



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

July 14, 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 #65

July 17, 2025

8:30 a.m.

Remote Participation via [Zoom](#)

Meeting ID: 960 9684 2601

- 1) Call to Order
- 2) Approval of Minutes
 - a) June 26, 2025
- 3) Executive Director Report – Enrique A. Zuniga
 - a) Certification Update
 - b) Finance & Administrative Update
 - c) Organizational Chart & Diversity Update
- 4) Legal Update – Randall E. Ravitz and Annie E. Lee
 - a) Officer Recertification
 - i) Issues related to officers' physical fitness
 - b) Policy on Information in the National Decertification Index
 - i) Discussion of proposed Policy – Possible Vote
- 5) Matters not anticipated by the Chair at the time of posting
- 6) Executive Session in accordance with the following:

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Boston, Massachusetts 02109

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mass.gov/orgs/post-commission

MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

- 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-2024-075
- ii) PI-2024-045
- iii) PI-2024-057
- iv) PI-2024-040
- v) PI-2024-012

b) Division of Standards request for approval to conduct Preliminary Inquiries in the following cases:

- i) PI-2025-037
- ii) PI-2025-038
- iii) PI-2025-039
- iv) PI-2025-040
- v) PI-2025-041

c) Update on the following Preliminary Inquiry matter:

- i) PI-2022-11-22-005

d) Approval of the minutes of the Executive Session of June 26, 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

June 26, 2025

8:30 a.m.

Via Zoom

Documents Distributed in Advance of Meeting

- May 15, 2025, Public Meeting Minutes
- Executive Director Report
- Presentation on critical incidents & stress management for law enforcement officers
- Chart and memo on initiatives both inside and outside of the Commonwealth to support officers' ongoing physical fitness
- Presentation and memo on the draft law enforcement agency certification standards regarding juvenile operations procedures
- Draft policy concerning the submission of information to the National Decertification Index ("NDI")
- Memo concerning the voluntary relinquishment of certification submitted by Robert V. Choquette II

1. Call to Order

- The meeting began at 8:36 a.m.
- Chair Hinkle took a roll call of the Commissioners present. The roll call proceeded as follows:
 - Commission Chair Margaret R. Hinkle – Present
 - Commissioner Lester Baker – Present
 - Commissioner Hanya H. Bluestone – Present
 - Commissioner Lawrence Calderone – Present
 - Commissioner Eddy Chrispin – Present
 - Commissioner Deborah Hall – Present
 - Commissioner Marsha V. Kazarosian – Present
 - Commissioner Charlene D. Luma – Present
 - Commissioner Clyde Talley – Present
- Chair Hinkle recognized that a quorum was present.

2. Approval of Minutes

- Chair Hinkle asked for a motion to approve the May 2025 minutes. Commissioner Talley moved to approve the minutes. Commissioner Kazarosian seconded the motion.
- The Commissioners voted unanimously to approve the May 2025 public meeting minutes.

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

- Executive Director Zuniga began his report by reminding 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.
- He continued with a certification update. He stated as follows.
 - Approximately 8,000 officer certifications were set to expire on July 1, 2025.
 - As of May 15, 2025, the Commission received more than 5,000 applications for recertification.

- The Commission implemented and began reporting on two additional categories of certification.
- The first category pertained to certifications initially granted by the Commission that were set to expire for the first time on June 30, 2025.
 - Some certifications were expected to expire without renewal, particularly for officers who had left the profession or were in the process of leaving in good standing, and who had not requested voluntary relinquishment.
 - These certifications would be marked as “expired.”
 - The Commission would continue reporting individuals with expired certifications for a period yet to be determined, although their status would remain in the Commission’s records indefinitely.
 - If an individual with an expired certification seeks to return to the profession, they must reapply for certification.
- The second category was a new designation labeled “restricted.”
 - This designation would apply to officers who separated from their department during a certification period due to disciplinary-related reasons, including terminations, separation agreements, or resignations in lieu of discipline.
 - While the Commission already had internal processes to identify these cases, this new category includes publicly reporting the restricted status.
 - To account for this new category, the Commission may update reports more frequently than the current monthly schedule.
- Executive Director Zuniga then reported on the Commission’s recent efforts to engage with stakeholders. He continued as follows.
 - Director of Police Standards Matthew Landry presented at the Martha’s Vineyard Law Enforcement Council Conference, the Joint Labor Management Committee, and the Massachusetts Municipal Association Policy Group.
 - Several members of Commission staff attended the annual conference of the International Association of Directors of Law Enforcement Standards and Training (“IADLEST”).
 - Executive Director Zuniga met with the Massachusetts Chiefs of Police Association and Major City Chiefs Executive Board to provide updates on the Commission’s priorities.
 - Commission staff met with Chair John Mahoney and staff from the House Committee on Post Audit and Oversight to provide an overview of the Commission’s development since its inception and to discuss topics including the role of constables.
 - Lastly, the Commission had ongoing engagement with the Massachusetts Sheriffs’ Association.
- Executive Director Zuniga provided an update on the FY 26 budget and other administrative matters. He stated the following.
 - The Commission entered into the Conference Committee phase of the FY 26 Budget Development process.
 - While the Commission would monitor any relevant updates from the Governor or Legislature, FY 26 spending plans were moving forward as the Commission’s \$8.92 million appropriation was unlikely to change.

- For FY 25, the spending estimate was revised downward from \$8.28 million to \$8.13 million. Despite this, reversions back to the Legislature were projected at approximately \$500,000–\$600,000.
- The Commission continued to monitor final FY 25 spending.
- Executive Director Zuniga then provided a hiring update, stating as follows.
 - There were five new additions to the Commission:
 - Ektha Ravishankar and Emanuel Parker, who joined as Legal Interns for the Legal Division;
 - Mahmoud Mostafa and Ashley Sebastian, who joined as Legal Interns for the Division of Police Standards; and
 - Max Smith-Stern, who joined as an Information Technology (“IT”) Intern for the IT Division.
 - Recruitment efforts were underway for a Records Access Officer and a Business Analyst, with hiring anticipated for the first quarter of FY 26.

4. Officer Behavior Health – Commissioner Hanya Bluestone and Dr. Tracie Goodness, Ph.D.

- Executive Director Zuniga introduced two presentations concerning officer behavioral health. The first guest speaker he introduced was Dr. Tracie Goodness, who presented on post-traumatic stress disorder (“PTSD”) in law enforcement and the psychological and physiological impacts of PTSD.
 - Dr. Goodness is a licensed clinical psychologist in the state of Massachusetts with a specialty in PTSD, first responders, veterans, and health psychology.
- She emphasized that officers are often resilient, dedicated, and loyal, with the ability to compartmentalize job stress. Many come from families with military or law enforcement backgrounds, which influences their professional values.
- Dr. Goodness provided the following information on PTSD and its impact on the law enforcement community.
 - According to the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition, Text Revision, a traumatic event involves exposure to actual or threatened death, serious injury, or sexual violence.
 - This exposure can occur through direct experience, witnessing such events happening to others, learning that a traumatic experience occurred to someone close to you, or experiencing repeated exposure to distressing details.
 - She noted that first responders experience, on average, seven to ten significant traumas in their first year of employment. While the average civilian may encounter only two significant traumas in their lifetime.
 - She explained the physiological and psychological impacts of trauma, including:
 - Structural brain changes;
 - Neurochemical imbalances; and
 - Physical health consequences.
 - She shared a composite case study to illustrate how trauma manifests in daily life, focusing on its impact on work effectiveness, personal relationships, and emotional regulation.
- Dr. Goodness then discussed how and why trauma can lead to substance abuse and changes in mental and physical health. She stated as follows.

