

2024 ANNUAL REPORT



GOVERNOR

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MISSION AND GOALS

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 INCLUDE

- 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

2024: A Year of Milestones

My fellow commissioners join me in commending POST Staff for their accomplishments this year. Our report describes POST's accomplishments in Calendar Year 2024 and summarizes activities anticipated in Calendar Year 2025. Our report also provides statutory reporting data for Fiscal Year 2024 (July 1, 2023 – June 30, 2024).

POST's mission is to improve policing and enhance public confidence in law enforcement. In 2024, we continued making significant progress in fulfilling our mission while also meeting key obligations and deadlines set forth in the statute. We certified and recertified thousands of officers, initiated or resolved dozens of disciplinary cases, promulgated auditing regulations, expanded staff capacity, and we made significant technological enhancements, which included launching a new website.

POST receives complaints from the public and incident reports from law enforcement agencies on a regular basis. Our staff reviews each of those reports as part of our commitment to answering every member of the public who submits a complaint. We rely on law enforcement agencies to investigate many of those complaints, and we collaborate with those agencies to bring cases to the Commission and/or publish the relevant disciplinary information.

In 2024, we recertified 5,951 officers with last names Q-Z and certified 2,193 police academy graduates. To prepare for the second round of recertification (officers with last names A-H in July 2025, previously recertified in 2022), the Commission formed a Certification Policy Subcommittee. Between February and December 2024, the Subcommittee met eight times to review public comments, consider recertification modifications, and explore approaches to assess officers' character, physical fitness and behavioral health.

Looking ahead to 2025, we anticipate that the number of cases brought before the Commission will increase. We will continue to advance policies and standards related to law enforcement agency certification, standardized use of force reporting and more. To support our increasing workload, we anticipate that POST will continue to grow, much as it did in 2024 when it increased from 37 to 49 staff members. To that end, the budget request for Fiscal Year 2026 includes funding for an additional seven employees.

We remain committed to fulfilling the mission of police reform, strengthening policing in Massachusetts and fostering public trust in law enforcement.

Margaret R. Hinkle

Margaret R. Hinkle
Chair, POST Commission

POST COMMISSIONERS

The nine-member Commission is made up of appointees of the Governor, Attorney General and both. The Commission consists of three law enforcement officers and six civilians. It is diverse in terms of gender, race, geography, party affiliation and background.

Commissioners have 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, the commissioners cannot hold or be a candidate for elected office, hold an appointed office in government or serve as an official in a political party. No more than seven commissioners shall be from the same political party.

A quorum for Commission meetings requires seven commissioners. Each commissioner serves a five-year term, with the possibility of reappointment, but cannot serve more than 10 years.

APPOINTEES OF THE GOVERNOR

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

Lester Baker is 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 was appointed to the Commission in 2024 and 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.

EXECUTIVE SUMMARY

During its third full year of operations, the Commission achieved important milestones required by POST's statute (Chapter 253 of the Acts of 2020, also referred to as Police Reform). Major accomplishments in 2024 include:

LEA Portal Expands to Include Complaint and Incident Reporting

- POST soft-launched the Law Enforcement Agency (LEA) Portal for complaint and incident reporting in January 2024 to select law enforcement agencies. The Information and Technology Division conducted five virtual training sessions in February 2024 for 250 users and issued training materials via web and social media before launching the portal to all agencies in March 2024. POST continues to develop portal functionality to make the interactions via the portal more efficient and to capture additional information, including officer commendation letters.

Certification Developments

- POST convened a new Certification Policy Subcommittee in February 2024 to address certification policy for 2025 and beyond. The Subcommittee focused on officer health and wellness and held a physical fitness panel event in October 2024. The Subcommittee ultimately adopted a policy aligning officer certification expiration dates with officer birth dates and proposed reviewing in-service training requirements annually, rather than triennially.
- Additionally, the Certification Division opened the LEA portal in May 2024 to aid in the processing of 5,951 officers with last names Q-Z for recertification. The MPTC completed the third and final Bridge Academy, which enabled the Commission to certify an additional 1,400 officers.

Development of Key Regulations

- The Commission held public hearings and reviewed public comments on draft regulations and policies. The Commission promulgated 555 CMR 12.00: *Maintenance, Reporting, and Auditing of Law Enforcement Records* and discussed drafts of 555 CMR 13.00: *Law Enforcement Agency Certification Standards*.

New Website

- In August 2024, POST launched its new website, www.mapostcommission.gov, which resulted in a substantial increase in public engagement. In 2025, POST plans to deploy a business intelligence tool to enhance the Commission's public data reporting and analytics, as contemplated by POST's statute.

PROVISIONS OF THE POLICE REFORM ACT OF 2020

Chapter 253 of the Acts of 2020 (also referred to as Police Reform) established the POST Commission. Police Reform charged the Commission with creating a mandatory certification process for police officers and law enforcement agencies, along with the following goals:

1. CERTIFY NEW AND EXISTING OFFICERS EVERY THREE YEARS.

Police Reform outlines certain requirements for certifying new officers and recertifying existing officers. Police Reform initially certified all active officers and required new officers to be certified according to certain criteria. Police Reform also required that all officers be recertified every three years. To distribute the certification workload, Police Reform set expiration dates for certification based on officers' 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. The coming year will bring changes to the recertification process, as POST will recertify officers with last names A-H for the second time on July 1, 2025.

2. INVESTIGATE ALLEGATIONS OF MISCONDUCT AND CREATE A PROCESS FOR DISCIPLINE, REPRIMAND OR RETRAINING, INCLUDING CONDITIONING, LIMITING OR REVOKING AN OFFICER'S CERTIFICATION IN THE EVENT OF CERTAIN MISCONDUCT.

POST's mission includes establishing and conducting an adjudicatory process for suspending officers' certification. POST has the authority to suspend, limit, condition or revoke officers' certification or mandate retraining. A revocation, or "decertification," occurs when an officer engages in statutorily prohibited conduct. Once POST decertifies an officer, POST submits the officer's name to the National Decertification Index, which prevents the officer from working in law enforcement in the future.

As part of its investigatory duties, POST receives complaints from the public and law enforcement agencies. Agencies must submit credible complaints to POST within two business days and provide POST final reports and disciplinary dispositions once the agency has completed its investigation. When investigating misconduct, POST staff analyze the information provided by agencies to identify patterns and situations that may warrant referral to prosecuting agencies.

3. REGULATE LAW ENFORCEMENT AGENCIES TO STANDARDIZE BEST PRACTICES.

The Commission has the authority to certify law enforcement agencies to ensure that officers are well trained, adhere to high standards and sound policies and to prevent and address excessive force and misconduct. The Commission endeavors to follow best practices and dictate minimum standards for agencies with the overall goal of improving policing in the Commonwealth. In 2025, the Commission will establish certification standards for all law enforcement agencies.

4. MAINTAIN A PUBLICLY AVAILABLE DATABASE OF INFORMATION REGARDING OFFICERS.

POST maintains a public database of officer information. That database includes information regarding officers' certification status, disciplinary records and complaint history to further POST's mission of enhancing public confidence and trust in policing.

DIVISION REPORTS



DIVISION OF CERTIFICATION

The Division of Certification establishes uniform policies and standards for law enforcement officer certification. Division staff also collaborate with the MPTC to ensure officers comply with training requirements.

As noted, officers covered by POST's statute must renew their certification every three years. Officers who were active on July 1, 2021 were automatically certified under POST's statute. POST's statute also provided that those initial certifications would expire as follows:

Officers with last names A through H **June 30, 2022**

Officers with last names I through P **June 30, 2023**

Officers with last names Q through Z **June 30, 2024**

The Commission requires officers' agencies to assist the Commission in verifying certain requirements set by POST's statute and to submit certain information necessary for recertifying officers. POST's statute also required that the Commission certify all new officers who attended and graduated from a police academy before December 1, 2021.

THE CERTIFICATION STANDARDS FOR ALL OFFICERS INCLUDE:

- (i)** Attained 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. If the applicant was 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, will 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 the 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.

The Division of Certification, in consultation with the Division of Standards, also creates and maintains a database of records for each certified officer. The Division regularly publishes a monthly searchable officer status database on the Commission's website with the help of the Communications Division.

OPERATIONS

The Division of Certification currently has nine employees: a director; senior certification advisor; certification manager; four senior certification specialists; and two data analysts.

