

Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Randolph
July 15, 2026

Call to Order

On July 15, 2026, at 10:15 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
Sheriff Tom Bowler	Present
Chief Brian Clark	Present
Sheriff Kevin Coppinger	Present
Deputy Superintendent John Flynn	Present
Major Jody Greene	Present
AAG Mary Nguyen	Present
EOPSS Designee John Melander	Present
Chief James Sartell	Present
Deputy Chief Christine Amendola	Absent
Sergeant Detective Eddy Chrispin	Absent
Chief Ryan Couture	Absent
Chief Jennifer Gundersen	Absent
Detective Jennifer Sattler	Absent
Superintendent Richard Sullivan	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, Jim O'Brien, Gina Masotta, Denise Flagg, Andrea Nardone, Kristen Lydon, Denise Mellon, Deb Crafts, Elsie Sanon, Tom Karns, Luther Joseney, Jen Sears, Josh Orenberg, Lisa Morales, Tori Koch, Hannah Gianfriddo, Felisha Arnold, Brian Merrick, Aiesha Grenier, Eric Lederman, and Jay Gribaudo.

Guests

Captain Warren Hoppie (Boston PD), Deputy Chief Henry Politakis (Mass. College of Pharmacy), Officer Michael McGrane (East Brookfield PD), Chief Joseph Lazarick (East Brookfield PD), Chief William Coupe (Millville PD), Academy Director Alexandra Wysocki (Fitchburg State University Academy), Dean Sara Levine (Fitchburg State University), Dr. Michael McCutcheon (Fitchburg State University), Attorney Eric Atstupenas (MCOPA), Lt. Jay Brennan (Statewide Firearms Coordinator).

Announcements

Deputy Superintendent Flynn announced his upcoming retirement from Boston PD. He thanked the Committee members and said he had enjoyed his time on the Committee. He introduced his replacement, Captain Warren Hoppie. Captain Hoppie introduced himself to the Committee and said he looks forward to working with the Committee members.

Review/Approval of Meeting Minutes

A motion was made by Sheriff Coppinger and seconded by Chief Clark to approve the minutes for the Committee meeting on June 17, 2026. A vote was taken, and the motion passed with two abstentions (Chief Sartell and AAG Nguyen).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the July agenda.

Out-of-State Exemptions

There were four out-of-state exemption requests on the July agenda.

William Graham	Newbury PD
Michael Wizboski	Chelmsford PD
John Tomasso	Attleboro PD
Emily Ricci	Belmont PD

At its meeting earlier this morning, the Standards Subcommittee reviewed and made favorable recommendations to approve the four exemption requests.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn to approve the out-of-state exemption requests for William Graham, Michael Wizboski, John Tomasso, and Emily Ricci. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 671 on the July 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 Major Greene and seconded by Deputy Superintendent Flynn to approve the Bridge exemption request for Officer numbered 671 on the July Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

There were no Bridge exemption requests on the July I-P class list.

Bridge exemption requests for Officers numbered 363 and 364 on the July Q-Z 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 Deputy Superintendent Flynn to approve the Bridge exemption requests for Officers numbered 363 and 364 on the July Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Interruptions-in-Service, 5+ Years

1. Timothy O’Leary Mass. College of Pharmacy

MPTC Deputy General Counsel Gina Masotta explained that MPTC staff are seeking guidance from the Committee as to whether Sergeant Timothy O’Leary has had an interruption-in-service of more than five years. Sergeant O’Leary graduated from a reserve intermittent training program in July 1995. He has worked as a reserve officer for Millbury PD since then. He was hired by Massachusetts College of Pharmacy and Health Sciences (MCPHS) in December 2023. He has also worked part-time for Charlton PD since March 2024. Millbury PD originally sponsored him for the Bridge Academy, but the request for a Bridge exemption was submitted by MCPHS. MPTC staff discovered a potential interruption-in-service issue upon review of his payroll records. All shifts worked by Sergeant O’Leary for Millbury PD were security details at the Blackstone Valley Mall and movie theater. According to Millbury PD, he is a sworn Special Police Officer with arrest powers but has never worked patrol shifts or answered calls for service in the town of Millbury. However, when Sergeant O’Leary works security details at the mall and movie theater, he works under the supervision of a Millbury PD evening sergeant and wears the same uniform, duty belt, and firearm as full-time Millbury PD officers. His primary function during these details is to patrol around the mall or movie theater property, check in with the managers and employees, and respond to emergencies and calls for service. Payroll records confirm that Sergeant O’Leary has 2,400 hours of patrol work with MCPHS. But if the security details he has worked for Millbury PD do not constitute law enforcement work, then he would have had a 28-year interruption-in-service between the time he graduated from his reserve academy and started working patrol shifts for MCPHS.

