

MASSACHUSETTS PEACE OFFICER STANDARDS AND TRAINING COMMISSION

**REQUIREMENTS AND PLAN FOR RECERTIFICATION
OF CERTAIN LAW ENFORCEMENT OFFICERS
(Approved on March 16, 2022)**

The Peace Officer Standards and Training Commission hereby adopts this plan for recertifying, as law enforcement officers, those individuals who were automatically certified for a limited time through An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth, St. 2020, c. 253, § 102. Under the Act, such certifications will expire: on July 1, 2022 for officers with last names beginning with letters A through H; on July 1, 2023 for officers with last names beginning with letters I through P; and on July 1, 2024 for officers with last names beginning with letters Q through Z. Id. The Act further provides that the Commission may “not issue a certificate to an applicant who” “does not meet [certain] minimum standards,” and it may “not recertify any person as a law enforcement officer unless [it] certifies that the applicant for recertification continues to satisfy [such] requirements.” M.G.L. c. 6E, § 4, added by St. 2020, c. 253, § 30. This Plan provides a mechanism for determining whether officers continue to satisfy such requirements, and for renewing their certifications where appropriate. It applies only to officers who were automatically certified under the Act and are coming before the Commission for recertification for the first time.

I. KEY STATUTORY PROVISIONS

M.G.L. c. 6, § 116

...
The [Municipal Police Training Committee (“MPTC”)] and the division of police certification established in [M.G.L. c. 6E, § 4] shall jointly establish minimum certification standards for all officers, pursuant to [M.G.L. c. 6E, § 4].
....

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:

- ...
- (2) establish, jointly with the [MPTC] established in [M.G.L. c. 6, § 116], minimum officer certification standards pursuant to [M.G.L. c. 6E, § 4];
 - (3) certify qualified applicants;
 - (4) deny an application or limit, condition, restrict, revoke or suspend a certification, or fine a person certified for any cause that the commission deems reasonable;
- ...

(6) establish, in consultation with the [MPTC] established in [M.G.L. c. 6, § 116], minimum agency certification standards pursuant to [M.G.L. c. 6E, § 5];

(7) certify qualified agencies;

(8) withhold, suspend or revoke certification of agencies;

(9) conduct audits and investigations pursuant to [M.G.L. c. 6E, § 8];

...

(21) demand access to and inspect, examine, photocopy and audit all papers, books and records of any law enforcement agency;

...

(23) restrict, suspend or revoke certifications issued under [M.G.L. c. 6E]; [and]

...

(28) adopt, amend or repeal regulations in accordance with [M.G.L. c. 30A] for the implementation, administration and enforcement of [M.G.L. c. 6E], including, but not limited to, regulations:

...

(ii) determining whether an applicant has met the standards for certification; [and]

...

(iv) establishing a physical and psychological fitness evaluation pursuant to [M.G.L. c. 6E, § 4] that measures said fitness to ensure officers are able to perform essential job duties

....

M.G.L. c. 6E, § 4

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

...

(f)(1) The division of police certification and the [MPTC] established in [M.G.L. c. 6, § 116] shall jointly establish minimum certification standards for all officers that shall include, but not be limited to:

- (i) attaining the age of 21;
- (ii) successful completion of a high school education or equivalent, as determined by the commission;
- (iii) successful completion of the basic training program approved by the [MPTC];
- (iv) successful completion of a physical and psychological fitness evaluation approved by the commission;
- (v) successful completion of a state and national background check, including, but not limited to, fingerprinting and a full employment history; provided, that if the applicant has been previously employed in law enforcement in any state or United States territory or by the federal government, the applicant's full employment record, including complaints and discipline, shall be evaluated in the background check;
- (vi) passage of an examination approved by the commission;
- (vii) possession of current first aid and cardiopulmonary resuscitation certificates or equivalent, as determined by the commission;
- (viii) successful completion of an oral interview administered by the commission; and
- (ix) being of good moral character and fit for employment in law enforcement, as determined by the commission.

[(f)](2) The commission shall not issue a certificate to an applicant who:

- (i) does not meet the minimum standards enumerated in [M.G.L. c. 6E, § 4(f)(1)] or the regulations of the commission;
- (ii) has been convicted of a felony or whose name is listed in the national decertification index or the database of decertified law enforcement officers maintained by the commission pursuant to [M.G.L. c. 6E, § 13(a)(i)]; or
- (iii) while previously employed in law enforcement in any state or United States territory or by the federal government, would have had their certification revoked by the commission if employed by an agency in the commonwealth.

