



# Medway Police Department Annual Report 2025

Chief of Police William H. Kingsbury



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**Cover Photo Credit: tim.rice.photo**

## *Mission Statement*

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*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*

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**Professionalism:** *We continually strive to enhance our department by aligning with the values of our community. We hold ourselves accountable for our actions and aim to deliver exceptional service.*

**Respect:** *The way we treat each other and 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 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*

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

## *Introduction*

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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 Chief of Police from 1930 to 1959. William J. Giallonardo served as Chief of Police from 1959 to 1980. William David Lambirth served as Chief of Police from 1980 to 2002. Robert S. Saleski served as Chief of Police from 2002 to 2007. Allan M. Tingley served as Chief of Police from 2007 to 2022. William H. Kingsbury has served as Chief of Police since 2022.

The department was historically staffed with a small number of full-time officers, one from 1927 to 1947, augmented by part-time special police officers and auxiliary officers. The department added a second full-time officer in 1947. Third and fourth full-time officers were added in the early 1960s. As the department grew, full-time officers replaced special officers for regular patrol purposes. By the 1980s, there were 14 full-time officers. Special officers still served many functions, but were no longer relied on for regular patrol duties.

The department currently has twenty-seven full-time sworn officers and four special officers.

When fully staffed, the department consists of a chief of police, lieutenants of special services, operations, and administration, an administrative sergeant, a patrol division made up of 4 patrol sergeants and 12 patrol officers, a community services office staffed by a full-time sergeant and assigned patrol personnel, an investigations office consisting of one detective sergeant and two full-time detectives, one of whom acts as the department's court prosecutor, a patrol investigator, and an school resource officer unit staffed by a part-time sergeant, a full-time school resource officer, and a part-time school resource officer.

Most of our officers also perform specialty tasks within their assigned duties. Those roles include:

- Accreditation Manager
- Safety Officer
- License to Carry Firearms Processors
- Information Technology Officers
- Field Training Coordinator
- Field Training Officers
- Website Administrator
- Infectious Disease Control Manager
- Medical/Pharmaceutical Disposal Officer
- Honor Guard Commander & Members
- Youth Academy Director
- Sex Offender Registry Manager
- Evidence & Property Custodians

Armoreders  
Fleet Procurement Officer  
Fleet Maintenance Manager  
Radio Communications Manager  
Key Access Officer  
Evidence Technicians/Crime Scene Photographers  
Civil Rights Officer  
LGBTQ Liaison  
Crash Reconstructionist  
Trainers/Instructors  
SAECK Manager  
Domestic Violence Officers  
Public Information Officer  
Social Media Manager  
U&T Visa Manager  
Tactical Bicycle Patrol Officers  
Office of Alcohol Testing Manager  
At Risk Program Manager  
Juvenile Officers  
Traffic Grant Manager  
Child Safety Seat Grant Manager  
Child Safety Seat Installers  
DOJ/Byrne Grant Manager  
Rule 14 Coordinator  
Medical Equipment Officer  
Military Support Officer  
Emergency Response Coordinator

## *Department Roster*

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Chief of Police William H. Kingsbury  
Executive Assistant Janice Hart  
Special Services Lieutenant Jason Brennan  
Operations Lieutenant Peter Fasolino  
Administrative Lieutenant John Meincke  
Patrol Sergeant Derek Harrington  
Community Services Sergeant Robert O’Neill  
Administrative Sergeant Ryan Ober  
Patrol Sergeant Anthony Nigro  
Patrol Sergeant William White  
Detective Sergeant Lauren Swarthout  
Patrol/SRO Sergeant Paul McLaughlin  
Patrol Sergeant Meghan Casey  
Patrol Officer William Freitas  
Detective Thomas Godino  
Patrol Officer Carl Sheppard  
Patrol Officer John Gasparrini  
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  
Patrol Officer Emily Clark  
Patrol Officer Thomas Sicchio  
Student Officer William Tagliaferri  
Special Police Officer Jeffrey Watson  
Special Police Officer Joseph MacDougall  
Special Police Officer John Rojee  
Special Police Officer James Cusack

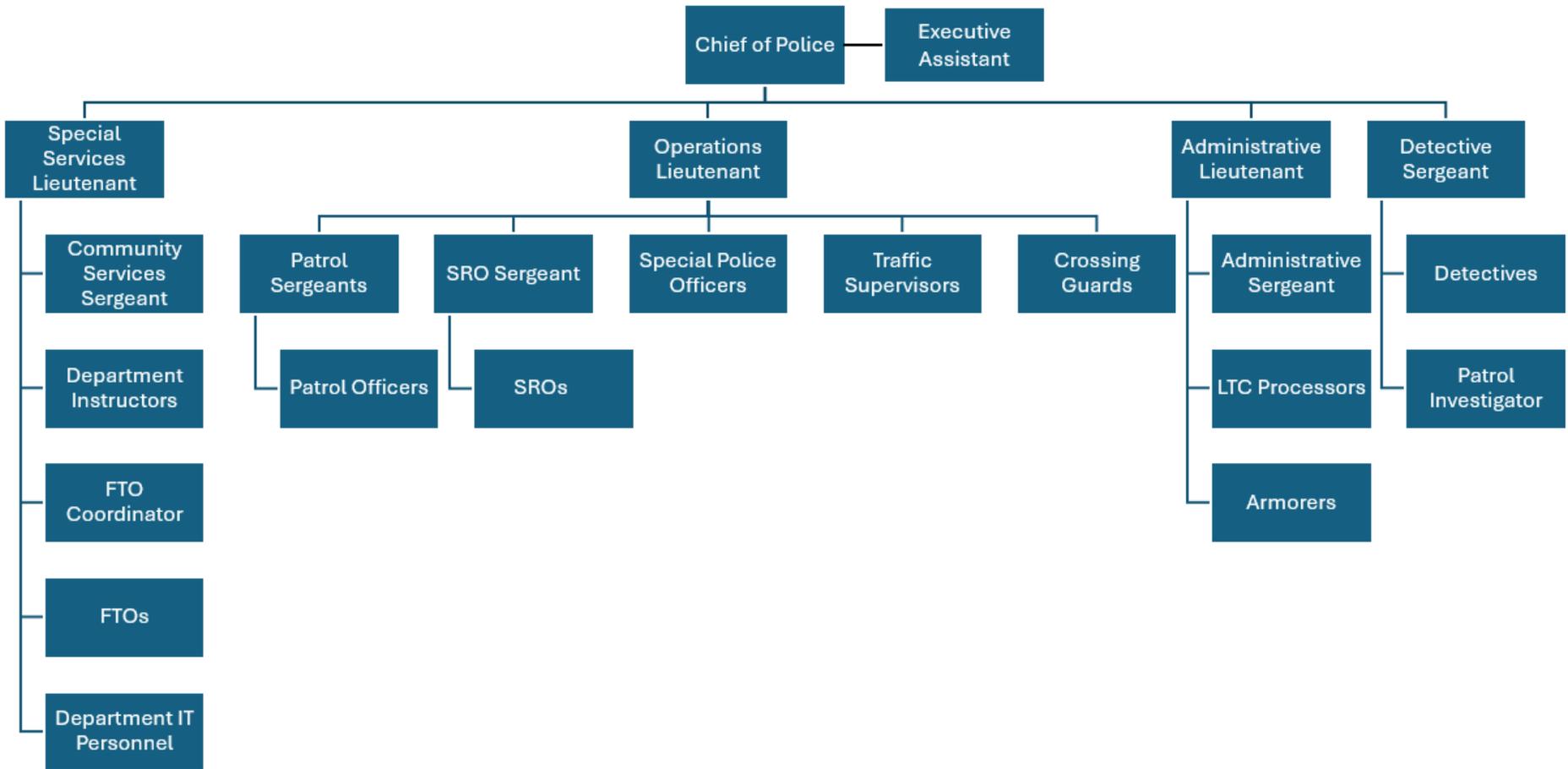
Traffic Supervisor Robert Rojee  
Traffic Supervisor Kevin Brennan  
Traffic Supervisor Andrew Mahan  
School Traffic Supervisor Cheryle Goodspeed  
Traffic Supervisor Thomas Hamano  
Traffic Supervisor Gerard Boyce  
Traffic Supervisor Timothy O’Sullivan  
Traffic Supervisor William Lewis  
Traffic Supervisor Matt Guarino  
School Traffic Supervisor Debbie Lavalle  
Traffic Supervisor Glenn Dalrymple  
Traffic Supervisor Gary Grenier  
Traffic Supervisor Marco Lima  
Traffic Supervisor Jeanne Van Pattern-Steiger  
Traffic Supervisor Patrick Irr  
Crossing Guard Peter Falzone

