

# **Municipal Police Training Committee**

## **Monthly Meeting Minutes**

### **MPTC Randolph-HQ**

**November 18, 2015**

#### **Call to Order**

At 9:32 AM, Chief Michael Botieri, Interim Chairperson, called the monthly meeting of the Municipal Police Training Committee to order and greeted all present.

#### **Attendees**

Mike Botieri – Chairman, SE Mass; Mark Leahy – Central MA; Mike Chapman – BPD; Joe Vieira – MPA; Gloria Andrews-Ward – MBTA; Thomas Grenham – MSP; Jim Jones – MSP; Matthew Roy – MSP; James O'Brien – AG's Office; Jim Hicks – Northeast MA; Michelle Small – EOPSS.

#### **MPTC Staff**

Dan Zivkovich, Marylou Powers, Lara Thomas, Joe Witkowski, John Mulloy, Dan May

#### **Guests**

Shannon Hickey, David Solet, Peter Roddy, Jack Ryder, Steve O'Neill,

#### **Review/Approval of Minutes**

A motion was made, seconded and passed to accept the Minutes of October 21, 2015. Chiefs Hicks and Leahy abstained.

#### **Update on Committee Appointments**

ED Zivkovich called on Chiefs Hicks and Leahy to each describe the steps leading to their present status on the Committee. Given that they are both returned to their positions, the Committee will resume voting on matters such as curriculum. A reminder was made that the Chairman's seat is due for vote at the December meeting

## **Police Standards and Training**

The following requests were presented and unanimously approved:

### **Temporary Waivers:**

Rodney Buzzella	Dalton PD
Kayla Reuss	Hadley PD
Miguel Santana	West Stockbridge PD
Kyle Whitcomb	Ware PD

William Ethier, Uxbridge PD, was granted an extension to his March 24, 2015, waiver, set to expire on December 24, 2015. The extension will expire January 11, 2016.

### **Permanent Exemptions:**

Thomas Bergeron	NH/UM Lowell
Peter Forgione	NH/UM Lowell
James Lima	NH/UM Lowell

The motion passed by unanimous vote.

## **Open Discussion**

Dan Zivkovich introduced Mr. Joseph Witkowski the new Academy Director in Western MA. Joe spent twenty years with the New Haven Police Department, working his way through the ranks from patrol officer to captain. Along the way, he served as a night shift supervisor, communications center supervisor, deputy patrol commander, patrol shift commander, district manager, and director of planning and information services, where he was responsible for the department's strategic planning and special projects. Joe also spent 28 years in the Connecticut National Guard, where he attained the rank of Major. He has a Bachelor of Arts degree in Political Science from Southern Connecticut University and several service commendations

A brief discussion of what is trending regarding Use of Force philosophies and what is being taught by MPTC instructors during in-service training determined that though MPTC has not been teaching the "continuum" for quite some time – but rather has shifted to a "response model" – Chief Hicks reported that some instructors may not have made the adjustment. Chief Leahy commented that this is becoming a hot item in the accreditation process. This will be discussed at an upcoming Statewide Coordinators Meeting.

## Executive Director Report

### Recruit Officer Training Updates

Boston: class to begin Dec 14 with 85 students – 65 from Boston and 20 from outside agencies.

Boylston: In session with 37 officers -23FT and 14 self-sponsored. Jan 15, 2016, graduation at 11AM from Mechanics Hall in Worcester. Next class is scheduled for February 29, 2016.

Lowell: 48 officers graduating on Oct 30, 2015. No further request at this time.

MSP: An RTT began Oct 19 with 230 officers. Presently, the class holds at 158. Anticipated graduation date of April 1, 2016, from DCU Worcester

NECC: class began Sept 28 with 27 officers. A March graduation is anticipated.

Plymouth: class began September 21 with 46 officers and 43 remain. Graduation is expected March 11, 2016, and the next class is scheduled for April 11, 2016.

Randolph: 55 graduated on Oct 30 @ 6pm, Brockton HS. Next class January 4, 2016.

Reading: began Sept 9 with 44 officers and holds steady. Graduation is planned for February 11 and another class is anticipated March 14, 2016.

Springfield: 30 student graduated on October 9. No further request at this time.

Transit: began August 31 with 30 officers and holds steady. Anticipated graduation of March 9, 2016.

