

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Headquarters, Randolph, MA
May 21, 2025

I. CALL TO ORDER

On May 21, 2025, at 9:02 a.m., an in-person meeting of the Standards Subcommittee was called to order at MPTC Headquarters, 42 Thomas Patten Drive, Randolph, MA. Advance notice of the meeting was posted in compliance with the open meeting laws. A quorum of the seven-member Subcommittee was present. The meeting was broadcast over Microsoft Teams.

Subcommittee Members Present

- Sheriff Kevin Coppinger
- Chief Brian Clark
- Chief Edward Conley
- Superintendent Lanita Cullinane
- Chief Jennifer Gundersen
- Lieutenant Colonel Jon Provost

MPTC/EOPSS Staff Present

- Secretary Terrence Reidy
- Executive Director Rick Rathbun
- Deputy Executive Director Amy Fanikos
- Attorney Jim O'Brien
- Attorney Gina Masotta
- Chief of Training Andrea Nardone
- Paralegal Tori Koch
- Bridge Academy & Statewide Coordinator Felisha Arnold
- Attorney John Melander

Guests Present

- Deputy Sheriff Timothy Shubert
- Attorney Edward Meyers
- Major Joseph Reilly
- Attorney Patrick Lee
- Amy Lagarde
- Major Jody Greene

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Superintendent Cullinane and seconded by Chief Brian Clark to approve the Standards Subcommittee minutes from the meeting on April 16, 2025. A vote was taken, and the motion passed unanimously (with Chief Conley arriving just after the vote).

III. UPDATE ON BOSTON POLICE ACADEMY

MPTC Executive Director Rathbun advised the Subcommittee that, in response to the performance audit of the MPTC by the Office of the State Auditor released in December 2024, MPTC staff have been reviewing operations as they relate to several specific findings identified in the audit report. The audit noted that the MPTC has not ensured that “all training academies delivered a standardized recruit officer course curriculum.” Accordingly, MPTC staff’s work has included confirmation that the Committee-approved ROC curriculum is being delivered at the seven operated academies and nine authorized academies that fall under the scope of the MPTC. As part of our review, in January 2025, MPTC’s Chief of Training tasked our curriculum staff with working with representatives from Boston PD to review the Boston Police Academy’s ROC lessons and confirm that their curriculum meets the requirements previously approved by the Committee. Our goal is to finish that review and report to the Subcommittee once the assessment of Boston PD’s curriculum is finalized. Executive Director Rathbun explained that we wanted to provide an update to the Subcommittee today on our progress and compliance with findings identified in the performance audit, including ensuring that academies are delivering a standardized recruit curriculum throughout the Commonwealth.

Secretary Reidy added that EOPSS and MPTC have been engaged in discussions with Boston PD. Superintendent Cullinane has been part of those discussions. The Boston Police Academy is large, and it will take time to review their curriculum and determine where any discrepancies between the MPTC curriculum and the BPD curriculum may exist. Secretary Reidy felt that a brief update for the Subcommittee today was the best place to start. He has been in touch with Chief Hicks and believes a working group will ultimately be needed. This is a matter in which the Legislature and POST both have an interest, and the State Auditor will be following up on it as well. Secretary Reidy is confident Commissioner Cox will get the job done with the appropriate amount of time and he assured the Subcommittee that Boston PD and the MPTC will be working together to ensure all curriculum requirements are met.

Superintendent Cullinane thanked the MPTC for working with Boston PD to identify and resolve any issues. She said she looks forward to continuing to work with the MPTC on this matter.

IV. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS

Temporary Waivers

There were no temporary waivers on the May agenda.

Out-of-State Exemptions

There were two out-of-state exemptions on the May agenda.

1. Jeffrey Magner Rockport PD

- Basic Training:
 - Graduated from the 760-hour 109th Basic CMS-Law Enforcement Class at the Southwest Florida Criminal Justice Academy on December 8, 2006.

