



# City of Cambridge

## Executive Department

**YI-AN HUANG**  
City Manager

CMA 2026-85  
**IN CITY COUNCIL**  
April 13, 2026

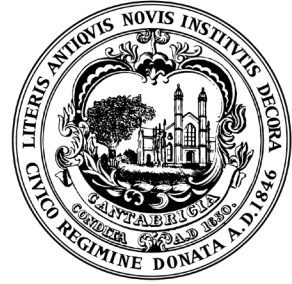
To the Honorable, the City Council:

Please see attached a memo from Police Review and Advisory Board (PRAB) Executive Director, Carolina Almonte, regarding the PRAB Quarterly Report for the period from Fall of 2025 through the First Quarter of 2026.

Very truly yours,

Yi-An Huang  
City Manager





## MEMO

To: Cambridge City Council and Yi-An Huang, City Manager

From: Carolina Almonte, Executive Director, Police Review & Advisory Board

Date: April 13, 2026

Re: Police Review & Advisory Board Quarterly Report  
- Fall of 2025 through the First Quarter of 2026

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Pursuant to Cambridge Municipal Code Chapter 2.74.040(E), I am submitting this memo for review. As this is my first quarterly report since accepting the position of Executive Director of the Police Review & Advisory Board, this report encompasses Board activity beginning in October 14, 2025, through March 30, 2026. This expanded reporting window is intended to provide a comprehensive overview of recent meetings, complaint activity, and training initiatives under the current administrative structure. Going forward, reports will follow the standard quarterly calendar schedule.

Enclosed are:

- Attachment A: The complete set of Board minutes from October 14, 2025, through January 28, 2025<sup>1</sup>.
- Attachment B: A ten+ year summary of PRAB cases and outcomes.
- Attachment C: Explanation of case outcomes/dispositions.

Since October 2025, the Board has held six public meetings, considered six complaints in four Executive Sessions, and participated in three trainings. During this time, three complaints were also filed with the Board. The newly filed cases and the complaints considered in Executive Session are summarized as follows:

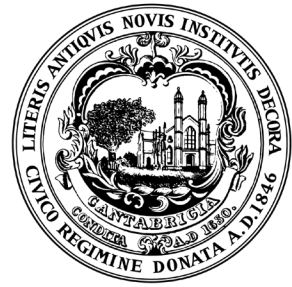
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<sup>1</sup> The minutes from the February and March meetings will be reviewed and voted on at the April meeting and are therefore not included in this report. However, summaries of both meetings are provided below.

# CITY OF CAMBRIDGE

## PRAB

Police Review  
and Advisory  
Board

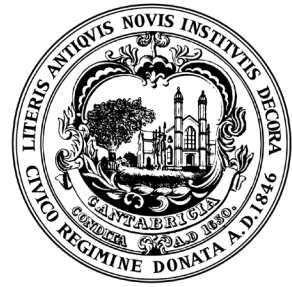


### NEW CASES

Complaint #	Date Filed	Type of Complaint	Status	Date Closed	Outcome
PR-2026-001	2/9/26	Excessive Force	Open	n/a	Pending
PR-2026-002	1/21/26	Discrimination/Bias-based policing	Open	n/a	Pending
PR-2025-016	10/2/25	Employment Complaint	Closed	10/6/2025	Administrative Dismissal; Out of jurisdiction of PRAB

### REVIEWED CASES:

Complaint #	Type of Complaint	Status	Date Closed	Outcome
PR-2025-004	Improper Procedure/Policy	Closed	3/24/2025	Inconclusive
PR-2025-005	Rude or Discourteous Behavior;  Filing inaccurate departmental forms;  Improper Procedure/Policy (x2)	Closed	9/9/2025	Behavior – substantiated; Inaccurate forms – substantiated;  Policy violation x1 – inconclusive;  Policy violation x2 – substantiated



PR-2025-001	Improper Procedure/Policy	Closed	6/18/2025	Cleared
PR-2025-002	Harassment; Unlawful detainment	Closed	6/18/2025	Closed Without a Finding
PR-2025-010	Excessive Force; Improper or Inadequate Investigation/ Reporting; Abuse of power/authority; Discrimination/ Bias-based policing	Closed	12/18/25	Cleared
PR-2025-013	Rude or Discourteous Behavior	Closed	10/23/25	Cleared

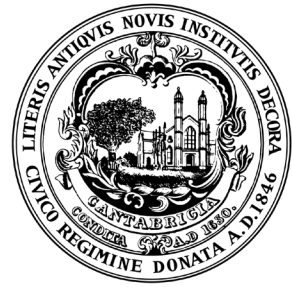
All complaints are investigated by the Professional Standards Unit (“PSU”) and reviewed by the Board in accordance with Chapter 2.74.

The Board’s work included the following:

### **October 14, 2025, Public Meeting**

At its October meeting, the Board:

- Elected Board Member Gina LaRoche to serve as Chairperson through the end of her term in June 2026.
- Received an update from the Executive Director regarding a newly developed outreach and recruitment plan to fill Board vacancies.



- Discussed evaluation criteria and interview procedures for new applicants.
- Entered Executive Session to deliberate complaint PR-2025-004.

### **November 12, 2025, Public Meeting**

At its November meeting, the Board:

- Received an update from the Executive Director regarding applicants for the two Board vacancies and recent updates to the City Charter.
- Received a report from Director James Mulcahy of Professional Standards and Training regarding new Cambridge Police Department (“CPD”) recruits and the commencement of a new police academy class.
- Reviewed a structured list of recurring Board trainings.
- Entered Executive Session to deliberate complaint PR-2025-005.