[(f)](3) The commission may issue a certificate to a qualified applicant consistent with the provisions of this [M.G.L. c. 6E]. The commission shall determine the

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

[f](4) An officer shall remain in compliance with the requirements of [M.G.L. c. 6E] and all rules and regulations promulgated by the commission for the duration of their employment as an officer.

...

(i) Each certified law enforcement officer shall apply for renewal of certification prior to its date of expiration as prescribed by the commission. The commission shall not recertify any person as a law enforcement officer unless the commission certifies that the applicant for recertification continues to satisfy the requirements of [M.G.L. c. 6E, § 4(f)].

....

M.G.L. c. 6E, § 5

...

(b) The division of police certification in consultation with the [MPTC] established in [M.G.L. c. 6, § 116], and subject to the approval of the commission, shall establish minimum certification standards for all law enforcement agencies that shall include, but shall not be limited to, the establishment and implementation of agency policies regarding:

- (i) use of force and reporting of use of force;
- (ii) officer code of conduct;
- (iii) officer response procedures;
- (iv) criminal investigation procedures;
- (v) juvenile operations;
- (vi) internal affairs and officer complaint investigation procedures;
- (vii) detainee transportation; and
- (viii) collection and preservation of evidence.

(c) An agency shall remain in compliance with the requirements of this [M.G.L. c. 6E] and all rules and regulations promulgated by the commission.

M.G.L. c. 6E, § 9

...

(b) The commission shall administratively suspend the certification of an officer who fails to complete in-service training requirements of the commission within 90 days of the deadline imposed by the commission; provided, however, that the commission may promulgate reasonable exemptions to this subsection, including, but not limited to, exemptions for: (1) injury or physical disability; (2) a leave of absence; or (3) other documented hardship. The commission shall reinstate the certification of an officer suspended pursuant to this subsection upon completion of the in-service training requirements of the commission.

St. 2020, c. 253, § 102

(a) Notwithstanding [M.G.L. c. 6E, § 4], a law enforcement officer, as defined in [M.G.L. c. 6E, § 1], who has completed an academy or training program certified by the [MPTC] or the training programs prescribed by [M.G.L. c. 22] on or before the effective date of this section[, July 1, 2021,] and is appointed as a law enforcement officer as of the effective date of this section, shall be certified as of the effective date of this section. Notwithstanding [M.G.L. c. 6E, § 4] or the preceding sentence, a law enforcement officer, as defined in [M.G.L. c. 6E, § 1], who has completed an academy or training program certified by the [MPTC] or the training programs prescribed by [M.G.L. c. 22C] on or before December 1, 2021, and is appointed as a law enforcement officer as of December 1, 2021, shall be certified as of the effective date of this section. No officer who is certified pursuant to this section shall be required to complete or repeat a basic training program if such officer previously completed a basic training program provided or approved by the [MPTC] or its predecessor, the criminal justice training council or received previous basic training that the [MPTC] deems equivalent to Massachusetts training standards.

(b) All law enforcement officers who have completed a reserve training program on or before the effective date of this section shall be certified as of the effective date of this section. Prior to the expiration of that certification, the officer shall complete additional training as required by the [MPTC].

...

(d) The certification of a law enforcement officer who has graduated from an academy or training program certified by the [MPTC] or the training programs prescribed by said [M.G.L. c. 22C] who is certified as a result of this section and whose last names begin with: (i) A to H, inclusive, shall expire 1 year after the effective date of this section; (ii) I to P, inclusive, shall expire 2 years after the effective date of this section; and (iii) Q to Z, inclusive, shall expire 3 years after the effective date of this section.

II. STATEMENT OF POLICIES AND PRINCIPLES

The Commission declares as follows.

