

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Headquarters, Randolph, MA
May 21, 2025

Call to Order

On May 21, 2025, at 10:17 a.m., Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at 42 Thomas Patten Drive, Randolph, MA. Advance notice of the meeting was posted in compliance with the open meeting laws. A quorum of the fifteen-member Committee was present. The meeting was recorded and broadcast over Microsoft Teams.

Attendees: Voting Members

Chief James Hicks	Present
Sheriff Tom Bowler	Present
Sergeant Detective Eddy Chrispin	Present
Chief Brian Clark	Present
Chief Edward Conley	Present
Sheriff Kevin Coppingner	Present
Chief Ryan Couture	Present
Superintendent Lanita Cullinane	Present
Chief Jennifer Gundersen	Present
Division Chief Mary H. Nguyen	Present
Lieutenant Colonel Jon Provost	Present
Secretary Terrence Reidy	Present
Detective Jennifer Sattler	Absent
Superintendent Richard Sullivan	Absent
Deputy Chief Christine Amendola	Absent

EOPSS/MPTC Staff

Secretary Terrence Reidy, Undersecretary Gina Kwon, Atty. John Melander, Atty. Ryan Mingo, Executive Director Rick Rathbun, Deputy Executive Director Amy Fanikos, Atty. Jim O'Brien, Atty. Gina Masotta, Atty. Andrea Nardone, Tanya Hardiman, Lisa Caputo, Jen Sears, Denise Mellon, Josh Orenberg, Eric Lederman, Elsie Sanon, Tori Koch, Felisha Arnold, Cassandra Cahill, James Gribaudo, Aiesha Grenier, Luther Joseney, Deborah Clark, Kelsey Whelihan, and Thomas Karns.

Guests

MSP Major Jody Greene, Representative Richard Wells, Officer Michael Cronin (Quincy PD), nonvoting member Jeffrey Scott (Parole).

Announcements

Chief Hicks acknowledged and welcomed two new members of the Committee, Berkshire County Sheriff Tom Bowler and MSP Major Jody Greene.

Sheriff Coppinger introduced Sheriff Bowler, who began his career with Pittsfield PD as a patrol officer and detective before being elected as Berkshire Sheriff. Sheriff Coppinger said his experience will allow him to see things from the perspective of both a municipal police officer and sheriff. Sheriff Bowler described his 40-year career in law enforcement and said he looks forward to working with the Committee.

Lieutenant Colonel Provost thanked the members of the Committee for the opportunity to be a part of their work and introduced Major Greene, who will be replacing him. Major Greene described his career for the Committee, which began in 1990 at the Worcester County House of Correction as a correction officer. He then worked as a municipal police officer for Sterling and Boylston, before joining MSP in 2000. He noted that he has spent a significant amount of time doing training work at the MSP Academy and said he looks forward to working with everyone on the Committee.

Chief Hicks thanked Lieutenant Colonel Provost for his time on the Committee and Subcommittee and for all the work he has put in.

Review/Approval of Meeting Minutes

A motion was made by Sheriff Coppinger and seconded by Chief Clark to approve the minutes of the April 16, 2025, meeting. A vote was taken, and the motion passed with one abstention (Sheriff Bowler).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the May agenda.

Out-of-State Exemptions

There were two out-of-state exemption requests on the May agenda:

Jeffrey Magner	Rockport PD
Andrew Fournier	Harvard University PD

At its meeting earlier this morning, the Standards Subcommittee reviewed and made a favorable recommendation to approve both exemption requests.

A motion was made by Sheriff Coppinger and seconded by Chief Couture to approve the out-of-state exemption requests for Jeffrey Magner and Andrew Fournier. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 647 and 648 on the May Bridge Academy A-H Class List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Superintendent Cullinane to approve the Bridge exemption requests for Officers numbered 647 and 648 on the May Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

A Bridge exemption request for Officer numbered 436 on the May Bridge Academy I-P Class List was reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Superintendent Cullinane to approve the Bridge exemption request for Officer numbered 436 on the May Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 346 and 347 on the May Bridge Academy Q-Z Class List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Chief Clark to approve the Bridge exemption requests for Officers numbered 346 and 347 on the May Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Civil Service Hybrid Hiring Training Waiver

