

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Headquarters, Randolph, MA
April 16, 2025

I. CALL TO ORDER

On April 16, 2025, at 9:19 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

- Sheriff Kevin Coppinger
- Chief Brian Clark
- Chief Edward Conley
- Superintendent Lanita Cullinane
- Chief Jennifer Gundersen
- Major Jon Provost

MPTC/EOPSS Staff Present

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

Guests Present

- Nathan Dufault
- Ryan Rebello
- Officer Michael Cronin
- Chief Mark Kennedy
- Representative Richard Wells, Jr.

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Gundersen and seconded by Chief Clark to approve the Standards Subcommittee minutes from the meeting on March 17, 2025. A vote was taken, and the motion passed unanimously.

III. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS

Temporary Waivers

There were no temporary waivers on the April agenda.

Out-of-State Exemptions

There were five out-of-state exemptions on the April agenda.

1. Olivia Steddom

Westborough PD

- Basic Training:
 - Graduated on August 13, 2020 from the Kentucky Department of Criminal Justice Training's 805-hour Law Enforcement Basic Training Program, Class 511-1034668.
- Work Experience as a Law Enforcement Officer:
 - August 2020 to March 6, 2025: full-time police officer for the University of Kentucky Police Department.
- In-Service/Specialized Training: Yes, in KY.
- Break in Service: Yes – approximately 1 month.
- CPR/1st Aid Certified: Yes – 4/14/2025.
- MPTC Firearms Certified: Yes – 3/29/2025.
- MPTC Police Officer Core Competency Exam: Yes – 4/3/2025 (85%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Olivia Steddom 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. Adam Lane

Merrimack College

- Basic Training:
 - Graduated on November 21, 1998 from New Hampshire's 207th Basic Part-Time Officer School.
 - Graduated on November 16, 2001 from the 467.5 hour 126th New Hampshire Police Academy for full-time officers.
- Work Experience as a Law Enforcement Officer:
 - November 1998-November 2001: part-time police officer for the Kingston, NH Police Department.
 - November 2001-June 2004: full-time police officer for the Kingston, NH Police Department.
 - June 2004-July 2006: full-time deputy sheriff for the Rockingham County Sheriff's Department in Manchester, NH.
 - July 2006-October 2021: full-time police officer for the Londonderry, NH Police Department.
- In-Service/Specialized Training: Yes, in NH and TY22-TY24 in MA.
- Break in Service: Yes – approximately 3½ years.
- CPR/1st Aid Certified: Yes – 3/17/25.
- MPTC Firearms Certified: Yes – 2/14/25.
- MPTC Police Officer Core Competency Exam: Yes – 4/4/2025 (80%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Adam Lane 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. Brendan Fitzpatrick

Blackstone PD

- Basic Training:
 - Graduated on April 14, 2023 from the 912-hour Rhode Island Municipal Police Academy.
- Work Experience as a Law Enforcement Officer:
 - April 14, 2023 – present: full-time police officer for the Central Falls, RI Police Department.
- In-Service/Specialized Training: Yes, in RI.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 4/3/2025.
- MPTC Firearms Certified: Yes – 4/7/2025.
- MPTC Police Officer Core Competency Exam: Yes – 4/6/2025 (76%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Brendan Fitzpatrick 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.

4. Russell Counts

Gardner PD

- Basic Training:
 - Graduated on April 19, 2011 from the 848-hour state-certified Law Enforcement Basic Recruit Training Program, Class #121, at Indian River State College in Florida.
- Work Experience as a Law Enforcement Officer:
 - November 2011 – present: full-time police officer for the Jupiter, FL Police Department.
- In-Service/Specialized Training: Yes, in FL.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 3/21/2025.
- MPTC Firearms Certified: Yes – 3/22/2025.
- MPTC Police Officer Core Competency Exam: Yes – 4/6/2025 (70%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Russell Counts 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.

5. Matthew Chorzewski

Northeastern University

- Basic Training:
 - Graduated on October 23, 2020 from the 964-hour Austin Police Academy in Texas.
- Work Experience as a Law Enforcement Officer:
 - October 2020 – August 7, 2022 (1 year, 10 months): full-time police officer for the Austin, TX Police Department.
 - March 2023-August 2023 (5 months): full-time police officer for the Manchester, NH Police Department.
- In-Service/Specialized Training: Yes, in TX and TY24 in MA.
- Break in Service: Yes – approximately 1½ years.
- CPR/1st Aid Certified: Yes – 4/9/2025.