1. The Commission is committed to acting in accordance with the letter and spirit of An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth, St. 2020, c. 253, and satisfying the expectations of the Massachusetts Legislature.
2. Chapter 6E of the General Laws reflects certain competing goals that need to be balanced and harmonized. The first is ensuring that the Commission has the authority to develop, with input from others where appropriate, comprehensive standards that will ensure that officers are fit for duty. See M.G.L. 6, § 116; c. 6E, §§ 3(a), 4. The second is having a very large number of officers certified in a short amount of time. See 2020, c. 253, § 102. The third is achieving consistency and uniformity in the standards applied to law enforcement officers. See M.G.L. c. 6E, §§ 4(a)(1), 4(f)(1); cf. M.G.L. c. 6E, § 3(a)(28)(iii) (similar, as to disciplinary regulations). The fourth is evaluating officers on an individualized basis. See M.G.L. c. 6E, §§ 3(a), 4.
3. Section 4(f)(1) of Chapter 6E sets forth “minimum certification standards.” The Commission is not statutorily *required* to certify an officer who meets those minimum standards in M.G.L. c. 6E, § 4(f)(1); that is, the statute does not grant an officer who satisfies those standards an *entitlement* to certification. See M.G.L. c. 6E, § 4. Moreover, additional standards may be set by the Commission and the MPTC acting jointly. See M.G.L. c. 6, § 116; c. 6E, §§ 3(a)(2), (f)(1). Or, they may be set by the Commission alone. See M.G.L. c. 6E, §§ 3(a), 4(a)(1).
4. An appropriate additional standard is one that requires completion of all required in-service training in order for an officer to be recertified without any limitation, condition, restriction, or suspension. That will help ensure that officers satisfy their training obligations, and enhance the skills and knowledge of those who protect the populace.
5. Neither the requirements for certification, nor a decision not to recertify, is intended to be punitive in nature.
6. Rather, such requirements and decisions are intended to ensure that members of our communities are protected and treated properly, to help each law enforcement agency maintain a corps of qualified officers, to further the interests and welfare of individual officers, and to generally promote the public interest.
7. Where an officer’s failure to satisfy a standard does not necessitate that the officer be removed from the ranks of law enforcement, it is preferable that the officer receive assistance so that the officer may reach a level of fitness for service.
8. Declining to recertify an officer whose certification has expired is materially different from decertifying an officer—that is, revoking the officer’s certification. M.G.L. c. 6E, §§ 1, 3(a), 4(i), 10. Thus, the mere fact that an officer has not been recertified would not expose the officer to the various consequences of decertification. See M.G.L. c. 6E, §§ 4(d), (f)(2), 4(h), 8(e), 10(g), 11, 13(a), 13(b), 16.

9. While it might not be practicable to conduct extensive, individualized evaluations of each officer, based on a series of criteria, within the time provided by St. 2020, c. 253, § 102(d), the Commission can and should be informed about officers as to whom agencies have developed significant concerns.
10. At the same time, where those concerns relate to whether an officer is “of good moral character and fit for employment in law enforcement,” M.G.L. c. 6E, § 4(f)(1)(ix), and thus involve subjective assessments, it is important to ensure that the agency’s concerns are substantiated, that the officer has an opportunity to respond, and that the positions of both are given due consideration.
11. Officers have not been provided with extensive notice of the need for recertification, as St. 2020, c. 253 was enacted on December 31, 2020. And those whose certifications are set to expire on July 1, 2022 will not have had a great deal of notice as to any standards adopted by the Commission before their expiration date arrives.
12. Some officers may understandably face challenges in achieving a certain level of fitness, and it may require significant time and effort for them to do so.
13. While the Legislature’s design of a staggered certification system through St. 2020, c. 253, § 102 was understandable and beneficial in certain ways, it would be inequitable to require some officers to achieve a certain level of fitness by July 1, 2022 while allowing other officers until July 1, 2024 in which to do so.
14. The Commission is dedicated to continuing to raise the level of fitness and professionalism among officers over time.
15. The above goal will be best achieved through a careful process that incorporates input from the MPTC, law enforcement officers, other stakeholders, experts, and members of the public, and that accounts for considerations such as the terms of collective bargaining agreements.
16. The process of continuing to develop standards will benefit from the gathering of information regarding the practices and experiences of individual agencies.
17. Requiring agencies to contribute in certain ways to the development of standards, and to the implementation of the recertification process, will enable the Commission to utilize their expertise, will enable agencies to tailor plans based on their own needs, and will promote efficiency through the division of labor.
18. In order to be most effective, the Commission aims to adopt a plan that will provide for flexibility, and it reserves the ability to exercise the full range of the broad powers granted to it by law.

III. RECERTIFICATION PLAN AND STANDARDS

The Commission adopts the following plan for recertifying officers.

