

Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Police Academy
February 19, 2020

Call to Order

At 9:45 AM, 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; Superintendent Richard Sullivan- MBTA; Jim O’Brien –AGO; Major Michael Lyver- MSP, Joseph Vieira- MPA; Chief Tom O’Donnell– Central Mass; Chief Brian Kyes- Mass Chiefs, Chief Scott Livingstone-Western Mass. and Chief Michael Botieri-Southeast.

MPTC Staff

Dori-Ann Ference, ED Robert Ferullo, Andrea Kenney, Laura Nichols, Denise Sarro, John Scippa, Lara Thomas and Sheila Gallagher.

Guests

Joseph Cecchi, Donna DaVeiga, Tom Flynn, Thomas Glynn, Dena Murphy, Jerry O’Rourke, Peter Roddy, and Jeffrey Scott.

Review/Approval of Minutes

A motion was made to approve the minutes for the January 15, 2020, with a correction that there are five (5) members on the Standards Subcommittee and not six (6) members. The motion was seconded and passed. There was one (1) abstention.

Police Standards and Training

There were requests for temporary waivers presented to the Committee after favorable recommendations from the Standards Subcommittee.

Temporary Waivers:

The following requests for temporary waivers were recommended for approval by the Committee.

Tyler Allen	Monson PD
Thomas Welch	Berlin PD
Brendan Smith	Hadley PD
Timothy Blais	Hadley PD
James Keating	Methuen PD
Jevon Knott	Methuen PD
Jeffery McAndrew	Methuen PD
Brian Gonzalez	Methuen PD

Michael Cutrer

Tisbury PD

A motion was made to approve the temporary waivers for Allen, Blais, Smith, Keating, Knott, McAndrew, Gonzalez and Cutrer as presented. The motion was seconded and passed by unanimous voice.

A motion was made to deny without prejudice the temporary waiver request for Thomas Welch. The motion was seconded and passed by unanimous voice.

The Committee needed more information regarding the temporary waiver request for Thomas Welch.

Permanent Exemptions:

The following requests for permanent exemptions were recommended for approval by the Committee.

James Morine
Keith Rowe
Jesus Ostolaza

Littleton PD
Taunton PD
Shirley PD

Before a vote was taken, there was some discussion about the permanent exemption request for Morine. James Morine graduated from a full academy in New Hampshire a little over two (2) years ago. However, he attended and graduated from the basic reserve academy in Massachusetts which the Committee agreed was significant.

A motion was made to approve the request for the three (3) permanent exemptions. The motion was seconded and passed by unanimous voice.

Disciplinary Hearings:

There is a disciplinary hearing scheduled for February 28, 2020. The hearing will take place in Randolph and it involves a student officer who was dismissed from the Cambridge Police Academy for a truthfulness issue.

Update on the 550 CMR 3.00:

After further discussion, EOPSS legal suggested that the public comment session for the revisions pertaining to the CMRs should not be held after a MPTC meeting. The public comment session is tentatively scheduled to take place on April 16, 2020, at Ashburton place in Boston.

Open Discussion

Specialized Training:

ED Ferullo provided an update about the classes the MPTC will offer. Three (3), additional FBI LEEDA programs will be offered in Greenfield, Westfield and Northampton. There will be fourteen (14) FBI classes scheduled for next year. The

International Association of Chiefs of Police (“IACP”) will offer a selective, women’s leadership conference in Somerville. Starting March 16, 2020, the MPTC will offer front-line leadership classes through the IACP. The class size will be limited to thirty-five (35) people and the intent is to enroll sergeants who have been on the job for approximately three (3) years. If the feedback is positive for these classes, the MPTC will schedule more.

There were some discussion about offering classes for mid-level supervisors and captains. Currently, lieutenants who are recently promoted are required to take suicide training. There are no additional, mandatory training for lieutenants. Dori added that the MPTC offered management courses in the early nineties. Roger Williams College would like to offer a Field Training Officer (“FTO”) program in Plymouth County.

In April, the MPTC is partnering with the Massachusetts Juvenile Police Officers Association (“MJPOA”) to train school resource officers at a conference in Norwood. The conference will include material that satisfies the legislative mandates for school resource officers that were included in the Criminal Justice Reform Bill. There was also discussion about how many school resource officers were in the state. Chief Hicks suggested possibly sending a survey to collect this information.

Lastly, the MPTC hosted in conjunction with the Matthew Shepard Foundation a Civil Rights Symposium on February 10, 2020. Cynthia Deitle and the Matthew Shepard Foundation will return on March 5, 2020, to deliver a second training for civil rights officers at Holy Cross. The goal is to offer regional trainings with the Matthew Shepard Foundation.

