



# Medway Police Department Annual Report 2023

Chief of Police William H. Kingsbury



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## Mission Statement

The Mission of the Medway Police Department is to maintain a safe community through a balance of community partnership, respect, fairness, trust, and tactically sound policing.

## Values

- Professionalism:** We seek to continually improve our department by conducting ourselves in a manner which is consistent with the values of our community. We hold ourselves accountable for our actions and strive to deliver exceptional service.
- Respect:** The way we treat each other, the way we treat those we serve, both with due regard for the feelings, wishes, rights, and traditions of others.
- Integrity:** We take pride in our work and in our dedication to honest and ethical public service. Our actions speak for us.
- Dignity:** We acknowledge and recognize the value, worth, and rights of all.
- Excellence:** Challenging ourselves and each other to deliver the best service possible to exceed all expectations through a commitment to providing quality outcomes.

## Vision Statement

The Medway Police Department will provide exceptional public safety service through a problem-solving partnership between our community and our committed workforce which strives to improve the quality of life for our residents, visitors, and business partners.

## Introduction

The Medway Police Department was established in 1922. Its current form was instituted in 1930 with Leo J. Cassidy serving as the department's first sworn 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 full-time sworn officers, 6 sworn special police officers, 9 non-sworn traffic supervisors, one non-sworn crossing guard and one non-sworn executive assistant.

When fully staffed, the department consists of a chief of police, lieutenants of administration, special services, and operations, an administrative/patrol sergeant, a patrol division made up of 4 patrol sergeants and 12 patrol officers, an investigations 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 2024 having seen the retirement of Lieutenant Matthew Reardon in August of 2023 and several promotions and new hires resulting in a re-organization of the department. One student officer is scheduled to graduate from the Randolph Police Academy in early May which will fully staff the department.

Jason Brennan was promoted to Special Services Lieutenant and Anthony Nigro was promoted to Patrol Sergeant in May. Lt. Brennan was assigned to manage our training, information technology, and community outreach and engagement functions. Sergeant Nigro was assigned to patrol as a patrol supervisor.

Hannah Stevens was assigned as Medway's first independent Public Safety Communications Director. The Public Safety Department employs seven full-time public safety dispatchers and is housed at the Medway Police Station. Public Safety Dispatchers handle all 911 calls and all calls from service related to the police department, the fire department, the animal control officer and the DPW.