Malden PD is seeking to hire Daniel DiVincenzo via the new Civil Service hybrid hiring process, which allows departments to draw from a locally generated pool of candidates and bypass the traditional civil service exam process. To be placed on the alternate hiring track, a candidate must (1) meet the minimum age requirement; (2) meet the minimum educational requirement; (3) pass the HRD medical exam; (4) pass the PAT; and (5) meet one of the following additional requirements:

- Future successful completion of an MPTC-approved police academy.
- Receipt of a passing mark within the last 5 years on (a) the civil service exam, (b) a qualifying exam administered by the appointing authority that has been validated by a test-development expert and tests the knowledge, skills, or abilities to perform the primary duties of the position, (c) any other exam approved by the administrator in consultation with individuals deemed to be subject matter experts in the policing profession.
- Current service in MA as a salaried police officer certified by POST.
- Graduation within the last 5 years from an MPTC-approved police academy.
- Receipt of a waiver from the MPTC excusing the named candidate from further academy training.

Daniel DiVincenzo graduated from a full-time MPTC academy in November 2011 and went on to work as a full-time officer for Beverly PD until August 2022, when he left to join ATF. He remains with ATF today, assigned to their WVA office. Special Agent DiVincenzo meets our basic training requirement since he completed a full-time academy and hasn't had an interruption-in-service of

five or more years, so he doesn't need to complete an academy in the future. But he didn't graduate from an MPTC academy in the last five years and isn't currently serving as a POST-certified officer in MA. Though most candidates would likely meet one of the above-enumerated additional requirements, he doesn't. When that happens, HRD is looking to MPTC for confirmation that the candidate meets MPTC's basic training requirement and doesn't need further academy training. HRD refers to this confirmation as a "waiver."

Chief Hicks asked for confirmation that the Subcommittee made a positive recommendation. Attorney Masotta confirmed they did.

A motion was made by Chief Gundersen and seconded by Chief Clark that Daniel DiVincenzo meets the MPTC's minimum basic training requirement and does not need any additional recruit academy training, but before working as a municipal officer again, he must complete all outstanding in-service training missed during his interruption-in-service, which began when he joined the ATF in August 2022, and successfully complete the core competency exam (if his interruption-in-service extends beyond three years). A vote was taken and the motion passed unanimously.

Request for Modified Academy Training

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. After suffering a back injury, he went out on disability retirement in 2007. 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.

This matter was before the Standards Subcommittee at its meeting last month. The Subcommittee members discussed a similar case that came before them in 2023 involving an officer from Webster PD. The Webster officer sustained 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. During the Subcommittee meeting, Sheriff Coppinger read the minutes from the full Committee meeting in March 2023, at which the Committee declined to waive any Academy fitness requirements for the Webster PD officer. The Subcommittee discussed that exceptions have been made to PT requirements for officers in Officer Cronin's position in the past but noted that those cases were before the passage of police reform in 2020. The Subcommittee also discussed whether, in the case of the Webster officer, they were only being asked to waive the *pre-academy* fitness standards and noted that they weren't being asked to do that in this case since Officer Cronin already passed the PAT and planned to take the pre-entry fitness test. Ultimately, the Subcommittee agreed that Quincy's request should be considered by the full Committee. A motion passed 4 to 2 to recommend to the full Committee that, pending acceptance into a full-time MPTC-operated or authorized academy, Officer Cronin would be eligible for modified stress and PT training in the academy.

Officer Cronin was present at today's Committee meeting, along with Representative Richard Wells. Attorney Masotta said that Officer Cronin and Representative Wells were also at the Subcommittee meeting last month, along with Quincy PD Chief Mark Kennedy. She noted that Representative Wells spoke on behalf of Officer Cronin at last month's Subcommittee meeting and recalled a case involving a group of Boston PD officers in a similar position to Officer Cronin where a court ruled

in their favor, allowing them to forgo the full PT training in the academy. Representative Wells also said he was told about a more recent case involving an MBTA officer in a similar situation with a similar result. Attorney Masotta reported to the Committee that she was not able to find either the Boston or MBTA case after doing research. She said she checked with Boston PD's legal counsel on the Boston case but hasn't heard back. She also checked with Superintendent Sullivan regarding the MBTA case, but he had no recollection of such a case. Chief Hicks also said he had no recollection of either case.

