



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

April 13, 2026

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

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 #75

April 16, 2026

8:30 a.m.

Remote Participation via [Zoom](#)

Meeting ID: 983 8225 2019

EXECUTIVE DIRECTOR

Enrique A. Zuniga

- 1) Call to Order
- 2) Approval of Minutes
 - a) March 19, 2026
- 3) Executive Director Report – Enrique A. Zuniga, Eric Rebello-Pradas
 - a) Certification Update
 - b) Compliance Update
 - c) Finance Update
 - d) Annual Report
- 4) Legal Update – Randall E. Ravitz, Gerald Cahill
 - a) Discipline and Minor Matters
- 5) Matters not anticipated by the Chair at the time of posting
- 6) Executive Session in accordance with the following:

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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 matters relating to preliminary inquiries and initial staff review concerning whether to initiate such inquiries, and regarding certain criminal 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 prior Executive Session minutes.
- a) Division of Standards reports of Preliminary Inquiries in the following cases:
- i) PI-2024-055
 - ii) PI-2024-025
 - iii) PI-2025-034
 - iv) PI-2024-053
- b) Division of Standards request to enter voluntary decertification, suspension or disposition agreement in the following cases:
- i) PI-2024-055
 - ii) PI-2024-025
- c) Update on the following Preliminary Inquiry matter:
- i) PI-2023-04-13-016
- d) Division of Standards request for approval to conduct Preliminary Inquiries and/or impose a suspension in the following cases:
- i) PI-2026-024
 - ii) PI-2026-025
 - iii) PI-2026-026
 - iv) PI-2026-027
 - v) PI-2026-028
 - vi) PI-2026-029
 - vii) PI-2026-030
 - viii) PI-2026-031

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- e) Suspension Hearing in the Matter of Sean Kennedy, Case No. 2025-030
- f) Approval of the minutes of the Executive Session of March 19, 2026

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
March 19, 2026
8:30 a.m.
Via Zoom

Documents Distributed in Advance of Meeting

- February 19, 2026 Public Meeting Minutes
- Executive Director Report
- Division of Standards Report
- Presentation concerning the drafted law enforcement agency certification standards regarding internal affairs and officer complaint investigation procedures
- Memo concerning the drafted law enforcement agency certification standards regarding internal affairs and officer complaint investigation procedures
- Draft agency certification standards regarding internal affairs and officer complaint investigation procedures
- Presentation regarding the draft model use-of-force policy and the draft model policy

1. Call to Order

- The meeting began at approximately 8:35 AM
- Commission Chair Margaret R. Hinkle took a roll call of the Commissioners present. The roll call proceeded as follows:
 - Chair Hinkle – 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
- Commissioner Lester Baker was absent from the meeting.

2. Approval of Minutes

- Chair Hinkle asked for a motion to approve the February 19, 2026 minutes. A Commissioner moved to approve the minutes, and another Commissioner seconded the motion.
- The Commissioners voted unanimously to approve the February 19, 2026 public meeting minutes.

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

- Executive Director Zuniga began his report by reminding members of the public that the Commission does not take public comment during meetings and instead accepts written submissions through the posted contact channels.
- Executive Director Zuniga then provided an update regarding the process for reviewing and approving voluntary relinquishment of certification. He stated as follows.
 - The Massachusetts State Police (“MSP”) issues licenses for private investigators and watch guards.
 - Historically, the MSP did not issue a private investigator license to individuals who were certified by the Commission.

- As a result, the Commission received a number of requests from individuals seeking to voluntarily relinquish Commission-issued certification upon retirement in order to obtain a private investigator license.
- The MSP recently modified its policy regarding the issuance of private investigator licenses and now issues private investigator licenses to individuals with Commission-issued certification, subject to certain conditions.
- The Commission designates Commission-issued certifications as restricted upon separation from a law enforcement agency.
- Individuals must be both employed by a law enforcement agency and have Commission-issued certification in order to exercise police powers.
- As a result of the MSP policy change, two recent requests to the Commission for voluntary relinquishment of Commission-issued certification were withdrawn.
- The Commission anticipates a decrease in such requests going forward.
- Executive Director Zuniga provided an update regarding a previously discussed application for voluntary relinquishment of Commission-issued certification. He stated as follows.
 - Former New Bedford Police Chief Paul Oliveira submitted an application to voluntarily relinquish Commission-issued certification, which was previously withheld from Commission review due to discovery of an undisclosed lawsuit.
 - In light of the MSP policy change, Mr. Oliveira has withdrawn his application.
 - Another individual previously scheduled to appear before the Commission also withdrew a request for relinquishment.
- Executive Director Zuniga provided an outreach and engagement update. He stated as follows.
 - In February, Commission staff participated in a public interest networking event hosted by Boston College Law School's Public Interest Law Foundation.
 - The event connected students with practitioners and potential internship and postgraduate opportunities.
 - Commission staff presented to and answered questions from the Massachusetts Bar Association's Criminal Justice Section regarding the Commission's mission and work.
 - Chair Hinkle, Commissioner Luma, Chief Financial Administrative Officer Eric Rebello-Pradas, and Executive Director Zuniga will testify before the Joint Committee on Ways and Means regarding the Commission's budget request.
- Executive Director Zuniga provided a financial and administrative update. He stated the following.
 - Due to the Commonwealth's transition from the Massachusetts Management and Accounting Reporting System to the Mosaic financial system, the Commission was unable to access certain financial data and did not include a Treasurer's Report in the meeting packet.
 - Expenditures continue to be accrued, and a cumulative report will be provided at a future meeting.
 - The Commission continues to project unspent funds for FY26, with a current estimate of approximately \$425,000.
 - The Commission will continue to pursue its FY27 budget request of approximately \$9.59 million.

- The requested funding supports development of an auditing function, implementation of agency certification, and additional staffing needs.
- The Commission has reduced expenditures related to consultants and external information technology development by expanding in-house capacity.
- Executive Director Zuniga provided a staffing update. He stated as follows.
 - Carlton Satchell joined the Division of Police Standards as an Intake Coordinator.
 - Victor Lobo, a graduate of Boston University School of Law, joined the Legal Division as a Legal Fellow.
 - The Commission currently has five open positions, which it aims to fill by the end of the fiscal year.
 - Two positions replace former staff members who recently left the Commission.
 - The Commission currently has 52 staff members and anticipates reaching 56 by the end of the fiscal year.
- Executive Director Zuniga concluded his report.
- Chief Technology Officer (“CTO”) Mael provided an update regarding the Commission’s data analytics and public reporting capabilities. He stated as follows.
 - The Commission is releasing additional analytical data to the public through its website.
 - The Commission has collected data for several years and is now presenting it in a more accessible, graphical format.
 - The initial release provides a high-level view of data and will be expanded over time to enhance transparency and usability.
 - Future updates will include additional information regarding complaints, officer certification statuses, commendations, and demographic data to allow comparisons across agencies.
 - The data supports statutory reporting requirements and responds to recurring public information requests.
 - The certification data dashboard allows users to view the composition of agencies by certification status and total number of certified officers.
 - The data will be made available for download, and the Commission will continue to provide data in PDF format for users who prefer that format.
 - The data includes all certified officers, including those not currently affiliated with an agency, who are designated as restricted.
 - The standards data dashboard allows users to review complaint allegations by type and subtype.
 - The Commission currently categorizes complaint data into six primary types, with additional subcategories available for further detail.
 - The data reflects information collected through the Commission’s current system beginning in 2023, with historical data to be incorporated in a future release.
 - The data corresponds to information already published in monthly disciplinary reports.
 - The workload data reflects complaints by intake channel and year and represents when complaints were logged with the Commission rather than the date of the underlying incident.
 - Apparent increases in complaint volume reflect the transition from email-based reporting to the Commission’s intake portal and subsequent data entry.

- Complaint volume is generally consistent across reporting periods, with slightly more complaints submitted by members of the public than by agencies.
- The Commission will continue expanding available data and analytical tools to support transparency and public access.
- CTO Mael concluded his presentation and invited questions from the Commissioners.
- Chair Hinkle thanked CTO Mael and Executive Director Zuniga for their presentations and, as there were no further questions or comments, moved to the next item on the agenda.

4. Division of Police Standards Semi-Annual Report – Director of Standards Matthew P. Landry

- Director Landry provided an update regarding complaint intake and disciplinary matters. He stated as follows.
 - From April 1, 2025, through February 28, 2026, the Division of Police Standards reviewed 772 complaints submitted by members of the public.
 - Law enforcement agencies submitted an additional 865 complaints during that period.
 - The total number of complaints represents an increase of approximately 17 percent compared to the prior reporting period.
 - The weekly rate of complaints has increased from approximately 30 per week to approximately 35 per week.
 - The increase is attributable in part to improvements in the Commission’s complaint submission process and increased public awareness.
 - The Commission has also observed an increase in complaints submitted by law enforcement agencies, including both public complaints received by agencies and internally generated complaints.
 - Sustained allegations are published in the Commission’s disciplinary database.
 - The intake coordinator team is responsible for receiving, reviewing, and processing all complaints and related inquiries.
 - In calendar year 2025, the team processed approximately 1,700 public complaints and nearly 1,000 additional complaints submitted by agencies.
 - The team is responsible for responding to inquiries, meeting with members of the public, reviewing complaint information, and determining appropriate next steps, including referral or escalation.
 - The intake coordinator team continues to manage a significant volume of work and maintain organization of complaint data.
- Director Landry provided an update regarding disciplinary matters. He stated the following.
 - The Commission currently has 101 active preliminary inquiries, reflecting an increase from the prior year.
 - The Commission has concluded 117 preliminary inquiries with recommendations of discipline, including both final matters and those pending in the adjudicatory process.
 - The Commission has closed 26 matters without imposing discipline.
 - A total of 73 officers currently have suspended certifications, including suspensions based on pending felony charges, public safety, and disciplinary outcomes.
 - The Commission has decertified a total of 81 individuals to date.
- Director Landry thanked the Commission and concluded his presentation.
- Chair Hinkle moved to the next item on the agenda.

5. Agency Certification Standards – Counsel Annie E. Lee

- Counsel Lee presented proposed revisions to the standard concerning internal affairs and officer complaint investigation procedures. She stated as follows.
 - The standard was last presented to the Commission in January 2026 for initial feedback.
 - Following that meeting, the Commission sought feedback from the Municipal Police Training Committee (“MPTC”), which was provided in February 2026.
 - The proposed revisions reflect that feedback and are included in the meeting materials.
 - With respect to terminology, some agencies have adopted the term “professional standards” in place of “internal affairs.”
 - The revised standard retains the statutory term “internal affairs” while incorporating “professional standards” to reflect agency practice.
 - Agencies are directed to develop an internal affairs and officer complaint investigation procedure.
 - With respect to reporting topics, the revisions clarify that agencies should accept reports alleging both actual and perceived retaliation.
 - The revisions reflect that agencies should accept reports and determine the validity of allegations through the investigative process.
 - With respect to reporting methods, the revisions remove agency social media accounts as a reporting channel due to concerns regarding accountability and potential misuse.
 - The revisions also address concerns regarding the use of non-officers to receive reports within agencies.
 - The revised standard directs agencies to provide information to the public regarding how to submit complaints directly to the Commission.
 - This approach ensures that individuals have access to an alternative reporting avenue outside of the agency.
- Counsel Lee concluded her presentation and invited questions from the Commissioners.
- Chair Hinkle thanked Counsel Lee for her presentation and noted that there were no questions or comments from the Commissioners. She further noted that no vote was being requested and moved to the next item on the agenda.

6. Legal Update – General Counsel Ravitz, Deputy Director of Police Certification Heather Hall, and Counsel Lee

- Deputy Director Hall provided an update regarding the draft model use-of-force policy. She stated as follows.
 - The draft model use-of-force policy was submitted to the MPTC and the Commission the week of February 16, 2026.
 - Written comments on the draft were invited and were due by March 2, 2026.
 - Multiple entities and individuals provided feedback, including law enforcement agencies, civil rights organizations, and members of the public.
 - The working group reviewed, considered, discussed all submitted comments, and met at the close of the comment period to evaluate feedback.
 - Some comments did not result in changes where the draft language already reflected applicable regulations.

- Other comments were determined to be more appropriately addressed through training or separate agency policies.
- The working group carefully considered legal requirements and operational factors in evaluating the feedback.
- Deputy Director Hall concluded her remarks and turned the presentation over to Counsel Lee for her to present additional detail regarding the comments received and any revisions to the policy.
- Counsel Lee presented an overview of comments received and proposed revisions to the draft model use-of-force policy. She stated as follows.
 - The Commission and the Municipal Police Training Committee (“MPTC”) received comments from 16 entities and individuals.
 - The comments addressed policy structure, definitions, overarching themes, and specific substantive provisions.
 - A summary of comments and a redline version of the draft policy were included in the meeting materials.
 - Counsel Lee summarized key substantive comments and corresponding staff recommendations rather than all individual comments.
 - The recommendations reflected substantial discussion, multiple perspectives, and compromise among Commission and MPTC staff.
- Counsel Lee addressed overarching themes raised in the comments. She stated as follows.
 - With respect to mental illness, commenters noted that encounters involving individuals in crisis may escalate if symptoms are misunderstood.
 - Commenters suggested defining mental illness, providing examples, and encouraging the use of crisis intervention teams. However, no revisions were recommended to the Commission, as the policy already directs officers to consider mental condition and utilize de-escalation and alternative response options where appropriate.
 - With respect to bias-free policing, commenters recommended that the policy more clearly address implicit bias and the statutory right to bias-free policing. Revisions were recommended to the Commission to reinforce fair and unbiased policing, define implicit bias, encourage officer awareness of implicit bias, and require agencies to analyze use-of-force data for potential bias.
 - With respect to youth, commenters recommended harmonizing the policy with the juvenile operations standard and adding specific restrictions on the use of force involving youth. However, no revisions were recommended to the Commission, as the policy already requires consideration of the totality of the circumstances, including age, and certain proposed restrictions were determined to be more appropriately addressed through legislation or training.
- Counsel Lee addressed comments related to recent case law and general use-of-force standards. She stated as follows.
 - Commenters referenced the United States Supreme Court decision in Barnes v. Felix, 605 U.S. 73 (2025), and recommended that the policy more clearly incorporate pre-incident conduct into the reasonableness analysis.
 - Commenters also suggested expanding the prohibition on escalation to include reckless or negligent conduct.

