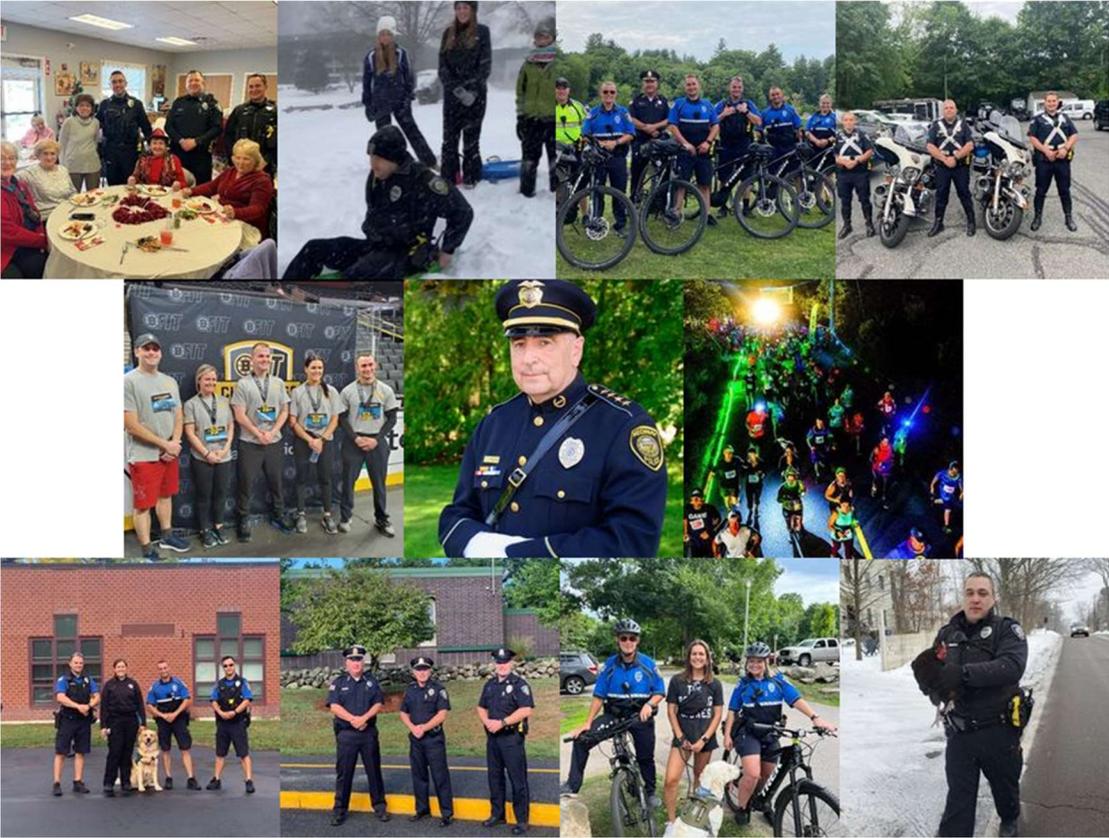


Medway Police Department Annual Report 2022



Chief of Police William H. Kingsbury



Contents

Mission Statement	4
Vision Statement.....	4
Introduction	4
Department Roster	5
Organizational Chart	6
Chief’s Report of the Medway Police Department.....	6
Policy & Procedure.....	10
Crime Statistics: Part 1 Offenses.....	11
Murder	11
Rape/Sexual Assault.....	11
Robbery.....	11
Aggravated Assault	11
Burglary	11
Larceny-Theft	12
Arson	12
Motor Vehicle Theft.....	12
Arrests.....	12
Criminal Complaints.....	12
Scams	13
Calls for Service.....	14
Medway Police Records Management System.....	14
Mental Health Calls.....	17
Domestic Violence	19
Opioid Crisis	19
Motor Vehicle Crashes.....	20
Traffic Enforcement	21
Traffic Citation Data by Demographics	22
Traffic Stop Data-No Citations Issued	23

Training 24

Use of Force 25

BIPOC/Racial Data 26

Sex Assault Evidence Collection Kits 30

Specialty Units..... 30

POST Commission and Police Reform 31

Mission Statement

The mission of the Medway Police Department is to protect and improve the quality of life for all who live, work, or visit our community by delivering the highest quality of public safety and service.

Vision Statement

The Medway Police Department will create a safe and comfortable community in which people can live, work and visit. We recognize employees are the department's most valuable resource and will strive to create a positive working atmosphere where dedication and participation are encouraged. We will serve the people of this community by striving for excellence in all we do.

Introduction

The Medway Police Department was established prior to the 1930s. Its current form was instituted in 1930 with Leo J. Cassidy serving as the department's first police chief from 1930-1959. The police department has grown from a handful of officers during the 1950s to a modern department of 26 authorized sworn officers.

When fully staffed, the department consists of a patrol division made up of 5 sergeants and 14 patrol officers, a detective office consisting of one detective sergeant and two full-time detectives, one of whom acts as the department's court prosecutor and one full-time school resource officer. Most of our officers also perform specialty tasks within their assigned duties. Medway enters 2023 having seen the retirement of long-time Chief of Police Allen M. Tingley and the resignation of a patrol officer. One student officer is scheduled to graduate from the Boylston Police Academy in late March and another in October 2023 which will fully staff the department. The department also employs five special police officers, two traffic supervisors, two school traffic supervisors and one crossing guard.

2023 was a challenging year for the department with many personnel changes including the appointment of William H. Kingsbury as chief of police, Jeffrey Watson as patrol lieutenant, and Ryan Ober as patrol sergeant. Many changes related to police reform were mandated and implemented including areas of personnel and most especially training.

Department Roster

2022 MEDWAY POLICE DEPARTMENT

Chiefs of Police

Allen M. Tingley (Retired)

William H. Kingsbury

Lieutenants

Matthew D. Reardon

Jeffrey Watson

Sergeants

Jason P. Brennan

Derek Harrington

Peter Fasolino

Robert O'Neill

Ryan Ober

Detectives

Sergeant John Meincke

Carl Sheppard

Lauren Swarthout

School Resource Officer

Paul McLaughlin

Patrol Officers

William Freitas
Meghan Casey
Stephen Paschal

Anthony Nigro
Ryan Kahn
Katherine Sharkey

William White
Benjamin Leazott
Andy Chu (Resigned)

Thomas Godino
Christopher Bullen

John Gasparrini
Andrew Latosek

Student Officer

Andrew Harris

Executive Assistant

Janice Hart

JDP Mental Health Clinician

Sam Dubois

Police and Fire Public Safety Communication Dispatchers

Hannah Furno (Supervisor)
Thomas Sicchio (Resigned)

