

550 CMR 3.00: REQUIREMENTS FOR LAW ENFORCEMENT OFFICER TRAINING

Section

- 3.01: Purpose and Scope
- 3.02: Definitions
- 3.03: Basic Training Requirements for Law Enforcement Officers/Exemptions/Waivers/Expirations
- 3.04: Training Requirements following an Interruption in Police Service
- 3.05: Committee Policies and Procedures/Police Academy Operational Rules
- 3.06: Police Academy Training
- 3.07: In-Service Training
- 3.08: Specialized Training
- 3.09: Training Compliance for Law Enforcement Officers

3.01: Purpose and Scope

Purpose. To establish law enforcement officer training standards to promote peace through community engagement while remaining committed to procedural justice in the community served by upholding constitutional rights. 555 CMR 3.00 is promulgated in accordance with the provisions of M.G.L. c. 30A in furtherance of M.G.L. c. 6, § 116, M.G.L. c. 6, § 118, and M.G.L. c. 41, § 96B for the purpose of establishing training standards and requirements for law enforcement officers through trainings provided by or authorized by the Municipal Police Training Committee pursuant to M.G.L. c. 6, § 116. 555 CMR 3.00 identifies standards for the screening of all applicants for admission to police academies and for background investigations for all persons appointed to police academies and initial appointments of those officers.

Scope. 550 CMR 3.00 shall apply to all law enforcement officers as defined in this regulation and to all training provided or authorized by the Municipal Police Training Committee.

3.02: Definitions

Academy Director. A person tasked with overseeing and directing a police academy.

Action Notice. A written notice provided to a student officer by an academy director or staff member setting forth a disciplinary offense or performance issue and any action taken to address said offense or issue.

Appointed Candidate. Someone a law enforcement agency has hired to become a law enforcement officer and who needs to be enrolled in a police academy.

Appointed Student Officer. An appointed candidate who is enrolled in a police academy.

Appointing Administrator. The head of the law enforcement agency employing the appointed candidate/student officer.

Appointing Agency. The law enforcement agency enrolling an appointed candidate/student officer into a police academy.

Authorized Academy. A police academy whose operation is approved by the MPTC but which is not financed or staffed by the MPTC.

Bridge Academy Training. The training program established pursuant to St. 2020, c. 253, § 102(b) for law enforcement officers who were working in Massachusetts and certified by the Massachusetts Peace Officer Standards and Training Commission (POST) as of December 1, 2021, who had not previously completed an MPTC police academy or its equivalent.

Chief of Training. An MPTC staff member tasked with overseeing and directing the MPTC's training programs.

Executive Director. The head of the Municipal Police Training Committee.

3.02: continued

In-Service Training. Mandatory training that must be completed annually by all veteran law enforcement officers.

Law Enforcement Agency (Agency).

- (a) A state, county, municipal or district law enforcement agency, including, but not limited to: a city, town or district police department, the office of environmental law enforcement, the University of Massachusetts police department, the department of the state police, the Massachusetts Port Authority police department, also known as the Port of Boston Authority police department, and the Massachusetts Bay Transportation Authority police department;
- (b) a sheriff's department in its performance of police duties and functions;
- (c) a public or private college, university or other educational institution or hospital police department;
- (d) a humane society police department in **section 59 of chapter 22C**; or
- (e) any other law enforcement agency subject to POST certification requirements.

Law Enforcement Officer (Officer). A person who

- (a) receives an appointment to a position in which they will perform police duties and functions as a municipal police officer, Massachusetts Bay Transportation Authority police officer, Massachusetts environmental law enforcement officer, University of Massachusetts police officer, campus police officer, deputy sheriff appointed pursuant to M.G.L. c. 37, § 3 performing police duties and functions;
- (b) any other law enforcement officer subject to POST certification requirements or;
- (c) an individual performing police duties and functions that the Committee, within its discretion, agrees to train.

Massachusetts Police Officer Core Competency Assessment. A written exam designed to test an individual's knowledge of Massachusetts criminal laws and procedure.