- Alcohol is commonly used to cope with trauma. While it may offer temporary relief, it may contribute to avoidance and emotional numbing. This can lead to a cycle of substance use, where temporary relief is followed by worsened symptoms.
- Trauma alters brain structure and function, increasing the risk of depression, anxiety, memory issues, and poor sleep.
- Chronic stress from trauma can raise one's heart rate and blood pressure, weaken the immune system, disrupt digestion, and cause or worsen persistent muscle tension.
- She continued with a discussion on the elevated risk of suicide faced by officers. She stated the following.
 - One in four officers has had suicidal thoughts at least once. These thoughts can range from not wanting to wake up to wishing for a fatal incident on duty that would relieve perceived burdens on family.
 - Officers may struggle with the pressure to appear strong or invulnerable, but they are human and susceptible to pain, hopelessness, and fear.
 - Easy access to firearms increases risk, as suicide by firearm allows no opportunity for reconsideration or the body's natural protective responses.
 - The Interpersonal Theory of Suicide highlights three key risk factors: thwarted belongingness, perceived burdensomeness, and desensitization to violence.
 - Thwarted belongingness refers to the idea that trauma can lead to isolation and feeling misunderstood;
 - Perceived burdensomeness refers to how diminished self-worth may lead officers to feel like a burden; and
 - Desensitization to violence occurs when routine exposure lowers inhibitions toward self-harm.
- Dr. Goodness emphasized that the brain has the ability to heal from trauma through neuroplasticity.
- She made the following recommendations for supporting officer wellness.
 - Destigmatizing mental health and asking for help;
 - Engaging with community-based mental health providers;
 - Normalizing conversations about mental health, both informally and in structured settings;
 - Starting peer support conversations; and
 - Enhancing personal resilience and seeking professional care when needed.
- Dr. Goodness concluded her presentation by emphasizing that officer wellness directly supports public safety and community trust through better decision-making, stress management, and reduced burnout. She welcomed questions from the Commissioners.
- Commissioner Talley asked how long, on average, recovery from PTSD could take for an individual who is seeking medical assistance.
- Dr. Goodness explained that, while recovery varies by individual, evidence-based therapies can reduce PTSD symptoms below clinical levels within approximately 10 to 15 weekly sessions.
- Chair Hinkle thanked Dr. Goodness for the substance and manner of her presentation. She then turned the floor over to Commissioner Bluestone for a presentation on mitigating risks associated with law enforcement.

- Commissioner Bluestone also thanked Dr. Goodness for her well-done presentation.
- She then started her presentation with an overview of her professional background.
 - She is a clinical psychologist specializing in trauma, addiction, and forensic mental health and has extensive experience working with veterans and first responders.
- She emphasized the importance of ensuring that law enforcement officers in the Commonwealth have access to behavioral health resources and treatment. She stated the following.
 - Repetitive exposure to critical incidents and substance use can cause measurable changes in the brain.
 - These neurological changes are increasingly recognized as indicative of a chronic disease.
 - Neuroplasticity allows for healing and recovery through certain interventions, and behavioral health strategies can create new neural pathways and restore brain function.
 - While law enforcement officers are resilient and prepared for adversity, they cannot fully anticipate the cumulative toll of the work.
 - Law enforcement work can reasonably be expected to affect emotional and physical health, as well as relationships with family and the public. However, interventions such as critical incident debriefings, time off, and exercise can mitigate the impact.
- Commissioner Bluestone recognized the Commonwealth's progress in supporting officer wellness. She stated as follows.
 - The Commonwealth has a strong, mostly volunteer, peer support network in collaboration with clinicians and chaplains.
 - The network provides preventive interventions to officers and their families following exposure to critical incidents as well as information and referrals for those in need of additional support.
 - Departments and officers may underutilize these supports due to one or more of the following reasons:
 - Lack of awareness;
 - Stigma or fear of consequences;
 - Confidentiality concerns; or
 - Administrative barriers.
- Commissioner Bluestone supported mandating routine wellness visits to provide an opportunity for officers in the Commonwealth to access the resources available to them. She stated the following.
 - Routine annual wellness visits have already been implemented by multiple states, and the practice was codified in the International Association of Chiefs of Police Psychological Services Section.
 - Departments in the Commonwealth that contracted for their officers to attend annual wellness visits run by a peer and a licensed mental health professional provided overwhelmingly positive feedback on this model.
 - During these visits, problems can be proactively addressed and identified before they raise concern in the workplace.

- Typically, officers are required to attend these visits, but their participation is voluntary. Given the good reputation of the peer support network, officers tend to choose to participate in these wellness visits.
- Commissioner Bluestone concluded her presentation by calling on the Commission to ensure officers are supported through policy, just as they are equipped with tools for public safety.
- She then welcomed questions from the Commissioners.
- Executive Director Zuniga stated for the record that, in compliance with the Open Meeting Law, Commissioner Bluestone's presentation was not included in the meeting materials and was not distributed to the Commissioners prior to the Commission meeting.
- Commissioner Talley asked whether mandatory attendance but voluntary participation in the wellness visits meant that officers were required to be present but not obligated to engage in the session.
- Commissioner Bluestone stated that that was correct and clarified that the recommended model requires attendance but makes personal sharing voluntary.
- Commissioner Talley then asked how to help an officer who chooses not to engage, even when it's clear that they could benefit from support.
- Commissioner Bluestone responded that this is a broader challenge in behavioral health, not unique to law enforcement.
- She explained that wellness visits offer early exposure to resources and normalize mental health support by involving trusted peers and making attendance routine rather than indicative of a problem. Over time, this approach reduces the stigma of mental health treatment because attendance is mandatory.
- Commissioner Chrispin expressed concerns over departments that do not allow officers to take leave when faced with mental health concerns.
- Commissioner Bluestone emphasized the need to reframe mental health concerns as medical, not emotional. She stated that neurological research shows that repeated exposure to critical incidents causes measurable brain changes, making this a systemic issue rather than a matter of individual resilience.
- She recommended using science and data to educate departments and shift the culture toward recognizing the cumulative impact of the profession on officer health.
- Commissioner Calderone raised concerns about the gap between department-reported support for officer wellness from leadership and the minimal access officers have to behavioral health services. He emphasized the need for leadership-driven cultural change and asked how departments could be mandated, potentially through legislation, to take more effective steps to support the mental health of officers and their families.
- Commissioner Bluestone acknowledged the concern and stated that mandating wellness initiatives could be a productive role for the Commission to consider in order to ensure consistent access to necessary resources.
- Commissioner Luma asked how much mental health and wellness training is provided to new recruits during academy instruction and whether it is fully integrated into their preparation for law enforcement careers.
- Commissioner Calderone responded that while mental health is addressed in the academy, the lack of follow-through lies with department leadership, not officers. He noted that officers want access to support, but departments often fail to provide it.

- Commissioner Bluestone added that generational differences may contribute to the issue, with younger officers being more open to seeking support than older leadership.
- Commissioner Chrispin stated that while academies promote mental wellness, departments often ignore it unless a crisis like suicide occurs. He observed that some officers who seek mental health-related retirement are denied until they face disciplinary issues.
- Chair Hinkle thanked the participants and noted that the Commission will continue to address these issues, given the valuable suggestions raised in the discussion.

5. Legal Update – General Counsel Randall E. Ravitz, Counsel Annie E. Lee, and Legal Fellow Kimberly A. Shatford

- Counsel Lee supplemented the presentations by Commissioner Bluestone and Dr. Goodness by providing mental health support resources. She also shared the Victim Resources page on the Commission’s website, which provides resources to individuals, including law enforcement officers, who have been victims of crimes and traumatic events.
- Counsel Lee then shared a chart that outlined various initiatives the Commission could consider when determining how to support and evaluate incumbent officers’ physical fitness.
- The chart provided information on physical fitness initiatives undertaken by other states and agencies, examples of each initiative, the category each initiative fell under, the estimated feasibility and cost of implementation, and additional notes.
- The initiatives were grouped into three main categories:
 - Informational Initiatives
 - Wearable health trackers
 - Nutrition education
 - Wellness information boards
 - Incentives and Resources
 - On-site and off-site fitness opportunities
 - Fitness instructor training
 - Fitness competitions
 - Financial and non-financial incentives
 - Healthy food options
 - Dedicated health and fitness personnel
 - Exams and Evaluation:
 - Medical exams and risk assessments
 - Medical clearance
 - Physical fitness tests (like Cooper test)
 - Functional capacity evaluations
 - Physical ability tests
 - Body composition standards
- A key takeaway of Counsel Lee’s presentation was that there is no single approach to support officer physical fitness. The most effective strategy would likely involve combining multiple initiatives to holistically support officer health and wellness, such as providing on-duty time to exercise, nutrition education, and tailored fitness resources that match specific job duties.
- Counsel Lee then invited questions and comments from the Commissioners.