William Tagliaferri
Maggie Schindler

Nicholas Cabral

Kerri Bishop

Emily Clark

Eva Cann

Special Police Officers

Joseph MacDougall

John Rojee

Thomas Hamano

Andy Mahon

Daniel McGlynn

School Traffic Supervisors

Cheryle Goodspeed

Richard Malo

Crossing Guard

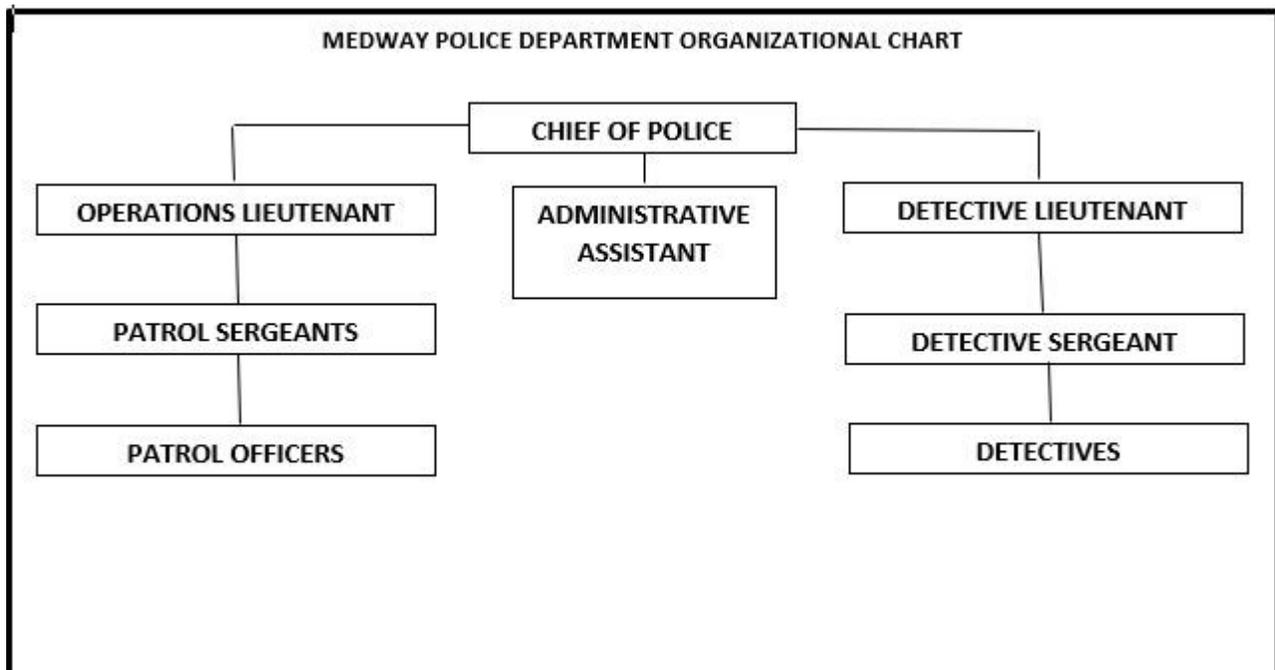
Gail Wilcox

Traffic Supervisors

Robert Rojee

Kevin Brennan

Organizational Chart



Chief's Report of the Medway Police Department

Despite the challenges of the Covid-19 Pandemic and the changes, requirements, and mandates of the Massachusetts police reform law, the Medway Police Department has striven to provide the town with an exceptional level of service to those who call Medway their home, as well as those travelling through, working in, or visiting.

Throughout the past year, as the effects of the Pandemic were lifted, the department has worked closely with Medway's residents, public groups, local governmental agencies, and our public safety partners to help plan, coordinate, and ensure successful community events such as Medway Pride Day, the Little League Parade, the Juneteenth Celebration at the Medway Community Farm, Medway Day at Choate Park, the Touch-a-Truck Event during the Medway Community Farm Fair, Opening Day of School, Walk-to-School Day, the Pumpkin Walk at Choate Park, Truck-or-Treat at Oakland Park, the Medway High School Thanksgiving Game Pep Rally Bonfire and the Christmas Parade.

Our officers engage the public whenever possible and can be seen and approached at Medway High School and youth sports events, at Medway's parks, the shopping centers, the Oakland Street Senior Center, Coffee with a Cop Events, local businesses, teaching bike safety at Choate, visiting with the Girl Scouts and Boy Scouts, teaching classes in the schools, and giving station tours. Our partnership with the community is our greatest strength.

Members of the department are active with SUP Medway, the Town IDEA Committee, various youth groups, the Council on Aging, the Medway Village Food Pantry, and we work closely with the Medway Housing Authority.

There was much change this part year. Chief of Police Allen M. Tingley retired after 15 years as chief and over forty years of public service to the Town of Medway. He was honored as a chairman of the Christmas Parade in November 2022 in recognition of his many years of outstanding service.

Lieutenant William H. Kingsbury was promoted to the role of chief of police in July 2022 where he will be responsible for managing all functions of the department. He has been a member of the department since 1993 when he began his career as a public safety communications dispatcher, was appointed a special police officer in 1994, a full-time police officer in 1995, a sergeant in 2002, and a lieutenant in 2017. During his career he has worked patrol as both a patrol officer and patrol supervisor, as a member of the Tri-County Drug Task Force, as a detective sergeant conducting and supervising investigations, as the department's primary evidence officer, primary public records access officer, policy and procedure manager, training officer, interim court prosecutor, interim chief of police, internal affairs investigator, scheduler, traffic grant manager, and special projects manager.

Sergeant Jeffrey Watson was promoted to the position of patrol lieutenant where he will manage the patrol function, manage firearms licensing, planning, and managing special events and projects, act as the department's accreditation manager, conduct internal affairs investigations, act as Medway's Safety Officer, and act as liaison to many public and private entities.

Lieutenant Watson began his career in Medway as a public safety communications dispatcher in 1987, he was appointed a special police officer in 1991, a full-time officer in 1993, and a sergeant in 2006. He has worked as a patrol officer and supervisor, was a member of the Tri-County Drug Task Force, Medway's Juvenile and DARE officer for many years, Medway's Safety Officer, and is a nationally recognized expert and instructor of Police Mountain Bike Patrol.

Patrol Officer Ryan Ober was appointed to fill a patrol sergeant position. Sergeant Ober joined the department in 2006 as a public safety communications dispatcher and was appointed a full-time patrol officer during 2013. Sergeant Ober will be supervising patrol shifts.

Four patrol officers, Andrew Latosek, Stephen Paschal, Katherine Sharkey, and Andy Chu graduated from the Randolph Police Academy in April 2022. All were assigned to patrol. Officer Chu resigned his position in September 2022. Officer Latosek was a public safety communications dispatcher and special police officer for the Town of Medway Police Department when he was hired. Officer Paschal was a patrol officer for the Berklee School of Music Campus Police Department when he was hired. Officer Sharkey was a public safety communications dispatcher for the Town of Wellesley Police Department when she was hired.

The department hired Andrew Harris as a patrol officer candidate in October when he entered the Boylston Police Academy. He is scheduled to graduate in March of 2023. Student Officer Harris was a public safety communications dispatcher for the Medway Police Department at the time of his hire.

The department hired three public safety communicators during 2022 including Emily Clark, Eva Cann, and Maggie Schindler.

The department maintained an active internship program welcoming students from Medway High School, Tri-County Regional High School, Framingham State University, Dean College, Westfield State University, and the University of New Hampshire. Many of our previous interns are currently working for law enforcement agencies including the Medway Police Department.

The department received multiple grants this year including a grant from the Massachusetts Statewide Emergency Telecommunications Board for training, a traffic enforcement grant from the Executive Office of Public Safety and Security, and a medication disposal grant from Meditech.

Medway personnel serve as important officials and instructors in several areas in Massachusetts.

Lieutenant Matthew Reardon acts as the department head of the Town of Medway Public Safety Communications Department, the commander of the Metropolitan Law Enforcement Council for Norfolk County Detective Unit, an instructor for the Massachusetts Police Training Committee and Commonwealth Police Services and instructs classes as a Dean College Professor.

Lieutenant Jeffrey Watson is the statewide training coordinator for the Massachusetts Police Training Committee Mountain Bike training program and acts as an instructor.

Sergeant Jason Brennan is a commander for the Metropolitan Law Enforcement Council for Norfolk County's SWAT response team, is the statewide training coordinator for the Massachusetts Police Training Committee Firearms training program and acts as an instructor in firearms, patrol rifle, as well as an Active Shooter/Hostile Event response, Applied Patrol Procedures, Use of Force, ECW/Taser Instructor, and less-lethal weapons instructor.

