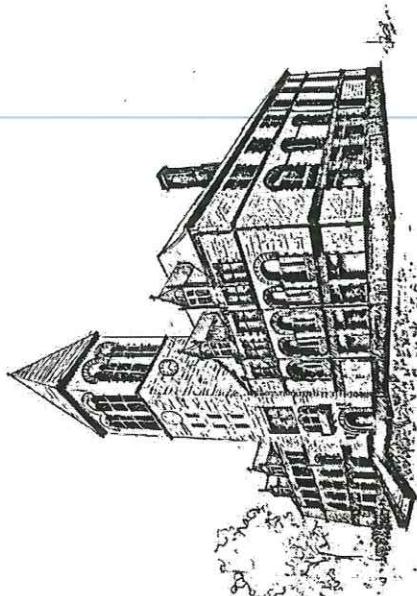
I would now like to turn this over to Maisha Tibrewal to discuss the particulars in our budget

Attachment C



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Cambridge Police Budget



March 23, 2023

City Council Finance Committee Meeting

Executive Summary

- Our FY24 budget reflects investments in the ongoing commitments we started 30 years ago with the first implementation of Community Oriented Policing and the rising costs of benefits and salaries (particularly those collectively bargained)
- Councilors and residents have questioned the size of our budget, given at first glance, Somerville's police budget looks strikingly lower than Cambridge's
- After accounting for methodology, salary, population and calls for service differences, the budgets are comparable
- Cambridge has invested over the years in programs to promote CPD diversity, support diversion, enhance procedural justice, and ensure community preparedness
- These programs embed CPD throughout Cambridge's ecosystem and have a tangible impact on our residents' lives and our ability to respond in crisis



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This will continue to move us in the direction we started 30 years ago with the first implementation of Community Oriented Policing

- 1993: Implemented Community Oriented Policing
- 1995: Hired Youth Outreach Coordinator and Elder Services Coordinator
- 1997: Implemented Neighborhood Sergeants Program
- 1998: Formalized Use of Force Policy
- 1998: Issued New Policy Requiring Officers to Report All Uses of Force
- 2004: Began Providing Policing the Teenage Brain Training
- 2004: Developed Youth Police Academy
- 2007: Implemented Safety Net Collaborative (juvenile diversion program)
- 2007: Established Homeless Outreach Officers
- 2007: Co-founded the Cambridge-Arlington-Belmont High-Risk Domestic Violence Assessment and Response Team
- 2008: Initiated Implicit Bias Training
- 2010: Began Providing Gay Officers Action League (GOAL) Training
- 2012: Began Providing De-Escalation Training
- 2012: Began Providing Fair and Impartial Policing Training
- 2014: Implemented Focused Deterrence Program
- 2015: Hired First Licensed Social Worker
- 2015: Hired Director of Outreach and Community Programs
- 2015: Implemented Quarterly Stakeholders Meeting
- 2015: Founded Multi-Disciplinary Homeless Street Outreach
- 2015: Implemented Recovery Session/Mental Health Court
- 2016: Created Homeless Court with Local Judge
- 2016: Began Providing First-of-Its-Kind Trauma Training to Officers
- 2016: Founded Regional Critical Incident Stress Management Team
- 2017: Began Providing Anti-Defamation League Training
- 2017: Crash-Related Calls for Service Drop to Lowest # Recorded in 20 years
- 2018: Established Family and Social Justice Section
- 2018: Established Office of Procedural Justice
- 2018: Hired Director of Clinical Support Services
- 2018: Began Providing ICAT Training (one of the first departments in New England and in the country)
- 2018: Named Civilian Chief of Professional Standards Unit
- 2019: Introduced Cambridge-Northeastern Police Academy
- 2019: Introduced Police Cadet Program and Youth Explorers Program
- 2019: Formed Partnership with The Iota Chi Chapter of Omega Psi Phi Fraternity, Inc.
- 2019: Superintendent Elow Recognized as Social Justice Leader in the Community by NAACP
- 2020: First Department in the Country to Participate in Historic Injustices and Present Policing Project
- 2021: Introduced Cambridge Second Chance Program
- 2021: Initiated Clinicians and Police Initiative with Cambridge Health Alliance and Somerville Police
- 2022: Signed CALEA Accreditation Agreement