- Commissioner Talley asked if there are recommended exercises that account for different body types and will ensure officers can perform essential job functions.
- Counsel Lee stated that, while she had not seen anything targeting specific body types, she had seen efforts by agencies and states to provide a range of physical fitness examinations that account for different strengths and fitness events, and to meet officers where they are.
- She also noted that there was a push to tailor resources, fitness examinations, and standards to an officer's job duties. This was consistent with the feedback received from the survey that was sent by the Commission to agencies and unions.
- Chair Hinkle then turned the floor over to Attorney Shatford for her presentation.
- As part of the agency certification initiative, Attorney Shatford presented a draft juvenile operation standard. She stated as follows.
 - Pursuant to M.G.L. c. 6E, § 5(b), the Commission shall establish certain minimum certification standards for agencies, including juvenile operation standards.
- In developing the draft standard, Counsel Lee and Attorney Shatford consulted a variety of resources, including the Juvenile Justice Policy and Data Board, law enforcement memorandums of understanding ("MOU"), model policies from Strategies for Youth, federal and state laws, and public comments.
 - From the sources referenced above, they identified 14 principles that were included in the draft standard. Attorney Shatford did not present on all 14 principles and highlighted the following as key principles in the draft standards:
 - Officer Compliance
 - Police custody and transportation
 - School resource officers and youth police programs
 - Transparency and accountability
- Attorney Shatford highlighted the following key points regarding officer compliance.
 - Officers are expected to comply with their agency's Code of Conduct Policy.
 - Officer compliance supports the goal of chapter 6E to professionalize policing and to provide for bias-free policing.
- Attorney Shatford highlighted the following key points regarding police custody and transportation.
 - Police custody and transportation were addressed together because they represent parts of the policing process where youths may not be familiar with the law and may be especially vulnerable or scared.
 - Research data on arrests suggests that in 2024, youths were increasingly likely to be in physical custody compared to previous years. It also showed an increase in the number of youths arrested for misdemeanor offenses and a disparity in race and ethnicity among youths who were arrested.
 - Officers should treat custodial arrests as a last resort and should instead use issuing summons as the primary method for bringing children to court.
 - Agencies should create comprehensive requirements on the use of restraints on youths.
 - Officers should protect youth privacy, contact the youth's caregiver, issue *Miranda* warnings, and provide appropriate medical responses.
 - Before a youth is transported, officers should attempt to contact the youth's caregiver to inform them of the location that the youth will be transported.

- When transporting a youth, an officer's gender identity, the presence of non-officer adults, and the presence of youth of a different gender identity should be considered.
 - If an officer is transporting a youth without another officer present, the officer should employ a recording method.
 - To make youths feel safer when in custody, officers should ensure that youths are kept in an environment that is sight- and sound-separate from non-officer adults.
 - Youths should be under constant direct supervision by an appropriate police staffer and have access to a caregiver and medical assistance if needed.
- Attorney Shatford highlighted the following key points regarding school resource officers and youth police programs.
 - Agencies and schools should develop MOUs that address daily operations, policies, and procedures for school resource officers. MOUs should also ensure that school resource officers have proper certification.
 - For youth police programs, agencies should develop MOUs similar to those for school resource officers.
 - Youth police programs are programs where youth and officers are brought into non-incidental contact. They are an opportunity to increase positive interactions and experiences between youth and officers.
- Attorney Shatford highlighted the following key points regarding complaint data and increased transparency in her presentation:
 - Agencies should develop clear complaint procedures so that youth and their caregivers can follow up on, raise concerns about, and file complaints regarding officers, school resource officers, agencies, and related policies.
 - Agencies should compile and analyze data and trends on officer and agency involvement with youth over time.
 - Annual summaries of reports and complaints about youth interactions should be maintained and made available on the agency's website and at agency and school premises.
 - These measures are intended to increase transparency and accountability in policing, ensuring that concerns are addressed and that the public has access to information about how youth-related complaints are handled.
- Attorney Shatford addressed the following regarding training.
 - Agencies must ensure that officers receive training in accordance with all applicable juvenile training requirements.
- Attorney Shatford encouraged members of the public and the law enforcement community to submit comments and suggestions relating to the standards to POSTC-comments@mass.gov.
- Chair Hinkle asked Attorney Shatford and Counsel Lee if they were aware of related initiatives in the juvenile court under Chief Justice Gershengorn, and whether there had been an effort to speak with someone from the juvenile court about some of the topics discussed.
- Attorney Shatford stated that she would contact the juvenile court and would take Chair Hinkle's suggestion under advisement.

- In the interest of time, Chair Hinkle stated that the Commission would address the proposed policy concerning the submission of information to the NDI at the next Commission meeting.
- She then moved to the next item on the agenda, which concerned the voluntary relinquishment of Robert V. Choquette II's certification.
- General Counsel Ravitz presented Mr. Choquette's application for voluntary relinquishment of his law enforcement certification. General Counsel Ravitz stated as follows.
 - Mr. Choquette served with the Massachusetts State Police from 1993 to 2025.
 - His certification was set to expire on July 1, 2025. He indicated that it would be advantageous to relinquish his certification now, even if it is just a few days in advance.
 - The Division of Police Standards reported that it reviewed the matters covered by Mr. Choquette's application. Based on its review, the Division perceived no issue with granting the application.
 - The Division of Police Certification and the Legal Division concurred.
- General Counsel Ravitz then conveyed Executive Director Zuniga's recommendation that the application be approved without attaching any additional terms or conditions to those stated in the relinquishment policy.
- He requested that the Commission vote to accept the Executive Director's recommendation.
- A roll call vote was taken and the Commissioners unanimously voted to grant Mr. Choquette's application for the voluntary relinquishment of his certification.

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

- There were no matters not anticipated by the Chair at the time of posting of the meeting notice.

7. 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 discussing reports of preliminary inquiries in nine cases.
 - They will be considering the request to enter into voluntary decertification or suspension agreements with regard to one case.
 - 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 motion unanimously carried.
- Executive Director Zuniga reminded members of the public that they can send comments and find contact information through the POST Commission website.
- The Chair informed members of the public that the Commission would not reconvene its public meeting after the executive session.
- The Chair thanked the staff members who presented at the Commission meeting and thanked the public for their interest in the Commission's work.
- The public meeting was adjourned at 10:20 a.m.

Summary of Matters Voted on by the Commission

- Approval of minutes of May 15, 2025, meeting.
 - The Commission voted to approve the minutes included in the meeting packet.
- Application for the voluntary relinquishment of certification submitted by Robert V. Choquette II.
 - The Commissioners unanimously voted to grant Mr. Choquette's application for the voluntary relinquishment of his certification.

3a.



Executive Director Report

July 17, 2025

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



Agenda

1. Certification Update
2. Finance Update (FY25 and FY26 Budget)
3. Administrative Update, Organizational Chart & Diversity Report

Certification Update



Certification Figures as of July 6, 2025

Category	Total
Certification Applications Expected	7,590
Applications Submitted	7,489 (99%)
Certified	6,764
Conditionally Certified	379
Certified – School Resource Officer (SRO)	219
Conditionally Certified – SRO	17
Further Review	105
Not Certified	5

Certification Update



Additional Certification Details

- 1 Agency still pending, approved extension (Wareham)
- Not Certified individuals include previous administrative suspensions and failures to complete in-service training multiple years in a row (3 cases), and an individual who has been re-assigned to dispatch
- Historical complaints/incidents not previously submitted include 75 individuals
- 874 unassociated officers (A-H) marked certification as “Expired”
- 966 unassociated officers (I-Z) marked certification as “Restricted”

Certification Update



Unassociated Officers (A-H) Certification Expired

Restricted Subcategory	Total
Retired	574
Resigned	218
Retired in Lieu of Discipline	13
Resigned in Lieu of Discipline	26
Terminated	17
Total	849

Certification Update



Unassociated Officers (I-Z), Certification Restricted

Restricted Subcategory	Total
Retired	296
Resigned	237
Retired in Lieu of Discipline	6
Resigned in Lieu of Discipline	46
Terminated	24
Total	609

Finance & Administrative Update



Fiscal Year 2025 Activity

- Revised Spending Estimate: \$8.07 Million
- Reversion Estimate: \$620K - \$674K
- Agency Headcount: 51
- 3 Open Positions: Records Access Officer, Business Analyst, Data Analytics Manager
- Risk Management: Published Updated Internal Control Plan

Finance Update



POST Budget Development

Budget Development	Date	Amount ('000)	Delta ('000)
POST Budget Request to Admin & Finance	October 2024	\$9,490	Note 1
Governor’s Budget (House 1)	January 2025	\$8,920	(\$530)
House Ways & Means and Senate Ways & Means	Apr-May 2025	\$8,920	Note 2
Conference Committee	June 2025	\$8,830	(\$90)
Final Budget (After Governor Vetoes)	July 2025	\$8,830	Note 3

