

**Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Headquarters
May 17, 2023**

Call to Order

Chief James Hicks called the May 17, 2023 monthly meeting of the Municipal Police Training Committee to order at 10:04 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
Secretary Terrence Reidy	Present
Sheriff Kevin Coppinger	Present
Sheriff Christopher Donelan	Present
Chief Thomas Gammel	Present (not voting)
Chief Kelly Nee	Present
Chief Edward Conley	Present
Superintendent Nora Baston	Present
Superintendent Richard Sullivan	Present
Major Steven McCarthy	Present
Assistant AG Jennifer Cotter	Present
Officer Joseph Vieira (Retired)	Present

EOPSS/MPTC Staff

Executive Director Robert Ferullo, Undersecretary Gina Kwon, John Melander, James O'Brien, Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Steven Cromack, Ara Nerssessian, Kristen Lydon, Denise Mellon, Felisha Arnold, Elsie Sanon, Kathleen Berry, John Mazza, Charmagne Pearson, Kayleigh Greenfield, Hannah Gianfriddo, Eileen Goodick, and Melissa Metzke.

Guests

Daniel Dolan, Michael Davis, Brian Merdue, Reynaldo Rodriguez, Joseph Cecchi, Jeffrey Scott, Jason Shea, Beth Halloran, and Kathy Curran.

Announcements

Secretary Reidy introduced Undersecretary of Law Enforcement Gina Kwon to the Committee.

Chief Hicks made two announcements:

- Members of the press were attending our meeting today and recording.
- Due to time constraints, we will be revising the order of our agenda.

Review/Approval of Meeting Minutes

Sheriff Donelan made a motion to approve the minutes of the March 30, 2023 Special Committee meeting. The motion was seconded by Superintendent Sullivan, and a vote was taken. The minutes were approved with two (2) members (Joseph Vieira and Kelly Nee) abstaining from the vote.

Officer Vieira made a motion to approve the minutes of the April 26, 2023 meeting. The motion was seconded by Superintendent Baston, and a vote was taken. The minutes were approved with four (4) members (Jennifer Cotter, Kelly Nee, Kevin Coppinger, and Christopher Donelan) abstaining from the vote.

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests.

Out of State Exemption Requests

Exemption requests for the following two (2) officers were reviewed and recommended for approval by the Standards Subcommittee:

- Brandon Teixeira of the Ludlow Police Department
- Michael Davis of the UMass Lowell Police Department

A motion was made by Officer Vieira and seconded by Major McCarthy, and a vote was taken. The motion to approve the out-of-state exemption requests of the two (2) officers mentioned above was approved unanimously.

Military Waiver Request

The Standards Subcommittee recommended that Sean MacDonald, at the request of the Pembroke Police Department, be granted a military waiver from the requirement of becoming POST certified within three years of graduating from a police academy. The recommendation was subject to completion of TY2021, TY2022, and TY2023 in-service training requirements, including firearms and CPR.

A motion to approve the recommendation was made by Officer Vieira and seconded by Major McCarthy, and a vote was taken. The motion to approve the military waiver request with the contingencies mentioned in the previous paragraph was approved unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers 609 and 610 on the May A-H List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified by MPTC staff.

Officer Vieira made a motion to approve Bridge exemption request numbers 609 and 610 on the May Bridge Academy A-H List. The motion was seconded by Major McCarthy, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers 183 through 242 on the May I-P List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified by MPTC staff.

Major McCarthy made a motion to approve Bridge exemption request numbers 183 through 242 on the May Bridge Academy I-P List. The motion was seconded by Superintendent Sullivan, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers 8 through 16 on the May Q-Z List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified by MPTC staff.

Officer Vieira made a motion to approve Bridge exemption request number 8 through 16 on the May Bridge Academy Q-Z List. The motion was seconded by Superintendent Sullivan and a vote was taken. The motion passed unanimously.

Interruption-in-Service/Academy PT Requirements

Webster Police Officer Joshua Collins has continued preparing to improve his time in the 1.5 mile run to gain admittance into an academy. His next fitness test is scheduled for June 16, 2023 at the Lynnfield Academy.

Public Hearings

An Appeal hearing will be held at 1:00PM today for SO John Posada regarding his dismissal from the Lynnfield Academy.

New Business

Elimination of Rifle training. The MPTC sent a survey to all Massachusetts police chiefs. Although the response rate was only 22%, of those who responded, 80% would like to continue rifle training at the academy level. There was discussion about continuing rifle training in each academy but cutting it from 5 to 3 days. There was also discussion about setting standards for equipment that is used by the student officers and supplied by their departments. It was agreed that further outreach is needed through the Massachusetts Chiefs of Police Association to those Chiefs who have not responded.

This topic will be discussed again next month with further information.

Fitness Standards

Chief Nee provided an update on behalf of the Fitness Standards Working Group, which began a review of the entry level fitness standards in September 2022. The data which we had at the time was not consistent. We need standardization of data from each academy.

