

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Randolph
April 22, 2026

I. CALL TO ORDER

On April 22, 2026, at 9:08 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 Jennifer Gundersen
- Chief Brian Clark
- Superintendent Richard Sullivan
- AAG Mary Nguyen

MPTC/EOPSS Staff Present

- Jim O'Brien
- Gina Masotta
- Andrea Nardone
- Denise Flagg
- Felisha Arnold
- Tori Koch

Guests

- Officer Timothy O'Leary (Mass. College of Pharmacy)
- Deputy Chief Henry Politakis (Mass. College of Pharmacy)
- Captain William Teuber (Mass. College of Pharmacy)
- Officer Michael McGrane (East Brookfield PD)
- Chief Joseph Lazarick (East Brookfield PD)
- Officer Dante DiFronzo (Somerville PD)
- Attorney Joseph Padolsky
- Chief Shumeane Benford (Somerville PD)
- Officer Aaron Fitzpatrick (Mass. Environmental Police)

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to approve the Standards Subcommittee minutes from the meeting on March 18, 2026. A vote was taken, and the motion passed with one abstention (Chief Clark).

III. POLICE STANDARDS

Temporary Waivers

There were no temporary waiver requests on the April agenda.

Out-of-State Exemptions

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

1. Matthew Duncan Billerica PD

- Basic Training:
 - Graduated from the 583.5-hour 159th New Hampshire Police Academy for full-time officers on December 21, 2012.
- Work Experience as a Law Enforcement Officer:
 - December 2012 – present: full-time police officer for the Nashua, NH Police Department.
- In-Service/Specialized Training: Yes, in NH.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 3/13/2026.
- MPTC Firearms Certified: Yes – 3/13/2026.
- MPTC Police Officer Core Competency Exam: Yes – 3/13/2026 (91%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Matthew Duncan 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. Stephen Coughlin Swampscott PD

- Basic Training:
 - Graduated from the 1,022-hour Houston Police Academy in Texas on August 17, 2020.
- Work Experience as a Law Enforcement Officer:
 - August 2020 – April 29, 2023: full-time police officer for the Houston, TX Police Department.
- In-Service/Specialized Training: Yes, in TX, and TY24-25 in MA.
- Break in Service: Yes – 3 years.
- CPR/1st Aid Certified: Yes – 4/2/2026.
- MPTC Firearms Certified: Yes – 4/2/2026.
- MPTC Police Officer Core Competency Exam: Yes – 3/19/2026 (87%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Stephen Coughlin 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. Lawrence Carlberg Oxford PD

- Basic Training:
 - Graduated from the 768-hour Basic Law Enforcement Training Academy at Wake Tech Community College in Wake County, North Carolina on June 12, 2019.
- Work Experience as a Law Enforcement Officer:
 - June 2019 – October 2020: full-time deputy sheriff for the Harnett County Sheriff's Office in Lillington, NC.
 - December 2020 – present: full-time trooper for the North Carolina State Highway Patrol.
- In-Service/Specialized Training: Yes, in NC.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 3/5/2026.
- MPTC Firearms Certified: Yes – 3/17/2026.
- MPTC Police Officer Core Competency Exam: Yes – 3/23/2026 (81%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full committee that Lawrence Carlberg 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. Nickolas Bailey Barnstable PD

- Basic Training:
 - Graduated from the 408-hour Georgia Basic Law Enforcement Training Course at the Georgia Public Safety Training Center on December 20, 2019.
 - Graduated from the 833-hour Metropolitan Nashville Police Department Training Academy, Session 106, on January 9, 2024.
- Work Experience as a Law Enforcement Officer:
 - December 2019 – December 2021: full-time police officer for the Savannah, GA Police Department.
 - January 2024 – present: full-time police officer for the Metro Nashville, TN Police Department.
- In-Service/Specialized Training: Yes, in GA and TN.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 4/6/2026.
- MPTC Firearms Certified: Yes – 3/26/2026.
- MPTC Police Officer Core Competency Exam: Yes – 4/1/2026 (86%).

