

Municipal Police Training Committee
Committee Meeting Minutes
MPTC Headquarters, Randolph
May 29, 2024

Call to Order

On May 29, 2024, at 10:20 a.m., Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at 42 Thomas Patten Drive, Randolph, 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
Deputy Superintendent Eddy Chrispin	Present
Sheriff Kevin Coppinger	Present
Chief Brian Clark	Present
Sheriff Christopher Donelan	Present
Chief Thomas Gammel	Present
Chief Jennifer Gundersen	Present
Chief Kelly Nee	Present
Atty. Stacey Pichardo	Present
Major Jon Provost	Present
Atty. John Melander for Secretary Reidy	Present
Superintendent Richard Sullivan	Present

EOPSS/MPTC Staff

Executive Director Robert Ferullo, Atty. Gina Masotta, Atty. Andrea Nardone, Tanya Hardiman, Lisa Caputo, Lara Thomas, Atty. Denise Flagg, Brian Merrick, Steven Cromack, Melissa Metzke, Elsie Sanon, Felisha Arnold, Lisa Kaynakian, Yola Cabrillana, Hannah Gianfriddo, Jennifer Sears, Charmagne Pearson, Cassandra Cahill, Eric Lederman, Kathleen Berry, Kristen Lydon, and Amy Fanikos.

Review/Approval of Meeting Minutes

A motion was made by Chief Gammel and seconded by Chief Nee to approve the minutes of the April 17, 2024 meeting. A vote was taken, and the motion passed with three abstentions (Sheriff Coppinger, Sheriff Donelan, and Major Provost).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the May agenda.

Out-of-State Exemptions

There were two out-of-state exemption requests on the May agenda.

William Baldwin	Fisher College
Jeffrey Ladieu	Endicott College

At its meeting earlier today, the Standards Subcommittee reviewed and made a favorable recommendation to approve the exemption requests for William Baldwin and Jeffrey Ladieu.

A motion was made by Sheriff Coppinger and seconded by Chief Gundersen to approve the out-of-state exemptions for William Baldwin and Jeffrey Ladieu. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 635 on the May Bridge Academy A-H Class List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Nee and seconded by Superintendent Baston to approve the Bridge exemption request for Officer numbered 635 on the May Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 422 and 423 on the May Bridge Academy I-P List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Sheriff Donelan and seconded by Attorney Pichardo to approve the Bridge exemption requests for Officers numbered 422 and 423 on the May Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 273 through 308 on the May 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 Attorney Pichardo and seconded by Chief Clark to approve the Bridge exemption requests for Officers numbered 273 through 308 on the May Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Bridge Hours

At the Standards Subcommittee meeting this morning, MPTC staff sought guidance from the Subcommittee on a Bridge exemption request submitted by Ashfield PD for Officer Eric Haberman which presents an interruption-in-service issue. The Subcommittee voted to table the matter until the June 2024 meeting to give Officer Haberman an opportunity to gather additional documentation. No action was taken by the full Committee today.

Disciplinary Dismissal Appeal Hearings Update

Since the last meeting, a decision was issued on the appeal by former student officer (SO) Jadalís Gomez of her dismissal from the Worcester Academy. A hearing on her appeal was held on April 23, 2024. Sheriff Coppinger provided a summary of the facts and reported that the Subcommittee members who attended sustained Class I violations against SO Gomez for *Conduct Unbecoming* and *Dishonesty*, upheld her dismissal from the Academy, and determined she is ineligible for enrollment in a future MPTC academy for two years.

Chief Hicks commented on the prevalence of AI and Chat GPT and said the Committee should start thinking about its stance on these things going forward. There was also a discussion about whether an officer could ever be certified by POST or testify in court if the officer was disciplined for dishonesty in the academy.

