

Municipal Police Training Committee
Monthly Meeting Minutes

Zoom Meeting

March 17, 2021

Call to Order

At 10:02 AM, Chief Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order. This was a virtual meeting which will be recorded. A roll call was taken for attendance.

Attendees: Voting Members

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

MPTC Staff

ED Robert Ferullo, John Melander, Sheila Gallagher, Andrea Nardone, Shane Rodriguez, Pat Caggiano, Jack Dillon, Kevin Donnelly, Dori Ference, Denise Flagg, Joanne Gardiner, Eileen Goodick, Lynda Kearns, Andrea Kenney, Maura Landry, Steve Mullaney, Laura Nichols, Patricia O'Rourke, Lisa-Ann Reich, Rick Smith, Alison Taylor, Lara Thomas, and Christopher Walsh

Guests

Hasain Ali, Heather Brouillette, Peter Carnes, Joseph Cecchi, Angela Davis, Deputy Chief Steve DiGiovanni, Holly Doyle, Ronald Fiset, Tom Flynn, Thomas Fowler, Frank Frederickson, Jack Gagliardi, Thomas Glynn, Randy Gioia, Vincent Lamberti, Jessica Lewis, Lisa Lane McCarty, Jeff McCue, Lori Michalidies, James Mulcahy, Jerry O'Rourke, Captain R. Pistone, Andrew Rezendez, Kevin Ritaccio, Reynaldo Rodriguez, Wayne Sampson, Jeffrey Scott, Donald Scranton, William Sharpe, Chief Eric Shears, Steve Taranto, Rick Thebeau, Scott Wood and Thomas Zarelli.

Review/Approval of Minutes

AAG O'Brien made a motion to approve the minutes for the February 17, 2021, meeting. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Police Standards and Training

Temporary Waivers

There was one (1) for a temporary waiver request.

Scott Wood

Haverhill

The Subcommittee made a favorable recommendation to the Committee to approve the temporary waiver for Scott Wood.

Chief Kyes made a motion to approve the temporary waiver for Scott Wood. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye

Sergeant Joseph Vieir
Major Dan McGinn

Aye
Aye

The motion passes.

Permanent Exemptions

The Committee considered six (6) requests for permanent exemptions.

Hasain Ali

Framingham PD

Chief Baker is requesting a permanent exemption for Hasain Ali to work as a police officer for the Framingham Police Department. Officer Ali graduated from the 632-hour Special State Police Officer's Academy run by the Massachusetts State Police on June 18, 2010 and the 242-hour Central Massachusetts Reserve Intermittent Academy on January 25, 2012. Shortly after graduation, he began working as a campus police officer for Quinsigamond Community College in Worcester and subsequently worked for Emerson College as well. He currently works for Boston College as a Staff Sergeant. Boston College Police Officers are armed officers and the department has a mutual aid agreement with the Boston Police Department where Boston College Police Officers patrol in a Boston Police cruiser paired with Boston Police officers. Officer Ali is also a part-time officer in the towns of Dover and Princeton. He is certified in CPR/1st responder and was certified in firearms in accordance with MPTC regulations.

The Subcommittee made a favorable recommendation to the Committee to approve the permanent exemption for Hasain Ali.

Sgt. Viera made a motion to approve the permanent exemption for Hasain Ali. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Holly Doyle**Princeton, PD**

Chief Powers submitted a request for a permanent exemption for Holly Doyle to work as police officer for Princeton Police Department. Officer Doyle graduated from the full-time Municipal Police Academy in Boylston on April 8, 2006 and began working as a full-time police officer for the Oakham Police Department and subsequently the East Brookfield Police Department. After working as a full-time police officer in Massachusetts for two (2) years, Officer Doyle attended and graduated from the Connecticut State Police Academy on May 14, 2008. She worked as a patrol trooper and a detective for major crimes. In 2017, Officer Doyle received a letter from Marylou Powers, the former Director of Training for the MPTC granting her the ability to work as a part-time police officer for the town of Princeton. The town of Princeton is now seeking to hire Officer Doyle as a full-time police officer. Officer Doyle has not had a break-in-service and she has worked more than seventeen years in law enforcement. She is CPR/1st responder certified and is certified in firearms in accordance with MPTC regulations.

