

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Randolph, MA
January 21, 2026

Call to Order

On January 21, 2026, at 10:17 a.m., Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at MPTC Randolph, 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 (Chair)	Present
EOPSS Secretary Gina Kwon	Present
Deputy Chief Christine Amendola	Present
Sheriff Tom Bowler	Present
Sergeant Detective Eddy Chrispin	Present
Chief Brian Clark	Present
Sheriff Kevin Coppinger	Present
Chief Ryan Couture	Present
Deputy Superintendent John Flynn	Present
Major Jody Greene	Present
Chief Jennifer Gundersen	Present
AAG Mary H. Nguyen	Present
Detective Jennifer Sattler	Present
Superintendent Richard Sullivan	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, Andrea Nardone, Gina Masotta, Jim O'Brien, Tanya Hardiman, Jay Gribaudo, Denise Flagg, Chuck DiChiara, Tori Koch, Jen Sears, Kristen Lydon, Luther Joseney, Steve Cromack, Jason Brennan, Deb Crafts, Cassandra Cahill, Kelsey Whelihan, Josh Cole, Patrick Rogalin, Denise Mellon, Steve Wong, Kris Gottlander, Nilsa Morales, Brian Merrick, Aiesha Grenier, Felisha Arnold, Elsie Sanon, Lynda Kearns, and Ryan Mingo.

Guests

POST Executive Director Enrique Zuniga, Officer William Penkala, Attorney Mark O'Brien, Scott Greb, Officer Jonathan Hart-Shuman, and Chief William Coupe.

Review/Approval of Meeting Minutes

A motion was made by Chief Gundersen and seconded by Deputy Superintendent Flynn to approve the Committee meeting minutes from December 17, 2025. A vote was taken, and the motion passed with three abstentions (Chief Couture, AAG Nguyen, and Deputy Chief Amendola).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the January agenda.

Out-of-State Exemptions

There were five out-of-state exemption requests on the January agenda.

Gabriel Murphy	Chelmsford PD
Ryan Rebello	Rehoboth PD
Chayanne Rosario	Seekonk PD
Nathan March	Boston Housing Authority
James McClafferty	Merrimack College

MPTC Deputy General Counsel Gina Masotta said that a summary of each officer's training and experience is contained in today's meeting book and reported that, at its meeting earlier this morning, the Standards Subcommittee reviewed and made a favorable recommendation to approve the out-of-state exemption requests for the five above-named officers.

A motion was made by Chief Couture and seconded by Detective Sattler to approve the out-of-state exemption requests for Gabriel Murphy, Ryan Rebello, Chayanne Rosario, Nathan March, and James McClafferty. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

There were no Bridge exemption requests on the January A-H Class List.

A Bridge exemption request for Officer numbered 443 on the January Bridge Academy I-P Class List was reviewed and recommended for approval by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Deputy Chief Amendola and seconded by Chief Clark to approve the Bridge exemption request for Officer numbered 443 on the January Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

A Bridge exemption request for Officer numbered 355, Jonathan Hart-Shuman, is on the January Q-Z class list. Coursework was completed and payroll has been verified. Deputy General Counsel Masotta reported that the Standards Subcommittee voted at its meeting this morning to recommend that the exemption be approved by the full Committee, contingent upon a finding by the Committee that Officer Hart-Shuman has not had an interruption-in-service of more than 5 years. Officer Hart-Shuman is on the Committee's agenda today for discussion of the potential interruption-in-service issue.

Interruption-in-Service, 5+ Years

MPTC General Counsel Jim O'Brien reminded the Committee that one of the requirements for an officer to be enrolled in the Bridge Academy training program was certification by the sponsoring department that the officer had not had an interruption-in-service of more than five years. Officer Jonathan Hart-Shuman completed a 318-hour reserve intermittent training program in January 2016. In October 2016, he completed a 160-hour training program required to be a Boston PD Special Police Officer. From October 2016 to March 2021, he worked for Longwood Security, a private security company providing services for the Boston Housing Authority (BHA) as a Special Police Officer (SPO) through Boston PD. In June 2023, he was hired by Millville PD as a reserve officer. Millville PD sponsored Officer Hart-Shuman for the Bridge Academy, and he completed his Bridge coursework in May 2024. He has also completed all required in-service training for TY22 through TY25 and recently accumulated his 2,400 hours of law enforcement work. When Millville PD submitted a request for a Bridge exemption, MPTC staff discovered the potential break-in-service issue. By the time Officer Hart-Shuman started working for Millville PD, it had been 7 ½ years since he graduated from a reserve academy. The question is whether his work for Longwood Security consisted of police duties and functions which avoids a 5+ year interruption-in-service.

