

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Headquarters, Randolph, MA
March 17, 2025

I. CALL TO ORDER

On March 17, 2025, at 9:25 a.m., an in-person meeting of the Standards Subcommittee was called to order at MPTC Headquarters, 42 Thomas Patten Drive, Randolph, MA. Advance notice of the meeting was posted in compliance with the open meeting laws. A quorum of the seven-member Subcommittee was present. The meeting was broadcast over Microsoft Teams.

Subcommittee Members Present

- Chief Jennifer Gundersen
- Chief Brian Clark
- Chief Edward Conley
- Major Jon Provost

MPTC/EOPSS Staff Present

- Jim O'Brien
- Gina Masotta
- Denise Flagg
- Andrea Nardone
- Tori Koch

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Conley and seconded by Chief Clark to approve the Standards Subcommittee minutes from the meeting on February 19, 2025. A vote was taken, and the motion passed with one abstention (Chief Gundersen).

III. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS

Temporary Waivers

There were no temporary waivers on the March agenda.

Out-of-State Exemptions

There were three out-of-state exemptions on the March agenda.

1. Jessica Flynn Merrimack College PD

- **Basic Training:**
 - Graduated on June 28, 2002 from the 469.5-hour 128th New Hampshire Police Academy for full-time officers.
- **Work Experience as a Law Enforcement Officer:**
 - June 2002 – Present: full-time police officer for the Windham, NH Police Department.

- In-Service/Specialized Training: Yes, in NH.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 2/25/2025.
- MPTC Firearms Certified: Yes – 2/14/2025.
- MPTC Police Officer Core Competency Exam: Yes – 2/25/2025 (75%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Jessica Flynn be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy. A vote was taken, and the motion passed unanimously.

2. Kyle Vaught Franklin PD

- Basic Training:
 - Graduated on November 27, 2019 from the Maine Criminal Justice Academy's 720-hour Basic Law Enforcement Training Program.
- Work Experience as a Law Enforcement Officer:
 - November 2019 – August 3, 2024: full-time police officer for the Portland, ME Police Department.
- In-Service/Specialized Training: Yes, in ME.
- Break in Service: Yes – 7 Months.
- CPR/1st Aid Certified: Yes – 2/12/2025.
- MPTC Firearms Certified: Yes – 2/12/2025.
- MPTC Police Officer Core Competency Exam: Yes – 3/2/2025 (85%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Kyle Vaught be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy. A vote was taken, and the motion passed unanimously.

3. Roberto Moré Boston University PD

- Basic Training:
 - Graduated on July 7, 2004 from the 847.5-hour New York City Police Academy.
- Work Experience as a Law Enforcement Officer:
 - July 7, 2004 – August 1, 2024: full-time police officer for the New York City Police Department.
- In-Service/Specialized Training: Yes, in NY.
- Break in Service: Yes – 7 months.
- CPR/1st Aid Certified: Yes – 1/22/2025.
- MPTC Firearms Certified: Yes – 1/18/2025.
- MPTC Police Officer Core Competency Exam: Yes – 3/10/2025 (70%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Roberto Moré be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy. A vote was taken, and the motion passed unanimously.

IV. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

There were no Bridge exemption requests on the March Bridge Academy A-H or Q-Z Class List.

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 434 on the March Bridge Academy I-P Class List. Coursework was completed and payroll has been verified.

A motion was made by Chief Conley and seconded by Chief Clark to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 434 on the March Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

V. INTERRUPTIONS-IN-SERVICE, 5+ YEARS

- 1. Joseph Kelley Cambridge PD**
- 2. Kevin Medeiros Cambridge PD**

Cambridge PD recently reached out to MPTC staff regarding two officers who have been “absent from full duty” for several years and sought clarification as to what training would be required before the officers could return to full duty. According to Cambridge PD, Officer Kevin Medeiros has been absent from full duty from June 28, 2018, to the present (almost 7 years) and Officer Joseph Kelley from November 25, 2016, to the present (approximately 8½ years). For both officers, this period has been a mix of light duty and leave for injuries. During this time, both officers have completed all or most of their mandatory online in-service training but neither has done the CPR practical or any firearms training. Cambridge PD also advised that the work duties of Officers Kelley and Medeiros during this time have been primarily clerical and the same as those performed by civilian employees of the department. MPTC staff is seeking guidance from the Subcommittee as to whether these officers have had an interruption-in-service of 5 years or more, which would require them to return to a full-time police academy before performing police duties and functions again.

