

Police Training Committee
Monthly Meeting Minutes
Zoom Meeting
November 18, 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	Absent
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Sergeant Joseph Vieira	Absent
Major Dan McGuinn	Aye

MPTC Staff

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

Guests

Peter Carnes, Neal Hovey, Chief Ritter, George Devlin, Thomas Glynn, John Dube, Atty. Greg Henning, Dr. Alicia Malone, Sgt. Ray Mooney, Steve Mullaney, Peter Roddy, Jeffery Scott, Raymond Richards, Sgt. James Blake, Wayne Sampson, Joe Cecchi, Jerry O'Rourke, Attilio Paglia and Thomas Zarelli, WCVB, Chief Ricardi, Joseph Checchi, and Jake Wark.

Review/Approval of Minutes

A motion was made to approve the minutes for the October 28, 2020 meeting. The motion was seconded, and a roll call was taken:

Undersecretary Reidy	Aye
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Chief Jim Hicks	Aye
AAG Jim O'Brien	Aye
Chief Michael Botieri	Aye
Chief Brian Kyes	Aye
Chief Scott Livingstone	Aye
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Major Dan McGuinn	Aye

The motion passed

Police Standards and Training

Temporary Waiver

Jonathan Hewey	Merrimac PD
Kevin Kokansy	Hopedale PD
Ashley McCall	Uxbridge PD

Permanent Exemptions

Attilio Paglia	Boxford PD
Illyas Abu	Littleton PD

Permanent Exemptions

Attilio Paglia

Boxford PD

At the October 28, 2020 meeting the Committee voted to table the request for a Permanent Exemption for Officer Attilio Paglia to allow members to contact former staff members in an effort to substantiate claims made by Officer Paglia that in 2010 specific MPTC staff (“Jan” or “Jen”, former Director of Training Marylou Powers and former Executive Director Dan Zivkovich) gave specific guidance on how to become certified, where to attend a police academy out-of-state that would qualify for an exemption from attending a police academy in Massachusetts.

ED Ferullo said he contacted former Director of Training Marylou Powers by telephone who told him she has no recollection of Officer Paglia and brought ED Ferullo through the exemption process and suggested where to find any such documentation. Chief Ferullo said he had already gone through files Marylou suggested and no new information was gained from Marylou Powers. Chairman Chief Hicks said he contacted former Executive Director Dan Zivkovich by telephone and shared the content of emails between him (Dan) and Officer Paglia provided to Committee received from Officer Paglia, as well as claims of conversations between them. Mr. Zivkovich told Chief Hicks he knows he did not give any specific guidance to Officer Paglia and any communication would be consistent in that when giving recommendations whether it is likely or not likely, the ultimate decision comes from the Committee. Mr. Zivkovich also said he does not know of any staff by the name of “Jan” or “Jen”. After further discussion, Chief Hicks asked for a motion on Officer Paglia’s Permanent Exemption request.

Chief Kyes made a motion to grant a Permanent Exemption to Officer Paglia. AAG Jim O'Brien seconded the motion and a roll call was taken.

Undersecretary Reidy	No
Chief Jim Hicks	No
AAG Jim O'Brien	Aye
Chief Michael Botieri	No
Chief Brian Kyes	Aye
Chief Scott Livingstone	No
Superintendent Richard Sullivan	No
Superintendent Winnie Cotter	No
Major Dan McGuinn	No

The motion does not pass

Chief Ridder, Boxford PD requested the Committee grant Officer Paglia a 270-day Temporary Waiver.

Chief Kyes made a motion to approve the Temporary Waiver for Officer Paglia, US Reidy second, 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
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Major Dan McGuinn	Aye

The motion passed

Temporary Waivers

Jonathan Hewey	Merrimac PD
Kevin Kokansy	Hopedale PD
Ashley McCall	Uxbridge PD

Sheila Gallagher presented three Temporary Waiver requests reviewed by the Police Standards Sub-committee with a favorable recommendation to the full Committee to approve all three Temporary Waivers allowing Merrimac, Hopedale, and Uxbridge

Police Departments to address critical staffing needs.

