

Municipal Police Training Committee
Monthly Meeting Minutes
Zoom Meeting
August 19, 2020

Call to Order

At 10:00 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order. Chief Hicks announced that a roll call would be taken to record who is present because the meeting was virtual.

Attendees: Voting Members

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
AGO Asha White	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

MPTC Staff

Dori-Ann Ference, ED Robert Ferullo, Joanne Gardnier, Eileen Goodick, Andrea Kenney, Maura Landry, Andrea Nardone, Laura Nichols, Larry Norman, Lynda Kearns, Rick Smith, Lara Thomas, Joe Witkowski, Melixza Esenyie, Alison Taylor, Kris Gentile, Mary Bragg, Rose Sauvageau, and Sheila Gallagher.

Guests

Lisa Lane McCarty, John Dube, Steve Mullaney, Peter Roddy, Jeffery Scott, Raymond Richards, Sgt. James Blake, Thomas Flynn, Wayne Sampson, Joe Cecchi, Jerry O'Rourke, and Jim Mulcahy.

Review/Approval of Minutes

A motion was made to approve the revised minutes for the July 22, 2020, meeting. The motion was seconded, and a roll call was taken.

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

**Superintendent Cotter
Captain Daniel McGinn**

**Aye
Aye**

The motion passed.

Temporary Waivers and Permanent Exemptions:

ED Ferullo told the Committee that there was no Standards Subcommittee meeting this morning due to a lack of a quorum. The Committee will hear the temporary waivers and exemptions without recommendations from the Standards Subcommittee. Chief Hicks announced that the Committee will vote on these requests without recommendations from the Standards Subcommittee.

Temporary Waivers

There were no temporary waivers for consideration.

Permanent Exemptions

Officer Ilyas Abu

Littleton PD

Chief Matthew Pinard from the Littleton Police Department requested a permanent exemption for Officer Ilyas Abu due to a staffing shortage within the department. Officer Abu graduated from a 242 hour Basic Reserve Police Academy in 2011, and the 656 hour SSPO academy in 2016. He began working as a campus police officer for the Massachusetts Department of Public Health in 2009. In 2013, he was hired as a police sergeant for the American International College. Subsequently, he worked for the Worcester State University Police Department from 2015 through 2018 and left to pursue a job for the Wellesley College Police Department. He is certified in CPR/First Responder, is qualified as an MPTC Firearms Instructor and has completed numerous specialized trainings in Crisis Negotiation, First Line Supervisor, Social Media, is a certified Sexual Assault Investigator, and he has completed all annual in-service through MPI.

Chief Pinard addressed the Committee to advocate on behalf of Officer Abu. Officer Abu's credentials are extensive. He has graduated from a SSPO Academy and a Basic Reserve Academy. He has attended multiple specialized trainings, has a Bachelor's Degree in Criminal Justice and a Master's Degree in Communication and Public Relations. Chief Pinard said that Officer Abu would be a tremendous asset for the Littleton Police Department as well as the community.

Chief Hicks asked whether the Standards Subcommittee members that were present could provide direction related to the required criteria for exemptions included in the CMRs. Chief Kyes commented that a graduate of the SSPO Academy and working at a college does not satisfy the criteria to grant a permanent exemption for working in a municipal police department. Chief Kyes asked if the Committee had accommodated any individuals in the past who had a similar background to Officer Abu.

The Committee reviewed the criteria pertaining to a full-time police officers listed

in the 550 CMRs. According to M.G.L. c. 41, §96B, “upon petition to the Committee an exemption for a full-time police officer could be requested and granted prior to the full-time officer exercising police powers. The qualifications must be substantially equivalent to or greater than that of a Massachusetts police officer at a comparable level of experience, a minimum of two years working as a police officer.” The CMR does not address the SSPO academy.

Chief Hicks added that the SSPO is not substantially equivalent to the current curriculum. There have been numerous people who have graduated from the SSPO Academy and have had to attend a full-time academy. After further discussion, Chief Pinard changed his request from a permanent exemption to a temporary waiver for Officer Abu. The temporary waiver request would allow Chief Pinard to address concerns with the intention of getting his officer into a full-time academy. Chief Pinard requested that the Committee allow a request for a temporary waiver in lieu of permanent exemption.