### *Public Safety Communications Department Roster*

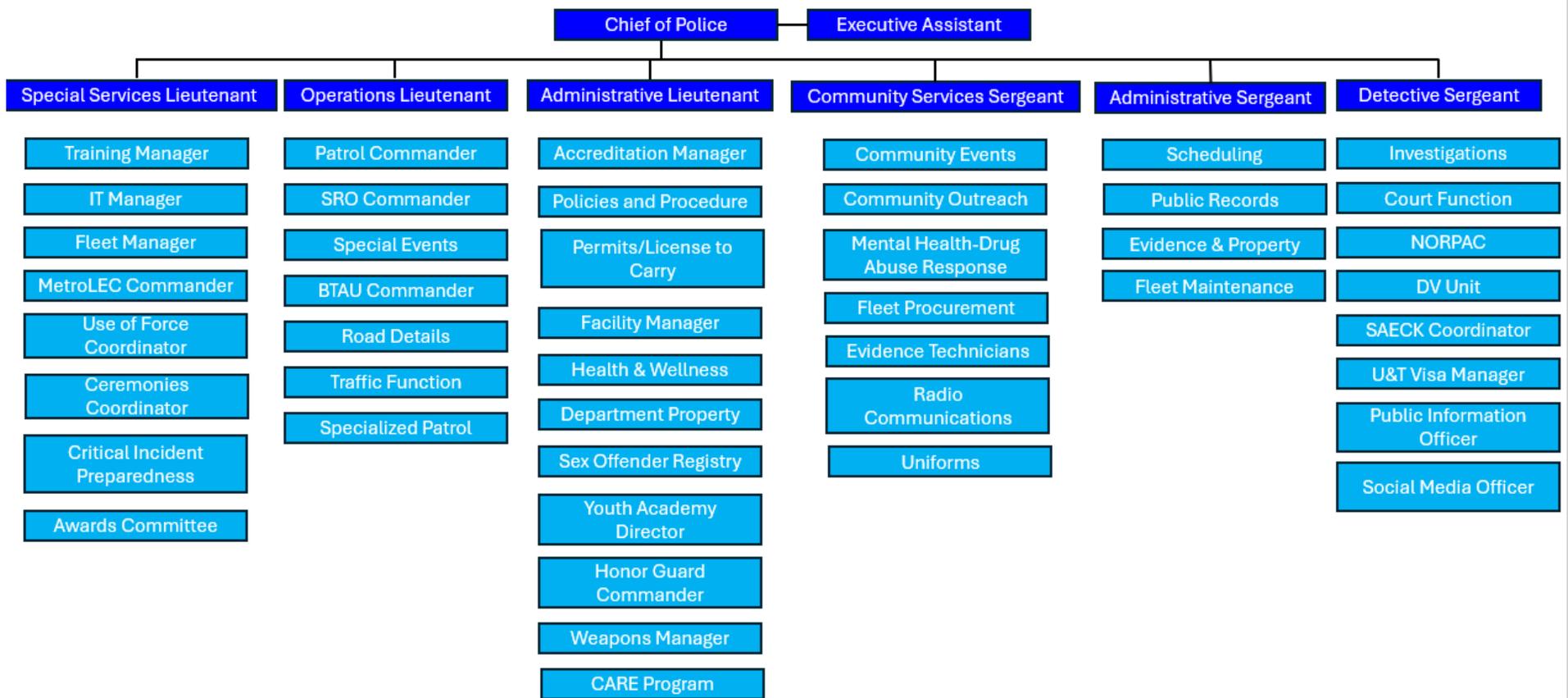
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Director Hannah Stevens  
Dispatcher Kerri Bishop  
Dispatcher Gary Grenier  
Dispatcher Gina Moschillo  
Dispatcher Nicole Boyer  
Dispatcher (Open Position)  
Dispatcher (Open Position)

# Police Department 2025 Organizational Chart



# Police Department 2025 Functional Chart



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

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The Medway Police Department's mission is to maintain a safe community through a balance of community partnership, respect, fairness, trust, and tactically sound policing. Our vision is to provide exceptional public safety service through a partnership between our community and our committed workforce, striving to improve the quality of life for our residents, visitors, and business partners.

This is what drives our department forward. We are fortunate to have a motivated, skilled staff of highly trained professionals who embrace innovation and treat people with fairness and respect.

Our officers operate on the principle that they are part of the community, not separate from it. We expect our officers to collaborate with the community to solve problems as best the law allows. They go out into the community each day with this mindset, making a positive impact.

Our officers attend nearly all town events, either assigned to specific roles, such as Pride of Medway Day, Celebrate Medway Day, and the Pumpkin Walk, or visiting while on shift, including high school sporting events, parks and recreation activities, and senior events. Our interactions with the community are opportunities for discussion and collaboration that make our town safer and improve our quality of life.

This past year, we assigned bike and patrol officers to the shopping plazas to interact with and build relationships with our youth during early-release days, in response to an identified need in this area.

We also assigned officers to the Concerts in the Park Series this past year to help make this growing event a success.

We created a Behavioral Threat Analysis Unit, modeled on the US Secret Service model, tasked with evaluating information that could indicate the potential for targeted violence and intervening when necessary.

We have restructured our School Resource Officer Unit, which is led by Operations Lieutenant Peter Fasolino. Sergeant Paul McLaughlin supervises the unit. Patrol Officer Benjamin Leazott is assigned to the High School, and Patrol Officer Katherine Sharkey is assigned to the Middle School. Each will also be involved in the Burke-Memorial School complex and the McGovern School.

Our Drone Unit went active late in 2024. 2025 was a busy year for the unit with callouts for missing persons, security at significant events, and overwatch of criminal investigative activity.

Following significant changes in 2022, 2023, and 2024, the department underwent another reorganization in July 2025. Lieutenant Jeffrey Watson retired after a stellar career, after which John Meinke was promoted to the position of Administrative Lieutenant. Sergeant Ryan Ober was assigned to the Administrative Sergeant position. Paul McLaughlin and Meghan Casey were promoted to Sergeant, and Benjamin Leazott and

Katherine Sharkey were assigned as School Resource Officers. Patrol Officer Thomas Sicchio transferred to the department in August from the Attleboro Police Department. Dispatcher William Tagliaferri was hired as a patrol officer and is currently attending the Plymouth Police Academy.

Lieutenant Meincke began his career as a dispatcher and special police officer for the Town of Medway in 2007. He attended the police academy in 2009 and was assigned to patrol. He was promoted to sergeant in 2017 and served in various roles, including patrol sergeant, detective sergeant, and administrative sergeant. He is a former staff instructor to the Municipal Police Training Committee and currently serves as a Tactical Bike Unit Commander for the Metropolitan Law Enforcement Council (METROLEC). He is a CPR/First Aid, Firearms, ECW/Taser, and Use-of-Force instructor.

Sergeant McLaughlin started his career with the department as a dispatcher and special police officer in 2003. He attended the police academy in 2007 and was assigned to patrol. He was assigned to the schools as a full-time School Resource Officer starting in 2019. He is a member of the METROLEC Mobile Operations Unit.

Sergeant Casey began her career in Medway as a dispatcher and special police officer in 2015. She attended the police academy in 2018 and was assigned to patrol. She serves as the department's Civil Rights Officer, LGBTQ Liaison, and instructor for ECW/Taser and Use-of-Force. She is a holder of the department's Medal of Valor.

The department maintains an active internship program that has welcomed students from Medway High School, Tri-County Regional High School, Franklin High School, Framingham State University, Dean College, Westfield State University, and the University of New Hampshire. Three of our recent interns have been hired as police officers for the Town of Medway. Others currently work for the Massachusetts State Police, the Bedford Police Department, and the Fall River Police Department.

This year, the department received multiple grants, including a training grant from the Massachusetts Statewide Emergency Telecommunications Board, a traffic enforcement grant from the Executive Office of Public Safety and Security, a DOJ Byrne Grant, and a Meditech unused medication disposal grant.

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

Lieutenant Jason Brennan is a commander for the METROLEC SWAT response team, is the statewide training coordinator for the Massachusetts Police Training Committee Firearms Training Program, and is an instructor in firearms, patrol rifles, Active Intruder/Hostile Event response, Applied Patrol Procedures, Use of Force, ECW/Taser, and less-lethal weapons.

Lieutenant John Meincke is an Active Intruder/Hostile Event response instructor, Applied Patrol Procedures Instructor, Firearms Instructor, Less-Lethal Weapons Instructor, CEW/TASER Instructor, Use of Force, and First Responder/CPR/AED Instructor. He is also a member of the METROLEC Tactical Bicycle Patrol Unit, where he acts as a unit commander.

Community Services Sergeant Robert O’Neill is a member of the METROLEC Drone Unit, an IT Officer, the department’s radio communications officer, and fleet procurement manager, is a certified SRO, and serves on the Medway School District Safety Committee.

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

Detective Sergeant Lauren Swarthout is the Physical Training Coordinator for the MPTC’s Randolph Police Academy and a Health and Wellness Instructor for the MPTC. She also instructs several in-service classes each year.