Detective Sergeant John Meincke is a staff instructor for the Massachusetts Police Training Committee's Randolph Police Academy and is also an Active Shooter/Hostile Event response instructor, Applied Patrol Procedures Instructor, Firearms Instructor, Less-lethal Instructor, ECW/TASER Instructor, and a First Responder/CPR/AED Instructor. Sergeant Meincke is a member of the Metropolitan Law Enforcement Council for Norfolk County Detective Unit.

Patrol Officer Thomas Godino is an Active Shooter/Hostile Event response instructor and Applied Patrol Procedures Instructor for the Massachusetts Police Training Committee. Officer Godino is also an in-house Tactical Medical Response Instructor for the department.

Detective Lauren Swarhout is the Physical Training Coordinator for the Massachusetts Police Training Committee's Randolph Police Academy where she also instructs.

Patrol Officer Meghan Casey is an Active Shooter/Hostile Event response instructor and Applied Patrol Procedures Instructor for the Massachusetts Police Training Committee.

Patrol Officer Ryan Kahn is a member of the Metropolitan Law Enforcement Council for Norfolk County Water Response Dive Team.

Patrol Officer Christopher Bullen is an Active Shooter/Hostile Event response instructor and Applied Patrol Procedures Instructor for the Massachusetts Police Training Committee.

In-House instructors include:

School Resource Officer Paul McLaughlin is the Motorcycle Patrol and Escort Instructor for the department. He is also a member of the Metropolitan Law Enforcement Council for Norfolk County Mobile Response Unit.

Patrol Officer William Freitas is an in-house Firearms, Patrol Rifle, and Less-lethal weapons instructor.

Patrol Officer Anthony Nigro is an in-house Speed Measurement (RADAR/LIDAR) instructor and a Tactical Medical Response Instructor for the department. He is also a certified crash reconstructionist.

Patrol Officer Stephen Paschal is a First Responder/CPR/AED instructor.

Chief of Police William Kingsbury managed the Medway Holiday Fund during 2022. This fund was established over fifty years ago and has been managed by Medway's chiefs of police since its inception. Sergeant Robert O'Neill coordinated the funds procurement, packaging, and delivery of holiday meals for both Thanksgiving and Christmas during 2022. We worked closely with both the Medway Housing Authority and the Medway Council on Aging, many volunteers, and relied on the many generous donations of Medway's residents, businesses, and private organizations to ensure a successful season.

Once again, throughout the year, we had several occasions to send out telephone emergency notifications to our residents using Blackboard Connect, the Town's emergency telephone notification system. I would like to encourage anyone who has not yet signed up to participate in this system to please do so. The links to sign up for this system can be found on the Medway Police Department web site (www.medwaypolice.com) and the Town of Medway's web site. (www.townofmedway.org) under *Find It Fast* and click on *Blackboard Connect Emergency Notification* and follow the instructions to sign up for this important service.

The department has worked hard to comply with the mandates of the police reform law over the last two years. It has been a difficult process as many regulations have gone into effect in a short period of time which have been met, changed, and met again.

Regulations related to police reform which have been enacted and promulgated include:

555 CMR 1.00 Procedural Rules for Receiving, Investigating, Hearing, and Adjudicating Complaints Regarding Law Enforcement Officers. The department has met all mandates related to these regulations.

555 CMR Use of Force by Law Enforcement Officers Regulations. The department has met all mandates related to these regulations.

555 CMR 7.0 Recertification Regulations. The department met the provisions of these regulations re-certifying all officers whose last names began with the letter A through the Letter H during 2022. All new hire officers were properly certified as well. Officers whose last names begin with I through P will be re-certified during 2023.

555 CMR 8.00 Databases and Dissemination of Information. The department is working to meet the mandates of these regulations by the promulgated deadlines.

555 CMR 10.00 Specialized Certification of School Resource Officers Draft Regulations. This is a draft regulation which has not gone into effect yet. The department has met all School Resource Officer training and certification mandates to date.

POSTC Advisories:

Recommendations for De-escalation: Our members have received training in meeting these recommendations.

De-escalation and Alternatives to Use of Force on Minor Children: Our members have received training in meeting these recommendations.

Guidance on M.G.L. Chapter 123 § 12(a) and 12(b) and the Use of Force: Our members have received training on meeting these recommendations.

The Medway Police Department is dedicated to offering our members the finest training possible in order to ensure outstanding professional service as well as for the development of our officers as they advance in their careers.

Policy & Procedure

The Medway Police Department maintains a policy manual broken down into the following categories:

- Police Role & Authority
- Organization & Management
- Benefits & Discipline
- Personnel Administration
- Operations
- Support Services
- Traffic Operations
- Prisoner & Court
- Records & Communications

Policies are reviewed annually in some cases and on a 3-year rotating basis when appropriate and are amended as needed. Most MPD policies are public records. Policies related to tactics and critical incident response are not. Officers receive annual training on critical policies as mandated by the state and/or the department. Such policies include Use of Force, High Speed Pursuit, Response to Calls, and Domestic Violence. Critical policies are available for viewing at <https://www.townofmedway.org/police-department/pages/policies>.

The POST Commission has been tasked with developing policy standards and accreditation/certification mandates. 6th Edition Accreditation Standards were released in March of 2023. The department has entered the Massachusetts Police Accreditation Commission (MPAC) program with the goal of achieving accreditation within three years. Lieutenant Jeffrey Watson has been appointed the department's accreditation manager.

Crime Statistics: Part 1 Offenses

The FBI designates certain serious crimes as Part 1 Offenses for tracking purposes which are broken into violent crimes and property crimes. The Medway Police Department submits monthly crime reports to the FBI through NIBRS (National Incident Based Reporting System). Medway PD began reporting through NIBRS in the late 1990s. NIBRS became mandatory for all departments in 2021. Not all crimes are reported through NIBRS. Part 1 Offenses are the most serious crimes which include:

- Murder
- Rape/Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Larceny-Theft
- Motor Vehicle Theft

Murder

Medway did not have any reported murders during 2022.

Rape/Sexual Assault

Medway PD investigated seven reported rapes, sexual assaults, and child sexual assaults during 2022. One case met the reporting criteria as a part one crime. Very little information can be shared regarding these types of crimes as such information is shielded by Mass General Law Chapter 41 § 97D.

Robbery

Medway did not investigate any reportable robberies during 2022.

Aggravated Assault

An aggravated assault is an assault and battery which causes serious bodily injury or was committed with a weapon of some type. There were 8 aggravated assaults reported to the Medway Police Department during 2022.

Burglary

There were no reported burglaries during 2022. Daytime housebreaks and commercial breaks do not meet the definition of a burglary and would not be reported as a part-one crime. Four daytime housebreaks were reported as Part 2 Crimes.

Larceny-Theft

There were nine reportable larcenies during 2022.

Arson

There were no reported arsons during 2022.

Motor Vehicle Theft

There was 1 reportable Motor Vehicle Theft during 2022.

Arrests

Medway officers made sixty arrests during 2022, an increase of 46% from the previous year. The primary offenses are listed below. Certain misdemeanors, which in the past would result in an arrest, are now handled via the summons process. The listed charges were the most serious involved in each incident. Multiple charges are often filed on individual suspects related to a single incident.

