

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Headquarters, Randolph, MA
June 18, 2025

Call to Order

On June 18, 2025, at 10:07 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
AAG Mary Nguyen	Present
Major Jody Greene	Present
Chief Ryan Couture	Present
Sheriff Tom Bowler	Present
Deputy Chief Christine Amendola	Present
Undersecretary Gina Kwon	Present
Chief Jennifer Gundersen	Absent
Sheriff Kevin Copping	Absent
Superintendent Lanita Cullinane	Absent
Detective Jennifer Sattler	Absent
Superintendent Richard Sullivan	Absent

EOPSS/MPTC Staff

Executive Director Rick Rathbun, John Melander, Jim O'Brien, Gina Masotta, Andrea Nardone, Tanya Hardiman, Lisa Caputo, Jen Sears, Denise Mellon, Kristen Lydon, Elsie Sanon, Felisha Arnold, Aiesha Grenier, Luther Joseney, Deb Crafts, Steve Cromack, Cassy Cahill, Eric Lederman, Josh Orenberg, Sabrina Peele, Kelsey Whelihan, Josh Cole, Hannah Gianfriddo, Jason Brennan, John Mazza, and Thomas Karns.

Guests

John Monaghan (Massachusetts Environmental Police); Annie Lee (POST); Jeff Scott (Parole).

Review/Approval of Meeting Minutes

A motion was made by Chief Clark and seconded by Major Greene to approve the minutes of the May 21, 2025, meeting. A vote was taken, and the motion passed unanimously.

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the June agenda.

Out-of-State Exemptions

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

Kerry Craig, Jr.	Norton PD
Samuel Hansom	Westborough PD
Maycon MacDowel	Marlborough PD
Matthew Gagnon	Hampden Sheriff's Office
John Monaghan III	Mass Environmental Police

Chief Hicks explained that there are no recommendations from the Standards Subcommittee on most of the out-of-state exemptions today because the Subcommittee did not meet prior to the full Committee Meeting this morning. MPTC Deputy General Counsel Masotta summarized the training and experience of Kerry Craig, Jr., Samuel Hansom, Maycon MacDowel, and Matthew Gagnon and said that, based on the documentation provided to MPTC staff, they each meet the prerequisites for an out-of-state exemption.

A motion was made by Chief Conley and seconded by Chief Couture to approve the out-of-state exemption requests for Kerry Craig, Jr., Samuel Hansom, Maycon MacDowel, and Matthew Gagnon. A vote was taken, and the motion passed unanimously.

Attorney Masotta noted that Kerry Craig, Jr., Samuel Hansom, and Maycon MacDowel have not had any break in service and asked whether it made sense to waive the TY25 in-service training requirements for them since TY25 is over in less than 2 weeks. Matthew Gagnon did have an interruption in service of approximately two years and has completed the MPTC online in-service training for TY24 and TY25.

A motion was made by Chief Clark and seconded by Major Greene to waive the TY25 in-service training requirements for Kerry Craig, Jr., Samuel Hansom, and Maycon MacDowel. A vote was taken, and the motion passed unanimously.

Attorney Masotta explained that John Monaghan III appeared before the Standards Subcommittee at a special meeting held over Microsoft teams on June 13, 2025. The Massachusetts Environmental Police (MEP) is seeking to hire him for their Colonel position before their current colonel leaves the agency on July 1st. The special meeting was convened to give the Subcommittee a chance to review a potential interruption-in-service issue before the matter came before the full Committee. Attorney Masotta summarized John Monaghan's out-of-state training and experience, noting that he graduated from the New Hampshire Police Academy for fulltime officers in 2000 and went on to work as a fulltime officer in New Hampshire until he retired as chief of the Moultonborough, NH Police Department in January 2020. In April 2020, he began working as a part-time officer for the North Hampton, NH Police Department. Payroll records from North Hampton PD show that he worked 2 shifts per week for 21 weeks, with his last shift occurring on September 23, 2020. According to a letter provided by North Hampton PD, his work there included patrol shifts and

