

Minutes of the meeting of the Maine Criminal Justice Academy Board of Trustees held at the Maine Criminal Justice Academy in the Brian MacMaster Board Room on **Friday, November 14, 2025**.

Board Members Attending:

Chief Charles Rumsey IV – Chair
Deputy Chief David Bushey – Vice Chair
Commissioner Michael Sauschuck
Ms. Laura Rodas sitting in for Commissioner Liberty
Colonel Dan Scott
Colonel William Ross
Sheriff Scott Nichols
Detective Seth Blodgett sitting in for Director Anna Love
Mr. Mateo Mendoza
Major Jason King
Dr. Michael Kamorski
Mr. Eric Dos Santos
Ms. Francine Stark
Mr. Thomas DiTomasso
Ms. Elizabeth Ward Saxl
District Attorney Kathryn Slattery

Board Members Excused:

Officer Matthew Dana

Participants:

Director Lincoln Ryder
Assistant Director Joshua Daley
AAG Kathryn Horst
Karen Green, Board Clerk
Cassandra Pierce, Asst. Board Clerk

Guests:

Det. Desiree Hurd – Maine State Police
Chief Edward Benjamin- Holden Police Department
Sgt. Eric Patterson – Penobscot County Sheriff's Office
Asst. Administrator Jason Raymond – Penobscot County Sheriff's Office

I. Item One on the Agenda: Call to Order

Chair Rumsey called the meeting to order at 9:04 a.m.

II. Item Two on the Agenda: Roll Call

Chair Rumsey requested that the roll call be conducted, stated there was a quorum, then requested introductions be made, as there were new people at the table and guests in attendance. After the introductions were made the Chair led in the saying of the Pledge of Allegiance.

III. Item Three on the Agenda: Minutes of Previous Meetings

MOTION: To accept the minutes of the September 12, 2025 Board of Trustees meeting and to have it placed on file with the secretary.

Motion made by Deputy Chief Bushey and seconded by Major King.
Motion Carried.

Chair Rumsey requested taking a number of items out of order on behalf of the guests present at the meeting.

XI. Item Eleven of the Agenda: Old Business

A. Basic Corrections Training Program 180-Day Extension Requests (tabled from 7/11/2025)

1. Corrections Officer Brody Gaslin – Penobscot County Jail.

After a discussion regarding the protocol of requesting 180-Day extensions and the guests from Penobscot County SO presenting the reasoning behind their requests, Chair Rumsey called for a motion.

MOTION: To approve the 180-Day extension for Correction Officer Brody Gaslin so he can attend the March 23, 2026 BCTP.

Motion made by Sheriff Nichols and seconded by Ms. Stark.
Motion Carried.

V. Item Five on the Agenda: Certifications, Waivers and Extensions

F. Part-time Law Enforcement Officer 1040 Hour Extension Requests

1. Officer Michael Beal – Holden Police Department.

Director Ryder explained the Board's ability to grant extensions and spoke about the background of this request. Then he answered questions regarding the amount of time that could be granted by the Board.

Chief Benjamin spoke on behalf of his Extension Request for Officer Beal, stating that the Holden Police Department was extremely understaffed at this time and the reasons the understaffing occurred. He told the Board how Officer Beal was a model officer and that he was always willing to help out, filling gaps in shifts.

MOTION: To approve the 1040 Hour Extension Request of 200 hours for Officer Michael Beal as requested.

Motion made by Major King and seconded by Dr. Kamorski.
Motion Carried.

XII. Item Twelve of the Agenda: New Business

C. Law Enforcement Agency Applicant Polygraph Testing Policy, MCJA Board Policy #1.

Director Ryder explained the material the Board members received on this item and said that the Maine Polygraph Association has done an incredible job over the past five months, working

with staff updating this policy. He said that Det. Hurd of the State Police was at the meeting to explain the language changes and to answer any questions members may have.

The Director asked Board Counsel, AAG Horst about the time in Policy #1 that the polygrapher were to retain records of polygraphs. AAG Horst told the Board that most agencies kept certain records for seven years and that she wasn't familiar with any State retention schedule pertaining to time individual polygraphers would need to retain their records. She stated she would investigate this and get back to the Board.

Det. Hurd explained that the Maine Polygraph Association has adopted the standards of practice of the American Polygraph Association and base what they do on those standards. The standard of retention of records for the APA is seven years, and the Maine Association has adopted that standard.

Dir. Ryder stated that as the policy references a four-year retention of records, that the wording should be changed to seven years, to be aligned with the APA.

Det. Hurd spoke about more areas that needed updating due to changes that have occurred over the past 17 years since the policy was last reviewed, language changes, and updating MCJA forms to reflect those changes.

MOTION: To approve the Specification changes as presented, which would include extending the retention of polygrapher's records in section 2 from four years to seven years.

Motion made by Ms. Ward Saxl and seconded by Major King.
Motion Carried.

Chair Rumsey requested that the meeting resume business, according to the agenda.