- Note 1: FY26 budget request represented 8% growth or \$746K from FY25
- Note 2: At JW&M hearing, testified POST would manage deferring some initiatives
- Note 3: Total Difference (Reduction) from Funding Request: (\$620K)
FY26 budget represents 83K (1%) growth from FY25

Finance Update



Fiscal Year 2025

- FY25 Budget (Appropriation): \$8,747,476
- Projected Spend end of Year: \$8,125,529
- Reversion Estimate: \$621,947*

* We anticipate reduction in reversions for FY26 as the way to continue planned hires and make progress on new initiatives (i.e., audit and agency certification)

Finance Update

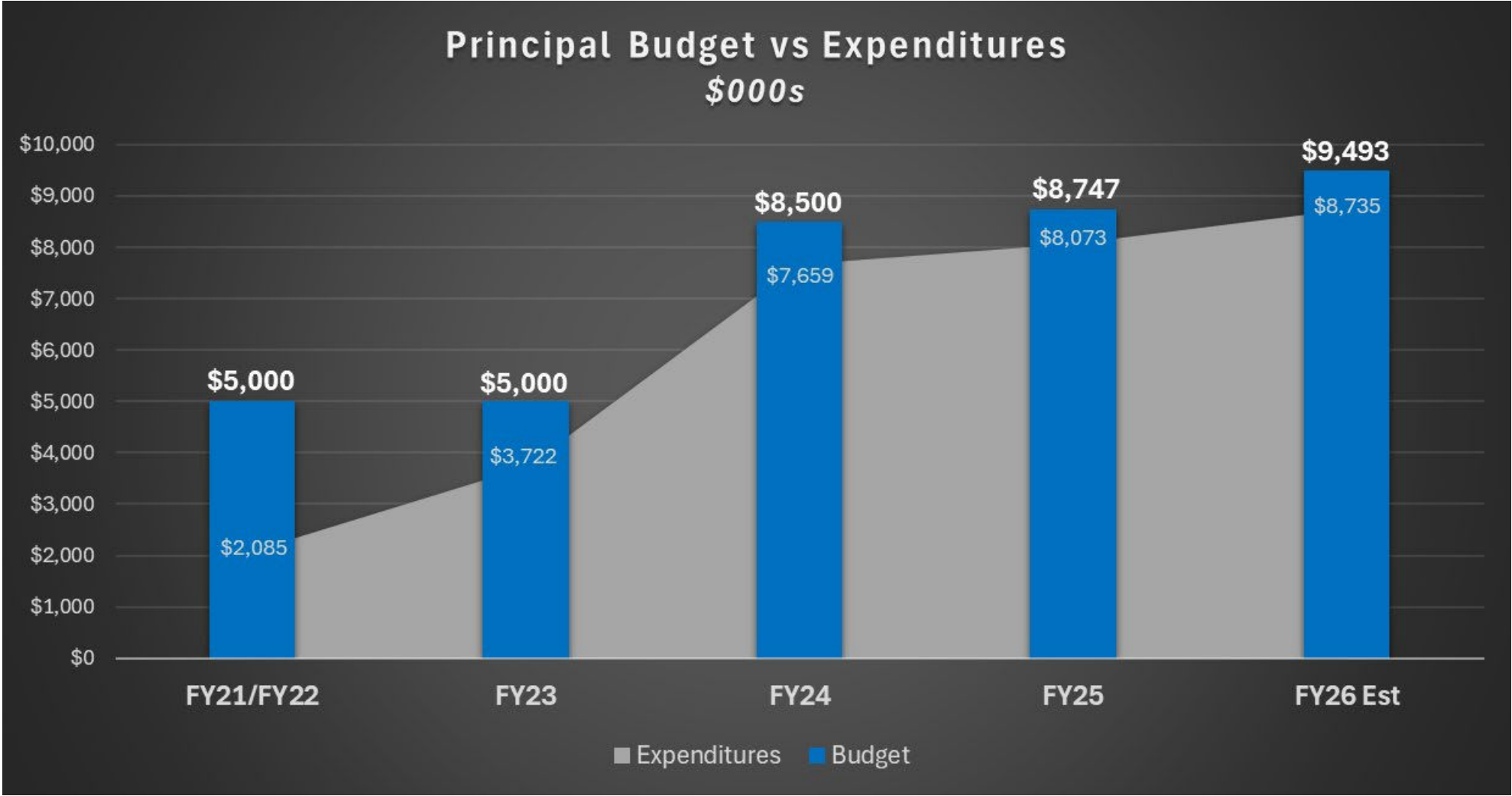


Fiscal Year 2026 Outlook - Assumptions

- Payroll savings due to:
 - ✓ Some part time employees
 - ✓ Estimated salaries for open positions
 - ✓ Annualized-to-actual payroll differential
- Variables in IT Spending
 - ✓ Pre-paid subscriptions and engineering support
- Fewer consultant hours
- Options for Budget Planning
 - ✓ Delay/manage certain hires until later in fiscal year
 - ✓ Limit fellowships/internships

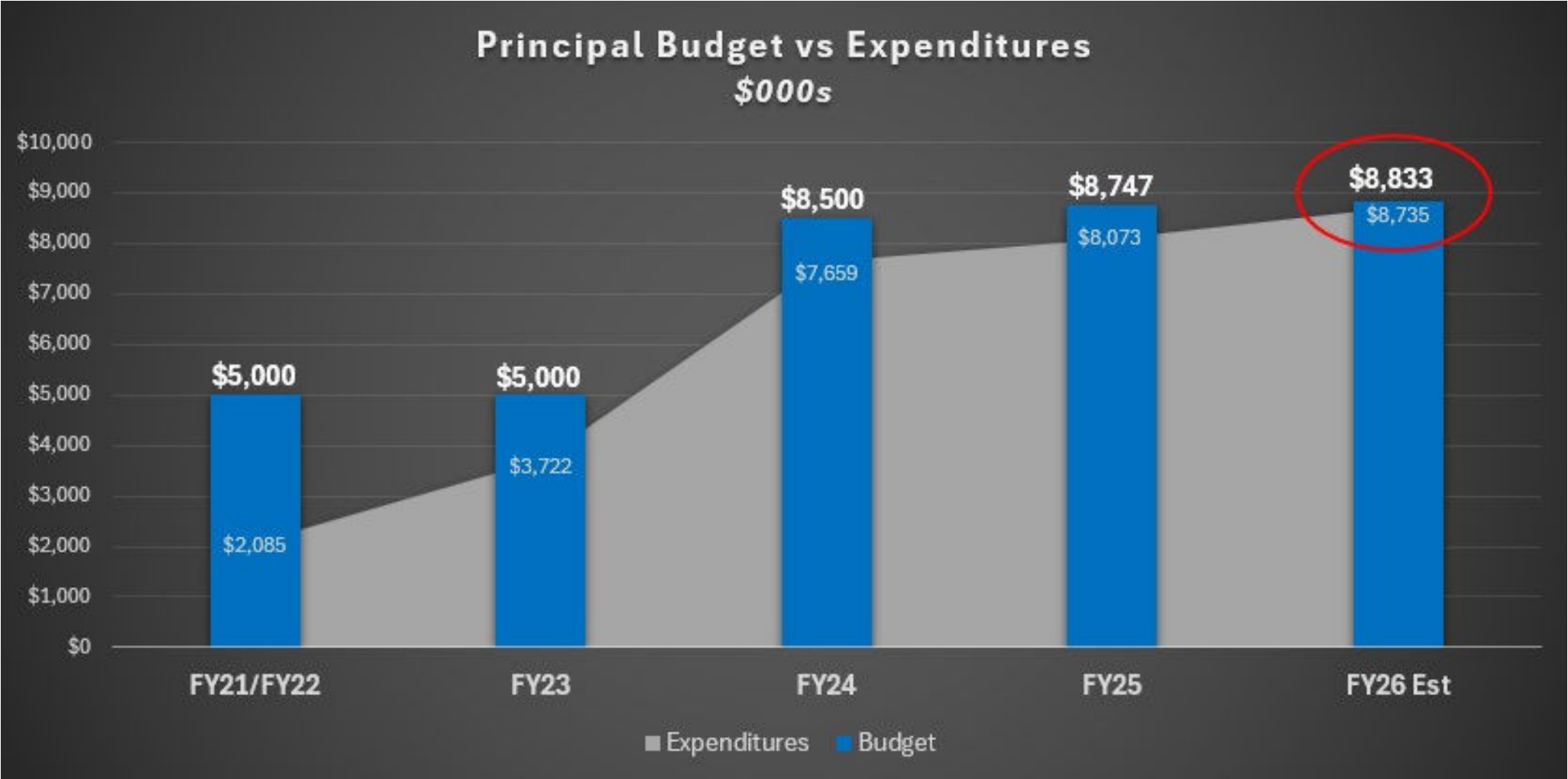
FY26 Budget Outlook

Historical Reversions



FY26 Budget Outlook

Historical Reversions



Organizational Chart & Diversity Update



- The current organizational chart has been included in the packet (2 additional positions for audit, and 4 positions in the Division of Standards)
- Contemplating making some small changes to the Org. Chart to accommodate more in-house resources for the audit function
- The memo on Diversity metrics has also been included in the packet
- Both memos (Diversity Memo and Org Chart) show very small changes compared to prior report
- However, we will come back to Commission at a future meeting with an update



