# Municipal Police Training Committee

# Monthly Meeting Minutes

# Zoom Meeting

# June 24, 2020

**Call to Order**

At 10:05 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order. Chief Hicks welcomed everyone and reviewed the guidelines and rules related to virtual meetings and announced that a roll call would be taken to record who is present and that the meeting will be recorded.

# Attendees: Voting Members

Attorney John Melander 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 Sullivan Aye

Superintendent Cotter Aye

Major Michael Lyver Aye

Officer Joseph Vieira Aye

# MPTC Staff

Andrea Nardone, Chief Robert Ferullo, Sheila Gallagher, Melixza Esenyie, Rose Sauvageau, Steve Mullaney, Maura Landry, Lisa Reich, Laura Nichols, Jack Dillon, Rick Smith, Lara Thomas, Lynda Kearns, Dori Ference, Denise Sarro, Larry Norman, Andrea Kenney and Kevin Donnelly.

# Guests

Tim Sieger, Lt. Richard Cipro, Ray Richards, Reynaldo Rodriguez, Jerry O’Rourke, Tom Zarelli, Ken Devlin, Peter Carnes, John Dube, Tim Watts, Tom Flynn, Jeffrey Scott, Dr. Heather Bish-Martin, Tom Glynn, and James Fay.

# Review/Approval of Minutes

**Chief O’Donnell made a motion to approve the minutes for the May 20, 2020 meeting. Chief Livingstone seconded the motion and a roll call was taken:**

Attorney John Melander 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 Sullivan Aye

Superintendent Cotter Aye

Major Michael Lyver Aye

Officer Joseph Vieira Abstained

**The motion passed**

**10/0/1**

**Chief O’Donnell a motion was made to approve the minutes for the Special Meeting held May 29, 2020. Chief Kyes seconded the motion and a roll call was taken:**

Attorney John Melander 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 Sullivan Aye

Superintendent Cotter Aye

Major Michael Lyver Aye

Officer Joseph Vieira Aye

# The motion passed 11/0

# Police Standards and Training

Temporary Waivers:

There was one waiver for the Committee’s consideration.

**Harold Marshall Lakeville Police Department**

The Lakeville Police Department requested a temporary waiver for Harold Marshall during the May 20, 2020, meeting. The Committee did not take a vote during the last Committee meeting because there were questions regarding Harold Marshall’s work experience. According to the Lakeville Police Department Harold Marshall has worked two (2) patrol shifts per week. He has made arrests, performed searches of suspects and prisoners and has worked details. Marshall completed in-service for training year 2019-21. The Lakeville Police Department is requesting a temporary waiver to assist with staffing issues. Marshall will attend the next, available full-time academy.

**Chief Kyes made a motion was made to approve the request for a temporary waiver for Harold Marshall. Chief O’Donnell seconded the motion and a roll call was taken.**

Attorney John Melander 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 Sullivan Aye

Superintendent Cotter Aye

Major Michael Lyver Aye

Officer Joseph Vieira Aye

**The motion passed 11/0**

Permanent Exemptions

**Stephen Houle Hardwick Police Department**

During the May Subcommittee meeting, the request for Stephen Houle was presented as a temporary waiver instead of a permanent exemption. Chief O’Donnell explained that Hardwick Police Department was asking for an exemption and not a waiver pursuant to CMR 3.03 (3). Stephen Houle was deployed on active duty shortly after graduating from the reserve academy in 2012.

Before a motion was made, Chief O’Donnell further clarified that Chief Ayotte is requesting that the Committee waive the two (2) year work requirement and reinstate Houle’s part-time academy status. According to the CMRs, a Committee vote is required in order to waive the work requirement due to his deployment on active duty. The Hardwick Police Department intends to hire Houle as a permanent part-time police officer.

**Chief O’Donnell made a motion to approve the permanent exemption request for Stephen Houle. The motion was seconded by Chief Kyes** **and a roll call was taken.**

Attorney John Melander 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 Sullivan Aye

Superintendent Cotter Aye

Major Michael Lyver Aye

Officer Joseph Vieira Aye

**The motion passed 11/0**

Disciplinary Hearings

ED Ferullo reported that there is a dismissal appeal from the Cambridge/Northeastern Academy. The student officer is being represented by counsel and is requesting a virtual hearing for July 14, 2020. ED Ferullo added that the individual who was dismissed from the Western Mass Academy is non-responsive.