### **December 10, 2025, Public Meeting**

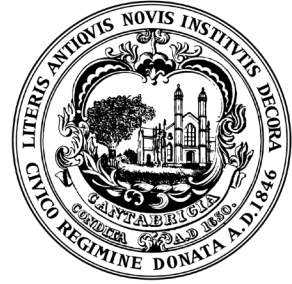
At its December meeting, the Board:

- Received a presentation from the City’s Director of Community Engagement regarding best practices in equitable and inclusive engagement, including establishing measurable engagement goals.
- Received a report from Director James Mulcahy regarding PSU updates and recognition at the CALEA Conference.
- Entered Executive Session to deliberate on complaints PR 2025-001 and PR 2025-002.

### **January 28, 2026, Public Meeting**

At its January meeting, the Board:

- Welcomed two newly appointed members, Caleb Zachary Demers and Belicia Wilkinson.
- Received an overview from the Executive Director regarding PRAB’s mission, history, authority under Chapter 2.74, quorum requirements, executive session procedures, roll call votes, and Open Meeting Law compliance.
- Received a training from PSU staff regarding internal investigations, disciplinary procedures, POST requirements, the Early Intervention System, and oversight structures.



- Participated in a Body Worn Camera training led by Deputy Superintendent Vellucci and Body Worn Camera Unit Manager Mike Horgan, who reviewed when officers are required to activate their cameras, including during dispatched calls for service, traffic stops, investigative stops, arrests, use-of-force incidents, pursuits, and other law enforcement interactions with the public. They emphasized that cameras must be activated even in places where there may be a reasonable expectation of privacy. The policy is designed to promote transparency, accountability, and public trust.
- No cases were presented in Executive Session at this meeting.

### **February 25, 2026, Meeting**

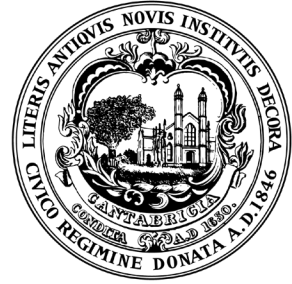
At its February meeting, the Board:

- Received an update from the Executive Director regarding preparation of the Board's Quarterly Report covering October 2025 through March 2026.
- Learned of the recruitment for a Program Manager position, which will support the Board's work and were encouraged to share the job posting once it becomes available.
- Received a report from Director James Mulcahy, who introduced Project and Compliance Manager Kia Benjamin and Case Manager Amanda Nett to the Board and provided an update on the current police academy class.
- Received a report from Board Chair Gina LaRoche announcing that the May meeting has been rescheduled to May 12, 2026, due to a conflict with a religious holiday.
- Entered Executive Session to deliberate on complaints PR 2025-010 and PR 2025-013.

### **March 25, 2026, Meeting**

At its March meeting, the Board:

- Received a presentation on the Cambridge Police Department's proposed budget from Commissioner Christine Elow, Director of Planning, Budget, and Personnel Angela Alfred, and Budget Analyst Daniel Liss, prior to its submission to the City Manager, pursuant to Chapter 2.74.040.
- Received an update from the Executive Director on upcoming improvements to the PRAB website, including a plain language overview of the Cambridge police complaint process. The update will clarify the respective roles of PRAB and PSU, outline



investigation and review procedures, and provide guidance on how community members can file complaints with either or both entities.

- No cases were presented in Executive Session at this meeting.

### **Board Membership Updates**

On January 12, 2026, the City Council appointed Caleb Zachary Demers and Belicia Wilkinson to five-year terms on the Board. Mr. Demers is new to Cambridge and brings experience in trauma-informed clinical work and collaboration with first responders. Ms. Wilkinson is a life-long Cambridge resident and brings experience in human services, organizational communication, and conflict resolution.

With these appointments, the Board is now fully constituted with five members.

### **Board Training and Governance Development**

Consistent with the Board's strategic goal of institutionalizing training, members committed to completing the following:

- PSU Overview for New Members
- Open Meeting Law Training
- Criminal Justice Information Services Training
- Body Worn Camera Program Updates
- Use of Force Training Sessions
- Mental Health Calls and CPD Response Session
- Emergency Communications Overview
- Ride alongs

### **Conclusion**

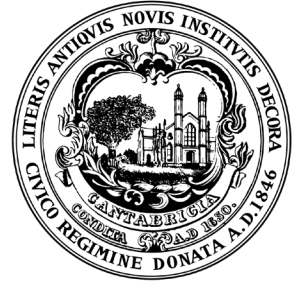
In summary, the Board focused on:

- Welcoming and orienting new Board members
- Strengthening training infrastructure
- Reviewing and voting on the findings of six cases
- Receiving policy and training updates from CPD
- Advancing transparency and procedural integrity in civilian oversight

# CITY OF CAMBRIDGE

## PRAB

Police Review  
and Advisory  
Board



The Board remains committed to providing consistent, transparent, and procedurally sound civilian oversight that strengthens public trust in local policing.

Thank you,

Carolina Almonte



## Minutes from the Meeting of October 14, 2025

**Board Members Present:** Chair Gina LaRoche, Maria Arlotto, Alexandra Fallon

**City Staff present:** Executive Director Carolina Almonte, Cambridge Budget Office Principal Budget Analyst Daniel Liss

**Cambridge Police Department (CPD) Staff Present:** Director of Professional Standards & Training James Mulcahy, Lieutenant Michael LaVeque, Sergeant Robert Ciriello, Sergeant David Barkhouse

**Chair called the meeting to order at 7:03 p.m.**

### Public Comment

There were no comments from members of the public.