Superintendent Sullivan suggested that the Committee use the CMRs and guidelines it has in place when evaluating these requests for exemptions. The Committee needs to ensure consistency.

Chief O’Donnell made a motion to approve a 270-day temporary waiver for Officer Abu. Chief Botieri seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O’Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Kerry Baxter

Carlisle PD

Chief Fisher is requesting a permanent exemption for Kerry Baxter to fill an open position within the Carlisle Police Department. Captain Baxter graduated from the New Hampshire Police Academy on March 26, 1999, and began working for the Nashua Police Department upon graduation. Captain Baxter currently works for the Nashua Police Department. She served in various capacities within the department including but not limited to: Commander for the Media Relations Unit, Polygraph Unit, Crime Scene Unit, Field Operations Bureau and most recently the Detective Bureau. Additionally,

Captain Baxter has received numerous honors and awards that include a Medal Valor for Bravery in 2003, New Hampshire Congressional Law Enforcement Award, Lifesaving Commendations, and she was nominated the City's Favorite Police Officer. In 2018, she was promoted to Captain for the Nashua Police Department and she intends to retire and relocate to Massachusetts if this exemption is granted. She is certified in CPR/First Responder in the state of New Hampshire.

Chief Fisher addressed the Committee adding that Captain Baxter started her career here in the Commonwealth graduating from the first MPOC in Boylston. In addition to her academy training, Captain Baxter has 1637 hours of training. She is certified in polygraph and she has a Bachelor's Degree in Criminal Justice.

Chief Kyes made a motion to approve the permanent exemption for Officer Baxter. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Kyle DiPirro

Yarmouth PD

Chief Frederickson is requesting a permanent exemption for Officer DiPirro to fill an open position within the Yarmouth Police Department. Officer DiPirro graduated from the (892) hour Rhode Island Police Academy on May 25, 2018. Officer DiPirro received the Top Shot Firearms Award and Use of Force Combative Award in May 2018. He has worked for the Narragansett Police Department since January 2018, and he is currently still employed there. Officer DiPirro is certified in CPR/ First Responder and holds a certification for Radar/Laser in the state of Rhode Island. Officer DiPirro has been employed with the Narragansett Police Department for two (2) and half years.

Chief Kyes made a motion to approve the permanent exemption for Officer DiPirro. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye

Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Jesse Mabe

Yarmouth PD

Chief Frederickson is requesting a permanent exemption for Officer Mabe to fill an open position within the Yarmouth Police Department. Officer Mabe graduated from the New Hampshire Police Academy on August 18, 2017, and began working for the Winchester, New Hampshire Police Department upon graduation. Officer Mabe left the Winchester Police Department in June 2018, after accepting employment with the Swanzey, New Hampshire Police Department, where he is currently working. He is certified in Doppler Radar, OC and Taser and Work Zone in state of New Hampshire.

Chief O'Donnell made a motion to approve the permanent exemption for Officer Mabe. Chief Livingstone seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Alec Z. Golner

Lowell PD

Chief Richardson is requesting a permanent exemption for Officer Golner to fill an open position within the Lowell Police Department. Officer Golner is a 2018 graduate of the New Hampshire Police Academy and began working for the Hudson, New Hampshire Police Department in August 2018. Officer Golner was certified in Intoxilyzer 9000Test, Doppler Radar, Taser, Work Zone and he received the top physical fitness award in the 176th New Hampshire Police Academy. Additionally, Officer Golner completed specialized trainings in Security Awareness, Understanding Sexual Harassment, Primex Education and training, Program Slip, Trip and Fall Prevention and New Hampshire Fish and Game Department UTV Training. Officer Golner is the recipient of the Life Saving

Award with Valor for rescuing an individual from a burning building. His actions in life saving were recognized in the December 2019, FBI Law Enforcement Bulletin. Officer Golner graduated from Roger Williams University with a Bachelor's Degree in Criminal Justice. He is also CPR First Responder certified and has qualified with a MPTC firearms instructor. Officer Golner has been employed with the Hudson, New Hampshire Police Department for two (2) years.