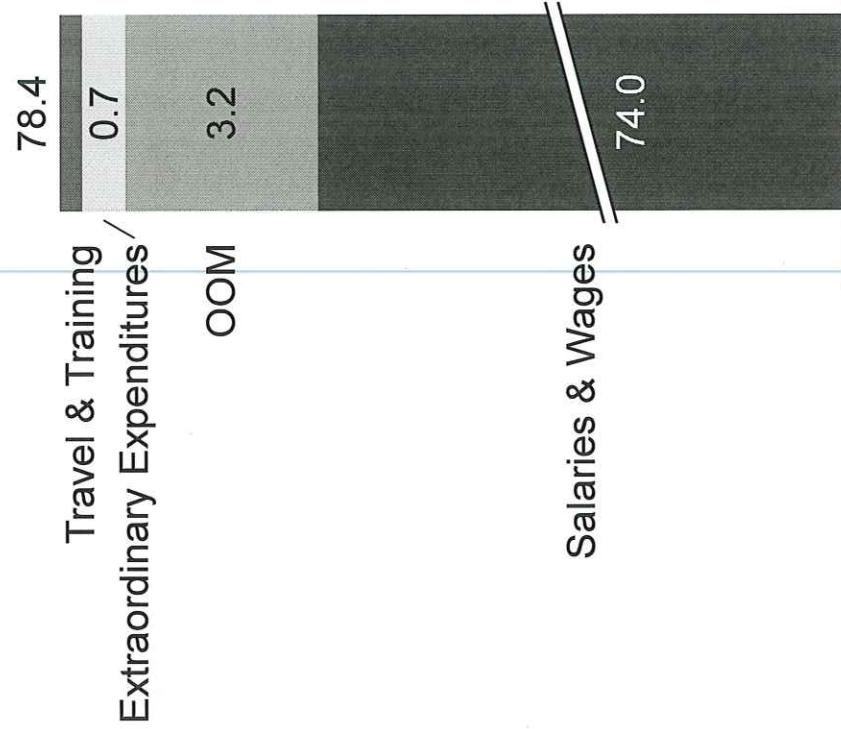
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Our FY24 draft budget reflects investments in these commitments and the rising costs of benefits and salaries

FY24 CPD Draft Budget Overall \$M

- FY24 Draft budget is \$78,367,440
 - Up \$4.8 million or 6.58% versus FY23 adopted budget
 - 94% of budget is salary and benefits
 - Of the increase, 50% is related to fringe benefits not at the dept. discretion (e.g., health insurance, dental, pension)
 - **Headcount has not increased** (last time sworn headcount changed was FY20)

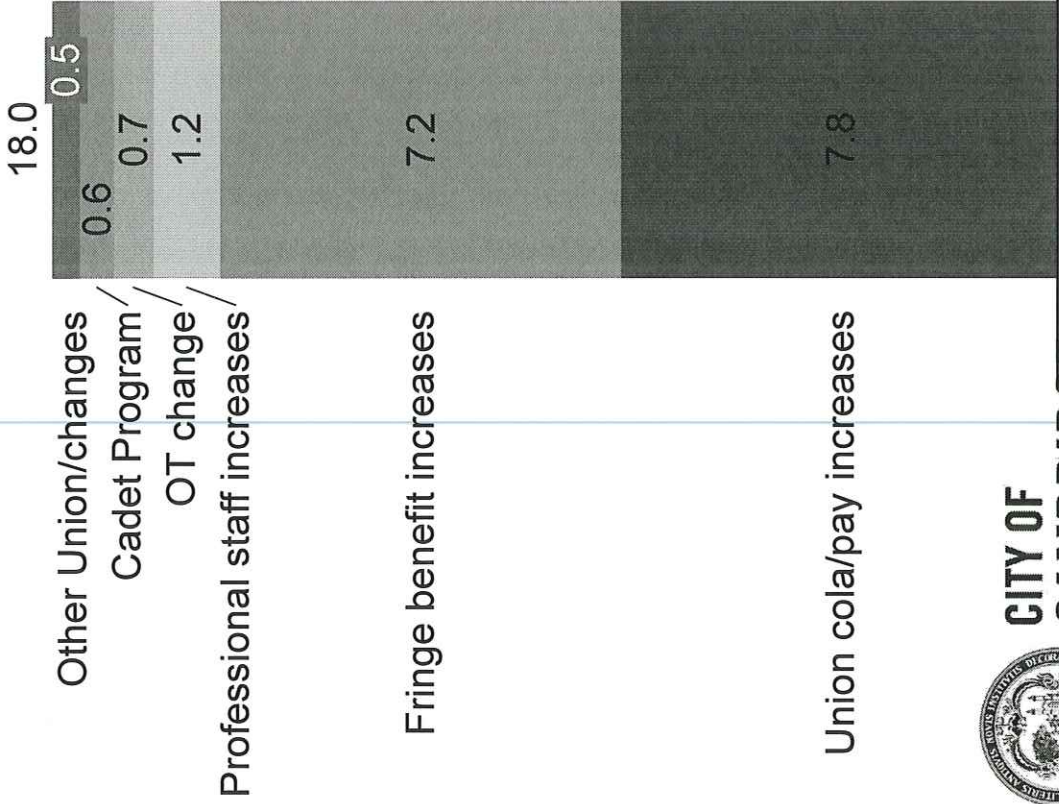
- Increase in CPD budget aligns with the City budget
 - Changes over 5-Years : Average budget growth without benefits is 4% since FY19



