

Municipal Police Training Committee
Standards Subcommittee Meeting
MPTC Headquarters – Randolph
November 15, 2023

I. CALL TO ORDER

On November 15, 2023, at 9:09 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.

Subcommittee Members Present

- Chair Kevin Coppinger
- Chief Edward Conley
- Superintendent Nora Baston
- Superintendent Richard Sullivan
- Major Jon Provost
- Chief Jennifer Gundersen (arrived at 9:39 a.m.)

MPTC Staff Present

- Jim O'Brien
- Felisha Arnold
- Elsie Sanon
- Denise Flagg
- Gina Masotta

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Superintendent Sullivan and seconded by Superintendent Baston to approve the Standards Subcommittee minutes from the October 19, 2023 meeting. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

III. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS

Temporary Waivers

There was one temporary waiver on the November agenda.

1. John M. Leighton

Scituate PD

- Training:
 - **June 10, 2021:** Graduated from the Massachusetts Law Enforcement Training Alliance (MLETA) Reserve/Intermittent Police Academy.
 - **December 1, 2022:** Completed all Bridge coursework.

- Work Experience as a Law Enforcement Officer:
 - **March 2022 – Present:** Permanent Intermittent Officer for Scituate PD.
- Exigency: The Scituate Police Department currently has three vacancies, which is significant for a department with a complement of 37 total officers.
- CPR/FA Certified: Yes (TY23 in-service complete).
- Firearms Certified: Yes (TY23 in-service complete).
- Expected Academy: Next scheduled Randolph Police Academy in December 2023 or Plymouth Policy Academy in February 2024.

A motion was made by Superintendent Sullivan and seconded by Superintendent Baston to recommend to the full Committee that a 270-day temporary waiver for Officer John M. Leighton be approved. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

Out-of-State Exemptions

There were four out-of-state exemptions on the November agenda.

1. Robert J. Keith

Medford PD

- Basic Training:
 - Graduated June 11, 2016 from the 345.5-hour Western MA Chiefs of Police Association Basic Reserve-Intermittent Training Program.
 - Graduated December 14, 2018 from the 609.25-hour New Hampshire Police Academy.
- Work Experience as a Law Enforcement Officer: 4+ years.
 - December 2018 – September 2023: Fulltime police officer for Durham, NH PD.
- In-Service/Specialized Training: Yes, in NH.
- Break in Service: No.
- CPR/FA Certified: Yes – 10/27/23 (TY24 in-service).
- MPTC Firearms Certified: Yes – 11/6/23 (pistol; rifle; shotgun; less lethal shotgun).
- MPTC Police Officer Core Competency Exam: Yes – 10/26/23 (92%).

2. Skyler S. Bartram

Barnstable Sheriff

- Basic Training:
 - Graduated March 3, 2015 from the 770-hour Florida Law Enforcement Academy.
- Work Experience as a Law Enforcement Officer: 8+ years.
 - March 2015 – June 2023: Fulltime law enforcement deputy, Hillsborough County Sheriff's Office, Tampa, FL.
- In-Service/Specialized Training: Yes, in FL.
- Break in Service: No.
- CPR/FA Certified: Yes – 10/27/23 (AHA/BLS).
- MPTC Firearms Certified: Yes – 10/25/23 (Glock handgun).
- MPTC Police Officer Core Competency Exam: Yes – 11/3/23 (92%).

3. William R. Gorman

Boxborough PD

- Basic Training:
 - Graduated December 12, 2008 from the approximately 650-hour Hartford, CT Police Academy.
- Work Experience as a Law Enforcement Officer: 14+ years.
 - December 2008 – August 2023: Fulltime police officer for Hartford, CT PD.
- In-Service/Specialized Training: Yes, in CT.
- Break in Service: No.
- CPR/FA Certified: Yes – 10/17/23 (HSI/BLS) and 11/9/23 (HSI/Adult First Aid).
- MPTC Firearms Certified: Yes – 10/10/23, 10/17/23, and 10/19/23 (pistol and rifle).
- MPTC Police Officer Core Competency Exam: Yes – 11/2/23 (79%).

