

# **Municipal Police Training Committee**

## **Monthly Meeting** **Minutes Reading Police** **Academy** **August 16, 2017**

### **Call to Order**

At 9:43AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present.

### **Attendees: Voting Members**

Chairman Jim Hicks – Northeast Mass; Chief Brian Kyes – Mass Chiefs; Chief Thomas O'Donnell- Central Mass; Sergeant John Donahue- Transit; U/S Queally- EOPSS; and Jim O'Brien AAG.

### **Attendees: Advisory**

Donna DaVeiga- Mass DOT; Nicholas DeAngelis-Trial Court and Heather Brouillette – Trial Court.

### **MPTC Staff**

Andrea Kenney, Dan May, Marylou Powers, Dan Zivkovich and Sheila Gallagher.

### **Guests**

Lane Glenn, Tom Fleming, Ashley Moore, Peter Roddy, Jerry O'Rourke, Chris Panagiotakos and Shannon Sullivan.

### **Review/Approval of Minutes**

A motion was made and seconded to approve the minutes of August 16, 2017. The motion passed by unanimous voice. There was one abstention.

### **Police Standards and Training**

The following requests were presented and approved by the Committee:

#### **Temporary Waivers:**

Jonathan Brooks	Webster, PD
Daniel Phillips	Hadley, PD
Jacob Stringer	West Stockbridge, PD

A motion was made to approve the three (3) temporary waivers as presented. There was a second and the motion passed by unanimous voice. There was no further discussion.

#### **Permanent Exemptions**

Branville Bard	Cambridge, PD
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There was one (1) request for a permanent exemption. A motion was made and seconded. The motion approved by unanimous voice.

There was one (1) request for a disciplinary hearing due to a dismissal from the Lowell Academy for a Class 1 violation. The hearing is tentatively scheduled for September 6, 2017, at the Randolph Police Academy around 1:00 PM. There was another student who was dismissed for modified health issues but there is no right to appeal on this matter.

### **Open Discussion:**

Chief Botieri submitted a letter from Chief Frederickson of Yarmouth requesting that the MPTC offer a specialized training related to fentanyl exposure. Chief Hicks relayed that Neal Hovey and Dr. Muse covered some of these issues in the spring train the trainer. Currently, Dr. Muse is working on a roll call video regarding safety issues with fentanyl. The major concern right now is the health risks police may encounter when responding to a call involving carfentanyl.

### **Ad Hoc Committee Report**

Lane Glenn, president of Northern Essex Community College (NECC) spoke to the Committee about the ad hoc committee which was formed by the Commissioner or the Board of Higher Education. According to President Glenn, the ad hoc committee was tasked with examining whether police could receive college credits for training they received while in the police academy. President Glenn thanked Ashley Moore for assisting in the ad hoc committee report, which reviewed three (3) questions listed below:

1. What should be the minimum education requirements for police officers in Massachusetts and why?

A minimum of an associate's degree in criminal justice or a field of study authorized by the hiring department.

2. What should be the mechanism for assessing the educational requirements obtained through police academy training?

The Board of Higher Education will have to change policies and accreditation to permit colleges and universities to give credit for police officers' training. Furthermore, there should be some consideration for veteran's experience.

3. What modifications and adjustments should the Board of Higher Education use when assessing its PCIPP guidelines to allow criminal justice to be part of other programs?

There is still much discussion on how to implement an associate's degree as a minimum requirement for police offices.

U/S Queally thanked President Glenn for his leadership, guidance and commitment to this project. Chief Hicks also expressed gratitude for President Glenn's hard work. The primary issue will be implementing a minimum education requirement, which may result in a less diversified pool of police officers.

The Board of Higher Education is concerned about giving educational credits for training because it does not want the curriculum watered down. Another issue that has surfaced involves the transferability of credits received at one educational institute versus another. One suggestion to address this issue is for the Board of Higher Education to come out with a comprehensive construction of how credits are received. Private institutions have not been as supportive and the state has not responded either. Fitchburg State University has included a practicum that gives credits for hands-on experience.

AAG O'Brien asked what percentage of recruits have an associate's degree. Chief Kyes commented that the majority of police recruits he has taught in the Reading and Lowell Academies have had at least an associate's degree. Many police recruits have bachelor's degrees and even juris doctorates. There is a percentage of police recruits that have military experience. Chief O'Donnell added that a degree helps with experience, maturity and ability to interact with members of the community. There was further discussion about how learning outcomes overlap.

Chief Hicks said there may need to be some legislative action for military and minority populations in terms of access to education. There are resources available through community colleges. Chief Kyes said another hurdle is that instructors are not receiving enough credit. Many police instructors have tremendous experience, education and knowledge. Chief Hicks returned to the report and asked the Committee whether further action was needed or if the Committee could support the report as it is written.

There was some further discussion and U/S Queally suggested that Committee members should have an opportunity to read the report prior to making a motion. Chief Hicks agreed and noted that he would add this as an agenda item for the next meeting.

### **Executive Director's Report**

#### **Recruit Officer Training Updates**

**Boston:** A class of 125 Boston Police student officers will start on September 11, 2017, and graduation is scheduled for late March.

