

**Municipal Police Training Committee  
Monthly Meeting Minutes  
Randolph Headquarters  
November 16, 2022**

**Call to Order**

Chief James Hicks called the November 16, 2022 monthly meeting of the Municipal Police Training Committee to order at 10:20 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
Superintendent Lanita Cullinane	Present
Superintendent Nora Baston	Present
Chief Edward Conley	Present
AAG Jennifer Cotter	Present
Chief Thomas Gammel	Present (not voting)
Chief Jennifer Gundersen	Present
Maj. Steven McCarthy	Present
Officer Joseph Vieira	Present
John Melander	Present

**MPTC Staff**

Executive Director Robert Ferullo, Jim O'Brien, Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Steven Cromack, Felisha Arnold, Elsie Sanon, Melissa Metzke, Lynda Kearns, and Ara Nersessian

**Guests**

Paul Lombardo, Beth Halloran, Joseph Cecchi, and Reynaldo Rodriguez

**Review/Approval of Meeting Minutes**

**Chief Gunderson made a motion to approve the minutes of the October 26, 2022 meeting. The motion was seconded by Superintendent Cullinane, and a vote was taken. The minutes were approved with two abstentions.**

**Officer Vieira made a motion to approve the minutes of the November 2, 2022 Special Committee meeting with one revision – remove Chief Gammel as a voting member of the Committee at this time. The motion was seconded by Superintendent Cullinane, and a vote was taken. The Special Committee meeting minutes were unanimously approved.**

## Notices

**Chief Hicks introduced new Committee member Edward Conley of the Gloucester Police Department. Chief Conley represents the Massachusetts Chiefs of Police Association.**

## Police Standards and Training

Jim O'Brien presented the following recommendations by the Standards Subcommittee:

### Temporary Waivers

The Subcommittee recommended three temporary waiver requests for approval:

Fawne Russell, Princeton Police Department  
Ronald Ramos, Manchester by the Sea Police Department  
Scott Raudonaitis, Berkley Police Department

**Major McCarthy made a motion to approve these three requests. Officer Vieira seconded the motion. Temporary waiver requests for Officers Russell, Ramos, and Raudonaitis were unanimously approved.**

### Out-of-State Exemptions

The Subcommittee recommended four out-of-state exemption requests for approval:

Marc Vero, Simmons University Police Department  
Daniel Roberts, Rockport Police Department  
Anthony Robinson, Topsfield Police Department  
David Hobbs, NECC Police Department

The recommendations to approve were made contingent upon each officer completing CPR/First Responder, firearms qualification by an MPTC-certified instructor, and successful completion of the Massachusetts orientation training program.

**Attorney Cotter made a motion to approve all four out-of-state exemption requests with the above-noted contingencies. The motion was seconded by Chief Gunderson, and a vote was taken. The motion passed unanimously.**

### Bridge Academy Exemptions

The Standards Subcommittee did not make any recommendations regarding officers numbered 554-585 on the MPTC Bridge A-H Class Exemption list or Officers numbered 2-8 on the MPTC Bridge I-P Class Exemption list.

Regarding Hampden County Deputy Sheriffs numbered 569, 570, and 583 on the MPTC Bridge A-H Class Exemption list, Chief Hicks expressed concern about the lack of law

enforcement functions in their job descriptions provided by Barry Ross. Lara Thomas stated that Barry Ross' letters were additional information, not required information.

Officer Vieira would like these letters to be from the Sheriff on official letterhead showing proof of correct training hours and the breakdown of law enforcement and non-law enforcement working hours.

Attorney O'Brien discussed past Committee votes on Deputy Sheriffs' training and work experience:

- 1) Deputy Sheriffs would have to take all Bridge Academy Training Program classes and couldn't be exempted from the one-week, hands-on firearms training component.
- 2) MPTC staff should count Deputy Sheriff work hours accrued both "inside" and "outside" the walls.

Chief Hicks voiced concern that not all Deputy Sheriffs meet certification requirements. The Sheriffs themselves distinguish between Deputy Sheriffs who perform law enforcement duties and Deputy Sheriffs who do not perform law enforcement duties.

Major McCarthy noted that the letters from the Hampden Sheriffs Department state that the three Deputy Sheriffs seeking exemptions were "available" to be called upon to perform specific law enforcement duties outside the jail, but it does not say they necessarily perform those law enforcement duties.

Chief Gunderson suggested that these candidates be tabled, and we allow the Sheriff to present to the Committee.

Officer Vieira stated that we cannot have two standards. These three candidates are not meeting MPTC standards currently.

Attorney Cotter agreed that we table these candidates until the Sheriff can present to the Committee and would like us to request additional information such as actual work details.

Chief Hicks reminded the Committee that 2,400 hours of law enforcement duties and functions is the MPTC standard.

Chief Gammell asked if we had already approved other Hampden County deputies and whether we were changing the MPTC standards mid-stream.