Chief Botieri made a motion to approve all three Temporary Waivers, Chief Livingstone second, 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
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Major Dan McGuinn	Aye

The motion passed

Permanent Exemption

Illyas Abu

Littleton PD

Chief Pinard, Littleton PD submitted a request to the Committee for a Permanent Exemption for Officer Abu in September 2020. Sheila Gallagher said at that time the Committee granted a Temporary Waiver to obtain more information related to his training; how many hours was his training and how that compared to the MPTC recruit curriculum as well as his work experience. Officer Abu is a graduate of the SSPO and Basic Reserve academies. The Police Standards Sub-Committee did not make a recommendation to the full Committee after this morning's meeting. AAG O'Brien, Police Standards Sub-Committee member said Officer Abu's training between the SSPO and Basic Reserve academies does meet MPTC standards; however, his work experience as a college campus police officer compared in comparison with a municipal officer working on the street is still in question. The Police Standards Sub-Committee requested the Committee to table a decision until next month to allow Chief Pinard to provide further information to the Sub-Committee for review. Chief Hicks asked for a motion to table a decision until next month.

A motion was made by Chief Kyes to table a decision until next month, seconded by AAG O'Brien, 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
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Major Dan McGuinn	Aye

The motion passed

Open Discussion

Chief Livingstone informed the Committee that at the Western Mass Chiefs of Police meeting on November 3, 2020 he requested they begin the process to seek a new Western Mass representative who will replace him on the Committee.

Executive Director's Report

Recruit Officer Training Update

Andrea Nardone, Director of Training said there were a few COVID issues within the academies handled individually. Andrea said she and staff have worked with all the academies to provide them with Zoom training as well as the necessary equipment to continue classroom training for student officers remotely when issues of COVID arise. It is working and keeping the academies on track.

Randolph Police Academy - start date is February 8, 2020. This Academy will be held in the new building that has a large academy classroom that allows for 48 students in a COVID friendly environment.

Plymouth Police Academy - start date is March 1, 2021 with 29 of 35 seats filled

Western Mass Police Academy - start date is March 22, 2021 18 of 24 seats are filled

Boylston Police Academy – start date is April 26, 2021 is full

Reading Police Academy – start date is May 10, 2021 is full

Boston Police Academy – start date is November 30, 2020

Springfield Police Academy is in week five. There are no spring or summer academies scheduled at this time.

MBTA Police Academy start date is January 4, 2021

NECC Police Academy in an abundance of caution, is in full remote learning due to a COVID exposure.

Lowell Police Academy had a COVID outbreak within their first week of the academy. Andrea Nardone is working with the Academy Director to get them back on track with remote learning.

Facilities Update

Chief Ferullo informed the Committee the MPTC H.Q. and Randolph Police Academy is on track to move to the new facility at 42 Thomas Patten Dr., Randolph on January 1, 2021. Chief Ferullo said, with support of EOPSS at the request of Secretary Turco, we are sending out Requests for Information (RFI) to relocate the Springfield Police Academy and other locations in the eastern part of the state that will meet a greater capacity in accordance with COVID guidelines.

Specialized Training

ED Ferullo went through the specialized training being offered.

Fair and Impartial Policing ED Ferullo said 1500 officers have been trained. Out of the 1500 one hundred (100) were instructor train-the-trainer. There are nine dates scheduled in January at Southbridge.

Sergeants classes were held in Southbridge, and an additional class is scheduled for the Randolph area that is full. We will be looking at offering this class at the other academies between January – March.

Field Training Officer training is scheduled.

Sexual Assault Investigator Certification and Domestic Violence

ED Ferullo said classes are full and there is a wait list of 78 officers interested in this training. A Sexual Assault Investigator Certification train-the-trainer for new instructors is scheduled in February to help meet the demand throughout the state and new dates will be scheduled in the coming year.

Human Trafficking Symposium

ED Ferullo said, at the request of the Lt. Governor's Human Trafficking Taskforce, Maura Landry put together a five hour Human Trafficking Symposium in Southbridge represented by Worcester County DA's office, Attorney General's Office, Lt. Glynn, Quincy and Lt. McManus of Woburn Police Departments that was very successful. ED Ferullo said a very brave speaker, a victim of human trafficking who spoke about her experience for 90 minutes. Maura did a great job putting this training together and we will continue to offer this training in the future as COVID allows.

In-Service – ED Ferullo apologized and took responsibility for the way In-service was rolled out this year and for not properly communicating what In-service would look like

this year to constituents. Melixza Esenyie said there are 2,341 police officers across the State who successfully completed their In-service training online and another 1300 police officers have logged in and begun In-service training. Melixza also said although there are mixed responses between those who like the online training and those who do not, the Acadis Support team is responding to emails sent to MPTCAcadis@mass.gov and is taking any feedback that folks want to share with us. Chief Hicks said the way In-service is setup with the introductory video that shows how to use the online training is very good and is easy to follow the instructions.

Chief Hicks asked whether the train-the-trainer classes have been scheduled for departments who train in-service in-house. Sheila Gallagher said everything will be completed by December 1st that will satisfy all the train-the-trainers.