- MPTC Firearms Certified: Yes – 3/14/2025.
- MPTC Police Officer Core Competency Exam: Yes – 4/9/2025 (77%).

Chief Gundersen questioned whether the two years of full-time law enforcement experience required for an out-of-state exemption must be continuous. MPTC Deputy General Counsel Masotta said that it does not.

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Matthew Chorzewski 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.

Out-of-State Exemption Advisories

There were two out-of-state exemption advisories on the April agenda.

1. Nathan Dufault

- Basic Training:
 - Graduated on January 26, 2017 from the 495.75-hour FLETC Uniformed Police Training Program, Class UPTP-625.
 - Graduated on March 23, 2020 from the 319.5-hour U.S. Department of Veteran Affairs Police Officer Standardized Training Program, Class 2004.
- Work Experience as a Law Enforcement Officer:
 - January 2017 – December 2019: full-time police officer for the U.S. Department of Defense, assigned to the Newport Naval Station and the Naval Undersea Warfare Center in Newport, RI.
 - December 2019 – March 2024: full-time police officer for the U.S. Department of Veteran Affairs Police, assigned to VA-Boston.
- In-Service/Specialized Training: Yes, with DOD and VA Police.
- Break in Service: Yes – 1 year.
- CPR/First Aid Certified: No.
- MPTC Firearms Certified: No.
- MPTC Police Officer Core Competency Exam: No.

2. Ryan Rebello

- Basic Training:
 - Graduated on June 3, 2019 from the 495.75-hour FLETC Uniformed Police Training Program, Class UPTP-1903.
 - Graduated on November 22, 2022 from the 400-hour U.S. Department of Veteran Affairs Police Officer Standardized Training Program, Class 2301.
- Work Experience as a Law Enforcement Officer
 - June 2019 – March 2022: full-time police officer for the U.S. Department of Defense, assigned to the Newport Naval Station in Newport, RI.
 - August 2022 – present: full-time police officer for the U.S. Department of Veteran Affairs Police, assigned to Brockton, MA.

- In-Service/Specialized Training: Yes, with DOD and VA Police.
- Break in Service: Yes – approximately 6 months.
- CPR/First Aid Certified: No.
- MPTC Firearms Certified: No.
- MPTC Police Officer Core Competency Exam: No.

Nathan Dufault and Ryan Rebello recently requested exemption advisory letters from MPTC staff. Both have worked as full-time police officers for the Department of Defense (DOD) at the Newport Naval Station in Newport, RI, and for the U.S. Department of Veteran Affairs (VA) in the Boston and Brockton offices, respectively. The Subcommittee and full Committee have previously found that full-time work as a DOD police officer assigned to a naval base qualifies as law enforcement work for purposes of an out-of-state exemption. MPTC staff is looking for guidance as to whether working as a VA police officer qualifies. Officer Dufault stopped working for DOD in 2019, which was more than five years ago. So, if his experience as a VA police officer does not qualify, he'll have had an interruption-in-service of more than five years, which would require him to go back to a full-time police academy before working as a police officer in MA. Officer Rebello is not facing a potential interruption-in-service of more than five years given that he left DOD in 2022. But if his time as a VA police officer does not count, it would affect the amount of in-service training he would have to make up before seeking an out-of-state exemption.

Sheriff Coppinger asked Officers Dufault and Rebello if there was anything they would like to add. Officer Dufault said the structure of the work environment and police duties performed at both DOD and the VA are similar, and the difference is mainly in the people they deal with on a daily basis.

Chief Gundersen asked if there was a job description for a VA police officer that she could review. Chief Conley explained that there is a VA near the police station in his community, and his experience is that it essentially operates in the same way as a municipal police department. Attorney Masotta offered to pull a job description if the Subcommittee desired to see one. Chief Gundersen said she was comfortable that working as a VA police officer suffices, but she would like to have job descriptions for future break-in-service issues. MPTC General Counsel Jim O'Brien asked Officers Dufault and Rebello if they do in-service training on a regular basis. They confirmed that they do.

Chief Gundersen inquired if their FLETC training was required for them to attend the VA academy. Officer Dufault said that it was not, and the VA runs its own academy.