Sergeant Paul McLaughlin is the department's Motorcycle Patrol and Escort Instructor. He is also a member of the METROLEC Mobile Operations Response Unit.

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

Detective Thomas Godino is an Active Intruder/Hostile Event Response Instructor and an Applied Patrol Procedures Instructor for the MPTC. Detective Godino is also an in-house Tactical Medical Response Instructor for the department.

Patrol Officer Ryan Kahn is a member of the METROLEC Water Response Dive Team, a Patrol Investigator, an Office of Alcohol Testing Manager, and an IT Officer.

Detective Christopher Bullen is an Active Intruder/Hostile Event Response Instructor and an Applied Patrol Procedures Instructor for the MPTC. He is also certified as a School Resource Officer.

Patrol Officer Stephen Paschal is a First Responder/CPR/AED instructor for the MPTC, a Use-of-Force Instructor, an ECW/Taser Instructor, and an ICAT (Integrating Communications, Assessment, and Tactics) instructor for the department. He is also certified as a School Resource Officer.

Special Police Officer Jeffrey Watson serves as the statewide training coordinator for the Massachusetts Police Training Committee's Mountain Bike training program and is the program’s primary instructor. He is also a member of the METROLEC Tactical Bicycle Patrol Unit's command staff, serving as their training director.

Chief of Police William Kingsbury managed the Medway Holiday Fund for the fourth year in 2025. This fund was established over fifty years ago and has been managed by Medway’s police chiefs 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 in 2023, 2024, and 2025. They worked closely with the Medway Housing Authority and the Medway Council on Aging, with numerous volunteers assisting. They relied on the generous donations of Medway’s residents, businesses, and private organizations to ensure a successful season.

Pursuit of Presents was started as a small toy drive by then Sergeant Jason Brennan for the 2016 Holiday Season. The drive has grown over the years through the hard work of staff and the generosity of our residents and businesses. The Holiday Fund has absorbed the program for management and accounting purposes. Lieutenant Brennan, Detective Sergeant Swarthout, Administrative Sergeant Ober, and many members of the Medway Police Association will continue to manage the operational functioning of this highly successful program.

The fund is a registered charity and a 501 (c) (3) nonprofit organization.

Blackboard Connect, the Town's emergency telephone notification system, has been replaced with the new Hyper-Reach System, which Public Safety Communications Director Hannah Stevens manages. Visitors to our website can sign up for notifications.

The department has worked hard to comply with the mandates of the police reform law over the last five years. It has been a demanding process of continuous change.

All sworn department personnel are certified by the Massachusetts POST Commission. Medway has not had any officers de-certified for misconduct.

All Medway School Resource Officers have completed mandated training and background checks and have been certified by the POST Commission as School Resource Officers, as required by State Law. The following officers are certified as SROs:

Sergeant Robert O'Neill  
Sergeant Paul McLaughlin  
Patrol Officer Benjamin Leazott  
Detective Christopher Bullen  
Patrol Officer Stephen Paschal  
Patrol Officer Katherine Sharkey  
Patrol Officer Maggie Schindler

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

Sex Offender Registry Manager:	Lieutenant John Meincke
Sex Assault Evidence Collection Kit Manager:	Detective Sergeant Lauren Swarthout
Civil Rights Officer:	Sergeant Meghan Casey
School Resource Officer:	Sergeant Paul McLaughlin

The department is committed to training its members to the highest possible standards, ensuring the development of professional police officers well-positioned for advancement and exemplary service throughout their careers.

During 2025, 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, First Amendment Issues, Crowd Control, Deaf & Hard of Hearing Awareness, responding to calls involving Mental Health Crisis, and Suicide Prevention. Officers also completed training and certification in Firearms, Patrol Rifles, less lethal, CEW/TASER, Tactical Medical Response, and Tactical Patrol subjects.

The Town of Medway allocates funds for specialized training in the police department's budget, sending officers to training designed to develop their skills in patrol, investigation, administration, supervision, and leadership. In 2025, our officers participated in numerous essential training programs, including the FBI LEEDA Program, the FBI Regional Command College, the Roger Williams Institute's Justice Program, and the Leaders Helping Leaders Network.

The Town of Medway also supports our officers' educational efforts. Department members hold four master's degrees, sixteen bachelor's degrees, and three associate's degrees. One officer is enrolled in a PhD program, two are enrolled in master's programs, and one is progressing toward their bachelor's degree.

### *Agency Certification & Accreditation/Policy & Procedure*

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The Medway Police Department entered the police agency certification and accreditation process in 2023 through the Massachusetts Police Accreditation Commission (MPAC). The accreditation method 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, helping prevent or reduce financial loss from liability claims. Although the benefits of accreditation will vary by agency, the most common benefits include providing a basis for identifying and correcting deficiencies before they become problems, ensuring that 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 for high-liability issues and, when appropriate, on a three-year rotating basis, 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 the Use of Force, High-Speed Pursuit, Response to Calls, transport of Detainees, and Domestic Violence. Critical policies are available for viewing at:

<https://medwayma.gov/departments/police-department/policies/>

The POST Commission has been tasked with developing policy standards and accreditation/certification mandates. Their work is ongoing.

MPAC released the 6th Edition Accreditation Standards in March 2023 and updated them again in 2024. The department entered the MPAC program to achieve accreditation within three years. Administrative Lieutenant John Meincke is the department's accreditation manager. The department is currently in the self-assessment stage.

### *Crime Statistics: Part 1 Offenses*

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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 nationwide 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*

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Medway had no reported murders in 2025.

### *Rape/Sexual Assault*

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Medway PD reported twelve rapes, sexual assaults, and child sexual assaults during 2025. Very little information can be shared regarding these types of crimes, as such information is protected by Mass. Gen. Laws Chapter 41 § 97D.

### *Robbery*

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Medway did not investigate any reportable robberies during 2025.

### *Aggravated Assault*

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An aggravated assault is an assault and battery that 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 eleven reportable aggravated assaults reported to the Medway Police Department during 2025.

### *Burglary*

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One daytime housebreak and one nighttime commercial break were reported as part two crimes, resulting in charges. Five reported break-and-enter cases were unfounded.

## *Larceny-Theft*

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There were thirty-one reportable Larcenies during 2025.

## *Arson*

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There were no reported arsons during 2025.

## *Motor Vehicle Theft*

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There were no reportable Motor Vehicle Thefts in 2025.

## *Arrests*

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Medway officers made 49 arrests in 2025, a 9.2% decrease from the previous year. The primary offenses are listed below. Certain misdemeanors, which would have resulted in an arrest in the past, are often handled through the summons process or diverted to mental health treatment or juvenile/emerging adult diversion programs. Sometimes, 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 against individual suspects for single or multiple connected incidents.

Operate Under the Influence	11
Arrest Warrants	10
Domestic Assault & Batteries	9
Destruction of Property	4
Operate After Suspension	3
Assault by Means of a Dangerous Weapon	2
Resisting Arrest	2
Kidnapping	1

209A Protective Order Violation	1
Aggravated Assault and Battery	1
Domestic Strangulation	1
Domestic Assault by Means of a Dangerous Weapon	1
Domestic Assault	1
Larceny Over	1
MB Breaking and Entry	1

### *Criminal Complaints*

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Medway officers filed 97 criminal complaint applications in 2025, a 29.4% decrease over the previous year. Primary offenses are listed below:

Unregistered/Uninsured MV	12
Operate After Suspension/Revocation	11
Operate without a License	10
Domestic Assault & Battery	10
Disturbing the Peace	7
209A Violation	5
Leaving the Scene of an Accident	5
Larceny Over \$1200	6
Assault and Battery	4
258E Violation	2
Assault & Battery on a Child with Injury	2
Child Abuse Mandated Reporter Violation	2
Furnishing Alcohol to a Minor	2
Motor Vehicle Breaking and Entry	2
Domestic Aggravated Assault and Battery	1
Operating Under the Influence-Alcohol	1
Operating Under the Influence-Drugs	1
Shoplifting	1
Operating on a Suspended Registration	1
Animal Abuse	1

Assault and Battery on an EMT	1
Assault by Means of a Dangerous Weapon	1
Breaking and Entry	1
Disorderly Conduct	1
Dog Violations	1
Fail to Stop for Police	1
False Report of a Crime	1
Harassment	1
ID Theft	1
Improper Storage of Firearm	1
Larceny by False Pretense	1
Negligent Operation	1

## *Scams*

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Ten completed scam attempts resulted in a loss of \$69,334.24 in 2025. Hundreds of scam attempts were unsuccessful. Scams are complicated to investigate, and recovering stolen cash is often impossible due to the anonymity afforded to internet users. Scammers use untraceable payment methods, such as Apple iTunes gift cards and wire services like Western Union and MoneyGram, to collect cash from unsuspecting individuals.