- However, no revisions were recommended to the Commission regarding reckless or negligent escalation, as the policy already prohibits intentional escalation and such conduct is more appropriately addressed through training.
- A revision was recommended to clarify that the totality of the circumstances includes an officer's conduct and tactical decisions leading up to the use of force.
- Counsel Lee addressed comments regarding operational provisions within the policy. She stated as follows.
 - With respect to specialized units, commenters suggested requiring greater use of specialized or alternative response units, while others raised concerns about resource limitations.
 - However, no revisions were recommended regarding specialized units, as the policy already directs officers to utilize alternative responses when available and appropriate.
 - With respect to force limitations, commenters suggested prohibiting force as intimidation and permitting chokeholds as a lethal force option in certain circumstances.
 - However, no revisions were recommended to the Commission regarding force limitations, as intimidation may serve as a de-escalation tactic and chokeholds are already prohibited under applicable statute and regulation.
 - With respect to body areas likely to cause death or serious bodily injury, commenters requested additional guidance. However, no revisions were recommended to the Commission, as this issue is more appropriately addressed through training.
 - With respect to mass demonstrations, commenters raised concerns regarding agency responsibilities to prevent escalation. However, no revisions were recommended to the Commission.
- Counsel Lee addressed comments regarding accountability and reporting provisions. She stated as follows.
 - With respect to the duty to intervene, commenters questioned whether the duty applies across agencies and suggested narrowing the standard.
 - A revision was recommended to the Commission to clarify that the duty applies regardless of rank or agency affiliation.
 - With respect to carrying weapons while under the influence, commenters raised concerns regarding scope and applicability to personal weapons and undercover work.
 - Revisions were recommended to clarify that the restriction applies to firearms and agency-authorized weapons and applies when an officer is under the influence.
 - With respect to use-of-force reporting, commenters recommended emphasizing reporting to the National Use-of-Force Data Collection of the Federal Bureau of Investigation ("FBI").
 - A revision was recommended to the Commission to require agencies to report qualifying incidents to the FBI at least monthly in accordance with federal requirements.
 - With respect to body-worn cameras, commenters suggested additional requirements for activation and review.
 - A limited revision was recommended to the Commission to require preservation of body-worn camera footage in accordance with agency policy. No broad revisions

- were recommended, as those requirements are governed by agency body-worn camera policies.
- With respect to summoning supervisors, commenters suggested more prescriptive requirements for supervisory response. However, no revisions were recommended because the policy already requires notification of a supervisor while allowing flexibility based on circumstances.
 - Counsel Lee concluded her presentation and invited questions and feedback from the Commissioners.
 - Commissioner Chrispin commented on the duty to intervene provision, noting that officers across the Commonwealth have expressed ongoing concern regarding its application, particularly in light of federal developments.
 - He stated that the issue will likely require continued discussion and engagement with law enforcement stakeholders going forward.
 - Commissioner Bluestone asked a clarifying question regarding the distinction between consumption of alcohol or other substances and being “under the influence,” and inquired how that term is defined outside the context of a driving standard.
 - Counsel Lee responded that the policy does not currently include a definition of “under the influence” outside of that context and stated that staff would consult with the MPTC and provide further clarification.
 - Commissioner Bluestone stated that the term may be unclear without a definition and suggested that the policy be revised to more clearly define what is meant by “under the influence.”
 - Commissioner Talley asked a question regarding the mass demonstration provision, specifically how agencies are expected to implement de-escalation in that context.
 - Counsel Lee responded that Commission regulations require advance planning for mass demonstrations, including coordination and communication with event organizers to anticipate and manage potential issues, and stated that officers are expected to apply de-escalation strategies consistent with their training both in planning and during events.
 - Commissioner Talley thanked Counsel Lee for her response.
 - Chair Hinkle asked whether there were any further questions or comments from the Commissioners and, hearing none, she expressed appreciation for the work of staff and contributors involved in developing the model use-of-force policy and thanked them for the presentation.
 - Chair Hinkle confirmed that staff were seeking a vote on the draft model use-of-force policy and proceeded to call for a vote.
 - Chair Hinkle – Yes
 - Commissioner Bluestone – Yes
 - Commissioner Calderone – Absent
 - Commissioner Chrispin – Yes
 - Commissioner Hall – Yes
 - Commissioner Kazarosian – Yes
 - Commissioner Luma – Yes
 - Commissioner Talley – Yes
 - During the vote to approve the draft model use-of-force policy, Chair Hinkle received a text message from Commissioner Calderone stating that he would be absent for the remainder of the meeting.

- The Commissioners voted to approve the draft model use-of-force policy.

7. 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.

8. 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.
- Chair Hinkle stated that:
 - The Commissioners will be considering reports of preliminary inquiry in five cases.
 - They will be considering the request to enter a voluntary decertification, suspension, or disposition agreement in one case.
 - They will be considering requests from the Division of Police Standards to approve a preliminary inquiry and or to impose a suspension in five cases.
 - They will be considering a suspension hearing in the matter of Darnell E. Campbell, Jr.
 - They will also be addressing approval of the minutes of the February 19, 2026 executive session.
- Chair Hinkle asked for a motion to enter executive session. Commissioner Kazarosian moved to enter executive session, and Commissioner Luma seconded the motion.
- Chair Hinkle took a roll call vote on the motion. The motion unanimously carried.
- She then informed members of the public that the Commission would not reconvene its public meeting after the executive session.
- Executive Director Zuniga reminded members of the public that they can send comments and find contact information through the Commission website.
- Chair Hinkle thanked the staff members who presented and helped prepare for the Commission meeting and expressed appreciation to members of the public for their interest in the Commission's work.
- The public meeting was adjourned at 9:46 a.m.

Summary of Matters Voted on by the Commission

- Approval of minutes of February 19, 2026 meeting.
 - The Commission voted to approve the minutes included in the meeting packet.
- Approval of the draft model use-of-force policy.
 - The Commissioners voted to approve the draft model use-of-force policy.

3.



Executive Director Report

April 16, 2026

POSTC-comments@mass.gov
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Agenda

1. Certification Update
2. Compliance Report
3. Outreach & Engagement
4. Finance & Administrative Update

Certification Update



Upcoming Deadline for Recertification: July 1, 2026

- ~5,000 officers with certifications that expire on July 1
- LEA Portal will open May 1, 2026
- Expiration date will be extended to three years plus the time to get to the first day of the officer's birth month
- On-line portal training sessions for Law Enforcement Agencies
- Chiefs must obtain attestation from appointing authority and can submit in advance to deadline
- Officers must be attested to by Chief

Certification Update



In Service Training Requirements: June 30, 2026

- All officers must complete the required in-service training by June 30, 2026
- POST will corroborate compliance with in-service training for all officers (regardless of certification expiration date)
- Approximately 16,000 officers who are not in the certification cycle
- POST & MPTC continue to remind agencies to report into ACADIS compliance with in-service
- Like prior years, POST & MPTC will follow up. Those not in compliance face administrative suspensions

Certification Update



Projected Certification Numbers (Approximate)

- 391 Agencies required to submit at least one officer
- 5,053 officers to be recertified
- Officers not expected to submit application:
 - Resigned/Retired 468
 - Resigned/Retired ILD 35
 - Terminated by Agency 12
 - Subtotal 515

Certification Update



Division of Certification Review of Complaints

- Division reviews complaints for officers since last certification
- Coordination with Division of Standards for cases that are pending
- ~4,000 officers have zero complaints
- Division will triage those officers with complaints and apply the regulation provisions to ascertain “Good Moral Character”
- Continue to look for positive or negative attestation from Chief
- A particular matter where officer has or is in the process of complying with discipline is not considered unless it constitutes multiple instances of similar or related misconduct

Certification Update



April 1, 2026 Communication to Chiefs

- Process and timeline
- Review agency roster before May 1
- Officers on leave should still be submitted for recertification
- General reminders:
 - Officer Status Update (fill form)
 - New Hire Process (review for POST “Restricted” or “Expired” status)

Compliance Report



Complaints/Incidents IA's Overdue (> 90 Days) – No Extension

Agency	# Cases	Average # Days
Boston	43	191
Mass State Police	15	115
Fall River	2	168
Brookline	2	103
Lawrence	2	42
New Bedford	2	28
Taunton	2	24
Brockton	2	13
Agencies with one case pending	24	N/A

Compliance Reports



Complaints/Incidents Where Discipline is Pending

Agency	# Cases	Average # Days
Boston	38	323
Cambridge	8	278
Mass State Police	3	69
Quinsigamond Community College	2	101
11 Other Agencies	1	N/A

Outreach & Engagement



Recent:

- March 23 – Human Rights Commission Worcester
- April 10 – MACLEA Membership Meeting

Planned:

- April 30 – MPTC Virtual Town Hall
- May 12 – Martha's Vineyard Law Enforcement Training Council

Finance & Administrative Update



Financial Activity



FY 2026 3rd Quarter:

- 66% of budget is committed
- IT forecast is on target
- Reversions: ~\$425K

PY 2027 Next Steps:

- Testimony before Joint Ways & Means March 24th ✓
- House Ways & Means budget is unveiled April 15
- Senate Ways & Means unveils budget mid-May

Financial Activity



Hiring:

- Open / Posted Positions:
 - Information Management Counsel & Records Access Officer
 - Data Analyst
 - IT Data Analytics Manager
 - Intake Coordinator
- Headcount: 51

Administrative Update



2025 Annual Report

- Included in packet
- Summary of activities for calendar year 2025
- Statutory reporting and financial activity for Fiscal Year 2025 (July 2024-June 2025)
- Printed version will be forwarded to clerks of house and senate, appointing authorities and other stakeholders
- Digital versions of all reports posted to website



Massachusetts Peace Officer Standards & Training
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3a.

[Subject Line of Email:] POST Recertification Updates and Reminders

[Body of Email Below]

Good Morning:

The July 1 Recertification Cycle is approaching, and we are writing with important reminders. Please read the information below and let us know if you have any questions.

July 1, 2026 Recertification Cycle

LEA Portal Opens May 1, 2026 for Applications Due July 1, 2026

- On **May 1, 2026**, the LEA portal will open for recertification applications for officers whose certifications are expiring on **July 1, 2026**. This will give LEAs up to 60 days to submit applications for these officers.

LEA Portal Trainings

- Starting in late April, POST will offer refresher training sessions on Zoom on using the LEA portal for recertification applications. Stay tuned for invitations to those sessions.

Review Agency Rosters

- Please review your agency's roster in the LEA Portal to confirm that the information about each officer's status is accurate **before May 1, 2026**.

In-Service Training

- Please ensure that officers on your roster complete all required in-service training before the **June 30, 2026 deadline**.
- For officers whose certification is expiring *before* July 1, 2026, please submit their applications, even if their TY26 in-service training is not yet complete.
- For all required in-service trainings conducted in-house by the LEA, please report these records to the MPTC as soon as possible after completion, but no later than June 30, 2026, to help expedite the recertification process.

Officers on Leave

- If an officer on leave has an upcoming certification expiration date, the LEA should still submit a recertification application.
 - Please use the "Application Notes" field in their application to provide any relevant information. For example, you may note whether the officer expected to return soon, expected to retire, or is out indefinitely/their return status is unknown.

- If you are concerned about attesting to the good character and fitness of an officer on leave, see the information below regarding non-attestations.

Not Certified – On Leave Status

- The POST Commission is continuing to phase out the “Not Certified - On Leave” designation. If any officers on your agency’s roster currently have this designation, their records will be reviewed on a case-by-case basis alongside their recertification application to determine the most appropriate status.

Attestations for Chiefs / Agency Heads

- Agency Heads must submit an attestation from their Appointing Authority in addition to the standard recertification application. This [Attestation Form](#) is available in two formats, an online version and a fillable PDF.
- When submitting recertification applications, the attestation response “N/A – Chief” should be selected **only for Agency Heads** whose attestations are being submitted through this separate form.

Non-Attestations and Negative Attestations for Officers

- If you cannot find that an officer possesses the requisite good character and fitness for employment, 555 CMR 7.05(2)(c) sets forth the process for submitting a non-attestation or negative attestation.
 - **Key Points:**
 - The Agency Head must submit a [written report](#) with the reasons for the non-attestation to POSTCCertification@mass.gov and provide a copy of the report to the officer and the head of the officer’s collective bargaining unit.
 - When submitting the report, please include documentation showing these notifications were made.

New Recertification Expiration Date Reminder

- As a reminder, once recertified, officers’ new expiration dates will align with the first day of their birth month. For example, an officer whose certification expires on July 1, 2026, and who has a November birthday, will have a new certification expiration date of November 1, 2029.

General Reminders

New Hires and Officer Status Updates

- As an additional reminder, when a LEA is in the process of hiring an officer, whether the officer has a restricted / inactive certification due to a break in service or has an active certification, the LEA must complete the [Officer Status Update](#) form before the officer is hired, along with its other pre-employment background checks.

