



**Commonwealth of Massachusetts
Municipal Police Training Committee**
“Training for Today, Planning for the Future”

CHIEFS NEWSLETTER

Chiefs Newsletter

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News from the Executive Director

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Budget

In case you have not heard, the current budget recommendations have MPTC flat funded for the coming training/fiscal year. Although there are two bills filed in the legislature that could change the budget situation, we are moving forward under the assumption we will be flat funded for another year. Consequently, the Committee has structured the training plan accordingly, with the plan for the coming year looking much the same as the one from the present year.

TY14 Professional Development (In-Service) Training

Recognizing that the MPTC’s fiscal situation is not likely to change in the coming year, the Committee accepted the reality that the MPTC would likely not have money to actually provide professional development training in TY14. Consequently, after much discussion, the Committee voted to establish a **40-hour** training requirement for TY14 (July 1, 2013 – June 30, 2014). It is important to note that the focus is on and the requirement is for **40 hours** of training, as opposed to simply five

days of training. The MPTC will provide some of the curricula for these classes but will **NOT** be delivering them, as was the case in the current year, due to the budget constraints.

At a minimum, the 40 hours of training must include the following topics:

- Use of Force: four (4) hours minimum
- Defensive Tactics: four (4) hours minimum
- CPR

- First Responder/ First Aid (at a minimum, it must include the MPTC-developed topics)
- Firearms
- Any other topics/ classes deemed necessary by the chief or the department

Again, each officer is expected to attend a total of **40 hours** of training that includes the topics mentioned previously. As a reminder, the departments themselves are responsible for planning, coordinating, pro-

viding, and tracking the training. However, MPTC will be involved in the following manner:

- For Firearms, the agencies should refer to the mandatory retraining and requalification requirements as established by the Committee in 2010. It contains suggestions for effective firearms training. That document can be found in the Chiefs Newsletter from May 2010, which can be found at <http://www.mass.gov/eopss/docs/mptc/may-2010-volume3.pdf>.
- For Defensive Tactics (DT), the Defensive Tactics Statewide Coordinator will once again be developing an outline for a four-hour class.
- For Use of Force, MPTC will prepare a lesson plan and host a train-the-trainer class. In addition, an online version will be available.
- Since CPR is a standardized class, agencies can utilize local resources for this class.
- For First Responder/First Aid (FR), the First Responder Statewide Coordinator will be developing an outline sufficient for a four-hour class. The classroom portion of this class will also be available on line again this year.

Legal Issues was not added to the mandatory topics because the MPTC Legal Issues Coordinator, Sheila Gallagher, has been sending real-time updates. However, she will be working with the distance learning unit to develop an online class that is a summary of the cases and updates issued thus far. This will be a good review for your officers and will allow you to document they have taken the training.

As a reminder, the DT and FR components are on a three-year rotation. If you have any questions, please contact me, Director of Training Marylou Powers or Director of Programs and Standards Howard Lebowitz.

Training Record Database and Changes to Firearms Instructor Recertification

My thanks go to all agencies who have submitted their officers' information for inclusion in the MPTC training record database. For those who have not, you should also be aware of another important decision made by the Committee. **The Committee voted that effective January 1, 2013, no municipal, UMass, or environmental police department may send student officers to recruit training if that agency has not submitted its**

spreadsheet and been granted access to the new database.

On a very practical level, this is critical because the new database is the tracking mechanism for all training provided by the MPTC, including performance during recruit training and including both classroom training and distance (online) classes. The long-term goal is for this system to be the mechanism for enrolling in classroom training and to allow

agencies to enter their own, internal training records, thereby creating a single repository and source for all your agency's training records. That part of the project is probably a couple years from fruition, however.

In addition, the firearms instructor recertification is changing its format and will be utilizing an online training component to deliver the material previously delivered in the classroom. This change allows for maximum use

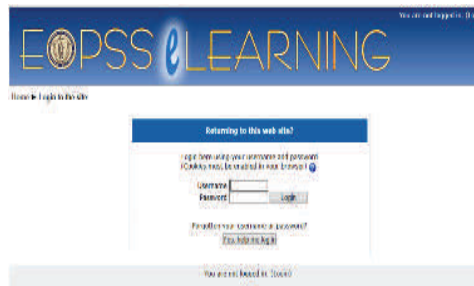
of range and staff time. Previously one recertification class was held per day, with the morning being classroom training and the afternoon being time on the range. However, the firearms range had to be reserved for the entire day, and we were charged accordingly. **Under the new model, officers must complete the classroom (online) component of the training prior to range day and then bring the proof of completion with them to the range.** This al-

..Firearms Instructor Recertification (Continued from page2)

lows for two practical sessions to be held per day – one in the morning and one in the afternoon. In essence, two classes for the price of one under the previous system.

Here is the catch for those departments that have not submitted their training record spreadsheet. If you have certified firearms instructors who need recertification, they will not be able to recertify

until they get access to the distance learning platform, which can only happen when the spreadsheet is uploaded into the system.