Officer Hart-Shuman was before the Standards Subcommittee on this question at its December meeting. Sheriff Coppinger spoke about the Subcommittee's discussion in December and recounted Officer Hart-Shuman's description of his job duties with Longwood Security, which included patrolling in uniform, being issued and carrying a firearm, responding to calls for service, the power of arrest, assisting with booking at a Boston PD station, and testifying in court when necessary. The Subcommittee members present at the December meeting voted 3 to 1 that Officer Hart-Shuman's work for Longwood Security consisted of police duties and functions and that he had not had an interruption-in-service of more than 5 years.

General Counsel O'Brien advised the Committee members that, in September 2023, Hampden County Deputy Sheriff Thomas Caron was before the Subcommittee on the question of whether hours he worked as a "Security Officer II" at Mercy Medical Center constituted police duties and functions. At the time, Deputy Sheriff Caron was sworn as a special police officer through Springfield PD, making it a similar position to Officer Hart-Shuman's at Longwood Security. The Subcommittee voted not to count Deputy Sheriff Caron's hours at Mercy Medical Center toward the 2,400 hours of law enforcement work required for a Bridge exemption.

Chief Hicks said that several years ago there was a lot of discussion about Boston PD special police officers under Rule 400 and their status as law enforcement officers. Notably, Boston PD made some very significant changes to the program after police reform and essentially eliminated it.

Secretary Kwon expressed concern about the consistency of decisions by the Committee and Subcommittee and said she feels that the Committee needs to look at positions, not people. She said that, before making any decision on this matter, she wants to know Boston PD's stance on whether these special police officers were viewed as performing police duties and functions that augmented or supplemented the police duties and functions performed by Boston police officers. She asked Boston PD Deputy Superintendent Flynn if he could get more information for the Committee.

Chief Coupe spoke in support of Officer Hart-Shuman and elaborated on his duties with Longwood Security. Chief Hicks said the Committee needs to know more about Officer Hart-Shuman's work when he was with Longwood Security and asked Chief Coupe to work with Boston PD and Officer Hart-Shuman to get additional information. The matter was tabled until next month's meeting.

Update on Student Officer Disciplinary Dismissal Appeals

A hearing was held on December 8, 2025, for former Student Officer (SO) Burke Cushman, who was dismissed from the Randolph Academy. A decision from the Subcommittee is pending. Today's agenda also reflects one pending appeal by former SO Jhiriq Tyler, who was dismissed from the NECC Academy. A hearing needs to be scheduled for his appeal.

Update on Instructor Certification Revocation Appeals

There are pending appeals by seven MPTC instructors whose certifications have been revoked, including: Hannah Greene of Orleans PD; Christopher Bartolomei of Falmouth PD; Armando Feliciano of Barnstable PD; Bryan Derochea of Mashpee PD; Thomas Feraco of Worcester PD; Kyle Kidger of the Essex County Sheriff's Department; and Daniel Rose of Brandeis University PD. Their hearing dates have not yet been scheduled.

Since the last meeting, the Standards Subcommittee issued a decision on one instructor revocation appeal hearing. Sheriff Coppinger provided a summary of the facts and reported the Subcommittee's decision as follows:

1. *Officer Aaron Fitzpatrick, Massachusetts Environmental Police* – Officer Fitzpatrick's MPTC instructor certifications were revoked on October 17, 2025, based on disciplinary violations sustained by the Massachusetts Environmental Police in 2024. After a hearing on December 8, 2025, the Subcommittee found that Officer Fitzpatrick failed to establish by clear and convincing evidence that the revocation of his instructor certifications was an abuse of the MPTC's discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law. However, the Subcommittee also found that the circumstances did not warrant permanent revocation of his instructor certifications, but rather a six-month suspension of those certifications beginning October 17, 2025 and ending April 17, 2026.

Executive Director's Report

FY26 Budget Update. MPTC Executive Director Rick Rathbun said that all spending and expenditures remain within established constraints and allocated budget amounts for FY2026.

Facilities. MPTC Chief Operating Officer Kristen Lydon said she had nothing new to report.

Recruit Training Update. MPTC Chief of Training Andrea 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. Current statistics for in-service and specialized training, broken down by academy and total number of training hours, are included in the Committee's meeting book today.

Executive Director Rathbun told the Committee that officers failing to show up for specialized training courses has become a costly problem for the MPTC. MPTC staff are discussing potential ways to address the issue, particularly for officers who don't let staff know that they won't be attending a training course in which they were enrolled. Executive Director Rathbun said he anticipates presenting a "no-show" policy for the Committee's review at a future meeting.

