Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Randolph
September 23, 2026

Call to Order

On September 23, 2026, at 10:07 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
Sergeant Detective Eddy Chrispin (ret.)	Present
Chief Brian Clark	Present
Sheriff Kevin Coppinger	Present
Chief Ryan Couture	Present
Superintendent Richard Dahill	Present
Major Jody Greene	Present
Chief Jennifer Gundersen	Present
EOPSS Undersecretary Jen Kirshenbaum	Present
Chief James Sartell	Present
Detective Jennifer Sattler	Present
Superintendent Richard Sullivan	Present
Deputy Chief Christine Amendola	Absent
AAG Mary Nguyen	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, John Melander, Jim O'Brien, Gina Masotta, Andrea Nardone, Kristen Lydon, Deb Crafts, Denise Flagg, Kelsey Whelihan, Tom Karns, Elsie Sanon, Luther Joseney, Jen Sears, Lisa Morales, Tori Koch, Hannah Gianfriddo, Maya Norris, Brian Merrick, Aiesha Grenier, Steve Wong, Kaitlyn Mori, Felisha Arnold, Jason Brennan, Kayla Rosario-Munoz, Jay Gribaudo.

Guests

Sergeant Wilson Quiles (Boston PD), Chief William Coupe (Millville PD), Officer Jonathan Hart-Shuman (Millville PD), and Scott Greb.

Review/Approval of Meeting Minutes

A motion was made by Superintendent Sullivan and seconded by Sheriff Coppinger to approve the minutes for the Committee meeting on August 25, 2026. A vote was taken, and the motion passed with four abstentions (Chief Clark, Major Greene, Detective Sattler, and Sergeant Detective Chrispin).

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the September agenda.

Out-of-State Exemptions

There were three out-of-state exemption requests on the September agenda.

Nathan Campbell	Rowley PD
Brian Auclair	Fall River PD

At its meeting earlier this morning, the Standards Subcommittee reviewed and made favorable recommendations to approve the exemption requests for Nathan Campbell and Brian Auclair.

A motion was made by Sheriff Coppinger and seconded by Major Greene to approve the out-of-state exemption requests for Nathan Campbell and Brian Auclair. A vote was taken, and the motion passed unanimously.

Daniel Koski	Needham PD

MPTC Deputy General Counsel Gina Masotta informed the Committee that Daniel Koski graduated from the 915-hour New York City Police Department Police Academy on December 27, 2010. He went on to work as a full-time police officer for the New York City Police Department until September 23, 2021, which means he will have had an interruption-in-service of 5+ years starting tomorrow. He was advised that he would need to obtain an exemption, get certified by POST, and work a shift performing police duties and functions today in order to avoid having to go back to a full-time academy again. Needham PD has worked closely with staff from MPTC and POST to coordinate everything. At its meeting earlier this morning, the Standards Subcommittee reviewed and made a favorable recommendation to approve the exemption request for Daniel Koski conditioned on him getting certified by POST and working a shift today.

A motion was made by Sheriff Coppinger and seconded by Major Greene to approve the out-of-state exemption request for Daniel Koski on the condition that he obtain POST certification and work a shift performing police duties and functions today, Wednesday, September 23, 2026. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

A Bridge exemption request for Officer numbered 674 on the September Bridge Academy 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 Chief Clark to approve the Bridge exemption request for Officer numbered 674 on the September Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

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

A Bridge exemption request for Officer numbered 367 on the September Bridge Academy Q-Z 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 Detective Sattler to approve the Bridge exemption request for Officer numbered 367 on the September Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Interruption-in-Service, 5+ Years

Deputy General Counsel Masotta reminded the Committee that Officer Jonathan Hart-Shuman of Millville PD previously appeared before them on the question of whether his work as a Boston PD Special Police Officer (SPO) while employed by Longwood Security constituted law enforcement duties and functions. Officer Hart-Shuman graduated from a 318-hour reserve intermittent training program in January 2016 and, in October 2016, he also completed a 160-hour training program required to be a Boston PD SPO. From October 2016 to March 2021, he worked as an SPO for Longwood Security, a private security company providing services for the Boston Housing Authority (BHA). In June 2023, approximately 7½ years after he graduated from his reserve academy, Officer Hart-Shuman was hired by Millville PD as a reserve officer. Millville PD sponsored him for the Bridge Academy, and he completed his Bridge coursework in May 2024. He has also completed all required in-service training for TY22 through TY25 and recently accumulated his 2,400 hours of law enforcement work. When Millville PD submitted a request for a Bridge exemption, MPTC staff sought guidance from the Standards Subcommittee as to whether his work for Longwood Security did or did not constitute an interruption-in-service of more than 5 years between graduating from his reserve academy and working for Millville PD.