Municipal Police Training Committee (MPTC). The agency, within the Executive Office of Public Safety and Security, that is responsible for the delivery of training to law enforcement officers in accordance with M.G.L. c. 6, § 116.

MPTC Committee. The 15-member Committee responsible for setting policies and standards for the training of law enforcement officers in accordance with M.G.L. c. 6, § 116.

Operated Academy. A police academy whose operation is financed and staffed by the MPTC.

Peace Officer Standards and Training Commission (POST). The agency established in M.G.L. c. 6E to certify law enforcement agencies and law enforcement officers.

Police Academy. Used interchangeably with recruit officer course (ROC), it describes an entry-level basic training program operated or authorized by the MPTC which has the prescribed course of study that a student officer must satisfactorily complete to be certified by POST and sworn-in as a law enforcement officer authorized to perform police duties and functions in Massachusetts.

Police Duties and Functions. Activities that include: suppressing and preventing disturbances and disorder; dispersing people; entering private premises to suppress breaches of the peace; stopping, arresting, processing, and confining suspects; searching individuals, and seizing evidence and contraband; questioning individuals and otherwise investigating; carrying a weapon, and supervising or overseeing another's engagement in the performance of those duties and functions.

Recruit Officer Course (ROC). Used interchangeably with police academy, it describes an entry-level basic training program operated or authorized by the MPTC which has the prescribed course of study that a student officer must satisfactorily complete to be certified by POST and sworn-in as a law enforcement officer authorized to perform police duties and functions in Massachusetts.

3.02: continued

Reserve/Intermittent Police Officer. A person who received an appointment to a part-time reserve/intermittent position in Massachusetts in which they perform police duties and functions for a law enforcement agency.

Reserve/Intermittent Training Program. An entry-level training program authorized by the Municipal Police Training Committee that was the prescribed course of study that a reserve/intermittent police officer had to satisfactorily complete prior to exercising police powers in Massachusetts prior to the passage of St. 2020, c. 253.

Separation Notice. A written notice by an academy director to a student officer documenting the date and reason for their separation from a police academy.

Specialized Training. Police training that is not police academy or in-service training.

Sponsored Candidate. Someone a law enforcement agency sponsors (but has not hired) to become a law enforcement officer and who needs to be enrolled in a police academy.

Sponsored Student Officer. A sponsored candidate who is enrolled in a police academy.

Sponsoring Administrator. The head of the sponsoring law enforcement agency.

Sponsoring Agency. The law enforcement agency enrolling a sponsored candidate/student officer into a police academy.

Student Officer. A person who is enrolled in a police academy and who, upon satisfactorily completing it, is eligible to be certified by POST and sworn-in as a law enforcement officer authorized to perform police duties and functions in Massachusetts.

3.03: Basic Training Requirements for Law Enforcement Officers

(1) Police Academy Training Requirement. Prior to performing police duties and functions an individual shall be assigned to and satisfactorily complete a police academy unless they are granted an exemption under 550 CMR 3.03(2) or a temporary waiver under 550 CMR 3.03(3).

(2) Exemption from the Police Academy Training Requirement. In two limited circumstances listed below, an appointing or sponsoring agency may petition the Committee to exempt a law enforcement officer from the requirement of successfully completing an MPTC operated or authorized police academy. To obtain such an exemption, the appointing or sponsoring agency must demonstrate that the officer has prior training and experience that, when considered together, would be the functional equivalent of having successfully completed an MPTC operated or authorized police academy. The appointing or sponsoring agency will be notified, in writing, within 30 days following the Committee's decision.

(a) Out of State Academy Training Exemption Requirements. No officer for whom an appointing or sponsoring agency is seeking an out of state academy training exemption may perform part-time or full-time police duties and functions in Massachusetts unless and until the exemption request has been granted by the Committee and the officer has been certified by POST. Before such an exemption can be considered, the requesting agency must provide documentation satisfying the following requirements:

1. A record of the entry-level police academy the individual attended, the hours of that academy, the curriculum at the time of attendance, and proof of the officer's graduation from that academy;
2. In-service, specialized, and other training courses completed by the officer;
3. Documentation that the officer has obtained a minimum of two years of full-time law enforcement experience as a police officer since completion of the entry-level police academy;
4. The officer's current certification in first aid and cardiopulmonary resuscitation (CPR), or the equivalent, pursuant to M.G.L. c. 111, § 201, M.G.L. c. 6E, § 4(f)(1)(vii), and the Municipal Police Training Committee Annual First Responder Training Standards for Law Enforcement Officers;

3.03: continued

5. The officer's current qualification in firearms by an MPTC certified firearms instructor; and
 6. Successful completion of the Massachusetts Police Officer Core Competency Assessment. A passing score on the assessment is 70% or higher. An officer may not attempt the assessment more than three times in a 12-month period.
- (b) MPTC Bridge Academy Training Exemption Requirements. No officer for whom an appointing or sponsoring agency is seeking an MPTC Bridge Academy training exemption may perform full-time police duties and functions in Massachusetts unless and until the exemption request has been granted by the Committee and the officer has been certified by POST. Before such an exemption can be considered, the requesting agency must provide documentation satisfying the following requirements:
1. A record of the officer's successful completion of a reserve/intermittent training program;
 2. The officer's successful completion of the required coursework for the Bridge Academy Program; and
 3. Documentation that the officer has performed 2,400 hours of police duties and functions.
- MPTC Bridge Academy Training Exemption requirements must be completed by January 1, 2027.

(3) Temporary Waiver from the Police Academy Training Requirement. In the event of a documented public safety emergency or other exigent circumstance, an appointing or sponsoring agency may request that a part-time reserve/intermittent officer be elevated to full-time status for a period not to exceed 270 days prior to attending an MPTC operated or authorized police academy. The Committee may grant a temporary waiver if the agency has provided sufficient documentation to establish that the individual meets all of the requirements set forth below. The agency will be notified, in writing, within 30 days following the Committee's decision. No officer may perform police duties and functions on a full-time basis unless and until the temporary waiver has been granted by the Committee.

- (a) A record of the officer's successful completion of a reserve/intermittent training program;
 - (b) The officer's current certification in first aid and cardiopulmonary resuscitation (CPR), or the equivalent, pursuant to M.G.L. c. 111, § 201, M.G.L. c. 6E, § 4(f)(1)(vii), and the Municipal Police Training Committee Annual First Responder Training Standards for Law Enforcement Officers; and
 - (c) The officer's current qualification in firearms by an MPTC certified firearms instructor. During the 270-day waiver period, the officer must become enrolled in and commence attendance at an MPTC operated or authorized police academy.
- Temporary waivers from the police academy training requirement will not be approved after January 1, 2027.

(4) Appointment as a Law Enforcement Officer after Graduation. Failure to be certified by POST as a law enforcement officer within three years of graduating from a police academy will require the individual to re-attend an MPTC operated or authorized police academy. An individual who does not become certified within the three-year requirement due to military activation may apply to the Committee to waive this requirement, subject to the training requirements in 550 CMR 3.04. Police academy graduates must complete all Committee mandated on-line in-service training requirements missed since graduation, and be currently certified in CPR and First Aid, or the equivalent, and qualified in the use of firearms by an MPTC-certified firearms instructor, prior to performing police duties and functions.

3.04: Training Requirements following an Interruption in Police Service

- (1) Interruptions in Service of Less than Three Years. Officers who have had an interruption in service of less than three years during which they have not actively performed police duties and functions must meet the following requirements before performing police duties and functions:
 - (a) Complete all mandated online in-service training missed during the interruption;

3.04: continued

- (b) Be currently certified in first aid and cardiopulmonary resuscitation (CPR), or the equivalent, pursuant to M.G.L. c. 111, § 201, M.G.L. c. 6E, § 4(f)(1)(vii), and the Municipal Police Training Committee Annual First Responder Training Standards for Law Enforcement Officers; and
- (c) Be qualified in firearms by an MPTC certified firearms instructor.

(2) Interruptions in Service from Three Years to Five Years. Officers who have had an interruption in service from three years to five years during which they have not actively performed police duties and functions must meet the following requirements before performing police duties and functions:

- (a) Requirements set out above in 550 CMR 3.04(1);
- (b) Complete any additional training required by the appointing/sponsoring agency, including but not limited to field training programs; and
- (c) Pass the Massachusetts Police Officer Core Competency Assessment.

