

**Municipal Police Training Committee**  
**Standards Subcommittee Monthly Meeting Minutes**  
**MPTC Headquarters, Randolph, MA**  
**September 25, 2024**

**I. CALL TO ORDER**

On September 25, 2024, at 9:07 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**

- Chair Kevin Copping
- Superintendent Nora Baston
- Chief Edward Conley (arrived at 9:11 a.m.)
- Chief Thomas Gammel
- Chief Jennifer Gundersen
- Major Jon Provost
- Superintendent Richard Sullivan

**MPTC/EOPSS Staff Present**

- Jim O'Brien
- Gina Masotta
- Denise Flagg
- Felisha Arnold
- Andrea Nardone
- Amy Fanikos
- Undersecretary Gina Kwon
- John Melander

**II. APPROVAL OF SUBCOMMITTEE MINUTES**

A motion was made by Superintendent Sullivan and seconded by Superintendent Baston to approve the Standards Subcommittee minutes from the August 21, 2024, meeting. A vote was taken, and the motion passed with two abstentions (Chief Gundersen and Chief Gammel).

**III. POLICE WAIVERS AND OUT-OF-STATE EXEMPTIONS**

**Temporary Waivers**

There were no temporary waivers on the September agenda.

## **Out-of-State Exemptions**

There were five out-of-state exemptions on the September agenda.

### **1. Geoffrey Noble            Mass. State Police**

- Basic Training:
  - Graduated on December 22, 1995 from the 880-hour 116<sup>th</sup> New Jersey State Police Academy.
- Work Experience as a Law Enforcement Officer:
  - December 1995 – January 1, 2022: full-time police officer for the New Jersey State Police, promoted to the rank of Lieutenant Colonel in September 2018.
- In-Service/Specialized Training: Yes, in NJ and TY23-TY24 with MSP.
- Break in Service: Yes – 2 ½ years.
- CPR/1<sup>st</sup> Aid Certified: Yes – 9/16/2024.
- MPTC Firearms Certified: Yes – 9/16/2024.
- MPTC Police Officer Core Competency Exam: Yes – 9/20/2024 (86%).

**A motion was made by Chief Gundersen and seconded by Chief Gammel to recommend to the full Committee that Geoffrey Noble 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 with one abstention (Major Provost).**

### **2. Stephen Toom            UMass Lowell**

- Basic Training:
  - Graduated on November 17, 1995 from the 510-hour 107<sup>th</sup> New Hampshire Police Academy for full-time officers.
- Work Experience as a Law Enforcement Officer:
  - 1995 – March 1996: part-time police officer for the Lyndeborough, NH Police Department.
  - April 1996 – November 1998: full-time police officer for the Wilton, NH Police Department.
  - December 1998 – August 2014: full-time police officer for the Milford, NH Police Department, promoted to the rank of Captain in March 2007.
  - August 2014 – August 30, 2024: full-time police officer for the Pelham, NH Police Department.
- In-Service/Specialized Training: Yes, with NH.
- Break in Service: No.
- CPR/1<sup>st</sup> Aid Certified: Yes – 9/4/2024.
- MPTC Firearms Certified: Yes – 9/5/2024.
- MPTC Police Officer Core Competency Exam: Yes – 8/26/2024 (81%).

**A motion was made by Chief Gammel and seconded by Superintendent Baston to recommend to the full Committee that Stephen Toom 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 with one abstention (Chief Conley, who arrived midway through the discussion regarding Stephen Toom).

### **3. Barry Newcomb      NECC**

- Basic Training:
  - Graduated on July 11, 1997 from the 511-hour 112<sup>th</sup> New Hampshire Police Academy for fulltime officers.
- Work Experience as a Law Enforcement Officer:
  - July 1997 – 2014: full-time police officer for the Hampton, NH Police Department.
  - 2014 – present: part-time officer for the Hampton, NH Police Department and the Hampton Falls, NH Police Department.
- In-Service/Specialized Training: Yes, with NH.
- Break in Service: No.
- CPR/1<sup>st</sup> Aid Certified: Yes – 9/16/2024.
- MPTC Firearms Certified: Yes – 6/4/2024.
- MPTC Police Officer Core Competency Exam: Yes – 9/12/24 (89%).

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that Barry Newcomb 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.

