**Municipal Police Training Committee**

**Monthly Meeting Minutes**

**Zoom Meeting**

**July 22, 2020**

**Call to Order**

At 10:02 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order. Chief Hicks welcomed everyone and announced that a roll call would be taken to record who is present and that the virtual meeting will be recorded.

# Attendees: Voting Members

Undersecretary Terrence Reidy, EOPSS Aye

Chief James Hicks, Northeast Mass Aye

AGO Jim O’Brien Aye

Chief Michael E. Botieri, Southeast Mass Absent

Chief Brian Kyes, Mass Chiefs Aye

Chief Scott Livingstone, Western Mass Aye

Chief Thomas O’Donnell, Central Mass Aye

Superintendent Richard Sullivan, MBTA Aye

Superintendent Winifred Cotter, Boston PD Absent

Commandant Daniel McGinn, MSP Aye

Officer Joseph Vieira, MPA Aye

# MPTC Staff

Robert Ferullo, Sheila Gallagher, Andrea Nardone, Kevin Donnelly, Melixza Esenyie, Kris Gottlander Gentile, Eileen Goodick, Joanne Heres, Lynda Kearns, Andrea Kenney, Laura Nichols, Larry Norman, Alison Taylor, Lisa Ann Reich, Rose Sauvageau, Rick Smith, Lara Thomas and Joe Witkowski.

# Guests

Michael Anderson, Peter Carnes, Joe Cecchi, Donna DaVeiga, Chief Jeff Farnsworth, Ron Fisette, Thomas Flynn, Frank Fredrickson, Jay Green, Spencer Lord, Mike Miksch, Steve Mullaney, Tyrone Parham, Ray Richards, Peter Roddy, Jeffrey Scott, Brian Skinner, Joseph Solomon, Derek Sullivan, Thomas Zarelli, and Michael Wynn.

# Open Discussion

Chief Hicks commenced the meeting with open discussion to address concerns about pending legislation. Yesterday, more than one hundred (100) police chiefs convened in Framingham to respond to the proposed legislation related to police reform in Massachusetts. Chief Hicks commented that the he was disheartened by the lack of support from the legislature and that the MPTC has worked tremendously hard to lead the way in training. The Committee, the members and non-voting associate members continually participate each month to achieve this goal. Chief Hicks highlighted aspects of the proposed bills. In the House bill for police reform, there is language that eliminates the MPTC. Although there were numerous amendments, Chief Hicks did not see any amendments that restored the MPTC.

In the Governor’s bill, the MPTC remains intact. Chief Hicks added that the MPTC has always been available to legislative members and has complied with the requests from the legislature. Hopefully, more discussion can occur before the legislation is implemented. The Committee has always adhered to the legislative mandates. Chief Hicks also recognized the support the Committee has received from Secretary Turco.

U/S Reidy thanked the police chiefs for gathering at the rally yesterday. U/S Reidy commented that many of the problems that have occurred in policing would not happen in Massachusetts because of the work of the MPTC. He said there is racism and bias in every part of society and currently the flashpoint is on law enforcement. Secretary Turco is concerned with the issues that Senate and House Bills are trying to address. The focus shifted from enhancing training and implementing decertification to something more drastic. The legislation is moving forward within a short amount of time and without proper vetting.

Chief Farnsworth who is the president of the Mass Chiefs Police Association, applauded the work that the MPTC has done within the past few years. The chiefs collectively met yesterday to vocalize their concerns and to advocate for the MPTC. Chief Farnsworth recommended that folks listen to the police reform recently passed in Minnesota. In Minnesota, police chiefs were brought to the table as stakeholders and worked together with their legislators to create a reform bill.

AAG O’Brien added that as a designee on the Committee for the past 18 years, he sees incredible value and leadership of the MPTC. Chief Kyes stated that the Mass Chiefs support a POST. However, the legislation proposed by the Senate and House are extreme. As an officer and member of the Committee, Chief Kyes said he was frustrated that people who are not involved in training, are intent on dismantling the current organization. There was further discussion about the pending legislation. Chief Kyes commented for the record that he does not support the House Bill as it stands.

Since the Senate and House versions are different, the bills will move into a Conference Committee to reconcile the differences. The Conference Committee will include three (3) members of the Senate and three (3) members of the House who will meet to rectify the legislation. Chief Hicks thanked all the supporters of the MPTC and moved into the Agenda.

