



# MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

October 9, 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

## EXECUTIVE DIRECTOR

Enrique A. Zuniga

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

## UPDATED NOTICE OF MEETING AND AGENDA

**Public Meeting #81**

**October 15, 2026**

**8:30 a.m.**

**Remote Participation via [Zoom](#)**

**Meeting ID: 912 0417 8478**

- 1) Call to Order
- 2) Approval of Minutes
  - a) September 24, 2026
- 3) Election of Commission Secretary and Treasurer
- 4) Executive Director Report – Enrique A. Zuniga
  - a) General Update
  - b) Commendations
  - c) Model Use of Force Update
- 5) Finance Update – Eric Rebello-Pradas
  - a) FY27 1st Quarterly Update
  - b) Continuity of Operations Plan
- 6) Matters not anticipated by the Chair at the time of posting
- 7) Executive Session in accordance with the following:
  - M.G.L. c. 30A, § 21(a)(1), to discuss “the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, . . . or individual”;

84 State Street, Suite 200  
Boston, Massachusetts 02109

TEL: 617.701.8401

[mass.gov/orgs/post-commission](https://mass.gov/orgs/post-commission)

## MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

- 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-2025-064
  - ii) PI-2025-066
- b) Division of Standards request to enter voluntary decertification, suspension or disposition agreement in the following cases:
- i) PI-2025-051
- c) Division of Standards update on the following mandatory suspension case:
- i) PI-2026-058
- d) Division of Standards request for approval to conduct Preliminary Inquiries in the following cases:
- i) PI-2026-057
  - ii) PI-2026-059
  - iii) PI-2026-060
  - iv) PI-2026-061
- e) Approval of the minutes of the Executive Session of September 24, 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**  
**September 24, 2026**  
**8:30 a.m.**  
**Via Zoom**

**Documents Distributed in Advance of Meeting**

- August 20, 2026 Public Meeting Minutes
- Executive Director Report
- Finance and Administration Update
- Technology Update – Public Dashboards
- Massachusetts POST Commission Use of Force Reporting Form, redlined
- Proposed Regulations 555 CMR 3.00 “Regulated Agencies, Officers, and Conduct,” redlined
- Presentation concerning revisions to proposed regulations 555 CMR 3.00: Regulated Agencies, Officers, and Conduct (formerly: Law Enforcement Agencies, Officers, and Functions Subject to Regulation)

**1. Call to Order**

- The meeting began at 8:39 a.m.
- Commission Chair Margaret R. Hinkle took a roll call of the Commissioners present. The roll call proceeded as follows:
  - Chair Hinkle – Present
  - Commissioner Lester Baker – Present
  - Commissioner Hanya H. Bluestone – Present
  - Commissioner Lawrence Calderone – Present
  - Commissioner Eddy Chrispin – Present
  - Commissioner Marsha V. Kazarosian – Present
  - Commissioner Charlene D. Luma – Present
  - Commissioner Clyde Talley – Present
- Chair Hinkle stated that Commissioner Deborah Hall was absent, and there was a quorum.

**2. Approval of Minutes**

- Chair Hinkle asked for a motion to approve the August 20, 2026 minutes. Commissioner Kazarosian moved to approve the minutes, and Commissioner Talley seconded the motion.
- The Commissioners voted unanimously to approve the minutes.

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

- Chair Hinkle moved to the Executive Director Report and turned the floor over to Executive Director Zuniga.
- Executive Director Zuniga provided an update regarding implementation of the model use-of-force policy. He stated as follows.
  - The Commission and the Municipal Police Training Committee (“MPTC”) approved the model policy in March 2026 following development and consultation with interested parties.
  - Three in-person training sessions were held in June, with the final session recorded and made available through the MPTC’s Acadis system.

- On August 31, 2026, the Commission distributed a self-assessment form and guidance requiring agencies to review their policies and confirm consistency with the model policy by September 30, 2026.
- Approximately one-third of the agencies had responded. Staff sent reminders, will address questions submitted through the form, and will follow up individually with agencies as needed.
- After the deadline, staff will contact agencies that have not submitted the form to identify any procedural, technical, or other issues. Staff will also seek to understand any inconsistencies with the model policy and the changes needed to address them.
- Agencies that fail to submit the form will be identified at the October Commission meeting and on the Commission's website.
- Municipal officials or appointing authorities might also be notified, following staff outreach, to understand and address outstanding issues.
- Executive Director Zuniga provided an update regarding proposed revisions to the use-of-force reporting form. He stated as follows.
  - The Commission discussed the form with the MPTC.
  - The Commission recently received comments from the Massachusetts Chiefs of Police Association ("MCOPA") and the Attorney General's Office, including concerns about how the form captured race and ethnicity.
  - Staff recommended combining race and ethnicity into one question and adding a "Middle Eastern or North African" category, consistent with changes adopted by the federal Office of Management and Budget in 2024.
  - Staff also considered state statutory requirements concerning demographic data collection, although their applicability to the Commission or the MPTC remained a matter of interpretation. Deputy Director of Police Certification Heather Hall would present the proposed revisions later in the meeting.
- Executive Director Zuniga provided an update regarding the officer commendations project. He stated as follows.
  - The Commission's regulations require publication of officer commendations and awards in the public database.
  - The IT team developed a portal module to collect that information and supporting documentation while minimizing the burden of data entry on agencies.
  - Approximately 35 agencies participated in a voluntary pilot, which included two hands-on training sessions and resulted in adjustments based on agency feedback.
  - The pilot concluded, and 498 commendations were submitted.
  - The module will soon be made available to all agencies, with publication to follow after agencies have time to submit their information.
  - Agencies are encouraged to submit historical commendations for active officers, including awards received while employed by prior agencies, similarly to how historical discipline information is submitted.
  - Submissions should concern special recognition, such as awards for merit, bravery, or lifesaving, rather than routine promotions.
- Executive Director Zuniga provided an outreach and engagement update. He stated as follows.
  - On August 31, 2026, Commission Attorneys Deputy General Counsel Pauline Nguyen and Counsel Gerald H. Cahill represented the Commission at a Boston