(3) Interruptions in Service of More than Five Years. Officers who have had an interruption in service of more than five years during which they have not actively performed police duties and functions must complete an MPTC operated or authorized police academy unless the officer can demonstrate to the satisfaction of the Committee that the officer has been involved in the police profession to a level and degree that reasonably assures that they have stayed abreast of legal, ethical, and professional issues relevant to municipal policing in Massachusetts. If such showing is made, the Committee may approve a modified training requirement to include, at a minimum, passing the Massachusetts Police Officer Core Competency Assessment.

3.05: Committee Policies and Procedures/Police Academy Operational Rules

(1) Committee Policies and Procedures. The Committee may establish policies and procedures provided they do not contravene 550 CMR 3.00.

(2) Operational Rules. Individual police academies may develop operational rules as are deemed necessary for the effective and efficient operation of the academy and that are not covered by the Committee's policies and procedures. Academy rules shall not contravene 550 CMR 3.00 or the Committee's policies and procedures. Operational rules must be approved in writing by the Executive Director or their designee prior to implementation.

(3) Concurrent Authority. A student officer is subject to the policies, procedures, rules and regulations of the appointing/sponsoring agency, the Committee, and the police academy in which the student officer is enrolled.

(4) Dissemination. Each student officer shall be provided with a copy of 550 CMR 3.00, applicable Committee policies and procedures, and any police academy operational rules established pursuant to 550 CMR 3.05(2). A properly executed Statement of Compliance, signed by both the student officer and the Appointing or Sponsoring Administrator of the appointing/sponsoring agency, or their designee, must be submitted as part of the enrollment process.

3.06: Police Academy Training

(1) Enrollment. To be accepted into an MPTC operated or authorized police academy, candidates must meet the following minimum requirements:

- (a) Be at least 21 years old upon graduation;
- (b) Be appointed or sponsored by a law enforcement agency or, if authorized by the Committee, some other appointing authority;
- (c) Have successfully completed a high school education or equivalent;
- (d) Pass a state and national background check pursuant to M.G.L. c. 6E, §§ 4(d) and 4(f)(1) and M.G.L. c. 6, § 116, including confirmation that the appointed or sponsored candidate is not listed in the national decertification index or the database of decertified law enforcement officers maintained by POST;

3.06: continued

- (e) Pass a medical examination within nine months prior to the start of a police academy;
- (f) Pass pre-academy physical standards as set forth by the Committee;
- (g) Sign a Waiver, Release, and Indemnification form. All issues of civil liability shall be determined in accordance with M.G.L. c. 258 and other applicable law; and
- (h) Meet any other enrollment standards established by the Committee.

Full payment of any applicable tuition fee must be received prior to the first day of the police academy. Late payment may result in the MPTC declining to enroll future candidates of the appointing or sponsoring agency in an MPTC operated or authorized police academy.

(2) Instructors. All components of police academy training shall be delivered by instructors certified by the MPTC in their area(s) of instruction.

(3) Attendance/Absences.

- (a) Attendance. Student officers are expected to attend punctually and participate fully in all scheduled classes, assignments, field exercises, and formations, except in cases of the following excused absences: agency authorized bereavement; illness or injury; required court appearance as a witness or juror; required civic duty; military duty; emergency; or other absence authorized by the Academy Director, Appointing Administrator, or Sponsoring Administrator. Any student officer requesting leave/absence for one of these enumerated reasons shall promptly notify the Academy Director and the appointing or sponsoring agency in advance of the absence. All other absences shall be considered unexcused. Any student officer who misses a statutorily mandated class due to an absence must make up the class.
- (b) Excessive Absences. Any student officer who is absent from more than five percent of the prescribed course of study, whether excused or unexcused, may be dismissed from the police academy for non-disciplinary reasons. In determining whether to dismiss a student officer who has missed more than five percent of the prescribed course of study, the Academy Director shall consider remedial training options and the student officer's performance and disciplinary record during the police academy. If dismissal is not warranted, then an Action Notice shall issue. Any student officer who is absent from more than 10% of the prescribed course of study shall be dismissed for non-disciplinary reasons.

