

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

Call to Order

On July 16, 2025, at 10:44 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
Deputy Chief Christine Amendola	Present
Sheriff Tom Bowler	Present
Sergeant Detective Eddy Chrispin	Present
Chief Brian Clark	Present
Sheriff Kevin Coppingier	Present
Chief Ryan Couture	Present
Superintendent Lanita Cullinane	Present
Chief Jennifer Gundersen	Present
EOPSS Undersecretary Gina Kwon	Present
AGO Division Chief Mary H. Nguyen	Present
Detective Jennifer Sattler	Present
Chief Edward Conley	Absent
Major Jody Greene	Absent
Superintendent Richard Sullivan	Absent

EOPSS/MPTC Staff

John Melander (EOPSS), Ryan Mingo (EOPSS), Lisa Caputo (EOPSS), Bridget Gray (EOPSS), Rick Rathbun, Amy Fanikos, Andrea Nardone, Jim O'Brien, Denise Mellon, Kristen Lydon, Brian Merrick, Tanya Hardiman, Jen Sears, Cassandra Cahill, Eric Lederman, Sabrina Peele, Elsie Sanon, Felisha Arnold, Aiesha Grenier, Luther Joseney, Deb Crafts, Josh Cole, Hannah Gianfriddo, Maya Norris, Denise Flagg, Lisa Kaynakian, Jay Gribaudo.

Guests

Deputy Sheriff Timothy Shubert (Bristol County Sheriff's Department), Assistant General Counsel Edward Meyers (Bristol County Sheriff's Department), Eric Atstupenas (General Counsel for the MA Chiefs of Police Association), Attorney Annie Lee (POST).

Review/Approval of Meeting Minutes

A motion was made by Chief Couture and seconded by Deputy Chief Amendola to approve the minutes of the June 18, 2025 meeting. A vote was taken and the motion passed with three abstentions (Sheriff Coppinger, Superintendent Cullinane, Chief Gundersen).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the July agenda.

Out-of-State Exemptions

There was one out-of-state exemption request on the July agenda:

Vladimyr Aguy Simmons University PD

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 Chief Clark to approve the out-of-state exemption request for Vladimyr Aguy. A vote was taken and the motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 650-653 on the July Bridge Academy A-H Class List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Chief Clark to approve the Bridge exemption requests for Officers numbered 650-653 on the July Bridge Academy A-H Class List. A vote was taken and the motion passed unanimously.

There were no Bridge exemption requests for the I-P class list this month.

Bridge exemption requests for Officers numbered 348 and 349 on the July Bridge Academy Q-Z Class List were reviewed and recommended by the Standards Subcommittee. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Chief Clark to approve the Bridge exemption requests for Officers numbered 348 and 349 on the July Bridge Academy Q-Z Class List. A vote was taken and the motion passed unanimously.

Bridge Hours

The agenda included three matters that involve the counting of Bridge hours. Two, Thomas Caron and Juan Nunez, are with the Hampden County Sheriff's Office. There is a question of whether their time as security officers with Mercy Medical Center can be counted towards their Bridge hours. Sheriff Coppinger reported that their employer requested the issue be removed from the agenda for today.

Bristol County Deputy Sheriff Timothy Shubert was previously before the Standards Subcommittee. He has completed all Bridge coursework and is requesting to have his hours with the Bristol County Sheriff's Department counted. The Plymouth County Sheriff's Department originally enrolled Deputy Sheriff Shubert in Bridge. He moved to the Bristol County Sheriff's Department in 2023. When the MPTC reached out to Plymouth, it was notified that he did not have any hours that would count towards Bridge because his fulltime position with Plymouth was a "Billing and Return Clerk." The Subcommittee determined that his job duties with Plymouth resulted in an interruption-in-service of five or more years between the date he graduated from a reserve/intermittent training program (2/13/18) and the date he went to work as a Deputy Sheriff in Bristol (12/31/23).

Bristol County Sheriff's Department Assistant General Counsel Edward Meyers spoke on behalf of Deputy Sheriff Shubert to appeal the Standards Subcommittee's decision. He asserts that Deputy Sheriff Shubert was a reserve auxiliary deputy sheriff with Plymouth and as such, was employed as a law enforcement officer by a law enforcement agency, carried a firearm, kept up with all in service training, including firearms training, and participated in making arrests. Chief Hicks asked for clarification on what the role of a reserve auxiliary deputy is and why Plymouth denied that he had any hours that would apply. Deputy Sheriff Shubert explained his duties during his time at Plymouth. Chief Hicks was still concerned about Plymouth saying he did not have any hours that would count towards Bridge. Sergeant Detective Chrispin asked if there is a job description for the position in Plymouth and approximately how many of those hours were for direct police work, i.e. arrests.

