



## MASSACHUSETTS PEACE OFFICER STANDARDS & TRAINING COMMISSION

July 7, 2022

### CHAIR

Margaret R. Hinkle

### COMMISSIONERS

Hanya H. Bluestone

Lawrence Calderone

Clementina Chéry

Larry E. Ellison

Marsha V. Kazarosian

Charlene D. Luma

Kimberly P. West

Michael Wynn

### EXECUTIVE DIRECTOR

Enrique A. Zuniga

In accordance with Sections 18-25 of Chapter 30A of the Massachusetts General Laws and [An Act Extending Certain COVID-19 Measures Adopting During the State of Emergency](#), as amended by [An Act Making Appropriations for the Fiscal Year 2022 to Provide for Supplementing Certain Existing Appropriations and for Certain Other Activities and Projects](#), 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 #26

July 12, 2022

8:30 a.m.

Remote Participation via [Zoom](#)

Meeting ID: 989 7446 0975

1. Call to Order
2. Approval of Minutes
  - a. June 8, 2022
  - b. June 21, 2022
3. Executive Director Report – Enrique Zuniga
  - a. Officer Recertification (A-H)
4. FY23 Budget – CFAO Rebello-Pradas
5. Proposed POST Policy on Dissemination of Information Concerning Law Enforcement Officers - General Counsel Ravitz
6. Matters not anticipated by the Chair at the time of posting
7. Adjourn

2a.

PEACE OFFICER STANDARDS & TRAINING COMMISSION

June 8, 2022

2:15 PM

**Peace Officer Standards and Training Commission  
Remote Participation**

PUBLIC MEETING MINUTES

**In Attendance:**

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

1. Call to Order
  - The Chair recognized a quorum.
2. Executive Session to discuss strategy with respect to litigation, specifically *Scott Hovsepian, et al. v. Massachusetts Peace Officer Standards and Training Commission*, No. 2284CV00906, Suffolk Superior Court, and *New England Police Benevolent Association, Inc. et al. v. Massachusetts Peace Officer Standards and Training Commission*, No. 2285CV00555, Worcester County Superior Court.
  - The Chair stated the Commission would next take a vote to enter into executive session to discuss strategy in the two pending litigation matters. She further stated that the Commission would reconvene in a separate virtual meeting in open session after the executive session.
  - Commissioner Chéry moved to enter into executive session to discuss the two pending litigation matters. Commissioner Kazarosian seconded the motion. Commissioners Bluestone, Calderone, Chéry, Ellison, Kazarosian, Luma, West, Wynn and the Chair voted to enter into executive session to discuss the two pending litigation matters.



PEACE OFFICER STANDARDS & TRAINING COMMISSION

June 8, 2022

3:00 PM

**Peace Officer Standards and Training Commission  
Remote Participation**

PUBLIC MEETING MINUTES

**Documents Distributed in Advance of Meeting:**

- Recertification Regulations (Proposed) 555 CMR 7.00

**In Attendance:**

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

1. Call to Order

- The Chair recognized a quorum.

2. Executive Director Report – Enrique Zuniga

- The Commission continues to frequently update its website and “Frequently Asked Questions” page. Executive Director Zuniga stated the Commission’s website is the best source for answering questions and providing information relative to the recertification process.
- Executive Director Zuniga stated the Commission continues to validate information submitted by agencies to the Commission in real time.

3. Recertification Regulations (Proposed) 555 CMR 7.00 – General Counsel Ravitz

- General Counsel Ravitz reviewed the background and context giving rise to the proposed emergency recertification regulations, including past Commission discussions and approvals of related policies and procedures, such as certification of new officers and the plan for recertification.
- General Counsel Ravitz then reviewed the proposed emergency recertification regulations, including revisions since the Commission’s last meeting.
- General Counsel Ravitz then reviewed the emergency promulgation procedure and a proposed timeline.
- Commissioner Ellison asked when the public would be given an opportunity to provide comment on the recertification regulations. General Counsel Ravitz stated that the emergency regulation promulgation procedure would make the

regulations effective upon filing with the Secretary, with a public hearing and comment period to follow. The public hearing and comment period would be noticed for at least 21 days.