The Division processes officer information utilizing the LEA portal, a web-based platform that debuted in 2023. During the 2024 recertification cycle, the Division used the portal to process the recertification of officers with last names Q-Z. The Division provided a recertification packet and supporting documentation to law enforcement agencies on April 1, 2024.

In July 2024, the Division processed recertification applications and notified law enforcement agencies of its decision via email. The Division processed 5,951 certification and recertification applications in 2024, bringing the total number of certified officers to 22,270. After processing these applications, the Division sent a report to each law enforcement agency detailing the results. Authorized users can access recertification data via the portal at any time.

This year, the Division implemented automated information processing through the LEA portal, creating certification documents, templates and online forms to streamline the communication of officer status changes to POST. The Division also updated officer history tracking to ensure compliance with 555 CMR 8.00: *Databases and Dissemination of Information*.

CONCLUSION OF THE BRIDGE ACADEMY

Police Reform required standardization of police training. Officers that never attended a full-time police academy, but were active, had policing experience and/or had attended reserve training or were working part time, had the opportunity to attend a Bridge Academy (approximately 200 hours) to meet the standard set by Police Reform.

The final group of officers who qualified to attend the Bridge Academy were part-time or reserve officers with last names Q-Z. The deadline for officers to attend the Bridge Academy passed on June 30, 2024. Going forward, officers who missed their opportunity to attend a Bridge Academy will be required to attend a full police academy to be certified.

COMPLIANCE WITH TRAINING REQUIREMENTS

To confirm officer compliance with training requirements such as In-Service Training, the Division regularly queries MPTC information. Technology and data sharing with the MPTC has streamlined this process.

In November 2023, the Division debuted the School Resource Officer (SRO) certification application on the Commission's website for law enforcement agencies seeking to certify an SRO. SROs must be certified law enforcement officers before they can be issued the additional SRO certification. As of December 2024, POST has issued 503 SRO certifications.

CERTIFICATION POLICY SUBCOMMITTEE

An officer's certification is valid for three years. In 2024, the Commission began considering changes to the 2025 recertification process, given that many officers previously certified (officers with last names A-H) are due for recertification on July 1, 2025.

The Commission created a Certification Policy Subcommittee to consider and advise on certain certification policy areas, like whether an officer applying for recertification continues to satisfy the certification requirements set by POST's statute. The Subcommittee, comprised of Commissioners Larry Calderone, Hanya Bluestone and Marsha Kazarosian, held its first meeting in February 2024. The Subcommittee considered the certification processes implemented thus far; the timing for the next round of certification; statutory certification standards; and recertification policy questions. The Subcommittee requested, received and considered public comments.

The Subcommittee held eight meetings from February 2024 to December 2024, examining ongoing certification requirements, including physical and psychological fitness evaluations; oral interviews; assessments of good moral character and in-service training. The Subcommittee examined these requirements while exploring policy questions on the frequency of these verifications. The Subcommittee largely focused on ongoing certification requirements rather than those that only need to be verified once during initial certification. Requirements that only need initial verification include being at least 21, possessing a high school diploma or equivalent and completing a basic training program. The Subcommittee considered research on maintaining physical and psychological fitness, drawing on other jurisdictions' approaches and recommended strategies. The Subcommittee also discussed proposed changes to the 555 CMR 7.00: *Recertification* regulations to improve the process for officers seeking recertification, starting with the July 1, 2025 group.

The Subcommittee adopted a policy that the full Commission approved, aligning officers' certification expiration with their birth month by extending subsequent certification periods to three years plus their birth date. The Subcommittee also recommended evaluating annual in-service training requirements separately from the three-year certification cycle.

FUTURE GOALS

In 2025, the Commission will begin the law enforcement agency certification process. In addition to policies and standards for officers, the Division is required to establish minimum certification standards for all law enforcement agencies that include use of force and reporting; officer code of conduct; officer response procedures; criminal investigation procedures; juvenile operations; internal affairs and officer complaint investigation procedures; detainee transportation and collection and preservation of evidence.

The Division also plans to establish a reporting system so that the public may access certain information concerning any given officer, including an officer's certification status and publicly available disciplinary information. The Division also plans to collect and add letters of commendation to the Commission's public database, as outlined in 555 CMR 8.00: *Databases and Dissemination of Information*.

The Division plans to hire a deputy director of certification and a data analyst manager in 2025, bringing the Division to 11 staff members.

Officer Certification Status as of December 31, 2024

CERTIFICATION CATEGORY	NUMBER OF OFFICERS
Certified	22,270
Conditionally Certified	348
Further Review	2
Not Certified	339
Not Certified – On Leave	308
	Total: 23,267

CERTIFICATION CATEGORY	NUMBER OF OFFICERS
MPTC Academy Graduates	12,193
Certified School Resource Officers (SROs)	503
Conditionally Certified School Resource Officers (SROs)	9
	Total: 12,705

DIVISION OF STANDARDS

The Division of Police Standards investigates allegations of police misconduct, makes disciplinary recommendations to the Commission and conducts adjudicatory hearings on behalf of the Commission.

The Division receives complaints regarding allegations of officer misconduct from law enforcement agencies and the public. In certain cases, the Division will begin an investigation (preliminary inquiry) into an officer upon the Commission's receipt of a sufficient complaint, report or other evidence that an officer is involved in an incident that results in injury or death; an officer commits a misdemeanor or felony; an officer uses excessive force in violation of M.G.L. c. 6E, § 14; an officer 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 in the form of retraining, suspending or revoking an officer's certification. If an officer engages in other categories of prohibited conduct, the Division may, but is not required to, conduct a preliminary inquiry.

The Division, in connection with a preliminary inquiry, may compel the attendance of witnesses and the production of materials pursuant to subpoenas. It may also administer oaths and require testimony under oath. As a result of a preliminary inquiry, the Commission may determine that public disciplinary proceedings are appropriate. As a result of the proceedings, the Commission may decertify, suspend or order an officer to undergo retraining.

OPERATIONS

The Division of Standards welcomed four new staff members in 2024, bringing the total staff to 16. The Division's staff includes a director; a deputy director; four enforcement counsel; five compliance agents; a senior intake coordinator; three intake coordinators and a paralegal. In 2024, the Division established the Intake Coordinator Team, which successfully oversaw the rollout of the standards area of the LEA portal and completed several complex projects to enhance the data in the Commission's public officer disciplinary records database.

In addition to investigating police misconduct, the Division may also audit all law enforcement agency records related to complaints, investigations and reports alleging officer misconduct or unprofessionalism. Under POST's statute, the Division maintains a database that documents an officer's complaint history, allegations of untruthfulness, failure to complete training requirements and discipline records, including records concerning officer decertification, suspension and termination. If the Division detects a pattern of misconduct in an officer's behavior based on information contained in its database, the Division may initiate a preliminary inquiry into that officer, which could result in disciplinary action by the Commission.

In 2024, the Division presented 152 disciplinary cases to the Commission, up from 109 in 2023. It concluded disciplinary proceedings for 35 individuals, conducted numerous hearings and pre-hearing conferences and managed hundreds of new complaints.

DATABASE/REPORTING REQUIREMENTS

The Division also 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; arrest, conviction and disciplinary records; and any other information relevant to POST's mission.

The Commission's 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.

CURRENT CASELOAD FOR CALENDAR YEAR 2024:

The addition of new staff allowed the Division to substantially increase its caseload. In 2024, the Division brought 80 cases for a potential preliminary inquiry for consideration to the Commission. This is a significant increase from the 2023 caseload (61) and 2022 caseload (12).

Under the Commission's regulations, 555 CMR 1.03, proceedings and records related to preliminary inquiries by the Division, including any internal review to determine whether there is sufficient credible evidence to initiate a preliminary inquiry, are kept strictly confidential pursuant to M.G.L. c. 6E, § 8(c)(2) and M.G.L. c. 4, § 7 (26).

The Division submitted 34 preliminary inquiry reports to the Commission in 2024. It concluded disciplinary proceedings for 35 individuals, issuing 30 final decertification orders (up from eight in 2023), four disciplinary suspensions (up from two in 2023), and closed one case without discipline after a public hearing. The Division also conducted four hearings and 22 pre-hearings, a threefold increase over 2023. In 2024, the Division handled 80 preliminary inquiries.

