



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

July 13, 2026

CHAIR

Margaret R. Hinkle

COMMISSIONERS

Lester Baker

Hanya H. Bluestone

Lawrence Calderone

Eddy Chrispin

Deborah Hall

Marsha V. Kazarosian

Charlene D. Luma

Rev. Clyde D. Talley

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

NOTICE OF MEETING AND AGENDA

Public Meeting #78

July 16, 2026

8:30 a.m.

Remote Participation via [Zoom](#)

Meeting ID: 928 2855 7636

EXECUTIVE DIRECTOR

Enrique A. Zuniga

- 1) Call to Order
- 2) Approval of Minutes
 - a) June 18, 2026
- 3) Executive Director Report – Enrique A. Zuniga
- 4) Finance and Administrative Update – Eric Rebello-Pradas
 - a) Fiscal Year 26 Year End Update
 - b) Administrative Update
 - c) Diversity Report
- 5) Legal Update – Randall E. Ravitz, Matthew P. Landry, Gerald H. Cahill, Victor Lobo
 - a) Proposed Revisions to Regulations 555 CMR 1.00 “Procedural Rules”
 - b) Autism Awareness and Blue Envelope Legislation
- 6) Matters not anticipated by the Chair at the time of posting
- 7) Executive Session in accordance with the following:

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mass.gov/orgs/post-commission

MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

- M.G.L. c. 30A, § 21(a)(1), to discuss “the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, . . . or individual”;
 - M.G.L. c. 30A, § 21(a)(5), to discuss the investigation of charges of criminal misconduct;
 - M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 6E, § 8(c)(2), and to the extent they may be applicable, M.G.L. c. 6, §§ 168 and 178, to discuss matters relating to preliminary inquiries and initial staff review concerning whether to initiate such inquiries, and regarding certain criminal record information; and
 - M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 30A, §§ 22(f) and (g), to discuss and approve prior Executive Session minutes.
- a) Division of Standards reports of Preliminary Inquiries in the following cases:
- i) PI-2025-025
 - ii) PI-2025-058
 - iii) PI-2025-045
 - iv) PI-2025-048
 - v) PI-2025-051
 - vi) PI-2025-052
 - vii) PI-2026-007
- b) Division of Standards request to enter voluntary decertification, suspension or disposition agreement in the following cases:
- i) PI-2025-060
 - ii) PI-2025-036
- c) Update on the following Preliminary Inquiry Matter:
- i) PI-2026-035
- d) Division of Standards request for approval to conduct Preliminary Inquiries and/or impose a suspension in the following cases:
- i) PI-2026-041
 - ii) PI-2026-042
 - iii) PI-2026-043
 - iv) PI-2026-044
 - v) PI-2026-045
 - vi) PI-2026-046

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vii) PI-2026-047

e) Application for Voluntary Relinquishment of Certification in the following matter:

i) Eric Wade, formerly of the Canton Police Department

f) Approval of the minutes of the Executive Session of June 18, 2026

Note that M.G.L. c. 66, § 6A(d) provides that “[a]n electronically produced document submitted to an agency . . . for use in deliberations by a public body shall be provided in an electronic format at the time of submission.”

2a.

MASSACHUSETTS PEACE OFFICER STANDARDS AND TRAINING COMMISSION
Public Meeting Minutes
June 18, 2026
8:30 a.m.
Via Zoom

Documents Distributed in Advance of Meeting

- May 21, 2026 Public Meeting Minutes
- Executive Director Report
- Proposed draft regulations 555 CMR 3.00 “Law Enforcement Agencies, Officers, and Functions Subject to Regulation”
- Presentation concerning law enforcement agency certification standards
- Memo concerning the drafted law enforcement agency certification standards regarding internal affairs and officer complaint investigation procedures
- Draft agency certification standards regarding internal affairs and officer complaint investigation procedures
- Memo concerning the requirements for law enforcement agency certification

1. Call to Order

- The meeting began at 8:37 a.m.
- Commission Chair Margaret R. Hinkle took a roll call of the Commissioners present. The roll call proceeded as follows:
 - Chair Hinkle – Present
 - Commissioner Lester Baker – Present
 - Commissioner Hanya H. Bluestone – Present
 - Commissioner Eddy Chrispin – Present
 - Commissioner Deborah Hall – Present
 - Commissioner Marsha V. Kazarosian – Present
 - Commissioner Clyde Talley – Present
- Chair Hinkle stated that Commissioner Lawrence Calderone and Commissioner Charlene D. Luma were not in attendance, but Commissioner Luma would be joining the meeting shortly.

2. Approval of Minutes

- Chair Hinkle asked for a motion to approve the May 21, 2026 minutes. Commissioner Kazarosian moved to approve the minutes, and Commissioner Talley seconded the motion.
- The Commissioners voted to approve the May 21, 2026 public meeting minutes.

3. Executive Director Report – Executive Director Enrique A. Zuniga, Chief Financial Administrative Officer (“CFAO”) Eric Rebello-Pradas

- Executive Director Zuniga began his report by reminding members of the public that the Commission does not take public comment during meetings and instead accepts written submissions through the posted contact channels.
- Executive Director Zuniga provided an update regarding officer recertification. He stated as follows.
 - The Commission continues to review recertification information for veteran officers with last names beginning with I through P, whose certifications expire on July 1, 2026.

- The number of expected recertifications decreased from 5,095 to 5,034 officers.
- The figures continue to change as the deadline approaches.
- The three-year certification requirement helps ensure that the Commission maintains current information regarding individuals licensed as peace officers.
- As of June 15, 2026, 2,242 recertification applications remained outstanding.
- Commission staff have been in regular contact with larger agencies, including the Massachusetts State Police and the Boston Police Department, regarding their recertification submissions.
- As part of the recertification process, agencies are required to confirm that disciplinary matters involving officers seeking recertification have been submitted to the Commission.
- For the group of officers in the current recertification cohort, the Boston Police Department has reduced the number of internal affairs reports due to the Commission by half.
- Executive Director Zuniga provided an update regarding the model use-of-force policy. He stated as follows.
 - The first training session on the model use-of-force policy took place earlier in June 2026.
 - The training is a joint effort by Commission staff and the Municipal Police Training Committee (“MPTC”).
 - Two additional sessions were scheduled for June 23 and June 30, 2026.
 - The training addressed use-of-force reporting obligations to the Commission and internal reporting obligations within law enforcement agencies.
 - Local agency policies are required to be consistent with the model use-of-force policy.
 - The model policy requires agencies to prepare an annual summary of use-of-force events and to make an annual report publicly available for transparency purposes.
 - The Commission expects agency compliance with the model policy by September 30, 2026.
 - Around that time, the Commission intends to ask agencies to confirm that their use-of-force policies are consistent with the model policy.
 - The Commission is not planning to require an attestation and instead intends to treat the request as a survey or confirmation process.
- Executive Director Zuniga provided an outreach and engagement update. He stated as follows.
 - On May 21, 2026, Executive Director Zuniga presented to a group of Northeastern University public policy doctoral students.
 - The presentation provided an overview of the Commission, focused on policy matters, and addressed the early implementation of the Commission’s statutory mandates and related challenges.
 - Some Commission staff members, including Executive Director Zuniga and Commissioner Talley, attended the national conference of the International Association of Directors of Law Enforcement Standards and Training in Fort Worth, Texas.
 - The conference included sessions and roundtable discussions regarding topics of interest to peace officer standards and training agencies and academy directors.

- Executive Director Zuniga also presented to the Major Cities Chiefs Association regarding the model use-of-force policy and recent Commission updates.
- Such meetings provide opportunities to answer questions from police chiefs regarding Commission activities and compliance requirements.
- The first model use-of-force policy training session was held in Holyoke and included presentations by Deputy Director Heather Hall, Counsel Annie Lee, Senior Certification Advisor Gina Joyce, and MPTC colleagues.
- Additional sessions were scheduled in Marlborough and Randolph.
- The Randolph session will be recorded and made available for agencies to consult in the future.
- Executive Director Zuniga then turned the floor over to CFAO Rebello-Pradas for the finance and administrative update.
- CFAO Rebello-Pradas provided a finance and administrative update. He stated as follows.
 - The Commission is in the conference committee phase of the FY27 budget development process.
 - The conference committee was appointed on May 28, 2026.
 - The Commission's budget appropriation is in conference because the House and Senate proposed different appropriation amounts.
 - The Commission has contacted the six-member conference committee to advocate for the higher appropriation.
 - The Commission will continue to monitor the release of the conference committee report, the Governor's veto process, and development of FY27 spending plans.
 - As the close of FY26 approaches, the Commission revised its spending estimate upward by approximately \$125,000, from \$8.48 million to \$8.61 million.
 - As a result, the Commission lowered its estimated FY26 reversion from \$425,000 to \$300,000.
 - The Commission has informed the Executive Office for Administration and Finance of the revised estimate.
 - The internal control working group recently met to finalize updates to the Commission's internal control plan. The updated internal control plan is expected to be published by June 30, 2026.
 - The Finance and Administration Division met with the Legal Division and Executive Director Zuniga to review the Comptroller's annual internal control certification submission.
 - The certification submission had been successfully submitted as of the June 18, 2026 meeting.
- CFAO Rebello-Pradas provided a human resources update. He stated as follows.
 - Alia Spring was promoted to Communications Director.
 - Alia Spring had previously assumed the director duties and has now officially assumed the role.
 - Laura Martin assumed the new role of Senior Intake Specialist.
 - In her new role, she will focus on disciplinary records, including adjudicating requests from officers and law enforcement agencies.
 - Ben Robbins joined the Legal Division as Information Management Counsel and Records Access Officer.