- Commissioner Bluestone suggested, based on feedback from the Commission's last meeting, the Commission revise the "good character" language in the proposed emergency recertification regulations. She suggested adopting language from the International Association of Chiefs of Police ("IACP") to give departments more directives about what are relevant considerations to an officer's good character and fitness. She suggested the language should, at a minimum, reflect the three following standards: (1) adherence to legal standards; (2) adherence to a professional code of conduct; and (3) conduct that maintains the public trust in law enforcement, and suggested a reference to the IACP's Code of Ethics. Commissioners West and Kazarosian expressed their support of incorporating IACP standards, per Commissioner Bluestone's suggestion.
  - Commissioners West, Wynn, Ellison, Luma and Ellison discussed whether the "good character" language should reference each department's code of conduct, or incorporate a uniform code of conduct, like the IACP's. Commissioner West suggested where a department lacks its own code of conduct or its code is less thorough than the IACP's, the language should require adherence to the IACP. Commissioner Kazarosian expressed her agreement with Commissioner West, and clarified that departments are not expected to change their current codes of conduct, but that the reference to the IACP's code is meant to promote consistency among departments. Commissioner Kazarosian also suggested the regulation should refer not only to the IACP's Code of Ethics, but should also refer to the IACP Standards of Conduct.
- Commissioner Kazarosian moved the Commission to approve the proposed emergency recertification regulations, with the amendment that the first sentence of 555 CMR 7.05(2)(a)(i) be revised as follows: "In assessing good character and fitness for employment, an employing agency may take into account whether an officer adheres to state and federal law, acts consistently with recognized standards of ethics and conduct adopted by the employing agency or as set forth in the Law Enforcement Code of Ethics and Standards of Conduct most recently adopted by the International Association of Chiefs of Police, and is worthy of the public trust and of the authority given to law enforcement officers." Commissioner Bluestone seconded the motion.
  - Commissioners Bluestone, Chéry, Kazarosian, Luma, West, Wynn and the Chair voted to approve the proposed emergency recertification regulations, as amended. Commissioner Calderone voted in opposition of the approval of the proposed emergency recertification regulations, as amended. Commissioner Ellison abstained.

#### 4. Public Comment

- State Senator Nicholas Collins raised concerns about the recertification regulations, and the good moral character language. The Chair responded that while the Commission has already approved to immediately promulgated the recertification regulations as emergency regulations, the Commission would take

his comments into consideration prior to promulgating the recertification regulations as permanent regulations.

- Annmarie Grant suggested the Commission conduct greater outreach to non-law enforcement populations and articulate an independent code of conduct in order to promote greater accountability amongst law enforcement agencies and officers.
- Patrick Bryant suggested the Commission provide greater notice of the content of public meetings and raised various concerns about the recertification regulations, including the good moral character language as amended.
- John Scheft suggested the Commission engage in private mediation with police union groups, and offered the services of the Massachusetts Police Association to assist with the same.
- Peter Perroni expressed his interest in Mr. Scheft's mediation suggestion.
- Dan Purdy raised concerns that law enforcement should not be tasked with investigating their peers, and suggested the Commission create its own code of conduct to promote uniformity across law enforcement agencies and officers.
- Mr. Bryant raised more concerns with the recertification regulations and the recertification process.
- Michael Bradley asked when the Massachusetts Chiefs of Police Association could expect a response to its letter providing comments on the recertification process. Executive Director Zuniga stated the Commission has in part responded to the letter as reflected in information posted on the Commission's website.

5. Matters not anticipated by the Chair at the time of posting

- There was no new business.
- Commissioner Kazarosian moved to adjourn. Commissioner Ellison seconded the motion. The Commission unanimously voted to adjourn.

2b.



