

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Marlborough
November 19, 2025

I. CALL TO ORDER

On November 19, 2025, at 9:55 a.m., an in-person meeting of the Standards Subcommittee was called to order at MPTC Marlborough, 686 Forest Street, Marlborough, 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
- Major Jody Greene
- Chief Jennifer Gundersen

MPTC/EOPSS Staff Present

- Attorney Jim O'Brien
- Chief of Training Andrea Nardone
- Attorney Gina Masotta
- Attorney Denise Flagg
- Curriculum Division Manager Luther Joseney

Guests Present

- Special Agent (ret.) Michael Carvalho
- Suffolk PD Captain Gerard Chip Coletta
- Suffolk PD Lieutenant Joseph Bellino
- Sergeant Thomas Gaughan, III
- Officer Keith Chaney, Jr.
- Michael Haglof
- Plymouth PD Lieutenant Donald Reddington

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Gundersen and seconded by Major Greene to approve the Standards Subcommittee minutes from the meeting on October 29, 2025. A vote was taken, and the motion passed unanimously.

III. POLICE STANDARDS

Temporary Waivers

There were no temporary waiver requests on the November agenda.

Out-of-State Exemptions

There were three out-of-state exemption requests on the November agenda.

1. Michael Beaver Northeastern University

- Basic Training:
 - Graduated from the 672-hour Flint Regional Police Training Academy in Flint, MI on May 27, 2004.
 - Completed a 102-hour basic training equivalency program at the Southeastern Public Safety Institute in St. Petersburg, Florida on August 7, 2009.
- Work Experience as a Law Enforcement Officer:
 - May 2004 – October 2009: full-time police officer for the Flint, MI Police Department.
 - October 2009 – February 2012: full-time police officer for the Largo, FL Police Department.
 - February 2012 – October 2025: full-time police officer for the Clearwater, FL Police Department.
- In-Service/Specialized Training: Yes, in FL.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 11/7/2025.
- MPTC Firearms Certified: Yes – 10/17/2025.
- MPTC Police Officer Core Competency Exam: Yes – 11/2/2025 (83%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Michael Beaver 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. Michael Hevey Western New England University

- Basic Training:
 - Graduated from the 1,352-hour Connecticut State Police Academy, 114th Training Troop, on January 17, 2002.
- Work Experience as a Law Enforcement Officer:
 - January 2002 – October 2021: full-time police officer for the Connecticut State Police.
 - November 2021 – September 19, 2025: full-time police officer for the Somers, CT Police Department.
- In-Service/Specialized Training: Yes, in CT.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 10/21/2025.
- MPTC Firearms Certified: Yes – 10/17/2025.
- MPTC Police Officer Core Competency Exam: Yes – 11/12/2025 (89%).

A motion was made by Chief Gundersen and seconded by Major Greene to recommend to the full Committee that Michael Hevey 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.

3. Brian Guglielmi Norwood PD

- Basic Training:
 - Graduated from the 672-hour Basic Law Enforcement Training program at Pitt Community College Police Academy in Winterville, North Carolina on May 18, 2023
- Work Experience as a Law Enforcement Officer:
 - May 2023 – October 8, 2025: full-time police officer for the Greenville, NC Police Department.
- In-Service/Specialized Training: Yes, in NC.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 10/27/2025.
- MPTC Firearms Certified: Yes – 10/30/2025.
- MPTC Police Officer Core Competency Exam: Yes – 11/6/2025 (91%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Brian Guglielmi 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.

Out-of-State Exemption Advisories

1. Michael Carvalho Suffolk University

- Basic Training:
 - Graduated from the FLETC Immigration Detention Enforcement Officer Basic Training Course No. 142 on October 25, 2000.
 - Graduated from the Immigration and Customs Enforcement ICE Equivalency Transition Training Program ICE-ETP-518 on July 29, 2005.
 - Graduated from the 12-week FLETC Criminal Investigator Training Program CITP-827 on August 27, 2008.
 - Graduated from the 12-week Immigration and Customs Enforcement ICE Special Agent Training Course SAT-819 on November 17, 2008.
- Work Experience as a DHS Law Enforcement Officer:
 - 1997 – 2008: ICE Enforcement Removal Operations.
 - 2008 – 2012: DEA Organized Crime and Drug Enforcement Task Force (OCDETF).
 - 2012 – 2016: Cyber Crimes / Child Exploitation Group.
 - 2016 – 2023: National Security Group.
 - 2023 – Present: Document Benefit Fraud Task Force (DBFTF).
- In-Service/Specialized Training: Yes, extensive federal training.
- Break in Service: No.
- CPR/1st Aid Certified: N/A.
- MPTC Firearms Certified: N/A.
- MPTC Police Officer Core Competency Exam: N/A.