4. Chaislyn M. Burgio

Seekonk PD

- Basic Training:
 - Graduated April 23, 2021 from the 532.25-hour 183rd New Hampshire Fulltime Police Academy (doesn't include PT training).
- Work Experience as a Law Enforcement Officer: 2½ years.
 - April 2021 – present: Fulltime police officer for Manchester, NH PD.
- In-Service/Specialized Training: Yes, in NH.
- Break in Service: No.
- CPR/FA Certified: Yes – 11/3/23 and 11/6/23 (BLS CPR/FR).
- MPTC Firearms Certified: Yes – 11/3/23 (Sig P320 pistol).
- MPTC Police Officer Core Competency Exam: Yes – 11/13/23 (85%).

A single motion was made by Major Provost and seconded by Chief Conley to recommend to the full Committee that Officers Robert J. Keith, Skyler S. Bartram, William R. Gorman, and Chaislyn M. Burgio have the necessary training/experience to obtain an exemption from the requirement of completing a fulltime MPTC-operated/authorized Police Academy. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

IV. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 627 on the November Bridge Academy A-H Class List.

A motion was made by Superintendent Sullivan and seconded by Superintendent Baston to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 627 on the November Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 414 on the November Bridge Academy I-P Class List.

A motion was made by Superintendent Baston and seconded by Chief Conley to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 414 on the November Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 93 through 123 on the November Bridge Academy Q-Z Class List.

A motion was made by Major Provost and seconded by Superintendent Sullivan to recommend to the full Committee that it approve Bridge exemption requests for Officers numbered 93 through 123 on the November Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

Bridge Hours

MPTC staff requested Subcommittee guidance on crediting/not crediting law enforcement work hours for one officer enrolled in the Bridge Training Program.

1. Brian Willard

Weymouth PD

Weymouth PD submitted paperwork to the MPTC indicating that Officer Willard was sworn in as a Special Police Officer for the Town of Weymouth in February 2021. He is currently assigned to Weymouth PD's Natural Resource Division as a Natural Resource Officer under the command of the Special Operations Division. One of his duties as a Natural Resource Officer is Animal Control. MPTC General Counsel/Chief-of-Staff Jim O'Brien noted that historically we have not counted animal control hours as patrol hours for Bridge based on guidance from the Subcommittee and Committee.

Officer Willard and Weymouth PD Chief Richard Fuller were present at today's meeting to provide additional information and answer questions. Chief Fuller explained that Officer Willard wears a full police uniform every day, operates a fully marked police cruiser, and patrols the parks and water supply pond in the Town of Weymouth as a Natural Resource Officer. He is issued the same equipment as any patrol officer, including a department firearm, body worn camera, handcuffs, and bulletproof vest. As a Special Police Officer, Officer Willard has the power to make arrests and perform all other police functions, per a Home Rule Petition that passed in the Town of Weymouth in 2016. Chief Fuller said that Officer Willard responds to calls for service, including calls unrelated to animal control, and makes arrests. He also has an office at Weymouth PD.

Sheriff Coppinger asked about Officer Willard's training. Officer Willard said that he completed an intermittent academy in 1999-2000, has been to every in-service training since 1999, and recently completed the Bridge Academy. He has over 6,000 hours with Weymouth PD and would be on the December list for a Bridge exemption.

There was consensus among the Subcommittee members present that Officer Willard's hours as a Weymouth Special Police Officer should be credited as patrol hours, but the matter will be considered by the full Committee too.

A motion was made by Chief Conley and seconded by Superintendent Baston to recommend to the full Committee that Officer Willard's Weymouth PD work hours be credited. A vote was taken, and the motion passed unanimously. (Chief Gundersen was not available to vote.)

V. INTERRUPTION IN SERVICE – 5+ YEARS

There were three break-in-service matters on the November agenda.

1. Peter S. Murray	Millville PD
2. Richard A. Tracy	N/A

Per our CMRs, officers who have an interruption in service of five or more years where they have not performed police duties and functions must go back and re-complete a full police academy. Historically, the Subcommittee and full Committee have considered a move to federal law enforcement to be an interruption in municipal police service, though exceptions have been made.

Peter Murray is an agent for the ATF. Richard Tracy is a U.S. Postal Inspector. Prior to becoming federal agents, both attended full-time MPTC-operated police academies. Agent Murray went on to work for UMass Amherst PD for approximately eight years. Postal Inspector Tracy worked as a patrol officer for Tisbury PD and West Brookfield PD for a total of approximately four years. Thereafter, both moved on to federal service. After long careers with their respective federal agencies, each is looking to return to municipal policing.