The Subcommittee did not take any action on the request because Officer Doyle does not need an exemption from attending a full-time academy because she graduated from a full-time Massachusetts police academy and had no break-in-service. The Committee noted that there may be situations where an officer leaves Massachusetts for a period of time. The timeframe that the officer is working outside of the Commonwealth could be considered a break-in-service. This scenario would potentially involve the MPTC and the POST amending the Code of Massachusetts Regulations after July 1, 2021.

Since the Committee determined this request did not qualify as an exemption, no vote was required. The MPTC will provide a letter to Officer Doyle regarding her ability to exercise police powers.

Scott LaValley**Merrimac PD**

Chief Shears is requesting a permanent exemption for Scott LaValley to work as a police officer for the Merrimac Police Department. Officer LaValley graduated from a 600-hour full-time police academy in New Hampshire on August 22, 2014. Officer LaValley then began working as a full-time police officer for the Newton, New Hampshire Police Department where he continues to be employed. On February 14, 2017, Chief Shears received a letter from Marylou Powers, the former Director of Training for the MPTC granting Officer LaValley the power to work as a part-time police officer without requiring him to attend a full-time academy in Massachusetts. On March 21, 2017, Officer LaValley took the Massachusetts Police Officer Orientation Program and he successfully passed the online test. He has worked as a Reserve Police Officer since 2017. In 2020, Officer LaValley was promoted to the rank of Sergeant within the Newton, New Hampshire Police Department. He is CPR/1st responder certified and is certified in firearms in accordance with MPTC regulations.

The Subcommittee made a favorable recommendation to the Committee to approve the permanent exemption for Scott LaValley.

Chief Kyes made a motion to approve the permanent exemption for Scott LaValley. Chief Botieri seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Adam Lischinsky

Salisbury PD

Chief Fowler is requesting a permanent exemption for Adam Lischinsky to work as a police officer for the Salisbury Police Department. Officer Lischinsky graduated from the Plymouth Basic Reserve Academy on January 7, 2006. After graduation he began working as an auxiliary police officer for the Marblehead Police Department. In 2007, Officer Lischinsky graduated from the New Hampshire Police Academy and became employed as a full-time police officer with the Raymond, New Hampshire Police Department. He worked for Raymond Police Department until he transferred to the Hudson, New Hampshire Police Department in 2009. Officer Lischinsky continues to work as a full-time police officer in Hudson. Officer Lischinsky is CPR/1st responder certified and is certified in firearms in accordance with MPTC regulations.

The Subcommittee made a favorable recommendation to the Committee to approve the permanent exemption for Adam Lischinsky.

Chief O'Donnell made a motion to approve the permanent exemption for Adam Lischinsky. Chief Botieri seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye

Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Lori Michalidies

UMass Worcester PD

Chief Pierce is requesting a permanent exemption for Lori Michalidies to work as a police officer for the University of Massachusetts Worcester Police Department. Major Michalidies graduated from the 626-hour Rhode Island Police Academy in 2001. After graduating from the academy, she began working as a patrol officer for Warwick Police Department in Rhode Island where she currently works. Additionally, Major Michalidies has a Master’s degree in Criminal Justice from Boston University and a Juris Doctorate from the New England School of Law. She is CPR/1st responder certified and will become certified in firearms in accordance with MPTC regulations upon her relocation to Massachusetts.

The Subcommittee made a favorable recommendation to the Committee to approve the permanent exemption for Lori Michalidies contingent upon her completing her firearms certification in accordance with MPTC regulations.

Chief Botieri a motion to approve the permanent exemption for Lori Michalidies contingent upon completion of her firearms certification in accordance with MPTC regulations. Supt. Cotter seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O’Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O’Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Sean Wlasuk

Lynn PD

Lynn Police is requesting a permanent exemption for Sean Wlasuk to work as a police officer for the Lynn Police Department. Officer Wlasuk graduated from the 345.5-hour Massachusetts Law Enforcement Alliance Police Academy on January 28, 2017. After

graduation, he worked as dispatcher for the Peabody Police Department. On April 20, 2018, he graduated from the New Hampshire Police Academy and began working as a full-time police officer for the Kensington, New Hampshire Police Department, where he is still working. He is CPR/1st responder certified and is certified in firearms in accordance with MPTC regulations.