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full committee that Nickolas Bailey 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. Victoria Fullagar Hopkinton PD

- Basic Training:
 - Graduated on October 14, 2022 from the 527-hour FLETC Uniform Police Training Program.
 - Graduated on January 27, 2023 from the 545-hour United States Capitol Police Academy.
 - Graduated on October 16, 2025 from the ICE Basic Immigration Enforcement Training Program.
- Work Experience as a Law Enforcement Officer:
 - January 2023 – July 26, 2025: full-time police officer for the United States Capitol Police.
 - July 27, 2025 – February 2026: full-time officer for the Department of Homeland Security in Boston, MA.
- In-Service/Specialized Training: Yes, with the Capitol Police.

- Break in Service: Approximately 9 months.
- CPR/1st Aid Certified: Yes – 4/17/2026.
- MPTC Firearms Certified: Yes – 4/9/2026.
- MPTC Police Officer Core Competency Exam: Yes – 4/12/2026 (87%).

Deputy General Counsel Masotta confirmed that the curriculum for Officer Fullagar’s FLETC training appears to be consistent with the FLETC UPTP curriculum originally approved by the Subcommittee/Committee in 2023. Chief Gundersen asked for clarification as to whether the Subcommittee was being asked to consider Officer Fullagar’s work as an ICE agent for purposes of an exemption. Deputy General Counsel Masotta said the Subcommittee would not need to consider Officer Fullagar’s training or work experience with ICE because she has the required 2+ years of experience with the Capitol Police and it has not been more than 5 years since she left the Capitol Police.

A motion was made by Chief Gundersen and seconded by Chief Clark to recommend to the full Committee that Victoria Fullagar be granted an exemption from the requirement of completing a full-time MPTC-operated/authorized police academy based on her completion of the FLETC Uniform Police Training Program and her work experience with the United States Capital Police. A vote was taken, and the motion passed unanimously.

IV. INTERRUPTION-IN-SERVICE 5+ YEARS

1. Timothy O’Leary Mass. College of Pharmacy

MPTC Deputy General Counsel Gina Masotta explained that MPTC staff are seeking guidance from the Subcommittee as to whether Sergeant Timothy O’Leary has had an interruption-in-service of more than 5 years. Sergeant O’Leary graduated from a reserve intermittent training program in July 1995. He has worked as a reserve officer for Millbury PD since then. He was hired by the Massachusetts College of Pharmacy and Health Sciences (MCPHS) in December 2023. He has also worked part-time for Charlton PD since March 2024. Millbury PD originally sponsored him for the Bridge Academy, but the request for a Bridge exemption was submitted by MCPHS. MPTC staff discovered a potential interruption-in-service issue upon review of his payroll records. All shifts worked by Sergeant O’Leary for Millbury PD were security details at the Blackstone Valley mall and movie theatre. According to Millbury PD, he is a sworn Special Police Officer with arrest powers but has never worked patrol shifts or answered calls for service in the town of Millbury. When Sergeant O’Leary works security details at the mall and movie theatre, he is working under the supervision of a Millbury PD evening sergeant and wears the same uniform, duty belt, and firearm as full-time Millbury PD officers. His primary function during these details is to patrol around the mall or movie theatre property, check in with the managers and employees, and respond to emergencies and calls for service. Payroll records confirm that Sergeant O’Leary has 2,400 hours of patrol work with MCPHS. But if the security details he has worked for Millbury PD do not constitute law enforcement work, then he would have had a 30-year interruption-in-service between the time he graduated from his reserve academy and started working patrol shifts for MCPHS.

Sergeant O’Leary, MCPHS Deputy Chief Henry Politakis, and MCPHS Captain William Teuber were present to answer questions for the Subcommittee. Sergeant O’Leary and Deputy Chief Politakis have both worked as SPOs at the Blackstone Valley mall and explained their responsibilities while on duty in that position. Sergeant O’Leary answered questions from the Subcommittee regarding how he was paid for the security details, how often he worked such details,

what benefits he received through Millbury PD, and the process for responding to calls and completing reports during the details. Chief Clark expressed his opinion that SPOs are performing police duties and functions, and these duties are very different than traffic details. Sheriff Coppinger agreed with Chief Clark that security details constitute police duties and functions.

