

**Municipal Police Training Committee**  
**Monthly Meeting Minutes**  
**Randolph Police Academy**  
**February 20, 2019**

**Call to Order**

At 9:35 AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present. Chief Hicks announced that some items on the agenda were going to be moved and that there will be an executive session after the meeting. The Committee will enter Executive Session without returning to a regular meeting.

**Attendees: Voting Members**

Chairman Jim Hicks – Northeast Mass; Chief Brian Kyes- Mass Chiefs; Chief Mike Botieri- Southeast Mass; Captain Keith Dalrymple–Boston Police; U/S Terrence Reidy – EOPSS; Superintendent Richard Sullivan- MBTA; Commandant Michael Baxter- MSP, Joseph Vieira- MPA and Jim O'Brien – AGO.

**MPTC Staff**

Dori-Ann Ference, Andrea Kenney, John Melander, Marylou Powers, Shannon Sullivan, Lara Thomas, Dan Zivkovich and Sheila Gallagher.

**Guests**

Commissioner Branville Bard, Andrea Brown, Peter Carnes, Joseph Cecchi, Darin Cromwell, Angela Davis, Chief Michael Davis, Donna DaVeiga, Steven DeMarco, Christine Elow, Chief Frank Frederickson, Tom Flynn, Rubin Galindo, Thomas Glynn, Adam Keeling, Craig Martin, Jerry O'Rourke, Sean Reynolds, Peter Roddy, Wayne Sampson, Andrew Turco, and Jack Yuntis.

**Review/Approval of Minutes**

A motion was made to approve the minutes for the January 16, 2019, meeting. The motion was seconded and passed. There was one abstention.

**Police Standards and Training**

The following requests were presented and approved by the Committee:

**Temporary Waivers:**

Maxwell Bressi	Bolton PD
Christopher Byrne	Longmeadow PD
Nathaniel Crowther	Ludlow PD
Geena DeTorrice	Ludlow PD
Bryan DuFresne	Bolton PD
Kevin Gabryel	Westfield PD
Joseph Kelley	Westfield PD

Patrick Lusteg	Westfield PD
Andrew Lycznski	Halifax PD
Chad Martowski	Ludlow PD
William Plue III	Lee PD
Robert Reyome	Westfield PD
Harry Santiago	Hadley PD
Bryan Turgeon	Westfield PD
Amanda Wong	Raynham PD
Steven Wood	Westfield PD

A motion was made to approve the sixteen (16) 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 Hearing

There was a disciplinary hearing held on January 30, 2019, and the decision will be presented at the next meeting.

### **New Business**

#### Cape Cod Academy

Chief Hicks introduced Peter Carnes, Director of Public Safety for Stonehill College and Wayne Sampson retired, police chief from Shrewsbury. Peter and Wayne distributed a proposal to the Committee about opening a Cape Cod Municipal Police Academy. Peter told the Committee that there is a need for a local police academy. Cape Cod consists of twenty-one (21) communities as well as the islands. Cape Cod police chiefs have been negotiating seats for recruit academies all over the state. There is a significant need to get officers trained due to the region which has a huge tourist season. Chief Frederickson added that the academy will start on July 8, 2019, and ending before Thanksgiving. The time frame will ensure that there will be trained officers ready to work for the start of the tourist season. Chief Hicks commented that the Plymouth Academy previously adjusted its start date to accommodate the Cape Cod police chiefs to avoid running a summer academy. According to Peter, the goal is to run one academy per year and it would not interfere with the Plymouth Academy. The cost to send recruits to academies in Springfield or elsewhere is significant and has an impact on many department's budgets.

Jack Yuntis who is on the Board of the Barnstable County Commissioners supports this endeavor and has agreed to provide insurance and funding for the academy. There are no issues with compliance for state purchasing and there is a MOU in place. Peter Carnes would serve as the academy director and Wayne Sampson would be the co-director.