## Department Roster

Chief of Police William Kingsbury

Executive Assistant Janice Hart

Administrative Lieutenant Jeffrey Watson

Special Services Lieutenant Jason Brennan

Operations Lieutenant Peter Fasolino

Administrative Sergeant John Meincke

Patrol Sergeant Derek Harrington

Community Services Sergeant Robert O'Neill

Patrol Sergeant Ryan Ober

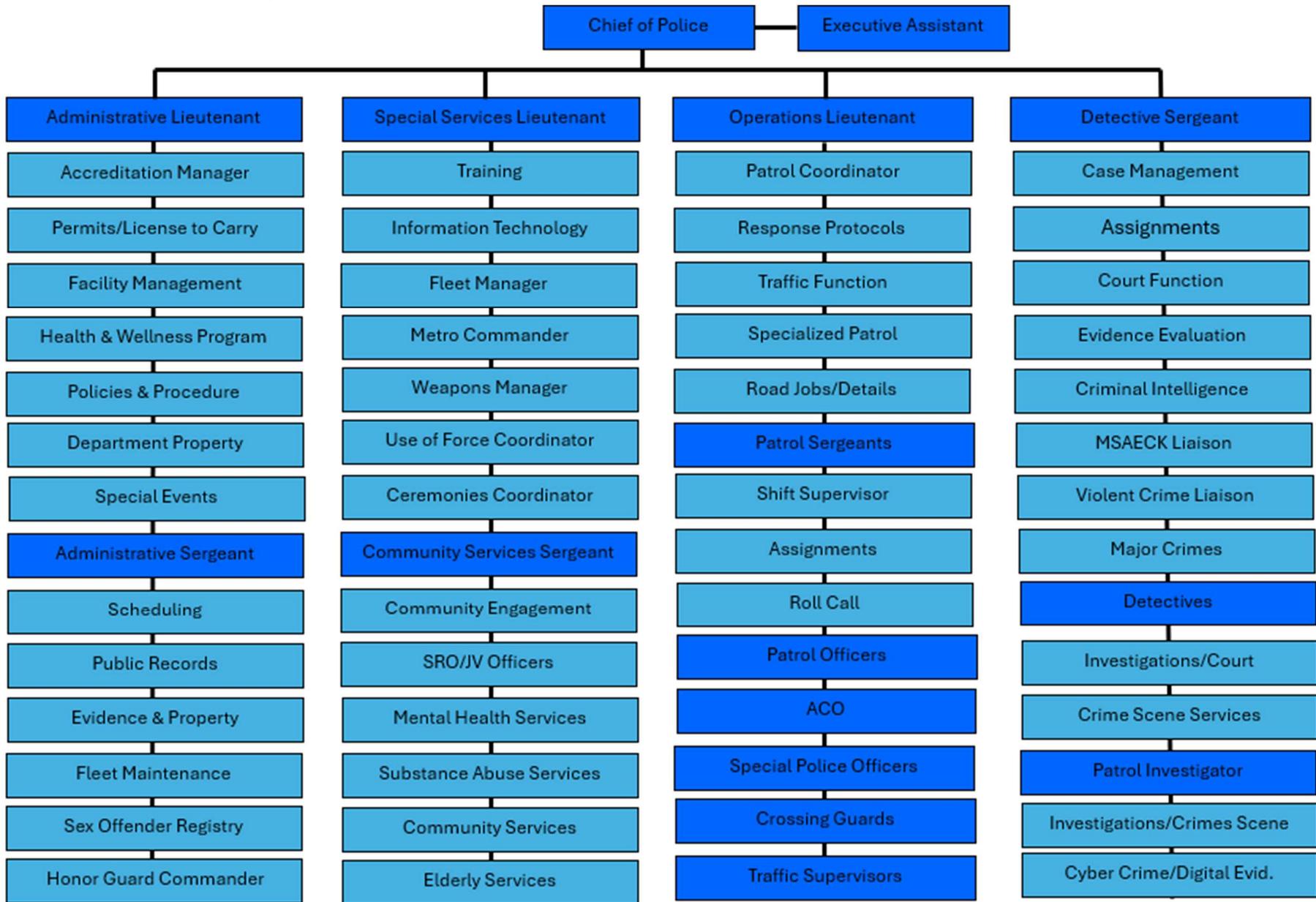
Patrol Sergeant Anthony Nigro

Patrol Sergeant William White  
Detective Sergeant Lauren Swarhout  
School Resource Officer Paul McLaughlin  
Patrol Officer William Freitas  
Detective Thomas Godino  
Patrol Officer Carl Sheppard  
Patrol Officer John Gasparrini  
Patrol Officer Meghan Casey  
Patrol Officer Ryan Kahn  
Patrol Officer Benjamin Leazott  
Detective Christopher Bullen  
Patrol Officer Andrew Latosek  
Patrol Officer Stephen Paschal  
Patrol Officer Katherine Sharkey  
Patrol Officer Andrew Harris  
Patrol Officer Maggie Schindler  
Student Officer Emily Clark  
Special Police Officer Joseph MacDougall  
Special Police Officer John Rojee  
Special Police Officer Thomas Hamano  
Special Police Officer Daniel McGlynn  
Special Police Officer Gerard Boyce  
Special Police Officer Timothy O'Sullivan  
Traffic Supervisor Robert Rojee  
Traffic Supervisor Kevin Brennan  
Traffic Supervisor Andrew Mahan  
Traffic Supervisor Cheryle Goodspeed  
Traffic Supervisor William Lewis  
Traffic Supervisor James Cusack  
Traffic Supervisor Marr Guarino  
Traffic Supervisor Debbie Lavalle  
Traffic Supervisor Glenn Dalrymple  
Crossing Guard Peter Falzone

# Public Safety Communications Department Roster

- Director Hannah Stevens
- Dispatcher William Tagliaferri
- Dispatcher Kerri Bishop
- Dispatcher Eva Cann
- Dispatcher Gary Grenier
- Dispatcher Gina Moscillo
- Dispatcher Jennifer Dwinnell

# Police Department Organizational Chart 2024



## Chief's Report on the Medway Police Department 2023

The Medway Police Department and its members are an integral part of the Medway community. As a department, we operate under the philosophy that we are part of the community, and the community is part of us. We operate at the wish of the community and are expected to exemplify the values and needs of Medway in all that we do.

Our officers are continuously looking for ways to engage the public. We are fortunate to have officers committed to involvement in many community activities and that we can visit and take part in such as school events, public events, escorts, participation in the Memorial Day Parade, the Veteran's Day Ceremony, Medway Pride Day, Celebrate Medway Day, the Medway Police Association Road Race, Coffee with a Cop, Walk to School Day, the Holiday Fund, Pursuit of Presents, the Special Olympics, the Jimmy Fund Walk, the Boston Bruins B-Fit Challenge, the Little League Parade, Touch-a-Truck Events, Events at the Community Farm, the Jamaica Day Celebration, Trunk-or-Treat, the Pumpkin Walk, Boy Scout and Girl Scout events, presentations and station tours, Parks Department Events, Medway Business Council Events, Senior Center Events, and many more.

Our officers are expected to be part the fabric of our community and be individuals Medway residents and visitors can look to for help, fairness, and exceptional public service.

After much change during 2022, the department again reorganized during 2023. Jason Brennan was promoted to the role of special services lieutenant and Anthony Nigro was promoted to the role of patrol sergeant during May.

Lieutenant Matthew Reardon retired after 28 years of dedicated public service in August. Maggie Schindler was hired in May, attended, and completed police basic training at the Randolph Police Academy, and after completing her Field Training Program was assigned to our patrol division. Emily Clark was hired and enrolled in the Randolph Police Academy in December of 2023 with an expected graduation date in May of 2024.

Lieutenant Brennan started his law enforcement career in 1993 as a dispatcher and special police officer for the Town of Medway. He attended and graduated from the Canton Police Academy in 1996 and worked patrol. He was promoted to patrol sergeant in 2007. Lieutenant Brennan is a MetroLec SWAT commander, the MPTC statewide Firearms Training Coordinator, a use of force instructor, active shooter instructor, de-escalation instructor, and assumed the role of IT Manager for the department in August.

Sergeant Nigro began his career as a dispatcher for the Natick Police Department before moving to the Medway Police Department as a dispatcher and special police officer in 2009. He attended and graduated from the Randolph Police Academy during 2016. He was assigned to patrol and continues as a patrol supervisor. He manages the department's traffic enforcement grant, is a Radar/LIDAR instructor, traffic data collector, and traffic crash reconstructionist.

The department headed into 2024 with an open lieutenant position and two open sergeant positions. These positions were filled during early 2024, which necessitated a reorganization of the department. Administrative Sergeant Peter Fasolino was promoted to fill the role of the department's operations lieutenant. Lieutenant Jeffrey Watson was appointed to the role of administrative lieutenant. Detective Sergeant John Meincke was appointed to the role of administrative sergeant while Patrol Sergeant Robert O'Neill was appointed to the role of community services sergeant. Patrol Officer William White was promoted to patrol sergeant while Detective Lauren Swarthout was promoted to detective sergeant.

The department hired Gerard Boyce and Timothy O'Sullivan as special police officers. They are both retired as full-time sworn members of the Boston Police Department. They received their basic police training through the Boston Police Academy. Long-time Special Police Officer Andrew Mahan transferred from a special police officer to the position of traffic supervisor.

