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## **Professional Experience**

**April 2017-Jan. 2021**                      **Brain Solutions, Inc Charlestown MA**  
**Drug Recognition Expert**

Perform standardized and systematic drug influence evaluations on volunteer test subjects in research project at MA General Hospital Center for Addiction regarding marijuana and impairment.

**May 2018 – Dec. 2018**                      **JSI Research and Training Institute, Inc Boston MA**  
**Drug Recognition Expert**

Performed standardized and systematic drug influence evaluations on volunteer test subjects in research project for MA Department of Public Health regarding medical marijuana and impairment.

**Dec. 2013-Nov. 2021**                      **Municipal Police Training Committee, Randolph MA**  
**Statewide Coordinator for Standardized Field Sobriety Testing, Breath Testing and Speed Measurement**

Responsible for the administration, development, implementation, monitoring and evaluation of all SFST and Radar/Lidar programs for all municipal police officers in the Commonwealth which includes instructor certification and recertification, basic recruit and reserve intermittent training, professional development and refresher training. Oversee delivery of Breath Test Operator curriculum for MPTC recruit academies and supervise MPTC Breath Test Instructors. Prepare budget proposals and maintain tracking of expenditures within allocated budget of funding provided by Highway Safety Division, Office of Grants and Research, and Office of Public Safety and Security. Liaison to National Highway Traffic Safety Administration.

**April 2001 – Dec. 2013**  
**Lead Highway Safety Instructor**

Coordinate and instruct basic recruit and specialized level classes in Drug Impaired Driving, SFST, Radar/Lidar and Breath Test Operator at MPTC academies and local departments as requested.

**Dec. 1996 – April 2001**  
**Highway Safety Instructor**

Instruct basic recruit and specialized level classes in SFST, Radar and Breath Testing under supervision of lead instructor.

**Feb. 2017 – Present**                      **Town of North Andover, MA Police Department**  
**Special Police Officer**

**May 1988 – January 2017**      **Town of Rowley MA Police Department**

**December 2014 – January 2017**  
**Executive Officer (Lieutenant)**

Responsible for the supervision and control of all subordinate officers and civilian personnel, the fulfillment of their duties, assigned tasks and adherence to all rules, regulations, policies and procedures. Perform various functions relating to the administration and operation of the department as directed by the Chief of Police. In the absence of the Chief of Police assume all of the responsibilities and overall administration of the department. Designated as Firearms Licensing Authority to review and issue or deny all LTC and FID applications. Emergency Response Coordinator responsible for emergency planning function of the department's response to unusual emergency incidents. Conduct internal affairs investigations as directed by Chief of Police and recommend appropriate disciplinary action.

**July 2002 – December 2014**  
**Patrol Division Commander (Sergeant)**

Respond to and provide on-scene command supervision at major crimes, incidents and emergency situations, and responsible to determine appropriate response and strategy. Plan, oversee and review day to day patrol operations. Lead investigator for motor vehicle crashes involving fatality, serious personal injury or significant property damage.

*Key Accomplishments*

- ❖ As OIC of scheduling maintain consistent staffing levels on budget.
- ❖ Routinely maintained availability personally or by phone seven days a week 24 hours a day with no additional compensation.

- ❖ Insured that all administration, officers and dispatchers were made aware of or received formal instruction on changes to general laws or court decisions that effected daily law enforcement operations or policies and procedures.
- ❖ Created and supervised Field Training Officer Program to ensure full and reserve officers meet highest standards practicable.
- ❖ As Training Officer coordinated and delivered instruction and ensured that all department personnel met State and MPTC training and certification requirements.
- ❖ Qualified as an expert witness in HGN, Alcohol and Drug Impaired Driving in Essex County District Courts. Provided expert technical and legal assistance to District Attorney Offices and outside law enforcement agencies throughout the Commonwealth for prosecution of criminal cases.

