

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Marlborough
June 17, 2026

Call to Order

On June 17, 2026, at 10:09 a.m., Chief James Hicks called the monthly meeting of the Municipal Police Training Committee to order at MPTC Marlborough, 686 Forest Street, Marlborough, 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
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
AAG Mary Nguyen	Present
EOPSS Designee John Melander	Present
Detective Jennifer Sattler	Present
Chief Jennifer Gundersen	Absent
Chief James Sartell	Absent
Superintendent Richard Sullivan	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, Jim O'Brien, Gina Masotta, Denise Flagg, Andrea Nardone, Ryan Mingo, Kristen Lydon, Tom Karns, Luther Joseney, Kelsey Whelihan, Lisa Lane, Patrick Rogalin, Kaitlyn Mori, Tim Loveless, Jack Dillon, Josh Cole, Jay Gribaudo, and Tanya Hardiman.

Guests

Chief Jay Gearing (W. Springfield PD), Captain Nolan Ryan (W. Springfield PD), Sergeant Ed Gass (MSP), Trooper Eric Grace (MSP), and Scott Greb.

Review/Approval of Meeting Minutes

A motion was made by Chief Couture and seconded by Detective Sattler to approve the minutes for the Committee meeting on May 20, 2026. A vote was taken, and the motion passed unanimously with no abstentions.

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the June agenda.

Out-of-State Exemptions

There was one out-of-state exemption request on the June agenda.

Keith O'Palick Plymouth County Sheriff Department

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

A motion was made by Sheriff Coppinger and seconded by Major Greene to approve the out-of-state exemption request for Keith O'Palick. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 669 and 670 on the June A-H Class List were reviewed and recommended for approval by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Major Greene and seconded by Chief Clark to approve the Bridge exemption requests for Officers numbered 669 and 670 on the June Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 450 through 452 on the June I-P Class List were reviewed and recommended for approval by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Detective Sattler and seconded by Deputy Superintendent Flynn to approve the Bridge exemption requests for Officers numbered 450 through 452 on the June Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

There were no Bridge exemption requests on the June Q-Z class list.

Bridge Hours/West Springfield PD

The Committee discussed the requirements for counting 2,400 hours of work experience towards obtaining a Bridge Academy exemption. Sheriff Coppinger began by summarizing the Subcommittee's discussion and vote last month on hours worked by officers at the Big E but said the Subcommittee would like to have a discussion today on the broader issue of counting details. Chief Hicks provided background on police reform and the development of the Bridge Academy. He reminded the Committee that it was established to help small departments that rely on part-time officers to comply with the standardized training requirements mandated by police reform. MPTC General Counsel Jim O'Brien explained how the Committee came up with the 2,400 hours. Prior to the implementation of police reform, officers appointed to a full-time position had to complete an 800-hour police academy, but part-time officers only had to complete a 375-hour

reserve/intermittent training program. To “bridge” the gap between the two levels of training, part-time officers could enroll in the Bridge Academy and complete 200 hours of additional coursework and skills training plus submit proof of working 2,400 hours of patrol shifts. He said the math that led to the 2,400 hours was not random. It considered the 2 years of work experience required for out-of-state exemptions and also considered the number of hours the Committee believed could reasonably be completed by a part-time officer over a 5-year period (five 8-hour shifts per month for five years equals 2,400 hours).

After the implementation of the Bridge Academy, determining what counts for Bridge hours has become complicated. Because POST requires any officer working a detail to be POST-certified, some departments and officers have argued that it doesn’t make sense that we are not counting details toward the 2,400 hours required for a Bridge Academy exemption.

Sheriff Coppinger expressed concern that POST has moved the goal post a bit since the Bridge Academy was established. For example, civil process deputy sheriffs used to be exempt but now they must be certified because they have the power to arrest. He said the Subcommittee voted this morning to ask the full Committee to consider draft criteria for determining what details should count toward Bridge hours. (Copies of the draft criteria were handed out to all Committee members in attendance.) Sections I and II of the draft criteria distinguish between a “security detail,” which arguably involves performing police duties and functions, and a “traffic/road detail,” which involves duties and functions that can also be handled by a civilian flagger. Section III addresses how to handle detail shifts that consist of both security and traffic duties, which could be difficult for MPTC staff to identify and handle.