### Discussion and Vote on New Chairperson

On a motion from Board Member Fallon, seconded by Board Member LaRoche, Board Member LaRoche was unanimously elected to serve as the Chairperson through the end of her term in June.

### Review and Approval of Minutes

On a motion from Board Member LaRoche, seconded by Board Member Fallon, the minutes from April 23, 2025, were approved unanimously.

### Report from Department Staff

- ED Almonte updated the Board on the new member outreach and recruitment plan that has been developed by staff.
- As part of the ongoing search for new board members, the Board discussed how to evaluate the applications and the process that will be used for interviews.
- Board members wishing to direct the activities of Staff Coordinator Welsh at the NACOLE conference, were updated to email questions or thoughts.

### Consideration of Complaints before the Board

Board Member Arlotto moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2025-004 pending before the Board. The motion was seconded by Board Member Fallon and approved by a unanimous roll call vote. The Board entered executive session at 7:26 p.m.

### Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:58 p.m., on a motion from Chair LaRoche, seconded by Board Member Arlotto.



## Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of April 23, 2025



## Minutes from the Meeting of November 12, 2025

**Board Members Present:** Chair Gina LaRoche, Maria Arlotto, Alexandra Fallon

**City Staff present:** Executive Secretary Carolina Almonte

**Cambridge Police Department (CPD) Staff Present:** Director of Professional Standards & Training James Mulcahy, Lieutenant Michael LaVeque, Sergeant Robert Ciriello, Sergeant David Barkhouse

**Chair LaRoche called the meeting to order at 6:09 p.m.**

### **Public Comment**

Cory Reyes joined as a member of the public.

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

On a motion from Board Member Fallon, seconded by Board Member Arlotto, the minutes from October 14, 2025, were approved unanimously.

### **Report from PRAB Staff**

Executive Secretary Almonte provided an update on applicants for the two Board vacancies. She also noted recent updates to the City Charter and will provide additional information to the Board before the next meeting.

### **Report from CPD Professional Standards, Training and Certification Unit Director Mulcahy**

Director Mulcahy reported on new CPD recruits and the start of the police academy. Board Member Fallon reiterated her interest in arranging a Board visit to the academy in 2026.

### **Report from Board Chair**

Executive Secretary Almonte and Chair LaRoche reviewed the list of trainings that PRAB members will receive on a recurring basis. These include:

- PSU Overview for New Members
- Open Meeting Law Training
- CJIS Training
- Two Part Use of Force Training
- Mental Health Calls and CPD Response Session
- Emergency Communications Training
- Ride-alongs with Officers
- Regular Body Worn Camera Program Updates



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

Board Member Fallon moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2025-004 pending before the Board. The motion was seconded by Board Member Arlotto and approved by a unanimous roll call vote. The Board entered executive session at 6:42 p.m.

### **Adjournment**

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:43 p.m., on a motion from Chair LaRoche, seconded by Board Member Arlotto.

### **Documents Used During the Meeting**

- Police Review & Advisory Board Meeting Minutes of October 14, 2025



## Minutes from the Meeting of December 10, 2025

**Board Members Present:** Chair Gina LaRoche, Maria Arlotto, Alexandra Fallon

**City Staff present:** Executive Secretary Carolina Almonte

**Cambridge Police Department (CPD) Staff Present:** Director of Professional Standards & Training James Mulcahy, Sergeant Robert Ciriello, Sergeant David Barkhouse

**Chair LaRoche called the meeting to order at 6:07 p.m.**

### **Public Comment**

Ryan Welsh, Linda Burns, Laurel Shugart, and Catiana JP joined as a members of the public.

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

On a motion from Board Member Arlotto, seconded by Board Member Fallon, the minutes from November 12, 2025, were approved unanimously.

### **Presentation and Conversation with Jackson Price, Director of Community Engagement**

Mr. Price provided an overview of how Cambridge approaches equitable and inclusive community engagement. He explained that more than fifty engagement efforts occur citywide each year and his office supports staff through toolkits, best practices, and a Civic Outreach Squad focused on equitable outreach.

Mr. Price outlined core principles for effective engagement, including clearly identifying the intended audience, aligning plans with available timelines and budgets, clarifying whether the goal is outreach or genuine engagement, selecting appropriate communication methods, and establishing metrics to evaluate success.

He emphasized the importance of closing the loop with community members, so they understand how their input shaped decisions. Mr. Price also recommended that PRAB partner with CPD's Director of Community Outreach to align efforts and expand reach. He closed by offering to answer questions from the Board.

### **Report from CPD Professional Standards, Training and Certification Unit Director Mulcahy**

Director Mulcahy shared that the PSU team attended the CALEO Conference in Florida, where they were recognized with an award for their work. He noted that the Police Academy is scheduled to begin in the new year.



## Report from Board Chair

Chair LaRoche shared that she will consider goals for 2026 and present in January.

## Report from Executive Director

ED Almonte shared updates regarding the recent restructuring within the Equity and Inclusion Department, including staff layoffs. She noted that a Program Manager position is expected to be hired in the coming months to support the work of the Board.

## Consideration of Complaints before the Board

Board Member Fallon moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2025-001 and PR-2025-002 pending before the Board. The motion was seconded by Board Member Arlotto and approved by a unanimous roll call vote. The Board entered executive session at 6:42 p.m.

## Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:43 p.m., on a motion from Chair LaRoche, seconded by Board Member Arlotto.

## Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of November 17, 2025



## Minutes from the Meeting of January 28, 2026

**Board Members Present:** Chair Gina LaRoche, Maria Arlotto, Alexandra Fallon, Caleb Demers, Belicia Wilkinson

**City Staff present:** Executive Secretary Carolina Almonte

**Cambridge Police Department (CPD) Staff Present:** Director of Professional Standards & Training James Mulcahy, Sergeant Robert Ciriello, Sergeant David Barkhouse, Sergeant Mike LeVecque, Commissioner Elow, Deputy Superintendent Peter Vellucci and Mike Horgan, the Bodyworn Camera Unit Manager.

**Chair LaRoche called the meeting to order at 6:01 p.m.**

**Introductions of New Board Members - Caleb Zachary Demers and Belicia Wilkinson**

### **Public Comment**

No members of the public present.

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

On a motion from Board Member Fallon, seconded by Chair LaRoche, the minutes from December 10, 2025, were approved unanimously.

### **Report from Executive Director**

ED Almonte provided a brief overview of the Police Review & Advisory Board's mission, history, and authority under Chapter 2.74 of the Cambridge Municipal Code. She reviewed the Board's role in promoting transparency and accountability, outlined member responsibilities, meeting procedures, quorum requirements, executive sessions, roll call votes, and Open Meeting Law obligations.

### **Report from CPD Professional Standards, Training and Certification Unit Director Mulcahy**

Sergeant LeVecque presented an overview of the Cambridge Police Department structure and the Professional Standards Unit. He reviewed PSU responsibilities, including internal investigations, disciplinary procedures, POST certification requirements, the Early Intervention System, and body worn camera policy requirements.

### **Report from Board Chair**



Chair LaRoche shared that the May meeting will need to be rescheduled due to a religious observance. She also expressed interest in scheduling a future presentation on CPD's mental health response efforts and inviting the CPD Community Engagement Director to attend an upcoming meeting.

### **Bodyworn Camera Training - Deputy Superintendent Vellucci and Mike Horgan**

Deputy Superintendent Vellucci and Mr. Horgan summarized CPD's Body Worn Camera policy, explaining when officers are required to activate cameras, including dispatched calls for service, traffic stops, investigative stops, arrests, use of force incidents, pursuits, and other civilian interactions for law enforcement purposes. They noted that activation is required even in locations where there may be a reasonable expectation of privacy and emphasized that the policy is intended to enhance transparency, accountability, and public trust.

### **Adjournment**

The Board voted unanimously to adjourn the meeting at 8:19 p.m., on a motion from Board Member Arlotto, seconded by Board Member Fallon.