Superintendent Sullivan made a motion to approve the permanent exemption for Officer Golner. Superintendent Cotter seconded the motion was and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Kevin Kirchdorfer

Shirley PD

Chief Santiago is requesting a permanent exemption for Officer Kevin Kirchdorfer. Officer Kirchdorfer graduated from the (776) hour Dallas Police Academy in May 2008, and worked as a full-time police officer in Dallas, Texas from 2008, through 2018. Additionally, Officer Kirchdorfer graduated from the Massachusetts Basic Reserve Academy in 1994, and graduated from the Massachusetts State Police SSPO Academy in 1997. Former Director of Training, Marylou Powers sent a letter dated August 2019, to the Hopedale Police Department stating that Officer Kirchdorfer's background which included graduation from a certified municipal state police academy satisfied the minimum requirements to work as a part-time police officer in Massachusetts. In June 2016, the MPTC implemented new protocol that stated that a candidate who graduates from a full-time certified municipal police academy from another state has satisfied the prescribed course of study for reserve intermittent officers outlined in G.L. c. 41 s. 96B. The change occurred since the MPTC has no statutory authority to grant exemptions for reserve officers. Officer Kirchdorfer completed the required Massachusetts Municipal Police Officer Orientation Program in October 24, 2019 and he is certified in CPR/ First Responder and qualified with a MPTC firearms instructor. The Shirley Police Department is now seeking a permanent exemption for Officer Kirchdorfer to work as a full-time police officer.

Chief Santiago relayed that a thorough background check was conducted and

Officer Kirchdorfer left the Dallas Police Department in good standing. Officer Kirchdorfer decided to return Massachusetts since his family lived here.

Chief O'Donnell made a motion to approve the permanent exemption for Officer Kirchdorfer. Chief Livingstone seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Disciplinary Hearings

A disciplinary hearing on the Islam matter was held on August 12, 2020, and a second day was scheduled for September 8, 2020, to complete the hearing. There is a second disciplinary appeal pending on the DaSilva matter and a hearing will be scheduled in September.

550 CMR Revisions

There is no new update on the CMRs. Chief Hicks added that until the legislation is resolved, it is likely there will be no change or update to the CMRs. ED Ferullo suggested that the Committee review the medical, PAT and hiring procedures that are currently outlined in the CMRs. Chief Hicks said that there is a question whether the medical and PAT are valid for six months or nine months. Previously, the Committee had voted to extend the medical and PAT to nine months. However, the change was not updated in the CMRs. Another issue that has surfaced concerns the physical fitness testing. After further discussion, Andrea Nardone relayed that she plans to meet with the academy directors about this issue and she will have an update for the meeting next month.

Executive Director's Report

Recruit Officer training updates:

Boston: The next academy will start on October 5, 2020

Boylston: The next academy will start on September 14, 2020, and has three (3) open seats.

Cape Cod: The next academy will start on January 4, 2021.

Fitchburg State: A class of twenty-one (21) students started on June 1, 2020. One student officer was dismissed for class one violations. Currently, there nine (9) student officers who have been hired by departments.

Plymouth: A class of forty-eight (48) student officers started on August 3, 2020. One student officer has left due to a medical deferment.

Randolph: Started on June 1, 2020

Reading: Start date is September 28, 2020, with twenty-four (24) student officers

WMASS: Start date is September 28, 2020, with twenty- six (26) student officers

Worcester PD is anticipating a class of thirty (30) student officers to begin January 2021, due to expected retirements.

NECC: Northern Essex Community Colleges is in the process of hiring an academy direction and would like to request a tentative start date for September 25, 2020, for a class of thirty-two (32) student officers. This request will be addressed at the next Committee meeting.

Chief Hicks commented since Northern Essex Community College does not have an academy director, the Committee should table the discussion to approve a start date for the meeting next month.

Secretary Reidy made a motion to table the discussion to approve a start date for Northern Essex Community College until the September Committee Meeting. Captain McGinn seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

SPMA: Captain McGinn requested authorization to run a municipal academy

commencing on September 28, 2020, with forty-eight (48) student officers using the new, recruit curriculum. The MPTC academy directors have worked with the state police on incorporating the new curriculum.

