



YI-AN HUANG
City Manager

City of Cambridge

Executive Department

CMA 2026-216
IN CITY COUNCIL
August 3, 2026

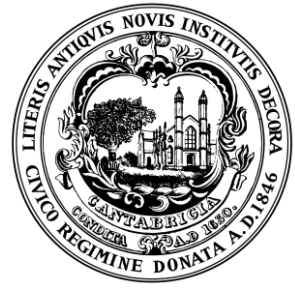
To the Honorable, the City Council:

Please see attached a memo and addendum transmitted from Carolina Almonte, Executive Director, Police Review & Advisory Board (PRAB), conveying a PRAB Quarterly Report for the second 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: August 3, 2026

Re: Police Review & Advisory Board Quarterly Report
- Second Quarter of 2026

Pursuant to Cambridge Municipal Code Chapter 2.74.040(E), I am submitting this report for review, which covers the second quarter of 2026.

Enclosed are:

- Attachment A: The complete set of Board minutes from February 2026, March 2026, and May 2026¹.

Since April 2026, the Board has held two public meetings, considered one complaint in one Executive Session, and participated in two trainings. During this time, one complaint was filed with the Board.

NEW CASE:

Complaint #	Date Filed	Type of Complaint	Status	Date Closed	Outcome
PR-2026-003	6/28/26	Improper or Inadequate Investigation/Reporting	Open	n/a	Pending

¹ The minutes from the February and March meetings were voted on during the May PRAB meeting and thus included with this quarterly report.



The complaint considered in Executive Session is summarized as follows:

Complaint #	Type of Complaint	Status	Date Closed	Outcome
PRAB 2025-011	Fabrication for MV stop; Improper or Inadequate Investigation/Reporting	Closed	12/18/25	Levins – Cleared; Medrano-Fuentes – Cleared; Nestor – Inconclusive

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:

April 29, 2026, Public Meeting – CANCELLED

- Cancelled due to a conflict with the City’s Civic Celebration event, which was scheduled during the PRAB meeting time.

May 12, 2026, Public Meeting

At its May meeting, the Board:

- Reviewed and approved the minutes from the February and March meetings.
- Heard a presentation from CPD’s Community Engagement Team regarding community engagement, strategic partnerships, youth work, body-worn camera education, and relationship-building with Cambridge residents.
- Discussed PRAB’s role as a resource for community members who raise concerns or complaints about police conduct.
- Received updates from the Executive Director regarding PRAB reporting, the prior quarterly report’s referral to the Public Safety Committee, the meeting with Boston’s Office



of Police Accountability and Transparency, the new Program Manager, and the summer meeting break.

- Received updates from CPD regarding leadership changes, the Memorial Drive shooting, and the Police Academy.
- Chair Gina LaRoche was recognized for her five impressive years of service on the Board. She will not be renewing her term come May.
- Entered Executive Session to deliberate complaint PR-2025-004.

June 24, 2026 Public Meeting

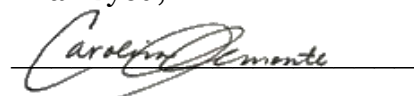
At its June meeting, the Board:

- Reviewed and approved the minutes from the May 12, 2026, meeting.
- Heard a presentation from Dr. James Barrett on the Cambridge Police Department's Family and Social Justice Section, including its overall work, approach to mental health-related cases, and co-response model. Dr. Barrett discussed the City's dual-response model for behavioral health needs, including the distinct but coordinated roles of the Cambridge Police Department and the Community Safety Department. He shared information about the Family and Social Justice Section's specialized units, including the Family Justice Group, Social Justice Unit, and Clinical Support Unit.
- Learned that the Clinical Support Unit supports residents referred by police officers or the criminal legal system, including through outreach, case management, service connection, court diversion, and co-response.
- Discussed the role of the co-responder clinician in providing on-scene stabilization, facilitating voluntary transport for evaluation when appropriate, taking reports of crime when indicated, and documenting encounters for follow-up.
- Heard about ongoing coordination between the Clinical Support Unit and the Community Safety Department, including weekly coordination meetings, cross-referrals, and continuity of care across response and follow-up.
- Received the Executive Director's report, including a welcome to Ester Farah, the new Program Manager, who will support with work of the Human Rights Commission, the Commission on Immigrant Rights and Citizenship, as well as the work of PRAB.
- Held a Chair Election for 2027. The Board voted to appoint Member Caleb Demers as chair for FY27.