William Lewis (retired Mass State Police), James Cusack (Special Police Officer Mendon Police Department), Matt Guarino (retired Mass State Police), and Glenn Dalrymple (retired Holliston Police Department) were all hired as traffic supervisors.

Gale Wilcox retired as a Town of Medway Crossing Guard. Peter Falzone was hired to fill her position.

The department maintained an active internship program which has welcomed students from Medway High School, Tri-County Regional High School, Framingham State University, Dean College, Westfield State University, and the University of New Hampshire. Three of our recent previous interns have been hired as Town of Medway Police Officers while others currently work for the Massachusetts State Police, the Needham Police Department, and the Fall River Police Department. We expect to have two interns, one from Dean College and the other from the University of New Hampshire, during 2024.

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 an medication disposal grant from Meditech.

Medway personnel serve as important officials and instructors in a number of areas in Massachusetts.

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

Lieutenant 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 also 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.

Administrative 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 Weapons 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 and the Mountain Bike Unit.

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

Detective Sergeant Lauren Swarthout is the Physical Training Coordinator for the Massachusetts Police Training Committee's Randolph Police Academy where she also instructs. She is also a Health and Wellness Instructor for the MPTC.

Patrol Officer Meghan Casey is an Active Shooter/Hostile Event response instructor and Applied Patrol Procedures Instructor for the Massachusetts Police Training Committee, a Use of Force Instructor, and an ECW/Taser Instructor.

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

Detective 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:

Patrol Sergeant 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.

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 instructor.

Patrol Officer Stephen Paschal is a First Responder/CPR/AED instructor and an ECW/Taser Instructor.

Chief of Police William Kingsbury managed the Medway Holiday Fund for the second year during 2023. This fund was established over fifty years ago and has been managed by Medway's chiefs of police since its inception. Sergeants Robert O'Neill and Ryan Ober coordinated the fund's procurement, packaging, and delivery of holiday meals for both Thanksgiving and Christmas during 2023. Both worked closely with 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, Blackboard Connect, the Town's emergency telephone notification system, was available for emergency use. 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](http://www.medwaypolice.com)) and the Town of Medway's web site. ([www.townofmedway.org](http://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 three 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.

All sworn department personnel whose names start with A through P have been certified by the Massachusetts POST Commission. The remaining officers from Q to Z will undergo certification during 2024.

Medway School Resources Officers have all completed mandated training and background checks and have been certified by the POST Commission as per State Law.

The Medway Police Department has appointed the following individuals to the listed specialty positions as per state law:

Sex Offender Registry Manager:	Administrative Sergeant John Meincke
Sex Assault Evidence Collection Kit Manager:	Detective Sergeant Lauren Swarhout
Civil Rights Officer:	Patrol Officer Meghan Casey
School Resource Officer:	SRO Paul McLaughlin

The Town of Medway has committed to training the members of the department to the highest possible standards to ensure for the development of professional police officers positioned for advancement and exemplary service throughout their careers.

During 2023 our officers completed their mandated in-service training program which included legal updates, domestic violence response updates, first responder/CPR/AED certifications, Use of Force & De-escalation, Critical Incident Stress Management, Bias-Free policing, Mental Wellness, responding to calls involving Mental Health Crisis, and Suicide Prevention. Officers also completed training and certification in Firearms, Patrol Rifles, Less-Lethal, ECW/TASER, Tactical Medical Response, and tactical patrol subjects.

The Town of Medway allocates funds for specialized training in the police department budget which is used to send officers to training designed to develop important patrol and investigative skills, administrative and supervisory skills, and leadership skills. During 2023 our officers were able to attend many important training programs.

## Agency Certification & Accreditation/Policy & Procedure

The Medway Police Department entered the police agency certification and accreditation process this past year through the Massachusetts Police Accreditation Commission (MPAC). The process of accreditation ensures that the agency adheres to published and established practices and standards in the field. It is also a risk management tool for an agency and aids in preventing or reducing financial loss in liability claims. Although the benefits to accreditation will vary from agency to agency, the most common benefits of the process include providing a basis to identify and correct deficiencies before they become problems, ensuring all agency policies and procedures are detailed and current, and providing a means of independent evaluation of agency operations for quality assurance.

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 cases involving high liability policies and on a three-year rotating basis when appropriate and 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. 6<sup>th</sup> Edition Accreditation Standards were released in March of 2023 by MPAC. The department entered the MPAC program with the goal of achieving accreditation within three years. Administrative Lieutenant Jeffrey Watson has been appointed the department's accreditation manager. The department is currently in the self-assessment stage.

## 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 nation-wide 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 2023.

### Rape/Sexual Assault

Medway PD investigated ten reported rapes, sexual assaults, and child sexual assaults during 2023. Three cases met the reporting criteria as part one crimes. 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 2023.

## Aggravated Assault

An aggravated assault is an assault and battery which causes serious bodily injury or was committed with a weapon of some type or on a person in a special category such as a pregnant victim. There were 2 reportable aggravated assaults reported to the Medway Police Department during 2023.

## Burglary

There was one reportable burglary during 2023 which resulted in a charge. Daytime housebreaks and commercial breaks do not meet the definition of a burglary and would not be reported as part-one crimes. Four daytime housebreaks were reported as Part 2 Crimes all of which resulted in charges. One commercial break was reported as a part 2 crime which resulted in charges. Three breaks to municipal buildings were reported as part 2 crimes each of which resulted in charges. Two breaks in privately owned buildings were reported as part 2 crimes. One of which resulted in charges, the other remains an open case. Four reported breaks were unfounded.

## Larceny-Theft

There were thirty-three reportable Larcenies during 2023.

## Arson

There were no reported arsons during 2023.

## Motor Vehicle Theft

There were 3 reportable Motor Vehicle Thefts during 2023.