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Since 2019, the majority of budget growth is driven by union negotiated pay increases and fringe benefit increases

Changes in police budget 2019 to 2023
\$M



What we have been investing in over last 5 years:

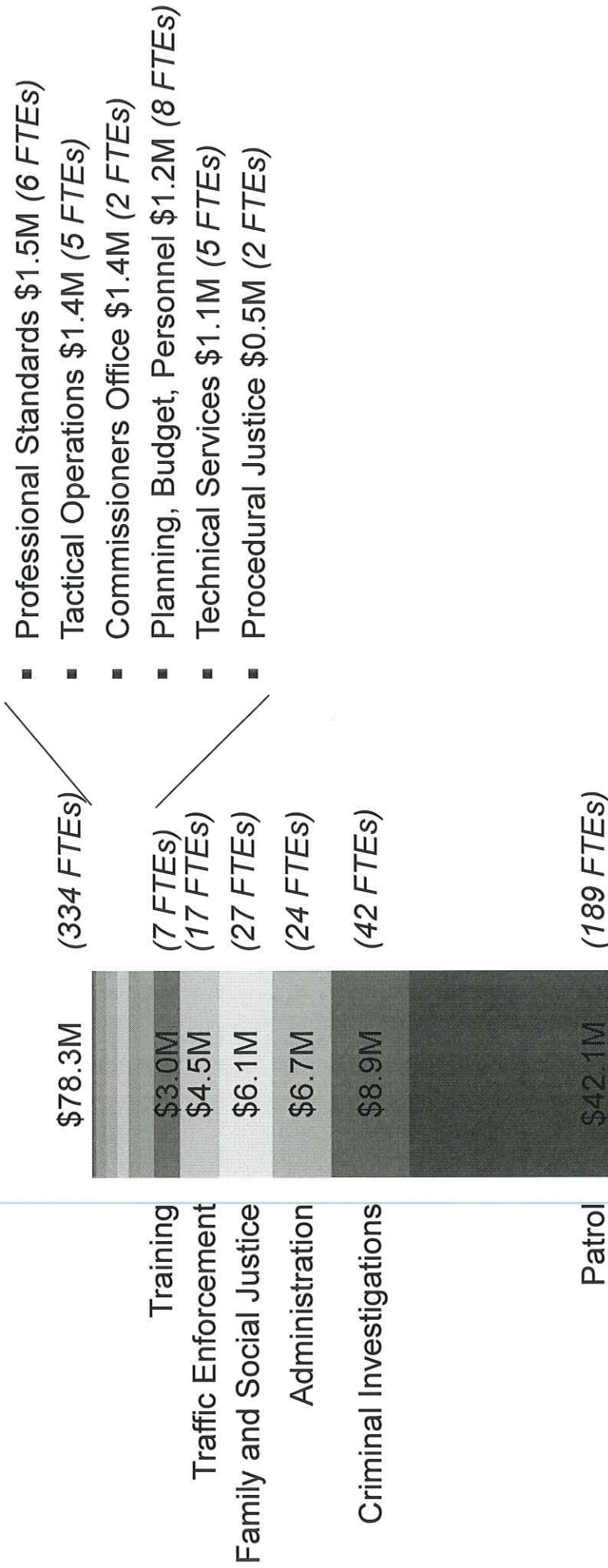
- Established FSJS
- Formally established Clinical Support Unit
- Established Harvard/Central Square Units
- Emerging Adult Diversion Program
- Cambridge-Northeastern University Police Academy
- Procedural Justice Unit
- Cadet Program
- Second Chance Program
- Clinicians and Police Program (CAPS)