University School of Law employer fair. The Commission's participation supported recruitment efforts that had resulted in successful fellowship and internship placements and at least one permanent hire.

- On September 8, 2026, the Commission hosted 20 incoming University of Chicago undergraduates interested in national security and government careers. Staff presented an overview of the Commission's work and answered questions.
- Commission staff, including representatives from both the Division of Police Standards and the Division of Police Certification, attended all three days of the MCOPA's annual conference in Norwood, Massachusetts, providing opportunities to answer questions and discuss Commission processes with chiefs and other attendees.
- Commissioner Bluestone and Executive Director Zuniga attended presentations concerning the model use-of-force policy and pre-employment and fitness-for-duty psychological evaluations and heard remarks by Governor Maura Healey.
- Staff had engaged, and will continue to engage, with interested parties regarding proposed revisions to 555 CMR 1.00 and proposed regulations 555 CMR 3.00.
- Staff anticipated seeking a Commission vote later in the meeting to initiate the promulgation process for 555 CMR 3.00.
- Executive Director Zuniga concluded his report and invited questions or comments. Hearing none, Chair Hinkle thanked him and moved to the Finance Update.

#### **4. Finance Update – Chief Financial Administrative Officer (“CFAO”) Eric Rebello-Pradas**

- Chief Financial Administrative Officer (“CFAO”) Rebello-Pradas reported on FY26 year-end results. He stated as follows.
  - Final spending totaled approximately \$8.53 million, within the previously projected range, and represented 96% of budgeted spending, which was \$8.91 million.
  - The Commission reverted approximately \$378,000 to the General Fund, half of the amount reverted in the prior fiscal year.
  - Payroll and IT savings accounted for approximately 80% of the reversion.
  - Continuous declining reversions year-after-year reflect greater staffing and operating stability.
  - Additional details were included in the memorandum distributed with the meeting materials.
- CFAO Rebello-Pradas presented the FY27 spending plan. He stated as follows.
  - The Commission's original request of approximately \$9.58 million was reduced by approximately 6% in the Governor's recommendation and a further 2% by the Legislature, resulting in an appropriation of approximately \$8.83 million.
  - However, the Commission is confident that it has sufficient resources to continue operations, including hiring, and smaller one-time IT projects.
  - The Commission realized a considerable amount of savings in FY27 by pre-planning a lot of IT and subscription contracts in FY26.
  - Additionally, the Commission realized a smaller payroll goal of 55 or 56 employees by June 30, 2027, rather than the 60 employees assumed in the original request.
  - In terms of employee compensation in FY27, there is close to a \$600,000 difference between the requested amount and the spending plan.
  - In terms of office supplies and subscriptions, there is a \$75,000 difference between the requested amount and the spending plan.

- The office supplies and subscriptions category included \$20,000 for additional artificial intelligence training, building on training positively received by staff in FY26.
- A one-time project would develop a Continuity of Operations Plan, including an IT disaster recovery plan, to support risk management and continued operations during outages or other emergencies and address statewide Comptroller requirements.
- Payroll is the largest area of spending, totaling \$6.8 million, with a smaller payroll goal of 55 or 56 employees by June 30, 2027, and including a 3% COLA.
- IT spending is the second largest spending area. It primarily covered maintenance, with approximately half dedicated to Salesforce, along with smaller one-time business intelligence and artificial intelligence development projects.
- Office space, including utilities, taxes, and maintenance, remained the third-largest spending category.
- The principal hiring priority was a deputy director to develop and manage the Commission's law enforcement agency auditing program.
- CFAO Rebello-Pradas invited questions and, hearing none, concluded his report.
- Chair Hinkle thanked him and those who had worked with him, including Commissioner Luma, and moved to the Technology Update.