A motion was made by Chief Gundersen and seconded by Chief Clark that Timothy O’Leary’s work for Millbury PD doing security details at the Blackstone Valley mall and movie theatre does not constitute a break-in-service of five or more years. A vote was taken, and the motion passed unanimously.

2. Michael McGrane East Brookfield PD

Deputy General Counsel Masotta advised that MPTC staff are also seeking guidance as to whether Michael McGrane has had an interruption-in-service of more than 5 years. Officer McGrane graduated from a reserve intermittent training program in November 2017. He worked as an auxiliary officer for Billerica PD from 2019 to 2022. Documentation provided by Billerica PD shows he was first sworn in on August 6, 2019. But the hours he worked as an auxiliary officer were unpaid and on a volunteer basis, so there are no payroll records and, historically, auxiliary hours have not been counted for Bridge purposes. Officer McGrane was subsequently hired by East Brookfield PD in August 2022, and he completed the Bridge Academy that same year. His payroll records with East Brookfield PD don’t begin until January 2023, which is more than 5 years after he graduated from his reserve academy. The question for the Subcommittee is whether the auxiliary hours he worked for Billerica PD can be counted.

Officer McGrane and East Brookfield PD Chief Joseph Lazarick were present to answer questions. Chief Lazarick read a statement to the Subcommittee summarizing Officer McGrane’s employment history, duties, and character in his roles with East Brookfield PD and Billerica PD. He also explained that East Brookfield PD wanted Officer McGrane to have completed most of the Bridge Academy before beginning to work patrol shifts, which is why his payroll hours with East Brookfield PD don’t start until January 2023. Chief Gundersen asked for more information, including a job description, relating to Billerica’s auxiliary program. Sheriff Coppinger suggested that logs with a description of Officer McGrane’s work for Billerica PD would also be helpful if they exist.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to table the matter for additional information. A vote was taken, and the motion passed unanimously.

3. Dante DiFronzo Somerville PD

Officer Dante DiFronzo graduated from the Boston Police Academy in June 2009. From then until September 2016, he worked as a full-time police officer for Somerville PD. At the end of September 2016, he was placed on paid administrative leave amid an investigation relating to his involvement with a confidential informant and was terminated in May 2018. The matter went to arbitration, and in June 2021 the arbitrator issued a decision requiring that he be reinstated. Somerville PD placed him back on paid administrative leave and extensive litigation ensued. Officer DiFronzo remained on leave until March 2026. During that time, he completed mandatory in-service training. A few weeks ago, Somerville PD and Officer DiFronzo separately reached out to MPTC and inquired about what training he was required to complete before returning to work. MPTC staff advised that because he had not performed police duties and functions in almost 10 years, 550 CMR 3.04(3) requires that

he complete another full-time academy before returning to work. Officer DiFronzo's position is that he has not had an interruption-in-service of more than 5 years.

Officer DiFronzo and his attorney, Joe Padolsky, were present at today's Subcommittee meeting. Attorney Padolsky summarized Officer DiFronzo's training and experience and argued that the only gap in service the Subcommittee should consider is from May 2018, when he was terminated, through June 2021, when he should have been reinstated per the arbitrator's decision. He submitted a letter (with attachments) summarizing their position, a copy of which is included in the Subcommittee's meeting book.

Somerville PD Chief Shumeane Benford was also present at today's meeting and said he was there to support the process and advocate for whatever training is appropriate to return Officer DiFronzo to full-duty status. He emphasized that Somerville PD was looking for a path forward.

