

Municipal Police Training Committee
Standards Subcommittee Meeting
MPTC Headquarters – Randolph
May 29, 2024

I. CALL TO ORDER

On May 29, 2024, at 9:15 a.m., an in-person meeting of the Standards Subcommittee was called to order at MPTC headquarters in 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

- Chair Kevin Coppinger
- Superintendent Nora Baston
- Chief Jennifer Gundersen
- Major Jon Provost
- Superintendent Richard Sullivan

MPTC Staff Present

- Gina Masotta
- Lara Thomas
- Denise Flagg
- Felisha Arnold
- Elsie Sanon
- Andrea Nardone

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Gundersen and seconded by Superintendent Baston to approve the Standards Subcommittee minutes from the April 17, 2024 meeting. A vote was taken, and the motion passed with one abstention (Major Provost).

III. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS

Temporary Waivers

There were no temporary waivers on the May agenda.

Out-of-State Exemptions

There were two out-of-state exemptions on the May agenda.

1. William Baldwin

Fisher College

- Basic Training:
 - Graduated on November 8, 1997 from a New Hampshire Academy for part-time police officers.
 - Graduated on March 26, 1999 from the 509-hour 117th New Hampshire Police Academy for full-time police officers.
 - Graduated on July 29, 2004 from a 120-hour MCJTC Reserve/Intermittent Academy in Boylston, MA.
- Work Experience as a Law Enforcement Officer: (20+ years)
 - January 1998 – March 1999: part-time police officer for the Atkinson, NH Police Department.
 - March 1999 – May 2011: full-time police officer for the Atkinson, NH Police Department, rising to the rank of Lieutenant.
 - May 2011 – November 2019: full-time police officer for the Plaistow, NH Police Department.
 - June 2021 – March 2022: part-time police officer for the Danville, NH Police Department.
- In-Service/Specialized Training: Yes, with NH, and TY20-TY24 in MA.
- Break in Service: Yes – 2 years.
- CPR/1st Aid Certified: Yes – 4/13/2024 (TY24 in-service complete).
- MPTC Firearms Certified: Yes – 12/8/2023.
- MPTC Police Officer Core Competency Exam: Yes – 4/19/24 (85%).

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that William Baldwin be granted an exemption from the requirement of completing a fulltime MPTC operated/authorized Police Academy. A vote was taken, and the motion passed unanimously.

2. Jeffrey Ladieu

Endicott College

- Basic Training:
 - Graduated on July 21, 2000 from the 467.5-hour 122nd New Hampshire Police Academy for full-time officers.
- Work Experience as a Law Enforcement Officer: (20 years)
 - July 2000 – November 2020: fulltime police officer for the New Hampshire State Police, rising to the rank of Captain in October 2018.
- In-Service/Specialized Training: Yes, with NH, and TY21-TY23 in MA.
- Break in Service: Yes – 3.5 years.
- CPR/1st Aid Certified: Yes – 5/21/2024 (TY24 in-service complete).
- MPTC Firearms Certified: Yes – 2/27/2024.
- MPTC Police Officer Core Competency Exam: Yes – 5/19/2024 (70%).

A motion was made by Chief Gundersen and seconded by Superintendent Baston to recommend to the full Committee that Jeffrey Ladieu be granted an exemption from the requirement of completing a fulltime MPTC operated/authorized Police Academy. A vote was taken, and the motion passed unanimously.

IV. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 635 on the May Bridge Academy A-H Class List.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 635 on the May Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 422 and 423 on the May Bridge Academy I-P Class List.

