

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Randolph
December 17, 2025

I. CALL TO ORDER

On December 17, 2025, at 9:15 a.m., an in-person meeting of the Standards Subcommittee was called to order at MPTC Randolph, 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 Ed Conley
- Chief Jennifer Gundersen

MPTC/EOPSS Staff Present

- Attorney Jim O'Brien
- Chief of Training Andrea Nardone
- Attorney Gina Masotta
- Attorney Denise Flagg
- Paralegal Tori Koch
- Division Manager Elsie Sanon
- Program Coordinator Sarah Wentzell

Guests Present

- Officer Joni Frangieh
- Officer Jonathan Hart-Shuman
- Millville PD Chief William Coupe, Jr.
- Officer William Penkala, Jr.
- Attorney Mark O'Brien
- Brimfield PD Chief William Beaudry

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Conley and seconded by Chief Gundersen to approve the Standards Subcommittee minutes from the meeting on November 19, 2025. A vote was taken, and the motion passed unanimously.

III. POLICE STANDARDS

Temporary Waivers

There were no temporary waiver requests on the December agenda.

Out-of-State Exemptions

There were five out-of-state exemption requests on the December agenda.

1. Michael Baez Nahant PD

- Basic Training:
 - Graduated from the 902-hour Atlanta Police Academy on June 21, 2023.
- Work Experience as a Law Enforcement Officer:
 - June 2023 – present: full-time police officer for the Atlanta, GA Police Department.
- In-Service/Specialized Training: Yes, in GA.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 11/27/2025.
- MPTC Firearms Certified: Yes – 11/28/2025.
- MPTC Police Officer Core Competency Exam: Yes – 11/20/2025 (76%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Michael Baez 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. Courtney Linkugel West Stockbridge PD

- Basic Training:
 - Graduated from the 643-hour Basic Peace Officer Course at the Harris County Sheriff's Academy in Texas on February 8, 2017.
- Work Experience as a Law Enforcement Officer:
 - February 2017 – March 2019: full-time deputy sheriff for the Harris County Sheriff's Office in Houston, TX.
 - March 2020 – July 2022: full-time deputy constable for the Harris County Precinct One Constable's Office in Houston, TX.
 - July 2022 – January 2024: full-time deputy sheriff for the Harris County Sheriff's Office in Houston, TX.
 - May 2025 – present: full-time police officer for the Austin College Police Department in Sherman, TX.
- In-Service/Specialized Training: Yes, in TX.
- Break in Service: April 2019 – February 2020, February 2024 – April 2025.
- CPR/1st Aid Certified: Yes – 11/27/2025.
- MPTC Firearms Certified: Yes – 12/7/2025.
- MPTC Police Officer Core Competency Exam: Yes – 12/5/2025 (76%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Courtney Linkugel 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 Oljey Lynn PD

- Basic Training:
 - Graduated from the New Hampshire Police Academy for part-time officers on February 22, 2003.
 - Graduated from the 507.25-hour 138th New Hampshire Police Academy for full-time officers on November 18, 2005.
- Work Experience as a Law Enforcement Officer:
 - October 2002 – November 2004: part-time officer for the Sandown, NH Police Department.
 - November 2004 – June 2006: full-time deputy sheriff for the Rockingham County Sheriff's Department in Manchester, NH.
 - June 2006 – August 2012: full-time police officer for the Raymond, NH Police Department.
 - August 2012 – December 2020: full-time police officer for the Hampstead, NH Police Department.
 - December 2020 – December 2021: full-time police officer for the Plaistow, NH Police Department.
 - December 2021 – present: full-time police officer for the Newton, NH Police Department.
- In-Service/Specialized Training: Yes, in NH.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 11/6/2025.
- MPTC Firearms Certified: Yes – 12/6/2025.
- MPTC Police Officer Core Competency Exam: Yes – 11/29/2025 (95%).

A motion was made by Chief Clark and seconded by Chief Gundersen to recommend to the full Committee that Brian Oljey 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. Jason Thody New Bedford PD

- Basic Training:
 - Graduated from the 568-hour Basic Police Officer Recruit Training Program at the Connecticut Police Academy on April 9, 1997.
- Work Experience as a Law Enforcement Officer:
 - April 1997 – August 2024: full-time police officer for the Hartford, CT Police Department, rising to the rank of Chief.
- In-Service/Specialized Training: Yes, in CT and TY25 in MA.
- Break in Service: Yes – 1 year.
- CPR/1st Aid Certified: Yes – 9/25/2025.
- MPTC Firearms Certified: Yes – 7/16/2025.
- MPTC Police Officer Core Competency Exam: Yes – 12/10/2025 (84%).

A motion was made by Chief Gundersen and seconded by Chief Conley to recommend to the full Committee that Jason Thody 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. Michael Carvalho Suffolk University PD

- 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 (Boston):
 - 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: Yes – 12/1/25 & 12/2/25.
- MPTC Firearms Certified: Yes – 10/24/25.
- MPTC Police Officer Core Competency Exam: Yes – 12/1/25 (77%).

