



City of Cambridge

Executive Department

YI-AN HUANG
City Manager

CMA 2026-289
IN CITY COUNCIL
October 19, 2026

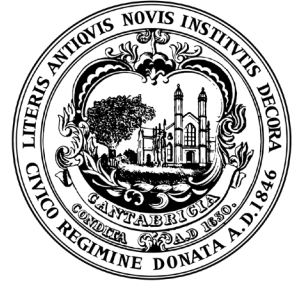
To the Honorable, the City Council:

Please see attached a Police Review and Advisory Board Quarterly Report for the third 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: October 19, 2026

Re: Police Review & Advisory Board Quarterly Report

- Third Quarter of 2026

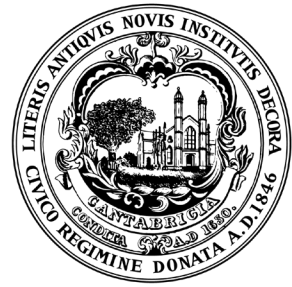
Pursuant to Cambridge Municipal Code Chapter 2.74.040(E), I am submitting the Police Review & Advisory Board's report for the third quarter of 2026, covering July 1 through September 30.

The Board did not meet in July or August during its summer recess. It held one public meeting on September 30 and reviewed two complaints in executive session through one combined investigation. At that meeting, the Board approved the minutes from June 24, 2026, included as Attachment A. The September 30 minutes will be presented for approval in October and are not included with this report.

New Complaints

Two new complaints were filed during the quarter. Both remained open as of September 30, 2026.

Complaint #	Date Filed	Type of Complaint	Status	Date Closed	Outcome
PR-2026-005	7-22-26	Use of discourteous or demeaning language	Open	n/a	Pending
PR-2026-004	7/21/26	Improper police procedures	Open	n/a	Pending



Complaints Reviewed in Executive Session

The Board reviewed the following complaints in executive session on September 30, 2026. The complaints concerned the same underlying incident and were addressed through one combined investigation and disposition.¹ Both PSU and the Board cleared the officers identified below:

Complaint #	Type of Complaint	Status	Date Closed	Outcome
PRAB 2025-003 PRAB 2025-007	Unlawful arrest; misconduct, bias, and improper involvement in a civil dispute	Closed	9/30/26	Botto – Cleared; Roderick – Cleared; Cosenza – Cleared

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

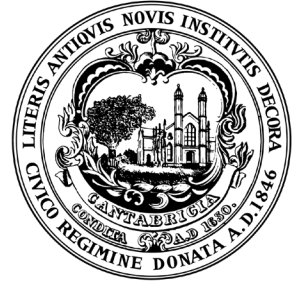
The Board’s work included the following:

September 30, 2026 Board Meeting

At its September 30 meeting, the Board:

- Approved the minutes from June 24, 2026.
- Welcomed its newest member, David Canavan, and its new Chair, Caleb Demers.

¹ PRAB 2025-003 and PRAB 2025-007 arose from two complaints filed by the same complainant several months apart concerning the same underlying incident. The second complaint was incorporated into the Professional Standards Unit investigation already in progress, resulting in one combined investigation and disposition. Although “PRAB-2025-003” appears in the filenames for POST purposes, all materials relate to both complaints. The incident also predates the Department’s use of body-worn cameras; therefore, no body-worn camera footage exists.



- Discussed priorities for fiscal year 2027, including community engagement, public visibility, reporting practices, and a possible visit to the Cambridge Police Academy.
- Discussed holding at least one in person Board gathering each year, as its regular meetings are virtual.
- Discussed whether the ordinance should be clarified or amended to better align with current practices.
- Received reports from the Executive Secretary, the Director of the Cambridge Police Department's Professional Standards, Training, and Certification Unit, and the Board Chair.
- Entered executive session to review PRAB 2025-003 and PRAB 2025-007.

