



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

June 23, 2025

CHAIR

Margaret R. Hinkle

COMMISSIONERS

Lester Baker

Hanya H. Bluestone

Lawrence Calderone

Eddy Chrispin

Deborah Hall

Marsha V. Kazarosian

Charlene D. Luma

Rev. Clyde D. Talley

EXECUTIVE DIRECTOR

Enrique A. Zuniga

In accordance with [M.G.L. c. 30A, §§ 18-25](#), and [St. 2021, c. 20](#), as amended by [St. 2022, c. 22](#), by [St. 2022, c. 107](#), by [St. 2023, c. 2](#), and by [St. 2025, c. 2](#), notice is hereby given of a meeting of the Peace Officer Standards and Training Commission. The meeting will take place as noted below.

NOTICE OF MEETING AND AGENDA

Public Meeting #64

June 26, 2025

8:30 a.m.

Remote Participation via [Zoom](#)

Meeting ID: 954 2310 7528

- 1) Call to Order
- 2) Approval of Minutes
 - a) May 15, 2025
- 3) Executive Director Report – Enrique A. Zuniga
 - a) Certification Update
 - b) Finance & Administrative Update
- 4) Officer Behavioral Health
 - a) Critical Incidents & Stress Management for Law Enforcement Officers – Tracie Goodness, PhD
 - b) Mitigating Risks Associated with Law Enforcement – Commissioner Hanya Bluestone
- 5) Legal Update – Randall E. Ravitz, Annie E. Lee, and Kimberly A. Shatford
 - a) Officer Recertification
 - i) Issues related to officers' physical fitness
 - b) Agency Certification Initiative

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mass.gov/orgs/post-commission

MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

- i) Discussion of draft standard on juvenile operations
 - c) Policy on Information in the National Decertification Index
 - i) Discussion of proposed Policy – Possible Vote
 - d) Voluntary Relinquishment of Certification – Robert V. Choquette II
 - i) Discussion of application – Possible Vote
- 6) Matters not anticipated by the Chair at the time of posting
- 7) Executive Session in accordance with the following:
 - M.G.L. c. 30A, § 21(a)(1), to discuss “the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, . . . or individual”;
 - M.G.L. c. 30A, § 21(a)(5), to discuss the investigation of charges of criminal misconduct;
 - M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 6E, § 8(c)(2), and to the extent they may be applicable, M.G.L. c. 6, §§ 168 and 178, to discuss the initiation of preliminary inquiries and initial staff review related to the same, and regarding certain criminal offender record information; and
 - M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 30A, §§ 22(f) and (g), to discuss and approve the minutes of a prior Executive Session.
- a) Reports of Preliminary Inquiry in the following cases:
 - i) PI-2023-09-14-001
 - ii) PI-2025-011
 - iii) PI-2024-049
 - iv) PI-2024-056
 - v) PI-2024-079
 - vi) PI-2025-017
 - vii) PI-2024-032
 - viii) PI-2024-080
 - ix) PI-2025-007
- b) Division of Standards request to enter into voluntary decertification or suspension agreement in the following cases:
 - i) PI-2025-010

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- c) Division of Standards request for approval to conduct Preliminary Inquiries in the following cases:
 - i) PI-2025-029
 - ii) PI-2025-030
 - iii) PI-2025-031
 - iv) PI-2025-032
 - v) PI-2025-033
 - vi) PI-2025-034
 - vii) PI-2025-035
 - viii) PI-2025-036
- d) Update on the following Preliminary Inquiry matter:
 - i) PI-2022-11-22-005
- e) Approval of the minutes of the Executive Session of May 15, 2025

Note that M.G.L. c. 66, § 6A(d) provides that “[a]n electronically produced document submitted to an agency . . . for use in deliberations by a public body shall be provided in an electronic format at the time of submission.”

2a.

MASSACHUSETTS PEACE OFFICER STANDARDS AND TRAINING COMMISSION

Public Meeting Minutes

May 15, 2025

8:30 a.m.

Via Zoom

Documents Distributed in Advance of Meeting

- April 17, 2025, Public Meeting Minutes
- Executive Director Report
- Presentation on the drafted law enforcement agency certification standards regarding criminal investigation procedures
- Memo concerning the drafted law enforcement agency certification standards regarding criminal investigation procedures
- Draft agency certification standards regarding criminal investigation procedures
- Proposed policy on information in the National Decertification Index
- Guidance regarding the meaning of “performance of police duties and functions” as used in the POST Commission’s governing statutes and regulations

Commissioners in Attendance

- Commission Chair Margaret R. Hinkle
- Commissioner Lester Baker
- Commissioner Hanya H. Bluestone
- Commissioner Lawrence Calderone
- Commissioner Deborah Hall
- Commissioner Marsha V. Kazarosian
- Commissioner Charlene D. Luma
- Commissioner Clyde Talley

1. Call to Order

- The meeting began at 8:38 AM.
- Chair Hinkle took a roll call of the Commissioners present. The roll call proceeded as follows:
 - Commissioner Baker – Present
 - Commissioner Bluestone – Present
 - Commissioner Calderone – Present
 - Commissioner Hall – Present
 - Commissioner Kazarosian – Present
 - Commissioner Luma – Present
 - Commissioner Talley – Present
- Chair Hinkle noted that Commissioner Chrispin was absent from the meeting and recognized that a quorum was present.

2. Approval of Minutes

- Chair Hinkle asked for a motion to approve the April 2025 minutes. Commissioner Bluestone moved to approve the minutes. Commissioner Calderone seconded the motion.
- The Commissioners voted to approve the April 2025 public meeting minutes as follows:
 - Commissioner Baker – Yes

- Commissioner Bluestone – Yes
- Commissioner Calderone – Yes
- Commissioner Hall – Yes
- Commissioner Kazarosian – Yes
- Commissioner Luma – Yes
- Commissioner Talley – Yes
- Chair Hinkle – Yes
- The minutes were unanimously approved.

3. Executive Session

- The Chair raised the issue of moving into executive session, in accordance with M.G.L. c. 30A, § 21(a)(1), to discuss the discipline or dismissal of, or complaints or charges brought against a public employee, a public officer, or an individual; under M.G.L. c. 30A, § 21(a)(5), in anticipation of discussion regarding the investigation of charges of criminal misconduct; under M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 6E, § (8)(c)(2), and to the extent they may be applicable, M.G.L. c. 6, §§ 168 and 178, in anticipation of discussion regarding the initiation of preliminary inquiries and initial staff review related to the same, and regarding certain criminal offender record information; and M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 30A, § 22(f) and (g), in anticipation of discussion and approval of the minutes of the prior executive session.
- The Chair stated that:
 - The Commissioners will be considering reports of preliminary inquiries.
 - They will be presiding over a suspension hearing in In the Matter of Auria Rojas.
 - They will be considering the request to enter into voluntary decertification or suspension agreements with regard to two cases.
 - They will also be considering an update on a preliminary-inquiry matter that they have already addressed and requests from the Division of Police Standards to approve preliminary inquiries in certain other cases.
- The Chair took a roll call vote to enter executive session. The Commissioners voted as follows.
 - Commissioner Baker – Yes
 - Commissioner Bluestone – Yes
 - Commissioner Calderone – Yes
 - Commissioner Hall – Yes
 - Commissioner Kazarosian – Yes
 - Commissioner Luma – Yes
 - Commissioner Talley – Yes
 - Chair Hinkle – Yes
- The motion unanimously carried.
- The Chair informed members of the public that the Commission would reconvene its public meeting at approximately 11:00 a.m. after the executive session.
- The Commissioners entered into executive session at 8:44 a.m.
- The public meeting resumed at 11:14 a.m. Commissioner Luma and Commissioner Calderone were absent for the remainder of the meeting.

4. Executive Director Report – Executive Director Enrique A. Zuniga

- Executive Director Zuniga began his report by thanking members of the public who waited patiently for the meeting to continue despite the change in the agenda.
- He also reminded the public that the Commission welcomes and appreciates comments and questions and that the best way to contact the Commission is through the contact information listed on the Commission's website.
- Executive Director Zuniga began his report by recognizing Peace Officers Memorial Day, May 15, which honors officers who have lost their lives in the line of duty. He noted the observance was first proclaimed by President John F. Kennedy and that National Police Week includes ceremonies nationwide, particularly in Washington, D.C.
- He highlighted that, despite the dangers of the law enforcement profession, the leading cause of officer death is suicide. He emphasized the importance of prioritizing behavioral health across all levels of law enforcement.
- Executive Director Zuniga provided an update on complaints and incident reports. He stated the following.
 - The Commission continues to receive a steady volume of submissions via its public complaint website and agency portal.
 - In April, the Commission averaged 34 public complaints and 15 agency-submitted reports per week.
 - By comparison, January 2025 saw weekly averages of 36 public complaints and 19 agency reports. In 2024, the figures were approximately 30 and 10, respectively.
 - He noted the steady inflow of complaints and reports keeps the staff busy with ongoing review and processing.
- Executive Director Zuniga then provided a quarterly compliance update. He stated as follows.
 - Data on complaints and incident reports that exceeded the 90-day closing requirement were reviewed.
 - Cases with granted extensions were excluded from the count, though the Commission has increasingly scrutinized extension requests that significantly exceed 90 days without a related criminal proceeding.
 - There was no major change in the number of agencies with overdue cases. The number of pending incidents slightly increased, from 18 in November 2024 to 24 in February 2025 and to 28 in May 2025.
 - Agencies submitting multiple overdue reports tend to shift from quarter to quarter.
- Executive Director Zuniga then reviewed data on cases in which an internal affairs investigation had been closed, but the disciplinary outcome was still pending. He stated as follows.
 - While some pending cases may involve agencies that have issued discipline but not submitted the information to POST, most pending cases likely reflect unresolved disciplinary matters.
 - The number of such cases has decreased slightly since November 2024. As of the meeting, 15 agencies had 46 pending disciplines.
 - He noted that Boston remains an outlier, although its figures have improved. For comparison, a larger agency, Massachusetts State Police, had no pending cases.

- Executive Director Zuniga stated that the data showed an upward trend across all agencies in the average number of days where discipline is pending. He stated the Commission would continue outreach to understand and address delays.
- Executive Director Zuniga highlighted the total number of disciplinary records published.
 - The April data showed a notable increase in published complaints and allegations, reflecting progress on the historical backlog.
 - He explained that while high numbers were expected in the short term due to backlog resolution, future figures would likely stabilize as the Commission shifts to real-time record updates.
- He concluded with a certification update. He stated as follows.
 - Approximately 8,000 officer certifications are set to expire on July 1. The Commission has conducted seven trainings to prepare agency users for the updated portal submission process.
 - Most questions have involved the transition to certification expiration dates aligning with officers' birth months.
 - This transition is intended to streamline future submissions and reduce administrative burden throughout the year.
 - Although agencies will interact with the Commission year-round, they will be permitted to submit required information quarterly to make the process more manageable.
- Executive Director Zuniga concluded his report and invited questions from the Commissioners. Seeing none, he turned the floor over to Chief Financial and Administrative Officer Eric Rebello-Pradas for the budget update.

5. Finance and Administrative Update – Chief Financial and Administrative Officer Eric Rebello-Pradas

- CFAO Rebello-Pradas presented an update on the FY 26 budget outlook. He began by noting that the FY 25 Q3 financials had been presented at the prior meeting, and the focus of this update would be the next fiscal year.
- He continued as follows.
 - Both the House and Senate budget proposals maintain the Governor's recommended appropriation of \$8.9 million for FY 26.
 - Given this alignment, the appropriation is not expected to change.
- CFAO Rebello-Pradas stated that while the \$8.9 million appropriation is \$570,000 less than the original \$9.5 million request, it remains a manageable figure and consistent with agency spending patterns. He reminded the Commission that budget figures are estimates rather than exact spending projections.
- He shared the following predictions regarding expected savings.
 - Savings in payroll are anticipated due to the timing of new hires and reliance on part-time employees.
 - Spending on IT support and engineering services may be lower than projected due to increased internal technical capacity.
 - Consultant hours continue to trend downward as staffing grows.
 - If necessary, savings could be achieved by delaying hires or limiting internship and fellowship placements. Many fellowships, however, are school funded.
- CFAO Rebello-Pradas provided information on the agency's capacity to manage the FY 26 budget.

- He discussed a historical trend showing declining year-end reversions as the agency matures. He stated as follows.
 - The estimated FY25 reversion is approximately \$638,000, within the anticipated \$500,000 – \$600,000 range.
 - To better understand how the Commission can manage its \$8.9 million FY 26 appropriation, reversions from FY 24 and FY 25 were compared to prior spending levels.
 - Averaging the reversions from FY 24 and FY 25, projected an estimated spending of \$8.8 million for FY 26. This would result in a reversion of less than \$200,000, consistent with the agency’s trend of gradually reducing budget gaps.
- He noted that staffing growth has continued year over year, as reflected in increasing full-time equivalent counts, despite reversions. He concluded by stating that while the final appropriation is lower than the initial request, it is consistent with historical trends and manageable under current assumptions.
- As there were no further questions, the Chair thanked CFAO Rebello-Pradas and Executive Director Zuniga for their reports.
- She then turned the floor over to General Counsel Ravitz.

6. Legal Update – General Counsel Randall E. Ravitz and Counsel Annie E. Lee

- Counsel Lee presented an initial overview of a draft standard concerning criminal investigation procedures, one of the eight minimum agency certification standards listed in M.G.L. c. 6E, § 5(b). She noted that this was a preliminary presentation, and she invited feedback and reactions from Commissioners.
- Counsel Lee explained that the draft standard was informed by a wide range of sources, including:
 - Federal government materials, such as the Department of Justice’s 2024 report on the Worcester Police Department;
 - Resources from law enforcement interest groups and reform-focused nonprofits;
 - Statewide certification and accreditation programs;
 - Commonwealth agencies including the State Police;
 - Investigative journalism (e.g., the Boston Globe’s “Snitch City” series on confidential informants); and
 - Public comments.
- The above resources identified 11 key elements for inclusion in the draft standard. Those elements are as follows:
 - Key Principles:
 - Agencies must comply with constitutional requirements, given the potential for investigations to affect individual rights and future prosecutions.
 - Reporting Criminal Activity:
 - Agencies should establish multiple accessible methods for the public to report crime, including in-person, virtual, and online options.
 - Agencies should also allow anonymous and non-English reports.
 - To avoid inadvertently deterring and to prohibit retaliation against any individual who seeks to report criminal activity, agencies should prohibit requiring statements under oath or conducting background checks unless independently justified.

- Complainants should be allowed to review statements for accuracy, and all reports must be screened to determine whether an investigation is warranted.
- Management:
 - Policies regarding the management of a criminal investigation should cover the full scope of an investigation from initiation to resolution, including personnel assignments, internal reporting, documentation, supervision, and case file maintenance.
- Investigatory Techniques:
 - Agencies should outline appropriate use and procedures for techniques such as custodial interrogations, lineups, show-ups, searches, and use of confidential informants.
 - While the Commission does not dictate exact procedures, agencies must detail when and how such techniques are used to protect constitutional rights and ensure prosecutorial integrity.
- Conflicts of Interest:
 - To ensure the integrity of a criminal investigation, and to promote public confidence in policing, agencies should include a sub-policy provision concerning managing conflicts of interest in a criminal investigation.
 - Policies should address the requirements for reporting and evaluating a potential or actual conflict of interest as well as for managing such conflicts.
- Youth:
 - Given youth vulnerability, agencies must adhere to the “interested adult rule” for youths who have waived their Miranda rights and custodial interrogations.
 - For youth under 14, actual consultation with an interested adult is required; for those 14 or older, the opportunity to consult must be offered.
 - Agencies should also consider allowing a parent or interested adult to attend non-custodial interviews and prohibit threatening or coercive behavior toward youth.
- Coordinated Investigations:
 - The policy should outline when and how investigations are coordinated with external bodies.
 - Key components include deconfliction standards, communication protocols, and rules for sharing materials.
- Criminal Intelligence Data:
 - Agencies should address what data may be collected, implement privacy and security safeguards, and establish procedures for data correction or destruction.
 - They should also clarify any participation in inter-jurisdictional systems.
- Victim and Witness Assistance:
 - Agencies should direct officers to employ sensitive practices when engaging with victims and witnesses, make referrals to appropriate services, and comply with relevant laws.