Complaint Data Received by POST

During 2024, the Division received approximately 12 reports from law enforcement agencies and approximately 30 complaints from the public each week.

SOURCE / METRIC	# OF COMPLAINTS
Cases Submitted by Law Enforcement Agencies	697
Cases Referred to Law Enforcement Agencies by POST*	87
Citizen Complaints**	1,636
	Total: 2,420

*Some of the cases may have been reported by LEAs

**Multiple complaints can refer to a single incident

The Division offers an online form to streamline the process for submitting public complaints and capturing data in a structured way: www.policecomplaints.mass.gov

Preliminary Inquiries in 2024

The Division opens a preliminary inquiry into law enforcement officers upon the Commission's receipt of a sufficient complaint or report of prohibited conduct.

CASES*	#
Preliminary inquiries brought before Commission for approval in 2024	80
Preliminary inquiries open at the end of 2024	52
Preliminary inquiries advanced to adjudicatory hearing	21
Preliminary inquiries closed with no action	7

* Staff respond to all who submit a complaint (some submit multiple complaints of same incident)

Preliminary Inquiries Carried Over From Previous Years

CASES*	#	NOTES
Preliminary inquiries that remain open as of 12/31/24	77	Includes cases from prior years
Suspensions	55	Includes suspensions from previous years
Decertifications	30	From Calendar Year 2024 only

Decertified Officers

The list below includes the names of the 30 individual officers who were decertified by the Commission in 2024:

Amado, Steven (Duxbury PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 8

REASON: Decertified based on a criminal disposition.

Canela, Randy (Salem PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Decertified based on a criminal disposition.

Chappell, Justin (Weymouth PD)

DATE: 1/23/2024 AVERAGE # OF COMPLAINTS: 6

REASON: The Commission found that Chappell used excessive force on two separate incidents. In the first incident, in February 2022, Chappell employed two closed-fist strikes to the head of an actively resisting individual. Subsequently, in July 2022, Chappell delivered 13 closed-fist strikes to the head of an individual whose hands were secured behind his back in handcuffs.

Columbo, Domenic (Boston PD)

DATE: 12/19/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Correia, Jonathan (Fall River PD)

DATE: 7/18/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Cronin, Shawn (Dighton PD)

DATE: 7/18/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Cronin was decertified because 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 (Fall River PD)

DATE: 8/15/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Delaney, John (Malden PD)

DATE: 7/20/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Decertified based on a criminal disposition.

DePina-Cooley, Mila (Boston PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Decertified based on a criminal disposition.

DuPont, Joseph (Dighton PD)

DATE: 5/22/2024 AVERAGE # OF COMPLAINTS: 0

REASON: On September 15, 2023, Dupont pleaded guilty to one felony count of Securities Fraud in the United States District Court for the Southern District of New York. He was sentenced to three years of probation and a \$75,000 fine.

Decertified Officers (Continued)

Eracleo, Michael (Acton PD)

DATE: 1/4/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Eracleo voluntarily agreed to decertification, admitting to allegations warranting the revocation of his law enforcement certification. These allegations included accepting unreported gifts from a vulnerable individual, making unwelcome sexual comments to a civilian employee, and improperly communicating with a minor via social media, enabling the receipt and concealment of sexually suggestive material.

Farwell, Matthew (Stoughton PD)

DATE: 3/21/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Farwell voluntarily agreed to decertification, acknowledging allegations that justified revoking his law enforcement certification. These allegations included engaging in a sexual relationship with a 15-year-old member of the Stoughton Police Explorers Program when he was 27, pursuing further sexual encounters with the victim over an extended period (including as recently as 2020) and being untruthful during a law enforcement investigation into the victim's death.

Farwell, William (Stoughton PD)

DATE: 9/24/2024 AVERAGE # OF COMPLAINTS: 0

REASON: Farwell entered into a Voluntary Decertification Agreement under which he agreed that the allegations made against him would support revoking his law enforcement officer certification. Those allegations included 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.

Festa, James (Peabody PD)

DATE: 8/15/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Festa was decertified based on a finding that he is not fit for duty and is dangerous to the public and was suspended or terminated by the appointing agency for disciplinary reasons.

Forte, David (Needham PD)

DATE: 3/21/2024 AVERAGE # OF COMPLAINTS: 2

REASON: On July 20, 2023, a federal jury found Forte guilty of Conspiracy to Commit Securities Fraud and Aiding and Abetting Securities Fraud, both classified as felonies under federal law.

Gonzalez, Iancy (Salem PD)

DATE: 6/20/2024 AVERAGE # OF COMPLAINTS: 4

REASON: Decertified based on a criminal disposition.

Hoar, Nicholas (Fall River PD)

DATE: 9/24/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Jones, Derek (Georgetown PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 4

REASON: Decertified based on a criminal disposition.

Kennedy, Robert (Stoneham PD)

DATE: 3/21/2024 AVERAGE # OF COMPLAINTS: 2

REASON: On September 20, 2023, Kennedy pleaded guilty to two felony counts of Wire Fraud under 18 U.S.C. § 1343.

Morrissey, Matthew (Boston PD)

DATE: 10/17/2024 AVERAGE # OF COMPLAINTS: 5

REASON: Decertified based on a criminal disposition.

Decertified Officers (Continued)

Murphy, Michael (Boston PD)

DATE: 5/22/2024 AVERAGE # OF COMPLAINTS: 1

REASON: On June 1, 2021, Murphy pleaded guilty to two federal felony charges: Conspiracy to Commit Theft involving Federally Funded Programs and Aiding and Abetting such Theft, in violation of 18 U.S.C. §§ 371, 2, and 666(a)(1)(A).

Mushtaque, Sarfaraz (Boxborough PD)

DATE: 10/17/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

O'Donnell, Keith (Somerville PD)

DATE: 8/15/2024 AVERAGE # OF COMPLAINTS: 5

REASON: Decertified based on a criminal disposition.

Otis, Robert (Brockton PD)

DATE: 8/15/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Otis was decertified for being unfit for duty, posing a danger to the public, and showing a pattern of escalating unprofessional conduct. He faced repeated, sustained internal affairs complaints, including neglect of duty, conduct unbecoming, and violations of use of force and documentation policies.

Padilla, Dominique (Holyoke PD)

DATE: 9/24/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Pomeroy, Brian (West Springfield PD)

DATE: 1/23/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Decertified based on a criminal disposition.

Salituri, Joel (Hingham PD)

DATE: 5/22/2024 AVERAGE # OF COMPLAINTS: 2

REASON: Decertified based on a criminal disposition.

Singh, Gurpreet (Bolton PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 5

REASON: Decertified based on a criminal disposition.

Voltus, Marcarthur (Shutesbury PD)

DATE: 11/21/2024 AVERAGE # OF COMPLAINTS: 1

REASON: Decertified based on a criminal disposition.

Winslow, Frederick (Babson College PD)

DATE: 6/20/2024 AVERAGE # OF COMPLAINTS: 3

REASON: Winslow voluntarily agreed to decertification after acknowledging allegations of untruthfulness, poor supervision and record falsification in 2012, which led to his suspension. He failed to disclose these allegations during his 2013 job application to Babson College Public Safety and was terminated in 2024 when his dishonesty was uncovered.

