

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Marlborough
June 17, 2026

I. CALL TO ORDER

On June 17, 2026, at 9:10 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
- Deputy Superintendent John Flynn

MPTC/EOPSS Staff Present

- Jim O'Brien
- Gina Masotta
- Andrea Nardone
- Denise Flagg
- Thomas Karns

Guests

- Emily Ricci, Belmont PD
- Captain Christopher Donahue, Belmont PD
- Officer Michael McGrane, East Brookfield PD
- Chief Joseph Lazarick, East Brookfield PD

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Chief Clark and seconded by Major Greene to approve the Standards Subcommittee minutes from the meeting on May 20, 2026. A vote was taken, and the motion passed unanimously.

III. POLICE STANDARDS

Temporary Waivers

There were no temporary waiver requests on the June agenda.

Out-of-State Exemptions

There was one out-of-state exemption request on the June agenda.

1. Keith O’Palick Plymouth County Sheriff Dept.

- Basic Training:
 - Graduated from the 1,057.5-hour New York City Police Academy on May 29, 2001.
- Work Experience as a Law Enforcement Officer:
 - May 2001 – June 2024: full-time police officer for the New York City Police Department.
- In-Service/Specialized Training: Yes, in NY, and TY24-25 in MA.
- Break in Service: Yes, 2 years.
- CPR/1st Aid Certified: Yes – 5/21/2026.
- MPTC Firearms Certified: Yes – 4/23/26.
- MPTC Police Officer Core Competency Exam: Yes – 5/5/26 (77%).

A motion was made by Chief Clark and seconded by Major Greene to recommend to the full Committee that Keith O’Palick 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 Advisory

1. Emily Ricci Belmont PD

- Basic Training:
 - Completed the South Carolina Criminal Justice Training Academy’s 462-hour Basic Law Enforcement training program on March 5, 2021.
- Work Experience as a Law Enforcement Officer:
 - March 2021 – November 2023: full-time deputy sheriff for the Richland County Sheriff’s Department in Columbia, SC.
- In-Service/Specialized Training: Yes, in SC.
- Other Training: Completed approximately 350 hours of additional training with the Richland County Sheriff’s Department before attending a full-time academy.
- Break in Service: Yes, approximately 2 ½ years.
- CPR/1st Aid Certified: N/A.
- MPTC Firearms Certified: N/A.
- MPTC Police Officer Core Competency Exam: N/A.

Belmont PD and Emily Ricci, who currently works as a dispatcher for Belmont PD, are seeking an exemption advisory opinion. Deputy General Counsel Gina Masotta explained that Officer Ricci is on today’s agenda because the number of hours for the South Carolina training program she completed appeared to be significantly lower than our 800-hour recruit officer course. Documentation initially provided by Ms. Ricci indicates that she completed the South Carolina Criminal Justice Training Academy’s 462-hour Basic Law Enforcement training program in March 2021. Prior to attending the full-time academy, she completed approximately 350 hours of training with the Richland County Sheriff’s Department. From March 2021 to November 2023, she worked as a full-time deputy sheriff for the Richland County Sheriff’s Department in Columbia, SC. Deputy General Counsel Masotta informed the Subcommittee that she reviewed the curriculum for Ms. Ricci’s academy in South Carolina, as well as her additional training through the Richland County

Sheriff's Department, and both included topics that appear consistent with those taught in a full-time MPTC academy.

Officer Ricci and Belmont PD Captain Christopher Donahue were present at today's meeting. Officer Ricci provided additional documentation and clarified that her South Carolina academy training actually consisted of approximately 611 hours. She explained that because of COVID, the in-house training for her academy was reduced and some of the legal instruction was delivered online but the class was still tested via proctored exams. This format was later adopted permanently, and the total training is 611 hours. Captain Donahue spoke to Ms. Ricci's exemplary work as a dispatcher for Belmont PD, and the value she has added to the department because of her law enforcement experience in South Carolina.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn that Emily Ricci's out-of-state police training is substantially equivalent to an MPTC-operated or authorized academy, and a positive exemption advisory should be issued. A vote was taken, and the motion passed unanimously.

IV. INTERRUPTION-IN-SERVICE 5+ YEARS

1. Michael McGrane East Brookfield PD

Deputy General Counsel Masotta reminded the Subcommittee that Officer McGrane was before them in April for a determination as to whether he has had an interruption in service of more than 5 years. At the April meeting, the Subcommittee asked for additional information about the Billerica auxiliary police program in which Officer McGrane participated and the matter was tabled. 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. 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 constitute law enforcement work that would prevent a break-in-service of over 5 years.