# Review/Approval of Minutes

**Chief Kyes made a motion to approve the minutes for the June 24th meeting. Chief O’Donnell seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan N/A

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

# Police Standards and Training

Temporary Waivers:

**Nicole Bencal Beverly PD**

**Daniel Collinge, Jr. Rutland PD**

**Lucas Tubbs Rowley PD**

The Standards Committee recommended a favorable approval for all three temporary waiver requests. **Chief Kyes made a motion to approve the three temporary waiver requests. Officer Vieira seconded the motion and a roll call was taken.**

U/S Terrence M. Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

Permanent Exemption Waivers:

There were five (5) Permanent Exemptions for that were reviewed by the Standards Committee.

**Troy Allen Bacon Adams PD**

The Standards Subcommittee recommended approving the permanent exemption request for Troy Allen Bacon. **Chief O’Donnell made a motion to approve the permanent exemption request for Troy Bacon. Chief Livingstone seconded the motion and a roll call was taken**.

U/S Terrence M. Reidy Aye

Chief James G. Hicks Aye

Attorney Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

**Phillip Derry Sturbridge PD**

The Standards Subcommittee recommended approving the permanent exemption request for Phillip Derry. **Chief O’Donnell made a motion to approve the permanent exemption request for Phillip Derry. Chief Kyes seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

**Christina Rodriguez Haverhill PD**

The Standards Subcommittee recommended approving the permanent exemption request for Christine Rodriguez. **Chief Kyes made a motion to approve the permanent exemption request for Christina Rodriguez. Superintendent Sullivan seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell N/A

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

**Brian Skinner Chatham PD**

The Standards Subcommittee recommended not approving the permanent exemption request for Brian Skinner, due to CMR 3.04. Brian Skinner’s break-in-service exceeds a five (5) year period. The CMR requires an officer with a break exceeding five (5) years must return to a full-time academy. **Chief O’Donnell made a motion to deny the permanent exemption request for Brian Skinner. Superintendent Sullivan seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

**Derek Sullivan UMass Amherst PD**

The Standards Subcommittee recommended a approving the permanent exemption for Derek Sullivan. **Chief Livingstone made a motion to approve the permanent exemption request for Derek Sullivan. Chief O’Donnell seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

Disciplinary Hearings

ED Ferullo said there are two (2) disciplinary hearings that are pending. One matter involves a disciplinary hearing from the Cambridge Academy that has been scheduled for August 12, 2020. The second matter involves a dismissal from the NECC Academy and ED Ferullo expects a hearing scheduled within the month.

CMR Update Revisions

Attorney John Melander stated the CMR public comment session is on hold until the legislation issues resolved. Fortunately, there the CMR revisions are finalized and ready to move forward.

**New Business**

There was no new business.

**Executive Director’s Report**

Recruit Officer Training Updates

**MPTC Academies:**

Boston: No new update.

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-four (24) student officers and six (6) on the waitlist.

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

Cape Cod: A certification ceremony was held on July 10, 2020, for fifty-eight (58) student officers. The academy plans to petition the MPTC to run another academy in January 2021. The Coast Guard has approved use of the Roxy Movie Theater (400 capacity theater) to allow social distancing of up to sixty (60) student officers.

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 officers began on June 1, 2020. Currently there are fifty-one (51) student officers remaining with a tentative certification ceremony scheduled in December.

NECC: The NECC hopes to have a class of twenty-five (25) student officers starting in the fall of 2020. The college at NECC is closed until January which would allow student officers to use auditoriums or larger rooms that would be conducive to learning/social distancing.

Plymouth: A 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 class moved to the Brockton Campus of Massasoit Conference Center. A Certificate Ceremony is scheduled for October 22, 2020. The next class will be in February 2021.

Reading: The next class is scheduled for September 28, 2020, and the class size will be reduced to 22-25 student officers. Right now, eleven student officers have registered.

SPMA: A class of sixty (60) student officers: thirty-eight (38) SPMA, eighteen (18) SSPO and twenty-six (26) MANG soldiers. Worcester/MANG increased their academic hours to be more in line with the municipal academies simply for consistency.

WMASS: The next class will start September 8, 2020, with twenty-four (24) student officers. The class is full with fourteen (14) student officers on the waitlist.

ED Ferullo commented that the MPTC has had a few successful certification ceremonies. He also stated that the MPTC has lowered the maximum number of recruits in each academy to approximately twenty-five (25) student officers. The reduction in student officer capacity was necessary in order to maintain social distancing at six (6) feet. As a result of the reduction, fewer officers will be trained and it will also have a financial impact. There is a possibility that an academy may be able to offer smaller classes that would be staggered.