IV. Item Four on the Agenda: Complaint Review Committee Cases

Chair Rumsey requested a motion to move the Board of Trustees into Executive Session.

MOTION: To move the Maine Criminal Justice Academy Board of Trustees into Executive Session pursuant to Title 25 MRS§ 2806-A (10) to discuss confidential business matters.

Motion made by Mr. Mendoza and seconded by Commissioner Sauschuck.

Motion Carried Unanimously at 9:46 a.m. The meeting was reconvened at 10:39 a.m.

1. Board Case 2025-003

MOTION: To accept the recommendation of the Complaint Review Committee to issue a Letter of Guidance.

Motion Carried with DA Slattery recusing herself. For the discussion DA Slattery left the room at 9:46 a.m. and returned at 9:58 a.m.

2. Board Case 2024-007

MOTION: To accept the recommendation of the Complaint Review Committee to enter into a Consent Agreement, with 3-years' probation for the Class D crime of OUI.

Motion made by Mr. Mendoza and seconded by Commissioner Sauschuck.

Motion Carried with DA Slattery recusing herself. For the discussion DA Slattery left the room at 9:46 a.m. and returned at 9:58 a.m.

3. Board Case 2025-002

MOTION: To accept the recommendation of the Complaint Review Committee to issue a Letter of Guidance.

Motion made by Mr. DiTomasso and seconded by Commissioner Sauschuck.

Motion Carried.

4. Board Case 2025-072

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Commissioner Sauschuck and seconded by Colonel Scott.

Motion Carried.

5. Board Case 2025-007

MOTION: To accept the recommendation of the Complaint Review Committee to Revoke the officer's Law Enforcement Certification of eligibility for the Class D crime of Domestic Violence and Assault.

Motion made by Mr. Mendoza and seconded by Commissioner Sauschuck.

Motion Carried with DA Slattery and Det. Blodgett recusing themselves. For the discussion both left the room at 10:05 a.m. and returned at 10:16 a.m.

6. Board Case 2025-071

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Commissioner Sauschuck and seconded by Colonel Ross.

Motion Carried with DA Slattery recusing herself. For the discussion she left the room at 10:05 a.m. and returned at 10:16 a.m.

7. Board Case 2025-068

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Commissioner Sauschuck and seconded by Dr. Kamorski.

Motion Carried.

8. Board Case 2024-089

MOTION: To accept the recommendation of the Complaint Review Committee to Revoke the officer's Part-time Law Enforcement Certification and his Full-time Corrections Certification for conduct constituting the class D crime of Assault.

Motion made by Mr. Mendoza and seconded by Colonel Ross. **Motion Carried.**

9. Board Case 2025-061

MOTION: To accept the recommendation of the Complaint Review Committee to dismiss the case based on the lack of evidence of disqualifying conduct.

Motion made by Colonel Ross and seconded by Commissioner Sauschuck. **Motion Carried.**

10. Board Case 2025-062

MOTION: To accept the recommendation of the Complaint Review Committee to dismiss the case based on the lack of evidence of disqualifying conduct.

Motion made by Colonel Ross and seconded by Commissioner Sauschuck. **Motion Carried.**

11. Board Case 2024-083

MOTION: To accept the recommendation of the Complaint Review Committee to dismiss the case due to the conduct not falling under the Board's jurisdiction.

Motion made by Commissioner Sauschuck and seconded by Colonel Ross.

Motion Carried with Ms. Rodas and Mr. Mendoza recusing themselves. For the discussion both left the room at 10:27.

12. Board Case 2024-054

MOTION: To accept the recommendation of the Complaint Review Committee to issue a summary revocation based on the class D conviction of Tampering with Public Records.

Motion made by Commissioner Sauschuck and seconded by Colonel Ross.

Motion Carried with Dr. Kamorski recusing himself from the vote.

13. Board Case 2025-081

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Commissioner Sauschuck and seconded by Colonel Ross.

Motion Carried with Dr. Kamorski recusing himself from the vote. For the discussion he left the room at 10:30 a.m. and returned at 10:32 a.m.

14. Board Case 2024-038

MOTION: To accept the recommendation of the Complaint Review Committee to enter into a Consent Agreement with 3 years' probation.

Motion made by Colonel Scott and seconded by Commissioner Sauschuck.

Motion Carried with DA Slattery recusing herself from the vote. For the discussion she left the room at 10:33 a.m. and returned at 10:35 a.m.

15. Board Case 2025-080

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Commissioner Sauschuck and seconded by Mr. Mendoza.
Motion Carried.

16. Board Case 2025-078

MOTION: To accept the recommendation of the Complaint Review Committee to grant the waiver to attend MCJA programs.

Motion made by Colonel Scott and seconded by Colonel Ross.

Motion Carried with DA Slattery and Dr. Kamorski recusing themselves from the vote. During the discussion, they left the room at 10:40 a.m. and returned at 10:42 a.m.

