

Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Police Academy
January 15, 2020

Call to Order

At 9:35AM, 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; U/S Terrence Reidy – EOPSS; Superintendent Richard Sullivan- MBTA; Jim O'Brien –AGO; Commandant Daniel McGinn- MSP, Joseph Vieira- MPA; Chief Tom O'Donnell–Central Mass; Chief Brian Kyes- Mass Chiefs, and Chief Michael Botieri-Southeast.

MPTC Staff

Dori-Ann Ference, ED Robert Ferullo, Joanne Gardiner, Andrea Kenney, John Melander, Laura Nichols, Lisa-Ann Reich, Denise Sarro, John Scippa, Rick Smith, Lara Thomas and Sheila Gallagher.

Guests

Peter Carnes, Donna DaVeiga, Tom Flynn, Thomas Glynn, Alicia Malone, Raymond Mooney, Christopher Nasta, Jerry O'Rourke, Peter Roddy, Jeffrey Scott and Kernel Margaret White.

Review/Approval of Minutes

A motion was made to approve the minutes for the December 18, 2019, meeting. The motion was seconded and passed by a unanimous voice.

Police Standards and Training

There were two (2) requests for temporary waivers presented to the Committee after a favorable recommendation from the Standards Subcommittee.

Temporary Waivers:

The following two (2) requests for temporary waivers were recommended for approval by the Committee.

John Veit
Edwin Hernandez

Holyoke PD
Lee PD

A motion was made to approve the two (2) temporary waivers as presented. The motion was seconded and passed by unanimous voice.

Permanent Exemptions:

There were no requests for permanent exemptions.

Disciplinary Hearings:

There were no disciplinary appeals pending.

Open Discussion

In-service Topics

ED Ferullo asked the Committee to finalize in-service topics for FY 2020-21 by late spring. Chairman Hicks suggested that the Committee members provide topics for the February meeting. The goal is to increase the number of weeks that in-service is offered and expand the instructor training pool for the upcoming year.

Some in-service that the Committee mentioned were human trafficking, terrorism and hate crimes were some topics that were mentioned. Implicit bias was rolled out as an in-service topic six (6) years ago. However, implicit bias may be a relevant topic to offer this year due to the passage of the hands free legislation.

New Business

Camp Curtis Guild/MANG Update

Academy Director Rick Smith introduced Kernel White who was present to discuss some opportunities that the army has available for law enforcement to purchase surplus equipment from the Department of Defense. Kernel White explained that the federal program allows law enforcement to purchase office supplies, gym equipment, military equipment etc. Some law enforcement agencies have purchased tactical weapons and vehicles. The only cost affiliated with the program would involve shipping and there would be a memorandum of understanding required. There was lots of discussion about what kinds of equipment would be available and the Committee agreed that the MPTC would have to designate a point of contact to determine if this would be a beneficial program. Kernel White said that if the MPTC is interested then she would assist in providing the necessary documentation. Chief Hicks asked whether all police academies were eligible to participate in the program. There was further discussion and the Committee agreed that the point of contact for the MPTC would examine the benefits of the program.

Merrimack Master's Degree Program

ED Ferullo introduced Sgt. Ray Mooney, Dr. Alisha Malone and Christopher Nasta from Merrimack College who were present to provide information about the master's program for Criminology. The Committee is not voting on the program today but asked the group from Merrimack to explain the benefits of their program. Dr. Malone provided background information about Merrimack College. The master's program at Merrimack College will integrate theory with practice and offer a police academy for police leaders. The goal is to assist police leaders in dealing with conflict resolution and problem solving. The master's program is a thirty-two (32) credit program and it requires that candidates entering the program have a 3.0 GPA and students must maintain that academic standing throughout the program. Students are required to take eight (8) courses as part of the

program and one of the courses is a capstone seminar. The capstone seminar compares to a thesis and allows students to select whatever topic they wish to study. The only parameter is that the student must apply the topic to the professional practice or to criminal justice policy. Sgt. Mooney added that Merrimack College can offer first-class training facilities to teach twenty-first century policing and produce a college educated police officer to perform better. Merrimack will comply with MPTC standards and will use MPTC certified instructors. Sgt. Mooney emphasized that Merrimack College intends to enhance police training not to change it.

Chief Hicks commented that this is the first program involving a private college. The Fitchburg State program is evaluating learning outcomes and how it works with the current recruit curriculum. Chief Hicks asked whether Merrimack College would modify the curriculum within the police academy due to the overlap of courses students take within the program. Sgt. Mooney explained that Merrimack College does not intend to modify the police academy and plans to offer a full police academy Monday through Friday. The students would attend the academy during the day and take master's classes in the evening. The benefit of the program is that the student would graduate with a master's degree and be academy trained.