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



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

TO: Commissioners
FROM: Finance & Administration
CC: Charlene Luma; Enrique Zuniga
DATE: July 17, 2025
RE: F&A Update

FY25 Q4/Year-End

June 30th closed the fourth quarter and the 2025 fiscal year. As we had been consistently predicting for quite some time, overall spending remained under budget through the Apr-Jun period (see attached *Treasurer's Report: FY25 Q4*).

- Total spending for the agency is estimated to be approximately **\$8.073 million**, depending on final activity during the AP (Accounts Payable) period.¹ This is about \$674K less than what was budgeted (see *Reversions*).
- The largest area of underspending – unsurprisingly – was in the payroll category. Due to fluctuations in onboarding and worked hours, as well as being two positions short of the 53-employee target, total savings in payroll amounted to almost \$600K. Aside from some minor personnel expenses that will be reconciled during the AP period, total payroll spending will range from \$6.02 million to \$6.05 million.² Altogether payroll is approximately 10% under original projections.
- The *IT* spending category is approximately 3.7% over original projections. But this is mostly due to additional office equipment (i.e., laptops, tablets, routers, etc.), engineering support for POST's business intelligence tool, and additional software licensing to accommodate more staff. In addition, there were a number of unanticipated one-time projects, such as the reception build-out to enhance office security, sound-proofing windows, and other enhancements for the office in general. While the DCJIS integration project continues to see delays from EOTSS, most of the work was completed by June 30th.

A number of high-ticket commitments for FY25 have yet to be expended due to delays in invoicing. These include \$184K for Salesforce licensing, \$74K for Jitterbit renewal, and \$64K for the Westlaw subscription. We are working with the vendors and expect to have these expenses executed during the AP period.

A final accounting of FY25 spending will be presented in September, following the close of the AP period.

¹ The attached Treasurer's Report displays a year-end projection of \$8.126M; Technically, final spending could range from \$8.073M to \$8.126M. We note the lower end of the range in this narrative as believe this target is the most likely outcome.

² Includes the spending categories of payroll (AA & CC), reimbursements (BB), and payroll tax (DD).



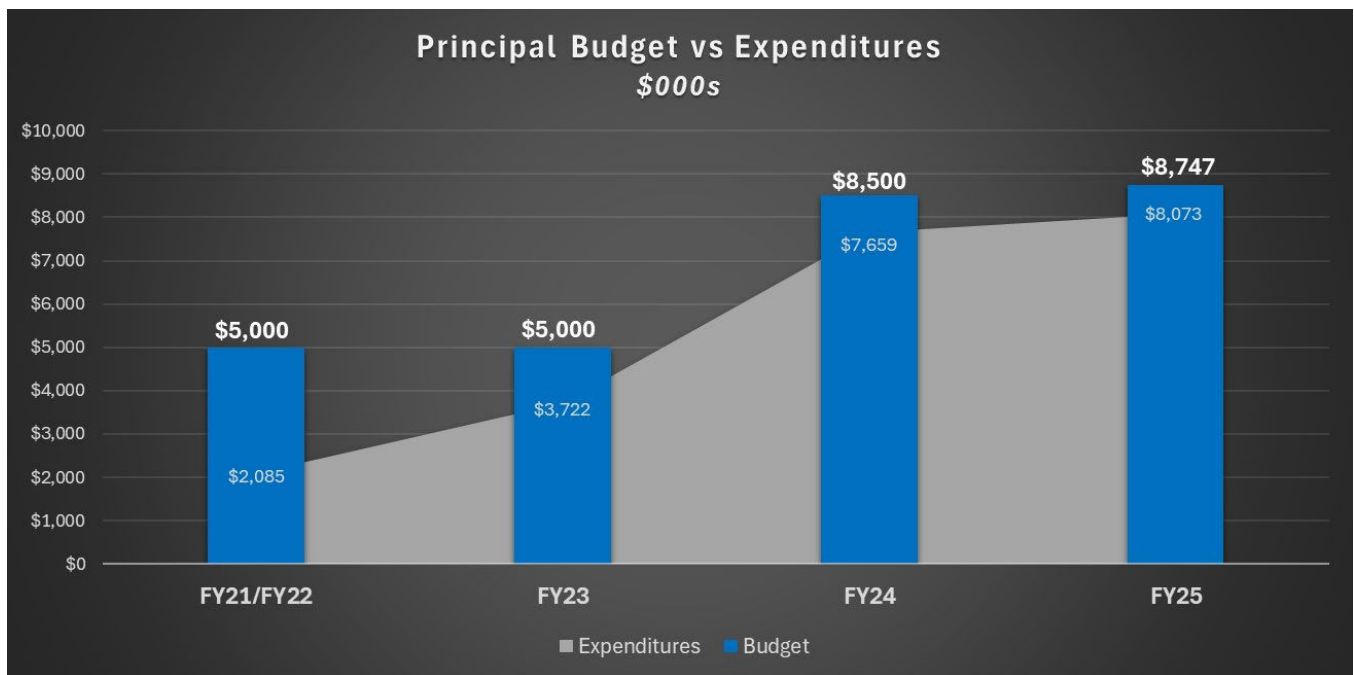
MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

Reversions

We have been fairly consistent in keeping to our reversion forecast of \$500K-\$600K. Now that the fiscal year has ended, we are modifying our projection by about 3%-12%. We are now estimating overall reversions for FY25 to be anywhere between **\$620K to \$674K**, or 7-8% of total budgeted funds. As mentioned above, most of this heightened figure is due to continuing payroll savings. However, the security door build-out and DCJIS project were not fully completed by June 30th.³ Consequently, the full cost of these projects will not be realized until FY26, thereby resulting in lower spending in FY25.

For comparison purposes, the reversion total for FY24 was \$841K, or 10% of total budgeted funds.



Hiring Status

We ended FY25 with a total of 51 employees.⁴ Our long-held estimate throughout the year was to have a headcount of 53 by June 30th. You may recall the prior fiscal year (FY24) ended with 45 employees. Recruitment efforts are still underway for two open positions: Records Access Officer and Business Analyst.⁵

³ We petitioned ANF for a PAC of \$74K in order to accommodate the security door build-out in FY26. POST is awaiting a final decision.

⁴ See attached FY25 Org Chart.

⁵ The FY25 Org Chart also denotes an open Data Analytics Manager position. It is not mentioned in this narrative as it is currently on hold, and therefore, not part of POST's recruitment efforts at this time.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

FY26 Budget Development

As you are aware, the Governor did not veto POST's appropriation which the Legislature had already reduced by 1% to \$8.83 million. POST was not alone. Many budgetary accounts received an across-the-board reduction. Apparently, the Conference Committee was trying to prepare for potential cutbacks in federal resources.

FY26 Budget Development							
\$ millions							
REQ	GOV	HOU	SEN	CCR	VTO	OVR	GAA
\$9.49	\$8.92	\$8.92	\$8.92	\$8.83	N/A	N/A	\$8.83

Our original budget request to ANF back in October was \$9.493 million. The Governor's Budget Recommendation in January reduced that figure by 6%, or \$570K. While we would have preferred a number closer to our request, we testified before the Joint Committee on Ways & Means in March that the reduced figure was manageable. The Conference Committee's further reduction of 1%, or \$89K, was completely unexpected. Nevertheless, we believe we can ultimately manage to the \$8.83 million. In addition to using other management tools, we may need to postpone onboarding to later in the fiscal year in order to achieve necessary savings.

