

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Randolph, MA
April 22, 2026

Call to Order

On April 22, 2026, at 10:58 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 15-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
Chief Brian Clark	Present
Sheriff Kevin Coppinger	Present
Chief Ryan Couture	Present
Chief Jennifer Gundersen	Present
AAG Mary Nguyen	Present
Chief James Sartell	Present (not voting)
Detective Jennifer Sattler	Present
Superintendent Richard Sullivan	Present
Deputy Chief Christine Amendola	Absent
Sheriff Tom Bowler	Absent
Sergeant Detective Eddy Chrispin	Absent
Deputy Superintendent John Flynn	Absent
Major Jody Greene	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, Gina Masotta, Jim O'Brien, Andrea Nardone, Tori Koch, Denise Mellon, Jen Sears, Lisa Caputo, Denise Flagg, Felisha Arnold, Elsie Sanon, Aiesha Grenier, Jay Gribaudo, Tanya Hardiman, Josh Orenberg, and Jason Brennan.

Guests

Representative Richard Wells.

Review/Approval of Meeting Minutes

A motion was made by Superintendent Sullivan and seconded by Chief Couture to approve the minutes for the Committee meeting held on March 18, 2026. A vote was taken, and the motion passed with one abstention (Chief Clark).

Announcement

Chief Hicks welcomed Chief James Sartell from Townsend PD to the Committee. Chief Sartell described his background and talked about the importance of the work done by the Committee on police training standards and education. He said he has a passion for police training and is happy to be part of that work.

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.

Matthew Duncan	Billerica PD
Stephen Coughlin	Swampscott PD
Lawrence Carlberg	Oxford PD
Nickolas Bailey	Barnstable PD
Victoria Fullagar	Hopkinton PD

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 all five out-of-state exemption requests. Deputy General Counsel Masotta noted that, because of the discussion at the March meeting regarding the FLETC UPTP, she reviewed the curriculum hours for Victoria Fullagar's UPTP training and found that they are essentially the same as the version approved by the Committee in 2023.

A motion was made by Sheriff Coppinger and seconded by Detective Sattler to approve the out-of-state exemption requests for Matthew Duncan, Stephen Coughlin, Lawrence Carlberg, Nickolas Bailey, and Victoria Fullagar. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 666 on the April A-H 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 Superintendent Sullivan and seconded by Chief Gundersen to approve the Bridge exemption request for Officer numbered 666 on the April Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

There were no Bridge exemption requests on the April I-P Class List.

Bridge exemption requests for Officers numbered 358 and 359 on the April Q-Z Class List presented to the full Committee were reviewed and recommended for approval by the Standards Subcommittee. (Officer numbered 357 on the April Q-Z Class List presented to the full Committee

was inadvertently left off the list presented to the Subcommittee and was thus not reviewed/approved by it.) Coursework for officers 357 through 359 was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Sheriff Coppinger to approve the Bridge exemption requests for Officers numbered 357 through 359 on the April Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Update on Student Officer Disciplinary Dismissal Appeals

Today's agenda reflects one pending appeal by former Student Officer Baltazar Gonzalez, who was dismissed from the Springfield Academy. A hearing on his appeal will be held April 29, 2026.

Since the last meeting, the Standards Subcommittee issued a decision on the appeal by former SO Jhiriq Tyler of his dismissal from the NECC Academy. A hearing was held on March 30, 2026. Sheriff Coppinger provided a summary of the facts and reported that the Subcommittee members in attendance voted unanimously to uphold a Class I *Dishonesty* violation against SO Tyler but reduce his period of ineligibility for enrollment in a subsequent MPTC operated/authorized academy from two years to one year, beginning December 5, 2025, and ending December 4, 2026.

Update on Instructor Certification Revocation Appeals

Today's agenda also reflects pending appeals by six MPTC instructors whose certifications have been revoked. Hearings for two of those instructors have been set for Wednesday, April 29, 2026. Hearings for the remaining four instructors still need to be scheduled.

Executive Director's Report

FY26 Budget Update. MPTC Executive Director Rick Rathbun reported that all spending and expenditures remain within established constraints and allocated budget amounts for FY2026. The Fiscal team is working on closing out the fiscal year in the next quarter. More information on FY2027 will be provided at the May meeting.

Facilities. Executive Director Rathbun provided an update regarding the Marlborough range, which has opened for recruit academy classes. Departments will be surveyed in the upcoming months to determine interest in the range beyond academy and in-service training.

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.

Bridge Academy. Chief of Training Nardone reported that there are 96 officers in the Bridge Academy A-H Class who need to complete their 2,400 hours and apply for an exemption. There are 60 officers in the I-P Class and 51 officers in the Q-Z class in the same position. Updated numbers are included in today's meeting book. Chief Hicks asked for confirmation that the letter informing departments and officers of the requirements to finish Bridge has been distributed.

ASHER. Chief of Training Nardone updated the Committee on the ASHER program in John Mazza's absence. She advised that detailed information, including the number of officers trained and upcoming classes, is in the Committee's meeting book today.

Open Discussion for Items Not Requiring Votes

None.