## Arrests

Medway officers made forty-eight arrests during 2023, a decrease of 39.7% 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, or are diverted to mental health treatment for multiple reasons. In some cases, offenders are initially diverted for mental health or injury treatment and will be summoned into court later. The listed charges were the most serious involved in each incident. Multiple charges are often filed on individual suspects related to a single incident or multiple connected incidents.

Domestic Assault & Batteries	12
Arrests Warrants	11
Operate Under the Influence	7
Breaking & Entry	5
209A Violations	4
Operate after Suspension/Revocation	2
Domestic Strangulation	1
Kidnapping	1
A&B on Elderly Person	1
Larceny From a Building	1
Possession of an Illegal Substance	1
Illegal Possession of a Firearm	1
Vandalism	1

## Criminal Complaints

Medway officers filed 103 applications for criminal complaints during 2023 which were five less than were filed during 2022. Primary Multiple offenses are listed below:

Operate without a License	18
Operate After Suspension/Revocation	13
209A Protective Order Violations	12
Breaking & Entry	9
Domestic Assault & Battery	8
OUI	5
Unregistered/Uninsured MV	5

Assault & Battery	4
Leaving the Scene of an Accident	4
Larceny Over \$1200	3
Assault & Battery by Means of a Dangerous Weapon	2
Assault by Means of a Dangerous Weapon	2
Bomb Threats	2

## Scams

Fourteen completed scam attempts resulted in the loss of \$149,786 by Medway residents during 2023. There were hundreds of scam attempts which were unsuccessful. Scam attempts are very difficult to investigate and retrieving stolen cash is 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 is 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 to. 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 individual totals below.

<b>MEDWAY POLICE DEPARTMENT CALLS FOR SERVICE 2016-2023</b>			
<b>YEAR</b>	<b>TOTAL</b>	<b>NON-DISCRETIONARY</b>	<b>DISCRETIONARY</b>
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
2023	17,159	9113	5851

## Medway Police Records Management System

### Police Investigations & Assistance- Criminal and Non-Criminal 2023

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 beyond 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 2023. 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 Emergency Request	12
209A Modified	62
209A Received	33
209A Request	2
209A Service	36
209A Vacated	32
209A Violation	25
258E Modified	4
258E Received	9
258E Service	15
258E Violation	1
911 Accidental	256
911 Hang-up	125
911 Transfer	141
MVA Animal	35
MVA Injury	32
MVA Leave the Scene	28
MVA No Injury	148
MVA Not Investigated	21
Accident Other	9
MVA Pedestrian	6
Alarm	262
Ambulance	1648

Ambulance Mutual Aid	316
Overdose	8
ACO	213
Annoy/Harassing Calls	3
Arrest-Felony	5
Arrest-Misdemeanor	1
Arrest OUI	6
Assault or A&B	16
Assist Elderly	5
Assist Other PD	102
B&E MV	4
Bomb Threat	1
Breaking and Entering	16
Building Maintenance	1
By-Law Violation-Alcohol	1
By-Law Violation-Motor Vehicle	2
By-Law Violation-Other	1
By-Law Violation-Solicitor	5
Car Seat Inspection	16
Civil Complaint	11
Community Policing	240
Cruiser Maintenance	57
Disinvitation	4
Disturbance	177
Domestic Dispute	72
Elder Affairs	4
Fight in Progress	4
Fire-Alarm	379
Fire-Brush	4
Fire-Natural Gas Leak	30
Fire-Structure	15
Fire-Vehicle	4
Fireworks Complaint	12
Follow-up Investigation	211
Funeral Escort	6

General Information	48
General Service	62
Gun Shots Reported	10
Harassment	24
Identity Fraud	63
Illegal Dumping	4
Investigation	34
JDC	4
Keep Peace	28
Larceny	43
Larceny-Vehicle	8
Larceny by Check	3
Larceny by Credit Card	1
Lockout	81
Lost or Stolen	72
Message Delivery	14
Missing Child	7
Missing Child Located	8
Missing Person	10
Missing Person Located	6
MV Abandoned	2
MV Disabled	181
MV Erratic Op	139
MV Violation	1945
Mutual Aid-Metro LEC	25
Neighbor Dispute	1415
Notice to All	56
Officer Injured	6
Officer Request	382
Open Door	40
Parking Violation	30
Pistol Permit	244
Power failure	5
Process Serving	42
Property-Damage-Private	45

Property Damage-Municipal	15
Property Received	58
Property Released	63
Radar Board	1
Radar Requested	44
Repossession	11
Road Hazard	67
RUOK	3
Safety Hazard	14
Safety Officer	2
Section 12	67
Section 35	5
Security Checks	4651
Sex Offender Registration	7
Sexual Assault	10
Shift information	1156
Shoplifting	5
Sick Day	91
SRO Activity	52
Sudden Death	14
Suicide Attempt	1
Suicide Threat	5
Summons Service	7
Surveillance by PI	14
Suspicious Activity	169
Suspicious MV	238
Suspicious Person	88
Threatening	15
Traffic Control	77
Traffic Counter	5
Traffic Enforcement	880
Training	3
Transportation	50
Tree Down	48
Truant Child	2

Unauthorized Use of MV	1
Unwanted Party	20
Vacation Check	17
Vandalism	14
Warrants	99
Water Dept	22
Weather Change	12
Well-Being Check	128
Wires Down	68
Work Law Violation	1

## Mental Health Calls

Medway Police officers responded to 76 incidents involving some type of mental health crisis evaluation during 2023.

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 2023 Medway PD's JDP Clinician conducted mental health evaluations and did non-traditional evaluations of persons in crisis. Evaluations resulted in the issuing of 4 MGL 123 § 12 involuntary hospitalization orders. Officers issued a further sixty-three 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. Unfortunately, we lost our clinician early in the year and were unable to secure a replacement during 2023. One of our 2024 goals is to reestablish our Jail Diversion Clinician Program.