Chair Rumsey requested the Board take a short break at 10:48 a.m. The meeting resumed at 11:10 a.m.

V. Item Five on the Agenda: Certifications, Waivers and Extensions

A. Basic Law Enforcement Training Program Waiver Requests:

Assistant Director Daley presented the following Basic Law Enforcement Training Program Waiver Requests.

1. Matthew Gagne – Fryeburg Police Department

MOTION: To approve the Basic Law Enforcement Training Program Waiver pending successful completion of Maine Crash Reporting and Investigation and the successful completion of the Maine Full-time Law Enforcement Certification Examination by 8/26/2026.

Moved by Major King and seconded by Ms. Ward Saxl. **Motion Carried.**

2. Hayden Gardner – Pleasant Point Police Department

MOTION: To approve the Basic Law Enforcement Training Program Waiver pending successful completion of EVO, Maine Crash Reporting and Investigation, and the Maine Full-time Law Enforcement Certification Examination by 4/22/2026.

Moved by Ms. Ward Saxl and seconded by Colonel Ross. **Motion Carried.**

3. Cody Lightfoot - Eliot Police Department

MOTION: To approve the Basic Law Enforcement Training Program Waiver pending successful completion of Maine Crash Reporting and Investigation, and the Maine Full-time Law Enforcement Certification Examination by 9/5/2026.

Moved by Ms. Ward Saxl and seconded by Major King. **Motion Carried.**

4. David Strait – Auburn Police Department

MOTION: To approve the Basic Law Enforcement Training Program Waiver pending successful completion of Maine Crash Reporting and Investigation and the Maine Full-time Law Enforcement Certification Examination by 9/8/2026.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck. **Motion Carried.**

B. Basic Law Enforcement Training Program 180-Day Extension Requests.

Director Ryder presented the following Basic Law Enforcement Training Program Waiver Requests and explained to the Board members that because the scheduling of the January 2026 BLETP was moved to February the next three waiver requests were necessary. Major King requested that the following three 180-Day Extension Requests be voted on as a slate.

1. Patrick Breslin - Wells Police Department
2. Caden Crosby – Winslow Police Department
3. Cohen Storer-Donnell – Sabattus Police Department

MOTION: To approve the 180-day Basic Law Enforcement Training Program waiver extensions so they may attend the 49th BLETP.

Moved by Ms. Ward Saxl and seconded by Colonel Ross. **Motion Carried.**

4. Trevor Carty – Camden Police Department

MOTION: To approve the 180-day Basic Law Enforcement Training Program waiver extensions so he may attend the 50th BLETP in August 2026.

Moved by Ms. Ward Saxl and seconded by Colonel Ross. **Motion Carried.**

C. Basic Corrections Training Program Waiver Request:

1. None at this time.

D. Basic Corrections Training Program 180-Day Extension Requests:

Director Ryder presented the following Basic Corrections Training Program 180-Day Extension Requests.

1. Christopher Godfrey – Long Creek Youth Development Center

MOTION: To approve the Juvenile Basic Corrections Training Program Extension Request of 180-days for Christopher Godfrey so he can attend the March 23, 2026 BCTP.

Moved by Ms. Ward Saxl seconded by Major King. **Motion Carried.**

2. Jordan Hammond – Somerset County Jail

MOTION: To approve the Corrections Training Program Extension Request of 180-days for Jordan Hammond so he may attend the Spring 2026 BCTP.

Moved by Ms. Ward Saxl and seconded by Major King. **Motion Carried.**

3. Jennifer Vernon – Somerset County Jail

MOTION: To approve the Corrections Training Program Extension Request of 180-days for Jennifer Vernon so she may attend the Spring 2026 BCTP.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck. **Motion Carried.**

E. Law Enforcement Pre-service Program Waiver Requests:

1. None at this time.

F. Part-time Law Enforcement Officer 1040 Hour Extension Requests:

Director Ryder presented the following requests for Part-time Law Enforcement Officer 1040 Hour extensions.

1. Michael Beal – Holden Police Department - Heard earlier in the meeting.
2. David Boxwell – Milo Police Department

MOTION: To approve the Part-Time Law Enforcement Officer Extension Request of 200 hours.

Moved by Deputy Chief Bushey and seconded by Colonel Ross.
Motion Carried

3. Chief Marc Podschlne - Eastport Police Department

MOTION: To approve the Part-Time Law Enforcement Officer Extension Request of 250 hours.

Moved by Commissioner Sauschuck and seconded by Mr. Mendoza
Motion Carried

4. Russell Socoby – Fort Fairfield Police Department

MOTION: To approve the Part-Time Law Enforcement Officer Extension Request of 150 hours.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck.
Motion Carried

5. Dale Stout – Fryeburg Police Department

MOTION: To approve the Part-Time Law Enforcement Officer Extension Request of 120 hours.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck.
Motion Carried

Chair Rumsey requested that they break for lunch at 11:27 a.m. and the meeting reconvened at 12:10 p.m.

