

Municipal Police Training Committee

Monthly Meeting Minutes

Natick Parole Board

September 14, 2017

Call to Order

At 9:33AM, Chairman Jim Hicks called the monthly meeting of the Municipal Police Training Committee to order and greeted all present.

Attendees: Voting Members

Chairman Jim Hicks – Northeast Mass; Chief Brian Kyes – Mass Chiefs; Chief Thomas O'Donnell- Central Mass; Sergeant John Donahue- Transit; Joseph Vieira – MPA; Captain Michael Lyver – State Police; Captain Richard Sexton- Boston Police; Chief Scott Livingstone – Western Mass; and U/S Queally- EOPSS.

Attendees: Advisory

Jeffrey Scott- Parole; Paul Treseler –Parole; Richard Ryan – Parole; and Kevin Keefe – Parole and Nicholas DeAngelis –Trial Court.

MPTC Staff

Dori-Ann Ference, Marylou Powers, Denise Sarro, Joseph Witkowski, Dan Zivkovich and Sheila Gallagher.

Guests

Peter Roddy, and Shannon Sullivan.

Review/Approval of Minutes

A motion was made and seconded to approve the minutes of August 16, 2017. The motion passed by unanimous voice. There was one abstention.

Police Standards and Training

The following requests were presented and approved by the Committee:

Temporary Waivers:

Tyler Boudreau	Ashburnham, PD
Brent Carpenter	Rutland, PD
Jeff Greene	Salisbury, PD
Joseph Kennedy	Dalton, PD
Nicholas Leveque	Dalton, PD
Benjamin Regin	Ware, PD

A motion was made to approve the six (6) temporary waivers as presented. There was a second and the motion passed by unanimous voice. There was no further discussion.

Permanent Exemptions

Kevin DiNapoli	Wenham, PD
Kevin Gena,	Concord, PD
Brad Lucke	Seekonk, PD
Michael Nourse	Sheffield, PD
Jeffrey Perry	Rehoboth, PD

Before taking a vote, Chief Hicks asked if there were any questions related to the requests for permanent exemptions. There was some discussion regarding the number of hours that Brad Lucke received when he graduated from a Rhode Island Police Academy. However, in addition to the hours in the academy, the Committee considered other criteria which included extensive trainings and a minimum of two (2) years working as a police officer.

The Committee next discussed Michael Nourse who had previously applied for a position as a reserve police officer in Massachusetts. Chief Hicks relayed that he was concerned about verifying what training Nourse had completed since his department does not issue training certificates. U/S Queally cautioned that focusing on the number of hours that a person received in an academy will change with the revision of the recruit curriculum. Chief Hicks agreed and added that work experience is critical when determining whether to grant a permanent exemption. There was more discussion about Michael Nourse's request. One suggestion was to request that Nourse provide an affidavit regarding what training he completed. Marylou Powers said that Nourse graduated from the reserve academy in Massachusetts and also completed the online orientation program. There was some discussion about the purpose of the online orientation program and that it should not be factored in as part of an individual's training. ED Zivkovich added that all of these factors are considered because a candidate still needs to request a permanent exemption from the Committee.

There were two motions made. The first motion was related to Michael Nourse's request for a permanent exemption. A motion was made to table the permanent exemption request for Michael Nourse until he provides an affidavit that affirms the courses that he completed even though they were not documented by his department. The motion was seconded and passed by unanimous voice.

A second motion was made to accept the five (5), permanent exemption requests for Kevin DiNapoli, Kevin Gena, Brad Lucke and Jeffrey Perry. The motion was seconded and passed by unanimous voice.

There was one (1) request for a disciplinary hearing due to a dismissal from the Lowell Academy for a Class 1 violation. The hearing occurred on September 6, 2017, at the Randolph Police Academy and the candidate did not have an attorney present. Additional information regarding the dismissal will be presented to the Committee for a vote at the next meeting.

Open Discussion:

There were no items for open discussion.

Executive Director's Report

Recruit Training Reports

The recruits in the Plymouth Police Academy assisted in apprehending a suspect that had escaped. Director Goodick relayed that the recruits were in the state forest performing physical training when the Department of Correction Officers notified the recruits about the suspect. On their way back from PT, the recruits saw the suspect hiding behind the cruisers and they tackled him when he tried to run away. The Department of Correction was grateful for the recruits' assistance.

Recruit Officer Training Updates

Boston: A class of 134 Boston Police student officers started on September 11, 2017. After four (4) resignations, 130 student officers remain and graduation is currently scheduled for the third week in March.

Boylston: No academy dates scheduled at this time.

Lowell: 45 student officers remain and graduation is expected on November 5, 2017. The next academy will start on January 22, 2018.

RTT: 176 student officers remain in week 5 of the academy and graduation is scheduled for January 25, 2018.

NECC: 62 student officers remain after starting with a class of 66 student officers.

Plymouth: There are 46 student officers remaining and expected graduation is November 15, 2017. The next class will begin on January 22, 2018.