Sergeant O’Leary and MCPHS Deputy Chief Henry Politakis appeared before the Standards Subcommittee in April, and the Subcommittee voted unanimously that Sergeant O’Leary’s work at the Blackstone Valley Mall and movie theater did not constitute an interruption-in-service of more than five years. Sheriff Coppinger summarized the Subcommittee’s discussion during the April meeting and noted that this issue goes back to the discussion on traffic details versus security details. He confirmed that it was clear to the Subcommittee that the details worked by Sergeant O’Leary were security details rather than traffic details. Deputy General Counsel Masotta clarified that the issue before the Committee is not whether the security detail hours can be counted toward Bridge but rather if there was an interruption-in-service of more than five years.

Sergeant O’Leary was not available to attend today’s Committee meeting, but Deputy Chief Politakis was in attendance to answer questions from the Committee. Deputy Chief Politakis has worked the same detail shifts at the Blackstone Valley Mall and movie theater and was able to answer questions from the Committee regarding the duties required of Sergeant O’Leary while working those details. He explained that the position requires officers to patrol, respond to calls for service, detain suspects, write reports, and testify if necessary.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn that the security details worked by Sergeant O’Leary at the Blackstone Valley Mall and movie theater did not constitute an interruption-in-service of more than five years. A vote was taken, and the motion passed unanimously.

Deputy General Counsel Masotta advised that MPTC staff are also seeking guidance as to whether Michael McGrane has had an interruption-in-service of more than five years. Officer McGrane graduated from a reserve intermittent training program in November 2017. He worked as an auxiliary officer for Billerica PD from 2019 to 2022. Documentation provided by Billerica PD shows he was first sworn in on August 6, 2019. The hours he worked as an auxiliary officer were unpaid and on a volunteer basis, so there are no payroll records. Officer McGrane was subsequently hired by East Brookfield PD in August 2022, and he completed the Bridge Academy that same year. His payroll records with East Brookfield PD don't begin until January 2023, which is more than 5 years after he graduated from the reserve academy. The question for the Committee is whether the Billerica PD auxiliary hours constitute law enforcement work that would prevent a break-in-service of more than five years. He is not asking for those hours to be counted towards Bridge.

Officer McGrane and East Brookfield PD Chief Joseph Lazarick first appeared before the Standards Subcommittee in April. After discussion at the April meeting, the Subcommittee asked for additional information, which was provided by Officer McGrane and Chief Lazarick at the May Subcommittee meeting and included a job description for Billerica PD auxiliary officers and a letter from retired Billerica Chief Daniel Rosa confirming Officer McGrane was a member of the unit and describing his duties. Chief Lazarick reported to the Subcommittee that he also spoke with Chief Rosa and was advised that auxiliary officers patrolled in full uniform and a marked cruiser, conducted property checks, backed up full-time officers, were required to complete the reserve academy, and work a minimum of 12 patrol hours each month. The Subcommittee voted that Officer McGrane's auxiliary hours constituted law enforcement work and that he had not had a break-in-service of more than five years.

Sheriff Coppinger summarized the Subcommittee's discussions for the full Committee. He reported that they were satisfied that Officer McGrane's auxiliary work constituted law enforcement duties and functions given that he had a badge, carried a firearm, and had the power to arrest.

Chief Hicks said he is very familiar with auxiliary operations because he began his career as an auxiliary officer and currently has eleven auxiliary officers in his department. He expressed concern that the records provided for Officer McGrane show no arrests, no citations, and no reports written during his time as an auxiliary officer. Chief Hicks said that, in his opinion, wearing a uniform and carrying a badge does not mean you are performing law enforcement duties and functions. He also expressed concern about how many hours Officer McGrane worked and what those hours consisted of. He asked about what areas Officer McGrane patrolled as an auxiliary officer.