For informational purposes Civil Service departments should consider that furloughs and layoffs may be a possibility. If there are layoffs, a reemployment list may be established which would impact hiring in the future. Chief O’Donnell asked how the MPTC will prioritize the twenty-five (25) maximum seating. ED Ferullo stated the process would not change. However, ED Ferullo is considering innovative and creative ways to deliver training. For example, Boylston could run two (2), smaller classes at the same time or opt to stagger classes. One issue that DPH is still evaluating concerns permitting PT for recruit academies. None of the MPTC facilities have adequate showers or locker rooms that comply with DPH standards at this time.

**Staffing**

The MPTC is currently operating at a one-twelfth of a $3.5 million dollar budget. Since the current budget fails to cover the MPTC’s expenses, the MPTC requested to move $2.5 million dollars from the MPTF to cover payroll, six (6) months of contract instructors, and ACADIS. The training fund roughly has $6.1million dollars. A draft spending plan will be shared when funding is allocated. In the House bill, monies from the MPTF, public safety fund and the appropriations for the MPTC are combined and capped at $10 million dollars.

Recently, the MPTC extended a job offer for an Acadis support position for an employee from another state agency. The candidate has accepted the position but delayed the start date until the legislative issues are resolved. The Counsel 2 position and Director of Programs and Standards are currently posted.

**Facilities**

The lease for MPTC Headquarters in Randolph expires at the end of 2020, and will relocate to 42 Thomas Patten Drive in Randolph. The new location will be available by January 1, 2020. If the move is delayed, there will be significant financial ramifications for the MPTC. The rent for the current location will increase proportionately within three (3) month increments.

 Secretary Turco has asked the MPTC submit a request for information (RFI) related to a centralized training facility. Right now, ED Ferullo is gathering information and when the RFI is complete, he will send to the Committee for input. ED Ferullo plans to work with Attorney Melander to use a basic academy structure, with substantial classroom space while also including a cafeteria, pool and ranges.

**Acadis Database Update**

The Acadis contract expires in June 2021. The MPTC currently pays $150,000 - $200,000 more than any other contract that Acadis has with other states. The goal is for the MPTC to renegotiate the contract with Acadis. Additionally, the MPTC plans to work with Acadis to create an on-line component that would be available to any Acadis user. Acadis could house the online orientation class, in-service and some recruit classes. The integrity of the content contained in Acadis is being validated. It is important to capture for police officer’s certifications. ED Ferullo has had meaningful conversations with Colonel Mason, Major Lyver, Captain McGinn, Lt. McDonald and Sgt. Courtois about integrating the state police into a partitioned section of a joint Acadis platform. There are currently 17,900 active police officers in Acadis which also includes 1500 reserve/part-time officers. The MPTC is looking at alternatives to Acadis if the cost becomes burdensome. The automation module of Acadis will be critical in sending email reminders for officers to complete required courses.

In August, the MPTC will require staff instructors to attend an in-service program for anyone who works as a staff instructor for a MPTC operated or authorized academy. Staff instructors will have to sign and acknowledge that they have received an academy director manual, staff instructor manual and the rules and regulations of the MPTC.

**Old Business**

The National Guard is requesting to run an academy with the SPMA and the SSPO. Since there is a slight change in the framework, the Committee will have to vote on the request. Major Ray Richards said that the academy will extend to eighteen (18) weeks and will also include Officer Wellness. Sgt. Richards stated that there are no additional reductions than what was approved in the past.

**Officer Vieira made a motion to approve proposed program for the National Guard Academy. Chief O’Donnell seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye

**Next Meeting**

The next meeting is scheduled for **Wednesday, August 19, 2020,** virtually through Zoom.

**Adjournment**

**At 11:24 A.M., Chief O’Donnell made a motion adjourn to the meeting. Officer Vieira seconded the motion and a roll call was taken.**

U/S Terrence Reidy Aye

Chief James Hicks Aye

AAG Jim O’Brien Aye

Chief Michael Botieri Absent

Chief Brian Kyes Aye

Chief Scott Livingstone Aye

Chief Thomas O’Donnell Aye

Superintendent Richard Sullivan Aye

Superintendent Winifred Cotter Absent

Commandant Daniel McGinn Aye

Officer Joseph Vieira Aye