

Municipal Police Training Committee
Monthly Meeting Minutes
State Police Academy
October 16, 2019

Call to Order

At 9:43 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present.

Attendees: Voting Members

Chairman Jim Hicks – Northeast Mass; U/S Terence Reidy –EOPSS; Superintendent Richard Sullivan- MBTA; Jim O'Brien –AGO; Commandant Daniel McGinn- MSP, Joseph Vieira- MPA; Chief Tom O'Donnell–Central Mass; Chief Brian Kyes- Mass Chiefs, and Chief Michael Botieri-Southeast; and Chief Scott Livingstone- Western Mass.

MPTC Staff

Dori-Ann Ference, ED Robert Ferullo, Joanne Gardiner, Denise Sarro, and Sheila Gallagher.

Guests

Commissioner Branville Bard, Peter Carnes, Joseph Cecchi, Norm Charest, Brett Conaway, Thomas Flynn, Thomas Glynn, Jim Mulcahy, Jerry O'Rourke, Ray Richards, Reynaldo Rodrigues, Wayne Sampson, Jeffrey Scott, John Scippa and Pauline Wells.

Review/Approval of Minutes

A motion was made to approve the minutes for the September 26, 2019, meeting. The motion was seconded and passed with three (3) abstentions.

Police Standards and Training

There were four (4) requests for temporary waivers presented to the Committee after a favorable recommendation from the Standards Subcommittee.

Temporary Waivers:

The following requests for temporary waivers were recommended for approval by the Committee.

Elias Casey
Graeme Carlton
Kamerin Munroe
Nicholas Scatterday

Great Barrington PD
Uxbridge PD
Lunenburg PD
Rockport PD

A motion was made to approve the four (4) temporary waivers as presented. There was a second and the motion passed by unanimous voice.

Permanent Exemptions:

There were no requests for permanent exemptions.

Disciplinary Hearings:

A disciplinary hearing was held on September 26, 2019. The hearing involved the dismissal of a recruit from the Western Massachusetts Police Academy. The subcommittee finalized its decision and the report will be sent to the Committee members before the next meeting.

Update on the 550 CMR 3.00:

There is no update on the revision of the CMRs. A meeting is scheduled for October 24, 2019.

Open Discussion

Recruit Firearms Curriculum Change:

ED Ferullo requested that the Committee consider changing longarm certification to longarm familiarization. The additional training for longarm firearms is costly and time consuming. Jay Brennan, who is the statewide firearms coordinator supports this proposal. ED Ferullo suggested implementing this change for academies starting in January 2020, and retroactively for the Transit Academy which began on October 15, 2019. Ideally, the training for longarm familiarization would include (1) day in the classroom and one (1) day on the range. If the Committee adopts the proposal for longarm training in the academy, additional content for Constitutional Law could be included in the recruit curriculum.

There was discussion as to whether the Committee took a vote when it decided to require that recruits become certified in longarm firearms. The Committee will have to revisit its prior vote if elects to change longarm training from certification to familiarization. Chief O'Donnell recalled that the reasoning for expanding the longarm firearms training for recruits was due to the proliferation of more departments using longarm firearms. Chief Hicks asked the Committee what information would be helpful in determining whether the longarm training should be changed again. The Committee agreed that knowing the potential ramifications and possible liability would be helpful. Chief Botieri asked why the longarm training requires a week on the range. There was further discussion about this issue. Chief Hicks will add longarm training as an agenda item for the next Committee meeting.

Specialized Training:

ED Ferullo announced that the MPTC will be offering six (6) sexual assault classes with a cap of fifty (50) people per class. The MPTC retained Tom Famolare to deliver mental health training for two hundred (200) officers. The training was well received.