Revisiting the One Mind Campaign

Chief Hicks told the Committee that many chiefs are asking the MPTC to consider mental health for an inservice topic this year in order to satisfy the pledge they took for the “One Mind” Campaign. Chief Hicks explained that the MPTC provided mental health trainings for in-service in 2015 and 2019. If a department completed in-service requirements for those years, then the department satisfied the first part of the “One Mind” pledge. Any departments that missed in-service training in 2015, and 2019, can access specialized mental health trainings which would also satisfy the “One Mind” pledge. The second part of the pledge encourages police departments to complete first aid training for mental health responses. Crisis Intervention Training (“CIT”) qualifies as first aid training. The Department of Mental Health has received money through a grant that will train officers at no cost to attend CIT and it will cover the backfill for departments. The Committee discussed sending a message that the MPTC’s in-service mental health training offered in 2015 and 2019 fulfilled the pledge of the “One Mind” Campaign.

Pre-Entry Level Fitness Standards

Chief Hicks asked about the sequence of the Physical Abilities Test (“PAT”) and administration of the pre-entry physical fitness standards. Some potential candidates may have to take the pre-entry physical fitness standards before the PAT. Chief Hicks

mentioned a scheduling conflict he encountered with a potential candidate who was deployed on active duty. When the candidate returned from active duty, he had to take the pre-entry fitness standard before the PAT. Chief Hicks said the Committee has not discussed whether it would require a recruit to take the PAT and the pre-entry fitness standards in a certain order. The Committee agreed that any candidate taking the PAT or the pre-entry fitness standards must pass the medical exam beforehand. Chief Kyes asked why entrance standards for the fire academy differ from entrance standards for the police academy. For police, a conditional offer of employment is offered after a candidate passes the PAT and submits a medical. There was further discussion about this issue.

The Committee discussed when the new regulations for the PAT took effect. It was unclear if a reserve who took the PAT two (2) years ago and is now eligible to become a full-time police officer would have to retake the PAT. The Committee agreed that anyone who took the PAT prior to December 2019, would have to retake it because the new regulations became effective in December 2019.

Chief Hicks asked whether departments were sending alternates to the pre-entry fitness standards. Some departments are confused about when to send alternates for pre-entry fitness tests. The Committee thought it may be helpful for the MPTC to update the departments about the process. ED Ferullo said he is working with the statewide coordinator to expand the time frame for taking the pre-entry fitness standards and to develop a standardized process. There was further discussion about this issue.

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, with a class of fifty-two (52) student officers.

Cambridge: A class of 26 student officers remain after the academy began on January 6, 2020. Graduation is scheduled for May 22, 2020.

Cape Cod: The next academy of sixty (60) student officers began on February 17, 2020.

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

Lowell: The next class will begin in spring 2020.

NECC: There are two (2) classes currently ongoing. One class consists of forty-eight (48) student officers and the other class consists of forty-seven (47) student officers. Graduation is scheduled for June 5, 2020.

Plymouth: A class of forty-eight (48) student officers remain and graduation is scheduled for June 5, 2020.

Randolph: A class of thirty-nine (39) student officers graduated on February 14, 2020. The next class will begin on April 13, 2020.

Reading: A class of 42 student officers remain after the academy started on January 13, 2020.

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 fifty (50) Springfield officers began on December 2, 2019, and graduation is scheduled for May 22, 2020.

Transit: A class of thirty-five (35) student officers remain and graduation is scheduled for April 10, 2020. The 45th ROC will begin on April 14, 2020.

WMASS: A class of forty-nine (49) student officers began last week.

Worcester: The Worcester plans to start a class with twenty (20) Worcester officers and twenty-four (24) outside agencies beginning on June 1, 2020.

Budget/ MPTF

The Municipal Police Training Fund (“MPTF”) has an estimated 6.1 million dollars. There is a firearms development grant that will support building two (2) outdoor firearms ranges. One requirement of the grant is that the MPTC would have twenty-five (25%) access to the ranges. Chief Hicks commented that there were some concerns about the towns imposing additional expenses. ED Ferullo emphasized this is an open, competitive grant and that anyone in the Commonwealth is eligible to apply. The grant does not list any specific towns because it is an open, competitive bid. If the MPTC were to submit a bid to support the grant, the MPTC would receive access to the firearms ranges and would pay an annual maintenance fee. The Department of Homeland Security and Hanscom are support the grant. There was lots of discussion how this would work and how much money the MPTC would provide.

Chief Kyes commented that the money generated from the two (2) dollar fee should be used to pay the fee for recruits in the academies and that he had reservations about spending \$1.4 million to support a grant to build a firearms range. The MPTC spends approximately \$250K for instructors per academy and it only receives \$140K from recruit fees. If the MPTF is used to fund the academy, it will significantly impact specialized trainings and MPTC authorized academies. The demand to secure a seat in a MPTC run academy would increase if departments did not have to pay a recruit fee. The MPTC is not equipped not does it have the facilities to sustain such a demand. Chief Hicks thought it may be helpful to meet with the Secretary Turco to discuss this issue. Chief Kyes suggested that the Committee develop a subcommittee. Some of the

Committee members felt that the purpose of the two (2) dollar rental fee was to cover recruit fee for towns sending people to police academies.