A motion was made by Chief Clark and seconded by Chief Conley to recommend to the full Committee that Michael Carvalho 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. Joni Frangieh

- Basic Training:
 - Graduated from the 453-hour 47th Basic Course for Class II Special Law Enforcement Officers at the Cape May (NJ) Police Academy on June 27, 2015.
 - Graduated from a 2-week Basic Course for Police Officers Waiver Class at the Camden County College (NJ) Police Academy on July 27, 2018.
- Work Experience as a Law Enforcement Officer:
 - May 2015 – October 31, 2015: full-time Special Law Enforcement Officer II for the Cape May, NJ Police Department.
 - November 2015 – July 2018: full-time Special Law Enforcement Officer II for the Middle Township, NJ Police Department.
 - July 2018 to present: full-time police officer for the Haddonfield, NJ Police Department.
- In-Service/Specialized Training: Yes, in NJ.
- Break in Service: No.
- CPR/1st Aid Certified: N/A.
- MPTC Firearms Certified: N/A.
- MPTC Police Officer Core Competency Exam: N/A.

Officer Joni Frangieh is seeking an out-of-state exemption advisory. He graduated from a 453-hour Basic Course for Class II Special Law Enforcement Officers at the Cape May Police Academy in New Jersey on June 27, 2015. He went on to work as a full-time Class II Special Law Enforcement Officer for the Cape May, NJ Police Department until October 2015 and for the Middle Township, NJ Police Department until July 2018. MPTC Deputy General Counsel Gina Masotta said that Officer Frangieh explained to her that as a Class II Special Law Enforcement Officer, he was working full-time and performing patrol functions. His only limitation was essentially that he did not have arrest power for certain first-degree crimes. In July 2018, he graduated from a 2-week Basic Course for Police Officers Waiver Class at the Camden County College Police Academy in New Jersey and became a regular full-time police officer for the Haddonfield, NJ Police Department, where he has full police powers and continues to work today. Deputy General Counsel Masotta advised the Subcommittee that the curriculum for Officer Frangieh's training covered all the major topics found in the MPTC's 800-hour ROC curriculum, albeit in significantly less hours.

Officer Frangieh was present at today's meeting and expanded upon his training and experience for the Subcommittee. Chief Gundersen asked if Officer Frangieh's training would prohibit him from being a sworn police officer in any New Jersey municipality, and he said it would not. Chief Clark asked for confirmation that Officer Frangieh has been working as a full-time police officer since 2018, and he confirmed that he has.

A motion was made by Chief Gundersen and seconded by Chief Conley to issue a positive out-of-state exemption advisory to Officer Frangieh based on the information he provided regarding his training and experience in New Jersey. A vote was taken, and the motion passed unanimously.

IV. BRIDGE EXEMPTIONS

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 659 and 660 on the December Bridge Academy A-H 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 659 and 660 on the December Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

There were no Bridge exemption requests on the December I-P Class List or Q-Z Class List.

V. BRIDGE HOURS/INTERRUPTIONS-IN-SERVICE OF 5+ YEARS

1. Jonathan Hart-Shuman Millville PD

Deputy General Counsel Masotta advised that Officer Jonathan Hart-Shuman is on today's agenda because MPTC staff are seeking guidance from the Subcommittee as to whether he has had an interruption-in-service of more than five years. MPTC General Counsel Jim O'Brien said that Officer Hart-Shuman completed a 318-hour reserve intermittent training program in January 2016. In October 2016, he completed a 160-hour training program required to be a Boston PD Special Police Officer. From October 2016 to March 2021, he worked for Longwood Security, a private security company providing services for the Boston Housing Authority (BHA). During that time, he

was sworn in as a Special Police Officer (SPO) through Boston PD. In March 2018, he became an auxiliary police officer for Milford PD, but according to Milford PD was not a sworn officer and did not perform police duties and functions. In June 2023, he was hired by Millville PD as a reserve officer and began working in September 2023. Millville PD sponsored Officer Hart-Shuman for the Bridge Academy, and he has completed his Bridge coursework. When Millville PD recently submitted a request for a Bridge exemption, MPTC staff discovered the potential break-in-service issue. By the time Officer Hart-Shuman started working for Millville PD, it had been 7 ½ years since he graduated from a reserve academy. The question for the Subcommittee today is whether his work for Longwood Security consisted of police duties and functions and, if so, whether those hours can be counted toward the 2,400 hours of law enforcement work required for a Bridge exemption.