The scams that were most frequently reported were:

- Pop-up ads (airline tickets, computer “hack” fixes, phony pornography alerts).
- Online 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 online sales (send a check for too much money, ask to send the balance back, the check is fake).
- Amazon Scam (Person claims your Amazon account has been hacked).
- Fraudulent “Puppies for Sale” online websites.
- Property Rental Scams
- Romance Scams

All scams share a common trait. The victim must send money to the scammer via unconventional means. Always contact the police department at **508-533-3212** for advice before sending Bitcoin or Crypto Funds, wiring cash, or buying prepaid cards if someone asks you to. Double-check with relatives who are supposedly in trouble. Educate yourself and your friends and relatives about how scams work, so that you don't fall prey to sophisticated scammers. Education is our best defense. Most people now recognize fraud when they see it, but those who are not internet-savvy may not realize these scams exist. Spread the word.

The FBI maintains a website that outlines the most common scams we see. Please take a look and familiarize yourself with them.

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

## *Financial Fraud*

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Two financial fraud incidents in 2025 resulted in a \$110,000 loss. Financial Fraud involves diverting legitimately issued personal and business checks to unintended recipients, as well as diverting funds from bank accounts. Typically, a check is stolen after it has been mailed, and the recipient's name and/or value are altered. These attempts also involve hacking personal and business accounts and intentionally issuing checks that exceed the available funds.

## *Calls for Service*

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A call for service is generated in several different ways. Calls can come 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 must respond to. Discretionary calls are self-initiated proactive activities such as traffic enforcement and community policing. Some logged calls are classified as administrative and are not reflected in the individual totals below.

MEDWAY POLICE DEPARTMENT CALLS FOR SERVICE 2016-2026			
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
2023	17,159	9113	5851
2024	16,424	9101	4830
2025	15,342	8636	4431

*Medway Police Records Management System*

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Police Investigations & Assistance- Criminal and Non-Criminal 2025

The Medway Police Department uses the PAMET System to maintain records related to calls for service and administrative tasks. The original system went online in April 1997 and was last replaced in June 2004. The following table lists the Incident types by number logged during 2025. The numbers don't always match other tables and data, as Incident Types don't accurately reflect everything that happened during a particular incident. Incident Types list how a call was received and data entered into the RMS system. Outcomes may reflect a different type of incident.

209A Emergency Request	4
209A Modified	29
209A Received	55
209A Request	5
209A Service	26
209A Vacated	12
209A Violation	6
258E Modified	3
258E Received	12

258E Service	9
258E Vacated	2
258E Violation	3
911 Accidental	271
911 Hang-up	56
911 Transfer	124
MVA Animal	15
MVA Injury	28
MVA Leave the Scene	42
MVA No Injury	162
MVA Not Investigated	32
Accident Other	13
MVA Pedestrian	3
Alarm	259
Ambulance	2014
Ambulance Mutual Aid	297
Overdose	11
Animal Control Call	242
Annoy/Harassing Calls	4
Arrest-Felony	2
Arrest-Misdemeanor	7
Arrest OUI	11
Assault or A&B	33
Assist Elderly	10
Assist Other PD	13
B&E Motor Vehicle	26
Breaking and Entering	13
Building Maintenance	1
By-Law Violation-Solicitor	13
Car Seat Inspection	4
Civil Complaint	17
Community Policing	203

Court Duty	1
Disinvitation	11
Disorderly Person	7
Disturbance	192
Domestic Dispute	64
Drone Deployment	8
Elder Affairs	9
Fight in Progress	4
Fire-Alarm	487
Fire-Brush	13
Fire-Natural Gas Leak	33
Fire-Structure	23
Fire-Vehicle	4
Fireworks Complaint	3
Follow-up Investigation	235
Funeral Escort	13
General Information	40
General Service	42
Gun Shots Reported	7
Harassment	29
Identity Fraud	39
Illegal Dumping	16
Investigation	38
Keep Peace	28
Kidnapping	2
Larceny	43
Larceny by Check	10
Larceny by Credit Card	6
Larceny from Motor Vehicle	2
Lockout	79
Lost or Stolen	48

Medical Waste Disposal	23
Message Delivery	18
Missing Child	8
Missing Child Located	9
Missing Person	6
Missing Person Located	6
Money Escort	1
MV Abandoned	1
MV Disabled	166
MV Erratic Op	156
MV Violation	1364
Mutual Aid-Metro LEC	39
Neighbor Dispute	14
Notice to All	44
Officer Injured	11
Officer Request	284
Open Door	20
Parking Violation	53
Pistol Permit	287
Power Failure	1
Process Serving	26
Property-Damage-Private	37
Property Damage-Municipal	8
Property Received	89
Property Released	71
Protective Custody	5
Radar Board	3
Radar Requested	26
Repossession	15
Road Hazard	76
RUOK	1
Safety Hazard	14

Safety Officer	6
Scam Attempt	27
Section 12	91
Section 35	8
Security Checks	3607
Sex Offender Info Request	1
Sex Offender Registration	2
Sexual Assault	14
Shift information	1099
Shoplifting	11
Sick Day	42
SRO Activity	72
Sudden Death	13
Suicide Attempt	9
Suicide Threat	23
Summons Service	28
Surveillance by PI	7
Suspicious Activity	161
Suspicious MV	267
Suspicious Person	64
Threatening	12
Traffic Control	63
Traffic Enforcement	591
Training	12
Transportation	49
Tree Down	70
Truant Child	3
Unauthorized Use of MV	1
Unwanted Party	15
Vacation Check	30
Vandalism	21
Warrants	101

Water Dept	11
Weather Change	15
Well-Being Check	234
Wires Down	52

## *Mental Health Calls*

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Medway Police officers responded to 107 mental health crisis-related incidents during 2025. There were also several hundred calls where mental health issues were either a contributing factor or a concern.

The Medway Police Department strives to ensure successful interactions between police officers and persons affected by mental illness. It 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 maximize our chances of meeting our goals in this area.

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

The Medway Police Department previously shared a full-time Jail Diversion Clinician with the Town of Franklin Police Department. The program was paid for through a shared state grant. Such grants are currently unavailable. The Jail Diversion Program embedded a clinician with an on-duty officer to respond to calls involving mental health crises and needs to conduct mental health evaluations on-scene rather than in a hospital setting. Services were also provided in many cases on an ongoing basis. It is hoped that grant funds will become available soon, allowing the department to reestablish the program. The department recently received a Jail Diversion Clinician Grant from the Massachusetts Department of Public Health and will be reinstating the program.

The Medway Police Department partners with Community Impact of Milford by utilizing Opioid Settlement Funds, which the Medway Board of Health manages. Community Impact provides mental health, addiction, and ongoing recovery services. This partnership has proven invaluable to the community.

- ***Strategy Two: Develop and implement a model policy addressing police response to persons affected by mental illness.***

A model policy regarding responses to incidents involving mental illness took effect on November 1, 2018, replacing the previous 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 necessary for our officers to respond to these problematic calls effectively.

- ***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, 96% of the department's sworn officers have completed CIT training, far exceeding the One Mind Program's goal. New officers receive this training in their first year with the department. This training is imperative as the department strives to improve its response to mental health-related calls for service. In addition to CIT Training, all of our certified School Resource Officers have completed Critical Incident for Juveniles Training programs.

To date, nationally, 671 police agencies have taken the One-Mind Pledge. 200 of those agencies have completed the pledge, including the Medway Police Department, which completed the One-Mind Pledge on June 20, 2025.

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

## *Domestic Violence*

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Domestic Violence is an abuse of a family or household member. Household 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 bodily harm, or causing another to engage in involuntary sexual relations by force, threat of force, or duress.

Medway Police officers responded to 52 domestic violence-related incidents during 2025, which resulted in 23 individuals being charged with Domestic-related offenses and a further 6 with violations of 209A Protective Orders.

During the year, Medway assisted 9 victims in obtaining emergency restraining orders, served 26 orders, and received 55 209A orders directly from the court.

The Medway Police Department transitioned from a single domestic violence officer to a full domestic violence unit in 2025. The unit is tasked with conducting follow-up DV investigations, 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*

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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 incident is any action 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.

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 battery upon a person or damage 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.

Three possible bias incidents were reported during 2025. One involved an alleged anti-Black comment that was denied and unproven. No criminal allegation was made. The second involved possible racist language, which was not directed at any specific individual and did not involve criminal activity. The third involved possible racist language, which was not directed at any specific individual and did not involve any criminal activity.

Seven possible Bias/Hate crimes were reported to the Medway Police Department in 2025. Seven cases involved graffiti. Two swastikas were reported, and five instances of anti-Black language were reported. No suspects were charged in those cases. One assault case involved anti-immigrant language. No charges were sought at the request of the reporting individual.