Bridge Academy. Chief of Training Nardone reported that the Bridge Academy A-H Class has 102 officers who need to complete their 2,400 hours and apply for an exemption. The I-P Class has 65 officers in the same position. The Q-Z class has 52 officers who need to complete their hours and apply for an exemption and 2 officers who are on a leave of absence. Updated numbers are included in today's meeting book. Chief of Training Nardone also reminded the Committee that the deadline for submission of hours for a Bridge exemption is December 31, 2026. MPTC staff expect to present a proposal at the February Committee meeting for the final deadline for officers to submit their 2,400 hours and request a Bridge exemption.

ASHER. Chief of Training Nardone updated the Committee on the ASHER program in John Mazza's absence. Updated information is included in the Committee's meeting book today. A new curriculum for AAIR was released on January 12, 2026, and all instructors will be trained and certified in the new curriculum. There is an AAIR class for chiefs and senior staff scheduled for February 19-20 in Billerica and March 30-31 in Worcester. An AAIM (Active Attack Incident Management) class has been scheduled for May 4-5 in Milford.

Open Discussion for Items Not Requiring Votes

MPTC Deputy Executive Director Amy Fanikos welcomed Patrick Rogalin, who was hired as Range Manager in December for the Marlborough Academy, and told the Committee about his extensive military experience.

Deputy Director Fanikos also congratulated MPTC Instructor Certification Coordinator Lynda Kearns on her upcoming retirement and thanked her for her 35 years of service to the Commonwealth. Lynda was presented with a certificate honoring her years of service. She thanked everyone and expressed her appreciation to everyone she has worked with. Chief Hicks thanked her for her time with the MPTC and wished her well.

Old Business

POST Police Reform Updates. None.

POST LEA Certification Standards. EOPSS Attorney Ryan Mingo updated the Committee on the *Detainee Transportation* standard and reported that POST has addressed all the Committee's feedback. He said he expects an updated draft from POST soon. Attorney Mingo said he received no feedback from the Committee members regarding the *Collection and Preservation of Evidence* standard. Finally, he presented a draft of the *Internal Affairs and Officer Complaint Investigation Procedures* standard and asked for feedback by February 11th so we can discuss it at next month's Committee meeting.

Working Groups. Chief of Training Nardone informed the Committee that the Fitness Working Group met in December and will be meeting again on February 5, 2026. They are working toward establishing a single assessment center where all PT assessments will be held so that testing is more standardized. The Campus Police Training Programs Working Group, led by MPTC Deputy Chief of Training Deb Crafts, will next meet on February 6, 2026. Chief Hicks reported that the Sheriffs' Training Programs Working Group met once since the last Committee meeting and has another meeting scheduled for later today, which will include members of POST and the MA Sheriffs' Association. Chief Hicks said he anticipates having an update for the Committee at the February meeting.

Medical Examination Requirements for Academy Entrance. Chief Hicks informed the Committee that he has nothing new to report today, but he will be working with Secretary Kwon to gather more information and will share updates with the Committee when available.

New/Updated MPTC Policies. Executive Director Rathbun informed the Committee that there are no new policies to present today, but onboarding of PowerDMS has begun. The software will assist the MPTC with policy management and document maintenance. Each Committee member will have an account and access to the software and associated files as needed and will be provided with login instructions and guidance once all user accounts have been established.

TY26 In-Service Training Update. Deputy Executive Director Fanikos informed the Committee that the release of additional TY26 online in-service training courses has been delayed. Five of the nine courses are available online. The remaining four are being tested now and should be completed by January 30, 2026.

New Business

ROC Rifle Curriculum. Chief of Training Nardone reported that MPTC Statewide Firearms Coordinator Jason Brennan has revised the ROC rifle curriculum and reduced it from a five-day program to a three-day program. She said the change will allow us to add ECW training into the ROC curriculum, and we expect to roll out the revised rifle program when the Marlborough range opens. Lieutenant Brennan summarized for the Committee the changes made to the rifle curriculum and emphasized that we are delivering the same material, just in a shorter amount of time and without unnecessary material. He said it should not require any additional training by departments.

Executive Director Rathbun thanked Lieutenant Brennan and Statewide Defensive Tactics Coordinator Chuck DiChiara for the work they do and congratulated Officer DiChiara on his recent retirement.

Next Meeting

The next Committee meeting is currently scheduled for Wednesday, February 18, 2026, in Randolph.

Adjournment

At 12:19 p.m., a motion was made by Secretary Kwon and seconded by Sergeant Detective Chrispin to adjourn the meeting. A vote was taken, and the motion passed unanimously.