**Nov. 1993 – July 2002**

**Full Time Patrolman**

Responsibilities consisted of general uniformed patrol assignments; answer calls for service, conduct criminal and crash investigations, enforcement of traffic and criminal laws and related law enforcement functions. Acted as OIC on majority of assigned shifts.

*Key Accomplishments*

- ❖ Initiated Preliminary Breath Testing program and related policies. Obtained equipment by grant funding and on budget.
- ❖ Acquired initial Taser equipment at no cost to department. Initiated required policies, training and reporting.
- ❖ As Technical Equipment Officer modernized and organized maintenance and use records of all traffic safety equipment used for evidentiary purposes. Designated as OIC of breath testing equipment. Insure proper certification and instruction of department personnel. Make recommendations to Chief regarding acquisition of new technology.
- ❖ Department's first Traffic Crash Reconstructionist
- ❖ Consistently maintained highest productivity rate of all uniformed officers.
- ❖ Field Training Officer

**Jan. 1989 – Nov. 1993**

**Reserve Patrolman**

Performed duties of full time patrol officers in their absence and supplemented patrol force.

**May 1988 – Jan. 1989**

**Reserve Dispatcher**

Receive, prioritize and dispatch Police, Fire and EMS calls for service. Perform LEAPS/NCIC inquiries at request of patrol units. Generate and maintain daily log.

## **Special Assignments**

May 1997 – March 2010  
OIC Honor Guard Unit

Coordinate activities of Honor Guard Unit for ceremonial functions and community events within and outside the Town of Rowley. Established and acquired distinctive class A uniform.

## **Education**

2003-2005      Western New England College, Springfield MA  
Master of Science, Criminal Justice Administration, Graduate

2001-2003      Western New England College, Springfield MA  
Bachelor of Science, Law Enforcement, Graduate

1986-1997      Northern Essex Community College, Haverhill MA  
Continuing Education Program, Criminal Justice

1980-1982      Northeastern University, Boston MA  
College of Business Administration, Transportation and Distribution

1976-1980      Andover High School, Andover MA  
College Prep, Graduate

## **Professional Training Received**

August 2021    National Impaired Driving Conference, IACP, 24 hours, Virtual version

Dec. 2020      Legal Update Instructor, 8 hours, MPTC, Virtual version

Sept. 2019     Legal Update Instructor, 8 hours, MPTC, Andover MA

Sept. 2018     Legal Update Instructor, 8 Hours, MPTC Boylston MA

Sept. 2017     Legal Update Instructor, 8 Hours, MPTC Springfield MA

August 2017    National Impaired Driving Conference, IACP, 24 Hours, Nat'l Harbor MD

Sept. 2016     Legal Update Instructor, 8 Hours, MPTC,

August 2016    National Impaired Driving Conference, IACP, 24 Hours, Denver CO

Sept. 2015 Legal Update Instructor, 8 Hours, MPTC, Woburn MA

May 2015 Juvenile Justice Summit, 8 Hours, MPTC, Waltham MA

April 2015 Taser Instructor Recertification, 8 Hours, Taser Int'l, Ashburnham MA

April 2015 Conducting Background Investigations, 16 Hours, MPI, Grafton MA

March 2015 IMC System Manager Course, 16 Hours, Tritech Software, Marlboro MA

March 2015 MA Chiefs Firearms Law and Regulations, 8 Hours, MPTC, Topsfield MA

Feb. 2015 FBI LEEDA Executive Institute, 32 Hours, MPTC, Andover MA

Dec. 2014 Background Investigations, 8 Hours, MPI, Grafton MA

Nov. 2014 No Refusal Workshop, 16 Hours, NHTSA/MADD, Baltimore MD

Sept. 2014 DRE In-Service, 8 Hours, MPTC, Littleton MA

Sept. 2014 Legal Update Instructor, 8 Hours, MPTC, Randolph MA

July 2014 National Impaired Driving Conference, IACP, 24 Hours, Phoenix AZ

June 2014 Juvenile Law Updates, 8 Hours, MPTC, Andover MA

April 2014 Lifesavers Conference on Highway Safety Strategies, 24 Hours, Nashville TN