WMASS: began August 21 and holds at 34 officers. Anticipated graduation of February 12, 2016. Next class is scheduled for March 28, 2016.

Projected numbers indicate that with 236 “seats” available statewide for upcoming classes, only 33 have been filled. Of that, only 21 are full time hires with the remaining applications coming from self-sponsored candidates. There are only 25 expressions of interest for the remaining seats. Given these numbers, discussions will follow in coming meetings regarding the possible

condensing of programs. Chief Leahy and Chief Botieri both recommended members going back to their regions and encouraging the use of the Expressions site on the MPTC webpage so that informed discussions can take place if needed.

### FY16 Training/Strategic Plan and Database Updates Including Relevant Budget Updates

Jon Blum, Director of FORCE Concepts, came in to brief the Committee on the progress and present status of the curriculum project. The JTA is complete and FORCE Concepts is spending three days at the MPTC working on the development and coordination of learning objectives corresponding to those identified tasks. The actual curriculum development is set to begin in January with the input of our own identified local SMEs. Jon recognized the great work of department supervisors and officers tasked with responding to the JTA survey. He assured Chief Hicks that the number of respondents was, in fact, large enough to create a valid document. Jon is hoping to have a rough draft within a year and to be testing/piloting the program within 18 months. This program will be implemented as a completed package and not as each piece is developed given that each piece is dependent upon others and therefore should not be isolated.

Dan reported that the MPI Eyewitness Identification segment has been reviewed by Chief Brooks and approved by MPTC for on line delivery satisfying the FY16 in-service requirement.

Our DL vendor is meeting next week with the SMEs for Supervisory Suicide Prevention and Firearms Recertification program development. A challenge was presented to identify new ideas for future on-line delivery.

Bids are in on the training records database with 5 vendors responding. The prices range from \$54k to \$800k with varying developmental and annual maintenance costs and requirements. Chief Hicks asked about current records and a new system. It is probable that our original database will not be able to transfer into a new system but the present ELIS database most likely would. This will require that for the foreseeable future, we will need to work with two databases.

### **Old Business**

#### Recruit Curriculum Approval: Report Writing

Tabled from a previous meeting to allow for more opportunity by members to review, Report Writing was discussed. At the request of the Committee, a slide

regarding Field Interviews was clarified. Though it was noted that the curriculum was written for 1<sup>st</sup> voice reporting, all agreed that reports should be written in the voice preferred by the department. This message is/will be delivered clearly in its instruction. ***A motion was made and seconded to accept the Report Writing curriculum with its noted revisions.***

### Funding for Municipal Police Training and Other Legislation Affecting Police Training

Dan reported that dialogue continues with the Governor's office regarding creation of POST.

Senator Timilty continues movement to make corrections to Ch41 s96B as it pertains to reserve officers and waivers

Budget: Staff is revisiting the current MPTC budget in light of statewide recalculations made as a result of the ERIP. Adjustments will be made as needed but we do not anticipate a negative impact to our current training plans.

### New Business

#### Changes to Basic Training Curriculum

*Reserve/Intermittent Basic Training:* Suggested recommendations to the reserve program were visited. It is the recommendation of the APP program instructors and the Reserve Focus Group members to increase the number of structured scenario training hours to 48 – presently at 24. Also, to add 3 hours of pistol handling skills such as presentation, finger discipline and muzzle control. Presently, some of our APP scenarios require these skills, such as when we teach motor vehicle stops, though we do not formally teach them given that not all reserve officers carry weapons. Below 100 and Fair and Impartial Policing were also suggested as additions to the present program. Given the local as well as national discussion, the question has been raised as to the Committee's position regarding the training of reserve officers. Several questions were asked and issues discussed, and it was determined that further information should be garnered from the various regions. Committee members were encouraged to visit with their membership and bring back suggestions and recommendations.

*Basic Recruit Officer Course:* Based on the same discussion, ***a motion was made and seconded to incorporate Below 100 (2 hours) Fair and Impartial Policing (3 hours) and the on-line Critical Incident Response (.5 hours) to the Basic Recruit Program.*** This will begin with the next iteration of programs scheduled.

At this time, recognizing a few new faces in the meeting, everyone in the room introduced themselves.

**Next Meeting**

Wednesday, December 16, 2016 @ Randolph

**Adjournment**

The motion was made seconded and passed at 11:09 am to adjourn.