## *Opioid Crisis*

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Medway is a member of the Safe Coalition, a regional coalition that provides a pathway to support, education, treatment options, and coping mechanisms for those affected by substance use disorder. Medway police officers can meet with and provide resources and assistance to those seeking detox and treatment, as well as to 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 is partnered with and contracted with Community Impact of Milford, which provides post-incident services to substance abuse subjects, pre-incident services to people with addiction, their families, and their loved ones, mental health support, and many other services. This partnership was funded through the Medway Board of Health using Opioid Settlement Funds and was recently renewed for two years.

Medway has a three-tiered plan to combat the Opioid crisis: education, services, and enforcement. Medway officers will assist anyone seeking treatment and educate them about their legal and/or treatment options, providing 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 officers responded to 11 Overdoses in 2025, seven of which were confirmed to be opioid-related. Our officers administered Narcan to three patients. There was one fatality.

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. Individuals who desire to dispose of illicit drugs while simultaneously seeking assistance with treatment options are welcome to come to the Medway Police Department, and we will help provide available resources and avenues for treatment.

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

**MEDWAY POLICE DEPARTMENT RESPONSE TO OPIOID OVERDOSES  
2018-2025**

<b>YEAR</b>	<b>TOTAL</b>	<b>DEATHS</b>
2018	16	1
2019	11	1
2020	7	1
2021	7	0
2022	9	2
2023	8	2
2024	4	0
2025	7	1

## *Motor Vehicle Crashes*

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The Medway Police Department recorded 269 Motor Vehicle Crashes in 2025, an 8.1% decrease from 2024.

Motor vehicle crashes with injuries decreased 28.5% to 20. There were no fatal crashes. Leaving-the-scene crashes increased from 31 to 37. Animal-involved crashes decreased from 18 to 14. There were three crashes involving pedestrians and bicycles.

### **The streets with the most crashes were:**

Main	91
Milford	28
Village	21
Summer	21
Holliston	16
Winthrop	9

### **The intersections with the most crashes were:**

Holliston & Lovering	11
Village & Franklin	6

### **Most Often, Determined Cause**

Minor Parking Lot/Driveway	61
Rear End Crashes	57
Fail to Yield/Stop	26
Single MV off-Road	24
Struck Animal	14
MVs Side Swiping in Traffic	11

## *Traffic Enforcement*

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Traffic enforcement is one part of a larger Town program designed to facilitate the safe flow of traffic throughout Medway. The police department, Department of Public Works, and town officials have engaged in multi-pronged efforts over the last decade to improve traffic in Medway. Route 109 was reconstructed from the Millis Town Line to Main and Milford Streets in a multi-year project. Most streets in Medway were repaved. Traffic lights were installed at Main and Milford Street at the entrance to the Medway Plaza on Main Street. Crosswalk lights have been installed on Main Street, Summer Street, and Village Street, with more scheduled. The Middle School's area on Holliston Street was rebuilt to improve pedestrian safety. A planned reconstruction of the intersection of Village and Holliston Streets will improve traffic flow and pedestrian safety.

Medway participates in the Complete Streets program, designed to improve traffic safety for our residents and visitors. In addition to the crosswalk lights, multiple digital speed signs have been installed around town, with more expected.

In recent years, the Medway Select Board has approved updated Traffic Rules and Regulations, approved a town wide 25 MPH speed limit unless otherwise posted, modernized the town's overnight parking ban, approved many no-parking zones to support the safe flow of traffic, and supported several bylaw changes in the areas of pedestrian safety, handicapped parking access, tow zones, and created a truck exclusion zone in cooperation with the Town of Holliston Street.

Residents frequently ask why certain actions are not taken, such as installing speed bumps, traffic lights, and additional stop signs. These actions have been taken; however, each must meet certain state and national standards, which the roadways in question often do not meet.

Medway officers have participated in many youth driving safety programs over the years, including blocks of interactive instruction in our Youth Academy, SADD's biennial Drunk Driving presentation at the high school, and the recent Driver in Control Crash Prevention Program, which drew over 300 Medway High School students.

Traffic enforcement, which is a discretionary activity, is part of this overall program. Officers engage in traffic enforcement when non-discretionary calls for service are low. Medway assigns traffic enforcement posts based on crash rates, traffic data, and resident and motorist complaints.

Our enforcement program is administered by Operations Lieutenant Peter Fasolino and Sergeant Anthony Nigro, who identify appropriate locations for enforcement actions, such as speeding violations, hands-free posts to target distracted driving, crosswalk monitoring, crosswalk decoy operations, and monitoring targeted intersections for stop sign and red-light violations, as well as problem school bus locations. Sergeant Nigro has written traffic enforcement grants for the last three years, which have enabled the department to participate in national enforcement campaigns targeting drunk driving, distracted driving, and seat belt use.

The department has obtained two speed sign trailers, which are set up in targeted areas of concern to educate drivers of the speed limits where they are traveling.

Over the past year, Lieutenant Fasolino has extensively used traffic speed data to target areas of concern. He has found, through examination of such data, that Medway typically does not see high average speeds on most of our streets. Average speeds of concern tend to be more prevalent at certain times and in small areas of roadway. Our program has been targeting these areas, as well as crash hotspots, for enforcement.

<b>MEDWAY POLICE DEPARTMENT TRAFFIC ENFORCEMENT 2016-2025</b>			
<b>YEAR</b>	<b>POSTS</b>	<b>% INCREASE/DECREASE</b>	<b>CITATIONS/VERBALS</b>
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
2024	918	0.04%	2058
2025	592	35.5%	1708

## TRAFFIC ENFORCEMENT POSTS

The most frequent traffic posts were located at:

Village Street:	95
Main Street:	90
Winthrop Street:	71
Summer Street	45
Holliston Street:	40
Milford Street:	36
Granite Street:	33
Lovering Street:	30
Maple Street	28
Coffee Street	25
Clark Street	20

## *Training*

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Training is the bedrock of policing. Officers must perform a myriad of functions, which include law enforcement, mental health response, use of force, operation of police vehicles, and many specialized and administrative tasks.

New officers must complete a MPTC certified police Academy consisting of 800 hours of instruction, hands-on training, and scenario training. Once officers graduate from an academy, they then undergo a three-month Field Training program within the agency. Field Training is broken into multiple phases of instruction. Officers must successfully complete each phase before moving on to the next. If an officer successfully completes Field Training, they become full-fledged officers. New officers are on probation for one full year after graduation from the police academy.

Veteran officers must complete 40 Hours of in-service training each year in order to maintain their certification through the Massachusetts Police Officer Standards and Training Commission (POSTC). In-service consists of base annual training (Legal Update, Domestic Violence, First-Responder/CPR, Use of Force/Defensive Tactics, Officer Wellness, and Firearms Training). Specialty topics are addressed every several years, such as crime scene response, bias-free policing, civil rights, autism awareness, and report writing.

The department also conducts in-house training each year in less-lethal weapons, ECW Taser certification, Use of Force Policy, and other important topics.

The department believes in training officers to perform the duties of the next rank above them so that they are prepared to compete for promotions and perform to a high level upon promotion.

New hires must complete Mental Health First Aid (MHFA), Critical Incident Training (CIT), LHLN Servant Officer Training, MPI's Officer-in-Charge, and Tactical Bike Patrol Training within their first year. They will receive specialized training as they progress through their first three years.

Our executive training program includes sending patrol staff to sergeant's training-level courses after they have completed 3 years as patrol officers. The program includes completing the Roger Williams University First-Line Supervisors course, the Municipal Police Institute Sergeant's Course, the LHLN Intentional Leadership Course, and the FBI LEEDA Supervisor Leadership Institute.

Sergeants are expected to complete the Roger Williams University Mid-Management Training Course and the FBI LEEDA Command Leadership Institute prior to promotion to lieutenant.

The chief of police is expected to complete the Roger Williams University Executive Development Program, the Municipal Police Institutes Executive Training Program, and the FBI LEEDA Executive Leadership Institute.

All levels of officers may be sent to other developmental programs as they are offered, such as the Police Executive Research Forum's Senior Management Institute for Police at Boston University and the FBI Regional Command College.