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DRAFT Cambridge Police Department FY24 Budget by Division

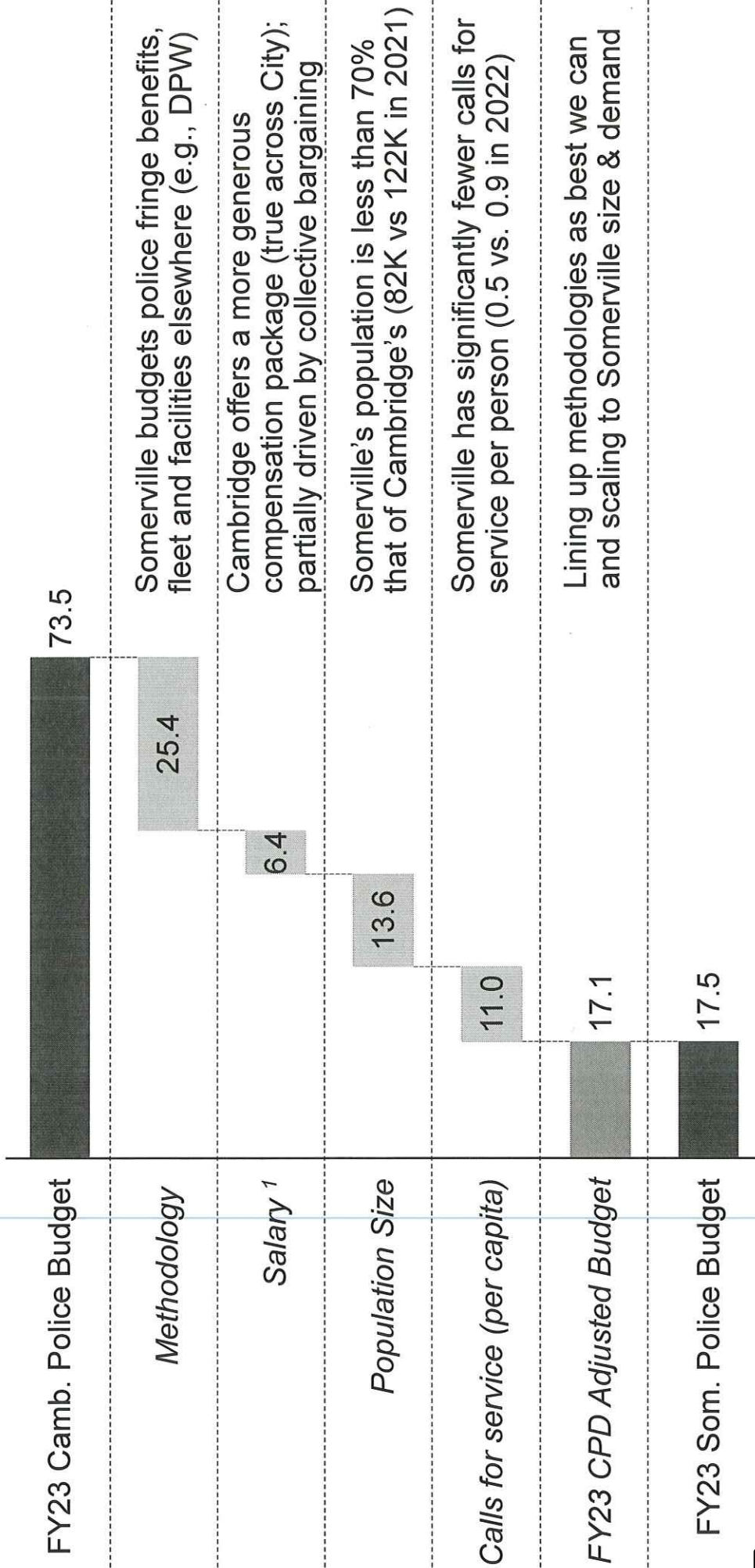
FY24 DRAFT Cambridge Police Budget by Division \$M