assisting the Department with things like grant writing and developing a hiring process for the deputy chief position. In 2020, Chief Monaghan also did some part-time consulting work for the Franconia, NH Police Department, though he was not paid for the work he did and there are no payroll records. In May 2025, Chief Monaghan began working as a part-time deputy sheriff for the Strafford County Sheriff's Office in New Hampshire. Records provided by the Strafford County Sheriff's Office show that he has been working a few shifts per week since May 7, 2025, and his work includes some grant writing and policy development, as well as more traditional deputy sheriff work like guarding prisoners in hospitals. Attorney Masotta noted that Chief Monaghan's last shift with North Hampton PD was just under 5 years ago and said, after discussion at their June 13, 2025 meeting, the Subcommittee was satisfied that it consisted of patrol work. They voted unanimously that Chief Monaghan has not had a 5+ year interruption-in-service issue. They also voted to recommend to the full Committee that Chief Monaghan be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy as long as he completed all the prerequisites before the full Committee's meeting today, including qualification in firearms, certification in CPR/First Aid, passing the core competency exam, and making up any mandatory online in-service training missed during his interruption-in-service. As indicated in the materials in today's meeting book, Chief Monaghan has completed all the prerequisites.

Chief Hicks asked Chief Clark if the Subcommittee was comfortable with Chief Monaghan's part-time work in New Hampshire and confident that he had not had a 5+ year interruption-in-service. Chief Clark confirmed that they were based on the information presented to them at the special meeting last week.

A motion was made by Chief Conley and seconded by Chief Clark to approve the out-of-state exemption request for John Monaghan III. A vote was taken, and the motion passed unanimously.

Bridge Exemptions

Attorney Masotta reminded the Committee that there are no recommendations from the Subcommittee for today's Bridge exemption requests since the Subcommittee did not meet this morning. She advised that Officer numbered 649 on the June Bridge Academy A-H Class List has completed all his coursework and payroll has been verified by MPTC staff.

A motion was made by Chief Clark and seconded by Chief Conley to approve the Bridge exemption request for Officer numbered 649 on the June Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

Attorney Masotta said that Officer numbered 437 on the June Bridge Academy I-P Class List has completed all his coursework and payroll has been verified by MPTC staff.

A motion was made by Chief Couture and seconded by Major Greene to approve the Bridge exemption request for Officer numbered 437 on the June Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

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

Update on Disciplinary Dismissal Appeals

Today's agenda reflects three pending appeals from student officers who were dismissed from academies for disciplinary reasons. Hearings for former student officers Nadia Hunt and Gerry Pellegrini will be held on July 8, 2025. A hearing for former student officer Burke Cushman will be scheduled for a later date.

Since the last meeting, the Standards Subcommittee issued a decision on the appeal by former student officer John O'Leary of his dismissal from the Fitchburg State Academy. A hearing on his appeal was held on May 21, 2025. Sheriff Coppinger will report out on the Subcommittee's decision at the next full Committee meeting for which he is present.

Update on Instructor Certification Revocation Appeals

Since the last meeting, the Standards Subcommittee also issued decisions on two instructor certification revocation appeal hearings. Sheriff Coppinger will also report out on those decisions at the next full Committee meeting for which he is present.

Chief of Training Nardone and Attorney Masotta gave the Committee an update on the review of MPTC instructors whose names appear on the POST disciplinary list. They indicated that they have largely completed their review of the instructors on the list for historical disciplinary violations, and there are a few more appeal hearings to be held for instructors whose certifications were revoked as part of that review. Going forward, they will continue to review matters that come to their attention as certified instructors are newly added to POST's list and officers who appear on the list newly apply for instructor certification.

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. MPTC's fiscal team continues to verify our compliance through various exercises with A&F, the Comptroller's Office, and other relevant agencies.

Facilities. Chief Operating Officer Kristen Lydon informed the Committee that work on the Marlboro facility is moving along with an anticipated occupancy date of October 1, 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. Major Greene updated the Committee on the MA State Police 91st and 92nd RTTs.