#### **5. Technology Update – Chief Technology Officer (“CTO”) Owen Mael**

- CTO Mael provided an overview of the Commission's existing public dashboards. He stated as follows.
  - The first three dashboards, released in March 2026, displayed allegations by type and subtype, complaints by intake source over time, and officer certification status by agency.
  - Historical information submitted in 2021 and 2022 was subsequently added, with filtering options to distinguish historical and more recent data.
  - Complaint intake volumes remained relatively stable, and the dashboards continued to be actively viewed.
  - A fourth dashboard, released in late June, tracked officers due for recertification by July 1, 2026. Required applications had been submitted by that date, and the dashboard has since been updated to display upcoming recertifications.
- CTO Mael described new and updated dashboards. He stated as follows.
  - A dashboard planned for release would identify agencies with investigations closed for more than 60 days whose disciplinary dispositions remained marked as pending in the portal.
  - Another dashboard would display current and overdue agency investigations reported to the Commission. Investigations generally became overdue after 90 days unless an extension applied.
  - Of approximately 500 open agency investigations, 73, or approximately 15%, were overdue. Boston had approximately 134 open investigations, including 38 overdue.
  - Agency percentages required context, particularly for smaller agencies like the Boston University Police Department, where a single investigation just beyond the deadline could produce a 100% overdue rate. Therefore, the average could actually be around 10 or 11% as opposed to 15%.
  - Staff planned to distinguish investigations by how long they had been overdue.

- The recertification dashboard now displayed a rolling 90-day window, helping agencies track upcoming recertifications and Commission staff anticipate workload.
- Following the final alphabetical recertification cohort in May and June 2027 - 6,000 or 7,000 recertifications in the Commission's third tranche - recertifications would transition to officers' birth months, distributing the workload more evenly throughout the year.
- The Commission expects approximately 150 recertifications a month. So, there'll be 500 recertifications every quarter, as opposed to 5,000 or 6,000 people once a year.
- CTO Mael presented the "Officer at a Glance" dashboard. He stated as follows.
  - The dashboard consolidated information previously available across separate files and charts.
  - Users could search by officer name to view agency affiliation, officer identification number, and current certification status.
  - Separate sections display agency discipline and Commission discipline, with commendations expected to become available later in 2026.
  - Users could view complaint summaries where available, discipline imposed, and sustained allegations. Staff also planned to provide access to associated Commission orders within the next week.
  - An "Officer History" tab, expected within approximately one month, would display changes in certification status, rank, and agency employment over time.
- CTO Mael outlined improvements planned over the next three to six months. He stated as follows.
  - Staff would improve accessibility, including colors and screen-reader compatibility, and standardize dashboard layouts, color schemes, and filtering options.
  - Clearer titles and descriptions, a glossary, and disclosure of the filters applied to each graphic would help users understand the information presented.
  - An email feature would allow users to obtain a PDF of an individual officer's "Officer at a Glance" information.
  - Staff planned to incorporate population and demographic information to support comparisons among agencies of similar size and demographics.
- CTO Mael concluded his presentation and invited questions. Hearing none, Chair Hinkle thanked him and the earlier presenters and moved to the Model Use of Force Policy and Form.

## **6. Model Use of Force Policy and Form – Division of Police Certification Deputy Director Hall**

- Deputy Director Hall presented the revised model use-of-force reporting form dated September 23, 2026. She stated as follows.
  - Similarly to the model policy approach, the model form established the minimum information agencies needed to collect without requiring them to revamp their systems. Agencies could collect additional information.
  - Since the August Commission meeting, staff considered feedback from the MCOPA and the Attorney General's Office and incorporated certain recommendations, along with revisions approved by the MPTC's full committee on September 23.
  - In the revised form, yellow highlights indicate changes recommended by Commission staff in addition to the version from September 21. Blue highlights, which are the

ones Deputy Director Hall will walk through, indicate MPTC-approved changes stemming from the MPTC full committee meeting on September 23.

- The revised form combined race and ethnicity into one category, included “Hispanic or Latino/Latina” and “Middle Eastern or North African” options, and instructed officers to select all that applied.
- An “investigative or Terry stop” checkbox was added to the incident-type section.
- The outcome section separated protective custody from Section 12, added “release/no enforcement action” and “summons” checkboxes, and removed the redundant “none” option.
- Deputy Director Hall reiterated that the MPTC had approved the draft except for the later, staff-added yellow highlights. Staff would coordinate with the MPTC to ensure its full committee received the version approved by the Commission, which might require further MPTC consideration.
- Deputy Director Hall stated that she anticipated that the Commission would vote on the form that day.
- Deputy Director Hall invited questions and thanked Commission staff and MPTC partners for their work. Hearing no questions, Chair Hinkle proceeded to a roll-call vote on the revised model form.
- The Commissioners voted unanimously to approve the revised model use-of-force reporting form.
- Chair Hinkle thanked Deputy Director Hall and moved to the Legal Update, turning the floor over to General Counsel Randall E. Ravitz.