Suspensions

The Commission immediately suspends the certification of an officer who is arrested, charged or indicted for a felony and may suspend the certification of an officer who is arrested, charged or indicted for a misdemeanor. The list below includes the names of the 34 individual officers who were suspended by the Commission in 2024:

NAME	DEPARTMENT	SUSPENSION REASON	START DATE	END DATE
Allen, Alexander	Billerica PD	MGL c. 6E § 9(a)(1)	10/8/2024	
Brennan, Timothy	Milford PD	M.G.L. c. 6E, § 3(a)	8/15/2024	9/6/2024
Butner, Calvin	MSP	MGL c. 6E § 9(a)(1)	1/31/2024	
Campbell, Darnell	Brockton PD	MGL c. 6E § 9(a)(1)	10/4/2024	
Castro, William	Lawrence PD	M.G.L. c. 6E, § 9(a)(4)	3/21/2024	
Cederquist, Gary	MSP	MGL c. 6E § 9(a)(1)	1/31/2024	
Chu, William	Simmons College PD	M.G.L. c. 6E, § 9(a)(1)	10/8/2024	
Correia, Marc	Fall River PD	M.G.L. c. 6E, § 9(a)(4)	7/16/2024	
Danforth, Duane	Brookline PD	MGL c. 6E § 9(a)(1)	2/5/2024	
Danilecki, John	Boston PD	M.G.L. c. 6E, §§ 3(a), 10(b)(iv), and 10(b)(v)	12/19/2024	12/24/2024
De los Santos, Jennifer	Boston PD	MGL c. 6E § 9(a)(1)	6/12/2024	
Feeley, James	Winthrop PD	MGL c. 6E § 9(a)(1)	1/2/2024	
Flaherty, Sean	Boston PD	MGL c. 6E § 9(a)(1)	7/8/2024	
Gladu, Brian	MSP	MGL c. 6E § 9(a)(1)	4/5/2024	
Gomez-Gonzalez, Samuel	Springfield PD	M.G.L. c. 6E, § 9(a)(4)	6/20/2024	
Knox, Dylan	MSP	MGL c. 6E § 9(a)(1)	8/21/2024	
Manon, Dario	Formerly of Shirley PD	MGL c. 6E § 9(a)(1)	6/13/2024	
Marshall, Matthew	Brewster PD	MGL c. 6E § 9(a)(1)	7/25/2024	
McDermott, Richard	Boston PD	M.G.L. c. 6E, § 9(a)(1)	10/22/2024	
McKay, Shawn	Foxboro PD	M.G.L. c. 6E, § 10(b)(iii), M.G.L. c. 6E, § 10(b)(v)	10/17/2024	
Nako, Klevis	Formerly of Framingham State U. PD	MGL c. 6E § 9(a)(1)	4/5/2024	
Parker, Jami	Unassociated (sponsored for training by Harvard PD)	MGL c. 6E § 9(a)(1)	5/3/2024	
Radzik, Thomas	Harwich PD	MGL c. 6E § 9(a)(1)	2/5/2024	
Robinson, Roland	Boston PD	MGL c. 6E § 9(a)(1)	4/30/2024	
Rogers, Joel	MSP	MGL c. 6E § 9(a)(1)	1/31/2024	
Rojas, Auria	Shirley PD	MGL c. 6E § 9(a)(1)	11/22/2024	

Suspended Officers (continued)

NAME	DEPARTMENT	SUSPENSION REASON	START DATE	END DATE
Romeos, James	Essex PD	M.G.L. c. 6E, § 10(b)(i), M.G.L. c. 6E, § 10(b)(iv)	2/15/2024	
Russell, Tyler	Acton PD	M.G.L. c. 6E, § 10(b)(iii)	2/15/2024	8/15/2024
Soares, Imari	New Bedford PD	M.G.L. c. 6E, § 9(a)(1)	6/24/2024	
Souza, Aaron	Fall River PD	M.G.L. c. 6E, § 10(b)(i), M.G.L. c. 6E, § 10(b)(v)	7/18/2024	
Straub, William	Pittsfield PD	MGL c. 6E § 9(a)(1)	10/31/2024	
Toledo, John	Springfield PD	MGL c. 6E § 9(a)(1)	11/12/2024	
Trelegan, Tyler	Waltham PD	MGL c. 6E § 9(a)(1)	8/15/2024	
Ubri, Robinson	New Bedford PD	MGL c. 6E § 9(a)(1)	5/2/2024	

Reasons for above suspensions:

M.G.L. c. 6E, §3(a)(4): “The Commission has the authority to . . . suspend a certification . . . for any reason[.]”

M.G.L. c. 6E, §9(a)(1): “The Commission shall immediately suspend the certification of an officer . . . arrested, charged or indicted for a felony.”

M.G.L. c. 6E, §9(a)(4): “The Commission may suspend the certification of an officer if the commission determines . . . suspension is in the best interest of the . . . safety and welfare of the public.”

M.G.L. c. 6E, § 10(b)(i): “The Commission may suspend the certification of an officer . . . convicted of a misdemeanor.”

M.G.L. c. 6E, § 10(b)(iii): “The Commission may suspend the certification of an officer who was biased[.]”

M.G.L. c. 6E, § 10(b)(iv): “The Commission may suspend or revoke an officer’s certification if . . . the officer was suspended or terminated by their appointing agency for disciplinary reasons, and any appeal of said suspension or termination is completed.”

M.G.L. c. 6E, § 10(b)(v): “The Commission may suspend the certification of an officer if the . . . officer has repeated sustained internal affairs complaints[.]”

Retraining

The Commission did not issue any retraining orders in 2024.

FUTURE GOALS

In addition to continuing to fulfill its statutory mandate, the Division intends to focus in 2025 on several important goals. The Division will continue to investigate officer misconduct by conducting preliminary inquiries. When those preliminary inquiries produce sufficient evidence to justify discipline against an officer, the Division's attorneys (supported by the Division's investigative and other non-legal colleagues) will advocate for police accountability through public disciplinary proceedings before the Commission.

The Division also intends to take several steps to increase the transparency of officer disciplinary records. The Division will continue to review all newly filed complaints for potential follow-up and/or further investigation. The Division will also ensure that law enforcement agencies are consistently reporting complaints received by the agency, as well as the results of internal affairs investigations, as required by the Commission's statute and regulations. A key step in this effort will involve developing a nascent auditing function. Once developed, the Division will be able to exercise its power to audit agency records and thereby validate the extent to which agencies are properly submitting required information to the Commission. The Division anticipates developing and publishing new guidance, policies and protocols to assist agencies in fulfilling these obligations.

In addition to conducting preliminary inquiry hearings, Division personnel will assist the executive director and the Commission in addressing officers whose provisional certifications require further attention under 555 CMR 7.10, which outlines possible actions following decisions declining to grant full recertification.



LEGAL DIVISION

The Legal Division supports the Commission by developing regulations, policies and procedural protocols on certification, disciplinary matters, use of force and law enforcement transparency. The Division manages the Commission's adjudicatory process while also handling public records requests. The Division's work includes litigation, contracting, human resources and efforts to ensure compliance with laws on public meetings, ethics and data privacy. Additionally, it provides legal training and presentations. In 2024, the Division expanded by hiring three attorneys; a senior legal advisor; two legal fellows; a paralegal; and four interns to manage increasing workloads. It collaborates with other divisions, the MPTC and other stakeholders in its various endeavors.

EXTERNAL POLICY DEVELOPMENT

In 2024, the Commission, with the assistance of the Legal Division, promulgated 555 CMR 12.00, governing the maintenance, reporting and audits of law enforcement records. Additionally, the Division drafted revised recertification regulations addressing matters such as examinations, interviews, character and fitness and in-service training and secured initial Commissioner approval of certain parts, with due regard for public comment. The Division further drafted law enforcement agency certification standards concerning uses of force, reporting of uses of force and an officer code of conduct, and secured initial Commissioner approval of certain parts, after reaching out to at least 90 agencies, and organizational and individual stakeholders.

The Division also continued to analyze ways to ensure that officers are physically and psychologically fit for duty, giving due attention to the issue of officer wellness. To obtain more information and input on these subjects, the Division organized an expert panel and conducted surveys on officer health and wellness.

DISCIPLINARY AND ADJUDICATORY PROCESSES

The Legal Division has enhanced the Commission's effectiveness by designing and developing its adjudicatory system. The system now includes implementing motion practice procedures; issuing interlocutory orders; conducting pre-hearing conferences; holding live and virtual hearings; using advanced technologies in proceedings; rendering substantive determinations; and giving public notice of events and decisions in proceedings. Hearing officers, who are retired Massachusetts judges, hold proceedings consistent with prior policy that the Legal Division helped the Commission develop. The Division also facilitated the inclusion of Commission decisions in the Social Law Library's searchable database.

In 2024, the Legal Division assisted the Division of Police Certification, the executive director, the hearing officers and the commissioners in developing numerous decisions in officers' cases, well over double what was produced the prior year. In total, the Division handled 26 proceedings, a nearly threefold increase over 2023.

INFORMATION-SHARING AND PUBLIC ENGAGEMENT

The Division significantly enhanced the Commission's public engagement in 2024. It managed a 56% increase in public records requests. The Division also delivered dozens of presentations, including approximately 30 to the Commission and its Certification Policy Subcommittee alone.

