

Municipal Police Training Committee
Standards Subcommittee Monthly Meeting Minutes
MPTC Randolph
August 25, 2026

I. CALL TO ORDER

On August 25, 2026, at 9:07 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 (Chair)
- Chief Jennifer Gundersen
- Assistant Attorney General Mary Nguyen
- Superintendent Richard Sullivan

MPTC/EOPSS Staff Present

- Jim O'Brien
- Gina Masotta
- Andrea Nardone
- Denise Flagg
- Thomas Karns
- Kelsey Whelihan
- Tori Koch

Guests

- Chief Everett Moody, Lancaster PD
- Officer Jeffrey Noble, Lancaster PD

II. APPROVAL OF SUBCOMMITTEE MINUTES

A motion was made by Assistant Attorney General Nguyen and seconded by Sheriff Coppinger to approve the Standards Subcommittee minutes from the meeting on July 15, 2026. A vote was taken, and the motion passed with two abstentions (Chief Gundersen and Superintendent Sullivan).

III. POLICE STANDARDS

Temporary Waivers

There were no temporary waiver requests on the August agenda.

Out-of-State Exemptions

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

1. Noah Tougas Babson College

- Basic Training:
 - Graduated from the 672-hour 186th New Hampshire Police Academy for full-time officers on December 17, 2021.
- Work Experience as a Law Enforcement Officer:
 - December 2021 – August 2022: full-time police officer for the Nottingham, NH Police Department.
 - September 2022 – February 2026: full-time police officer for the Barrington, NH Police Department.
- In-Service/Specialized Training: Yes, in NH.
- Break in Service: Approximately 6 months.
- CPR/1st Aid Certified: Yes – 7/14/2026.
- MPTC Firearms Certified: Yes – 7/22/2026.
- MPTC Police Officer Core Competency Exam: Yes – 7/3/2026 (83%).

2. Jake Menard Plymouth PD

- Basic Training:
 - Graduated from the 842-hour Rhode Island Municipal Police Training Academy on December 11, 2020.
- Work Experience as a Law Enforcement Officer:
 - December 2020 – present: full-time police officer for the Middletown, RI Police Department.
- In-Service/Specialized Training: Yes, in RI.
- Break in Service: No.
- CPR/1st Aid Certified: Yes – 8/5/2026.
- MPTC Firearms Certified: Yes – 7/21/2026.
- MPTC Police Officer Core Competency Exam: Yes – 8/3/2026 (90%).

3. Evan Barbara Hingham PD

- Basic Training:
 - Graduated from the 945-hour New Britain Police Academy in Connecticut on December 8, 2023.
- Work Experience as a Law Enforcement Officer:
 - December 2023 – June 13, 2026: full-time police officer for the West Hartford, CT Police Department.
- In-Service/Specialized Training: Yes, in CT.
- Break in Service: Approximately 2 months.
- CPR/1st Aid Certified: Yes – 7/22/2026.
- MPTC Firearms Certified: Yes – 7/9/2026.
- MPTC Police Officer Core Competency Exam: Yes – 7/21/2026 (77%).

A motion was made by Superintendent Sullivan and seconded by Chief Gundersen to recommend to the full Committee that Noah Tougas, Jake Menard, and Evan Barbara be granted exemptions from the requirement of completing a full-time MPTC-operated/authorized police academy. A vote was taken, and the motion passed unanimously.

IV. BRIDGE EXEMPTIONS

The Standards Subcommittee considered Bridge exemption requests for Officers numbered 672 and 673 on the August 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 requests for Officers numbered 672 and 673 on the August 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 453 through 457 on the August Bridge Academy I-P 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 453 through 457 on the August 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 365 and 366 on the August 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 365 and 366 on the August Bridge Academy Q-Z Class List. A vote was taken, and the motion passed unanimously.

V. INTERRUPTION-IN-SERVICE, 5+ YEARS

1. Jeffrey Noble Dunstable PD/Lancaster PD

MPTC staff is seeking guidance from the Subcommittee as to whether Officer Jeffrey Noble has had a break-in-service of more than five years. The potential break-in-service was discovered by MPTC staff during a review of payroll records submitted with his Bridge exemption request. Attorney Masotta reminded the Subcommittee that Lancaster PD Officer Noble and Lancaster PD Chief Moody were before the Subcommittee last month. They have returned with additional information for the Subcommittee's consideration.

Officer Noble enrolled in the Bridge Academy in November 2022. He was sponsored by Dunstable PD and began working as a reserve officer for Dunstable at that time. He completed his Bridge coursework in May 2023. A Bridge exemption request was submitted on his behalf in May 2026 by Lancaster PD, where he began working in June 2025. The hours submitted with the exemption request were a combination of hours worked by Officer Noble at Lancaster PD and Dunstable PD between 2023 and 2026.

Officer Noble graduated from a reserve academy in May 2010. MPTC staff inquired about his employment history from 2010 to 2022, when he was hired by Dunstable PD. They were advised that he was working for Pepperell PD after he graduated from the reserve academy. Pepperell PD

provided a small amount of payroll records from 2011 and 2016, and MPTC staff followed up to request records that might close the gap between 2016 and when the Dunstable PD payroll records began in March 2023. Pepperell PD's Chief reported that Officer Noble started as an auxiliary officer, which was a volunteer position through the town's civil defense/emergency management department. He had no affiliation with Pepperell PD or any law enforcement powers. Officer Noble also worked as a full-time police and fire dispatcher, as well as a detention room monitor, but he was not employed by Pepperell PD in those positions either. In an email to MPTC staff, the Pepperell PD Chief wrote that "[t]he bottom line is that [Officer Noble] never had any law enforcement powers, or any actual credited time working for Pepperell PD." As such, there is a 12-year gap between the time Officer Noble graduated from the reserve academy in 2010 and when he was hired by Dunstable PD in 2022.