Chief Hicks stated that he believes revisions to the standards are improvements.

ED Ferullo stated that there may be some Bridge exemptions whose hours will have to be reviewed from prior approvals. He remembers discussion about "inside" and "outside" the wall and a decision that inside investigations, etc. met the law enforcement standards.

Officer Vieira also remembers discussion of "inside" police functions.

Chief Hicks would like the MPTC staff to receive all necessary information so that everything is not being presented to the Committee. Reporting adjustments may be necessary.

Officer Vieira stated that this information should be from the Sheriff with their signature on their letterhead.

Attorney O'Brien noted that number 576 of the A-H list and number 4 of the I-P list are Hampden Deputy Sheriffs who are not part of this discussion but are nonetheless seeking Bridge exemptions. He also noted that MPTC Bridge Program Coordinator Felisha Arnold flagged issues with the work hours of Jason Cote, number 566 on the A-H list.

Chief Gunderson suggested tabling until next month all Deputy Sheriffs on the November lists who were up for a Bridge exemption.

Officer Vieira favored only tabling the three Deputy Sheriffs who were of concern.

Chief Hicks would like to organize a Sheriff's Working Group meeting before the next Committee meeting.

**Chief Gunderson made a motion to approve November exemption requests on the Bridge A-H Class list and Bridge I-P Class list except for the Deputy Sheriffs listed (numbers 555, 562, 563, 569, 570, 576, 577, 582, 583, 585 on the A-H list and numbers 2 and 4 on the I-P list) and Jason Cote (number 566). Those not approved would be tabled. Officer Vieira seconded the motion, and a vote was taken. The motion passed unanimously.**

### **Disciplinary Appeals Hearings**

The Standards Subcommittee is rescheduling to December 6, 2022 the appeal hearing of a student officer who was dismissed from the Springfield Police Academy. There are four additional appeal hearing requests that still need to be scheduled.

### **Executive Director Report**

#### **Academy Updates**

Andrea Nardone presented the upcoming recruit classes and availability and their graduation dates.

Andrea Nardone also presented the specialized training being held at each academy.

Andrea Nardone also presented on gender breakdown of our student officers.

Lara Thomas presented an update on Bridge Academy A-H and I-P numbers, including how many have enrolled in the training and how many have completed the training.

Chief Gunderson wanted to know if the MPTC had had any discussion about those who have not enrolled in Bridge. ED Ferullo explained that the MPTC is marketing the Bridge Academy to those who have not yet enrolled, and a targeted email system may be used. The MPTC is also planning to offer tutoring for those with testing phobias. This is an issue that needs to be addressed.

### MPTC Staffing Update

The MPTC's new Budget Director, Ara Nersessian, and Physical Training Standards Manager, Melissa Metzke, were in attendance and introduced to Committee members.

### MPTC Facilities Update

ED Ferullo presented a status update on new MPTC locations:

Holyoke received an occupancy permit on November 9<sup>th</sup>. This was a 14 week start to finish construction. The MPTC plans to hold its first academy class there in early December.

The Committee should receive an update on construction progress at the new East Falmouth facility in January or February.

The expectation is that MPTC will share space with 911 at a renovated building in Milford.

There are concerns about whether the Cape Cod/JBCC academy will be able to fill a class in early January. The MPTC must be off the base by Memorial Day.

### In-service classes

Andrea Nardone presented on current TY23 in-service classes.

The MPTC will be sending a survey to officers on topics that they would like to see in FY24. Once completed, the results will be presented at the December Committee meeting.

Major McCarthy discussed PERF. A new white paper on police training is currently on their website. Steve Cromack has reviewed it and had a copy with him.

Superintendent Baston mentioned the need to improve FTO training and set standards. ED Ferullo stated that we have a pilot FTO program that we are currently developing.

Chief Gunderson asked about ROC registration and the POST questionnaire. Is there a delay in the process due to the background check required by POST? ED Ferullo discussed that there are more classes opening. Registration should not be an issue. Certifications are being processed by POST and currently are being completed by the ROC graduation date.

### Non-Voting Items

ED Ferullo discussed learning sessions about the MPTC to be presented over the next 3 or 4 months.

### Old Business

Police Reform issues – Please try to join the public hearings if possible.

Chief Hicks discussed the recent Governor and Lt. Governor visit to Lynnfield. They were very impressed with MPTC and were able to meet with staff and review the ROC and specialized training classes. It was a great day.

Chief Hicks discussed the meeting with constables. There are challenges and he will keep the Committee up to date.

John Melander discussed the upcoming Officer Wellness public hearing on Friday at 10:00AM. Revisions were presented and discussed. Please join if you can.

### Adjournment

**There was a motion and second to adjourn the meeting at 12:13PM. A vote was taken and the motion passed unanimously.**

Meeting adjourned.

### Next Meeting

**The next monthly Committee meeting is scheduled for 10:00AM on December 21, 2022 at the Randolph MPTC Headquarters.**