REGULATIONS

555 CMR 12.00: *Maintenance, Reporting and Audits of Law Enforcement Records and Information* as of December 6, 2024

FUTURE GOALS

In 2025, the Legal Division will continue to collaborate with other divisions and stakeholders on initiatives to develop outward-facing regulations, standards and plans related to the following key areas: agency certification in at least eight prescribed areas; auditing agencies; officer recertification; evaluations of officer physical fitness, behavioral health and wellness; officer sexual misconduct; racial profiling; enforcement of anti-retaliation provisions; and gender equity in law enforcement. The Division is also exploring ways to provide more information and direction to crime victims and trauma sufferers.



FINANCE AND ADMINISTRATION

The Finance and Administration (F&A) Division, consisting of four team members, manages all aspects of accounting, budgeting, financial reporting, payroll and human resources administration. In addition, the Division is responsible for maintaining the Commission's Internal Control Plan, administrative policies and procedures and overseeing contracting and procurement.

In addition to the \$8.5 million appropriated to the Commission for FY24 (per Chapter 28 of the Acts of 2023), the Commission carried forward \$1.3 million in unspent funds from FY23. As a result, the total amount available to the Commission in FY24 was \$9.8 million. The intended purpose of the \$1.3 million was to provide the Commission with some flexibility as it continued to mature to full operation. However, the Commission did not need this additional funding and subsequently reverted it to the General Fund.

FY24 ACTUAL EXPENDITURES AND FY25 ESTIMATED COSTS:

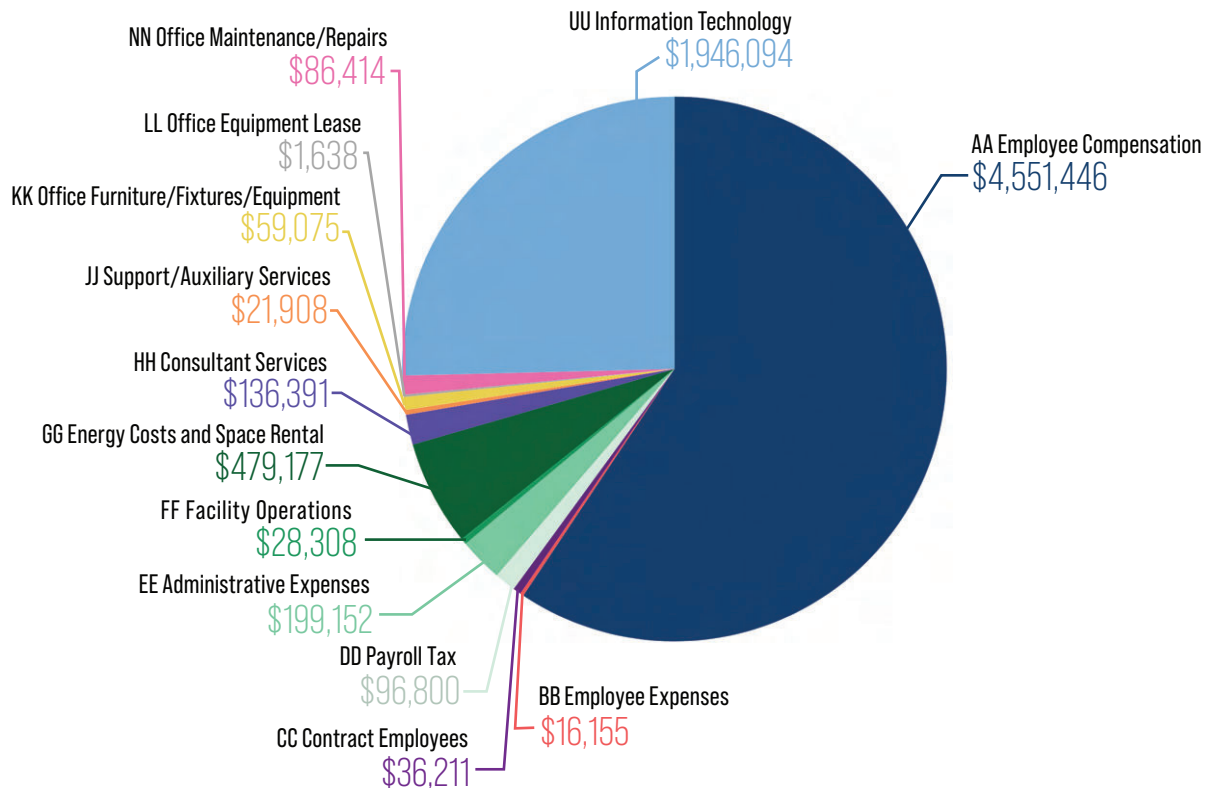
	FY24 ACTIVITY	FY25 ACTIVITY
Beginning Balance	\$9,778,534	\$8,747,477
Expenditures	[\$7,658,771]	[\$8,181,289]*
Ending Balance	\$2,119,762	\$566,188

*Represents projected expenditures for FY25, including expenses incurred as of December 31, 2024. Actual expenditures for the first half of FY25 were \$3,392,706.

POST COMMISSION OPERATING EXPENSES FY2024

Figure 1. Fiscal Year 2024 Actual Spending

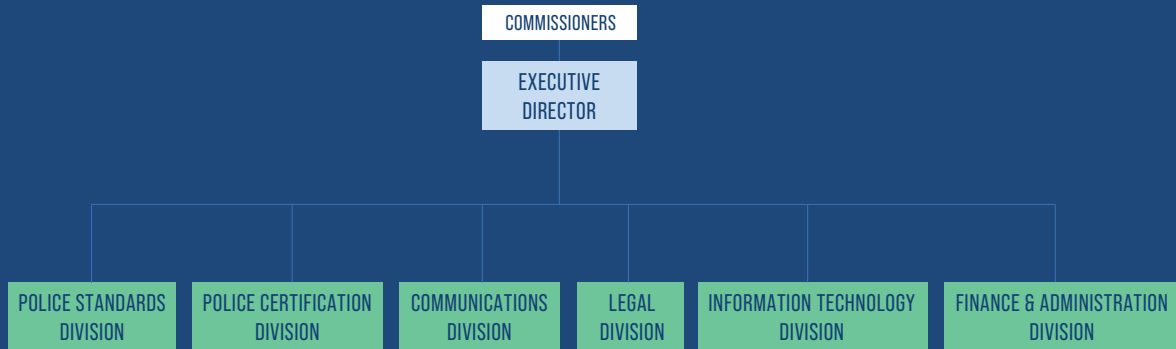
Total: \$7,658,771



In FY24, employee compensation accounted for the largest portion of the Commission's expenses (59%). As of December 31, 2024, the Commission employed 49 staff members, including 12 new 2024 hires, along with nine statutorily appointed commissioners and three hearing officers.

The second largest expense was in Information Technology (IT), with \$1.9 million spent. Of that amount, 67% (\$1.3 million) went to the Salesforce IT solution. This spending focused on one-time applications, enhancements and recurring maintenance costs as part of a two-phase development plan. Phase I established the core infrastructure, while Phase II implemented applications and enhancements.

POST COMMISSION ORGANIZATION CHART



EXECUTIVE DIVISION

Enrique Zuniga, Executive Director
 Jamie Ennis, Administrative Manager

POLICE 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
 Anthony Matrese, Compliance Agent
 John Paolillo, Compliance Agent
 Timothy Quinn, Compliance Agent
 Matthew Wardle, Compliance Agent
 Elisabeth Wolfsen, Compliance Agent
 Laura Martin, Senior Intake Coordinator
 Ivy Cipullo, Intake Coordinator
 Steven Scichilone, Intake Coordinator
 Martine Yoyo, Intake Coordinator
 Chrissy Fitzpatrick, Paralegal

POLICE CERTIFICATION DIVISION

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

COMMUNICATIONS DIVISION

Cindy Campbell, Director
 Alia Spring, Communications and Media Manager

LEGAL DIVISION

Randall Ravitz, General Counsel
 Pauline Nguyen, Deputy General Counsel
 LaRonica Lightfoot, Deputy General Counsel
 Lloyd MacDonald, Senior Legal Advisor
 Gerald Cahill, Counsel
 Evert Fowle, 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
 Albert Fung, Business Analyst
 Sai Ram Puranam, Data Analyst
 Murat Sarkalkan, IT Programmer Analyst

FINANCE & ADMINISTRATION DIVISION

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

OPERATIONS

In partnership with the Legal Division, the F&A Division successfully completed the Commission's first Internal Control Certification in 2024. The Comptroller introduced a new process requiring state agencies to attest to having written internal controls, training and monitoring integrated into daily operations. The Legal and F&A Divisions successfully participated in interviews with the Comptroller's Statewide Risk Management team as part of this process. As part of its commitment to maintaining a proper system of internal controls, the F&A Division developed 40 official policies and procedures on topics ranging from invoice management to employee hiring. In collaboration with the Legal Division, the F&A Division formalized the Commission's employee training program and published guidelines for office personnel, including general office protocols and emergency procedures.

