

**Municipal Police Training Committee**  
**Full Committee Monthly Meeting Minutes**  
**MPTC Headquarters, Randolph, MA**  
**April 16, 2025**

**Call to Order**

On April 16, 2025, at 10:33 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
Sergeant Detective Eddy Chrispin	Present
Chief Brian Clark	Present
Chief Edward Conley	Present
Sheriff Kevin Coppinger	Present
Chief Ryan Couture	Present
Superintendent Lanita Cullinane	Present
Chief Jennifer Gundersen	Present
AAG Mary Nguyen	Present
Major Jon Provost	Present
Secretary Terrence Reidy	Present
Detective Jennifer Sattler	Absent
Superintendent Richard Sullivan	Absent
Deputy Chief Christine Amendola	Absent

**EOPSS/MPTC Staff**

Undersecretary Gina Kwon, Atty. John Melander, Executive Director Rick Rathbun, Atty. Jim O'Brien, Atty. Gina Masotta, Atty. Andrea Nardone, Tanya Hardiman, Lisa Caputo, Jen Sears, Denise Mellon, Aiesha Grenier, Josh Orenberg, Eric Lederman, Elsie Sanon, Deb Crafts, Tori Koch, Denise Flagg, Felisha Arnold, Lisa Kaynakian, Acadia Johansongordet, Yola Cabrillana, James Gribaudo, and Kelsey Whelihan.

**Guests**

Cambridge Assistant City Solicitor Franz Lepionka, Cambridge PD Deputy Superintendent Peter Vellucci, Attorney Alan McDonald, Cambridge PD Officer Kevin Medeiros, Cambridge PD Officer Joseph Kelley, Holden PD Chief Tim Sherblom, Holden PD Deputy Chief Chris Noyes, Worcester PD Sergeant Timothy Segur, and Worcester PD Captain Chris Murphy.

## **Review/Approval of Meeting Minutes**

**A motion was made by Chief Gundersen and seconded by Chief Clark to approve the minutes of the March 17, 2025, meeting. A vote was taken and the motion passed with two abstentions (Sheriff Coppinger and Superintendent Cullinane).**

## **Announcements**

Chief Hicks acknowledged and welcomed AAG Mary Nguyen to her first meeting filling in for AAG Stacey Pichardo while she is out on maternity leave.

## **Police Standards and Training**

### **Temporary Waivers**

There were no temporary waiver requests on the April agenda.

### **Out-of-State Exemptions**

There were five out-of-state exemption requests on the April agenda:

Olivia Steddom	Westborough PD
Adam Lane	Merrimack College
Brendan Fitzpatrick	Blackstone PD
Russell Counts	Gardner PD
Matthew Chorzewski	Northeastern University

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

**A motion was made by Sheriff Coppinger and seconded by Chief Couture to approve the out-of-state exemption requests for Olivia Steddom, Adam Lane, Brendan Fitzpatrick, Russell Counts, and Matthew Chorzewski. A vote was taken, and the motion passed unanimously.**

### **Bridge Academy Exemptions**

There were no Bridge exemption requests for the A-H or Q-Z class lists this month.

A Bridge exemption request for Officer numbered 435 on the April 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 Sheriff Coppinger and seconded by Chief Conley to 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.**

### **Interruption-in-Service, 5+ Years**

Cambridge PD recently reached out to MPTC staff regarding two officers who have been “absent from full duty” for several years and sought clarification as to what training would be required before the officers could return to full duty. According to Cambridge PD, Officer Kevin Medeiros has been absent from full duty from June 28, 2018, to the present (almost 7 years) and Officer Joseph Kelley from November 25, 2016, to the present (approximately 8½ years). For both officers, this period has been a mix of light duty and leave for injuries. During this time, both officers have completed all or most of their mandatory online in-service training but neither has done the CPR practical or any firearms training. Cambridge PD also advised that the work duties of Officers Kelley and Medeiros during this time have been primarily clerical and the same as those performed by civilian employees of the department.

MPTC staff sought guidance from the Subcommittee last month as to whether Officers Kelley and Medeiros have had an interruption-in-service of 5 years or more, which would require them to return to a full-time police academy before performing police duties and functions again. After hearing from Cambridge PD, as well as the two officers and their attorney, the Subcommittee voted 3 to 1 that neither officer has had an interruption-in-service of 5 years or more.