A. General Provisions

1. In order to be recertified without limitation, condition, restriction, or suspension, an officer must satisfy all standards under Sections III.B and III.C below. See M.G.L. c. 6E, §§ 3(a), 4.
2. The Commission hereby “certifies that,” where the standards set forth in Section III.B below are met, an officer “continues to satisfy the requirements of [M.G.L. c. 6E, § 4(f)].” M.G.L. c. 6E, § 4(i).
3. In all cases, the Commission reserves the ability to exercise its power to “deny an application or limit, condition, restrict, revoke or suspend a certification.” M.G.L. c. 6E, § 3(a).
4. Unless the Commission exercises the power referenced in Section III.A.3 directly above, an officer who satisfies the standards of Sections III.A and III.B below may be recertified as a law enforcement officer. See M.G.L. c. 6E, §§ 3(a), 4, 9(b), 10(d).
5. In any instance where an employing agency makes a report to the Commission pursuant to this Plan, the Commission will exercise its authority and discretion to determine the action to be taken. See M.G.L. c. 6E, §§ 3(a), 4, 9(b), 10(d).
6. The Commission authorizes the Executive Director or the Executive Director’s designee to develop a form attestation as to any standard requiring an attestation, and to take all other administrative steps necessary to implement this Plan. See M.G.L. c. 6E, §§ 2(g), 2(h), 3(a), 4.
7. At any time, in its discretion, the Commission may withdraw, revise, suspend, or reinstate any provision of this Plan, or any recertification, status, or action effected hereunder. See M.G.L. c. 6E, §§ 3(a), 4.

B. Certification Requirements of M.G.L. c. 6E, § 4(f)

1. **Standard (i): “attaining the age of 21”**
 - a. This standard will be deemed satisfied if the officer’s employing agency or the MPTC attests that it was satisfied at any point in time before the expiration of the officer’s certification.
2. **Standard (ii): “successful completion of a high school education or equivalent, as determined by the commission”**

- a. This standard will be deemed satisfied if the officer’s employing agency or the MPTC attests that it was satisfied at any point in time before the expiration of the officer’s certification.

3. **Standard (iii): “successful completion of the basic training program approved by the [MPTC]”**

- a. This standard will be deemed satisfied if the officer’s employing agency or the MPTC attests that it was satisfied at any point in time before the expiration of the officer’s certification.

4. **Standard (iv): “successful completion of a physical and psychological fitness evaluation approved by the commission”**

- a. Until July 1, 2024, this standard will be deemed satisfied where the officer successfully completed a physical and psychological fitness evaluation that the MPTC found acceptable in approving the officer’s admission to or graduation from “an academy or training program certified by the [MPTC] or the training programs prescribed by [M.G.L. c. 22C],” St. 2020, c. 253, § 102.
- b. If an employing agency head concludes that an officer is not “able to perform essential job duties,” M.G.L. c. 6E, § 3(a)(28)(iv), the employing agency head must make a written report regarding that conclusion to the Commission. See M.G.L. c. 6E, § 3(a).
- c. For these purposes, “essential job duties” means the actual, and primary or dominant, duties of a law enforcement officer who holds the specific position in which the individual serves. Cf. St. 2020, c. 253, § 51 (inserting M.G.L. c. 22C, § 10A, which provides in part that “[t]he [State Police cadet] qualifying examination shall fairly test the applicant’s knowledge, skills and abilities that can be fairly and reliably measured and that are actually required to perform the primary or dominant duties of the position of state police cadet”), § 108(c) (charging new commission with, inter alia, “study[ing] the feasibility and benefits of establishing” “a statewide law enforcement officer cadet program,” and “proposed standards, including form, method and subject matter, for a qualifying examination which shall fairly test the applicant’s knowledge, skill and abilities that can be fairly and reliably measured and that are actually required to perform the primary or dominant duties of a law enforcement cadet”).
- d. Where such a report is made, unless the Commission otherwise directs, the employing agency will be required to develop a plan

with the goal of enabling the officer “to perform essential job duties,” M.G.L. c. 6E, § 3(a)(28)(iv), which plan shall be treated as a form of in-service training, subject to the provisions of M.G.L. c. 6E, § 9(b). See M.G.L. c. 6E, § 3(a).

- e. Any such plan shall be designed and implemented with the goal of assisting the officer in attaining the requisite level of fitness and shall not have punitive elements.
- f. The Commission will continue developing an evaluation of physical and psychological fitness, through the formal promulgation of sections of the Code of Massachusetts Regulations or otherwise.
- g. The Commission, in consultation with the MPTC, will also explore the development of standards for agency certification that require certain measures relative to the physical and psychological fitness of officers. See M.G.L. c. 6E, §§ 3(a), 5(b), 5(c).
- h. Agencies are not precluded from developing their own standards or training requirements separate from the certification process.
- i. The Executive Director shall be authorized to require agencies to provide the Commission with information concerning their current and past practices with respect to physical or psychological evaluations. See M.G.L. c. 6E, §§ 3(a), 5(b), 5(c).