Attorney Masotta also read an email from Chief Kennedy, who was not able to be at today's Committee meeting, but urged the Committee to grant the request.

Secretary Reidy asked if there is a medical reason why this waiver is necessary. Chief Hicks spoke about how, before police reform, there were many officers who came off disability retirement and were allowed into academies but did not have to participate in the full stress training or PT and did not have to wear the khaki SO uniforms. He recalled that those who ran the academies back then found this practice to be detrimental to morale. At the same time, some student officers believed it was beneficial to have classmates in the academy who had already worked in the field.

Officer Cronin thanked the Subcommittee for moving his request to the full Committee and spoke about his education and career history. He said he began his career in March of 1989 as a police dispatcher for the city of Quincy PD. He became a patrolman in 1994 after completing a full-time police academy in Canton. Thereafter, he completed a significant amount of additional police training. He explained that his back injury originated from an incident in 2000 when he was rear-ended while in his cruiser in Quincy. He aggravated the injury two years later while wrestling a suspect to the ground on duty. He was unable to get back up after the altercation. He attempted to come back and worked light duty for several years until he was granted full retirement disability by PERAC in 2007. A few years ago, he began to explore the possibility of returning to work and PERAC recently approved his full-time return. He began working on getting physically fit, and has now passed the PAT and pre-academy fitness test for entry into the Lynnfield Academy. His concern is that he may not be able to complete all the rigorous physical training required during the academy.

Representative Wells asked the Committee to consider granting the request for modified PT for Officer Cronin so that he may return to work. He spoke at length about the difficulties of recruitment and retention of police officers today and said he feels it is important to allow those who want to come back from injury to do so.

Chief Clark said he feels that we should support this request. Officer Cronin has passed the PAT and pre-academy fitness test, and his Chief wants him back. He feels the Committee should be flexible, as recommended by Representative Wells, and allow Officer Cronin's request for modified PT.

Chief Hicks expressed concern about consistency moving forward. He understands they need to be flexible, but he feels this needs to be balanced with being consistent with cases that have come before them in the past and will come before them in the future. He talked about what guidelines would need to be in place before the Committee could allow something like this.

Chief Conley acknowledged that consistency is important but said he doesn't believe someone with Officer Cronin's experience should be subject to the same training as new recruits. He feels that the modified PT could be managed by the academy PT instructors based on the physical restrictions that

Officer Cronin has. Sheriff Coppinger agreed that consistency is necessary but said these cases are all different and each should be looked at individually.

Secretary Reidy acknowledged Officer Cronin's impressive background but reminded the Committee they have had to make tough decisions in the past. He said it's important to look at the precedent they will set. He also said that the legislation is very clear, and their flexibility has essentially been taken away because of the mandates. He expressed concern about making a decision without an opinion on the legal implications. He suggested there could be an argument that reasonable accommodations should be made for Officer Cronin with regard to PT, but it needs to be looked at closely as any decision will be tested.

Chief Hicks asked MPTC General Counsel Jim O'Brien to speak to the memo he was asked to write on behalf of the Committee when they considered the Webster case in 2023. Attorney O'Brien recalled that the memo spoke to the authority of the Committee to allow modifications to academy training and set forth the Committee's options in that case. He recalled that ultimately they determined there was no rule as to how many times someone can try to get into an academy, so the Webster officer was allowed to take the pre-academy fitness test several times until he finally passed. He then completed the full academy without any accommodations.

Chief Hicks said he would like to know from academy staff what modified training would look like and how long it would take to determine that. Undersecretary Kwon expressed concern about putting MPTC and academy staff in a tough position if modifications are allowed and the staff have to determine what those modifications or accommodations should be.

Colonel Rathbun asked if the Subcommittee vote considered the mid-academy fitness assessment. Chief Conley said the vote during the Subcommittee's April meeting was on a broader request for a waiver of stress and physical training in the academy, which he assumed would include all standards.