- The Legal Division also welcomed four interns from Boston University School of Law: Quincy Kaysen, Sarah Crawford, Connor Hamill, and Chioma Ohodama.
- The Commission currently has one open position, the sixth Intake Coordinator position.
- The Commission currently has 54 staff members and does not expect to reach 55 staff members by the end of FY26.
- The Commission will reassess staffing needs as part of FY27 spending-plan development.
- CFAO Rebello-Pradas concluded his update, and Executive Director Zuniga asked whether the Commissioners had any questions or comments.
- Seeing none, Chair Hinkle thanked Commission staff for the matters that had been presented on, congratulated staff who had received promotions and welcomed the new staff members and interns.
- She noted that Commissioner Luma had joined the meeting by phone and was now present.

4. Legal Update – General Counsel Randall E. Ravitz

- Chair Hinkle moved to the next agenda item and turned the floor over to General Counsel Ravitz.
- General Counsel Ravitz presented proposed regulations regarding law enforcement agencies, officers, and functions subject to regulation. He stated as follows.
 - The proposed regulations would be codified as 555 CMR 3.00: “Law Enforcement Agencies, Officers, and Functions Subject to Regulation.”
 - A draft of the proposed regulations was included in the Commission’s meeting packet.
 - The proposed regulations are intended to define and elaborate on relevant concepts throughout M.G.L. c. 6E and Commission regulations.
 - The proposed regulations would combine certain sub-regulatory policies, proposed guidance, and existing regulatory provisions into one set of regulations with broad applicability.
 - The regulations would give those provisions the force of law and place them in a location more likely to be consulted when applying Chapter 6E or Commission regulations.
 - The proposed regulations would supersede portions of the Commission’s April 2022 construction of the scope of Chapter 6E, which elaborated on the meaning of “law enforcement agency” and “law enforcement officer” by clarifying exactly who is in scope.
 - The proposed regulations would also combine and incorporate the existing definition of arrest and restrictions on executing arrests and performing police duties and functions without active certification or in other situations contained within 555 CMR 9.00, which was approved by the Commission and became effective in September 2023.
- General Counsel Ravitz summarized the specific sections of the proposed regulations. He stated as follows.
 - The first substantive section deals with definitions. It clarifies the meaning of terms like an “arrest” as contained in existing regulations and advisory guidance approved by the Commission.

- It also defines the term “member” of a law enforcement agency broadly to include individuals with atypical employment or working relationships with an agency.
- The definition would include an agency head, employees, independent contractors, agents, individuals subject to the agency’s direction and control in relevant ways, and individuals working for another entity involved in a relevant joint venture with the agency.
- The proposed definition is based on existing Massachusetts legal principles regarding when an entity may be responsible for the conduct of individuals who are not regular employees.
- The proposed definition is also consistent with statutory language including special, reserve, and intermittent police officers within the definition of law enforcement officer.
- General Counsel Ravitz summarized the sections concerning law enforcement agencies and law enforcement officers. He stated as follows.
 - The proposed regulations generally follow the Commission’s April 2022 construction of the scope of Chapter 6E, which was based largely on principles of statutory interpretation.
 - The proposed regulations also account for an amendment made to the statute in April 2022 to include Humane Society officers in the definition of law enforcement officers.
 - The proposed regulations would revise the test previously approved by the Commission for determining whether a part of a sheriff’s office constitutes “a sheriff’s department in its performance of police duties and functions.”
 - The prior test considered whether a part of the sheriff’s office performed the full range of police duties and functions, including all types of arrests.
 - The prior test continued to raise questions and caused some confusion.
 - The proposed regulations replace the test with one that creates a presumption that the relevant part of a sheriff’s office qualifies as performing police duties and functions.
 - The sheriff or the sheriff’s designee could attest that the presumption does not apply if certain conditions are met.
 - Those conditions would include that the members are not authorized by the sheriff to execute arrests, are not authorized to perform most other police duties and functions, and do not devote a majority of their work time to performing police duties and functions.
 - The proposed regulations would give sheriffs flexibility and input while reserving the ultimate determination for the Commission.
 - The proposed regulations would also recognize the Commission’s discretion to determine whether to include two categories of special state police officers not expressly listed in Chapter 6E.
 - Those categories are special state police officers associated with the Massachusetts Emergency Management Agency and the State Auditor’s Office’s Bureau of Special Investigations.
- General Counsel Ravitz summarized the sections concerning heads and officers of law enforcement agencies. He stated as follows.
 - Chapter 6E defines a law enforcement officer to include an officer of an agency, including the head of the agency.

- Chapter 6E also provides for administrative suspension of the certification of the head of a law enforcement agency who fails to satisfy certain information-submission requirements.
- These provisions raise questions regarding who qualifies as an officer of an agency and who qualifies as the head of an agency.
- The proposed regulations would generally define an agency head as the highest-level individual who exercises day-to-day supervision and control of the agency's law enforcement functions.
- The proposed definition would apply regardless of title, technical employment status, or whether the person is considered sworn or civilian by the agency.
- The proposed regulations would take a functional approach focused on the person's role and relationship with the agency.
- The proposed regulations would allow the Commission to require an agency to identify its agency head and, if necessary, to identify an agency head itself.
- The proposed regulations would define an officer of a law enforcement agency to include a member of, or person affiliated with, an agency who is the agency head, a police officer, authorized or tends to make arrests or perform police duties and functions, or represents themselves as a law enforcement officer when interacting with the public.
- The proposed regulations would also allow the Commission to determine that another person is an officer of an agency based on listed factors.
- General Counsel Ravitz summarized the sections concerning law enforcement powers and police duties and functions. He stated as follows.
 - The proposed regulations would affirm that certification or status as a law enforcement officer does not expand a person's jurisdiction or powers beyond those otherwise afforded by law.
 - Certification is intended to operate as authorization to perform the person's existing role, not as an expansion of legal authority.
 - The proposed regulations would elaborate on the meaning of police duties and functions.
 - The definition would be generally consistent with MPTC regulations and was developed with input from the MPTC.
 - The proposed regulations would define performing police duties and functions to include personally engaging in relevant conduct, as well as supervising or overseeing another person's performance of that conduct.
 - The proposed regulations would list police duties and functions based on statutory law, case law, and legislative history.
 - The proposed regulations would restate and build on existing regulations providing that a person may be subject to sanctions for executing arrests or performing police duties and functions without active certification or legal authority.
 - The proposed regulations would identify potential sanctions generally tracking those referenced in Chapter 6E.
 - The proposed regulations would include exceptions for conduct that is otherwise lawful and necessary to defend against imminent harm, ensure the safety and control of prisoners in transit, or respond to other exigent circumstances.

- General Counsel Ravitz summarized the section concerning law enforcement agency responsibility for individual conduct. He stated as follows.
 - The proposed regulations are based on existing principles of vicarious liability under Massachusetts law.
 - The proposed regulations would allow an individual's conduct to be treated as agency conduct in certain circumstances.
 - Those circumstances would include conduct tolerated by a high-level agency official.
 - They would also include conduct of the kind the individual was retained to perform, occurring substantially within authorized time and space limits, and motivated at least in part by a purpose to serve the agency.
- General Counsel Ravitz stated that the proposed regulations also affirm the Commission's ability, to the extent allowed by law, to obtain information needed to make determinations under the regulations.
- General Counsel Ravitz clarified that staff were not requesting a vote at this meeting. He stated that the proposed regulations were being introduced for feedback from individuals inside and outside the Commission and that staff would return at an appropriate time if there appeared to be sufficient support.

5. Agency Certification Standards – General Counsel Randall E. Ravitz, Counsel Annie E. Lee

- Counsel Lee presented a further proposed revision to the agency certification standard concerning internal affairs and officer complaint investigation procedures. She stated as follows.
 - The proposed revision concerns the bifurcation of investigative and disciplinary responsibilities in internal affairs investigations.
 - The standard was last before the Commission in May, when Commissioners expressed that bifurcation should be presumed and generally required to ensure that internal affairs investigations are sound and that resulting disciplinary decisions are bias-free.
 - Based on that feedback, the revised language provides that an internal affairs investigation shall be assigned to an employee of the agency or an outside investigator retained by the agency who is not responsible for imposing discipline.
 - The proposed language includes an exception where the basis for the internal affairs investigation is a minor matter, as defined in 555 CMR 1.00.
 - The revision is intended to clarify who may serve as an internal affairs investigator and to strengthen the separation of investigative and disciplinary responsibilities already implied in the Commission's regulations.
- Counsel Lee stated that, pending any further questions or feedback, she anticipated requesting preliminary approval of the standard.
- Chair Hinkle stated that she did not see any questions from the Commissioners and confirmed that Counsel Lee was requesting a vote on the standard.
- Chair Hinkle then called for a vote on preliminary approval of the internal affairs and officer complaint investigation procedures standard.
- The Commissioners voted unanimously to preliminarily approve the internal affairs and officer complaint investigation procedures standard.
- Chair Hinkle thanked Counsel Lee and returned the floor to her for the next matter.