Officer Hart-Shuman and Millville PD Chief William Coupe appeared before the Subcommittee in December 2025. Officer Hart-Shuman reported that, as an officer with Longwood Security, he patrolled in uniform, drove a Longwood Security cruiser, carried a firearm, responded to calls for service, had the power of arrest, assisted with booking at a Boston PD station, and testified in court when necessary. The Subcommittee voted 3 to 1 that Officer Hart-Shuman's work for Longwood Security constituted law enforcement duties and functions and he had not had a break-in-service of more than 5 years.

Officer Hart-Shuman and Chief Coupe appeared before the full Committee in January 2026. There was extensive discussion at that meeting about the Boston PD Rule 400 program and the status of SPOs as law enforcement officers. Chief Hicks said the Committee needed to know more about Officer Hart-Shuman's work for Longwood Security and asked him and Chief Coupe to work with Boston PD to get additional information. The matter was tabled pending more information.

For today's meeting, Officer Hart-Shuman and Chief Coupe submitted additional documentation for the Committee's consideration. Chief Hicks asked whether Officer Hart-Shuman would have been required to complete a full-time Boston PD academy if he wanted to work as a police officer for Boston PD. Superintendent Dahill confirmed he would be required to complete the BPD academy. Sheriff Coppinger pointed out that any officer who wanted to work for BPD would have to complete BPD's academy, even if they had completed a full-time MPTC-operated/authorized academy and worked for another department.

Chief Coupe spoke in support of Officer Hart-Shuman and went through the new information he submitted for today's meeting. He said he learned that if a Rule 400 SPO's license was suspended,

they would be arrested for impersonating a police officer. Rule 400 SPOs were trained in use of force, firearms, and other topics and were required to take written tests. They could only work in the area for which they were licensed, and they would request assistance from BPD when taking someone into custody. Chief Coupe also provided examples of incidents in which Officer Hart-Shuman was involved while working as an SPO for Longwood Security.

Chief Hicks referenced Subcommittee decisions involving two Mercy Medical Center security officers whose work did not constitute law enforcement duties. He asked how Officer Hart-Shuman's work at Longwood Security was different. MPTC General Counsel Jim O'Brien provided some background for Committee members who were not familiar with the Mercy Medical Center officers. He explained they were not armed but were Springfield SPOs with limited arrest powers and that their matter will be heard by the Committee at its November meeting.

Sergeant Detective Chrispin said that in his view the SPOs working for Longwood Security were not police officers and were not performing law enforcement duties. There was discussion about what training Boston PD required for the Rule 400 SPOs and whether they were required to attend a reserve academy or just the 160-hour training program for SPOs.

A motion was made by Sheriff Coppinger and seconded by Chief Clark that Jonathan Hart-Shuman's time as a Boston PD Special Police Officer at Longwood Security did not constitute a break-in-service of more than five years. The motion passed with eight in favor, two opposing (Chief Hicks and Sergeant Detective Chrispin), and three abstaining (Undersecretary Kirshenbaum, Major Greene, and Detective Sattler).

Update on Student Officer Disciplinary Dismissal Appeals

The Standards Subcommittee held two student officer (SO) disciplinary dismissal appeal hearings on September 22, 2026. Decisions are pending.

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. *Luis De Los Santos, Holyoke Police Academy* – SO De Los Santos was dismissed from the academy for a Class II *Conduct, Improper* violation in connection with failing to complete an assignment and related conduct after accumulating violations during the academy and being progressively disciplined. The Subcommittee members who attended the hearing voted unanimously to sustain the Class II *Conduct, Improper* violation, upheld his dismissal from the academy, and upheld his one-year period of ineligibility from enrollment in a future MPTC operated/authorized police academy.

Update on Instructor Certification Revocation Appeals

The Standards Subcommittee held an instructor revocation appeal hearing on September 22, 2026. A decision is pending. There are also pending appeals by nine other former MPTC instructors whose certifications have been revoked. Hearings will be scheduled at a later date.

