

**Municipal Police Training Committee**  
**Monthly Meeting Minutes**  
**January 17, 2024**

**Call to Order**

On January 17, 2024, at 10:09AM, Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order. Advance notice of the meeting was posted in compliance with the open meeting laws. A quorum of the fifteen-member Committee was present. The meeting was recorded and broadcast over Microsoft Teams.

**Announcements**

Chief Hicks welcomed Deputy Superintendent Eddy Chrispin of the Boston Police Department, Co-Chairman of the Board of the Massachusetts Association of Minority Law Enforcement Officers, as the newest member of the Committee.

**Attendees: Voting Members**

Chief James Hicks	Present
Chief Brian Clark	Present
Chief Edward Conley	Present
Sheriff Kevin Coppinger	Present
Deputy Superintendent Eddy Chrispin	Present
Sheriff Christopher Donelan	Present
Chief Jennifer Gundersen	Present
Chief Kelly Nee	Present
Atty. Stacey Pichardo	Present
Major Jon Provost	Present
Secretary Terrence Reidy	Present
Superintendent Richard Sullivan	Present
Ret. Officer Joseph Vieira	Present

**EOPSS/MPTC Staff**

Executive Director Robert Ferullo, Atty. John Melander, Atty. James O'Brien, Atty. Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Atty. Gina Masotta, Atty. Denise Flagg, Brian Merrick, Denise Mellon, Kristen Lydon, Kathleen Berry, Felisha Arnold, Elsie Sanon, Charmagne Pearson, Cassandra Cahill, Eric Lederman, Steven Cromack, Hannah MacKillop, Ara Nersessian, and Yola Cabrillana.

**Guests**

Jeffrey Scott.

## **Review/Approval of Meeting Minutes**

A motion was made by Sheriff Coppinger to approve the minutes of the December 20, 2023 meeting. The motion was seconded by Chief Clark, and a vote was taken. The minutes were approved with one abstention (Ret. Officer Joseph Vieira).

## **Police Standards and Training**

### Temporary Waivers

There were no temporary waiver requests.

### Out-of-State Exemptions

There was one out-of-state exemption request on the January agenda.

Anthony DiPalmo

Falmouth PD

The Standards Subcommittee reviewed and made a favorable recommendation to approve the exemption request for Officer Anthony DiPalmo.

**A motion was made by Sheriff Coppinger and seconded by Atty. Pichardo to approve the out-of-state exemption for Officer Anthony DiPalmo. A vote was taken, and the motion passed unanimously.**

### Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 629 and 630 on the January Bridge Academy A-H Class List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

**A motion was made by Ret. Officer Vieira to approve the Bridge exemption requests for Officers numbered 629 and 630 on the January Bridge Academy A-H Class List. The motion was seconded by Chief Clark, and a vote was taken. The motion passed unanimously.**

There were no Bridge exemption requests for the Bridge Academy I-P List this month.

Bridge exemption requests for Officers numbered 159 through 198 on the January Bridge Academy Q-Z List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

**A motion was made by Ret. Officer Vieira to approve Bridge exemption requests for Officers numbered 159 through 198 on the January Bridge Academy Q-Z Class List. The motion was seconded by Chief Conley, and a vote was taken. The motion passed unanimously.**

## Disciplinary Hearings Update

Hearings for the appeals filed by three former student officers dismissed from the Holyoke Academy in connection with test integrity have been scheduled as follows:

- William Corbett/David Bosini: February 21, 2024 at 1:00PM.
- Matthew Donaldson: March 20, 2024 at 1:00PM.

## **Executive Director's Report**

Hiring Update. Atty. O'Brien presented a hiring update. Hannah MacKillop joined us this week as RAO and Paralegal. Hannah Gianfriddo, who has been working with us this year as a co-op student, was hired as a Curriculum Specialist. We are happy to have them both with us on a full-time basis.

Basic Training. Atty. Nardone presented updates on recruit academies, including academy start dates and demographics.

The next classes for the Lynnfield and Plymouth Academies are full, and there is a waitlist that would fill another class now. To address needs across the state, we plan to run the next Lynnfield ROC, which begins on February 12<sup>th</sup>, with 80 students split into two groups of 40.

Chief Hicks would like to see Academy Directors attend future Committee meetings in-person, especially as we discuss curriculum-related issues.

Specialized Training. Atty. Nardone presented an update with statistics.

Bridge Academy. Deputy Chief of Training Thomas presented an update on the Bridge Academy, along with information on deferments and separations.

ASHER. The ASHER program has ten classes scheduled for responders through June 30<sup>th</sup>. This includes municipal police, MSP, Fire Services, 911, and EMS.

Facilities. Executive Director Ferullo updated the Committee on our facilities. Milford is complete, and we are beginning to schedule events there now. Falmouth construction is moving ahead, and we are planning to offer the first academy in the fall of 2024. We hope to be able to announce a location for the Central Mass facility in March. We are continuing to look at locations for EVOC.