Officer Noble and Chief Moody were present at the Subcommittee's July meeting. The Dunstable PD Chief was unable to attend the July or this meeting but submitted a letter of support for Officer Noble. Last month, Officer Noble expressed frustration at the email provided by the Pepperell Police Department as he felt some of the information was inaccurate. He informed the Subcommittee that he was sworn in as an auxiliary officer by Pepperell PD in 2010. He said he worked in uniform with full-time officers, responded to calls for service, and was required to complete the same in-service training as full-time officers. Chief Moody provided documentation of Officer Noble being sworn in as an auxiliary officer and a copy of the mission statement for the auxiliary officers at that time, which states that auxiliary officers worked under the direction of the Pepperell PD chief. He also noted that auxiliary officers wore uniforms, were armed, and provided supplemental staffing alongside full-time officers. Sheriff Coppinger expressed concern last month that auxiliary officers in Pepperell were part of a volunteer division under the town's civil defense/emergency management department and reported to that department's manager as opposed to reporting to the police department, which is typically what the Subcommittee looks for with auxiliary officers. Based on this information, the Subcommittee voted last month that Officer Noble had an interruption-in-service of more than five years.

For today's meeting, Chief Moody provided additional information that included a letter summarizing his position, a timeline of Officer Noble's law enforcement work, documentation of Officer Noble being sworn in as auxiliary officer, and Officer Noble's training history from Acadis. He also provided copies of the 2018 and 2023 employment contracts for the Pepperell PD chief, which state that the chief is in charge of all special auxiliary and special reserve officers. Chief Moody argued that this cuts against what the current Pepperell PD chief stated in his email to MPTC staff. Chief Moody read a statement summarizing the new information provided and his position. At the request of Sheriff Coppinger, Officer Noble summarized his testimony at the July meeting for the Subcommittee members who were not present.

Sheriff Coppinger reiterated his concern that the current Pepperell chief (Chief Blain) said Officer Noble reported to the town's emergency management/civil defense department as an auxiliary officer. He asked who assigned duties to auxiliary officers when Officer Noble was working. Officer Noble said assignments came from the chief of police through their chain of command.

Officer Noble answered additional questions from the Subcommittee, confirming that he attended role calls with full-time officers and clarifying that he had arrest power when conducting crowd control (i.e., at holiday events, poll locations, traffic details, etc.). Chief Gundersen asked if Officer Noble had an explanation for why Chief Blain's email conflicts with the testimony being provided by Officer Noble, and he said he did not. Chief Gundersen said she could not discount what Chief Blain stated in the email. It was also pointed out that Pepperell's current Deputy Chief Thomas Maskalenko stated Officer Noble had "never been an employee of the Pepperell Police Department."

Deputy General Counsel Masotta reminded the Subcommittee that a similar issue involving auxiliary hours was before the Subcommittee and full Committee in July, and they voted that the officer's auxiliary hours could be counted in that case and found that the officer had not had an interruption-in-service of more than 5 years (though Chief Hicks was opposed to counting the auxiliary hours).

Sheriff Coppinger at one point said the new information provided to the Subcommittee today changed his view but Chief Gundersen said her position aligns with that of Chief Hicks, and she was not comfortable voting that there has not been an interruption-in-service.

A motion was made by Chief Gundersen and seconded by AAG Nguyen that Jeffrey Noble has had an interruption-in-service of more than five years. A vote was taken, and the motion passed unanimously.

VI. INSTRUCTOR CODES OF CONDUCT

MPTC General Counsel Jim O'Brien reported that staff have worked to update the MPTC's *Code of Conduct* for certified instructors and develop a new *Code of Conduct* for instructors who are not certified by the MPTC but nevertheless instruct in some capacity for the MPTC. Draft copies of the updated *Code of Conduct for Instructors Certified by the MPTC* and the new *Code of Conduct for Instructors Not Certified by the MPTC*, along with a document summarizing the significant changes to the previous version of our instructor *Code of Conduct*, are in today's meeting book. General Counsel O'Brien walked through the most significant changes and new provisions. He also explained that most of the proposed changes come from things staff and the Standards Subcommittee have seen and learned in conducting appeal hearings over the past year or two.

A motion was made by Chief Gundersen and seconded by Superintendent Sullivan to approve the updated *Code of Conduct for Instructors Certified by the MPTC* and the new *Code of Conduct for Instructors Not Certified by the MPTC*. A vote was taken, and the motion passed unanimously.

VII. INSTRUCTOR CERTIFICATION REVOCATION APPEALS & STUDENT OFFICER DISCIPLINARY DISMISSAL APPEALS

Deputy General Counsel Masotta informed the Subcommittee that there are two outstanding student officer appeal hearings and several instructor revocation appeal hearings that need to be scheduled.

VIII. ADJOURNMENT

At 10:15 a.m., a motion was made by Chief Gundersen and seconded by Superintendent Sullivan to adjourn the Standards Subcommittee meeting. A vote was taken, and the motion passed unanimously.