Cambridge PD is seeking review of the matter by the full Committee. Cambridge Assistant City Solicitor Franz Lepionka and Cambridge PD Deputy Superintendent Peter Vellucci were present at today’s Committee meeting and spoke on behalf of Cambridge PD. Officers Medeiros and Kelley were also present, along with their attorney Alan MacDonald.

Chief Hicks asked what “light duty” has entailed for Officers Medeiros and Kelley. Deputy Superintendent Vellucci explained that it’s supposed to be a short-term status to help an officer transition back to work. He described their duties as including data collection, customer service, mail services, fingerprint and paper processing for LTCs, and fulfilling records requests. He said neither has done, nor been eligible to do, any patrol work. They have not been in uniform, worn a duty belt, or carried a firearm during the years that they have been absent from full duty.

Attorney MacDonald discussed the in-service training that both officers have kept up with over the years and how they have both worked hard to return to work. He also reminded the Committee that if they determine that the officers have not had a break-in-service of 5 years or more, the Committee can impose additional training requirements to address any concerns they might have.

Chief Gundersen and Chief Clark talked about how both officers have been reporting to Cambridge PD for work throughout the period in question and completing their online in-service, so they do not believe there has been any interruption-in-service.

Secretary Reidy expressed great concern about the length of time these officers have been absent from full duty and POST requirements.

Sergeant Detective Chrispin asked if Officers Medeiros and Kelley would have been able to take reports of domestic violence or sexual assault. He noted that, in Boston, civilian clerks can take general reports, but certain reports can only be taken by sworn officers. Deputy Superintendent Vellucci stated they would not have been permitted to take reports of domestic violence or sexual assault.

**A motion was made by Chief Gundersen and seconded by Chief Clark that neither Officer Kelley nor Officer Medeiros has had a break in service. A vote was taken, and the motion**

**passed with three opposed (Secretary Reidy, Chief Hicks, and Sergeant Detective Chrispin) and one abstention (Superintendent Cullinane).**

**A motion was made by Chief Gundersen and seconded by Chief Couture that Officers Medeiros and Kelley be required to complete all mandatory in-service training and pass the core competency exam in no more than three attempts within a one-year period. A vote was taken, and the motion passed unanimously.**

The Committee noted that Officers Medeiros and Kelley are not permitted to perform police duties or functions until the above requirements have been met.

#### Update on Instructor Certification Revocation Appeals

Since the last meeting, the Standards Subcommittee issued decisions on seven 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 James Dugan, Paxton PD* – Sgt. Dugan's MPTC instructor certification was revoked on November 22, 2024, based on disciplinary violations sustained by Paxton PD in 2020. After a hearing on January 15, 2025, the Subcommittee found that permanently revoking Sgt. Dugan's instructor certification was disproportionate to the underlying conduct and a more proportionate disposition was suspension of his certification for six months from the date of his revocation.
2. *Lieutenant David Ostrovitz, Marblehead PD* – Lt. Ostrovitz's MPTC instructor certifications were revoked on December 20, 2024, based on a disciplinary violation sustained by Marblehead PD in 2017. After a hearing on January 15, 2025, the Subcommittee found that permanently revoking Lt. Ostrovitz's instructor certifications was disproportionate to the underlying conduct and a more proportionate disposition was suspension of his certifications for six months from the date of his revocation.
3. *Officer Brent Griffin, Greenfield PD* – Officer Griffin's MPTC instructor certification was revoked on November 22, 2024, based on a disciplinary violation sustained by Greenfield PD in 2019. After a hearing on February 13, 2025, the Subcommittee found that permanently revoking Officer Griffin's instructor certification was disproportionate to the underlying conduct and a more proportionate disposition was suspension of his certification for six months from the date of his revocation.
4. *Officer Gary Little, Beverly PD* – Officer Little's MPTC instructor certifications were revoked on December 4, 2024, based on disciplinary violations sustained by Beverly PD in 2014. After a hearing on February 13, 2025, the Subcommittee found that Officer Little 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, and permanently revoked his MPTC instructor certifications.
5. *Officer Nicholas Smith, Chicopee PD* – Officer Smith's MPTC instructor certification was revoked on December 20, 2024, based on disciplinary violations sustained by Chicopee PD in 2019. After a hearing on February 13, 2025, the Subcommittee found that Officer Smith 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. *Officer Gerard Giblin, Boston PD* – Officer Giblin’s MPTC instructor certifications were revoked on December 11, 2024, based on an October 2020 domestic incident, which Officer Giblin reported to the MPTC on December 10, 2024. After a hearing on February 13, 2025, the Subcommittee found that the totality of what Officer Giblin offered at the hearing did not establish by clear and convincing evidence that the MPTC’s revocation of his instructor certifications was an abuse of its discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law. However, the Subcommittee also found that there were mitigating circumstances and a more proportionate disposition was suspension of Officer Giblin’s MPTC instructor certifications for five years from the date of his revocation.
7. *Sergeant Samil Silta, Boston PD* – Sgt. Silta’s MPTC instructor certifications were revoked on December 20, 2024, based on a disciplinary violation sustained by Boston PD in 2004. After a hearing on March 31, 2025, the Subcommittee found that the MPTC acted in good faith when it revoked Sgt. Silta’s instructor certifications based on the information it had at the time. However, the Subcommittee also found that Sgt. Silta established by clear and convincing evidence at the hearing that the information relied upon by the MPTC did not meet the criteria for revocation set forth in the MPTC’s *Instructor Code of Conduct* or the criteria it uses to assess historical misconduct and was thus a revocation “not otherwise in accordance with the law.” The Subcommittee ordered MPTC staff to immediately reinstate Sgt. Silta’s instructor certifications.