- **Note:** The Officer Status Update form must be used with officers who are already POST certified. When hiring an academy graduate, a lateral transfer from another state, or an expired officer, complete the [Intake Form](#) and [Candidate Packet](#).
- As in the past, the Officer Status Update form must still be completed any time a POST certified law enforcement officer separates from a LEA, and any time an officer has a status change within a LEA, including leaves of absence, suspensions by the agency, and other changes in employment status. For these types of status changes, the Officer Status Update form must be completed as soon as possible and no later than **two (2) business days** from the effective date of the change.

No Police Details Unless Certified by POST

- Anyone performing details with law enforcement powers must be POST certified.
- This requirement applies to full-time, part-time, reserve, and retired officers who work details with the authority to perform law enforcement duties or functions.
- Civilian traffic control units do not require a POST certification and must be clearly distinguishable from law enforcement officers.

For questions or additional information, please contact us at:

POSTCertification@mass.gov.

3c.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

TO: Commissioners
FROM: Finance & Administration
CC: Charlene Luma; Enrique Zuniga
DATE: April 9, 2026
RE: F&A Update

FY26 Q3

March 31st closed the third quarter of the fiscal year. Overall spending continues to remain under budget for the Jan-Mar period (see attached *Treasurer's Report: FY26 Q3*). You will notice one category of spending (*Office Supplies/Subscriptions*) is nominally over budget. But this very slight "deficit" is artificial, as it is more than made up for with the aggregate surpluses in the other spending categories.

- Similarly to this time last fiscal year, exactly two-thirds of the Commission's budget is committed. The goal would typically be 75% of the budget for this time of year, but we are still anticipating significant reversions before the close of FY26; also similar to the same period last fiscal year.
- You will recall we have taken a number of steps to ensure adequate payroll for FY26, which has yielded a considerable payroll surplus (\$297,000, or 4.5%). Nevertheless, the filing of H2 allowed us to more confidently assess FY26 personnel planning. We want to ensure we have enough resources in FY27 to continue funding positions we onboard in FY26. We believe we can safely onboard up to 56/58 positions this fiscal year.
- Thanks to the continuance of savings in the category of *Consultants/Legal Services*, POST will be able to repurpose approximately \$50,000 in funding for a number of one-time projects in the office. We intend to sound-proof the windows for the remaining offices adjacent to Merchants Row, upgrade the cabinetry in the storage area, and replace some of the carpeting.
- Forecasting for IT spending is virtually on target, at just under \$1 million. However, we are keeping an eye on licensing and usage costs for the business intelligence tool (Tableau), as well as other areas where actual spending could come in under budget. Hence, final spending may be \$100,000-\$150,000 less. Nevertheless, F&A is working closely with the IT Division to pivot any potential largesse to other technology needs.

Reversions

Spending predictions will become more and more accurate as the fiscal year ensues. For the last few months, POST has been forecasting approximately \$300,000-\$500,000 in reversions. As we reported last month, we have refined this number to \$425,000. As with prior reversions, the vast majority of this estimate is due to payroll savings.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

Hiring Status

The POST Commission totaled exactly 51 employees at the end of March. As you know, we are no longer delaying any hiring. Recruiting efforts have been underway for six positions over the last six weeks, and we anticipate posting up to three more before the end of the fiscal year. We continue to forecast having 56 positions filled by June 30th, although we remain flexible enough for that number to go as high as 58.

FY27 Budget Development

POST testified before the Joint Committee on Ways & Means on Tuesday, March 24th in Foxborough. While appreciating the Governor's FY27 recommendation of \$9 million, Chair Hinkle, Treasurer Luma, and Executive Director Zuniga highlighted the need to fulfill POST's original budget request of \$9.6 million. This figure will especially allow POST the resources to carry out the core function of auditing and certifying LEAs, as well as meet resource needs in both the Legal and Police Standards divisions.

The next step in the *Budget Cycle* process is the unveiling of the House Ways & Means Committee's version of the FY27 budget. This is expected to be carried out the week of April 13th. We plan to present the House's appropriation to you during the April 16th Commission meeting.

Treasurer's Report: FY26 Q3

	FY26 FIN SP	MARCH			ANNUAL
	BUDGET	YTD EXPENDED	YTD INCURRED	YTD COMMITTED	PROJECTED EXPEND TOTAL
EMPLOYEE COMPENSATION (AA) TOTAL	6,584,159	4,426,378	15,000	4,441,378	6,287,077
EMPLOYEE TRAVEL (BB) TOTAL	35,200	15,654	-	15,654	18,954
CONTRACT EMPLOYEES (CC) TOTAL	152,570	119,896	-	119,896	134,071
PAYROLL TAX/FRINGE (DD) TOTAL	149,556	100,470	-	100,470	141,904
OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL	170,097	43,796	67,926	111,722	179,420
FACILITY OPERATIONS (FF) TOTAL	36,000	2,455	18,352	20,807	20,807
OFFICE SPACE LEASE (GG) TOTAL	635,366	469,984	160,382	630,366	630,366
CONSULTANTS/LEGAL SERVICES (HH) TOTAL	85,000	12,454	55,244	67,698	67,698
SUPPORT/AUXILIARY SERVICES (JJ) TOTAL	41,000	17,140	15,600	32,740	32,740
OFFICE FURNITURE/FIXTURES/EQUIPMENT (KK) TOTAL	3,000	-	-	-	0
OFFICE EQUIPMENT LEASE (LL) TOTAL	5,446	3,724	1,432	5,156	5,156
OFFICE MAINTENANCE/REPAIRS (NN) TOTAL	26,131	23,879	251	24,130	24,130
INFORMATION TECHNOLOGY (UU) TOTAL	983,530	180,180	163,148	343,329	978,335
Grand Total :	8,907,055	5,416,010	497,334	5,913,344	8,520,657

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POST COMMISSION 2025 ANNUAL REPORT

Governor

Maura Healey

Lt. Governor

Kim Driscoll

Commission Chair

Margaret R. Hinkle

Executive Director

Enrique Zuniga

Publication Date

April 2026

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Mission and Goals

Establishment

The Massachusetts Peace Officer Standards and Training (POST) Commission was established as part of the criminal justice reform legislation enacted in Chapter 253 of the Acts of 2020.

Mission Statement

To improve policing and enhance public confidence in law enforcement by implementing a fair process for mandatory certification, discipline and training for all peace officers in the Commonwealth.

Specific Goals

- 1 Implement a mandatory certification process for officers, including decertification, suspension of certification or reprimand in the event of certain misconduct.
- 2 Receive, investigate and adjudicate officer misconduct complaints and improper use of force.
- 3 Maintain a public database of officer information, including certification status, suspensions and disciplinary records.
- 4 Standardize practices throughout the Commonwealth by implementing a process for certifying law enforcement agencies, including regulations, model policies and best practices that address use of force, ensure bias-free policing and enhance officer wellness.
- 5 Collaborate with the Municipal Police Training Committee (MPTC) to standardize and implement best practices in training and ensure compliance with annual in-service requirements.
- 6 Build an effective and well-regarded diverse agency that fosters collaboration, professional excellence and personal growth.

Message from Commission Chair

This report highlights the POST Commission's work in Calendar Year 2025, including data for Fiscal Year 2025 and outlines our agency's priorities for the year ahead. The year 2025 marked the Commission's fourth full year of operations. In that time, the POST Commission has made meaningful progress in fulfilling its mandate, and my fellow commissioners and I are proud of the accomplishments achieved by this young agency.

The Commission's mission is to improve policing and enhance public confidence in law enforcement. In 2025, we continued to advance the mission through several significant efforts. The agency certified and recertified thousands of officers across the Commonwealth and increased the number of disciplinary cases brought before the Commission, ensuring greater accountability and oversight.

We also continued to implement key statutory and regulatory responsibilities. This work included advancing agency certification standards, developing a model use-of-force policy, promulgating auditing regulations and developing officer physical and psychological fitness standards. As we look ahead to 2026, we anticipate finalizing many of these initiatives. We also expect that the number of disciplinary cases brought before the Commission will increase as a result of the dedicated efforts of our staff.

Transparency remains central to the Commission's work. We have continued to regularly update public records related to officer disciplinary history and certification status, ensuring that this information remains accessible to the public. To further our goal of transparency and public access to information, our staff has worked diligently over the past year to implement a new business intelligence tool designed to help the public search, understand and analyze officer records. We expect this tool to launch in 2026.

As a relatively new agency, we recognize that important work remains ahead. We remain committed to thoughtfully building the Commission's capacity and continuing to strengthen the systems that support accountability, professionalism and public trust in law enforcement. Together, our achievements and ongoing efforts reflect steady progress toward improving policing across the Commonwealth.

Margaret R. Hinkle

Margaret R. Hinkle

POST Commissioners

About the Commission

The nine-member Commission consists of appointees of the Governor, the Attorney General or both. The Commission includes three law enforcement officers and six civilians. Each commissioner serves a five-year term and may be reappointed, but no commissioner may serve more than 10 years.

The Commission is diverse in terms of gender, race, geography, party affiliation and background. Commissioners bring experience in law enforcement practice and training, criminal law, civil rights, the criminal justice system, mental health, crisis intervention, de-escalation techniques and social science fields related to race or bias.

While serving on the Commission, commissioners may not hold or be candidates for elected office, hold appointed government office or serve as officials in a political party. No more than seven commissioners may be affiliated with the same political party.

A minimum of seven commissioners must be present at a Commission meeting to constitute a quorum.

Appointees of the Governor:

Margaret R. Hinkle: served as a Justice of the Superior Court of Massachusetts from 1993 until 2011 and is Chair of the Commission.

Lester Baker: is the Chief of the Framingham Police Department, a position he has held since 2020.

Charlene Luma: is the Chief of Staff at the Suffolk County District Attorney's Office.

Appointees of the Attorney General:

Lawrence Calderone: is a Boston Police Officer and President of the Boston Police Patrolmen's Association.

Eddy Chrispin: is the Assistant Bureau Chief for the Bureau of Professional Development for the Boston Police Department.

Marsha Kazarosian: is an experienced trial attorney who has been practicing in Massachusetts since 1982.

Joint Appointees of the Governor and Attorney General:

Dr. Hanya H. Bluestone: is a licensed psychologist who has served as CEO of Labyrinth Psychological Services PC, in Holden since 2016.

Deborah Hall: is the CEO of the YWCA in Central Massachusetts and has over 35 years of experience working with survivors of domestic and community violence.

Reverend Clyde Talley: is the Senior Pastor of Belmont A.M.E. Zion Church.

Provisions of the Police Reform Act of 2020

Chapter 253 of the Acts of 2020, also referred to as the Police Reform Act, established the POST Commission. The act charged the Commission with the following goals:

1. Certify new and existing officers every three years.

The Commission certifies new officers and recertifies existing officers every three years. Officers active on July 1, 2021, were automatically certified by statute with staggered expiration dates based on last names. The Commission recertified officers with last names A-H on July 1, 2022, officers with last names I-P on July 1, 2023, and officers with last names Q-Z on July 1, 2024. In 2025, the Commission recertified these officers with last names A-H for the second time.

2. Investigate allegations of misconduct and create a process for discipline in the event of certain misconduct.

The Commission receives complaint and incident reports from the public and law enforcement agencies. The Commission has the authority to investigate matters and issue discipline following an adjudicatory process. The Commission may issue discipline, such as suspensions, retraining, written reprimands and decertification (also known as a revocation of certification). Decertification constitutes a permanent ban from law enforcement in the Commonwealth and is the highest form of discipline the Commission can impose. Decertified officers are added to the National Decertification Index.

3. Certify law enforcement agencies and standardize best practices.

The Commission is charged with certifying law enforcement agencies and setting minimum certification standards. In 2025, the Commission began developing these standards and will continue this work in 2026.

4. Maintain a publicly available database of information regarding officers.

The Commission maintains public databases of officer records, including each officer's certification status and disciplinary records.

Executive Summary

During its fourth full year of operations, the Commission achieved important milestones. Major accomplishments and updates in 2025 include:

Certification Developments

- **Certification Processing:** The Division of Certification processed 1,036 new certification applications and 10,002 recertification applications.
- **New and Improved Workflows:** The Division implemented changes to recertification expiration dates, so that after July 1, 2025, dates will align with the first day of the officer's birth month. The Division of Certification introduced two new certification statuses (restricted and expired) to ensure data accuracy, coordinate with agencies during the hiring process and address officers who may attempt to avoid discipline by transferring departments.
- **New Policy on Voluntary Relinquishment of Certification:** The Commission introduced a process for officers to apply for voluntary relinquishment of their certification.

Complaints and Discipline

- **Complaints:** The Division of Standards received an average of 33 public and 19 law enforcement agency complaint/incident reports weekly.
- **Preliminary Inquiries:** The Commission opened 69 preliminary inquiries. The Division of Standards presented 56 completed preliminary inquiry (investigation) reports to the Commission. Of the 56, the Commission advanced 46 to adjudicatory proceedings.
- **Decisions and Orders:** The Commission issued 101 decisions and orders.
- **Discipline:** The Commission issued 47 final disciplines, which included 35 decertifications (revocations).

Development of Key Regulations and Guidance

- **New Guidance for Constables:** The Commission issued two new guidance documents, *Practical Guidance for Massachusetts Constables and DOs and DON'Ts for Constables*, to clarify actions permissible by uncertified constables.
- **Agency Certification:** The Commission made substantial progress toward promulgating law enforcement agency certification regulations.

Division Reports



Division of Certification

About

The Division of Certification is responsible for certifying officers and establishing uniform policies and certification standards. Division members collaborate with the MPTC to ensure officers comply with training requirements. The Division of Certification also creates and maintains a database of records for officers. In 2025, the Division of Certification added a Deputy Director to its team.