Officer McGrane and Chief Lazarick were present for today's meeting. Officer McGrane explained that Billerica is broken into two sectors and, as an auxiliary officer, he was assigned to patrol one area or the other. Chief Hicks asked if he had the ability to make motor vehicle stops, and Officer McGrane said he did not. Chief Hicks also inquired if he was authorized to stop and detain individuals. Officer McGrane said that auxiliary officers had the authority to detain individuals but were typically required to request a full-time officer to assist. He also said auxiliary officers did not ride along with full-time officers; rather, they patrolled in their own cruisers. They were not allowed to work overtime shifts. Officer McGrane commented that he chose to work in Billerica because he knew it would allow him to do more police work as an auxiliary officer than in other departments.

Chief Hicks said that auxiliary officers in Natick do not have the power to make arrests. He noted that most auxiliary officers get their authority from civil defense departments, not police

departments. Chief Hicks also reminded the Committee that the CMRs required officers to be “employed” within two years of graduation from a reserve or fulltime academy. He questioned whether auxiliary work is employment given that auxiliary officers are unpaid volunteers. Chief Hicks cautioned the Committee about consistency and opening the door to additional questions because this decision will have an impact on future interruption-in-service issues.

Chief Sartell asked what type of in-service training, if any, was required of auxiliary officers in Billerica. Officer McGrane said he did the same in-service as full-time officers.

Chief Lazarick said he started as an auxiliary officer and feels strongly that it would be wrong not to count the work of someone who is patrolling in uniform and in a cruiser and is required to complete the same training as full-time police officers. Chief Lazarick stressed that he relies on part-time officers, as do other departments in his area. He said losing Officer McGrane would be a tremendous loss to his department.

A motion was made by Sheriff Coppinger and seconded by Deputy Superintendent Flynn that Officer McGrane’s time as an auxiliary officer in Billerica was not a break-in-service of more than five years. A vote was taken, and the motion passed with one opposition (Chief Hicks).

There was discussion about what type of supporting documentation MPTC staff should be looking for going forward in similar cases. MPTC Executive Director Rick Ratchbun suggested that staff could seek out any documents regarding reporting structure, chain of command, associated laws and ordinances, job duties and description, timesheets or payroll records, and activity logs. Sheriff Coppinger said he believes any documentation regarding the source from which auxiliary derive their authority is important.

Update on Student Officer Disciplinary Dismissal Appeals

Today’s agenda reflects a pending appeal for two former student officers, including Luis De Los Santos who was dismissed from the Holyoke Academy and Clare Brooks who was dismissed from the Boston Police Academy. Hearings will be scheduled at a later date.

Update on Instructor Certification Revocation Appeals

Today’s agenda also reflects pending appeals by five former MPTC instructors whose certifications were revoked, including Hannah Greene of Orleans PD, Christopher Bartolomei of Falmouth PD, Armando Feliciano of Barnstable PD, Bryan Derochea of Mashpee PD, and Miguel Ortiz of Bunker Hill Community College PD. Hearings will be scheduled at a later date.

Executive Director’s Report

Agency Operations. MPTC Executive Director Rick Rathbun provided an update on the legislative tour of the Marlborough facility that took place on July 2, 2026, which included the Chairs of the Joint Committee on Public Safety, Senator Cronin, Representative Cahill, Representative Wells, Representative Sweezey, and Representative Vaughn. Time was spent at the indoor range discussing the impact of G.L. c. 140, §131M.

Executive Director Rathbun also reported that we have been in discussions with the National Guard about potential continued access to Joint Base Cape Cod to conduct EVOC training until a long-term solution can be secured.

Suggestions for the remaining 6 hours of TY28 in-service training were received after the June meeting. Executive Director Rathbun said that some topic suggestions included a refresher on juvenile law and a class on explosives detection and awareness. Chief Clark suggested defensive tactics. Chief Sartell said that about 80% of the feedback he received was requests for training on juvenile law, e-bikes, and street takeovers.

FY26 Budget Update. Executive Director Rathbun reported that this will be the last budget update for FY26, which is being closed out. End-of-year purchases and expenses are being reconciled. There is a 12% reduction in the FY27 budget, which is a reduction of \$2.5 million. MPTC staff are working on a spending plan to mitigate any adverse impacts from the reduction. There will be more updates at the August meeting.

Chief Hicks asked if specialized training will be impacted by the budget cuts. Executive Director Rathbun said that if cuts must be made, they will be to specialized training. However, we have been conservative on specialized training spending and hope that means cuts won't be necessary.

The budget includes language that training for all police officers shall include instruction relative to wrong-way driving effective January 1, 2027. MPTC will be working with EOPSS, MSP, and DOT to implement this.