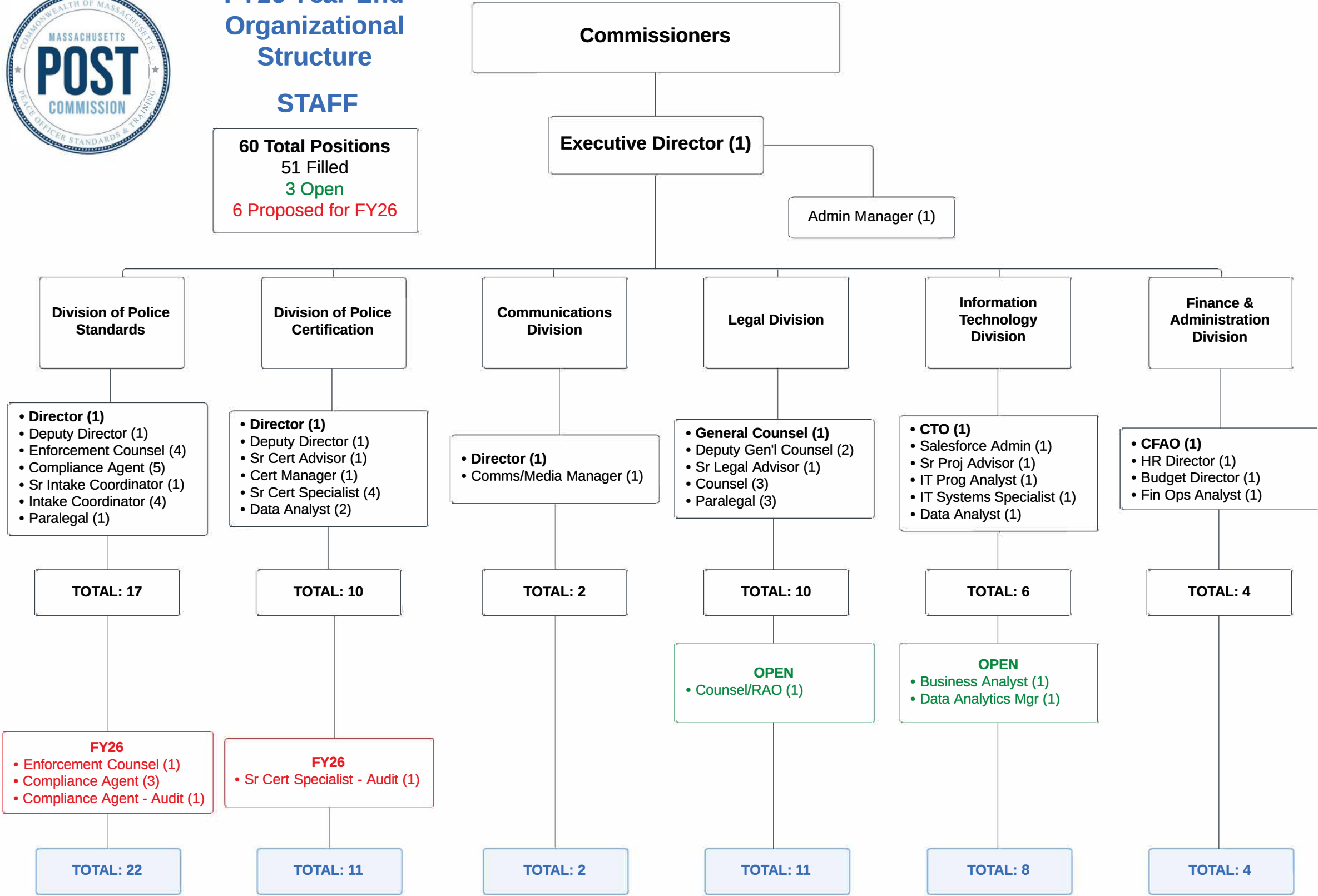
Now that the FY26 budget is finalized, the next step will be for F&A to prepare spending plans for submission to ANF. The spending plan process usually culminates in early/mid-September.

Treasurer's Report: FY25 Q4	FY25 FIN SP	JUNE			ANNUAL
	BUDGET	YTD EXPENDED	YTD INCURRED (open enc amt)	YTD COMMITTED	PROJECTED EXPEND TOTAL
EMPLOYEE COMPENSATION (AA) TOTAL	6,407,238	5,783,752	35,000	5,818,752	5,808,531
EMPLOYEE TRAVEL (BB) TOTAL	25,000	24,120	2,330	26,450	24,120
CONTRACT EMPLOYEES (CC) TOTAL	130,800	116,227	4,000	120,227	117,427
PAYROLL TAX/FRINGE (DD) TOTAL	127,225	95,580	0	95,580	96,001
OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL	201,531	138,979	71,876	210,856	210,856
FACILITY OPERATIONS (FF) TOTAL	40,000	10,094	5,020	15,114	15,114
OFFICE SPACE LEASE (GG) TOTAL	631,157	613,676	2,013	615,689	615,689
CONSULTANTS/LEGAL SERVICES (HH) TOTAL	151,840	60,602	24,343	84,945	84,945
SUPPORT/AUXILIARY SERVICES (JJ) TOTAL	73,707	29,866	9,934	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	2,144	2,102	4,246	4,246
OFFICE MAINTENANCE/REPAIRS (NN) TOTAL	20,000	58,877	80,680	139,557	139,557
INFORMATION TECHNOLOGY (UU) TOTAL	931,714	383,928	583,517	967,444	967,444
Grand Total :	8,747,476	7,319,643	820,815	8,140,459	8,125,529



**FY25 Year-End
Organizational
Structure
STAFF**

60 Total Positions
51 Filled
3 Open
6 Proposed for FY26



3c.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

TO: Commissioners
FROM: Finance & Administration
CC: Enrique Zuniga
DATE: July 17, 2025
RE: Diversity Statistics Update

As part of its commitment to onboarding and sustaining a diverse workforce, the POST Commission regularly reviews its recruitment process and analyzes diversity statistics. The purpose of this memo is to provide an update on diversity statistics. The last report was provided on December 19, 2024.

Diversity Statistics

To report the makeup of the entire POST Commission, we have included any and all individuals who receive direct compensation for work performed on the agency's behalf. These individuals include (a) nine Commissioners; (b) employees (i.e., part-time, full-time, and post-retiree); (c) hearing officers; (d) fellows and interns; and, (e) *ad hoc* contractors (i.e., bailiffs), and are denoted by "ALL" in the below chart.¹ The "SFI" column indicates individuals who are required to file a Statement of Financial Interest. Finally, at the request of the Commission, we added in an additional column (dark blue) which isolates individuals who are subject to the Commission's full hiring process (i.e., recruitment, interviews, onboarding).

Diversity Metrics					
Demographic	Statewide Population*	ALL	POST Hiring Process	SFI	State Employees**
American Indian or Native Alaskan	0.6%	0.0%	0.0%	0.0%	0.2%
Asian	7.9%	10.5%	14.5%	0.0%	4.7%
Black or African American	9.6%	14.5%	7.3%	31.3%	18.7%
Hispanic or Latino	13.5%	6.6%	5.5%	6.3%	9.9%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.0%	0.0%	0.1%
White	79.0%	68.4%	72.7%	62.5%	60.4%
Two or More Races	2.8%	2.6%	1.8%	0.0%	1.1%
Female	51.1%	52.6%	52.7%	37.5%	54.6%
Veterans	3.6%	7.9%	5.5%	6.3%	3.4%
Disability	8.3%	1.3%	1.8%	0.0%	4.2%

*As reported by the U.S. Census Bureau; Estimates as of 7/1/2024
**As reported by the Office of Diversity and Equal Opportunity; Figures as of FY25 Q3

Based on these metrics, it may be fair to say that the collective makeup of the agency continues to reflect the community it serves. In working to maintain this status, F&A will regularly review the agency's makeup and report the results to the Commission.

¹ Fellows and interns who are not compensated by the Commission are not included; only individuals directly compensated by the Commission are included.

4a(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: Enrique Zuniga

Re: Officer Recertification – Physical Fitness

Date: July 14, 2025

Physical Fitness standards examine the need to determine the appropriate physical fitness level for officers who are currently active and seeking recertification, with the expectation that some of these standards could be verified every three years (upon recertification) as is done in other jurisdictions.

An additional consideration of these standards involves officers who have an interruption in service (i.e., go out on an extended leave – injury, administrative or military leave, or leave the profession for other personal reasons and then wish to come back to active duty).