- ***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/vyhliif866/f/pages/42k\\_handling\\_the\\_mentally\\_ill\\_2018.pdf](https://www.townofmedway.org/sites/g/files/vyhliif866/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 92.3% 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 72 domestic violence related incidents during 2023 which resulted in 20 individuals being charged with Domestic related offenses and a further 17 with violations of 209A Protective Orders.

During the year, Medway assisted 14 victims with obtaining emergency restraining orders. Medway also received 33 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.

## Bias/Hate Incidents and Crimes

A bias is a preconceived, negative attitude about a person or group based on their gender, gender identity, sexual orientation, national origin, race, religion, or disability.

A Bias/Hate incident are any actions committed against a person or group that were motivated in whole or in part, by bias against the person's or group's gender, gender identity, sexual orientation, national origin, race, religion, or disability.

A hate crime is a criminal offense committed against a person or group that was motivated in whole or in part, by bias against the person's or group's gender, gender identity, sexual orientation, national origin, race, religion, or disability. Massachusetts General Law Chapter 265 § 39 states that an individual has committed a hate crime if they commit an assault or a battery upon a person or damages the real or personal property of a person with the intent to intimidate such person because of such person's race, color, religion, national origin, sexual orientation, gender identity, or disability.

The Medway Police Department reported two criminal incidents to NIBRS as Bias/Hate incidents during 2023. Neither amounted to a hate crime under 265 § 39 due to a lack of intimidation. One case involved the carving of a Swastika in a tree on public land which remains unsolved. The second case involved racist graffiti on school grounds which remains unsolved.

There were several other incidents reported to the police department which were vetted and found to be non-criminal in nature.

## 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. We saw **8** such overdoses during 2023. Medway had **2** fatal overdoses during 2023. 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.

The Medway Police Department recently partnered/contracted with Community Impact of Milford which provides post-incident services to substance abuse subjects, pre-incident services to addicts, families, and loved one of addicts, mental health services support, and many other services. This partnership was funded through the Medway Board of Health using Opioid Settlement Funds.

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. Our officers administered Narcan to three patients during 2023.

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 provide available resources and avenues for treatment.

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 258 Motor Vehicle Crashes in 2023. This was a decrease of 5.4% from 2022.

Motor vehicle crashes with injury rose from 23 to 29. There were no fatal crashes last year. Leaving the scene crashes increased from 8 to 19. Animal Crashes increased from 25 to 37. Pedestrian crashes increased from 4 to 5.

The streets with the most crashes were:

Main	92
Summer	32
Milford	28
Village	16
Holliston	13
Winthrop	9

No other streets had more than two crashes during 2023.

The intersections with the most crashes were:

Holliston & Lovering	5
Village & Franklin	2
Milford & Summer	2
Summer & Highland	2

### **Most Often Determined Cause**

Rear End Crashes	59
Minor Parking Lot Collision	40
Struck Animal	37
Fail to Yield/Stop	38
Single MV left Roadway	32

***\*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 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 2023 which will be used to fund traffic enforcement efforts during five target periods between December 2023 and September 2024.

Traffic enforcement is a discretionary activity. Officers engage in traffic enforcement when non-discretionary calls for service are low. Medway assigns traffic enforcement posts based on crash rates, traffic data studies, and complaints generated by residents and motorists. This past year we saw a drop in assigned and proactive stationary posts due to manpower shortages and non-discretionary priorities which is reflected in the table below. Our goal is to reach the activity levels of 2021 and 2022 during 2024.

Our officers will set up for radar posts, which target speeding violations, will set up hands-free posts which target texting & driving, will monitor crosswalks and run occasional crosswalk decoy operations, will monitor targeted intersections for stop sign and red light violations, and will monitor problem school bus locations.

## MEDWAY POLICE DEPARTMENT TRAFFIC ENFORCEMENT 2016-2023

YEAR	POSTS	% INCREASE/DECREASE	CITATIONS/VERBALS
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
2023	922	24.2%	2323

The most frequent traffic posts were located at:

Main Street:	211
Village Street:	120
Winthrop Street:	103
Holliston Street:	87
Summer Street	80
Milford Street:	62
Lovering Street	58
Coffee Street	39
Clark Street	29
Maple Street	29

## Training

The Medway Police Department believes that continuous training is of the highest priority for our officers. All full-time and part-time special police 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 which included a joint training exercise with Medway Fire/EMS last April where Active Shooter/Hostile Event Response plans were practiced in a stressful environment.

Medway officers also attend outside specialized training frequently to close training gaps and fill identified needs. During 2023 our officers attended many trainings including:

- Municipal Police Institute IAD Investigations School (2)
- USSS Digital Currency Investigations (1)
- MIIA Police Liability (1)
- Municipal Police Institute Executive Development-Liability (1)
- Axon Master ECW/Taser Instructor Course (1)
- LHLN Master Leadership Course (3)
- Greeley Consultants Homicide/Death Investigation Course (3)
- POSTC IAD Compliance (2)
- Municipal Police Institute Executive Development-Emerging Technologies (1)
- Firearms Instructor Re-certification (1)
- MPTC PTAC (2)
- FBI Cell Phone Investigations (1)
- FBI NIBRS Training (3)
- FBI LEEDA Internal Affairs Investigations (1)
- Municipal Police Institute Executive Development-Communications (1)
- CIT Training (4)
- MPTC ALERTT Level One (1)
- FBI LEEDA Executive Leadership Institute (6)
- LHLN Servant Officers Course (5)
- MEMA CAMEO Training (1)