- Work Experience as a Law Enforcement Officer:
 - December 2006 to May 5, 2025: full-time law enforcement deputy for the Collier County Sheriff's Office in Naples, FL.
- In-Service/Specialized Training: Yes, in FL.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 5/12/2025.
- MPTC Firearms Certified: Yes – 5/13/2025.
- MPTC Police Officer Core Competency Exam: Yes – 5/12/2025 (91%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Jeffrey Magner be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy. A vote was taken and the motion passed unanimously.

2. Andrew Fournier Harvard University PD

- Basic Training:
 - Graduated from the Connecticut Police Academy's 650-hour Basic Recruit Training Program and certified as a police officer in Connecticut on August 20, 2004.
- Work Experience as a Law Enforcement Officer:
 - August 2004 – December 2023: full-time police officer for the University of Connecticut Police Department, rising to the rank of Deputy Chief.
- In-Service/Specialized Training: Yes, in CT, and TY24 and TY25 in MA.
- Break in Service: Yes – approximately 1 ½ years.
- CPR/1st Aid Certified: Yes – 5/15/2025.
- MPTC Firearms Certified: Yes – 5/13/2025.
- MPTC Police Officer Core Competency Exam: Yes – 5/15/2025 (76%).

A motion was made by Chief Conley and seconded by Superintendent Cullinane to recommend to the full Committee that Andrew Fournier be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized Police Academy. A vote was taken and the motion passed unanimously.

V. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 647 and 648 on the May Bridge Academy A-H Class List. Coursework was completed and payroll has been verified.

A motion was made by Lieutenant Colonel Provost and seconded by Chief Clark to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 647 and 648 on the May Bridge Academy A-H Class List. A vote was taken and the motion passed unanimously.

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 436 on the May Bridge Academy I-P Class List. Coursework was completed and payroll has been verified.

A motion was made by Superintendent Cullinane and seconded by Chief Gundersen to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 436 on the May Bridge Academy I-P Class List. A vote was taken and the motion passed unanimously.

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 346 and 347 on the May Bridge Academy Q-Z Class List. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that it approve the Bridge Exemption requests for Officers numbered 346 and 347 on the May Bridge Academy Q-Z Class List. A vote was taken and the motion passed unanimously.

Bridge Hours

Deputy General Counsel Masotta noted that William Penkala, who appears on today's agenda under Bridge Hours, had something come up and was unable to attend the meeting. It is expected that he will be on the Subcommittee agenda's next month.

1. Timothy Shubert Bristol Sheriff's Office

Earlier this year, the Bristol Sheriff's Office submitted a Bridge exemption request for Deputy Sheriff Timothy Shubert. DS Shubert graduated from a reserve academy in February 2018, while working for the Plymouth Sheriff's Office as a Billing/Return Clerk. Neither DS Shubert nor anyone else from the Plymouth Sheriff's Office has been able to attest that he performed any law enforcement duties while working as a clerk. In October 2023, more than five years later, DS Shubert started working for the Bristol Sheriff's Office and was deputized shortly thereafter. The Bristol Sheriff submitted a request for a Bridge exemption in January 2025. All hours submitted to MPTC staff toward the 2,400-hour work requirement were from Bristol, even though Plymouth initially sponsored him for Bridge.

DS Shubert and Attorney Edward Meyers from the Bristol Sheriff's Office were present at today's meeting to provide additional information and answer questions. Attorney Meyers said that Bristol does not dispute the five-year interruption-in-service, but they are asking the Subcommittee to find that DS Shubert "has been involved in the police profession to a level and degree that reasonably assures that he...has stayed abreast of legal, ethical, and professional issues relevant to municipal policing in Massachusetts" pursuant to 550 CMR 3.04. Attorney Meyers said DS Shubert has been working for a law enforcement agency since 2006, has kept up on all his in-service training through the MPTC and Bristol, and passed the core competency exam in 2024. Bristol believes that DS Shubert has demonstrated that he has stayed abreast of all legal, ethical, and professional requirements for police officers in Massachusetts. DS Shubert added that he works as a correctional officer with the Bristol Sheriff's Office and, while with the Plymouth Sheriff's Office in his administrative role, he also worked as an auxiliary deputy sheriff. Attorney Meyers noted that while DS Shubert was working as an auxiliary deputy sheriff for Plymouth, he worked details where he assisted with arrests, carried a badge and firearm, and interacted with the public (though he acknowledged that details are not counted toward the 2,400 hours for Bridge purposes).