Officer McGrane and East Brookfield PD Chief Joseph Lazarick were present to answer questions. Chief Lazarick submitted additional documentation for today's meeting, including a job description for Billerica PD auxiliary officers and a letter from retired Billerica PD Chief Daniel Rosa confirming that Officer McGrane was a member of the auxiliary unit and describing his duties. Chief Lazarick informed the Subcommittee that he spoke with Chief Rosa and was advised that auxiliary officers patrolled in uniform, drove a marked cruiser, conducted property checks, and backed up full-time officers. Deputy General Counsel Masotta pointed out that the documentation provided by Chief Lazarick also indicates that completion of a reserve academy was a requirement to be an auxiliary officer in Billerica and auxiliary officers were required to work a minimum of 12 patrol hours each month. She also clarified that Officer McGrane is not asking the Subcommittee to count his Billerica auxiliary hours for purposes of the 2,400-hour Bridge requirement. The Subcommittee is only being asked whether the auxiliary hours constitute police duties and functions for interruption-in-service purposes.

At Sheriff Coppinger's request, Officer McGrane confirmed that he wore a badge and full uniform, carried a firearm, and had powers of arrest while working as an auxiliary officer in Billerica.

A motion was made by Chief Clark and seconded by Deputy Superintendent Flynn that Officer Michael McGrane has not had an interruption-in-service of more than 5 years. A vote was taken, and the motion passed unanimously.

V. BRIDGE EXEMPTIONS

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 669 and 670 on the June Bridge Academy A-H class list. Coursework was completed and payroll has been verified.

A motion was made by Chief Clark and seconded by Major Greene to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 669 and 670 on the June 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 450 through 452 on the June Bridge Academy I-P class list. Coursework was completed and payroll has been verified.

A motion was made by Major Greene and seconded by Deputy Superintendent Flynn to recommend to the full Committee that it approve the Bridge exemption requests for Officers numbered 450 through 452 on the June Bridge Academy I-P Class List. A vote was taken, and the motion passed unanimously.

There were no Bridge exemption requests on the June Bridge Academy Q-Z class list.

VI. BRIDGE HOURS

The Subcommittee considered draft criteria distinguishing detail hours that should and should not be counted towards the 2,400 hours of law enforcement work required for a Bridge exemption. MPTC General Counsel Jim O'Brien provided some background on the issue. He explained that when the Bridge Academy for part-time officers was originally established, the intent was that a combination of (a) the part-time officer's original reserve/intermittent training program, (b) 200 hours of additional online/skills training, and (c) 2,400 hours of real-life work experience performing police duties and functions, would "bridge" the gap between the part-time officer's training and the standard 800-hour police academy training received by a fulltime officer. A decision was made not to count any detail hours towards the 2,400-hour work experience requirement because they did not meet the standard of "real-life work experience performing police duties and functions." But in the time since that initial decision, there has been discussion about whether a distinction should be drawn between security details, which arguably involve the performance of police duties and functions, and road/traffic details, which can be done by a civilian road flagger. If some details were to be counted, the Subcommittee and Committee need to decide how that determination will be made and what criteria MPTC staff should look at when counting hours.

Sheriff Coppinger said he believes all detail hours should be counted because POST has said that officers doing any type of detail must be certified. But he expressed concern about officers who did not enroll in the Bridge Academy because they had been told that detail hours would not be counted.

He asked if the issue could be discussed at the full Committee meeting today. General Counsel O'Brien reminded the Subcommittee that when Bridge is complete, the Subcommittee will continue to see this issue with respect to interruptions-in-service and stressed that consistency is important. Chief Clark said he supports the draft criteria in the Subcommittee's meeting book for detail hours that should/should not be counted towards the 2,400-hour requirement. Deputy Superintendent Flynn said he agrees with Chief Clark and feels that the draft criteria appropriately distinguish between details that should be counted and those that should not.

A motion was made by Chief Clark and seconded by Major Greene to move the issue to the full Committee for discussion and vote. A vote was taken, and the motion passed unanimously.

VII. INSTRUCTOR CERTIFICATION REVOCATION APPEALS

Deputy General Counsel Masotta reminded the Subcommittee that the appeal for three of the four instructors from the East Falmouth Academy will be heard on Wednesday, June 24, 2026. The fourth East Falmouth instructor has requested a continuance.

VIII. ADJOURNMENT

At 9:55 a.m., a motion was made by Deputy Superintendent Flynn and seconded by Major Greene to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.