- Counsel Lee then presented two proposals concerning requirements for agency certification. She stated as follows.
 - The question presented is whether, when determining agency certification, the Commission should consider an agency's past compliance with other laws, rules, and regulations.
 - Chapter 6E, § 5 directs the Commission to certify law enforcement agencies in at least eight areas but does not specify the requirements for agency certification.
 - Specifically, the statute does not state whether agencies must only institute written policies that meet the Commission's eight certification standards, or whether agencies must also satisfy obligations under other sources of law.
 - The first proposal would establish a limited scope of requirements for agency certification.
 - Under that proposal, an agency would only need to institute written policies that meet the eight certification standards approved by the Commission.
 - An agency's noncompliance with obligations under other sources of law would not factor into the Commission's certification determination.
 - The second proposal would establish a broader scope of requirements for agency certification.
 - Under that proposal, an agency would need to institute written policies that meet the eight certification standards and also institute policies, directives, or practices that comply with applicable obligations under all sources of law.
 - Under the broader proposal, the Commission could consider agency compliance with obligations from other sources of law as a condition of agency certification.
- Counsel Lee stated that this approach would support the Legislature's goal of professionalizing and standardizing law enforcement throughout the Commonwealth and would further the Commission's mission as the primary oversight authority for law enforcement in the Commonwealth.
- Counsel Lee recommended that the Commission adopt the second proposal and invited questions and feedback from the Commissioners.
- The Commissioners then discussed the proposal concerning a broader scope of requirements for agency certification.
- Commissioner Baker expressed support for the proposal but raised concern that some agencies may lack the personnel, budget, or dedicated accreditation staff needed to maintain compliance.
- He suggested that, if the Commission adopts the broader approach, it should provide resources, such as a portal with policies or other materials, to help agencies come into compliance without imposing an undue burden.
- Commissioner Kazarosian agreed with Commissioner Baker and stated that the proposal appeared to solidify agencies' existing statutory obligations while allowing the Commission to provide oversight.
- She stated that the proposal would promote consistency among agencies throughout the Commonwealth and expressed support for it.
- Commissioner Bluestone stated that she supported striving for a higher standard but shared the concern regarding administrative burden.
- She questioned whether agencies would be ready for the broader requirements and suggested considering phased implementation rather than a single substantial change.

- Commissioner Talley agreed with Commissioner Baker and stated that the Commission should identify the type of assistance it would provide, particularly for smaller agencies with limited staff or resources.
- Commissioner Kazarosian then asked for clarification that the proposal would not impose new obligations on agencies but would instead allow the Commission to provide oversight and consistency regarding existing obligations.
- Counsel Lee confirmed that this was correct.
- Executive Director Zuniga stated that the Commission could consider an approach similar to the Office of the Inspector General, which includes both an audit component and an educational component.
- He then stated that, as the Commission develops the agency certification process, it could incorporate an approach focused on education and assistance in addition to oversight.
- Chair Hinkle asked whether there were any further questions or comments from the Commissioners.
- Counsel Lee stated that the feedback was helpful and that staff would return to the Commission with the feedback incorporated.
- Chair Hinkle thanked Counsel Lee and those who worked with her for their work on the matter.

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

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

7. Executive Session

- The Chair raised the issue of moving into executive session, in accordance with M.G.L. c. 30A, § 21(a)(1), to discuss the discipline or dismissal of, or complaints or charges brought against a public employee, a public officer, or an individual; under M.G.L. c. 30A, § 21(a)(3), to discuss strategy with respect to litigation, as an open meeting may have a detrimental effect on the litigating position of the public body; under M.G.L. c. 30A, § 21(a)(5), in anticipation of discussion regarding the investigation of charges of criminal misconduct; under M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 6E, § 8(c)(2), and to the extent they may be applicable, M.G.L. c. 6, §§ 168 and 178, in anticipation of discussion regarding the initiation of preliminary inquiries and initial staff review related to the same, and regarding certain criminal offender record information; and M.G.L. c. 30A, § 21(a)(7), combined with M.G.L. c. 30A, § 22(f) and (g), in anticipation of discussion and approval of the minutes of the prior executive session.
- Chair Hinkle stated that:
 - The Commissioners will be considering reports of preliminary inquiry in three cases.
 - They will be considering the request to enter a voluntary decertification, suspension, or disposition agreement in one case.
 - They will be considering requests from the Division of Police Standards to approve a preliminary inquiry and or to impose a suspension in seven cases.
 - They will be considering a suspension hearing in the matter of Lakeisha Horsley.
 - They will be addressing the discussion of strategy in the matter of the Law Offices of Howard Friedman, P.C., v. Massachusetts Peace Officer Standards and Training (POST) Commission, Civil Action No. 2584CV02072 in the Suffolk County Superior Court.

- They will also be addressing approval of the minutes of the May 21, 2026 executive session.
- Chair Hinkle asked for a motion to enter executive session. Commissioner Kazarosian moved to enter executive session, and Commissioner Baker seconded the motion.
- Chair Hinkle took a roll call vote on the motion. The motion unanimously carried.
- She then informed members of the public that the Commission would not reconvene its public meeting after the executive session.
- Executive Director Zuniga reminded members of the public that they can send comments and find contact information through the Commission website.
- Chair Hinkle thanked the staff members who presented and helped prepare for the Commission meeting and expressed appreciation to members of the public for their interest in the Commission's work.
- The public meeting was adjourned at 9:33 a.m.

Summary of Matters Voted on by the Commission

- Approval of minutes of May 21, 2026 meeting.
 - The Commission voted to approve the minutes included in the meeting packet.
- Preliminary approval of the internal affairs and officer complaint investigation procedures standard.
 - The Commissioners voted unanimously to preliminarily approve the internal affairs and officer complaint investigation procedures standard.

3.



Executive Director Report

July 16, 2026

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

Certification Update



Certification Numbers (as of July 10)

	Final	June 15	Difference
• Numbers to be certified:	4,978	5,140	(162)
• Business License Applications Submitted:	4,978	2,898	2,080
• Outstanding applications:	0	2,242	
• Chief attestations received:	110	99 of 110	11

Certification Update



Next Steps in Certification Cycle

- Division of Certification processing and sending certification notices
- 1,994 Notices Sent (1,957 Certified; 34 Conditionally Certified, 3 Certified SRO)
- 2,984 BLA's to be processed / Notices to be Sent
- Individuals remain certified if BLA submitted in time

Use of Force Model Policy



Training Sessions

- Two sessions since last Commission meeting: Marlborough, Randolph
- Last session recorded and available to LEA's via Acadis
- Questions about policy, compliance and Use of Force reports required to be submitted to POST
- Other questions about applicability (non-certified personnel)



Massachusetts Peace Officer Standards & Training
POSTC-comments@mass.gov
www.mapostcommission.gov
617-701-8401

4a.

Finance & Administrative Update



Year-End Update



FY26 Activity

- Revised Spending Estimate: **\$8.48M**
- Reversions: **\$425K**
- Headcount: **54**

Human Resource Update

- Welcome to New Legal Intern – Brian Park
- Open/Posted Positions: 0

FY27 Budget

- Final Appropriation = **\$8.83M**
- Next Step: Develop Spending Plan

Diversity Update



Diversity Metrics

Demographic	Statewide Population*	POST			State Employees**
		ALL	Hiring Process	SFI	
American Indian or Native Alaskan	0.9%	0.0%	0.0%	0.0%	0.2%
Asian	8.5%	10.5%	14.3%	0.0%	4.7%
Black or African American	10.2%	18.4%	10.7%	31.3%	19.1%
Hispanic or Latino	14.5%	5.3%	3.6%	6.3%	10.2%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.0%	0.0%	0.1%
White	76.3%	65.8%	71.4%	62.5%	59.3%
Two or More Races	4.0%	2.6%	1.8%	0.0%	1.0%
Female	51.6%	51.3%	51.8%	37.5%	54.5%
Veterans	3.4%	3.9%	1.8%	6.3%	3.2%
Disability	8.6%	1.3%	1.8%	0.0%	4.5%

*As reported by the U.S. Census Bureau; Estimates as of 7/1/2025 (V2025)

**As reported by the Office of Diversity and Equal Opportunity; Figures as of FY26 Q3

4b.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

TO: Commissioners
FROM: Finance & Administration
CC: Charlene Luma; Enrique Zuniga
DATE: July 10, 2026
RE: F&A Update

FY26 Q4/Year-End

June 30th closed the fourth quarter and the 2026 fiscal year. Overall spending continued to remain under budget for the Apr-Jun period (see attached *Treasurer's Report: FY26 Q4*). After making a few net-zero adjustments to the final spending plan numbers, all major categories are now at, or under, budget.

- Total spending for the agency is estimated to be approximately **\$8.482 million**, depending on final activity during the AP (Accounts Payable) period.¹ This is about \$425K less than what was budgeted (see *Reversions* below).
- Unsurprisingly, the largest area of underspending was in the payroll category. In addition to the typical fluctuations in onboarding and worked hours as contributing factors, there were a number of staff movements which resulted in open positions that no longer needed to be backfilled. Moreover, POST is one position short of the 55-employee target for FY26. The sum of all these contributing factors amounts to approximately \$228K in total savings. Aside from some minor personnel expenses that will be reconciled during the AP period, total payroll spending is estimated at \$6.475 million.² This equates to payroll being about 3% below projections.
- The IT spending category is roughly 18% below spending projections. The vast majority of this is due to a number of factors. POST's pre-payment for Tableau services - including licenses, impressions, and support – was over-estimated by roughly 50%, or \$80K. In addition, the planned \$30K pre-payment for Formstack licenses did not materialize in time to meet the June 30th deadline. Lastly, one of POST's vendors was unable to take on a one-time \$20K project to enhance the AV system in the Ellison Room, much to our disappointment. As a result, POST cancelled the agreement with the vendor and is assessing other options in the new fiscal year.

While most of the commission's high-ticket commitments have been expended, an outstanding invoice of approximately \$89K is expected to be satisfied during the AP period. This was for a number of enhancements to the office, including more window sound-proofing and cosmetic upgrades.

¹ The attached Treasurer's Report displays a year-end projection of \$8.612M; Technically, final spending could range from \$8.482M to \$8.612M. We note the lower end of the range in this narrative as believe this target is the most likely outcome.

