

Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Police Academy
August 21, 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. Chairman Hicks welcomed Bob Ferullo as the interim Executive Director for the MPTC. ED Ferullo announced that the MPTC hired Joanne Gardiner as the new Boylston Academy Director. Superintendent Winnie Cotter was present as the Boston Police Department's representative for the Committee.

Attendees: Voting Members

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

MPTC Staff

Dori-Ann Ference, Joanne Gardiner, Kris Gentile, Eileen Goodick, ED Robert Ferullo, Lynda Kearns, Andrea Kenney, Maura Landry, John Melander, Laura Nichols, Marylou Powers, Lisa Ann Reich, Rose Sauvageau, Lara Thomas, Sheila Gallagher and Denise Sarro.

Guests

John Bossolt, Norm Charest, Brett Conaway, Donna DaVeiga, Nicholas DeAngelis, Thomas Flynn, Thomas Glynn, Adrian Hatch, Spencer Lord, Rick Macdonald, Lisa Lane McCarthy, Ray Reidy, Peter Roddy, Jeffrey Scott, John Scippa, Phil Terenzi, Jerry O'Rourke and Ed Vanzandt.

Review/Approval of Minutes

A motion was made to approve the minutes for the July 17, 2019, meeting. The motion was seconded and passed by unanimous voice.

Police Standards and Training

There were eleven requests for temporary waivers. Chief Hicks told the Committee that Chief Tom O'Donnell would abstain from voting on the request for John Bell since the request came from the West Brookfield PD. The Committee would take a separate vote on the temporary waiver request for John Bell.

Temporary Waivers:

John Bell

West Brookfield PD

A motion was made to approve the temporary waivers for John Bell as presented. There was a second and the motion passed with one abstention from Chief O'Donnell.

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

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| Jonathan Butler | Stow PD |
| Daniel Cashman | Rockport PD |
| James Flagg | Hopedale PD |
| Zacahrie Gillie | Granby PD |
| Tyler Hampson | Northampton, PD |
| Jacob Laughlin | Hadley PD |
| Michael LeMoine | Northampton PD |
| Nicholas Limoges | Northampton PD |
| Nicholas Silva | Tyngsborough PD |
| Zachary Warner | Northampton PD |

A motion was made to approve the ten (10) temporary waivers as presented. There was a second and the motion passed by unanimous voice.

Permanent Exemptions

The following requests for a permanent exemption was recommended for approval by the Committee.

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| Justin LaRoche | RI/Norwood PD |
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A motion was made to approve the permanent exemption for Justin LaRoche as presented. There was a second and the motion passed by unanimous voice.

Request for an Alternative Training Program

Brittany Morgan graduated from the 45th Agawam Municipal Police Academy in August 2010. Ms. Morgan worked for the Pittsfield Police Department for three years and left to join the Oxford Police Department as a special traffic dispatcher and CJIS representative. The Dudley Police Department would like to hire Ms. Morgan and is requesting the Committee to allow Ms. Morgan to complete an alternative training program in lieu of attending a full-time academy again. Marylou Powers relayed that Ms. Morgan's has not worked as a police officer for five years nor has she attended inservice training. Pursuant to the CMRs, Ms. Morgan would not qualify for a waiver. The Committee will have to vote on the request since Ms. Morgan submitted an official request in writing.

A motion was made to not approve an alternative training program for Ms. Morgan. The motion was seconded and passed by unanimous voice.

Disciplinary Hearings

There are two, pending disciplinary matters. The first matter involves a recruit who was dismissed from the Western Massachusetts Reserve Program for a number of issues including conduct unbecoming, dishonesty and insubordination. Any dismissal from the reserve requires the Executive Director to hear an appeal if one is filed. Executive Director Ferullo will hold a disciplinary hearing for the dismissed reserve officer this week and he will issue a finding on the matter. The Executive Director has sole discretion over these appeals.

The second matter involves a recruit who was dismissed from the full-time academy in Western Massachusetts for allegations of sexual harassment and bias crimes. A hearing is scheduled for September 12, 2019.

Update on the 550 CMR 3.00

The meeting for the CMR revisions was rescheduled. Chief Hicks announced that he has received questions about reserve training. It may be helpful to coordinate the issues related to the reserve program with the CMR revision.

Executive Director's Report

Recruit Officer Training Updates

Boston: The next class of 120 is expected to begin on December 2, 2019. The class will only include Boston Police officers.

Boylston: The tentative date for the next Boylston Academy is February 24, 2020.

Cambridge/Northeastern: A class of 28 student officers remain and graduation is scheduled for September 20, 2019.