- Counsel Lee also noted that the Commission has created a webpage with resources to support individuals who are victims of crime, or who have experienced a traumatic event related to policing.
 - Communications:
 - To support transparency and accountability, the policy should outline how agencies will communicate about investigations with the public, media, and those reporting crimes.
 - Training:
 - Officers must be trained on the agency's criminal investigation procedures and in accordance with applicable Municipal Police Training Committee ("MPTC") requirements.
- Counsel Lee concluded her presentation and invited questions and feedback from Commissioners.
- Chair Hinkle asked what communication, if any, Counsel Lee had had with the MPTC regarding the information provided to the Commission.
- Counsel Lee stated that the draft standard had been discussed with MPTC staff but not yet reviewed by the full MPTC in a public meeting. No formal feedback had been received yet, but Counsel Lee expected to return with MPTC input and any revisions.
- As there were no further questions, the Chair thanked Counsel Lee for her presentation.
- She then turned the floor over to General Counsel Ravitz.
- General Counsel Ravitz introduced a draft policy on information in the National Decertification Index ("NDI").
- He stated that no vote was requested, and that the purpose was to present the policy, summarize its key points, and solicit feedback before returning for a future vote. He continued as follows.
 - By statute and regulation, officers listed in the NDI may be ineligible for training, employment, or certification. However, some listings result from disciplinary actions less severe than decertification.
 - The proposed policy would clarify that these consequences apply only when:
 - The Commission has decertified the officer;
 - Another jurisdiction has revoked certification or equivalent authority; or
 - Another entity has taken action substantially equivalent to decertification by the Commission.
 - The policy adds that the information in the NDI may still be considered by the Commission for other purposes, and agencies must continue reporting any known NDI information per existing regulations.
 - The policy would also include a request that only the Executive Director, or his designee, submit or modify NDI entries involving Massachusetts officers, actions, or entities, and that others direct relevant information to the Executive Director.
- General Counsel Ravitz welcomed feedback from both within and outside the Commission.
- Chair Hinkle asked General Counsel Ravitz who funded the NDI.
- He stated that it was maintained by the International Association of Directors of Law Enforcement Standards and Training ("IADLEST").
- Commissioner Bluestone asked who the individuals or agencies were that were able to make changes to information contained in the NDI.

- He stated that they have been told that it is the agency that has submitted the information, which he assumed would include members of IADLEST. He stated that he could return with more information on the parameters for submitting information if the Commission would find it helpful.
- Commissioner Bluestone stated that she would appreciate more information.
- As there were no further questions, the Chair turned the floor back over to General Counsel Ravitz for the next item on the agenda.
- General Counsel Ravitz began a presentation on a draft guidance regarding the meaning of “performance of police duties and functions” as used in the Commission’s statutes and regulations. He continued as follows.
 - The “performance of police duties and functions” is relevant to defining both law enforcement agencies, specifically sheriff’s departments performing such functions, and law enforcement officers, including sheriffs, deputy sheriffs, and special sheriffs performing such functions.
 - The guidance reiterates the Commission’s prior interpretation that these terms apply only to those who perform or oversee the full range of police duties or have the authority to do so.
 - It clarifies that “performing” means personally engaging in or overseeing another’s conduct and defines “police duties and functions” as seven forms of conduct that involve asserting authority using law enforcement powers.
 - The seven forms of conduct are as follows:
 - Suppressing and preventing disturbances and disorder;
 - Dispersing people;
 - Entering private premises to suppress breaches of the peace;
 - Stopping, arresting, processing, and confining subjects;
 - Searching individuals, and seizing evidence and contraband; and
 - Carrying a weapon.
 - The list does not include merely serving process and transporting individuals in custody, as these are not considered “police powers.”
 - The guidance would make clear that the term “law enforcement officer” extends to sheriffs, special sheriffs, and deputy sheriffs if they personally perform or oversee another’s performance of each of the duties and functions listed above, including all types of arrest, in at least some circumstances, or they have the power to do so.
 - It would also reinforce that no individual defined as a “law enforcement officer” may perform police duties without an active certification and legal authority to do so.
- General Counsel Ravitz concluded by stating that feedback is encouraged from both the public and sheriffs, whose operations are directly impacted.
- He stated that once the process of incorporating feedback and further development had been given sufficient attention, the guidance would be brought back to the Commission.
- The Chair thanked all of those who presented before the Commission and moved on to the next item on the agenda.

7. Matters Not Anticipated by the Chair at the Time of Posting

- The Chair indicated that she did not believe there were any matters not anticipated at the time of the posting of the meeting notice.

8. Meeting Adjournment

- The Chair took a roll call vote to adjourn the meeting. The Commissioners voted as follows.
 - o Commissioner Baker – Yes
 - o Commissioner Bluestone – Yes
 - o Commissioner Hall – Yes
 - o Commissioner Kazarosian – Yes
 - o Commissioner Talley – Yes
 - o Chair Hinkle – Yes
- The Chair thanked the staff for their extraordinary work, and the public meeting was adjourned at 12:09 p.m.

Summary of Matters Voted on by the Commission

- Approval of minutes of April 17, 2025, meeting.
 - o The Commission voted to approve the minutes included in the meeting packet.

3a.



Executive Director Report

June 26, 2025

POSTC-comments@mass.gov
www.mapostcommission.gov
617-701-8401



Agenda

1. Certification Update
2. Stakeholder Engagement
3. Finance & Administrative Update

Certification Update



Certification Figures as of June 18, 2025

Category	Total
Certification Applications Expected	7,035
Applications Submitted	4,038
Certified	2,773
In Process	1,071
Conditionally Certified	52
Further Review	16

Certification Update



Additional Certification Categories (Certification Status)

As part of this round of certification POST has implemented and will begin reporting additional categories

- Expired. Certification initially granted by POST where officer is unassociated and/or agency does not re-submit application for certification (i.e., resigned or retired in good standing).

Certification Update



Additional Certification Categories (Certification Status)

- Restricted. Where officer leaves a police department due to a disciplinary matter (terminated, resigned or retired in lieu of discipline). Will be implemented as soon as officer leaves department under the above circumstances.

* 555 CMR 9.12(7) – certification regulations provide that “...a certification shall be active only when the individual is serving as a law enforcement officer for a law enforcement agency, and shall otherwise be restricted.”

Stakeholder Engagement



Recent & Upcoming Presentations / Meetings

- SEMLEC Martha's Vineyard Conference (May)
- IADLEST Conference (June)
- Mass Chiefs and Major City Chiefs E-Board Meeting (June)
- Mass Municipal Association Policy Group (June)
- House Post-Audit Committee (June)
- Mass Sheriffs' Association (upcoming)

F&A Update



FY26 Budget Development

- Conference Committee Phase – Appointed May 29
- **POST budget \$8.92M:** *Not-in-Conference*
- ***Next Steps:*** Release of *Conference Committee Report*, Vote by Legislature, and Governor Review

FY25 Year-End Activity

- Revised Spending Estimate: **\$8.13M**
- Reversions of \$500K-\$600K
- Headcount: 51
- ICP

Administrative Update



Human Resource Update

- Welcome Recent Interns:

- Division of Police Standards

- Mahmoud Mostafa
 - Ashley Sebastian

- Legal Division

- Emanuel Parker
 - Ektha Ravishankar

- IT Division

- Max Smith-Stern

- Open/Posted Positions:

- Records Access Officer
 - Business Analyst



Massachusetts Peace Officer Standards & Training
POSTC-comments@mass.gov
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3b.

<div>Treasurer's Report</div>	FY25 FIN SP	MAY			ANNUAL
	BUDGET	YTD EXPENDED	YTD INCURRED (open enc amt)	YTD COMMITTED	PROJECTED EXPEND TOTAL
EMPLOYEE COMPENSATION (AA) TOTAL	6,407,238	5,317,949	35,000	5,352,949	5,820,827
EMPLOYEE TRAVEL (BB) TOTAL	25,000	17,671	2,330	20,001	17,671
CONTRACT EMPLOYEES (CC) TOTAL	130,800	86,735	4,000	90,735	98,735
PAYROLL TAX/FRINGE (DD) TOTAL	127,225	87,556	0	87,556	95,897
OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL	201,531	116,341	90,354	206,695	206,695
FACILITY OPERATIONS (FF) TOTAL	40,000	10,094	26,020	36,114	36,114
OFFICE SPACE LEASE (GG) TOTAL	631,157	562,352	53,338	615,689	615,689
CONSULTANTS/LEGAL SERVICES (HH) TOTAL	151,840	51,814	66,741	118,555	118,555
SUPPORT/AUXILIARY SERVICES (JJ) TOTAL	73,707	25,084	14,716	39,800	39,800
OFFICE FURNITURE/FIXTURES/EQUIPMENT (KK) TOTAL	3,000	1,800	0	1,800	1,800
OFFICE EQUIPMENT LEASE (LL) TOTAL	4,264	1,887	2,359	4,246	4,246
OFFICE MAINTENANCE/REPAIRS (NN) TOTAL	20,000	47,889	91,672	139,561	139,561
INFORMATION TECHNOLOGY (UU) TOTAL	931,714	289,850	216,268	506,118	932,041
Grand Total :	8,747,476	6,617,020	602,798	7,219,819	8,127,630

4a.



PTSD in Law Enforcement Officers: Causes, Impacts, and Solutions

**UNDERSTANDING AND ADDRESSING
THE MENTAL HEALTH NEEDS OF
FIRST RESPONDERS**

TRACIE GOODNESS, PHD

LICENSED CLINICAL PSYCHOLOGIST

JUNE 26, 2025

Unique Characteristics of Law Enforcement Officers as Individuals

- Resilient
- Strong work ethic
- Ability to compartmentalize
- Loyalty
- Responsibility
- Desire to help
- Family history of law enforcement or military experience



Unique Characteristics of Law Enforcement Career and Culture

Exposure to trauma

- First responders experience 7-10 significant traumas in the first year on the job
- Civilians may only face 2 significant traumas in a lifetime

Workload

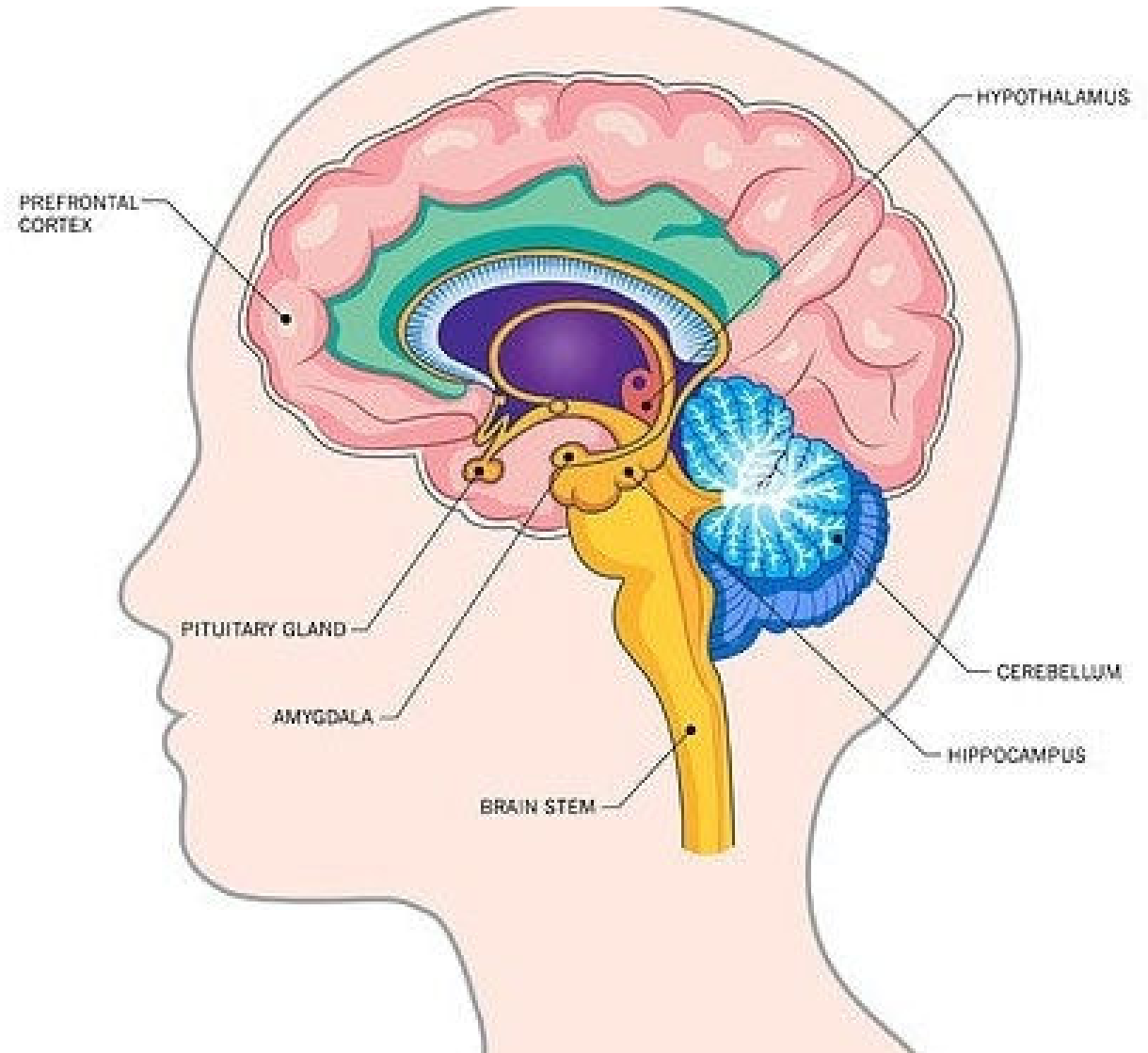
- Repeated exposure to stress
- Repetitive/mundane work
- Sporadic stressors
- Irregular hours
- Understaffing/limited resources

Culture

- Superhero
- Public Image
- Compartmentalization
- Carry firearms

What is Trauma?

- DSM-5-TR PTSD Definition
 - Criterion A: Exposure to actual or threatened death, serious injury, or sexual violence in one (or more) of the following ways:
 - Direct, witnessing, learning, repeated exposure to details
- Structural Changes in Brain
 - Structural Changes in Brain
 - Increased Amygdala Activity
 - Neurotransmitter Imbalances



What is Trauma (continued)?