Michael Carvahlo first came before the Standards Subcommittee at the July 2025 meeting regarding whether his federal training and experience would allow him to receive a positive advisory for an out-of-state exemption. Suffolk University hopes to hire him as a Sergeant for their police department. His law enforcement training and experience is entirely federal. He has worked for the Department of Homeland Security (DHS) since 1997. He graduated from the FLETC Immigration Detention Enforcement Officer Basic Training Course No. 142 on October 25, 2000, from the Immigration and Customs Enforcement ICE Equivalency Transition Training Program ICE-ETP-518 on July 29, 2005, from the 12-week FLETC Criminal Investigator Training Program CITP-827 on August 27, 2008, and from the 12-week Immigration and Customs Enforcement ICE Special Agent Training Course SAT-819 on November 17, 2008. Special Agent (SA) Carvahlo began his DHS career with ICE Enforcement Removal Operations and spent time with several different groups over the years, including OCDETF, Cyber Crimes/Child Exploitation, National Security, and the Document Benefit Fraud Task Force.

Historically, the Subcommittee/Committee has not accepted any federal academy as the substantial equivalent of the MPTC's recruit officer course (ROC), except the FLETC Uniform Police Training Program (which Agent Carvalho did not complete).

At the July meeting, MPTC Curriculum Division Manager Luther Joseney explained that he compared the MPTC's 800-hour ROC curriculum to the FLETC Criminal Investigator Training Program CITP-827 and the Immigration and Customs Enforcement ICE Special Agent Training Course SAT-819 completed by Agent Carvalho. He found those two federal programs to be equivalent to the latter half of the MPTC ROC curriculum but said the earlier segments of the MPTC ROC curriculum were missing. Curriculum Division Manager Joseney was not able to examine the other federal training programs completed by Agent Carvalho because he did not have all the curriculum information. After discussion, the Subcommittee voted not to issue a positive exemption advisory for Agent Carvalho but suggested he could return before the Subcommittee if he found and provided additional information on his federal training to Curriculum Division Manager Joseney.

At today's meeting, Curriculum Division Manager Joseney reported that he received additional information and documentation from Agent Carvalho and was able to analyze his other federal training programs. He noted for the Subcommittee that this type of comparison is difficult, and we are always forced to make inferences when we look at curriculum taught by someone else. But he said that in his view, the additional documentation showed that all the courses in the MPTC ROC curriculum were covered when SA Carvalho's federal training was considered in the aggregate.

Chief Gundersen asked which academies completed by SA Carvahlo were used for the comparison, and Curriculum Division Manager Joseney reported that he looked at all of them.

Sheriff Coppinger and Chief Clark asked for confirmation that SA Carvalho spent his entire federal career in Boston. SA Carvalho confirmed that he is originally from Everett, lives in Peabody, and spent his entire DHS career in Massachusetts, except for a seven-month period where he worked as an instructor at FLETC in Georgia. He noted that he retired in August 2025. Suffolk PD Lieutenant Joe Bellino provided additional details about the past five years of SA Carvalho's career, including the number of arrests he has made, search warrants he has obtained, etc.

A motion was made by Chief Gundersen and seconded by Major Greene that Michael Carvalho's federal DHS employment does not represent a break-in-service and that a positive advisory can issue stating the combination of his federal training and experience would allow him to receive an out-of-state exemption. A vote was taken, and the motion passed unanimously.

2. Thomas Gaughan, III

- Basic Training:
 - Graduated from an MPTC Basic Reserve Intermittent Training Program on July 14, 2019.
 - Graduated from the 400-hour Veteran Affairs (VA) Police Officer Standardized Training Course on July 9, 2021.
- Work Experience as a Law Enforcement Officer:
 - June 2015 – March 2017: part-time City of Boston special police officer for Bay Colony Special Police.
 - June 2015 – July 2018, July 2019 – October 2019: fulltime City of Boston special police officer for Longwood Security.
 - July 2018 – October 2018, October 2019 – December 2019: part-time City of Boston special police officer for Longwood Security.
 - October 2019 – November 2020: full-time SSPO for Boston Medical Center Department of Public Safety.
 - July 2021 – Present: full-time police officer for the VA Police in Boston / Brockton.
- In-Service/Specialized Training: Yes, with VA, MPI, and MPTC.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 10/21/2025.
- MPTC Firearms Certified: N/A.
- MPTC Police Officer Core Competency Exam: N/A.

Like former DHS SA Carvalho, Sergeant Gaughan is seeking an out-of-state exemption advisory. He graduated from a 498-hour MPTC Basic Reserve Intermittent Training Program in July 2019. In July 2021, he graduated from the 400-hour VA Police Officer Standardized Training Course, which is the VA's full-time basic training program. He has been working as a full-time VA police officer in Massachusetts since then. Because Sergeant Gaughan did not complete a full-time Massachusetts academy, the question for the Subcommittee is whether he qualifies for an exemption based on his training and experience. MPTC Deputy General Counsel Gina Masotta told the Subcommittee that she previously explained to Sergeant Gaughan that the only federal academy approved by the Subcommittee/Committee as the substantial equivalent of a full-time MPTC operated/authorized academy is the FLETC Uniform Police Training Program. MPTC Assistant Legal Counsel Denise Flagg conducted a comparison of the MPTC 800-hour ROC curriculum to the 400-hour VA Academy and found significant deficiencies. She wrote a memo and created a spreadsheet summarizing her findings, both of which are included in today's meeting packet. Deputy General Counsel Masotta said that Sergeant Gaughan asked MPTC staff to examine all his training over the course of his career, including his basic reserve training program, VA academy, and all his in-service training. She explained to him that historically we have focused on an officer's basic academy training. But given the Subcommittee's decision regarding SA Carvalho, that may no longer be true.