Instructor Certification Revocation Appeal Hearings Update

A decision was also issued on the appeal by Sergeant Nathan Bowolick of the revocation of his MPTC instructor certifications. A hearing was held on April 23, 2024. Sheriff Coppinger provided a summary of the facts and reported that the Subcommittee members who attended found that Sergeant Bowolick failed to establish by clear and convincing evidence that the revocation of his certifications was (i) an abuse of the MPTC's discretion, or (ii) was arbitrary and capricious, or (iii) was not otherwise in accordance with the law based on the existing MPTC *Instructor Code of Conduct*. However, the Subcommittee also found that there were mitigating factors, considering the totality of the circumstances, that did not warrant permanent revocation of Sergeant Bowolick's instructor certifications, but rather a suspension for a period of time. The Subcommittee held that the suspension of his instructor certification shall run from the date of their decision (May 20, 2024) to the conclusion of the current training year on June 30, 2024 and, thereafter, the MPTC shall reinstate his instructor certifications.

Executive Director's Report

Basic Training. Chief of Training Andrea Nardone presented an update on recruit academies, including academy start dates, graduation dates, and demographics.

In-Service and Specialized Training. Chief of Training Nardone presented an update on TY24, as it winds down.

ASHER. Executive Director Ferullo reported that we are running about 3 classes per month. We are working with regional LECs and Homeland Security Councils, but we still have more instructors than students.

Bridge Academy. Deputy Chief of Training Lara Thomas presented an update on the Bridge Academy. There are 4 people on leave in the current class, but the rest are well on their way to completing the Bridge program by the June 30, 2024 deadline.

MPTC Personnel. Executive Director Ferullo welcomed Amy Fanikos, who joined the MPTC a month ago as the new Basic Training Division Manager. She comes to us after 25 years with Harvard University PD, where she retired as a Captain.

After 9 years with the MPTC, Deputy Chief of Training Thomas will be leaving the agency. The June meeting will be her last Committee meeting. She accepted a position with the Department of Workforce Development and will be overseeing their Apprenticeship Program. Executive Director Ferullo expressed his gratitude to her for all the work she has done at the MPTC over the years and talked about how greatly she will be missed.

Facilities. Executive Director Ferullo reported that the new Central Mass facility will be in Marlboro and will feature an indoor firing range. We anticipate occupation in late fall 2025. Construction on the East Falmouth facility is progressing, and we expect occupation in November 2024. The Milford facility continues to be busy. We anticipate closing the Boylston Academy in the summer of 2025, and we are moving out of Southbridge in December 2024.

Budget. Executive Director Ferullo advised that we expect to present our budget update for FY25 at next month's meeting.

Old Business

Sheriffs Working Group. Executive Director Ferullo reported that there is no update for today.

Campus Working Group. Executive Director Ferullo reported that there is no update for today.

Revised/Updated Annual First Responder Training Standards. Chief of Training Nardone advised that a draft of the revised Annual First Responder Training Standards is in the Committee's packet today for review. Our Statewide Coordinator, Chief Neal Hovey, reviewed the draft yesterday, and we expect to make a few minor revisions to the draft based on his review. The revisions will be provided to the Committee before the next meeting.

Revised/Updated Annual ECW Training Standards. Chief of Training Nardone advised that a draft of the Annual ECW Training Standards is also in the Committee's packet for review. The standards essentially mirror the regulations.

POST Certification Subcommittee: EOPSS Deputy General Counsel John Melander reported that the full POST Commission approved the recommendation of POST's Subcommittee on Certification to maintain the current officer certification standards for all recruits who graduated from an academy and became certified between July 1, 2021 and June 30, 2022. POST's Subcommittee is hoping to have new recertification standards in place by July 2025 and will continue to meet on this topic. One

of the recertification standards that POST's Subcommittee may recommend is that an officer's in-service training be fully completed for the three prior training years in order to be recertified. Currently, POST can administratively suspend an officer who does not complete in-service training but fulfilling in-service training is not explicitly tied to recertification.