## **7. Legal Update – General Counsel Ravitz**

- General Counsel Ravitz presented the latest draft of proposed regulations 555 CMR 3.00 concerning agencies, officers, and conduct subject to Commission regulation. He stated as follows.
  - The proposed regulations would codify and elaborate on interpretations and policies adopted or considered by the Commission over the preceding four years.
  - Earlier drafts were presented in June and August 2026, with revisions incorporating feedback.
  - The latest revisions clarified that a person’s representation through words or conduct that they were a law enforcement officer when interacting with the public could subject them to Commission regulation.
  - Certification would be required to continue holding oneself out to the public as a law enforcement officer.
  - In the list of discrete forms of conduct that did not constitute police duties and functions, “serving process” was replaced with “delivering papers” for clarity.
  - Staff requested approval to begin the formal promulgation process, which would provide further opportunities for feedback.
  - The regulations would become final only after returning to the Commission for final approval and being properly published.
- Chair Hinkle invited questions and recognized Commissioner Calderone.
- Commissioner Calderone questioned the new proposed Section 3.08(h), calling it “broad” and asking whom it would cover and what conduct would constitute representing oneself as a law enforcement officer when interacting with the public.

- General Counsel Ravitz explained that holding oneself out as a law enforcement officer would itself constitute a police duty or function under the proposal. He stated as follows.
  - For certain members of sheriff's offices, such conduct could bring them within the statutory definition of a law enforcement officer.
  - Individuals whose certification was suspended or revoked, or who had not obtained certification, would be prohibited from holding themselves out to the public as law enforcement officers.
- Commissioner Calderone expressed concern that the provision was broad, as it did not specifically state that it referred to sheriffs and could encompass private security guards or hospital parking attendants whose appearance might be mistaken for that of police officers.
- He asked whether it could be narrowed or removed to avoid undue burdens and misinterpretation.
- General Counsel Ravitz stated that the provision could be narrowed to require an explicit representation that one was a law enforcement officer or police officer, implying that a member of the public should obey the person's directions.
- General Counsel Ravitz stated that, alternatively, the provision could be removed, leaving a list consistent with the MPTC's definition of police duties and functions and focused on significant exercises of authority over the public.
- Commissioner Calderone moved to remove the provision, reiterating that it was overly broad, particularly given security activities across the Commonwealth. He stated that he would better understand a provision directed at specific entities, such as sheriff's departments or constables engaged in law enforcement activities.
- Chair Hinkle recognized Commissioner Calderone's motion to remove the provision, and Commissioner Baker seconded it.
- Executive Director Zuniga commented in response to Commissioner Calderone's concerns. He stated as follows.
  - Staff had encountered a hospital private security force whose vehicles were marked "police," although its personnel were not POST-certified. They maintained that they did not perform police duties and functions. Staff believed that identifying themselves as police in those circumstances was inappropriate.
  - The proposed regulations sought, in part, to address entities actively representing themselves as police. Such representation was one factor that could be considered in determining whether certification was required, rather than automatically requiring certification on its own.
- Commissioner Baker acknowledged the concerns raised by Executive Director Zuniga and Commissioner Calderone. Commissioner Baker stated that while no one wanted individuals acting as police officers when they were not, the language needed to be precise and free from ambiguity.
- Commissioner Calderone reiterated that the provision was overly broad, citing hospital security personnel at the recent Brigham and Women's walkout and strike as individuals performing security functions on private premises rather than enforcing Commonwealth laws.
- He maintained that the Commission should not extend into that area and urged removal of the provision.

- Commissioner Kazarosian opposed removing the provision, emphasizing its importance in addressing suspended officers, members of sheriff's offices, or others holding themselves out as law enforcement officers without authority.
- She believed the reference to representation through words or conduct helped limit its scope but supported further narrowing the language, such as by adding "intentionally."
- Commissioner Chrispin supported keeping the provision with possible edits, emphasizing that the concern extended beyond sheriffs and security personnel to anyone presenting themselves as a police officer when they were not.
- He cautioned that removing the language without an alternative could leave concerns previously addressed by the MPTC unresolved.
- General Counsel Ravitz clarified that the provision would apply only when a person both held themselves out as a law enforcement officer and would be viewed by a reasonable person as asserting authority over another individual or entity in connection with law enforcement. He stated that individuals whose certification was suspended or revoked, or who had not been certified, should not engage in that conduct.
- Chair Hinkle invited further questions or comments on the pending motion.
- Commissioner Calderone restated his motion to remove Section 3.08(h) in its entirety. He asserted that the provision sought to expand Commission authority over private security, such as hospital security personnel, whom he considered outside the Commission's jurisdiction and the applicable definitions of law enforcement officers.
- Chair Hinkle confirmed Commissioner Calderone's motion and Commissioner Baker's second.
- Executive Director Zuniga clarified that the intent was to prevent private security personnel from representing themselves or acting as police officers, rather than to bring them into the Commission's certification system. Commissioner Calderone stated that this is not the role of the Commission.
- Chair Hinkle conducted a roll-call vote on the motion to remove Section 3.08(h). The roll call proceeded as follows:
  - Chair Hinkle – Yes
  - Commissioner Baker – Yes
  - Commissioner Bluestone – No
  - Commissioner Calderone – Yes
  - Commissioner Chrispin – No
  - Commissioner Kazarosian – No
  - Commissioner Luma – No
  - Commissioner Talley – Yes
- Chair Hinkle asked General Counsel Ravitz what happened when the vote was tied. He stated his understanding was that the motion failed, and Chair Hinkle agreed.
- Commissioner Calderone disagreed and asked whether that result followed Robert's Rules of Order. Chair Hinkle referred the question to General Counsel Ravitz.
- General Counsel Ravitz stated that it was his understanding that the motion failed and offered to provide a citation from Robert's Rules of Order. Commissioner Calderone requested clarification at a later date.
- Commissioner Luma stated her understanding was that a motion did not carry without a majority and asked Commissioner Calderone what he believed the next step should be.