Chief of Training Nardone informed the Committee that they are in the process of hiring a PT manager who would handle these situations. But we do not make modifications to PT without a doctor's note stating what can and can't be done. She is concerned about reinjury and feels that accommodations can be a slippery slope. If the door is opened for fitness accommodations for veteran officers returning after an interruption-in-service, are we opening the door to accommodations for recruits as well.

Sergeant Detective Chrispin said he feels this is an issue that hasn't been properly addressed. Once an officer has completed an academy, there are no fitness standards and many veteran officers aren't physically fit enough to meet academy PT standards anymore. He feels we should be looking at the reasoning behind the academy fitness standards. If there are valid job-related reasons, we should not stray from those standards.

Chief Hicks stressed that we would need guidance from a medical professional to support any accommodations. Secretary Reidy said he would like to see a doctor's note as well because it is the responsibility of Officer Cronin and the City of Quincy to demonstrate the need for a training accommodation or waiver.

There was discussion about time constraints in this case for obtaining legal and/or medical guidance as the Lynnfield Academy is set to begin on June 2, 2025.

Officer Cronin clarified that he is not requesting a waiver from the PT, just modifications to what he would be required to do and a waiver of the mid-academy fitness assessment. He would put in all the same hours as the recruits. Officer Cronin is concerned about not being able to finish the academy if he is not given this waiver. He is confident that he can participate in the rest of the PT with modifications.

Secretary Reidy noted that if the primary concern is the midpoint fitness assessment, then the Committee has time to seek a legal opinion and medical guidance.

Chief Hicks explained to Officer Cronin that he would be able to start the Lynnfield academy on June 2nd but would leave the meeting today without knowing the Committee's decision on his request. There would be a risk of the Committee denying his request after he has already begun the academy. It was suggested that Officer Cronin could defer to the Randolph Academy, which starts in early August and would give everyone more time on this issue.

Chief Hick said the Committee would take no action today but will consider the request for modified PT and waiving the mid-point fitness assessment at a future meeting.

Update on Disciplinary Dismissal Appeals

Today's agenda reflects three pending appeals from student officers who were dismissed from academies for disciplinary reasons. A hearing for former student officer John O'Leary will go forward after today's Committee meeting. Former student officer Nyasialys Ortiz Williams has withdrawn her request for an appeal. A hearing for former student officer Burke Cushman will likely be scheduled for July.

Update on Instructor Certification Revocation Appeals

A hearing for former MPTC instructor Michael Doran of Boston PD, whose certifications were revoked, is scheduled for later today.

Since the last meeting, the Standards Subcommittee has issued decisions on six instructor certification revocation appeal hearings. Sherriff Coppinger provided a summary of the facts and reported the Subcommittee's decision on each appeal as follows:

1. *Sergeant David Heikkila, Carver PD* – Sergeant Heikkila's MPTC instructor certification was revoked on March 2, 2025, based on disciplinary violations sustained by Carver PD in 2018. After a hearing on March 31, 2025, the Subcommittee found that Sergeant Heikkila failed to establish by clear and convincing evidence that the revocation of his instructor certification was an abuse of the MPTC's discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law, and permanently revoked his MPTC instructor certification.
2. *Officer Adam Roach, Ludlow PD* – Officer Roach's MPTC instructor certification was revoked on November 22, 2024, based on disciplinary violations sustained by the Ludlow PD in 2022. After a hearing on March 31, 2025, the Subcommittee found that the evidence of intentional misconduct was ambiguous enough to be a mitigating factor and that a more proportionate disposition was suspension of his certification for one year from the date of his revocation.