Budget. Executive Director Ferullo reported that MPTC made it through the recent budget cuts with support from EOPSS. Because of savings on recruit academies in the first half of the year, we hope to offer some specialized training, including FBI LEEDA training, on a first-come first-serve basis.

There was extensive discussion about the fact that points are awarded on Civil Service promotional exams for FBI LEEDA training. There was concern that if we are not able to offer FBI LEEDA training to everyone, it could create an unfair advantage for some. Exec. Director Ferullo said the alternative is that we do not offer the training at all. There was consensus among the Committee members that we should offer the training to whatever extent we can, and any concerns about unfair advantages should be addressed with the Civil Service Commission.

## **Old Business**

POST-C. POST-C would like to create a working group for the next level of LEO certifications. Attorneys Melander, O'Brien, and Nardone, along with Chief Hicks and Chief Gammel, will be part of this group. We may decide to add another Committee Member to this working group in the future.

Atty. Melander noted that he is still working on MPTC regulations that we want to update. He expects that there will be several projects to work on with POST in the next few months.

Working Groups. Executive Director Ferullo reported that he has had some discussion with Sheriff Donelan for the Sheriffs Working Group. The Sheriffs' correctional officer training academies are beginning to include some MPTC classes in their curriculum.

Chief of Training Nardone reported that she and Deputy Chief of Training Thomas have been working with Fitness Manager Melissa Metzke to update our fitness training and curriculum. Additionally, Boston PD hosted a Tactical Strength and Conditioning certification class and offered us several spots. We were able to send a PT instructor from each of our operated academies. The feedback from those who attended was very positive, and we hope that another class will be available in May.

## **New Business**

TY25 Proposed In-Service Topics. Curriculum and Instruction Specialist Steven Cromack presented a proposal on TY25 in-service topics. He explained that the proposal comes from feedback from officers and various stakeholders. The proposed theme for TY25 is the First Amendment, and the proposed courses include freedom of speech, freedom of assembly, legal updates, officer wellness, communicating with vulnerable populations, and either (a) sovereign citizens or (b) interactions with the deaf or hard of hearing.

Chief Clark said he solicited feedback from the Southeast region on the proposal and the two primary concerns were: (1) whether there is enough material for two separate days on freedom of speech and freedom of assembly and (2) whether officer wellness has been covered too much in the last few years. Mr. Cromack explained that freedom of speech and freedom of assembly were split into two topics so that officers have time to look at the concepts they learn from a tactical/use of force perspective too, and we are required by statute to include, on an annual basis, officer wellness in the in-service curriculum.

Secretary Reidy suggested that we should also be looking to include human trafficking in the in-service curriculum. Massachusetts has done a significant amount of work related to human trafficking when compared to other states, and Secretary Reidy would like to see that work continue.

Chief Hicks asked if there was enough flexibility to add human trafficking into the in-service curriculum. Curriculum Division Manager Denise Flagg confirmed that we can work to incorporate human trafficking.

**A motion was made by Sheriff Donelan and seconded by Chief Gundersen to approve the TY25 in-service proposal, with the inclusion of human trafficking. A vote was taken, and the motion passed unanimously.**

MPTC Annual Firearms Training Standards – Revised/Updated. Chief of Training Nardone presented the final draft of the updated Annual Firearms Training Standards to the Committee for approval. This draft incorporates all suggestions made by the Committee at prior meetings. If approved, these standards would go into effect on July 1, 2024.

**A motion was made by Sheriff Coppinger and seconded by Chief Nee to approve the Annual Firearms Training Standards as presented. A vote was taken, and the motion passed unanimously.**

MPTC Annual First Responder Training Standards – Revised/Updated. Chief of Training Nardone presented a draft of the revised Annual First Responder Training Standards. We are not asking for a vote today. The draft was included for the Committee’s review and a potential vote at next month’s meeting. One notable change is that First Responder training will now be referred to as CPR and First Aid, rather than CPR and First Responder.

MPTC Annual ECW Training Standards – Revised/Updated. Chief of Training Nardone presented a draft of the updated Annual Electronic Control Weapon Training Standards. New ECW regulations were promulgated in January 2023. This draft mirrors those regulations. We are not asking for a vote today. The draft was included for the Committee’s review and a potential vote at next month’s meeting.

ROC Curriculum Update. Curriculum and Instruction Specialist Steven Cromack presented an update on the ROC curriculum. He explained that we are improving how we train without adding hours and moving toward a “transformative ROC curriculum.” The pilot program for the updated curriculum has received very good feedback.

Chief Hicks spoke positively about the presentation, the updated curriculum, and the work being done in the academies but also emphasized how important it is that all academies are teaching the same curriculum so that officers are trained consistently across the state.

### **Next Meeting**

The next Committee meeting is scheduled for February 21, 2024 at 10:00AM in Randolph.

### **Adjournment**

**At 12:27PM, there was a motion by Ret. Officer Vieira and seconded by Chief Nee to adjourn the meeting. A vote was taken, and the motion passed unanimously.**