**Boylston:** No academy dates scheduled at this time.

**Lowell:** 43 student officers remain and graduation is expected on November 3, 2017.

**RTT:** A class of 240 student officers will start on August 14, 2017, and graduation is scheduled for January 25, 2018.

NECC: 46 student officers graduated on July 14, 2017. There are 75 requests for a fall class scheduled to begin on September 5, 2017, but only 60 student officers will be allowed.

Plymouth: There are 46 student officers remaining and expected graduation is November 15, 2017. The next class will begin on January 22, 2018.

Randolph: There are 45 student officers and graduation is expected on August 18, 2017. The next class will begin on January 8, 2018.

Reading: 39 student officers graduated on August 15, 2017. The next academy will start on October 30, 2017, and graduation is scheduled for April 11, 2018.

Springfield: There are 50 student officers remaining and graduation is expected November 30, 2017.

Transit: There are 44 student officers remaining, and graduation is expected September 27, 2017. The next class will begin on October 16, 2017, and graduation is expected on April 5, 2018.

WMASS: There are 41 student officers, and graduation is expected for December 15, 2017. The next class will begin on February 5, 2018.

Worcester: A class of 41 student officers remain in week 17, and graduation is scheduled for October 6, 2017. There are 25 Worcester officers in the class. A class is planned for the next fiscal year.

## **Old Business**

### **Update on Recruit Curriculum Project**

ED Zivkovich announced that Force Concepts will ask the Committee to allow a beta test for the Randolph academy in January. There will be three (3) iterations of the pilot program. The first pilot program will run in Randolph and the instructors, academy staff, and students will recommend changes if necessary. In April, a second pilot program will begin while updates contemporaneously occur. The third beta test will overlap while the second academy is running. ED Zivkovich emphasized that FORCE Concepts estimates that the academy will include about 700 hours of training. The curriculum will consist of student led learning and group learning. There will be no class between the fall and January at the Randolph Academy. The gap will allow FORCE Concepts to train instructors and ensure that the instructors understand how to teach the material.

ED Zivkovich added that there was a police chief who is consciously sending one recruit to the Randolph pilot program and a second recruit in Plymouth to compare the differences between both academies. Chief Kyes asked whether there will be an overall assessment on how the academies are rolling out the new curriculum. FORCE Concepts developed the program with the assumption that the MPTC had no recruit curriculum. The new curriculum will adhere to the instructional objectives and FORCE Concepts will provide instructor manuals and other resources.

U/S Queally asked if the new curriculum included the safety hazards for first responders exposed to fentanyl. Chief Hicks suggested that Neal Hovey attend the next Committee meeting to update members on how first responders are receiving training related to fentanyl exposure. Chief Kyes wrote a policy for his department but believes that there should be a centralized source of information to ensure that all first responders are receiving the information. ED Zivkovich advised that Neal Hovey and Dr. Muse have been periodically sending updates statewide. There was more discussion on the best way to disseminate material related to fentanyl exposure.

### Self-sponsored candidates

Chief Kyes asked whether the CMRs could be changed to extend the two (2) year time frame that a self-sponsored candidate could get a job with a police department. Any change to the CMRs, including expanding the time frame, would require a public hearing. There was lots of discussion about self-sponsored candidates. Dan May commented that he had fourteen (14) self-sponsored candidates in this last academy. While the self-sponsored candidates were some of the best students, there were issues with equipment. For example, Dan May had to coordinate getting cruisers for self-sponsored candidates. Some departments would permit the candidates to share the cruiser but it was burden for the academy director.

### FY 18 training/strategic plan

ED Zivkovich distributed fiscal plans for comparative purposes. The first plan focused on what was requested for FY 2017 and the second plan (2018) highlighted what monies were available. While there may be a savings for instructor costs with the roll out of the new curriculum, the savings is minimal since the cost of the pilot programs for FORCE Concepts was not included in the initial contract. The MPTC will have to pay \$150K to FORCE Concepts to roll out the pilot programs. ED Zivkovich highlighted the expenditures in the budget but noted that it is balanced.

Chief Hicks asked whether there was a motion to accept the proposed spending plan for FY 2018. A motion was made to accept the proposed spending plan for FY 2018. The motion was seconded and passed by unanimous voice. At the conclusion of the vote, ED Zivkovich introduced Andrea Kenney, the budget director and thanked her for the work on the spending plan.

## **New Business**

### Reserve Intermittent

Chief Hicks announced that there was nothing new to report on this issue.

### Updating CMRs

Chief Kyes requested that the Committee revisit at a future meeting, potentially expanding the period of time that a recruit application is valid. The CMRs were updated in 2013. U/S Queally asked whether there was bridge class offered to reserves. ED Zivkovich said that the numbers were not support a bridge class. Sergeant Donahue added that recruits who do reserves and attended the transit academy, were not better prepared than recruits who were active military and had no reserve training. There was some discussion as to whether academy directors had any feedback related to this issue.

The Committee already discussed funding and reserve training hours.

**Next Meeting**

The next meeting is scheduled for September 14, **2017, 9:30 AM** at the Natick Parole Board.

**Adjournment**

The motion was made, seconded and passed by unanimous voice at 11:55 AM to adjourn.