Sergeant Detective Chrispin asked for additional information prior to deciding. Undersecretary Kwon suggested obtaining more information from Plymouth prior to voting unless Deputy Sheriff Shubert would like a vote today, which would likely be in support of the Standards Subcommittee's decision. Chief Gundersen clarified what she wanted included in the additional information.

Chief Hicks confirmed that the Committee will defer a vote for when they are ready with the information requested.

Update on Instructor Certification Revocation Appeals

Since the last meeting, the Standards Subcommittee has issued decisions on two instructor certification revocation appeal hearings. Sheriff Coppinger provided a summary of the facts and reported the Subcommittee's decision on each appeal as follows:

1. *Trooper Earl Johnson, MA State Police* – Trooper Johnson's MPTC instructor certifications were revoked on March 19, 2025, based on disciplinary violations sustained by the MA State Police in 2016. After a hearing on April 16, 2025, the Subcommittee found that Trooper Johnson established by clear and convincing evidence that the revocation of his instructor certifications was not otherwise in accordance with the law, and reinstated them.

2. *Officer Michael Doran, Boston PD* – Officer Doran’s MPTC instructor certifications were revoked on April 8, 2025, based on disciplinary violations sustained by the Boston PD in 2019. After a hearing on May 21, 2025, the Subcommittee found that there were mitigating circumstances and that rather than permanently revoking Officer Duran’s instructor certifications, a more proportionate disposition was suspension of his certifications for six months from the date of his revocation.

Update on Student Officer Disciplinary Dismissal Appeals

Today’s agenda reflects two pending appeals by student officers who were dismissed from their respective police academies for disciplinary reasons. Hearings for former student officers Nadia Hunt and Burke Cushman need to be scheduled.

Since the last meeting, the Standards Subcommittee has issued a decision on the appeal by former student officer (SO) John O’Leary of his dismissal from the Fitchburg State Academy. A hearing on his appeal was held on May 21, 2025. Sheriff Coppinger provided a summary of the facts and reported that the Subcommittee members in attendance unanimously sustained Class I violations for (a) *Alcohol, use or possession*, (b) *Conduct, unbecoming* and (c) *Dishonesty* against SO O’Leary, upheld his dismissal from the academy, and upheld his one-year period of ineligibility from enrollment in a future MPTC operated/authorized police academy.

New Business

2025 Police Chiefs Conference - Proposed In-Service Topics. MPTC Assistant Legal Counsel Denise Flagg and General Counsel for the MA Chiefs of Police Association Eric Atstupenas were before the Committee to discuss proposed TY26 in-service training topics at the yearly conference for Chiefs and command staff. Attorney Flagg informed the Committee that the major change this year is including a refresher on the 4th Amendment. Chief Hicks clarified that this proposal will fulfill most but not all FY26 in-service for Chiefs and Deputies. Legal Updates and CPR/First Aid are not covered at the conference. If a Chief/Deputy Chief is unable to attend the conference, they must attend a regular in-service program at an academy or through Acadis.

A motion was made by Chief Clark and seconded by Chief Couture to accept the TY26 in-service training proposal for the MCOPA Fall Conference. A vote was taken and the motion passed unanimously.

TY26 Online In-Service Update. Curriculum Division Manager Luther Joseney, Hannah Gianfriddo and Maya Norris previewed some of the new online in-service training content they are implementing for TY26. Chief Gundersen asked if all the online in-service programs will have the interactive element being demonstrated. Deputy Chief Amendola and Chief Hicks expressed positive reviews of the changes being made.

Updated Annual First Responder Training Standards. General Counsel O’Brien updated the Committee on revised Annual First Responder Training Standards and that a vote will be required for acceptance. The changes being recommended are not substantive.

A motion was made by Chief Clark and seconded by Chief Gundersen to accept the revised Annual First Responder Training Standards for TY26. A vote was taken and the motion passed unanimously.

Old Business

POST LEA Certification Standards. Chief Hicks noted that POST is requesting input from the MPTC Committee on Law Enforcement Agency (LEA) certification standards. EOPSS Attorney Ryan Mingo summarized the feedback received from Committee members on drafts of (a) *Officer Response Procedures* and (b) *Criminal Investigation Procedures*. Undersecretary Kwon commented on the need to be sure that new criminal discovery obligations don't conflict with the standards. Attorney Atstupenas spoke on behalf of the MA Chiefs of Police Association and summarized their concerns about the proposed *Juvenile Operations* standards. Chief Hicks asked Attorney Annie Lee from POST about next steps. Attorney Lee will present the MPTC's comments and suggestions to the POST Commission for any revisions they may feel should be included but nothing will be finalized immediately.