Recruit Officer Courses

Due to the demand for recruit officer training, we will be running back-to-back Recruit Officer Courses at the MPTC academies for the foreseeable future. Here is the list of upcoming Recruit Officer Courses:

- Boylston:
July 8, 2013
- Plymouth:
September 9, 2013
- Springfield:
August 19, 2013
February 3, 2014
- Reading:
September 16, 2013
March 10, 2014
- Lowell Police Acad-

emy: June 3, 2013
The State Police have not announced any commitments for an MSPMA 5 class, mainly due to an RTT with an anticipated start date in June.

As a reminder, the cut-off for applications is 30 days prior to Day One **OR** when the class reaches capacity with fulltime officers. Therefore, do not count on the 30-day cutoff. If you want to get a student officer into a particular class, make sure the complete application packet (application, PAT,

medical, and letter of appointment) gets to Lynda without delay.

Also, as I have mentioned before, to help us accurately determine the need for a class, we ask you to notify Lynda Kearns with updates regarding your recruit officer training plans (AKA hiring plans), whether those plans are in the immediate future or months away. That way, we can schedule classes that more closely meet your needs and do so in a timely, expedient manner. You can access the online form to update your

hiring plans by clicking this link: [Request Recruit Officer Training](#). If you have questions you can contact Lynda directly at Lynda.Kearns@state.ma.us or at 781-437-0306. Thank you for your help.



Reading Regional Police Academy Director

As you have likely heard, Academy Director Rhoda Pires has retired after 34 years of service to the Commonwealth. I am pleased to announce that Daniel R. May has accepted the offer of becoming the next Reading Regional Police Academy director.

Dan comes to us after having retired from 33 years of service with the United States Coast Guard (USCG). He re-

tired as a vice-admiral in charge of the USCG Personnel Service Center. His previous assignments included three years as the USCG Director of Training, Reserve, and Leadership where he oversaw every aspect of the delivery of training, leadership, and professional development for the USCG's 50,000-member workforce. Prior to that, he spent three years as the Assis-

tant Superintendent of the USCG Academy in New London, CT. Dan has a long list of accomplishments and awards and has a Master of Science degree in Ocean Engineering from the University of Rhode Island.

From 1995 until 2004, he held assignments in the Boston area, including Commander of the Coast Guard Group Boston. Those experiences brought him back

to the Commonwealth to reside. (Besides, his wife is from New England.) They now reside in Newburyport.

Dan said he is not ready for retirement because he feels he still has a great deal to offer and wants to give back to his community by providing public service at the local level. Welcome aboard, Dan!!

Instructor Certifications

In case you are interested, we have certified over 1,000 instructors under the new system. We still have a backlog of instructors awaiting Level I certifications, but we are making progress in getting them approved.



Critical Incident Handbook

Dr. Jack Digliani, a renowned police psychologist has produced a free handbook entitled "Critical Incident Handbook. According to the preface, *The Law Enforcement Critical Incident Handbook* is designed to provide concise and practical information to officers that have recently experienced a critical incident. It also includes information useful to spouses and police agencies planning to develop

critical incident protocols.

Some of the topics include critical incidents and traumatic stress; posttraumatic stress; Acute Stress Disorder; traumatic stress shock, impact, and recovery; critical incident issues, strategies, and concepts; incident debriefing; unavoidable stressors and confrontation; 25 suggestions and considerations for officers involved in

critical incidents; suicide by cop; witness to suicide; exposure to injury, death, and death imprint; and death, loss,

and survivorship.

Click here: [The Law Enforcement Critical Incident Handbook](#) to

download a copy from the [Cops.Alive.com](#) website.



Controlled Party Dispersal Online Training

With underage drinking parties being a huge issue for many departments, your officers may benefit from an online class discussing party dispersals. According to the synopsis, "At the end of this course participants will understand the basic components necessary for a successful controlled party dispersal

operation. Participants will understand the components of a successful overarching underage drinking strategy and the need to develop a specific strategy around their controlled party dispersal operations." Here is a link to the site: <https://www.ncjtc.org/PIRE/CPD/Pages/default.aspx>



National Decertification Index (NDI)

As an ongoing reminder, MPTC has access to the National Decertification Index, which has data from participating POST states all over the country. Over 30 states currently participate in the database. The NDI is a list of officers who have been decertified and are no longer allowed to exercise police powers in their respective states. Please feel free to contact Marylou Powers at Marylou.Powers@state.ma.us or (781) 437-0302 if you would like us to see if an applicant or candidate you are considering is on that list.