### **Documents Used During the Meeting**

- Police Review & Advisory Board Meeting Minutes of December 10, 2025

**CONFIDENTIAL Cambridge Police Review & Advisory Board Tracking with Recommendations: Updated April 2026**

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2026-002								
PR-2026-001								
PR-2025-016	10/2/25	Employment Complaint			Closed	10/7/25	Administrative Dismissal out of jurisdiction of PRAB	
PR-2025-015	9/13/25					9/18/25	Administrative Dismissal due to lack of jurisdiction	
PR-2025-014	8/12				Closed	8/15/25	PSU Administrative dismissal – screened out due to mental health concerns	
PR-2025-013	8/5	Rude or Discourteous Behavior		Officer Hinds	Closed	10/23/25	Cleared	
PR-2025-012	7/23			Officer Arsenal, Badge #73 Sgt. Joseph McCarthy Harvard University Police Department (HUPD)	Closed	7/23/25	Administrative closure	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2025-011	7/22	Fabrication for MV stop; Improper or Inadequate Investigation/Reporting		Officer Levins (Badge # 701); Officer Medrano-Fuentes; Officer Nestor	Closed	12/18/25	Levins – Cleared; Medrano-Fuentes – Cleared; Nestor – Inconclusive	
PR-2025-010	7/15	Excessive Force; Improper or Inadequate Investigation/Reporting; Abuse of power/authority; Discrimination/Bias-based policing		Officer Jorge Lopez, Badge 765	Closed	12/18/25	Cleared	
PR-2025-009	7/18	Rude or Discourteous Behavior; Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based policing		Officer Christine Gilbertson (Badge 591)	Closed	12/10/25	Cleared	
PR-2025-008	4/21/2025	Inadequate fingerprint services		Student Intern	Closed	4/24/25	PSU Administrative closure. Referred to Law Department	
PR-2025-007	3/5/2025	Several matters including: Misconduct; Abuse of power/authority; Discrimination/Bias-based policing		Detective Cosenza	Open			
PR-2025-006	3/5/2025	False Report		Officer Michael Padua	Closed	2/28/25	PSU Administrative Dismissal - Officer retired. Referred to Law Department	
PR-2025-005	3/1/2025	Rude or Discourteous Behavior; Filing inaccurate departmental forms; Improper Procedure/Policy (x2)		Officer Cacciola	Closed	9/9/25	Behavior – substantiated; Inaccurate forms – substantiated; Policy violation x1 – inconclusive; Policy violation x2 – substantiated	
PR-2025-004	2/10/2025	Improper Procedure/Policy		Officer Gomes	Closed	3/24/25	Inconclusive	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2025-003	1/28/2025	Discrimination/Bias-based policing; Unlawful arrest		Officer Botto; Officer Roderick; Detective Cosenza	Open			
PR-2025-002	1/28/2025	Harassment; Unlawful detainment		Officer Rodas; Officer Neil	Closed	6/18/25	Closed Without a Finding	
PR-2025-001	1/28/2025	Improper Procedure/Policy		Sergeant Ciriello	Closed	6/18/25	Cleared	
PR-2024-007	12/19/2024	Rude or Discourteous Behavior		Officer Burke; Officer Trickett	Closed	5/6/25	Cleared	
PR-2024-006	11/19/2024	Rude or Discourteous Behavior		Patricia Kelley	Closed	11/20/24	Administrative closure <i>(subject of the complaint is not a CPD officer)</i>	
PR-2024-005	10/17/2024	Improper Procedure/Policy		Officer Ilyinskii	Closed	1/30/25	Cleared	
PR-2024-004	09/05/2024	Improper/Inadequate Investigation/Reporting		Detective Mahoney	Closed		Administrative closure <i>(subject of the complaint is not a CPD officer)</i>	
PR-2024-003	08/16/2024	Improper Stop/Citation/Arrest		Officer Rivera; Officer Kelso; Sergeant Bates	Closed	12/5/24	Cleared	
PR-2024-002	06/16/2024	Improper Search/Seizure		Officer Gilbertson; Sergeant Bates	Closed	1/30/25	Cleared	
PR-2024-001	03/04/2024	Rude or Discourteous Behavior		Sergeant Lowe	Closed	8/24/24	Cleared	
PR-2023-011	11/06/2023	Improper or Inadequate Investigation/Reporting		Officer Martignetti; Detective Ali	Closed	06/26/24	Closed without a Disciplinary Finding	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2023-010	11/01/2023	Miscellaneous <i>Complainant alleges that a CPD officer was rude to non-native English speakers when dealing with a minor traffic crash</i>		A. Bongiorno; M. LeVecque; Gallagher; R. Ciriello; M. Padua	Closed	03/21/24	Administrative closure <i>(complainant does not allege actionable misconduct by any CPD officers under the Department's policies and procedures or rules and regulations)</i>	
PR-2023-009	09/22/2023	Rude or Discourteous Behavior; Discrimination/Bias-based Policing: <i>Complainant alleges that a CPD officer was rude to non-native English speakers when dealing with a minor traffic crash</i>		Officer Smith	Closed	01/31/24	Sustained for Rude or Discourteous Behavior	
PR-2023-008	09/21/2023	Improper/Inadequate Investigation/Reporting; Rude or Discourteous Behavior: <i>Complainant alleges conspiracy of white men and the police to defraud her</i>		Officer Joseph; Detective Munro	Closed	6/11/24	Cleared	
PR-2023-007	08/10/2023	Improper or Inadequate Investigation/Reporting: <i>Complainant alleges that a CPD officer was rude, insensitive, and misogynist when dealing with her while being improperly involuntarily committed</i>		Sergeant Crowley	Closed	03/6/24	Cleared	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2023-006	7/13/2023	Improper or Inadequate Investigation/Reporting: <i>Complainant alleges that a CPD officers conducted an illegal wellness check because it was requested by another police department and the complainant states that therefore CPD did not have the legal right to do so.</i>		Officer Adorn; Officer Russell	Closed	10/25/23	Closed Without a Finding	
PR-2023-005	7/9/2023	Improper or Inadequate Investigation/Reporting: <i>Complainants allege that CPD chose not to enforce the City Noise Ordinance and that due to neurodiversity it was very difficult for the complainants</i>		Officer Bolt; Officer Borum; Officer Burke; Officer Foster; Officer Rivera; Officer Sousa	Closed	02/28/24	Closed Without a Finding	
PR-2023-004	6/16/2023	Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based Policing: <i>Complainant alleges that their right to privacy was being violated by a neighbor, therefore their actions removing cameras was not as crime and that CPD also was protecting the neighbors due to personal relationships</i>		Officer Topouzoglou	Closed	04/24/24	Cleared	
PR-2023-003	6/5/2023 & 6/22/2023	Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based Policing:		Sergeant McCarthy	Closed		PSU administrative closure due to mental health concerns	
PR-2023-002	5/4/2023	Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based Policing:		Ofc. Ward #714 Officer Marignetti	Closed	12/12/23	Cleared	
PR-2023-001	01/27/2023	Improper or Inadequate Investigation/Reporting		Officer Mui; Officer Watson	Closed	5/10/23	Cleared	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2022-002	07/07/2022	Improper or Inadequate Investigation/Reporting: <i>Complainants allege that a CPD detective made false reports, that police reports were deleted and substituted to create false records; improper investigation into the complainant's reports of two assaults; and the allegation that the criminal complaints of assault filed by the CPD detective were retaliatory in nature.</i>		Det. David Barkhouse	Closed	10/20/22	Cleared	
PR-2022-001-II	7/18/2022	Improper or Inadequate Investigation/Reporting; Rude or Discourteous Behavior; Discrimination/Bias-based Policing: <i>Complainant alleges the officers' inquiry about their mental health as feeling discriminatory in regard to disability status, and that officers threatened them by stating that the officers might call for backup ("threatened me with backup")</i>		Ofc. Julio Laracuenta; Ofc. Daniel Adorn	Closed	12/06/22	Not Founded	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2022-001	06/14/2022	Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based policing: <i>Complainant alleges CPD officers were tone-deaf and discriminatory, misgendered her, were rude and discourteous during multiple calls for services; inadequately investigated an alleged hate crime committed through vandalism, failed to arrest and charge the individuals thought to be responsible, and failed to collect relevant evidence. This investigation included 11 calls for services and multiple additional interactions with CPD detectives between October 2021 and June 2022.</i>		Ofc. Christopher Borum, Ofc. Steven Wenzel, Ofc. Brian O'Regan;	Closed	10/20/22	Cleared	
LF-2022-003 incident date "Summer 2021"	03/02/2022	Improper or Inadequate Investigation/Reporting; Discrimination/Bias-based policing: <i>Complainant alleges CPD refused to enforce the ADA, used excessive force, falsely accused her of experiencing a mental health crisis, accused her of being a hypochondriac, and discriminated against her based on disability status.</i>		No officers named	Late Filing Not Accepted	3/4/22	---	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
LF-2022-002 incident date 1/3/2021; received 2/7/2022	02/06/2022	Investigation/Reporting; Discrimination/Bias-based policing: <i>Complainant alleges that because of racial bias CPD officers accepted a false domestic violence report made against her and failed to investigate it before taking action against her.</i>		Sgt. Dennis Marshall, Ofc. Carlos Aquino, Ofc. Michael Morrissey, Ofc. Douglas Murrell, Ofc. David Lee, Ofc. Oral Bynoe, Ofc. Andrew Hepner	Late Filing Not Accepted	2/23/22	---	
LF-2022-001 incident date 8/4/2020; received 2/7/2022	02/6/2022	Improper Search; Rude and Discourteous Behavior: <i>Complainant alleges CPD officers improperly entered her apartment after a false report was made by an employee of the management company, were rude and discourteous, and was psychologically injured by those actions.</i>		Sgt. William Bates, Ofc. Steven Wenzel, Ofc. Eddie Foster, Ofc. Christine Gilbertson, Ofc. Edmund Costa	Late Filing Not Accepted	2/23/22	---	
PR-2021-003	09/07/2021	Improper or Inadequate Investigation/Reporting: <i>Complainants allege that a CPD detective inadequately investigated their harassment complaint against their neighbor and improperly summonsed both parties to a clerk magistrate hearing.</i>		Det. Gus Lopez	Closed	01/26/22	Cleared	