3. *Sergeant Jordan Cannava, Medford PD* – Sergeant Cannava’s MPTC instructor certification was revoked on January 24, 2025, based on disciplinary violations sustained by the Medford PD in 2019. After a hearing on March 31, 2025, the Subcommittee found that Sergeant Cannava failed to establish by clear and convincing evidence that the revocation of his instructor certification was an abuse of the MPTC’s discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law, and permanently revoked his MPTC instructor certification.
4. *Sergeant Jason Montalbano, Medford PD* – Sergeant Montalbano’s MPTC instructor certification was revoked on January 24, 2025, based on disciplinary violations sustained by the Medford PD in 2006, 2014, 2016, and 2019. After a hearing on March 31, 2025, the Subcommittee found that Sergeant Montalbano failed to establish by clear and convincing evidence that the revocation of his instructor certification was an abuse of the MPTC’s discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law, and permanently revoked his MPTC instructor certification.
5. *Officer Matthew Jones, Medford PD* – Officer Jones’s MPTC instructor certification was revoked on January 24, 2025, based on disciplinary violations sustained by the Medford PD in 2019 and 2024. After a hearing on March 31, 2025, the Subcommittee found that Officer Jones failed to establish by clear and convincing evidence that the revocation of his instructor certification was an abuse of the MPTC’s discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law, and permanently revoked his MPTC instructor certification.
6. *Lieutenant Steven Eramo, UMass Lowell PD* – Lieutenant Eramo’s MPTC instructor certification was revoked on December 20, 2024, based on disciplinary violations sustained by the University of Massachusetts at Lowell PD in 2022. After a hearing on April 16, 2025, the Subcommittee found that permanently revoking Lieutenant Eramo’s instructor certification was disproportionate to the underlying conduct and a more proportionate disposition was suspension of his certification for one year from the date of revocation.

Executive Director’s Report

FY25 Budget. Executive Director Rathbun informed the Committee that agency spending and expenditures remain within the established constraints and allocated budget amounts for FY25. He also announced that because of the work by the Fiscal Team, the MPTC will be awarded the Pinnacle Performer Award from the Supplier Diversity Office (SDO) for FY2024. This award recognizes excellence in supplier diversity efforts across the Commonwealth.

Facilities. Executive Director Rathbun informed the Committee that our Marlborough facility is on track to open at the end of September.

Staffing. Chief of Training Andrea Nardone welcomed Sergeant Thomas Karns as the new Veteran Officer Training Division Manager. Sergeant Karns comes to the MPTC with 25 years of law enforcement experience in the Commonwealth and Florida.

Recruit Training Update. Chief of Training Nardone presented an update on recruit academies, including academy start dates, graduation dates, separations and departures, and demographics.

In-Service and Specialized Training. Chief of Training Nardone presented an update on in-service and specialized training and noted that current statistics, broken down by academy and total number of training hours, are included in the Committee's meeting book today.

Bridge Academy. Chief of Training Nardone reported that the Bridge Academy continues to wind down. Updated numbers on officers who still need to submit confirmation of their 2,400 hours of law enforcement work are included in today's meeting book.

ASHER. Chief of Training Nardone presented an update on the ASHER program. Training is being conducted on ERASE, and all current course offerings are posted in Acadis.

Open Discussion for Items Not Requiring Votes

None.

Old Business

POST/Police Reform/LEA Certification Standards. Attorney Melander reported that there were no updates for this month.

Working Groups. Chief of Training Nardone reported that the Campus Police Training Programs Working Group works regularly with MACLEA (Massachusetts Association of Campus Law Enforcement Administrators) and has been incorporating them into many trainings, including trainings on civil rights, sexual assault, and Title IX. Chief of Training Nardone also noted that our Civil Rights Symposium is scheduled for August 6, 2025, in Norwood and is posted in Acadis. Chief Hicks reported that the Sheriff's Training Programs Working Group has not met but a meeting will be set up soon. Chief of Training Nardone reported that the Fitness Working Group is waiting until a new Fitness Manager is hired before meeting, and Denise Flagg continues to work with the HRD Cadet Program Working Group. Undersecretary Gina Kwon reported that Attorney Ryan Mingo, who recently joined EOPSS, will be joining the Academy Consolidation Working Group and taking Attorney Melander's spot in the group. They will be meeting on the first Tuesday in June.

Matters not known at the time of posting that legally come before the Committee

None.

Next Meeting

The next Committee meeting is currently scheduled for Wednesday, June 18, 2025, in Randolph.

Adjournment

Chief Hicks asked the Committee members to attend academy graduations in their area whenever possible. He again thanked Lieutenant Colonel Provost for his work on the Subcommittee and Committee and congratulated him on his well-deserved promotion.

At 12:14 p.m., a motion was made by Lieutenant Colonel Provost and seconded by Chief Conley to adjourn the meeting. A vote was taken, and the motion passed unanimously.