New Business

ROC Physical Testing/Officer Wellness Curriculum Update. Fitness Manager Melissa Metzke presented an update to the Committee regarding the new ROC PT and Officer Wellness Curriculum. The MPTC's Curriculum team is currently reviewing an outline of the new curriculum, and we hope to ask the Committee to vote on it soon. A copy of the outline and the PT Instructor Manual are included in the Committee's packet today for review. If the curriculum is approved by the Committee, we would seek to pilot it in one academy first and then implement it throughout all academies. Injury prevention, habits for a healthy lifestyle, resiliency, and how to train for the job of a police officer are some of the things that the new curriculum seeks to teach student officers.

Acadis Access for Officers Suspended by POST/Agency. MPTC staff sought guidance from the Committee as to whether an officer should have access to Acadis in the following situations: (1) the officer has been suspended by POST and (2) the officer has been administratively suspended by their department, but no action has been taken by POST. Chief of Training Nardone explained that MPTC staff turns off an officer's access to Acadis if the officer has been decertified by POST. But we have received inquiries from departments about whether officers who have been suspended by either POST or their departments can access their Acadis accounts to do in-service training during their suspension period.

Chief Gammel said that officers who have been suspended by their departments generally do not have access to anything within their departments and he believes the same should apply to their Acadis accounts. He also said he views law enforcement training as part of law enforcement duties and, if an officer's POST certification has been suspended, the officer is not allowed to perform law enforcement duties. Deputy Superintendent Chrispin said that if a suspended officer is going to be reinstated, he understands why a department would want that officer to use their suspension time to complete in-service training.

Chiefs Hicks asked the Committee to vote today on the issue of an officer's access to Acadis when suspended by POST. But the Committee will hold off on voting on the issue of whether an officer suspended by their department, but not by POST, should have access to Acadis. That issue will stay on the agenda for next month's meeting. Chief Hicks asked the Committee members who are regional representatives to reach out to the stakeholders in their regions for feedback.

A motion was made by Chief Gammel and seconded by Chief Clark that officers suspended by POST should not have access to any MPTC training. A vote was taken, and the motion passed with two oppositions (Deputy Superintendent Chrispin and Superintendent Sullivan).

MPTC Certified Instructor Code of Conduct – Revised/Updated. Deputy General Counsel Gina Masotta advised that MPTC staff and EOPSS Deputy General Counsel Melander are proposing revisions to the MPTC's *Certified Instructor Code of Conduct*. A draft of the proposed revisions is included in the Committee's packet today for review. The primary change would be to give instructors an affirmative obligation to notify the MPTC if they are not in "good standing" with their

departments (as defined by the *Code*) and of any other misconduct or circumstances that could reflect negatively on their professionalism, character, or integrity. Chief Hicks asked the Committee members to review the proposed revisions and be prepared to discuss and vote on them at the next meeting.

Matters not known at the time of posting that legally come before the Committee

TY25 In-Service Curriculum Update. Curriculum and Instruction Specialist Steven Cromack presented an update on the TY25 in-service training curriculum, including an overview of the courses and topics. He hopes to present a full syllabus at next month's meeting. No vote will be required on the syllabus, as the Committee already approved the topics for TY25 in-service. The in-service theme for TY25 is the First Amendment. Course offerings were assembled from the "ripped from the headlines" topics, surveys, and statutory requirements. The right to protest, freedom of speech and assembly, and preserving these rights/freedoms while maintaining public order and safety are some of the topics that will be covered.

Next Meeting

The next Committee meeting is scheduled for June 12, 2024, at 10:00 a.m., at MPTC Headquarters in Randolph, MA.

Chief Nee advised that she will not be able to make the June meeting, so today's meeting will be her last. Her replacement will be at the July meeting. She said it has been an honor and a pleasure to serve on the Committee. Chief Hicks thanked Chief Nee for her time and service. He commended her for all the work she has done during her time on the Committee and for how well she has represented campus police.

Adjournment

At 1:00 p.m., there was a motion by Chief Nee and seconded by Superintendent Baston to adjourn the meeting. A vote was taken, and the motion passed unanimously.