COMMONWEALTH OF MASSACHUSETTS
PEACE OFFICER STANDARDS AND TRAINING COMMISSION

IN THE MATTER OF MICHAEL RICHARD	))	Case No. 2025-025

DECERTIFICATION ORDER

The Respondent Michael Richard has entered into a Decertification Agreement ("Agreement") under which he has agreed to the permanent revocation of his certification (also known as decertification) as a law enforcement officer in the Commonwealth of Massachusetts. By its terms, the Agreement becomes effective on the date of its approval by the Massachusetts Peace Officer Standards and Training Commission ("Commission"). This Decertification Order, approved by vote of the Commission on the same day as its approval of the Agreement, incorporates the Agreement, by reference, and adopts all of the factual findings and conclusions of law set forth therein. See M.G.L. c. 6E, §§ 3(a), 10; M.G.L. c. 30A, §§ 10, 13. As further conditions of the Agreement, the Respondent, without admitting the truth of the allegations made against him in the Agreement, has agreed to the permanent revocation of his law enforcement officer certification in Massachusetts; and the Respondent has waived all rights to contest, in this or any other administrative or judicial proceeding to which the Commission is or may be a party, the factual findings, conclusions of law, terms and conditions, or other provisions contained in the Agreement, as well as any Order of the Commission contemplated by the Agreement.

Accordingly, it is hereby ORDERED that, for the reasons stated in the Agreement:

(a) The material factual findings and conclusions of law set forth in the Agreement are hereby adopted;
(b) The Agreement is approved;
(c) The Respondent's law enforcement certification is hereby permanently revoked;
(d) The Executive Director shall take the necessary steps to publish the Agreement and this Order on the Commission's website; to submit all decertification information, including the Agreement and this Order, for inclusion in the National Decertification Index; and to publish the Respondent's decertification in any publicly available lists and databases published by the Commission; and
(e) In reporting and publishing the information contained in the Agreement, the Executive Director shall state that the Respondent's law enforcement certification has been revoked for cause based on the misconduct set forth in the Agreement.

By vote of the Commission on February 19, 2026.

Margaret R. Hinkle

Hon. Margaret R. Hinkle (Ret.), Chair

Notice: Colin R. Confoey, Esq., Respondent's Counsel
Tara L. Chisholm, Esq., Commission Enforcement Counsel
Division of Police Standards
Shaun Martinez, Esq., Deputy Director, Division of Police Standards
Manchester-by-the-Sea Police Department, Law Enforcement Agency
Collective Bargaining Unit
Essex County District Attorney's Office

COMMONWEALTH OF MASSACHUSETTS
PEACE OFFICER STANDARDS AND TRAINING COMMISSION

IN THE MATTER OF MICHAEL RICHARD MPTC ID: 9997-7049	)	Case No.

DECERTIFICATION AGREEMENT

In the interest of a prompt and speedy resolution of the above-captioned matter and consistent with the public interest and laws and regulations governing the Massachusetts Peace Officer Standards and Training Commission ("Commission"), including M.G.L. c. 6E, §§ 3(a), 8, and 10, and 555 C.M.R. §§ 1.01-1.10, the Respondent, Michael Richard, and the Commission hereby enter into this Decertification Agreement:

Factual Findings

1. On July 1, 2021, the Respondent was automatically certified as a police officer in Massachusetts pursuant to St. 2020, c. 253, § 102, an Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth. The Respondent was recertified by the Commission effective July 1, 2024. The Commission suspended the Respondent's certification on April 17, 2025, and it remains suspended to date.

2. The Respondent was employed as a police officer with the Manchester-by-the-Sea Police Department ("MPD") from September 1, 2010, until his resignation effective October 1, 2025.

Disciplinary History

3. On July 21, 2021, the MPD issued the Respondent a three-day suspension and the loss of his assignment as a detective for one year following an internal investigation which resulted in sustained allegations for Conduct Unbecoming, Conflict of Interest, Use of Official Position, Misuse of Department Vehicle, and Misuse of Sick Leave. The Respondent violated multiple MPD policies while off-duty.

4. On November 14, 2023, the MPD issued the Respondent a Written Reprimand following an internal investigation which resulted in sustained allegations for Conduct Unbecoming. The Respondent violated multiple MPD policies while off-duty and under the influence of an intoxicating substance.

5. On or about December 10, 2023, the MPD issued the Respondent a twenty-day suspension, demoted the Respondent to patrol officer from detective, and ordered that he enter a [redacted] and undergo training following an internal investigation which resulted in sustained allegations for Conduct Unbecoming and for violating the MPD policy. The MPD found that the Respondent violated MPD policies while off duty and under the influence of an intoxicating substance.

6. On or about February 5, 2024, following an internal investigation which resulted in sustained allegations for Conduct Unbecoming and violation of the Self-Deploy rule, the MPD issued a thirty-day suspension and ordered the Respondent undergo [redacted] and pass a fitness-for-duty evaluation prior to his return to work. The MPD again found that the Respondent violated several MPD policies while off duty and under the influence of an intoxicating substance.

February 2025 Incidents

7. On February 27, 2025, while the Respondent was staying at his family's home, police were called to the home by the Respondent. Upon arrival, the Respondent appeared highly intoxicated, and the Respondent's family reported a verbal argument.

8. On February 28, 2025, police were again called to his family's home. The Respondent agreed to [redacted] that evening. Thereafter, the Respondent caused a disturbance outside a home in another town resulting in police involvement that same night.

9. On or about March 5, 2025, the MPD concluded its internal affairs investigation into the February 2025 incidents, and issued its final report, sustaining allegations for violations of Conduct Unbecoming and Privacy/Off-Duty Conduct (Unprofessional Conduct).

