Municipal Police Training Committee
Full Committee Monthly Meeting Minutes
MPTC Randolph
October 21, 2026

Call to Order

On October 21, 2026, at 10:06 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
Secretary Gina Kwon	Present
Deputy Chief Christine Amendola	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
Chief James Sartell	Present
Superintendent Richard Sullivan	Present
Detective Jennifer Sattler	Absent
AGO Designee (unfilled)	Absent

EOPSS/MPTC Staff

Rick Rathbun, Amy Fanikos, Jen Kirshenbaum, John Melander, Deb Crafts, Jim O'Brien, Gina Masotta, Chuck DiChiara, Denise Flagg, John Mazza, Kristen Lydon, Jen Sears, Kaitlyn Mori, Patrick Rogalin, Frank Eldridge, Luther Joseney, Elsie Sanon, Hannah Gianfriddo, Maya Norris, Tom Karns, Denise Mellon, Tori Koch, Lisa Morales, and Jay Gribaudo.

Guests

Assistant Superintendent Michael Huggins (Berkshire County Sheriff's Office), Scott Greb, Captain Eleni Barbieri (Springfield PD), Sergeant Robert Carter (Springfield PD), Officer Michael Dumas (Springfield PD), Officer Anthony Kelliher (Springfield PD), and Chief Erin Carcia (Babson College PD).

Review/Approval of Meeting Minutes

A motion was made by Superintendent Sullivan and seconded by Chief Clark to approve the minutes for the Committee meeting on September 23, 2026. A vote was taken, and the motion passed unanimously.

Police Standards and Training

Temporary Waivers

There were no temporary waiver requests on the October agenda.

Out-of-State Exemptions

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

Brianna Kenney	Bellingham PD
Robert Fontaine	Seekonk PD
Daniel Parlapiano	Westfield State University PD

At its meeting earlier this morning, the Standards Subcommittee reviewed and made favorable recommendations to approve the out-of-state exemption requests for Brianna Kenney, Robert Fontaine, and Daniel Parlapiano.

A motion was made by Sheriff Coppinger and seconded by Major Greene to approve the out-of-state exemption requests for Brianna Kenney, Robert Fontaine, and Daniel Parlapiano. A vote was taken, and the motion passed unanimously.

Bridge Academy Exemptions

Bridge exemption requests for Officers numbered 675 and 676 on the October Bridge Academy 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 Gundersen to approve the Bridge exemption requests for Officers numbered 675 and 676 on the October Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

Bridge exemption requests for Officers numbered 458 through 460 on the October Bridge Academy 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 Major Greene and seconded by Chief Gundersen to approve the Bridge exemption requests for Officers numbered 458 through 460 on the October Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

A Bridge exemption request for Officer numbered 368 on the October 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 Chief Gundersen to approve the Bridge exemption request for Officer numbered 368 on the October Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

Update on Student Officer Disciplinary Dismissal Appeals

Since the last meeting, the Standards Subcommittee issued decisions on two student officer disciplinary dismissal appeals. Sheriff Coppinger provided a summary of the facts and reported the Subcommittee's decisions as follows:

1. *Tesire McClain, Boston Police Academy* – SO McClain was dismissed from the academy for a Class I violation of *Conduct, Unbecoming*. The Subcommittee members who attended the hearing voted unanimously to sustain the Class I violation, upheld her dismissal from the academy, and upheld her one-year period of ineligibility from enrollment in a future MPTC operated/authorized police academy.

2. *Sodna Jules, Boston Police Academy* – SO Jules was dismissed from the academy for Class I violations of *Lying, Evasiveness and Deceit* and *Reports, Untruthful*. The Subcommittee members who attended the hearing voted unanimously to sustain the Class I violations, upheld her dismissal from the academy, and upheld her one-year period of ineligibility from enrollment in a future MPTC operated/authorized academy.

Update on Instructor Certification Revocation Appeals

There are pending appeals by nine former MPTC instructors whose certifications have been revoked. Hearings for four of those appeals have been scheduled for November 2, 2026. The remaining five 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. *Sergeant Lukas Horn, Huntington PD* – Sergeant Horn's MPTC instructor certifications were revoked on August 11, 2026, after he facilitated an unapproved training scenario, which led to an injury. Based on the evidence presented at the hearing, the Subcommittee found that Sergeant Horn 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 suspended for three years beginning August 11, 2026, and ending August 11, 2029.