As always, thank you for your service to the

Commonwealth and her citizens. Please feel free to contact me with questions, comments, or concerns. But most of all, please be careful out there! Dan

Police Academy Start Dates

- Boylston:
July 8, 2013
- Plymouth:
September 9, 2013
- Springfield:
August 19, 2013
February 3, 2014
- Reading:
September 16, 2013
March 10, 2014
- Lowell:
June 3, 2013

The Commonwealth of Massachusetts

Executive Office of Public Safety and Security

Municipal Police Training Committee

First Responder Training Program

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To: All Chiefs of Police, Academy Directors, and Instructors

From: Neal S. Hovey – *NSH*
MPTC CPR/FR Statewide Coordinator

Re: CPR/First Responder Training

Date: January 3, 2013

There still appears to be much confusion regarding the training requirements in regards to CPR and First Aid. I hope this memorandum will bring some clarity to the issues. MGL C.111 S.201 and 105 CMR 170.000, 171.000 and 172.000 (issued by the Massachusetts Department of Public Health) require that all police officers and dispatchers be certified as a First Responder and specify the training standards. Under 105 CMR 170.000, the initial minimum training curriculum standards for a first responder require sixteen (16) hours of first aid training and eight (8) hours of CPR training. The recertification training requirements mandate **annual** training in Healthcare Provider CPR **and** four (4) hours of continuing education in first aid or twelve (12) hours of first aid continuing education over a three-year period of time. As a reminder, neither of these mandates (the MGL and the CMR) are MPTC requirements. Instead, they are legislative and Department of Public Health requirements with which the MPTC helps agencies comply, but the MPTC has no input into or oversight of these mandates.

In 2010 the MPTC developed a CPR/FR statewide advisory committee to review the current curriculum and training standards as they pertain to police officers trained by the MPTC. After a comprehensive 18-month review, the CPR/FR Advisory Committee proposed a minimum training curriculum for the initial First Responder certification (including CPR and First Aid) to consist of at least thirty-two (32) hours of didactic and practical classroom time. This curriculum has been endorsed by the MPTC as the new minimum first responder training curriculum. Therefore, effective January 1, 2013, the training curriculum for the initial First Responder certification will consist of a minimum of 32 hours of classroom and practical time. The 32-hour curriculum does **not** include time for breaks and lunch. In addition to the initial first responder certification, each certified first responder must be recertified in CPR on an annual basis and complete twelve (12) hours of continuing education in first aid over a three-year period of time.

At this time, the only programs that meet the MPTC requirements for CPR are courses that are provided by the American Heart Association, American Red Cross, and The National Safety

Council. The only programs that meet the MPTC requirements for First Aid are courses that are provided by the National Safety Council, the MPTC, and MPI.

In order for the MPTC to issue certificates of completion, the CPR and/or First Aid classes must be taught by a MPTC-certified CPR/FR instructor in good standing. All classes taught by a non-MPTC instructor may meet the MGL requirements but the MPTC cannot issue certificates of completion. In such instances, the training entity is responsible for issuing credentials, certificates, and/or cards.

As mentioned earlier, the MPI and the National Safety Council have acceptable programs that meet the MGL requirements, but when using their curricula, it is the hosting department's responsibility to confirm that the instructor is certified by the training center, follows the curriculum of the program, and has the ability to produce certificates of completion if necessary.

Lastly, departments and/or MPTC-certified CPR/FR instructors are prohibited from distributing MPTC training materials to non-MPTC instructors for the purpose of conducting in-house or other CPR/FR training programs. All such requests to use MPTC training materials should be forwarded to Howard Lebowitz, the MPTC's Director of Programs and Standards.

If you need additional clarification, please feel free to contact your regional CPR/FR advisory committee representative or me at Neal.Hovey@massmail.state.ma.us. Your regional representatives are as follows:

Sgt. Frank Eldridge (east of 495)

617-828-4723 (C)

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Feldridge@newtonma.gov

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Sheila Gallaher, Legal Issues Coordinator
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The mission of the Municipal Police Training Committee is to set and enforce training standards, to identify and meet the training needs of the Commonwealth's municipal police officers, to facilitate the delivery of up-to-date, state-of-the-art training, and to document training. At the same time, the MPTC must be responsive to the needs of municipal departments and the communities they serve.

MPTC Police Academies

Boylston Police Academy

221 Main Street, Boylston, MA 01505

Fax: (508) 869-3187

Lisa Ann Reich, Academy Director

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Plymouth Police Academy

24 Long Pond Road, Plymouth, MA 02360

FAX: (508) 830-6319

John DeGutis, Academy Director

Ph: (781) 437-0331

Alison Taylor, Veteran Officer Coordinator Cape &

Islands Ph: (781) 437-0332

Joanne Heres, Veteran Officer Coordinator

Ph: (781) 437-0333

Eileen Goodick, Basic & Reserve

Intermittent Ph: (781) 437-0334

Randolph Police Academy

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Kevin Donnelly, Veteran Officer Programs Coordinator

Coordinator (781) 437-0351

Reading Police Academy

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Daniel R. May, Academy Director Ph: (781) 437-0341

Larry Norman, Program Coordinator Ph: (781) 437-0343

Pam King, Grant Training Coordinator

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