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PR-2021-002	03/29/2021	Excessive use of force: <i>Complainant alleges observing several CPD officers using inappropriate, unnecessary and excessive force.</i>		Lt. Thomas Ahern, Sgt. William Bates, Det. Donald Mahoney, Det. Brian O'Connor, Ofc. Steven Allen, Ofc. Beth Halloran, Ofc. Thomas Pasquarello	Closed	09/22/21	Cleared	
PR-2021-001	02/03/2021	Improper Stop/Citation/Arrest; Improper or Inadequate Investigation/Reporting: <i>Complainant alleges a CPD officer improperly stopped and arrested him. Complainant also alleges that improper police procedures were utilized and that the police report was inaccurate.</i>		Ofc. Sameer Shakha	Closed	09/22/21	Cleared	
PR-2020-009	11/25/2020	Improper or Inadequate Investigation/Reporting: <i>Complainant alleges that a CPD officer conducted an inadequate investigation into a near-crash between a car and bicycle and wrote an inaccurate police report.</i>		Ofc. James Diggins	Closed	03/11/21	Cleared	
PR-2020-008	08/19/2020	Improper Stop/Citation/Arrest; Improper Search/Seizure: <i>Complainant alleges that a CPD officer improperly stopped and arrested him, and that his personal cellphone was seized without justification.</i>		Ofc. Zachary Brown	Closed	3/31/21	Cleared	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2020-007	08/17/2020	Improper or Inadequate Investigation/Reporting; Improper Procedure/Policy: <i>Complainant alleges that CPD officers did not properly respond in person to take a police report and filed false reports. Complainant further alleges that a CPD lieutenant improperly denied her access to a police report.</i>		Ofc. Robert Merrill, Ofc. Matthew Grassi; Lt. Antonio Ayala	Closed	11/09/20	Cleared on all allegations.	
PR-2020-006	07/09/2020	Excessive Use of Force; Rude or Discourteous Behavior; Improper Stop/Seizure; Improper Policy/Procedure: <i>Complainant alleged that: a CPD officer failed to identify himself, was rude and discourteous to her, and discouraged and intimidated her from recording the incident; and that a number of CPD officers used excessive force and improper police procedures in detaining and handcuffing an individual</i>		Ofc. Andy Cazeau, Ofc. Samuel Houston, Ofc. Christopher Borum, Ofc. Stephen Lenkauskas, Ofc. Joshua Buxbaum	Closed	06/22/21	Two allegations Substantiated: Rude/Discourteous Behavior; Improper Policy/ Procedure Two allegations Cleared: Excessive Use of Force; Improper Stop/ Seizure	
PR-2020-005	07/01/2020	Harassment: <i>Complainants alleged that an Auxiliary CPD officer was harassing them, contractors working on their home, and their neighbors by intimidation, stalking, taking photographs and recording video, making threats, and impersonating a police officer.</i>		Aux. Ofc. Lisa Lima-Soares	Closed	12/09/20	Administrative closure <i>(subject of the complaint is not a CPD officer)</i>	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2020-004	06/18/2020	Improper Stop/Citation; Rude and Discourteous Behavior: <i>Complainant alleges that a CPD officer performed a traffic stop and issued a written warning even though he did not violate any traffic laws. Complainant also alleges that the officer was rude and discourteous during the stop.</i>		Ofc. Keith Albert	Closed	10/05/20	One allegation cleared: Improper Stop/Citation. One allegation Inconclusive	
PR-2020-003	03/04/2020	Improper or Inadequate Investigation/Reporting		Officer Rosa	Closed	10/15/20	Cleared	
PR-2020-002	01/28/2020	Improper Search/Seizure; Harassment: <i>Complainant alleged that CPD officers attempted to enter her home under false pretenses of conducting a wellness check on behalf of the Cambridge Public Schools in violation of protocols and as part of an ongoing effort to harass her.</i>		Ofc. Mark Smith	Closed	10/1/20	Cleared	
PR-2020-001	01/20/2020	Improper or Inadequate Investigation/Reporting		Det. Michael Taylor; Sgt. Jon Cameron; Ofc. Steven Burke	Closed	7/29/20	Substantiated against Burke, Cameron; Cleared: Taylor	
PR-2019-011	10/28/2019	Harassment		Unknown	Closed	1/27/20	Administrative closure: unable to identify, insufficient event info provided	
PR-2019-010	12/04/2019	Improper or Inadequate Investigation/Reporting; Rude and Discourteous Behavior		Ofc. Omar Corona	Closed	7/29/20	Cleared	
PR-2019-009	10/28/2019	Harassment		Unknown	Closed	1/28/20	Administrative closure: unable to identify, insufficient event info provided	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2019-008	10/30/2019	Harassment; Rude and Discourteous Behavior		Ofc. Michael Bonilla	Closed	7/29/20	Cleared	
PR-2019-007	09/19/2019	Harassment; Rude and Discourteous Behavior		Ofc. Anthony Cacciola	Closed	2/04/20	Inconclusive	
PR-2019-006	09/19/2019	Rude and Discourteous Behavior		Ofc. Anthony Cacciola	Closed	7/29/20	Inconclusive	
PR-2019-005	08/01/2019	Harassment; Rude and Discourteous Behavior		Ofc. Mark Clavette	Closed	12/04/19	Cleared	
PR-2019-004	06/12/2019	Harassment; Rude and Discourteous Behavior		Ofc. Eric Rivera	Closed	10/03/19	Substantiated	
PR-2019-003	03/05/2019 (Late filing accepted 4/29/2019)	Harassment		Comm. Branville Bard; Ofcs. William Bates, Daniel McGinty, Jared Cabral, Benny Szeto	Open*			