March 2014 Drug Recognition Expert Instructor, IACP, 40 Hours, East Greenwich RI

March 2014 Discrimination and Prohibited Practices, 8 Hours, MPTC, Woburn MA

Sept. 2013 Legal Update Instructor, 8 Hours, MPTC, Randolph MA

April 2013 Supervisor Liability, 8 Hours, MPI, Grafton MA

Jan. 2013 Taser Instructor Recertification, 16 Hours, Taser Int'l, Hampton NH

Nov. 2012 Budgeting, 8 Hours, MPI, Grafton MA

Nov. 2012 Use of Force Considerations for Command Staff, 8 Hours, MPI, Grafton MA

Oct. 2012 Legal Update Instructor, 8 Hours, Law Enforcement Dimensions, Norwood MA

June 2012 ICS 400, 24 Hours, MEMA, Rowley MA

Jan. 2012 ICS 300, 24 Hours, MEMA, Ipswich MA

June 2011 Use of Force Instructor, 8 Hours, MPTC, Boylston MA

Oct. 2011 Taser Technician, 16 Hours, Taser Int'l, Barnstable MA

Dec. 2010 Taser Instructor Recertification, 16 Hours, Taser Int'l Worcester MA

Oct. 2010 Prosecuting the Hardcore Drunk Driver, 8 Hours, MDAA, Devens MA

Oct. 2010 Breath Test Instructor Updates, 8 Hours, MPTC/OAT, Natick MA

Sept. 2010 Legal Update Instructor, 8 Hours, MPTC, Reading MA

May 2010 Drug Recognition Expert In Service, 8 Hours, MPTC, Cambridge MA

Feb. 2010 Breath Test Instructor Certification, 24 Hours, MPTC/OAT, Acton MA

Nov. 2009 Electronic Weapons Instructor, 4 Hours, MPTC, Boylston MA

Oct. 2009 OC Instructor Recertification, 4 Hours, MPTC, Boylston MA

Sept. 2009 Legal Update Instructor, 8 Hours, MPTC, Reading MA

Feb. 2009 Breath Test Instructor Recertification, 8 Hours, MPTC, Reading MA

Dec. 2008 Drug Recognition Expert In Service, 8 Hours, MPTC/GHSB , Concord MA

Nov. 2008 Taser Instructor, 16 Hours, Taser Int'l, Haverhill MA

Sept. 2008 Legal Update Instructor, 8 Hours, MPTC, Reading MA

Sept. 2007 Crash/Crime Scene Measurement Using LTI Laser, 32 Hours, SRR Traffic Safety  
Milford MA

August 2007 Legal Update Instructor, 8 Hours, MPTC, Reading MA

August 2007 Domestic Violence In Service Instructor, 4 Hours, MPTC, Boylston MA

May 2007 First Responder Thermographer, 10 Hours, Dept. of Homeland Security  
New Orleans LA

Jan. 2007 Breath Test Operator Recertification Instructor, 8 Hours, Salem MA

Sept. 2006 Legal Update Instructor, 8 Hours, MPTC, Reading MA

August 2006 Drug Recognition Expert Field Training, MPTC/GHSB, Maricopa County Sheriff's Office, Phoenix AZ

March-April 2006 Drug Recognition Expert Field Training, MPTC/GHSB, Lawrence MA

March 2006 Drug Recognition Expert Classroom Training, 80 Hours, MPTC/GHSB, Bourne MA

Dec. 2005 Standardized Field Sobriety Testing Instructor Updates, 8 Hours, MPTC Reading MA

