

**Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Headquarters
September 27, 2023**

Call to Order

At 10:19 a.m., Chief James Hicks called the September 27, 2023 monthly meeting of the Municipal Police Training Committee to order. 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 Edward Conley	Present
Sheriff Kevin Coppinger	Present
Chief Thomas Gammel	Present
Chief Jennifer Gundersen	Present
Undersecretary Gina Kwon	Present
Major Jon Provost	Arrived for Executive Session
Chief Kelly Nee	Present
Superintendent Richard Sullivan	Present

EOPSS/MPTC Staff

Executive Director Robert Ferullo, Atty. John Melander, Atty. James O'Brien, Atty. Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Atty. Gina Masotta, Kristen Lydon, Kathleen Berry, Yola Cabrillana, Atty. Denise Flagg, and Felisha Arnold.

Guests

Jeffrey Scott, Chief Thomas Griffin, and Jason Bettencourt.

Opening Remarks

Chief Hicks announced that Major Jon Provost from the Massachusetts State Police will be joining the Committee today. He also announced that, at the end of today's regular session, the Committee would enter Executive Session and not return to regular session.

Review/Approval of Meeting Minutes

A motion was made by Chief Nee to approve the minutes of the August 16, 2023 meeting. The motion was seconded by Superintendent Baston, and a vote was taken. The minutes were approved unanimously by those in attendance.

Police Standards and Training

Temporary Waivers

There were no temporary waivers on the September agenda.

Out-of-State Exemption Requests.

There were five out-of-state exemptions on the September agenda.

1. Keith Walker NECC PD
2. Alexandra Cebula Hadley PD

The exemption requests for Officers Walker and Cebula were reviewed and favorably recommended by the Standards Subcommittee.

A motion was made by Sheriff Coppinger and seconded by Chief Gammel to grant out-of-state exemptions to Officers Walker and Cebula. A vote was taken, and the motion passed unanimously.

3. Kevin O'Connell Waltham PD
4. Timothy Landers Concord PD
5. Russell St. Pierre Gardner PD

Officers O'Connell, Landers, and St. Pierre all attended reserve/intermittent academies in Massachusetts and then attended full-time out-of-state police academies. They later returned to Massachusetts, obtained out-of-state exemptions from the Massachusetts Criminal Justice Training Council (MCJTC), and went on to work more than 20 years as police officers in Massachusetts. MPTC staff asked the Committee to reconfirm their exemptions so that they could be provided with letters for POST. The Standards Subcommittee voted to recommend to the full Committee that the prior exemptions for these three officers be reconfirmed.

A motion was made by Sheriff Coppinger and seconded by Superintendent Baston to reconfirm out-of-state exemptions for Officers O'Connell, Landers, and St. Pierre. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 621 through 625 on the A-H List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen to approve Bridge exemption requests for Officers numbered 621 through 625 on the Bridge Academy A-H list. The motion was seconded by Chief Nee, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers numbered 409 through 412 on the I-P List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gammel to approve Bridge exemption requests for Officers numbered 409 through 412 on the Bridge Academy I-P list. The motion was seconded by Superintendent Baston, and a vote was taken. The motion passed unanimously.

Bridge exemption requests for Officers numbered 63 through 76 on the Q-Z List have been reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen to approve Bridge exemption requests for Officers numbered 63 through 76 on the Bridge Academy Q-Z list. The motion was seconded by Superintendent Sullivan, and a vote was taken. The motion passed unanimously.

Disciplinary Hearings Update.

The decision regarding Student Officer John’s appeal of his dismissal from the Randolph Academy is outstanding. MPTC General Counsel/Chief of Staff Jim O’Brien has a draft and will distribute it to the Subcommittee. Upcoming disciplinary dismissal appeal hearings are scheduled as follows:

September 27	Maurice Ingram	Springfield Police Academy
October 2	Anthony Vega Garrett Dort Alec Duarte	Boylston Police Academy Holyoke Police Academy Holyoke Police Academy
October 3	David Bosini William Corbett Alyssa Ippolito	Holyoke Police Academy Holyoke Police Academy Holyoke Police Academy

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

At its meeting earlier today, the Standards Subcommittee considered a request by MPTC staff for guidance on an out-of-state exemption advisory for Jason Bettencourt. Officer Bettencourt graduated on August 30, 2017 from the 12-week, 524.5-hour Uniformed Police Training Program run by the Department of Homeland Security at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA. From August 2017 through the present, he has worked fulltime as a federal police officer at the Portsmouth Naval Shipyard in Kittery, ME. Sherriff Coppinger advised the Committee that Officer Bettencourt is a civilian police officer on a naval base with a population of approximately 15,000 and its own schools and hospitals. His duties are similar to those of a municipal police officer, and he makes arrests for violations of both federal and state law. The Subcommittee was initially presented with the training and work experience of Officer Bettencourt at its August 15, 2023 meeting. The Subcommittee members in attendance discussed the Committee’s history of not accepting any federal training as the equivalent of a fulltime MPTC Police Academy and requested additional information on the curriculum at the FLETC training

program attended by Officer Bettencourt as compared to the curriculum at a fulltime MPTC Police Academy. At today's Subcommittee meeting, MPTC Deputy Chief of Training Lara Thomas advised that she had reviewed the FLETC Uniformed Police Training Program curriculum and found it to be fairly comparable to that of a fulltime MPTC Police Academy. After extensive discussion, the Standards Subcommittee voted to recommend to the full Committee that the FLETC Uniformed Police Training Program be considered the equivalent of a fulltime MPTC Police Academy.