CMR Update

Attorney John Melander provided an update to the Committee about the status of the CMR revisions. There were several substantive changes that the Committee reviewed and approved last month. Currently, the public comment hearing is on hold. Chief Hicks clarified that Administration and Finance has to review and approve the revised CMRs before a public comment hearing could be scheduled.

# Open Discussion

The State Police and Massachusetts National Guard will host a Top Gun Narcotics Investigative school in September. The Top Gun school is a week-long intensive training. Major Lyver asked that the MPTC distribute the announcement to the police chiefs.

Chief Hicks introduced Dr. Heather Bish-Martin who spoke to the Committee about the abduction of her sister Molly Bish. Molly Bish was a lifeguard in Warren, Massachusetts and she disappeared 20 years ago. Dr. Bish-Martin explained that local police delayed in responding because they assumed Molly was a teenager and may be irresponsible. Based on her experience with her sister’s abduction, Dr. Bish-Martin is asking the Committee to train law enforcement more effectively when responding to missing persons.

Chief Hicks thanked Dr. Bish-Martin and explained this Committee reviews curriculum and training needs on regular continuous basis. The Committee welcomes input regarding police training. Chief Hicks relayed that the Committee is ahead of the game in many areas. However he commented that the missing persons segment within the recruit curriculum could be re-evaluated to ensure it addressed the concerns that Dr. Bish-Martin raised. Chief Hicks asked whether the Committee had any questions or comments.

A few years ago, Representative Juana Matias introduced legislation related to missing persons. Rather than legislate a bill that mandates training, Chief Kyes explained that the Committee can mandate that police receive in-service training for specific topics such as missing persons. Chief Kyes also commented that many police departments are trying to get accredited. The benefit of accreditation is that the departments would share uniform policies and best practices which would be relevant for responding to missing person investigations.

Chief O’Donnell added that he recalls the investigation that took place when Molly Bish was reported missing. Chief O’Donnell said it was a combination of lack of policy and a lack of training at that time. There should be policy that ensures smaller police departments understand what resources are available and how critical the timing is when calling those resources. Chief Hicks thanked Dr. Bish-Martin and relayed that the Committee heard her message and they will move forward to make adjustments.

National Guard:

Major Richards of the National Guard requested the Committee to authorize the National Guard to operate a combined police academy with SSPO/SPMA with a start of September 14, 2020. Since this request was not on the agenda, the Committee could not vote and tabled the request until the July Meeting.

**New Business:**

Police Officer Standards and Accreditation Commission (POSAC)

Chief Kyes gave an overview the bill the Governor filed that created the Police Officer Standards and Accreditation Commission (POSAC). For the past ten (10) years, the Mass Chiefs have supported POST and they developed a subcommittee to examine how to implement it within the state. Chief Kyes stated that he read the summary and this bill is heading in the direction in terms of certification. The bill proposes the creating of a fourteen (14) member commission consisting of seven (7) law enforcement representative and seven (7) civilians. There is also a subcommittee within the commission which will handle the decertifications. There is a list of items that would require mandatory decertification. If this bill is passed, the new commission will hold the hearings involved in decertification. The bill also includes an incentive program to receive a one-time bonus for law enforcement that attend these trainings. The incentive program was not well received. The MPTC and POSAC would remain separate committees with a little overlap. The Executive Office of Public Safety and Security (“EOPSS”) will oversee the MPTC and POSAC and each agency will have an Executive Director. The MPTC will continue to train and provide in-service. After attending in-service each year, officers will be relicensed.

Attorney John Melander said the Governor wanted to file a bill before the formal session ends in July. Many stakeholders were brought to the table to provide input. ED Ferullo is establishing subcommittees that will include law enforcement and union leaders to review the bill and offer further recommendations. Chief Hicks credited that Secretary Turco supported the MPTC for all it has accomplished. The MPTC has already implemented standards and training. There was further discussion about the proposed legislation and its implications.

Recruit Officer Training Updates

Andrea Nardone introduced Jack Dillon who was hired as the academy director for Randolph. Jack has an education background and worked as principal for the Minuteman High School in Lexington. Jack has been a great addition and will assist in helping Lara Thomas to transition over to her new position in curriculum.