10. On or about April 1, 2025, the Respondent entered a "last chance" settlement agreement with the Town of Manchester-by-the-Sea and his police union and agreed to a thirty-day suspension for his misconduct in February 2025, with additional requirements to include an agreement to [redacted].

11. On April 17, 2025, the Commission, pursuant to M.G.L. c. 6E §§ 8(c)(1)(v) and 8(c)(2) and 555 CMR 1.02(4), authorized the Division to conduct a preliminary inquiry into the alleged misconduct of the Respondent. On September 12, 2025, the Division submitted its report of preliminary inquiry to the Commission. Subsequently, on September 25, 2025, the Commission authorized the initiation of disciplinary proceedings against the Respondent.

12. Effective October 1, 2025, the Respondent entered into a Separation Agreement with the Town of Manchester-by-the-Sea and his collective bargaining unit, wherein he agreed to irrevocably resign from his employment with the town.

Conclusions of Law

13. Pursuant to M.G.L. c. 6E § 3(a):

> The [C]ommission shall have all powers necessary or convenient to carry out and effectuate its purposes, including, but not limited to, the power to:
> (1) act as the primary civil enforcement agency for violations of [chapter 6E]; . . .
> (4) deny an application or limit, condition, restrict, revoke or suspend a certification, or fine a person certified for any cause that the commission deems reasonable; . . .
> (23) restrict, suspend or revoke certifications issued under [chapter 6E];
> (24) conduct adjudicatory proceedings in accordance with chapter 30A; . . . .

14. Pursuant to M.G.L. c. 6E, § 10(a)(xvi), [t]he [C]ommission shall, after a hearing, suspend or revoke an officer's certification if the [C]ommission finds by clear and convincing evidence that: [. . .] the officer is not fit for duty as an officer and the officer is dangerous to the public, as determined by the [C]ommission."

15. Pursuant to M.G.L. c. 6E, § 10(b)(iii), "[t]he [C]ommission may, after a hearing, suspend or revoke an officer's certification if the [C]ommission finds by clear and convincing evidence that the officer . . . has a pattern of unprofessional police conduct that [the] [C]ommission believes may escalate."

16. Pursuant to M.G.L. c. 6E, § 10(b)(iv), "[t]he [C]ommission may, after a hearing, suspend or revoke an officer's certification if the [C]ommission finds by clear and convincing evidence that the officer . . . was suspended or terminated by their appointing agency for disciplinary reasons, and any appeal of said suspension or termination is completed."

17. Pursuant to M.G.L. c. 6E, § 10(b)(v), "[t]he [C]ommission may, after a hearing, suspend or revoke an officer's certification if the [C]ommission finds by clear and convincing evidence that the officer . . . has repeated sustained internal affairs complaints, for the same or different offenses."

18. The Respondent's conduct described above renders the Respondent unfit for duty and dangerous to the public, constitutes a pattern of unprofessional police conduct that may escalate, demonstrates that the Respondent has repeated sustained internal affairs complaints for the same or different offenses, and that the Respondent was suspended multiple times by his appointing agency for disciplinary reasons and any appeal of said suspensions are complete.

19. Pursuant to M.G.L. c. 6E, § 10(h), the Commission may institute a disciplinary hearing after an officer's appointing agency has issued a final disposition on the alleged misconduct.

20. "Unless otherwise provided by law, agencies may . . . make informal disposition of any adjudicatory proceeding by stipulation, agreed settlement, consent order or default." M.G.L. c. 30A, § 10.

Resolution

21. In view of the foregoing alleged violation of M.G.L. c. 6E, §§ 10(a)(xvi), 10(b)(iii), 10(b)(iv), and 10(b)(v), the Commission has determined that the public interest would best be served by the disposition of this matter without further enforcement proceedings on the basis of the following terms and conditions which have been agreed to by the Respondent:

22. The Respondent acknowledges that, once this Agreement is executed, the Commission will issue an Order of Decertification adopting all the factual findings and conclusions of law set forth in this Agreement.

23. The Respondent, without admitting the truth of the above allegations made against him, hereby agrees to the permanent revocation of his law enforcement officer certification in the Commonwealth of Massachusetts, pursuant to M.G.L. c. 6E §§ 3(a) and 10(a)(xvi), 10(b)(iii), 10(b)(iv), and 10(b)(v).

24. The Respondent waives all rights to contest the factual findings, conclusions of law, terms and conditions, or other provisions contained in this Agreement, as well as any Order of the Commission contemplated by this Agreement, in any administrative or judicial forum to which the Commission is or may be a party.

25. The Respondent acknowledges that, once this Agreement is executed, the Commission will issue an Order of Decertification. Both this Agreement and the Order of Decertification will be public documents and will be published on the Commission's website pursuant to M.G.L. c. 6E, § 10(g). Furthermore, the status of the Respondent's certification will be publicly available on certain lists and databases published by the Commission.

26. The Respondent understands and acknowledges that, as required under M.G.L. c. 6E, § 10(g), the Commission will submit all revocation information, including a copy of this Agreement and any Order of Decertification, for inclusion in the National Decertification Index ("NDI"). The Respondent understands and acknowledges that, as required under M.G.L. c. 6E, § 10(g), the Commission will submit all revocation information, including a copy of this Agreement and any Order of Decertification, for inclusion in the National Decertification Index.

The Commission shall report that the Respondent's certification has been revoked for cause based on the aforementioned misconduct.

27. This Agreement shall be effective as of the date it is approved by the Commission.

1/20/26	
Date	MICHAEL RICHARD Respondent
2/19/2026	Margaret R. Hinkle
Date	Margaret R. Hinkle, Chair