Director Mulcahy reported on the Department's accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA), including its first assessment since receiving initial accreditation. He also discussed officer recruitment, civil service hiring and residency preferences, and the challenges posed by Cambridge's cost of living.

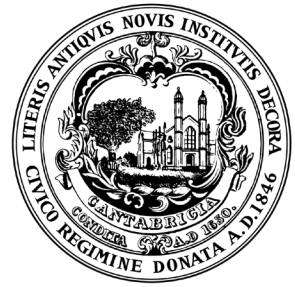
Director Mulcahy reported that the police academy is expected to run from January through June, with approximately 10 to 12 officers expected to join. He also discussed recruitment for the cadet program, which serves individuals ages 18 through 23, and its success in helping cadets transition into police officer roles. The Department currently has one full time cadet and is considering adding four more.

Chair Demers asked members to bring community engagement ideas to the next meeting.

Executive Secretary Updates

The Executive Secretary provided updates on the following:

- **Public Safety Committee hearing:** The hearing concerning PRAB is scheduled for Tuesday, November 10, 2026, from noon to 2:00 p.m. The formal call covers the Board's work from fall 2025 through the first quarter of 2026. Preparation and coordination with participating City staff are underway.
- **Regional oversight forum:** Boston's Office of Police Accountability and Transparency invited the Board to the first Northeast Civilian Oversight of Law Enforcement Forum on



Wednesday, October 28, 2026, from 10:00 a.m. to 1:00 p.m., at 2201 Washington Street in Roxbury. Remote participation will also be available. The forum will address best practices, common challenges, and opportunities for regional collaboration.

- **Ordinance review:** PRAB is included in the first phase of the City's review of board and commission ordinances. The review will examine its mission, authority, membership, operations, staffing, accessibility, and reporting requirements. Recommended amendments will be submitted to the City Manager for consideration before proceeding through the City Council's ordinance amendment process.
- **Meeting schedule and training:** Planning began for a combined November and December meeting. PRAB will not participate in this year's National Association for Civilian Oversight of Law Enforcement (NACOLE) conference but hopes to participate next year.

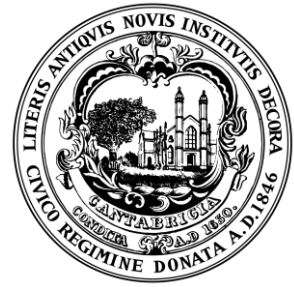
Board Membership

David Canavan was appointed to the Board in September for a five year term. He is the Managing Director of Canavan Associates, a Cambridge consulting firm, and previously served as Chair of the Northampton Human Rights Commission. He brings more than 25 years of experience working with law enforcement, first responders, and government agencies on public safety, disaster response, homelessness, and behavioral health.

This report reflects the Board's activities during the third quarter of 2026. PSU has informed the Board that it expects to present additional cases at upcoming meetings.

Thank you,

Carolina Almonte



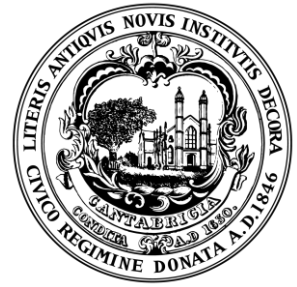
Minutes from the Meeting of June 24, 2026

Board Members Present: Alexandra Fallon, Maria Arlotto, Belicia Wilkinson, Caleb Demers.

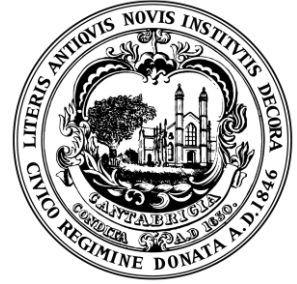
City Staff present: Executive Secretary Carolina Almonte, Program Manager Ester Farah.

Cambridge Police Department (CPD) Staff Present: David Barkhouse, Jim Mulcahy, Dr. James Barrett, Robert Ciriello, Amanda Nett.