A motion was made by Superintendent Baston and seconded by Chief Gundersen to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 422 and 423 on the May Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 273 through 308 on the May Bridge Academy Q-Z Class List.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that it approve Bridge exemption requests for Officers numbered 273 through 308 on the May Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Bridge Hours

1. Eric Haberman

Ashfield PD

MPTC staff sought guidance from the Subcommittee on a Bridge exemption request submitted by Ashfield PD for Officer Eric Haberman which presents an interruption-in-service issue. Officer Haberman graduated from a reserve/intermittent academy in February 2012. He was appointed a part-time officer for Goshen PD in July 2021 and then sworn as a full-time officer for Ashfield PD in November 2021. Ashfield PD sponsored Officer Haberman for Bridge and attested that he had not had any interruption-in-service of more than five years. After Officer Haberman completed his Bridge coursework, Ashfield PD submitted payroll records to MPTC staff for the 2400-hour requirement. The payroll records included hours he worked for Ashfield PD from November 2021 to April 2024, hours he worked for Goshen PD from July 2021 to April 2024, and hours he worked for West Springfield PD from 2012 to 2014. MPTC staff inquired as to whether and where Officer Haberman worked between 2014 and 2021. West Springfield PD advised that they sponsored

Officer Haberman for the reserve/intermittent academy, and he worked for them as a special police officer from the time he graduated in 2012 until October 30, 2014. According to the information obtained by MPTC staff, Officer Haberman was out of the law enforcement field entirely until August 2020 (more than five years later), when he was appointed deputy sheriff by the Hampden County Sheriff's Office. Hampden provided MPTC staff with his appointment certificate, which is dated August 5, 2020. Hampden also advised that Officer Haberman was hired to work details only, which are not the type of law enforcement shifts that would be counted toward the 2,400-hour Bridge requirement. The question for the Subcommittee is whether Officer Haberman has had an interruption-in-service of more than five years that would make him ineligible for a Bridge exemption.

Officer Haberman, Chief Beth Bezio of Ashfield PD, and Chief Fred Bezio of Goshen PD were present at today's meeting to provide additional information and answer questions from the Subcommittee. They advised that Officer Haberman's appointment with West Springfield PD ran through September 3, 2015. They also advised that they believed he was appointed by Hampden as a deputy sheriff in February 2020 based on information that previously appeared in Acadis. (Officer Haberman's appointment date with Hampden has since been corrected in Acadis based on the appointment certificate produced by Hampden.)

There was extensive discussion about when Officer Haberman actually worked for the various agencies by whom he's been employed, since the language in 550 CMR 3.04 references interruptions in service of five or more years where an officer has "*not performed police duties and functions.*" Major Provost noted that even if Officer Haberman had started with Hampden in February 2020, his break-in-service would have been over five years by then because he had not worked for West Springfield PD since October 2014 according to the information provided by West Springfield PD. Officer Haberman said that he believed he started with Hampden sometime in 2019. Chief Gundersen inquired as to whether he had tax records or any other documentation that would show he worked for Hampden before August 5, 2020. The Subcommittee members present indicated that they would be inclined to find that there was an interruption-in-service of more than 5 years based on the documentation before them but offered Officer Haberman more time to gather additional information.

A motion was made by Major Provost and seconded by Chief Gundersen to table the matter until the next Standards Subcommittee meeting to give Officer Haberman an opportunity to gather more information about his work history and dates of employment. A vote was taken, and the motion passed unanimously.

V. UPDATE ON DISCIPLINARY DISMISSAL APPEALS

On April 23, 2024, the Standards Subcommittee held a disciplinary dismissal appeal hearing for former student officer (SO) Jadalís Gomez, who was dismissed from the Worcester Academy. A decision was issued and will be reported out at today's Committee meeting.

An appeal hearing for former SO Kyle DeCoste, who was dismissed from the Randolph Academy, needs to be scheduled.

VI. UPDATE ON INSTRUCTOR CERTIFICATION REVOCATION APPEALS

On April 23, 2024, the Standards Subcommittee held an instructor certification revocation appeal hearing for Sergeant Nathan Bowolick. A decision was issued and will be reported out at today's Committee meeting.

VII. ADJOURNMENT

At 10:00 a.m., a motion was made by Chief Gundersen and seconded by Major Provost to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.