Emotions

- Angry, Sad, Anxious, Numb

Experiences

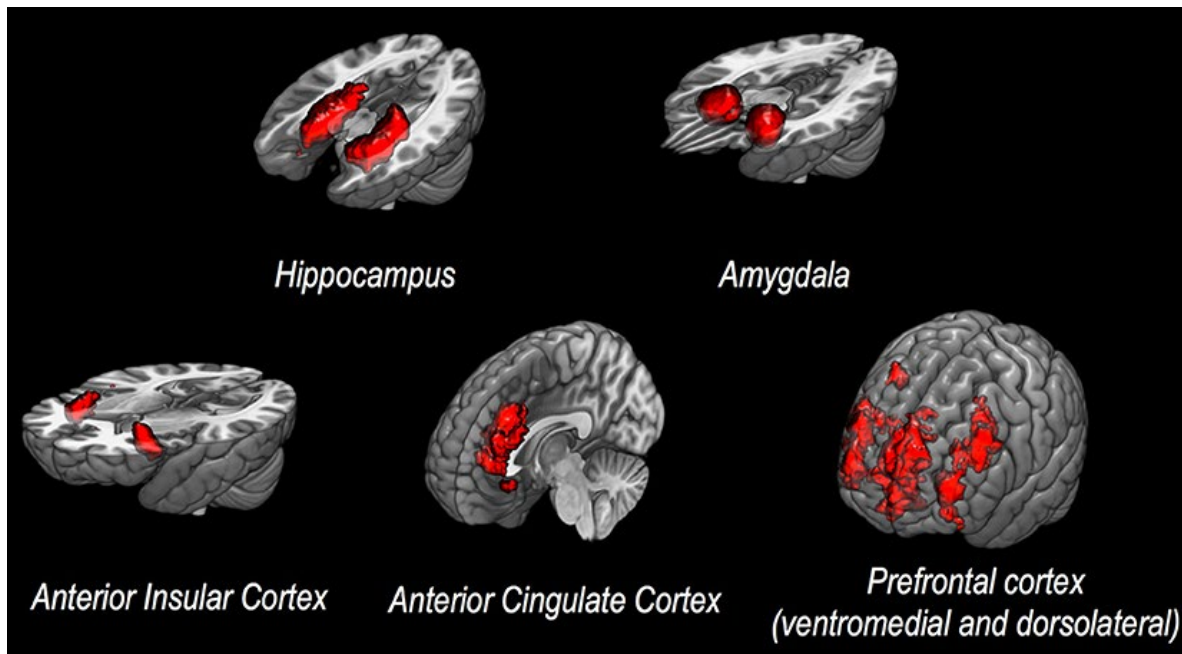
- Memories, nightmares/poor sleep, hypervigilance, difficulty concentrating, feeling less connected to others, being less interested in things, changes in relationships

Behaviors

- Avoidance, self-destructive/reckless behaviors, anger outbursts, drinking to cope

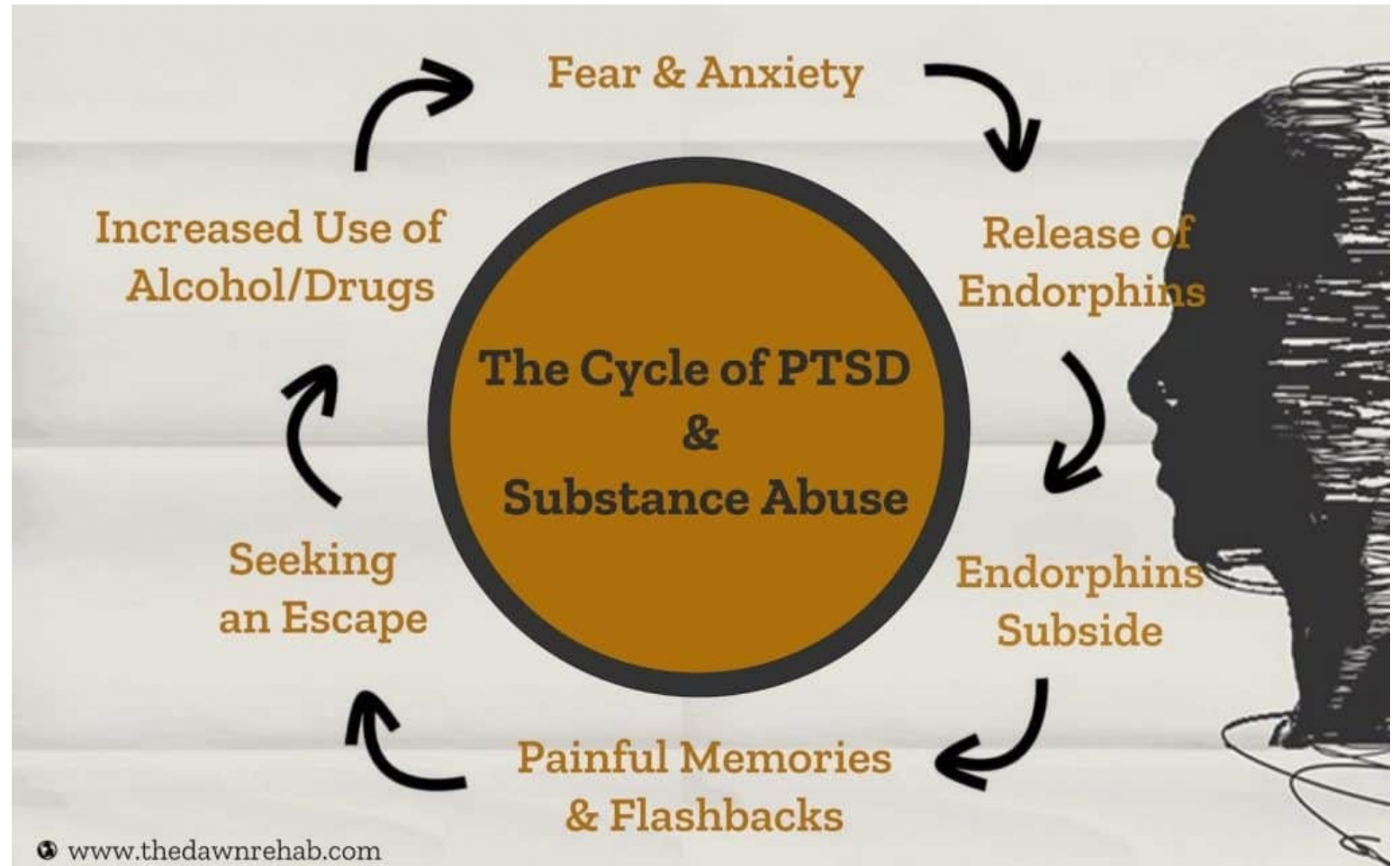
- Chronic Exposure
- Unhealthy Coping
- Isolation

Psychological and Neurobiological Impact of Trauma



- Police officers report much higher rates of:
 - Depression
 - Burnout
 - Post-traumatic Stress Disorder (PTSD)
 - Anxiety

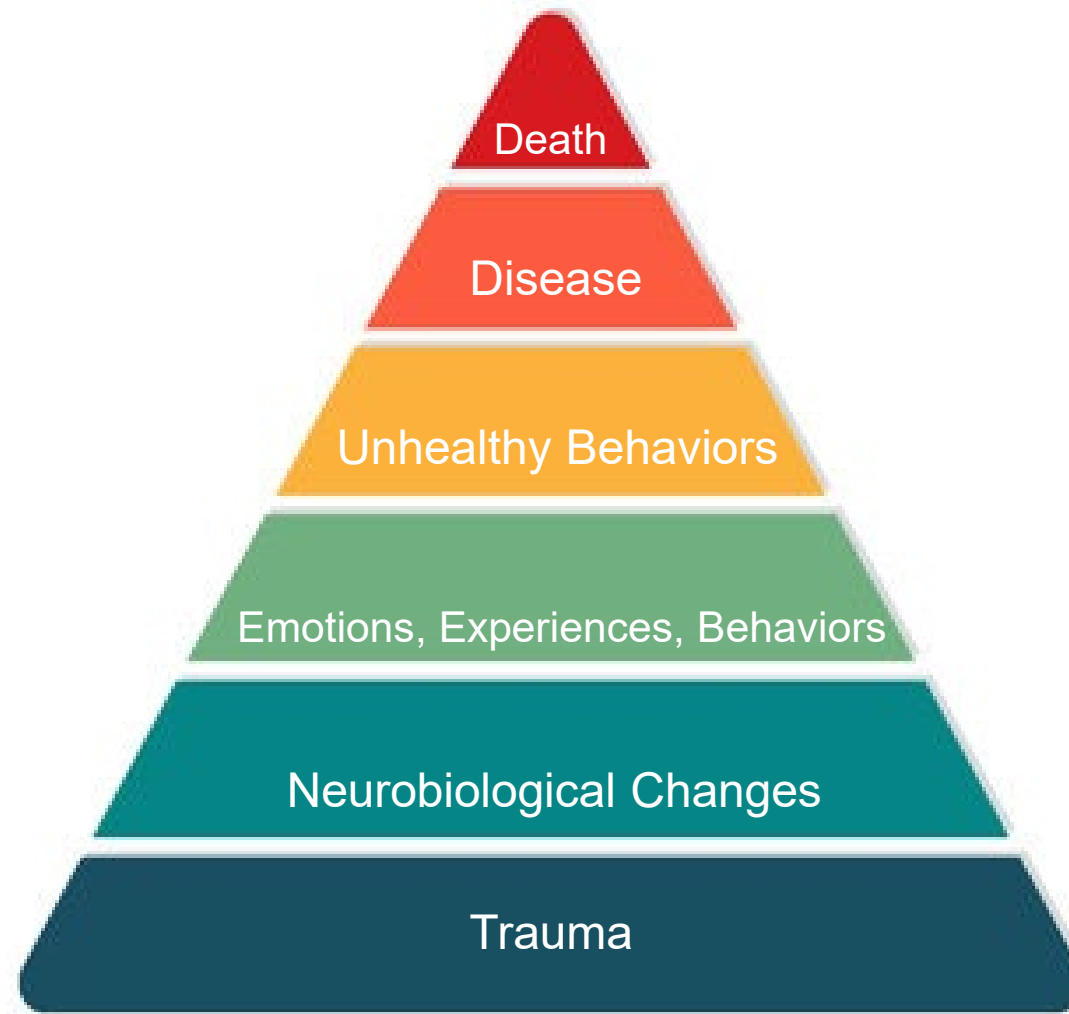
How & Why Trauma Leads to Alcohol and Substance Use



How & Why Trauma Leads to Mental Health and Medical Problems

- Mental
 - Mood
 - Cognitive Impairment – concentration, memory
 - Sleep Disturbances
- Behavioral
 - Alcohol/substance use, other unhealthy coping strategies
- Physical
 - Cardiovascular –hypertension, heart attacks, heart disease
 - Immune System – increased cortisol suppresses immune functioning, and increased inflammation
 - Gastrointestinal Distress – digestive issues, stomach discomfort
 - Acute/Chronic Pain – increased muscle tension, awareness of pain, worsened chronic pain conditions

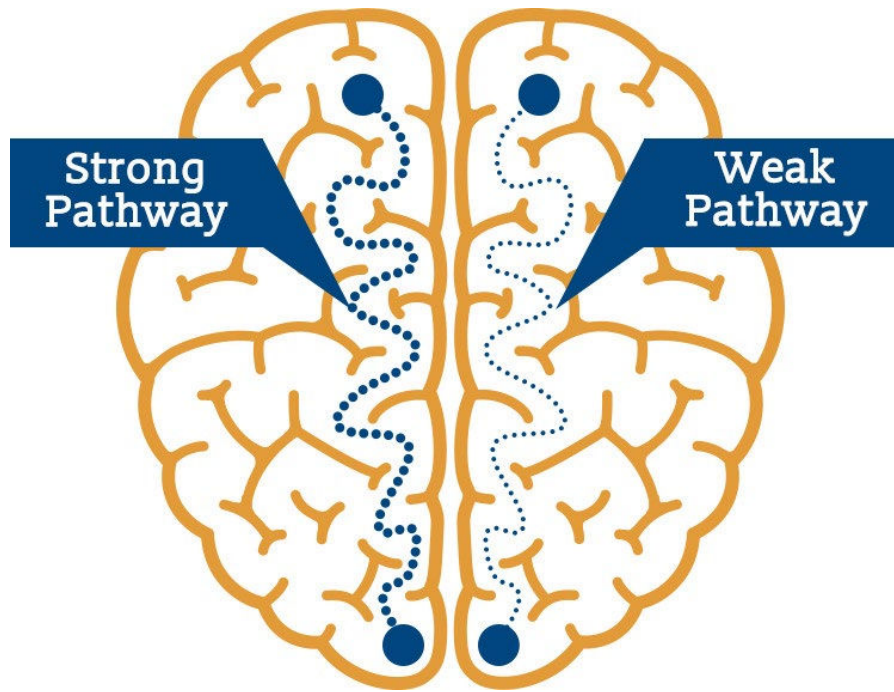
How & Why Trauma Leads to Mental Health and Medical Problems



How & Why Trauma Leads to increased Suicide Risk

- 1 in 4 (25%) of officers have had suicidal thoughts at least once
- Why? Physical, mental, and behavioral health changes as a result of trauma and as a result of attempts to cope
- Interpersonal Model of Suicide
 - Thwarted belongingness (“No one understands”, “No one would miss me if I was gone”)
 - Perceived burdensomeness (“Others would be better off without me”)
 - Desensitized to violence

Solution – Treat Trauma



- Neuroplasticity
- Destigmatization
 - Redefine strength and asking for help
 - Introduce mental health as a professional service, and personal connection
 - Create safe places for open discussion, sharing of experiences and resources, and processing
 - Optimize existing traits of resilience
- Treatment
 - Reducing work stressors
 - Implementing comprehensive wellness programs
 - Stepped-care intervention models
 - Education, groups, individual therapy, specialty care

Why this is Important



OFFICER WELLNESS



IMPACT ON THE
COMMUNITY

5a(i).



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

To: Chair Margaret R. Hinkle
Commissioner Lester Baker
Commissioner Hanya H. Bluestone
Commissioner Lawrence Calderone
Commissioner Eddy Chrispin
Commissioner Deborah Hall
Commissioner Marsha V. Kazarosian
Commissioner Charlene D. Luma
Commissioner Clyde Talley

From: Annie E. Lee, Counsel
Elizabeth B. Smith, Paralegal
Olivia A. Scuncio, Legal Intern

Re: Officer Recertification – Physical Fitness

Date: June 18, 2025

Enclosed for the Commission's review is a chart describing various options the Commission may consider when determining how to set standards and evaluate officers' ongoing physical fitness for the purposes of recertification.¹

¹ The chart reflects research and outreach Commission staff has undertaken to date regarding physical fitness, including:

- Hosting a Physical Fitness Panel Discussion on law enforcement physical fitness training and testing, featuring a panel of six nationally and internationally recognized experts with decades of experience and research in the area of tactical training and testing (October 18, 2024);
- Research into Commission law, related law in the Commonwealth, and law in other jurisdictions concerning ongoing physical fitness requirements for officers (November 21, 2024);
- Surveying agency chiefs on: (1) resources and initiatives currently offered to support officers' physical fitness; (2) challenges officers face to maintaining physical fitness; and (3) ideal physical fitness standards and evaluations (December 19, 2024);
- Surveying police union leadership on: (1) resources and initiatives currently offered to support officers' physical fitness; (2) challenges officers face to maintaining physical fitness; and (3) ideal physical fitness standards and evaluations (March 20, 2025); and
- Research into: (1) ongoing physical fitness standards for law enforcement officers in states other than Massachusetts; and (2) how those states implement those standards and evaluate officers for the purposes of officer recertification (April 17, 2025).

The chart aims to assist the Commission in determining appropriate physical fitness standards and evaluations for officers who are currently active and seeking recertification. The Commission, however, may find some of the

The chart provides the following information:

- Initiatives. Descriptions of different initiatives other agencies have undertaken to support their officers' physical fitness.
- Types. Categorizations of initiatives. Each initiative can be categorized as: (1) informational; (2) incentive/resource; or (3) exam/evaluation.
- Examples. Examples from other agencies, both in and outside the Commonwealth, of how those agencies have implemented a particular physical fitness initiative.
- Feasibility. Estimates of how easily an initiative could be implemented in the Commonwealth, ranging from low to high (low indicating difficulties with implementation and high indicating relative ease of implementation).
- Cost. Estimates of how costly an initiative would be, ranging from low to high.
- Notes. Any additional information that may be helpful for the Commission to consider.

CONCLUSION

Where General Laws chapter 6E, the Commission's governing statute, is silent on requirements for officers' ongoing physical fitness, the Commission has broad discretion to set standards and evaluations for the matter. As research from within and outside the Commonwealth demonstrates, there is no one or exclusive way to go about supporting and evaluating officers' ongoing physical fitness. Many agencies deploy a combination of information and educational resources, physical fitness resources and incentives, and examinations and evaluations to support their officers' physical fitness. Many agencies also support officers' physical fitness from multiple angles, including from nutrition, physical exercise, and medical screenings. Nonetheless, the Commission may find it useful to evaluate these various options from the lens of determining which options are best suited to "ensur[ing] officers are able to perform essential job duties," per the Legislature's directive to the Commission to establish a physical fitness standard for officers seeking recertification. M.G.L. c. 6E, § 3(a)(28); *see also* M.G.L. c. 31, § 61A (directing the Human Resources Division within the Executive Office for Administration and Finance to establish, for all civil service officers, "in-service health and physical fitness standards" which "shall be rationally related to the duties of such positions and shall have the purpose of minimizing health and safety risks to the public, fellow workers, and the police officers . . . themselves.").

information in the chart relevant to its future task of considering what physical fitness standards and evaluations, if any, officers who have had a break in service should be required to meet.