Operations in 2025

Certification and Recertification

The Division of Certification processed 10,002 recertification applications in 2025. On July 1, 2025, a large number of officers became eligible for recertification. To manage the administrative workload more effectively and offer a consistent recertification reminder for officers, the Commission adopted a new policy aligning recertification expiration dates with the first day of the officers' birth months. For example, an officer whose certification expires on July 1, 2025, and who has a November birthday, will have a new certification expiration date of November 1, 2028, after which they return to the standard three-year period. This change applies to recertifications after July 1, 2025.

The Division of Certification processed 1,036 new certifications in 2025. Of those, 1,019 were new academy graduates.

Training Compliance and Administrative Suspensions

The Division of Certification analyzed MPTC data to ensure officer compliance with training requirements. In 2025, the Commission administratively suspended 26 officers based on the officers' failure to satisfy the Commission's in-service training requirements within 90 days of the Commission's deadline:

Name	Current Department	Start Date	End Date
Ahern, Stephen	Cambridge Health Alliance	1/9/2025	7/11/2025
Bazigian, Eric	Norfolk County Sheriff's Office	11/3/2025	12/23/2025
Benton, Scott	Plympton Police Department	11/3/2025	11/19/2025
Broman, Thomas	Chelsea Police Department	1/9/2025	1/10/2025
Bussiere, Zachary	Hampden County Sheriff's Department	11/7/2025	
Connery, Sean	Unassociated	1/9/2025	6/10/2025
Cuff, Shantel	Berlin Police Department	1/9/2025	6/20/2025
Delamarter, Barry	Springfield Police Department	11/3/2025	11/16/2025
Digaetano, Roger	Chelsea Police Department	1/9/2025	1/9/2025
Goldberg, Michael	Hampden County Sheriff's Department	11/3/2025	
Gonzalez, Efrain	Unassociated	1/9/2025	
Greene, Erwin	Springfield Police Department	11/3/2025	11/13/2025
Hall, William	Hampden County Sheriff's Department	11/3/2025	

Training Compliance and Administrative Suspensions (continued)

Name	Current Department	Start Date	End Date
Harrison, Thomas	Cambridge Health Alliance	1/9/2025	
Heaphy, Steffan	Essex County Sheriff's Department	11/5/2025	11/6/2025
Holden, William	Massachusetts General Hospital	11/3/2025	
Iannelli, Lauren	Essex County Sheriff's Department	11/3/2025	
Josephson, Erik	Hinsdale Police Department	11/3/2025	
Lamb, William	Plainville Police Department	11/3/2025	
Linnehan, Shaun	Springfield Police Department	11/3/2025	11/13/2025
McCusker, Richard	Quincy Police Department	11/3/2025	
Osborn, Christopher	Lowell Police Department	11/3/2025	12/18/2025
Riolo, Craig	Norfolk County Sheriff's Office	11/3/2025	
Rivera, Andrew	Unassociated	11/3/2025	
Wells, Richard	Unassociated	1/9/2025	7/24/2025
Wemette, Jason	Baystate Medical Center Security	11/3/2025	

New Policy on Voluntary Relinquishment

The Commission adopted a policy allowing officers to apply to voluntarily relinquish their law enforcement certification, in part to address a requirement that prohibits the issuance of a private investigator license to individuals holding active certification. During 2025, the Division processed four applications for voluntary relinquishment, all of which were approved by the Commission.

New Certification Statuses

The Division of Certification implemented two new certification statuses to ensure data accuracy, coordinate with agencies during the hiring process and address officers who may attempt to avoid discipline by transferring departments.

- **Restricted:** When an officer with an active certification leaves a department for any reason (including termination or resignation), their certification will be marked as "restricted." This designation must be lifted before they are hired by another agency.
- **Expired:** Officers whose certification lapsed and failed to submit a recertification application.

Along with these new statuses, the Division of Certification implemented enhancements to the process for law enforcement agencies to notify the Commission of any officer employment changes.

Public Databases

The Division of Certification, in consultation with the Division of Standards, creates and maintains a database of each officer's certification status. With the help of the Communications Division, the Division of Certification published updated status lists on the Commission's website monthly.

Officer Certification Status as of December 31, 2025

Certification Category	Number of Officers
Certified	19,758
Conditionally Certified	313
Certified/School Resource Officer	660
Conditionally Certified/School Resource	26
Total Certified Active Officers: 20,757	

Additional Categories	Number of Officers
Not Certified	448
Not Certified – On Leave	99
Administratively Suspended	13
Decertified	75
Expired	1,040
Further Certification Review	30
Restricted	896
Suspended	67
Voluntarily Relinquished	4

Future Goals

The Division of Certification will continue to work to find ways to efficiently process officer certification and recertification applications. As required by statute, the Division expects to begin certifying law enforcement agencies in the future.

Additionally, the Division expects to collaborate with other divisions on the upcoming initiative to collect and publish officer commendation letters. The Division also plans to continue working with the Information Technology Division toward the launch of a visual business intelligence tool that will allow the public to better search and perform analytics on officer and law enforcement agency records.

Division of Standards

About

The Division of Police Standards receives complaints regarding allegations of officer misconduct from law enforcement agencies and the public, conducts preliminary inquiries (investigations), makes disciplinary recommendations to the Commission and conducts adjudicatory hearings on behalf of the Commission. In addition to investigating misconduct, the Division may also audit all law enforcement agency records related to complaints, investigations and reports alleging officer misconduct or unprofessionalism.

Operations in 2025

Database and Reporting Requirements

The Division of Standards supports the Division of Certification in creating and maintaining a separate database containing various information concerning law enforcement officers, including officers' dates of certification and recertification, training records, disciplinary records and other relevant information. The statute requires that the Commission maintain a separate publicly accessible database of officers who are subject to retraining, suspension or decertification as a result of Commission action.

Complaint/Incident Reports Received in 2025

During 2025, the Division received and processed 2,703 complaints. This amounts to an average of 19 reports from law enforcement agencies and an average of 33 complaints from the public each week.

Source	# of Complaints
Submitted by Law Enforcement Agencies	966
Submitted by the Public*	1,737
Total: 2,703	

*Multiple complaints can refer to a single incident

The Division offers an online form to streamline the process for submitting public complaints: www.policecomplaints.mass.gov

Preliminary Inquiries Case Load in 2025

Under the Commission’s regulations, 555 CMR 1.03, proceedings and records related to preliminary inquiries, including any internal reviews, are kept confidential pursuant to M.G.L. c. 6E, § 8(c)(2) and M.G.L. c. 4, § 7 (26).

In certain cases, the Division will begin a preliminary inquiry into an officer upon receipt of a sufficient complaint, report or other evidence that an officer is involved in an incident that results in injury or death; commits a misdemeanor or felony; uses excessive force in violation of M.G.L. c. 6E, § 14; observes another officer use excessive force in violation of M.G.L. c. 6E, § 14 and does not intervene or report the incident; or the head of the officer’s appointing agency recommends that the Commission take disciplinary action. If an officer engages in other categories of prohibited conduct, the Division may conduct a preliminary inquiry. If the Division detects a pattern of misconduct in an officer’s behavior based on information contained in its databases, the Division may initiate a preliminary inquiry into that officer.

As a result of a preliminary inquiry, the Commission may determine that public adjudicatory proceedings are appropriate. After those proceedings, the Commission may decertify, suspend, issue a written reprimand or order an officer to undergo retraining.

The Commission opened 69 preliminary inquiries in 2025, with another 78 already in progress from previous years. The Division submitted 56 completed preliminary inquiry reports to the Commission in 2025. Of the 56, the Commission closed 10 with no action and advanced 46 to adjudicatory proceedings. At the end of 2025, 91 preliminary inquiries remained in progress.

Preliminary Inquiries	#
Preliminary Inquiries in Progress as of January 1, 2025	78
Preliminary Inquiries Opened During 2025	69
Preliminary Inquiry Reports Presented to Commission in 2025	56
Preliminary Inquiries in Progress as of December 31, 2025	91

Preliminary Inquiries Reports Presented and Closed in 2025	#
Preliminary Inquiries Closed with No Action	10
Preliminary Inquiries Closed and Advanced to Adjudicatory Proceedings	46
Total:	56

Adjudicatory Proceedings

In 2025, the Division conducted 8 hearings and 21 pre-hearings, including several multi-day evidentiary hearings. The prior year, the Division conducted 4 hearings.

Final Disciplines Imposed

In 2025, the Commission issued six disciplinary suspensions (up from four in 2024), 35 decertification orders (up from 30 in 2024), three retraining orders, two written reprimands and one agreement not to reapply for certification.

Final Suspensions

In 2025, the Commission suspended six officers as a final discipline:

Alves, Christopher (Massachusetts State Police)

Suspension Start: 12/19/2024 Suspension End: 1/18/2025

Reason: The Commission suspended Alves's certification for 30 days pursuant to a Suspension Agreement in which Alves admitted that he was insubordinate to a Barnstable Police lieutenant at a call for service on July 5, 2021 and that he displayed conduct unbecoming an officer in the way he treated that lieutenant.

Avery, Robert (Lynn Police Department)

Suspension Start: 2/13/2025 Suspension End: 2/18/2025

Reason: The Commission suspended Avery's certification for five days pursuant to a Suspension Agreement, which included retraining, based upon his use of excessive force during the arrest of a suspect.

Cox, Nicholas (Malden Police Department)

Suspension Start: 10/16/2025*

Reason: The Commission suspended Cox's certification for 90-days pursuant to a Suspension Agreement, and the requirement that he complete an approved Anger Management course, because of his off-duty misconduct on March 12, 2023. On that date, Cox punched a patron in the head at a Malden nightclub with a closed fist while wearing a diamond encrusted ring on that same hand, causing a laceration to the patron requiring multiple stitches.

Goin, Dimitry (Unassociated)

Suspension Start: 11/20/2025 Suspension End: 12/20/2025

Reason: The Commission suspended Goin's certification for a period of no less than 30 days pursuant to a Disposition Agreement that outlined certain conditions. The Agreement was based on Goin's arrest for OUI in Connecticut and untruthfulness to responding officers.

Heller, Thomas (Unassociated)

Suspension Start: 3/20/2025 Suspension End: 9/20/2025

Reason: The Commission suspended Heller's certification for six months pursuant to a Suspension Agreement under which he admitted that, while on duty and in the workplace speaking with co-workers, he repeatedly and on multiple separate occasions used language that was unprofessional, and in some instances, racially and/or culturally insensitive.

Radzik, Thomas (Harwich Police Department)

Suspension Start: 3/20/2025 Suspension End: 6/20/2025

Reason: The Commission suspended Radzik's certification for 90 days pursuant to a Suspension Agreement under which Radzik admitted that he engaged in a protracted driving dispute with another motorist on November 17, 2023, which culminated in Radzik displaying a holstered firearm towards a rear-cab window of his truck so the other driver traveling behind him would see it.

*If there is not an end date, it means the suspension was in effect at the end of 2025.

Decertifications

In 2025, the Commission decertified 35 individuals as final discipline:

Arruda, Jason (formerly of Dartmouth Police Department)

Order Date: 3/20/2025 # of Complaints: 2

Reason: The Commission decertified Arruda based on findings that he had been involved in an avoidable collision with a department vehicle, had taken excessive time to respond to calls, had a pattern of poor report writing and failure to file reports and had violated department policies relating to the custody of adults and custodial searches.

Barnes, Iser (formerly of Boston Police Department)

Order Date: 9/25/2025 # of Complaints: 1

Reason: The Commission decertified Barnes on findings that he has a pattern of unprofessional police conduct that may escalate and has repeated sustained internal affairs complaints for offenses that included unsafe driving, discarding evidence, neglecting duties at multiple scenes and failing to follow orders.

Beaupre, Michael (formerly of Belchertown Police Department)

Order Date: 6/26/2025 # of Complaints: 1

Reason: The Commission decertified Beaupre based on a criminal disposition.

Bistany, Matthew (formerly of Methuen Police Department)

Order Date: 8/14/2025 # of Complaints: 1

Reason: The Commission entered into a Decertification Agreement with Bistany based on engagement in criminal conduct.

Brunelle, Christopher (formerly of Agawam Police Department)

Order Date: 6/26/2025 # of Complaints: 4

Reason: The Commission decertified Brunelle based on a criminal disposition, as well as findings that he was not fit for duty as an officer and was dangerous to the public, that he had a pattern of unprofessional police conduct that may escalate and that he had repeated sustained internal affairs complaints, including discarding evidence, neglecting duties, unsafe conduct and failing to follow orders.

Bryant, Dylan (formerly of Gardner Police Department)

Order Date: 4/17/2025 # of Complaints: 3

Reason: The Commission decertified Bryant on the grounds that he was not fit for duty, is dangerous to the public, has been convicted of a misdemeanor, has a pattern of unprofessional conduct that may escalate and has a history of sustained internal affairs complaints, including an alcohol-related crash while armed and sleeping on duty.

Butner, Calvin (formerly of Massachusetts State Police)

Order Date: 12/18/2025 # of Complaints: 3

Reason: The Commission decertified Butner on the grounds that he had been convicted of multiple felony offenses. He pleaded guilty to nine felony offenses in Federal Court, to include one count of Conspiracy to Falsify Records, three counts of Aiding and Abetting the Falsification of Records and five counts of False Statements.

Chu, William (formerly of Simmons University Police Department)

Order Date: 4/17/2025 # of Complaints: 1

Reason: The Commission decertified Chu based on a criminal disposition.

