

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

Call to Order

Chief James Hicks called the March 15, 2023 monthly meeting of the Municipal Police Training Committee to order at 10:26 AM. A quorum of the fifteen-member Committee was present. The meeting was recorded and broadcast over Microsoft Teams.

Attendees: Voting Members

Chief James Hicks	Present
Superintendent Nora Baston	Present
Chief Edward Conley	Present
Sheriff Kevin Coppinger	Present
Atty. Jennifer Cotter	Present
Superintendent Lanita Cullinane	Present
Chief Jennifer Gundersen	Present
Chief Kyle Heagney	Present (not voting)
Major Steven McCarthy	Present
Atty. John Melander	Present

EOPSS/MPTC Staff

Executive Director Robert Ferullo, John Melander, James O'Brien, Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Denise Flagg, Denise Mellon, Kris Gentile, Charmagne Pearson, Eric Lederman, Kaylee Baker, Felisha Arnold, Ron Paula, Scott Paveletz, Kathleen Berry, Cassandra Cahill, and Will Freeman.

Guests

Cameron Wentworth, Chad Hunter, Toby Wheeler, Michael Shaw, Lieutenant John Gerard, Michael McGuire, Jeffrey Scott, Joseph Cecchi, and Reynaldo Rodriguez.

Review/Approval of Meeting Minutes

Chief Hicks made a motion to approve the minutes of the February 15, 2023 meeting. The motion was seconded, and a vote was taken. The minutes were approved with three members abstaining.

Police Standards and Training

Temporary Waivers

The Easthampton Police Department requested a temporary waiver for Officer Charlie Vargas. The Standards Subcommittee recommended a 270-day waiver.

Major McCarthy made a motion to grant Officer Vargas a 270-day waiver. The motion was seconded by superintendent Baston and a vote was taken. The motion passed unanimously.

Out of State Exemption Requests

Riley LaCroix of the Mashpee PD was not voted on as he still needs to complete firearms qualification training and the police officer core competency exam. His exemption request will be addressed at the April meeting.

James Harrop of the Massachusetts General Hospital Police Department requested an exemption. The Committee asked for additional information before it can consider the request.

The Mattapoisett Police Department's exemption request for Officer Benjamin Church received a favorable recommendation from the Standards Subcommittee.

Superintendent Baston made a motion to grant the exemption request for Officer Church. Chief Conley seconded the motion, and a vote was taken. The motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers 603 - 606 on the A-H List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

Superintendent Cullinane made a motion to approve Bridge exemption request numbers 603 through 606 on the March Bridge Academy A-H List. The motion was seconded by Chief Conley, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers 100 through 127 on the I-P List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

Chief Gundersen made a motion to approve Bridge exemption request numbers 100 through 127 on the March Bridge Academy I-P List. The motion was seconded by Major McCarthy, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers 1 and 2 on the Q-Z List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

Major McCarthy made a motion to approve Bridge exemption request number 1 and 2 on the March Bridge Academy Q-Z List. The motion was seconded by Chief Conley and a vote was taken. The motion passed unanimously.

Bridge Exemption Patrol Hours Requirement

Jim O'Brien confirmed with Committee members that their vote at the February meeting regarding the hours of Cohasset Natural Resource Officer Joshua Kimball did not include counting his natural resource officer hours. Jim O'Brien will work with his Chief regarding additional information needed by the Committee regarding his natural resource officer hours.

The next agenda item was whether the MPTC Bridge Team can count the hours of Wareham Police Department Natural Resource Officer Michael McGuire. He is employed by the town and managed by the police department. While on duty, he patrols land management/water ways, wears a duty belt, and performs standard law enforcement duties. Chief Hicks questioned his performance of traffic stops, domestic violence calls, motor vehicle stops and whether the dispatcher can contact him directly. Major McCarthy questioned whether he could fill a patrol shift. The Committee was advised that he is available as a back-up and does assist with police calls. Chief Gundersen was advised that he attends all in-service training that the department attends. Chief Hicks would like us to confirm that this position falls under MPTC and POST-C.

We had two prior positions with similar responsibilities which have been approved by POST-C.

Chief Gundersen stated that NRO duties vary. Some are not law enforcement roles. Each applicant needs to be reviewed individually as each job is different.

John Melander stated that the Committee should be comfortable deciding on Officer McGuire's responsibilities.

Chief Hicks is concerned about consistency. Can we request the number of law enforcement calls attended – arrests, court, DV and MV?

Major McCarthy made a motion to count Officer McGuire's natural resource officer hours. Chief Gundersen seconded the motion, and a vote was taken. The motion passed unanimously.