Randolph: 44 student officers graduated on August 18, 2017. The next class will begin on January 8, 2018.

Reading: 39 student officers graduated on August 15, 2017. The next academy will start on October 30, 2017, and graduation is scheduled for April 11, 2018.

Springfield: There are 49 student officers remaining and graduation is expected December 1, 2017.

Transit: There are 43 student officers remaining and graduation is expected September 27, 2017. The next class with 52 student officers enrolled will begin on October 16, 2017.

WMASS: There are 40 student officers remaining and graduation is expected for December 15, 2017. The next class will begin on February 5, 2018.

Worcester: 41 student officers remain and graduation is scheduled for October 6, 2017.

There are 117 seats available in MPTC operated academies. ED Zivkovich added that police chiefs need to communicate to local academy directors whether they intend to send a recruit to an academy. Director May in Reading initially did not think he would have enough recruits to run a Reading class in January based on the information he had received from police chiefs in the area. However, ED Zivkovich was not comfortable waiting until January to conduct another class. In response, Director May picked an October date, and now the class is full. Chief Kyes relayed that that reality is that police chiefs often learn that there may be a few retirements within in the department at the last minute. The academies open spots for self-sponsored candidates thirty (30) days prior to the start date for the academy. There was more discussion about the numbers for prospective recruits and methods of advertising jobs for self-sponsored candidates.

Old Business

Update on Opioid Training

Dr. Muse is the medical director for the MPTC and he spoke to the Committee about providing safety protocols for police responding to incidents where they may be exposed to fentanyl or carfentanyl. He also mentioned that he is working on a roll call video that can be shown in modules to police about this issue. Typically, drug exposure occurs through inhalation and not when a person is wearing hazmat or safety gear. The videos will be finalized soon.

U/S Queally, Chief Hicks, Chief Kyes and ED Zivkovich are working on what the MPTC and police academies are teaching related to drug exposure for law enforcement. Ideally, the group would like to develop a model policy that will include input from Dr. Muse and the State Fire Marshall. Dr. Muse added that the he is constantly revising the medical advisories related to this issue because it is continually changing.

Funding

ED Zivkovich announced that there is nothing new to report related to funding. There are no overrides and the governor did not veto anything on the MPTC's budget.

New Business

Update on Recruit Curriculum Overhaul Project

ED Zivkovich provided a background related to this project. The last update for the recruit curriculum was in 1996 and although there were some efforts to revise the

curriculum, they were unsuccessful. When the MPTC received additional funding, revising the recruit curriculum was one of the primary projects that needed to be completed. ED Zivkovich selected FORCE CONCEPTS because they seemed the most proficient in creating the curriculum. The first part of the project involved the job task analysis which was collected through a survey. The job task analysis focused on what officers within the first five years of employment need to know. After the survey was completed, the instructional objectives were developed.

Jon Blum and his team started assembling the lesson plans with the assistance of subject matter experts. The curriculum will include four (4) volumes about general areas. The first volume will focus on who police are and why ethics and integrity are central to this profession. The other significant change in this curriculum involves the delivery of the material. In the past, instructors delivered the curriculum in blocks of training whereas the new curriculum will include more student led learning. Rather than focus on minute details in the curriculum, the focus will be on having students develop problem-solving skills, and the students will learn through scenarios and team training. ED Zivkovich asked the Committee to authorize FORCE CONCEPTS to run three (3) iterations of the pilot program. FORCE CONCEPTS will revise the curriculum based on the feedback it receives from the first pilot program that will be offered at the Randolph Police Academy in January 2018. After the first pilot program is completed, a second pilot program will commence in April and a third pilot program will overlap while the second program is running. Additionally, FORCE CONCEPTS will develop a bank of questions that are available for academy directors. The final roll out of the curriculum statewide is scheduled for January 2019.

There was some discussion about the benefits of student led learning and the new learning approach that FORCE CONCEPTS is developing with this curriculum. Chief Kyes asked if there is a distance learning component and will recruits have access to Moodle or Blackboard with this new curriculum. ED Zivkovich stated Jon Blum has identified segments that can be delivered through distance learning. However, one problem is that some of the academies do not have WIFI connectivity. ED Zivkovich relayed that they are working on resolving this issue but indicated that he does not want distance learning to become a substitute for the learning experience. There were some additional questions regarding whether departments knew that the Randolph Academy running in January was a pilot. Also, if there were areas where the pilot program was deficient, would departments be able to supplement these issues? ED Zivkovich said that departments were notified that the Randolph academy in January was a pilot program and he mentioned that one police chief is sending one recruit to the Randolph pilot program and a second recruit in Plymouth to compare the differences between both academies.

A motion was made to authorize three (3) beta tests of the curriculum as described for basic recruit training in the Randolph Academy and two sites yet to be determined. The motion was seconded and passed by unanimous voice. There was no further discussion.

Next Meeting

The next meeting is scheduled for **October 18, 2017, 9:30 AM** at the Randolph Police Academy.

Adjournment

The motion was made, seconded and passed by unanimous voice at 11:35 AM to adjourn.