

**Municipal Police Training Committee  
Monthly Meeting Minutes  
Randolph Headquarters  
February 15, 2023**

**Call to Order**

Chief James Hicks called the February 15, 2023 monthly meeting of the Municipal Police Training Committee to order at 10:15AM. A quorum of the fifteen-member Committee was present. The meeting was publicly noticed, recorded, and broadcast over Microsoft Teams.

**Committee Members Attending**

Chief James Hicks	Present
Secretary Terrence Reidy	Present
Superintendent Nora Baston	Present
Chief Edward Conley	Present
AAG Jennifer Cotter	Present
Sheriff Christopher Donelan	Present
Chief Jennifer Gundersen	Present
Major Steven McCarthy	Present
Chief Kelly Nee	Present
Superintendent Richard Sullivan	Present
Chief Thomas Gammel	Present (not voting)
Chief Kyle Heagney	Present (not voting)

**MPTC Staff Attending**

Executive Director Robert Ferullo, Jim O'Brien, Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Denise Flagg, Yola Cabrillana, Elsie Sanon, Steven Cromack, Jason Brennan, Charles DiChiara, John Mazza, Ara Nersessian, Denise Mellon, Charmagne Pearson, Eric Lederman, Kaylee Baker, and Felisha Arnold

**Guests Attending**

Angelo Gomez, Jr., Jeffrey Scott, Phillip Wilgus, Patrick Donahue, Timothy Segur, Gina Pedro, Luzdelis Roman, Steven Launie, Raymond Richards, Richard Cipro, Maria Canino, Scott Petersen, Ryan Savje

**Review/Approval of Meeting Minutes**

Chief Hicks made a motion to approve the minutes of the January 18, 2023 meeting. The motion was seconded, and a vote was taken. The minutes were approved unanimously.

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## Police Standards and Training

### Temporary Waivers

The Hadley Police Department obtained a 270-day temporary waiver for Officer Alex Lavigne on May 18, 2022. It was set to expire on February 18, 2023. Hadley requested an extension of that waiver so that Officer Lavigne could continue working fulltime prior to attending the next Holyoke Academy, currently scheduled to begin April 3, 2023.

The Hadley Police Department obtained a 270-day temporary waiver for Officer James Ryan on June 15, 2022. It was set to expire on March 15, 2023. Hadley requested an extension of that waiver so that Officer Ryan could continue working fulltime prior to attending the next Holyoke Academy, currently scheduled to begin April 3, 2023.

The Standards Subcommittee recommended extending Officer Lavigne and Officer Ryan's waivers only to the next Holyoke Police Academy, scheduled to begin in April 2023.

**Major McCarthy made a motion to approve the extension of Officer Lavigne and Officer Ryan's waivers to the next Holyoke Police Academy. The motion was seconded by Chief Gundersen and a vote taken. The motion passed unanimously.**

The Plympton Police Department withdrew Officer Matthew Terenzi's temporary waiver request because temporary waivers are not available to Departments who plan to enroll their officer in the Bridge Training Program instead of a full-time Police Academy.

The Scituate Police Department requested a temporary waiver for Officer Kylie Shea so that she can work fulltime prior to attending the next Plymouth Police Academy, tentatively scheduled to begin in August 2023. The Standards Subcommittee recommended that the waiver be approved.

**Chief Gundersen made a motion to approve the waiver request for Officer Shea up to the next Plymouth Police Academy. The motion was seconded by Chief Nee and a vote was taken. The motion passed unanimously.**

### Out-of-State Exemptions

The Fall River Police Department asked the MPTC Committee for a determination that Officers Juan Rodrigues and Jacob Sosik have the necessary out-of-state training and experience to be exempted from the requirement of completing a fulltime MPTC operated/authorized Police Academy prior to exercising police powers. The Standards Subcommittee recommended that the out-of-state exemption requests be approved.