Human Resource Division

Chief Hicks and ED Ferullo met with the staff from the Human Resource Division (“HRD”) at the new facility in Hudson. HRD asked how the MPTC’s physical fitness test will work with the PAT. Chief Hicks said the Committee had elected to add the physical fitness test and keep the PAT for consistency. HRD is developing standards for civil service departments and will have to submit a final plan to the House and Senate clerks in November. The House and Senate clerks will review the plan before the standards are implemented. There are some changes to the PAT. The trigger pull is no longer part of the PAT and candidates taking the PAT begin the course in a mock cruiser. Additionally, the PAT results will not have an expiration date and will only be required once for appointment. Ideally, HRD would like to implement the changes in January. The Committee discussed a scenario where a recruit from a civil service department, leaves the academy due to an injury. When the recruit returns for a subsequent academy, HRD would not require the recruit to retake the PAT. The MPTC will have to determine what requirements it will mandate for a recruit reentering the academy. Chief Hicks commented that HRD will offer the PAT at its new facility. The new facility is a large warehouse that can accommodate up to one hundred and fifty people (150) taking the PAT on a single day.

Executive Director’s Report

Recruit Officer Training Updates

Boston: The entry level fitness test is scheduled for November 1, 2019. The class will only include Boston Police officers and will begin in 2020.

Boylston: The tentative date for the next Boylston Academy is February 24, 2020. Currently, there are three students enrolled.

Cambridge/Northeastern: A class of 28 student officers graduated on September 20, 2019.

Cape Cod: A class will of 41 student officers remain in week 12 and graduation is scheduled for November 22, 2019.

FSU: The 2nd ROC began on May 9, 2019 with nine (9) student officers from the initial pilot program. Graduation is scheduled for September 13, 2019.

Lowell: A class of 44 student officers remain and graduation is scheduled for October 17, 2019.

NECC: A class of 35 student officers remain and graduation is scheduled for November 8, 2019. The next class is scheduled to begin on January 6, 2020.

Plymouth: A class of 43 student officers graduated on August 30, 2019. The next class is scheduled to begin on January 6, 2020.

Randolph: A class of 41 student officers remain after beginning on September 9, 2019. The tentative graduation dates is February 14, 2020.

Reading: A class of 45 student officers graduated on August 13, 2019. The next class will begin on January 13, 2020.

RTT: The next class of 240 will begin on January 6, 2020.

Springfield: The next class of Springfield officers of 50 will likely begin in early winter.

Transit: A class of 45 student officers graduated on September 25, 2019. The next class of 50 began on October 15, 2019.

WMASS: A class of 40 student officers remain and the graduation is scheduled for November 8, 2019. The next class will begin in January 20, 2020.

Worcester: Worcester is partnering with the National Guard to host a class of National Guard police. The class began on September 23, 2019 and will graduate on January 10, 2020. Currently, 24 students remain.

New Business

National Guard Academy Program Update:

Brett Conaway reported that there are twenty-four (24) students remaining in week four of the academy. There are no issues and the National Guard would like to continue the partnership with the National Guard and police.

Let the record reflect, Chief Botieri left the meeting to respond to an emergency situation in Plymouth and therefore did not vote on the Cambridge Police Academy or Cape Cod Academy.

Chief Hicks explained that the Cambridge Police and the Cape Cod Academy are requesting permission from the Committee to run another academy. In the past, the Committee has not considered requests for second, pilot academies until an after action report is provided and the class has graduated. The recruits from the Cambridge Police Academy graduated a few weeks ago and are prepared to discuss the details of the academy. The recruits from the Cape Cod Academy will not graduate until November 22, 2019. However, the Cape Cod Academy is asking for the Committee to hear its request before graduation due to scheduling issues. Chief Hicks told the Committee that it will have to decide whether it will grant the requests.

Cambridge Police Academy:

Commissioner Branville Bard, Deputy Superintendent Pauline Wells, Jim Mulcahy, Lt. Flynn and Academy Director Thomas Glynn were present to debrief about the pilot academy. Commissioner Bard explained that Cambridge is committed to this

academy and hopes to offer a cadet program as well as future academies. The city of Cambridge fully funded the academy and half of the academy staff were Cambridge police officers. The Cambridge Police Academy utilized the MPTC's recruit curriculum and did not deviate.

Academy Director Glynn provided the information regarding lessons learned from the academy and successes. There were twenty-eight (28) recruits in the academy. The class consisted of two (2) Cambridge police officers and the remaining recruits represented thirteen different agencies. The Cambridge Police Academy used the MPTC recruit curriculum. Some of the instructors were concerned that they did not have access to the test questions connected with the curriculum. According to Academy Director Glynn, he believes more law needs to be incorporated in the curriculum.