19 Medway Officers have completed Roger Williams University's First-Line Supervisors Course.

10 Medway Officers have completed Roger Williams University's Mid-Management Course.

1 Medway Officer has completed Roger Williams University's Executive Development Course.

The FBI LEEDA Trilogy is awarded to officers who complete all three levels of the LEEDA Program, the Supervisor Leadership Institute, the Command Leadership Institute, and the Executive Leadership Institute. The following Medway officers have been awarded the FBI Trilogy Award:

Chief of Police Allan Tingley (Ret)

Lieutenant Matthew Reardon (Ret)

Chief of Police William Kingsbury

Lieutenant Jeffrey Watson (Ret)

Lieutenant Jason Brennan  
Lieutenant Peter Fasolino  
Lieutenant John Meincke  
Sergeant Derek Harrington  
Sergeant Robert O’Neill  
Sergeant Ryan Ober  
Sergeant Anthony Nigro  
Sergeant William White

Medway officers attend specialized training outside the department to close training gaps and address identified needs. During 2025, our officers attended many trainings, which included:

FBI LEEDA Supervisor Leadership Institute (6)  
FBI LEEDA Command Leadership Institute (6)  
FBI LEEDA Executive Leadership Institute (6)  
MPTC Interview and Interrogation (6)  
Norfolk TTTAC Struggle Well Training (5)  
I.C.I.S.F. Suicide Prevention (1)  
MSP BOSAR (1)  
NDAO Drug Destruction and Asset Forfeiture (1)  
Child Safety Car Seat Installation (2)  
MSP Crime Tracer (5)  
MSP Firearms Training (1)  
FBI Regional Command College (2)  
MSP Evidence Management (2)  
MSP Drug Destruction (2)  
LLRMI SRO Leadership (1)  
SRO Behavioral Threat Assessment (3)  
MPTC Behavioral Threat Assessment (4)  
MPTC SRO In-service (3)  
Commonwealth Police Budgeting (2)  
MPTC Defensive Tactics Instructor Certification (1)

MPTC Health and Wellness Instructor Certification (1)  
Roger Williams De-escalation Class (2)  
CSEC 101 Understanding and Response (1)  
CSEC 102 Skills and Strategies (1)  
National Cyber Crime Conference (3)  
MPTC CPR Instructor Certification (2)  
MPTC DV/Child Abuse Investigations (1)  
Louka Tactical Bike Instructor Certification (1)  
Forensic Education Crime Scene Course (1)  
NE Counter Drug Council Social Networks (1)  
NESPIN Law Enforcement Intelligence (3)  
K9 Seminar (1)  
EBike Training & Certification (5)  
NESPIN Internet of Things (2)  
Norfolk TTAC CIT Re-certification (3)  
MSPC DV & Animal Abuse Course (2)  
LHLN Servant Officer Class (1)  
NDAO Rule 14 Training (4)  
NESPIN Certification Course (5)  
AG's Law and Civil Rights Symposium (1)  
MPI Juvenile Law Conference (1)  
Roger Williams University Drine Operator Class (1)  
MPTC Domestic Violence Instructor Certification (1)  
MPI Advanced Response to Domestic Violence (3)  
NASRO SRO Certification (1)  
Roger Williams First-Line Supervisor (2)  
MACOPA Chief of Police Conference (1)  
MPI Managing the Field Training Program (1)  
ALERRT Instructor Certification (1)  
MPTC ALERRT Reunification Training (2)  
MPI Intro to 94C Investigations (1)  
Norfolk TTRACT Youth CIT Certification (4)

MPTC Street Smarts (2)  
MPI Surveillance and Team Tactics (2)  
IACP Chief's Conference (1)  
MPI Sergeant's School (1)  
Norfolk County CIT Training (1)  
Background Investigations (1)  
Roger Williams Mid-Management Course (1)  
MPTC Front Line Leadership Course (1)  
MPTC SRO Coaching Orientation (1)  
Critical Incident Response Class (1)  
DLG Use of Force Summit (2)  
MPI Field Training Class (1)  
MPI Sergeant's Conference (1)  
MPTC Sexual Assault Investigator Certification Course (2)  
OAK BT Certification Class (4)

## *Use of Force*

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The Medway Police Department governs the Use of Force through policy 41B Use of Force, M.G.L. Chapter 6E, and 555 CMR 6.0.

Medway Police Officers are required to write a narrative report for all Use-of-Force occurrences. They are required to submit a separate form for each use of force that resulted in death or serious bodily injury, the use of a lethal or non-lethal weapon (pointing said weapon at a suspect/subject is considered a use of force), or any level of force that may have, or did, result in an injury.

Medway officers filed five use-of-force reports in 2025.

Incident I25-1080 occurred on Sunday, January 26, 2025, at approximately 12:51 hours. Sergeant Anthony Nigro arrested a 32-year-old white male for disorderly conduct. During the arrest, the suspect resisted lawful commands. Sergeant Nigro employed approved hands-on control techniques to take the suspect to the ground, resulting in officers gaining control of the suspect and placing him into custody.

Incident I15-1299 occurred on Friday, January 31, 2025, at approximately 21:42 hours. A 39-year-old white male resisted arrest. Sergeant Meghan Casey utilized approved hands-on control techniques to take the suspect to the ground. With assistance from other officers, the suspect was taken into custody.

Incident I25-3761 occurred on Monday, March 31, 2025, at approximately 18:20 hours. Sergeant Meghan Casey used her ECW/Taser laser as a de-escalation measure, displaying it and issuing verbal warnings that the device would be deployed if the suspect failed to comply with lawful commands. The suspect, a 24-year-old Black male wanted on multiple outstanding warrants, did not comply with these commands, and the technique did not achieve the intended de-escalation. Subsequently, multiple officers employed approved hands-on control techniques to take the suspect to the ground. These actions resulted in officers gaining control of the suspect and placing him into custody.

Incident I25-2267 occurred on Wednesday, February 26, 2025, at approximately 16:26 hours. Sergeant Meghan Casey utilized her ECW/Taser laser as a de-escalation measure by displaying the laser and issuing verbal warnings that the device would be deployed if the assaultive subject, a 39-year-old white male, failed to comply with lawful commands. This technique was effective, and the subject complied without further force.

Incident I25-7183 occurred on Friday, June 20, 2025, at approximately 09:36 hours. Sergeant Meghan Casey deployed one round of a 40 mm less-lethal impact munition at a 39-year-old white male who was actively threatening Sergeant Casey and another officer with a machete. The deployment was intended to stop the threat and gain control of the suspect. The round struck the subject but did not have its intended effect. The suspect was taken into custody after a lengthy barricade situation.

Each use-of-force was reviewed and found to have been within policy.

Medway placed 49 individuals under arrest, 91 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 14 were placed into protective custody for incapacitation due to alcohol or drugs.

A seven percent reportable use-of-force rate during custody situations is considered an outstanding national standard. Through training, education, a commitment to de-escalation, and proper tactics, our officers greatly exceeded that goal this past year, using reportable force in under 4.2% of custody situations. Additionally, our officers issued 97 criminal summonses in 2025, none of which resulted in the use of force. That Medway officers were able to seize and achieve a successful resolution in incidents involving 259 individuals, only using a reportable level of force in five incidents, and without any individual suffering serious injury, is a testament to our officers' commitment to de-escalation, proper tactics, fairness, training, and supervision.

Over the last six years, there have been incidents involving 1273 individuals placed in custody or issued summonses, with only 13 reportable uses of force, which is 1% of instances.

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 successfully de-escalated many volatile incidents.

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 from the use of force. Medway PD submits reports monthly. Medway filed 12 zero-monthly reports in 2025 for the 8th straight year, as no use-of-force incidents met the minimum reporting standards.

## *BIPOC/Racial Data*

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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 also being provided to the public. 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 resulting from 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, 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 could not perceive the individual’s race or ethnicity.

Racial or ethnic identification is a matter of the officer's perception. Officers must indicate race/ethnicity on all citations; however, they must record it solely on the basis of their perception. Massachusetts does not indicate race/ethnicity on operator’s licenses, nor can officers ask an individual what they believe their race or ethnicity to be.

### **ARREST INFORMATION**

Total Arrests:	49
White:	36
Hispanic:	7
Black:	4
Middle Eastern:	2
Asian:	0

### Hispanic Arrests:

1. Operate After Sus/OUI	MV Stop/Marked Lanes	Non-Resident
2. Aggravated A&B	Reported/911	Non-Resident
3. Kidnapping	Reported/911	Non-Resident
4. Op after/Arrest Warrant	MV Stop/Random Query	Non-Resident
5. Arrest Warrant	Self-Surrender	Non-Resident
6. Arrest Warrant	MV Stop/Random Query	Non-Resident

### Black Arrests

1. Arrest Warrants	Reported/Court	Resident
2. Arrest Warrants	On View	Resident
3. Arrest Warrants	Extradition	Resident
4. Domestic A&B	Reported/911 Call	Resident

