

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

Case No. 2024-012

IN THE MATTER OF)
BRIAN GLADU)
(MPTC ID 0368-9914))
)


DECERTIFICATION ORDER

The Respondent Brian Gladu 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 peace officer (statutorily defined as a law enforcement officer and referenced hereinafter as such) 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 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contained in the Agreement, the Executive Director shall state that the Respondent’s law enforcement certification has been revoked for cause based on the misconduct set forth in the Agreement.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 April 16, 2026.



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

Notice: Brian Gladu, Respondent
Tara L. Chisholm, Esq., Commission Enforcement Counsel
Division of Police Standards
Shaun Martinez, Esq., Deputy Director, Division of Police Standards
Massachusetts State Police, Law Enforcement Agency
Collective Bargaining Unit
Suffolk County District Attorney's Office
Hampden County District Attorney's Office

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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”), the Respondent, Brian Gladu, hereby consents to the revocation of his certification as a peace officer in the Commonwealth of Massachusetts and stipulates and agrees as follows:

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, 2022. The Commission suspended the Respondent’s certification on April 5, 2024, and it expired on June 30, 2025.

2. The Respondent was employed as a police officer with the Massachusetts State Police (“MSP”) from or about June 7, 1993, until he retired in lieu of discipline, effective March 16, 2023. He received a dishonorable discharge from the MSP on that date.

Disciplinary History.

3. On or about February 27, 2001, the MSP issued the Respondent a verbal reprimand following an internal investigation which resulted in a sustained charge for use of profane language and disrespect towards a civilian on December 29, 2000, in violation of MSP rules and procedures.

4. On or about May 3, 2011, the MSP issued the Respondent a seven-day suspension without pay following an internal investigation which resulted in four sustained charges for violation of MSP policies related to Searching Members of Opposite Gender, Prisoner Searches, Narcotics Evidence, and Unbecoming Conduct, for having conducted a field search without legal justification on June 20, 2009, and intervening to influence witnesses during an investigation.

5. On or about January 5, 2017, the MSP issued the Respondent a five-day suspension without pay and forfeiture of ten days of accrued leave following an internal investigation which resulted in sustained charges of Unsatisfactory Performance and Dissemination of Information, for having performed multiple improper Criminal Justice Information System queries without having an official law enforcement reason to do so, on various dates from March 10, 2015 to March 15, 2016.

Police Details 2022-2023.

6. On various dates from January 1, 2022, until January 19, 2023, the Respondent demonstrated an unwillingness or inability to perform assigned tasks, a failure to conform to work standards established for his rank, and was absent without leave on numerous occasions when the Respondent did not work during hours for which he reported himself as working at a police detail at Cobble Mountain in Blandford, Massachusetts. Furthermore, the Respondent submitted fraudulent documentation for payment to the MSP, falsely reporting the hours that he was present at those details for which he was assigned.

7. On various dates from July 20, 2022, until January 20, 2023, the Respondent demonstrated an unwillingness or inability to perform assigned tasks, a failure to conform to work standards established for his rank, and was absent without leave on numerous occasions when the Respondent did not work during hours for which he reported himself as working at a police detail for the Town of Alford, Massachusetts. Furthermore, the Respondent submitted fraudulent documentation on thirteen occasions for payment to the MSP, falsely reporting the hours that he was present at those details for which he was assigned.

8. On or about April 3, 2024, the MSP concluded its internal affairs investigation into the 2022-2023 police detail incidents, and issued its final report, sustaining charges for violations of MSP rules, policies and procedures for Untruthfulness and Unsatisfactory Performance.

West Springfield, February 27, 2023.

9. On or about February 25, 2025, the MSP concluded an internal affairs investigation into a February 2023 on-duty incident in West Springfield involving the Respondent's interaction with a civilian, and sustained charges for Conformance to Laws, Unsatisfactory Performance, Unbecoming Conduct, Violation of Rules, and the Body Worn and Cruiser Mounted Camera policy.

Failure to Follow Order, March 16, 2023.

10. On or about March 16, 2023, while still a member of the MSP, the Respondent refused to participate in the interview process related to two pending internal affairs matters, referenced in paragraphs 6-9 above.

11. On or about August 1, 2023, the MSP concluded its internal affairs investigation into the incident referred to in paragraph 10, and issued its final report, sustaining charges for violations of MSP rules, policies and procedures for Insubordination.

12. On April 18, 2024, the Commission, pursuant to M.G.L. c. 6E §§ 8(c)(1) and 8(c)(2) and 555 CMR [REDACTED] and 1.02(4), authorized the Division to conduct a preliminary inquiry into the alleged misconduct of the Respondent. On or about April 9, 2026, the Division submitted its report of preliminary inquiry to the Commission. Subsequently, on April 16, 2026, the Commission authorized the initiation of disciplinary proceedings against the Respondent.

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(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.”

15. 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.”

16. 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.”

17. The Respondent’s conduct described in paragraphs 3-12 above demonstrates that the Respondent has a pattern of unprofessional police conduct and has repeated sustained internal affairs complaints for the same or different offenses. Furthermore, paragraphs 4-5 above reveal that the Respondent was suspended by his appointing agency in or about 2011 and 2017 for disciplinary reasons and any appeal of said suspensions are complete.

18. 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.

19. "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

20. In view of the foregoing alleged violation of M.G.L. c. 6E, §§ 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:

21. 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.

22. The Respondent 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), 10(b)(iv), and 10(b)(v).

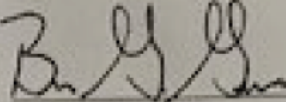
23. The Respondent waives all rights to contest the factual findings, conclusions of law, terms and conditions, or other provisions contained in this Agreement, as well as any Order of the Commission contemplated by this Agreement, in any administrative or judicial forum to which the Commission is or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

24. 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.

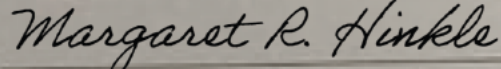
25. The Respondent understands and acknowledges that, as required under M.G.L. c. 6E, § 10(g), the Commission will submit all revocation information, including a copy of this Agreement and any Order of Decertification, for inclusion in the National Decertification Index ("NDI"). The Respondent understands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

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

3/30/26
Date


BRIAN GLADU
Respondent

4/16/2026
Date


Margaret R. Hinkle, Chair