(4) Performance.

- (a) Performance Requirements. Every student officer shall successfully complete the requirements prescribed by the Committee in each of three performance areas:
 1. Academic;
 2. Skills; and
 3. Physical.
- (b) Missed Tests. The Academy Director will re-schedule any test missed because of an excused absence.
- (c) Failed Tests. Any student officer who fails to attain a passing score on a test shall be promptly notified in writing by the Academy Director through the issuance of an Action Notice.
 1. Remedial Training. Any student officer who fails to attain a passing score on a test shall be responsible for any remedial training on the student officer's own time and at the student officer's own expense or that of the appointing or sponsoring agency.
 2. Re-tests. Any student officer who fails to attain a passing score on a test prior to the final exam shall be offered a re-test within two weeks. Any student officer who fails any of the four sections of the final exam shall be given an opportunity to re-take the failed section(s) within one week. Attaining a passing score on a re-test will result in the recording of the minimal passing score.
- (d) Non-disciplinary Dismissal for Performance Deficiencies. Any student officer who fails to attain a passing score on any re-test shall be dismissed from the police academy for non-disciplinary reasons. Any student officer who fails three tests prior to the final exam shall be dismissed from the police academy for non-disciplinary reasons. Any student officer who otherwise fails to successfully complete performance requirements prescribed by the Committee shall be dismissed from the police academy for non-disciplinary reasons.

3.06: continued

(5) Separation.

(a) Categories of Separation. A student officer may become separated from a police academy at any time after acceptance into the police academy and before receiving a graduation certificate. A Separation Notice shall be completed by the Academy Director and distributed in accordance with the directions on the form. For purposes of 550 CMR 3.00, the categories of separation from a police academy are defined as follows:

1. Medical Deferment. In lieu of resignation, withdrawal, or dismissal, a student officer may qualify for medical deferment from a police academy if they have a medical condition that arises during their academy training, or if they sustain an injury caused by their academy training, that is likely to prevent them from completing a substantive training requirement, including physical assessments, defensive tactics, firearms training, emergency vehicle operation, and/or applied patrol procedures. The Appointing Administrator or Sponsoring Administrator shall make the request and support it with documentation from a medical doctor who finds:

- a. there is a medical condition that has arisen during their academy training; or
- b. there is an injury caused by their academy training; and
- c. the medical condition/injury is likely to prevent the student officer from completing one or more substantive training requirements. The decision to grant or deny a request shall be made by the Academy Director after reviewing the documentation and consulting with the Chief of Training and the Appointing Administrator or Sponsoring Administrator. Medical injuries not caused by academy training do not qualify for a medical deferment.
 - i. If granted, the medical deferment begins the date the Separation Notice is issued and expires one year from that date.
 - ii. Prior to being accepted for readmission, the student officer must furnish a statement from a medical physician confirming that the student officer's injury or medical condition has resolved, and the student officer is physically able to fully participate in training without restrictions.
 - iii. If the student officer has not re-entered a police academy prior to the expiration of the medical deferment, all application, admission, and tuition requirements shall apply and must be met if the student officer reapplies to a police academy.

2. Voluntary Resignation. A student officer may initiate a voluntary resignation if, without coercion and for personal reasons, the student officer chooses to withdraw from the police academy. The student officer shall make the request to withdraw in writing to the Academy Director, who shall notify the Appointing Administrator or Sponsoring Administrator. Student officers separated under 550 CMR 3.06(5) shall be eligible for enrollment in a subsequent police academy, subject to appropriate appointment or sponsorship and compliance with applicable enrollment requirements. If a student officer voluntarily resigns from the police academy after allegations of disciplinary violations by the student officer, the Chief of Training has the authority to complete an investigation into the alleged violations, and if substantiated, impose a period of enrollment ineligibility in any subsequent police academy for not less than one year nor more than twenty years from the date of separation.