Cape Cod: A class will of 42 student officers began on July 8, 2019. There is a tentative graduation date of either November 21, 25 or December 2, 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 45 student officers remain and graduation is scheduled for October 18, 2019.

NECC: A class of 36 student officers remain and graduation is scheduled for November 28, 2019.

Plymouth: A class of 43 student officers remain and graduation is expected on August 30, 2019. The next class is scheduled to begin on October 14, 2019 and tentative graduation is March 13, 2020.

Randolph: A class of 42 student officers graduated on June 28, 2019. The next class of 43 student officers is scheduled to begin on September 9, 2019.

Reading: A class of 45 student officers graduated on August 13, 2019.

RTT: The next class will likely begin in January 2020.

Springfield: A class of 40 student officers graduated on July 18, 2019. The next class of 50 student officers will begin mid-November.

Transit: A class of 44 student officers remain and graduation is scheduled for September 25, 2019. The next class of 50 student officers will begin 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 2020.

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

Update on the Fitchburg State Program

Director Lisa Lane McCarthy updated the Committee about the Fitchburg State Police Program. There is about a fifty percent attrition rate. Director McCarthy explained that since she has the police students for four years, it is a great way to indoctrinate the students. Students receive a MPTC student guide at orientation. Any student enrolled in the program, is required to follow MPTC Academy Rules. Students wear standard uniforms when attending the university. There are monthly meetings and uniform evaluations. The class is divided into platoons and squads and students have to write to/from as well. Director McCarthy said in total there are 284 police students from freshman to senior year. There are also voluntary PT groups which are offered to students. Many students elect to participate in preparation of the first day of the academy. Currently, there are nine police students in the academy portion of the police program. Three of the police students have already been hired by police departments.

Director McCarthy told the Committee that she does discipline students within the police program. Recently, Director McCarthy dismissed a police student for a class 1 violation after she learned that the student posted a photo simulating cocaine and simulating a gun on social media. Although the student was dismissed from the police program, the student was not dismissed from the school's Criminal Justice Program.

Director McCarthy said the program consists of seventeen weeks because the MPTC recruit curriculum is embedded in the Criminal Justice program. The new recruit curriculum reduces the required hours within the MPTC certification. Students will

graduate from the program with have a Bachelor and a Master's Degree in Criminal Justice within five years.

Update on Preliminary Fitness Standards

Director Thomas told the Committee that she ran the entry-level fitness standards for the first time. Twelve out of forty-eight candidates failed the initial test. The run proved to be the most challenging for the candidates. Three candidates resigned prior to the retest. Five candidates passed after the retest and four failed the retest. Some departments were able to send alternative candidates to participate in the entry-level fitness standards after their initial candidate failed the first test. Chief Hicks asked whether some departments lost spots because candidates could not pass the entry-level standards. There was some further discussion about the process and the final results.

Implementation of Entry Level Fitness Standards

Director Thomas told the Committee that the first preliminary fitness standards were held at Massasoit College. Twelve out of forty-eight candidates failed the preliminary fitness standards. Half of the students failed a multiple event and the other half failed the single event like running. Three candidates resigned before the retest, five candidates passed the retest and four candidates failed. Some departments were able to send alternative candidates after one a candidate failed the retest. Director Thomas relayed that there were no issues in administering the fitness tests. Some departments prepared candidates for the event by offering pre-tests as part of their application process.

Changes to Academy Dates

The Committee discussed adjusting the start dates for MPTC authorized academies. There was a lot of discussion about when the academies should start. ED Ferullo said that changing the dates would enable departments to enroll in academies closer geographically to their departments. Chief Hicks commented that HRD is committed to releasing the new civil service list by September 1, 2019. Adjusting some of the start dates for the academies may impact a few candidates with respect to the PATs or temporary exemptions. Regina Caggiano mentioned that the PAT will be offered more frequently which will benefit departments. The Committee proposed changing the start dates for the following MPTC authorized academies.

- **Plymouth 1/6/20**
- **Western Mass 1/20/20**
- **Reading 1/13/20**

National Guard

Colonel Brett Conaway of the National Guard addressed the Committee about authorizing the second iteration of citizen police academy in collaboration with the Worcester Police Department. The first iteration of the academy was rolled out in 2011. After the first academy, the majority of citizen soldiers were employed with police

departments upon graduation. Colonel Conaway is seeking approval from the Committee to start a second military police academy on September 23, 2019. There are thirty military police and security forces confirmed for the academy.

There are no prerequisites for entrance into the academy because the National Guard is deemed a law enforcement agency. Any military officers who attend this academy agree to extend their military service. There was also some discussion about whether the new recruit curriculum translated well into the academy designed for military police. Marylou Powers said the two principles reviewed the new curriculum and it has translated well. There was further discussion about the program.