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Cambridge's police budget is similar to Somerville's, after accounting for methodology, salary, population size and calls for service differences

FY23 Cambridge to Somerville Police Budget Comparison (\$M)



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¹ Police Salaries are ~89% of budget excluding fringe etc. and are ~15% higher in Cambridge

Cambridge has invested over the years to promote CPD diversity, support diversion, enhance procedural justice, and improve preparedness

1 **Cadet Program**

- 5 of 6 of original class have completed or nearing completion of the Police Academy
- Has increased CPD diversity

2 **Police Academy**

- Established so that we could teach officers about Cambridge commitment to procedural justice and provide experiential learning
- Has increased CPD diversity

3 **Youth Resource Officers**

- Partner with schools and families to divert Cambridge youth away from juvenile justice systems
- Serves as a national model for YRO programs

4 **Procedural Justice Unit**

- Ensures proactive data analysis and transparency

5 **Enhanced Clinical Support**

- Clinical support unit (CSU) teams are embedded in the Department and work hand in hand with officers using case management approach with most vulnerable populations
- In 2022, CSU worked on 1,360 cases
- Most diversions since started tracking

6 **Community Preparedness**

- Explosive Ordnance Disposal (EOD) and Tactical Patrol serve as regional assets (e.g., Harvard & MIT call for support; Local and regional events)
- Avoids using outside agencies when there is a critical incident (without similar community and procedural justice approach)

7 **Family and Social Justice Section**

- Wrap around services to those most at risk for involvement in the criminal justice system
- Sequential intercept model
- Dedicated Outreach
- Case Management across the department
- Work with DA and other community partners