Some of the expectations that Northeastern and Cambridge had envisioned changed after the academy began. The simulation lab which is in the nursing school was not available due to scheduling restrictions and cost. Additionally, Northeastern staff did not teach the recruits. Retired Chief Justice Ireland spoke to the recruits during mock trial and Professor Anthony Braga taught the recruits for approximately two (2) hours. The delivery of the curriculum made it challenging to incorporate additional exercises due to time constraints.

Academy Director Glynn acknowledged that there were many successes with the academy. The facilities at Northeastern were unparalleled. Recruits had access to the fields and fitness centers. Also, the campus environment allowed recruits to participate in community engagement when they were walking to lunch or on breaks. Sgt. Glynn commented that the academy was a success. The partnership with MIT and Northeastern was beneficial. MIT assisted with active shooter and providing simunitions. The resources for the academy were exceptional. The Middlesex District Attorney's Office provided twenty-five (25) ADAs to participate in mock trial.

Darin Cromwell was the staff instructor and he incorporated plyometrics, cross fit and running into PT. There were no reportable injuries and Northeastern allowed the recruits to use the field houses and fitness centers. The classroom environment was equally beneficial.

Attorney Jim Mulcahy is the legal advisor for the Cambridge Police Department and he told the Committee about his experience teaching the curriculum in the academy. Attorney Mulcahy is a certified MPTC legal instructor and he taught all the legal blocks contained in the MPTC curriculum. The curriculum incorporated a layered learning approach which had classroom instruction along with practical exercises. Attorney Mulcahy said the benefits of incorporating practical exercises within the curriculum reinforce the recruits' knowledge and their application of that knowledge. There was some discussion about providing books to the recruits. Although recruits have tablets, distributing a book or another resource would be helpful. Jon Scheft did teach for two (2) days at the end of the academy to supplement the legal portion.

After Cambridge debriefed about the academy, the Committee had an opportunity to ask questions. Chief Livingstone asked how frequently the Cambridge Police Academy intended to run classes. Academy Director Glynn said that the goal would be to offer one class per year. There was some discussion as to whether Northeastern would still be involved in the academy and why Cambridge did not partner with the Lowell Academy. Commissioner Bard explained that allowing Cambridge to have its own academy, enables the department to train its own officers.

Before a vote was taken, Jim O'Brien disclosed to the Committee that he was a resident of Cambridge. Although he is a resident, he has no affiliation with the police department. Jim O'Brien does not feel conflicted about taking a vote. The record will reflect that Jim O'Brien made a disclosure regarding his residency in Cambridge.

Chief Hicks commented that he had concerns about authorizing Cambridge to run a second pilot academy. As chair of the Committee, consistency and oversight in police training is critical. Chief Hicks mentioned that there was a news segment about the Cambridge Police Academy and its unique approach to police training. Chief Hicks said that the segment implied that Cambridge was delivering better police training than the MPTC. However, Cambridge's presentation today has reassured Chief Hicks that Cambridge intends to adhere to the MPTC standards and guidelines. The staff from the Cambridge Police Academy has cooperated with the MPTC and has followed the criteria. The Committee discussed whether there was any feedback from the departments or field training officers. At some point, Chief Hicks would like to reevaluate the Cambridge and Cape Cod Academies once more feedback is received.

A motion was made to allow Cambridge/Northeastern Academy to run a second academy beginning January.

There was some discussion about reevaluating the need after the second academy graduates. Superintendent Sullivan questioned whether there was a need for Cambridge Police to run another academy. The Committee discussed how it could evaluate the effectiveness of these academies. ED Ferullo said there is a demand for seats in the academy. Chief Hicks said the MPTC cannot have authorized academies running to the detriment of MPTC academies. The Committee did not vote on the first motion.

The first motion was WITHDRAWN.

A second motion was made granting Cambridge Police Academy authority to run a subsequent pilot academy beginning January. The motion was seconded. The motion passed with one opposition from Superintendent Richard Sullivan.