G. Course Certification Requests:

1. Time-Sensitive / Training Committee Approved Courses certified by the Director since the last meeting.

- a. 2025 Corrections Case Law Updates, 9/29/2025 (Annual mandatory Training)

MOTION: To approve the 2025 Corrections Mandatory Training - Corrections Case Law Updates.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck. **Motion Carried**

2. Creating Equity for LGBTQ Youth – Revision JBCTP

MOTION: To approve the Revision for the Juvenile Basic Corrections Training Program Course - Creating Equity for LGBTQ Youth.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck.
Motion Carried

3. Professionalism and Ethics – JBCTP

MOTION: To approve the Professionalism and Ethics Course for the JBCTP.

Moved by Ms. Ward Saxl and seconded by Commissioner Sauschuck. **Motion Carried.**

4. 2026 Law Enforcement Mandatory Training Topic: Recognizing and Responding to Survivors of Human Trafficking.

MOTION: To approve Recognizing and Responding to Survivors of Human Trafficking as a 2026 Law Enforcement Mandatory Training Topic.

Moved by Commissioner Sauschuck and seconded by Deputy Chief Bushey.
Motion Carried

5. 2025 Law Enforcement Mandatory Training - Case Law Update

MOTION: To approve the 2025 Law Enforcement Mandatory Training - Case Law Update.

Moved by Commissioner Sauschuck and seconded by Colonel Ross.
Motion Carried

6. 2025 Law Enforcement Mandatory Training – New Law Update

MOTION: To approve the 2025 Law Enforcement Mandatory Training - Case Law Update.

Moved by Commissioner Sauschuck and seconded by Colonel Ross. **Motion Carried.**

7. 2026 Corrections Mandatory Training-Report Writing.

MOTION: To approve the 2026 Corrections Mandatory Training - Report Writing.

Moved by Ms. Ward Saxl and seconded by Deputy Chief Bushey. **Motion Carried.**

H. Course/Program completion Certifications issued by the Director.

Director Ryder presented the list of the 84 certifications that were issued since the Board Meeting on September 12, 2025.

MOTION: To accept the 84 Certifications that were issued by Director Ryder on behalf of the Board since the Board meeting held on September 12, 2025.

Motion made by Ms. Ward Saxl and seconded by Commissioner Sauschuck. **Motion Carried.**

VI. Item Six on the Agenda: Committee Reports

A. Complaint Committee: Major Jason King

Major King advised the Board that the committee has been very busy over the last couple of months. He said they reviewed 25 cases at their last meeting. He also said that Academy staff are now sending PE-1's back if they are received incomplete or not done correctly. The committee is going to be updating the Board Case Sheet (Pink Sheet) to have all waiver cases listed together which will help move the case load along faster. They also talked about the possibility of having virtual meetings on the committees off months to discuss upcoming waiver cases which will also help the caseload.

B. Administrative Rules Committee: Colonel Dan Scott

Colonel Scott told the Board that the committee had a number of rules in process and specification changes around training, such as firearms, K-9, MOI and the Background Investigation form.

Director Ryder stated that the Department of Health and Human Services has a rule which the Academy now falls under that requires us to collect information and have people vaccinated for certain things because we are an educational institution. Commissioner Sauschuck said he and the Director have been working on this and will have the required survey submitted by Dec. 15th.

C. Law Enforcement Training Committee: Deputy Chief David Bushey

Deputy Chief Bushey told the Board members that the Committee had reviewed and approved several lesson plans that Asst. Director Daley had given them on Mandatory Training topics. He said he reached out to the presidents of the ME Chiefs and Maine Sheriffs asking them if there

were any suggestions for 2027 Mandatory Training topics and feels he should get those back soon.

D. Corrections Training Committee: - Ms. Laura Rodas

Ms. Rodas stated that the committee had put together and approved annual mandatory topics for 2025 Probation. They are: New Law Updates, MARC, Firearms, Case Management, and Professionalism and Ethics. For 2026: New Law Updates, MARC, Firearms, Case Management, and OPR Policy Updates. For 2027: New Law Updates, MARC, Firearms, Case Management, and a Regional Choice to be determined.

The committee also discussed the need for a Probation and Parole Advisory Board and would like the Board's approval to move that forward.

MOTION: To approve the recommended Probation Mandatory Training Topics for 2025, 2026 and 2027 as presented.

Motion made by Ms. Ward Saxl and seconded by Commissioner Sauschuck.

Motion Carried.

E. Policy Standards Committee: - Dr. Michael Kamorski

Dr. Kamorski told the Board that the Policy Standards Committee was all caught up at this time.

VII. Item Seven on the Agenda: Report from the Chair – Chief Charles Rumsey IV

With help from Director Ryder and Kate, Major King and I submitted an article on the CRC to the Command Post, which is the Maine Chiefs of Police Association's newsletter. Our hope was to inform Chiefs and Sheriffs on how the CRC operates and how they can help the CRC and the Board by providing timely and thorough information. A copy of the article will be attached to the minutes for your reading pleasure.