PEACE OFFICER STANDARDS & TRAINING COMMISSION

June 21, 2022

8:30 AM

**Peace Officer Standards and Training Commission  
Remote Participation**

PUBLIC MEETING MINUTES

**Documents Distributed in Advance of Meeting:**

- Draft Meeting Minutes of June 1, 2022
- Notice of Certification
- Notice of Conditional Certification
- Notice of Denial of Recertification
- Approval for Executive Director to Hire Certain Employees (Proposed)

**In Attendance:**

- Chair Margaret R. Hinkle
- Commissioner Hanya Bluestone
- Commissioner Lawrence Calderone
- Commissioner Larry Ellison
- Commissioner Marsha Kazarosian
- Commissioner Charlene Luma
- Commissioner Kimberly P. West

1. Call to Order

- The Chair recognized a quorum and stated the Commission would not be taking public comment during this meeting, but that questions could be directed to Executive Director Zuniga and Commission staff.

2. Approval of Minutes

a. June 1, 2022

- Commissioner Kazarosian moved to approve the minutes from the June 1, 2022 meeting. Commissioner Bluestone seconded the motion. Commissioners Bluestone, Calderone, Ellison, Kazarosian, Luma, West and the Chair voted to approve the minutes from the June 1, 2022 meeting.

3. Executive Director Report – Enrique Zuniga

a. Officer Recertification (A-H)

- Executive Director Zuniga reviewed the Commission's efforts to recertify nearly 9,000 officers with last names A through H, and reported the Commission is on track to recertify those officers by July 1.
- Executive Director Zuniga stated that while the Commission continues to validate data submitted in connection with recertification application, the Commission's immediate focus is on processing and issuing full certifications and conditional certifications.

- Executive Director Zuniga then reviewed the information required by the Commission to process an application for recertification, the standards for recertification, and how the Commission corroborates that the submitted data meets the standards for recertification. He also reviewed the submission process and how the Commission reviews each submission.
  - To date, of the 439 agencies within the Commission's scope, 387 agencies have submitted information for officer recertification, 25 have requested extensions, and 27 agencies are still pending. The Commission plans to contacts the 27 agencies with pending applications to encourage them to submit applications for certification or to request an extension.
  - Commissioner Calderone asked if Executive Director Zuniga could share the list of 25 agencies which have requested extensions on the recertification process. Executive Director Zuniga stated he would share a list, and provided that Boston Police Department and the State Police, the two largest law enforcement agencies in the state, are among the 25 departments which have requested extensions.
  - Executive Director Zuniga reviewed the process for requesting an extension on the recertification process.
  - Executive Director Zuniga then reviewed preliminary aggregate metrics for officers who have submitted applications for recertification and recertification decisions. He noted the vast majority of officers have been fully recertified.
  - Executive Director Zuniga reviewed the three types of exceptions that may prevent an officer from receiving full recertification, and the most prevalent exceptions giving rise to conditional certifications.
  - Commissioner Calderone asked Executive Director Zuniga to clarify the "union concern" that some officers provided in lieu of responding to the questionnaire. Executive Director Zuniga stated he was unsure what the exact concern is, but stated that the Commission is still requiring officers to complete the questionnaire within 90 days of conditional recertification.
  - Commissioner Ellison asked Executive Director Zuniga how officers with pending complaints against them are handled in the recertification process. Executive Director Zuniga stated the Commission will rely largely on the Chief's attestation of an officer's good moral character, but would investigate where there is no attestation to an officer's good moral character.
  - Executive Director Zuniga then reviewed the next steps in the recertification process.
4. Delegation of Hiring Authority to the Executive Director – General Counsel Ravitz
- General Counsel Ravitz reviewed a request to delegate hiring authority for certain employees to the Executive Director. He stated the request is similar to a request in March that was approved, and includes a few new positions (namely deputy general counsel and an investigator/compliance agent).
  - Commissioner Bluestone moved to approve the delegation. Commissioner Calderone seconded the motion. Commissioners Bluestone, Calderone, Ellison, Kazarosian, Luma, West and the Chair approved the delegation.