Arrests Warrants	21
Operate Under the Influence	13
Domestic Assault & Batteries	10
Domestic Strangulation	3
Breaking & Entry	3
Domestic A&B by Means of a Dangerous Weapon	2
Domestic Aggravated A&B (Pregnant Victim)	1
Operate after Suspension/Revocation	1
Larceny Over \$1200	1
Larceny From a Building	1
Trafficking Class B Substance (Cocaine)	1
Possession of an Illegal Substance	1
Leaving the Scene of a Personal Injury Accident	1
Possession of a Stolen Motor Vehicle	1

Criminal Complaints

Medway officers filed 114 applications for criminal complaints during 2022 which were five less than were filed during 2021. The primary offenses are listed below:

Operate without a License	35
Operate After Suspension/Revocation	27

Domestic Assault & Battery	7
209A Protective Order Violations	7
Unregistered/Uninsured MV	6
Leaving the Scene of an Accident	5
Assault & Battery	5
OUI	4
Larceny from a Building	4
Larceny Over \$1200	3
B&E Depository	2
Suspended Registration	1
Attached Plates	1
A&B Disabled	1
Breaking & Entry	1
Criminal Harassment	1
Felony Destruction of Property	1
Home Improvement Fraud	1
Illegal Possession of an Assault Rifle	1
Illegal Wiretapping	1

Scams

Ten completed scam attempts resulted in the loss of \$11,029.11 by Medway residents during 2022. There were thousands of scam attempts which were unsuccessful. Scam attempts are very difficult to investigate and retrieving stolen cash often impossible due to the anonymity afforded to individuals operating on the internet. Scammers use untraceable financial tools such as Apple I-Tunes Cards and wire services like Western Union and Money Gram to collect cash from unsuspecting individuals.

The scams which were most frequently reported were:

- Pop-up ads (airline tickets, computer “hack” fixes, fake pornography alerts).
- On-line job postings/Advanced fee (send first “paycheck” upfront-too much-send back the balance-check is fake).
- Phony Police Investigations/Warrants (FBI, IRS, Sheriffs).
- Family Imposters (Grandchild, sibling in trouble needs cash).
- Advance Fee on-line sales (send a check for too much money-ask to send the balance back-check is fake).
- Amazon Scam (Person claims your Amazon account has been hacked).
- Fraudulent “Puppies for Sale” on-line websites.

All scams have one thing in common. The victim must send money to the scammer via unconventional means. Always contact the police department at 508-533-3212 for advice before wiring money or buying pre-paid cards if someone asks you to. Double check with relatives who are supposedly in trouble. Educate yourselves and your friends and relatives regarding how scams work so that you don’t fall prey to sophisticated scammers. Education is our best defense. Most people now recognize a scam when they see one but those who are not internet savvy may not be aware that these scams are out there. Spread the word.

The FBI maintains a website outlining the most common scams we see. Please take a look and be familiar with them.

<https://www.fbi.gov/scams-and-safety/common-scams-and-crimes>

Calls for Service

A call for service can be generated several different ways. Calls can come in via 911, business phone, walk-ins, the Medway Police Department email tip line, the Medway Police Department Facebook page, an officer on patrol is alerted by a citizen requesting assistance or making a report, via radio from our partner first responders, and through an individual officer's self-initiated observations and actions. This report will break down calls for service into non-discretionary and discretionary categories. Non-Discretionary calls for service are requests for assistance that officers are obligated to respond too. Discretionary calls are self-initiated proactive activities such as traffic enforcement and community policing activities. Some logged calls are classified as administrative in nature and are not reflected in the below totals.

MEDWAY POLICE CALLS FOR SERVICE 2022			
YEAR	TOTAL	NON-DISCRETIONARY	DISCRETIONARY
2016	10,902	8331	2571
2017	12,511	8538	3873
2018	13,191	8625	4566
2019	13,209	8292	4917
2020	13,666	7962	5698
2021	15,101	7723	7378
2022	15,262	9131	6131

Medway Police Records Management System

Police Investigations & Assistance- Criminal and Non-Criminal 2022

The Medway Police Department uses the PAMET System to maintain records related to calls for service and administrative tasks. The system originally went on-line in April of 1997 and was last replaced during June of 2004. The system is approaching its end of life. The department is in the process of replacing PAMET with a modern system which will be more efficient for data entry and which will have superior analytical abilities. The following table lists the Incident types by number which were logged during 2022. The numbers don't always match other tables and data as Incident Types don't always accurately reflect everything that happened during a particular incident. Incident Types tend to list how a call was received and the way data was originally entered into the RMS system. Final outcomes may reflect a different type of incident.

209A Modified	56
209A Received	23
209A Service	41
209A Vacated	20
209A Violation	18
258E Emergency Request	1
258E Modified	5
258E Received	3
258E Service	4
258E Violation	1
911 Accidental	286
911 Hang-up	110
911 Transfer	184
MVA Animal	25
MVA Injury	52
MVA Leave the Scene	22
MVA No Injury	149
MVA Not Investigated	22
Accident Other	4
MVA Pedestrian	7
Alarm	235
Ambulance	1415
Ambulance Mutual Aid	307
Overdose	9
ACO	243
Annoy/Harassing Calls	5
Arrest-Felony	3
Arrest OUI	8
Assault or A&B	11
Assist Elderly	1
Assist Other PD	89
B&E MV	4
Breaking and Entering	8
By-Law Violation-Other	7
Civil Complaint	18
Community Policing	205
Cruiser Maintenance	80
Disinvitation	8
Disturbance	135
Domestic Dispute	58
Elder Affairs	1
Fight in Progress	2
Fire-Alarm	353
Fire-Brush	8
Fire-Natural Gas Leak	33
Fire-Structure	13

Fire-Vehicle	3
Fireworks Complaint	9
Follow-up Investigation	178
Funeral Escort	19
General Information	75
General Service	56
Gun Shots Reported	8
Harassment	22
Identity Fraud	44
Illegal Dumping	7
Investigation	34
JDC	30
Keep Peace	14
Larceny	28
Larceny-Vehicle	3
Larceny by Check	5
Larceny by Credit card	2
Larceny from MV	1
Lockout	100
Lost or Stolen	41
Message Delivery	14
Missing Child	10
Missing Child Located	6
Missing Person	4
Missing Person Located	1
MV Abandoned	1
MV Disabled	165
MV Erratic Op	143
MV Violation	2007
Mutual Aid-Metro LEC	20
Neighbor Dispute	14
Notice to All	58
Officer Injured	5
Officer Request	366
Open Door	32
Parking Violation	66
Pistol Permit	239
Power failure	3
Process Serving	20
Property-Damage-Private	45
Property Damage-Municipal	8
Property Received	85
Property Released	86
Radar Board	10
Radar Requested	33
Repossession	10

Road Hazard	82
RUOK	5
Safety Hazard	24
Safety Officer	16
Section 12	44
Section 35	9
Security Checks	4858
Sex Offender Registration	6
Sexual Assault	7
Shift information	1346
Shoplifting	5
Sick Day	86
SRO Activity	51
Sudden Death	14
Suicide Attempt	5
Suicide Threat	12
Summons Service	19
Surveillance by PI	11
Suspicious Activity	163
Suspicious MV	232
Suspicious Person	80
Threatening	12
Traffic Control	29
Traffic Counter	29
Traffic Enforcement	1058
Training	9
Transportation	58
Tree Down	53
Truant Child	5
Unwanted Party	5
Vacation Check	34
Vandalism	21
Warrants	118
Water Dept	25
Weather Change	15
Well-Being Check	142
Wires Down	36

Mental Health Calls

Medway Police officers responded to 84 incidents involving some type of mental health crisis evaluation during 2022.

The Medway Police Department strives to ensure successful interactions between police officers and persons affected by mental illness. The Medway Police Department has pledged to meet the standards of the International Association of

Chiefs of Police One Mind Campaign which has developed a four-part strategy to ensure our best opportunities to meet our goals in this area.

