

**Municipal Police Training Committee
Monthly Meeting Minutes
Randolph Headquarters
December 21, 2022**

Call to Order

Chief James Hicks called the December 21, 2022 monthly meeting of the Municipal Police Training Committee to order at 10:17 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
AAG Jennifer Cotter	Present
Superintendent Lanita Cullinane	Present
Sheriff Christopher Donelan	Present
Chief Thomas Gammel	Present (not voting)
Chief Jennifer Gundersen	Present
Chief Kyle Heagney	Present (not voting)
Major Steven McCarthy	Present
Chief Kelly Nee	Present
Terrence Reidy	Present
Officer Joseph Vieira	Present

MPTC Staff

Executive Director Robert Ferullo, EOPSS Deputy General Counsel John Melander, James O'Brien, Andrea Nardone, Jay Gribaudo, Tanya Hardiman, Lara Thomas, Denise Flagg, Steven Cromack, Felisha Arnold, Elsie Sanon, John Mazza, Denise Mellon, Penny O'Reilly, Kayleigh Greenfield, Hannah Gianfriddo, Ara Nerssessian, Yola Cabrillana

Guests

Tammy Manning, John Ragucci, Jacob Yezerski, Kara Segal-Ryan, Sgt. Beth Halloran, Lt. Casey McGrath, Off. Daniel Dolan, Interim Chief John Szewczyk

New Committee Members

Chief Hicks welcomed Chief Kyle Heagney of the Attleboro Police Department as our newest Committee member.

Review/Approval of Meeting Minutes

Chief Gundersen made a motion to approve the minutes of the November 16, 2022 meeting. The motion was seconded by Chief Nee, and a vote was taken. The minutes were approved with three abstentions.

Chief Gundersen made a motion to approve the minutes of the December 8, 2022 Special Committee meeting. The motion was seconded by Chief Nee and a vote was taken. The minutes were approved with four abstentions.

Police Standards and Training

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

Temporary Waivers

There were no temporary waivers presented.

Out-of-State Exemptions

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

Allison Cummings	UMass Lowell PD
Michael LaCure	Franklin PD
Melanie Serrao	Hinsdale PD
John Szewczyk	Boxborough PD

The Standards Subcommittee recommended approval of all four requests contingent on completion of MPTC firearms qualification by an MPTC certified instructor, completion of CPR/First Responder, completion of the Massachusetts online orientation training program, and for Serrao and Szewczyk, compliance with the MPTC CMR requirements for an interruption in service of 2-5 years.

Officer Vieira made a motion to approve all four out-of-state exemption requests with the above-noted contingencies. The motion was seconded by Secretary Reidy, and a vote was taken. The motion passed unanimously.

Middlesex Sheriff's Office – Bridge Eligible Reserve/intermittent Training Programs

Chief Legal Counsel Kara Segal-Ryan, representing the Middlesex Sheriff's Office, reminded the Committee that at its June 15, 2022 Committee meeting it voted unanimously to approve Middlesex Sheriff's Office Basic Training Academy Classes 30 through 35 as equivalent to an MPTC reserve/intermittent training program. She explained that the Committee also asked the Middlesex Sheriff's Office at that Committee meeting to submit a list of law enforcement officers with last names I-Z who would be seeking POST certification and had attended an enhanced Basic Training Academy. That list was provided to MPTC staff and reflected that in addition to Classes 30 through 35, there were a small number of I-Z Middlesex deputy sheriffs who attended Middlesex Sheriff's Office Basic

Training Academy Classes 28 and 29, and a 2009 reserve training program. Attorney Segal-Ryan present documentation that these three academies had essentially the same curriculum as Classes 30-35 and asked the Committee to approve these three additional classes as equivalent to an MPTC reserve/intermittent training program. She said these would be the final group of Classes for which the Middlesex Sheriff's Office sought approval.

Officer Vieira made a motion to approve Middlesex Sheriff's Office Basic Training Academy Classes 28 and 29, and the 2009 reserve training program, as the equivalent of an MPTC reserve/intermittent training program. The motion was seconded by Chief Gundersen, and a vote was taken. The motion passed unanimously.

Bridge Academy Exemptions

The Standards Subcommittee recommended approval of Bridge exemption requests for Officers 586 through 594 on the December Bridge Academy A-H List.

A motion was made to approve Bridge exemption request numbers 586 through 594 on the December Bridge Academy A-H List. The motion was seconded by Chief Nee, and a vote was taken. The motion passed unanimously.

