

**Municipal Police Training Committee  
Monthly Meeting Minutes  
Randolph Headquarters  
July 19, 2023**

**Call to Order**

Chief James Hicks called the July 19, 2023 monthly meeting of the Municipal Police Training Committee to order at 10:27 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
Chief Edward Conley	Present
Sheriff Kevin Coppinger	Present
Sheriff Christopher Donelan	Present
Chief Jennifer Gundersen	Present
Major Steven McCarthy	Present
AAG Stacey Pichardo	Present
Atty. John Melander for Secretary Reidy	Present

**EOPSS/MPTC Staff**

Undersecretary Gina Kwon, Executive Director Robert Ferullo, Atty. James O'Brien, Atty. Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Atty. Gina Masotta, Atty. Denise Flagg, Kristen Lydon, Denise Mellon, Felisha Arnold, Elsie Sanon, Kathleen Berry, Nicole Hamwey, Steven Cromack, Yola Cabrillana, and Brian Merrick.

**Announcements**

At the end of today's regular session, the Committee will enter Executive Session and not return to regular session.

**Review/Approval of Meeting Minutes**

A motion was made by Sheriff Donelan to approve the minutes of the June 21, 2023 meeting. The motion was seconded by Chief Gundersen, and a vote was taken. The minutes were approved unanimously.

**Police Standards and Training**

**Temporary Waivers**

Temporary waiver requests for the following two officers were reviewed and recommended for approval by the Standards Subcommittee:

- Kevin D. Lynch of the Cohasset PD
- Chelsie Reilly of the Manchester by the Sea PD

**A motion was made and seconded, and a vote was taken. The motion to approve 270-day temporary waivers for Officers Lynch and Reilly were approved unanimously. Both officers will be attending an Academy since Bridge is no longer an option for them.**

#### Out of State Exemption Requests

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

- Michael J. McCormick of the Lunenburg PD
- Justin L. Ryel of the Boylston PD

**A motion was made by Sheriff Donelan and seconded by Chief Gundersen, and a vote was taken. The motion to approve the exemption requests for Officers McCormick and Ryel was approved unanimously.**

#### Bridge Academy Exemptions

Bridge exemption requests for Officers 617 through 619 on the A-H 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 numbers 617 through 619 on the Bridge Academy A-H List. The motion was seconded by Sheriff Coppinger, and a vote was taken. The motion passed unanimously.**

Bridge exemption requests for Officers 320 through 385 on the I-P 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 numbers 320 through 385 on the Bridge Academy I-P List. The motion was seconded by Sheriff Coppinger, and a vote was taken. The motion passed unanimously.**

Bridge exemption requests for Officers 29 through 44 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 numbers 29 through 44 on the Bridge Academy Q-Z List. The motion was seconded by Chief Gundersen, and a vote was taken. The motion passed unanimously.**

#### Disciplinary Hearings Update

Since the last Committee meeting, the Subcommittee issued a decision on the John Posada/Lynnfield Academy matter. Major McCarthy provided a summary of the facts and reported on the results of the appeal hearing. Based on the evidence presented at the

hearing, the Subcommittee found that Mr. Posada did engage in conduct unbecoming but it did not rise to the level of a dismissal. Therefore, Mr. Posada will be able to attend the next eligible academy class, other than Lynnfield.

There is one outstanding potential appeal hearing for Student Officer Ingram, who was dismissed from the Springfield Academy. Jim O'Brien needs to follow up with Student Officer Ingram's attorney and is hoping to schedule the hearing in September.

Thereafter, the next appeal hearing or hearings will be for the four student officers dismissed from the Holyoke and Boylston Academies with a 20-year ineligibility period in connection with the test integrity matter.

EOPSS Deputy General Counsel John Melander updated the Committee on efforts to retain the services of an independent investigator for the test integrity matter. EOPSS expects to execute final paperwork this week with an investigative firm, as well as a Boston-based attorney who will assist in and oversee the investigation. Additional information will be supplied to the Committee in the upcoming days.

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

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

Executive Director Ferullo spoke about the 4<sup>th</sup> Lynnfield ROC, which started with 75 student officers and the highest percentage of diversity that we have seen. The large class size is an experiment in response to capacity concerns. Chief Hicks asked that the Committee stay updated on this ROC.

Chief Hicks discussed the delay in the Civil Service published list. Departments are having difficulty completing applications to academies. Executive Director Ferullo also noted that physical exams to get into academies are reportedly being scheduled as far as 90 days out in western Massachusetts.