Initiative	Type	Example(s)	Feasibility (low/medium/ high)	Cost (low/medium/ high)	Notes
Wearable health trackers	Informational	<ul style="list-style-type: none"> · FitBits · Oura rings (McHenry County Conservation District, IL) 	Low	High	· Meeting certain standards (e.g., steps/day) may result in financial rewards or lowered health insurance premiums
Nutrition education	Informational	<ul style="list-style-type: none"> · Tuition reimbursement for attending POST-certified classes on nutrition (Reno, NV) · Free, online webinars on nutrition, for which officers can earn points for attending (Osceola County, FL) · Information about healthier options at local fast-food restaurants (Wisconsin Department of Justice) 	Medium-High	Medium	
Wellness education	Informational	<ul style="list-style-type: none"> · "Wellness Board," where information is regularly posted to educate officers on health issues and other health trends (Miami Beach, FL) 	High	Low	
On-site fitness opportunities	Incentive / Resource	<ul style="list-style-type: none"> · On-duty time to exercise · Gym · Group fitness classes (e.g., CrossFit, yoga, combat) · One-on-one instruction with an agency-sponsored personal trainer 	Low-Medium	High	· 150+ agencies in Massachusetts already provide on-site fitness opportunities
Off-site fitness opportunities	Incentive / Resource	<ul style="list-style-type: none"> · Reimbursement or stipends to partially or fully cover cost of membership at an off-site gym · Unlimited, free passes to municipal recreation center (Avon, CO) 	Medium	Medium-High	· 60+ agencies in Massachusetts already offer reimbursement or stipends for memberships at off-site gyms
Fitness instructor training opportunities	Incentive / Resource	<ul style="list-style-type: none"> · Agency-sponsored courses to train officers to become CrossFit instructors with the expectation that trained officers will lead group fitness classes (Stanislaus County, CA; Oregon City, OR) 	Low-Medium	High	
Fitness competitions	Incentive / Resource	<ul style="list-style-type: none"> · "Annual Fitness Cup Challenge" - 90-day challenge, including weight loss and fitness competitions/tests, where officers compete and fundraise (Randolph, MA) · Fitness challenges where successful completion results in an officer's name being entered into a prize drawing (Sidney, OH) 	Medium	Low	
Incentives	Incentive / Resource	<ul style="list-style-type: none"> · Financial (e.g., one-time payments, salary increases), time-off (e.g., hours, days), merchandise, ceremonial (e.g., plaque at an annual awards ceremony), or decorative (e.g., pins which may be worn on an officer's uniform) awards for successfully meeting physical fitness standards (typically a physical fitness test) 	Low-High	Low-High	<ul style="list-style-type: none"> · 80+ agencies in Massachusetts already offer incentives for physical fitness (making implementation feasibility high and added costs low for those agencies) · Financial and time-off incentives will require coordination with collective bargaining (making implementation feasibility low and added costs potentially high for some agencies)
On-site healthy food options	Incentive / Resource	<ul style="list-style-type: none"> · Addition of healthy food options to the agency vending machine (Reno, NV) · Partnerships with local companies to provide fresh, healthy, ready-made meals available for purchase at the agency (Stanislaus County, CA) 	Medium-High	Medium	

Initiative	Type	Example(s)	Feasibility (low/medium/ high)	Cost (low/medium/ high)	Notes
Health and fitness focused personnel	Incentive / Resource	<ul style="list-style-type: none">· Wellness Officer, whose job functions are focused on developing best practices and training officers in nutrition to support the wellbeing of employees (Plymouth, MN)· Emergency Department physician as a part-time officer who works with high-risk teams (e.g., SWAT) and coordinates with Wellness Officer on best practices and training (Plymouth, MN)· Fitness Coordinator who conducts fitness assessment, collects department data, and provides exercise consultations (Citrus Heights, CA; Sandy Springs, GA)· Wellness Coordinator (Osceola County, FL)· Nutritionist, whom officers can visit once per year (Oregon City, OR)· Physical therapist (Butte County, CA)· Accupuncturist (Butte County, CA)	Low	High	
Medical exams and evaluations	Exam / Evaluation	<ul style="list-style-type: none">· Annual physical exams/checkups or physical wellness visits, which may be conducted by an officer's personal primary care physician or an agency-sponsored physician· Agency-sponsored medical risk assessments to screen for chronic or acute health conditions that are not typically seen in younger individuals but for which officers are at higher risk (e.g., cardiovascular events, insulin resistance) (Natick, MA; Reno, NV)	Low-High	Low-High	<ul style="list-style-type: none">· Physical exams with a personal primary care physician are generally fully covered by private health insurance as preventive care (making implementation feasibility potentially high and costs potentially low), but depending on age, may not include certain screenings (e.g. EKGs for officers in their 20s) so those screenings would be out of pocket (making implementation feasibility potentially low and costs potentially high)
Medical clearance	Exam / Evaluation	<ul style="list-style-type: none">· Report by physician stating that officer is physically capable of performing police officer duties (as defined by officer's employing agency) (Maryland) or participating in physical fitness testing (New Hampshire)	High	Low	<ul style="list-style-type: none">· May be mandatory (Maryland and New Hampshire) or may be required only in certain circumstances (e.g., Public Employee Retirement Administration Commission's Return to Service program, which allows public employees who retired for disability to return to the same position they retired from or a similar position within the department they retired from, provided they are qualified, if they can demonstrate that they are able to perform the essential duties of the position)
Physical fitness tests	Exam / Evaluation	<ul style="list-style-type: none">· "Cooper test" - 1.5 mile run, 300 meter sprint, sit-ups, and push-ups· Rowing test· Combat fitness evaluation - wall ball, sumo deadlift high pull, box steps/jumps, push press, rowing test for calories	Low-Medium	Medium	<ul style="list-style-type: none">· Events may be tailored to better align with individual job functions· Passing standards may be normed to age and gender (though profession is reevaluating whether to norm to gender)· May be mandatory, with multiple opportunities for testing if unable to initially pass (New Hampshire), or voluntary (usually tied to an incentive)· Mandatory tests may result in an increase in exercise-related injuries, though lower levels of fitness are generally associated with an increased risk of injury· Cooper test is required of all MPTC candidates

Initiative	Type	Example(s)	Feasibility (low/medium/ high)	Cost (low/medium/ high)	Notes
Functional Capacity Evaluation	Exam / Evaluation	<ul style="list-style-type: none">· Assessment of flexibility/range of motion (i.e., joint range of motion, soft tissue flexibility, ability to meet positional challenges and perform tasks), cardiovascular fitness (i.e., 20 minutes at 65-85% of maximum heart rate), muscular strength/functional abilities (i.e., lifting overhead, carrying, grip, index or trigger pull), muscular endurance/obstacle course (to simulate work)	Low-Medium	Medium	<ul style="list-style-type: none">· Required by Public Employee Retirement Administration Commission's Return to Service program for public safety retirees prior to taking the Physical Ability Test· If Functional Capacity Evaluation identifies issues that lower probability of passing Physical Ability Test, physician may recommend postponement of Physical Ability Test until issues are addressed
Physical Ability Test	Exam / Evaluation	<ul style="list-style-type: none">· Obstacle course, separation event, dummy drag	Medium	Medium	<ul style="list-style-type: none">· Events may be tailored to better align with individual job functions· May be mandatory (Maryland), with multiple opportunities for testing if unable to initially pass, or voluntary (usually tied to an incentive)· Required of all civil service candidates· Required by HRD for all civil service officers every four years (M.G.L. c. 31, § 61A), but HRD has not enforced
Body composition standards	Exam / Evaluation	<ul style="list-style-type: none">· Waistline measurement· Body Mass Index· Percentage body fat	Low	Low	<ul style="list-style-type: none">· May be mandatory (Texas) or voluntary (usually tied to an incentive) (Chelmsford, MA)· A Texas officers' union filed a challenge to the state's body composition standards, but was ultimately unsuccessful (<i>see Texas Dep't of Pub. Safety Officers Ass'n v. Texas Dep't of Pub. Safety</i>, No. D-1-GN-19-006875 (Tex. Dist. Ct. Sept. 9, 2020))

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LAW ENFORCEMENT AGENCY (“LEA”) CERTIFICATION

Annie E. Lee, Counsel

Kimberly A. Shatford, Legal Fellow

June 2025



STATUTORY MANDATE

M.G.L. c. 6E, § 5(b) calls on the Commission to certify LEAs in accordance with “minimum certification standards,” including:

- (1) Use of force and reporting of use of force;
- (2) Officer code of conduct;
- (3) Officer response procedures;
- (4) Criminal investigation procedures;
- (5) Juvenile operations;
- (6) Internal affairs and officer complaint investigation procedures;
- (7) Detainee transportation; and
- (8) Collection and preservation of evidence.



RESOURCES CONSULTED

- Juvenile Justice Policy and Data Board, *Massachusetts Juvenile Justice System* (2024)
- Agency memorandums of understanding
- Strategies for Youth, *Model Policies for Policing Youth* (2023)
- Federal laws
- Massachusetts General Laws
- Public comments



KEY ELEMENTS

- Key principles
- Officer conduct
- Arrests
- Temporary custody
- Transportation
- Collateral effects of policing youths' caregivers
- Congregate care placement sites
- Institutions of higher education
- School resource officers
- Police-youth programs
- Complaints
- Data and trends
- Training



KEY PRINCIPLES

- Highlighting officer compliance with their agency's code of conduct policy.
- Emphasizing:
 - Acting professionally and ethically;
 - Treating others with dignity and respect;
 - Acting impartially; and
 - Avoiding the appearance of bias and prohibiting harassment or discrimination based on bias.



OFFICER CONDUCT

- Awareness of developmental differences.
- Awareness of effect an officer's presence may have on a youth.
- Explaining:
 - What the officer is doing and why;
 - The youth's rights; and
 - Any applicable next steps.
- Using tactics and techniques that are:
 - Developmentally and age appropriate;
 - Trauma informed;
 - Racially equitable;
 - Culturally relevant; and
 - Not intimidating, coercive, and/or threatening.
- Consideration of whether a law enforcement response is appropriate, in light of:
 - Impact of law enforcement on a youth's prospects and health;
 - Non-criminal factors, including likelihood of redirection through diversion and connections to care; and
 - Youth susceptibility to intimidation, coercion, and threat.
- Taking the least intrusive and most effective action.



POLICE CUSTODY AND TRANSPORTATION

- Arrests:

- Treat custodial arrest as a last resort;
- Create comprehensive requirements for use of restraints on youths;
- Direct officers to:
 - Protect youth's privacy;
 - Contact youth's caregiver;
 - Issue *Miranda* warnings; and
 - Provide appropriate medical response.

- Transportation:

- Contact youth's caregiver;
- Considerations:
 - Officer's gender identity;
 - Presence of non-officer adults; and
 - Presence of youths of another gender identity.
- Recording methods.

- Temporary Custody:

- Environment;
 - Sight- and sound-separated from non-officer adults;
 - Where the youth is likely to feel most safe; and/or
 - An appropriate detention facility.
- Constant direct supervision and surveillance;
- Access to caregiver; and
- Access to medical assistance.
- Out of sight and sound of any youths.



COLLATERAL EFFECTS OF POLICING YOUTHS' CAREGIVERS

- Caregiver arrests:
 - Arrest the adult out of sight and sound of any youths;
 - Identify an alternative caregiver for any impacted youths; and
 - Supervise youths at the scene of the arrest.
- Residential search warrants:
 - Executed when youths are not expected to be present; and
 - Out of sight and sound of any youths.
- Immigration enforcement:
 - Ensure consistent and appropriate treatment.
- Service of notice of petitions for termination of parental rights:
 - Served when youths are not expected to be present; and
 - Out of sight and sound of any youths.
- Removal of youths due to abuse and neglect:
 - Work with the appropriate agencies and interested people to find a suitable alternative caregiver; and
 - Pre-removal gathering of comfort items and assistive devices.



CONGREGATE CARE PLACEMENT SITES

- A congregate care placement site is a highly structured out-of-home placement that includes 24-hour supervision for youths, which is contracted or operated by the Department of Children and Families and licensed or approved by the Department of Early Education and Care or Department of Youth Services. Congregate care placement sites include group homes, residential childcare communities, childcare institutions, residential treatment facilities, and maternity homes.



INSTITUTIONS OF HIGHER EDUCATION

- Memorandum of understanding:
 - Define jurisdiction; and
 - Develop requirements for coordinated responses and investigations.
- Policies on responding to and investigating reports of sexual misconduct involving students.



SCHOOL RESOURCE OFFICERS

- Memorandum of understanding;
- Operating procedures that cover:
 - Daily operations;
 - Policies; and
 - Procedures.
- Ensuring that school resource officers have the proper certification.



POLICE-YOUTH PROGRAMS

- Memorandum of understanding:
 - Mission statements, goals, and objectives of the program;
 - Roles and responsibilities of the participating officers, agency, and program;
 - Process for selecting participating officers;
 - Mechanisms for incorporating participating officers into the program;
 - Information sharing;
 - Organizational structure, including supervision and lines of communication; and
 - Training for participating officers.
- Operating procedure to guide participating officers.



INAPPROPRIATE RELATIONSHIPS

- Prohibiting officers from engaging in sexual relationships with youths.



COMPLAINTS, DATA, AND TRAINING

- **Complaints:**

- Youths and their caregivers may follow up on, raise concerns about, or file a complaint about:
 - An officer;
 - A school resource officer;
 - An agency; and
 - Related policies, memoranda, operating procedures, and responses.

- **Data and trends:**

- Identify trends in officer, school resource officer, and agency involvement with youths and students over time.
- Issue an annual summary of reports and complaints;
 - Maintained on the agency's website; and
 - Available on agency and school premises.

- **Training:**

- Ensure training in accordance with all applicable training requirements.



Members of law enforcement and the public are encouraged to submit comments and suggestions to POSTC-comments@mass.gov



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

To: Chair Margaret R. Hinkle
Commissioner Lester Baker
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Commissioner Charlene D. Luma
Commissioner Clyde Talley

From: Annie E. Lee, Counsel
Kimberly A. Shatford, Legal Fellow

Re: Law Enforcement Agency Certification Standards – Juvenile Operations

Date: June 18, 2025

Under Massachusetts General Laws chapter 6E, section 5(b), the Commission is directed to develop at least eight agency certification standards, of which “juvenile operations” is one.

Attached for the Commission’s review is a draft juvenile operations standard. This standard is presented to the Commission for discussion and feedback; it is **not** presented to the Commission for preliminary approval.

The draft juvenile operations standard includes the following key elements:

- **Key principles.** The draft standard provides that an agency’s juvenile operations policy shall direct officers to comply with their agency’s code of conduct policy, and emphasize officers’ duty to act professionally and ethically, treat others with dignity and respect, act impartially, avoid the appearance of bias, and not harass or discriminate against others based on bias, in keeping with General Laws chapter 6E’s intent to professionalize policing and provide for bias-free policing.
- **Officer conduct.** Research demonstrates that youths are developmentally different from adults in ways that impact youths’ interactions with and understanding of officers and policing. To promote positive experiences between officers and youths, the draft standard provides that officers should modify their tactics and techniques when engaging with a youth to better meet the developmental needs of youths. Furthermore, in recognition of youths’ vulnerability to policing and the impact that officers’ presence

may have on youths, the draft standard provides that officers should avoid conduct that youths are particularly susceptible to, including behavior that may be reasonably perceived as intimidating, coercive, and/or threatening.

Because youths are particularly vulnerable among police and within the criminal justice system, the draft standard encourages officers to consider whether a law enforcement response to a youth is appropriate, in light of the potential impact law enforcement may have on a youth, non-criminal factors that may potentially affect a youth, and youths' increased susceptibility to various forms of intimidation, coercion, and threats. When a law enforcement response is warranted, the draft standard provides that officers should take the least intrusive and most effective action available in order to minimize any harms that may flow from a youth's over-involvement with policing and the criminal justice system.

Finally, because youths may have limited experiences with officers and a limited understanding of policing, the draft standard provides that officers should undertake certain behavior when engaging with youths, in order to provide for transparency. Those behaviors include: (1) explaining to youths what officers are doing and why, and any applicable next steps officers may take; and (2) explaining how youths may follow up on, raise concerns about, or file a complaint about the agency and/or its officers.