Thank you to Deputy Chief Bushey and Commissioner Liberty for their efforts to solicit input for the Mandatory Training Subcommittees to consider when they meet to propose mandatory training topics to the Board. In the past, the committees met and did their work without any formal process for inviting input from this Board, from Maine's Chiefs and Sheriffs, and other groups as appropriate. When the Subcommittees meet in January, I'm asking that they review several documents for recommendations, including

- The Attorney General's review of in-custody deaths, suicides and attempted suicides
- The most recent Domestic Violence Homicide Panel report
- The most recent Deadly Force Review Panel report

If all goes well, in March we will be able to consider and vote on the Subcommittees' recommendations for the following year, and while deliberating, we'll also be able to see what training topics were considered but not recommended.

The Board needs to engage in rulemaking on a variety of topics, but one in particular is to establish a rule for a request and waiver form for instances when a law enforcement officer or corrections officer applies for employment with a different agency. I'll be working with Director Ryder and appropriate Board members to start this process as soon as possible, because this statutory requirement was passed by the legislature in 2023.

Director Ryder, Kate, and I have been exchanging messages with Deputy Chief Ranger Steven Powell at Acadia National Park about the ability of Department of the Interior law enforcement employees to enforce state laws in

Maine. Title 12 Section 10401, states that law enforcement personnel employed by USDOI have the powers of game wardens. Section 10353 states in part that wardens have the same powers as sheriffs, effectively granting rangers the same law enforcement powers as any officer in the State of Maine, except that they do not have to attend the BLETP or any other training on Maine laws and law enforcement. Deputy Chief Ranger Powell is asking whether MCJA provides any official recognition of their status within the state. I'm not aware of any jurisdiction or authority that the Board or MCJA would have over this matter but will be following up with Kate and Director Ryder to close the loop with the Rangers.

Following this meeting, I'll be requesting time to meet with Director Ryder and Kate to begin the discussion on "fair police" and how we can better understand the issue and work to strengthen reporting and accountability for "special police officers" and constables in Maine.

Under new business, or wherever this conversation is appropriate, I'd like to start a Board discussion about whether to expand our new minimum standard on Investigation of Sex Trafficking or Commercial Sexual Exploitation to include investigation of sexual assault and child sexual abuse.

VIII. Item Eight on the Agenda: Report from the Director – Director Lincoln Ryder

Director Ryder spoke on the following topics.

The 87th BCTP began on October 15, 2025 and will graduate November 25, 2025. The class started with 58 students and now stands at 54 students.

Work continues on the creation of the Basic Probation and Parole Training Program (BPPTP), which includes collaboration between the Maine Department of Corrections, Academy staff, and the Board of Trustees. The Board completed the rulemaking process to create the entrance standards (Chapter 3) and training standards (Chapter 5) for the program. The rules were adopted at the September 12th Board meeting and are being reviewed by the Attorney General's Office in the final stage of rulemaking prior to filing with the Board of Corporations, Elections, and Commissions. The pilot BPPTP class was tentatively planned for October 2025, but is pending AAG Review and final filing prior to rule enactment.

The new paralegal position has cleared the final hurdles in the State HR process, and I will be moving this forward in the week of 11/17 to advertise for the position. If timing works out from here, we hope to have the position filled by the end of the year or first few weeks of January at the latest.

Heat pumps are currently being installed in the cafeteria areas to better address the hotter weather issues with those spaces. This includes the main cafeteria and BLETP dining areas.

Additional building concerns are being addressed by BGS to include pervasive leaks in D-Building roof (Tac Center), B-Building roof and masonry, and A-Building masonry. This work is still in progress.

In June 2025, the Academy hosted a series of new pilot courses on active shooter response, both instructor and operator courses. The project was in collaboration with FLETC and the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and was funded by the COPS Office Active Shooter Response Training Program. The next stage of this project was a command level, 4-hour training segment in a virtual format held on Wednesday, November 12th from 8am to 12pm. The Academy hosted the pilot of the virtual training (another site is hosting the pilot of the in-person delivery in October). There was low enrollment / interest in the course and AD Daley and Training Coordinator Darin Gilbert participated as a result to provide additional feedback in the process.

Title: Supervising the Response: Leadership in Active Attacker Incidents

- **Description/Purpose:** The purpose of this course is to equip law enforcement supervisors with leadership strategies to effectively manage personnel safety, decision-making, and tactical coordination during active attacker incidents, with the goal of saving as many lives as possible
- Although this is a stand-alone course, the expectation is that it would be attended by active service officers and supervisors who have completed at least a basic active shooter response training course.
- **Target audience:** Any law enforcement official who, by rank or circumstance, would be faced with having to take charge of an active shooter situation.
- **Time:** 8:00 a.m. to 12:00 p.m.
- **Class Size:** Targeting 10+ attendees for this pilot class, allowing for a robust after-action feedback session between attendees and the curriculum designers, similar to what we did during our previous visit.
- **Training Location:** All attendees will gather in a room with two-way interactive capabilities, allowing the presenter and attendees to engage with the instructor and each other, as well as facilitating a free flow of feedback during an after-action session.
- **Facilitation:** IADLEST in the process logistics to get the curriculum designer to be on site to assess this virtual format and then facilitate as needed and guiding the after-action discussion.