Chief of Training Nardone presented the final report and recommendations of the Working Group.

The Working Group will continue to review data and capture additional demographics.

They are now working on a grant application with Merrimack Health Sciences.

A goal of fitness standards is to decrease injuries to student officers and facilitate life-long wellness habits.

MPTC needs to adhere to the decisions made today by the Committee. We plan to initiate the new program on July 1st of this year.

The recommendations of the Working Group were:

1. Reduce the physical testing assessment Cooper Standards percentage from 30% to 20% for entrance testing and from 40% to 30% for Phase 2 and 3 testing.
2. Extend Phase 2 fitness testing to occur at the 14-16 week mark rather than the current 8-10 week mark.
3. Remove sit-ups and replace with planks.
4. Retest for the failed event only.
5. Remove the modified health and wellness day and the 70% standard for physical testing. All injuries will be assessed on a case-by-case basis with input from the fitness manager and the Chief of Training. Major injuries will still be looked at for a medical deferment.

Officer Vieira made a motion as follows:

1. **Leave as is**
2. **Accept**
3. **Accept**
4. **Retest twice**
5. **Accept and review all injuries**

Secretary Reidy supported not accepting recommendation 1 (leaving the current standard in place) and agreed with Officer Vieira's motion on recommendations 2 through 5.

Sheriff Donelan asked if we should drop entrance standards and allow student officers to work towards these goals during their academy. The Sheriffs have done so, and it appears to be working well for meeting the physical standards.

Chief Hicks discussed the history of fitness training standards.

Jason Shea, the MPTC Health & Wellness Statewide Coordinator, discussed the 2017 study and analysis of recruits by Harvard University.

Chief Nee pointed out that that analysis was based on military, police, and firefighters and was a predominantly male analysis. She asked if we can gather data that is more in line with our student officer demographics?

Academy Director Eileen Goodick discussed her observations of having a Cooper Standard versus not having a Cooper Standard. She believes our student officers are of a much higher caliber since we brought back Cooper Standards in 2019.

Chief Hicks believes that Chiefs are against lowering the Cooper Standards requirements.

Officer Vieira made a motion to not accept recommendation number 1 but to accept recommendations 2 through 5. Secretary Reidy seconded this motion.

Chief Gammel, whose appointment hasn't been confirmed and couldn't vote, recommended tabling the vote until All Chiefs could provide their input to regional organizations and appointments to the Committee.

The motion was withdrawn.

Secretary Reidy will be in contact with the Governor's Office about the Committee appointments that haven't been confirmed. If the appointments are approved soon, we could have a special meeting to discuss and vote on recommendation number 1.

Based on the discussion, Chief Nee suggested tabling recommendation number 1 at this time and voting on recommendations 2 through 5.

Officer Vieira made a motion to accept recommendations 2 through 5 immediately. Chief Nee seconded this motion and a vote was taken. The motion passed unanimously.

All academies must follow the accepted curriculum and standards set by the MPTC with no exceptions.

The Working Group will continue to monitor fitness reporting and review fitness data.

Quinsigamond Community College Request to run Academy #3

Quinsigamond Community College (QCC) asked the MPTC to approve it running a third QCC Academy. There was discussion about the excellent job QCC has done running its first two academies and the financial commitment made by the College.

Officer Vieira made a motion that QCC does not need Committee approval for each academy and that approval can be handled at the MPTC staff level. Secretary Reidy seconded this motion, and a vote was taken. The motion passed unanimously.

Western Massachusetts Training Proposal

The Western Massachusetts training proposal discussion was tabled until next month.

Executive Director's Report

Recruit Academy Update. Chief of Training Andrea Nardone reported on the status of recruit academies.

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

Bridge Academy Update. Deputy Chief of Training Lara Thomas presented an update on the Bridge Academy. We are communicating with departments and individual officers to keep officers moving through the academy.

Specialized Training was presented by Chief of Training Nardone.

Academy demographics was presented by Chief of Training Nardone. This data is self-reported by recruits.

ASHER. John Mazza presented an ASHER training update. We have a train-the-trainer program scheduled in July. He anticipates 20 MPTC seats and 10 seats for DFS/other agencies. A Leadership seminar is scheduled on June 12 geared towards Chiefs and Command Staff.

Building Updates. Executive Director Ferullo discussed East Falmouth. There are some minor zoning issues which are being addressed. The project is moving forward.

Non-Voting Business

Lara Thomas provided an update on in-service training. We are working on the curriculum for TY24 and plan to film online content in June. We need participants to fill seats for these filmings. MPTC asked regional organizations for assistance filling seats.

POST-C hearing on regulations. One agenda item at POST's June 6, 2023 public hearing was regulations governing initial certification, including the certification of constables.

Adjournment

There was a motion and second to adjourn the meeting at 12:06PM. A vote was taken, and the motion passed unanimously.

Next Meeting

The next monthly Committee meeting is scheduled for 10:00AM on June 21, 2023 at the Holyoke Police Academy.