Peabody PD Chief Griffin and Officer Bettencourt were present to answer any questions from the Committee. Officer Bettencourt explained that he has received significant additional training beyond the FLETC training, including in Maine criminal law.

Chief Hicks asked Deputy Chief of Training Thomas about any deficiencies she saw when she conducted the curriculum comparison. She indicated that the FLETC program lacked instruction in Massachusetts criminal and motor vehicle law, but those would be addressed in the core competency exam. She also did not see any specific domestic violence/sex assault training but said those could have been incorporated more generally. Deputy Chief of Training Thomas noted that the topics covered by the FLETC program included EVOC, motor vehicle stops, firearms, first responder, hazmat awareness, crowd control, first responder, and victim-witness response, and that it appeared overall to be a fairly robust offering of uniform police training.

Chief Gundersen noted that a positive vote would not mean that the Committee is approving all FLETC training programs, just its Uniform Police Training Program.

A motion was made by Chief Gundersen and seconded by Chief Nee to approve the FLETC Uniform Police Training Program as the equivalent of a fulltime MPTC Police Academy. A vote was taken, and the motion passed unanimously.

New Business

I-P officers are all up for POST certification. POST asks MPTC to verify their foundational training, TY22 in-service training, and TY23 in-service training. MPTC still needs to verify training for approximately 700-800 officers. Some of those officers have not completed TY22/TY23 in-service training, but some are working in positions where it may not have been clear that their names would be put up for POST certification and they needed to do in-service training (i.e., Deputy Sheriffs, Harbormasters, Housing Authority Police, Humane Society SSPOs). MPTC staff sought guidance from the Standards Subcommittee at its meeting earlier today as to whether these officers need to complete in-service training. There was consensus among the Subcommittee members that these officers must do their in-service training for TY22 and TY23. The full Committee agreed.

Executive Director's Report

Staffing. Boylston Academy Director Joanne Gardiner will be leaving the MPTC on October 6, 2023 to join Fire Services. We thank Joanne for her service and wish her the best in her new role with Fire Services.

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

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 constantly communicating with departments and individual officers to get officers to enroll and complete the Bridge Academy. As of January 1, 2024, the skills classes will be cut down considerably, affecting the officers who are not currently enrolled. The classes have been cancelled due to low enrollment. Chief Gundersen stated that we should request that officers reserve their place in class early so we can monitor enrollment and adjust accordingly. Sheriff Coppinger indicated that he would speak with his fellow Sheriffs about the importance of enrolling their Deputy Sheriffs early to complete Bridge training. Chief Hicks would like us to publicize the fact that the Bridge Academy ends on June 30, 2024. Chief Gammel feels that the MPTC is doing an outstanding job of keeping officers informed of the Bridge Academy.

Specialized Training was presented by Chief of Training Nardone.

Chief Conley asked about future LEEDA classes and the need for them. He also discussed acceptable training for civil service.

Chief Hicks requested detailed budget information so we can answer questions from departments about why certain classes aren't being offered. Atty. Nardone is working with the Training Division on an in-house specialized training program. We are currently reviewing topics to see what we can offer without outside vendors/trainers.

POST Certification Forms. Effective November 1, 2023, POST will begin collecting certification forms directly from departments. MPTC will continue to collect the forms through Acadis until October 31, 2023. Chief Hicks is concerned about this process. Chief Gundersen believes that the POST certification application should be submitted with an academy application. Atty. Nardone believes that the POST certification process should be done as early as possible so we are not training student officers that cannot be certified.

Facilities. Executive Director Ferullo advised that construction has begun in East Falmouth. The Central Massachusetts project is in the DCAMM phase. We expect a January 2024 occupancy in Milford.

Fitness Working Group. This group has completed the pilot program and will offer a presentation to the Committee in November.

Old Business

POST-C/Police Reform. Atty. Melander noted that the monthly meeting with the POST Commission is scheduled for tomorrow, September 28, 2023.

Next Meeting

Our next meeting has been rescheduled to Thursday, October 19, 2023, in Randolph. Chief Ferullo will be offering a draft schedule for 2024 meetings.

Adjournment

At 12:04 p.m., a motion was made by Chief Gundersen and seconded by Chief Nee to adjourn the public portion of the meeting and enter Executive Session. A roll call was taken:

Chief James Hicks	Yes
Superintendent Nora Baston	Yes
Chief Edward Conley	Yes
Sheriff Kevin Coppinger	Yes
Chief Thomas Gammel	Yes
Chief Jennifer Gundersen	Yes
Undersecretary Gina Kwon	Yes
Major Jon Provost	Not available at time of vote
Chief Kelly Nee	Yes
Superintendent Richard Sullivan	Yes

The motion passed unanimously, and the Committee went into Executive Session.