

Municipal Police Training Committee
Committee Meeting Minutes
MPTC Headquarters, Randolph
April 17, 2024

Call to Order

On April 17, 2024, at 10:23 a.m., Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at 42 Thomas Patten Drive, Randolph, MA. Advance notice of the meeting was posted in compliance with the open meeting laws. A quorum of the fifteen-member Committee was present. The meeting was recorded and broadcast over Microsoft Teams.

Attendees: Voting Members

Chief James Hicks	Present
Superintendent Nora Baston	Present
Deputy Superintendent Eddy Chrispin	Present
Chief Brian Clark	Present
Chief Edward Conley	Present
Chief Thomas Gammel	Present
Chief Jennifer Gundersen	Present
Chief Kelly Nee	Present
Atty. Stacey Pichardo	Present
Secretary Terrence Reidy	Present
Officer Joseph Vieira (Retired)	Present

EOPSS/MPTC Staff

Undersecretary Gina Kwon, Executive Director Robert Ferullo, Atty. James O'Brien, Atty. Gina Masotta, Atty. Andrea Nardone, Tanya Hardiman, Lisa Caputo, Lara Thomas, Atty. Denise Flagg, Brian Merrick, Denise Mellon, Steven Cromack, Kathleen Berry, Elsie Sanon, Felisha Arnold, Ara Nerssessian, Lisa Kaynakian, Yola Cabrillana, Hannah MacKillop, Hannah Gianfriddo, Jennifer Sears, Charmagne Pearson, Cassandra Cahill, Eric Lederman, and Sabrina Perez-Martinez.

Guests

Chief Daniel Meade, Atty. Matthew Buckley, Chief Kevin Ritacco, Sgt. Timothy Segur, and Officer Charles DiChiara.

Review/Approval of Meeting Minutes

A motion was made by Ret. Officer Vieira and seconded by Chief Nee to approve the minutes of the March 20, 2024, meeting. A vote was taken, and the motion passed with two abstentions (Chief Conley and Atty. Pichardo).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the April agenda.

Out-of-State Exemptions

There was one out-of-state exemption request on the April agenda.

Stacey Lloyd UMass Boston

At its meeting earlier today, the Standards Subcommittee reviewed and made a favorable recommendation to approve the exemption request for Stacey Lloyd.

A motion was made by Ret. Officer Vieira and seconded by Chief Clark to approve the out-of-state exemption for Stacey Lloyd. A vote was taken, and the motion passed unanimously.

Out of State Exemption Advisory

There was one out of state exemption advisory request on the April Agenda:

Daniel Meade Somerville Housing Authority

Daniel Meade currently serves as Chief of the Somerville Housing Authority (SHA). He came before the Standards Subcommittee last month seeking an advisory opinion as to whether he would qualify for an exemption from the requirement of attending a full-time MPTC operated/authorized academy. On June 2, 1987, he graduated from the 288-hour FLETC Criminal Investigation Training Program and went on to work as a U.S. Marshal from 1986 to 1990. On December 5, 1991, Chief Meade graduated from the 10-week ATF National Academy and then worked as an ATF Agent until 2017, assigned primarily to the Boston Field Division. He was hired as Chief of SHA in 2017 and graduated from the 100-hour William Cloran Academy Basic Training Program on June 6, 2017. Since joining SHA, Chief Meade has completed all MPTC-required annual in-service training. MPTC Deputy General Counsel Gina Masotta explained that MPTC staff routinely receive lists of certified officers from POST and check to ensure that the officers have the required foundational training. The issue of Chief Meade's foundational training came up when MPTC staff was reviewing one of these lists from POST. Before last month's Subcommittee meeting, MPTC staff conducted a detailed comparison of Chief Meade's training (including the FLETC Criminal Investigator Program, ATF National Academy, and William Cloran Academy Basic Training Program) to the MPTC's ROC curriculum. Deputy GC Masotta reviewed the spreadsheet with the Subcommittee and pointed out the differences observed by MPTC staff when conducting the comparison. Chief Meade and SHA Special Counsel Matthew Buckley were present at the March Subcommittee meeting to answer questions and provide additional information to the Subcommittee. After extensive discussion about Chief Meade's training and experience, the Subcommittee voted unanimously to not accept federal law enforcement criminal investigators training as the equivalent of a fulltime MPTC operated/authorized academy.

The matter is before the full Committee today for consideration. Chief Meade and SHA Special Counsel Matthew Buckley were present at today's meeting. Chief Gammel asked about the William Cloran Basic Training Program. According to Chief Meade, when he first started at SHA, he reached out to Mary Lou Powers at the MPTC to find out what he needed to do for training. She advised that SHA officers did not fall under the MPTC's umbrella, and he should contact the Massachusetts State Police (MSP). But MSP said SHA officers did not fall under them either. Chief Meade said he believes Mary Lou Powers directed him to the William Cloran Basic Training Program to familiarize himself with Massachusetts criminal law.