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



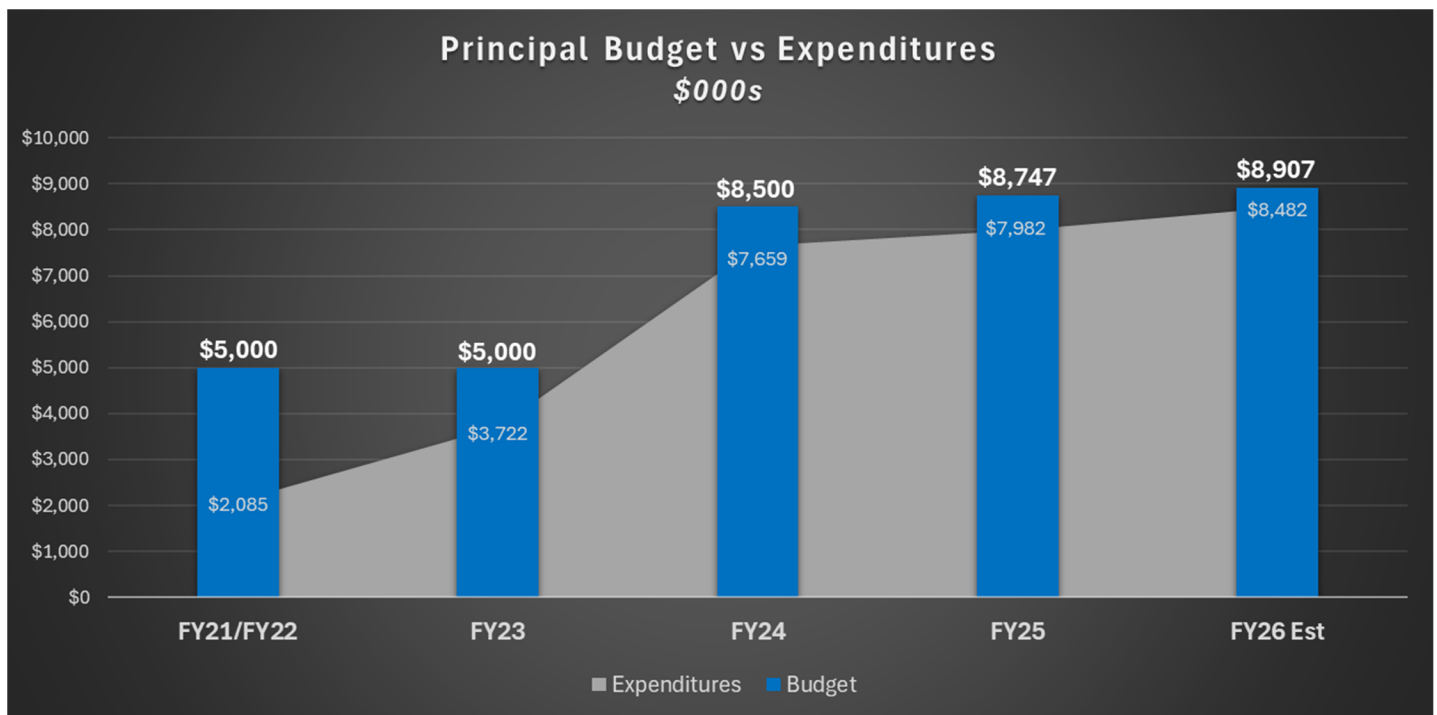
MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

Reversions

Last month we refined our reversion estimate from \$425K to \$300K. However, recent developments in the IT category (see third bullet above) are putting our estimate back at **\$425K**. The \$425K figure represents 5% of total budgeted funds. Similar to prior reversions, the majority of this estimate is due to the aforementioned payroll savings.

For comparison purposes, the reversion total for FY25 was \$765K, or 9% of total budgeted funds.



Hiring Status

We ended FY26 with a total of 54 employees.³ Technically, we are one position short of the 55-employee target for FY26. The Intake Coordinator position was posted but remains unfilled at this time. Recent discussions with the Executive Director and the Division of Police Standards have determined the position may no longer be necessary due to new operational efficiencies.

For comparison purposes, POST ended the prior fiscal year (FY25) with a headcount of 51. Moving forward to FY27, hiring for up to two audit positions will be the focus.

³ See attached FY26 Org Chart.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

FY27 Budget Development

The Governor signed the budget on July 9th, without issuing any vetoes or amendments. Therefore, the FY27 final budget remains completely unchanged from the version sent to her desk by the Legislature.

FY27 Budget Development							
\$ millions							
REQ	GOV	HOU	SEN	CCR	VTO	OVR	GAA
\$9.59	\$9.01	\$8.83	\$9.01	\$8.83	N/A	N/A	\$8.83

Our original budget request to ANF back in October was \$9.59 million. The Governor’s Budget Recommendation in January reduced that figure by 6%, or \$580K. The Conference Committee elected to go with the lower appropriation - \$8.83 million – which is a 2%, or \$180K, reduction from H2. Despite the 8%, or \$760K, variance from our original request, the final appropriation is manageable. We are currently preparing POST’s spending plan for FY27. As mentioned above, several open positions may no longer be required going forward, thereby providing necessary savings. Final determination will not be officially rendered until the plan is presented to Treasurer Luma and the Executive Director in August. As alluded to earlier, POST will focus on hiring for the agency’s new audit function in FY27.

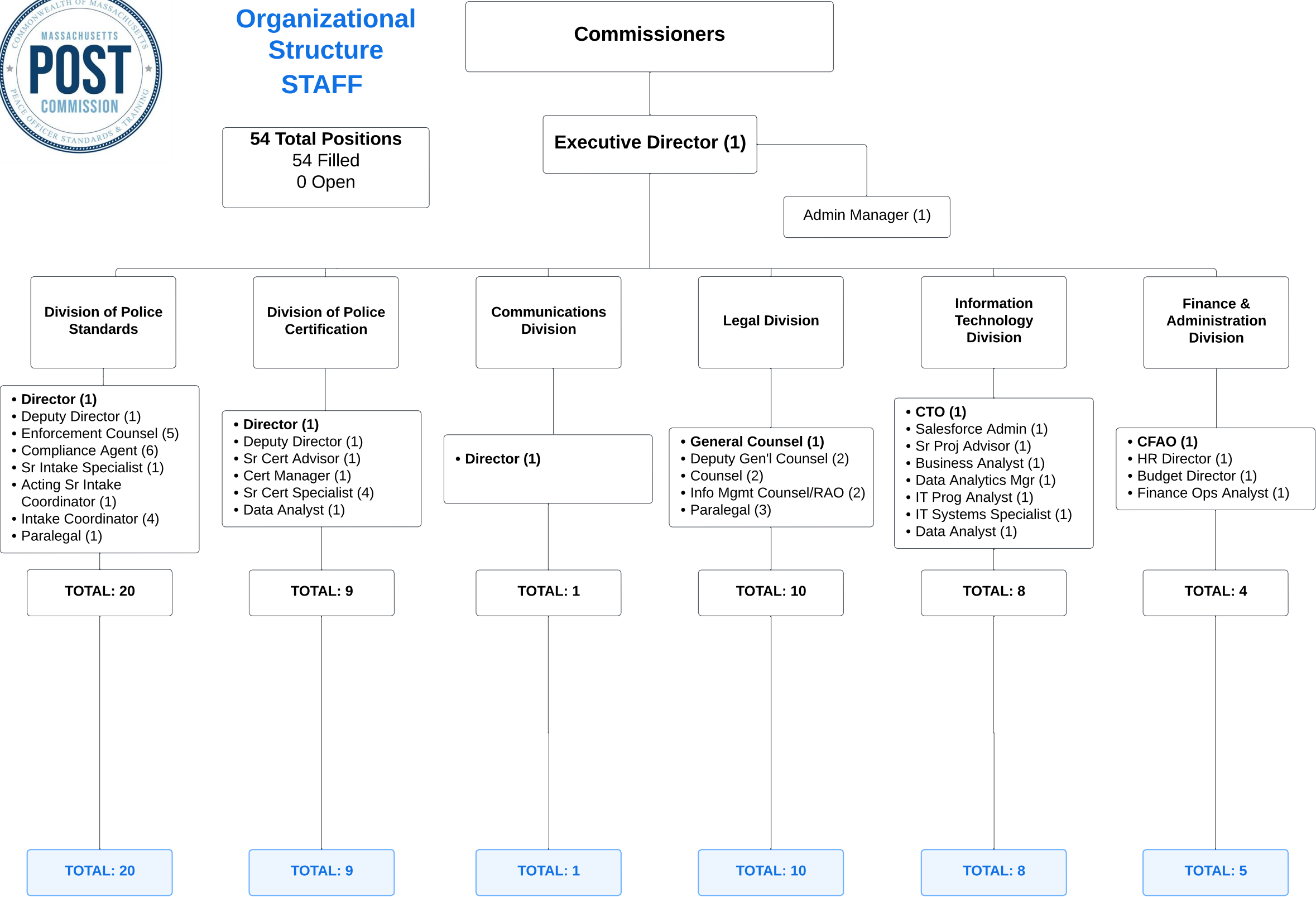
Treasurer's Report: FY26 Q4

	FY26 FIN SP	JUNE			ANNUAL
	BUDGET	YTD EXPENDED	YTD INCURRED	YTD COMMITTED	PROJECTED EXPEND TOTAL
EMPLOYEE COMPENSATION (AA) TOTAL	6,349,159	6,122,143	15,000	6,137,143	6,171,302
EMPLOYEE TRAVEL (BB) TOTAL	45,200	28,783	-	28,783	40,083
CONTRACT EMPLOYEES (CC) TOTAL	158,570	155,181	-	155,181	155,181
PAYROLL TAX/FRINGE (DD) TOTAL	149,556	138,447	-	138,447	139,533
OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS (EE) TOTAL	400,097	389,615	9,950	399,565	399,565
FACILITY OPERATIONS (FF) TOTAL	7,500	5,032	1,670	6,702	6,702
OFFICE SPACE LEASE (GG) TOTAL	630,366	628,364	2,001	630,366	630,366
CONSULTANTS/LEGAL SERVICES (HH) TOTAL	26,500	12,454	11,954	24,408	24,408
SUPPORT/AUXILIARY SERVICES (JJ) TOTAL	36,000	26,121	6,096	32,217	32,217
OFFICE FURNITURE/FIXTURES/EQUIPMENT (KK) TOTAL	3,000	-	-	-	0
OFFICE EQUIPMENT LEASE (LL) TOTAL	5,446	4,661	585	5,246	5,246
OFFICE MAINTENANCE/REPAIRS (NN) TOTAL	118,131	24,129	93,310	117,439	117,439
INFORMATION TECHNOLOGY (UU) TOTAL	977,530	677,969	202,393	880,363	889,815
Grand Total :	8,907,055	8,212,900	342,959	8,555,859	8,611,857



FY26
Organizational
Structure
STAFF

54 Total Positions
54 Filled
0 Open



4c.



MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

MEMO

TO: Commissioners
FROM: Finance & Administration
CC: Enrique Zuniga
DATE: July 16, 2026
RE: Diversity Statistics Update

As part of its commitment to onboarding and sustaining a diverse workforce, the POST Commission regularly reviews its recruitment process and analyzes diversity statistics. The purpose of this memo is to provide an update on diversity statistics. The last report was provided on December 18, 2025.

Diversity Statistics

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

Diversity Metrics					
Demographic	Statewide Population*	ALL	POST Hiring Process	SFI	State Employees**
American Indian or Native Alaskan	0.9%	0.0%	0.0%	0.0%	0.2%
Asian	8.5%	10.5%	14.3%	0.0%	4.7%
Black or African American	10.2%	18.4%	10.7%	31.3%	19.1%
Hispanic or Latino	14.5%	5.3%	3.6%	6.3%	10.2%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.0%	0.0%	0.1%
White	76.3%	65.8%	71.4%	62.5%	59.3%
Two or More Races	4.0%	2.6%	1.8%	0.0%	1.0%
Female	51.6%	51.3%	51.8%	37.5%	54.5%
Veterans	3.4%	3.9%	1.8%	6.3%	3.2%
Disability	8.6%	1.3%	1.8%	0.0%	4.5%

*As reported by the U.S. Census Bureau; Estimates as of 7/1/2025 (V2025)

**As reported by the Office of Diversity and Equal Opportunity; Figures as of FY26 Q3

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

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

5a.



555 CMR 1.00: Minor Matters

Matthew Landry, Director, Division of Police Standards

Gerry Cahill, Counsel, Legal Division

July 16, 2026

Reporting / Handling of Complaints



555 CMR 1.01(1) – current version

<u>Category of Complaint</u>	<u>Reportable to POST?</u>	<u>What is included?</u>
All Non-Minor Complaints	Yes , within 2 business days of receipt	Everything that is <u>not</u> “minor,” as defined below
Minor Complaint	No	“[A] category that includes discourtesy and basic work rule violations such as tardiness, inattention to detail, equipment violations, grooming violations, or comparable infractions and the complaint does not involve evidence or an allegation of: bias on the basis of [certain protected classes]; excessive, prohibited, or deadly force; or an action which resulted in serious bodily injury or death.”

Reporting / Handling of Complaints



Proposed New Structure

Category of Complaint	Reportable to POST?	What is included?
Serious Violation of Law Enforcement Standards	Yes , within 2 business days of receipt*	• A defined list of specific types of officer misconduct that is derived from Chapter 6E, other relevant statutes, and priorities as defined by the Commission • Examples: excessive force, biased police conduct, criminal offenses, any other statutory basis for a preliminary inquiry, suspension, or discipline by POST (G.L. c. 6E, §§ 8-10)
Minor Complaints	Yes , upon completion of the agency's IA	• Conduct unbecoming an officer • Any interaction with the public, except rudeness, discourtesy • Violation of body-worn camera policy • When ordered to investigate by the Division of Standards
	No *	• Complaints that do not allege a serious violation or a minor complaint in categories listed above • Examples: Internal work rule violations (<u>e.g.</u>, grooming, uniform); Interactions with the public in which the <u>only</u> allegation is that the officer was discourteous

* (no change to current practice)

Changes / Clarifications to Definitions



Definition	Proposed Changes / Clarifications:
Credibility	Every Complaint shall be initially presumed to be credible. A Complaint may be deemed non-credible by the Agency only if the Agency establishes, through an initial exercise of due diligence, that: (i) the material factual allegations of the Complaint are clearly and demonstrably false; (ii) the material factual allegations of the Complaint are based entirely on speculation or conjecture; (iii) the Complaint is made anonymously and provides no adequate basis for investigation; or (iv) the Complaint fails to allege conduct that would violate M.G.L. c. 6E; 555 CMR; or an Agency's rules, regulations, or policies.

Changes / Clarifications to Definitions



Definition	Proposed Changes / Clarifications:
Formal Discipline	Such actions include, but are not limited to: • terminating employment, • entering into a separation agreement, • issuing a suspension (including, but not limited to, a deferred suspension), • requiring retraining, • demoting the Officer, • requiring the Officer to forfeit time off, • modifying a duty schedule, or • entering into a last chance agreement or an agreement to defer, forego, or limit a more serious form of discipline. Such actions do not include: • written or oral reprimand, • job counseling, • supervisor coaching, or • referral for treatment by a medical or mental health provider.



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



THANK YOU!

Investigation and Reporting of Complaints by Agency - Minor Matters (DRAFT)

555 CMR 1.00: PROCEDURAL RULES

Section

1.01: Investigation and Reporting of Complaints by Agency.

- (1) Definitions. 555 CMR 1.00 incorporates all definitions and rules of construction set forth in 555 CMR 2.02: *Definitions* and 555 CMR 2.03: *Construction*, except those definitions of terms that are defined in 555 CMR 1.01(1). For the purposes of 555 CMR 1.01, the following terms have the following meanings, unless the context clearly requires otherwise:

Appointing Authority. In the case of an Officer who is an appointed Head of the Agency, the person or entity with the authority to appoint the individual as the Head of the Agency; and, in the case of any other unelected Officer, the Agency that employs the Officer.

Commission. The Massachusetts Peace Officer Standards and Training Commission established pursuant to M.G.L. c. 6E, § 2 as an agency, including its Commissioners, its staff, a Single Commissioner as defined in 555 CMR 2.02, and a Presiding Officer as defined in 555 CMR 2.02.

Complaint. A report alleging any violation of law enforcement standards by any Officer, regardless of whether the report: is oral or written; alleges a Serious Violation of Law Enforcement Standards; is labeled as a Complaint; or is received from or on behalf of an individual with personal knowledge of the material facts, from a member of an Officer's Appointing Agency, or from another source.

Excessive or Prohibited Force. Force that is not necessary, proportionate, or objectively reasonable or is otherwise prohibited by M.G.L. c. 6E, § 14, 555 CMR 6.00, or the Model Use of Force Policy jointly promulgated by the Commission and the Municipal Police Training Committee pursuant to 555 CMR 6.10(2).

Formal Discipline. Any employment action taken by the Agency that has been imposed in response to a sustained allegation of misconduct against the Officer. Such actions include, but are not limited to: terminating employment; entering into a separation agreement; issuing a suspension (including, but not limited to, a deferred suspension); requiring retraining; demoting the Officer; requiring the Officer to forfeit time off; modifying the Officer's duty schedule; or entering into a last chance agreement or an agreement to defer, forego, or limit a more serious form of discipline. For

purposes of 555 CMR 1.01, “Formal Discipline” shall not include employment actions which solely consist of any of the following: a written or oral reprimand, job counseling, supervisor coaching, or referral for treatment by a medical or mental health provider. For purposes of 555 CMR 1.01, if an officer resigns while an internal affairs investigation is pending or after an investigation has been completed but before discipline has been imposed, such resignation shall be deemed Formal Discipline.

Head of the Agency. A “head of a law enforcement agency” as defined in 555 CMR 3.02.

Minor Complaint. Any Complaint against an Officer that does not allege any Serious Violation of Law Enforcement Standards.

Resign. Resign or retire from an Agency.

Serious Violation of Law Enforcement Standards. A violation constituting a “Serious Violation of Law Enforcement Standards” under 555 CMR 1.01(3).

- (2) Standards for Determining the Credibility of Complaints. Upon receipt of any Complaint, an Agency shall make an initial determination of credibility.
 - (a) Determination of Credibility. For the purpose of 555 CMR 1.01, every Complaint shall be initially presumed to be credible. A Complaint may be deemed non-credible by the Agency only if the Agency establishes, through an initial exercise of due diligence, that: (i) the material factual allegations of the Complaint are clearly and demonstrably false; (ii) the material factual allegations of the Complaint are based entirely on speculation or conjecture; (iii) the Complaint is made anonymously and provides no adequate basis for investigation; or (iv) the Complaint fails to allege conduct that would violate M.G.L. c. 6E; 555 CMR; or an Agency’s rules, regulations, or policies. An inference based on a fact or on evidence is not considered to be speculation or conjecture for the purposes of this definition.
 - (b) Non-Credible Complaints. When an Agency determines that a Complaint is not credible as that term is defined in 555 CMR 1.01(2)(a), the Agency need not report that Complaint to the Commission in accordance with 555 CMR 1.01(3)-(4). The Agency must, nevertheless, retain in its internal electronic files documentation of the Complaint and the Agency’s reasons for determining that the Complaint is not credible, in accordance with 555 CMR 12.03(4)(h). Such documentation shall be made available to the Division of Standards upon request.
 - (c) Duplicative Reports. An Agency need not take action on any Complaint that is duplicative of a prior Complaint submitted to the Agency, unless the Complaint includes new information that is relevant and material to a previous determination of non-credibility.