Academy Capacity Issues

There is a waiting list for recruits and no available seats until August. ED Ferullo would like to offer in conjunction with MPTC partners to offer pop-up academy in May or June. ED Ferullo said that there were twelve (12) empty seats in Plymouth that were available to Taunton, Fall River and Fairhaven. Unfortunately, the towns in this area did not submit the proper documentation needed to secure seats in the academy. As a result, there were open seats in the Plymouth Academy.

Old Business:

Legislation Affecting Police Training:

There are no legislative updates.

Firearms Issues Update

There is nothing new to report on firearms.

New Business

FY2021 Staffing Issues and Positions

ED Ferullo shared with the Committee a copy of the organizational chart explaining some personnel moves he made with the blessing of EOPSS. Sheila Gallagher is now assuming role of the Chief Operating Officer for the agency where she will be responsible in assisting the Executive Director with external relations for the agency. She will sit on commissions and boards and will oversee her replacement for the Legal Issues Coordinator position. Lara Thomas is now the recruit curriculum manager and she will oversee the recruit curriculum and develop specialized groups to address any potential issues with the curriculum. Lara will also support the academies with implementation of the new recruit curriculum. There are also postings for the Director of Training and Randolph Academy Director positions. The MPTC has received numerous resumes in response to those postings. The Director of Programs and Standards will be posted in the future.

The legislation for lifting the nine hundred and sixty (960) hour restriction was not reported out of conference committee. As a result, the Reading Academy Director position will also have to be posted. Since there is a need to help manage the two (2) dollar bill fund, the MPTC intends to hire a fiscal program coordinator and eventually a research assistant position to support ACADIS. Chief Kyes asked whether the MPTC would hire two (2) 960 contract academy directors back to back. There was further discussion about this option.

Executive Director Selection Process:

Chairman O'Brien told the Committee that the Search Committee met on January 15, 2020, to discuss the criteria for selecting the executive director. All five (5) members met and reviewed the former posting related to the position. The members included Superintendent Richard Sullivan Joe Vieira, Chief Botieri, Chief O'Donnell and

Jim O'Brien, John Melander and Denise Sarro were also present. Chairman O'Brien added that the Search Committee will continue to meet and discuss the next steps in the process. The goal is to finalize the posting for the March meeting and receive approval from the Committee.

Facilities Update

The lease negotiations with the town of Randolph have deteriorated. Currently, the MPTC is working with the Division of Capital Asset Management and Maintenance ("DCAMM") to finalize a RFR that details the specifications for the space to relocate. The goal is to find a space that will house an academy and headquarters. However, MPTC headquarters may have to separate from the academy. The MPTC would also like to use a similar post in Springfield.

The MPTC is also looking at Atlantic Union College in Lancaster as a possible location for a mega academy since it has numerous facilities.

MBTA Academy

The MBTA will start a new academy on April 13, 2020. Lara Thomas will assist in the implementation of the new curriculum and support the scheduling for the academy.

Cambridge Academy

The Cambridge Academy hopes to run a third academy on May 25, 2020. Chief Hicks said this is the second iteration of the academy and it will have to return with an after action report to the Committee. Chief Hicks said he would add this as an agenda item for the March meeting. Ideally, Cambridge would need an answer before the start of the academic year.

Lt. Steve Mullaney is a retired state trooper who is working as a compliance and quality control officer for the MPTC. Lt. Mullaney's role is to support and provide consistency within MPTC academies throughout the state. Lt. Mullaney will also continue teaching field sobriety tests and instructor development.

In-service

Chief Hicks reminded the Committee that in-service topics need to be finalized by the March meeting. Before selecting the topics, Chief Hicks asked if the Committee intended to continue with the forty (40) hour requirement for in-service. The Committee agreed not to change the structure of inservice and agreed to keep the hours the same.

A motion was made to continue with forty (40) hours of inservice for TY2020-21. The motion was seconded and passed by unanimous voice.

Chief Hicks asked the Committee to circulate the information about possible topics. Some of the proposed topics are listed below:

- Mental health and de-escalation
- Cannabis Law
- Standard Field Sobriety Testing and OUI Detection

- Financial Crimes, Identity Theft and Scams
- Investigative and proper reporting of phone scams
- Supervisor Leadership Training
- Counter Ambush Training, Active Shooter, and Asher
- MPTC Longevity in a Police Officer and Life Expectancy of Police Officers
- Continuation on Terrorism Awareness
- New OSHA Regulations for Chiefs
- Missing Persons
- Implicit Bias

Next Meeting

The next meeting is scheduled for **Wednesday, March 18, 2020**, at the Dartmouth Police Department.

Adjournment

At 12:26PM, a motion was made to adjourn the meeting. The motion was seconded and passed by unanimous voice.