Attorney Buckley urged the Committee to consider that Chief Meade has been working at SHA for the past 7 years and asked them to find that his local experience makes up for any deficiencies in his academy training. He also spoke about Chief Meade's extensive federal training and the positive impact he has made for SHA since he became Chief.

Chief Nee stated that she worked closely with Chief Meade during her time with Boston PD and he was doing all the same work as a Boston PD officer. Chief Conley said he wonders whether the Committee should be comparing Chief Meade's training to the MPTC's recruit academy curriculum and hours at the time Chief Meade graduated from his federal academies, rather than holding him to the standards of today's recruit academy, which is significantly longer and includes courses that no one was teaching back then.

Chief Hicks spoke about how police reform made it clear that there should be a single standard of training for all officers. He also emphasized how important it is for the Committee to be consistent when they evaluate these matters and to follow the guidelines they have set over the years.

A motion was made by Ret. Officer Vieira and seconded by Chief Gammel to not accept Chief Meade's federal training as equivalent to a fulltime MPTC operated/authorized Police Academy. A vote was taken, and the motion passed with two oppositions (Chief Nee and Chief Conley).

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 634 on the April Bridge Academy A-H Class List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Clark and seconded by Chief Gammel to approve the Bridge exemption request for Officer numbered 634 on the April Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 420 and 421 on the April Bridge Academy I-P List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Ret. Officer Vieira and seconded by Chief Conley to approve the Bridge exemption requests for Officers numbered 420 and 421 on the April Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 255 through 272 on the April Bridge Academy Q-Z List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Ret. Officer Vieira and seconded by Chief Gundersen to approve the Bridge exemption requests for Officers numbered 255 through 272 on the April Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Bridge Hours

At its February meeting, the Standards Subcommittee considered a Bridge exemption request from the Norfolk Sheriff's Office for Deputy Sheriff Alfred Wood, who has held the title of Deputy Sheriff since 1980. The hours that Norfolk asked MPTC staff to count toward the 2,400-hour Bridge requirement were hours he worked from 2008 to 2010 in the Operations Division. However, from 2010 to the present, Deputy Sheriff Wood has worked in Norfolk's Civil Process Division and historically Civil Process hours have not been counted for Bridge purposes based on guidance that MPTC staff has received from the Committee. The questions presented to the Subcommittee were: (1) Can MPTC staff count Deputy Sheriff Wood's hours in the Civil Process Division toward the 2,400-hour Bridge requirement? (2) If not, has there been a 10+-year interruption in service that prevents MPTC staff from going back in time to count the hours he worked from 2008 to 2010? After some discussion at the February Subcommittee meeting, the matter was tabled until this month to give Norfolk an opportunity to gather documentation demonstrating that Deputy Sheriff Wood has been performing law enforcement duties since 2010.

Deputy Sheriff Wood and Norfolk's Senior Counsel Courtney Madden were present at today's Subcommittee and Committee meetings and submitted documentation in advance, including but not limited to job descriptions for each position Deputy Sheriff Wood has held over the years, documentation of the type of work he has been doing in the Civil Process Division, and reports from a few incidents where he participated in arrests and a motor vehicle stop while on duty.

After extensive discussion about Deputy Sheriff Wood's duties and responsibilities in the Civil Process Division at its meeting earlier today, the Subcommittee voted unanimously to not count the hours worked by Deputy Sheriff Wood in the Civil Process Division for Bridge purposes. The Subcommittee also voted unanimously that Deputy Sheriff Wood's time in the Civil Process Division constitutes a break in service.

Neither Sheriff Coppinger nor Sheriff Donelan was present for today's Committee meeting. A decision was made by the full Committee to table the matter until the July meeting so that Sheriffs Coppinger and Donelan can be present for the discussion.

Disciplinary Dismissal Appeal Hearings Update

Since the last meeting, a decision was issued on the appeals by former student officers (SOs) David Bosini and William Corbett of their dismissals from the Holyoke Academy in connection with the test integrity matter. A hearing on their appeals was held on February 21, 2024. MPTC General Counsel/Chief-of-Staff Jim O'Brien provided a summary of the facts and reported that the Subcommittee members who attended sustained the Class I violations against SOs Bosini and

Corbett for *Conduct Unbecoming*, upheld their dismissal from the Academy, and revised downward their period of ineligibility for enrollment in a future MPTC academy from two years to one year.

A decision was also issued on the appeal by former SO Matthew Donaldson of his dismissal from the Holyoke Academy in connection with the test integrity matter. A hearing was held on March 20, 2024. Jim O'Brien provided a summary of the facts and reported that the Subcommittee members who attended sustained the Class I violations against SO Donaldson for *Cheating*, *Dishonesty*, and *Conduct Unbecoming*, upheld his dismissal from the Academy, and revised downward his period of ineligibility for enrollment in a future MPTC academy from twenty years to fifteen years.