- Arrests. The Commonwealth has experienced an increase in the number of youths in physical custody. This increase is, in part, due to the growing use of arrests for misdemeanor offenses. Data from the Juvenile Justice Policy and Data Board suggests racial and ethnic disparities among these arrests, with Black youth being more than five times and Latinx youth being more than three times more likely than their white peers to be arrested. To address this issue, the draft standard provides that agencies shall develop sub-policies or provisions concerning the arrest of youths. Such a sub-policy or provision should address: issuing a summons as a preferred method of bringing a youth into court; protecting an arrested youth's privacy; contacting an arrested youth's parent, legal guardian, or responsible adult; issuing the arrested youth the *Miranda* warnings; requirements for using restraints on arrested youths; and providing medical attention to arrested youths.
- Temporary custody. The draft standard provides that agencies should develop sub-policies or provisions concerning the temporary custody of youths on agency premises. Such a sub-policy or provision should address: the environment in which the youth is held; appropriate supervision of the youth; access and communication between the youth and their parent, legal guardian, or responsible adult; and the youth's access to medical assistance.
- Transportation. The draft standard next provides that agencies should develop sub-policies or provisions concerning the transportation of youths. Such a sub-policy or provision should address: informing the youth's parent, legal guardian, or responsible adult of the youth's whereabouts; transporting youths with at least one officer whose gender identity matches the youth's gender identity; transporting youths separately

from adults; transporting youths of one gender identity separately from youths of another gender identity; and prohibiting officers from transporting a youth without the assistance or presence of another officer, unless the officer's body-worn camera or transport vehicle's in-car audio- or video-recording system is activated throughout the transport or another method of recording is used.

- Collateral effects of policing youths' caregivers. Youths may also be impacted by policing even when they are not themselves the subjects of law enforcement action, such as when their caregivers are the targets of policing. To ensure that youths are protected and adequately cared for in all policing contexts and to avoid exposing youths to traumatizing situations, the draft standard provides that agencies should develop sub-policies or provisions concerning youths affected by the policing of their caregivers. Specifically, agencies' youth operations policies should include sub-policies or provisions concerning youths affected by: the arrest of parents, legal guardians, or responsible adults; residential search warrants; the service of notice of petitions for termination of parental rights at residences; the removal of youths from their homes due to abuse and neglect; and immigration enforcement.
 - Caregiver arrest. A sub-policy or provision concerning youths affected by the arrest of their parent, legal guardian, or responsible adult should address: arresting the adult out of sight and sound of any youths, identifying an alternative caregiver for any impacted youths, and supervising youths at the scene of the arrest.
 - Residential search warrants. A sub-policy or provision concerning youths affected by residential search warrants should encourage officers, when informed that a youth may reside at the residence where a search warrant will be executed, to execute the search warrant at a time when the youth is not expected to be present, and to execute the search out of sight and sound of any youths.
 - Serving notice of termination of parental rights. A sub-policy or provision concerning the serving of notices of petitions for termination of parental rights at residential homes should address: serving notice at a time when the youth is not expected to be present, and in a manner that is out of sight and sound of any youths at the residence.
 - Removal for abuse or neglect. A sub-policy or provision concerning removing youths from their homes due to abuse or neglect should address officers' duty to work with the appropriate agencies and interested people to find a suitable caregiver for the youth or any individuals for which the youth is a caregiver. That sub-policy or provision should also address youths' pre-removal gathering of comfort items and assistive devices.
 - Immigration enforcement. A sub-policy or provision concerning youths affected by an immigration enforcement action that targets the youth or their

parent, legal guardian, or responsible adult should ensure consistent and appropriate treatment of youths affected by immigration enforcement actions.

- Congregate care placement sites. To promote clarity in the roles of officers and congregate care staffers, the draft standard provides that agencies shall develop a sub-policy or provision concerning responding to youths at congregate care placement sites.
- Institutions of higher education. The draft standard next provides that agencies shall develop sub-policies or provisions concerning institutions of higher education. Such a sub-policy or provision should direct agencies to develop and execute memorandums of understanding with institutions of higher education within the agency's jurisdiction. The sub-policy or provision should also direct the agency to work with those institutions to develop policies on responding to and investigating reports of sexual misconduct involving students.
- School resource officers. The draft standard next provides that agencies shall develop sub-policies or provisions concerning school resource officers. Such a sub-policy or provision should require the agency to: (1) have a fully executed memorandum of understanding with the local school district that meets or exceeds the Model School Resource Officer Memorandum of Understanding developed by the Model School Resource Officer Memorandum of Understanding Review Commission; and (2) develop and implement operating procedures for school resource officers that meet or exceed the requirements described in M.G.L. c. 71, § 37P. Lastly, a school resource officer sub-policy or provision should ensure that all school resource officers have the proper certification.
- Police-youth programs. The draft standard next provides that, if its officers participate in any non-incidental program that brings youths into contact with officers, the involved agencies shall develop sub-policies or provisions concerning those programs. Such a sub-policy or provision should address: (1) the agency's responsibility to execute a memorandum of understanding with any such program and (2) the agency's responsibility to develop operating procedures that provide guidance to participating officers about program operations, policies, and procedures, similar to the memorandum of understanding and operating procedures required with respect to school resource officers.
- Inappropriate relationships. The draft standard next provides that agencies shall prohibit sexual relationships between officers and youths, in accordance with applicable age of consent laws.
- Complaints. To promote transparency and accountability in policing, the draft standard next provides that agencies shall develop a protocol for youths and their parents, legal guardians, or responsible adults to follow up on, raise concerns about, or file a complaint about a matter. The complaint may concern an officer, a school resource

officer, the agency, or other related policies, memorandums, operating procedures, or responses.

- Data and trends. To build upon the transparency and accountability measures provided through an agency's complaint processes, an agency should—in addition to analyzing reports and complaints concerning officers' encounters with youths, school resource officers, and the agency's juvenile operations policy, memorandums, operating procedures, and responses—identify trends in policing youth annually, issue an annual summary of reports and complaints, and make that annual summary available to the public.
- Training. To ensure compliance with the agency's juvenile operations policy, the draft standard provides that agencies should ensure that all officers are trained in juvenile operations in accordance with all applicable requirements.

Commission staff is consulting with the Municipal Police Training Committee and its staff and expects to present a revised juvenile operations standard to the Commission in due course.

555 CMR 13.00: LAW ENFORCEMENT AGENCY CERTIFICATION STANDARDS

Section

- 13.01: Purpose and Scope
- 13.02: Definitions
- 13.03: Standards
- 13.04: Compliance
- 13.05: Assessment
- 13.06: Maintaining Compliance
- 13.07: Re-Assessment
- 13.08: Waiver
- 13.09: Enforcement and Disciplinary Action
- 13.10: Severability

13.02: Definitions

Agency. A Law Enforcement Agency as defined in M.G.L. c. 6E, § 1.

Congregate Care Placement Site. A highly structured out-of-home placement that includes 24-hour supervision for youths, which is under contract with or operated by the Department of Children and Families and licensed or approved by the Department of Early Education and Care or Department of Youth Services. Congregate care placement sites include group homes, residential childcare communities, childcare institutions, residential treatment facilities, and maternity homes.

Developmentally and Age Appropriate, Trauma Informed, Racially Equitable, and Culturally Relevant Tactics and Techniques. Tactics and techniques that take into account an individual's contextual factors, including, but not limited to, mental or physical condition, age or developmental maturity, language or cultural differences, the legacy of policing on vulnerable populations, and the agency's history with the public. Such tactics and techniques include, but are not limited to, tactics and techniques consistent with the Commission's guidance entitled *Developmentally Appropriate De-escalation and Disengagement Tactics, Techniques and Procedures and Other Alternatives to the Use of Force for Minor Children* (2021).

Municipal Police Training Committee or MPTC. The Municipal Police Training Committee established in M.G.L. c. 6, § 116.

Officer. A Law Enforcement Officer as defined in M.G.L. c. 6E, § 1.

Responsible Adult. An individual eighteen or older with authority to make decisions on behalf of a youth. A responsible adult includes, but is not limited to, the attorney of the youth, or the attorney of the youth's parent or guardian.

School. An elementary or secondary public school.

School Resource Officer or SRO. A School Resource Officer or SRO as defined in 555 CMR 10.03.

Student. An individual enrolled at a public school, private school, or institution of higher education.

Youth. An individual under the age of eighteen.

13.03: Standards

Each agency shall develop and implement written policies on the following topics in accordance with the following standards:

[RESERVED FOR STANDARDS ON OTHER SUBJECTS]

- (6) Juvenile operations. An agency's juvenile operations policy shall:
 - (a) Direct officers to act in accordance with the agency's code of conduct policy developed pursuant to 555 CMR 13.03(3) and emphasize an officer's duty to act professionally and ethically, treat others with dignity and respect, act impartially and avoid the appearance of bias, and not harass or discriminate against others based on bias;
 - (b) Encourage officers to be aware of the developmental differences between youths and adults and that those differences may impact interactions between a youth and an officer, in ways that include, but are not limited to, affecting a youth's ability to understand, respond to, and comply with an officer's commands, such that an officer may have to modify their tactics and techniques when engaging with a youth;
 - (c) Encourage officers to be aware that their presence may escalate a situation involving a youth, and attempt to counteract this impact, where feasible, by avoiding conduct that the youth may reasonably perceive as intimidating, coercive, and/or threatening;
 - (d) Direct officers, when engaging with a youth, to:
 - 1. Explain to the youth what the officer is doing and why, the youth's rights, and any applicable next steps, when time and circumstances reasonably permit;
 - 2. Utilize developmentally and age appropriate, trauma informed, racially equitable, and culturally relevant tactics and techniques, which shall avoid intimidating, coercive, and/or threatening tactics and techniques, when time and circumstances reasonably permit;

3. Consider whether a law enforcement response is appropriate, in light of:
 - a. The potential impact law enforcement may have on a youth's development, education, employment, housing prospects, and physical and mental health;
 - b. Non-criminal factors that may potentially affect a youth, including, but not limited to, mental or physical condition, age or developmental maturity, education level or intelligence, language or cultural differences, the legacy of policing on vulnerable populations, the agency's history with the public, and the likelihood that the youth can be redirected from allegedly criminal behavior through diversion referrals focused on connecting the youth to care; and
 - c. Youths' increased susceptibility to various forms of intimidation, coercion, and threats;
 4. Take the least intrusive and most effective action, examples of which include, but are not limited to, issuing a warning, making a referral, or issuing a summons or citation, as their primary law enforcement response to a youth in accordance with M.G.L. c. 119, § 53; and
 5. Provide to the youth and other individuals present the officer's name, badge number, or equivalent number, agency name, and agency telephone number, and explain how the youth and/or other individuals may follow up on, raise concerns about, or file a complaint about the agency or the officer, when time and circumstances reasonably dictate, including upon request or an expression of dissatisfaction with the agency and/or the officer;
- (e) Include a sub-policy or provision concerning the arrest of youths that:
1. Encourages officers to issue a summons as a preferred method of bringing a youth into court and to utilize custodial arrest as a last resort;
 2. Directs officers to make efforts to protect the youth's privacy when arresting the youth, when time and circumstances reasonably permit;
 3. Directs officers to make efforts to contact the youth's parent, legal guardian, or responsible adult to inform such person that the youth has been arrested;

4. Directs officers to issue the *Miranda* warnings to the youth in accordance with the standards specified in 555 CMR 13.03(5)(j)(1)(c)-(f);
 5. Sets forth specific and comprehensive requirements governing the use of restraints on youths; and
 6. Directs officers to provide an appropriate and timely medical response to, or otherwise procure appropriate medical assistance in a timely manner for, a youth exhibiting signs of or complaining of injury or illness;
- (f) Include a sub-policy or provision concerning the temporary custody of youths on agency premises that:
1. Requires the agency to hold the youth in an environment and manner that takes into account where the youth is likely to feel most safe, or if necessary, in a detention facility approved by the Department of Youth Services pursuant to M.G.L. c. 119, § 67, but in any case keeps the youth sight- and sound-separated from all non-officer adults at all times;
 2. Requires the agency to keep the youth under constant direct supervision and surveillance by at least one officer or designated agency personnel;
 3. Requires the agency to provide the youth reasonable and private access to their parent, legal guardian, or responsible adult;
 4. Requires the agency to provide an appropriate and timely medical response to, or otherwise procure appropriate medical assistance in a timely manner for, a youth exhibiting signs of or complaining of injury or illness; and
 5. Complies with any applicable law, rule, regulation, policy, or judicial or regulatory order, including 34 U.S.C. § 11133 and M.G.L. c. 119, § 67;
- (g) Include a sub-policy or provision concerning the transportation of youths that:
1. Directs officers to make efforts to contact the youth's parent, legal guardian, or responsible adult to inform such person of where the youth will be transported to;

Agency Certification Standards – Juvenile Operations (DRAFT)

2. Directs officers to transport a youth with at least one officer whose gender identity matches the gender identity of the youth, when time and circumstances reasonably permit;
 3. Directs officers to transport youths separately from adults, when time and circumstances reasonably permit;
 4. Directs officers to transport a youth of one gender identity separately from a youth of another gender identity, when time and circumstances reasonably permit;
 5. Prohibits officers from transporting a youth without the assistance or presence of another officer, unless the officer's body-worn camera or transport vehicle's in-car audio- or video-recording system is activated throughout the transport or another method of recording, such as mileage reporting, is used; and
 6. Complies with any applicable law, rule, regulation, policy, or judicial or regulatory order, including 34 U.S.C. § 11133, M.G.L. c. 90, § 7AA, M.G.L. c. 119, § 34, and the agency's detainee transportation policy developed pursuant to 555 CMR 13.0(8);
- (h) Include a sub-policy or provision concerning youths affected by the arrest of their parent, legal guardian, or responsible adult that:
1. Directs officers to arrest adults out of sight and sound of any youths, when time and circumstances reasonably permit;
 2. Directs officers to work with the Department of Children and Families to assist the adult in identifying an alternate parent, legal guardian, responsible adult, or other individual capable of providing care for any youths the adult is responsible for;
 3. Directs at least one officer to remain at the scene of the arrest until all youths who need supervision are in the care of an alternate parent, legal guardian, responsible adult, or other individual capable of providing such supervision; and
 4. Complies with any applicable law, rule, regulation, policy, or judicial or regulatory order, including M.G.L. c. 6A, § 18³/₄(9) and M.G.L. c. 6, § 116D;
- (i) Include a sub-policy or provision concerning youths affected by residential search warrants that:

Agency Certification Standards – Juvenile Operations (DRAFT)

1. Encourages officers, when informed that a youth may reside at the residence where the search warrant will be executed, to execute the search warrant at a time when the youth is not expected to be present and to make efforts to avoid the use of equipment to force entry and other tools that may harm or traumatize the youth, when time and circumstances reasonably permit; and
 2. Directs officers to execute the search out of sight and sound of any youths, when time and circumstances reasonably permit;
- (j) Include a sub-policy or provision concerning the serving of notices of petitions for termination of parental rights at residential homes that encourages officers, when informed that a youth may reside at the residence where the notice will be served, to serve the notice at a time when the youth is not expected to be present and is out of sight and sound of any youths at the residence, when time and circumstances reasonably permit;
- (k) Include a sub-policy or provision concerning removing youths from their homes due to abuse or neglect that:
1. Directs officers to work with the Department of Children and Families to assist the youth's parent, legal guardian, or responsible adult and/or the youth in identifying an alternate parent, legal guardian, responsible adult, or other individual capable of providing care for the youth or any individuals the youth is a caregiver for; and
 2. Directs officers to permit the youth to gather any comfort items or assistive devices they may find useful before removing the youth from the home, unless such items or devices pose a danger to the youth or officers;
- (l) Include a sub-policy or provision concerning youths affected by an immigration enforcement action that targets the youth or their parent, legal guardian, or responsible adult;
- (m) Include a sub-policy or provision concerning responding to youths at congregate care placement sites;
- (n) If applicable, include a sub-policy or provision concerning institutions of higher education that:
1. Directs the agency to work with any institutions of higher education within the agency's jurisdiction to develop and execute a memorandum of understanding that:

- a. Defines the agency’s jurisdiction in relation to the institution of higher education, including by geography and type of incident; and
 - b. Sets forth specific and comprehensive requirements concerning the coordination of response and investigation efforts with the institution of higher education;
 2. Directs the agency to work with any institutions of higher education within the agency’s jurisdiction to develop policies on responding to and investigating reports of sexual misconduct involving any students; and
 3. Complies with any applicable law, rule, regulation, policy, or judicial or regulatory order, including M.G.L. c. 6, §§ 168C-E;
- (o) Include a sub-policy or provision concerning school resource officers that:
1. Requires the agency to have a fully executed memorandum of understanding with the local school district that meets or exceeds the requirements of the Model School Resource Officer Memorandum of Understanding developed by the Model School Resource Officer Memorandum of Understanding Review Commission in accordance with M.G.L c. 71, § 37P;
 2. Requires the agency to develop and implement operating procedures to provide guidance to school resource officers about daily operations, policies, and procedures that meet or exceed the requirements of M.G.L. c. 71, § 37P(d);
 3. Requires the agency to ensure that all school resource officers are certified in accordance with 555 CMR 10.00; and
 4. Complies with each applicable law, rule, regulation, policy, memorandum, and procedure, including the federal Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g, and its implementing regulations, 34 CFR § 99; M.G.L. c. 71, §§ 37L and 37P; 603 CMR 23.00; and 555 CMR 10.00;
- (p) If the agency participates in any non-incidental program that brings youths into contact with officers, include a sub-policy or provision concerning such programs that:
1. Requires the agency to have a fully executed memorandum of understanding with such program that describes:

- a. The mission statement, goals, and objectives of the program;
 - b. The roles and responsibilities of the participating officers, the agency, and the program;
 - c. The process for selecting participating officers;
 - d. The mechanisms to incorporate participating officers into the program;
 - e. Information sharing between participating officers, program staff, and other partners;
 - f. The organizational structure of the program, including supervision of participating officers and the lines of communication between the program staff and the agency; and
 - g. Training for participating officers, including, but not limited to, continuing professional development in child and adolescent development, conflict resolution and diversion strategies, and de-escalation tactics, as well as any other training required by the MPTC;
2. Requires the agency, in consultation with such program's executive leader, to establish operating procedures to provide guidance to participating officers about program operations, policies, and procedures, and describes:
- a. The participating officer attire;
 - b. Standards for uses of force, execution of arrests, issuance of citations, and making of court referrals during program activities;
 - c. Participating youths' legal rights, including the process for searching and questioning participating youths and circumstances requiring notification to and presence of parents and program staff;
 - d. The chain of command, including delineating to whom the participating officers report and how program staff and participating officers work together;

- e. Performance evaluation standards, which shall incorporate monitoring compliance with the memorandum of understanding and the use of arrest, citation, and force during program activities;
 - f. Protocols for diverting and referring at-risk participating youths to education and community-based supports and providers; and
 - g. Information sharing between the participating officers, program staff and parents or guardians;
- (q) Prohibit officers from engaging in sexual relationships with youths in accordance with any applicable law, rule, regulation, policy, or judicial or regulatory order, including M.G.L. c. 265, §§ 13B, 13B1/2, 22A, 23, and 24B and M.G.L. c. 272, §§ 4 and 35A;
- (r) Requires the agency to establish a protocol for youths and their parents, legal guardians, or responsible adults to follow up on, raise concerns about, or file a complaint about an officer, a school resource officer, the agency, the agency's juvenile operations policy and any of its sub-policies or provisions developed in accordance with 555 CMR 13.03(6), the memorandum of understanding between the agency and the school district executed in accordance with 555 CMR 13.06(6)(n)(1), the school resource officer operating procedures developed in accordance with 555 CMR 13.03(6)(n)(2), or the officer's, school resource officer's, or agency's response;
- (s) Directs the agency to analyze reports and complaints concerning officers' encounters with youths, school resource officers, the agency's juvenile operations policy and any of its sub-policies or provisions developed in accordance with 555 CMR 13.03(6), the memorandum of understanding between the agency and the school district executed in accordance with 555 CMR 13.06(6)(n)(1), the school resource officer operating procedures developed in accordance with 555 CMR 13.03(6)(n)(2), and officers', school resource officers', and the agency's responses to youths on at least an annual basis to:
- 1. Identify trends in officer, school resource officer, and agency involvement with youths and students over time;
 - 2. Issue an annual summary of reports and complaints concerning officers' encounters with youths, school resource officers, the agency's juvenile operations policy and any of its sub-policies or provisions developed in accordance with 555 CMR 13.03(6), the memorandum of understanding between the agency and the school

district executed in accordance with 555 CMR 13.06(6), the school resource officer operating procedures developed in accordance with 555 CMR 13.03(6), officers', and school resource officers', and the agency's responses to youths; and

3. Maintain the annual summary of reports and complaints on the agency's website and make it available on agency and school premises for inspection;
- (t) Ensure that all officers are trained in juvenile operations in accordance with all applicable training requirements.

5c.



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

POLICY ON INFORMATION IN THE NATIONAL DECERTIFICATION INDEX

(June 2025)

(Proposed)

The Massachusetts Peace Officer Standards and Training Commission hereby adopts this policy concerning the submission of information to the National Decertification Index and the treatment of information contained therein.

I. GENERAL PROVISIONS

A. For purposes of this Policy:

1. The following terms have the meanings ascribed to those terms in M.G.L. c. 6E, § 1:
 - a. “Agency”;
 - b. “Commission”;
 - c. “Decertification”;
 - d. “Law enforcement agency”; and
 - e. “Law enforcement officer”;
2. The following terms, as used in quotations from 555 CMR 9.08(2) and 9.09, have the meanings ascribed to those terms in 555 CMR 9.02:
 - a. “Applicant”;
 - b. “Application”;
 - c. “Certification”;
 - d. “Conditional Certification”; and
 - e. “Division”;
3. “Executive Director” refers to the Executive Director of the Commission appointed pursuant to M.G.L. c. 6E, § 2(g), or that person’s designee for relevant purposes;
4. “Massachusetts information” refers to information concerning action taken by an entity in Massachusetts or concerning an individual who is certified or employed as a law enforcement officer in Massachusetts;
5. “NDI” refers to the National Decertification Index maintained by the International Association of Directors of Law Enforcement Standards and Training;
6. “NDI-based restrictions” refers to the provisions of:
 - a. M.G.L. c. 6E, § 4(d) stating that “[n]o person shall be eligible for admission to police schools, programs or academies approved by

- the municipal police training committee pursuant to [M.G.L. c. 6, § 118], or the training programs prescribed by [M.G.L. c. 22C], or for appointment as a law enforcement officer or for employment with an agency if they are listed in the national decertification index”;
- b. M.G.L. c. 6E, § 4(f)(2) stating that “[t]he commission shall not issue a certificate to an applicant . . . whose name is listed in the national decertification index”;
- c. 555 CMR 9.08(2) stating that “the Division may grant an application [for certification] only if the Division determines that . . . [t]he applicant is not listed in the National Decertification Index,” “[e]xcept as provided in 555 CMR 9.09,” which concerns “Conditional Certification”; and
- d. M.G.L. c. 41, § 96A stating that “[n]o person . . . whose name is listed in the national decertification index . . . shall be appointed as a police officer of a city, town or district”; and
- 7. “Officer,” as used in quotations from 555 CMR 12.04(1), has the meaning ascribed to that term in 555 CMR 12.02.

B. The Commission reserves the ability to rescind or amend this Policy at any time.

II. TREATMENT OF INFORMATION THAT HAS BEEN, OR MAY BE, SUBMITTED TO THE NDI

- A. The Commission construes the NDI-based restrictions listed in Section I as being applicable only where an individual:
 - 1. Is listed in the NDI; and
 - 2. Either:
 - a. Has been decertified by the Commission;
 - b. “[H]as had a certification or other authorization revoked by another jurisdiction,” M.G.L. c. 6E, § 10(a)(v); or
 - c. Has been subject to an action by an entity other than the Commission that is substantially equivalent to decertification by the Commission.
- B. Except as limited by Section II.A, the Commission and its personnel may take into account information maintained in the NDI in making any determination or deciding whether to take any action, to the extent permitted by law.
- C. The requirement of 555 CMR 12.04(1) that a “law enforcement agency shall,” “without request,” “report to the Commission regarding” “[e]ach placement of an agency officer’s name, or change of an agency officer’s status or listing, in the [NDI]” applies without regard to:
 - 1. The nature of such information;
 - 2. The entity that submitted such information to the NDI; and
 - 3. The nature of any action taken with respect to the individual at issue.

- D. The Commission requests that entities and individuals other than the Executive Director, regardless of whether they are employed by the Commission:
1. Refrain from submitting Massachusetts information to, revising Massachusetts information maintained by, or withdrawing Massachusetts information from the NDI; and
 2. Immediately bring to the attention of the Executive Director any Massachusetts information within the NDI that is believed to be incorrect and any Massachusetts information not within the NDI that is believed to be appropriate for submission to the NDI.

APPENDIX
KEY SOURCES OF AUTHORITY

M.G.L. c. 6, § 116

....

The committee shall set policies and standards for the screening of all applicants for admission to committee-certified academies. The committee shall set policies and standards for background investigations for all persons appointed to committee-certified academies and initial appointments of those persons, which investigations shall require at a minimum verification against the national decertification index or the database of decertified law enforcement officers maintained by the Massachusetts peace officer standards and training commission established in section 2 of chapter 6E.

....

M.G.L. c. 6E, § 1

As used in this chapter, the following words shall, unless the context clearly requires otherwise, have the following meanings:

“Agency”, a law enforcement agency.

....

“Commission”, the Massachusetts peace officer standards and training commission established pursuant to section 2.

....

“Decertified”, an officer whose certification is revoked by the commission pursuant to section 10.

....

“Law enforcement agency”, (i) a state, county, municipal or district law enforcement agency, including, but not limited to: a city, town or district police department, the office of environmental law enforcement, the University of Massachusetts police department, the department of the state police, the Massachusetts Port Authority police department, also known as the Port of Boston Authority police department, and the Massachusetts Bay Transportation Authority police department; (ii) a sheriff’s department in its performance of police duties and functions; (iii) a public or private college, university or other educational institution or hospital police department; or (iv) a humane society police department in section 57 of chapter 22C.

“Law enforcement officer” or “officer”, any officer of an agency, including the head of the agency; a special state police officer appointed pursuant to section 57, section 58 or section 63 of chapter 22C; a special sheriff appointed pursuant to section 4 of chapter 37 performing police duties and functions; a deputy sheriff appointed pursuant to section 3 of said chapter 37 performing police duties and functions; a constable executing an arrest

for any reason; or any other special, reserve or intermittent police officer.

....

M.G.L. c. 6E, § 2

(g) . . . The executive director shall be a person with skill and experience in management, shall be the executive and administrative head of the commission and shall be responsible for administering and enforcing the provisions of law relative to the commission and to each administrative unit thereof. . . .

M.G.L. c. 6E, § 3

(a) The commission 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 this chapter;

...

(3) certify qualified applicants;

(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;

(5) receive complaints from any source and preserve all complaints and reports filed with the commission for the appropriate period of time;

...

(9) conduct audits and investigations pursuant to section 8;

...

(12) execute all instruments necessary or convenient for accomplishing the purposes of this chapter;

(13) enter into agreements or other transactions with a person, including, but not limited to, a public entity or other governmental instrumentality or authority in connection with its powers and duties under this chapter;

...

(17) prepare, publish and distribute, with or without charge as the commission may determine, such studies, reports, bulletins and other materials as the commission considers appropriate;

(18) gather facts and information applicable to the commission's obligation to issue, suspend or revoke certifications for: (i) a violation of this chapter or any regulation adopted by the commission; (ii) a willful violation of an order of the

commission; (iii) the conviction of a criminal offense; or (iv) the violation of any other offense which would disqualify a person from being certified;

(19) conduct investigations into the qualifications of all applicants for certification;

...

(22) levy and collect assessments, fees and fines and impose penalties and sanctions for a violation of this chapter or any regulations promulgated by the commission;

(23) restrict, suspend or revoke certifications issued under this chapter;

....

M.G.L. c. 6E, § 4

(a) (1) There shall be within the commission a division of police certification. The purpose of the division of police certification shall be to establish uniform policies and standards for the certification of all law enforcement officers, subject to the approval of the commission. The head of the division shall be the certification director, who shall be appointed by the commission.

<[There is no paragraph (2) of subsection (a).] >

<[There are no subsections (b) and (c).] >

(d) No person shall be eligible for admission to police schools, programs or academies approved by the municipal police training committee pursuant to section 118 of chapter 6, or the training programs prescribed by chapter 22C, or for appointment as a law enforcement officer or for employment with an agency if they are listed in the national decertification index or the database of decertified law enforcement officers maintained by the commission pursuant to clause (i) of subsection (a) of section 13.

<[There is no subsection (e).] >

....

[f](2) The commission shall not issue a certificate to an applicant who: (i) does not meet the minimum standards enumerated in paragraph (1) or the regulations of the commission; (ii) has been convicted of a felony or whose name is listed in the national decertification index or the database of decertified law enforcement officers maintained by the commission pursuant to clause (i) of subsection (a) of section 13; or (iii) while previously employed in law enforcement in any state or United States territory or by the federal government, would have had their certification revoked by the commission if employed by an agency in the commonwealth.

(3) The commission may issue a certificate to a qualified applicant consistent with the provisions of this chapter. The commission shall determine the form and manner of

issuance of a certification. A certification shall expire 3 years after the date of issuance.

....

(g) No agency shall appoint or employ a person as a law enforcement officer unless the person is certified by the commission.

....

(i) Each certified law enforcement officer shall apply for renewal of certification prior to its date of expiration as prescribed by the commission. The commission shall not recertify any person as a law enforcement officer unless the commission certifies that the applicant for recertification continues to satisfy the requirements of subsection (f).

M.G.L. c. 6E, § 8

(a) There shall be within the commission a division of police standards. The purpose of the division of police standards shall be to investigate officer misconduct and make disciplinary recommendations to the commission.

....

(g) The division of police standards shall be a law enforcement agency and its employees shall have such law enforcement powers as necessary to effectuate the purposes of this chapter, including the power to receive intelligence on an applicant for certification or an officer certified under this chapter and to investigate any suspected violations of law.

M.G.L. c. 6E, § 10

(a) The commission shall, after a hearing, revoke an officer's certification if the commission finds by clear and convincing evidence that:

...

(v) the officer has had a certification or other authorization revoked by another jurisdiction;

....

(g) The commission shall publish any revocation order and findings. The commission 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.

M.G.L. c. 6E, § 13

....

(b) The commission shall cooperate with the national decertification index and other states and territories to ensure officers who are decertified by the commonwealth are not hired as law enforcement officers in other jurisdictions, including by providing information requested by those entities.

M.G.L. c. 41, § 96A

No person who has been convicted of any felony or whose name is listed in the national decertification index or the database of decertified law enforcement officers maintained by the Massachusetts peace officer standards and training commission pursuant to chapter 6E shall be appointed as a police officer of a city, town or district.

555 CMR 2.03: Construction

....
(3) Any act that must be performed “immediately” under a provision of 555 CMR or M.G.L. c. 6E shall be performed as soon as the exercise of reasonable diligence will enable such performance.
....

555 CMR 9.01: Scope

- (1) 555 CMR 9.00 governs:
- (a) The initial certification of an endorsed applicant;
 - (b) The initial certification of an independent applicant; and
 - (c) The recertification of an independent applicant, in which case 555 CMR 9.00 supersedes 555 CMR 7.00: *Recertification*, except where 555 CMR 9.00 expressly incorporates 555 CMR 7.00.
- (2) The recertification of an endorsed applicant is not governed by 555 CMR 9.00 and remains subject to 555 CMR 7.00: *Recertification*.
....

555 CMR 9.02: Definitions

(1) 555 CMR 9.00 incorporates all definitions and rules of construction set forth in 555 CMR 2.02: *Definitions* and 2.03: *Construction*, except those definitions of terms that are defined in 555 CMR 9.02(2).

(2) For the purposes of 555 CMR 9.00, the following terms have the following meanings, unless the context requires otherwise:
....

Applicant. An individual who submits, or intends to submit, an application to the Commission.

Application. A request by an individual to be certified as an officer.
....

Certification. An initial certification or a recertification of an individual as an officer pursuant to M.G.L. c. 6E, §§ 3(a) and 4, or pursuant to St. 2020, c. 253, § 102, regardless

of whether it is subject to any condition, limitation, restriction, or suspension.

....

Commission. The Massachusetts Peace Officer Standards and Training Commission established under M.G.L. c. 6E, § 2 as an agency, including its Commissioners and its staff.

Conditional Certification. A certification of the type described in 555 CMR 9.09.

....

Decertification or Revocation of Certification. A revocation of certification by the Commission pursuant to M.G.L. c. 6E, §§ 3(a) and 10, an action distinct from a denial, a nonrenewal, an expiration, or a suspension of certification.