5. Standard (v): “successful completion of a state and national background check . . .”

- a. This standard will be deemed satisfied if all of the following criteria are met.
 - i. The employing agency attests that such background check of the type described in M.G.L. c. 6E, § 4(f)(1)(v) was successfully completed at any point in time before the expiration of the officer’s certification.
 - ii. The employing agency has provided all information regarding the officer’s discipline that the Commission required it to submit, prior to the expiration of the officer’s certification. See St. 2020, c. 253, § 99.
 - iii. The employing agency attests to certain key facts regarding the officer’s background including that:

- (A) The officer has not been “been convicted of a felony,” M.G.L. c. 6E, § 4(f)(2)(ii);
- (B) The officer’s “name is [not] listed in the national decertification index or [any] database of decertified law enforcement officers maintained by the commission pursuant to [M.G.L. c. 6E, § 13(a)(i)],” M.G.L. c. 6E, § 4(f)(2)(ii); and
- (C) After conducting due diligence, mindful of the terms of M.G.L. c. 6E, the attester has not concluded that, if the officer was “previously employed in law enforcement in any state or United States territory or by the federal government,” the officer “would have had their certification revoked by the commission if employed by an agency in the commonwealth,” M.G.L. c. 6E, § 4(f)(2)(iii); see also M.G.L. c. 6E, § 10(a).

iv. The Commission does not discern any basis, within information it has received, for finding the standard unmet.

6. Standard (vi): “passage of an examination approved by the commission”

- a. This standard will be deemed satisfied if the officer’s employing agency or the MPTC attests that it was satisfied at any point in time before the expiration of the officer’s certification.

7. Standard (vii): “possession of current first aid and cardiopulmonary resuscitation certificates or equivalent, as determined by the commission”

- a. This standard will be deemed satisfied if the officer’s employing agency or the MPTC submits an attestation stating that the officer currently possesses such certificates or the equivalent.

8. Standard (viii): “successful completion of an oral interview administered by the commission”

- a. The Commission shall develop a reasonable set of questions to be asked, or topics to be discussed, with each officer.
- b. Each employing agency shall develop a system to ensure that a supervisor conducts an interview covering such questions or topics with each officer.

- c. Each employing agency head shall arrange for him/herself to be interviewed in the same manner by an appropriate appointing authority.
- d. Each employing agency head and appointing authority shall make a written report to the Commission where an interview raises significant questions about whether an officer fails to satisfy any standard for recertification.
- e. Where no such report is made, this standard will be deemed satisfied.
- f. The Commission reserves the ability to further refine such interviews in the future, through the formal promulgation of sections of the Code of Massachusetts Regulations or otherwise. See M.G.L. c. 6E, §§ 3(a), 4.
- g. Agencies are not precluded from asking additional questions, or conducting additional interviews or evaluations, separate from the certification process.

9. **Standard (ix): “being of good moral character and fit for employment in law enforcement, as determined by the commission”**

- a. In an assessment of “good moral character,” it is appropriate to take into account whether an officer presently exhibits morality, integrity, candor, forthrightness, trustworthiness, attention to duty, self-restraint, and an appreciation of the distinctions between right and wrong in the conduct of people toward each other.
- b. Each employing agency head and appointing authority shall make a written report to the Commission where, for any reason, it does not attest that an officer is “of moral character and fit for employment in law enforcement,” M.G.L. c. 6E, § 4(f)(1)(ix), or it has significant concerns about the officer’s character and fitness.
- c. Any such written report must be substantiated with an explanation for the agency’s declining to make such an attestation, or its possession of concerns. The report must be sufficient to permit the Commission to understand and evaluate the basis for the agency’s action and conclusions.
- d. Where such a report is submitted to the Commission, the officer at issue will be given an adequate opportunity to respond. Both the report and the response will be given due consideration, in

accordance with protocols adopted by the Commission or, where there are no such protocols, then adopted by the Executive Director.

- e. Where no such report is made, and the employing agency attests that the officer currently possesses “good moral character and fitness for employment in law enforcement,” M.G.L. c. 6E, § 4(f)(1)(ix), this standard will be deemed satisfied.