### **4. Ricky Digrugilliers      Greenfield PD**

- Basic Training:
  - Graduated on April 12, 2022 from the 993-hour New York City Police Department Police Academy.
- Work Experience as a Law Enforcement Officer:
  - April 2022 – present: full-time police officer for the New York City Police Department.
- In-Service/Specialized Training: Yes, with NY.
- Break in Service: No.
- CPR/1<sup>st</sup> Aid Certified: Yes – 9/17/2024.
- MPTC Firearms Certified: Yes – 9/16/2024.
- MPTC Police Officer Core Competency Exam: Yes – 8/29/2024 (77%).

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that Ricky Digrugilliers 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.

## **5. John Grella                      Essex County Sheriff's Dept.**

- Basic Training:
  - Graduated on August 19, 1994 from the Northern Virginia Criminal Justice Training Academy's 576-hour Basic Law Enforcement School, 87<sup>th</sup> Session.
  - Graduated on November 22, 1996 from the DEA's 712-hour Basic Agent Training Program, Class No. 107.
- Work Experience as a Law Enforcement Officer:
  - August 1994 – July 1996: full-time police officer for the Arlington County Police Department in Arlington, VA.
  - July 1996 – July 2023: Special Agent for the DEA, assigned to the New England Field Division.
  - July 2023 – present: Superintendent for the Essex County Sheriff's Department, overseeing the Office of Professional Standards.
- In-Service/Specialized Training: Yes, with VA and DEA, and Deputy Sheriff's In-Service with Essex County Sheriff's Department.
- Break in Service: No.
- CPR/1<sup>st</sup> Aid Certified: Yes – CPR on 10/10/23, First Aid on 8/30/24.
- MPTC Firearms Certified: Yes – 8/13/2024.
- MPTC Police Officer Core Competency Exam: Yes – 9/11/24 (81%).

**A motion was made by Superintendent Sullivan and seconded by Chief Gammel to recommend to the full Committee that John Grella 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 with one abstention (Sheriff Coppinger).**

## **IV. BRIDGE HOURS/EXEMPTIONS**

### **Bridge Exemptions**

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 642 through 643 on the September Bridge Academy A-H Class List. Coursework was completed and payroll has been verified.

**A motion was made by Superintendent Baston and seconded by Chief Gundersen to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 642 through 643 on the September Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.**

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 426 through 427 on the September Bridge Academy I-P Class List. Coursework was completed and payroll has been verified.

**A motion was made by Chief Gundersen and seconded by Chief Gammel to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 426**

**through 427 on the September 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 338 through 341 on the September 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 Conley to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 338 through 341 on the September Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.**

### **Bridge Hours**

#### **1. Alfred Wood                      Norfolk County Sheriff's Office**

Earlier this year, the Norfolk County Sheriff's Office submitted a Bridge exemption request for Deputy Sheriff Alfred Wood, who has held the title of Deputy Sheriff (DS) since 1980. The hours that Norfolk asked MPTC staff to count toward the 2,400-hour Bridge requirement were hours he worked from 2008 to 2010 in the Operations Division. However, from 2010 to the present, DS Wood has worked in Norfolk's Civil Process Division and historically Civil Process hours have not been counted for Bridge purposes based on guidance that MPTC staff has received from the Committee. Norfolk and DS Wood have appeared before the Subcommittee at two prior meetings regarding whether there is an interruption-in-service issue that would prevent MPTC staff from counting the 2008-2010 hours if DS Wood's work in the Civil Process Division over the last 13+ years does not constitute the type of law enforcement hours that would be counted for Bridge. After extensive discussion about DS Wood's duties and responsibilities in the Civil Process Division, the Subcommittee members present at the April 2024 Subcommittee Meeting voted unanimously to not count the hours he worked in the Civil Process Division for Bridge purposes. They also voted unanimously that his time in the Civil Process Division constitutes a break-in-service (meaning his hours from 2008 through 2010 cannot be counted). DS Wood is on the Subcommittee's agenda today just as a reminder that he is on the full Committee's agenda for later this morning.

#### **2. Kevin Riley                      Norfolk County Sheriff's Office**

The Norfolk County Sheriff's Office recently submitted a Bridge exemption request for Deputy Sheriff Kevin Riley, who has held the title of Deputy Sheriff since 1987. The hours that Norfolk asked MPTC staff to count towards the 2,400-hour Bridge requirement only ran through 2018. When MPTC staff inquired as to what DS Riley has been doing since then, Norfolk advised that he retired and has been working details only. The question for the Subcommittee today is whether DS Riley has had an interruption-in-service of 5 years or more, which would make him ineligible for a Bridge exemption.