- ***Strategy One: Establish a clearly defined and sustainable partnership with one or more community mental health organizations.***

Medway PD, in cooperation with the Town of Franklin Police Department, partnered with Advocates Inc. of Framingham during late 2018 to create an embedded mental health clinician Jail Diversion Program. Prior to this, Medway Police officers conducted mental health triage on the street in response to these calls. Officers would frequently resort to arrest or in-voluntary hospitalizations as the primary means of dealing with some mental health affected behaviors.

The co-responder model features a mental health clinician who rides with officers and responds to calls involving a mental health component to make a higher-level evaluation of persons involved in these incidents. Medway shares a single mental health clinician with the Franklin Police Department. When the clinician is on-duty she or he responds to all mental health calls. When she is not on duty, officers conduct mental health triage as before or Riverside Mental Health services is contacted, and our clinician will follow-up as needed. Our clinician also responds to non-crisis calls to evaluate, provide services, and advice.

During 2022 Medway PD's JDP Clinician conducted mental health evaluations and did non-traditional evaluations of persons in crisis. Evaluations resulted in the issuing of thirteen MGL 123 § 12 involuntary hospitalization orders. Officers issued a further twenty-seven such orders. Our clinician was also often available to assist with emotional situations outside her traditional mental health evaluation role such as in situations of sudden death, overdoses, mental health consultations with loved ones, and with ongoing domestic related situations.

During 2022 our clinician:

- Conducted 369 total Interventions.
- Conducted Evaluations which led to 13 Arrest Diversions.
- Conducted 52 Evaluations which led to Emergency Department Diversions.
- ***Strategy Two: Develop and implement a model policy addressing police response to persons affected by mental illness.***

A model policy regarding responding to incidents involving mental illness went into effect on November 1, 2018 replacing the previous existing policy. The policy was developed by the International Association of Chiefs of Police and mental health professionals as adapted to the Commonwealth of Massachusetts and the Town of Medway Police Department. The policy authorizes diversion from arrest to hospitalization when appropriate as this is a necessary tool for our officers to effectively respond to these difficult calls. The policy is a public record and available for inspection at:

https://www.townofmedway.org/sites/g/files/vyhli866/f/pages/42k_handling_the_mentally_ill_2018.pdf

- ***Strategy Three: Train and certify 100 percent of the agency's sworn officers and selected personnel by providing Mental Health First Aid Training.***

Currently, 100% of Medway's sworn-full time officers have received Mental Health First Aid which is a skills-based training course that trains participants regarding mental health and substance abuse issues. As new officers are sworn in, each will receive this training.

Strategy Four: Provide Crisis Intervention Team (CIT) training to 20% of the department's sworn staff.

Currently 87.5% of the department's sworn officers have received CIT training far exceeding the goal of the One Mind Program. New officers will be afforded this training when they come on board. This training is imperative as the department strives to improve its response to mental health-related calls for service. The department's goal is to be 100% CIT Trained.

This link will tell you more about the One-Mind campaign: <https://www.theiacp.org/projects/one-mind-campaign>

Domestic Violence

Domestic Violence is abuse of a family or house-hold member. House-hold members are defined under the law as persons who are or were married to one another, persons who are or were residing together in the same household, persons who are or were related by blood or marriage, persons who have a child in common regardless of whether they have ever married or lived together, or persons who are or have been involved in a substantive dating or engagement relationship. This includes relationships involving an individual or individuals who identify as gay, lesbian, bisexual, or transgender.

Abuse is defined as causing or attempting to cause physical harm, placing another in fear of imminent serious physical harm or causing another to engage in involuntary sexual relations by force, threat of force or duress.

Medway Police Officers responded to 58 domestic violence related incidents during 2022 which resulted in 23 individuals being charged with Domestic related offenses and a further 7 with violations of 209A Protective Orders.

During the year, Medway assisted 6 victims with obtaining emergency restraining orders. Medway also received 23 209A orders directly from the court.

The Medway Police Department appointed a dedicated Domestic Violence Officer during 2019 who is tasked with conducting DV investigations, following up with victims, reviewing previous histories, opening new investigations on past unreported instances of domestic violence, auditing restraining orders, tracking court cases, and assisting victims at court. Any person with questions regarding domestic violence can seek information from the department at any time.

Opioid Crisis

Medway has seen a drop in reported opioid overdoses from **16** in 2018 to **11** during 2019 and **7** during both 2020 and 2021 and an increase to **9** during 2022. Medway had **2** fatal overdoses during 2022. Medway is a member of the Safe Coalition which is a regional coalition which provides a pathway to support, education, treatment options and coping mechanisms for those affected by substance use disorder. Medway police officers are able to meet with and provide resources and assistance to those seeking detox and treatment as well as those wishing to help another in crisis.

Medway participates in the Norfolk County District Attorney's CISM Program which follows-up on all reported overdoses. We have two officers certified as CISM officers.

Medway has a three-tiered plan to combat the Opioid crisis. Education, services, and enforcement. Medway officers will assist anyone who is seeking treatment and will help educate anyone as to their legal and/or treatment options with up-to-date information. Medway also investigates reports of illegal narcotics distribution to disrupt the flow of dangerous drugs into our community.

Medway officers carry Narcan and are trained in its use. Narcan is a nasal spray medication used to treat suspected Opioid overdose.

Medway has long accepted the drop-off of illegal drugs for destruction with no penalty to the individual(s) seeking to turn the narcotics in. If an individual seeks to dispose of illegal narcotics while simultaneously seeking assistance with treatment options, they are welcome to come to the Medway Police Department and we will help identify available resources.

Medway provides a prescription drug disposal bin for 24-hour service which is in our lobby. The goal is to give individuals the opportunity to dispose of unused prescription medications in a safe manner. We also have a needle drop off bin for safe disposal. We encourage all to make use of it rather than disposing of needles in a manner that may lead to injury to another.

Motor Vehicle Crashes

The Medway Police Department recorded 273 Motor Vehicle Crashes in 2022. This was an increase of 8.7% over 2021.

Motor vehicle crashes with injury rose from 20 to 47. There was one fatal crash last year which resulted in the death of a single individual. Leaving the scene crashes decreased from 28 to 22. Animal crashes rose from 10 to 25. Pedestrian crashes increased from 3 to 7.

The streets with the most crashes were:

Main	121
Milford	35
Summer	31
Village	21
Holliston	19
Winthrop	7
West	3

No other streets had more than two crashes during 2022.

The intersections with the most crashes were:

Main & Milford	5
Winthrop & Lovering	4

Holliston & Lovering	4
Village & Franklin	3

Most Often Determined Cause

Rear End Crashes	79
Fail to Yield/Stop	49
Minor Parking Lot Collision	31
Struck Animal	25
Single MV left Roadway	14

****Note: We are seeing increasing numbers of crashes caused by people trying to be courteous waving people out into traffic or to make turns where those people do not have the right of way. Unless traffic is stop and go, stopping to wave people in or out is very dangerous. Please follow-up the right of way. Most drivers are expecting you to and some who are waved out are counting on the waver that it is safe. Often it isn't. We are seeing rear end crashes and fail to yield crashes caused by attempts to be courteous.***

Traffic Enforcement

Medway has worked to increase traffic enforcement efforts over the last few years in response to concerns expressed by our residents and town officials. Officers are tasked with making stops when they observe traffic violations while on patrol, with setting up traffic enforcement posts in targeted areas when workload allows, and via specialty patrols funded by grants from the Massachusetts Executive Office of Public Safety & Security. Medway received a Municipal Traffic Safety Grant in October of 2022 in the amount of which will be used to fund traffic enforcement efforts during five target periods between December 2022 and September 2023.