Facilities. MPTC Chief Operating Officer Kristen Lydon reported there are no new updates.

Recruit Training Update. MPTC Chief of Training Andrea Nardone presented an update on recruit academies, including academy start dates, graduation dates, separations/departures, and demographics.

Representatives from Fitchburg State University were present at today's meeting to explain their desire to continue the academy program at FSU and what they are doing to increase enrollment. Chief of Training Nardone explained that the FSU Police Academy is unique from other authorized academies in that student officers enroll as college freshman. They take constitutional law and criminal law classes that have been vetted by the MPTC and count toward some of their academy coursework. They are under the MPTC's purview for the full four years of college.

Academy Director (AD) Alexandra Wysocki explained that in the past some students have left FSU's program and chosen to attend another MPTC academy or an academy out of state. Academic Coordinator and Professor Michael McCutcheon explained that after police reform and COVID, their enrollment numbers began to decline. He believes their numbers will increase as they recover from those two factors, and their recruitment is up now. Dean Sara Levine added that AD Wysocki has been incredibly active in recruitment for the program and FSU is dedicated to the program.

Chief Hicks thanked them for attending the meeting to address the Committee's concerns about low enrollment. Chief Sartell asked how background checks are conducted. AD Wysocki explained that FSU PD conducts the background checks. A soft check is done as they enter as freshman, and then a full background check is conducted in their senior year.

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 acknowledged the work of the MPTC's Records team in reaching out to and following up with officers in advance of the training year coming to an end on June 30th to ensure compliance with in-service training.

Bridge Academy. Chief of Training Nardone reported that there are 88 officers in the Bridge Academy A-H Class who need to complete their 2,400 hours and apply for an exemption. There are 53 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.

Open Discussion for Items Not Requiring Votes

EOPSS Assistant Undersecretary John Melander informed the Committee that MOVA and EOPSS are hosting the Victim Services Conference on September 30, 2026, at the Four Points Sheraton in Norwood. It is targeted toward law enforcement and other entities who may be interested.

Old Business

Working Groups. MPTC Deputy Executive Director Amy Fanikos advised that the Fitness Working Group is looking to develop a standardized PT schedule for all academies. They are also developing a new PT manual and academy prep guide. The Campus Police Training Programs Working Group will have an update in the fall.

Chief of Training Nardone informed the Committee that the Academy Consolidation Working Group recently reconvened per the Committee's request. They have a draft report for the Committee's consideration, which includes required reauthorization of authorized academies every three years, factors the Committee should consider in deciding whether to reauthorize, and quarterly compliance checks and the submission of enumerated documentation to the MPTC. Chief Hicks informed the Committee that this report is a follow-up to the first report drafted by the Academy Consolidation Group, which was required by legislation. Chief Sartell said he believes that regional availability of academy classes should also be considered and departments should not have to wait more than a few months to get a student officer into an academy in their region.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn to accept the report by the Academy Consolidation Working Group as presented today. A vote was taken, and the motion passed unanimously.

Executive Director Rathbun said the Sheriff's Training Programs Working Group had a productive meeting yesterday. They are working on finalizing the curriculum comparison and will meet again after Labor Day.

POST LEA Certification Standards. No updates.

Medical Examination Requirements for Academy Entrance. No updates.

New/Updated MPTC Policies. There are no policies for review or approval at today's meeting. Executive Director Rathbun noted that Standard Operating Procedures for the firing range at the Marlborough Academy are being finalized and will be presented to the Committee in August.

Model Use of Force Policy. MPTC Assistant Legal Counsel Denise Flagg informed the Committee that training on the model use of force policy is being rolled out in three phases. First, a high-level view of the policy was presented by members of MPTC and POST at regional chiefs' meetings. Next, three trainings for department policymakers were held in June at different locations around the state. Finally, training for line officers will be rolled out in September via in-service training. Attorney Flagg noted that the primary question about the new policy is the model use of force reporting form. A working group of POST staff and MPTC staff are working on the reporting form. Once done, the form will be presented to the Committee and the POST Commission for approval. Like the model policy, departments will not be required to use the model reporting form, but their form must collect all the same data as the model form.

Joint Base Cape Cod/EVOC. Executive Director Rathbun reminded the Committee that he discussed this earlier. He has also been in contact with MSP about track requirements and hopes to begin talking with DCAMM soon about a new location.