Superintendent Sullivan asked MPTC General Counsel Jim O'Brien about how interruptions-in-service have been measured by the Subcommittee/Committee in the past. General Counsel O'Brien said interruptions run from the last day on which an officer worked a patrol shift to the officer's first day back performing patrol duties. But he reminded the Subcommittee that 550 CMR 3.04(3) contains a carveout for officers who can demonstrate that they've stayed "involved in the police profession to a level and degree that reasonably assures that they have stayed abreast of legal, ethical, and professional issues relevant to municipal policing in Massachusetts."

Chief Gundersen said there is a long history of requiring completion of a full-time academy for any officer with an interruption-in-service of more than 5 years, regardless of the reason for the interruption. She also reminded the Subcommittee that they have said in the past that completion of in-service training does not constitute staying "involved in the police profession" to the level and degree contemplated by the carve-out in 550 CMR 3.04(3).

Chief Clark said he felt it would be detrimental to require Officer DiFronzo to complete another full-time academy in these circumstances, and he would support having him return to full-duty status with modified training. Sheriff Coppinger concurred with Chief Clark.

AAG Nguyen said she wanted an opportunity to read some of the caselaw cited by Attorney Padolsky as supporting the idea that officers similarly situated to Officer DiFronzo have not been required to complete a full-time academy in the past.

A motion was made by AAG Nguyen and seconded by Chief Clark to table the matter to give the Subcommittee members an opportunity to review the information by Officer DiFronzo. A vote was taken, and the motion failed with three oppositions (Sheriff Coppinger, Chief Gundersen, and Superintendent Sullivan).

A motion was made by Chief Clark and seconded by Superintendent Sullivan that Officer DiFronzo has had an interruption-in-service of more than 5 years but has made a showing pursuant to 550 CMR 3.04(3) that he has stayed involved in the police profession to a level and degree that reasonably assures he has stayed abreast of legal, ethical, and professional issues relevant to municipal policing in Massachusetts and he must successfully complete the core competency exam before performing police duties and functions and an appropriate FTO

program developed by Somerville PD, to include daily observation reports reviewed and approved by Somerville PD command staff. A vote was taken, and the motion passed with two oppositions (AAG Nguyen and Chief Gundersen).

V. BRIDGE EXEMPTIONS

The Standards Subcommittee considered a Bridge exemption request for Officer numbered 666 on the April Bridge Academy A-H class list. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that it approve the Bridge exemption request for Officer numbered 666 on the April Bridge Academy A-H Class List. A vote was taken, and the motion passed unanimously.

The were no Bridge exemption requests on the April Bridge Academy I-P Class List.

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 357 and 358 on the April Bridge Academy Q-Z Class List. Coursework was completed and payroll has been verified.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 357 and 358 on the April Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

VI. MATTERS NOT KNOWN AT THE TIME OF POSTING THAT LEGALLY COME BEFORE THE COMMITTEE

Massachusetts Environmental Police Officer Aaron Fitzpatrick came before the Subcommittee for clarification on the Subcommittee's decision to reinstate his MPTC instructor certifications. Deputy General Counsel Masotta reminded the Subcommittee that they held a hearing in December 2025 on Officer Fitzpatrick's appeal of the MPTC's decision to revoke his certifications based on disciplinary action against him by his department for submitting false timesheets. The Subcommittee members present at the hearing voted to suspend his certifications for 6 months, rather than permanently revoke them. The suspension period recently ended, and Officer Fitzpatrick requested to begin teaching again in MPTC academies. MPTC staff advised him that they would not be using him to teach in MPTC academies, but he was free to teach for his department.

Officer Fitzpatrick said that his understanding of the Subcommittee's decision was that his state fiscal contract would be reinstated, and he would be allowed to teach at MPTC academies again. Superintendent Sullivan clarified that the Subcommittee's decision allows him to teach for his department but does not entitle him to teach for the MPTC in its academies. Superintendent Sullivan made it clear that any decision as to who teaches in MPTC academies is entirely up to MPTC staff. Sheriff Coppinger concurred with Superintendent Sullivan.

VII. ADJOURNMENT

At 10:52 a.m., a motion was made by Chief Clark and seconded by Superintendent Sullivan to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.