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. She reported that our new eLearning manager has been working on updates to our online service. She also said that our Records Team has been reaching out to departments about officers who have not yet completed their TY25 in-service training, which is due June 30th. Reporting is due on July 1st, and POST has access to Acadis. Departments should reach out to the Records Team if they have any questions.

Bridge Academy. Chief of Training Nardone reported that the Bridge Academy continues to wind down and not much has changed since the last meeting. Updated numbers on officers who still need to submit confirmation of their 2,400 work hours are included in today's meeting book.

ASHER. John Mazza updated the Committee on the ASHER program. For the past 2 years, emphasis has been put on training instructors to support the ASHER program with 23 week-long instructor-level classes. Moving forward, the focus will shift to classes for students. He also noted that, earlier this month, the FBI released its annual report on current trends in active shooter events, which is available online and shows a decline in active shooter events.

Open Discussion for Items Not Requiring Votes

None.

Old Business

Working Groups. Chief of Training Andrea Nardone reported that the Campus Police Training Working Group hasn't met, but she said MPTC staff regularly attend MACLEA's meetings. She advised that the Fitness Working Group has reconvened now that Josh Cole has taken over as the new Fitness Manager, and they hope to have an update for the Committee soon. Chief Couture said that the HRD Cadet Program Working Group hasn't met since the last Committee meeting, but they expect to have their work completed after a few more meetings. Chief Hicks noted that Regina Caggiano from HRD/Civil Service is thrilled with the work that this group has been doing. Lastly, Undersecretary Gina Kwon reported that the Academy Consolidation Working Group has created a framework for their review and is starting to conduct outreach to other states. They met on June 3, 2025, and will meet again in August.

POST LEA Certification Standards. Attorney Melander reminded the Committee that POST is developing at least eight LEA certification standards in consultation with the MPTC, although the Committee will not have a vote on the standards. The Committee has previously reviewed and discussed the draft Use of Force and Code of Conduct standards. Today's meeting book contains draft materials relating to two additional standards, including Officer Response Procedures and Criminal Investigation Procedures. MPTC and EOPSS staff have met with POST and provided feedback on these two standards, and some of that feedback is reflected in the redline edits to the drafts in the meeting book today. MPTC and EOPSS staff will next meet with POST to discuss the Juvenile Operations standard.

Attorney Annie Lee from POST was present at today's meeting to provide additional information and answer questions from the Committee. She explained to the Committee that, thus far, the Officer Response and Criminal Investigation standards have been presented to the POST Commission only for initial feedback. The Commission has not yet voted on the redline edits made to the drafts in the Committee's meeting book today. She emphasized that they are still in the drafting and development stage, and nothing has been voted on by the POST Commission or promulgated yet.

Chief Hicks expressed concern about the timeline and said he wants to be sure that this process doesn't go on indefinitely.

Executive Director Rathbun said he appreciates the diligence of Attorney Lee and POST and noted that he has a unique perspective given his experience with both accreditation and police work. He said he believes the standards have a level of detail that can be challenging to broadly implement.

He expressed concern that including such specific language will lead agencies to believe that they have to be doing the things referenced in the standards, even when it doesn't make sense for them, and asked what would happen if agencies can't comply. He stressed his belief that if the standards can't actually be met by agencies, then they won't accomplish their intended purpose.

Chief Hicks also talked about standards versus regulations and said he was concerned that POST is creating regulations that are law, rather than standards. He expressed concern that not all agencies will be able to comply with some of the standards proposed by POST. He said he would prefer a format that says agencies "shall have a policy concerning...", rather than dictating what that policy should be, because not all agencies have the same capabilities.

Attorney Lee assured the Committee that there will be language added to the standards that exempts agencies from any requirements that do not apply to them. She said there may also be language that says that an agency accredited by MPAC or CALEA is in compliance with POST's standards. She said that POST has tried to think about this holistically – not just about what the standards should be, but also how they will be implemented, enforced, and waived where necessary.