A motion was made to approve the request for the National Guard class for September 2019, hosted by the Worcester Police Academy. The motion was seconded and passed by unanimous voice.

Executive Director's Report:

Southbridge Conference Center

ED Ferullo updated the Committee about the status of the Conference Center in Southbridge. Initially, the plan was to move specialized training to the second floor of the conference center. The second phase was to move the Boylston Academy to Southbridge and ultimately build a police academy with a range and track. Unfortunately, the Department of Defense will not lease the second floor and the cost of renovating the building is higher than expected. One of Secretary Turco's priorities is to find better facilities for police training. There was further discussion about possible locations for a police facility.

Budget/Municipal:

There is 2.6 million dollars in the training fund which EOPSS controls with the MPTC. Every MPTC academy will upgrade to fiber optics. However, ED Ferullo cautioned that the MPTC has some financial obligations related to the recruit curriculum project and the ACADIS database. The two-dollar rental car fee cannot be a rainy-day fund due to these obligations. There were questions about the money collected from the five-dollar public safety fund and the marijuana tax. It is unclear how much money has been collected and how it will be distributed.

Chief Kyes explained that the money collected from the rental car fees was lower than expected. Apparently, some rental companies did not collect the money in the first quarter as required. Another concern was that the sixty-percent of the cars were rented from Revere and Boston.

The next issue the Committee discussed concerned the fee that MPTC certified instructors receive for teaching. The Committee agreed that the instructor fee should

increase from forty to fifty-dollars.

A motion was made to increase the instructor fee from forty to fifty dollars. The motion was seconded and passed by unanimous voice.

There was some discussion about changing the instructor certification process. However, the Committee agreed to address this issue later.

A motion was made to increase the instructor fee effective on September 1, 2019. The motion was seconded and passed by unanimous voice.

Moratorium on approval of new academies

Chief Kyes told the Committee that Bristol Community College would like to start its own academy similar to the NECC Academy. Chief Hicks said that he is against adding Bristol Community College to the agenda for the September meeting. There is currently a moratorium on adding new academies until June 30, 2020. Chief Hicks explained that the Committee is waiting to receive feedback from the Cambridge and Cape Cod Police Academies. Adjusting the start dates for many academies may accommodate the requests for seats. Chief Kyes asked if this request could be added to the agenda for the January meeting.

Old Business:

Process for Selecting an Executive Director:

Pursuant to G.L. c. 6, §116, the Committee needs to put together a process for selecting an Executive Director for the MPTC. The Committee will provide names to the Executive Office of Public Safety and the Secretary will select a person from the nominations. Chief Hicks suggested creating a subcommittee with a maximum of five members to review potential candidates. The Committee will also need to review the job description. Ideally, the person should have specific experience training law enforcement in Massachusetts.

The Mass Chiefs filed legislation that would lift the 960-hour rule for any position within the MPTC. The bill was refiled for this legislative session and contains language that allows any person from Group 4 eligible to apply for the position. There was more discussion about the process and possible options if the legislation does not pass. The Committee intends to review the procedure that was in place when the former Executive Director was hired.

Discussion on Constables

U/S Reidy relayed the concerns that EOPSS had after seeing Channel Five's spotlight regarding constables serving criminal warrants. Joe Vieira told the Committee that some of the constables in his area have modified their vehicles with ghost graphics to mirror a police cruiser.

There was discussion about drafting legislation to clarify the powers of constables. The MPTC has no oversight and no authority over constables. Constables are constantly changing and often train with the sheriffs. Many constables have licenses to carry, badges, handcuffs and blue lights for their vehicles. The Committee has concerns about constables acting as police officers. Chief Hicks wants to keep this item on the agenda to continue the discussion.

Reserve/Intermittent

There are seven instructor development courses scheduled. All courses are full through February. All instructors for reserves need to attend the instructor certification courses.

Update on Inservice

Dori Ference stated that the train the trainer for animal cruelty and police suicide are complete. She has received positive feedback with regard to those topics. Defensive Tactics will not have a train the trainer this year. The legal train the trainers for inservice have dates posted through ACADIS and are open for registration.

ACADIS

ED Ferullo announced that Melixza Esenyie and Mary Bragg will be available to answer questions related to ACADIS at the Chief's Conference in September.

Next Meeting

The next meeting is scheduled for **Thursday, September 26, 2019**, at the Randolph Police Regional Academy.

Adjournment

At 12:30 PM, a motion was made to adjourn the meeting. The motion was seconded and passed by unanimous voice.