Chief Couture said that many central Massachusetts departments have reached out to him about this issue. He supports counting details and feels a chief’s attestation as to the type of detail shift worked should suffice. Sergeant Detective Chrispin said he thinks the Committee should be looking at whether officers have the ability to engage in police work and make arrests, regardless of whether it’s during a traffic detail or security detail.

Chief Clark said he supports the draft criteria but feels that removing the third section might alleviate some confusion. Chief Hicks said he also supports the draft criteria as written. There was discussion about what would help MPTC staff implement the criteria and the difficulty departments may have determining what type of work their officers performed during past details.

General Counsel O’Brien asked for guidance from the Committee on how to respond to officers who did not enroll in the Bridge Academy because they were told details would not be counted toward the 2,400-hour requirement. He asked for confirmation that MPTC staff can let those officers know that the Bridge Academy will not be reopened, regardless of how the Committee votes today. Chief Hicks confirmed that the Bridge Academy will not be reopened under any circumstances. He said things change and the Committee cannot change its earlier decisions.

A motion was made by Chief Clark and seconded by Chief Couture to approve the draft criteria handed out to the Committee and titled *Detail Hours Counted/Not Counted Towards the 2,400 Hour Requirement for an MPTC Bridge Exemption*, but without Section III. A vote was taken, and the motion passed with one opposition (Sheriff Coppinger).

MPTC Executive Director Rathbun requested an opportunity to discuss with MPTC staff a process for implementing the criteria, and to follow up with the Committee at the July meeting.

After the first vote, the discussion turned to hours worked by officers at the Big E. West Springfield PD Chief Jay Gearing and Captain Nolan Ryan were present at today's meeting and provided more information about the Big E and the type of work done by officers there. Chief Gearing said the Big E consists of 175 acres in West Springfield and is the third largest fair in the country. He said 1.6 million people attended over 17 days last year, and Special Police Officers are the primary police presence inside the event. Chief Gearing described the fair as essentially its own city "inside the fence." Some days, there are 130,000 attendees, making it comparable to the third or fourth largest city in the Commonwealth. Officers working inside the fence appear for roll calls, patrol on foot and in marked cruisers, respond to calls for service (including calls made to 911), make arrests, write police reports, transport detainees, take witness statements, secure crime scenes, and maintain public order. Chief Gearing said he is advocating for hours worked inside the fence to be counted and is not asking for consideration of hours worked outside the fence, which are essentially traffic details. West Springfield PD's payroll records and pay rate clearly distinguish between patrol assignments inside the fence and detail assignments outside the fence.

Sheriff Coppinger summarized the discussion at last month's Subcommittee meeting regarding hours worked at the Big E and said the Subcommittee voted unanimously that hours worked by officers inside the fence constitute law enforcement duties/functions and should be counted toward the 2,400-hour Bridge requirement.

A motion was made by Sheriff Coppinger and seconded by Sergeant Detective Chrispin that patrol assignments worked by officers inside the fence of the Big E constitute law enforcement duties/functions and those hours may be counted toward the 2,400 hours required for a Bridge exemption. A vote was taken, and the motion passed unanimously.

Update on Student Officer Disciplinary Dismissal Appeals

Today's agenda reflects a pending appeal for former student officer (SO) Luis De Los Santos, who was dismissed from the Holyoke Academy. A hearing will be scheduled at a later date.

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

1. *SO Baltazar Gonzalez, Springfield Police Academy* – SO Gonzalez was dismissed from the academy after failing a random drug test approximately halfway through the academy. After the hearing, the Subcommittee members in attendance found that the Academy did not establish by a preponderance of the reliable and credible evidence that the totality of the circumstances existing at the time of the dismissal warranted SO Gonzalez's dismissal for disciplinary reasons. They voted unanimously to overturn two Class I violations for *Controlled Substances, Use/Possession* and *Conduct, Unbecoming*, making him immediately eligible for re-enrollment in a subsequent MPTC operated/authorized police academy, subject to employment and compliance with all MPTC enrollment requirements.

Update on Instructor Certification Revocation Appeals

Today's agenda also reflects pending appeals by four MPTC instructors whose certifications have been revoked, including Hannah Greene of Orleans PD, Christopher Bartolomei of Falmouth PD, Armando Feliciano of Barnstable PD, and Bryan Derochea of Mashpee PD. A hearing date is currently scheduled for June 24, 2026.