Agent Murray hopes to be hired by Millville PD. He was present at today's meeting with Millville PD Chief William Coupe, Jr. to provide the Subcommittee with additional information and answer questions. Agent Murray was hired by UMass Amherst PD in 1993. He attended a fulltime MPTC academy in 1994. He went on to work as a patrol officer, a field training officer, and a detective for UMass Amherst before transferring to the ATF. He attended two academies for the ATF, each consisting of over 700 hours of training. Throughout his ATF career, he was assigned primarily to Massachusetts. He described his work as an ATF agent as an investigative position and akin to that of a local detective. He noted that ATF always worked extensively with TFOs from local departments. As a result, Agent Murray said he has probably been involved in more local search warrants than federal warrants. Agent Murray has been a resident of Millville since 2002 and believes he can be of service to his community.

Postal Inspector Tracy was also present at today's meeting. He is not tied to any department yet. He began his law enforcement career as a patrol officer for Tisbury PD. After six months, he transferred to West Brookfield PD, where he worked for approximately four years. As a Postal Inspector, he was deputized as a Worcester County Deputy Sheriff so that he could swear out his own search warrants and criminal complaints and make arrests. As a result, even though he was a federal agent, he is familiar with Massachusetts criminal law and has been doing work that he believes was akin to local policing. He said he has approached local departments about

employment but is looking for guidance as to whether he would get an exemption before going any further.

Superintendent Sullivan said that he views Agent Murray and Postal Inspector Tracy differently than other federal law enforcement officers considered by the Subcommittee in the past because they attended MPTC academies and worked as local police officers. Superintendent Sullivan also said that based on the information provided today, he views their federal work as akin to that of local detectives in a municipal police department. Accordingly, he does not see their time with their respective federal agencies as an interruption in service. Other members of the Subcommittee present agreed, but the matter will be considered by the full Committee too.

A motion was made by Superintendent Sullivan and seconded by Superintendent Baston to recommend to the full Committee that Agent Murray's time with the ATF should not be viewed as an interruption in service. A vote was taken, and the motion passed unanimously. (Chief Gundersen abstained from voting, as she arrived after the discussion began.)

Since Postal Inspector Tracy is not currently in the hiring process with any particular department, no vote was taken with respect to whether his time with the U.S. Postal Inspection Service constitutes an interruption in service.

3. Jermaine Patterson

Bristol Sheriff's Department

Jermaine Patterson is seeking employment with the Bristol Sheriff's Department and has asked the MPTC for a letter verifying his basic training. He was present at today's meeting to provide information and answer questions. Mr. Patterson worked as an Attleboro police officer for 14 years before stepping down in 2016. He attended an auxiliary academy in 2000, followed by a reserve academy, and then a full-time academy in 2003. In 2016, when Mr. Patterson left Attleboro PD, he started a private business. But he stayed on with Attleboro PD as a sworn reserve officer working details until May 2020. During that time, he attended all in-service training except for firearms since 2019. Mr. Patterson presented certificates from the Attleboro town clerk to the Subcommittee showing that his last term as a sworn police officer with Attleboro PD expired on May 15, 2020.

Jim O'Brien noted that historically the Subcommittee has not credited details as patrol duties. Chief Gundersen said she believes Mr. Patterson's interruption in service started on May 15, 2020, when his last term as a sworn police officer expired. Chief Gundersen noted that Mr. Patterson may not have been assigned to any patrol shift after he stepped down as a full-time officer in 2016, but he remained a sworn officer working details and attending in-service training until May 15, 2020.

A motion was made by Chief Gundersen and seconded by Superintendent Baston that Jermaine Patterson's break in service started on May 15, 2020 and he was in service as a sworn police officer prior to that date. A vote was taken, and the motion passed unanimously.

VI. UPDATES ON DISCIPLINARY DIMISSION APPEALS

Sheriff Coppinger will report out at today's full Committee meeting the three decisions on disciplinary dismissal hearings that have issued since the last meeting.

VII. ADJOURNMENT

At 10:17 a.m., a motion was made by Chief Gundersen and seconded by Superintendent Sullivan to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.