The 48th BLETP had their mid-course Physical Fitness Test the week of 10/27. All but one cadet (who was injured) participated in the testing and all cadets passed the test at the 50% exit standard. To our knowledge, this is the first time all participants passed testing at the mid-course eval. This is believed to be at least partially as a result of the work completed by AD Daley, Warden Evan Ackley (Maine Wardens Service), and Officer Jason Harmon (Old Orchard Beach PD) who implemented a purposeful, prescribed fitness program for this BLETP focusing on functional job-related relevant movements. The program was administered by the BLETP Cadre to good effect. Additionally, with the aid of partnering BLETP Cadre agencies, we have been working to train and certify our BLETP cadre as CrossFit Level I coaches to provide them the knowledge, skills, and abilities to properly administer the workouts and provide remediation and coaching for the cadets. Detective Sgt Kyle McDonald (Waterville PD) and Officer Melissa DiClemente (Scarborough PD) completed the training on October 26th and are working toward certification. Sgt Bethany Couturier (Maine State Police) and Warden Taylor Valente (Maine Wardens Service) will be completing the training over the next month or so.

To accommodate the increase in BLETP class size and the updates to physical fitness programming, additional equipment has been purchased including new Rogue Echo Bikes and Concept 2 Rowers and the installation of additional pull up bars in the Tac Center. Additional renovations and purchases of equipment will be made in the coming months to refit the weightroom with pull-up / weight training rigs and associated equipment to better meet the needs of current programming. Outdated Cybex and other bodybuilding equipment will be removed and sent to service to create the needed space.

IX. Item Nine of the Agenda: Report from the Assistant Director – Assistant Director Josh Daley

Assistant Director Daley spoke on the following topics.

The 48th Basic Law Enforcement Training Program is currently in week (13 of 18) of the program. There are currently (78) students that have remained in the course at this time and continue to advance as expected throughout the program. Cadets took their mid-term exam on October 23rd in week (10), the lowest grade being an (83). Cadets also performed their mid-term physical fitness test on October 28th and all cadets passed each component of the test at the 50th percentile. This is the first time in staff memory where each cadet passed at the 50th percentile at the midpoint of the program, which is very exciting. This result is likely due to the substantial changes the academy has undergone in regard to the development and implementation of a formulated PT program, which has been geared toward overall fitness development, a reduction of PT related injuries and preparation of the MARC final. This undoubtedly is a testament to the 48th BLETP cadets and their discipline

throughout the program as well. We will be fast approaching the final scenarios and MARC finals for this program and again will be in need of volunteer instructors and role players. The dates of these exercises will be from December 3rd to the 10th. MARC finals will take place from December 5th to 10th. We have recently sent out the request for help letter and would ask that instructors and role players communicate with academy staff to confirm attendance for logistical purposes.

Academy staff continues to have a lack of instructors for MARC instructors. We are seeking a instructor to student ratio of 1:10, if possible. If agencies have interested available instructor staff, their assistance would be greatly appreciated and will drastically increase the efficacy of the instruction. Additional assistance in scenario training in the BLETP is also a need (instructors, actors, evaluators, etc.).

As a reminder the 49th BLETP planned start has been moved back 2 weeks to February 2, 2026 and will graduate on June 5, 2025. This was done to allow 2 additional weeks for hiring by agencies for the class to maximize the number of students we can have to seat for the class and to allow additional time for BLETP staff to refit for the 49th. The current list is at (85) for the next class. We will assess academy resources and capacity to determine the size of the initial class, but encourage agencies to send us Notices of Employment as soon as it is possible to increase the likelihood of your candidate getting in the class.

Starting next class (49th BLETP), we will be issuing new recommendations and requirements. First, we highly recommend that each cadet arrive with wrestling shoes as part of their recommended equipment items. Wrestling shoes are specifically designed to reduce the likelihood of defensive tactics/grappling related injuries as they provide needed grip, ankle support and flexibility/mobility of the foot, ankle and knee when performing more dynamic training. Next August 2026 (50th BLETP) we will be requiring this equipment for our training. These shoes range anywhere from \$49 to \$120 depending on what brand is acquired. We recommend either Asics or Adidas brand for our purposes. The following is a link to one of the many options for this equipment