Undersecretary Kwon asked whether POST has consulted with any prosecutorial agencies regarding the Criminal Investigation standards. She said that, as a former prosecutor, there are aspects of the Criminal Investigation standards that concern her, particularly in the context of homicide investigations being directed by District Attorneys' Offices. She asked what would happen if POST standards were in conflict with what prosecutors are directing officers to do during an investigation. AAG Nguyen said she shares Undersecretary Kwon's concerns.

Chief Couture noted that some of POST's proposed standards may be very difficult for the small departments, particularly those in Western Massachusetts, and asked whether POST has considered whether those departments would realistically be able to comply. Attorney Lee said that POST has considered those departments and that's why caveats such as "to the extent possible" appear throughout the standards.

Chief Hicks said the Committee members should review the materials in the meeting book carefully so they can provide specific feedback for POST at the July Committee meeting. He thanked Attorney Lee for attending today's meeting.

New Business

Annual Firearms Training Standards – Updated/Revised. MPTC General Counsel Jim O'Brien said that Executive Director Rathbun has directed MPTC staff to review the agency's annual training standards each year. Proposed revisions to the firearms training standards are in the meeting book today for the Committee's consideration. Statewide Firearms Coordinator Lieutenant Jason Brennan explained that the primary revision is largely in response to confusion caused by the wording in Section I ("Scope") of the current version. Section I sets forth the two distinct types of firearms training officers must complete each year, including qualification and skills. The proposed revision seeks to make it clear that officers must qualify in each individual firearm the officer is authorized to carry but only need to do skills training for each firearm *type* the officer is authorized to carry.

A motion was made by Deputy Chief Amendola and seconded by Chief Clark to approve the proposed revisions to the annual firearms training standards as presented. A vote was taken, and the motion passed unanimously.

MPTC Instructor Code of Conduct – Updated/Revised. Attorney Masotta reminded the Committee that they approved a revised version of our Instructor Code of Conduct on June 12, 2024. MPTC staff are proposing some revisions to the current version of the Code based on issues that have come up over the last year. A draft with the proposed revisions is included in the meeting book today for the Committee’s review. On page 2 of the Code, in the first sentence of the first full paragraph, staff is suggesting that the word “shall” be changed to “may” in order to give the Chief of Training discretion to not suspend or revoke an instructor’s certifications in circumstances where it may not make sense to do so. Under “Duty of Instructor to Notify MPTC,” which is also on page 2, staff is suggesting adding “appearance of the instructor’s name on POST’s disciplinary list” to the list of circumstances that require notification to the MPTC. On page 5 of the Code, under “Appealing a Revocation of Instructor Certification,” the current version of the Code does not provide a right of appeal to an instructor whose certification was revoked because their POST certification was suspended or revoked. Staff are suggesting that there should be a right of appeal for instructors whose POST certification was suspended (but not revoked). Finally, in the same section on page 5, we are proposing that instructors be given 5 days to appeal a revocation of their certification(s), rather than 10 days, which would be in line with the number of days that a student officer has to appeal a disciplinary dismissal.

A motion was made by Chief Conley and seconded by Chief Clark to approve the proposed revisions to the Instructor Code of Conduct as presented. A vote was taken, and the motion passed unanimously.

SRO In-Service Training. Chief of Training Nardone reminded the Committee that we have held a 2-day training conference for school resource officers (SROs) a few times each year since police reform passed. MPTC staff are seeking to make the training more accessible for SROs. In prior years, if SROs could not attend the conference, they missed their in-service training and there was no way for them to make it up. To remedy this, we will offer an in-person and an online option for TY26 SRO in-service training. MPTC staff are working on this now, but it likely will not be rolled out at the same time as regular in-service training for TY26.

TY26 In-Service Syllabus and Train-the-Trainer Schedule. Chief of Training Nardone reported that the TY26 in-service syllabus was sent out to all law enforcement agencies last week. A copy of the syllabus, along with our train-the-trainer schedule, are in the Committee’s meeting book today. Chief of Training Nardone thanked the Curriculum team for all their work to get the syllabus and the schedule out.

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, July 16, 2025.

Adjournment

At 12:08 p.m., a motion was made by Chief Conley and seconded by Chief Couture to adjourn the meeting. A vote was taken, and the motion passed unanimously.