Old Business

Quinsigamond Community College and Merrimack College Proposals

ED Ferullo said over the last week Lara Thomas, Andrea Nardone, Denise Flagg, and Steve Mullaney visited Quinsigamond College and Merrimack College to review their proposals and look at curriculum modifications for the recruit officer course.

Quinsigamond Community College

Andrea Nardone, Denise Flagg, and Lara Thomas met with they met with Captain Checchi and his team at Quinsigamond last week. Andrea said we went through the curriculum and came away with a to-do list. She said we are still trying to get ahold of the curriculum and how that will work running shorter night classes. Andrea said Lara Thomas and I need to check in with our patrol tactics advisory group to make sure it is going to work, and a follow-up meeting is scheduled on December 9th. Lara Thomas said Quinsigamond certainly has worthy goals in terms of diversity and allowing those who may need to work full-time and complete a full-time academy on a part-time basis. Lara said that all three of us had some concerns about breaking up blocks of instruction and can students maintain the rigor, not just academically but overall, the academy rigor maintaining working all day and attending an academy at night. Lara also said she is always worried about the issues of having enough instructors and whether MPTC instructors can teach at the college at night and be available to be at police academies during the day.

ED Ferullo said our next step is to continue to work with Captain Checchi on his curriculum modifications and at some point, it will come back to the Committee with a presentation by Quinsigamond and the MPTC.

Merrimack College

ED Ferullo said Chris Nasta, Ray Malone and Dr. Malone are on the call with us. ED Ferullo said this request was initiated under the previous executive director. Andrea Nardone, Denise Flagg, Superintendent Cotter, and I attended a presentation from Chris Nasta, Ray Mooney, and Dr. Malone, talked about the program and toured the facility.

Andrea Nardone said this meeting was her first introduction to the program that is a one-year graduate program with a full-time police academy attached to it. Andrea said we toured the campus, they showed us where everything would happen, and they answered all our questions and have no intention of changing the MPTC ROC Curriculum. Andrea said it is a solid program; I was very impressed and feel they are ready to go.

Superintendent Cotter said initially she was concerned with the social unrest, but they have a plan to handle that, and thought the program was very impressive and will be very beneficial to police service in general.

Lara Thomas said it is a unique approach in terms of a partnership. They are recruiting students in large part students who are already interested in criminal justice, that it will be a challenging program and she was very impressed with the staff and facilities. She said my scheme is to draw from them in terms of instructors and subject matter experts brain power to work on MPTC initiative that will be a mutually beneficial partnership.

Ray Mooney said we at Merrimack College believe fundamentally the future really is in this direction and Merrimack has the full support across the College from the President's office down to the business operating office and we are ready. Ray said we have the facility to provide young men and women with exactly what they need in this profession. Ray said with your (Committee) support we are going to build future police leaders we are all going to be proud of and anyone in the police profession deserves that more than ever.

Chief Hicks asked Ray Mooney about recruitment (who will be attending and how will they attend), what does the academy look like, and staffing (who is the academy director and staff instructors, etc.).

Ray Mooney said he was hired by Merrimack College to be the full-time academy director for the academy in addition to being a full-time a professor. Ray said his course load would shift to a full-time academy director should Merrimack's proposal be approved. Ray also said the initial proposal was submitted to the College business office one-and-a-half years ago to make certain the college would support the program financially and mimicking the current structure well in advance of making this request to

the MPTC (Committee). The recruitment process was Chris Nasta's idea after conducting surveys that showed an interest to stay on, get the graduate degree and then go into law enforcement. Ray said the program will be open to students who meet certain academic requirements, one being a minimum of 3.0 GPA. As far as the academy and what that will look like, he said we were given the exact structure currently in place, using MPTC instructors without any modifications (academy director, staff instructors, etc.) operating during the day building a schedule around the daytime academy and the grad program at night.

Chief Hicks asked for a motion to allow Merrimack College to run a trial recruit program and stressed that this is a "trial" and there is no guarantee the program will continue.

A motion was made by Chief Kyes to authorize Merrimack College to run a "trial" program, seconded by Superintendent Cotter, 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
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
uMajor Dan McGuinn	Aye

The motion passed

Next Meeting

At 12:27pm Chief Hicks announced the next Committee Meeting is scheduled for **December 16, 2020.**

Chief Hicks announced the Committee will be entering into an Executive Session and not to return to regular session and asked for a motion.

Adjournment

Chief Kyes made a motion to move into Executive Session, Superintendent Sullivan second, 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
Superintendent Richard Sullivan	Aye
Superintendent Winnie Cotter	Aye
Major Dan McGuinn	Aye