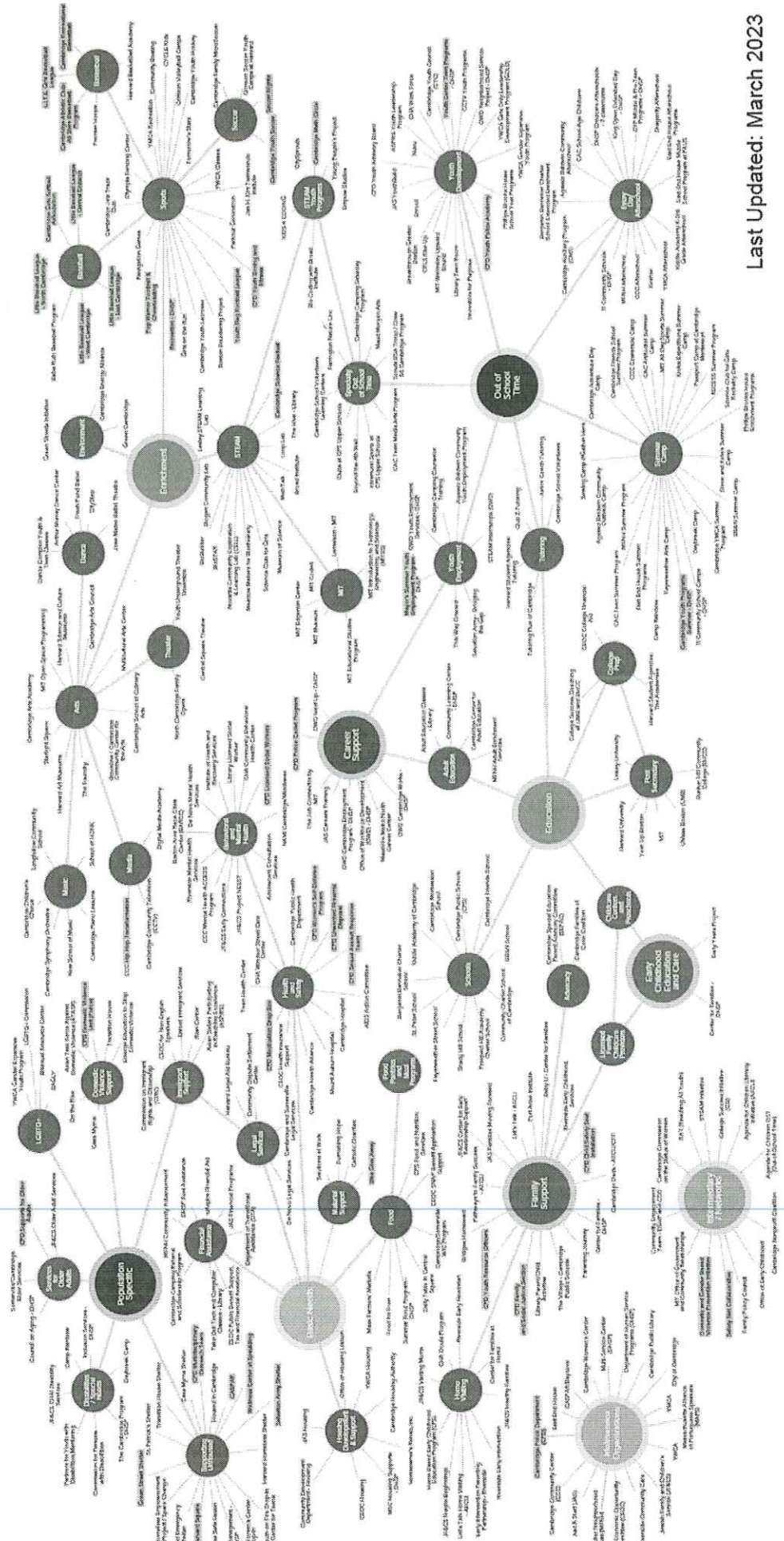


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These programs embed CPD throughout Cambridge's ecosystem

Cambridge Cradle to Career Ecosystem Map

For more information about organizations listed here, go to www.finditcambridge.org or call/text 617-686-2998
To interact with this ecosystem map online, go to www.kumu.io/familypolicycouncil/cambridge