### **Executive Director’s Report**

**FY25 Budget.** Executive Director Rathbun informed the Committee that all agency spending is within allocated budget amounts.

**Facilities.** Chief Operating Officer Kristen Lydon informed the Committee that there were no significant updates on the Marlboro facility, but it remains on track to open in late September 2025.

**Recruit Training Update.** 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 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 hold steady. Updated numbers on officers who still need to submit confirmation of their 2,400 work hours are included in today’s meeting book.

**ASHER.** Chief of Training Nardone presented an update on the ASHER program. On March 28, 2025, the ASHER team held its tenth AAIR train-the-trainer class and 24 students completed the class. On April 7, 2025, a Level 1 pilot program for veteran officers was launched and four classes will be rolled out.

**Staffing.** Chief of Training Nardone introduced Kelsey Whelihan, who recently joined the MPTC as the new Basic Training Division Manager. She previously worked as a police officer for ten years at UMass Amherst and Harvard University. Maya Norris also recently joined the MPTC as the new e-Learning Manager.

## **Open Discussion for Items Not Requiring Votes**

None.

## **Old Business**

**Working Groups.** Undersecretary Kwon reported that the Academy Consolidation Working Group held its first meeting, and she is putting together a framework of the things they should be considering as they move forward with their project. MPTC Assistant Legal Counsel Denise Flagg reported that the HRD Cadet Program Working Group met earlier this morning, and they will be drafting a survey so they can determine what the requirements should be for the Cadet Program.

**POST LEA Certification Standards – Update.** EOPSS Deputy General Counsel John Melander advised that we continue to engage with POST regarding the LEA Certification Standards. Executive Director Rathbun also reported that he recently spoke with POST’s Executive Director, Enrique Zuniga. They discussed what will be doable and trainable, and we’re looking forward to moving forward.

**550 CMR 3.00 – Revised/Updated.** MPTC General Counsel Jim O’Brien reminded the Committee members that they previously preliminarily approved an updated draft of 550 CMR 3.00. Thereafter, a public hearing was held in March and additional revisions were made to the draft based on the public comments. A handout was provided to Committee members today which highlights the significant changes to 550 CMR 3.00 and the MPTC’s *Policies and Procedures* that are being presented to the Committee for approval today. Attorney O’Brien walked the Committee through the changes, some of which include removal of the PAT as an academy entrance requirement, changing the age requirement to 21 upon graduation, and requiring a check of the NDI. Attorney O’Brien also discussed the definition of “police duties and function,” which is an important phrase used by both MPTC and POST. He asked the Committee to approve the definition at the end of the handout provided today, which is in line with the definition being used by POST.