Decertifications (continued)

Connor, Omar (formerly of Groton Police Department)

Order Date: 11/20/2025 # of Complaints: 8

Reason: The Commission decertified Connor based upon a finding that he is not fit for duty as an officer and is dangerous to the public, has a pattern of unprofessional police conduct that may escalate, and has repeated sustained internal affairs complaints for the same or different offenses, based on his sexual harassment of multiple individuals, untruthfulness, falsifying records and conduct unbecoming an officer.

Cunningham, Christopher (formerly of Leominster Police Department)

Order Date: 10/16/2025 # of Complaints: 3

Reason: The Commission decertified Cunningham based upon a finding that he is not fit for duty as an officer and is dangerous to the public, has a pattern of unprofessional police conduct that may escalate, and has repeated sustained internal affairs complaints for the same or different offenses. Cunningham became intoxicated while out of state, falsely invoked his police authority, forcibly kissed a bartender, and falsified leave by claiming military training he did not attend.

Davis, Leon (formerly of Springfield Police Department)

Order Date: 5/15/2025 # of Complaints: 1

Reason: The Commission decertified Davis based on a criminal disposition, as well as a finding that he used force in violation of M.G.L. c. 6E, § 14.

Demontigny, Jonathan (formerly of Plymouth Police Department)

Order Date: 9/25/2025 # of Complaints: 4

Reason: The Commission decertified Demontigny based on a criminal disposition, as well as findings that he knowingly filed a written police report containing a false statement or committed perjury, as defined in M.G.L. c. 268, § 1, that he had a pattern of unprofessional police conduct that may escalate, and that he had repeated sustained internal affairs complaints for the same or different offenses.

Feeley, James (formerly of Winthrop Police Department)

Order Date: 2/13/2025 # of Complaints: 2

Reason: The Commission decertified Feeley based on a criminal disposition.

Fitzgerald, Gerald (formerly of Peabody Police Department)

Order Date: 12/18/2025 # of Complaints: 11

Reason: The Commission decertified Fitzgerald based on repeated sustained complaints for the same or different offenses, that he had been suspended by his agency multiple times and that he had demonstrated a pattern of unprofessional police conduct that may escalate. His history of sustained complaints included missing court dates, failing to complete in-service training and reporting for duty under the influence of intoxicating liquor. Additionally, Fitzgerald resigned during an internal affairs investigation into his conduct stemming from an incident in which a suspect was falsely charged.

Garneau, Kevin (formerly of Lowell Police Department)

Order Date: 8/14/2025 # of Complaints: 1

Reason: The Commission decertified Garneau based on conduct that included potentially criminal conduct, pointing his taser at colleagues, making offensive comments about female employees' appearances, speaking publicly about civilians' health conditions, engaging in unwanted physical touching of a civilian employee and had outbursts of anger while on duty.

Gomez-Gonzalez, Samuel (formerly of Springfield Police Department)

Order Date: 6/26/2025 # of Complaints: 3

Reason: The Commission decertified Gomez-Gonzalez for knowingly filing a written police report containing a false statement or committed perjury, being not fit for duty as an officer and dangerous to the public, demonstrating a pattern of unprofessional police conduct that may escalate and being terminated by his appointing agency for disciplinary reasons and that the appeal of the termination is completed.

Decertifications (continued)

Granger, David (formerly of Massachusetts State Police)

Order Date: 4/17/2025 # of Complaints: 3

Reason: The Commission decertified Granger for conduct that included an incident in which Granger engaged or may have engaged in criminal conduct. The Commission found that Granger is not fit for duty as an officer and is dangerous to the public, has engaged in a pattern of unprofessional police conduct that the Commission believes may escalate and has been suspended or terminated by his appointing agency and any appeal of such is completed.

Hewitt, Christopher (formerly of Greenfield Police Department)

Order Date: 12/18/2025 # of Complaints: 1

Reason: The Commission decertified Hewitt based on a criminal disposition.

Hubbard, Matthew (formerly of Agawam Police Department)

Order Date: 5/15/2025 # of Complaints: 1

Reason: The Commission decertified Hubbard based on findings that he falsified a document to obtain or renew his certification, his certification was obtained through misrepresentation or fraud, and he was convicted of three related misdemeanors in Connecticut.

Marshall, Matthew (formerly of Brewster Police Department)

Order Date: 5/15/2025 # of Complaints: 7

Reason: The Commission decertified Marshall based on a criminal disposition.

Martinez, Joe (formerly of Boston Police Department)

Order Date: 1/16/2025 # of Complaints: 1

Reason: The Commission decertified Martinez based on a criminal disposition.

McCall, James (formerly of Fitchburg Police Department)

Order Date: 8/14/2025 # of Complaints: 4

Reason: The Commission decertified McCall after finding he made numerous harassing, sexual comments to females, primarily ones who worked at the same police department in positions subordinate to him, that he physically touched one female co-worker in a sexually offensive manner, and that he sent numerous offensive and inappropriate social media messages to multiple females, including one juvenile. The Commission found McCall to be unfit for duty as an officer and dangerous to the public, that he has a pattern of unprofessional police conduct and that he has repeated sustained internal affairs complaints.

Mendes, Nivaldo (formerly of New Bedford Police Department)

Order Date: 7/17/2025 # of Complaints: 1

Reason: The Commission decertified Mendes based on a criminal disposition.

Merricks, Kirk (formerly of Boston Police Department)

Order Date: 5/15/2025 # of Complaints: 13

Reason: The Commission decertified Merricks based on findings that he was not fit for duty as an officer and was dangerous to the public, that he had a pattern of unprofessional police conduct that may escalate and that he had repeated sustained internal affairs complaints for the same or different offenses.

Nako, Klevis (formerly of Framingham State University)

Order Date: 3/20/2025 # of Complaints: 2

Reason: The Commission decertified Nako based on his guilty plea in the U.S. District Court on one count of Trafficking and Conspiring to Traffic in Counterfeit Goods and Services.

Decertifications (continued)

Nirgianakis, Alexander (formerly of Essex County Sheriff's Department)

Order Date: 11/20/2025 # of Complaints: 9

Reason: The Commission decertified Nirgianakis based on a criminal disposition, and that he had a pattern of unprofessional police conduct that may escalate, and that he had repeated sustained internal affairs complaints for the same or different offenses.

Perro, Zachary (formerly of Springfield College Police Department)

Order Date: 9/25/2025 # of Complaints: 0

Reason: The Commission decertified Perro for providing false information during his application processes for multiple police departments and giving untruthful information to employees of the Commission.

Ponzo, Joseph (formerly of Stoneham Police Department)

Order Date: 4/17/2025 # of Complaints: 1

Reason: The Commission decertified Ponzo based on his guilty pleas in the U.S. District Court to one count of Conspiracy to Commit Honest Services Wire Fraud, twenty-four counts of Aiding and Abetting Honest Services Wire Fraud, four counts of Aiding and Assisting in Filing False Tax Returns and one count of False Statements.

Porter, John (formerly of Hopkinton Police Department)

Order Date: 12/18/2025 # of Complaints: 1

Reason: The Commission decertified Porter based on a criminal disposition.

Sanchez, Josselin (formerly of Chelsea Police Department)

Order Date: 9/25/2025 # of Complaints: 6

Reason: The Commission decertified Sanchez after a finding that Sanchez was the driver involved in two accidents with the same vehicle after having consumed multiple alcoholic drinks and shots in July 2024 while off duty. At the time of the accidents, Sanchez was under the Last Chance Agreement with her employer and was required to abstain from consuming alcohol, among other requirements. The Commission found Sanchez is not fit for duty as an officer and is dangerous to the public, that she has a pattern of unprofessional police conduct, that she has been suspended by her appointing agency and that she has repeated sustained internal affairs complaints.

Saunders, Scott (formerly of Hull Police Department)

Order Date: 12/18/2025 # of Complaints: 2

Reason: The Commission decertified Saunders based on a criminal disposition.

Sheehan, Matthew (formerly of Massachusetts State Police)

Order Date: 6/26/2025 # of Complaints: 6

Reason: The Commission decertified Sheehan based on a criminal disposition.

Soares, Imari (formerly of New Bedford Police Department)

Order Date: 12/18/2025 # of Complaints: 1

Reason: The Commission decertified Soares based on a criminal disposition.

Spaulding, Donald (formerly of Massachusetts Environmental Police)

Order Date: 5/15/2025 # of Complaints: 1

Reason: The Commission entered into a Decertification Agreement with Spaulding, in which Spaulding agreed to be decertified pursuant to M.G.L. Chapter 6E Sections 3(a).

Decertifications (continued)

Wrisley, Jacob (formerly of Bernardston Police Department)

Order Date: 4/17/2025 # of Complaints: 1

Reason: The Commission entered into a Decertification Agreement with Wrisley based on engagement in criminal conduct.

Retraining

In 2025, the Commission issued three retraining orders as final discipline:

DeJesus, Julio (Springfield Police Department)

Order Date: 11/20/2025 # of Complaints: 3

Reason: The Commission entered into a Disposition Agreement with DeJesus for retraining based on his failure to respond to an incident according to established procedure, which included improper use of a baton against a suspect.

Farewell, Michael (Unassociated)

Order Date: 1/16/2025 # of Complaints: 1

Reason: The Commission entered into a Disposition Agreement with Farewell for retraining, stemming from Farewell's improper use of a taser during an incident in which he believed a suspect was about to become combative.

Tantillo, Anthony (Warren Police Department)

Order Date: 8/14/2025 # of Complaints: 1

Reason: The Commission entered into a Disposition Agreement with Tantillo for retraining after he was found to have used excessive force and to have failed to de-escalate a situation properly. Tantillo used OC spray when it was not reasonable to do so.

Written Reprimands

In 2025, the Commission issued two written reprimands as final discipline:

Coose, Sean (Curry College Police Department)

Order Date: 11/20/2025 # of Complaints: 1

Reason: The Commission entered into a Disposition Agreement with Coose whereby the Commission issued a written reprimand. Coose responded to a service call and then used information collected during that response in a way that was inappropriate and unprofessional.

Hanley, Eric (Unassociated)

Order Date: 9/25/2025 # of Complaints: 1

Reason: The Commission entered a Disposition Agreement with Hanley whereby the Commission issued a written reprimand. When serving as an SRO, Hanley arrived late to work on several occasions and left work early on several occasions, despite reporting in his activity logs that he worked a full day.

Other Discipline

In 2025, the Commission issued one other form of final discipline:

Heal, Joshua (Unassociated)

Order Date: 9/25/2025 # of Complaints: 2

Reason: The Commission entered into a Disposition Agreement with Heal. Heal, while not admitting any facts, agreed that he would never again apply for recertification or hold employment by a law enforcement agency in the Commonwealth. Heal was alleged to have been untruthful during an outside agency's internal affairs investigation and during a meeting with his chief of police.

Suspensions Prior to Final Decision

In 2025, the Commission suspended a total of 45 officers prior to a final decision. Of those, the Commission suspended 28 officers in light of evidence that the officer engaged or may have engaged in criminal conduct:

Name	Current Department	Start Date	End Date
Aiello, Alexander	Unassociated	5/12/2025	
Alexandre, Ricardo	Boston Police Department	12/31/2025	
Avila, Mariana	Boston Police Department	9/23/2025	
Boschetto, Dominick	Unassociated	4/16/2025	
Brady, Thomas	Unassociated	5/29/2025	
Brunelle, Christopher	Unassociated	2/13/2025	Decertified 6/26/2025
Castiglione, Mark	Unassociated	1/9/2025	
Cunniff, Christopher	Unassociated	6/27/2025	
Demontigny, Jonathan	Unassociated	2/14/2025	Decertified 9/25/2025
Downey, Paul	Unassociated	7/1/2025	
Fitzsimmons, Kelsey	Unassociated	7/15/2025	
Frye, Kevin	Falmouth Police Department	12/10/2025	
Gagnon, Michael	Massachusetts State Police	12/2/2025	
Goode, Francis	Unassociated	3/12/2025	
Heenan, Kevin	Unassociated	7/1/2025	
Hewitt, Christopher	Unassociated	7/22/2025	Decertified 12/18/2025
Horsley, Lakeisha	Middlesex Sheriff's Office	9/18/2025	
Kennedy, Sean	Lincoln Police Department	5/13/2025	
Kent, Terence	Unassociated	3/13/2025	
Mendes, Nivaldo	Unassociated	1/6/2025	Decertified 7/17/2025
Muraca, Jonathan	Boston Police Department	6/10/2025	
Murray, Terrence	Boston Police Department	1/2/2025	
Perez, Justin	Springfield Police Department	4/3/2025	
Sanchez, Josselin	Unassociated	5/15/2025	Decertified 9/25/2025
Thompson, Craig	Millis Police Department	10/2/2025	
Villanueva, Michael	Unassociated	7/3/2025	
Walsh, Mitchell	Unassociated	4/8/2025	
Williams, Shawna	Unassociated	6/25/2025	

Suspensions Prior to Final Decision (continued)

In 2025, the Commission suspended an additional 17 officers upon determining that it is in the best interest of the health, safety, or welfare of the public:

Name	Current Department	Start Date	End Date
Alibozek, Michael	Cheshire Police Department	11/20/2025	
Baxter, Brendan	Unassociated	10/3/2025	
Beltran, Mikel	Unassociated	5/15/2025	
Cunningham, Christopher	Unassociated	3/21/2025	Decertified 10/16/2025
DaSilva, Dylan	Unassociated	11/20/2025	
Fuentes, Jasmany	Unassociated	10/2/2025	
Joseph, Andolphe	Unassociated	10/2/2025	
Luong, Michael	Unassociated	11/20/2025	
Merricks, Kirk	Unassociated	1/16/2025	Decertified 5/15/2025
Miner, Timothy	Unassociated	10/2/2025	
Muldoon, Matthew	Unassociated	10/2/2025	
Nirgianakis, Alexander	Unassociated	3/21/2025	Decertified 11/20/2025
O'Connell, Stephen	Unassociated	4/17/2025	
Osborn, Christopher	Lowell Police Department	12/18/2025	
Proctor, Michael	Unassociated	12/18/2025	
Richard, Michael	Unassociated	4/17/2025	
Roda, Thomas	Unassociated	10/2/2025	

Future Goals

The Division of Standards will continue to investigate officer misconduct by conducting preliminary inquiries. When those investigations produce sufficient evidence to justify discipline, the Division will advocate for police accountability through public disciplinary proceedings.

