

**Municipal Police Training Committee**  
**Monthly Meeting Minutes**

**Zoom Meeting**

**September 16, 2020**

**Call to Order**

At 10:00 AM, Chief Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order. Since this a virtual, public meeting, Chief Hicks welcomed everyone and reviewed the guidelines and rules. A roll call would be taken to account for who is present at the meeting which will be recorded.

**Attendees: Voting Members**

Undersecretary 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 Sullivan	Aye
Superintendent Cotter	Aye
Officer Joseph Vieira	Aye

**MPTC Staff**

Dori-Ann Ference, ED Robert Ferullo, Joanne Gardner, 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**

Peter Carnes, John Dube, Greg Henning, Dr. Alicia Malone, Sgt. Ray Mooney, Steve Mullaney, Peter Roddy, Jeffery Scott, Raymond Richards, Sgt. James Blake, Thomas Glynn, Wayne Sampson, Joe Cecchi, Jerry O'Rourke, Attilio Paglia and Thomas Zarelli.

**Review/Approval of Minutes**

**A motion was made to approve the minutes for the August 19, 2020 meeting. The motion was seconded and a roll call was taken:**

Undersecretary Reidy	Aye
Chief Jim Hicks	Aye
AAG Jim O'Brien	Abstain
Chief Michael Botieri	Aye

Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Chief Thomas O'Donnell	Aye
Superintendent Sullivan	Aye
Superintendent Cotter	Aye
Officer Joseph Vieira	Abstain

**The motion passed**

**Police Standards and Training**

There were two temporary waivers for consideration.

**Temporary Waivers**

**Andiana Sidell**

**Manchester-By-The-Sea PD**

**Aaron Bates**

**Rochester PD**

The Police Standards Subcommittee made a favorable recommendation to the Committee to approve both temporary waiver requests for Andiana Sidell, Manchester-By-The-Sea Police Department, and Aaron Bates, Rochester Police Department.

**Officer Vieira made a motion to approve the temporary waiver requests for Andiana Sidell of the Manchester-By-The-Sea Police Department and Aaron Bates of the Rochester Police Department. Chief O'Donnell seconded the motion and a roll call was taken:**

Undersecretary 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 Sullivan	Aye
Superintendent Cotter	Aye
Officer Joseph Vieira	Aye

**The motion passed**

## **Permanent Exemptions**

There was one permanent exemption request for consideration.

**Attilio Paglia**

**Boxford PD**

The matter was not discussed during the Subcommittee meeting. Attorney Greg Henning was present with his client, Attilio Paglia, and asked the Committee to postpone his permanent exemption request until the October Committee meeting.

**Chief O'Donnell made a motion to approve the request to postpone an action on the permanent exemption request for Attilio Paglia until the October meeting. Chief Kyes seconded the motion and a roll call was taken.**

Undersecretary 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 Sullivan	Aye
Superintendent Cotter	Aye
Officer Joseph Vieira	Aye

**The motion passed**

## **Disciplinary Hearings**

A disciplinary hearing on the Islam matter was held on August 12, 2020, and the second day of the hearing concluded on September 8, 2020. The disciplinary appeal was a remote evidentiary hearing which had fifty-one (51) pre-marked exhibits. The decision will be shared at the October meeting.

There is a second disciplinary hearing scheduled for October 6, 2020. The matter involves a student officer who was dismissed from the NECC Academy.

## **550 CMR Revisions**

There is no update on the CMRs. ED Ferullo suggested that the Committee review the medical, PAT and hiring procedures currently outlined in the CMRs. Chief Hicks suggested the Committee discuss these issues at the October meeting.

## **Open Discussion**

Chief Livingstone mentioned a concern the Berkshire Police Chiefs raised regarding the new certifications offered for firearms instructors and he requested that the statewide coordinator Jay Brennan distribute a memo to chiefs related to upcoming trainings. ED Ferullo said he was aware of the issue and it has been addressed. ED Ferullo apologized for the miscommunication and added that firearms trainings will be scheduled in Berkshire County.

Chief Livingstone also asked whether the MPTC intended to offer more Civil Rights Officer trainings. There are three (3) train-the-trainers planned for Fair and Impartial Policing scheduled for larger departments. Additionally, there will be a series of 40-50 Fair and Impartial trainings offered to smaller departments. One of the first trainings is scheduled in Berkshire County.

## **Old Business**

### **Merrimack College**

ED Ferullo told the Committee that Merrimack College was present to provide additional background information about the police program it had proposed prior to the onset of COVID. The chair of the Criminology Department, Dr. Alicia Malone, and retired Sgt. Ray Mooney, who is a faculty member at Merrimack College thanked the Committee for allowing Merrimack College to express its continued interest in partnering with the MPTC to offer a full-time police academy certification for graduate students enrolled in their Master of Science in Criminology and Criminal Justice program. Dr. Malone commented that she looks forward to hearing input from the working group that Chief Hicks recommended developing to evaluate Merrimack's proposed program.

Raymond Mooney told the Committee that the program is designed to show deference and respect to the process of creating police officers. Merrimack College does not intend to modify the structure or design of the MPTC police academies. Rather Merrimack College intends to enhance the Master's Program with bright and intelligent young men and women by offering an opportunity to attend a MPTC certified police academy.

### **Quinsigamond Community College**

Members of the Quinsigamond Community College also would like to address the Committee about a police program they would like to offer. ED Ferullo added that he would like to visit both facilities and return with a more substantial report about both proposals for the November meeting.

Chief Hicks reminded members of a Committee that the vote instituting a moratorium on authorizing any recruit academies expired in June 2020. Both Merrimack and Quinsigamond Colleges appeared before the Committee prior to the institution of the moratorium.