- Commissioner Calderone questioned whether the draft regulations should proceed to promulgation when the Commission was evenly divided on removing the provision. He reiterated his concern that the language exceeded the Commission's authority over private security personnel and could expose the Commission and Commissioners to litigation.
- General Counsel Ravitz consulted Robert's Rules of Order, Section 4412, and stated that a motion requiring a majority failed on a tie vote because a tie was not a majority.
- Chair Hinkle agreed with that explanation.
- Commissioner Chrispin stated that the discussion focused too heavily on security personnel. He understood the provision to apply more broadly to anyone presenting themselves as a police officer, including suspended or decertified officers.
- Commissioner Calderone asked how the provision would be enforced and what consequences or penalties would apply.
- General Counsel Ravitz explained that subsection (3) listed potential Commission sanctions for performing police duties and functions without authorization.
- Commissioner Calderone questioned what authority the Commission would have over hospital security personnel accused of presenting themselves as police officers, citing an example of directing someone not to park in a particular location.
- General Counsel Ravitz explained that, if an individual were determined to be a law enforcement officer subject to the Commission's jurisdiction, the Commission could take the actions authorized by statute concerning law enforcement officers.
- Commissioner Calderone maintained that those security personnel were not law enforcement officers and expressed concern that the Commission was creating a regulation it lacked authority to enforce.
- Chair Hinkle emphasized that the anticipated vote would initiate the formal promulgation process and that these issues could be addressed before final promulgation.
- Commissioner Calderone questioned how the concerns could be resolved later if they could not be addressed at that time but indicated he would move on.
- Chair Hinkle thanked the Commissioners for their comments and acknowledged that they raised concerns requiring attention.
- Commissioner Luma explained that she voted against removal because she supported retaining the provision with more specific language. She favored revising it to address Commissioner Calderone's concerns rather than removing it entirely.
- Commissioner Bluestone agreed with Commissioner Luma that the provision should be reworded to address the legitimate concerns raised, rather than removed entirely.
- Commissioner Kazarosian moved to begin the formal promulgation process for proposed 555 CMR 3.00, and Commissioner Luma seconded the motion.
- Chair Hinkle conducted a roll-call vote on the motion. The roll call proceeded as follows:
  - Chair Hinkle – Yes
  - Commissioner Baker – Yes
  - Commissioner Bluestone – Yes
  - Commissioner Calderone – No
  - Commissioner Chrispin – Yes
  - Commissioner Kazarosian – Yes

- Commissioner Luma – Yes
- Commissioner Talley – Yes
- The motion carried by majority vote.
- Chair Hinkle asked whether General Counsel Ravitz had any additional legal matters to address, and he indicated that he did not.

#### **8. 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.

#### **9. 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, an 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 seven cases.
  - They will be considering the request to enter a voluntary decertification, suspension or disposition agreement in one case.
  - They will be considering the request to impose or revoke a suspension in one case.
  - They will be considering the request to approve a preliminary inquiry in five cases.
  - They will be considering suspension hearings in the matters of Tyraun Barboza and Tyler Goodney.
  - They will also be addressing approval of the minutes of the August 20, 2026 executive session.
- Chair Hinkle asked for a motion to enter executive session. Commissioner Baker moved to enter executive session, and Commissioner Talley 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 via email to [POSTC-comments@mass.gov](mailto:POSTC-comments@mass.gov) 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 9:55 a.m.

#### **Summary of Matters Voted on by the Commission**

- Approval of minutes of the August 20, 2026 meeting.
  - The Commission voted to approve the minutes included in the meeting packet.
- Approval of the Model Use of Force Form.
  - The Commission voted to approve the form.

- Removal of the Section 3.08(h) language from proposed regulations 555 CMR 3.00: Regulated Agencies, Officers, and Conduct
  - The Commission vote to remove the language from the proposed regulation failed.
- Approval of beginning the formal promulgation process regarding proposed regulations 555 CMR 3:00: Regulated Agencies, Officers, and Conduct
  - The Commission voted to approve the beginning of the formal promulgation process regarding the regulations.

4.



