



POLICE REVIEW & ADVISORY BOARD

A Department of the City of Cambridge, Massachusetts

Minutes from the Meeting of March 27, 2024

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

City Staff present: Executive Director Brian Corr; CPD Commissioner Christine Elow; CPD Director of Planning, Budget and Personnel Manisha Tibrewal; CPD Director of Professional Standards, Training and Certification James Mulcahy; CPD Sergeant James Diggins; Cambridge Budget Office Principal Budget Analyst Daniel Liss

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

Public Comment

There were no comments from members of the public.

Review and Approval of Minutes

On a motion by Board Member Koscher, seconded by Acting Chair LaRoche, the Board approved the minutes of February 28, 2024 by roll call vote, with Board Member Arlotto and Acting Chair LaRoche voting in favor and Board Member Koscher abstaining.

Executive Director's Report

- Exec. Dir. Corr reported that the 2024 NACOLE annual training conference will be held in Tucson, AZ from October 13 to 17, and encouraged Board members to consider attending, especially those who had not attended in the past.
- He provided an update on the online complaint form being developed by the City's IT staff and asked Board members to provide any additional feedback by April 3. Board members indicated that they hoped the online complaint form would be "live" by the Board's next meeting and wondered whether there would be tracking of how people found the form.

CPD Professional Standards, Training and Certification Unit Report

- Dir. Mulcahy provided an update about the current session of the CPD/Northeastern University Police Academy. He reported that all cadets have demonstrated good study habits and have passed their exams, noting that generally indicates they will graduate.
- He reported that the CPD Training and Certification Unit is finishing the first phase of the annual in-service training for all officers, and next month the entire department will have completed two additional Mass. Municipal Police Training Committee (MPTC) trainings and completed all mandatory MPTC training requirements.
- He noted that Board members would be able to go through scenario-based training using CPD's Ti Training Simulation machine, which involves an interactive three-screen system. In response to questions about the scenario-based training in the ICAT model for use of force, Dir. Mulcahy indicated that could take place in May, once the department has finished in-service training.
- Comm. Elow noted that CPD has produced a video for the public that discusses the wider

deployment of the less-lethal 40mm sponge round and its launcher, and that the CPD is conducting training on its use, which involves three officers per launcher.

Report from Board Chair Fallon

- Chair Fallon thanked Board member LaRoche for chairing the February meeting in her absence.
- She reported that the training for the Board conducted by Dr. James Barrett and Superintendent Fred Cabral about the Clinical Support Unit (CSU) was excellent and provided great information on the range of work that the Unit does. She noted that it was especially good to hear about the work with juveniles to provide support and therefore reduce the number of juveniles being arrested.
- She stated that the Police Executive Research Forum (PERF) had released its after-action report about the fatal police shooting of Arif Sayed Faisal on January 4, 2023, and that the Public Safety Committee of the City Council will hold a hearing on April 2 at 3:00 p.m. The report will be shared with Board members and discussed at a future meeting, and it has a number of recommendations for small things that CPD can do to improve or clarify its policies.

Review of the Fiscal Year 2025 CPD Budget under Chapter 2.74.040 B. of the Cambridge Code of Ordinances

- Chair Fallon introduced this item by explaining that this is the second year that the Board was reviewing the CPD budget, based on the language in City ordinance that states “The Board and the City Council shall review the Department budget before it is submitted to the City Manager.” The Finance Committee of the City Council held a hearing on March 26 to discuss the CPD Fiscal Year 2025 Budget. She welcomed CPD Commissioner Christine Elow, CPD Director of Planning, Budget and Personnel Manisha Tibrewal have joined the meeting to present the budget to the Board.
- Comm. Elow shared that she was glad to join the meeting to discuss the CPD budget with the Board and noted that she was glad to hear that the Board had the opportunity to attend the training with Dr. Barrett and Supt. Cabral to learn more in depth about the work of the CPD’s CSU.
- Comm. Elow then introduced Dir. Tibrewal and Daniel Liss, Principal Budget Analyst for the Cambridge Budget Office, to give a presentation on the budget that had been prepared for the Finance Committee.
- Comm. Elow and Dir. Tibrewal guided the Board through the presentation, taking questions as they arose.
 - Comm. Elow noted that one of the key initiatives – implementing body-worn cameras (BWCs) for officers – was still in progress, with a draft policy developed, potential vendors narrowed down to two options, and bargaining with the CPD unions continuing after a year due to the obligation for the department to bargain in good faith. She explained that once all those steps are complete, there will be robust community engagement so that the public is aware of the BWCs and to provide understanding of their deployment and use.
 - In response to a question about the cost of the BWC deployment, Dir. Tibrewal stated that over the first year the cost will be approximately \$800,000 for implementation and deployment, and in subsequent years the cost would be around \$500,000 for the ongoing contract with the vendor.
 - In response to a question about what happened to the feedback and suggested edits to the draft policy on BWCs from individual Board members that had been provided to CPD, Comm. Elow explained that she had wanted to involve the Board in the process as early as possible, but it became clear that the requirement to bargain in good faith potentially precluded the Board’s involvement before the negotiations were complete. She reported that Dir. Mulcahy and the Training and Certification Unit continue to work towards accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc.