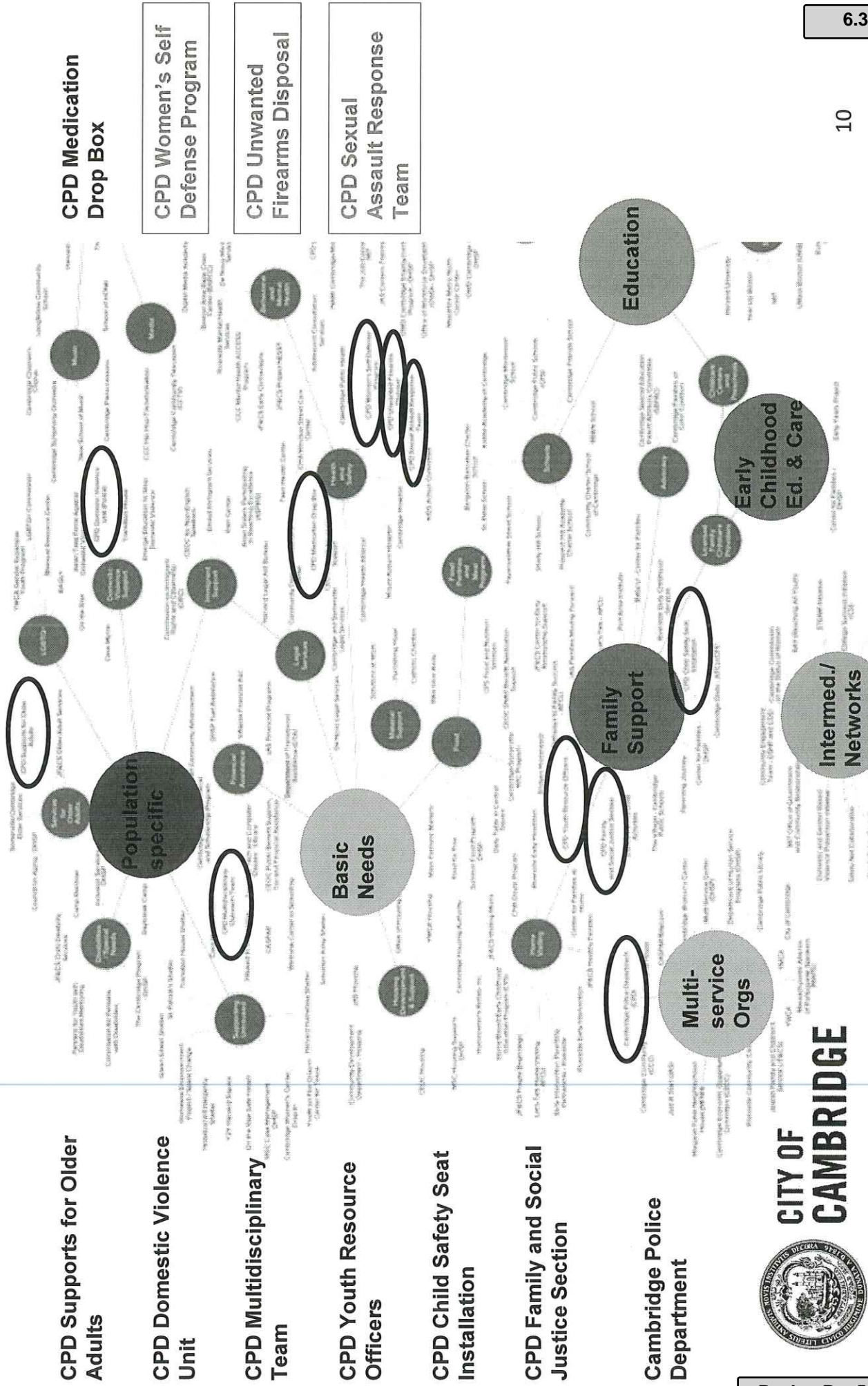


Last Updated: March 2023



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These programs embed CPD throughout Cambridge's ecosystem (1 of 2)



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These programs embed CPD throughout Cambridge's ecosystem (2 of 2)