In 2024, the F&A Division also partnered with the Information Technology Division to procure additional audio-visual equipment for the Ellison Conference Room, as well as a technology integration system with the Department of Criminal Justice Information Services (CJIS). Moreover, the F&A Division collaborated with the Communications Division to procure website design services for a major relaunch of the Commission's website.

FUTURE GOALS

The Division will continue to work with the Information Technology Division in building its recent catalog of over 450 state-owned assets. The next phase of this inventory project will be to assign valuations and develop a comprehensive inventory process.

The Division also will continue work on the development of the FY26 budget, which will include provisioning for the Commission's eventual auditing of law enforcement agencies.



INFORMATION TECHNOLOGY

The Information Technology (IT) Division supports both internal and external business processes of the Commission and provides infrastructure, connectivity, hardware and software to the Commission and its staff. The IT Division also provides data management and security to support the integrity and efficiency of the Commission's operations and its oversight of officer certifications.

OPERATIONS

The IT Division added several new staff members in 2024, including a programmer analyst and a data analyst. The additional staff helped the Division efficiently perform critical tasks throughout the year, ranging from IT support requests to officer disciplinary records releases.

The IT Division worked closely with the F&A Division to outfit the office with useful technology. The Divisions worked together to add enhanced audio and visual capabilities to the Ellison Conference Room to allow for better in-person and virtual meetings. The Divisions collaborated on additional enhancements, including double monitors at workstations, video doorbells to improve office security and an upgraded phone system.

In 2024, the IT Division helped expand the functionality of the permanent database solution, Salesforce. Thanks to the hard work of the IT and other divisions, the Commission launched the standards area of the LEA portal in March 2024 to allow law enforcement agencies to report complaints and incidents directly through the portal. Various law enforcement agencies assisted the Divisions in the design and testing phase to ensure the portal was functional and user friendly. Since the March 2024 launch, agencies have submitted almost 1,400 complaints through the portal. The IT Division has also increased portal functionality to allow staff to better track public complaints. During 2024, the IT Division began building a tool in Salesforce to help process investigations and track all pertinent dates and data for adjudicatory matters brought before the Commission.

A crucial part of the IT Division's operation is coordinating updated releases of the Officer Disciplinary Records Database with help from the Standards Division. Together, the Divisions created an enhanced process and workflow to ensure correct and up-to-date data. The Divisions issued nine releases in 2024, which the Communications Division posted to the Commission's website. By the end of 2024, the Commission published a total of 8,200 allegations, a nearly twofold increase from the 4,641 allegations published in 2023. Additionally, the IT Division migrated, updated and published most records submitted after the historical disciplinary records were submitted (January 31, 2023) and before the LEA portal opened (March 2024) (known as "the 2023 Catch-Up Project"). The initial releases of disciplinary records in 2023 contained sustained records that were closed as of January 31, 2023. As part of the 2023 Catch-Up Project, the IT Division worked with law enforcement agencies to publish complaints submitted and closed after January 31, 2023 to the database.

The IT Division also worked with the Communications Division and a state vendor to develop and launch the Commission's new website. Additionally, the IT Division updated the online public complaint form to enable user feedback and allow for larger image and video uploads.

In an effort to further transparency, the IT Division also started to review the internal process for generating data needed to fulfill public records requests.

FUTURE GOALS

The IT Division continues to update and reconcile officer disciplinary records. Looking toward 2025, the Division will work to enhance officer disciplinary records reporting by launching a business intelligence tool that will allow the public to better search records and perform analytics. This tool is expected to provide useful insight on complaint data, including the most common type of complaint, complaint outcomes, the number of complaints by agency and county, details on officer employment history and other similar analytics.

The IT Division has planned technology integration for officer court appearances through the CJIS database. Other goals of the IT Division are enhanced data sharing with the MPTC and the National Decertification Index, and better document management and workflow systems in 2025.

The Division will continue work in 2025 to streamline the process for gathering data for public records requests. Additional plans include adding third-party tools to help process data as well as research into how AI tools might allow the public to search data on the website and upcoming business intelligence portals more efficiently.

The Division will welcome an IT specialist in February 2025 and a data manager later in 2025. This staff will help grow the Salesforce system, handle internal and external IT support, and assist with projects and manage new technology to allow the Commission to streamline its internal operations and meet reporting requirements.



COMMUNICATIONS AND COMMUNITY ENGAGEMENT

The Communications Division, led by a director of communications and a communications and media relations manager, handles media relations, community outreach and information dissemination to law enforcement, the public and the media. The Division utilizes various channels, including the Commission's newly redesigned website, which acts as the Commission's primary digital presence. The Commission's website features an archive of Commission meetings, regulations, advisories, officer disciplinary records, certification status updates and other relevant information for the public and law enforcement community.

The Communications team helps support one of the most important goals of police reform: enhancing public confidence in policing. The Division is committed to engaging with the public, advocacy groups, the media and the law enforcement community to understand and address stakeholders' concerns and to help such stakeholders better understand the Commission's mission, regulations, advisories, accomplishments and activities.

OPERATIONS

In 2024, the Division promoted its digital communications coordinator to communications and media relations manager. Together, the director and the communications and media relations manager worked on numerous initiatives to increase awareness and education of the Commission's work.

An integral part of the Division's day-to-day operations is responding to the media and building trusted relationships with state and national reporters. In 2024, the Division responded to nearly 200 media inquiries. The Commission received more than 6,500 mentions across print, digital, broadcast and social media, reaching approximately 2.23 billion users. The media's focus was largely on the Commission's operations, regulations and policies governing the certification of officers and officer disciplinary records and certification statuses. Publications that featured the most stories about the Commission included WBZ News Radio, NECN, NBC 10 and MassLive.

In August 2024, the Commission launched a new and improved website, www.mapostcommission.gov, thanks to the efforts of the Communications Division and input from other divisions. The new website offers a modern design, user-friendly features and increased functionality. It allows visitors to easily access information about the officer certification process, historical disciplinary records, officer status lists and more. The Division prioritized building an optimized search function on the website, which allows users to easily find desired information and resources. The website's new functionality also allows for real-time updates, supports the use of high-resolution graphics and photos and more. The Division filled the site with important information, including public meetings and hearing notices, Commission decisions and orders and officer status lists.

Since its launch, the new website has experienced a substantial increase in usage compared to the Commission's previous website. Over a five-month period, the new website recorded 217,000 page views and over 35,000 active users per month, a significant improvement from the prior year's metrics of 100,000 page views annually and an average of 8,000 monthly active users.

The Division maintains content on POST's YouTube channel as a way for the public to view recordings of the Commission's public meetings, hearings and trainings. The channel has seen a significant uptick in engagement since its launch in 2023. The Division added nearly 40 videos to the channel in 2024, which the public watched 18,288 times, a 192% increase from 2023, for a total of 2,600 hours of viewing, a 274% increase. The channel saw an increase of 124 subscribers in 2024, a 121% increase from 2023. The channel currently has approximately 200 subscribers. The Division plans to continue to add pertinent and engaging video content in 2025 to further grow this base.

WEBSITE TRAFFIC – TOP TEN MOST VISITED PAGES SINCE AUGUST 2024 LAUNCH

The Division reviewed and analyzed web traffic on the new site and related feedback to ensure web users can find what they are looking for.