Officers Kelley and Medeiros and their attorney, Alan MacDonald, were present at today’s meeting, along with Cambridge PD Deputy Superintendent Peter Vellucci, Cambridge PD Director of Personnel Manisha Tibrewal, and Assistant City Solicitor for Cambridge Franz Lepionka. Union representatives Chris Sullivan and Daniel McNeil were also present. Deputy Superintendent Vellucci provided additional information as to the type of work Officers Kelley and Medeiros have been doing while absent from full duty. He described their duties as including data collection, customer service, mail services, fingerprint and paper processing for LTCs, and fulfilling records requests. He said neither has done, or has been eligible to do, any patrol work. They have not been in uniform, worn a duty belt, or carried a firearm. Attorney MacDonald discussed the in-service training that both officers have kept up with over the years and how they have both worked hard to return to their careers.

Chief Gundersen questioned whether the type of work Officers Kelley and Medeiros have been doing constitutes police duties and functions. Chief Clark noted that both remained full-time employees of Cambridge PD throughout the period of time in question. Chief Conley said he was concerned about how long it’s been since either of them has done any patrol work.

A motion was made by Chief Clark and seconded by Chief Gundersen that neither Kevin Medeiros nor Joseph Kelley has had an interruption in service. A vote was taken, and the motion passed with one opposition (Chief Conley).

A second motion was made by Chief Clark and seconded by Chief Gundersen that Kevin Medeiros and Joseph Kelley must pass the core competency exam, complete the CPR practical, and complete their required firearms training before returning to full duty. A vote was taken, and the motion passed unanimously.

3. Michael Finnerty

Michael Finnerty received an out-of-state exemption from the Committee on January 4, 1996, based on his training and experience as a police officer in Illinois. After receiving the exemption, he worked as a full-time officer for Westborough PD until May 1998. In May 1998, he joined the U.S. Marshals Service. He completed the Marshals basic training academy and worked as a U.S. Marshal, assigned to Boston, until 2001. In September 2001, he joined the ATF and remains there today. He has spent the entirety of his ATF career assigned to Massachusetts, working as a Special Agent in the ATF's Boston and Worcester offices. Although the Subcommittee and full Committee have historically considered a move to federal law enforcement to be an interruption in municipal police service, they have recently made exceptions for federal agents who completed fulltime MPTC (or MCJTC) academies, worked for a few years for municipal departments in Massachusetts before transferring to a federal agency, and then went on to spend their entire federal career working in Massachusetts. The Subcommittee/Committee's decisions in these cases have been specific to these facts and based on their belief that the work of these officers during their federal careers was akin to that of a municipal detective because they spend their time working on Massachusetts investigations, partnered with Massachusetts police officers from municipal departments and MSP, testify in Massachusetts courts, etc. MPTC Deputy General Counsel Gina Masotta noted that Special Agent Finnerty's situation is slightly different in that he received an exemption, rather than completing a fulltime Massachusetts police academy, and spent time with the U.S. Marshals Service, which is not an agency the Subcommittee/Committee has considered yet in this context.

There was consensus among the Subcommittee members that the U.S. Marshals Service is similar to the other federal agencies previously considered and the fact that Special Agent Finnerty received an out-of-state exemption does not change the analysis.

A motion was made by Chief Conley and seconded by Chief Clark that Michael Finnerty has not had an interruption-in-service of five years or more. A vote was taken, and the motion passed unanimously.

4. Jonathan MacDougall

Jonathan MacDougall graduated from a full-time MPTC academy in April 2007. He went on to work as a full-time officer for the Bourne Police Department until October 2019, rising to the rank of Lieutenant. In November 2019, he became a Special Agent for Homeland Security Investigations (HSI). He was assigned to HSI's Boston office from November 2019 to December 2023. In December 2023, he was transferred to HSI-Tampa, where he remains today. Deputy General Counsel Masotta noted that Special Agent MacDougall appears to be similarly situated to the previous federal agents who graduated from full-time Massachusetts academies and worked for

municipal police departments before transferring to federal service. However, MPTC staff is seeking guidance from the Subcommittee since he has not spent his entire federal career in Massachusetts and HSI is not an agency that the Subcommittee/Committee has considered yet in this context.

A motion was made by Chief Conley and seconded by Chief Clark that Jonathan MacDougall has not had an interruption-in-service of five years or more. A vote was taken, and the motion passed unanimously.

VI. UPDATE ON INSTRUCTOR CERTIFICATION REVOCATION APPEALS

Since the last meeting, the Subcommittee has issued decisions on two instructor certification revocation appeals.

VII. ADJOURNMENT

At 10:23 a.m., a motion was made by Chief Clark and seconded by Chief Conley to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.