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

1. *Officer Miguel A. Ortiz, Bunker Hill Community College PD* – Officer Ortiz's MPTC instructor certifications were revoked on June 26, 2026, based on a disciplinary violation of *Conduct, Unbecoming* sustained by Bunker Hill Community College PD in March 2026 and appearing on the POST Commission's disciplinary list. After the hearing, the Subcommittee found that Officer Ortiz failed to establish by clear and convincing evidence that the revocation of his instructor certifications was an abuse of the MPTC's discretion, or was arbitrary and capricious, or was not otherwise in accordance with the law. His instructor certifications were permanently revoked.

Executive Director's Report

Agency Operations. MPTC Executive Director Rick Rathbun reported that, in light of budgetary restrictions, make-up instructor recertification classes will not be offered this year to instructors who fail to register on time and are not responsive to attempts to contact them, including classes for defensive tactics and firearms recertification. Make-up classes will only be provided for instructors who miss training due to medical absences, military leave, or other issues outside their control.

Executive Director Rathbun also informed the Committee that we recently posted an opening on MassCareers for a second Deputy Chief of Training, who will oversee our statewide coordinators and the Instructor Certification and Development Division.

Executive Director Rathbun acknowledged and thanked MCOPA for a successful police chief's conference this year. He said he has received very positive feedback from those in attendance.

Lastly, he also acknowledged Chief of Training Andrea Nardone, who recently took a new position with the State Police and will be leaving the MPTC. He expressed his appreciation for all her work at the MPTC over the last 6 years and her 30 years of service for the Commonwealth overall. He wished her well in her new position.

FY27 Budget Update. Executive Director Rathbun noted that the fiscal team is finalizing the FY27 budget plan with A&F. Final numbers should be ready to disseminate to the Committee soon.

Facilities. There were no new updates.

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

In-Service and Specialized Training. Chief of Training Nardone presented an update on in-service and specialized training. In-person training began on Monday of this week. 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 and thanked the Curriculum Division and DSD for all their work to meet the deadline for publishing online in-service training this training year. It will be released as planned on the Tuesday after Columbus Day, and training trackers will be established at the same time.

Bridge Academy. Chief of Training Nardone reported that there are 85 officers in the Bridge Academy A-H Class who need to complete their 2,400 hours and apply for an exemption. There are 50 officers in the I-P Class and 41 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

Chief Gundersen asked whether there will be an increase in the hourly rate of pay for MPTC instructors and whether that decision would be made by staff or the Committee. Deputy Executive Director Fanikos explained that we need to address a number of issues relating to contracted instructors, which is in part why the second Deputy Chief of Training position has been created and will be so important for the agency. Deputy Executive Director Fanikos said we will be looking at all instructor issues holistically.

Old Business

POST/Police Reform. There were no new updates, but EOPSS Undersecretary Jen Kirshenbaum announced John Melander's promotion to EOPSS Assistant Undersecretary for Law Enforcement and Forensic Science. She congratulated him and expressed how helpful he has been to her since she started.

Model Use of Force Reporting Form. MPTC Assistant Legal Counsel Denise Flagg reminded the Committee that she provided a draft use of force reporting form to them last month and requested feedback by September 4, 2026. The form was drafted by a working group comprised of staff from POST and MPTC. She said she received feedback from MCOPA and the Attorney General's Office, and the most up-to-date draft of the form is in today's meeting book. It contains only two minor changes since the prior version, including (1) the merger of race and ethnicity into one category and addition of Middle Eastern/African as an option and (2) the addition of investigative/*Terry* stops to the category for types of incidents.

Chief Gundersen said she had two comments that she forgot to submit. She noted that Section 12 and protective custody are included as one option for the Outcome section but said those are actually two very different things. She also said that including the age of a suspect, rather than just the date of birth, would be helpful.

A motion was made by Chief Gundersen and seconded by Chief Clark to accept the current draft of the use of force reporting form with the following changes to Section 6/OUTCOME: (1) addition of a checkbox for "Released/No Enforcement Action" and (2) separation of "Protective Custody/Section 12" into two distinct checkboxes.

Superintendent Sullivan asked about when a person is summonsed to court and whether that would be considered arrest.

An amended motion was made by Superintendent Sullivan and seconded by Chief Clark to accept the current draft of the use of force reporting form with the following changes to Section 6/OUTCOME: (1) addition of a checkbox for "Released/No Enforcement Action," (2) separation of "Protective Custody/Section 12" into two distinct checkboxes, and (3) addition of a checkbox for "Summons." A vote was taken, and the motion passed unanimously.