Sheriff Coppinger asked DS Shubert for clarification about his status as a correctional officer and now as a deputy sheriff. DS Shubert stated he is employed as both a correctional officer and deputy sheriff with Bristol. Chief Conley asked DS Shubert and Attorney Meyers to clarify whether they were stipulating that there has been a five-year break-in-service, and Attorney Meyers acknowledged that they were stipulating to the five-year break.

Chief Gundersen said she is concerned about the break-in-service and feels that the Subcommittee has been consistent on their definition of what is and isn't a break-in-service. She noted that training, standing alone, isn't enough to stop a break-in-service, and she doesn't feel that this situation justifies a deviation from their definition.

A motion was made by Chief Gundersen and seconded by Chief Conley that Timothy Shubert has had a break-in-service of five or more years. A vote was taken, and the motion passed unanimously.

2. Joseph Reilly Plymouth Sheriff's Office

The Plymouth Sheriff's Office recently submitted a Bridge exemption request for Major Joseph Reilly, who currently works in their Civil Process Division. Major Reilly graduated from a reserve academy in 1995 and has been with the Plymouth Sheriff's Office since that time. However, all hours submitted to MPTC staff toward the 2,400-hour work requirement were hours worked by Major Reilly in the Civil Process Division from 2023 to 2024. Guidance from the Subcommittee and the Committee in the past has been that Civil Process hours cannot be counted for purposes of a Bridge exemption.

Major Reilly and Attorney Patrick Lee from the Plymouth Sheriff's Office were present at today's meeting. Attorney Lee asked that the Subcommittee count Major Reilly's Civil Process hours and believes the work he has been doing falls squarely into the definition of what should be counted. He spoke about how Major Reilly serves as Plymouth's chief enforcement deputy in the Civil Process Division and his work has included executing arrests, taking people to court, executing search warrants, serving eviction notices, and generally doing that which is considered "police work" by maintaining the peace through community engagement. Major Reilly has also stayed up to date on all his in-service training over the years. Attorney Lee also discussed how POST's definition of "police duties and functions" includes anyone who is making arrests, so it would be inconsistent for the MPTC to say Major Reilly is not performing police duties and functions for Bridge purposes.

Sheriff Coppinger said this has been an ongoing issue and there have been recent discussions between the Sheriffs and POST about it. Chief Gundersen asked whether Major Reilly would still be allowed to make arrests and do the work he's been doing if the Subcommittee decides not to count his Civil Process hours. Attorney Lee said that his duties would have to be limited.

Major Reilly also spoke about some of the work he has done in his position and provided examples.

Chief Gundersen said she struggles with Civil Process work and, while she believes it to be valuable work, she does not believe it to be police duties and functions.

A motion was made by Chief Gundersen and seconded by Chief Conley that Joseph Reilly's Civil Process hours do not count towards the 2,400 hours of law enforcement work for purposes of a Bridge exemption. A vote was taken, and the motion passed unanimously.

3. Russell Raposa Bristol Sheriff's Office

The Bristol Sheriff's Office also recently submitted a Bridge exemption request for Deputy Sheriff Russell Raposa. DS Raposa has worked for Bristol since 1998 and graduated from a reserve academy in 2000. He enrolled in the Bridge Academy and finished his coursework in the spring of 2024. In November 2024, Bristol submitted payroll records to MPTC staff as proof of DS Raposa's 2,400 hours of law enforcement work. The payroll records ranged from 2019 to 2024 and were all hours worked in the Civil Process Division. When MPTC staff inquired, Bristol indicated DS Raposa has been with the Civil Process Division since at least August 2019, which is more than five years ago.