# Executive Director Report

October 15, 2026

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

# Agenda

---



1. Officer Job Status and Annual In-service Training Requirement
2. Blue Envelope Update
3. Commendations Update
4. Northeast Regional Meeting of POST directors
5. Use of Force Model Policy and Self Assessment Form

# 1. Officer Status

---



## Agencies: Update POST with Job Status

- POST and MPTC annual effort to ensure compliance with in-service training
- Agencies update training records in ACADIS; POST reads that information to send reminders and non-compliance notices
- Officers on leave (injury, medical, military, administrative) not expected to complete in-service training
- POST & MPTC reconciling officer status information
- Important to submit officer status form to POST and update training records in ACADIS

# 1. Administrative Suspensions

---



Active Officers with incomplete training records are subject to administrative suspensions

- Training Year 26 ended June 30, 2026
- Missing training may include prior years (TY22, TY23, TY24, TY25)
- Approximately 84 officers with some missing training information (22 of them doing Details only)
- Next: letter to those officers and chiefs about potential administrative suspension (last reminder)

## 2. Blue Envelope Program Update

---



POST has added a new Blue Envelope Program webpage to provide information and resources for law enforcement officers, agencies and the public.

- The program is designed to support safer and more effective communication between officers and drivers with autism during traffic stops.
- POST's role is educational. The Commission does not administer or distribute blue envelopes.

# Blue Envelope Program Update

---



## Information Available on New Webpage

- An overview of the program and how it works.
- Information about the responsibilities of the Massachusetts State Police and Registry of Motor Vehicles (RMV).
- Instructions and links for requesting a Blue Envelope online or in person.
- Additional resources from the Massachusetts State Police, RMV, and The Arc of Massachusetts.

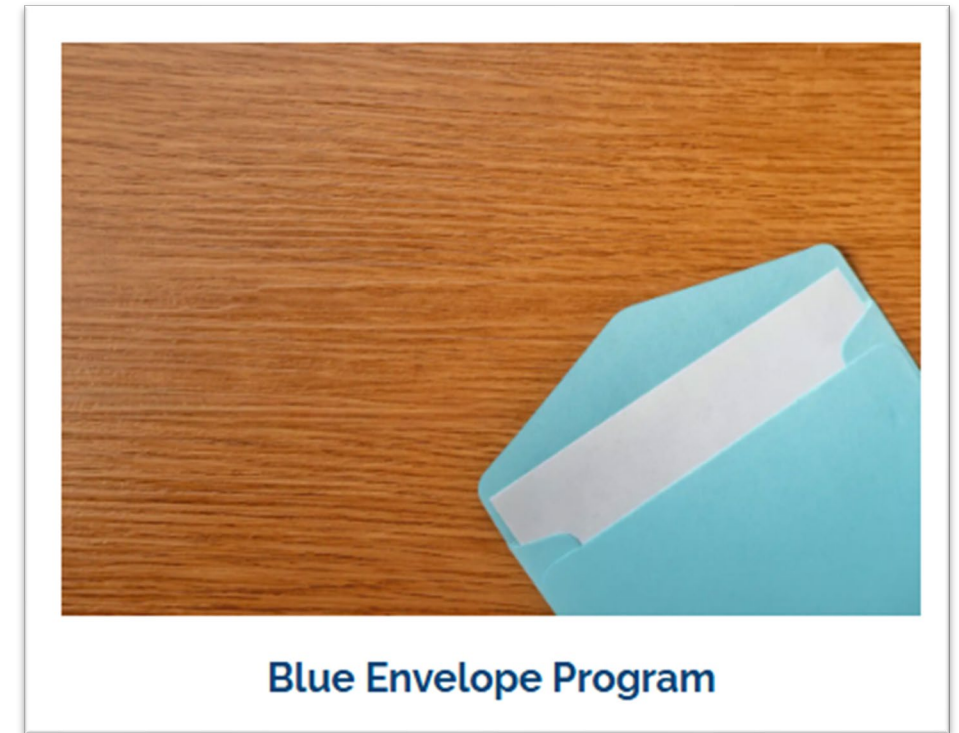
# Blue Envelope Program Update

---



## Where to Find the Information

- Website navigation: About POST → Resources for the Public & Officers → Blue Envelope Program
- Resource page: <https://mapostcommission.gov/about-post/resources/>
- Direct link: <https://mapostcommission.gov/about-post/resources/blue-envelope/>



# 3. Commendations

---



## Remaining Agencies Training & Next Steps

- Soft opening with Pilot agencies completed September
- Communication and Guidance sent October 14
- 3 training sessions for remaining agencies
  - October 20, 23 and 28
- Agencies can begin submitting information on October 26
- Enter commendations for active officers' entire career
- Agencies currently employing the officer may submit prior award from a different agency (but must obtain and submit actual letter of award)

# 3. Commendations

---



## Information to Submit to POST

- Life Saving Awards
- Merit Awards
- Bravery or Valor Awards
- Distinguished Service Awards
- Investigative Achievement
- Honorable Service
- Medical Assist
- De-escalation Efforts
- Letters of Commendation
- Letters of Recognition

# 3. Commendations

---



## Information not to submit

- Do not enter promotions, performance reviews, promotional notices, longevity awards, etc.
- Do not enter certifications (CPR Instructor, Negotiator)
- Do not enter team/unit designations (K-9, Honor Guard, SWAT)

# 4. Regional Meeting POST Directors

---



## Plan to Meet Annually

- Opportunity to discuss emerging topics and updates
- Goal of bringing additional topics for annual conference
- Updates from national association
  - Criminal History Access Act of 2026 (H.R. 8352)
  - Comparisons among states
- Multiple similarities to Maryland
- New York recent efforts to implement a Job Task Analysis (JTA)



---

Massachusetts Peace Officer Standards & Training  
POSTC-comments@mass.gov  
[www.mapostcommission.gov](http://www.mapostcommission.gov)  
617-701-8401

---

4c.



