

**COMMONWEALTH OF MASSACHUSETTS  
PEACE OFFICER STANDARDS AND TRAINING COMMISSION**

IN THE MATTER OF  
KEVIN GARNEAU

)  
)

Case No. 2022-004

**DECERTIFICATION ORDER**

The Respondent Kevin Garneau 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, beginning on the date of approval of the Agreement by the Massachusetts Peace Officer Standards and Training Commission (“Commission”), and the entry of his decertification in the National Decertification Index (“NDI”). See M.G.L. c. 6E, §§ 3(a), 10(b)(iii), and 10(g); M.G.L. c. 30A, §§ 10 and 13. As further conditions of the Agreement, 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, and 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 factual findings and conclusions of law set forth in the Agreement are hereby adopted;
- (b) The Respondent’s law enforcement certification is hereby permanently revoked; and
- (c) The Executive Director shall take the necessary steps to publish the Respondent’s decertification in the NDI and any publicly available lists and database published by the Commission.

By vote of the Commission on August 14, 2025.

*Margaret R. Hinkle*

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

COMMONWEALTH OF MASSACHUSETTS  
PEACE OFFICER STANDARDS AND TRAINING COMMISSION

	)	
	)	
IN THE MATTER OF	)	Commission Adjudicatory
	)	Case No. 2022-004
	)	
KEVIN GARNEAU	)	
MPTC ID: 9997-6636	)	
	)	
	)	

**DECERTIFICATION AGREEMENT**

In the interest of resolving 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, Kevin Garneau, and the Commission hereby enter into this Decertification Agreement:

**Factual Findings**

1. The Respondent was employed as a police officer by the Lowell Police Department (“LPD”) from approximately June 4, 2000, to June 6, 2025.
2. On July 1, 2021, the Respondent was automatically certified as a law enforcement officer in Massachusetts pursuant to St. 2020, c. 253, § 102, an Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth. On December 6, 2022, the Respondent’s certification was suspended by the Commission, pursuant to M.G.L. c. 6E § [REDACTED].
3. During the period of 2016-2018, the Respondent was a member of the Lowell Community Opioid Outreach Program (“CO-OP”), a program designed to address the opioid addiction crisis in Lowell.
4. During this period on the CO-OP team, it was alleged that the Respondent engaged in a pattern of unprofessional police conduct which included: pointing his taser at colleagues on several occasions, making offensive comments about a female colleague’s physical appearance, acting inappropriately among clients of the CO-OP, including engaging in overly familiar interactions, speaking in public about clients’ health conditions, and entering their tents without permission, and conducting himself in a manner that caused his colleagues to fear or distrust him, including having explosive outbursts of anger. As a result, in or about

January 2018, the Respondent was removed from his CO-OP position and reassigned to a patrol unit. After the Respondent had been reassigned from patrol to desk duty at the LPD Records Bureau in 2019, he allegedly made unwanted physical contact with at least one civilian female LPD employee. He was formally counseled, ordered to stay out of the records room, ordered to stay four to six feet away from individuals when interacting with them, and ordered to complete a sexual harassment training provided by Lowell's Human Resources Department. The Respondent disputed the allegations.

5. On June 26, 2019, [REDACTED]  
[REDACTED]  
[REDACTED] On August 30, 2023, the [REDACTED]  
filed [REDACTED] in the above-described [REDACTED] against the Respondent, when the [REDACTED]  
[REDACTED]

6. On April 13, 2023, the Commission, pursuant to M.G.L. c. 6E, §§ [REDACTED] and 555 CMR [REDACTED], authorized the Division to conduct a preliminary inquiry into the Respondent's [REDACTED].

7. On October 5, 2023, after its internal affairs investigation of related to the above-described [REDACTED] and related alleged misconduct, LPD sustained violations [REDACTED], conduct unbecoming, neglect of duty, withholding evidence, and failing to arrest when required against the Respondent.

8. As a result of the October 5, 2023, disposition of the internal affairs case, the Respondent's employment at LPD was terminated on June 17, 2024. The Respondent disputed the sustained violations described above and sought an appeal of his termination to the Massachusetts Civil Service Commission. He later withdrew his appeal after he entered into a settlement agreement with the City of Lowell on December 2, 2024, which rescinded the termination and allowed the Respondent to retire instead.

9. On July 12, 2024, the Division submitted its report of preliminary inquiry to the Commission. Subsequently, on July 18, 2024, the Commission voted to initiate disciplinary proceedings against the Respondent.

### **Conclusions of Law**

10. 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; . . . .

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

12. Pursuant to M.G.L. c. 6E, § 10(g), “[t]he [C]ommission shall publish any revocation order and findings. The [C]ommission shall provide all revocation information to the national decertification index. No officer may apply for certification after that officer's certification has been revoked pursuant to this section.”

13. “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.

14. The Respondent’s alleged conduct described above indicates a pattern of unprofessional police conduct that may escalate, pursuant to § 10(b)(iii).

### **Resolution**

In view of the foregoing violations of M.G.L. c. 6E, §§ 10(b)(iii), 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:

15. The Respondent agrees that, if this matter were to proceed to an adjudicatory hearing, the allegations described above, if proven by clear and convincing evidence, would permit the Commission to impose significant discipline, up to and including his decertification as a law enforcement officer in the Commonwealth of Massachusetts.

16. The Respondent, in lieu of further enforcement proceedings, 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(b)(iii).

17. 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.

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

19. 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.

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

August 06, 2025

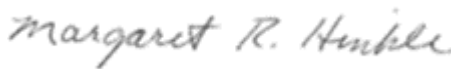
Date



Kevin Garneau, Respondent

August 14, 2025

Date



Margaret R. Hinkle, Chair