Sergeant Gaughan was present at today's meeting. He noted that he tried to enroll in the Bridge Academy when it was created, but he was not eligible since he was not working for an agency that required him to be certified by POST. Chief Gundersen said she does not believe his training is substantially equivalent to a full-time MPTC academy based on the information before her, but she said she wanted to know whether his reserve intermittent training bridged the gap.

A motion was made by Chief Gundersen and seconded by Chief Clark to table the matter to a future meeting for evaluation of Sergeant Gaughan's reserve intermittent training by MPTC staff. A vote was taken, and the motion passed unanimously.

IV. BRIDGE HOURS/EXEMPTIONS

Bridge Exemptions

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 658 on the November Bridge Academy A-H Class List. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Major Greene to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 658 on the November 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 442 on the November 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 Clark to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 442 on the November Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 354 on the November 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 request for Officer numbered 354 on the November Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

V. INTERRUPTION-IN-SERVICE, 5+ YEARS

1. Keith Chaney, Jr.

- Basic Training:
 - Graduated from the 520-hour Louisiana Peace Officer Standards and Training Council Certified Basic Training Course at the Kenner Police Academy on November 16, 2007.

- Work Experience as a Law Enforcement Officer:
 - November 2007 – August 2015: full-time police officer for the University of New Orleans Police Department.
 - August 2015 – January 2018, May 2019 – May 2021: full-time state park warden for the Louisiana Office of State Parks.
 - May 2022 – September 2022: full-time police officer (non-credentialed) for the U.S. Department of Veteran Affairs in Bedford, MA.
 - September 2023 – Present: fulltime police officer for the Department of the Air Force at Hanscom AFB in MA.
- In-Service/Specialized Training: Yes, in LA.
- CPR/1st Aid Certified: N/A.
- MPTC Firearms Certified: N/A.
- MPTC Police Officer Core Competency Exam: N/A.

Deputy General Counsel Masotta advised the Subcommittee that Keith Chaney, Jr., is on today's agenda because MPTC staff is seeking guidance from the Subcommittee as to whether he has had an interruption-in-service of five or more years. He received an exemption advisory letter from the MPTC (Mary Lou Powers) in 2018, based on his completion of a 520-hour police academy in Louisiana in 2007 and his work as a full-time University of New Orleans Police Department officer from then until 2015. In 2015, he went on to work as a Louisiana State Park Warden until January 2018 and then again from May 2019 to May 2021. Thereafter, he worked as a full-time non-credentialed VA police officer in Bedford, MA and then as a full-time police officer for the Department of the Air Force at Hanscom AFB. The question for the Subcommittee is whether his time as a Louisiana State Park Ranger constitutes an interruption-in-service.

Officer Chaney was present to answer questions for the Subcommittee. He explained his responsibilities as a State Park Warden in Louisiana and that he was required to be POST-certified in that position. Sheriff Coppinger also asked about his time as a VA police officer in 2022 and why he was "non-credentialed." Officer Chaney explained that he had not completed the VA academy and was let go based on a clerical error before he could do so. Chief Gundersen said that she does not feel that Officer Chaney's work as a state park warden constituted an interruption-in-service based on his description of the job duties and the requirement that he be POST-certified in Louisiana.

A motion was made by Chief Gundersen and seconded by Chief Clark that the Louisiana State Park Warden job involved police duties and functions and Keith Chaney, Jr. has not yet had a break-in-service of five years or more. A vote was taken, and the motion passed unanimously.

VI. CIVIL SERVICE HIRING TRAINING WAIVER

1. Michael Haglof

Plymouth PD is seeking to hire Michael Haglof 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.

Haglof graduated from a full-time MPTC academy in September 2016 and went on to work as a full-time officer for Bourne PD until April 2021. He 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, which means he does not meet any of the above-enumerated additional requirements. 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."

A motion was made by Chief Gundersen and seconded by Chief Clark that Michael Haglof meets the MPTC's minimum basic training requirements and does not need further academy training. A vote was taken, and the motion passed unanimously.

VII. STUDENT OFFICER DISCIPLINARY DISMISSAL APPEALS

There are decisions pending on two student officer disciplinary dismissal appeal hearings held on November 6, 2025. There is one additional student officer disciplinary dismissal appeal for which a hearing date needs to be scheduled.

VIII. INSTRUCTOR CERTIFICATION REVOCATION APPEALS

There is a decision pending on an instructor certification revocation appeal hearing held on November 6, 2025. There are several additional instructor certification revocation appeals for which hearing dates need to be scheduled.

IX. ADJOURNMENT

At 10:46 a.m., a motion was made by Chief Clark and seconded by Major Greene to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.