New Business

TY27 Annual Chiefs Conference. MPTC Assistant Legal Counsel Flagg and MCOPA General Counsel Eric Atstupenas presented the Committee with a proposal for TY27 in-service training for police chiefs. The chiefs' annual three-day conference in September will cover most of the in-service training requirements, which will focus on AI in policing, controlled substances, de-escalation/use of force, digital investigations, legal updates, and operational planning using the ICS framework. Attorney Atstupenas summarized the agenda, topics, and speakers.

Chief Hicks clarified that the request is that this proposal be approved by the Committee as the required mandated in-service training for chiefs and seconds-in-command for TY27.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn to approve as presented the proposal for the in-service curriculum delivered at the TY27 annual chiefs' conference. A vote was taken, and the motion passed unanimously.

Procedure & Messaging for Counting Details for Bridge. Executive Director Rathbun reminded the Committee that when they voted at the June meeting that security details could be counted toward Bridge hours, there was discussion about what guidance should be given to departments and MPTC staff. MPTC staff has since drafted a document with proposed guidance, a copy of which is in today's meeting book.

A motion was made by Chief Sartell and seconded by Chief Clark to approve the proposed *Guidance for Departments/Agencies on Detail Hours Counted/Not Counted Towards the 2,400-Hour Requirement for an MPTC Bridge Exemption*. A vote was taken, and the motion passed unanimously.

Withdrawal of Authorization to Run SPMA. Executive Director Rathbun said that after the vote last month to withdraw Quinsigamond Community College's authorization to run a police academy, MPTC staff thought it made sense to be consistent and obtain a similar vote with respect to the State Police Municipal Academy (SPMA), which has not run an academy class in approximately five years. Major Greene confirmed that MSP is in agreement.

A motion was made by Chief Clark and seconded by Chief Sartell to withdraw SPMA's authorization to run a police academy and to require reauthorization before it can run again in the future. A vote was taken, and the motion passed unanimously.

Request to Establish a Working Group on the Use of AI by Recruits in MPTC Academies. Executive Director Rathbun discussed the prevalence of AI use by student officers and that the MPTC needs to develop a policy so that it is being handled consistently across academies. MPTC staff is suggesting a working group to research this issue and recommend a policy. Chief Sartell volunteered to be part of the working group. Chief Hicks asked anyone else interested in participating in this working group to reach out to him.

POST Draft Regulation – 555 CMR 3.00. General Counsel O'Brien said a draft copy of a new POST regulation entitled *Law Enforcement Agencies, Officers, and Functions Subject to Regulation* is in today's meeting book for feedback from the Committee. The draft was also presented to the POST Commission at its June meeting for preliminary feedback. No vote is required today. The draft regulation will be considered over the next few months. General Counsel O'Brien said that traditional law enforcement agencies will not likely be affected by this regulation. It will be more consequential for large departments, sheriffs departments, and those who are unsure whether they are subject to POST regulation. The draft CMR defines, in very broad terms, who will fall under POST and be subject to their regulation. General Counsel O'Brien reminded the Committee that POST and MPTC use the phrase "police duties and functions" in different ways and asked them to keep that in mind when reviewing the regulation. General Counsel O'Brien also noted that he asked POST General Counsel Randy Ravitz if this regulation would eliminate the possibility of non-POST-certified administrative agency heads. He was advised that it would not, but if an agency is going to have a non-certified head, they would need to designate an "agency head" who is POST-certified.

Chief Hicks asked that comments be submitted to EOPSS Attorney Ryan Mingo by August 12, 2026.

Update on ROC Curriculum. Chief of Training Nardone said that MPTC staff have been looking to update the ROC curriculum for a while in light of some of the changes that have been made in the past year or so, including the addition of buccal swab training and the elimination of rifle training. She summarized some of the changes for the Committee and asked that a vote be taken to approve the updated curriculum at the August meeting.

Next Meeting

The next Committee meeting is scheduled for Wednesday, August 19, 2026, in Randolph. Chief Hicks has a conflict and will look to find out whether Committee members are available to reschedule to a different date in August.

Adjournment

Chief Hicks thanked Deputy Superintendent Flynn for the work he's done and his willingness to hit the ground running. Deputy Superintendent Flynn said he appreciated the opportunity to be a part of the Committee and talked about how much he has learned.

At 12:38 p.m., a motion was made by Deputy Superintendent Flynn and seconded by Major Greene to adjourn the meeting. A vote was taken, and the motion passed unanimously.