Sexual Assault Investigator Certification (2)  
MPTC First-Line Leadership (4)  
MPTC ATAC (1)  
MPTC ALERTT Level 2 (1)  
Municipal Police Institute Executive Development-Use of Force & High-Speed Pursuit Liability (1)  
MPAC Certification Training (1)  
Force Science Use of Force Investigations (1)  
ABLE Training (3)  
MIAA EVOG Training (12)  
ASHER Response & Rescue Task Force (24)  
Cyber Crime Conference (3)  
Municipal Police Institute Officer-in-Charge Training (4)  
FBI LEEDA Media & Public Relations Course (3)  
Municipal Police Institute Executive Development-Internal Affairs Investigations (1)  
MetroLec Scuba Boat Training (1)  
LHLN Intentional Leadership Course (4)  
Responder Strong Training (1)  
Municipal Police Institute Firearms Licensing Class (1)  
Municipal Police Institute Public Records Law (1)  
PERF Senior Management Police Institute (1)  
Municipal Police Institute Executive Development-First Amendment Rights (1)  
Mass Environmental Police ATV Training (9)  
Mass Environmental Police UTV Training (24)  
CDIRIGO Critical Issues in K9 Training (1)  
FBI LEEDA Supervisor Leadership Institute (1)  
CISA Bombing Prevention School (1)  
FBI LEEDA Public Information Officer School (3)  
MPTC Mountain Bike Patrol School (1)  
Drone Certification School (11)  
MPTC Officer Wellness Instructor Certification (1)  
Glock Armorer's School (1)  
FLETC Use of Force Instructor School (1)  
Roger Williams University Excel for Law Enforcement (1)  
Municipal Police Institute B&E Evidence Collection Class (1)  
MPTC Mental Health First Aid (2)

Mass Police Chief's Conference (1)  
Public Safety Building Seminar (2)  
MPTC Victims of Violent Crime (1)  
MSP BOSAR Training (2)  
Municipal Police Institute De-escalation Class (2)  
Municipal Police Institute-Operation of the Evidence Room (1)  
MPTC SHIELD: Train the Trainer (1)  
Municipal Police Institute Interview & Interrogation (1)  
Roger Williams University-Police Mid-Management School (2)  
Municipal Police Institute-Non-Verbal Cues and Body Language (2)  
AXON ECW/TASER Road Show (3)  
MPTC SRO In-Service (3)  
MPAC Training (1)  
Municipal Police Institute Crisis Negotiation Training (3)  
MPAC Conference (1)  
Municipal Police Institute Dust and Bust (2)  
MIIA Gordan Graham Public Safety Supervisors Class (24)  
FEMA Executive Public Order & Safety (1)  
Violent Crime Prevention Summit (1)  
Roger Williams University Traffic Safety Analysis Class (2)  
Roger Williams University First-Line Supervisor School (3)  
MPTC NASRO Basic SRO School (1)  
DLG Use of Force Summit (1)  
MPTC Health & Wellness Class (9)  
Evidence Tech Class (7)  
Intro to Interview & Interrogation (4)  
Municipal Police Institute Technology Search Warrants (2)  
AXON ECW/TASER Instructor's Class (2)

## 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 result in hospitalization. Medway Investigates all use of force incidents which meet the reporting threshold. One Medway officer filed a use of force report in 2023 which involved the pointing of a service weapon at a suspect who was armed and dangerous and attempting to avoid custody.

Medway placed 48 individuals under arrest, 67 into involuntary commitment under MGL 123 § 12, 5 were taken into custody on warrants of apprehension issued by the courts under MGL 123 § 35, and 6 were placed into protective custody for incapacity for narcotics use.

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 three criminal summonses during 2023, none of which resulted in any use of force. That Medway officers were able to seize and reach successful resolution of 229 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 four years there have been incidents involving 878 individuals being placed in custody or issued summonses with only three 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, two others were the pointing of a duty weapon at wanted and dangerous individuals 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 2023 for the sixth 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/ethnicity based solely on his or her perception. There are no indications on operator’s licenses issued by Massachusetts regarding race/ethnicity nor can officers ask an individual what they believe their race or ethnicity to be.

### ARREST INFORMATION

Total:	48
White:	33
Hispanic:	6
Black:	6
Asian:	3
Middle Eastern:	0
American Indian	0

### Hispanic Arrests:

1. Operate After Suspension/Arrest Warrant	Speeding	Resident
2. Domestic A&B	Reported	Resident
3. Domestic A&B	Reported	Non-Resident
4. Domestic A&B	Reported	Non-Resident
5. OUI-Liquor	Reported (Crash)	Non-Resident
6. 209A Restraining Order Violation	Reported	Resident

### Black Arrests

1. Larceny Over \$1200 (Felony)	Reported	Non-Resident
2. Domestic A&B	Reported	Resident
3. Kidnapping	Reported	Non-Resident
4. OUI-Liquor	Reported (Crash)	Non-Resident
5. Domestic A&B	Reported	Resident
6. Domestic A&B (Elder)	Reported	Resident

### Asian Arrests

1. Domestic A&B	Reported	Non-Resident
2. Domestic A&B	Reported	Non-Resident
3. Arrest Warrants	Walk-in	Non-Resident

### CRIMINAL COMPLAINT INFORMATION

Total: 103

White:	61
Hispanic:	26
Black:	10
Asian:	1
Middle Eastern:	2
Unknown:	3

### Criminal Complaints Issued to Hispanics

1. Hispanic	Op without License	Reported-Erratic Operation	Non-Resident
2. Hispanic	Op After Suspension	On-View X-Walk Violation	Non-Resident
3. Hispanic	Op After Suspension	Speeding	Resident
4. Hispanic	Op without License	Speeding	Non-Resident
5. Hispanic	Assault by Means (Knife)	Reported	Resident
6. Hispanic	Op After Suspension	On-View Hands-Free Violation	Non-Resident