....

Division. The Division of Police Certification established pursuant to M.G.L. c. 6E, § 4.

....

Law Enforcement Agency. A “law enforcement agency” as defined in M.G.L. c. 6E, § 1.

....

555 CMR 9.08: Division Evaluation of an Application

....

(2) Except as provided in 555 CMR 9.09, the Division may grant an application only if the Division determines that:

...

(i) The applicant is not listed in the National Decertification Index or in the database of decertified law enforcement officers maintained by the Commission pursuant to M.G.L. c. 6E, § 13(a)(i);

(j) The Division has not concluded that, while previously employed in law enforcement in any state or United States territory or by the federal government, the applicant would have had a certification revoked by the Commission if employed by a law enforcement agency in the Commonwealth, which determination shall take into account:

...

4. A determination of whether the applicant is listed in the National Decertification Index or in the database of decertified law enforcement officers maintained by the Commission pursuant to M.G.L. c. 6E, § 13(a)(i);

555 CMR 12.02: Definitions

(1) 555 CMR 12.00 incorporates all definitions and rules of construction set forth in 555 CMR 2.02: *Definitions* and 2.03: *Construction*, except those definitions of terms that are defined in 555 CMR 12.02(2).

(2) For the purposes of 555 CMR 12.00, the following terms have the following meanings, unless the context requires otherwise:

....

Certification. The certification of an individual as an officer pursuant to M.G.L. c. 6E, §§ 3(a) and 4, or pursuant to St. 2020, c. 253, § 102, either as an initial certification or a recertification, and regardless of whether it is subject to any condition, limitation, restriction, or suspension.

Commission. The Massachusetts Peace Officer Standards and Training Commission established pursuant to M.G.L. c. 6E, § 2, including its Commissioners and its staff.

....

Law Enforcement Agency. A “law enforcement agency” as defined in M.G.L. c. 6E, § 1.

....

Officer. A “law enforcement officer” as defined in M.G.L. c. 6E, § 1, or an individual who possesses an officer certification.

Officer Certification. A certification of an individual as an officer pursuant to M.G.L. c. 6E, §§ 3(a) and 4, or pursuant to St. 2020, c. 253, § 102, regardless of whether it is subject to any condition, limitation, restriction, or suspension.

....

Recertification. A type of certification involving a renewal of a previously granted certification.

....

SRO Certification. An initial specialized certification of an individual as a school resource officer pursuant to M.G.L. c. 6E, §§ 3(a) and 3(b), regardless of whether it is subject to any condition, limitation, restriction, or suspension.

....

Suspension. When referring to an officer certification or an SRO certification, a suspension of the certification, including an administrative suspension, pursuant to M.G.L. c. 6E, §§ 3, 9, and/or 10.

555 CMR 12.04: Law Enforcement Agency Reporting of Information

(1) Each law enforcement agency shall report to the Commission regarding the following, without request, pursuant to 555 CMR 1.01: *Review of Complaints by Agency* if that regulation is applicable, or otherwise immediately:

...

(b) Each placement of an agency officer’s name, or change of an agency officer’s status or listing, in the National Decertification Index maintained by the

International Association of Directors of Law Enforcement Standards and
Training;

....

ABOUT THE NDI

The purpose of the National Decertification Index (NDI) is to serve as a national registry of certificate or license revocation actions relating to officer misconduct.

The NDI currently contains

**50,000
PLUS ACTIONS**

reported by 49 agencies.

The NDI is a pointer system only. There are no records contained in the NDI. Records are housed in participating state government agency databases and should be verified with the contributing authority. Inclusion in the NDI does not necessarily preclude any individual from appointment as an officer.

IADLEST
152 S Kestrel Pl., Ste 102
Eagle, Idaho 83616



National Decertification Index

A free service to law enforcement.

**Do you *really*
know who you
are hiring?**

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NDI
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OREGON CASE SHOWS NDI WORKS

Submitted by the Director of Oregon's Department of Public Safety Standards and Training.

The following illustrates the benefit of the NDI. The Oregon Department of Public Safety Standards and Training (DPSST) revoked the police certification of Sean Sullivan on July 19, 2005. Sullivan, a Police Officer in Coquille, Oregon, was convicted of two counts of harassment. As part of his sentencing, Sullivan was ordered to surrender his State of Oregon police officer certification and never work in any capacity as a police officer. DPSST entered Sullivan's name in the NDI as an officer whose certification had been revoked.

Since that time Sullivan has attempted to gain employment as a police officer in two other states. Three months after his conviction in Oregon, Sullivan applied to be a police officer in Klawock, Alaska. On his application he indicated that he had never been convicted of a crime nor had his police certification been revoked in any state. Later that month he applied to be a police officer in Cedar Vale, Kansas. On his application he again marked that he had never been convicted of any crimes. Sullivan was hired and served as Police Chief in Cedar Vale until May 12, 2006 when Kansas POST became aware of his revoked status and began an investigation. Kansas also looked into allegations that Sullivan may have engaged in other unlawful conduct while serving as a police officer. The NDI was used as a vehicle by both states to identify the Oregon revocation and take appropriate action.

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is an international organization dedicated to the improvement of public safety personnel. Its members include Peace Officer Standards and Training (POST) directors and other public safety training professionals. IADLEST serves as the national forum of POST agencies, boards, and commissions and training academies throughout the United States.

WHY SHOULD I USE THE NDI?

The IADLEST National Decertification Index is a powerful tool for law enforcement agency hiring authorities to use when performing background investigations on potential candidates.

IS THE NDI A BLACKLIST?

No. The NDI is a pointer system. We do not store any specific data about an officer's case. We merely indicate that there is information about the officer in a particular state and we provide information about where more detailed information may be obtained.

WHO REPORTS ACTIONS AGAINST LAW ENFORCEMENT OFFICERS?

The only authorities permitted to enter records into the NDI are the certifying agency in each state. In most cases, it will be the State Peace Officer Standards and Training agency (POST)

WHAT IS THE CRITERIA FOR REPORTING AN ACTION ON AN OFFICER?

The criteria is determined by each POST independently in accordance with their own policies. However, only findings sufficient for a state's official sanction of misconduct are accepted into the NDI.

HOW TO APPLY

1. Go to iadlest.org/our-services/NDI

The screenshot shows the IADLEST National Decertification Index website. The header includes the IADLEST logo and navigation links: Home, POST Page, Projects, Ads, Events, News, Member Services, About. The main content area is titled 'About the NDI' and includes a description of the NDI's purpose and a 'Login' button. Below this is a 'Don't have a login?' section with two options: 'I am affiliated with a Law Enforcement Agency under the certifying authority of a state Peace Officer Standards and Training (POST) Agency' and 'I am NOT affiliated with a Law Enforcement Agency as described above.' Both options have a 'Request Access' button.

2. Click on the **Request Access** button that corresponds with your credentials.

3. Fill out the short form that appears.

Your completion of the form triggers an email to your state's POST director informing them that your application is awaiting approval. Once they have approved your request, you will receive an automated email from our system that will include your username.

For more information contact:
Mike Becar, Executive Director
Mikebecar@iadlest.org



NDI Frequently Asked Questions (FAQ)

What is the National Decertification Index (NDI)?

The NDI is a web-based database application containing records of government regulatory actions taken against police and correctional officers found guilty of misconduct.

Who enters the records regarding officer misconduct?

The records are entered by the governing body in each state charged with establishing standards for police officer training and certification. These state agencies are known as POST Agencies. **P**olice **O**fficer **S**tandards and **T**raining.

Do all states have a POST agency?

No, not yet. Hawaii and Rhode Island do not have formally established POSTs. However, recent legislation has passed in Hawaii to form a POST agency.

How is IADLEST involved with the NDI?

IADLEST stands for **I**nternational **A**ssociation of **D**irectors of **L**aw **E**nforcement **S**tandards and **T**raining. It is a membership association of the POST directors in each state, although other members include academy directors and other individuals and organizations which are deeply involved in law enforcement education.

IADLEST proposed the idea of a national database tracking de-certifications to the Department of Justice in the year 2000, and used the resulting funding to create the online web application. The NDI was revised and updated in 2005 and is presently undergoing another revision funded by DOJ.

Who are the end users of the NDI?

The primary users are law enforcement agencies and background investigators who use the records in the NDI as a part of their pre-employment screening process prior to hiring police, sheriff and correctional officers.

Since the NDI is national in scope it alerts the hiring agency in cases where an individual who has been de-certified on one state seeks employment in a neighboring state.

Who can get access to the NDI?

Although IADLEST hosts the NDI online, most access is controlled by the POST agency, or certifying agency in each state. The Department of Defense grants access to Military Law Enforcement agencies and IADLEST grants access to most Federal agencies.

How much does it cost to access the NDI?

There is ***no cost whatsoever***. The NDI is operated as a service of IADLEST.

What sort of information is stored in the database for de-certified officers?

The NDI is basically a pointer system. Very little information is in the database regarding actions against individuals beyond a simple statement of De-certified, Suspended, Probation, Voluntary Relinquishment, etc. Some states also post officers that are under investigation for misconduct since some decertification investigations can take up to a year or more to complete.

However, the individual making the query is informed by the system of the contact information for the agency which entered the record, allowing that person to contact the certifying agency for more details if they wish to do so.

Is the NDI a sort of blacklist?

No. We make it very clear that certification and behavior standards differ widely from one state to another. What qualifies for de-certification in one state may be perfectly acceptable in another state.

Individuals making queries are encouraged to follow-up with the certifying agency to get details on any action entered in the database.

Can the general public obtain a login to the NDI?

No. The state POST agencies issue login credentials to police departments, sheriff's offices, correctional facilities and background investigators who are involved in the hiring of officers.





The IADLEST National Decertification Index Ensuring Integrity in Law Enforcement Hiring and Employment

A Serious Matter of Law Enforcement Professionalism and Integrity

In law enforcement, the badge is a symbol of trust and authority. Along with the uniform, it implies that the person wearing it exemplifies the highest standards of policing and can be depended upon to maintain professionalism in even the most challenging and dangerous situations.

This is why accounts of police misconduct shake the very foundations of law enforcement integrity, everywhere. One such account is that of Sean Sullivan, once a trusted officer, who attempted to work around the requirements of state peace officer certification, designed to uphold the highest standards of conduct. Sullivan traveled across states, seeking employment as an officer, after being stripped of his certification in Oregon for grave misconduct. Just three months after leaving Oregon, Sullivan showed up in Alaska and falsified his application to indicate he had no convictions or prior misconduct. Later that very month, Sullivan arrived in Kansas, making the same claims. This time, he was actually hired – however his employment was terminated within a few months.

What prevented Sullivan from gaining or maintaining employment in law enforcement while continuing to conceal his past misconduct? The credit goes to the diligence of the state agencies of Oregon, Alaska, and Kansas, who are responsible for peace officer certification in their respective states – and more importantly, due to an important law enforcement employment intelligence tool at their disposal. That tool is the **National Decertification Index or NDI**. More on the NDI in a bit – but first some background information on the organization responsible for its existence.

The International Association of Directors of Law Enforcement Standards and Training



The International Association of Directors of Law Enforcement Standards and Training (**IADLEST**) is an association of standards and training managers and leaders. Its primary focus is criminal justice standards and training. To the extent that the focus and the values promoted thereby can be furthered and shared, all training professionals are welcome as members, and among the most influential members are POST organizations.

The term “POST” refers a state’s certifying authority for peace officers – those with state-sanctioned law enforcement, investigative, and arrest powers within its jurisdiction.

“POST” stands for Peace Officer Standards and Training. Although these organizations may go by different names (e.g., Commission, Council, Board), each is responsible for setting the standards of character, conduct, training, and performance required to earn and maintain peace officer authority in their jurisdiction – what is required to be certified.

The National Decertification Index

The NDI, developed by IADLEST, represents a landmark innovation in law enforcement hiring and employment practices. By creating a centralized, national database of officers decertified due to misconduct, the NDI significantly enhances the integrity and accountability of police forces across the United States. This whitepaper examines the genesis, evolution, and pivotal role of the NDI in promoting a culture of professionalism within policing, and ensuring that individuals with a history of misconduct cannot undermine public trust in law enforcement.

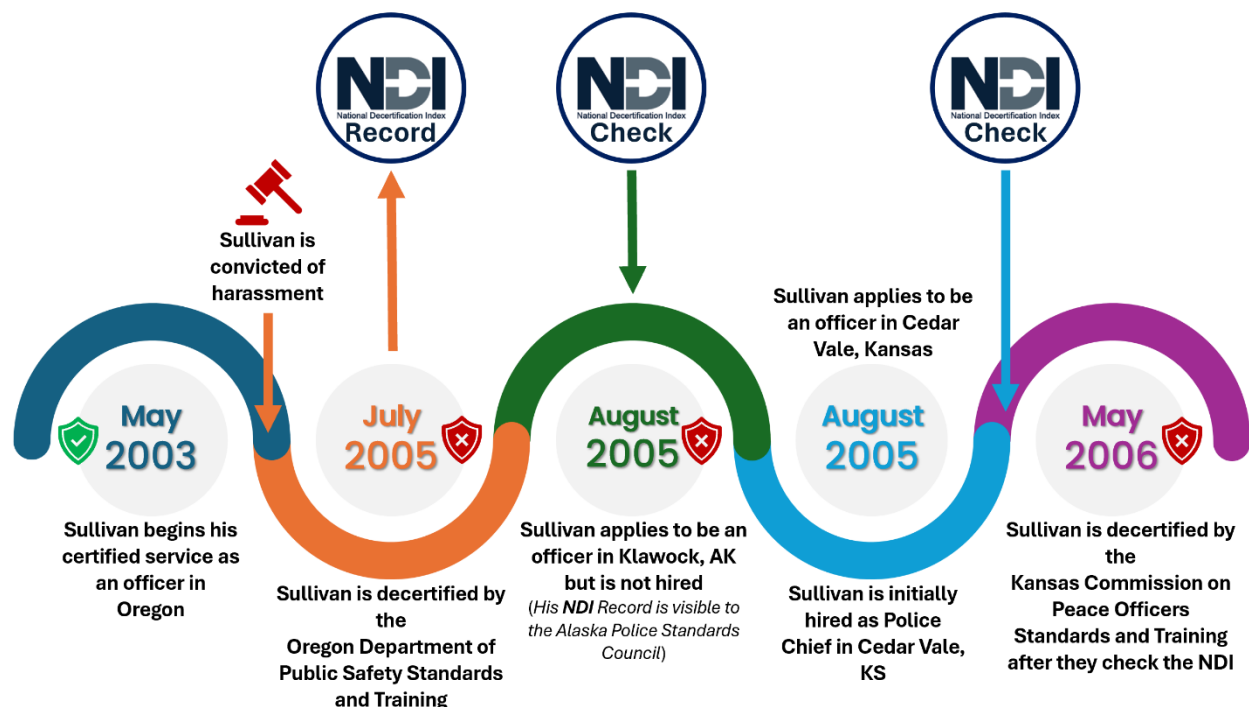
To better understand the significance of the NDI, it is important to understand the working definitions of “decertification” and “misconduct”

Decertification. Persons granted the authority to enforce laws, conduct criminal investigations, and to make arrests, are certified by POST agencies. When a POST organization determines that an individual no longer meets the requirements for continued certification, they then initiate a process of decertification which usually includes an investigation, a finding of fact, due process of response or appeal if the individual so chooses, and the formal suspension, revocation, or removal of peace officer authority – decertification. Decertification for failing to meet POST requirements for continued certification may occur for several reasons, including the inability to maintain skills proficiency, lacking the required number of annual continuing training hours, or a loss of law employment due to administrative reasons. But most often, decertification is due to misconduct.

Misconduct. Misconduct occurs when a certified officer is found to have engaged in conduct involving dishonesty, illegal or criminal activity, unnecessary or excessive use of force, improper use of police authority, or actions which violate moral or ethical provisions of agency policy or POST rules. Misconduct may also be termed as “misfeasance” - a lawful action performed in an illegal or improper manner, “malfeasance” - an intentional improper or illegal action, or “nonfeasance” - the failure to act, resulting in harm or damage. Regardless, misconduct is a clear departure from the professionalism expected of law enforcement officers, and a serious violation of public trust.