5. Matters not anticipated by the Chair at the time of posting
  - There was no new business.
6. Executive Session to discuss strategy with respect to litigation, specifically *Scott Hovsepian, et al. v. Massachusetts Peace Officer Standards and Training Commission*, No. 2284CV00906, Suffolk Superior Court, and *New England Police Benevolent Association, Inc. et al. v. Massachusetts Peace Officer Standards and Training Commission*, No. 2285CV00555, Worcester County Superior Court.
  - The Chair stated that the Commission would next take a vote to enter into executive session to discuss strategy in the two pending litigation matters, which are now consolidated in Suffolk Superior Court.
  - Commissioner Bluestone moved to enter into executive session to discuss strategy in the two pending litigation matters. Commissioner Luma seconded the motion. Commissioners Bluestone, Calderone, Ellison, Kazarosian, Luma, West and the Chair voted to enter into executive session to discuss the two pending litigation matters. The Chair stated the Commission would not reconvene in open session after the executive session.

3a.

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## MEMORANDUM

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**TO:** CHAIR MARGARET HINKLE  
COMMISSIONER HANYA BLUESTONE  
COMMISSIONER LAWRENCE CALDERONE  
COMMISSIONER CLEMENTINA CHERY  
COMMISSIONER LARRY ELLISON  
COMMISSIONER MARSHA KAZAROSIAN  
COMMISSIONER CHARLENE LUMA  
COMMISSIONER KIMBERLY WEST  
COMMISSIONER MICHAEL WYNN

**FROM:** ENRIQUE ZUNIGA, STEVEN SMITH, GINA JOYCE

**SUBJECT:** STATUS REPORT ON CERTIFICATION OF OFFICERS A – H

**DATE:** JULY 11, 2022

**CC:** COMMISSION PACKET JULY 12, 2022, MEETING

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On July 1, 2022 POST successfully sent **6,309 individualized letters** to officers with last names A – H whose statutory certification expired on June 30, 2022. The process fundamentally relied on representations and attestations made to POST, and data validation embedded in the technology tool. Processing such large information in such short period of time now requires POST to deal with a small number of exceptions and corrections. We now turn to those exceptions including the Conditionally Certified individuals, while at the same time we will continue to process the approximately 2,000 officers in agencies that obtained an extension.

There are approximately 700 individuals currently categorized as “Conditionally Certified” because of one or more technical exceptions. The timeframes for completing these “technical exceptions” vary depending on 555 CMR 7.00 and the requirements of the MPTC referenced within the same regulations.

This memorandum describes the process and instructions for dealing with some exceptions including officers that fall in the category of “Conditional Certification” for one or more of several reasons. We also outline other exceptions to the certification process, necessary steps, and considerations **for the next 90 days**.

### **1. Conditional Certification – Technical Exceptions**

The reasons individuals are in this category relates to exceptions to the “Part 1” form. This includes officers with an exception as follows:

- a) Successful completion of basic training (not Bridge Academy), including in-service work requirements
- b) Successful completion of a state and national background check

- c) Possession of a current first aid & cardiopulmonary resuscitation certification
- d) Completion of an oral interview

Although there may be other technical exceptions, 555 CMR 7.00 stipulate that the requirements above need to be fulfilled within 90 days (by September 30, 2022).

We anticipate that uploading individual updates to the exceptions above will be resource intensive if it is done one officer at a time. As such, POST is working on providing guidance to Agencies to implement the most efficient process for submitting updates to these exceptions (ideally uploading all officers within one agency at a time). We do not anticipate accepting updates to these instances before September 1, 2022.

## **2. Conditional Certification – Bridge Academy**

555 CMR 7.00 further stipulate that “[the bridge academy training] standard shall be deemed satisfied if the officer successfully completed the bridge academy training at any point in time before the reference date for the officer.” For officers A-H, the MPTC stipulated that last date officers A – H had to sign up to the bridge academy was April 1, 2022 (the reference date). The MPTC later allowed officer to sign up for the bridge academy as late as April 29, 2022.

The MPTC ultimately allowed officers to sign up to Bridge as late as April 29, 2022. This cut-off date allowed officers to complete Bridge by June 30, 2022 with an exception of some Emergency Vehicle Operator Course “EVOC” training to be completed later in the year.