Undersecretary Kwon reaffirmed Secretary Reidy's commitment to police departments and municipalities in terms of recruit training. The decision to move forward with such a large class in Lynnfield was an effort to be responsive to municipalities' needs with an understanding of the current shortage in police officers. EOPSS will continue to be as flexible as possible and make whatever adjustments are necessary to ensure that departments are able to get new recruits properly trained.

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

Bridge Academy Update. Deputy Chief of Training Lara Thomas presented updates on the Bridge Academy. We are communicating with departments and individual officers to keep officers moving through the academy. Currently, there are 235 officers who are Bridge eligible but have not enrolled in Bridge from the Q-Z group. MPTC is in contact with their departments.

Specialized Training was presented by Chief of Training Nardone.

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

ASHER. Chief of Training Nardone presented an update on ASHER training to the Committee.

In-Service Training. Steve Cromack presented the 2024 in-service syllabus. The theme is "Ways," and the focus is on what officers do repeatedly on a daily basis. We will allow a hybrid training model that includes both in-person and online classes in an effort to be as flexible as possible.

Facilities update. Executive Director Ferullo informed the Committee of the following:

We have had a permitting issue in East Falmouth, but construction is scheduled to begin with a potential occupancy date of August 2024. Milford is scheduled for potential occupancy in December 2023. We have started preliminary investigation into opportunities in Central Massachusetts. We are actively looking at potential range sites in Middlesex, Essex, or Suffolk County to serve Eastern Massachusetts.

Communications Update. MPTC Director of Communications Kayla Rosario-Munoz continues to work with EOPSS. We expect positive stories on physical training and the diversity of the current recruit class in Lynnfield.

## **Old Business**

Fitness Working Group. The pilot program that this group has been working on with Boston and Plymouth is complete. Melissa Metzke will put together a presentation for the Committee in September.

Testing Updates. Deputy Chief of Training Lara Thomas advised that academy testing was paused for a short period of time when the testing integrity issue arose. Testing with new questions has been slowly rolled out, with priority given to academies nearing graduation. Test scores have generally been a little lower and there have been a few more failures than usual. There have been four academic dismissals thus far, which is slightly higher than usual. The percentage of people failing Bridge has also been higher than usual.

POST/Police Reform. Chief Hicks noted that POST-C has extended the period of time for comments on regulations. He urged people to watch meetings posted online and comment.

## **New Business**

Chiefs of Police Conference – Training Topics/In-Service Credit. Denise Flagg and Eric Atstupenas, General Counsel for the Massachusetts Chiefs of Police Association (MCOPA), presented a proposal for the agenda at this year's MCOPA Conference, which is scheduled to take place September 19-21, 2023. MCOPA is seeking approval from the

Committee to credit conference attendees with having completed in-service training requirements for TY2024 in the following topics: (1) Rules of the Road; (2) Reports and Testimony; and (3) Officer Wellness Series: We Are What We Do.

**Chief Gunderson made a motion to accept the proposal. The motion was seconded by Sheriff Donelan, and a vote was taken. The motion passed unanimously.**

SRO Conference – Training Topics/In-Service Credit. Nicole Hamwey presented a draft agenda for our next SRO training. The draft agenda was titled “Annual 2-Day School Resource Officer Seminar” and included potential speakers and topics. Stacey Pichardo suggested including attorneys from the Suffolk DA’s Office as speakers given their extensive experience in juvenile law. Chief Hicks advised that it should not be called a seminar because it should be clear that it is a required training for SROs. Executive Director Ferullo discussed recording portions of the training so that it could be available online.

**Chief Gunderson made a motion to accept the proposal. The motion was seconded by Sheriff Donelan, and a vote was taken. The motion passed unanimously.**

Making Up Missed Firearms and CPR/FR In-Service Requirements. Jim O’Brien sought guidance from the Committee on inquiries frequently received by MPTC from officers who have been out for a significant period of time and want to know whether they need to complete firearms/CPR/first responder training once upon return or for every year they missed. After some discussion, there was consensus among the Committee members that those who have been out for 2-plus years only have to complete firearms requalification and CPR training once, but they must make up everything they missed for first responder training. Active officers who miss firearms/CPR/first responder training must make it up within 90 days, unless they received a waiver, and still must complete these trainings for the current year.

### **Adjournment**

**At 12:23 PM, Chief Gunderson made a motion to adjourn the meeting. The motion was seconded by Major McCarthy. A vote was taken, and the motion passed unanimously.**

### **Next Meeting**

The next monthly Committee meeting is scheduled for 10:00AM on August 16, 2023.