The Division will also continue to prioritize the transparency of officer disciplinary records. This will include working with the Information Technology Division to deploy a business intelligence tool to make it easier for the public to analyze disciplinary data.

The Division will continue to review all newly filed complaints for potential follow-up or further investigation. The Division also will work to ensure that law enforcement agencies are consistently reporting complaints received by the agency and the results of internal affairs investigations. Additionally, the Division intends to propose updates to its regulatory authority relative to the submission and reporting of certain complaints, including minor complaints, by law enforcement agencies.

Division members will assist the executive director and the Commission in defending Commission decisions denying recertification and other such matters.

Legal Division

About

The Legal Division supports the Commission by developing regulations, policies and procedures on certification, disciplinary matters, use of force and information-sharing. The Division also oversees the Commission's adjudicatory process, handles public records requests, and offers training and presentations. The Division provides legal assistance on litigation, contracting and human resources matters, and helps ensure the Commission and its staff comply with laws on public meetings, ethics and data privacy. Division members collaborate with other divisions, the MPTC and stakeholders on these endeavors. In 2025, the Division hired a third legal fellow and four interns to manage increasing workloads.

Operations in 2025

External Policy Development

The Legal Division helped the Commission make substantial progress toward promulgating law enforcement agency certification regulations. Division members worked to develop draft standards on uses of force, investigations, actions in responding to incidents, interactions with juveniles, transportation of detainees, handling of evidence and other areas of officer conduct. The draft standards included input from other governmental bodies, law enforcement organizations, and other individuals and interest groups.

Additionally, the Division helped the Commission issue policies for voluntary relinquishment of certification, the entry and use of officer information in the National Decertification Index (NDI) and procedures for evaluating recertification applications. The Division also contributed to the development of public guidance on victim immigration visas, resources available to crime victims and trauma sufferers, and the conduct of constables.

Disciplinary and Adjudicatory Processes

The Legal Division handled numerous adjudicatory matters, including cases involving the denial, suspension or revocation of an officer's certification, as well as retraining orders. The Division coordinated 29 proceedings before presiding officers, including several multi-day hearings using advanced courtroom technology. It also helped develop 101 Commission decisions and orders, and over 110 decisions, orders and notices from presiding officers.

The Division arranged for Commission decisions and orders to be added to the Social Law Library's administrative law database and has submitted over 100 items to date. The Division also continued creating protocols and forms to make adjudicatory matters more efficient and easier for parties to navigate.

Information-Sharing and Public Engagement

The Division contributed significantly to information-sharing and public engagement. The Division managed an 82 percent increase in public records requests. Division members also worked with the Executive Director and Commissioners to address five requests to modify officer information in the Commission's public database. Additionally, the Division delivered dozens of presentations, including approximately 35 at the Commission's public meetings. Other outreach efforts included organizing a program for state government legal interns, presenting to law enforcement academy cadets, attending career recruitment events for law students, and meeting with law enforcement groups and court administrators.

Future Goals

The Legal Division will continue working with other divisions and stakeholders to develop public-facing policies. The Division expects to continue and potentially finalize the development or revision of three sets of regulations, which will address law enforcement agency certification; officer recertification; and agencies' internal affairs investigations and Commission discipline and adjudication.

The Division plans to finalize a model policy and reporting form for use of force in coordination with the MPTC. The Division also expects to address auditing law enforcement agencies; sexual misconduct, domestic violence, impropriety involving juveniles and racial profiling by officers; officer physical fitness and behavioral health; equity in law enforcement and the Commission's legislative affairs initiatives.



Finance & Administration Division

About

The Finance and Administration (F&A) Division manages all aspects of accounting, budgeting, financial reporting, payroll and human resources administration. The Division also maintains the Commission's Internal Control Plan, develops administrative policies and procedures, and oversees contracting and procurement.

Operations in 2025

Employee Classification Project

The F&A Division completed an official classification of all employee positions in partnership with the Legal Division and outside counsel. This project was designed to identify employee positions that qualify for overtime and minimum wage compensation. The project's completion brought the Commission into full compliance with the Fair Labor Standards Act.

Capital Assets Inventory Project

The F&A Division worked with the Information Technology Division to complete an inventory of the Commission's capital assets. The project involved cataloging hundreds of state-owned assets, developing a comprehensive process for asset acquisition and disposal, assigning valuations and ensuring routine monitoring.

Internal Controls

A key aspect of the F&A Division's operations is maintaining a solid set of policies and procedures and a proper internal controls system. In total, the Division developed more than ten standard operating procedures in 2025. The Division's catalog now includes 50 official policies and procedures, ranging from invoice management to employee onboarding.

Employee Training

In partnership with the Legal Division, the F&A Division enhanced employee training beyond minimum Commonwealth requirements. All employees attended trainings on workplace implicit bias, as well as mediation and negotiation skills.

Work with Comptroller's Office

The F&A Division worked with the Comptroller's Office to prepare for the launch of Mosaic, the Commonwealth's new cloud-based financial and accounting system. The Division volunteered to test the application, gaining early training ahead of its expected launch in early 2026.

POST Commission Organization Chart



Staff Members

Executive Division

Enrique Zuniga, Executive Director
 Jamie Ennis, Administrative Manager

Standards Division

Matthew Landry, Director
 Shaun Martinez, Deputy Director
 William Aiello, Enforcement Counsel
 Tara Chisholm, Enforcement Counsel
 Timothy Hartnett, Enforcement Counsel
 Amy Parker, Enforcement Counsel
 John Paolillo, Compliance Agent
 Michael Posanka, Compliance Agent
 Timothy Quinn, Compliance Agent
 Edward Rodrick, Compliance Agent
 Matthew Wardle, Compliance Agent
 Elisabeth Wolfesen, Compliance Agent
 Laura Martin, Senior Intake Coordinator
 Ivy Drew, Intake Coordinator
 Cassidy Clark, Intake Coordinator
 Steven Scichilone, Intake Coordinator
 Martine Yoyo, Intake Coordinator
 Christine Fitzpatrick, Paralegal

Certification Division

Steven Smith, Director
 Heather Hall, Deputy Director
 Gina Joyce, Senior Certification Advisor
 Jessica Rush, Certification Manager
 Sheila Cooper, Senior Certification Specialist
 Dina Guanci, Senior Certification Specialist
 George Katsarakas, Senior Certification Specialist
 Barnabas Oparaugo, Senior Certification Specialist
 Alexa Hyde, Data Analyst
 Richard Wanjue, Data Analyst

Communications Division

Alia Spring, Communications and Media Manager

Legal Division

Randall Ravitz, General Counsel
 Pauline Nguyen, Deputy General Counsel
 LaRonica Lightfoot, Deputy General Counsel
 Gerald Cahill, Counsel
 Annie Lee, Counsel
 Kerri Johnson, Paralegal Records Access Officer
 Elizabeth Smith, Paralegal/Hearings Administrator
 Penelope Walker, Paralegal Administrator

Information Technology Division

Owen Mael, Chief Technology Officer
 Sebastian Giuliano, Salesforce Administrator
 Brian Cooper, Senior Project Advisor
 Lauren Kruglak, Business Analyst
 Sai Ram Puranam, Data Analyst
 Murat Sarkalkan, IT Programmer Analyst
 Alia Sirois, IT Systems Specialist

Finance & Administration Division

Eric Rebello-Pradas, Chief Financial & Administrative Officer
 Robert Wong, Budget Director
 Jeanine Hopkins, Human Resources Director
 Ally Trahan, Financial Operations Analyst

FY25 Actual Expenditures and FY26 Estimated Costs:

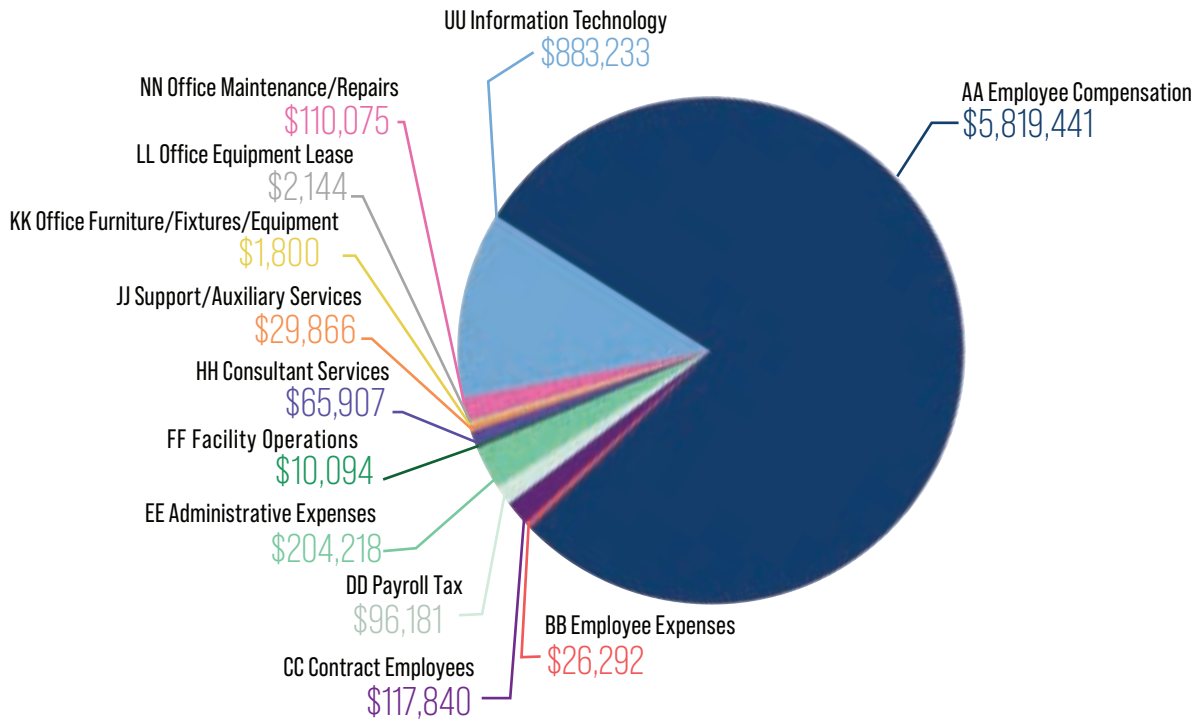
	FY25 Activity	FY26 Activity
Beginning Balance	\$8,747,477	\$8,833,202
PAC*		\$73,853
Expenditures	(\$7,982,048)	(\$8,677,900)**
Balance Foward	\$73,853*	
Ending Balance	\$691,576	\$229,155

*Prior Appropriation Continued; \$73,853 of FY25 budgetary funding was allowed to be utilized in FY26, per Chapter 73 of the Acts of 2025.

**Represents projected expenditures for FY26, including expenses incurred as of December 31, 2025. Actual expenditures for the first half of FY26 were \$3,736,074.

POST Commission Operating Expenses FY25

Figure 1. Fiscal Year 2025 Actual Spending



In FY25, the largest expense was employee compensation at 73 percent. The second largest expense was information technology, with approximately \$883,000 spent. Of that amount, 43 percent or about \$383,000 went to recurring maintenance expenses for the Salesforce Officer Management System, including licensing, file storage and engineering support. About \$114,000 went toward one-time development costs for video conferencing and an integration with the Department of Criminal Justice Information Services (CJIS) system. The remaining \$386,000 supported maintenance for telecommunications, the development of a business intelligence tool and other general IT expenses.

Future Goals

The FGA Division will continue to develop policies and procedures, including formalizing a procurement policy and systematic process for developing contracts.

The Division plans to conduct periodic self-audits in order to maintain solid internal controls and operations, similar to the desk reviews conducted by the Comptroller’s Statewide Risk Management and Compliance Team. The Division will randomly select specific transactions for comprehensive review, like payroll, accounts payable or contract management. This will help ensure transactions are compliant with Comptroller policies and that there are appropriate backups.

Information Technology Division

About

The Information Technology (IT) Division supports the Commission's internal and external business processes and provides staff with the necessary infrastructure, hardware, software and connectivity. The IT Division also manages data and security to support the integrity and efficiency of the Commission's operations. The IT Division collaborates with other divisions on important tasks, including certification applications and disciplinary records. In 2025, the IT Division added an IT Systems Support Analyst and backfilled the Project Manager/Business Analyst position.

Operations in 2025

Technology Improvements

Along with the Finance & Administration Division, the IT Division outfitted the office with useful technology, including new audio-visual equipment in shared conference rooms to ensure efficient meetings and events. The IT Division also helped redesign the incoming call routing system, which has reduced the time it takes for phone requests to reach the appropriate division.

Additionally, the IT Division implemented changes to improve the Salesforce Officer Management System. As a result, the system has seen an increase in usage by staff, allowing the Division to collect and track more data.

Recertification

The IT Division assisted the Division of Certification in processing over 10,000 officer recertification applications in 2025. The IT Division helped improve the application process, which allowed for easier data collection. Division members also helped train law enforcement agencies on submitting recertification applications.