Traffic enforcement is a discretionary activity. Officers engage in traffic enforcement when non-discretionary calls for service are low. Stationary traffic posts increased 6.4% over 2021. Posts during 2022 increased 1006% over 2016 showing the change in direction over the last seven years. Medway assigns traffic enforcement posts based on crash rates, traffic data studies, and complaints generated by residents and motorists.

MEDWAY POLICE DEPARTMENT TRAFFIC ENFORCEMENT 2016-2022			
YEAR	POSTS	% Increase/Decrease	CITATIONS/VERBAL WARNINGS
2016	110	NA	1293
2017	255	131%	2217
2018	449	76%	3063
2019	767	70%	2785
2020	825	7%	1861
2021	1143	38.5%	1989
2022	1217	6.4%	2795

The most frequent traffic posts were located at:

Main Street:	255
Village Street:	145
Winthrop Street:	138
Holliston Street:	121
Clark	94
Lovering	81
Summer	80
Coffee	76
West Street:	57
Maple	44
Milford Street:	43
Oakland Street:	39
Adams Street:	33

Traffic Citation Data by Demographics

The 2019 Hands-Free Law requires the collection and analysis of all traffic citations issued by police in Massachusetts by independent groups. The Massachusetts Executive Officer of Public Safety and Security (EOPSS) contracted with a research team out of Salem State and Worcester State College to analyze all data and release annual reports. Below is the link to the full report for traffic Citation data reports for all police departments in Massachusetts for the years 2021 and 2022 and the Medway Police Department's 2021 Data.

**2021 MASSACHUSETTS UNIFORM CITATION DATA ANALYSIS REPORT
MEDWAY POLICE DEPARTMENT**

Total Citations ¹ : 1,720	ZIP Code Match Analysis			Stop Rate by City/Town Population			
	Intown motorist:	25.8%		Citations per 1000			
	Passing through:	74.2%		18 + residents: 169.2			
¹ Total citations issued by department, including multiple-citation encounters and crashes							
All Stops ² (N = 1,689)			ITP Stops ² (N = 402)				
Mean age			Mean age				
42.29			39.6				
Gender %			Gender %				
Female 46.7%			Female 40.4%				
Male 53.3%			Male 59.6%				
Non-binary 0.0%			Non-binary 0.0%				
Race % Mis/Unk ⁴ 0.4%			Race % Mis/Unk ⁴ 0.2%				
AA/Black 2.1%			AA/Black 2.2%				
Hispanic 5.0%			Hispanic 6.7%				
White 89.7%			White 87.8%				
Other 3.2%			Other 3.2%				
² Total unique stop incidents by department, excluding multiple-citation encounters and crashes							
³ Only those unique stops occurring between 4:35am and 7:16am (dawn) or 4:14pm and 9:02pm (dusk)							
⁴ Percentage of cases where race was not reported (missing) or police could not make a determination (unknown)							
Comparative Analyses							
Stops vs. U.S. Census Demographics			Stops vs. State Average ⁵				
Motorist Race	City Dem	% Dif	Motorist Race	State Avg	%Dif		
AA/Black	2.1%	2.8%	AA/Black	14.4%	-12.3%		
Hispanic	5.0%	2.6%	Hispanic	14.5%	-9.5%		
White	89.7%	90.0%	White	66.4%	23.3%		
Other	3.2%	6.1%	Other	4.6%	-1.4%		
⁵ State average represents racial/ethnic breakdown of all 2021 stops by all MA departments							
VoD Analyses							
All Stops ²				ITP Stops ²			
Race	N	Daylight	Darkness	Race	N	Daylight	Darkness
NW	165	9.8%	13.7%	NW	41	11.2%	12.9%
White	1,470	90.2%	86.3%	White	312	88.8%	87.1%
Chi-square, X-tab ⁶ : .148 not sig.				Chi-square, X-tab ⁶ : .661 not sig.			
Odds ratio Exp(B) ⁷ : .673 not sig.				Odds ratio Exp(B) ⁷ : .834 not sig.			
⁶ Sig. Chi-square indicates observed pattern in X-tab table is real, and not due to chance alone							
⁷ Odds ratio < 1 indicates NW drivers less likely to be stopped during the day than at night; > 1 indicates NW drivers more likely to be stopped during the day than at night. Only "sig." results can be interpreted.							
Citation Outcomes by Race ⁸							
	Warning	Civil	Criminal	Arrest	Search?		
AA/Black	91.4%	2.9%	5.7%	0.0%	NW	0	N/A
Hispanic	74.7%	4.6%	18.4%	2.3%	White	0	N/A
White	93.9%	2.2%	3.4%	0.4%			
Other	94.4%	1.9%	3.7%	0.0%	Counts		Percent
Chi-square, X-tab ⁶ : .000* sig.							
⁸ Analyzes total citations issued by department, including multiple-citation encounters and crashes							

Traffic Stop Data-No Citations Issued

Medway Officers are authorized to issue verbal warnings on vehicle stops involving minor issues for notification and education purposes. These statistics are not included in the EOPSS Studies. Our officers are required to submit demographic data related to these stops as listed.

Stops:	253
Males:	143
Females:	110
White:	203
Black:	22
Hispanic:	21

Asian:	5		
Middle Eastern:	2		
Residents:	28%	Non-Residents:	72%
Resident Black:	2	Non-Resident Black:	20
Resident Hispanic:	3	Non-Resident Hispanic:	18
Resident Asian:	2	Non-Resident Asian:	3
Resident Middle Easterner:	1	Non-Resident Middle Easterner:	1

Training

The Medway Police Department believes that continuous training is of the highest priority for our officers. All full-time officers are graduates of a Massachusetts Police Training Council Police Academy. Each officer receives a minimum of 40 hours in-service training each year where mandatory subjects such as Legal Updates, Domestic Violence, CPR/First Responder, Use of Force, Defensive Tactics, Response to the Mentally Ill, Officer Wellness and Implicit Bias are updated each year.

In addition to this training, the Medway Police Department conducts in-house policy training, use of force training, Taser training, less lethal weapons training, firearms training and scenario training. The department typically conducts active shooter training in-house including a joint training exercise with Medway Fire/EMS each April where Active Shooter/Hostile Event Response plans are practiced in a stressful environment. Unfortunately, the past two year's training was cancelled due to the Covid-19 Pandemic.

Medway officers also attend outside specialized training frequently to close training gaps and fill identified needs. During 2022 our officers attended many trainings including:

- Sexual Assault Investigator Certification (4)
- Officer-in-Charge (7)
- Chief of Police Fall Training Conference (1)
- Advanced Criminal Procedure (1)
- POSTC IAD Complaint Investigation (2)
- Police Reform for Supervisors (6)
- Sergeant's Leadership School (3)
- Report Writing for Supervisors (3)
- Motorcycle Officer School (2)
- First-Line Supervisor Leadership (3)
- Search Warrant Prep (1)
- De-Fuse De-Escalation for Supervisors (11)
- DLG Use of Force Summit (1)
- Juvenile Law (2)
- Weights & Measures (2)
- Crisis Negotiation (3)
- Evidence Room Operations (2)
- B&E Evidence Recovery (2)