Executive Director's Report

Agency Operations. MPTC Executive Director Rick Rathbun reported that he and Deputy Executive Director Amy Fanikos have completed another quarterly town hall meeting. Feedback was overwhelmingly positive, and the meetings have helped to increase communication between organizations. They will continue next year with at least one being an in-person meeting. If agencies would like Executive Director Rathbun or Deputy Executive Director Fanikos to attend any meetings regarding specific topics, they can reach out to Lisa Morales to schedule it.

Executive Director Rathbun also informed the Committee that Deputy Chief of Training Deb Crafts is serving as Acting Chief of Training with Andrea Nardone's departure. Interviews for the second Deputy Chief of Training position have been completed. The final round of interviews for the Chief of Training position will be completed today.

FY27 Budget Update. Executive Director Rathbun noted that all funds have been transferred to the agency for inclusion in the finalized budget figures. All spending to date is within the allocated amounts and approved appropriations.

Facilities. There were no new updates.

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

In-Service and Specialized Training. Acting Chief of Training Crafts 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 today's meeting book.

Bridge Academy. Acting Chief of Training Crafts reported that there are 84 officers in the Bridge Academy A-H Class who need to complete their 2,400 hours and apply for an exemption, while 668 officers have received an exemption. There are 50 officers in the I-P Class who need to complete their 2,400 hours and apply for an exemption, while 457 officers have received an exemption. In the Q-Z Class, there are 40 officers who need to complete their 2,400 hours, while 365 officers have received an exemption. Updated numbers are included in today's meeting book.

Chief Gundersen asked whether officers who have completed the Bridge Academy requirements and submitted their payroll records but are still waiting for an exemption will be able to continue working. General Counsel O'Brien believes that they will be able to continue working as long as they are conditionally certified. Executive Director Rathbun will confirm with POST Executive Director Enrique Zuniga.

ASHER. MPTC Statewide ASHER Director John Mazza updated the Committee on the ASHER program. There were 17 AAIR (Active Attack Integrated Response) classes held around the state this summer and 550 first responders were certified. During the reporting period 9/12/26 to 10/9/26, two AAIR classes and a Level 1 Responder class were held. Sixty-five First Responders earned ALERRT AAIR certification, and fifteen Law Enforcement Officers earned ALERRT Level 1 certification. Additionally, six CRASE (Civilian Response to Active Shooter Events) classes were delivered to approximately 135 state employees. Director Mazza encouraged agencies to take advantage of the CRASE training in their communities.

Chief Hicks asked about the length of CRASE training. Director Mazza stated that it can be tailored to the audience, but they typically require a minimum of 90 minutes and classes are often longer because of audience engagement. Chief Hicks mentioned that there are still Massachusetts agencies who don't seem to be aware of this training, specifically in fire services.

Executive Director Rathbun said he met with the Department of Fire Services (DFS) yesterday and remarked that there is great cooperation within the ALERRT community.

Executive Director Rathbun acknowledged the MPTC's ICAD team for their work on instructor re-certifications and the MPTC's Curriculum, DSD, and Training Records Divisions for their work to get in-service training released last week as planned.

Open Discussion for Items Not Requiring Votes

Chief Hicks informed the Committee that AAG Mary Nguyen is no longer a member of the Committee. He is waiting on a replacement from the AGO. In the meantime, Chief Couture will take her place on the Standards Subcommittee.

Old Business

POST/Police Reform. There were no new updates.

Working Groups. Deputy Executive Director Fanikos advised that the Campus Police Training Programs Working Group met on September 25, 2026, and discussed how to incorporate additional training for campus police. They are currently working on a one-day specialized training on Title IX. The Fitness Working Group has finalized a draft of the PT schedule for skills week, which will be distributed to academy staff. They have decided to forgo PT sessions during EVOC due to logistical constraints. The group is also discussing a full academy PT schedule for operated academies and updating the PT manual. The AI Policy Development Working Group is working on best practices for academies.

Executive Director Rathbun informed the Committee that the next meeting for the Sheriffs Training Programs Working Group will be held on November 4, 2026.

