

PEACE OFFICER STANDARDS AND TRAINING COMMISSION

May 13, 2021

8:30 a.m.

Peace Officer Standards and Training Commission  
Remote Participation  
PUBLIC MEETING MINUTES

**Documents Distributed in Advance of the Meeting:**

- Executive Director Job Description
- General Counsel Job Description

**In Attendance:**

- Chair Margaret R. Hinkle
- Commissioner Hanya H. Bluestone
- Commissioner Lawrence Calderone
- Commissioner Clementina M. Chéry
- Commissioner Larry Ellison
- Commissioner Marsha V. Kazarosian
- Commissioner Charlene D. Luma
- Commissioner Kimberly P. West
- Commissioner Michael Wynn

1. Call to Order
  - The Chair recognized a quorum.
2. Chair's Opening Statements
  - The Chair introduced all Commissioners.
  - The Chair also introduced Lon F. Povich and Annie E. Lee, attorneys from Anderson & Kreiger LLP who are advising the Commission.
  - The Chair announced that questions from the public would be reserved for the end of the meeting.
3. Adoption of *Robert's Rules of Order* for Commission Meetings
  - The Chair suggested the Commission adopt *Robert's Rules of Order*, in the absence of statutorily provided procedural guidelines, so that Commission acts in traditional parliamentary fashion.
  - The Chair asked for a motion to adopt *Robert's Rules of Order*.
  - Commissioner Kazarosian moved to adopt *Robert's Rules of Order*.
  - Commissioners Ellison and Wynn seconded the motion.
  - The Commission unanimously voted to adopt *Robert's Rules of Order*.
4. Election of Secretary and Treasurer

- The Chair explained that the Commission is statutorily obligated to elect a Secretary and Treasurer.
  - The Chair moved to elect Commissioner Kazarosian as Secretary.
  - The Commission unanimously voted to elect Commissioner Kazarosian as Secretary.
  - The Chair moved to elect Commissioner Ellison as Treasurer.
  - The Commission unanimously voted to Elect Commissioner Ellison as Treasurer.
5. Discussion of Interim Staffing and Immediate Hiring Needs (Executive Director and General Counsel)
- The Chair ceded the floor to Mr. Povich to discuss staffing needs.
  - Mr. Povich presented the proposed job description for the Commission's Executive Director. The Executive Director is a key role that hires and supervises the administrative team working with the Commissioner.
  - Mr. Povich presented the proposed job description for the Commission's General Counsel. The General Counsel is also a key role, given the Commission's responsibilities.
  - Mr. Povich explained that the Executive Director and General Counsel will work closely together so there needs to be a balance of experience and perspectives between the two.
  - Mr. Povich stressed the importance of filling these positions on a short timeline and encouraged the Commission to encourage qualified people to apply.
  - The Chair asked for questions and comments.
  - Commissioner Wynn expressed his gratitude to Mr. Povich and Ms. Lee for preparing the job descriptions quickly, given the critical role of the Executive Director and General Counsel.
6. Statutory Task Overview
- The Chair stated the purpose and mission of the Peace Officer Standards and Training Commission.
  - The Chair explained the Commissioner's statutory duties and responsibilities.
7. Assignments regarding June 30, 2021 Deadline for Issuing Guidance on Developmentally Appropriate De-escalation and Disengagement Tactics, Procedures and Other Alternative to Use of Force for Children
- The Chair presented the Commission's obligation to establishing guidelines on developmentally appropriate de-escalation and alternatives to use of force for children.
  - The Chair asked for suggestions.
  - Commissioner Kazarosian suggested the Commission meet earlier than June 2 because this task requires consideration of a lot of information.
  - Commissioner Wynn suggested the Commission review law enforcement's training materials.
  - Commissioner Calderone echoed Commissioner Wynn's suggestion and said he could help find and circulate training materials.

- Commissioner Ellison suggested the Commission also seek guidance from juvenile courts. Commissioners Ellison and Luma volunteered to reach out to the Chief Justice of the Juvenile Court.
  - Commissioner Luma volunteered to provide guidance given her level of expertise. Commissioner Luma suggested Commissioner West could also help provide some guidance about best practices. Commissioner also suggested the Commission clarify about what age range the Commission means when it says “children” because the standard is 18, but there are differing opinions about developmental age.
  - Commissioner Bluestone agreed with Commissioner Luma in terms of integrating information and best practices. Commissioner Bluestone suggested looking outside of Massachusetts because other states have likely already developed guidelines. Commissioner Bluestone also encouraged the Commission to think about health and developmental issues, and complex mental health issues.
  - Commissioner Kazarosian suggested she could utilize her national contacts.
  - Mr. Povich raised a suggestion on how to coordinate sharing information through a small group.
  - Commissioners Luma, Bluestone, and Wynn agreed to serve as the point people for gathering information.
  - Commissioner West suggested that because the laws reflect the age of 18 as the cutoff for “children,” the Commission should anticipate how guidelines for dealing with 19-year-olds may be inconsistent with laws already in place.
  - Mr. Povich clarified that the Commission’s charge did not define children, but it should not preclude the Commission from issuing guidance to meet its statutory mandate.
  - Commissioner Ellison raised concerns about officers’ inability to know whether children have mental health issues due to HIPPA privacy protections.
  - Commissioner Bluestone suggested the Commission would benefit from some guidance on the scope of the problem.
  - Commissioner Luma suggested the Commission ask other Commissions to send them information about other organizations they should seek guidance from, like the Department of Elementary and Secondary Education, residential facilities, etc.
8. New Business the Chair Did Not Anticipate At the Time of Posting
- No questions from the public.
9. Adjournment
- Commissioner Wynn moved to adjourn the meeting.
  - Commissioner Calderone seconded the motion.
  - The Commission unanimously voted to adjourn.