To clarify, the NDI is intended to contain data on cases of misconduct, and not decertifications based on administrative reasons which are not as concerning should the decertified officer seek future employment in law enforcement.

Simply stated, the NDI is a pointer system – a database containing basic information, sufficient to inform its users where to look and who to contact for more detailed information. Here’s how it works. Let’s use the Officer Sullivan example from before.

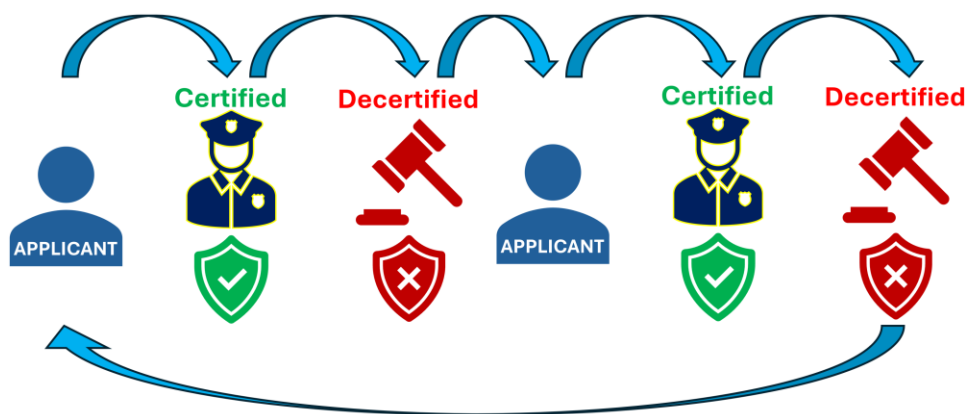


As you can see from this general timeline, Sullivan’s conviction for harassment resulted in decertification by Oregon’s POST agency, the Oregon Department of Public Safety Standards and Training (DPSST). DPSST entered a record of the decertification into the NDI. From this point on, the NDI record was available to any future hiring police agency, or any POST, through a simple search of Sullivan’s name and date of birth by a registered NDI user.

Because of the NDI, Alaska was able to make an informed decision not to hire Sullivan, and Kansas was able to prevent Sullivan from continuing to serve as Police Chief of Cedar Vale, where his conduct was already being investigated after just nine months of employment there. All any agency or POST needs to do in the future is to check the NDI, which will direct them to contact DPSST and/or the Oregon court system to discover the details of Sullivan's past misconduct and decertification.

Pre-NDI

Before the NDI, the responsibility of monitoring decertified officers was fragmented among states, leading to an inconsistent and unreliable patchwork of information. This lack of a unified system allowed officers dismissed for misconduct to easily escape their past by moving to another state, posing a direct risk to public safety and eroding trust in law enforcement.

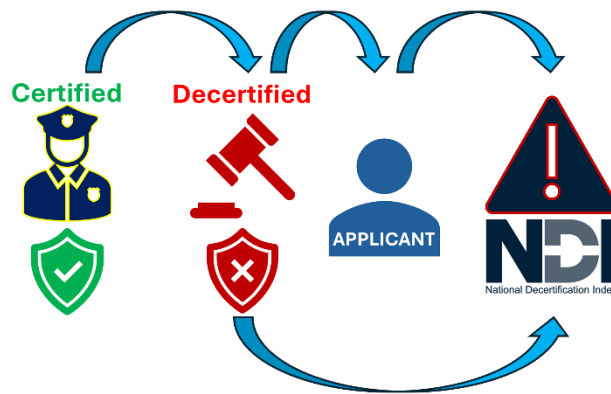


The core issue to be addressed was the absence of a national mechanism to prevent decertified officers from being employed in law enforcement elsewhere. This loophole not only compromised public safety but also challenged the credibility and integrity of the policing profession. The absence of a national registry for decertified officers highlighted a critical gap in law enforcement's accountability and professional standards.

NDI Past

During the 1990's, as noted by various researchers, POST organizations were increasingly decertifying officers for behaviors which constituted misconduct. These behaviors included sex on duty or with arrestees or inmates, theft, assault, improper or excessive use of force, and illicit substance use. But case studies from this time indicated that fired and/or decertified officers continued to seek employment in other departments, frequently with the new hiring agency having no knowledge of their past misconduct.

IADLEST began developing the NDI in 1999, and by 2000 it was online and in use, populated with decertification records as far back as 1973, provided by the initial participating states' POST organizations.




The NDI provided an important new tool to disrupt the cycle of rehiring unworthy officers, which had been perpetuated by a lack of interagency information sharing. The NDI was a centralized, reliable, cost-free, clearinghouse of basic decertification information – enough at least to alert police hiring officials of potential problems with their applicants. Thus the creation of the NDI filled a crucial gap in employment accountability, and the future integrity of the law enforcement profession.

The NDI is not a “Blacklist”

With due regard to each state’s POST organization’s statutory and administrative authority, and each officer’s right to an expectation of fairness and due process, the NDI is not a blacklist. That is, the NDI database includes only verified cases of decertifications due to proven misconduct, and the names, dates of birth, dates of service, and relevant employer and certifying/decertifying authorities. **An individual with an NDI record is not banned from future employment in law enforcement.** Every POST organization has unique criteria by which they conduct their decertification process, and what constitutes serious misconduct in one state may not amount to decertifiable behavior in another. A crucial part of the law enforcement hiring process is a timely and thorough investigation which includes background and criminal history checks. In the case of a previously decertified officer, that investigation should also include a review of the detailed records and circumstances surrounding the misconduct; information which is held by prior employing agencies and the certifying POST organization. The NDI serves as tool for background investigators to verify an applicant does not appear in the database, or to follow up on applicants who appear in the NDI in order to make an informed hiring decision.

NDI Present



National Decertification Index

The National Decertification Index (NDI) is a national registry of certificate or license revocation actions related to officer misconduct as reported by participating state government agencies.

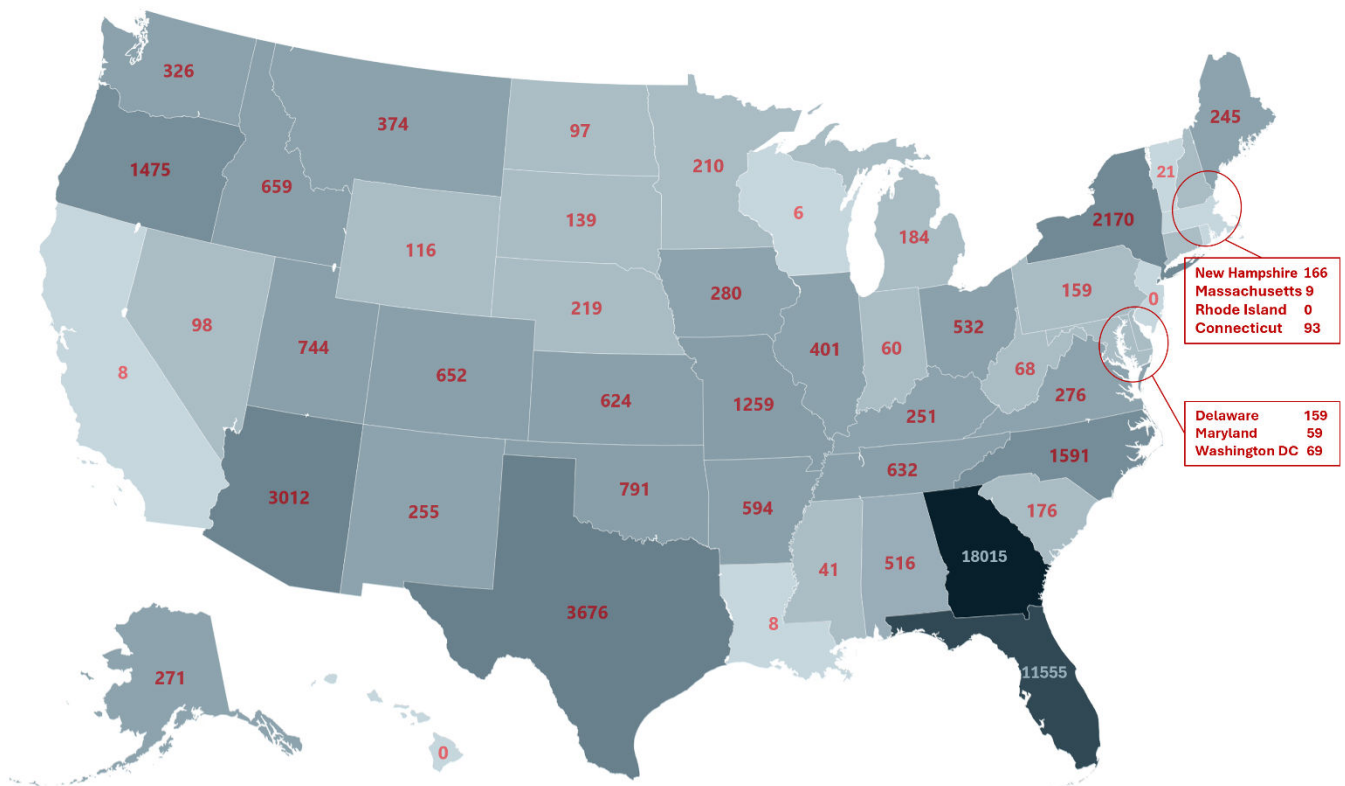
[Learn More](#)

The NDI is a straightforward web-based platform which consists of a database, dynamic web pages which interact with the database, and static web pages which are simply informational.

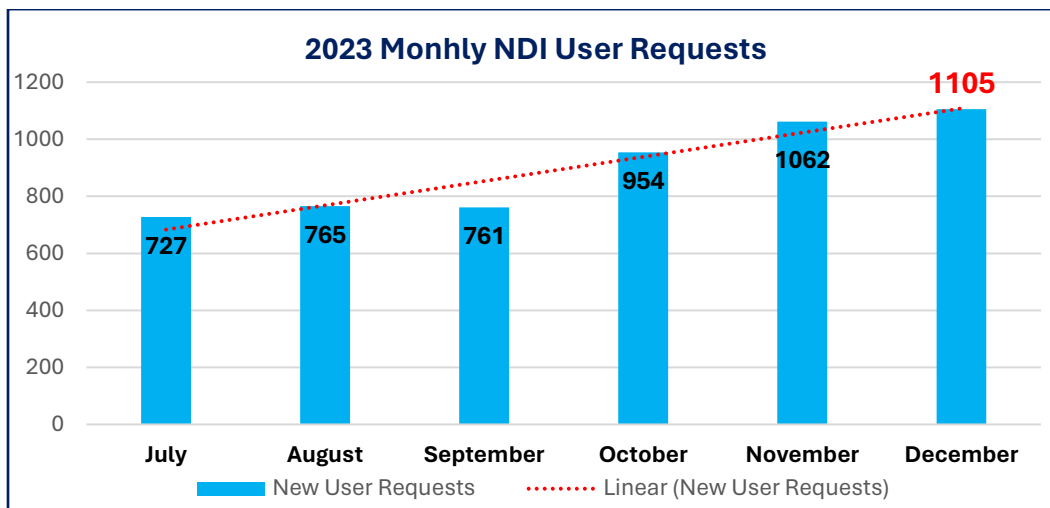
Today, 49 participating POST agencies (states and Washington DC) contribute records to the NDI. The State of Hawaii is in the process of developing a POST organization as of 2024, with pending legislation mandating the use of the NDI in hiring. At present, the Rhode Island Police Officers Commission of Standards and Training does not have decertification authority.

With NDI records entered by authorized POST agencies thus far, the system currently houses over **53,500 records**. At the time of this whitepaper, over **11,000 users** from various U.S. law enforcement agencies access the NDI and perform over **5,000 searches monthly**.

The US heat map below shows the distribution of NDI records from each state available to search as of January 5, 2024.



The NDI is growing in numbers of records available for search, monthly searches, and users. In the last half of 2023, monthly requests for new user access to the NDI grew to an all time high of 1,105. NDI access is granted to requesters working for, or on behalf of, authorized POST or law enforcement agencies.



NDI Future

The NDI has profoundly impacted law enforcement hiring practices, significantly reducing the risk of rehiring officers with histories of misconduct. Future directions for the NDI involve expanding its capabilities, enhancing its interface and usability for all police agencies, and ensuring continuous updates and improvements in data accuracy and security.

Key planned developments in the NDI include:

- **Technical Innovations:** Implementing advanced security protocols and database technology to ensure the integrity and reliability of the data.
- **Privacy and Security Measures:** Developing measures to protect the personal information listed in the database, balancing transparency with privacy rights.
- **Widespread Adoption:** Overcoming logistical challenges to encourage adoption by law enforcement agencies across all 50 states. Efforts include extensive outreach, education, and collaboration with state and federal law enforcement entities.

Call to Action

IADLEST calls on law enforcement agencies, legislators, and community leaders to unite in incorporating the NDI into hiring practices, promoting integrity, professionalism, and trust in policing. By leveraging a collective approach to decertification and employment, we aim to elevate policing standards and nurture a culture of accountability.

5d.



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

MEMORANDUM

TO: Commissioners of the Massachusetts POST Commission
FROM: Enrique A. Zuniga, Executive Director
Randall E. Ravitz, General Counsel
DATE: June 23, 2025
RE: Application for Voluntary Relinquishment of Certification Submitted by
Robert V. Choquette II

The Peace Officer Standards and Training Commission has received an application from Robert V. Choquette II to voluntarily relinquish his certification as a law enforcement officer. In accordance with the Commission's *Policy on Voluntary Relinquishment of Certification*, the Commission staff evaluated his application and conducted the requisite background check. Based on the staff's review of the application and information obtained, **the Executive Director recommends that the Commission GRANT the application without attaching any additional terms or conditions** at its meeting on Thursday, June 26, 2025.

I. MR. CHOQUETTE'S BACKGROUND, APPLICATION, AND OTHER CORRESPONDENCE

Mr. Choquette began serving as a member of the Massachusetts State Police in 1993. He was automatically certified as a law enforcement officer as of July 1, 2021, pursuant to St. 2020, c. 253, § 102. The Commission recertified him for a period of three years in 2022. He has since retired from the State Police. His certification is set to expire on July 1, 2025, pursuant to M.G.L. c. 6E, § 4(f)(3).

On May 30, 2025, Mr. Choquette submitted an application to voluntarily relinquish his certification, pursuant the recently-adopted policy identified above. In his application, he indicated that he has never been: arrested; subject to a criminal prosecution; subject to a restraining order or court order that restricted his conduct or was based on his conduct; or involved in a civil or administrative agency action related to alleged conduct involving unlawful bias, civil rights violations, violence, abuse, excessive force, prejudice to justice, injury, or death. However, he did answer in the affirmative to a question about whether he has been involved in any civil or administrative agency actions related to his law enforcement service. As to the details, he stated, "2017: UNSATISFACTORY PERFORMANCE, 2010: OTHER MISCONDUCT." He signed the application under the pains and penalties of perjury, thereby making the acknowledgements required therein.

In an email to the General Counsel on June 4, 2025, Mr. Choquette indicated that he retired from the State Police as a Lieutenant “with an honorable discharge” “after 32 years” and “no longer wish[es] to be a police officer.” He added that he is seeking a private investigator’s license, “cannot obtain one until [his] name is no longer active with the POST Commission,” “cannot work the pending employment opportunity awaiting [him],” and “[is] suffering financially.” He offered his view that he is “[b]asically” “being held bureaucratic hostage” and “feel[s] it is inherently unfair and an impingement on [his] right to work because [his] name is still listed as certified.”

II. EVALUATION OF MR. CHOQUETTE’S APPLICATION

Consistent with the Commission’s policy on voluntary relinquishment, the Division of Police Standards reported that it has done due diligence on the matters covered by Mr. Choquette’s voluntary relinquishment application. In particular, the Division indicated that it: verified that he has no Board of Probation record, indicating no criminal prosecutions; verified that he has accurately stated his disciplinary history; and obtained full records from the State Police. Based on its review, the Division perceived no issue with granting the application. The Division of Police Certification and the Legal Division concurred. Additionally, information concerning Mr. Choquette’s application is being posted on the Commission’s website through the announcement regarding the June 26, 2025 meeting, so that members of the public may submit any comments they may have.

As noted above, the Executive Director now recommends that the Commission GRANT Mr. Choquette’s application without attaching any additional terms or conditions.