There was discussion about the limited numbers and the intensity of the program. The logistics of offering an academy during the day and requiring classes for the master's degree in the evening would be challenging. Chief Hicks said that there is currently a moratorium on authorizing new academies until the MPTC evaluates the Cape Cod and Cambridge academies. Merrimack College will have to return with a full proposal that will map out the recruit curriculum and clarify issues such as staffing. The Committee suggested that the group from Merrimack College return in March when the proposal can be added as an agenda item. Chief Hicks also recommended a small working group to evaluate the program.

Executive Director's Report

Recruit Officer Training Updates

Boston: A class of only 121 Boston police officers began on December 9, 2020, and currently 119 remain.

Boylston: The Boylston Academy will begin on February 24, 2020. Currently, there is an anticipated class of forty-eight (48) student officers.

Cambridge: A class of 27 student officers remain after the academy began on January 6, 2020. Graduation is scheduled for May 22, 2020.

Cape Cod: The next academy of 65 student officers will begin on February 17, 2020. The majority of the recruits are from southeastern Massachusetts.

FSU: The 3rd iteration of an academy with 35 students will begin on May 18, 2020.

Lowell: The next class will begin on May 11, 2020.

NECC: There are two (2) classes of 48 student officers that began on January 6, 2020.

Plymouth: A class began on January 6, 2020, and 48 student officers remain. The class will graduate on June 5, 2020.

Randolph: A class of 39 student officers remain and graduation is February 14, 2020. The next class will begin on April 13, 2020.

Reading: A class of 43 student officers remain after the academy began on January 13, 2020. A student officer from Stoneham left on the first day of the academy.

RTT: A class of 264 will begin on January 6, 2020 and 254 officers remain. Graduation is expected on June 11, 2020.

Springfield: A class of 50 Springfield officers began on December 2, 2019 and graduation is scheduled for May 22, 2020.

Transit: A class of 35 student officers began on October 15, 2019 and a tentative graduation date in April 2020. The 45th ROC will begin on April 15, 2020.

WMASS: A class of 48 student officers will begin on February 20, 2020.

Worcester: The Worcester/National Guard academy graduated on January 10, 2020.

Worcester Police Academy is hoping to start a class of 20 student officers on June 1, 2020. There may be available seats for outside agencies.

Update on Cooper Standards

Statewide coordinator Jay Shea met with ED Ferullo to discuss offering regional testing at an indoor facility. Currently, Jay Shea has two (2) teams available to commence fitness testing in the eastern and western part of the state. The Committee discussed some of the challenges they have received with respect to candidates who have failed the preliminary fitness standards.

Academy Director Thomas told the Committee that none of the recruits in the Randolph Academy have struggled with the fitness standards and that expecting recruits to increase from thirty to forty percent after ten (10) weeks was reasonable. There was more discussion about messaging police chiefs and creating a video about the fitness testing.

Update on Training Facilities

There will be new location for MPTC Headquarters and the Randolph Police Academy. Lease negotiations with Randolph Public Schools have deteriorated.

Additionally, there is a proposal for a massive training facility that will include six (6) sixty (60) person academies. ED Ferullo mentioned the possibility of leasing Atlantic Union College which has many amenities including ample room for role playing scenarios.

There is proposal to build firing ranges in Lexington and Westborough. The Department of Homeland Security supports this mission. ED Ferullo also discussed the future of EVOC training. Sgt. Lee will offer a class to expand the pool of EVOC instructors.

ED Ferullo provided an update about the classes the MPTC will offer. There will be three (3), additional FBI LEEDA programs offered in Westfield, Greenfield, and Northampton. The full trilogy of classes will be offered in the west, east and central part of the state for the next training year. The IACP will offer a leadership conference in Somerville and three (3) first line leadership classes. There are two (2) NASRO classes scheduled for this training year. The MPTC is also looking to purchase first responder equipment and portable MILO systems.

ED Ferullo subscribed to RAVE which will enable the MPTC to generate emails through the ACADIS database advertising upcoming trainings. The goal is to send an email every Friday about upcoming trainings.

Old Business:

Legislation Affecting Police Training:

Chief Kyes said the bill exempting the executive director from the 960 rule may implement a term limit of three (3) years. The term limit applies to any person who falls under the 960 rule and jumps out the Group 4 retirement.