A motion was made by Chief Gundersen and seconded by Superintendent Cullinane that the time spent by Nathan Dufault and Ryan Rebello as VA police officers did not constitute an interruption-in-service. A vote was taken, and the motion passed unanimously.

IV. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

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

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 435 on the April Bridge Academy I-P Class List. Coursework was completed, and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Superintendent Cullinane to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 435 on the April Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

V. REQUEST FOR MODIFIED ACADEMY TRAINING

1. Michael Cronin

Quincy PD

Quincy PD is requesting modified academy training for Officer Michael Cronin, who is set to begin the Lynnfield Academy in June. Officer Cronin was an officer for Quincy PD for many years after completing a full-time academy in 1994. In 2007, he suffered a back injury and went out on disability retirement. However, he was recently cleared by PERAC to return to work as a full-time officer. He is currently 54 years old. Given his prior experience as a police officer, prior completion of a full-time academy, and his age, Quincy PD is requesting that he be allowed to attend the upcoming Lynnfield Academy without being required to repeat the stress and full physical training.

Officer Cronin, Quincy PD Chief Mark Kennedy, and Representative Richard Wells, Jr., were present at today's meeting. Officer Cronin expressed that he is eager to return to work and has been working hard to improve his health and fitness. He said he will do whatever it takes to come back to work. But his understanding is that there have been waivers of the stress and PT requirements for officers in his situation in the past, and he believes he would benefit from such a waiver in light of his age and previous injury. Chief Kennedy spoke very highly of Officer Cronin and discussed how he was a detective and FTO when he went out on disability. Chief Kennedy said he is a firm believer in stress and physical training, but he believes Officer Cronin's previous service and academy training sufficiently meet the intent of those requirements and granting him this waiver would allow him to focus on the elements of training that are necessary for his successful return to law enforcement, such as updates and changes to the law.

Representative Wells said he has been teaching for the MPTC for more than 30 years and was a staff instructor when Officer Cronin attended the police academy. He recalled a case involving officers from the Boston Police Department who were in a similar situation to Officer Cronin and a court issued a decision in favor of the officers. He recalled that those officers completed a modified academy, much like what Quincy PD is requesting that Officer Cronin be allowed to complete. Representative Wells also discussed his concerns about the ability of departments across the Commonwealth to recruit and retain officers, and said he feels it is important to keep good officers who want to remain on a police force.

Sheriff Coppinger reminded the Subcommittee members about an officer from Webster PD in 2023 who was in a similar situation after he suffered a shoulder injury during execution of a search warrant and was out on disability until PERAC cleared him to return to work more than eight years later. He read the minutes from the March 2023 meeting at which the Committee declined to waive any requirements for entering or completing an academy for the Webster PD officer. Sheriff Coppinger discussed that exceptions have been made to PT requirements for officers in Officer Cronin's position but stressed that these were before the passage of police reform in 2020. Sheriff Coppinger said he believes Quincy's request should be considered by the full Committee.

Chief Conley said he couldn't remember whether they were only being asked to waive the pre-academy fitness standards in the case of the Webster PD officer and noted that they aren't being asked to do that here since Officer Cronin already passed the PAT (and isn't asking for a waiver of the pre-academy fitness test, which he plans to take). Superintendent Cullinane said that if there was a court decision on this issue as referenced by Representative Wells, she would like the opportunity to review the decision in that case. Chief Gundersen agreed that it would be helpful to review such a case.

A motion was made by Chief Conley and seconded by Chief Clark to recommend to the full Committee that, pending acceptance into a full-time MPTC-operated or authorized academy, Officer Conin would be eligible for modified stress and PT training in the academy. A vote was taken, and the motion passed 4-2 (Superintendent Cullinane and Chief Gundersen opposed).

VI. UPDATE ON DISCIPLINARY DISMISSAL APPEALS

There were two recent disciplinary dismissals of student officers, including one from the Randolph Academy and one from Fitchburg State Academy. Hearings will be scheduled.

VII. UPDATE ON INSTRUCTOR CERTIFICATION REVOCATION APPEALS

Since the last meeting, the Subcommittee has issued decisions on seven instructor certification revocation appeals. Sherriff Coppinger will report out on those decisions in the full Committee meeting.

VIII. ADJOURNMENT

At 10:20 a.m., a motion was made by Chief Clark and seconded by Superintendent Cullinane to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.