



# PEACE OFFICER STANDARDS AND TRAINING COMMISSION

Executive Director Report March 16, 2022



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Disciplinary Records Submissions

- More manual than anticipated
- Formats used were different
- Multiple submissions from many agencies
- Approximately 1500+ spreadsheets (of ~440 agencies)
- Anticipate will need process for Q/A and updates
- Records are mostly as of December 31, 2021
- Targeting May for public reporting



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Disciplinary Records

#### Active Officers Submissions

- 233 cleaned programmatically
- 155 cleaned manually
- 22 remaining

#### Transferred Officers Submissions

- 239 cleaned programmatically
- 77 remaining



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Certification Update

- Packet has been updated (q. #4) and is available on website
- Interim solution for the attestation process for re-certification (milestone schedule)
- A total of 188 officer certifications have been issued
- 24 issued in 2021, 164 issued in 2022
- Total includes 172 police officers and 16 special state police officers (SSPOs)
- Total of 50 Agencies: 39 municipal police departments and 11 SSPO facilities



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Certification Update

- Data and issuance of certification somewhat manual (stop-gap measure),
- Working on the interim solution (JIRA)
- We receive regular questions regarding certifying new hires (in addition to those going through academies)
- Anticipate these questions/requests will increase significantly as part of the (new FY as well as re-certification)



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Complaint Submission Form

- Included in packet
- Targeting early April launch
- This will eliminate the need to send form as attachment to e-mail box ([POSTCReports@mass.gov](mailto:POSTCReports@mass.gov)).
- Will still receive I/A reports and final dispositions by e-mail (to be improved upon later)

*Next Steps:* Communicate process for submission and develop guidelines / instructions for updating and linking subsequent submissions (I/A report and Final Disposition) to original complaint.



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Other Administrative Activities

- Procurement of Outside Counsel / Legal Services
  - RFR goes live March 18, 2022
  - Responses due April 29, 2022
- Procurement for Permanent Solution (Salesforce Case Management)
  - Review team conducting evaluation
  - Next Phase: vendor demonstration/interviews



## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Staffing

- Agency Support (TSS, A&F, HRD) beginning to sunset around June 30
- Need to re-double staffing efforts
  - Will need certain key hiring between now and June 30
  - Budget/Finance
  - HR manager
  - ~ 2 Technology Positions
- Finalist Director of Standards (next Commission meeting)





## PEACE OFFICER STANDARDS AND TRAINING COMMISSION

### Staffing (continued)

- CFAO started March 14
- Certification Specialists (2-3 positions before June 30)
- Other positions in progress:
  - Director of Communications & Community Engagement
  - Associate General Counsel
  - Product Manager (IT)
  - Business Analyst (IT)