Officer Hart-Shuman and Millville PD Chief William Coupe were present to provide additional information and answer questions for the Subcommittee. Chief Coupe spoke in support of Officer Hart-Shuman. At Sheriff Coppinger's request, Officer Hart-Shuman explained his responsibilities during his time working for Longwood Security. He explained he was a Boston Special Police Officer at the BHA Georgetowne Homes location in Hyde Park, where he patrolled in the evenings, both in a cruiser and on foot, enforcing the law, answering calls for service, handling fights, domestics, unwanted guests/trespassing, assisting Boston PD with arrests/bookings (Boston PD would transport to the station), applying for criminal complaints, and testifying in court a handful of times. Chief Gundersen asked whether he was dispatched to 911 calls, and Officer Hart-Shuman said he would respond with Boston PD. He explained that he was not dispatched to 911 calls, but he would hear them over his radio and respond. Chief Gundersen expressed concern that BPD got rid of the Special Police Officer program and said they must have decided it was not POST-compliant. She also expressed concern about "for-profit" policing. Sheriff Coppinger said he felt they should focus on what Officer Hart-Shuman actually did for Longwood Security and, given that he was assisting with arrests/bookings, seeking criminal charges, testifying, etc., he did not see this as an interruption-in-service. Chief Conley agreed and said he felt that Officer Hart-Shuman's time with Longwood Security was similar to that of an officer working at a college or university.

A motion was made by Chief Conley and seconded by Chief Clark that Officer Hart-Shuman's time as a Boston PD Special Police Officer at Longwood Security did not constitute a break-in-service of more than five years. A vote was taken, and the motion passed 3-1 (Chief Gundersen opposed).

2. William Penkala Brimfield PD

In June 2025, the Brimfield Police Department submitted a Bridge exemption request for Officer William Penkala. Officer Penkala graduated from a reserve academy in 1998. From April 1999 to November 2014, he worked as a part-time police officer for the West Springfield Police Department and for the Springfield College Police Department from January 2007 to April 2008. In November 2015, he began working as a part-time officer for the Hadley Police Department. Their records show that his last patrol shift was in March 2016, but he did not officially resign until August 14, 2016. He joined the Hampden County Sheriff's Office in December 2020 but did not begin working until May 2021, which is more than 5 years after his last shift for Hadley PD. Moreover, records from the Hampden County Sheriff's Office show that all shifts he worked from May 2021 to September 2022 were details. Deputy General Counsel Masotta reminded the Subcommittee that details have not been counted toward the 2,400 hours required for a Bridge exemption. The question before the Subcommittee today is whether Officer Penkala has had a break-in-service of more than 5 years that would require him to complete a full-time academy before working as a police officer again.

Officer Penkala, Attorney Mark O'Brien, and Brimfield PD Chief William Beaudry were present at today's meeting to provide additional information and answer questions. Attorney O'Brien and Chief Beaudry spoke in support of Officer Penkala. Attorney O'Brien contended that Officer Penkala's completion of a reserve academy and the Bridge Academy equal a full-time academy and his participation in the Bridge Academy reset the five-year clock for calculating a break in service. He argued that it would be unfair to deny Officer Penkala a Bridge exemption after he completed all the coursework for the Bridge Academy, including EVOC and firearms, and the MPTC should have caught the alleged break in service issue sooner. Chief Beaudry urged the Subcommittee to use Officer Penkala's start date with the Hampden Sheriff in December 2020 when measuring any break-in-service (which would be less than 5 years) and said that, in his view, Officer Penkala's completion of a reserve academy and the Bridge Academy satisfy all training requirements. Chief Beaudry also expressed concern that small towns like Brimfield are having difficulty hiring and retaining officers because they cannot compete with larger municipalities and said it would be a hardship for his department to lose Officer Penkala.

Sheriff Coppinger asked what Officer Penkala's duties were at the Hampden County Sheriff's Office from December 2020 to May 2021. Officer Penkala said he believes he was completing required in-service training during that time. Sheriff Coppinger asked if he could provide documentation of the training. Deputy General Counsel Masotta reminded the Subcommittee that, in the past, they have said that doing training is not performing police duties and functions for purposes of an interruption-in-service. Sheriff Coppinger suggested that Officer Penkala check to see if he could obtain any additional documentation of what he was doing for the Hampden County Sheriff's Office from December 2020 to May 2021.

A motion was made by Chief Clark and seconded by Chief Conley to table the interruption-in-service question and give Officer Penkala an opportunity to provide additional information. A vote was taken, and the motion passed.

VI. STUDENT OFFICER DISCIPLINARY DISMISSAL APPEALS

Since the last meeting, the Subcommittee has issued a decision on one student officer disciplinary dismissal appeal. Sheriff Coppinger will report out the decision to the full Committee today. There are decisions pending on two student officer disciplinary dismissal appeal hearings held on November 6, 2025, and December 8, 2025. There is one additional disciplinary dismissal appeal for which a hearing date needs to be scheduled.

VII. INSTRUCTOR CERTIFICATION REVOCATION APPEALS

Since the last meeting, the Subcommittee has issued decisions on two instructor certification revocation appeals. Sheriff Coppinger will report out those decisions to the full Committee today. There is a decision pending on an instructor certification revocation appeal hearing held on December 8, 2025. There are several additional instructor certification revocation appeals for which hearing dates need to be scheduled.

VIII. ADJOURNMENT

At 10:44 a.m., a motion was made by Chief Gundersen and seconded by Chief Clark to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.