Oct. 2005 Police Leadership, 80 Hours, MA Police Leadership Institute, Lowell MA

April 2005 Breath Test Instructor, 8 Hours, MPTC Reading MA

March 2005 Breath Test Recertification Instructor, 8 Hours, MPTC, Reading MA

Nov. 2004 Commercial Vehicle Reconstruction, 24 Hours, SRR Traffic Safety, Foxboro MA

March 2004 Introduction to Crush Analysis, 40 Hours, SRR Traffic Safety, Natick MA

April 2003 Breath Test Instructor, 8 Hours, MPTC, Reading MA

March 2003 Breath Test Recertification Instructor, 8 Hours, MPTC, Reading MA

Jan. 2003 Standardized Field Sobriety Testing Refresher Instructor, 8 Hours, MPTC Agawam MA

Nov. 2002 SCALES/TEACH Commercial Vehicle Training, 16 Hours, MSP Commercial Enforcement Unit, Swampscott MA

Nov. 2002 Strategic Considerations for Command Officers, 16 Hours, EOPSS, Haverhill MA

Sept. 2002 Legal Update Instructor, 8 Hours, MCJTC, Plymouth MA

July 2002 Fraudulent Inspection Stickers, 8 Hours, RMV, Salem MA

June 2002 Sergeant's Basic Training, 80 Hours, MCJTC, Norwood MA

Nov. 2001 Radar Instructor Update, 4 Hours, MCJTC, Reading MA

Nov. 2001 Lidar Instructor, 24 Hours, MCJTC, Natick MA

May 2001 Introduction to Club Drugs, 8 Hours, MCJTC, Reading MA

Jan. 2001 Breath Test Instructor, 8 Hours, MCJTC, Reading MA

Nov. 2002 Standardized Field Sobriety Testing Instructor Update, 8 Hours, MCJTC Reading MA

Sept. 2000 Traffic Accident Reconstruction, 80 Hours, IPTM, New Braintree MA

July 2000 Advanced Traffic Accident Investigation, 80 Hours, IPTM, New Braintree MA

Jan. 2000 Breath Test Instructor, 40 Hours, MCJTC, Reading MA

Nov. 1999 Standardized Field Sobriety Testing Instructor, 40 Hours, MCJTC, Boylston MA

Nov. 1999 OC Instructor, 16 Hours, MCJTC, Boylston MA

Oct. 1999 Drugs That Impair Driving, 8 Hours, MCJTC, Danvers MA

Jan. 1999 Breath Test Operator Recertification Instructor, 8 Hours, MCJTC, Reading MA

Sept. 1998 CDL/Commercial Vehicle Stops, 24 Hours, MSP, New Braintree MA

Feb. 1998 At Scene Traffic Accident Investigation, 40 Hours, IPTM, Waltham MA

Oct. 1997 Radar Instructor, 24 Hours, MCJTC, Burlington MA

June 1994 Municipal Police Officer Basic Training, 18 weeks, MCJTC, Somerville MA

Dec. 1988 Reserve Intermittent Officer Basic Training, 12 weeks, MCJTC/NERPI Tewksbury MA

## **Certifications**

Drug Recognition Expert, IACP # 13409  
 Traffic Crash Reconstruction  
 Motor Vehicle Instructor Level 3  
 Standardized Field Sobriety Testing Instructor Level 4  
 Speed Measurement Instructor Level 3  
 Breath Test Operator Instructor Level 3  
 Taser Instructor (expired)  
 OC Instructor (expired)  
 Use of Force Instructor (expired)  
 CPR/First Responder



LEAPS/CJIS Operator

**Awards**

Dec. 2005 Law Enforcement Award, OUIL Enforcement, MADD MA Chapter

Dec. 2007 Law Enforcement Award, OUIL Enforcement, MADD MA Chapter

2008 Law Enforcement Award, OUIL Enforcement, MADD MA Chapter

2009 Law Enforcement Award, OUIL Enforcement, MADD MA Chapter

May 2010 Century Award, OUIL Enforcement, MADD MA Chapter