Disciplinary Records

The IT Division continued to work with the Division of Standards to collect, report and disseminate disciplinary data to the public. This included the monthly release of more than 1,000 pages of mainly department-imposed disciplinary records, representing nearly 5,000 unique sustained complaints.

To enhance clarity and usability, Division members redesigned the monthly reports. Updates included clearly distinguishing between discipline imposed by the Commission versus discipline imposed by individual law enforcement agencies. The enhanced reports also

CJIS Integration

The IT Division integrated the Commission's database with the Department of Criminal Justice Information Services (CJIS) system, enabling real-time awareness of Criminal Offender Record Information (CORI) activity involving tracked officers. As a result, staff are now automatically alerted when a tracked officer has court interactions.

Business Intelligence Tool Development

The IT Division continued to work toward the launch of a visual business intelligence tool that will allow the public to better search and perform analytics on officer and law enforcement agency records. The tool is expected to provide better insight on complaint data, including the most common complaint type, complaint outcomes, details on officer employment history and other similar analytics.

Future Goals

The IT Division will continue to update, reconcile and streamline the collection of officer disciplinary records. The IT Division also expects to collaborate with other divisions on the upcoming initiative to collect and publish officer commendation letters.

Additionally, the IT Division expects to launch the business intelligence tool in 2026. The Division will also assess emerging technologies, including AI, to identify areas for greater efficiency.

In 2026, the Division will restart the search for a Data Manager, which was put on hold in 2025.



Communications Division

About

The Communications Division oversees media relations, community outreach and information dissemination to law enforcement, the public and the media. The Division utilizes various channels, including the Commission's website, which acts as the Commission's digital presence and serves as an archive of important information and educational content.

The Division is committed to engaging with the public, advocacy groups, the media and the law enforcement community to understand and address concerns and to help stakeholders better understand the Commission's mission, regulations, advisories, accomplishments and activities.

Operations in 2025

Media Relations

A key aspect of the Division's daily operations includes responding to media inquiries and building trusted relationships with local and national reporters. In 2025, the Division responded to nearly 150 media inquiries and coordinated 10 media interviews for the executive director. During this period, the Commission received nearly 2,000 media mentions across print, digital, broadcast and social media platforms, for a reach of approximately 3.87 billion. Media coverage primarily focused on the Commission's operations, disciplinary records and high-profile cases. The media outlets that featured the Commission the most were NECN, MassLive, WBZ, Boston 25 and NBC 10 Boston.

Website

The Division populated the Commission's new website, which launched in August 2024, with timely and important content, including public meeting and hearing notices, decisions and orders, officer status lists, disciplinary records, announcements and more. During the new website's first full year of operation, usage increased significantly. Over the past year, the website received nearly 892,000 page views from approximately 175,000 active users. For comparison, the Commission's former website recorded approximately 100,000 page views in 2023, which shows a substantial growth in public engagement over the two-year period. Monthly page views increased to an average of 75,000 in 2025, up from approximately 50,000 per month following its launch in 2024.

The Division regularly reviews web traffic data and user feedback to identify areas of interest for stakeholders, including the most viewed webpages. The top ten most viewed webpages of 2025 were:

1. [Officer Status lists \(311,079 views\)](#)
2. [Home page \(109,739 views\)](#)
3. [Officer Disciplinary records \(89,919 views\)](#)
4. [Decisions, Orders and Reviews \(34,241 views\)](#)
5. [News \(25,858 views\)](#)
6. [About POST \(14,718 views\)](#)
7. [Law Enforcement Agency Reporting \(9,111 views\)](#)
8. [Certification \(New Graduates/Hires/SSPOs\) \(8,705 views\)](#)
9. [Certification \(8,459 views\)](#)
10. [Discipline & Status Records \(8,248 views\)](#)

Announcements

The Division maintains mailing lists for members of the public, media and law enforcement who request notifications about public meetings, adjudicatory proceedings, decisions and orders, and other news and announcements. In 2025, the Division implemented standardized templates and operating procedures to ensure timely, consistent and accurate notifications to stakeholders.

Social Media

The Division oversees the Commission's social media presence, including its LinkedIn and YouTube pages. A major initiative in 2025 focused on increasing engagement with law enforcement agency leadership on the Commission's LinkedIn page. Through targeted outreach to command staff and leadership, the Division increased LinkedIn followers by 71 percent over the prior year. This growth strengthens the Commission's ability to share important updates with key stakeholders statewide through this platform.

The Commission's YouTube channel, which stores recordings of meetings, hearings and trainings, also experienced incremental growth. The channel experienced an 88 percent increase in subscribers. In 2025, the Division added nearly 45 videos, generating approximately 13,000 views, 118,300 impressions and more than 2,500 hours of watch time.

Future Goals

As the social media landscape continues to evolve, the Division is monitoring emerging platforms such as BlueSky and Threads. While the Division has not yet actively utilized these platforms, it will monitor trends to evaluate potential changes to its social media strategy.

The Division will continue to focus on increasing awareness of the Commission's work, including new regulations and guidance, decisions and orders, the officer certification process and more. Media relations will remain a priority, with an emphasis on timely responses to inquiries, pitching newsworthy initiatives to reporters and increasing external communications. The Division expects to increase communication with law enforcement agencies and other stakeholders regarding new processes and regulatory requirements, including upcoming initiatives related to agency audits and physical fitness and behavioral health.

Additionally, the Division plans to further enhance the Commission's website by improving accessibility, usability and clarity of information. The Division identified several areas for revision and expects to launch updated pages in 2026.

Additional Statutory Reporting

In accordance with M.G.L. c. 6E, § 16, the Commission provides annual reports on certain key information to the General Court, the Governor and the Attorney General.

M.G.L. c. 6E, §16 All officer-involved injuries or deaths including:

- i. All officer-involved injuries and deaths; and
- ii. The number of officer-involved injuries and deaths reported by each agency:

Officer Involved Deaths July 1, 2024 to June 30, 2025

Date: 9/13/2024 Department: Massachusetts State Police Reported by Agency: Yes

An officer in training died from injuries suffered at the Massachusetts State Police Academy.

Date: 11/21/2024 Department: Springfield Police Department Reported by Agency: Yes

A man armed with two firearms died after being shot by officers.

Date: 3/1/2025 Department: Boston Police Department Reported by Agency: Yes

A man armed with a knife and allegedly threatening patrons at a food establishment died after being shot by an off-duty officer.

Date: 1/15/2025 Department: Massachusetts State Police Reported by Agency: No

A woman died from injuries a few months after being struck by Massachusetts State Police cruiser in Brookline.

Date: 3/5/2025 Department: Boylston Police Department Reported by Agency: No

A man, who police considered armed and dangerous, died after being shot by an officer.

Total: 5 Officer-Involved Deaths

Officer Involved injuries July 1, 2024 to June 30, 2025

Date: 7/19/2024 Department: Boston Police Department Reported by Agency: Yes

An officer shot a driver after the driver allegedly struck the officer with their vehicle.

Date: 9/1/2024 Department: Shrewsbury Police Department Reported by Agency: No

Four people, including two officers, were injured after a cruiser responding to another incident and another vehicle collided.

Date: 9/12/2024 Department: North Attleboro Police Department Reported by Agency: Yes

An officer shot and struck a suspect in the arm following an altercation.

Date: 10/27/2024 Department: Massachusetts State Police Reported by Agency: Yes

An officer was arrested on charges related to drunk driving following a motor vehicle collision with another vehicle. The driver and passenger of the other vehicle were taken to the hospital.

Officer Involved injuries July 1, 2023 to June 30, 2024 (continued)

Date: 12/15/2024 Department: Fitchburg Police Department Reported by Agency: Yes

An officer shot a man who was allegedly pointing a firearm at an officer.

Date: 4/1/2025 Department: Boston Police Department Reported by Agency: Yes

An officer was arrested and charged with an OUI after a car he was driving crashed into another vehicle driven by an off-duty Boston police officer. The off-duty officer was taken to the hospital.

Date: 6/5/2025 Department: Newburyport Police Department Reported by Agency: No

A teenager was struck by a cruiser outside of a middle school.

Date: 6/8/2025 Department: Massachusetts State Police Reported by Agency: No

Five people were injured when their SUV crashed in Taunton following a police pursuit.

Date: 6/30/2025 Department: North Andover Police Department Reported by Agency: Yes

An off-duty North Andover officer was shot during an incident with an on-duty North Andover officer.

Total: 9 Officer-Involved Injury Incidents

Decertifications July 1, 2024 - June 30, 2025:

M.G.L. c. 6E, §16 (2): All officers who were decertified during the preceding fiscal year. In Fiscal Year 2025, the Commission decertified 37 individuals:

Amado, Steven (formerly of Duxbury Police Department)

Order Date: 11/21/2024 # of Disciplines: 9 # of Complaints: 8

Reason: The Commission decertified Amado based on a criminal disposition.

Arruda, Jason (formerly of Dartmouth Police Department)

Order Date: 3/20/2025 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission decertified Arruda based on findings that he had been involved in an avoidable collision with a department vehicle, had taken excessive time to respond to calls, had a pattern of poor report-writing and failure to file reports and had violated department policies relating to the custody of adults and custodial searches.

Beaupre, Michael (formerly of Belchertown Police Department)

Order Date: 6/26/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Beaupre based on a criminal disposition.

Brunelle, Christopher (formerly of Agawam Police Department)

Order Date: 6/26/2025 # of Disciplines: 4 # of Complaints: 4

Reason: The Commission decertified Brunelle based on a criminal disposition, as well as findings that he was not fit for duty as an officer and was dangerous to the public, that he had a pattern of unprofessional police conduct that may escalate and that he had repeated sustained internal affairs complaints, including discarding evidence, neglecting duties, unsafe conduct and failing to follow orders.

Decertifications July 1, 2024 - June 30, 2025 (continued)

Bryant, Dylan (formerly of Gardner Police Department)

Order Date: 4/17/2025 # of Disciplines: 4 # of Complaints: 3

Reason: The Commission decertified Bryant on the grounds that he was not fit for duty, is dangerous to the public, has been convicted of a misdemeanor, has a pattern of unprofessional conduct that may escalate and has a history of sustained internal affairs complaints, including an alcohol-related crash while armed and sleeping on duty.

Canela, Randy (formerly of Salem Police Department)

Order Date: 11/21/2024 # of Disciplines: 2 # of Complaints: 2

Reason: The Commission decertified Canela finding that Canela's repeated inappropriate communications with a juvenile constituted a pattern of unprofessional police conduct that the Commission believed may escalate.

Chu, William (formerly of Simmons University Police Department)

Order Date: 4/17/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Chu based on a criminal disposition.

Columbo, Domenic (formerly of Boston Police Department)

Order Date: 12/19/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Columbo based on a criminal disposition.

Correia, Jonathan (formerly of Brockton Police Department)

Order Date: 7/18/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Correia based on a criminal disposition.

Cronin, Shawn (formerly of Dighton Police Department)

Order Date: 7/18/2024 # of Disciplines: 0 # of Complaints: 1

Reason: The Commission decertified Cronin as a result of his conviction on one count of felony Securities Fraud in the United States District Court for the Southern District of New York.

Custadio, Bryan (formerly of Fall River Police Department)

Order Date: 8/15/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Custadio based on a criminal disposition.

Davis, Leon (formerly of Springfield Police Department)

Order Date: 5/15/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Davis based on a criminal disposition, as well as a finding that he used force in violation of M.G.L. c. 6E, § 14.

Delaney, John (formerly of Malden Police Department)

Order Date: 7/18/2024 # of Disciplines: 2 # of Complaints: 2

Reason: The Commission decertified Delaney based on a criminal disposition.

Decertifications July 1, 2024 - June 30, 2025 (continued)

Depina-Cooley, Mila (formerly of Boston Police Department)

Order Date: 11/21/2024 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission decertified Depina-Cooley based on a criminal disposition.

Farwell, William (formerly of Stoughton Police Department)

Order Date: 9/24/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified William Farwell based on allegations that, from a period of 2017 through 2021, Farwell conducted multiple unauthorized searches of the Massachusetts Criminal Justice Information System database, that he sent and received sexually explicit messages while on duty and that he provided false information to Massachusetts State Police investigators.

Feeley, James (formerly of Winthrop Police Department)

Order Date: 2/13/2025 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission decertified Feeley based on a criminal disposition.

Festa, James (formerly of Peabody Police Department)

Order Date: 8/15/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Festa based on allegations that he falsely reported that he was en route to a service call, instead went to the house of an individual with whom he had a personal relationship, entered that house without consent of that individual and was untruthful about his actions to agency investigators. The Commission concluded that Festa was not fit for duty as a police officer and is dangerous to the public.

Gomez-Gonzalez, Samuel (formerly of Springfield Police Department)

Order Date: 6/26/2025 # of Disciplines: 3 # of Complaints: 3

Reason: The Commission decertified Gomez-Gonzalez for knowingly filing a written police report containing a false statement or committed perjury, being not fit for duty as an officer and dangerous to the public, demonstrating a pattern of unprofessional police conduct that may escalate and being terminated by his appointing agency for disciplinary reasons and that the appeal of the termination is completed.

Granger, David (formerly of Massachusetts State Police)

Order Date: 4/17/2025 # of Disciplines: 3 # of Complaints: 3

Reason: The Commission decertified Granger for conduct that included an incident in which Granger engaged or may have engaged in criminal conduct. The Commission found that Granger is not fit for duty as an officer and is dangerous to the public, has engaged in a pattern of unprofessional police conduct that the Commission believes may escalate, and has been suspended or terminated by his appointing agency and any appeal of such is completed.