# POST/MPTC Use of Force Model Policy Update

October 15, 2026

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

# Use of Force Model Policy

---



## Pre-Deadline Steps

- **Self-Assessment - 438 “In-Scope” Agencies**
  - September 30<sup>th</sup> Deadline
- **POST Staff Outreach & Engagement**
- **Assistance from Associations**
  - MCOPA
  - MACLEA
  - MSA

# Use of Force Model Policy

---



## Post Deadline Steps & Preliminary Data

- **About 98 % Submitted Self-Assessment as of 10/7/26**
  - **About 95% of those Submitted by September 30<sup>th</sup>**
- **Targeted Outreach to Agencies**

# Use of Force Model Policy

---



## Preliminary Data – Self-Assessment

- **Accredited**
  - 55% Reported Participation in MPAC Process
    - 28% Reported Fully MPAC Accredited
  - 2% Reported CALEA Accredited
- **Consistent Question**
  - 93% of Agencies Answered “Yes”

# Use of Force Model Policy

---



## Preliminary Data – Self-Assessment

- **Consistent with Qualifier**
  - 5% of 93% Who Reported Consistent Had Qualifier (21 Agencies)
- **Not Yet Consistent and In Progress**
  - 7% Reported Not Yet Consistent (29 Agencies)

# Use of Force Model Policy

---



## Next Steps

- **Further Targeted Outreach**
- **Goal of Compliance**



---

Massachusetts Peace Officer Standards & Training  
POSTC-comments@mass.gov  
[www.mapostcommission.gov](http://www.mapostcommission.gov)  
617-701-8401

---

5.

# Finance & Administrative Update



# FY27 Activity



23% of Budget Committed

| <b>Treasurer's Report: FY27 Q1</b>               |           |              |              |               |                        |
|--------------------------------------------------|-----------|--------------|--------------|---------------|------------------------|
|                                                  | FY27 SP   | SEPTEMBER    |              |               | ANNUAL                 |
|                                                  | BUDGET    | YTD EXPENDED | YTD INCURRED | YTD COMMITTED | PROJECTED EXPEND TOTAL |
| EMPLOYEE COMPENSATION (AA) TOTAL                 | 6,791,363 | 1,422,392    | -            | 1,422,392     | 6,814,784              |
| EMPLOYEE TRAVEL (BB) TOTAL                       | 38,650    | 5,057        | -            | 5,057         | 42,326                 |
| CONTRACT EMPLOYEES (CC) TOTAL                    | 109,000   | 44,470       | -            | 44,470        | 117,825                |
| PAYROLL TAX/FRINGE (DD) TOTAL                    | 155,183   | 32,128       | -            | 32,128        | 152,921                |
| OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL | 98,677    | 11,935       | 36,768       | 48,703        | 98,053                 |
| FACILITY OPERATIONS (FF) TOTAL                   | 19,000    | 1,786        | 4,503        | 6,290         | 6,290                  |
| OFFICE SPACE LEASE (GG) TOTAL                    | 645,039   | 158,050      | -            | 158,050       | 645,039                |
| CONSULTANTS/LEGAL SERVICES (HH) TOTAL            | 118,000   | -            | -            | 0             | 103,000                |
| SUPPORT/AUXILIARY SERVICES (JJ) TOTAL            | 37,070    | 3,552        | 16,200       | 19,752        | 36,752                 |
| OFFICE FURNITURE/FIXTURES/EQUIPMENT (KK) TOTAL   | 2,970     | -            | -            | -             | 2,970                  |
| OFFICE EQUIPMENT LEASE (LL) TOTAL                | 3,410     | 538          | 681          | 1,220         | 1,220                  |
| OFFICE MAINTENANCE/REPAIRS (NN) TOTAL            | 8,288     | 121          | 375          | 496           | 8,184                  |
| INFORMATION TECHNOLOGY (UU) TOTAL                | 803,019   | 46,211       | 229,510      | 275,721       | 716,571                |
| Grand Total :                                    | 8,829,669 | 1,726,242    | 288,038      | 2,014,279     | 8,745,936              |

# FY27 Activity

---

## Human Resource Update



- Open/Posted Positions:
  - Compliance Agent (backfill) – *Offer in hand*
  - Paralegal/Hearings Administrator (backfill) – *Resume review*
  - Intake Coordinator – *Resume review*
  - Deputy Director, LEA Audits – *Finalizing job description*
- Headcount: **52**