https://www.amazon.com/ASICS-MATCONTROL-Wrestling-Shoes-Silver/dp/B0BZDSWQZJ/ref=sxbs_pa_sp_search_thematic_btf_ssdp?content-id=amzn1.sym.9cedcf95-cd36-48af-907f-d5adac8a82ca%3Aamzn1.sym.9cedcf95-cd36-48af-907f-d5adac8a82ca&crid=1WBXCDJZO92Y9&cv_ct_cx=wrestling%2Bshoes&keywords=wrestling%2Bshoes&pd_rd_i=B0BZDSWQZJ&pd_rd_r=7c4cab55-d4e3-482f-9340-2cf6a919b82f&pd_rd_w=AP3a0&pd_rd_wg=szggK&pf_rd_p=9cedcf95-cd36-48af-907f-d5adac8a82ca&pf_rd_r=R28RN61WXPSDK3D80CZY&qid=1762520967&sbo=RZvfv%2F%2FHxD%2BO5021pAnSA%3D%3D&sprefix=wreslting%2Bshoes%2Caps%2C148&sr=1-4-36c848c4-e051-4cd0-8275-c9e18233ba6a-spons&sp_csd=d2lkZ2V0TmFtZT1zcF9zZWFFY2hfdGhlbWF0aWNfYnRm&th=1&psc=1

Additionally, starting next class, we will be requiring each agency submit a weapons inspection sign off prior to range weeks. This form will be issued at the beginning of the program and must be completed by the agency's armorer. This form will assert that there are no mechanical or functional issues with the firearm their respective cadet will be using for the training. This new requirement is solely to ensure the safety of our cadets and instructors while participating in firearms training and is best practice for high liability training. This will also reduce the amount of time spent zeroing in the iron sites and/or weapon mounted optics and will ensure that more time is spent familiarizing and firing the issued firearm.

The firearms committee and I continue to work through the implementation of an updated basic firearms qualification with the Board of Trustees. The firearms committee and I have created a proposed training schedule for 2026 which will include a minimum of (11) separate training dates throughout the calendar year that will target each region of the state to ensure convenience for our currently certified firearms instructors. These will be scheduled at local firearms ranges for approximately (3) hours per session and will include in depth explanations, walk throughs, shooting and proctoring the new qualification course. After assessing the cost associated with the firearms ranges that will be utilized, that Academy will cover the cost of the rentals, but will require that attending instructors bring not less than (250) rounds of ammunition, as we will be practically working through the new course and providing additional training. As details are finalized/approved, notifications will be disseminated to the appropriate agencies and instructors to prepare adequate notice of the training schedule.

Detective Jeff Warren, Sergeant Josh Kuhn and I continue our work on curriculum developments for the standardization of defensive tactics in law enforcement and corrections. The revisions being implemented are primarily a result of feedback from the law enforcement and corrections community, Force Sciences realistic de-escalation training and training in best practices for physical control in force situations. Although some elements of the manual remain the same, the newly proposed course will be completely restructured, based on control fundamentals/principles, will include (2) officer responses (i.e. takedowns, ground control and wall techniques), wall tactics (standing and ground), weapons defense and will emphasize tactical decision making and the priority of life concept. The new manual will also include video demonstrations of the individual concepts, techniques and progressions of movement, versus still framed images. On Friday, October 31st, I presented the framework and current progress of this revision to the Corrections Training Committee and will again be presenting an update to the committee this month with several videos that will depict multiple progressions associated with the new manual.

Also on October 31st, we completed the MARC Instructor Development course with (37) students of varying backgrounds and experience. Collectively we had (19) municipal officers, (1) county law enforcement officer, (1) Judicial Marshal, (4) county corrections officers, (4) Maine Correctional Center officers, (2) Long Creek Youth Development Center officers and (6) Maine State Prison officers attend and complete the course. Throughout this course students learned about the statutory laws and case law that governs use of force in Maine, learned about realistic de-escalation and tactical decision making, participated in video dissections and discussions, participated in (2) hands on sessions with the BLETP, and worked in groups to develop, demonstrate and participate in skill building exercises.

The Academy has offered employment to James Gioia for the Training Coordinator vacancy that had been created by my promotion to Assistant Director. Mr. Gioia comes to us with (25) years of law enforcement experience. Mr. Gioia has held many different positions within his time in law enforcement to include; Patrol Officer, Detective with the Attorney General's Office, Maine Drug Enforcement Agent, Task Force Operator with Department of Homeland Security and Drug Intelligence Officer with the New England High Intensity Drug Trafficking Area (HIDTA). Mr. Gioia has substantial experience in investigations, ranging from lower-level offenses to higher level offenses, such as homicides and officer involved shootings. In addition to Mr. Gioia's vast law enforcement experience, he also comes to us with an incredibly high degree of experience as an instructor and facilitator. Mr. Gioia has developed lesson plans, coordinated with Academy staff, worked with multiple agencies in the state and instructed an array of topics, all of which he was considered to be a Subject Matter Expert (SME) in. Mr. Gioia also holds several advanced certifications, to include, but not limited to; Methods of Instruction, Interactive Use of Force, MARC, Force Science Analysts, Forensic Video Analysis, Homicide Investigations and Interview and Interrogations. Mr. Gioia clearly distinguished himself from (10) other qualified applicants in a very competitive process and we are excited to have him join the Academy team on Monday, November 17th.