Since the last meeting, the Standards Subcommittee issued decisions on three instructor revocation appeals. Sheriff Coppinger provided a summary of the facts and reported the Subcommittee's decision for two of the decisions as follows:

1. *Sergeant Daniel Rose, Brandeis University Police Department* – Sergeant Rose's MPTC instructor certification was revoked on November 21, 2025, based on disciplinary violations sustained in 2021 by Boston PD regarding the department's residency requirement and untruthfulness, which appeared on POST's published disciplinary list. During a hearing on March 30, 2026, Sergeant Rose told the Subcommittee that he disputes the violations sustained by his former department and litigation is pending. After the hearing, the Subcommittee tabled the appeal until the disputed allegations are resolved through litigation and/or with the POST Commission. When the disputed allegations are resolved, he may request another hearing date. Until then, his instructor certification remains revoked.
2. *Sergeant Timothy Van Nostrand, Somerville Police Department* – Sergeant Van Nostrand's MPTC instructor certifications were revoked on March 24, 2026, based on sustained allegations of sexual harassment in 2025. After the hearing, the Subcommittee determined that Sergeant Van Nostrand failed to establish by clear and convincing evidence, based on the totality of the circumstances, 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, weighing the seriousness of the conduct against the absence of other misconduct, the Subcommittee imposed a seven-year suspension starting March 24, 2026, and ending March 23, 2033.

General Counsel Jim O'Brien provided a summary of the facts and reported the Subcommittee's decision for the third decision as follows:

3. *Deputy Sheriff Kyle Kidger, Essex County Sheriff's Department* – Deputy Sheriff Kidger's MPTC instructor certification was revoked on November 5, 2025, based on disciplinary violations sustained by the Essex County Sheriff's Department for an OUI arrest in 2025. After the hearing, the Subcommittee determined that Deputy Sheriff Kidger failed to establish by clear and convincing evidence, based on the totality of the circumstances, that the MPTC's revocation of the instructor's certification was an abuse of its discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law. However, the Subcommittee found that permanent revocation was not warranted and imposed a six-month suspension from November 5, 2025 to May 4, 2026.

Executive Director's Report

Agency Operations Update. MPTC Executive Director Rick Rathbun had several updates for the Committee. He reported that there will be a legislative tour of the Marlborough facility by the Chairs of the Joint Committee on Public Safety on July 2, 2026. Committee members are also welcome to attend.

The MPTC has filled two open positions at the agency. Tim Loveless has been hired as the Firearms Range Supervisor after retiring from his 24-year law enforcement position in New Hampshire. Kaitlyn Mori will take over as the new Randolph Academy Director. She previously served as the Director of Safety and Security for the Department of Mental Health and a Detective Sergeant with the Bridgewater State University Police Department.

Executive Director Rathbun also acknowledged the departures of Steven Cromack from the MPTC's Curriculum Division and Mary DeFrancesco from the Data Systems Division. Steven is leaving at the end of June for a position at Fitchburg State University. Mary left for an opportunity at the MA Sheriff's Association. He thanked them both for all their work and said they will be missed.

EOPSS summer interns are working at our Randolph, Marlborough, and Lynnfield facilities. The program provides an opportunity for the interns to learn more about public safety and the agencies within the Secretariat.

Executive Director Rathbun also reminded the Committee that they approved some of the TY28 in-service content at a prior meeting, but six hours of the mandatory annual training remain unfilled. He asked for any suggestions from chiefs for topics they feel would be a good fit for the six hours. Online in-service training will be published the day after Columbus Day.

FY26 Budget Update. Executive Director Rathbun reported that all spending and expenditures remain within established constraints and allocated budget amounts for FY2026. FY26 is being closed out and reconciled.

Facilities. Executive Director Rathbun reported that there are no new updates. He acknowledged the work by MPTC Chief Operating Officer Kristen Lydon and Facilities Manager Jay Gribaudo to fine tune operations at our various locations.

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. Chief Hicks asked about the numbers for Fitchburg State and requested that someone from that Academy attend the next meeting.

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 90 officers in the Bridge Academy A-H Class who need to complete their 2,400 hours and apply for an exemption. There are 58 officers in the I-P Class and 45 officers in the Q-Z class in the same position. Updated numbers are included in today's meeting book.

ASHER. Chief of Training Nardone updated the Committee on the ASHER program in John Mazza's absence. In June, the team conducted an ALERRT training in Worcester.

Open Discussion for Items Not Requiring Votes

Executive Director Rathbun was informed by Angela Davis from EOPSS that the Department of Elementary and Secondary Education has a public comment period for updates to the state's model school resource officer MOU. Review will be allowed for a 15-day period.