In the future, NROs will be asked to provide more detail on their law enforcement duties.

Other Applicants

Plymouth Harbormaster Chad Hunter attended the meeting in-person with his Deputy Harbormaster, Cameron Wentworth. The MPTC Bridge Team was looking for guidance on whether it can count the hours of Deputy Harbormaster Wentworth. Jim O'Brien had spoken with Plymouth Police Chief Flynn. The town has not decided whether harbormasters will fall under the police department or remain their own division. Three (3) harbormasters from Plymouth have already received exemptions and are conditionally approved by POST-C. Deputy Harbormaster Wentworth has attended a reserve academy and attends in-service. His responsibilities include court hearings, arraignments, citations, and boating laws.

Chief Gundersen made a motion to accept Deputy Harbormaster Wentworth's harbormaster hours. The motion was seconded by Major McCarthy and a vote was taken. The motion passed unanimously.

Interruption-in-Service/Academy PT Requirements

Webster police officer Joshua Collins was injured during the execution of a search warrant on July 23, 2014. He remained out of work until a PERAC medical panel cleared him to return to duty, which he did on February 6, 2023, more than 8½ years after going out.

As a result of his interruption-in-service of more than five years, and in compliance with the MPTC's CMRs, the Webster Police Department wishes to enroll Officer Collins in the Boylston Police Academy beginning April 24, 2023. However, he has twice failed the pre-entry 1.5-mile run and, without an accommodation, will not be eligible to attend. Webster Police Chief Michael Shaw and Deputy Chief Toby Wheeler appeared in-person at the Committee meeting to ask that the Committee waive or modify both the "pre-academy" and "in-academy" fitness standards for Officer Collins. The Subcommittee did not make a recommendation to the full Committee with regard to this request.

Superintendent Baston questioned whether a veteran officer should be held to a different (lower) fitness standard than student officers in an Academy.

Chief Ferullo explained how veteran officers attend a basic academy and that there is precedent for waiving fitness requirements for these veteran officers.

Prior CMRs offered "wiggle room" for these veteran officers. The current CMRs do not.

Chief Hicks would like to table this for further discussion. He stated that the Committee needs to know if it has the legal authority to modify fitness standards and what the MPTC has done historically in such situations.

A special meeting will be scheduled to decide what MPTC can do and possibly vote on this issue. The Committee will need information from staff before scheduling. The Committee will attempt to schedule this special meeting before month end.

Public Hearings

- SO John – A written decision is still pending.
- SO Darius – The Subcommittee upheld the plagiarism charge but agreed that SO Darius can enroll in another academy.
- SO Bosini – A decision will be issued before the end of the week.
- There are two other hearings to be scheduled.

Executive Director's Report

Chief Ferullo introduced our new staff:

Denise Flagg – Curriculum Manager

Kathleen Berry – Standards and Delivery Manager
Ron Paula – Basic Training Manager
Scott Paveletz – Veteran Officer Training Manager
Aiesha Grenier – Human Resources Generalist
Kristen Lydon – Chief Operating Officer

ASHER. Channel 5, WCVB, released a video on ASHER training in Massachusetts. The MPTC is looking at different options to offer this training to departments of all sizes.

ATF in Lynnfield. The ATF recently held their dog certification training in Lynnfield.

Women in Law Enforcement. The MPTC's Director of Communications is recognizing Women in Law Enforcement this month. These releases will be shared on our social media accounts.

Training update. Due to budgetary constraints, the MPTC is reviewing specialized trainings for FY24 and considering not using high cost vendors.

Academy Start Dates. Chief of Training Andrea Nardone presented the upcoming Academy start dates.

Recruit Academy Training Program data. Academy data for gender, race, ethnicity, education, military status, and ESL were presented by Chief of Training Nardone. This data is self-reported by students at the start of each academy. It is very helpful was discussing accommodation issues.

Police Reform. John Melander discussed the MPTC's CMR regulation. An incorrect version was published. We will need to hold another public hearing. Officer Wellness will go through this procedure as well.

Working Group updates.

- Campus Police. The next meeting is being held on Monday.
- Sheriffs. No meeting scheduled at this time.
- Fitness. The Group is collecting data on failure rates. They are watching nationwide trends and hope to have a recommendation for the Committee in April and a presentation in May.

Adjournment

There was a motion and second to adjourn the meeting at 12:50 pm. A vote was taken, and the motion passed unanimously.

Next Meeting

The next monthly Committee meeting is scheduled for 10:00AM on April 26, 2023 at the Randolph MPTC Headquarters.