This report reflects the Board's activities during the second quarter of 2026. The Board will resume its regular public meeting schedule in September and continue its review of pending and newly filed complaints.

Thank you,

A handwritten signature in cursive script, reading "Carolina Almonte", is written over a horizontal line.

Carolina Almonte

Attachment A



Minutes from the Meeting of February 26, 2026

Board Members Present: Chair Gina LaRoche, 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, Project/Compliance Manager Kia Benjamin, and Case Manager Amanda Nett.

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

Public Comment

Shawn Boehmer was present as a member of the public. No comment made.

Review and Approval of Minutes

On a motion from Board Member Demers, seconded by Chair LaRoche, the minutes from January 28, 2026, were approved unanimously.

Report from Executive Director

ED Almonte shared that she has completed a draft of the Quarterly Report, which will be shared at the March meeting. It will cover the work of the Board from October 2025 – March 2026. In partnership with PSU, she also finalized and organized the case docket for presentation to the Council. ED Almonte also announced that we will soon be hiring a Program Manager and asked members to help share the posting once it goes live. Lastly, ED Almonte reminded members that next month, the Commissioner will attend the meeting to present the Cambridge Police Department budget.

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

Director Mulcahy introduced Project/Compliance Manager Kia Benjamin, who is in charge of the department's accreditation efforts, and Case Manager Amanda Nett to the Board. Director Mulcahy also provided an update on the police academy.

Report from Board Chair

Chair LaRoche shared that the May meeting has been rescheduled to May 12, 2026. A meeting hold will be shared.

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 complaints PR-2025-010 and PR-2025-013 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 6:50 p.m.

Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 8:31 p.m., on a motion from Board Member Fallon, seconded by Chair LaRoche.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of January 28, 2026



Minutes from the Meeting of March 25, 2026

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

City Staff present: Executive Secretary Carolina Almonte, Budget Analyst Daniel Liss

Cambridge Police Department (CPD) Staff Present: Director of Professional Standards & Training James Mulcahy, Sergeant Robert Ciriello, Sergeant David Barkhouse, Commissioner Christine Elow, and Director of Planning, Budget and Personnel Angela Alfred

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

Public Comment

No members of the public spoke.

Review and Approval of Minutes

On a motion from Board Member Demers, seconded by Chair LaRoche, the minutes from February 25, 2026, were approved unanimously.

CPD Budget Presentation

CPD staff presented the proposed FY27 Police budget, which totals approximately \$57.4 million, representing a 2.7 percent increase from the FY26 budget. The presentation highlighted that the majority of the budget, approximately 91 percent, is allocated to salaries and wages, with overall growth largely driven by contractual and non-union salary increases. Patrol Operations remains the largest division, accounting for roughly half of the Department's budget.

The presentation also outlined key investments in public safety technology, data transparency, and ongoing programs such as the Body Worn Camera program and community-based initiatives. CPD noted cost-saving measures, including reductions in overtime and adjustments to the cadet program, as well as the Department's continued focus on community-oriented policing, diversion programs, and embedded clinical support services.

Report from Executive Director

Executive Director Almonte provided a draft of the Board's Quarterly Report, which covered Board activity from October 2025 through March 2026. The report is intended to establish a baseline for complaint activity and training under the current administrative structure and will be shared with the City Council next week. Executive Director Almonte also noted that she hopes to make updates to the PRAB website, including the addition of a plain language overview of the



Cambridge police complaint process to improve public understanding of the roles of the Professional Standards Unit and the Board.

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

Director Mulcahy did not provide any updates at this meeting.

Report from Board Chair

Chair LaRoche announced that May will be her last meeting with the Board and reminded Board Members of the rescheduled May Board meeting, which will be on May 12, 2026.

Adjournment

The Board voted unanimously to adjourn the meeting at 8:00 p.m., on a motion from Board Member Fallon, seconded by Chair LaRoche.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of February 25, 2026



Minutes from the Meeting of May 12, 2026

Board Members Present: Chair Gina LaRoche, 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, and Case Manager Amanda Nett.

Chair LaRoche called the meeting to order at 6:06 p.m.

Public Comment

- No members of the public were present.

Review and Approval of Minutes

- On a motion from Board Member Demers, seconded by Board Member Wilkinson, the minutes from March 25, 2026, were approved unanimously.