DS Raposa was present at today's meeting, along with Attorney Meyers. DS Raposa spoke about his career and his training over the years. He said he started in 1998 as a full-time correction officer and was sworn in as a deputy sheriff after graduation from the Canton Reserve Academy in 2000. From 2000 to 2006, he worked with inmate litter crews and ICE. In 2006, he was transferred to the Civil Process Division. He stressed that he wears a uniform and duty belt, drives a marked cruiser, and performs what he believes to be police work every day, including regularly assisting local police departments. He also noted that he has completed his 40 hours of in-service training yearly. Attorney Meyers also spoke to Deputy Sheriff Raposa's experience and functions, stressing that he has been in a marked cruiser with a badge and gun and taking people into custody. Attorney Meyers said that the Bristol Sheriff's position here is the same as Plymouth's position with respect to Major Reilly – that under the CMRs, Deputy Sheriff Raposa is and has been carrying out police duties and functions.

Chief Gundersen again talked about her view of Civil Process work and said she doesn't believe that seizing property owed as a result of debts and evicting people from their homes are police functions. While she feels these are valuable services, she does not believe them to be police duties.

A motion was made by Chief Conley and seconded by Chief Gundersen that Russell Raposa's Civil Process hours do not count towards the 2,400 hours of law enforcement work for purposes of a Bridge exemption. A vote was taken, and the motion passed unanimously.

VI. INTERRUPTION-IN-SERVICE OF 5+ YEARS

1. Jeffrey Yung

- Basic Training:
 - Graduated from full-time MBTA Police Academy on May 5, 2000.
 - Graduated from FLETC's Criminal Investigator Training Program on April 19, 2003.
 - Graduated from U.S. Secret Service Special Agent Training on August 20, 2003.
- Work Experience as a Law Enforcement Officer:
 - May 2000 to September 2002: full-time police officer for Oak Bluffs, MA PD.
 - Sept 2002 – February 2015: Special Agent / Criminal Investigator for the U.S. Secret Service in Boston and Washington, D.C.

- February 2015 – present: Special Agent / Criminal Investigator for the Office of the Inspector General, Environmental Protection Agency, Boston Field Office.
- March 2021 – present: Special Agent / Criminal Investigator for the Office of the Inspector General, U.S. Department of Education, Boston Field Office.
- In-Service/Specialized Training: Yes.

MPTC Deputy General Counsel Masotta advised the Subcommittee that Jeffrey Yung is on today's agenda as an interruption-in-service issue because he graduated from a full-time MBTA Academy in 2000 but, after working for the Oak Bluffs Police Department for a little over two years, he moved on to federal service and has been working in that capacity since. The question for the Subcommittee today is whether Special Agent Yung's time with the Secret Service and the Office of the Inspector General (OIG) constitutes an interruption in service. Attorney Masotta reminded the Subcommittee that, in several recent matters, they have found that federal service did not constitute a break in service where the officer completed a full-time Massachusetts academy, worked for a municipal police department in Massachusetts for a period of time, and then transferred to a federal agency but was assigned to Massachusetts for the entirety of their federal career. Prior cases have involved agents from DEA, ATF, and the U.S. Postal Inspection Service. They have not yet considered time spent with the Secret Service or OIG.

Special Agent Yung said that, during his years at the OIG, he has been conducting investigations, conducting surveillance and undercover operations, making arrests, executing search warrants, serving as the affiant on search and arrest warrants, and working with local and state law enforcement officers in Massachusetts.

The Subcommittee asked Special Agent Yung to describe his work and assignments for the Secret Service. He explained that from 2002 to June 2014, he was assigned to the Secret Service's Boston office. From 2002 to approximately 2005/2006, he worked on a financial organized crime task force, conducting investigations with local law enforcement. From 2005/2006 to 2009, he began working on the counterfeit currency squad, working with local law enforcement and prosecutors. In or around 2009, he was transferred to the protective intelligence squad, where he was investigating threats made to protectees in the Boston area. In or around July 2014, he was transferred to the Secret Service's Washington, D.C. office, where he remained until he left for the OIG in February 2015.