Effectively, individuals who were supposed to attend Bridge and did not sign up by April 29, 2022, can no longer complete this requirement. Further, individuals who were attending Bridge as late as June 15, 2022 (the deadline for submitting information to POST), or prior to their agency submitting information to POST, but withdrew or were dismissed from Bridge, received a conditional certification (on the successful completion of Bridge), but will not be able to complete it.

POST issued 21 certification letters to individuals who were attending Bridge (at the time of agency submission) but were dismissed or withdrew from Bridge. As such, POST will issue a correction letter advising that these individuals are not recertified.

Further, POST issued identified 23 individuals who never enrolled to the bridge academy and may have received a conditional certification letter requiring them to complete the Bridge academy. Because they no longer can do so, we are considering issuing correction letters moving them to “Not Certified” category. Alternatively, POST could let the 90 days expire and notify those individuals that they will not be recertified after September 30, 2022.

**Officers Pending Completion of Work Experience Hours** (Officers who attended the Bridge academy are also required to complete 2,400 hours of work experience. Full-time SSPO officers are required to complete the work requirement by December 31, 2022, while all part-time officers (SSPOs and all other) are required to complete the work requirement by January 1, 2027.

The question about attending Bridge (and its associated work requirement) was asked jointly. Thus, there are a few officers with a conditional certification who are receiving a notice of having 90 days to complete the Bridge and associated work requirements. As stated above, the deadlines for work requirement are later. To reconcile this, POST will issue the following guidance.

Guidance to “Conditionally Certified” officers without completed work experience:

*For part-time officers that have not completed work experience hours, POST will issue an extension to their conditional certification at the end of the first 90-day period. The conditional certification will expire on January 1, 2027, so officers must complete their work experience hours by that date. Given that the certification is valid for a three-year period, this conditional certification will be renewed at that time to allow officers to complete this training requirement.*

*For full-time Special State Police Officers (SSPOs) that have not completed work experience hours, POST will issue an extension to their conditional certification at the end of the first 90-day period. The conditional certification will expire on December 31, 2022, so officers must complete their work experience hours by that date.*

### **3. Officers on Extended Leave of Absence**

The rosters and packets that agencies submitted, included in some cases officers who are currently on a leave of absence. Officers in this category received a conditional certification notification if the Head of the Agency provided an attestation. However, because of their leave they were not able to conduct one or more of the requirements (i.e., Oral Interview), and the condition of their certification reflects those exceptions. If any of those exceptions are the ones that are required to be completed within 90 days (i.e., Oral Interview), their conditional certification notice will stipulate that. However, because they are on leave, they will require additional time, and have 90 days after they return to service to complete the requirement(s). As such, POST will extend their conditional certification beyond the initial 90-day period.

Guidance to “Conditionally Certified” officers who are on leave:

*For officers on extended leave that were attested to by their department heads, POST will extend their conditional certification indefinitely at the end of this first 90-day conditional certification period. To do so, the department must notify POST of the date of return for such officers and the officers will be allowed 90 days to complete those requirements under a new conditional certification. Upon meeting the requirements, the department or officer will provide documentation that the officer satisfied those conditions via email to [POSTCAttestation@mass.gov](mailto:POSTCAttestation@mass.gov) and the officer will receive a full certification upon review by POST.*

### **4. Officers Pending Notification (Further Review)**

If the Head of the Agency did not attest to the officer’s good moral character and/or fitness for duty as a police officer, such officer has not received a notice from POST as

we are conducting additional necessary review. The Officer is conditionally certified during the 90-day period or until such time POST has completed the review. The reasons for further review may include any one or a combination of the following circumstances:

- a) The Head of the Agency did not attest to the officer's good moral character and/or fitness for duty as a police officer and provided a reason that is insufficient for POST to make an assessment at this time. This includes the following general reasons provided:
  - a. "Officer is on the Brady List"
  - b. "Pending Internal Affairs Investigation"
  - c. "Performance or Past Disciplinary history"
  - d. Did not provide a reason as required under 555 CMR 7.00
  - e. Officer is on leave (any kind of leave).
- b) The submission template included a "Yes" response to Question #9: Officer has been convicted of a felony in any jurisdiction.
- c) The submission template included a "Yes" response to Question #10: Officer is listed in the National Decertification Index

Each of the instances above, merit a careful analysis by the Division of Standards. Upon completion of the review by POST, the department will be notified of the recertification status of the officer, and POST will take the steps necessary as per 555 CMR 7.00

#### **Other Recertification Activities – Data Validation**

The recertification effort for officers A-H continues. POST processed a large data set in only two weeks, by relying on the input of many users and embedding validation rules in the submission template. This process provided for a great level of data quality. There are, however, very few instances that require correction where automatic data validation was not feasible. This includes misspelling of an officer's name or transposing date and month in an officer's date of birth. The certification team will continue processing instances like these, in the coming weeks.



4.

# MEMORANDUM

**TO:** POST Commissioners  
**FROM:** Eric Rebello-Pradas  
**CC:** Enrique Zuniga  
**DATE:** June 27, 2022  
**RE:** **FY23 Budget**

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## **FY22**

As we reported in May, final spending for FY22 is still estimated at \$2.2 million. We do not anticipate any more staff members being onboarded prior to July 1<sup>st</sup>. Therefore, we will be concluding FY22 with a total of 14 employees. We also reported to you in May that we would be ending the fiscal year with approximately \$2.7 million in unspent funds. Our intention remains to use this excess funding for the technology procurement (Salesforce).

## **FY23**

In developing the POST operating budget for FY23, we were allowed a \$5 million appropriation in the Governor's Recommendation, which remained unchanged in the House and Senate versions. We are still awaiting final budget approval but anticipate the \$5 million will hold. After adding in the \$2.7 million balance from FY22, the beginning balance for POST's total budget for FY23 is an estimated \$7.7 million. POST's estimated budget is rather fluid due to multiple unknowns and variables. Nevertheless, we are predicting FY23 expenditures to fall within the \$7.7 million parameter.

### **Payroll**

We estimate the total number of employees will increase from the current 14, to 27 by the end of FY23. In addition to legal and administrative staff, most of the employee growth is expected to be within the Division of Police Standards. Since its inception, POST has been employing an incremental approach to hiring. We do so to maintain a fine balance between too many resources, or too few, to execute the mission. As a new agency it is difficult to predict exact need (e.g., caseload for Division of Police Standards, resources to effectively manage Division of Police Certification). Hence, a fluid budget is not uncommon within the first 2-3 years of agency development. In building the payroll estimate, we assumed the pace of hiring would not be consistent, and in fact, see some delays. Therefore, we adjusted total payroll to reflect a staggered – as opposed to annualized – figure. Payroll also includes a COLA allowance of up to 4.5%, or \$41,000.

### **Technology**

The vast majority of POST's technology costs for FY23 will be embodied within the Salesforce procurement. This includes one-time development expenses, as well as ongoing maintenance costs. In addition, we will also incur costs associated with moving from one case management system (Jira) to another (Salesforce).

### **Space**

While the state is realizing considerable savings by consolidating office space thanks to the new hybrid work model, it remains unclear as to the exact cost after POST's current office lease expires in January. Therefore, we assumed a cost for FY23 at the current rate, plus rough estimates for a public meeting facility, hearing rooms, and conference space, as well as moving expenses. POST has already engaged the assistance of DCAMM to identify appropriate facilities, and work in cost estimates for potential build-out needs.

# MEMORANDUM

## Potential Exposure

POST is predicting a potential exposure representing just under 2% of the overall budget (or approximately \$150,000). We do not believe this is any cause for concern for the following reasons:



- The \$5 million figure – which makes up POST's budget - was conceptualized using very broad hypotheses. At the time it was developed, it was virtually impossible to predict anything more than a rough estimate.
- Recruitment of new employees almost never follows a set schedule. One may anticipate filling a position in two months, but in reality, it may take four or five months. The longer it takes to onboard new employees, the more savings will be realized during the fiscal year. With 50% of POST's largest expenditure (payroll) consisting of currently vacant positions, a delayed pace in hiring of only a few positions would more than offset the potential exposure.