Old Business

POST LEA Certification Standards. MPTC General Counsel Jim O'Brien provided an update to the Committee on the *Internal Affairs and Officer Complaint Investigation Procedures* standard. POST's updated version is included in today's meeting book. General Counsel O'Brien provided a summary of the changes made by POST based on the Committee's feedback. POST has specifically asked for feedback on potentially including a provision requiring the officer who conducts an internal affairs investigation to be different from the officer who imposes the discipline when possible. Chief Gundersen said she strongly opposes including such a provision, as there are times when the Chief has to both conduct the IA investigation and impose the discipline. She said even if the language only required it "where possible," it will invite public scrutiny of all investigations that do not separate the investigative and disciplinary functions, and why they were not separated.

Working Groups. MPTC Deputy Executive Director Fanikos advised the Committee that the Fitness Working Group met on April 3, 2026. Their discussion focused on standardizing the warmups for PT assessments and creating a list of accepted electrolytes to limit caffeinated drinks from entering the academies. There was no update from the Campus Police Training Programs Working Group, as they will not meet again until after graduation season. MPTC Executive Director Rathbun reported that he met with Melissa Metzke and Bob Ferullo on behalf of the Sheriff's Training Programs Working Group. They are looking at the Correction Officer Curriculum with the hope of moving forward on a crosswalk review and anticipate meeting again at the beginning of June. Deputy Executive Director Fanikos reported that the Academy Consolidation Working Group is preparing to reconvene.

Medical Examination Requirements for Academy Entrance. Chief Hicks informed the Committee that the working group has not yet met but will be scheduling a meeting soon. Chief Couture has been added to the group.

New/Updated MPTC Policies. Executive Director Rathbun indicated that MPTC staff are reviewing updated policies on teleworking and SRO training, but there are no policies for the Committee to review or approve today.

Model Use of Force Policy. MPTC Assistant Legal Counsel Denise Flagg reminded the Committee that they approved the model use of force policy at last month's meeting. The POST Commission voted to approve it the following day at their meeting. It has been posted on the websites of both agencies for departments to access. MPTC and POST are in the process of developing a training schedule, which will likely begin with trainings in June for agency heads and policymakers. Executive Director Rathbun and POST Executive Director Zuniga will be attending association meetings to answer questions.

Chief Hicks relayed that he has received questions from departments asking what is required of them in terms of implementing the policy. Attorney Flagg explained that departments are not required to

adopt the model policy verbatim, but their use of force policies must include all provisions contained in the model policy. She said departments should consider the model policy a floor when developing their use of force policies. Chief Hicks said he wants to be sure that the message is conveyed clearly and departments understand what is required.

New Business

G.L. c. 140, s. 131M - Restrictions on Possession/Use of Firearms in ROC Training. Executive Director Rathbun said that a legal advisory on transporting large capacity feeding devices and assault-style rifles to academies for student officers is in the Committee's meeting book today. He thanked the group tasked with reviewing the Commonwealth's firearms statutes and drafting the advisory. Because student officers are not POST-certified officers until they graduate from the academy, they are not exempted from the prohibition against possessing or carrying large capacity feeding devices and assault-style rifles. Similarly, the MPTC is not a law enforcement agency and therefore has limited ability to store and transport certain firearms. To address the challenges for academy training created by these restrictions, MPTC staff drafted proposed solutions for the Committee's consideration, which can also be found in today's meeting book.

Chief Hicks asked the MPTC's Statewide Coordinator for Firearms Training, Lieutenant Jason Brennan, if there is a significant difference between training with a 10-round magazine and a 15-round magazine and whether training would be impacted if some student officers train with 10-round magazines and others with 15-round magazines. Lieutenant Brennan said that magazine capacity has very little impact on instructors or training drills.

Representative Richard Wells spoke to the Committee about how he is aware of the challenges caused by the firearms statutes. He said he would gladly file legislation seeking amendments to the law once the MPTC decides what language makes sense.

After extensive discussion and review of the proposed solutions, and several amended motions, the Committee voted to make the following changes to firearms training at academies in order to be compliant with firearms laws in the Commonwealth:

A motion was made by Chief Couture and seconded by Chief Clark that, effective immediately, law enforcement agencies with student officers in MPTC-operated and -authorized academies must either: (a) obtain 10-round magazines and issue them to their student officers for use in the academy's handgun training curriculum; or (b) drop off high-capacity magazines at a day, time, and location designated by MPTC staff/instructors before handgun training begins, and then pick them up upon completion of the firearms training at a day, time, and location designated by MPTC staff/instructors. A vote was taken, and the motion passed unanimously.

A motion was made by Superintendent Sullivan and seconded by Chief Clark that, effective May 11, 2026, the MPTC will remove the three-day rifle training from its curriculum for MPTC-operated and -authorized police academies and set a defined schedule for post-academy training on rifles after graduation for any agency that wants to send its new officers, who would then be certified and exempt from the new firearms laws restrictions, back to work with our firearms instructors to get trained and qualified if an agency wanted to have MPTC handle this training on its behalf. A vote was taken, and the motion passed unanimously.

Next Meeting

The next Committee meeting is scheduled for Wednesday, May 20, 2026, in Holyoke.

Adjournment

At 12:57 p.m., a motion was made by Chief Couture and seconded by Detective Sattler to adjourn the meeting. A vote was taken, and the motion passed unanimously.