

Officer Recertification (A-H)
Status Update
June 21, 2022





Recertification – June 15 Deadline

- Statutory Certification of Officers with last names (A through H - inclusive) expires June 30, 2022
- POST set a deadline of June 15, 2022 for submitting certain information
- Little time to process information received
 - Real time data validation (with help of technology)
 - Extended hours from Certification and Technology teams
 - LEA's working hard to meet deadline
 - Focus on processing Certifications and Conditional Certifications (will deal with exceptions in coming days)



Information Required by POST

- Info required in Submission Template:
 - Key info to uniquely identify officer: Name, DOB, Start of Employment, ID #, e-mail, evaluator name
 - Answers to Part 1 (15 Questions)
 - Q15: Whether Questionnaire (Part 2) was conducted
 - Whether Agency Head attests to Good Moral Character
 - Submit Questionnaire (8 Questions) only if no attestation
- Signature (attestation page)



Part 1 – Compliance with 6E 4 (f)

1. Age
2. Basic Training or Bridge Academy
3. Passed Examination
4. In-service Training (annual requirement)
5. Physical Fitness
6. Psychological Evaluation
7. Background Check
8. CPR & First Aid Cert
9. Felony Conviction
10. NDI?
11. Disciplinary Finding?
12. #11 Submitted?
13. Complaint or I/A?
14. #13 Submitted?
15. Oral Interview / Questionnaire?



Process for Submission

- Log-in to JIRA Portal
- Upload Submission Template (with embedded validation)
- Upload Signature Page (attestation)
- Upload Questionnaires (if any)
- Portal accepts multiple submissions (“tickets”). Database takes only updated information
- Portal allows for communication, tracking, fast data validation, workflow processing (categories) and reporting



Agency Submission Results

- 439 agencies within POST scope
- 387 agencies submitted information required
- 25 agencies requested extension
- 27 agencies pending submission (as of 6/20)
 - 16 Police Departments
 - 9 SSPO Facilities
 - 2 Sheriffs Offices
- POST contacting these agencies (with help from MACOPA, MSP, etc.) to submit or request extension ASAP



Extensions

Per 555 CMR 7.00 POST can grant 30-day extensions

- These extensions are being granted from POST deadlines (not from the June 30 statutory expiration date)
- Upcoming deadline (after extension): July 15, 2022
- If extension, still submit roster of officers ASAP
- As of June 20, 2022:
 - 25 agencies requested extensions
 - Of those, 12 agencies have submitted officers' rosters



Aggregate Metrics (Preliminary)

Officers Successfully Submitted:	6,127
Officers in Rosters (w/extension requests)	2,231 *
Estimate of Officers in extension (no roster)	223 **
Subtotal	8,581

Notes:

* 12 Agencies including Boston PD (882) and MSP (980)

** 13 Agencies (estimate of 225 – 250 officers)

Approximately less than 50 officers to be submitted. So, total ~ 8,600 officers



Aggregate Officer Metrics (ctd)

Difference between 10,000 and ~ 8,600 officers?

- 10,000 was 2020 estimate (during legislative process)
 - Retirements since then
- Graduating cadets (since December 1, 2021) already certified by POST.
 - To date POST has certified 348 (144 are A-H)
 - POST will certify 200 new officers this month
- Construction of Scope (some agencies out of scope)
- Bridge academy & some part time officers



Exceptions

Three types of exceptions

1. Technical Exceptions: Questions 1-14 (in Part 1)
 1. In service Training
 2. Completion of Bridge Academy
2. Exceptions to the Questionnaire (Q 15)
 1. Answers to Q15: “Yes, no exceptions; Yes with exceptions; Not Conducted”
3. No attestation of Good Moral Character



Preliminary Officer Categories

Of the 6,127 Successfully Submitted

- 5,205 (85%) no exceptions – “Certified”
- 645 (11%) some exceptions – “Conditionally Certified”
- 208 (3%) POST processing
- 69 (1%) processed but merit further review
- 0 (0%) not certified



Conditionally Certified

Most prevalent exceptions:

1. Not current with in-service training or CPR certification
2. Questionnaire “Yes w/Exceptions” or “Not Conducted”
 - Because Officer is on approved leave (IOD, illness, military, etc.)
 - Because Officer is on administrative or un-paid leave (pending disciplinary matter, appeal, etc.)
 - Other (No explanation, Not attending Bridge, Union Concern)
3. Attending Bridge Academy / Work requirements

Condition: Complete within 90 days or as per MPTC for #3



Next Steps

- Outreach to Agencies with no submission is on-going
- Send notifications to agencies for individual officers' status of "Certified" and "Conditionally Certified"
- Continue processing submissions and validation errors
 - Signature pages, attestations for Chiefs, date formats, etc.
- Process agencies that requested extensions
- Analyze reasons/comments for "No Attestation" and Questionnaire "Not Conducted" or "Yes, with Exceptions"
- Track when conditions are met