## FY24

Budget development for FY24 will begin sometime in October. The new Administration will file its maiden budget by February 2023. We anticipate further agency growth in FY24, as POST matures to full operation.



## POST Operating Budget

<b>FY21</b>	<b>Beginning Balance</b>	<b>\$5,000,000</b>	
	Payroll	(\$23,058)	
	Legal Service	(\$72,673)	
	<b>Total Expenditures</b>	<b>(\$95,731)</b>	
<b>FY21</b>	<b>Ending Balance</b>	<b>\$4,904,269</b>	
<b>FY22</b>	<b>Beginning Balance</b>	<b>\$4,904,269</b>	
	Payroll	(\$709,851)	
	Legal/Comms Consult	(\$490,489)	
	InfoTech	(\$255,612)	
	Rent	(\$50,029)	
	Misc	(\$28,254)	
thru May	<b>Subtotal Expenditures</b>	<b>(\$1,534,235)</b>	
	Payroll	(\$160,603)	
	Legal/Comms Service	(\$60,000)	
	InfoTech	(\$441,478)	
	Rent	(\$12,507)	
	Misc	(\$34,273)	
Jun	<b>Subtotal Expenditures</b>	<b>(\$708,861)</b>	
	<b>Total Expenditures</b>	<b>(\$2,243,096)</b>	
<b>FY22</b>	<b>Ending Balance</b>	<b>\$2,661,173</b>	
<b>FY23</b>	<b>Appropriation</b>	<b>\$5,000,000</b>	
<b>FY23</b>	<b>Beginning Balance</b>	<b>\$7,661,173</b>	
	<b>Total Expenditures</b>	<b>\$7,819,599</b>	
<b>FY23</b>	<b>Ending Balance</b>	<b>(\$158,425)</b>	

We estimated  
\$2,206,374 in May



PST 1599-1210

	FY22							FY23
	BUDGET	INCURRED EXPEND THRU MAY	ACTUAL EXPEND THRU MAY	BALANCE = BUDGET - INCURRED	ESTIMATED EXPEND JUN	FINAL BALANCE = BALANCE - EST EXP	BALANCE FORWARD	BUDGET
EMPLOYEE COMPENSATION	1,150,876	696,137	696,137	454,739	157,500	297,239	297,239	3,338,279
EMPLOYEE EXPENSES	25,000	3,359	670	21,641	1,000	20,641	20,641	25,000
CONTRACT EMPLOYEES	17,308	-	-	17,308	-	17,308	17,308	150,000
PAYROLL TAX/FRINGE	23,013	13,714	13,714	9,299	3,103	6,197	6,197	68,719
OFFICE SUPPLIES/POSTAGE/SUBSCRIPTIONS	48,000	23,914	7,714	24,086	33,273	(9,187)	(9,187)	74,975
FACILITY/OPERATIONAL	-						-	-
OFFICE SPACE LEASE	132,000	50,029	50,029	81,971	12,507	69,464	69,464	357,552
CONSULTANTS/LEGAL SERVICES	729,039	490,489	412,799	238,550	60,000	178,550	178,550	435,000
TEMP SERVICES							-	-
OFFICE FURNITURE/FIXTURES/EQUIPMENT	48,000	981	981	47,019	-	47,019	47,019	25,000
OFFICE EQUIPMENT LEASE							-	-
OFFICE MAINTENANCE/REPAIRS							-	-
INFORMATION TECHNOLOGY	1,100,000	255,612	42,127	844,388	441,478	402,910	402,910	3,345,074
RESERVES	1,631,033	-	-	1,631,033	-	1,631,033	1,631,033	
Grand Total :	4,904,269	1,534,235	1,224,171	3,370,034	708,861	2,661,174	2,661,174	7,819,599