Superintendent Sullivan made a motion to approve a start date for the State Police Municipal Academy (SPMA) on September 28, 2020. Chief O'Donnell seconded the motion and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.

Facilities Update

ED Ferullo told the Committee that DCAMM is working with the landlord and developer to design COVID friendly classrooms that include six-foot restrictions and permit face-to-face training. The new facility will incorporate remote learning.

The MPTC has met with vendors who specialize in delivering remote adult learning. The vendors plan to work with the topics for in-service and develop methods for managing attendance. ED Ferullo also thanked Dori-Ann FERENCE for her exceptional work in coordinating the material for in-service this year.

Old Business

In-service

Chief Hicks discussed whether the Committee should consider incorporating a block of training on the history of racism. Since there is language in the pending legislature that suggests officers receive this training, Chief Hicks asked whether the Committee should incorporate this topic as a local option block.

Dori-Ann FERENCE provided an update on curriculum for in-service this year:

- **Local Option:** Western Mass has not identified their local option. All other regions have chosen CPR.
- **Implicit Bias:** complete and at headquarters for approval.
- **Officer Wellness and Longevity:** complete and at headquarters for approval.

- **Responding to Pandemics:** After receiving recommendations from DPH, Dori is making revisions. Chief Hovey will provide final review and then the curriculum will be sent to headquarters for approval.
- **Domestic Terrorism:** The JTTF is working on this topic and should be completed by Labor Day.
- **Defensive Tactics:** Dori said she is waiting for more material from the state wide coordinator Shawn Barbale.

Chief Hicks asked if there were anticipated dates for train-the-trainers. Sheila Gallagher said the train-the-trainers will be provided remotely and will be scheduled in late September or early October.

ED Ferullo added if training is remote, the MPTC will likely not cap class sizes which will help with training in a larger capacity. Chief Hicks asked ED Ferullo if the MPTC is planning to start remotely and then transition to the classroom. ED Ferullo said depending on the guidance the MPTC receives from the remote learning vendor, the MPTC plans to provide in-service remotely for the year. Additionally, ED Ferullo said if the legislation passes in September, the MPTC will have to begin collecting data to support certification. The MPTC will likely be responsible for capturing every officer's training within the Acadis database even if the training was not offered through the MPTC. ED Ferullo explained that the MPTC is working with Envisage, the company that developed Acadis to create an online training platform.

Chief Hicks revisited whether the Committee had decided to include a block on the history of slavery for in-service. Chief O'Donnell expressed concern developing a new curriculum given the time constraints. The Committee agreed that rushing to include a training proposed by the legislators may not be the best idea.

Chief Kyes has attended meetings with the Black and Latino Caucus and explained there are a few courses that the Caucus proposed as mandatory training for police. The topics focus more on the history of racism and its connection to policing. Based on the time constraints the MPTC is facing, it would be a challenge to add a curriculum for in-service. Furthermore, the legislation remains in the Conference Committee and it is unclear when a vote will take place.

ED Ferullo shared that the MPTC is working aggressively on delivering a series of civil rights, human rights and bias based trainings using three outside groups that are nationally recognized. Cynthia Deitle from the Matthew Shepard Foundation will return to Massachusetts to train civil rights officers again. The MPTC is also exploring another training that involves bias based trainings. The Governor's office is supporting these initiatives and plans to introduce the presenters. ED Ferullo intends to have a presentation for the Committee at the next meeting.

ED Ferullo shared that the MPTC and the Commonwealth of Massachusetts received an award recognized by the International Association of Chiefs of Police (IACP)

receiving the International Award for Leadership in Human and Civil Rights training this year.

New Business

Chief Livingstone what the process is for reinstating an instructor that previously worked for the MPTC. Chief Hicks commented that the Committee will need to take action at the next meeting or hold a special meeting to address the issue.

Next Meeting

The next virtual meeting is scheduled for **Wednesday, September 16, 2020.**

Adjournment

Chief O'Donnell made a motion adjourn the meeting at 12:05 P.M. Chief Botieri seconded and a roll call was taken.

U/S Terrence Reidy	Aye
Chief Jim Hicks	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Richard Sullivan	Aye
Superintendent Cotter	Aye
Captain Daniel McGinn	Aye

The motion passed.