The Standards Subcommittee recommended approval of Bridge exemption requests for Officers 9 through 40 whose names were in black type on the December Bridge Academy I-P List (officers with hours not connected to a Sheriff's Department and numbered 9, 11, 12, 13, 14, 15, 16, 17, 20, 21, 25, 26, 27, 28, 29, 31, 34, 35, 38, and 39).

Officer Vieira made a motion to approve Bridge exemption requests for Officers 9 through 40 whose names were in black type on the December Bridge Academy I-P List (consistent with the Subcommittee recommendation above). Chief Gundersen seconded the motion, and a vote was taken. The motion passed unanimously.

A discussion followed regarding deputy sheriff exemption requests and which hours should and should not be counted towards the 2,400-hour Bridge requirement. Sheriff Donelan and Sheriff Coppinger led the discussion about deputy sheriff job duties and summarized their understanding of past conversations and decisions on the topic.

Sheriff Donelan stated that Sheriff Cocchi/Hampden County Sheriff's Department was withdrawing at this time numbers 569, 570, and 583 on the MPTC Bridge A-H Class Exemption list (Deputy Sheriff's Tyrone Dawkins, Adam Dube, and Shawn Hemingway).

Chief Hicks supports consistent standards for sheriffs and officers alike.

Officer Vieira expressed concern about deputy sheriff's going through Bridge who do not work in a law enforcement capacity for their Sheriff's Department but have nonetheless been enrolled in Bridge by the Sheriff's Department.

Lara Thomas explained that staff have to rely on a Sheriff's word to describe job functions.

Sheriff Coppinger wanted Deputy Sheriffs whose hours may present a problem to be identified and addressed early in the process but affirmed his belief and understanding that the 2,400 hours can be completed “inside the wall” when corrections officers conduct investigations, attend court hearings, and perform other traditional law enforcement duties.

Sheriff Donelan explained that some jobs (i.e., masons, mechanics, etc.) are held by deputy sheriffs who initially performed correction officer duties and later bid for and received these more desirable jobs but well after they had accumulated 2,400 hours in the housing units.

Chief Ferullo discussed that this is not only a sheriff’s issue. It also affects game wardens, animal control officers, etc. Chief Ferullo indicated that the MPTC may have some officers in these non-traditional roles who will be audited and may lose their exemptions.

Based on the discussion at the meeting, guidance to MPTC staff was that they need to focus on deputy sheriff job duties that are comparable to a patrol officer.

Examples of Deputy Sheriff job duties that would count towards the 2,400 hours:

1. Inside the Walls: Working shifts as a correctional officer in the “housing units”; working in an investigative unit.
2. Outside the Walls: Working shifts on SWAT teams; canine teams; drug task forces; transporting prisoners.

Examples of Deputy Sheriff job duties that would not count towards the 2,400 hours:

1. Inside the Walls: Counseling; woodworking shop; mechanic shop; library; internet technology; other duties that would typically be associated with “civilian” jobs.
2. Outside the Walls: Serving civil process; administration and other duties that would typically be associated with “civilian” jobs.

Chief Gundersen made a motion to approve Bridge exemption request numbers 555, 562, 563, 576, 577, 582, and 585 appearing in red type on the Bridge A-H Class List for November. The motion was seconded, and a vote was taken. The motion passed unanimously. (NOTE: numbers 569, 570, and 583 in red type were withdrawn by the Hampden Sheriff’s Office and number 566 in red type, Jason Cote, was intentionally not included with the names of those who were approved.)

Chief Gundersen made a motion to approve Bridge exemption request numbers 2 and 4 appearing in red type on the Bridge I-P Class List for November and request numbers 10, 18, 19, 22, 23, 24, 30, 32, 33, 36, 37 and 40 appearing in red type on the Bridge I-P Class List for December. The motion was seconded, and a vote was taken. The motion passed unanimously.

Secretary Reidy thanked Sheriffs Coppinger and Donelan for the important role they play educating the MPTC on sheriff issues. He emphasized that we are in a much better place than 1½ years ago.

Disciplinary Appeals Hearings

The December 6, 2022 hearing for SO Epi Sanchez will have a final decision by January 6, 2023.

The December 21 hearing for SO David Bosini is being rescheduled for January 18, 2023.