(3) Complaints Alleging Serious Violations of Law Enforcement Standards.

- (a) The Head of an Agency shall, within two business days of the Agency's receipt of a Complaint alleging one or more Serious Violations of Law Enforcement Standards, transmit a copy of the Complaint, a description of the Complaint, or both to the Division of Standards, in a form to be prescribed by the Division of Standards.
 - 1. For the purposes of 555 CMR 1.01, an Agency is not in "receipt of a Complaint" before the Agency itself obtains it, regardless of whether it has come to the attention of another unit of the same government, such as a civilian complaint review board.
 - 2. An Agency will not be deemed to be in "receipt of a Complaint," and the two-business-day period set forth in 555 CMR 1.01(3)(a) will not begin to run, during the time when the Agency initially exercises its due diligence pursuant to 555 CMR 1.01(2)(a); provided, however, that the amount of time taken initially to exercise its due diligence is reasonable under the circumstances.
 - 3. When the amount of time an Agency takes initially to exercise its due diligence exceeds two business days, the Agency shall provide the Commission with a written explanation for the amount of time it has taken initially to exercise its due diligence and shall maintain such explanation in the Agency's internal electronic files.
- (b) For the purposes of 555 CMR 1.01, a Serious Violation of Law Enforcement Standards includes any of the following forms of conduct by an Officer, whether or not the alleged conduct took place while the Officer was on duty, acting in an official capacity, or performing police duties or functions:
 - 1. Being arrested, charged, indicted, or convicted for any criminal offense in any jurisdiction;
 - 2. Using Excessive or Prohibited Force;
 - 3. Engaging in an act of harassment, intimidation, or retaliation against an Officer who intervened to prevent or stop an excessive-force incident or who made, intended to make, or was required to make a report regarding a witnessed excessive-force incident;
 - 4. Failing to intervene as required in M.G.L. c. 6E or 555 CMR to prevent another Officer from engaging in the prohibited use of unreasonable force;
 - 5. Failing to report a use of force when such reporting is required under M.G.L. c. 6E or 555 CMR;
 - 6. Failing to fulfill a duty articulated under M.G.L. c. 6E or 555 CMR regarding crowd-control planning;
 - 7. Kettling;
 - 8. Engaging in biased conduct on the basis of actual or perceived race, ethnicity, sex, gender identity, sexual orientation, age, religion, mental or physical disability, immigration status, or socioeconomic or professional level;

9. Engaging in profiling (including, but not limited to, racial profiling) based on any of the categories set forth in 555 CMR 1.01(3)(b)8.
 10. Engaging in conduct that constitutes a hate crime;
 11. Making a false arrest;
 12. Executing an arrest or otherwise performing police duties and functions without an active law enforcement officer certification;
 13. Intentionally obtaining a false confession;
 14. Making an untruthful statement, as the term “untruthful” is defined in M.G.L. c. 6E, § 1;
 15. Destroying evidence to create a false impression, creating or using falsified evidence, submitting a false report, or providing false testimony;
 16. Taking any adverse action against an Officer or employee or threatening to take any such action because of that individual’s provision of information to the Commission or because of that individual’s provision of testimony in any Commission proceeding;
 17. Engaging in any form of misrepresentation, fraud, or falsifying of a document in connection with the law enforcement certification process;
 18. Violating the Commonwealth’s Ethics Law, M.G.L. c. 268A, including but not limited to, its provisions governing a direct or indirect receipt of a reward, gift, or gratuity on account of official services;
 19. Violating any of the minimum standards for conducting internal affairs investigations articulated in M.G.L. c. 6E or 555 CMR;
 20. Violating any provision of M.G.L. c. 6E or 555 CMR or any regulation, rule, or order issued by the Commission;
 21. Violating or otherwise failing to act in accordance with a limitation or restriction on a law enforcement certification; and
 22. Violating any Federal or State law concerning the use of controlled substances, except for use of marijuana permitted by M.G.L. c. 94G or 94I, which shall only be considered a Serious Violation of Law Enforcement Standards if the Officer’s use of marijuana impedes the Officer’s fitness for duty or violates any policy of the Agency.
- (c) Commencement of Investigation. The Agency shall commence an investigation into the Complaint as soon as practicable and no later than 14 calendar days after the Agency’s receipt of the Complaint, or within such time as directed by the Division of Standards.
- (d) Completion of Investigation. The Agency shall complete its investigation and issue a final disposition as to each alleged violation in the Complaint as soon as practicable, but no later than 90 calendar days after the Agency’s receipt of the Complaint. Upon completion of its investigation, the Head of the Agency shall transmit a copy of an investigative report to the Division of Standards.
- (e) Submission of Report of Investigation. If, following its investigation,

the Agency issues sustained findings of misconduct against any Officer, the Agency shall impose discipline as soon as practicable but no later than 60 calendar days after the Agency's issuance of the sustained findings against the Officer. Upon imposing discipline for any sustained allegations in the Complaint, the Head of the Agency shall immediately transmit to the Division of Standards a report of the discipline imposed.

(f) Delays.

1. If the Agency cannot timely comply with any obligation imposed by 555 CMR 1.01(3), the Agency shall promptly request an extension of time from the Division of Standards. The Division of Standards, in its discretion, may grant such a request upon a showing of good cause by the Agency. The Agency may demonstrate good cause by addressing, in its request, the following factors:
 - a. an explanation of why the Agency cannot timely comply with its obligations;
 - b. a date by which the Agency intends to comply fully with the obligations;
 - c. a detailed description of the actions and steps already undertaken in furtherance of the Agency's obligations; and
 - d. a list of the remaining actions and steps the Agency anticipates needing to take before being able to fully comply with its obligations.

(4) Minor Complaints.

- (a) An Agency shall investigate any of the following forms of Minor Complaint:
 1. When the allegations in the Minor Complaint concern the Officer's conduct during any interaction with a member of the public, except where the allegations concern only rudeness or discourteousness by an Officer;
 2. When the Minor Complaint includes any allegation that the Officer violated the Agency's body-worn camera policy;
 3. When the Minor Complaint includes any allegation that the Officer engaged in conduct unbecoming an officer, or its equivalent under Agency policy. For purposes of 555 CMR 1.01, conduct unbecoming an officer is any conduct which:
 - a. Brings the Officer's Agency into disrepute;
 - b. Brings discredit upon the Officer as a member of the Officer's Agency;
 - c. Tends to impair the operation, efficiency, or effectiveness of the Officer or the Officer's Agency;
 - d. Tends to indicate that the Officer is unable or unfit to continue as a member of the Officer's Agency; or

- e. Would violate the Agency's policy against conduct unbecoming an officer, or a substantially similar policy; or
- 4. When the Division of Standards directs the Agency to investigate the Minor Complaint.
- (b) Submission of Investigative Reports for Certain Minor Complaints.
When an Agency investigates a Minor Complaint pursuant to 555 CMR 1.01(4)(a), upon completion of that investigation into the Minor Complaint, the Head of an Agency shall transmit to the Division of Standards a final investigative report and a report of any discipline imposed, including but not limited to Formal Discipline, in a form to be prescribed by the Division of Standards.
- (c) Resolution of Other Minor Complaints. For any Minor Complaint that does not require an investigation pursuant to 555 CMR 1.01(4)(a), the Agency shall resolve the Minor Complaint in accordance with the Agency's internal resolution policy, which shall comply with any minimum requirements established by the Commission. If the Minor Complaint is resolved with the imposition of Formal Discipline upon the Officer, the Agency shall transmit to the Division of Standards a report of such Formal Discipline, in a form to be prescribed by the Division of Standards. If an Agency does not have an internal resolution policy, the Head of the Agency shall refer the matter to an Agency internal investigation unit or internal investigation officer for investigation and appropriate action.
- (d) Retention of Records. An Agency shall retain all records associated with its receipt and handling of Minor Complaints and shall make such records available to the Division of Standards upon request, for any purpose, including, but not limited to, an audit pursuant to M.G.L. c. 6E, § 8.
- (5) Tolling of Investigation. An Agency's obligations to investigate any Complaint under 555 CMR 1.01 may be tolled, with the approval of the Division of Standards, if the Agency informs the Division of Standards that proceeding with the investigation would interfere with a law enforcement investigation being conducted by a District Attorney, the Attorney General, the United States Department of Justice, or a comparable law enforcement authority of another jurisdiction.
- (6) Minimum Standards for Investigation by Agency.
 - (a) When an investigation is required pursuant to 555 CMR 1.01:
 - 1. The Head of the Agency or that person's designee shall assign the investigation to an investigator employed or retained by the Agency, unless the Head of the Agency's Appointing Authority assigns the investigation to an investigator employed or retained by the Head of the Agency's Appointing Authority.
 - 2. An investigator assigned pursuant to 555 CMR 1.01(6)(a) shall be free from conflict of interest, bias, prejudice, and self-interest and shall follow the standards and procedures set forth in 555 CMR 1.01(6)(b)-

