

**Municipal Police Training Committee
31 Maple Street, Milford, MA
Monthly Meeting Minutes
March 20, 2024**

Call to Order

On March 20, 2024, at 10:45AM, Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at 31 Maple Street, Milford, MA. 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.

Attendees: Voting Members

Chief James Hicks	Present
Superintendent Nora Baston	Present
Chief Brian Clark	Present
Sheriff Kevin Coppinger	Present
Chief Thomas Gammel	Present
Chief Jennifer Gundersen	Present
Chief Kelly Nee	Present
Ret. Officer Joseph Vieira	Present
Undersecretary Gina Kwon for Secretary Reidy	Present

EOPSS/MPTC Staff

Atty. John Melander, Executive Director Robert Ferullo, Atty. James O'Brien, Atty. Gina Masotta, Atty. Andrea Nardone, Tanya Hardiman, Lisa Caputo, Lara Thomas, Atty. Denise Flagg, Brian Merrick, Denise Mellon, Kristen Lydon, Lisa Kaynakian, Yola Cabrillana, Hannah MacKillop, Hannah Gianfriddo, Jennifer Sears, Charmagne Pearson, Cassandra Cahill, Eric Lederman, and Sabrina Perez-Martinez.

Guests

Jeffrey Scott, Christine Amendola, and Jesse Burnette.

Review/Approval of Meeting Minutes

A motion was made by Chief Clark and seconded by Chief Nee to approve the minutes of the February 21, 2024, meeting. A vote was taken, and the motion passed with one abstention (Chief Gundersen).

Announcements

Chief Hicks shared that Chelsea Police Detective Scott Conley passed away on March 15, 2024. Detective Conley is the brother of Committee member, Chief Edward Conley. Chief Hicks extended his condolences and asked for a moment of silence in Detective Conley's honor.

Chief Ferullo welcomed the Committee to Milford. MPTC occupies most of the second floor and shares the building with 911 and DOC. We currently offer specialized training classes in Milford and will have the ability to run a recruit class, if necessary, once we address some technical issues.

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the March agenda.

Out-of-State Exemptions

There were no out-of-state exemption requests on the March agenda.

Bridge Academy Exemptions

There were no Bridge exemption requests this month for the Bridge Academy A-H Class List.

A Bridge exemption request for Officer numbered 419 on the March Bridge Academy I-P List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Ret. Officer Vieira and seconded by Sheriff Coppinger to approve the Bridge exemption request for Officer numbered 419 on the March Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 230 through 254 on the March 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 and seconded by Sheriff Coppinger to approve the Bridge exemption requests for Officers numbered 230 through 254 on the March Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Disciplinary Hearings Update

A disciplinary dismissal appeal hearing for former student officers David Bosini and William Corbett, who were dismissed from the Holyoke Academy, was held on February 21, 2024.

A disciplinary dismissal appeal hearing for former student officer Matthew Donaldson, who was dismissed from the Holyoke Academy, is scheduled for today, March 20, 2024, at 1:00PM.

A hearing for the appeal of a student officer who was recently dismissed from the Worcester Academy needs to be scheduled.

Executive Director's Report

Basic Training. Chief of Training Andrea Nardone presented updates on recruit academies, including academy start dates, graduation dates, and demographics. She also noted that Deputy Chief of Training Lara Thomas and the Curriculum team are actively working on getting tutors for student officers into our operated academies. This will be a voluntary program for the student officers and will be designed primarily to help those whose first language is not English with things like their writing skills. It is not meant to be a study session for any particular topic taught in the academies.

Chief Nee requested additional information as to why 100% of the female student officers at QCC voluntarily separated from the academy.

Specialized Training. Chief of Training Nardone presented an update with statistics.

Bridge Academy. Deputy Chief of Training Thomas presented an update on the Bridge Academy. There are currently 194 officers enrolled in the Q-Z Bridge Class. Many have completed all seven requirements and are just waiting for their hours to be approved. Chief Nee asked about the number of separations. Deputy Chief of Training Thomas explained that only six separations were academic failures, and the remainder were for non-academic reasons. She also clarified that candidates who fail a test and then fail a retest are withdrawn and do not have another opportunity to Bridge.

ASHER. Executive Director Ferullo advised that we have started Level 1 certification in all academies. Each student officer in our academies will graduate with a Level 1 certification. Level 1 is the course specific to law enforcement response (as distinguished from AIRR training, which covers integrated response – i.e., law enforcement and firefighters/EMS – and is offered through specialized training). For the last 18 months, we have focused on training the trainers. Now we will be focusing on training the responders. We anticipate delivering a significant amount of training in the next few months and are looking for abandoned schools and other appropriate venues to train.

Budget. Executive Director Ferullo indicated that the Joint Ways & Means FY25 budget hearing for our Secretariat was held yesterday in Worcester. We are cautiously optimistic that we will be able to continue the level of training we are doing now into next year with the support of Secretary Reidy and Undersecretary Kwon. FBI LEEDA training will be rolled out from September through June and there will be approximately 1,500 seats. The focus will be on the trilogy classes since they are relevant for promotional exams. We anticipate that enrollment will open in the summer.

Facilities. Executive Director Ferullo shared that the “steel is up” on the second floor of our East Falmouth facility, and we anticipate that the building will be open late fall/early winter with the first academy class starting in December/January. Sometime next week or the week after, we expect to announce the location for a new Central Mass facility, which will replace our Boylston Academy.