# FY27 Activity

---

## COOP/IT DRP Development



- Hagerty Consulting – Experts in emergency and risk management
- Core Stakeholder Team
- Four-Phase Plan over 24-week period
  - Project Management
  - COOP Development
  - IT DRP Development
  - Training and Exercise
- Periodic Updates

# FY28 Budget Development

---



## Governor's Budget to be Filed January 27<sup>th</sup>

- Developing “Maintenance” Budget
  - Usually due to ANF by last week of October
  - Expecting tight fiscal environment
  - Slower growth (~2%); Awaiting fiscal guidance
- Treasurer & Executive Director Briefing
- More detail provided in December





## MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

### MEMO

**TO:** Commissioners  
**FROM:** Finance & Administration  
**CC:** Enrique Zuniga  
**DATE:** October 15, 2026  
**RE:** FY27 Q1 Update

---

#### **FY27 Q1**

September 30<sup>th</sup> closed the first quarter of the new fiscal year. As expected, payroll is forecasting slightly over budget (<1%). All but a small portion of the information technology category is projected as being spent for the fiscal year. Roughly \$86K is available for unplanned fixes and maintenance (see attached *Treasurer's Report: FY27 Q1*).

- Approximately 23% of the Commission's budget is committed through September. With a target of 25%, the Commission is on track right out of the gate.
- Now in its fifth year of operation and getting closer to reaching its targeted headcount of 56, POST will no longer realize the vast payroll savings like it did in years past. The stabilization of staffing levels means fewer positions remaining to be filled. Payroll is slightly over projections at this early stage in the fiscal year. Expect this estimate to right-size as the months ensue and positions are filled. The second quarter will provide us with a clearer outlook as we continue to update our forecasts.
- Projections in the IT category are under budget by almost 11%, as not all funding has been allocated for the entire year. Developments in AI will most likely include a document management system. The project is difficult to estimate, but by January we expect to have a better idea of the one-time development costs and any ensuing maintenance. If necessary, IT can repurpose funds intended for projects with less priority, or split complex projects across multiple fiscal years.

#### **Hiring Status**

At the end of September POST totaled 52 employees. An accepted offer is currently in hand for the Compliance Agent position which was vacated in early August. The Paralegal/Hearings Administrator and sixth Intake Coordinator positions are undergoing resume reviews at this time. We expect to start scheduling hearings very soon. Lastly, we are closer to refining the job description for the Deputy Director of LEA Audits, in time for Fall posting.

#### **FY28 Budget Development**

POST has been preparing its FY28 budget submission to ANF. While we have not received official guidance from ANF just yet, we expect restricted growth parameters for FY28, as we did in FY27. F&A will be meeting with the Treasurer and Executive Director this month to discuss outlook and options. Submissions to ANF are usually due towards the end of October.

# Treasurer's Report: FY27 Q1

|                                                  | FY27 SP   | SEPTEMBER       |                 |                  | ANNUAL                       |
|--------------------------------------------------|-----------|-----------------|-----------------|------------------|------------------------------|
|                                                  | BUDGET    | YTD<br>EXPENDED | YTD<br>INCURRED | YTD<br>COMMITTED | PROJECTED<br>EXPEND<br>TOTAL |
| EMPLOYEE COMPENSATION (AA) TOTAL                 | 6,791,363 | 1,422,392       | -               | 1,422,392        | 6,814,784                    |
| EMPLOYEE TRAVEL (BB) TOTAL                       | 38,650    | 5,057           | -               | 5,057            | 42,326                       |
| CONTRACT EMPLOYEES (CC) TOTAL                    | 109,000   | 44,470          | -               | 44,470           | 117,825                      |
| PAYROLL TAX/FRINGE (DD) TOTAL                    | 155,183   | 32,128          | -               | 32,128           | 152,921                      |
| OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL | 98,677    | 11,935          | 36,768          | 48,703           | 98,053                       |
| FACILITY OPERATIONS (FF) TOTAL                   | 19,000    | 1,786           | 4,503           | 6,290            | 6,290                        |
| OFFICE SPACE LEASE (GG) TOTAL                    | 645,039   | 158,050         | -               | 158,050          | 645,039                      |
| CONSULTANTS/LEGAL SERVICES (HH) TOTAL            | 118,000   | -               | -               | 0                | 103,000                      |
| SUPPORT/AUXILIARY SERVICES (JJ) TOTAL            | 37,070    | 3,552           | 16,200          | 19,752           | 36,752                       |
| OFFICE FURNITURE/FIXTURES/EQUIPMENT (KK) TOTAL   | 2,970     | -               | -               | -                | 2,970                        |
| OFFICE EQUIPMENT LEASE (LL) TOTAL                | 3,410     | 538             | 681             | 1,220            | 1,220                        |
| OFFICE MAINTENANCE/REPAIRS (NN) TOTAL            | 8,288     | 121             | 375             | 496              | 8,184                        |
| INFORMATION TECHNOLOGY (UU) TOTAL                | 803,019   | 46,211          | 229,510         | 275,721          | 716,571                      |
| Grand Total :                                    | 8,829,669 | 1,726,242       | 288,038         | 2,014,279        | 8,745,936                    |