The process that currently governs those instances is described in the MPTC regulations 550 CMR 3.00. Specifically, section 3.04 stipulates certain training requirements following an interruption in police service as follows:

- (1) Interruptions in service of less than three years:
 - a. Complete all mandated in-service training missed during the interruption
 - b. Be currently certified in first aid CPR pursuant to M.G.L. c. 111 @ 201 and,
 - c. Be qualified in the use of firearms by an MPTC certified firearms instructor.
- (2) Interruptions in service of three years or more and less than five years:
 - a. Requirements set above in 550 CMR 3.04(1)
 - b. Complete any additional training required by the appointing / sponsoring agency, *including but not limited to field training programs* [emphasis added]; and

c. Pass the Massachusetts Police Officer Core Competency Assessment

- (3) Interruptions of five or more years. Complete a police academy unless officer can demonstrate to the satisfaction of the Committee that the officer has been involved in the police profession to a level and degree that reasonably assures officer has stayed abreast of legal, ethical and professional issues relevant to municipal policing in Massachusetts. If such showing is made, the Committee may approve a modified training requirement to include, at a minimum, passing the Massachusetts Police Officer Core Competency Assessment.

It is worth analyzing these requirements first from the five-year interruption. If an individual leaves or has a break in service (including leaving the profession) for more than five years, then in most instances they will be required to go to a full academy. This also means a new physical and psychological evaluation, just like any new recruits. This is also consistent with other states around the country.

For a break in service between three and five years, the requirement and assumption is that the individual would have to complete certain field training programs, but that is currently at the discretion of the municipality. It is perhaps fair to assume that some of these requirements may be applied differently across different jurisdictions, or not applied at all.

An officer with a break in service of less than three years is required to complete their missing in-service training, which does not currently have a physical fitness component.

Recommendation: In addition to those standards that should be contemplated for incumbent officers, staff recommend the Commission also consider uniform physical fitness standards and evaluations for officers who have had a break in service of less than five years, before they can return to service.



Massachusetts POST Commission

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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: July 10, 2025

Enclosed for the Commission's review are:

- (1) A memorandum concerning officer recertification and physical fitness, dated June 18, 2025; and
- (2) An accompanying 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

Commission staff seeks to continue the discussion the Commission began during its June 26, 2025 meeting. Commission staff would benefit most greatly from the Commission's direction as to which physical fitness initiatives the Commission believes, and does not believe, would be beneficial to supporting officers' ongoing physical fitness.² Such direction will help ensure that Commission staff are able to prepare realistic and substantive proposals for the Commission's consideration.

¹ Both documents were provided and presented to the Commission during its June 26, 2025 meeting.

² While the information provided and the sought after discussion concerns appropriate physical fitness standards and evaluations for officers who are currently active and seeking recertification, the Commission may find such information and discussion 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.



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

To: Chair Margaret R. Hinkle
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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 preventative 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))

4b.



Massachusetts POST Commission

84 State Street, Suite 200, Boston, MA 02109

POLICY ON INFORMATION IN THE NATIONAL DECERTIFICATION INDEX

(July 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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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.

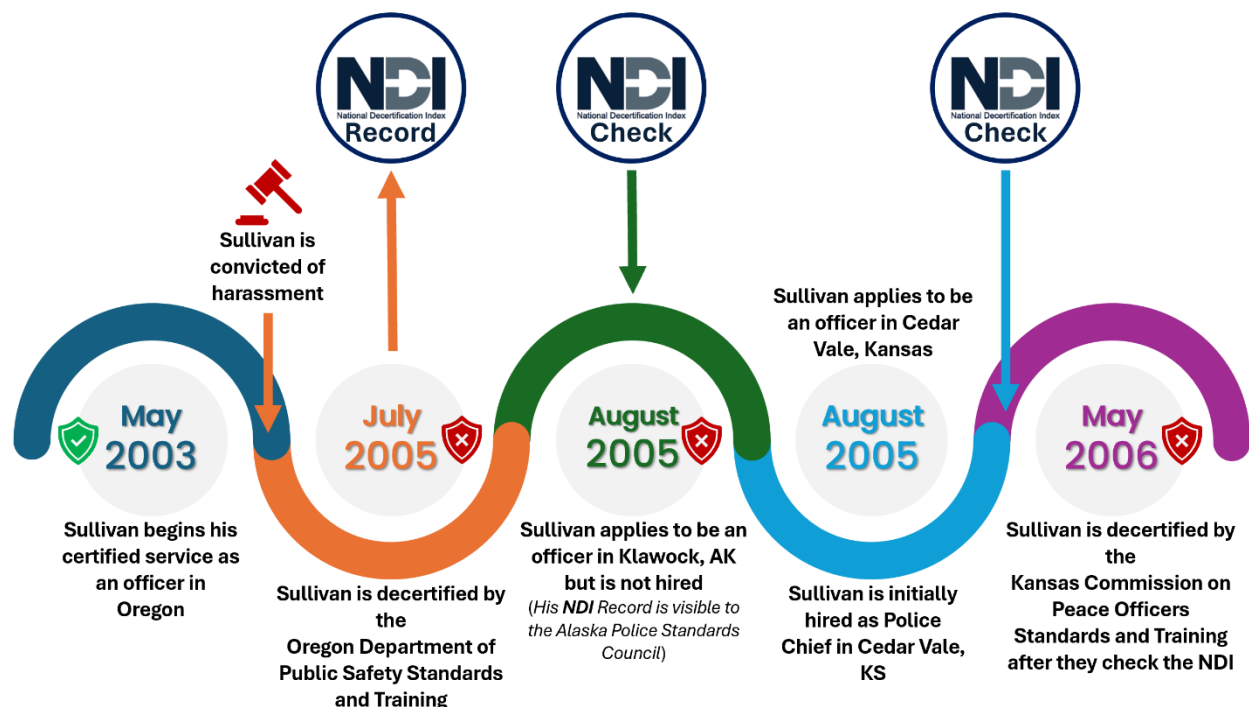
To better understand the significance of the NDI, it is important to understand the working definitions of “decertification” and “misconduct”

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.

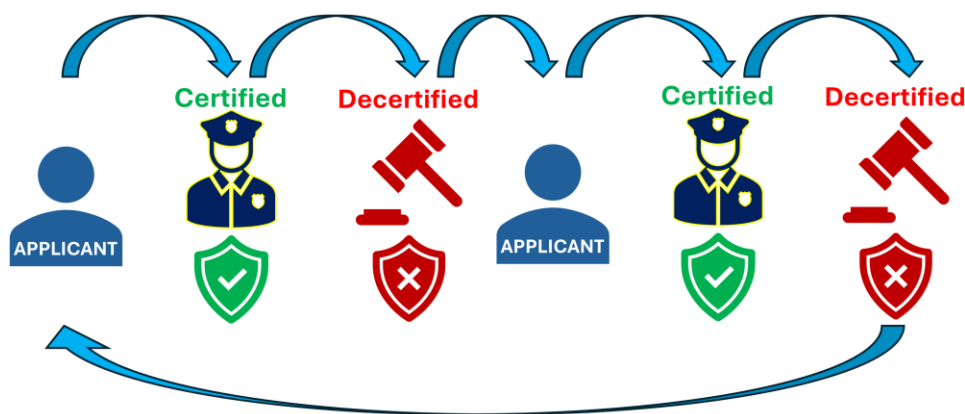


As you can see from this general timeline, Sullivan’s conviction for harassment resulted in decertification by Oregon’s POST agency, the Oregon Department of Public Safety Standards and Training (DPSST). DPSST entered a record of the decertification into the NDI. From this point on, the NDI record was 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.

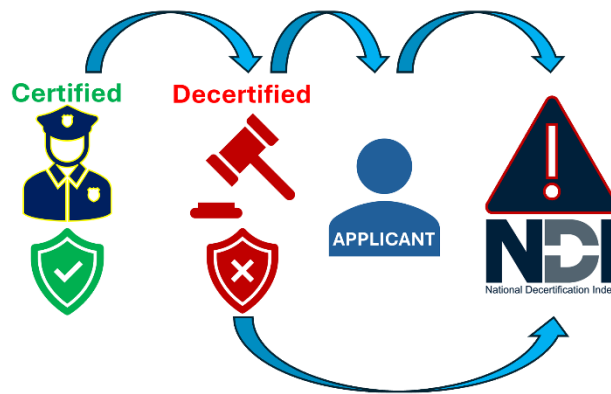


The core issue to be addressed was the absence of a national mechanism to prevent decertified officers from being employed in law enforcement elsewhere. This loophole not only compromised public safety but also challenged the credibility and integrity of the policing profession. The absence of a national 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.