Sgt. Joseph Cecchi said that Quinsigamond College would like to convert their reserve police academy into a full-time police academy. Quinsigamond intends to add one more day to the academy and Sgt. Cecchi detailed some of the plans for changing the academy.

Chief Hicks announced that ED Ferullo will reach out to Committee members and others in the training arena to form a working group to consider these issues. Chief Hicks reminded Quinsigamond that it would need Committee approval to evaluate its proposed program.

#### Northern Essex Community College

The NECC continues to search for an academy director and has submitted a formal approval to start an academy on October 26, 2020. The approval for an academy start date is pending selection of an academy director. Chief Hicks added academies must have leadership and proper structure in place before receiving authorization to run again.

#### **Executive Director's Report**

##### Recruit Officer training updates:

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

Boylston: The next academy of twenty-two (22) students started on September 14, 2020. One student withdrew on the first day and twenty-one (21) students remain.

Cambridge: The next academy will start in January or February.

Cape Cod: The next academy will start on January 4, 2021. Presently there are thirty-five (35) student officers. The academy will move into a socially distant theatre on the base that can hold sixty (60) students.

Fitchburg State: A class of twenty (20) students started on September 10, 2020.

Lowell: started July 27, 2020, after a brief shutdown due to COVID they are up and running and hope to complete the Academy only ten days later than originally anticipated.

MBTA: 45<sup>th</sup> MPOC started June 1, 2020 with fifty-four (54) student officers. Currently there are forty-eight (48) student officers with anticipated graduation date of November 9, 2020. The 46<sup>th</sup> MBTA MPOC Academy is anticipated to start early January 2021.

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: A class of forty-six (46) students remain and is operating at Massasoit Community College due to facility issues.

Reading: Start date is September 28, 2020, with twenty-three (23) student officers.

SPMA: is slated to start September 28, 2021 with forty to forty-four (40-44) municipal police officers, combined with a SSPO class of forty (40) and a military police class of twenty (20) police officers.

Springfield: A class of forty-five (45) student officers is scheduled to start October 5, 2020.

WMASS: Start date is September 9, 2020, with twenty- three (23) student officers

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

### **Facilities Update**

The Randolph Academy is relocating its headquarters to a facility that can accommodate sixty (60) student officers in a socially distant environment. ED Ferullo expects a lease will be signed for the new Randolph facility within the next week. The goal is to have a new Randolph Academy in February 2021.

### **ACADIS Remote Learning Update**

The Acadis platform will house in-service courses. The in-service delivery will live in Acadis where people can log into Acadis to take their classes. Attendance, participation and completion will be monitored and tracked by Acadis. Melixza Esenyie, Dori Ann Ference, Sheila Gallagher and Andrea Nardone are working with the vendor Envisage to make this happen.

### **Specialized Training**

ED Ferullo told the Committee that it will roll out classes in Civil Rights, Sergeant's, Field Training Officer, Instructor Development, Domestic Violence, Sexual Assault and Human Trafficking. There will be train-the-trainer classes in each subject matter.

Classes will be operating at reduced capacity to comply with COVID restrictions. ED Ferullo clarified that some classes will be offered in person such as sexual assault investigator. The classrooms in the new facility will have the ability to broadcast remote training.

### **Staffing Update**

ED Ferullo announced that the MPTC has hired Nicole Hamwey to work as a Research Analyst. Nicole previously was employed with the Suffolk County Probation Office. Nicole will work with Melixza on the database project and the Public Records Unit which will become relevant when the pending police reform bill emerges.

Denise Flagg filled the Legal Issues position. Denise is a former District Court Supervisor where she worked for 20 years and was responsible for significant training.

### **Old Business**

#### **In-service Update**

ED Ferullo said that the technology of online training via Acadis with no enrollment cap officers the ability to take the training anytime they desire. The goal is to have online training up and running in October or November. A live class will be recorded and available to officers remotely.

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

- **Pandemics** is completed.
- **Longevity in Law Enforcement** is completed.
- **Implicit Bias** will be completed once the videos are embedded.
- **De-escalation** curriculum is in progress.
- **Domestic Terrorism** curriculum is in progress.
- **Legal Updates** is complete.

Dori said she will send the program coordinators the minimum requirements for instructors to teach each topic. Instructors who complete the class can download the materials or can pick up a thumb drive and material at one of the MPTC operated academies.

Chief Hicks commented that departments have asked how in-service will be delivered this training year. The MPTC will offer the trainings as recorded classes within Acadis which allows departments to access these trainings at any time. Additionally, ED Ferullo explained that Acadis will manage participation and will notify officers registered in Acadis about their in-service training requirements. The larger departments that opt to train in house have the MPTC's support. Chief Hicks asked if MPTC will contract with MPI to present in-service to departments. ED Ferullo said that the MPTC will not

contract with MPI this year since the MPTC has the technology to provide this training. However, ED Ferullo said MPI has been a tremendous training partner and this not a reflection of the working relationship it has with the MPTC. After further discussion, ED Ferullo said he will distribute a memo to the chief and departments outlining how in-service will be delivered this year.

### **Next Meeting**

The next Committee meeting is scheduled for **October 21, 2020**. However, the meeting may be delayed a week due to the IACP.

Chief Hicks announced this Committee of the MPTC will be entering into an Executive Session pursuant to MGL Ch 38 Section 21:83 and will not return to regular session after the Executive Session convenes.

### **Adjournment**

**AAG O'Brien made a motion to adjourn the meeting and enter Executive Session. Chief O'Donnell seconded the motion and a roll call was taken.**

Undersecretary 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 Sullivan	Aye
Superintendent Cotter	Aye
Officer Joseph Vieira	Aye

**The motion passed**