There are two hearings scheduled for January 3, 2023:

SO Hakim John
SO Pierre Darius

Executive Director's Report

MPTC Staffing Update

Chief Ferullo introduced new ASHER Director, John Mazza, who joins the MPTC after 22 years in the Secret Service. He began his career as a municipal police officer in Southwick, MA after graduating from the Agawam Police Academy in 1989. John discussed NFPA protocol and bringing Police, Fire, and EMS together through ALERTT. There will be a January 19th meeting to discuss scheduling two Train the Trainer programs in March. He hopes to have 90 certified instructors (60 police officers and 30 firemen) and possibly some EMS staff as well.

Secretary Reidy thanked John for joining the MPTC and feels that he will make a significant contribution to the agency and secretariat. Massachusetts is already ahead of other states in this area of training and needs to stay ahead of the field.

Chief Ferullo also welcomed Penny O'Reilly as the MPTC's new Director of Human Resources. Penny was previously with the MSP and before then with EOPSS. The MPTC is very happy to have her expertise and EOPSS/Police knowledge on board. Secretary Reidy stated that Penny is the best HR person he knows and will be an amazing asset to the MPTC.

Budget is stable through fiscal year-end. The MPTC plans to begin offering current vendor classes in-house and purchasing radios and cameras.

The MPTC will be holding a fiscal meeting with EOPSS in January to discuss MPTC visions and next steps.

The MPTC is fully prepared to meet the needs of municipal departments and its officers.

Civil Service is scheduling information sessions throughout the Commonwealth to gain more applicants. The MPTC will provide physical space for some of these sessions at its Academy locations.

The Cape Academy location in East Falmouth will be commutable for Island officers. The MPTC will be able to offer exceptional facilities and run year-round.

Instructors. Due to the possibility of the retirement cap going back in place, the MPTC will need to expand its instructor pool to meet classroom needs.

Academy Updates

Chief Ferullo informed the Committee that we currently have 500 students in active ROCs at this time.

Chief of Training Andrea Nardone presented the upcoming recruit classes and availability and their graduation dates. She also presented statistics on the gender breakdown of MPTC student officers.

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

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

There was a discussion about opening-up enrollment to the next cohort (Q-Z) of Bridge Academy students. The I-P group is moving forward, and MPTC has an opportunity to open enrollment for Q-Z officers. Initially, Q-Z enrollment will be limited to the on-line classes.

In-service Classes

Andrea Nardone presented on current TY23 in-service classes.

A survey has been sent to all officers in the state to see what classroom topics they are interested in for TY24. The MPTC has received 974 responses to the 2,346 surveys sent. MPTC staff is hoping for a vote at the January meeting to finalize FY24 topics.

Non-Voting Items

There were no non-voting items presented.

Old Business

John Melander presented on the MPTC's governing CMR regulations. He submitted requested revisions to the Secretary of State and anticipates approval of the newly revised CMR's effective January 6, 2023.

John informed the Committee he will be scheduling a working group meeting soon to discuss the Use of Force Policy that will be done in conjunction with POST-C.

John then informed the Committee that we have provided language to POST-C regarding Section 12. We are waiting for their review.

The CISM CMRs need additional work. John hopes to have a draft to the Committee at the next meeting.

Working Groups

Buildings	No update
Campus Officers	Will meet every two weeks as necessary
Sheriffs	First meeting was held on December 20 th .
Fitness	Academy pre-entry fitness standards have a high failure rate (20%). Currently reviewing entry requirements. Academies have a lack of consistency in recording fitness data. Record keeping must become consistent across all academies. Jason Shea and Melissa Metzke are working with instructors to develop this consistency. Two Merrimack interns are working with the Fitness Working Group on the record keeping consistency and accommodations. Hannah Gianfriddo recently began working with the Group to enhance data process/reporting abilities.

New Business

Agency Logo

A new MPTC logo was presented to the Committee. Chief Gunderson made a motion to approve the new logo. Officer Vieira seconded the motion, and a vote was taken. The new logo was accepted unanimously.

Committee Chairperson

A motion was made and seconded to name Chief Hicks to another one-year term as Committee Chair. A vote was taken, and it was unanimously approved.

Secretary Reidy stated that we are very lucky to have Chief Hicks as Chair and thanked him for the great job he has done as the MPTC's Chairperson. Chief Hicks expressed his gratitude and said he is thrilled to be part of the decision making in police training and police reform and is looking forward to another great year.

Adjournment

There was a motion and second to adjourn the meeting at 12:27 pm. A vote was taken, and the motion passed unanimously.

Next Meeting

The next monthly Committee meeting is scheduled for 10:00AM on January 18, 2023 at the Randolph MPTC Headquarters.