**Major McCarthy made a motion to approve the out-of-state exemption requests for Officer Juan Rodrigues and Officer Jacob Sosik. The motion was seconded by Superintendent Sullivan and a vote was taken. The motion passed unanimously.**

The Plymouth County Sheriff's Department asked the MPTC Committee for a determination that Deputy Sheriff Ryan Savje has the necessary out-of-state training and experience to

be exempted from the requirement of completing a fulltime MPTC operated/authorized Police Academy prior to exercising police powers. Jim O'Brien explained to the Committee that the recently revised MPTC CMRs require someone requesting an exemption to complete firearms qualification, CPR/First Responder, and the Police Officer Core Competency Assessment before the exemption can be granted. Deputy Sheriff Savje had not completed the Police Officer Core Competency Assessment but because of his in-state training/experience since 2018 (he completed: (a) the 372-hour Plymouth County Police Chiefs Association Reserve/Intermittent training program on February 13, 2018; (b) multiple in-service training courses during TY20 and TY21; (c) all TY22 in-service training requirements; and (d) 30-hours of TY23 in-service training), the Standards Subcommittee recommended waiving the Core Competency Assessment and approving the out-of-state exemption request.

**Superintendent Sullivan made a motion to waive the Core Competency Assessment and approve the out-of-state exemption request for Ryan Savje. The motion was seconded by Sheriff Donelan and a vote was taken. The motion passed unanimously.**

### **Bridge Exemptions**

Bridge exemption requests for Officers numbered 601 and 602 on the A-H list were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

**Major McCarthy made a motion to approve Bridge exemptions for officers numbered 601 and 602 on the February Bridge Academy A-H List. The motion was seconded by Chief Gundersen, and a vote was taken. The motion passed unanimously.**

Bridge exemption requests for Officers numbered 70-99 on the I-P list were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

**AAG Cotter made a motion to approve Bridge exemptions for officers numbered 70-99 on the February Bridge Academy I-P List. The motion was seconded by Sheriff Donelan, and a vote was taken. The motion passed unanimously.**

### **Bridge Enrollment**

The Harvard University Police Department would like to enroll Officer Paden Puller in the Bridge Academy. He attended the Plymouth Police Academy in 2013-2014 but voluntarily withdrew from the Academy three days before graduation. Excluding the final three days, he completed and passed all topics in the Academy, and later became warranted by the Massachusetts State Police as a Special State Police Officer ("SSPO").

Jim O'Brien reminded the Committee that at its March 16, 2022 meeting it approved a standard for SSPO's who have a warrant from MSP and want to become enrolled in the Bridge Academy but never completed basic training (academy or reserve).

The standard approved states:

“For SSPO’s who have a warrant from the Massachusetts State Police but who have never completed basic training or reserve intermittent training approved by the MPTC, they may be eligible to apply to a Bridge Academy (subject to the additional Bridge Academy entrance requirements) if their employing department provides the MPTC with documentation of the officer’s successful completion of training and work experience that is substantially equivalent to or greater than that of a Massachusetts police officer who has completed a reserve/intermittent training program and worked at least 2,400 hours performing specific police duties and functions, including exercising powers of arrest, without an interruption/break in service of more than five years during the period calculated. The documentation from the employing department shall include: (1) a record of the entry-level training program the officer attended and the curriculum at the time of attendance; (2) all in-service, specialized, and other training courses completed by the officer, and (3) an unedited printout from the department’s scheduling platform OR payroll records (excluding any detail work) proving that the officer has completed 2,400 hours performing specific police duties and functions.”

Applying the standard set forth above, the Standards Subcommittee recommended that Officer Puller’s Academy training and seven years of law enforcement work experience be treated as substantially equivalent to or greater than that of a Massachusetts police officer who has completed a reserve/intermittent training program and worked at least 2,400 hours performing specific police duties and functions, thus allowing Officer Puller to meet the reserve/intermittent requirement for enrolling in the Bridge Academy.

**Chief Gundersen made a motion that Officer Puller’s Academy training and work experience was substantially equivalent to or greater than that of a comparable Massachusetts police officer who had reserve/intermittent training and 2,400 law enforcement work hours. The motion was seconded, and a vote was taken. The motion passed unanimously.**

### **Bridge Hours**

Two names were removed from the Bridge Exemption List because MPTC staff were unsure which hours to count towards the 2,400-hour Bridge requirement. The two names were Cohasset Officer/Deputy Harbormaster/Natural Resource Officer Joshua Kimball and Wareham Natural Resource Officer Michael McGuire.