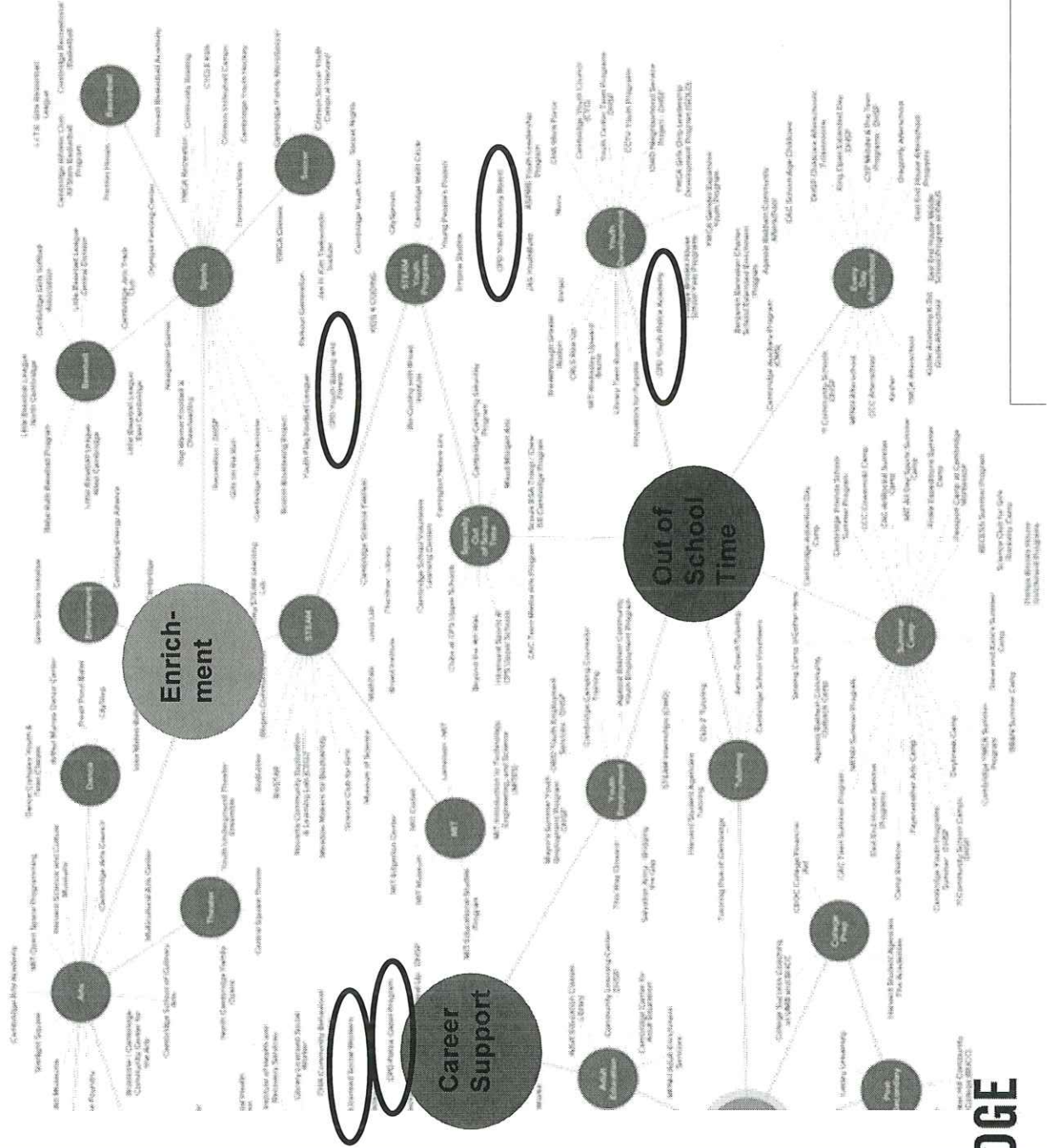
CPD Licensed Social Workers

CPD Police Cadet Program

CPD Youth Boxing and Fitness

CPD Youth Advisory Board

CPD Youth Police Academy



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These programs have a tangible impact on our residents' lives and our ability to respond in crisis

Case Examples	Situation	CPD intervention	Impact
Youth	<ul style="list-style-type: none"> Youth committed serious non-violent offense They were not attending school, solely focused on music career 	<ul style="list-style-type: none"> Worked with juvenile's parents and school on community-based diversion approach Facilitated music studio hours in exchange for school attendance 	<ul style="list-style-type: none"> No more police involvement Youth graduated from CRLS Continues to work with music studio post-diversion
Elderly Unhoused	<ul style="list-style-type: none"> Unsheltered resident has lived in Harvard Square since 2011 Was in need of a prosthetic replacement 	<ul style="list-style-type: none"> Convened a meeting with the Harvard Square Business Association, Pro EMS, Public Health Department, and DMH to develop an intervention plan Secured commitment from several benefactors to fund expenses 	<ul style="list-style-type: none"> Was outfitted with new prosthetic and replacement was successfully completed Has been very happy with new prosthesis and even got a bicycle he is able to ride now
Mental Health	<ul style="list-style-type: none"> Individual with history of Mental Health issues with 36 documented CPD responses for concerns over their behavior 	<ul style="list-style-type: none"> Clinical Support Unit coordinated with courts, DMH, and CPD patrol and outreach officers Patrol saved life in 1/22 blizzard 	<ul style="list-style-type: none"> Individually admitted to Worcester Recovery Center for 6 months until safe discharge plan developed
Domestic Violence	<ul style="list-style-type: none"> Unhoused woman, who was pregnant, was physically and verbally abused and threatened to be killed by the baby's father during the course of their relationship 	<ul style="list-style-type: none"> Connected with Criminal Investigations Unit and Domestic Violence Unit, who later coordinated with District Attorney's Office and Elder and Disabled Persons Protection Unit Secured charges against suspect 	<ul style="list-style-type: none"> Father of baby pled guilty at a trial; will spend 14-18 years in state prison and 5 years probation at end of sentence.



**CITY OF
CAMBRIDGE**

Thank you



Erwin, Nicole

Attachment D

From: Kavish Gandhi <kmbrgandhi@gmail.com>
Sent: Saturday, March 18, 2023 4:30 PM
To: City Council
Cc: City Clerk
Subject: Comment, Finance Committee

Hi,

I'm writing to express support for body cameras. I'm also writing to express strong support for reducing the police budget and reallocating it to other parts of our city budget / departments that can serve similar purposes, as well as de-arming our police completely.

All the best,
Kavish

Minutes Acceptance: Minutes of Mar 23, 2023 1:00 PM (Committee Reports)