DS Riley and Norfolk's General Counsel, Courtney Madden, were present at today's meeting to answer questions and provided additional information to the Subcommittee. DS Riley told the Subcommittee that he does not believe he would be in this position if the Q-Z cohort was allowed to enroll in Bridge sooner. He believes that because he was in the last group to be enrolled, there was a delay that caused him to be outside the 5 years. He also advised that he started the Bridge Program within five years following his retirement and that he has stayed up to date on his in-service training since 2018.

Sheriff Coppinger advised DS Riley that the Subcommittee and Committee have a longstanding precedent of not counting detail hours as law enforcement work for purposes of Bridge. Chief Gundersen said that completing training does not constitute performing police duties and functions either, and she believes there has been a clear break-in-service of 5 years or more.

**A motion was made by Chief Gundersen and seconded by Superintendent Baston that Deputy Sheriff Kevin Riley has had a break-in-service of 5 years or more. A vote was taken, and the motion passed unanimously.**

## **V. INTERRUPTION-IN-SERVICE 5+ YEARS**

### **1. Richard Tracy                      Western New England University/Wales PD**

Richard Tracy completed a reserve/intermittent training program in Gardner in 1993 and then graduated from a fulltime MCJTC police academy in January 1996. He went on to work as a fulltime patrol officer for Tisbury PD from May 1997 to October 1997 and for West Brookfield PD from October 1997 to August 2001. In 2001, he became a federal agent with the U.S. Postal Inspection Services and remains employed there today. Per our CMRs, officers who have had an interruption-in-service of 5 or more years where they have not performed police duties and functions must successfully re-complete a fulltime police academy. Historically, the Subcommittee and full Committee have considered a move to federal law enforcement to be an interruption in municipal police service. However, Richard Tracy spent his entire federal career working in Massachusetts. In November 2023, he and ATF Agent Peter Murray – who likewise had graduated from a fulltime MCJTC academy many years ago, worked for a few years as a fulltime officer for a local department, and then became a federal agent who spent his entire career working in Massachusetts – appeared before the Subcommittee and Committee on the issue of whether their federal service constituted an interruption-in-service of 5 or more years that would require them to go back to a fulltime academy before working as Massachusetts police officers again. Both the Subcommittee and the Committee said they did not view the federal service of Agent Murray and Postal Inspector Tracy as an interruption-in-service because they had attended fulltime MPTC police academies, spent time working as local police officers in Massachusetts, and as federal agents primarily worked in Massachusetts conducting investigations. At the time of the November 2023 meeting, Agent Murray had a conditional offer of employment from Millville PD, and the Subcommittee and Committee voted unanimously that his time with the ATF did not constitute an interruption in service but that he would be required to pass the core competency exam before working as a police officer in Massachusetts again. Postal Inspector Tracy was not

yet affiliated with a department. Rather, he appeared before the Subcommittee/ Committee for guidance before exploring employment with a Massachusetts department any further. Therefore, neither the Subcommittee nor the full Committee took a vote with respect to Postal Inspector Tracy at the November 2023 meeting.

Postal Inspector Tracy appeared before the Subcommittee today because he has a conditional offer of employment from Chief Ford at Western New England University/Wales PD. Chief Ford was also present at today's meeting. Postal Inspector Tracy provided additional information to the Subcommittee regarding his work as a federal agent. He reiterated that he spent his entire federal career in Massachusetts and has worked extensively with Massachusetts law enforcement officers. He explained that he has been deputized as a Deputy Sheriff in multiple Massachusetts counties so that he could swear out his own search warrants and criminal complaints and make arrests. As a result, he said he is familiar with Massachusetts criminal law and has been doing work that he believes to be akin to local policing.

**A motion was made by Chief Gundersen and seconded by Chief Conley that Richard Tracy has not had an interruption-in-service. A vote was taken, and the motion passed unanimously.**

**A second motion was made by Chief Gundersen and seconded by Chief Conley that Richard Tracy must take and pass the MPTC core competency exam prior to resuming service as a Massachusetts police officer. A vote was taken, and the motion passed unanimously.**

## **VI. ADJOURNMENT**

**At 9:38 a.m., a motion was made by Chief Gammel and seconded by Superintendent Sullivan to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.**