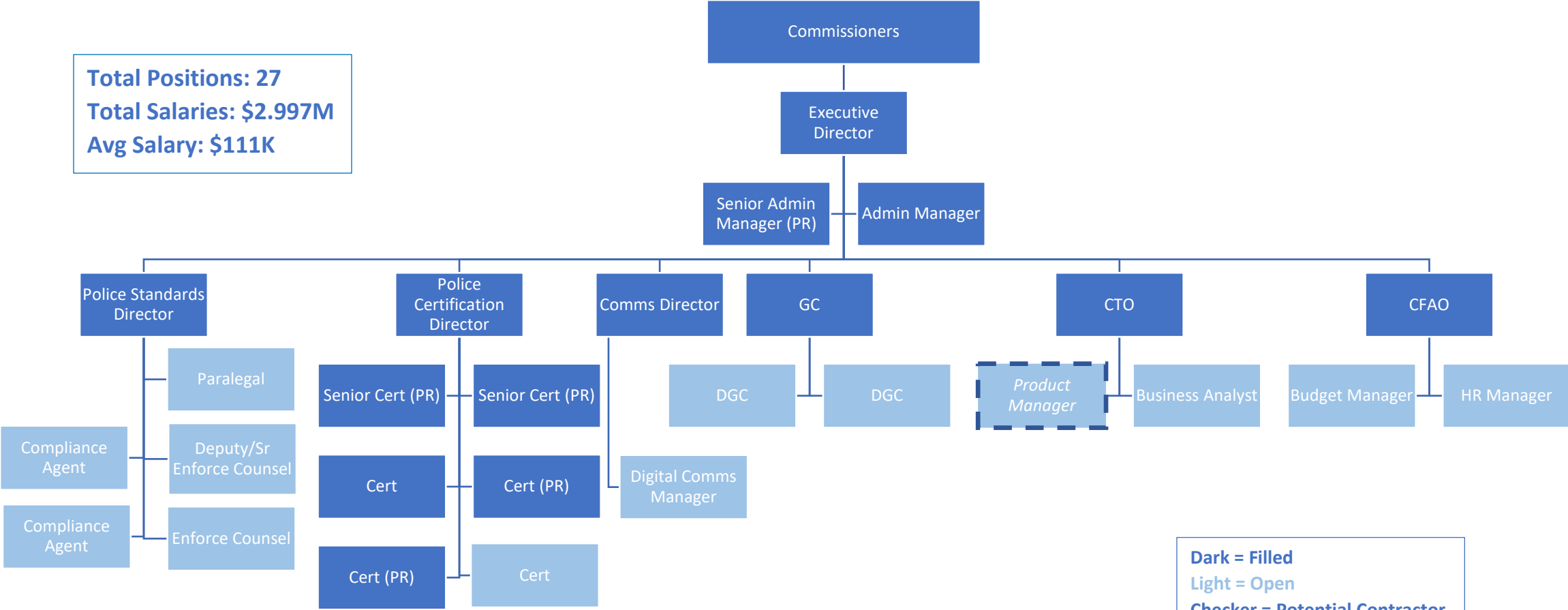


		<b>FY22</b>		<b>FY23</b>
<b>Commissioners (9)</b>	<b>\$</b>	<b>340,810.60</b>	<b>\$</b>	<b>340,810.60</b>
<b>Existing Employees (14)</b>	<b>\$</b>	<b>770,815.38</b>	<b>\$</b>	<b>1,720,122.50</b>
<b>Forecasted Employees (12)</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>1,236,613.46</b>
<b>Subtotal</b>	<b>\$</b>	<b>1,111,625.98</b>	<b>\$</b>	<b>3,297,546.56</b>
<b>Forecasted Contractors (2)</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>325,000.00</b>
<b>Grand Total</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>3,622,546.56</b>



# POST Staff Org Chart: FY23

Total Positions: 27  
Total Salaries: \$2.997M  
Avg Salary: \$111K



Dark = Filled  
Light = Open  
Checker = Potential Contractor

Note: Represents 27 positions (22 F/T; 5 P/T)