(CALEA), having rewritten all CPD policies, negotiating the changes with the CPD unions. She also noted that the Center for Policing Equity (CPE) is working with CPD on its data dashboard to include demographic data.

- In response to a question about the meaning of the term “free cash,” Mr. Liss explained that it is the terminology used in Massachusetts State Law for unexpended fund balances which had been appropriated, rather than “extra cash” available for other purposes.
- In response to a question about how many budgets CPD has, Dir. Tibrewal explained that there is just one budget, and unlike some departments, CPD does not have a capital budget, while noting that there are grant funds that make up part of the budget.
- In response to a question about the type of feedback the Board is expected to provide on the CPD budget, Comm. Elow explained that this is still a new process and that everyone involved is exploring how to make this process useful.
- In response to a question about the co-responder pilot project, where an additional social worker is being hired and placed in the Clinical Support Unit (CSU), Comm. Elow explained that the role of this social worker would be more intense than the work of the CARE Team responders in the Community Safety Department, noting that a co-response model would not have been appropriate to the situation where Arif Sayed Faisal was fatally shot.
- Dir. Tibrewal explained that the presentation addressed questions that had come from the City Council last year about why the Somerville Police Dept. (SPD) budget seems significantly smaller than CPD. She noted the budgets are proportionally similar when comparing the expenditures that make up the CPD budget to the same expenditures in the City of Somerville’s budget (some of which are not included in the SPD budget) and adjusting for Cambridge’s larger population.
- After the presentation, Comm. Elow and Dir. Tibrewal continued to address questions.
 - In response to a question about a mention of housing during the budget presentation, Comm. Elow explained that CPD’s CSU and the Cambridge Community Court created the Cambridge Second Chance Program to support long-term, unhoused residents who have not been able to secure housing due to their criminal records. CSU Clinician Elana Klein works with eligible residents and various partners to seal their CORIs (criminal offender record information).
 - In response to a question about CPD seeking grant funds, Dir. Tibrewal explained that CPD is very active in seeking grants, and often does that collaboratively. She noted that the co-responder pilot is being funded through an \$82,000 grant from the Mass. Dept. of Mental Health (DMH)
 - In response to a question about whether the CPD budget increasing \$2.5 million or 3.2% from FY 2024 to FY 2025 was in line with other City departments as it seemed like a relatively small year-to-year increase, Mr. Liss explained that while the budget numbers were not final, he was comfortable stating that increase would be on the smaller end of increases and that this is the smallest possible increase without cutting programs or staff.
 - In response to a question about why CPD is obtaining a grant to hire a new clinician and not using the clinicians already working in the CSU for the co-response pilot, Comm. Elow noted that the same question came from a City councillor at the Finance Committee, and that the current clinicians were hired to be case managers helping people and doing the behind the scenes work, and that having the two social workers embedded helps the overall work of the Unit. She also noted that other departments that only have social workers out responding to calls do not have the same support for follow up and ongoing case management.
 - In response to a question about whether the co-responder pilot will be duplicative of the Community Safety Department’s CARE Team, Comm. Elow explained that CARE responders will not be dispatched to 911 calls where there is a crime or potential crime.
 - In response to a question about whether CARE responders will be dispatched to calls that involve mental health issues instead of CPD officers, Comm. Elow explained the City’s

Emergency Communications Center (ECC) receives and triages calls and then will dispatch the appropriate response. She noted that there will be information that CPD will share with the CARE Team, although there is not the expectation that CARE will share information with CPD.

- In closing, Comm. Elow offered her appreciation for being able to present to and meet with the Board and noted that she would very much like to have a similar opportunity with the release of the after-action report from PERF on the fatal police shooting in January 2023.

Consideration of Complaints before the Board

- Board Member Koscher moved that the Board enter executive session pursuant to Section 21(a)(1) of the Mass. Open Meeting Law to discuss complaint PR-2023-007 pending before the Board. The motion was seconded by Board Member LaRoche and approved by a unanimous roll call vote. The Board entered executive session at 7:04 p.m.

Adjournment

At the end of the executive session, the Board voted unanimously by roll call vote to adjourn the meeting at 7:56 p.m., on a motion from Board Member Koscher, seconded by Board Member LaRoche.

Documents Used During the Meeting

- Police Review & Advisory Board Meeting Minutes of February 28, 2024
- CPD Presentation on the FY 2025 CPD Budget