Working Groups. Attorney Flagg informed the Committee that HRD's *Cadet Program Working Group* will have a proposal at the next meeting. The *Academy Consolidation Working Group's* next meeting is August 5, 2025, and they should have an update at the August Committee meeting.

Online In-Service Discrepancy Update. The MPTC has spent the last few months working to resolve online in-service time discrepancies that came to our attention late last year. In December, we noted that during the three year window from TY23-TY25, we identified 487 officers from 152 agencies who had completed at least one piece of online in-service training content with a discrepancy between the expected completion time and the actual completion time. Since then, we have worked to identify variables that may have impacted expected and actual completion times that were not initially known by us. We considered software, hardware, operating systems, web browsers, course content, SCORM packaging, etc., to provide expected and actual completion times that were as accurate as possible. In some instances, officers have been cleared by their department. In other instances, the training content has been reassigned so that the officer can re-complete the training segment(s) in question. As a result of all this work, on July 7th the list of remaining not cleared/not corrected time discrepancies for TY23-TY25 included 114 officers from 66 agencies. That number has gone down even more over the last week and continues to be updated by Records Division analysts as they receive information from agencies. We have communicated this information to the remaining agencies with officers/deputies on the list, as well as to MCOPA, MMCC, and POST. We are also responding to public records requests seeking TY25 online in-service training discrepancies. Moving forward, the MPTC's Data Systems Division will monitor ACADIS online in-service completion times through a monthly report capturing time discrepancies, which discrepancies will be forwarded to the officer's Agency Head.

Post Audit Review. General Counsel O'Brien summarized the Office of the State Auditor report that was released on December 26, 2024. The focus of that audit was compliance with police training mandated by police reform legislation passed in 2018 and 2020. Waivers and exemptions reviewed by the Standards Subcommittee/Committee were also audited. The Office of the State Auditor has now followed up with the MPTC, six months after the issuance of the audit, to learn what steps the MPTC has taken to address the audit findings. The MPTC has made changes that will facilitate the delivery of standardized training, and intends to make more changes going forward.

FY24 MPTF Legislative Report. General Counsel O'Brien explained that the MPTC is required to provide the Legislature with annual reports on certain information, including the use of recruit tuition fees, the use of Municipal Police Training Fund (MPTF) money, and the use of MPTC scholarship program funds. A copy of the recently filed FY24 MPTF report was provided to Committee members. Attorney O'Brien said it provides a good summary of the fiscal operations of the MPTC.

Executive Director's Report

FY25/FY26 Budget Update. Executive Director Rathbun informed the Committee that the fiscal team is working diligently to close out FY25 as we enter the new budget year. On July 4th, Governor Healy signed the FY26 state budget for \$60.9 billion and funded the MPTC as follows:

- For the MPTC's main appropriation: 8200-0200
 - MPTC is funded at \$21,412,003 for general agency operations, including our veteran and in-service training programs.
- For the MPTC's retained revenue account for recruit tuition: 8200-0222
 - MPTC is authorized to charge a tuition fee of \$3,200 per recruit for their academy training and collect up to \$2.8 million of tuition during each fiscal year.
- We continue to work internally with EOPSS as we finalize our budget plan. We will also work with A&F during the Spending Plans Agency Exercise in the coming months.

Facilities. Operations and Facilities Manager James Gribaudo informed the Committee that work on the Marlboro facility is moving along on schedule. The academy side of the building has punch list items, but is otherwise nearing completion. The range side of the building should be completed within the next four weeks, so we are still on track for occupancy on or about 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.

Superintendent Cullinane updated the Committee on the Boston Police 65-25 and 66-25 Academies.

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 class A-H has 114 who need to complete hours and apply for an exemption; class I-P has 71 who need to complete hours and apply for an exemption; and class Q-Z has 60 who need to complete hours and apply for an exemption. 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 updated the Committee on the ASHER program. All offered classes are in Acadis.

Open Discussion for Items Not Requiring Votes

Chief Gundersen discussed the funding for a Greenfield Community College police academy as there is a need and interest for an academy in the western part of the state. There will be another, more detailed, presentation, possibly as early as the September meeting.

Chief Hicks wanted to make the Committee aware of discussions taking place between POST and the Sheriffs that involve which deputy sheriffs will be required to be certified by POST. Sheriff Coppinger informed the Committee that the discussions will affect the sheriff's but will also affect the MPTC and all police agencies.

Matters not known at the time of posting that legally come before the Committee

None

Next Meeting

The next Committee meeting is currently scheduled to be held at the Lynnfield Police Academy on Wednesday, August 20, 2025.

Adjournment

At 12:56 p.m. a motion was made by Sheriff Coppinger and seconded by Sheriff Tom Bowler to adjourn the meeting. A vote was taken and the motion passed unanimously.