A disciplinary dismissal appeal hearing for former SO Jadalís Gomez, who was dismissed from the Worcester Academy, will be held on April 23, 2024 at 10 a.m.

Instructor Certification Revocation Appeal Hearings Update

An instructor certification revocation appeal hearing for Sergeant Nathan Bowolick will be held on April 23, 2024 at 11:30 a.m.

Executive Director's Report

Basic Training. Chief of Training Andrea Nardone presented updates on recruit academies, including academy start dates, graduation dates, and demographics.

Per a request from the Committee at last month's meeting, Quinsigamond Community College (QCC) Academy Director Kevin Ritacco and Instructor Sgt. Timothy Segur were present at today's meeting to discuss separations at QCC. Chief Ritacco reported that many of the SOs who left the academy struggled with physical fitness and ESL issues. To address this, QCC is now offering fitness training in advance of the academy and ESL classes. Chief of Training Nardone said she would be happy to sit down with QCC's academy staff and discuss how to improve their voluntary separation rate. Chief Hicks spoke about the importance of this academy model and how it gives an opportunity to people who might not have it otherwise and promotes diversity. He stressed that we want to do what we can to support it and help make it more successful.

Specialized Training. Chief of Training Nardone presented an update with statistics, and Executive Director Ferullo discussed upcoming trainings.

ASHER. Chief of Training Nardone reported that there are 9 upcoming AIRR classes between now and June. We have trained over 230 AIRR instructors. In all current recruit academies, every SO is graduating with a Level 1 ASHER certification.

Bridge Academy. Deputy Chief of Training Thomas presented an update on the Bridge Academy. Many officers enrolled in the Bridge Academy have completed all seven requirements and are just waiting for their hours to be approved. By June 30th, we expect to be done with Bridge, except for a handful of deferments.

Facilities. Executive Director Ferullo reported that construction on our East Falmouth facility is progressing, and we are looking toward a late fall opening with the first academy class running in

late December or early January. He expects to have more information on facilities at next month's meeting.

Budget. Executive Director Ferullo advised that we will be presenting our statutorily mandated budget update for FY25 at next month's meeting.

Old Business

Fitness Working Group. Chief of Training Nardone reported that the curriculum update is in progress, and the group expects to give a presentation to the Committee in May.

Sheriffs Working Group: Executive Director Ferullo advised that this group has not met so there is no update for today.

MPTC Annual First Responder and ECW Training Standards – Revised/Updated. MPTC General Counsel/Chief-of-Staff O'Brien reported that there is no update on the revised/updated standards today.

POST Certification Subcommittee: MPTC General Counsel/Chief-of-Staff O'Brien reported that POST's Certification Subcommittee met on April 11, 2024. One of the goals at this meeting was to bring together working groups, including the MPTC's working group, and review the differences between the first round of certification and the upcoming round of recertification. Ultimately, POST's Subcommittee will make recommendations to POST's full commission. Between July 1, 2024 and June 30, 2025, there are 700+ officers who graduated from academies and are up for recertification. POST will continue to apply the same initial certification standards for this group. POST's Subcommittee wants to change the officer groupings going forward to even out their workflow. They would keep certification on a 3-year cycle but transition from the A-H/I-P/Q-Z groupings to a system based on officers' birthdays. Chief Gammel noted that they are still working on the physical and psychological fitness standards for recertification.

New Business

Use of Force Continuum. Atty. Flagg reported that the MPTC is going to be recertifying its Defensive Tactics (DT) instructors at the end of the year. In conjunction with that, she and the MPTC's DT Statewide Coordinator, Officer DiChiara, have been discussing how the curriculum should be updated and they are looking to move away from the use of force continuum. The continuum was developed in the 1970s and, since then, there have been significant developments in case law, which have made the use of force continuum largely obsolete because it does not reference reasonableness, severity of the crime, immediacy of threat, etc. Many law enforcement agencies, including FBI, FLETC, LAPD, MSP, and DOJ, moved away from using the use of force continuum many years ago. Atty. Flag said she and Officer DiChiara have been working to update our curriculum to focus on critical decision making, reverence to life, reasonableness, and proportionality. They have also been working on a model use of force policy with POST, as required by statute. They hope that the model policy will be approved by the Committee and in place by the time we update our curriculum. Atty. Flag also noted that they want to raise this issue with Chiefs before any changes are made to the in-service curriculum, so the Chiefs are aware and have an opportunity to weigh in.

Open Discussion for Items Not on the Agenda

Deputy Superintendent Chrispin said there is a lot of new literature on recruit training that discusses moving away from the para-military model. They have started to discuss this at BPD's Academy, and he thinks we should be talking about it at the MPTC as well.

Next Meeting

The next Committee meeting is scheduled for May 15, 2024, at 10:00 a.m., at MPTC Headquarters in Randolph, MA.

Adjournment

At 12:55 p.m., there was a motion by Ret. Officer Vieira and seconded by Chief Conley to adjourn the meeting. A vote was taken, and the motion passed unanimously.