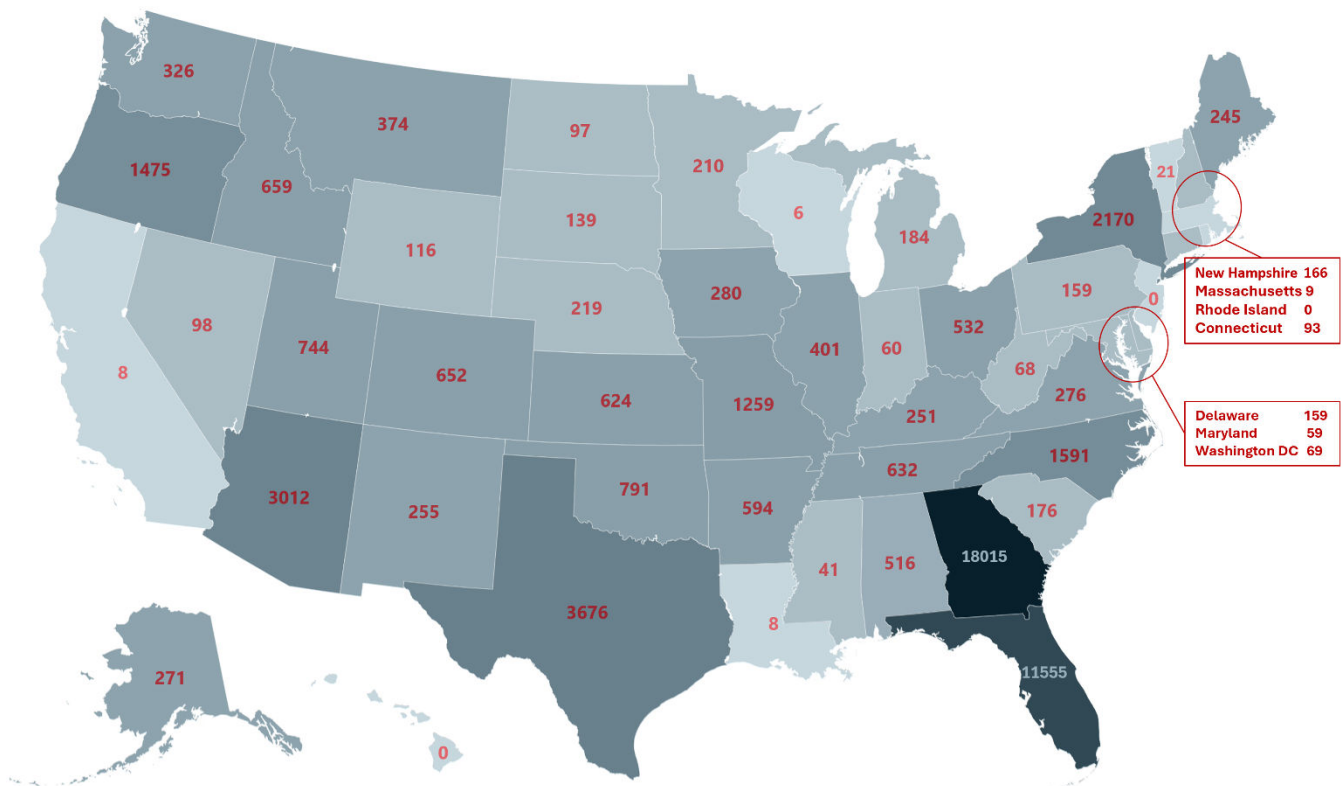
[Learn More](#)

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.

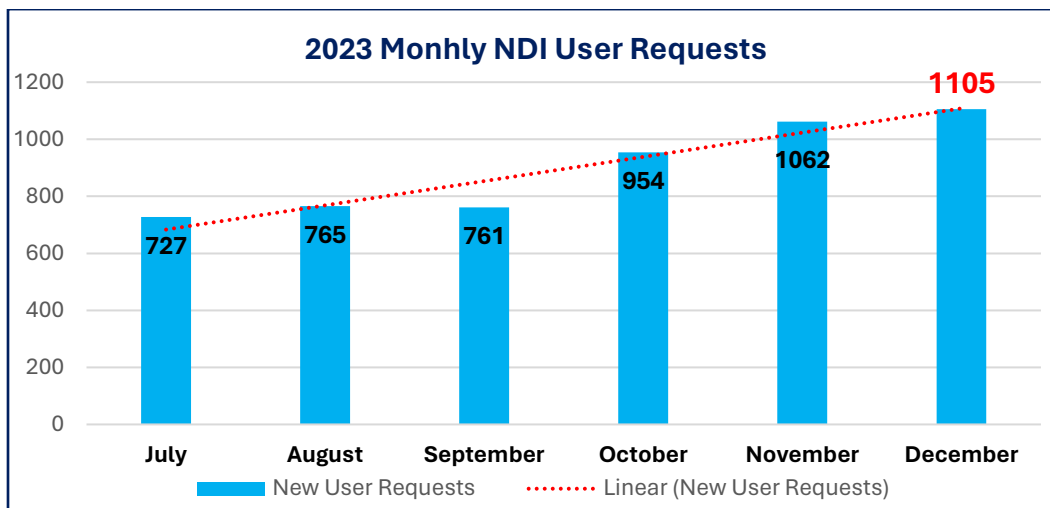
Today, 49 participating POST agencies (states and Washington DC) contribute records to the NDI. The State of Hawaii is in the process of developing a POST organization as of 2024, with pending legislation mandating the use of the NDI in hiring. At present, the Rhode Island Police Officers Commission 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.

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July 3, 2025

Enrique Zuniga
Executive Director
POST Commission
84 State Street, 2d Floor
Boston MA 02109

Subject: Commentary On June 26th POST Commission Meeting

Dear Director Zuniga

I attended the June 26th POST Commission meeting via zoom and was very impressed with the presentation made by Dr. Tracy Goodness, which was supported by Commissioner Hanya Bluestone, regarding the impacts of stress on police officers. This was one of the most definitive presentations on this subject, that I have ever heard. I was particularly struck by the exposure rate to trauma by police officers over civilians. Many of our members could personally confirm the evidence that was presented.

Dr. Goodness's presentation dove-tailed our organization's discussions on this matter. We recently featured Dr. Niel Shortland of the Criminology Department at the University of Massachusetts in Lowell, a clinical psychologist, who gave a presentation on "moral trauma", which involves the impacts on both police officers and soldiers, when they find themselves in predicaments, where they have to make decisions that have no favorable outcomes.

It is clear, that the evidence presented on police officer stress and trauma has ramifications for public policy. While MAPLE has not offered any specific proposals yet on this topic, I would at least like to express my own assessment of the policy implications:

- Candidates for appointment as police officers must be properly screened to eliminate those with predispositions, that could be aggravated by the impacts of police related stress. For example: "candidates with histories of untreated alcoholism or other substance abuse issues; persons with untreated conditions, that make them prone to suicidal ideation; and lastly persons, who have issues controlling and regulating their tempers, or who have violence prone histories. These candidates need to be red flagged.
- Standards need to be established, that will address supervisory responsibility toward stress exposed subordinates. This extends from the Chief on down. Police leadership must be trained in the recognition of symptoms and behavior associated with trauma, and be encouraged to take action to mitigate situations, in which officers may be struggling to adjust to its effects. Perhaps, most critical is the need to ensure that supervisors do not compound the problem, by ignoring or berating officers, who are suffering from it.
- Finally, the information presented about Trauma suggests, that the statutes governing retirement for police officers should be given closer examination. Currently, with the exception of the State Police, municipal police officers must serve approximately thirty years before they are eligible for their full pensions. A comparison with police retirement programs nationally will reveal that the Commonwealth is lagging significantly behind

other states, where twenty, and twenty-five year retirements are offered. The evidence is clear police work is a very physically and mentally demanding profession with a high risk of injury relative to both concerns. Public policy must acknowledge this risk and impose realistic expectations on those who will be exposed to it.



Yours Truly

Dennis J. Galvin
President

PS: Please feel free to share these comments with each of the Commissioners and with Ms Annie Lee.

Have a Happy Fourth !