The Subcommittee made a favorable recommendation to the Committee to approve the permanent exemption for Sean Wlasuk.

Undersecretary Reidy made a motion to approve the permanent exemption for Sean Wlasuk. The motion was seconded and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

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Disciplinary Appeals Hearings

There were no disciplinary appeals hearings.

Open Discussion

No items discussed.

Executive Director's Report

Staffing update

ED Ferullo introduced new MPTC staff members. Pattie O'Rourke has joined the MPTC as the Director of Human Resources and Shane Rodriguez is the Director of Programs and Standards. Nicole Hamwey, Mary DeFrancesco, and Chris Walsh are all assigned to the Acadis team. Denise Flagg is the legal issues coordinator.

The MPTC is also hiring additional staff to further support the records unit. The MPTC

staff will reach out to departments to confirm that the training records contained in Acadis are up to date.

Rick Smith retired as the Acting Director of the Reading Academy but will be available for special projects with the MPTC. The academy director position will be posted soon.

Recruit Officer Training Update

The MPTC is tracking the vaccinations in the academies. Currently, ninety-percent of the academy directors have been vaccinated. The MPTC is compliant with the state's capacity requirements and is trying to get people vaccinated. There are some recruits who are opting not to get vaccinated. Since the vaccine is not FDA approved, the MPTC cannot require recruits to be vaccinated.

Boston: The current class has ninety-seven (97) recruits and is scheduled to graduate on June 10, 2021. Most of the recruits have been vaccinated. The next class is scheduled to begin in June with one hundred and ten (110) recruits.

Boylston: The next class starts on April 26, 2021, and can accommodate forty-eight (48) recruits. To maintain COVID safety, the classroom portions will be divided into two (2) classrooms with the instructor in one classroom and other classroom receiving a simulcast of the class. If all the recruits are vaccinated or COVID regulations are eased, the classes could potentially merge. There are fifteen (15) available seats.

Cambridge/Northeastern: A class of twenty-two (22) recruits remains. Nineteen (19) recruits and all staff have been vaccinated. Graduation is scheduled for June 4, 2021.

Cape Cod: A class of forty-two (42) recruits remains. Thirty-three (33) recruits and all staff have been vaccinated. Graduation is scheduled for May 27, 2021.

FSU: The next class is scheduled to begin on May 17, 2021, with twenty-four (24) seniors going into the academy. Orientation is scheduled for April 15, 2021.

Lowell: No new new update

Merrimack: No update.

MBTA: There are seventeen (17) recruits in the current class. Graduation is scheduled for June. The next class is scheduled to begin in July with forty-four (44) seats.

NECC: The next class is scheduled to begin June 7, 2021.

Plymouth: The current class started on March 1, 2021. Eighteen (18) recruits have been vaccinated and seven (7) to nine (9) of them are in process. The staff is almost done with getting vaccinated. Graduation is expected July 23, 2021. The next class is expected to start September 13, 2021.

Randolph: There are two (2) classes currently running. The first class is in week 6 with forty-four (44) recruits. The second class of thirty (30) recruits started on March 16, 2021.

Reading: The next class is scheduled to begin May 10, 2021, and there are three (3) available seats.

Springfield: The current class is expected to graduate on April 2, 2021, with thirty-three (33) recruits.

SPMA: the last class graduated on February 19, 2021. The National Guard group is expected to return on April 9, 2021, following their deployment to Washington, DC. A RTT class is expected to start in May.

Western Mass: No new update.

Worcester: A class of twenty-five (25) recruits remain. Graduation is expected July 9, 2021.

Facilities Update

The MPTC is looking for a training space in Central Massachusetts to accommodate Use of Force and other training mandated by the police reform legislation for a three (3) year period. There are also RFPs going out to replace the Springfield and Reading facilities. Both projects are funded and authorized to go forward by DCAMM. DCAMM has assigned two (2) project managers and two (2) attorneys assist with these projects. DCAMM has also assigned a project manager to study the logistics of consolidating the police academies. This study is required by the police reform legislation.