3. Withdrawal by Appointing/Sponsoring Agency. A student officer's appointing or sponsoring agency may initiate the withdrawal of a student officer from the police academy. Student officers separated under 550 CMR 3.06(5) shall be eligible for enrollment in a subsequent police academy, subject to appropriate appointment or sponsorship and compliance with applicable enrollment requirements. If an appointing or sponsoring agency withdraws a student officer from the police academy after allegations of disciplinary violations by the student officer, the Chief of Training has the authority to complete an investigation into the alleged violations, and if substantiated, impose a period of enrollment ineligibility in any subsequent police academy for not less than one year nor more than 20 years from the date of separation.

4. Dismissal for Non-disciplinary Reasons. A student officer may be dismissed from a police academy for non-disciplinary reasons, including but not limited to excessive absences or performance deficiency. Dismissal for non-disciplinary reasons may only be initiated by the Academy Director. Student officers separated under 550 CMR 3.06 shall be eligible for enrollment in a subsequent police academy, subject to appropriate appointment or sponsorship and compliance with applicable enrollment requirements.

3.06: continued

5. Dismissal for Disciplinary Reasons. A student officer may be dismissed from a police academy for disciplinary reasons. Dismissal for disciplinary reasons may only be initiated by the Academy Director or the Chief of Training. Student officers separated under 550 CMR 3.06(5) shall not be eligible for enrollment in any subsequent police academy for a period of not less than one year nor more than twenty years from the date of separation.
- (b) Appeals. Appeals shall be conducted in accordance with Committee-approved policies and procedures for any separation from a police academy that resulted in the imposition of a period of enrollment ineligibility in any subsequent police academy. There is no right of appeal from any other type of separation.
- (6) Academy Violations/Progressive Discipline.
 - (a) Classes of Violations. Academy violations are set forth in the Committee's policies and procedures and may be supplemented by academy-specific operational rules approved pursuant to 550 CMR 3.05(2). Academy violations have been categorized into three classes, determined by the seriousness of the violation, as follows:
 1. Class I. Commission of a Class I violation may, with the approval of the Chief of Training, result in dismissal from the police academy for disciplinary reasons pursuant to these regulations. If the Chief of Training determines that the circumstances do not warrant dismissal, then a written disciplinary warning must issue.
 2. Class II. Commission of a Class II violation shall, at a minimum, result in the issuance of a written disciplinary warning to the student officer.
 3. Class III. Commission of a Class III violation shall, at a minimum, result in the student officer preparing a "To-From" memorandum to the Academy Director or a staff instructor in which the student officer acknowledges the breach and relates the subject of the breach to police service.
 - (b) Progressive Discipline. In keeping with the concept of progressive discipline, corrective action shall be consistent with, and proportionate to, the student officer's conduct that resulted in the breach, and any other history of misconduct while at the police academy. The following levels of escalating corrective action shall be utilized:
 1. "To-From" Memorandum. The student officer shall write a "To-From" memorandum for all violations. This level of corrective action, by itself, shall not be considered disciplinary.
 2. Admonishment and Counseling. Commission of any Class III violation for which there is no reasonable explanation, in the discretion of the Academy Director or a staff instructor, shall result in admonishment and counseling. An Action Notice setting forth the violation(s), the action taken, and the potential consequences of additional violations shall be completed by the Academy Director or applicable staff instructor and distributed in accordance with the directions on the form.
 3. Oral Disciplinary Warning. Commission of any Class III violation after admonishment and counseling shall result in an oral disciplinary warning being issued to the student officer by the Academy Director or a staff instructor. An Action Notice setting forth the violation(s), the action taken, and the potential consequences of additional violations shall be completed by the Academy Director or applicable staff instructor and distributed in accordance with the directions on the form.
 4. Written Disciplinary Warning. Commission of any Class II violation, or commission of any Class III violation after an oral disciplinary warning, shall result in a written disciplinary warning being issued to the student officer. Only the Academy Director may issue a written disciplinary warning. An Action Notice setting forth the violation(s), the action taken, and the potential consequences of additional violations shall be completed by the Academy Director and distributed in accordance with the directions on the form.
 - (c) Dismissal for Disciplinary Reasons. A student officer who commits any of the following may, with the approval of the Chief of Training, be dismissed for disciplinary reasons:
 1. Commission of a Class I violation; or
 2. After receiving a written disciplinary warning, commission of a Class II violation; or
 3. After receiving a written disciplinary warning, commission of any three additional Class III violations, or commission of any two additional Class III violations that are the same.