Working Groups. Deputy Executive Director Fanikos advised that the Campus Police Training Programs Working Group will be meeting on September 25, 2026, and will provide an update at the October meeting. A meeting for the Sheriffs Training Programs Working Group was rescheduled,

and an update is expected in October. The Fitness Working Group met in early September and reviewed the PT schedule for skills week. They expect to have a final draft in October. The AI Policy Development Working Group is scheduled to meet again in October. They have divided into smaller sub-groups that will be working to create a document on best practices. Chief of Training Andrea Nardone provided an update on the Wrong Way Driving Working Group. She said they have been meeting every two weeks and are working on creating a training that will be incorporated into the recruit curriculum as part of EVOC, as well as a one-hour online training for veteran officers.

Medical Examination Requirements for Academy Entrance. Chief Hicks informed the Committee that he spoke with Regina Caggiano at HRD and learned HRD is starting the process of revalidating its initial-hire medical standards for officers in civil service police departments. He will be reaching out within the next week to schedule a meeting with the working group.

New/Updated MPTC Policies. Executive Director Rathbun informed the Committee that there are no new policies for discussion this month, but General Counsel O'Brien will provide an overview of updated training standards policies under New Business today.

TY28 In-Service Training Topics. Chief of Training Nardone reminded the Committee of the TY28 in-service training topics on which they have already voted. She asked that the Committee vote on topics for the remaining nine hours. She reported that some of the most requested topics for training include constitutional law, criminal law, and juvenile law.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to add the following three topics, totaling nine hours, to TY28 mandatory in-service training: (1) constitutional law/criminal law/juvenile law best practices refresher, (2) communication skills, and (3) community policing engagement with content on the history of policing. A vote was taken, and the motion passed unanimously.

New Business

Annual Firearms Training Standards – Updated. General Counsel O'Brien informed the Committee that there are three updated training standards in their meeting book. We are asking for a vote today on the CPR/FA and ECW training standards, but not on the firearms training standards, which require further revisions. General Counsel O'Brien is working with Firearms Statewide Coordinator Lieutenant Jason Brennan to clarify the firearms training requirements for officers who return to service after an interruption. Lieutenant Brennan advised the Committee that he believes some departments don't understand what is required for skills training each year, so we are working to clarify that in the updated training standards too and ensure standardization. Lieutenant Brennan said he also plans to review the qualification course training for potential updates/changes in TY28. We expect to have updated firearms training standards ready for the October meeting.

Annual First Responder Training Standards – Updated. General Counsel O'Brien reported that there are no major updates to the *First Responder Training Standards*. He worked with Statewide CPR/FA Coordinator Chief Hovey to streamline the policy. They removed certain references to statutes and regulations directed more broadly at all first responders because they conflict with some of the standards for police officers. The requirements remain the same, including three hours of CPR and three hours of first aid annually. The most substantive updates require instructors when certifying or re-certifying to review the training standards and the *Code of Conduct for Instructors Certified by the MPTC*. Instructors will also be required to get re-certified yearly instead of every other year.

A motion was made by Chief Clark and seconded by Superintendent Sullivan to approve the updated *First Responder Training Standards*. A vote was taken, and the motion passed unanimously.

Annual Electronic Control Weapons Training Standards – Updated. General Counsel O'Brien explained that the most significant change to this policy involved clarifying the distinction between certification/recertification required by the ECW manufacturer and qualification/requalification required by EOPSS regulation 501 CMR 8.06 for all officers who carry ECWs. These two requirements are on different timeframes. Under the old standards, it was not clear that both are required. General Counsel O'Brien thanked Statewide Coordinators John Fraher and Chuck DiChiara for their assistance in updating the ECW training standards.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to approve the updated *Electronic Control Weapons Training Standards*. A vote was taken, and the motion passed unanimously.

Next Meeting

The next meeting will be held in Randolph on October 21, 2026.

Announcement

Executive Director Rathbun announced that there will be cake after the meeting to celebrate Chief of Training Nardone's work with the MPTC. He noted that the Chief of Training position has been posted to MassCareers. Chief Hicks thanked Chief of Training Nardone for her dedication and hard work at the MPTC. He wished her luck in her new role and noted that it was a tremendous opportunity. Chief Nardone expressed her appreciation to all the people she has worked with over the last six years. She thanked the Committee for their guidance and leadership. She said she looks forward to her new role with the State Police.

Adjournment

At 12:45 p.m., a motion was made by Superintendent Sullivan and seconded by Chief Clark to adjourn the meeting. A vote was taken, and the motion passed unanimously.