- **Call to Order**
 - ED Almonte called the meeting to order at 6:03pm.
- **Public Comment**
 - No public comment.
- **Review and Approval of Minutes from May 12, 2026**
 - Board reviewed minutes from May 12, 2026. Motioned to approve from Board Member Wilkinson, Board Member Demers seconded. All voted in favor.
- **Presentation by Dr. James Barrett on the Family and Social Justice Section, including its overall work and approach to mental health-related cases, including co-response.**
 - Dr. Barrett explained that Cambridge uses a dual-response model for behavioral health needs through the Police Department and Community Safety Department, with each team handling different types of situations. The model is designed to reduce unnecessary law enforcement involvement; avoidable emergency room use and connect residents to supportive services. In 2025, the Clinical Support Unit co-responded to 234 calls and managed 1,340 cases, while the CARE Team responded to 1,015 calls and supported 257 community members with follow-up care. The Police Department's Family and Social Justice Section includes specialized units focused on family justice, youth and family services, clinical support, and social justice outreach. The two teams coordinate closely through weekly meetings, cross-referrals, and shared case ownership to ensure residents receive the most appropriate support.
 - Board Member Demers asked how the department handles repeat callers, especially when not responding could reinforce feelings from parties that "everyone is out to get you" or that no one cares.
 - Dr. Barrett emphasized that the team is trained to work with people living with behavioral health disorders and are specifically chosen for this kind of response. The approach is to show patience, stay responsive, and handle repeated calls in a



- way that supports the person rather than escalating the situation. Dr. Barrett emphasized that the goal is to meet people where they are and use a team prepared to manage these calls with care and consistency.
- Director Mulcahy emphasized that some people consistently call when they are in crisis or living with a disorder, and that the team responds every time. He noted that no report is ignored.
 - Board Member Fallon stated that CPD's work has been a decades-long process that continues to evolve. She asked what Dr. Barrett sees as the future direction of this work.
 - Dr. Barrett stated he would like to have two co-response units that can cover at least 16 hours Monday through Friday. For Community Safety, the hope is to increase capacity during nights, weekends, and weekdays by increasing staffing.
 - Board Member Fallon asked whether CPD could incorporate video footage from trainings to show how officers are expected to proceed.
 - Director Mulcahy said it could be helpful to incorporate video into trainings to show the difference between a bad way to proceed and a good way to proceed.
 - Board Member Fallon expressed her gratitude for the presentation as well as the coordination between the department.
 - **Report from Executive Secretary Almonte**
 - Welcome Ester Farah, New Program Manager!
 - Board members and CPD staff introduced themselves.
 - ED Almonte stated she will send the second quarter Quarterly Report to board members in the coming weeks.
 - ED Almonte asked whether Board Members wanted to be a part of the vacancy search for a new Board Member, and Board Member Arlotto said she would like to help.
 - ED Almonte said the City of Somerville reached out requesting a letter of support for body-worn camera implementation. She drafted a letter for review before sending it to Jon Hillman, the Public Safety for All Project Manager at the City of Somerville.
 - **Report from CPD Professional Standards, Training, and Certification Unit Director Mulcahy**
 - Director Mulcahy reported a successful academy graduation and noted that the unit is currently looking to fill 12 to 14 vacancies.
 - Board Member Fallon said she did a ride-along and found it very helpful to see the work firsthand.



- **Chair Election**

- ED Almonte asked if anyone would like to self-nominate or nominate a Board Member to serve as our New Chair, beginning in September.
- Board Member Wilkinson motioned to nominate Board Member Demers. Board Member Fallon seconded. All voted in favor.
- Board Member Demers asked about outreach outside of Board meetings. ED Almonte stated tabling and similar outreach are fine. However, new initiatives would need Board review and approval and would have to wait until meetings resume in September.

- **Adjournment**

- Board Member Arlotto moved to adjourn the meeting at 7:02pm. Board Member Fallon seconded. All voted in favor.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of May 12, 2026
- PowerPoint Presentation by Dr. James Barrett