- (d).
 - 3. For the purposes of 555 CMR 1.01(6), a person shall be deemed unable to supervise an investigation where that person is the subject of, or implicated by, the Complaint, or is otherwise unable to supervise the investigator due to a conflict of interest or the potential for bias, prejudice, or self-interest whether actual or perceived.
 - 4. The investigator shall report, for the purpose of the investigation, directly to the Head of the Agency or to that person's designee. When the Head of the Agency is unable to supervise an investigation for any reason stated in 555 CMR 1.01(6)(a)3., the investigator shall report directly to the Appointing Authority or to a person designated by the Appointing Authority.
- (b) An investigator assigned pursuant to 555 CMR 1.01(6)(a) shall:
 - 1. begin the investigation by taking all reasonable steps necessary to preserve and consider all potentially relevant evidence including, but not limited to, documents, e-mails, text messages, photographs, audio- and video-recordings, and the like;
 - 2. notify the Officer and the head of the Officer's collective bargaining unit that an investigation is being conducted; such notification shall be made as soon as reasonably possible and to the extent such notification will not prejudice the investigation; and
 - 3. conduct, to the extent necessary and feasible, interviews of relevant witnesses, including, but not limited to, the complainant, the alleged victim if different from the complainant, the Officer implicated by the Complaint, and all other Officers and individuals who were present at or witnessed the incident. Such interviews should be audio-recorded if feasible. Officers and other interviewees shall have the right to be represented by counsel, union representatives, or other representatives, to the same extent that they would under their Agency's policies or other applicable authority. The Agency shall, at its expense, provide translation services where necessary to conduct an interview.
- (c) The investigation shall be conducted confidentially to the extent permitted by law.
- (d) Each investigative report shall be in a form prescribed by the Division of Standards and shall include:
 - 1. a summary of the Complaint;
 - 2. the identity of any Officers of the Agency who were the subjects of the investigation;
 - 3. a list of all evidence considered, and the identities of all witnesses interviewed, which list shall indicate whether each interview was recorded and any reasons for not recording the interview;
 - 4. whether any witness or evidence was inaccessible, a description of the circumstances evidencing the unavailability of any such witness, whether any relevant evidence was destroyed or lost, and a description

- of the circumstances of such a destruction or loss;
- 5. the facts found by the investigator;
- 6. a statement by the investigator of which alleged violations of law or Agency policy were investigated, along with the investigator's recommended disposition as to each such allegation;
- 7. any disciplinary action initially recommended by the investigator or a supervising officer;
- 8. a statement indicating the final disposition imposed by the Agency;
- 9. a statement as to whether the Agency has referred its findings to a District Attorney, the Attorney General, the United States Department of Justice, or another prosecutorial entity;
- 10. whether the Officer is represented by counsel or another authorized representative; and
- 11. the signature of the investigator and the Head of the Agency or appointing authority.

(7) Discipline and Post-discipline Process.

- (a) For matters where an Agency is required to transmit an investigative report pursuant to 555 CMR 1.01, the Agency shall transmit a report of discipline, which shall be in a form prescribed by the Division of Standards and shall include the following, as well as any other information required by the Division of Standards:
 - 1. a description of the adjudicatory process;
 - 2. any discipline imposed, including, but not limited to, Formal Discipline;
 - 3. a recommendation, by or on behalf of the Head of the Agency or the Head of the Agency's Appointing Authority, as applicable, as to whether the Commission should impose disciplinary action upon any Officer of the Agency who was a subject of the investigation, including, but not limited to, retraining or a suspension or revocation of the Officer's certification;
 - 4. whether the Officer is represented by counsel or other authorized representative.
- (b) The Agency shall notify the Commission immediately upon the occurrence of any of the following:
 - 1. The filing of an appeal, request for arbitration, or similar notice or request by or on behalf of the Officer regarding the findings of the Agency's internal affairs investigation or the discipline imposed by the Agency;
 - 2. The Agency's receipt of the final decision in such appeal, arbitration, or dispute; and
 - 3. Any agreement entered into by or on behalf of the Agency and the Officer to resolve or withdraw a pending internal affairs investigation or disciplinary proceeding.
- (c) Any such agreement as described in 555 CMR 1.01(7)(b)3. or in M.G.L. c. 41, § 98H may not restrict or limit in any way any of the following:

1. the ability of any individual or entity to report the agreement or its contents to the Commission; or
 2. the ability of the Head of the Agency to make a recommendation to the Commission or a prosecutor's office, based on the independent professional judgment of the Head of the Agency, relative to:
 - a. the certification status of an Officer;
 - b. the Officer's character or fitness for employment as a law enforcement officer;
 - c. the discipline that the Commission should impose; or
 - d. the possibility that a criminal offense may have been committed.
- (8) Notice of Officer Resignation Pending Agency Internal Investigation or Discipline. If an Officer resigns prior to the conclusion of an internal investigation by the Agency or prior to the imposition of Agency discipline:
- (a) The Head of the Agency shall immediately transmit to the Division of Standards a report in a form to be prescribed by the Division of Standards, which at a minimum shall include:
 1. the Officer's full employment history, including dates of hire, resignation, any promotions, and assignments; a chronology of any Complaints, internal investigations, reprimands, discipline imposed, retraining ordered, or other sanctions; and any commendations and awards received by the Officer related to the Officer's service;
 2. a description of the circumstances surrounding the Officer's resignation and of any events and Complaints related to the Officer's resignation;
 3. the status or results of any investigation regarding those circumstances, events, or Complaints, including a statement of which alleged violations of law or Agency policy the Agency was investigating at the time of the Officer's resignation;
 4. a copy of any agreement executed by the Officer in consideration of the resignation;
 5. a statement as to whether, and if so, how, the Agency's investigation was impeded by the Officer's resignation; and
 6. a recommendation by the Head of the Agency as to whether, and if so, how, the Commission should impose disciplinary action, including suspension or revocation of the Officer's certification, or the conditions the Officer must meet prior to applying for any reinstatement or certification, if such reinstatement or certification is appropriate.
 - (b) The Agency shall complete the investigation regardless of the Officer's resignation and, once the investigation is completed, transmit to the Division of Standards a report that conforms to 555 CMR 1.01(6).
- (9) Other Notices Reportable by Agencies. The Head of the Agency shall report,

in a form to be prescribed by the Division of Standards, the following incidents to the Division of Standards within two business days following their occurrence:

- (a) The Agency removes an Officer from duty status or restricts the Officer's duty status because of a pending internal affairs investigation, a pending disciplinary matter, or a concern as to the Officer's fitness for duty;
 - (b) An Officer resigns while an internal affairs investigation is pending or after an investigation has been completed but before discipline has been imposed;
 - (c) An Officer's law enforcement certification is revoked by another jurisdiction;
 - (d) An Officer's license to carry firearms is revoked or restricted for any reason;
 - (e) An Officer is named as a defendant in a proceeding regarding an abuse prevention order or harassment prevention order;
 - (f) An Officer is named as a defendant in any civil or administrative agency proceeding involving a claim that the Officer committed a Serious Violation of Law Enforcement Standards;
 - (g) An Officer is involuntarily committed pursuant to M.G.L. c. 123, § 12 or any other law or procedure;
 - (h) An Officer receives a notice of surrender for an alleged violation of the terms of a probation sentence;
 - (i) An Officer is the subject of a dangerousness hearing, pursuant to M.G.L. c. 276, § 58A;
 - (j) An Officer discharges a firearm at or in the direction of a person, whether such discharge was intentional or not;
 - (k) An Officer is involved in an Officer-Involved Injury or Death, as that term is defined in 555 CMR 2.02;
 - (l) An Officer uses force for which a report is required, pursuant to 555 CMR 6.07;
 - (m) A Head of the Agency issues a recommendation that the Commission take action against an Officer's certification based on evidence that an Officer is unfit for duty, including, but not limited to, evidence that involves an actual or suspected medical or psychological condition or disability or actual or suspected substance or alcohol abuse; or
 - (n) An Agency obtains evidence that an Officer's certification may have been issued due to administrative error.
- (10) Failure to comply with any obligation prescribed by 555 CMR 1.01 shall constitute a violation of 555 CMR 1.01 and may subject the Agency, the Head of the Agency, or any Officer with a duty to report information to the Commission to sanctions, including, but not limited to, administrative suspension pursuant to M.G.L. c. 6E, § 9(c).

DRAFT

RELATED PROVISIONS TO BE ADDED / CHANGED OUTSIDE OF 555 CMR 1.00

In the provisions that follow, the new language has been placed in red font, while the language to be replaced is placed in red strike-through font.

555 CMR 8.03:

A complaint that must be reported to the Commission pursuant to 555 CMR 1.01(1): ~~Transmittal of Complaint by Agency to Commission~~ *Investigation and Reporting of Complaints by Agency*.

555 CMR 12.02:

Complaint. A ‘complaint’ as defined in 555 CMR 1.01(1): ~~Transmittal of Complaint by Agency to Commission~~ *Investigation and Reporting of Complaints by Agency*.

555 CMR 12.03(4)(h):

For each complaint that a law enforcement agency pursuant to 555 CMR 1.01(2)(a) determines not to be credible, the complaint and the reasons the agency deemed the complaint to be not credible.

555 CMR 12.04(1):

Each law enforcement agency shall report to the Commission regarding the following, without request, pursuant to 555 CMR 1.01: ~~Review of Complaints by Agency~~ *Investigation and Reporting of Complaints by Agency* if that regulation is applicable, or otherwise immediately .

.. ,

5b.

The Massachusetts Blue Envelope Program

Victor Lobo, Legal Fellow
July 2026



Agenda

1. Background
2. Implementation in Massachusetts
– Voluntary Initiative & Recent Law
3. Next Steps – POST's Role & Federal Support
4. Additional Resources





Background

The Need for Blue Envelopes

- Certain autism-related behaviors can be mistaken for noncompliance, deception, or aggression
 - Examples include lack of eye contact, unexpected or rapid movement, or a failure to respond to questions or verbal directions
- These misunderstandings can turn routine traffic stops into unnecessarily stressful or escalating encounters
- Without context, drivers and officers alike face unnecessary risks
 - Drivers may fear interacting with law enforcement, while officers may make avoidable mistakes despite acting in good faith
- The Blue Envelope Program provides that context, helping improve communication and promote safer outcomes for everyone involved



Background

What Is a Blue Envelope?