Chief Couture said he would like to see the number of in-service/specialized training classes at MPTC academies limited on Day One of a new recruit class. He feels it is stressful on the staff to be conducting in-service/specialized training and organizing Day One. Executive Director Rathbun and Deputy Executive Director Fanikos said that they would look into it and report back.

Old Business

POST LEA Certification Standards – Update. EOPSS Attorney Ryan Mingo reported that POST recently reviewed the *IA Investigation Procedures* standard. POST believes it is important that internal investigations be conducted by someone other than the supervisor who imposes the discipline wherever possible and kept that provision in the standard.

Working Groups. Deputy Executive Director Fanikos advised the Committee that the Campus Police Training Programs Working Group is on pause until fall. Executive Director Rathbun said the Sheriff's Training Programs Working Group will be meeting in July to review the work done by Hannah Gianfriddo and Melissa Metzke on a crosswalk of the MPTC's ROC curriculum and the MSA's CO curriculum. The Fitness Working Group continues to research a health and wellness app. The Academy Consolidation Working Group has completed its report and hopes to present it to the Committee at the July meeting.

Medical Examination Requirements for Academy Entrance. Chief Hicks informed the Committee that the working group has not yet met. He is working on scheduling a meeting.

New/Updated MPTC Policies. Executive Director Rathbun reported that there are no new policies for review or approval this month. He expects that previous meeting archives will be uploaded to PowerDMS by August and is still working on accessibility requirements. The Committee should expect to see a lot more uploaded to PowerDMS in a searchable format by fall.

Model Use of Force Policy. MPTC Assistant Legal Counsel Denise Flagg reminded the Committee that three trainings on the new model use of force policy are being held for command staff and policymakers this month. The first training took place in Holyoke earlier this month and was very well attended. Trainings will be held at Marlborough and Randolph later in the month. One will be recorded and available in Acadis for those unable to attend. Training on the model policy will also be incorporated into this year's use of force in-service.

New Business

Joint Base Cape Cod/EVOC. Executive Director Rathbun reminded the Committee that the MPTC received notice that we will not have access to the EVOC track at Joint Base Cape Cod (JBCC) as of June 1st. There were two areas being used for EVOC at the base: (1) Richardson's Ramp was being used by the MBTA and Boston PD and (2) another track was being used by MPTC-operated academies. To resolve this issue temporarily, EVOC will be conducted at Fort Devens. Chief of Training Nardone reached out to MSP Sergeant Ed Gass and Trooper Eric Grace regarding adjustments to be made when training begins at the new location. Sergeant Gass and Trooper Grace were present at today's meeting and provided some background on our use of JBCC for EVOC. Sergeant Gass also explained that some adjustments were made to the EVOC curriculum for Boston PD and MBTA to be able to use Richardson's Ramp, but he said those adjustments were nominal and mostly related to the course size. The curriculum is being met. Sergeant Gass said that if Richardson's Ramp remains a training location option, he supports its continued use by Boston PD and MBTA for now.

Chief Hicks noted that he was not previously aware of Richardson's Ramp, so he asked that it be discussed at today's meeting. He said he believes that losing access to JBCC is a good opportunity for the MPTC to look at other potential EVOC locations in the state.

A motion was made by Deputy Chief Amendola and seconded by Chief Clark to approve use of Richardson's Ramp for EVOC training, as modified to fit the location. A vote was taken, and the motion passed unanimously.

QCC Academy. Executive Director Rathbun announced that Quinsigamond Community College submitted a letter advising that they wish to pause operation of their academy based on low enrollment and high costs. He informed the Committee that he met with QCC and explained that a pause means the Committee will terminate their authorization to run and, if QCC decides they want to operate an academy again in the future, the Committee would have to reauthorize it.

Chief Hicks reminded the Committee that they have had concerns over the last year or so about QCC's enrollment and dropout rates.

A motion was made by Detective Sattler and seconded by Sergeant Detective Chrispin to withdraw authorization for Quinsigamond Community College to run an academy and to require that they seek reauthorization if they wish to run again in the future. A vote was taken, and the motion passed unanimously.

Next Meeting

The next Committee meeting is scheduled for Wednesday, July 15, 2026, in Randolph.

Adjournment

At 12:28 p.m., a motion was made by Chief Couture and seconded by Major Greene to adjourn the meeting. A vote was taken, and the motion passed unanimously.