

Municipal Police Training Committee
Monthly Meeting Minutes
October 19, 2023

Call to Order

On October 19, 2023, at 10:08 a.m., Chief James Hicks called the 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
Sheriff Kevin Coppinger	Present
Sheriff Christopher Donelan	Present
Chief Jennifer Gundersen	Present (arrived at 10:27 a.m.)
Chief Kelly Nee	Present
Atty. Stacey Pichardo	Present
Secretary Terrence Reidy	Present
Superintendent Richard Sullivan	Present

EOPSS/MPTC Staff

Executive Director Robert Ferullo, Undersecretary Gina Kwon, Atty. John Melander, Atty. James O'Brien, Atty. Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Atty. Gina Masotta, Hannah Gianfriddo, Lisa Caputo, Kristen Lydon, Kathleen Berry, Felisha Arnold, Brian Merrick, and Elsie Sanon

Review/Approval of Meeting Minutes

A motion was made by Superintendent Sullivan to approve the minutes of the September 27, 2023 meeting. The motion was seconded by Chief Nee, and a vote was taken. The minutes were approved with two abstentions (Sheriff Donelan and Secretary Reidy). Chief Gundersen was unavailable to vote at this time.

Police Standards and Training

Temporary Waivers.

There were no temporary waiver requests on the October agenda.

Out of State Exemptions.

There was one out-of-state exemption request on the October agenda from Plainville PD for Officer Christopher C. Waite. The Standards Subcommittee reviewed and made a favorable recommendation to approve this request.

A motion was made by Sheriff Coppinger and seconded by Chief Nee to approve the out-of-state exemption for Officer Christopher C. Waite. A vote was taken, and the motion passed unanimously. Chief Gundersen was unavailable to vote at this time.

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 626 on the A-H List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Superintendent Baston to approve the Bridge exemption request for Officer numbered 626 on the Bridge Academy A-H list. The motion was seconded by Atty. Pichardo, and a vote was taken. The motion passed unanimously. Chief Gundersen was unavailable to vote at this time.

A Bridge exemption request for Officer numbered 413 on the I-P List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Nee to approve the Bridge exemption request for Officer numbered 413 on the Bridge Academy I-P list. The motion was seconded by Superintendent Baston, and a vote was taken. The motion passed unanimously. Chief Gundersen was unavailable to vote at this time.

Bridge exemption requests for Officers numbered 77 through 92 on the Q-Z List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Nee to approve Bridge exemption requests for Officers numbered 77 through 92 on the Bridge Academy Q-Z list. The motion was seconded by Superintendent Sullivan, and a vote was taken. The motion passed unanimously. Chief Gundersen was unavailable to vote at this time.

Disciplinary Hearings Update

Decisions on the disciplinary dismissal appeal hearings that occurred on September 27, October 2, and October 3 of 2023 will likely be available and reported out at the November Committee Meeting.

Academy Age Requirement

The Standards Subcommittee considered an inquiry at its meeting earlier today from Worcester PD regarding the academy age requirement in 550 CMR 3.06. Worcester PD is seeking to enroll two

candidates in an academy class scheduled to begin in January 2024 who would be 20 years old on day one but would be 21 years old by graduation. They asked for clarification as to whether a student officer must be 21 years of age on day one of an academy or by the time of graduation. The Subcommittee reviewed 550 CMR 3.06(1), which applies to operated and authorized academies and reads as follows: “Enrollment. Candidates accepted into a police academy must meet the following minimum requirements: (a) Be 21 years of age or older...” There was consensus among the members of the Subcommittee present that the language in the CMR is clear, and they voted unanimously that it requires a candidate to be 21 years old by the start of the academy.

Sheriff Coppinger noted that the Subcommittee discussed the National Guard Academy, which accepts candidates who are under 21 years of age. Executive Director Ferullo explained that the National Guard Academy is only for members of the military and graduates are not certified as police officers until they are 21 years old. Chief Hicks said that he views the National Guard Academy as more of a sponsorship than an appointment. He pointed out that civil service rules require candidates to be appointed before attending an academy and candidates cannot be appointed until they are 21 years old. In addition, you must be 21 years of age to obtain a license to carry a firearm in Massachusetts. Sheriff Donelan noted that the age requirement in the CMRs for deputy sheriffs is only 19 years. Newly graduated deputy sheriffs can be employed in roles that do not require them to carry firearms until they turn 21 and can obtain an LTC.