3.06: continued

If the Chief of Training determines that the circumstances do not warrant dismissal, then a written disciplinary warning must issue. An Action Notice setting forth the violation(s), the action taken, and the potential consequences of additional violations shall be completed by the Academy Director and distributed in accordance with the directions on the form.

3.07: Veteran Officer In-Service Training

(1) Scope. All veteran law enforcement officers who are certified by POST must complete in-service training annually. The MPTC training year commences July 1st and ends June 30th of the following year. Officers are not required to complete in-service training for the training year in which they graduate from a police academy.

(2) Instructors. All components of annual in-service training shall be delivered by instructors certified by the MPTC in their area(s) of instruction. First Aid in-service training shall be delivered by instructors certified by the MPTC, but CPR in-service training may be delivered by instructors who are not certified by the MPTC as long as they are certified by the American Heart Association, the American Red Cross, the Emergency Care & Safety Institute, or the National Safety Council. MPTC-certified instructors are not exempt from annual in-service training requirements, even when those requirements are in their area(s) of certification.

(3) Components. Prior to the start of each training year, the Committee shall establish the subject matter areas for not less than 40 hours of annual veteran officer in-service training, which must include at least 16 hours of annual instruction in the following areas:

- (a) Two hours of officer mental wellness and suicide prevention training pursuant to M.G.L. c. 6, § 116K;
- (b) Six hours of First Responder training in the areas of first aid and cardiopulmonary resuscitation pursuant to M.G.L. c. 111, § 201, M.G.L. c. 6E, § 4(f)(1)(vii), and the MPTC Annual First Responder Training Standards for Law Enforcement Officers.
- (c) Eight hours of firearms training in the areas of firearms qualification testing and firearms skills training pursuant to the MPTC Annual Firearms Training Standards for Law Enforcement Officers.

(4) Specialty Assignments. The Committee shall also establish the annual subject matter areas that will be taught and delivered to officers who hold specialized assignments, including but not limited to school resource officers. The training shall be delivered by instructors certified or approved by the MPTC in their area(s) of instruction.

(5) Reporting. All law enforcement agencies are responsible for providing the MPTC with records of completion of any training not offered by the MPTC, including but not limited to the title of the training, name of instructor, course description, and date, location, and hours of the training.

3.08: Veteran Officer Specialized Training

(1) Mandated Specialized Training. The Committee shall provide training and veteran officers must complete said training when initially assigned including, but not limited to, the following specialty assignments:

- (a) Law enforcement officers who receive an appointment to serve as a Sergeant or equivalent First Line Supervisor must, at a minimum, complete the MPTC's Front Line Leadership supervisory training course pursuant to M.G.L. c. 41, § 96B. Law enforcement officers who subsequently receive an appointment to a position of higher or different rank shall complete such additional training as their agency may require.
- (b) Law enforcement officers who are assigned to a department or regional rape reporting and prosecution unit shall, at a minimum, complete an MPTC course of training in the counseling of victims of rape and the prosecution of alleged perpetrators of the crime of rape pursuant to M.G.L. c. 41, § 97B.

3.08: continued

(c) Upon their first promotion, officers shall, at a minimum, complete an MPTC refresher seminar in suicide prevention pursuant to M.G.L. c. 40, § 36C.

(2) Discretionary Specialized Training. The Committee may offer any other additional training within its discretion, subject to appropriation.

3.09: Training Compliance for Law Enforcement Officers

All law enforcement officers must successfully complete the basic training requirements, in-service training requirements, and any mandated specialized training requirements enumerated in 550 CMR 3.00 in order to be compliant with MPTC's training standards.

REGULATORY AUTHORITY:

550 CMR 3.00: M.G.L. c. 6, § 116.

(PAGES 35 THROUGH 42 ARE RESERVED FOR FUTURE USE.)