Cohasset Police Chief William Quigley provided a written submission stating that Officer Kimball has traditional law enforcement responsibilities while working as a patrol officer and deputy harbormaster in Cohasset. The Standards Subcommittee recommended that the Committee accept his deputy harbormaster/police officer hours with Cohasset PD.

**Major McCarthy made a motion to accept Officer Kimball’s law enforcement hours with the Cohasset Police Department. The motion was seconded by AAG Cotter and a vote was taken. The motion passed unanimously.**

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The Standards Subcommittee requested more information about Wareham Natural Resource Officer McGuire's job duties and tabled the discussion until such information was received.

### **Public Hearings**

Jim O'Brien introduced Attorney Will Freeman to the Committee. Attorney Freeman has joined the MPTC on a temporary basis to serve as counsel to the Standards Subcommittee and assist with training verification requests and other advisories. Secretary Reidy spoke highly of Attorney Freeman and was happy he has joined the MPTC.

Jim O'Brien updated the Committee on current and upcoming appeal hearings.

### **Executive Director's Report**

Chief of Training Andrea Nardone presented updates on the following topics:

- Start dates for academies.
- Training program updates.
- Gender breakdown of academies.
- Academy demographics – collecting this data is an ongoing project.
- Specialized training report.

Deputy Chief of Training Lara Thomas presented the Bridge Training update. April 1, 2023 is the deadline for I-P enrollment in the Bridge Training Program. There are potentially as many as 300 officers who are still eligible to enroll but have not yet enrolled.

Discussion was held about the ending of the Bridge Academy. Future discussion needs to take place regarding how the Bridge Program will be phased-out.

Chief of Training Andrea Nardone also presented:

- Student Officer Guide update specific to the Crown Act. This updated guide has not yet been released.
- The Reasonable Accommodations Working Group will create policies that are consistent with the Department of Fire Services policies.
- A new MPTC course catalog was presented to Committee members, who liked it.
- A draft of a revised Code of Conduct for MPTC Instructors was presented. No action is being requested this month but MPTC staff will be asking for a vote next month to approve the revised Instructor Code of Conduct.

John Mazza updated the Committee on ASHER trainings.

An in-service update was presented by Lara Thomas, Denise Flagg, and Stephen Cromack. The MPTC is statutorily required to provide two hours of training annually on mental wellbeing/suicide prevention. The MPTC would like to expand on this by including inter-related topics.

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Statewide Defensive Tactics coordinator Charles Dichiara spoke to the Committee about adding more hands-on training and how difficult the logistics are. Currently, CPR/First Responder classes are typically not part of MPTC Training. Departments are responsible for the renewal classes for these topics.

**Chief Gundersen made a motion to accept the 24-hours of MPTC provided in-service training topics recommended for the fiscal 2024 training year (TY24). Sheriff Donelan seconded the motion, and a vote was taken. The motion passed unanimously.**

TY24 in-service topics provided by the MPTC (24-hours) will be:

- Officer Wellness (6 hours)
- Legal Updates (6 hours)
- Rules of the Road (6 hours)
- Report Writing and Courtroom Testimony (6 hours)

The remaining 16-hours of TY24 in-service training will be “local choice.”

### Non-Voting Items

The National Guard made a presentation to the Committee about its upcoming Police Academy that is specifically tailored to members of the Guard. Two-hundred Guard soldiers have previously been trained in three full time Guard Academies and as a result are compliant with the MPTC’s minimum basic training requirements, thus allowing them to become employed by municipal police departments and other agencies who must meet those basic training requirements. The Guard Academy will begin March 3, 2023 and will be held primarily at the Worcester PD Police Academy. Secretary Reidy discussed how well run this program is and Chief Hicks noted the program is being watched nationwide.

### Adjournment

**There was a motion and second to adjourn the meeting at 12:17PM. A vote was taken, and the motion passed unanimously.**

### Next Meeting

**The next monthly Committee meeting is scheduled for 10:00AM on March 15, 2023 at the Randolph MPTC Headquarters.**