PR-2019-002	01/14/2019	Harassment		Sergeant Peterson; Officer Allen; Officer Chu; Officer Foster; Officer Norton; Officer Smith	Closed	9/25/19	Cleared	
PR-2019-001	01/04/2019	Improper or Inadequate Investigation/Reporting		Ofc. Ryan Callinan	Closed	9/25/19	Cleared on all allegations.	
PR-2018-010	11/19/2018	Miscellaneous		Comm. Branville Bard	No Jurisdiction	1/31/19	Administrative closure: <i>Complaint was not regarding CPD activity</i>	
PR-2018-009	7/23/2018	Rude and Discourteous Behavior		Harvard University Police Officer	Closed	9/27/18	Administrative closure: Not a CPD officer: Harvard University PD working on a detail	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2018-008	7/13/2018	Rude and Discourteous Behavior		Ofc. Hudson	Closed	2/27/19	Administrative closure: Alternative Resolution	
PR-2018-007	7/13/2018	Harassment		Ofc. John Poirier	Closed	3/27/19	Administrative closure: Alternative Resolution	
PR-2018-006	7/9/2018	Harassment; Improper or Inadequate Investigation/Reporting			Closed	2/27/19	Administrative closure: Alternative Resolution	
PR-2018-005	5/18/2018	Improper or Inadequate Investigation/Reporting		Det. Branley; Lt. Det. Brown; Ofc. Corona	Closed	9/26/18	Cleared	
PR-2018-004	5/16/2018	Rude and Discourteous Behavior		Badge #392	Closed	2/27/19	Administrative closure: Alternative Resolution	
PR-2018-003	5/3/2018	Improper Procedure/Policy		Ofc. Buxbaum	Closed	12/6/18	Administrative closure: <i>Submitted more than 60 days after the incident. No request for late filing from the complainant; administratively closed after 180 days</i>	
PR-2018-002	3/28/2018	Rude and Discourteous Behavior; Improper or Inadequate Investigation/Reporting, Harassment		Detective Schwartz	Closed	9/26/18	Cleared	
PR-2018-001	2/5/2018	Rude and Discourteous Behavior		Ofc. Andrew Topouzoglou; Ofc. Catherine McCarthy	Closed	6/27/18	Administrative closure: Alternative Resolution	
PR-2017-003	6/9/2017	Improper Search/Seizure; Harassment; Excessive Use of Force		Ofc. John Poirier; Ofc. Paul Callinan; Ofc. Moy	Closed	9/27/17	Cleared	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2017-002	2/10/2017 <i>(Late filing accepted 2/22/2017)</i>	Improper or Inadequate Investigation/Reporting		Det. Miceli	Closed	12/6/17	Partially cleared, 1 allegation sustained	
PR-2017-001	1/4/2017	Rude and Discourteous Behavior; Improper or Inadequate Investigation/Reporting; Harassment		Ofc. Murrell, Ofc. Aquino	Closed	4/10/17	Administrative closure: Alternative Resolution, Cleared	
PR-2016-005	7/14/16	Improper or Inadequate Investigation/Reporting		Det. Michael Taylor	Closed	4/10/17	Cleared	
PR-2016-004	5/19/2016	Rude and Discourteous Behavior; Improper or Inadequate Investigation/Reporting		Officer Vellucci; Officer K. Medeiros	Closed	2/2/17	Cleared	
PR-2016-003	3/3/2016	Rude and Discourteous Behavior; Improper or Inadequate Investigation/Reporting		Officer Buxbaum; Officer Cokely	Closed	6/29/16	Cleared	
PR-2016-002	2/11/2016	Improper Search/Seizure		Officer Vicente; Officer Ciriello	Closed	10/26/16	Cleared	
PR-2016-001	1/5/2016	Improper or Inadequate Investigation/Reporting		Ofc. Timothy Caulfield; Officer Lowe; Sgt. Fred Cabral; Det. Mahoney	Closed	9/21/16	Partially cleared, 1 allegation substantiated	
PR-2015-002	9/30/2015	Improper Search/Seizure		Lt. Timmins; Officer Lange; Officer D. Porter; Officer Neil; Officer Mochi; Officer W. Porter	Closed	2/24/16	Administrative closure: Alternative Resolution	
PR-2015-001	2/13/2015	Rude or Discourteous Behavior; Improper Citation			Withdrawn	3/19/15	Withdrawn	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2014-008	12/10/2014 <i>(Late filing accepted 2/11/2015)</i>	Excessive Use of Force		Officer Murphy; Officer Cromwell	Closed	2/2/16	Cleared	
PR-2014-007	12/12/2014	Rude or Discourteous Behavior; Improper or Inadequate Investigation/Reporting		Officer Mochi; The Cambridge Police Department	Closed	2/2/16	Cleared	
PR-2014-006	12/2/2014	Excessive Use of Force; Rude or Discourteous Behavior		The Cambridge Police Department	Closed	9/30/15	Cleared	
PR-2014-005	10/24/2014	Rude or Discourteous Behavior		Officer Szeto	Closed	3/25/15	Inconclusive	
PR-2014-004	5/21/2014	Improper or Inadequate Investigation/Reporting		Officer Valentin; Sergeant Lopes	Closed	10/31/14	Cleared	
PR-2014-003	5/15/2014	Rude or Discourteous Behavior		Officer Pilgrim	Closed	12/3/14	Inconclusive	
PR-2014-002	7/3/2014	Improper Procedure/Policy		The Cambridge Police Department	Not Filed	2/11/15	<i>Late filing not accepted</i>	
PR-2014-001	4/17/2014	Rude or Discourteous Behavior; Excessive Force		Officer Leary; Officer Jean-Baptiste	Closed	12/3/14	Cleared	
PR-2013-008	12/20/2013	Rude or Discourteous Behavior		Ofc. John Bernard	Closed	5/28/14	Cleared	
PR-2013-007	10/31/2013	Improper or Inadequate Investigation/Reporting		Ofc. Stanley Gedaminsky; Ofc. Thomas Grainger	Closed	4/30/14	Cleared	
PR-2013-006	10/31/2013	Improper or Inadequate Investigation/Reporting		Ofc. Stanley Gedaminsky; Ofc. Thomas Grainger	Closed	4/30/14	Cleared	
PR-2013-005	10/23/2013	Improper or Inadequate Investigation/Reporting		Det. Steven Magalhaes	Closed	10/31/14	Cleared	