7.	Hispanic	Domestic A&B	Reported	Resident
8.	Hispanic	Op without License	Speeding	Resident
9.	Hispanic	Domestic A&B	Reported	Resident
10.	Hispanic	Op without License	Reported-Crash	Non-Resident
11.	Hispanic	Op without License	Reported-Endangering	Non-Resident
12.	Hispanic	Op without License	Reported-Crash	Resident
13.	Hispanic	Op without License	Reported-Crash	Non-Resident
14.	Hispanic	Op without License	On-view Speeding	Non-Resident
15.	Hispanic	209A Violation	Reported	Non-Resident
16.	Hispanic	209A Violation	Reported	Non-Resident
17.	Hispanic	Op without License	On-View-Query	Resident
18.	Hispanic	Unregistered/Uninsured	On-View-Query	Resident
19.	Hispanic	Attempted Larceny	Reported	Non-Resident
20.	Hispanic	ABDW	Reported	Non-Resident
21.	Hispanic	209A Violation	Reported	Non-Resident
22.	Hispanic	209A Violation	Reported	Non-Resident
23.	Hispanic	Property Damage (Felony)	Reported	Non-Resident
24.	Hispanic	Unregistered/Uninsured	On-View Query	Non-Resident
25.	Hispanic	Op without License	Reported-Crash	Resident
26.	Hispanic	Op without License	Reported-Crash	Non-Resident

### **Criminal Complaints Issued to Blacks/African Americans**

1.	Black	Larceny Over \$1200	Reported	Non-Resident
2.	Black	Possession of Class E	Reported	Resident
3.	Black	Op After Suspension	Speeding	Non-Resident
4.	Black	Op After Suspension	Speeding	Non-Resident
5.	Black	OUI-Drugs	Reported (Crash)	Non-Resident
6.	Black	Domestic A&B	Reported	Resident
7.	Black	Larceny Over \$1200	Reported	Non-Resident
8.	Black	Bomb Threat	Reported	Non-Resident
9.	Black	Bomb Threat	Reported	Non-Resident
10.	Black	Kidnapping	Reported	Non-Resident

### **Criminal Complaints issued to Middle Easterners**

- |                                                             |                  |          |
|-------------------------------------------------------------|------------------|----------|
| 1. Middle Eastern Op After Suspension                       | On-View Speeding | Resident |
| 2. Middle Eastern Destruction of Property (Felony) Reported |                  | Resident |

### **Criminal Complaints issued to Asians**

- |          |                     |              |              |
|----------|---------------------|--------------|--------------|
| 1. Asian | Op After Suspension | On-View Tint | Non-Resident |
|----------|---------------------|--------------|--------------|

As part of Massachusetts' Hands-free driving legislation, the Massachusetts Executive Office of Public Safety contracted with independent researchers from Salem State and Worcester State Colleges to analyze traffic citation activity of all Massachusetts Police Departments. The below link will bring you to the full report.

<https://www.mass.gov/news/independent-massachusetts-motor-vehicle-uniform-citation-data-analysis-and-report-released>

The reports for Medway Police Department 2021 and 2022 activity are on the next page. The researchers focused on data such as the race, gender, and residency of cited motorists, the time of day of the stops, and the outcome of stops in relation to those factors. The reports also compare Medway's statistics as they relate to state-wide data.

2021 MASSACHUSETTS UNIFORM CITATION DATA ANALYSIS REPORT  
MEDWAY POLICE DEPARTMENT

Total Citations: <sup>1</sup> <b>1,720</b>	ZIP Code Match Analysis		Stop Rate by City/Town Population	
	Intown motorist:	<b>25.8%</b>	Citations per 1000	
	Passing through:	<b>74.2%</b>	18 + residents:	<b>169.2</b>

<sup>1</sup>Total citations issued by department, including multiple-citation encounters and crashes

All Stops <sup>2</sup> (N = 1,689)				ITP Stops <sup>3</sup> (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 <sup>4</sup> 0.4%				Race % Mis/Unk <sup>4</sup> 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%			

<sup>2</sup>Total unique stop incidents by department, excluding multiple-citation encounters and crashes

<sup>3</sup>Only those unique stops occurring between 4:35am and 7:16am (dawn) or 4:14pm and 9:02pm (dusk)

<sup>4</sup>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 <sup>5</sup>			
Motorist Race	City Dem	% Dif		Motorist Race	State Avg	% Dif	
AA/Black	2.1%	2.8%	-0.7%	AA/Black	2.1%	14.4%	-12.3%
Hispanic	5.0%	2.6%	2.4%	Hispanic	5.0%	14.5%	-9.5%
White	89.7%	90.0%	-0.3%	White	89.7%	66.4%	23.3%
Other	3.2%	6.1%	-2.9%	Other	3.2%	4.6%	-1.4%

<sup>5</sup>State average represents racial/ethnic breakdown of all 2021 stops by all MA departments

VoD Analyses

All Stops <sup>6</sup>				ITP Stops <sup>6</sup>			
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 <sup>7</sup> : .148 not sig.				Chi-square, X-tab <sup>7</sup> : .661 not sig.			
Odds ratio Exp(B) <sup>8</sup> : .673 not sig.				Odds ratio Exp(B) <sup>8</sup> : .834 not sig.			

<sup>6</sup>Sig. Chi-square indicates observed pattern in X-tab table is real, and not due to chance alone

<sup>7</sup>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.

<sup>8</sup>Odds ratio < 1 indicates NW drivers less likely to be stopped during the day than at night. Only "sig." results can be interpreted.

Citation Outcomes by Race<sup>9</sup>

	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 <sup>9</sup> : .000* sig.						