FBI LEEDA Supervisor Leadership Academy (7)
NASRO School Resource Officer Certification (3)
Field Training Officer Certification (3)
Ma Civil Rights Symposium (1)
Advanced Roadside Impaired Driving Enforcement (ARIDE) (2)
MPTC De-Escalation Strategies (8)
Basic Crash Investigation (3)
LHLN Servant Officer (12)
Instructor-Responding to calls Involving mental Illness (1)
Fair & Impartial Policing (1)
LHLN Intentional Leadership (4)
In-Service Best Practices (1)
Media Relations (1)
IACP First-Line Leadership (3)
Race Relations Immersion (1)
CPR Instructor Re-cert (1)
Applied Patrol Procedures/Active Shooter Instructor Certification (2)
Crash Re-Construction (1)
Advanced Crash Reconstruction (1)
NASRO School Resource Officer Re-Certification (1)
Instructor Development-Human Trafficking Response (1)
Stress Resiliency Coordinator Certification (1)
Restoring the Brain-Body Connection (Health & Wellness) (1)
Health & Wellness Instructor (1)
US Secret Service-Social Media Investigations (1)
US Secret Service-Recovering Digital Evidence (2)
Mass OAT Manager (2)
Instructor Development (1)
Critical Incident Response (5)
NASRO Adolescent Mental Health (3)
Defensive Tactics overcoming size differences for women in Law Enforcement (2)
LEADS Use of Force for FTOs (4)

Use of Force

Medway Police officers are required to complete secondary reports for any use of force involving the use of lethal or less lethal tools, the pointing of a firearm at a suspect, and for any reported injuries or complaints of injuries that resulted in hospitalization. Medway Investigates all use of force incidents which meets the reporting threshold. One Medway officer filed a use of force report in 2022 which involved the pointing of a service weapon at a suspect who was involved in an pursuit seeking to avoid apprehension during a mutual aid situation.

Medway placed 60 individuals under arrest, 43 into involuntary commitment under MGL 123 § 12, 8 were taken into custody on warrants of apprehension issued by the courts under MGL 123 § 35, and 7 were placed into protective custody for incapacity for narcotics use. Medway officers also seized 115 people who were later released with summons.

Seven percent reportable use of force during custody situations is considered an outstanding national standard to meet. Our officers through training, education, commitment to de-escalation and proper tactics greatly exceeded that goal this past year using reportable use of force in under 1% of custody situations. Additionally, our officers issued one hundred and fifteen criminal summonses during 2022, none of which resulted in any use of force. That Medway officers were able to seize and reach successful resolution of 233 individuals only once using a reportable level of force and without one individual suffering any injury is a testament to our officers' commitment to de-escalation, proper tactics, fairness, and to their training and supervision.

Over the last three years there have been incidents involving 649 individuals either being placed in custody or issued summonses with only two reportable uses of force occurring. One report was filed due to a suicidal individual scraping his knee when he was tackled in the act of trying to harm himself and the other was the pointing of a duty weapon at a wanted individual attempting to flee.

During this same time, our officers have taken multiple armed individuals into custody as well as individuals who have engaged in violent behavior. They have de-escalated many volatile incidents successfully.

Medway participates in the FBI's National Use of Force Data Collection Project. The project collects data related to the use of lethal force or a serious injury resulting due to the use of force. Medway PD submits reports monthly. Medway filed 12 zero monthly reports during 2022 for the fifth year in a row as no use of force incident reached the minimum reporting standards.

BIPOC/Racial Data

The Medway Police Department began tracking racial data several years ago and has shared the raw numbers in annual reports since 2019. This information is being provided to the public as well. The department collects data as mandated whenever a traffic citation is issued, or an arrest is made. We also require our officers to submit racial data when issuing verbal warnings for minor traffic offenses.

On-View incidents are investigations initiated by officers. Reported incidents are investigations which are the result of reports responded to by officers. The information below lists whether an incident was on-view or the result of a report, the criminal charge or warrant, and the reason for the stop in cases of motor vehicle charges and whether the individual is a resident. In instances where "Unknown" is listed, the officer had no interaction with the subject of the complaint as such they were not able to perceive the individual's race or ethnicity.

Racial or ethnic identification is a matter of the perception of the involved officer. Officers must indicate a race/ethnicity on all citations however the officer must record the race based on his or her perception. There are no indications on operator's licenses issued by Massachusetts regarding race nor can officers ask an individual what they believe their race or ethnicity to be.

ARREST INFORMATION

Total:	66
White:	51
Hispanic:	8

Black:	5
Asian:	2
Middle Eastern:	0
American Indian	0

Hispanic Arrests:

1. Assault and Battery-Dangerous Weapon	Reported	Resident
2. Motor Vehicle Charge	Reported	Non-Resident
3. Arrest Warrant	Reported	Non-Resident
4. Felony Larceny	Reported	Resident
5. Arrest Warrant	Reported	Resident
6. Larceny of a Motor Vehicle	Reported	Non-Resident
7. Arrest Warrant	Reported	Non-Resident
8. Arrest Warrant	Reported	Non-Resident

Black Arrests

1. Residential B&E	Reported	Non-Resident
2. Aggravated A&B/Strangulation-Pregnant victim	Reported	Resident
3. Domestic A&B	Reported	Resident
4. Domestic A&B/Strangulation	Reported	Resident
5. Felony Larceny	Reported	Non-Resident

Asian Arrests

1. Domestic A&B	Reported	Resident
2. Domestic A&B	Reported	Resident

CRIMINAL COMPLAINT INFORMATION

Total: 123

White:	
Hispanic:	35
Black:	4
Asian:	0
Middle Eastern:	0
Unknown:	0

Criminal Complaints Issued to Hispanics

1. Hispanic	Larceny	Reported	Non-Resident
2. Hispanic	Op without License	On View (Stop Sign Violation)	Non-Resident
3. Hispanic	Op After Suspension	On View (Red Light Violation)	Non-Resident
4. Hispanic	Op with License	On View (Speeding)	Non-Resident

5. Hispanic	Op after Suspension	On View-Hands Free	Non-Resident
6. Hispanic	Op without License	On View-Speeding	Non-Resident
7. Hispanic	Op without License	On View-Speeding	Non-Resident
8. Hispanic	Op without License	On-View Random Query	Non-Resident
9. Hispanic	Op without License	On-view Plates	Non-Resident
10. Black	Op with License	On View (Speeding)	Non-Resident
11. Hispanic	Op without License	On-View Hands-Free	Non-Resident
12. Hispanic	Op without License	On-View Hands-free	Non-Resident
13. Hispanic	Op without License	On-View Speeding	Resident
14. Hispanic	Op without License	On-View Speeding	Non-Resident
15. Hispanic	Op without License	Hands-Free	Resident
16. Black	Op after Suspension	On-View Hands-Free	Non-Resident
17. Black	Larceny	Reported	Resident
18. Hispanic	Op without License	On-View-Speeding	Non-Resident
19. Hispanic	Op after Suspension	On-View Speeding	Non-Resident
20. Black	Op after Suspension	On-View Speeding	Non-Resident
21. Hispanic	Op without	On-View-Speeding	Non-Resident
22. Hispanic	Op without	Reported-Leaving the scene	Non-Resident
23. Hispanic	Op without	On-View-Speeding	Resident
24. Hispanic	Op Without	Reported-Crash	Resident
25. Hispanic	Op After	On-View Speeding	Non-Resident
26. Hispanic	Op without	On View X-Walk Violation	Non-Resident
27. Hispanic	Op without	On-View-Speeding	Non-Resident
28. Hispanic	Op without	On-View-Speeding	Non-Resident
29. Hispanic	Unlicensed	Reported-Crash	Non-Resident
30. Hispanic	Op after Suspension	Random Query	Non-Resident
31. Hispanic	Op after	On-View Hands-Free	Non-Resident
32. Hispanic	Domestic A&B	Reported	Resident
33. Hispanic	Op after Suspension	On-View Speeding	Non-Resident
34. Hispanic	Op without	On View Hands-free	Non-Resident
35. Hispanic	Op without	On View Speeding	Non-Resident
36. Hispanic	Op without	On View Speed	Non-Resident
37. Hispanic	Op After	On View Fail to Stop	Non-Resident
38. Hispanic	Op without	On View Hands-Free	Non-Resident
39. Hispanic	Unlicensed	On View Unreg/Uninsured	Non-Resident

Criminal Complaints Issued to Blacks/African Americans

40. Black	Op with License	On View Speeding	Non-Resident
41. Black	Op after Suspension	On-View Hands-Free	Non-Resident
42. Black	Larceny	Reported	Resident
43. Black	Op after Suspension	On-View Speeding	Non-Resident

Traffic Stop Data

Medway Police Officers recorded 2607 traffic stops during 2022.