Presentation by CPD Community Engagement Team

- The Board welcomed Kessen Green and Michele Scott from the Cambridge Police Department for a conversation about community engagement, strategic partnerships, youth work, and relationship building between CPD and the Cambridge community.
- Michele Scott opened the conversation by sharing that she serves as the Community Engagement Strategic Partnership Director. She has been with CPD for two years and has worked for the City of Cambridge for 25 years. She explained that much of her work involves interfacing directly with the community and attending community events. She also shared that she helps provide community education on body worn cameras, supports connections between faith communities and CPD, engages with school resource officers, and works closely with young adults.
- Kessen Green, who is the Director of Outreach and Community Programs for CPD, then introduced himself and shared that he has been in his role for the past nine years. He explained that he began his career working with young people as a youth and teen worker at the Boys and Girls Club, where he trained and mentored youth. He shared that when he first stepped into his current role, he experienced judgment from parts of the community and had to learn how to build trust both with community members and with officers.
- Director Green explained that he began his work through community walks and has remained passionate about working with young people, addressing violence, and strengthening relationships. He shared that a major focus of his work has been breaking



down walls and barriers, building trust, and creating meaningful connections. He also emphasized the importance of mentorship and spoke about his commitment to working directly with the community.

- Board Member Demers asked about the major challenges facing the community engagement work this year. Director Green shared that budget, funding, and access to programs continue to be challenges, particularly as there have been budget cuts across the City.
- Chair LaRoche asked whether PRAB is discussed during community engagement efforts. Director Green shared that PRAB is sometimes provided as an option when community members raise concerns or complaints. He explained that when someone has a complaint, they may be informed that PRAB is one mechanism available to help address or resolve their complaint.
- When asked what advice they would offer to the Board, Director Green emphasized the importance of footwork and being present in the community. He encouraged the Board to decide where it wants to be visible, get out into the community, be “boots on the ground,” engage face to face, and look for meaningful ways to connect with residents.

Report from Executive Director

- ED Almonte shared appreciation for Gina’s five years of service on the Board and thanked her for her leadership over the last several months as Board Chair.
- ED Almonte also provided an update on PRAB reporting. She shared that she is currently working on the next quarterly report, which is expected to be ready by June. She also noted that the previous quarterly report has been referred to the Public Safety Committee and is expected to be discussed in the fall.
- ED Almonte shared that she recently met with Boston’s Office of Police Accountability and Transparency. She noted that she will provide the Board with meeting notes from that conversation, which focused on collaboration, partnership, and community engagement efforts.
- ED Almonte also shared that a new program manager will be joining us in June! She also reminded Board members that PRAB will take its regular summer break in July and August and will resume meetings in September.

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

- Director Mulcahy provided a brief update from CPD. He shared that there has been a recent change in leadership and that Pauline Carter-Wells is now serving as Interim Commissioner. The Board discussed the possibility of inviting Interim Commissioner Carter-Wells to attend a future PRAB meeting.



- Director Mulcahy also provided a brief update regarding the recent shooting on Memorial Drive.
- Finally, Director Mulcahy shared an update on the Police Academy. He noted that the Academy is progressing well and that recruits are finishing firearms training and applied procedures training this week. He explained that applied procedures training allows recruits to move from classroom learning into practical application. Director Mulcahy also shared that the Academy graduation is scheduled for next month.

Report from Board Chair

- Chair LaRoche reminded Board members about Sergeant Barkhouses' request regarding the body worn camera policy. He is seeking their input and encouraged members to respond.
- Chair LaRoche also invited Board Member Demers to share about the recent civic engagement event, which was held to recognize and celebrate individuals who serve on City boards and commissions. Board Member Demers shared that the event included thoughtful remarks and that he had the opportunity to meet Interim Commissioner Wells.
- Gina thanked the Board, staff, and CPD representatives for their support and partnership. She shared that she has enjoyed serving on the Board and reflected on the importance of racial diversity when filling her upcoming vacancy. She also thanked the Professional Standards Unit and shared that it had been a pleasure working with them.
- Members of the Professional Standards Unit thanked Gina for her five years of service and shared their appreciation for her leadership, insight, and contributions to the Board's work. They noted that they have learned a great deal from her during her time on the Board.

Consideration of Complaint before the Board

- Board Member Wilkinson moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2025-011 pending before the Board. The motion was seconded by Board Member Demers and approved by a unanimous roll call vote. The Board entered executive session at 7:05 p.m.

Adjournment

- The Board voted unanimously to adjourn the meeting at 8:29 p.m., on a motion from Board Member Wilkinson, seconded by Chair LaRoche.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of March 25, 2026