### Middle Eastern Arrests

1. OUI	MV Stop/Marked Lanes	Non-Resident
2. Arrest Warrant	On View	Resident

### CRIMINAL COMPLAINT INFORMATION

Total:	96
White:	60
Hispanic:	22
Black:	6
Asian:	3
Middle Eastern	1
Unknown	3

## Criminal Complaints Issued to Hispanics

1.	Hispanic	Assault and Battery	Reported/911	Non-Resident
2.	Hispanic	Operate without License	Reported/911 Crash	Non-Resident
3.	Hispanic	Operate without License	Reported/911 Crash	Non-Resident
4.	Hispanic	Operate without License	Reported/911 Crash	Non-Resident
5.	Hispanic	Unregistered/Uninsured	MV Stop/Speeding	Non-Resident
6.	Hispanic	MV Breaking & Entry	Reported/Call	Non-Resident
7.	Hispanic	MV Breaking & Entry	Reported/Call	Non-Resident
8.	Hispanic	Assault and Battery	Reported/Investigation	Non-Resident
9.	Hispanic	Op After Suspension	MV Stop/Equipment	Resident
10.	Hispanic	Unregistered/Uninsured	MV Stop/Fake Plates	Non-Resident
11.	Hispanic	Domestic A&B	Reported/Well Being Check	Non-Resident
12.	Hispanic	Operate after Suspension	MV Stop/Hands-Free Violation	Non-Resident
13.	Hispanic	Operate without License	Reported/911 Crash	Non-Resident
14.	Hispanic	Operate without License	Reported/Call Road Rage	Non-Resident
15.	Hispanic	Unregistered/Uninsured	MV Stop/Speeding	Non-Resident
16.	Hispanic	Operate After Suspension	MV Stop/Inspection	Non-Resident
17.	Hispanic	Unregistered/Uninsured	MV Stop/Random Query	Non-Resident
18.	Hispanic	Operate without License	MV Stop/Random Query	Non-Resident
19.	Hispanic	Operate without License	MV Stop/Marked Lanes Violation	Resident
20.	Hispanic	Op without License	MV Stop/Random Query	Non-Resident
21.	Hispanic	Op without License	MV Stop/Random Query	Non-Resident

## Criminal Complaints Issued to Blacks/African Americans

1.	Black	ABDW	911/Crash	Non-Resident
2.	Black	Improper Storage of Firearm	Self-Report	Non-Resident
3.	Black	Operate After Suspension	MV Stop/Randon Query	Non-Resident
4.	Black	Operate without License	Disabled MV	Non-Resident
5.	Black	Operate After Suspension	MV Stop/Red Light	Non-Resident

6. Black	Unregistered/Uninsured	MV Stop/Random Query	Non-Resident
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### **Criminal Complaints Issued to Asians**

1. Asian	A&B on EMT	On-view/EMS Call	Resident
2. Asian	Larceny by False Pretenses	Self-Reported/Call	Resident
3. Asian	Operate After Suspension	Reported/Call Crash	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 state did not release the 2024 study in time to be included in this report. The link below will bring you to previously completed reports. The 2024 and 2025 study results will be published on the department’s social media once available.

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

### ***Sex Assault Evidence Collection Kits (SAECK)***

Medical professionals collect SAECK from persons who have reported a sexual assault and/or rape. In response to nationwide issues related to the lack of SAECK testing, Massachusetts enacted laws in 2019 to ensure that testing of collected kits is conducted efficiently. Currently, 100% of the kits in our custody that should be tested by protocol have been tested. When a Kit is received, Medway investigators input kit information into a state online tracking system, which victims can access to track the progress of the kits through the testing process.

SAECKS we receive from anonymous victims are handled differently than those obtained from identified victims, per state protocol. The Medway PD is required to store these kits collected anonymously until a victim files a formal report, which activates a criminal investigation that triggers the SAECK submission process. Anonymously collected kits will be stored indefinitely in MPD evidence. As per state law, Medway has appointed an SAECK Liaison who will be available to speak with anonymous victims who submitted kits to the Medway PD regarding their rights and the course a criminal investigation would take if an official report were filed. Detective Sergeant Lauren Swarthout is the department’s SAECK Liaison.

## *Specialty Units & Instructors*

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Medway has one full-time and two part-time School Resource Officers assigned to the district. Four certified part-time SROs assist with the schools when available.

Medway maintains a Bicycle Patrol Unit that patrols special events, parks, plazas, walking trails, schools, and other locations.

Medway maintains a motorcycle unit that 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 annually and participates in special events. The unit has presented the colors at a New England Revolution game and two Worcester Woo Sox games.

Medway has one officer assigned to the Metropolitan Law Enforcement Council's SWAT Team as a commander, one assigned to METROLEC's Drone Unit, one assigned to the Motorcycle Unit, three assigned to the Tactical Bike Patrol Unit, one on the command staff, and one as a unit commander, and one assigned to the Dive/Water Rescue team.

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

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

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

Medway has four certified Use of Force Instructors, three certified Tactical Medical Instructors, one certified Radar/Lidar Instructor, 12 certified Field Training Officers, three certified CEW/Taser Instructors, three certified firearms instructors, four certified Less Lethal Instructors, six certified Active Shooter/Hostile Intruder Instructors, two certified Wellness Officers, 15 certified Sexual Assault Investigators, and 26 certified Critical Incident (CIT) Responders.

## *Awards & Recognition*

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The Department hosted its second Awards Ceremony in February 2025 at the Thayer House. Chief of Police William Kingsbury hosted the event. The following officers received the following awards:

Chief of Police William Kingsbury	Legacy Medal of Valor
Lieutenant Jeffrey Watson	Meritorious Service Award, Distinguished Service Award
Lieutenant Jason Brennan	Lifesaving Award, Legacy Medal of Valor, Distinguished Service, Meritorious Service
Lieutenant Peter Fasolino	Lifesaving Award, Lifesaving Award, Meritorious Service Award, Distinguished Service Award
Sergeant John Meincke	Lifesaving Award, Lifesaving Award, Meritorious Service Award
Sergeant Derek Harrington	Life Saving Award, Meritorious Service Award
Sergeant Robert O'Neill	Lifesaving Award, Meritorious Service, 20 Years of Service.
Sergeant Ryan Ober	Lifesaving Award
Sergeant Anthony Nigro	Lifesaving Award, Distinguished Service Award
Sergeant William White	Lifesaving Award
Sergeant Lauren Swarthout	Meritorious Service Award, Distinguished Service Award
Sergeant Meghan Casey	Medal of Valor, Life Saving Award, Life Saving Award, Distinguished Service Award
Patrol Officer William Freitas	Lifesaving Award
Detective Thomas Godino	Distinguished Service Award, Distinguished Service Award
Patrol Officer CJ Sheppard	Lifesaving Award
Patrol Officer Ryan Kahn	Distinguished Service Award
Patrol Officer/SRO Ben Leazott	Lifesaving Award, Distinguished Service Award
Detective Chris Bullen	Meritorious Service Award, Distinguished Service Award, Distinguished Service Award.
Patrol Officer AJ Latosek	Life Saving Award, Lifesaving Award, Distinguished Service Award, Distinguished Service Award
Patrol Officer Stephen Paschal	Distinguished Service Award
Patrol Officer Andrew Harris	Life Saving Award
Patrol Officer Maggie Schindler	Distinguished Service Award
Patrol Officer Emily Clark	Meritorious Service Award, Distinguished Service Award

## *Complaints & Internal Affairs Investigations*

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555 CMR 8.00 and the US Department of Justice standards govern handling official complaints and Internal Affairs Investigations. Minor complaints are handled at the supervisory level. Specific complaints of a more serious nature are handled in-house. Credible allegations of biased policing, unprofessional policing, untruthfulness, excessive, prohibited, or deadly force, or force resulting in death or serious bodily harm, and allegations of criminal conduct must be reported to the Massachusetts POST Commission Division of Police Standards. An internal affairs investigation must be conducted in these instances.

Two complaints were reported to Ma POSTC during 2025.

One alleged improper off-duty employment and criminal conduct. This complaint was investigated and adjudicated as exonerated. The conduct complained of did occur; however it was within policy and the law.

The second complaint alleged improper use of force. The complaint was investigated and adjudicated as exonerated. The complained-of conduct did occur; however, it fell within policy and the law.

## *Youth Academy*

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The Medway Police Department ran its third and fourth Youth Academy sessions this past summer in partnership with Medway Parks and Recreation, run by Director Julie Harrington. Youth Academy Director Lieutenant John Meincke, Staff Instructors Sergeant/SRO Paul McLaughlin, and Patrol Officer AJ Latosek put together an excellent program. They were assisted by Director of Public Safety Communications Hannah Stevens, Community Service Dog Moose, police instructors Lieutenant Jeffrey Watson, Community Services Sergeant Robert O'Neill, Detective Sergeant Lauren Swarthout, Sergeant Meghan Casey, Detective Tom Godino, Patrol Officer CJ Sheppard, Patrol Officer Ryan Kahn, Patrol Officer SRO Benjamin Leazott, Detective Christopher Bullen, Patrol Officer Stephen Paschal, Patrol Officer/SRO Katie Sharkey, Patrol Officer Andrew Harris, Patrol Officer Maggie Schindler, and volunteer Brigid Bennet.