**A motion was made by Chief Gundersen and seconded by Chief Conley to approve the proposed definition of “police duties and functions.” A vote was taken, and the motion passed unanimously.**

**A motion was made by Chief Gundersen and seconded by Chief Clark to approve the proposed revisions to 550 CMR 3.00, including the new definition of “police duties and functions” and the addition of the words “actively performing” before the phrase “police duties and functions.” A vote was taken, and the motion passed unanimously.**

**A motion was made by Sheriff Coppinger and seconded by Chief Couture to approve the revisions to the MPTC’s *Policies and Procedures for Operated and Authorized Police Academies*, including the new definition of “police duties and functions” and the addition of the words “actively performing” before the phrase “police duties and functions.” A vote was taken, and the motion passed unanimously.**

## **New Business**

**Holden PD Waiver Request for Firearms Training, Block 2.** Holden PD recently reached out to MPTC staff to request a waiver from completing Block 2 of annual firearms training by June 30, 2025 (end of the TY25 training year). Holden PD Chief Tim Sherblom and Deputy Chief Chris

Noyes were present at today's meeting to discuss their request with the Committee. Deputy Chief Noyes explained that during pistol training exercises in March 2025, a SIG Sauer P320 9mm handgun being used by a Holden PD Lieutenant failed and blew up in his hand. After learning of this incident, Deputy Chief Noyes researched the SIG Sauer P320 and found that there have been several incidents with reported injuries occurring during training with this particular firearm. As a result, Holden PD is replacing all its SIG Sauer P320 handguns with Glocks. The purchase of the Glocks was approved in April 2025, but there is a waiting period of approximately 90-120 days for delivery of the new weapons. The current training year will be over before the waiting period is up. To avoid any further issues or potential injuries with the SIG Sauer P320 weapons that its officers currently have, Holden PD is asking for a waiver of Block 2 of mandatory firearms in-service training. If the waiver is granted, Holden PD anticipates having all officers transitioned to and trained on the new Glock duty weapons by August 1, 2025.

MPTC Executive Director Rathbun explained that when Holden PD initially reached out to MPTC staff about this request for a waiver, he consulted with MPTC's General Counsel and Firearms Statewide Coordinator and they had significant liability concerns given that Holden PD officers are still carrying the SIG Sauer weapons. They agreed that any waiver would need to come from the Committee since Block 2 of firearms training is mandated by the Committee-approved firearms training standards.

The Committee was understanding of the difficult position that Holden PD is in and its concern for the safety of its officers. However, there was consensus among the Committee members that any waiver of mandatory firearms training would present liability concerns for both Holden PD and the Committee, and that Holden PD officers must remain proficient on the SIG Sauer weapons as long as they are carrying them. There was a suggestion that, as a temporary solution, Holden PD could reach out to MCOPA (Massachusetts Chiefs of Police Association) for assistance in possibly obtaining weapons from another department until the new Glocks are delivered.

**A motion was made by Chief Gundersen and seconded by Chief Conley to deny Holden PD's request for a waiver of Block 2 firearms training. A vote was taken, and the motion passed with one abstention (Sergeant Detective Chrispin).**

#### **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, May 21, 2025.

#### **Adjournment**

Chief Hicks reminded the Committee that they will be entering into Executive Session following the open portion of today's meeting pursuant to M.G.L. c. 30A, § 21(a)(3), which permits the Committee to meet in Executive Session "[t]o discuss strategy with respect to...litigation if an open meeting

may have a detrimental effect on the...litigating position of the public body and the chair so declares.”

**At 1:05 p.m., a motion was made by Chief Couture and seconded by Sheriff Coppinger to enter into Executive Session and not reconvene thereafter in open session. A roll call was taken:**

Chief James Hicks	Yes
Chief Brian Clark	Yes
Chief Edward Conley	Yes
Sheriff Kevin Coppinger	Yes
Chief Ryan Couture	Yes
Superintendent Lanita Cullinane	Yes
Sergeant Detective Eddy Chrispin	Yes
Chief Jennifer Gundersen	Yes
AAG Mary Nguyen	Yes
Major Jon Provost	Yes
Undersecretary Gina Kwon	Yes

**The motion passed unanimously, and the Committee went into Executive Session.**