White:	2237	85.8%
Hispanic:	177	6.7%
Black	85	3.2%
Asian	39	1.4%
Middle Eastern	63	2.4%
American Indian	3	>1%
Unknown	3	>1%

Arrest: 20

- White: 18
- Hispanic: 2
- Black: 0
- Middle Eastern: 0
- Asian: 0
- American Indian: 0

Criminal Applications 74

- White: 43
- Hispanic: 26
- Black: 4
- Unknown: 1
- Middle Eastern: 0
- Asian: 0
- American Indian: 0

CMVI 59

- White: 51
- Hispanic: 5
- Black: 2
- Middle Eastern: 1
- Asian: 0
- American Indian: 0

Written Warnings 2203

- White: 1926
- Hispanic: 125
- Black: 56
- Middle Eastern 52

- Asian: 37
- Unknown 4
- American Indian: 3

Verbal Warnings 251

- White: 198
- Black: 23
- Hispanic: 19
- Middle Eastern 9
- Asian: 2
- Unknown 0
- American Indian: 0

Sex Assault Evidence Collection Kits

SAECK are collected by medical professionals from persons who have suffered a sexual assault/rape. In response to issues related to the lack of testing of SAECKs across the nation, Massachusetts enacted laws during 2019 designed to ensure that testing of kits is accomplished in an efficient manner. Medway PD has received many requests regarding the rate that the kits in our cases were tested. 100% of kits in our custody have been tested. When a Kit is received, Medway investigators input kit information into an on-line tracking system which victims will be able to access to track the progress of the kits through the testing process. Medway does receive kits from anonymous victims. Under the new system, these kits will not be submitted to the crime lab for testing until a victim makes a formal report activating a criminal investigation. These kits will be stored indefinitely in MPD evidence. As per state law, Medway has appointed a SAECK Liaison who will be available to speak with anonymous victims who have had kits submitted to the Medway PD regarding their rights and the course a criminal investigation would take if an official report were filed.

Specialty Units

Medway has a School Resource Officer who is assigned full time to the Medway School District.

Medway maintains a Bicycle Patrol Unit which patrols special events, the parks, plazas, walking trails, schools and other locations weather permitting.

Medway maintains a Motorcycle unit which can be seen escorting funeral processions and charity events, conducting traffic enforcement and control, and engaging in general patrol duties.

Medway's Crossing Guard Unit handles traffic outside all four schools.

Medway's Honor Guard leads the Memorial Day Parade each year and takes part in special events.

Medway has one officer assigned to the Metropolitan Law Enforcement Council's SWAT Team as a commander, two assigned to MetroLec's Detective Unit and one assigned to their Motorcycle Unit.

Medway has one officer assigned to the Randolph Police Academy as a staff instructor and one assigned as a PT Instructor.

A Medway officer serves as the Firearms Training Coordinator for the Commonwealth of Massachusetts.

A Medway officer teaches cybercrime investigation and digital evidence response to both detective and certified sexual assault classes.

Medway has one certified Use of Force Instructor, three certified Tactical Medical Instructors, one certified Radar/Lidar Instructor, 10 certified Field Training Officers, one certified Taser Instructor, three certified firearms instructors, one certified Less Lethal Instructor, three certified Active Shooter ASHER Instructors, two certified wellness officers and eleven certified Sexual Assault Investigators.

POST Commission and Police Reform

Massachusetts created the Peace Officer Standards and Training Commission (POST) as part of the police reform legislation passed during 2020 (Chapter 253 of the Acts of 2020). POST went active during September of 2021. Nine commissioners have been appointed. Enrique Zuniga has been appointed at the executive director. Areas the commission has addressed:

- Guidance on Developmentally appropriate de-escalation and disengagement tactics & procedures for minor children. <https://www.mass.gov/doc/de-escalation-and-alternatives-to-use-of-force-on-minor-children/download>
- Officer Certification
 - All active full-time police officers were granted grandfather certification status
 - Special police officers must be trained to the level of full-time officers.
 - The Massachusetts Municipal Training Committee (MPTC) created standards to meet this need
 - Standards are based on training and experience
 - The MPTC started a "Bridge" Academy designed to bridge the gap between full-time and special officer training. Special police officers will be trained to minimum acceptable standard over a three-year period.
 - Many special police officers in the State don't meet the experience standards and will not be certified.
 - Retired full-time officers will be certified without having to attend the bridge academy.
 - POST has released regulations regarding the certification of new hires which the department must meet. These regulations address areas such as candidate background investigations, interview process, and previous law enforcement history.
 - <https://www.mass.gov/doc/proposed-plan-for-recertification-of-officers/download>
 - <https://www.mass.gov/info-details/post-commission-certification-documents>
- Use of Force Regulations

- 550 CMR 6.00 Use of Force By law Enforcement Regulations was developed due to the passage of MGL Chapter 6E § 1 which created statutory requirements for Use of Force by Massachusetts police. Prior to this, State and Federal case law dictated use of force standards.
- 550 CMR 6.03 bans any use of chokeholds. Prior to this Medway officers were authorized to use chokeholds only when deadly force was warranted.
- De-escalation tactics are mandated prior to the use of force unless they are not feasible based on the totality of the circumstances.
- A law enforcement officer shall use only the amount of force necessary against an individual who is engaged in passive resistance to effect the lawful arrest or detention of said individual and shall use de-escalation tactics where feasible, including issuing a summons instead of executing an arrest where feasible.
- Officer must always provide appropriate medical response to individuals who are exhibiting signs of or complaining of injury or illness after the use of force. This has been a policy standard of the Medway Police Department for decades.
- All law enforcement officers shall be properly trained and certified in the use of any less-lethal weapons before being authorized to carry or use such force options. This has been a policy standard of the Medway Police Department for many years.
- Except to temporarily gain, regain or maintain control of an individual and apply restraints, a law enforcement officer shall not intentionally sit, kneel, or stand on an individual's chest, neck, or spine, and shall not force an individual to lie on their stomach.
- A law enforcement officer shall not obstruct the airway or limit the breathing of any individual, nor shall a law enforcement officer restrict oxygen or blood flow to an individual's head or neck. An individual placed on their stomach during restraint should be moved into a recovery position or seated position as soon as practicable.
- See the full Use of Force regulations are this link: <https://www.mass.gov/doc/550-cmr-600-use-of-force-regulations-0/download>
- Complaint Resolution & Officer Discipline
 - All active officer disciplinary records were originally required to be provided to POST by September 30, 2021, this deadline was changed to December 1, 2021. Medway forwarded these records prior to the original deadline.
 - POST must receive information related to all external and internal complaints and Internal Affairs Investigations related to Massachusetts police officers. This system has not been finalized. The latest draft proposal can be found here: <https://www.mass.gov/doc/phase-1-regs-complaints-inquiries-suspensions-hearings/download>
 - <https://www.mass.gov/info-details/post-commission-disciplinary-records-complaints>