C. In-service Training Requirements

1. In order to receive a recertification free of any limitation, condition, restriction, or suspension, an officer must have completed, in advance of the expiration of the officer’s initial certification, all in-service training that the officer was required to complete by that point.
2. The Commission adopts the standard that appears in Section III.C.1 directly above pursuant to M.G.L. c. 6E, §§ 3(a) and 4(a)(1). That standard is separate from, and additional to, those that must be satisfied for certification and recertification under M.G.L. c. 6E, §§ 3(a)(2), 4(f), and 4(i).
3. For purposes of this Plan, the additional training mandated by St. 2020, c. 253, § 102(b) should be understood to constitute a form of in-service training.
4. Except in circumstances as to which Section III.D below applies, where the standard in Section III.C.1 above is not satisfied, the Executive Director, or the Executive Director’s designee, shall determine whether the officer’s recertification shall be limited, conditioned, restricted, or denied, and the nature of any conditions, limitations, or restrictions. See M.G.L. c. 6E, §§ 2(g), 2(h), 3(a), 4(a)(1), 9(b).
5. Nothing herein shall be construed to preclude the Commission’s ordering retraining for an officer where warranted. See M.G.L. c. 6E, §§ 3(a), 10(d)-(f).

D. Authorization of Conditional Recertification for Certain Law Enforcement Officers Who Are Unable to Complete In-service or Supplemental Training Due to Documented Hardship

1. Where an individual is unable to satisfy the in-service training requirements referenced in Section III.C above due to certain documented hardship, the individual may be conditionally recertified as a law enforcement officer and receive a temporary exemption from the

administrative-suspension provisions of M.G.L. c. 6E, § 9(b). See M.G.L. c. 6E, §§ 3(a), 4, 9(b).

2. An individual will be eligible for such a conditional recertification and temporary exemption if:
 - a. The individual was automatically certified as a law enforcement officer pursuant to St. 2020, c. 253, § 102;
 - b. The individual applies to the officer's employing agency for such a conditional recertification and temporary exemption;
 - c. The individual provides documentation to the employing agency that sufficiently establishes that the individual is unable to complete required in-service training due to a circumstance listed in Subsection III.D.4, below;
 - d. The individual otherwise meets all qualifications for recertification; and
 - e. The individual's employing agency certifies that the individual meets the criteria for a conditional recertification and temporary exemption described herein. See M.G.L. c. 6E, §§ 3(a), 4, 9(b).
3. Such a recertification and temporary exemption will be subject to the following conditions:
 - a. The individual must complete the required training before the expiration of an extension afforded under Subsection III.D.4 below; and
 - b. The officer's employing agency may decide to limit the powers and duties of the officer while that officer's recertification remains conditional, based on an exercise of sound discretion that takes into account, at a minimum, the officer's experience and qualifications, the needs of the agency and the communities that it serves, and the safety and interests of the public. See M.G.L. c. 6E, §§ 3(a), 4, 5(c), 9(b).
4. Extensions of time may be afforded according to the following terms, based on a proposal by the MPTC:
 - a. Military leave: 90 days after the military leave ends;
 - b. Injured-on-duty leave under M.G.L. c. 41, § 111F: 90 days after the injury leave ends;

- c. Workers' compensation leave: 90 days after the workers' compensation leave ends;
 - d. Chemotherapy/radiation treatment: 90 days after the medical leave related to chemotherapy/radiation treatment ends;
 - e. Parental leave, including pregnancy, maternity, paternity, and adoption leave: 90 days after the leave ends;
 - f. Family and Medical Leave Act leave / Paid Family and Medical Leave: 90 days after the leave ends; and
 - g. Emergency exigencies approved by majority vote of the Commission: 90 days or such other period as the Commission in its discretion decides.
 - h. Any extension that has not ended by five years after the original deadline shall lapse and application for reinstatement shall be required.
5. Where an individual fails to satisfy all training requirements before the expiration of an extension, the previously granted temporary exemption will end, and the individual will be subject to the provisions of M.G.L. c. 6E, § 9(b), with the date on which the extension expired being treated as the "deadline imposed by the commission" to "complete in-service training requirements of the commission."
6. If the conditional status of an individual's recertification, and an individual's temporary exemption from the administrative-suspension provisions of M.G.L. c. 6E, § 9(b), are based solely on the individual's inability to satisfy a training requirement described herein, such status and exemption shall automatically end upon the individual's completion of the required training. See M.G.L. c. 6E, §§ 3(a), 4, 9(b).