The academy would operate at the Joint Base Cape Cod. According to Peter, the facility is an all-inclusive training venue with numerous amenities. Peter is requesting that

the Committee allow a Cape Cod Municipal Academy to commence on July 8, 2019, and end before Thanksgiving. The academy would use MPTC authorized instructors and would use the new curriculum. The space permits up to 45 recruits and it will also be open for self-sponsored candidates.

ED Zivkovich commented that the MPTC has an obligation to ensure that police are trained at the highest level. The MPTC does not want to create multiple academies and have a low level of attendance. It costs approximately \$240,000 to run an academy. If there is a deficit, the MPTC cannot cover the costs. Wayne Sampson told the Committee that the county will cover the deficit. Jack Yuntis relayed that the county anticipates there will be a deficit for the first year. There was also some discussion about getting instructors to teach within the academy and how to implement the new curriculum.

Marylou Powers asked whether the Cape Cod police chiefs expect to receive priority in the Plymouth Academy if they are unable to secure seats in the Cape Cod Municipal Academy. Chief Frederickson told the Committee that Cape Cod police chiefs do not expect to receive priority in the Plymouth Academy. Self-sponsored candidates would not receive priority over full-time municipal officers and they would be charged \$3500 for the academy. There was some discussion about charging a higher fee for self-sponsored candidates. ED Zivkovich indicated that the Comptroller's Office would want justification for charging a higher fee.

Chief Hicks commented that philosophically he struggled with opening another academy because he was concerned about oversight, the availability of instructors, and quality control. Chief Hicks emphasized that there must be a need to run an academy. After hearing the proposal, Chief Hicks agreed that there is clearly a need for an academy in this region. However, after the first class from the Cape Cod Municipal Academy graduates, the Committee will evaluate if there is still a need to operate and whether it impacted the Plymouth Academy. The Committee followed the same procedure after it approved the initial pilot for the Northern Essex Community College ("NECC").

A motion was made to approve a Cape Cod Municipal Police Academy with a review after it is completed. There was a second and the motion passed by unanimous voice.

#### Cambridge/Northeastern Police Academy

Commissioner Bard of the Cambridge Police and Chief Davis of the Northeastern Police Department, also prepared a presentation requesting that the Committee authorize Cambridge and Northeastern Police to run a police academy. Chief Davis said that Northeastern and Cambridge share the same philosophy regarding policing. The benefit of this collaboration focuses on experiential learning where recruits can learn to interact with the public.

Chief Davis highlighted the unique facilities available at Northeastern University. There is a simulation lab located on campus that can recreate scenarios an officer may encounter when responding to a call. Additionally, there is a great space for the staff to hold debriefings for recruits.

There was a lot of discussion about the need for adding another academy within the Boston area. Right now, Cambridge is expecting around 28 recruits in the class. The class will consist predominately of Cambridge and Northeastern recruits. ED Zivkovich commented that Northeastern and Cambridge are prepared to cover the financial piece necessary to run the academy as well as the facilities. Additionally they have available facilities and they have selected a Cambridge sergeant to be the academy director. The model that Chief Davis and Commissioner Bard described is what is included in the recruit curriculum and it is founded on procedural justice.

Joe Vieira asked whether there would be standardization of the training. There was some concern about college professors teaching the curriculum and ensuring that the instructors adhere to the MPTC curriculum. Commissioner Bard commented that the benefit of this collaboration enables the recruits to train within a real world scenario. The philosophy in policing has changed from the warrior to guardian mentality.

Commandant Baxter added he was concerned about the stress inoculation piece. Commissioner Bard said that the academy is not void of this component. Chief Kyes asked how Northeastern University will notify the students that there is an active, police academy. The NECC academy encountered a few issues regarding notifying the student body of the ongoing academy.

AAG O'Brien added that historically the Committee has been open to training at educational facilities. The NECC and Fitchburg State University have brought educational and law enforcement together. Some recruits have received college credits towards degrees by attending these academies.