Deputy General Counsel Masotta reported that the Wrong-Way Driving Working Group continues to work on developing the curriculum for the statutorily required wrong-way driving training. MSP has drafted a PowerPoint presentation. Curriculum Division Manager Luther Joseney will work with Sergeants Grace and Gass as SMEs to adapt it for municipal officers to ensure that all officers receive consistent training. MSP will begin delivering the wrong-way driving training to its recruits in the 93rd RTT in December 2026, and MPTC will introduce it to student officers starting in late November 2026 at the Holyoke Academy. The training will be done in the classroom as part of EVOC. We expect to release an online training video for veteran officers through Acadis beginning in January 2027.

Medical Examination Requirements for Academy Entrance. Chief Hicks informed the Committee that there has been a delay in meeting with HRD, but he is working on it. He has asked Secretary Kwon for assistance.

New/Updated MPTC Policies. Executive Director Rathbun informed the Committee that General Counsel O'Brien will provide an update on the agency's social media policy and the annual firearms training standards. He also advised that he is looking to expand PowerDMS and will be disseminating the Committee book via that platform beginning in January.

MPTC Social Media Policy. General Counsel O'Brien said that a copy of the agency's draft social medial policy is being provided to the Committee for information purposes only. No vote is required from the Committee since it is an internal policy.

Firearms Training Standards – Updated. General Counsel O'Brien said he is asking the Committee for a vote today on updated firearms training standards. He reminded them that a draft was in the Committee book last month. Since then, additional work has been done by MPTC staff to address

the firearms training requirements for out-of-state exemptions and interruptions-in-service. General Counsel O'Brien summarized the significant changes made to the standards. He reported that the current version is now consistent with the format of all MPTC policies. For officers coming in from out-of-state and those who have had an interruption-in-service, the updated standards would require completion of both firearms qualification and firearms skills training, instead of just qualification. The updated standards also define the requirements for skills training more specifically. Lastly, for the first time, departments will be required to use the standardized *MPTC Firearms Qualification/ Skills Sheet* to document completion of qualification and skills training.

Executive Director Rathbun informed the Committee that MPTC staff will develop an FAQ document, which should be available at the next meeting.

A motion was made by Chief Gundersen and seconded by Chief Clark to approve the updated firearms training standards as presented. A vote was taken, and the motion passed unanimously.

Model Use of Force Reporting Form. MPTC Assistant Legal Counsel Denise Flagg reminded the Committee that the model use of force reporting form was approved at the September meeting. The POST Commission also approved the form in September with two ministerial changes. The final form was distributed to departments at the end of September and is now available on the MPTC and POST websites. POST also provided guidance to departments on how to implement the form. They are requiring that agencies have a form consistent with the model form by November 30, 2026.

Chief Hicks asked if an additional vote was needed given that changes were made to the form. Assistant Legal Counsel Flagg said she did not believe a new vote was necessary since the changes were ministerial.

New Business

Request for Reauthorization to Operate – Springfield Academy. Deputy Executive Director Fanikos reminded the Committee that they recently voted to require authorized academies to request reauthorization to operate every three years. Springfield PD Captain Eleni Barbieri and Sergeant Robert Carter were present at today's meeting to request reauthorization of the Springfield Academy. They thanked the Committee for the opportunity to appear and presented a PowerPoint outlining statistics from the last three recruit classes and the other information required by the Committee.

Chief Hicks asked about academic departures and whether English as a second language played a significant role. Captain Barbieri said the Springfield Academy offers additional assistance to recruits whose first language is not English.

Chief Hicks praised the diversity of the Springfield Police Academy classes and acknowledged how much progress the Academy has made over the years.

A motion was made by Superintendent Sullivan and seconded by Chief Clark to re-authorize the Springfield Academy to operate in January 2027. A vote was taken, and the motion passed unanimously.

Use of Force Training – OC/Baton/Handcuffing Update for Veteran Officers. Executive Director Rathbun announced that the PowerPoint for the new use of force training for veteran officers was not included in the Committee book today and said we will plan to discuss it at the November meeting.

Next Meeting

The next meeting will be held in Randolph on November 18, 2026.

Announcement

Chief Hicks announced that Deputy Chief Amendola will become Chief of Reading PD in March. He congratulated her and thanked her for her work on the Committee.

Adjournment

At 11:43 p.m., a motion was made by Chief Clark and seconded by Secretary Kwon to adjourn the meeting. A vote was taken, and the motion passed unanimously.