Hoar, Nicholas (formerly of Fall River Police Department)

Order Date: 9/24/2024 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission decertified Hoar after a jury of the United States District Court for the District of Massachusetts found him guilty of one count of Deprivation of Rights Under Color of Law and two counts of False Report.

Hubbard, Matthew (formerly of Agawam Police Department)

Order Date: 5/15/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Hubbard based on findings that he falsified a document in order to obtain or renew his certification, his certification was obtained through misrepresentation or fraud and he was convicted of three related misdemeanors in Connecticut.

Decertifications July 1, 2024 - June 30, 2025 (continued)

Jones, Derek (formerly of Georgetown Police Department)

Order Date: 11/21/2024 # of Disciplines: 8 # of Complaints: 4

Reason: The Commission decertified Jones based on findings that he is not fit for duty as a law enforcement officer, is dangerous to the public, has a pattern of unprofessional police conduct that the Commission believed may escalate, was suspended or terminated by his appointing agency for disciplinary reasons and any appeal of such is completed, and has repeated sustained internal affairs complaints for the same or different offenses.

Marshall, Matthew (formerly of Brewster Police Department)

Order Date: 5/15/2025 # of Disciplines: 6 # of Complaints: 7

Reason: The Commission decertified Marshall based on a criminal disposition.

Martinez, Joe (formerly of Boston Police Department)

Order Date: 1/16/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Martinez based on a criminal disposition.

Merricks, Kirk (formerly of Boston Police Department)

Order Date: 5/15/2025 # of Disciplines: 12 # of Complaints: 13

Reason: The Commission decertified Merricks based on findings that he was not fit for duty as an officer and was dangerous to the public, that he had a pattern of unprofessional police conduct that may escalate and that he had repeated sustained internal affairs complaints for the same or different offenses.

Morrissey, Matthew (formerly of Boston Police Department)

Order Date: 10/17/2024 # of Disciplines: 3 # of Complaints: 5

Reason: The Commission decertified Morrissey based on a criminal disposition.

Mushtaque, Sarfaraz (formerly of Boxborough Police Department)

Order Date: 10/17/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Mushtaque pursuant to a voluntary agreement, based on his admissions that he failed to return a firearm issued by a law enforcement agency that previously employed him, he engaged in unprofessional on and off duty conduct which led to a harassment prevention order being issued against him and that he was untruthful in certain statements made to the Commission's Division of Police Standards during the course of its preliminary inquiry.

Nako, Klevis (formerly of Framingham State University)

Order Date: 3/20/2025 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission decertified Nako based on his guilty plea in the U.S. District Court on one count of Trafficking and Conspiring to Traffic in Counterfeit Goods and Services.

O'Donnell, Keith (formerly of Somerville Police Department)

Order Date: 8/15/2024 # of Disciplines: 7 # of Complaints: 5

Reason: The Commission decertified O'Donnell based on a criminal disposition.

Decertifications July 1, 2024 - June 30, 2025 (continued)

Otis, Robert (formerly of Brockton Police Department)

Order Date: 8/15/2024 # of Disciplines: 2 # of Complaints: 2

Reason: The Commission decertified Otis based on findings that he is not fit for duty as a law enforcement officer and is dangerous to the public, that he has a pattern of unprofessional police conduct that the Commission believes may escalate and that he has repeated sustained internal affairs complaints for the same or different offenses.

Padilla, Dominique (formerly of Holyoke Police Department)

Order Date: 9/24/2024 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Padilla pursuant to a voluntary decertification agreement under which he acknowledged allegations that, between 2019 and 2022, he conducted unauthorized searches of RMV and CJIS databases without an official law enforcement purpose, and that he disclosed confidential third-party RMV and CJIS data without an official law enforcement purpose and he admitted that such conduct constituted a pattern of misconduct that may escalate.

Ponzo, Joseph (formerly of Stoneham Police Department)

Order Date: 4/17/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission decertified Ponzo based on his guilty pleas in the U.S. District Court to one count of Conspiracy to Commit Honest Services Wire Fraud, twenty-four counts of Aiding and Abetting Honest Services Wire Fraud, four counts of Aiding and Assisting in Filing False Tax Returns and one count of False Statements.

Sheehan, Matthew (formerly of Massachusetts State Police)

Order Date: 6/26/2025 # of Disciplines: 6 # of Complaints: 6

Reason: The Commission decertified Sheehan based on a criminal disposition.

Singh, Gurpreet (formerly of Bolton Police Department)

Order Date: 11/21/2024 # of Disciplines: 5 # of Complaints: 5

Reason: The Commission decertified Singh based on a criminal disposition.

Spaulding, Donald (formerly of Massachusetts Environmental Police)

Order Date: 5/15/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission entered into a Decertification Agreement with Spaulding, in which Spaulding agreed to be decertified pursuant to M.G.L. Chapter 6E Sections 3(a).

Voltus, Marc (formerly of MassBay Community College)

Order Date: 11/21/2024 # of Disciplines: 0 # of Complaints: 1

Reason: The Commission decertified Voltus pursuant to a Voluntary Decertification Agreement under which he admitted that he had falsely represented his employment status as a law enforcement officer when stopped for motor vehicle violations and that he had made false statements to the Commission during the course of its preliminary inquiry.

Wrisley, Jacob (formerly of Bernardston Police Department)

Order Date: 4/17/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission entered into a Decertification Agreement with Wrisley based on engagement in criminal conduct.

Reasons for Decertification

Criminal disposition: 24 cases

Conduct unbecoming/violation code of ethics/untruthfulness: 13 cases

Excessive force: 0 cases

Bias on the basis of any of the protected classes: 0 cases

Retraining Orders July 1, 2024 to June 30, 2025

M.G.L. c. 6E, §16 (4): All retraining orders imposed by the Commission. In Fiscal Year 2025, the Commission issued one retraining order as final discipline:

Farewell, Michael (Unassociated)

Order Date: 1/16/2025 # of Disciplines: 2 # of Complaints: 1

Reason: The Commission entered into a Disposition Agreement with Farewell for retraining, stemming from Farewell's improper use of a taser during an incident in which he believed a suspect was about to become combative.

Final Suspensions July 1, 2024 to June 30, 2025

M.G.L. c. 6E, §16 (3): All suspensions that occurred during the preceding fiscal year. In Fiscal Year 2025, the Commission suspended seven officers as a final discipline in Fiscal Year 2025:

Alves, Christopher (Massachusetts State Police)

Suspension Start: 12/19/2024 Suspension End: 1/18/2025 # of Disciplines: 2 # of Complaints: 5

Reason: The Commission suspended Alves's certification for 30 days pursuant to an agreement in which Alves admitted that he was insubordinate to a Barnstable Police lieutenant at a call for service on July 5, 2021 and that he displayed conduct unbecoming an officer in the manner in which he treated that lieutenant.

Avery, Robert (Lynn Police Department)

Suspension Start: 2/13/2025 Suspension End: 2/18/2025 # of Disciplines: 5 # of Complaints: 5

Reason: The Commission suspended Avery's certification for five days pursuant to a Suspension Agreement, which included retraining, based upon his use of excessive force during the arrest of a suspect.

Danilecki, John (Boston Police Department)

Suspension Start: 12/19/2024 Suspension End: 12/25/2024 # of Disciplines: 6 # of Complaints: 8

Reason: The Commission suspended Danilecki's certification for five days as a result of his use of excessive force during a March 2019 incident involving a civilian, as well as his repeated sustained internal affairs complaints.

Heller, Thomas (Unassociated)

Suspension Start: 3/20/2025 Suspension End: 9/20/2025 # of Disciplines: 1 # of Complaints: 1

Reason: The Commission suspended Heller's certification for six months pursuant to a Suspension Agreement under which he admitted that, while on duty and in the workplace speaking with co-workers, he repeatedly and on multiple separate occasions used language that was unprofessional, and in some instances, racially and/or culturally insensitive.

McKay, Shawn (Unassociated)

Suspension Start: 10/17/2024 Suspension End: 12/17/2024 # of Disciplines: 1 # of Complaints: 2

Reason: The Commission suspended McKay's certification for two months pursuant to a Voluntary Suspension Agreement under which he admitted that he had taken possession of a rifle in violation of the policies of his former law enforcement agency, in addition to other prior disciplinary matters.

Radzik, Thomas (Harwich Police Department)

Suspension Start: 3/20/2025 Suspension End: 6/20/2025 # of Disciplines: 3 # of Complaints: 1

Reason: The Commission suspended Radzik's certification for 90 days pursuant to a Suspension Agreement under which Radzik admitted that he engaged in a protracted driving dispute with another motorist on November 17, 2023, which culminated in Radzik displaying a holstered firearm towards a rear-cab window of his truck so the other driver traveling behind him would see it.

Final Suspensions July 1, 2024 to June 30, 2025 (continued)

Souza, Aaron (Fall River Police Department)

Suspension Start: 7/18/2024 Suspension End: 7/18/2025 # of Disciplines: 0 # of Complaints: 1

Reason: The Commission suspended Souza's certification for one year, resulting from Souza's misconduct in a December 2022 physical altercation at the Foxwoods Resort Casino in Connecticut.

Suspensions Prior to Final Decision

In Fiscal Year 2025, the Commission suspended 36 officers prior to a final decision. Of those, the Commission suspended the 27 officers in light of evidence that the officer engaged or may have engaged in criminal conduct:

Name	Current Department	Start Date	End Date
Aiello, Alexander	Unassociated	5/12/2025	
Allen, Alexander	Unassociated	10/8/2024	
Boschetto, Dominick	Unassociated	4/16/2025	
Brady, Thomas	Unassociated	5/29/2025	
Brunelle, Christopher	Unassociated	2/13/2025	Decertified 6/26/2025
Campbell, Darnell	Brockton Police Department	10/5/2024	
Castiglione, Mark	Unassociated	1/9/2025	
Chu, William	Unassociated	10/18/24	Decertified 4/17/2025
Cunniff, Christopher	Unassociated	6/27/2025	
Demontigny, Jonathan	Unassociated	2/14/2025	Decertified 9/25/2025
Flaherty, Sean	Boston Police Department	7/8/2024	
Goode, Francis	Unassociated	3/12/2025	
Kennedy, Sean	Lincoln Police Department	5/13/2025	
Kent, Terence	Unassociated	3/13/2025	
Knox, Dylan	Massachusetts State Police	8/22/2024	
Marshall, Matthew	Unassociated	7/25/2024	
McDermott, Richard	Boston Police Department	10/2/2025	
Mendes, Nivaldo	Unassociated	1/6/2025	Decertified 7/17/2025
Muraca, Jonathan	Boston Police Department	6/10/2025	
Murray, Terrence	Boston Police Department	1/2/2025	
Perez, Justin	Springfield Police Department	4/3/2025	
Rojas, Auria	Shirley Police Department	11/22/2024	Lifted 5/15/2025
Straub, William	Pittsfield Police Department	10/31/2024	
Toledo, John	Unassociated	11/12/2024	
Trelegan, Tyler	Unassociated	8/16/2024	

Suspensions Prior to Final Decision (continued)

Name	Current Department	Start Date	End Date
Walsh, Mitchell	Unassociated	4/8/2025	
Williams, Shawna	Unassociated	6/25/2025	

In Fiscal Year 2025, the Commission suspended an additional 9 officers upon determining that it is in the best interest of the health, safety, or welfare of the public:

Name	Current Department	Start Date	End Date
Beltran, Mikel	Unassociated	5/15/2025	
Brennan, Timothy	Milford Police Department	8/16/2024	Stayed 9/6/2024
Correia, Marc	Fall River Police Department	7/16/2024	
Cunningham, Christopher	Unassociated	3/21/2025	Decertified 10/16/2025
Merricks, Kirk	Unassociated	1/16/2025	Decertified 5/15/2025
Nirgianakis, Alexander	Unassociated	3/21/2025	Decertified 11/20/2025
O'Connell, Stephen	Unassociated	4/17/2025	
Richard, Michael	Unassociated	4/17/2025	
Sanchez, Josselin	Unassociated	5/15/2025	Decertified 9/25/2025

Administrative Suspensions

In Fiscal Year 2025, the Commission administratively suspended 13 officers based on the officers' failure to satisfy the Commission's in-service training requirements within 90 days of the Commission's deadline:

Name	Current Department	Start Date	End Date
Ahern, Stephen	Cambridge Health Alliance	1/9/2025	
Broman, Thomas	Chelsea Police Department	1/9/2025	1/10/2025
Connery, Sean	Unassociated	1/9/2025	
Cowley, Christopher	Wrentham Police Department	1/11/2024	
Cuff, Shantel	Berlin Police Department	1/9/2025	6/20/2025
Digaetano, Roger	Chelsea Police Department	1/9/2025	1/9/2025
Fitzgerald, Edward	Unassociated	7/11/2024	
Gonzalez, Efrain	Unassociated	1/9/2025	
Halloran, Richard	Unassociated	7/11/2024	
Harrison, Thomas	Cambridge Health Alliance	1/9/2025	
Mangino, Michelle	Revere Police Department	9/30/2024	
Webb, David	Unassociated	10/8/2024	
Wells, Richard	Unassociated	1/9/2025	7/23/2025



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555 CMR 1.00: Discipline and Minor Matters

Gerry Cahill, Counsel
April 16, 2026



Discipline



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 .

. . . ;

(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 . . . ;

(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



Possible Additional Discipline

- Reprimand / censure
- Fine
- Remediation / habilitation / counseling
- Restitution
- Community service
- Statement of Concern
- Others?



Minor Matters



555 CMR 1.01

Internal resolution
and
Commission

Complaint



Internal resolution



Some Possible Areas for Revision

- Definition of Minor Matter
- Definition of Credible
- Process for Complaints



THANK YOU!



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