Old Business

Campus Police Training Programs Working Group. Executive Director Ferullo reported that he attended a MACLEA meeting on Monday. Data Systems Coordinator Mary DeFrancesco is going to address their Acadis issues at their quarterly meeting.

Sheriffs Working Group. Executive Director Ferullo reported that he has no update today.

Fitness Working Group. Chief of Training Nardone reported that Fitness Manager Melissa Metzke gave a presentation to Academy Directors last week. The pilot program is up and running in all operated academies and the results have been very positive. The Executive Director has authorized another TSAC class. The goal is to have a strength and conditioning lead in every academy. Melissa Metzke also continues to work with subject matter experts to incorporate physical and mental wellness, nutrition, and fitness into our curriculum. Chief Nee stressed how important it is that fitness standards are universal throughout all academies and that we are promoting a lifetime commitment to health and wellness.

Chief Hicks noted that we should continue to discuss whether both the PAT and physical fitness test are still necessary to get into an academy.

MPTC Annual First Responder and ECW Training Standards. Chief Hicks and MPTC General Counsel/Chief-of-Staff Jim O'Brien advised that we hope to discuss First Responder and ECW training standards at next month's meeting.

New Business

In-Service Training After Resignation/Retirement and Prior to POST Certification Expiration. MPTC General Counsel/Chief-of-Staff Jim O'Brien explained that MPTC staff is looking for guidance as to whether officers who have retired or resigned and are no longer affiliated with a law enforcement agency but remain POST-certified, which could be for a period of up to three years, should be required to stay up to date on firearms, CPR/First Aid, and other in-service training. While some officers who have retired or resigned may really be done working in law enforcement, others may want to maintain their certification and be available for hire by another agency. Chief Hicks pointed to issues with capacity and our ability to follow up once an officer no longer has a sponsoring agency. The general consensus among the Committee members present at the meeting was that once an officer is no longer active with an agency whose officers must complete MPTC in-service training, the officer's obligation to complete in-service training ends unless and until they become active again with an agency whose officers must complete MPTC in-service training (and comply with MPTC interruption-in-service rules).

POST Subcommittee on Recertification – MPTC Recommendations. Chief Hicks explained that a small group of officers are up for POST recertification between July 1, 2024, and December 31, 2024. POST has put together a 3-member Subcommittee on Recertification to look at the requirements for recertification. Police Reform requires that both POST and the MPTC jointly establish the requirements. Chief Hicks, Chief Gammel, MPTC Executive Director Ferullo, MPTC General Counsel/Chief-of-Staff O'Brien, and EOPSS Deputy General Counsel Melander are part of the Committee's Working Group on this, and their current task is to take an active role in the next meeting of POST's Subcommittee on Recertification and start expressing our positions.

Attorney Melander explained that POST's Subcommittee members have said that they see the recertification requirements falling into three categories: (1) requirements that are satisfied once, such as the 21-year age requirement, high school diploma or equivalency, and basic training; (2) requirements that must be continuously satisfied, such as current certification in CPR/First Aid; and (3) requirements that may or may not need to be continuously satisfied (and present the biggest question for recertification), including background checks, successful completion of psychological

and physical examinations, successful completion of an exam, and successful completion of an oral interview. Attorney Melander noted that there is a very tight timeline with recertification coming up in July and he pointed this out to POST's Subcommittee at its last meeting. Attorney Melander said the Working Group is looking for guidance and input from the Committee members today, as the full Committee will ultimately have to vote to approve whatever POST comes up with for recertification requirements. The question is what the criteria should be for recertification.

There was extensive discussion about fitness (psychological and physical) requirements. Chief Hicks said he believes these are things worth looking at down the road, but they can't be implemented effectively in the short timeframe we have now. There was a general consensus among the Committee members present that we have things in place now that address some of these issues – for example, annual firearms and CPR/First Aid requirements could be viewed as fulfilling annual testing and annual in-service officer wellness could be viewed as fulfilling annual psychological fitness – and any significant additional changes will need to happen incrementally over time.

Acadis Update. Executive Director Ferullo introduced Jesse Burnette from Acadis to provide the Committee with an update about some of the Acadis projects we have been working on. Mr. Burnette explained that we are looking to improve officers' access to their training portals and make it easier for them to find what they are looking for. We are aiming to reduce the amount of time officers currently spend searching for trainings and their training history. We are also working on restructuring the way we track training to make it easier to pull that data.

Open Discussion for Items Not on the Agenda

Executive Director Ferullo noted that a detective lieutenant from Middlesex County recently sent him an email after attending an in-service class praising the quality of the training and the dedication and professionalism of MPTC staff.

Director of Legislative Affairs Brian Merrick told the Committee that, on March 26, 2024, we will be conducting our first legislative tour at the Lynnfield Academy. We anticipate that 8-15 state representatives will attend. Invitations were extended to state representatives who have police departments in their district with student officers in the academy. If the tour is successful, we hope to do this more often going forward.

Chief Gundersen told the Committee that, at the last Western Mass Police Chiefs meeting, Greenfield Community College Chief Jack Vanasse presented a project he has been working on for an authorized academy in the area that would be similar to the QCC program. Chief Gundersen said the Committee may see a proposal for this academy at a future meeting.

Next Meeting

The next Committee meeting is scheduled for April 17, 2024, at 10:00AM, at MPTC Headquarters in Randolph, MA.

Adjournment

At 12:50PM, there was a motion by Ret. Officer Vieira and a second by Chief Gammel to adjourn the meeting. A vote was taken, and the motion passed unanimously.