Update on Firearms

Statewide coordinator Jay Brennan met with four hundred (400) firearms instructors in Foxborough to discuss possible changes to long-arm training in the recruit curriculum. Chief Hicks asked the Committee members to connect with their regions and ask whether they would prefer to have a recruit graduate certified in rifle training. Most chiefs prefer that recruits graduate fully trained. Chief Hicks will add this issue as an agenda item for the next meeting. If there is no change, then the Committee will not have to take a vote. Some members asked when Jay would have his report completed about how many hours are needed to certify a recruit in long-arms. There was more discussion about this issue. ED Ferullo said he would asked Jay to answer what is certification and what are the results of the survey he distributed. The Committee agreed to table this issue until the next meeting.

Executive Director Selection Process

AAG O'Brien told the Committee that the subcommittee will meet today to discuss qualifications for the position. Since the meeting is posted as an open meeting, there can only be six (6) Committee members present.

Update on the 550 CMR 3.00:

John Melander distributed the proposed revisions to the CMRs for the Committee to review and discuss. The major revisions are listed below:

(3.03) Entry Level Training for Police Officers/Exemptions/Waivers:

There were two substantive changes in this section. The subcommittee struggled defining what it means to exercise police powers. For consistency purposes, the subcommittee proposed referencing back to the definitions which outline what it means to be a full-time police officer and reserve intermittent officer. These definitions include municipal, university and environmental police officers and reference their ability to exercise police powers.

The second change focused on the orientation program and Core Competency Assessment. The subcommittee removed the ninety (90) day time frame to complete the orientation program. Specifically, the revisions now require that full time police officers or reserve intermittent police officer must complete the following requirements along with submitting the proper documentation before seeking an exemption from the Committee. Anyone requesting an exemption must complete the Massachusetts Police Officer Core Competency Assessment along with (i.) documentation of a conditional or firm offer of employment from a police agency in order to take the assessment; (ii) a passing score of 70 percent or higher and (iii) officers may not attempt this assessment more than three times in a twelve month period.

- **Lengthen time frame that the academy is valid:** The proposed change extends the validity of the academy to three (3) years instead of two (2) years.

(3.04) Training Requirements Following an Interruption of Police Service: The goal was to quantify what would qualify as an interruption in service. The subcommittee agreed that an officer who worked less than 240 hours on an annual basis engaging in the duties of a full-time police officer or reserve/ intermittent police officer would qualify as an interruption in service. For the subcommittee, interruption in service has become a challenging issue when considering permanent waivers. The subcommittee agreed that working twenty (20) hours per month was reasonable. Specifically, the revised CMRs addressed interruptions of five or more years. The subcommittee proposed clarifying what constitutes an interruption of service. The goal is to encourage the person to stay abreast of legal, ethical and professional issues relevant to municipal policing in Massachusetts, the Committee may approve a modified training requirement to include at a minimum the Massachusetts Core Competency Assessment.

(3.05) Recruit Training- Policies and Procedures: The proposed change is that the MPTC rules govern if there is conflict with academy rules. This revision was in response to an issue that surfaced during a discipline issue.

(3.06) Recruit Training –Enrollment: The Committee had previously voted on lengthening the time that the PAT is valid for nine (9) months. The subcommittee wanted to add a line about the pre-academy fitness standards.

- **Increase age of reserve office:** The proposed change is to increase the age of

reserve officer to age 21 to be consistent with full-time officers.

- **Medical Piece:** The medical exam was extended because of the change with HRD. There was lots of discussion about the medical exam. The Committee considered adding language about changing the time frame that the medical exam is valid. After much discussion, the Committee decided not to change the medical piece and left the medical exam valid for nine (9) months.

(3.07) Recruit Training- Separation:

- The proposed change included language that reduced the time frame from two (2) years to one (1) year from the date of separation. There are no appeal rights for academic dismissals.

(3.08) Recruit Training -Attendance: A change was made to include department authorized bereavement leave under the attendance section. Any recruit who requests leave/absence must notify the academy director or program administrator and must make up any statutorily mandated classes the recruit misses.

(3.11) Police Academy Offenses, Corrective Action and Dismissals: The proposed change gives an academy director discretion to dismiss a student officer for Class 1 offense.

(3.12) Reserve/Intermittent Training Program Offenses, Corrective Action and Dismissals: The same revision was applied to reserve officers.

Chief Hicks thanked the subcommittee for drafting the proposed changes to the CMRs. **A motion was made to support the recommendations of the new CMRs that the subcommittee produced. The motion was seconded and passed by unanimous voice.**

A public comment hearing regarding the CMRs will have to be scheduled in February or March. Lastly, Joe Vieira announced that 2020 Kids Retreat for Law Enforcement Suicide Loss is scheduled for June 5- 7, 2020, in Sandwich, Massachusetts.

Next Meeting

The next meeting is scheduled for **Wednesday, February 19, 2020**, at the Randolph Police Academy.

Adjournment

At 12:20PM, a motion was made to adjourn the meeting. The motion was seconded and passed by unanimous voice.