- Tool that alerts the officer that the driver has autism or another invisible disability
- Driver stores important documents in their blue envelope, such as their license, vehicle registration, and insurance information
- Driver keeps their blue envelope within reach and simply hands it to the officer during traffic stops and police interactions
- Participation is completely voluntary – disclosure of disability is driver's choice



Background *Benefits*

Benefits for Everyone!

Increases communication between officers and drivers from start of interaction

Reduces misunderstandings and unnecessary escalation, making traffic stops safer, calmer, and more respectful

Helps law enforcement build trust, show compassion, and better serve the community

Provides ongoing officer education on interacting with individuals with autism and other “invisible” disabilities

Gives autistic/disabled drivers a sense of security and confidence, empowering them to communicate their needs



Background

What Does a Blue Envelope Look Like?

☐ DRIVER IS VERBAL	☐ DRIVER IS NONVERBAL
"BLUE ENVELOPE" IMPORTANT MOTOR VEHICLE PAPERS 1. Keep your hands on the steering wheel until otherwise directed, even if the officer is not at your car. 2. The officer may shine a light in your car, may have a radio, and may have flashing lights on their car. 3. When the officer gets to your car let them know you have a blue envelope, answer the officer's questions, and ask the officer if it's okay to retrieve your license and blue envelope. POLICE OFFICER SPECTRUM AWARENESS GUIDE ON BACK OF ENVELOPE	

IMPORTANT VEHICLE PAPERS	
VEHICLE REGISTRATION	CONTACT CARD
Police Officer:	
Driver may exhibit signs of anxiety due to bright lights and noises (your radio/siren).	Allow driver extra time to respond. Driver may need more time to formulate a response.
Driver may display repetitive body movements or fidgeting, and may have unusual eye contact.	Clearly tell the driver when the stop is over and they can leave.
Speak clearly and use the most simplistic explanations possible and limit unnecessary details.	If the driver becomes upset, consider contacting the person listed on the contact card contained in the envelope.

A 1. I am autistic.

U 2. I may have trouble communicating.

T 3. Eye contact may be difficult for me.

I 4. I am easily overwhelmed by intense sensory input like sounds and light.

S 5. When I am scared or frustrated, I may act aggressively.

M 6. If I am lost or in trouble, my emergency contact is on the back of this card.

7. Please be patient with me.

THANK YOU

I HAVE AUTISM

My Name: _____

My Parent/Guardian: _____

Their Phone #: _____

Someone Else I Know: _____

Their Phone #: _____

My Local Police Department: _____

Background *What Information Is Included?*

- Common autism-related behaviors
- Guidance to help officers communicate with autistic drivers
- Driver's emergency contact information
- QR code for additional resources
- Tips to prepare autistic drivers for traffic stops and police interactions



"BLUE ENVELOPE"

Contents:

- Copy of Driver's License
- RMV auto registration



Instructions to the Police Officer:

- The driver of this vehicle has autism spectrum disorder.
- Driver may display repetitive body movements or fidgeting and may have unusual eye contact.
- Driver may exhibit signs of high anxiety especially due to bright lights and noises such as your radio.
- Allow driver extra time to respond to your questions; they may have difficulty interpreting and processing your directions.
- Use the most simplistic explanations possible, speak clearly, and limit unnecessary details or jargon.
- Please clearly tell the driver when the stop is over and that they may leave.
- If the driver becomes upset, ask and/or consider contacting the person listed on the reverse of this envelope.
- Use the QR code on the reverse of this envelope to access additional traffic stop information.



Background

Blue Envelopes Then & Now

- Started in Connecticut in 2020
- 29 states have some form of disability or autism indication program
 - Including Blue Envelope/Yellow Dot programs
- Programs are implemented through a variety of models:
 - Independent local law enforcement initiatives (e.g., Boulder, CO)
 - Administrative programs implemented by statewide agencies/associations without enabling legislation (e.g., Delaware)
 - Statewide statutory programs (e.g., Connecticut, Massachusetts)
- A proven, low-cost program adopted by jurisdictions across the country

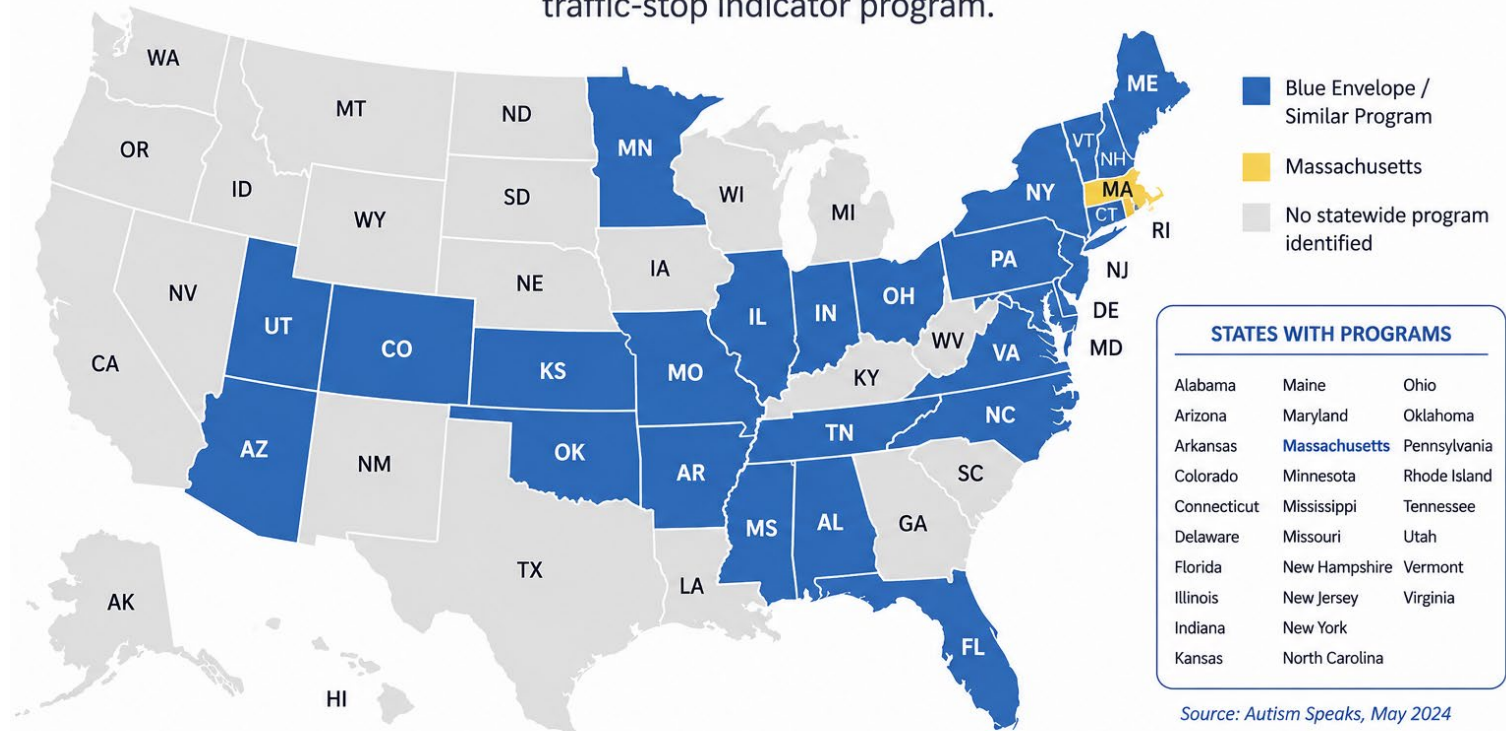


Background *Blue Envelopes Then & Now*



Blue Envelope and Similar Programs Across the United States

29 states have adopted a statewide disability or autism traffic-stop indicator program.





Implementation in Massachusetts *Pre-Statutory Initiative*

- In 2024, the Massachusetts State Police (MSP) launched a voluntary Blue Envelope Program independent of any statutory mandate
- Inspired by successful Blue Envelope programs in other jurisdictions
- More than 12,000 blue envelopes were distributed through the MSP program
- Several municipalities instituted their own equivalent, following the MSP's lead (Needham, Lexington, Marion, etc....)
- This voluntary MSP program laid the groundwork for the statewide program established by Chapter 112 of the Acts of 2026



Implementation in Massachusetts *Recent Legislation*

Chapter 112 of the Acts of 2026, *“An Act Facilitating Better Interactions Between Police Officers and Persons With Autism Spectrum Disorder”*

- Approved June 25, 2026 – takes effect on September 1, 2026
- Codified the existing Blue Envelope Program into state law
- Requires the MSP to develop and maintain the program in consultation with key stakeholders
- Provides statewide access through the Registry of Motor Vehicles
- Expected to expand both awareness and availability for both drivers and law enforcement



Next Steps

POST's Role

Supporting Statewide Implementation

- Support steps by the Municipal Police Training Committee (MPTC) to incorporate Blue Envelope awareness into existing officer training
- Partner with the Massachusetts Chiefs of Police Association (MCOPA) to share best practices and implementation guidance
 - Monitor implementation and identify opportunities for future improvements
- Support statewide outreach to improve awareness among law enforcement and the public
 - Engage disability advocacy organizations to gather feedback and educational materials



Next Steps

Federal Support

- Companion bills introduced in Congress (H.R.6602 & S.4089) with bipartisan support in 2025 & 2026
- Authorize DOJ grants for law enforcement agencies and nonprofit partners to develop, expand, and sustain Blue Envelope programs nationwide
 - State agencies & local law enforcement
 - Rural & tribal populations
- Require the DOJ to maintain a public directory of Blue Envelope programs and periodically report on implementation models and best practices



Additional Resources

- [The Arc of Massachusetts](#)
- [Lurie Center for Autism, Massachusetts General Hospital](#)
- [Autism Speaks](#)
- [Blue Envelope Program, Massachusetts State Police](#)