The planned renovation of C-Building (dormitory space) has continued and will progress through likely early June 2026.

Work continues on the COPS FY24 Safer Outcomes Grant. Over the past 4 months, staff and partnering SMEs met with IADLEST contractors to develop a job task analysis which will be in online survey form and sent to full-time law enforcement officers having graduated from the BLETP since 2018 years and their supervisory staff. The line officers will score job task frequency while the supervisors will score the job task criticality which will be used in a needs assessment to inform changes to the BLETP curriculum. From this information, additional lesson plans will be developed for de-escalation and crisis response training to be appropriately integrated into the new BLETP curriculum. The survey has been active since mid-October and is expected to close at midnight on November 15th. We currently have less than adequate numbers of completion and are asking that agencies continue to promote engagement in this project to best inform Academy changes to curriculum. **As of November 10th, we have (132) first line officers that have completed the survey, (193) that have partially completed it and (926) that have not started. Additionally, we have (88) supervisors that have completed the survey, (203) that have partially started and (315) that have not started.** I will be meeting with IADLEST contractors on the morning of November 17th to assess the status of the project and determine what further actions need to be taken to successfully complete this survey.

MCJA and DOC staff recently completed the second phase of Force Science's Advanced Instructional Methods (AIM) course at the Academy and will now be moving on to the third phase of post-course work. Force Science's AIM course is a (50) hour hybrid course with (20) hours of pre-course reading and online activities work, (24) hours of in-class instruction and workshops and (6) hours of post-course project work. This course is designed to address common myths about how people acquire, retain and transfer cognitive and motor skills and provides instructors and training coordinators with evidence-based strategies to improve skill retention, recall and real-world application. Once data has been collected and analyzed from the JTA, Academy staff will have the tools and evidence-based strategies to redesign and implement this training in a manner that promotes the highest level of learning and reinforces retention both during and after completion of the program.

X. Item Ten of the Agenda: Old Business

A. Basic Corrections Training Program 180-Day extension Requests (tabled from 7/11/2025)

1. Officer Brody Gaslin – Penobscot County Jail
Heard at the beginning of the meeting.

B. Proposal to adopt a new Basic Firearms Qualification Standard.

Assistant Director Daley gave an in-depth presentation of the proposed changes for the Basic Firearms Qualification Course.

MOTION: To approve the proposed Basic Firearms Qualification Course as presented.

Motion made by Commissioner Sauschuck and seconded by Colonel Ross.

Motion Carried.

C. Recommended Decision, MCJA Case # 2023-051

MOTION: To Adopt the Recommended Decision for MCJA Case # 2023-051

Motion made by Commissioner Sauschuck and seconded by Ms. Stark.

Motion Carried.

XI. Item Eleven of the Agenda: New Business

A. Specification Changes

1. S-10 Mechanics of Arrest Restraint Control Instructors Certification.
Director Ryder explained that the change in this certification was that MOI I was now required as a pre-requisite to the MARC Instructor Course.

MOTION: To adopt the updated S-10, Mechanics of Arrest Restraint Control Instructor Certification.

Motion made by Ms. Ward Saxl and seconded by Major King. **Motion Carried.**

B. Disqualifying Conduct / Conviction Discussion

Chair Rumsey told the Board that the forms used for disqualifying Conduct for waivers were out of date and didn't accurately reflect what was in statute. The forms have now been updated, but there is a concern that with these update changes, it will result in an influx of cases to the CRC. He stated that he, Director Ryder and members of the Board would need to look at procedural changes to ensure the Board is as efficient as possible.

C. Law Enforcement Agency Applicant Polygraph Testing Policy, MCJA Policy #1

Heard earlier in the meeting.

D. Acceptance of the class gift from the 86th Basic Corrections Training Program

Director Ryder presented the request of acceptance of a 3ft. x 2 ft framed canvas displaying a corrections officer in riot gear on the left side of the canvas, and the American flag with "86th" on the right side. The names of the corrections officers who attended the 86th Basic Corrections Training Program were written on the back frame.

MOTION: To accept the class gift from the 86th Basic Corrections Training Program.

Motion made by Ms. Ward Saxl and seconded by Major King. **Motion Carried.**

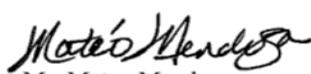
XII. Item Twelve of the Agenda: Adjournment

Chair Rumsey called for a motion to adjourn the meeting.

MOTION: To adjourn the November 14, 2025 Maine Criminal Justice Academy Board of Trustees Meeting at 2:08 p.m.

Motion made by Deputy Chief Bushey and seconded by Commissioner Sauschuck.

Motion Carried.



Mr. Mateo Mendoza