There was extensive discussion about how to be consistent on this issue and whether the age requirement in 550 CMR 3.06 should be revised. There was consensus that the relevant Mass. General Laws need to be reviewed and POST should be involved in this discussion.

Executive Director’s Report

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

Executive Director Ferullo discussed the current Lynnfield Academy recruit class, which has a total of 71 student officers. He reported that we have been able to adjust and ensure that the student officers are receiving the same robust and solid training as smaller academy classes. Lynnfield may be the only location where we can accommodate such a large class because of the size of the facility. There is a potential of a \$150,000 savings on running a class that large, instead of two smaller classes. We will be able to present financial figures in February 2024.

There was discussion about the large number of departed recruits from the 89th RTT. Chief Hicks asked Chief of Training Nardone to reach out to MSP for an injury report.

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

Academy Demographics. Chief of Training Nardone reported on Academy Demographics.

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. Enrollment has been low. MPTC is in contact with departments who have officers in the Q-Z group who have not enrolled.

Brian Merrick, Director of Legislative Affairs, discussed the \$1M earmarked for reimbursing municipal departments for Bridge Academy costs. There is approximately \$290,000 left, which corresponds well with the number of officers left to attend Bridge.

Sheriff Donelan asked if MPTC could provide data on officers who were eligible to Bridge but opted not to enroll, so that departments could prepare for any staffing shortages that may result. Deputy Chief of Training Thomas said she would review the information we have and determine if we can pull that data.

Specialized Training was presented by Chief of Training Nardone.

In-Service Update. Chief of Training Nardone reported that online in-service classes are all available, except for Health & Wellness and POST's video, both of which should be up within the next few weeks. Several departments are offering to teach CPR for free and to open their classes up to MPTC. Chief of Training Nardone will be in touch with those departments.

ASHER. There will be an update on ASHER at the next Committee meeting.

Budget. Executive Director Ferullo reported that we have dug into some of the recruit academy money to support specialized training. But we are meeting all statutory training requirements. The fiscal team meets weekly and monitors the performance of academies.

Facilities. Executive Director Ferullo reported that the foundation for the East Falmouth facility is being poured this week and we anticipate a September 2024 academy start date. We are on target for December 1, 2023 occupancy in Milford. We hope to have additional information on the Central Mass academy in December.

Old Business

POST-C. POST sent an email today regarding SRO certification to all Massachusetts Chiefs. EOPSS and MPTC will follow up with POST on this communication.

Working Groups. Sheriffs Coppinger and Donelan will be meeting with Executive Director Ferullo to discuss expanding deputy sheriff training to meet MPTC requirements.

Bridge Academy: Big E/Gillette/Xfinity Center Hours. This issue will be back on the agenda in November, when we anticipate having more information regarding details worked by officers at Gillette and the Xfinity Center.

New Business

Annual Firearms Training Standards. MPTC staff is updating the Annual Firearms Training Standards, which were last reviewed in 2019. The updates do not include any major substantive changes; rather, they are intended to make the standards clearer to officers and departments. A draft of the updated standards is included in the meeting book today so that the Committee members can review it and provide feedback at the next meeting.

Chief of Training Nardone noted that there is a separate document, dated 2021, on MPTC's website that was not voted on by the Committee but was posted to clarify that police reform requires officers from unarmed departments to complete annual firearms requalification training. Chief Gundersen inquired as to whether there is an appetite to revisit that requirement, given the limited availability of range time in the state and the costs associated with completing the training. There was extensive discussion about this issue and the implications for officers transferring between departments, POST certification, campus departments, etc.

Chief Hicks asked about how firearms training should be reported and whether requalification and skills should be reported separately or all at once at the end of the training year. Chief of Training Nardone said that MPTC staff has discussed this internally and will get back to the Committee on it.

Next Meeting

The next Committee meeting is scheduled for November 15, 2023 at 10:00 am in Randolph.

Adjournment

At 11:43 a.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.