1. [Officer status lists \(71,000 views\)](#)
2. [Home page \(36,023 views\)](#)
3. [Officer disciplinary records \(23,587 views\)](#)
4. [News \(7,630 views\)](#)
5. [View decisions and orders \(6,792 views\)](#)
6. [Discipline and status records \(6,333 views\)](#)
7. [Commission meetings and hearings \(3,486 views\)](#)
8. [About POST \(3,118 views\)](#)
9. [Certification \(2,656 views\)](#)
10. [Certification new graduates \(2,500 views\)](#)

FUTURE GOALS

In 2025, the Division will focus on furthering education and awareness of the Commission's ongoing work, publicizing new regulations and guidance, creating updated training materials and communicating upcoming changes to the certification process. The Division will make new resource materials available in early spring 2025 so that law enforcement agencies better understand the new certification process well in advance of the July 1, 2025 deadline.

The Division will also continue to update law enforcement agencies on new processes and regulations, such as the auditing of law enforcement agencies. Agencies' knowledge and awareness of POST's activities is key to POST's mission. The Division will therefore work to ensure that both law enforcement communities and the public are informed about the Commission's work and ongoing initiatives and resources.

The Division will continue to educate the public by conducting outreach and presenting to stakeholder groups. The Division will also continue to ensure that the law enforcement communities and the public can easily access POST's resources. The Division will continue to engage with local and statewide groups to make sure such groups are able to express their views regarding various aspects of policing and understand the tools available to them via POST's website.

In 2025, the Division intends to focus on continuing to enhance the content on the Commission's website, including by adding a new section to the website concerning victim resources, and further utilizing informational video content.

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, 2023 to June 30, 2024

DATE: 9/9/2023

AGENCY: MSP

REPORTED BY AGENCY? No

MSP trooper shot and killed a man during a response to an alleged domestic violence incident at a Hancock home after the man reportedly confronted the trooper with a knife.

DATE: 12/6/2023

AGENCY: Dedham PD

REPORTED BY AGENCY? Yes

A man who allegedly stabbed two female relatives died after Dedham PD used pepper spray and a taser to subdue him.

DATE: 12/5/2023

AGENCY: Brandeis University PD

REPORTED BY AGENCY? Yes

An officer failed to respond to a phone call from a professor, who was exiting a building on campus and saw a student "in obvious need of help" on the ground. That student later died.

DATE: 12/29/2023

AGENCY: Fairhaven, Acushnet, Mattapoisett PD

REPORTED BY AGENCY? No

A man was shot and killed by officers from Fairhaven PD, Acushnet PD, and Mattapoisett PD after the man opened fire and struck an officer in the leg during a standoff in a public parking lot. The Bristol DA ruled the shooting justified.

DATE: 1/5/2024

AGENCY: Boston PD

REPORTED BY AGENCY? No

Two teens allegedly driving a stolen car were killed in a crash during a police pursuit.

DATE: 4/24/2024

AGENCY: North Andover PD

REPORTED BY AGENCY? No

A barricaded suspect died from a self-inflicted gunshot wound after police say he opened fire on officers in North Andover.

DATE: 4/30/2024

AGENCY: Raynham PD

REPORTED BY AGENCY? Yes

A Raynham man who allegedly pointed a handgun at police as he opened the door to his home was shot and killed by officers.

DATE: 5/1/2024

AGENCY: Unassociated Officer

REPORTED BY AGENCY? Yes

A recently graduated and certified female officer (but not employed by any police department at the time) was criminally charged after she allegedly shot and killed her boyfriend in Leominster.

TOTAL: 8 officer-involved deaths, 4 reported to POST

Officer-involved injuries July 1, 2023 to June 30, 2024:

DATE: 7/7/2023

AGENCY: Worcester PD

REPORTED BY AGENCY? Yes

Officers responded to a call where a suspect had shot two family members. Upon arrival, the suspect emerged with a firearm and fired at officers, prompting an officer to return fire. The suspect then retreated inside, leading to a 13-hour standoff. Throughout the standoff, the suspect fired multiple times at officers, who returned fire each time. The suspect sustained two gunshot wounds but survived and was later indicted on multiple felony charges.

DATE: 7/24/2023

AGENCY: Hull PD

REPORTED BY AGENCY? Yes

A sergeant was accused of assaulting an elderly man while off duty. The officer was charged with assault and battery on a person over 60.

DATE: 9/29/2023

AGENCY: Lakeville PD and MSP

REPORTED BY AGENCY? Yes

Officer involved in a deadly force incident investigated by MSP. While conducting a stationary traffic stop, the vehicle's operator exited with an object resembling a firearm. Body-worn camera footage captured the officer's attempts to de-escalate the situation and create distance before using deadly force. The suspect was observed pointing a gun at the officer, who responded by using deadly force.

DATE: Nov. 2023

AGENCY: Lawrence PD

REPORTED BY AGENCY? Yes

An off-duty officer was charged with assault and battery in connection with November 2023 fight in Methuen.

DATE: 12/22/2023

AGENCY: Norwood PD

REPORTED BY AGENCY? Yes

A woman who allegedly brandished a gun was shot and wounded by Norwood Police after a long negotiation.

DATE: 1/20/24

AGENCY: Wilbraham PD

REPORTED BY AGENCY? Yes

Officers responded to a call regarding an armed male threatening to shoot his wife and daughter. Upon arrival, male subject fired through a door at two responding officers outside the residence. One officer was struck twice and critically injured. Both officers returned fire, striking the male subject at least once.

DATE: 1/31/2024

AGENCY: Plymouth PD

REPORTED BY AGENCY? No

A woman sustained serious injuries after another car that was speeding and being pursued by Plymouth Police struck her vehicle.

DATE: 2/5/2024

AGENCY: Brookline PD

REPORTED BY AGENCY? Yes

A Brookline PD vehicle and a civilian were involved in a car crash that resulted in hospitalization for both parties. The investigation found that the officer was not wearing a seatbelt and driving nearly 98 miles per hour five seconds before the crash. The officer was cited for speeding and other traffic violations and was found to have violated department policy.

DATE: 2/16/2024

AGENCY: Canton PD

REPORTED BY AGENCY? No

An off-duty officer hit a pedestrian in a crosswalk in Wrentham while driving a department-issued vehicle. The pedestrian sustained serious injuries.

DATE: 3/24/2024

AGENCY: Brookline PD

REPORTED BY AGENCY? No

A Brookline officer was involved in a crash with another vehicle on Beacon Street. The officer and the other driver were transported to the hospital with minor injuries.

Officer-involved injuries July 1, 2023 to June 30, 2024 (continued):

DATE: 5/22/2024

AGENCY: Malden PD

REPORTED BY AGENCY? Yes

A man was shot by Malden police after he allegedly assaulted and robbed a woman before getting into an altercation with officers.

TOTAL: 11 reports, 14 individual injuries, 8 reported to POST

Decertifications July 1, 2023 - June 30, 2024

M.G.L. c. 6E, §16 (2): All officers who were decertified during the preceding fiscal year

Chappell, Justin

DATE: 1/23/2024 # OF COMPLAINTS: 6 # OF DISCIPLINES: 0

REASON: The Commission found that Chappell used excessive force on two separate incidents. In the first incident, in February 2022, Chappell employed two closed-fist strikes to the head of an actively resisting individual. Subsequently, in July 2022, Chappell delivered 13 closed-fist strikes to the head of an individual whose hands were secured behind his back in handcuffs.

Curtis, Christopher

DATE: 9/14/2023 # OF COMPLAINTS: 2 # OF DISCIPLINES: 0

REASON: Decertified based on a criminal disposition.

Dupont, Joseph

DATE: 5/22/2024 # OF COMPLAINTS: 0 # OF DISCIPLINES: 0

REASON: On September 15, 2023, Dupont pleaded guilty to one felony count of Securities Fraud in the US District Court for the Southern District of New York. He was sentenced to three years of probation and a \$75,000 fine.

Eracleo, Michael

DATE: 1/4/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 0

REASON: Eracleo voluntarily agreed to decertification, admitting to allegations warranting the revocation of his law enforcement certification. These allegations included accepting unreported gifts from a vulnerable individual, making unwelcome sexual comments to a civilian employee, and improperly communicating with a minor via social media, enabling the receipt and concealment of sexually suggestive material.

Farwell, Matthew

DATE: 3/21/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 0

REASON: Farwell voluntarily agreed to decertification, acknowledging allegations that justified revoking his law enforcement certification. These allegations included engaging in a sexual relationship with a 15-year-old member of the Stoughton Police Explorers Program when he was 27, pursuing further sexual encounters with the victim over an extended period (including as recently as 2020) and being untruthful during a law enforcement investigation into the victim's death.