Complaint #	Date Filed	Type of Complaint & Description	Complainant	Officer(s)	Status	Date Closed	Outcome	Notes/Recommendations from the Board
PR-2013-004	7/12/2013	Rude or Discourteous Behavior			No Jurisdiction	10/1/13	Administrative closure: <i>Complained of individual is not a Cambridge police officer</i>	
PR-2013-003	5/21/2013	Improper Stop/Citation/Arrest			Withdrawn	5/22/13	Withdrawn	
PR-2013-002	2/25/2013	Rude or Discourteous Behavior		Officer Chu	Withdrawn	3/11/13	Withdrawn	
PR-2013-001	2/19/2013	Rude or Discourteous Behavior		Officer McDavitt; Officer McNeil; Officer Pina	Closed	5/29/13	Cleared	

## **Explanation of Outcomes (Dispositions)**

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### **Complaint Categories**

- Discrimination/Bias-Based Policing
- Excessive Use of Force
- Harassment
- Improper/Inadequate Investigation/Reporting
- Improper Procedure/Policy
- Improper Search/Seizure
- Improper Stop/Citation/Arrest
- Rude or Discourteous Behavior

### **Case Outcomes/Dispositions:**

- Substantiated
  - Inconclusive
  - Cleared
  - Closed without a Finding
  
  - Not Founded
  - Withdrawn
  - Mediation
  - Policy Recommendation
- 

## **Explanation of Outcomes (Dispositions)**

### **Dispositions of Investigations:**

**Substantiated:** The allegation is supported by sufficient evidence.

- There is sufficient credible evidence to believe that the subject officer committed the allegations of improper conduct made in the complaint are supported by the investigation without legal justification.
- Acts of misconduct not alleged in the complaint were discovered and supported by a preponderance of the evidence.

**Inconclusive:** The investigation could not clearly and factually show that the complained of act occurred or did not occur.

- There insufficient evidence to prove or disprove the allegation.

**Cleared:** The allegations were baseless and without foundation or unjustified or unwarranted as the actions of the accused department employee were in compliance with law or in accordance with Department policy and procedure.

- The alleged act occurred, but was justified, legal, and/or proper; the subject officer was found to have committed the act alleged, but the officer's actions were determined to be lawful.

**Closed without a (Disciplinary) Finding:** The actions of the accused department employee were in compliance with Department policy and procedure.

**Not Founded:** "Not founded" is not a definition used by CPD but is used by the Board when the PSU does not make a finding because the complained-of activity was not deemed to be based on the officer's actions but those of a third party.

## **Dispositions in Lieu of An Investigation**

**Mediation:** The complaint was successfully mediated with the complainant and the subject officer(s) by the Executive Director. Complaints are submitted for investigations after unsuccessful mediations.

**Withdrawn:** Complaints are withdrawn when the complainant informs the Board staff that they no longer wish to go forward with a formal investigation and asks to withdraw the complaint.

- No case is closed for this reason until the person communicates to the Board staff that they are voluntarily withdrawing the complaint.

**Policy Recommendations:** The alleged act occurred and the subject officer's actions were consistent with Department policy/procedure, but policy and procedure corrections are called for to address the nature of the complaint and/or the undesired outcome of the subject officer's actions.

- Even if the Board finds that there was no violation of policy or procedures, it may make recommendations to the City Manager and the Police Commissioner about changes that can be made to avoid similar situations in the future.