A motion was made by Chief Clark and seconded by Chief Conley that Jeffrey Yung has not had an interruption-in-service. A vote was taken, and the motion passed unanimously.

VII. CIVIL SERVICE HYBRID HIRING TRAINING WAIVER

Malden PD is seeking to hire Daniel DiVincenzo via the new Civil Service hybrid hiring process, which allows departments to draw from a locally generated pool of candidates and bypass the traditional civil service exam process. To be placed on the alternate hiring track, a candidate must (1) meet the minimum age requirement; (2) meet the minimum educational requirement; (3) pass the HRD medical exam; (4) pass the PAT; and (5) meet one of the following additional requirements:

- Future successful completion of an MPTC-approved police academy.
- Receipt of a passing mark within the last 5 years on (a) the civil service exam, (b) a qualifying exam administered by the appointing authority that has been validated by a test-development expert and tests the knowledge, skills, or abilities to perform the primary duties of the

position, (c) any other exam approved by the administrator in consultation with individuals deemed to be subject matter experts in the policing profession.

- Current service in MA as a salaried police officer certified by POST.
- Graduation within the last 5 years from an MPTC-approved police academy.
- Receipt of a waiver from the MPTC excusing the named candidate from further academy training.

Daniel DiVincenzo graduated from a full-time MPTC academy in November 2011 and went on to work as a full-time officer for Beverly PD until August 2022, when he left to join the ATF. He remains with the ATF today, assigned to their WVA office. Special Agent DiVincenzo meets our basic training requirement since he completed a full-time academy and hasn't had a break-in-service of more than 5 years, so he doesn't need to complete an academy in the future. But he didn't graduate from an MPTC academy in the last 5 years and isn't currently serving as a POST-certified officer in MA. Though most candidates would likely meet one of the above-enumerated additional requirements, he doesn't. When that happens, HRD is looking to MPTC for confirmation that the candidate meets MPTC's basic training requirement and doesn't need further academy training. HRD refers to this confirmation as a "waiver."

MPTC General Counsel Jim O'Brien noted that this is the first time this issue has come before the Subcommittee and said he doesn't believe it will come up often.

Sheriff Copping asked for clarification as to what is being asked of the Subcommittee. Attorney Masotta explained that our understanding is that HRD is looking for confirmation that Special Agent DiVincenzo meets the MPTC's basic training requirements and doesn't need further academy training.

A motion was made by Chief Gundersen and seconded by Chief Clark that Daniel DiVincenzo meets the MPTC's minimum basic training requirement and does not need any additional recruit academy training. A vote was taken, and the motion passed unanimously.

A second motion was made by Chief Gundersen and seconded by Chief Clark that, before returning to work as a municipal police officer, Daniel DiVincenzo is required to complete all outstanding in-service training missed during his interruption-in-service, which began when he joined the ATF in August 2022, including but not limited to firearms and CPR/First Aid, and successfully complete the core competency exam (if his interruption-in-service extends beyond three years). A vote was taken and the motion passed unanimously.

VIII. UPDATE ON DISCIPLINARY DISMISSAL APPEALS

The Subcommittee was scheduled to hear the disciplinary dismissal appeals of two student officers later today. One withdrew their appeal yesterday and the other will proceed. A hearing still needs to be scheduled for a student officer who has appealed his dismissal from the Randolph Academy.

IX. UPDATE ON INSTRUCTOR CERTIFICATION REVOCATION APPEALS

Since the last meeting, the Subcommittee has issued decisions on several more instructor certification revocation appeals. Sheriff Copping will report out the decisions to the full Committee today. There is also an additional instructor appeal hearing scheduled for later today.

X. ADJOURNMENT

At 10:08 a.m., a motion was made by Chief Conley and seconded by Chief Gundersen to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.