Fontaine, Ernest

DATE: 10/25/2023 # OF COMPLAINTS: 1 # OF DISCIPLINES: 0

REASON: Decertified based on a criminal disposition.

Forte, David

DATE: 3/21/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 1

REASON: On July 20, 2023, a federal jury found Forte guilty of Conspiracy to Commit Securities Fraud, and Aiding and Abetting Securities Fraud, both classified as felonies under federal law.

Gonzalez, Iancy

DATE: 6/20/2024 # OF COMPLAINTS: 4 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Decertifications July 1, 2023 - June 30, 2024 (continued)

Kennedy, Robert

DATE: 5/19/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 1

REASON: On September 20, 2023, Kennedy pleaded guilty to two felony counts of Wire Fraud under 18 U.S.C. § 1343.

Morales, Tomas

DATE: 12/14/2023 # OF COMPLAINTS: 0 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Murphy, Michael

DATE: 5/22/2024 # OF COMPLAINTS: 1 # OF DISCIPLINES: 1

REASON: On June 1, 2021, Murphy pleaded guilty to two federal felony charges: Conspiracy to Commit Theft involving Federally Funded Programs and Aiding and Abetting such Theft, in violation of 18 U.S.C. §§ 371, 2, and 666(a)(1)(A).

Pomeroy, Brian

DATE: 4/23/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Quilty, James

DATE: 9/14/2023 # OF COMPLAINTS: 2 # OF DISCIPLINES: 0

REASON: Decertified based on a criminal disposition.

Salituri, Joel

DATE: 5/22/2024 # OF COMPLAINTS: 2 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Senecal, Darren

DATE: 9/14/2023 # OF COMPLAINTS: 7 # OF DISCIPLINES: 0

REASON: Senecal knowingly filed a police report containing a false statement and created forty police log entries containing false statements regarding his activities.

Vieira, Carlos

DATE: 9/14/2023 # OF COMPLAINTS: 1 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Whitman, Daniel

DATE: 9/14/2023 # OF COMPLAINTS: 2 # OF DISCIPLINES: 1

REASON: Decertified based on a criminal disposition.

Winslow, Frederick

DATE: 6/20/2024 # OF COMPLAINTS: 3 # OF DISCIPLINES: 0

REASON: Winslow voluntarily agreed to decertification after acknowledging allegations of untruthfulness, poor supervision and record falsification in 2012, which led to his suspension. He failed to disclose these allegations during his 2013 job application to Babson College Public Safety and was terminated in 2024 when his dishonesty was uncovered.

Reasons for Revocation of Certificates (Total - 18 Instances)

Criminal disposition: 13 instances

Conduct unbecoming/violation code of ethics/untruthfulness: 4 instances

Excessive force: 1 instance

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

Officer Suspensions July 1, 2023 to June 30, 2024

The Commission suspended 32 officers as noted below. Four suspensions were lifted during that period for a net of 28 suspended officers.

M.G.L. c. 6E, §16 (3): All suspensions that occurred during the preceding fiscal year

NAME	START DATE	END DATE	SUSPENSION REASON	# OF COMPLAINTS	# OF DISCIPLINES
Bistany, Matthew	9/7/2023		M.G.L. c. 6E, § 9(a)(1)	1	0
Bones, Devon	12/2/2022	9/7/2023	M.G.L. c. 6E, § 9(a)(1)	1	0
Butner, Calvin	1/31/2024		M.G.L. c. 6E, § 9(a)(1)	3	0
Caldwell, Miranda	12/14/2023		M.G.L. c. 6E, § 9(a)(1)	3	1
Callahan, Shaun	12/20/2023	1/20/2024	M.G.L. c. 6E, §§ 3(a), 10(b)(iv) and 10(c)	1	0
Castro, William	3/21/2024		M.G.L. c. 6E, § 9(a)(4)	2	0
Cederquist, Gary	1/31/2024		M.G.L. c. 6E, § 9(a)(1)	4	0
Connor, Omar	12/19/2023		M.G.L. c. 6E, § 9(a)(4)	8	0
De los Santos, Jennifer	6/12/2024		M.G.L. c. 6E, § 9(a)(1)	2	1
Feeley, James	1/2/2024		M.G.L. c. 6E, § 9(a)(1)	2	0
Gladu, Brian	4/5/2024		M.G.L. c. 6E, § 9(a)(1)	5	1
Gomez-Gonzalez, Samuel	6/20/2024		M.G.L. c. 6E, § 9(a)(4)	3	1
Hubbard, Matthew	7/18/2023		M.G.L. c. 6E, § 9(a)(1)	1	1
Johnson, Kevin	9/14/2023		M.G.L. c. 6E, § 9(a)(1)	2	0
Khun, Danny	8/17/2023		M.G.L. c. 6E, § 9(a)(1)	1	0
Lewis, Shavonne	10/6/2023	10/24/2023	M.G.L. c. 6E, § 9(a)(1) and 555 CMR 1.08(1)	2	0
Mandracchia, Daniel	8/17/2023		M.G.L. c. 6E, § 9(a)(1)	2	1
Manon, Dario	6/13/2024		M.G.L. c. 6E, § 9(a)(1)	1	1
Martinez, Joe	7/13/2023		M.G.L. c. 6E, § 9(a)(1)	1	1
Morin, Michael	8/8/2023		M.G.L. c. 6E, § 9(a)(1)	3	1
Nako, Klevis	4/5/2024		M.G.L. c. 6E, § 9(a)(4)	2	0
Parker, Jami	5/3/2024		M.G.L. c. 6E, § 9(a)(1)	1	0
Radzik, Thomas	2/5/2024		M.G.L. c. 6E, § 9(a)(1)	1	0
Robinson, Roland	4/30/2024		M.G.L. c. 6E, § 9(a)(1)	2	0
Rogers, Joel	1/31/2024		M.G.L. c. 6E, § 9(a)(1)	4	0
Romeos, James	2/15/2024		M.G.L. c. 6E, §10(b)(i) (iv)	3	1
Russell, Tyler	2/15/2024		M.G.L. c. 6E, § 10(b)(iii)	2	0

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

NAME	START DATE	END DATE	SUSPENSION REASON	# OF COMPLAINTS	# OF DISCIPLINES
Saunders, Scott	8/4/2023		M.G.L. c. 6E, § 9(a)(1)	2	0
Singh, Gurpreet	5/22/2024		M.G.L. c. 6E, § 9(a)(1)	4	1
Soares, Imari	6/24/2024		M.G.L. c. 6E, § 9(a)(1)	1	0
Stalzer, Steven	6/12/2023	9/7/2023	M.G.L. c. 6E, § 9(a)(1)	2	0
Ubri, Robinson	5/2/2024		M.G.L. c. 6E, § 9(a)(1)	1	0

Reasons for above suspensions:

M.G.L. c. 6E, §9(a)(1): “The Commission shall immediately suspend the certification of an officer . . . arrested, charged or indicted for a felony.”

M.G.L. c. 6E, §9(a)(4): “The Commission may suspend the certification of an officer if the commission determines . . . suspension is in the best interest of the . . . safety and welfare of the public.”

M.G.L. c. 6E, § 10(b)(i): “The Commission may suspend the certification of an officer . . . convicted of a misdemeanor.”

M.G.L. c. 6E, § 10(b)(iii): “The Commission may suspend the certification of an officer who was biased[.]”

M.G.L. c. 6E, § 10(b)(iv): “The Commission may suspend or revoke an officer’s certification if . . . the officer was suspended or terminated by their appointing agency for disciplinary reasons, and any appeal of said suspension or termination is completed.”

M.G.L. c 6E, § 10(c): “The commission may reinstate the certificate of an officer suspended pursuant to subsection (b) at the expiration of the suspension, if the commission finds that all conditions of the suspension were met.”

555 CMR 1.08(1): “The commission shall immediately suspend the certification of any officer who is arrested, charged or indicted for a felony. A sworn statement by the arresting officer, or a certified copy of the charge or indictment, shall be sufficient evidence for immediate commission action pursuant to 555 CMR 1.08.”

Officer Retraining Orders July 1, 2023 to June 30, 2024

M.G.L. c. 6E, §16 (4): All retraining orders imposed by the Commission

The Commission did not impose any re-training orders during fiscal year 2024 (July 1, 2023 – June 30, 2024).



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