Boston: A class of one-hundred and forty student officers graduated last week with.

Boylston: A class is currently in session and will have a certification ceremony on July 31, 2020. The next academy class is scheduled for September 14, 2020 and will have a twenty-two (22) student officers due to COVID-19.

Cambridge: The next class is delayed due to funding issues. A new academy may possibly start in January 2021.

Cape Cod: A class of fifty-eight (58) student officers is in session. A certification ceremony is scheduled for July 10, 2020. A survey was circulated to the Cape and Island Chiefs to determine whether an academy class will begin in late fall or winter.

FSU: A class of twenty-one (21) student officers began on June 1, 2020. A certification ceremony is scheduled for September 11, 2021. Seven (7) student officers already are hired.

MBTA: A class of fifty-five (55) student officer began on June 1, 2020. Currently there are fifty-one (51) student officers remaining with a tentative certification ceremony scheduled in December.

NECC is getting ready for their Certification Ceremony.

Plymouth: A certification ceremony was held June 19, 2020. The class of forty-eight (48) student officers will begin on August 3, 2020.

Randolph: A class of forty-six (46) student officers began on June 1, 2020. The next class will be in February 2021.

Reading: A class is currently in session and a certification ceremony is scheduled for July 1, 2020. The next classes are scheduled for September 28, 2020, May 2021 and January 2022. Due to COVID concerns, the class size will be reduced to 20-22 student officers.

WMASS: A certification ceremony is scheduled for July 10, 2020. The next class will start August 31, 2020, with 20-24 student officers. There is tentatively another class planned for March 22, 2021.

ED Ferullo mentioned that the academy directors are proposing safe methods to incorporate physical training into the academies. Once a proposal is finalized, the Department of Public Health will have to approve. The primary issue with physical training concerns showering. Logistically the MPTC cannot allow one person to shower at time and sanitize in between within a reasonable time frame.

**Executive Director’s Report**

Budget

ED Ferullo informed the Committee he is working with U/S Reidy and Attorney Melander to finalize the budget. The MPTC will need additional funding. Chief Hicks asked ED Ferullo to have a preliminary spending plan for the Committee next month. Right now, specialized training is suspended. The MPTC hopes to host additional civil rights trainings as well as some inexpensive specialized trainings.

Facilities

The MPTC Headquarters is relocating to 42 Thomas Patten Drive in Randolph. The goal is to move locations by January 1, 2021, and the MPTC is working with DCAMM to move the process along. ED Ferullo said the building will be open for staff to see within the next month.

ACADIS Database

The POST bill revolves around capturing training in the ACADIS database. Currently, the MPTC is able to record in-service and specialized trainings offered by the MPTC. The more challenging prospect will be to collect trainings that officers attend across the state. The MPTC is devising a plan to support regional academies and regional police associations. It will be critical for the MPTC to capture all in-service training for certification beginning September 1, 2020.

Staffing

Sheila Gallagher told the Committee that candidates were interviewed for the Counsel 2 position. Before moving forward with hiring, the MPTC is awaiting authorization from EOPSS. She also stated that there the MPTC is plans to fill two (2) research analyst positions and the Director of Programs and Standards. However, until the MPTC needs to resolve some issues with respect to the number of allotted positions within the agency.

**Old Business**

In-service

Several chiefs have asked whether in-service training should include a segment on crowd control. Dori Ference updated the Committee about the topics for in-service this year. The draft for implicit bias was sent to headquarters for review. Jason Shea, MPTC Health and Wellness Coordinator, completed the Health and Wellness curriculum. The curriculum for emergency pandemics should be finished by early July. Dori is working on the Terrorism Response with the FBI, JTTV and a small working group. Lastly, Shawn Barbale is working on Defensive Tactics and plans to address the issues of red zones.

The next meeting is scheduled for **July 15, 2020,** and will likely be virtual via Zoom.

**Chief O’Donnell made a motion to adjourn and Superintendent Sullivan seconded that motion. A roll call was taken:**

Attorney John Melander Aye

Chief Jim Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Aye

Chief Brian Kyes Absent

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Sullivan Aye

Superintendent Cotter Absent

Major Michael Lyver Aye

Officer Joseph Vieira Absent

**The motion passed 8/0/3**