Chief Hicks asked first whether there was a need to open another academy and how it will impact the Lowell academy. Also, the Boston police academy has created scenarios where recruits interact with community as part of its training. However, this is the first opportunity where a university has wanted to engage in police training. There was more discussion about the need, the limitations with instructor pools and the stress inoculation piece.

A motion was made to approve a Cambridge/Northeastern pilot academy scheduled to begin in May. There was a second and the motion passed. The chair of the Committee voted in favor of the motion. There were two oppositions. Joe Vieira from the MPA and Captain Keith Dalrymple opposed the motion.

#### Recruit Officer Training Updates

Boston: Boston Police began with a class on December 3, 2018. Currently, there are 115 student officers remaining and the tentative graduation date is July 2, 2019.

Boylston: No academy dates scheduled at this time.

Lowell: A class will begin on May 20, 2019.

NECC: Two classes with a total of 86 students began on October 29, 2018. There are 75 student officers remaining and graduation is set for April 12, 2019.

Plymouth: A class of 57 student officers remain. Graduation is scheduled for February 22, 2019, and the next class is scheduled to begin on April 1, 2019.

Randolph: A class of 46 student officers remain and graduation is expected on June 28, 2019. The next class is scheduled to begin on September 9, 2019.

Reading: A class of 48 student officers will begin on March 4, 2019.

RTT: A class began on January 21, 2019. There are 175 student officers remaining and graduation is scheduled for June 27, 2019.

Springfield: A class of 43 student officers remain after the academy began on February 11, 2019. A July graduation is planned.

Transit: A class of 40 student officers remain after starting on September 10, 2018. Graduation is expected on March 15, 2019, and the next class will begin on March 25, 2019.

WMASS: There are 48 student officers remaining and graduation is April 12, 2019. The next class will begin on June 10, 2019.

Worcester: A class of 44 student officers began on January 14, 2019. There are 41 recruits remaining. Worcester has 29 student officers and there are 14 student officers from outside agencies.

**Open Discussion:**

There were no items for open discussion.

**Executive Director's Report**

ED Zivkovich announced that the entry level fitness standards will be effective on July 1, 2019. Also, the Criminal Justice Reform bill requires that each agency have a civil rights officer. The MPTC will incorporate into the curriculum for training the civil rights officers. There was discussion who should be involved in developing this training.

Chief Hicks noted that there be a moratorium on starting new academies and added this as an item on next month's agenda. Chief Kyes questioned whether the budget is impacted if an academy does not run.

ED Zivkovich mentioned that MPI's online legal update for in-service TY 2018-19 was approved and is available.

### Water Safety

Water safety will be postponed for the March meeting.

### Two Dollar Bill

The first deposits derived from the two dollar rental fee will be collected on a quarterly basis and will not be available until April 20, 2019. Chief Kyes stated that there were two amendments that designated the Secretary from EOPSS as the trustee of the fund.

### Update on the 550 CMR 3.00

Chief Hicks asked Shannon if the Committee's vote to extend the validity of the PAT from 6 to 9 months was permissible since the CMRs indicate the time frame is 6 months for the PAT and medical exam. Shannon relayed that the Committee's vote was valid and the change could be adjusted in the CMRs prior to July 1, 2019.

A motion was made to extend the validity of the PAT to 9 months, to be consistent with the medical and to move forward with the regulatory changes. The motion was seconded and passed by unanimous voice.

Boston Police Captain Dalrymple agreed to serve as the fifth member of the CMR subcommittee.

### Old Business

#### In-service Topics

In-service topics will be postponed for the next meeting

### Next Meeting

The next meeting is scheduled for **Wednesday, March 28, 2019**, at the **MA National Guard Readiness Center** located at 149 Speen Street in Natick.

### Adjournment

At 12:41 PM, a motion was made to adjourn the meeting and enter Executive Session. The motion was made and a roll call was taken