Specialized Training

The MPTC intends to relaunch in-person specialized training in October and is working on a specialized training plan for the 2021-2022. The MPTC plans to offer FBI LEEDA classes, NASRO courses, an Internal Affairs Certification course, Detective's training, a Background Investigator class, the IACP Women in Law Enforcement and Leadership course, an Autism and Law Enforcement Course, a Search Warrants class, and the IACP Front-line Supervisor course.

A staff instructor certification course is scheduled for May 18 – May 21, 2021 at the Cape Cod academy. This training will be held every month. There is currently a Sexual Assault Investigator training scheduled next month at the Cape Cod academy.

ED Ferullo addressed the concern about the locations of trainings. Post-COVID, Randolph will have the capacity to run two (2), 60-person specialized trainings and two (2), 24-person trainings at the same time. The new facility in Reading would also have space available.

Boston Police are starting a detective training in the next month. If an agency has any interest in sending an officer, please contact the Boston Police Academy.

New Business

In-service training

There was discussion about the delivery of in-service trainings. While the MPTC is dealing with COVID, in-service will be delivered online. The goal is offer in-person training for the 2022-2023 training year. When in-person trainings return, additional funding will be needed to accommodate the additional 6,000 officers MPTC is required to train under police reform.

The proposed topics for in-service training for the 2021-2022 training year are listed below:

- **Responding to Emergencies Involving Mentally ill (3 hours)**
- **De-escalation and Use of Force (3 hours)**
- **Cultural Competency and Responding to Mass Gatherings (3 hours)**
- **Human Trafficking (3 hours)**
- **Law Enforcement Officer Mental Wellness (2 hours)**
- **Law Enforcement Officer Suicide Prevention (2 hours)**
- **Critical Incident Stress Management (2 hours)**
- **Legal Update (6 hours)**

All of the above topics, except Human Trafficking were required by the police reform legislation. The Lieutenant Governor and the Attorney General are strongly encouraging officers to receive training in Human Trafficking.

ED Ferullo and Chief Hicks clarified that officers are required to attend 40-hours of in-service training per year. MPTC mandates twenty-four (24) hours of academic instruction on specific topics. The individual departments are responsible for supplementing with sixteen (16) hours with annual firearm certification, CPR/first responder certification and other instruction.

Sgt. Viera made a motion to approve the in-service training topics for the 2021-2022 training year. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye

Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Code of conduct

An updated draft Code of Conduct incorporating suggested edits from the February meeting was provided to the Committee in advance of the meeting. There was additional discussion and edits suggested with respect to the appeal process. The suggestions will be incorporated into a new draft which will be reviewed by the Subcommittee prior to further review by the Committee.

Instructor Certification Proposal

The Committee was provided with a proposed instructor certification process in advance of the meeting.

Sgt. Viera made a motion to approve the proposed instructor certification process. Chief Botieri seconded the motion and a roll call was taken.

U/S Terrence Reidy	not present for the vote
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

Old Business

Police Reform

The MPTC staff is working on the training mandates and the policies required by the police reform legislation. Chief Hicks expects to establish working groups consisting of Committee members and other outside groups to support the MPTC staff with this

work. John Melander noted that EOPSS will send a letter to law enforcement agencies that outline certification deadlines, data collection, and what the agencies can expect in the coming months.

Quinsigamond College

Captain Cecchi provided additional information to the Committee about the Quinsigamond program. Captain Cecchi stressed that the program will have to start at 4:30PM to accommodate the six (6) hour blocks of instruction. The target audience is part-time employed individuals or students. The cost of the academy is approximately \$9,000 (\$6,750 to the college, \$1,350 for clothes). Captain Cecchi indicated that fee covers the costs of the college to run the academy.

Chief O'Donnell made a motion to allow Quinsigamond College to run a recruit officer curriculum pilot program for one (1) year. Chief Livingstone seconded the motion and a roll call was taken.

U/S Terrence Reidy	not present for the vote
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	No
Chief Brian Kyes	Aye
Chief Scott Livingstone	No
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	No
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	No
Major Dan McGinn	Aye

The motion passes.

The next meeting is scheduled for April 21, 2021.

Adjournment

Chief Botieri made a motion to adjourn the meeting. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	not present for the vote
Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye

Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Aye
Major Dan McGinn	Aye

The motion passes.

The meeting was adjourned.