Activities included:

Morning PT & Close Order Drill

Visit the MSP Boston Harbor Patrol

Visit to MPTC Randolph Police Academy  
MetroLEC SWAT Presentation  
Medway Fire/EMS Presentation  
Visit from Life Flight  
Visit from MSP Air Wing Unit  
Crime Scene Management and Processing Presentation  
Hands-on Traffic Enforcement  
Bike Patrol and Safety Day  
Use of Force Presentation and hands-on training.  
K9 Presentation  
Mock Crash Response  
MPD Drone Unit Presentation  
MPD Specialized Vehicles Presentation

Session 25-3 ran from July 7 to July 11, 2025, and Session 25-4 ran from August 18 to 22, 2025. The following Recruits graduated from the Program:

**Session One**

John Anthony  
Gerges Bakhit  
Connor Bernier  
Joshua Billeri  
James Dolan  
Cameron Kimpland  
Owen Leverone  
Chloe Meicke  
Jackson Nolan  
Tommy Ogoreuc  
Mickey Pelletier  
Noah Pepe  
Mason Podzka

**Session Two**

Jacob Areebe  
Benjamin Cowan  
Grace Fairweather  
John Fasolino  
Sean Flynn  
Veronica Froment  
Alanna Gulla  
Landon Gulla  
Nina Leverone  
Owen Leverone  
Connor Lombard  
Chloe Meincke  
Riley Meincke

Cameron Prescott  
Joseph Pugh  
Michael Rizzitello  
Olivia Rizzitello  
Greyson Schaefers  
John Shea  
Lee Thompson

Anders Nelson  
Ashlynn Peirce  
Blake Pijanowski  
Mallorie Posiadala  
Lee Thompson  
Max Yarmushkin

## *U&T Visas*

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The Victims of Trafficking and Violence Protection Act of 2000 created two types of visas available for certain victims of crimes. U non-immigrant visas provide legal status to victims of enumerated qualifying criminal activities. T nonimmigrant visas provide legal status to certain victims of human trafficking who assist law enforcement authorities in the investigation or prosecution of trafficking crimes.

Detective Sergeant Lauren Swarhout is the department's U&T Visa Manager. She processed one U visa application in 2025.

## *POST Commission and Police Reform*

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Massachusetts created the Peace Officer Standards and Training Commission (POST) as part of the police reform legislation passed in 2020 (Chapter 253 of the Acts of 2020). POST went active in September of 2021. Nine commissioners were appointed. Enrique Zuniga was appointed 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, which has since expired.
  - Special police officers must be trained to the level of full-time officers. This process is complete.
  - Retired full-time officers will be certified without attending the bridge academy.
    - Medway has four officers who were certified through this process.

- POST has released regulations regarding the certification of new hires, which the department now follows. These regulations address candidate background investigations, the interview process, and previous law enforcement history.
- POST Commission Regulations
  - 555 CMR 1.00 Procedural Rules
  - 555 CMR 2.00 Construction, Application of Rules, Notice
  - 550 CMR 6.00 Use of Force by Law Enforcement Officers
  - 555 CMR 7.00 Recertification
  - 555 CMR 8.00 Databases and Dissemination of Information
  - 555 CMR 9.00 Initial Certification of Officers
  - 555 CMR 10.00 Specialized Certification for School Resource Officers
  - 555 CMR 11.00 Regulatory Action and Advisory Opinions
  - 555 CMR 12.00 Maintenance, Reporting, and Audits of Law Enforcement Records and Information
- POST Commission Issued Guidance
  - Guidance to Law Enforcement Agencies and Prosecuting Agencies Regarding 555 CMR 1.00 and 6.00
  - Guidance for Constables and Other Law Enforcement Personnel regarding 555 CMR 9.00
  - Practical Guidance for Massachusetts Constables
  - Dos and Don'ts for Constables
  - Construction of Scope of MGL Chapter 6E
  - Strategies for Youth Recommendation for POST De-escalation Guidance
  - Requirements and Plan for Recertification of Certain Law Enforcement Officers
  - Policy on Removal of Certain Information from POST Commission Database.
  - Guidance on Developmentally Appropriate De-escalation and disengagement tactics, techniques, and Procedures and Other Alternatives to the Use of Force for Minor Children.
  - Guidance M.G.L. Chapter 123, Section 12(a) and 12€ and the Use of Force.
- Complaint Resolution & Officer Discipline
  - The department has met all requirements.
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## *Schools*

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The Medway Police Department and the Medway School District have been close partners for decades. Chief of Police William Kingsbury and School Superintendent Dr. Armand Pires believe in close cooperation between the police and the schools. Medway currently has one full-time School Resource Officer (SRO) assigned to the schools, two part-time SRO's assigned to the schools on a regular basis, and four certified SROs who assist as needed. On-duty officers frequently check the schools' security. Officers are also encouraged to engage in community policing outreach with the school population, often stopping into events, visiting, and presenting.

Medway's SRO Program started in 2001. Before that, Medway Patrol Officer Peter Bates was Medway's first DARE officer, succeeded in 1994 by now-retired Lieutenant Jeffrey Watson. Medway's first SRO was retired Detective Donald Grimes, succeeded by current Community Services Sergeant Robert O'Neill and current Sergeant/SRO Paul McLaughlin.

Operations Lieutenant Peter Fasolino oversees the SRO Unit, which is supervised by Sergeant Paul McLaughlin, who is also assigned to the schools two days a week. Patrol Officer/SRO Benjamin Leazott splits his time between patrol and the schools. SRO Katie Sharkey is assigned full-time to the schools.

Chief of Police William Kingsbury, Lieutenant Jason Brennan, Lieutenant Peter Fasolino, Sergeant Robert O'Neill, and Sergeant/SRO Paul McLaughlin are members of the Medway School District Safety Team, which develops safety protocols, safety-related infrastructure changes, and training for school and first-responder personnel.

The Medway Police and Fire Departments have collaborated frequently on emergency-response training for our schools since 2017. Small-scale trainings in initial response are frequent. Large-scale combined operations trainings occur every one or two years.

## *Drone Unit*

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The Medway Police Department Drone Unit was established in 2024. Members are licensed through the FAA. Our drones are unarmed and designed to provide support for investigative purposes, such as surveillance and monitoring during high-risk warrant service for safety, crime scene and crash documentation, search and rescue, real-time data collection, crowd control, public relations use, and community events. Sergeant Robert O'Neill and Patrol Officer Ryan Kahn are licensed to fly drones through the FAA. Sergeant O'Neill is a member of the MetroLEC Drone Unit.

### **2025 Drone Unit Call Outs**

#### **Medway PD Call Outs:**

Fires	2
Investigations:	6
Public Relations:	8
Missing/Endangered Adult	1
Missing/Endangered Child	2
Crash Scene Documentation:	1
Community Events:	5
Lost Dog:	2
Active Incident:	6

**METROLEC Call Outs:**

Home Invasion/Barricade	9
Missing/Suicidal Person:	3
Event Coverage:	4

**Mutual Aid Call Outs:**

Fire:	1
Missing/Endangered Person:	2
Active Incident:	1

*Recruitment & Hiring*

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The Medway Police Department has been a Civil Service agency since 1930, when the Town voted to create a Civil Service Chief position. The Town voted in 1947 to widen Civil Service to all sworn personnel. All new hires and promotions must meet the regulations set forth by the Massachusetts Civil Service Commission.

Massachusetts passed legislation in 2024, which has taken effect in stages, making many changes to the existing Civil Service Law. Alternative hiring paths were created. Graduates of Medway High School will now be granted residency privileges regardless of where they currently live, and changes to the promotional process were enacted.

Civil Service now gives its entrance exam twice a year, in both March and September. Once a candidate has passed an entry exam, they will be included on the hiring list for two years. They may take the test each time it is offered to try to improve their score if they wish. Their highest score will prevail.

Medway is currently fully staffed and not looking to hire as of the time of publication.

Please follow this link for more in-depth information regarding Civil Service.

[https://www.google.com/search?q=mass+civil+services&rlz=1C1RXQR\\_enUS1019US1019&oq=mass+civil+services&gs\\_lcrp=EgZjaHJvbWUyBggAEEUYOTIICAEQA BgWGB4yCAgCEAAYFhgeMggIAx AAGBYHjIICAQQABgWGB4yCAgFEAAYFhgeMggIBhAAGBYHjIICAcQABgWGB4yCAgIEAAYFhgeMggICRAAGBYHtIBCDQ0NThqMGo3qAIAAsAIA&sourceid=chrome&ie=UTF-8](https://www.google.com/search?q=mass+civil+services&rlz=1C1RXQR_enUS1019US1019&oq=mass+civil+services&gs_lcrp=EgZjaHJvbWUyBggAEEUYOTIICAEQA BgWGB4yCAgCEAAYFhgeMggIAx AAGBYHjIICAQQABgWGB4yCAgFEAAYFhgeMggIBhAAGBYHjIICAcQABgWGB4yCAgIEAAYFhgeMggICRAAGBYHtIBCDQ0NThqMGo3qAIAAsAIA&sourceid=chrome&ie=UTF-8)