<sup>9</sup>Analyzes total citations issued by department, including multiple-citation encounters and crashes

2022 MASSACHUSETTS UNIFORM CITATION DATA ANALYSIS REPORT  
MEDWAY POLICE DEPARTMENT

Total Citations: <sup>1</sup> <b>2,341</b>	ZIP Code Match Analysis		Stop Rate by City/Town Population	
	Intown motorist:	<b>26.5%</b>	Citations per 1000	
	Passing through:	<b>73.5%</b>	18 + residents:	<b>230.3</b>

<sup>1</sup>Total citations issued by department, including multiple-citation encounters and crashes

All Stops <sup>2</sup> (N = 2,300)				ITP Stops <sup>3</sup> (N = 557)			
Mean age				Mean age			
41.87				40.03			
Gender %				Gender %			
Female 46.2%				Female 43.4%			
Male 53.7%				Male 56.6%			
Non-binary 0.1%				Non-binary 0.0%			
Race % Mis/Unk <sup>4</sup> 0.3%				Race % Mis/Unk <sup>4</sup> 0.2%			
AA/Black 2.7%				AA/Black 3.8%			
Hispanic 6.7%				Hispanic 5.8%			
White 86.3%				White 87.1%			
Other 4.2%				Other 3.4%			

<sup>2</sup>Total unique stop incidents by department, excluding multiple-citation encounters and crashes

<sup>3</sup>Only those unique stops occurring between 4:35am and 7:16am (dawn) or 4:14pm and 9:02pm (dusk)

<sup>4</sup>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 <sup>5</sup>			
Motorist Race	City Dem	% Dif		Motorist Race	State Avg	% Dif	
AA/Black	2.7%	2.8%	-0.1%	AA/Black	2.7%	14.5%	-11.8%
Hispanic	6.7%	2.6%	4.1%	Hispanic	6.7%	15.2%	-8.5%
White	86.3%	90.0%	-3.7%	White	86.3%	65.1%	21.2%
Other	4.2%	6.1%	-1.9%	Other	4.2%	5.2%	-1.0%

<sup>5</sup>State average represents racial/ethnic breakdown of all 2022 stops by all MA departments

VoD Analyses

All Stops <sup>6</sup>				ITP Stops <sup>6</sup>			
Race	N	Daylight	Darkness	Race	N	Daylight	Darkness
NW	306	13.8%	12.0%	NW	64	13.4%	10.1%
White	1,930	86.2%	88.0%	White	435	86.6%	89.9%
Chi-square, X-tab <sup>7</sup> : .529 not sig.				Chi-square, X-tab <sup>7</sup> : .398 not sig.			
Odds ratio Exp(B) <sup>8</sup> : 1.071 not sig.				Odds ratio Exp(B) <sup>8</sup> : 1.263 not sig.			

<sup>6</sup>Sig. Chi-square indicates observed pattern in X-tab table is real, and not due to chance alone

<sup>7</sup>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.

<sup>8</sup>Odds ratio < 1 indicates NW drivers less likely to be stopped during the day than at night. Only "sig." results can be interpreted.

Citation Outcomes by Race<sup>9</sup>

	Warning	Civil	Criminal	Arrest	Search?	
AA/Black	90.6%	3.1%	4.7%	1.6%	NW	0 N/A
Hispanic	74.8%	4.4%	19.5%	1.3%	White	2 N/A
White	94.5%	2.6%	2.1%	0.8%		
Other	98.0%	2.0%	0.0%	0.0%		
Counts Percent						
Chi-square, X-tab <sup>9</sup> : .000* sig.						

<sup>9</sup>Analyzes total citations issued by department, including multiple-citation encounters and crashes

## Sex Assault Evidence Collection Kits (SAECK)

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 custody are tested. Currently, 100% of kits in our custody have been tested. When a Kit is received, Medway investigators input kit information into a state on-line tracking system which victims can access to track the progress of the kits through the testing process.

Medway receives kits from anonymous victims which are handled differently than those received from identified victims as per state protocol. The Medway PD is required to store these kits collected anonymously until a victim makes a formal report activating a criminal investigation which activates the SAECK submission process. Anonymously collected 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 & Instructors

Medway has a School Resource Officer who is assigned full time to the Medway School District. Medway has five certified SROs who assist with the schools when available.

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/ Traffic Supervisor Unit handles traffic outside all four schools.

Medway's Honor Guard leads the Memorial Day Parade each year and takes part in special events. This unit presented the colors at a New England Revolution game this past year.

Medway has one officer assigned to the Metropolitan Law Enforcement Council's SWAT Team as a commander, one assigned to MetroLec's Detective Unit, one assigned to the Motorcycle Unit (MOP), two assigned to the bike patrol unit, and one assigned to the Dive/Water Rescue team.

Medway has one officer assigned to the Randolph Police Academy as a staff instructor and one assigned as the Physical Training coordinator who also acts as a PT Instructor and a Health & Wellness instructor.

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

A Medway officer serves as the statewide Mountain Bike Patrol Training Coordinator for the Commonwealth of Massachusetts.

Medway has two certified Use of Force Instructors, three certified Tactical Medical Instructors, one certified Radar/Lidar Instructor, 12 certified Field Training Officers, three certified ECW/Taser Instructors, three certified firearms instructors, one certified Less Lethal Instructor, six certified Active Shooter ASHER Instructors, two certified wellness officers, thirteen certified Sexual Assault Investigators, and 24 certified Critical Incident (CIT) Responders.

## 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 were appointed. Enrique Zuniga was appointed as the first executive director a position he continues to hold. 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.
    - Medway has one special officer who was certified through this method.
  - Many special police officers in the State don’t meet the experience standards and will not be certified.
    - Medway transferred one officer from special officer status to a traffic supervisor position for this reason.
  - Retired full-time officers will be certified without having to attend the bridge academy.
    - Medway has five officer who were certified through this process.
  - 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/regulations/550-CMR-600-use-of-force-by-law-enforcement-officers>
- 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. POSTC has evaluated all records submitted by the Medway Police Department and determined that none meet the requirements for inclusions in the statewide police discipline database.
  - POST must receive information related to all external and internal complaints and Internal Affairs Investigations related to Massachusetts police officers. <https://www.mass.gov/info-details/complaint-and-incident-reporting>