Joint Base Cape Cod:

Wayne Sampson and Peter Carnes provided an update about the Cape Cod Academy. The pilot academy began on July 5, 2019, at Joint Base Cape Cod with forty-one (41) recruits. The county's collaboration with the military base has been beneficial. The academy's geographic location is desirable and needed in the area. Many departments were sending recruits to academies all over the state. The cost for housing recruits that attended an academy in Springfield was significant. The staff at the Cape Cod Academy worked closely with the MPTC to hire certified instructors and comply with the requirements. Peter Carnes would like the Committee to authorize a second Cape Cod Academy to begin in February. Right now the Cape Cod Academy is negotiating a permanent location for future recruit academies on the base. There are forty-one (41) recruits expected to graduate from the Cape Cod Academy on November 22, 2019. Currently, Peter Carnes said he has received almost sixty (60) requests for the next academy.

Wayne Sampson highlighted some of the challenges with the academy. Twenty percent of the recruits have English as a second language which can be difficult with the testing related to the curriculum. It was helpful to use MPTC certified instructors who were familiar with the curriculum and had previously taught in Plymouth or Randolph. Each time there are scenarios, field training officers have been present to provide additional clarification.

Wayne Sampson emphasized that with approximately sixty (60) requests for seats in the next academy, there is clearly a demonstrated need for an academy in this region. Additionally, it is critical for the academy to begin in February before the summer months. The military needs the base for the summer and would like the academy to begin earlier. If the academy starts in February, housing may be available. There was no housing for the recruits in the past academy due to the influx of military personnel on the base. Wayne Sampson commented that the benefit of starting an academy in February is that it will be off cycle from the Plymouth or Randolph academies. The goal for the Cape Cod Academy is to offer an academy twice a year. Since this academy has not graduated yet, Chief Hicks reiterated that the Committee would like feedback from the departments that had recruits graduate from this academy. Similar to the Cambridge Police Academy, Chief Hicks would like to reevaluate the academy once additional feedback is received from the departments.

A motion was made to authorize the Cape Cod Academy to run a second pilot in February. The motion was seconded and passed by unanimous voice.

Fitness Standards

The Committee discussed the results of the entry level fitness test at the start of the Transit Academy. Superintendent Sullivan said there was an issue with messaging. The Transit Academy had a class of fifty (50) and after the fitness tests were administered, there were only thirty-seven (37) recruits in the academy. Unfortunately, the chiefs did not send any reserves as substitutes. As a result, there were open seats

after eleven (11) candidates failed the physical fitness tests. Chief Hicks suggested that the Mass Chiefs circulate word to the chiefs about sending double the number of candidates for the physical fitness test. For example, if a chief has two seats in an academy, four candidates should take the physical fitness test. By allowing the department to send additional candidates to participate in the testing, alternative candidates can be enrolled if the initial candidates fail fitness testing. The Committee discussed how to message the chiefs and also how to prepare candidates for the fitness requirements in advance of the academy.

Chief Kyes said that Chelsea is duplicating fitness standards on Saturdays. ED Ferullo said that the MPTC could offer a preview of the fitness standards for potential candidates. There was more discussion on how to generate interest in the profession and to circulate word as to what the requirements are for entrance into an academy

Old Business:

Legislation Affecting Police Training:

Chief Kyes reported that he will be meeting with the Chairman of Public Safety. At this time, there is no update.

Executive Director Selection Process:

Chairman O'Brien told the Committee that the subcommittee is waiting to see if the legislation exempting the MPTC Executive Director position from the 960 hour restriction passes. If the restriction is lifted, it will impact how the subcommittee moves forward on the selection process.

Miscellaneous:

Joe Vieira told the Committee that the MPTC may want to consider providing a guide or a set of standards for academy directors to follow when dealing with disciplinary issues. It would be helpful to provide the academy directors with information about how to conduct investigations and effectively document incidents. There was more discussion about revising MPTC guidelines for academy directors and possibly including a checklist.

Next Meeting

The next meeting is scheduled for **Wednesday, November 20, 2019**, at the Randolph Police Academy.

Adjournment

At 11:59 AM, a motion was made to adjourn the meeting. The motion was seconded and passed by unanimous voice.