



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

# CHIEFS NEWSLETTER

Chiefs Newsletter

April 2014

Volume 13, Issue 1

## News from the Executive Director

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### **FY15 Budget**

Likely you have heard that the House Committee on Ways and Means has proposed an increase of almost \$1,000,000 to the MPTC budget. In addition, there is an amendment introduced to raise the fee and expenditure cap for the recruit training account. Obviously, both of these are great news. If the numbers make it through the legislative process, it will enable the MPTC to again provide professional development training in the classroom.


But more than that, it would allow for some of the training to occur regionally outside of MPTC facilities and just as critically, will allow the MPTC to target every officer in the Commonwealth. The funding would also al-

low for the updating and subsequent delivery of enhanced first-line supervision, Detectives Basic, and FTO training.

HOWEVER, the full House and then the Senate need to approve the recommendation and the Governor will need to sign off on it before we can move forward with more classroom options. If this happens, the MPTC will have to work hard to pull the pieces together, develop the various curricula, and coordinate and deliver the various trainings.

Speaking of which...

At its April meeting, the MPTC Committee approved the mandatory professional development standard for Training Year 2015 (July 1, 2014, through June 30, 2015).



“...the House Committee on Ways and Means has proposed an increase of almost \$1,000,000 to the MPTC budget.”



## MPTC TY2015 Professional Development

The MPTC Committee approved the following mandatory professional development standard for Training Year 2015 (July 1, 2014, through June 30, 2015):

- Every officer is required to have five days of training.
- The following topic, hours, and lesson plans are mandated:
  - Legal Issues – a full day of training
  - Human Trafficking – one-half day
  - Police Interactions with Persons with Mental Illness – one-half day
  - Defensive Tactics – a full day
  - To meet the standard, these four classes must be taught using the respective MPTC lesson plan and MPTC-certified instructors who have attended the respective train-the-trainer class. Train-the-trainer opportunities will be provided in late summer.
- The following topics are mandated, but no minimum hours are assigned:
  - CPR
  - First Aid
  - Firearms



That leaves two days of training that are mandatory, but the topics are at the discretion of the chief/department. Any police-related training can count toward this two-day requirement, including, but not limited to online training, supervisory training, K9 training, SWAT training, specialized training, training furnished by other departments, E911 training, SRO training, et cetera.

**If the recommended budget increase passes the legislature** and is approved by the Governor, the MPTC plans to offer the Legal Issues, Human Trafficking, Police Interactions with Persons with Mental Illnesses, and Defensive Tactics classes in the classroom, not only at MPTC facilities, but also at other regional training sites to make them more accessible. These classes will equal three days of training. In addition, the MPTC will offer an additional day of training that will be local option, based upon the feedback derived from the local departments. For example, in some areas, a day of first aid and CPR would be offered on a fourth day of training, while in another area, Critical Incident Response and Autism Spectrum Disorder may be included.

Here is a graphic showing two examples:

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
A M	Legal Update	Human Trafficking	Defensive Tactics	Optional: CPR
P M	Legal Update	Interacting with the Mentally Ill	Defensive Tactics	Optional: First Aid

## MPTC TY2015 Professional Development

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
A M	Legal Update	Human Trafficking	Defensive Tactics	Optional: Critical Incidents
P M	Legal Update	Interacting with the Mentally Ill	Defensive Tactics	Optional: Autism Disorder

Stay in contact with your legislators regarding the funding issue if this is important to you and stay tuned as we move forward with trying to meet your training needs.

## New Service

Thanks to the efforts of Lynda Kearns, we have developed a form that will allow graduates from fulltime academies, who self-sponsored themselves (did not graduate with a job) to add their names to a roster that will be available to interested

departments. This list will be available upon request to Pat Caggiano, the MPTC’s Recruit Training Coordinator. His email address is [MPTC-RT@massmail.state.ma.us](mailto:MPTC-RT@massmail.state.ma.us). As you are acutely aware, seating at fulltime

recruit officer courses has been at a premium and very few self-sponsored candidates have been able to graduate recently. Therefore, for the near future, the list will not be very extensive, but we are hoping to change that in the com-

ing year as we get the training backlog cleared.



## Training Records Database

In case your officers are having trouble accessing records or online training, here are some common issues we are seeing

- Login: For non-state employees, their Massachusetts driver’s license number is their ID number, but it must be entered with a lower case “s.”
- Password resets: If an officer tries to reset the password and is not

getting the emailed auto-response, we are finding that 90% of the time it is because the officer forgot to notify Marie Conlin of a change in email addresses, which means all notices, including class notifications and password resets, will not be going to the correct address.

- Please make sure to keep Marie and the MPTC notified of changes in personnel

and contact information @ [Marie.Conlin@massmail.state.ma.us](mailto:Marie.Conlin@massmail.state.ma.us).



## What's New in Distance Learning



The following courses have been added to the EOPSS e-Learning website relatively recently:

- “Autism Spectrum Disorders and Law Enforcement” discusses dealing with children who have autism from a police officer’s viewpoint, including the perspectives of an officer whose child has autism.

- Crash reporting provides an overview of the changes to the crash reporting form, provides guidance as to when crashes should be reported, and clarifies the information needed in the areas of the report that often have incorrect entries.
- Officer Survival Parts I and II are back

on line.

- All three years of the classroom portion of first responder are now posted

For a complete list, go to <http://eopsselearning.com> and click on the MPTC link on the left-hand side of the page.

## Executive Series Training for Chiefs of Police and Command Staff

As you will recall, the legislature included a \$250,000 earmark in the MPTC budget to be used specifically for chiefs of police. We have interpreted that to mean not only chiefs of police but command staff as well as part of the mentoring and career development process for future chiefs of police. You may be wondering what constitutes a command staff member. The answer: It is not based upon rank; it is whoever you say it is. In other words, MPTC is not going to second guess who you send to the training. Currently four training opportunities are being offered through this funding:

- The FBI’s LEEDA Executive Leadership, a four-day program (4 sessions statewide)
- The FBI’s LEEDA Command Institute, a five-day program (4 sessions statewide)
- Executive-level legal issues presented by Chief Robert Pomeroy (ret.) – (6 sessions statewide)
- Executive-level legal issues presented by Eric Daigle (6 sessions statewide)

All of these programs are being offered at no cost to the attendees. The LEEDA programs are usually \$550 or more per person. Please refer to the MPTC website for current listings and ven-

ues. If you have any questions of if you have any ideas for other topics or programs that would have a statewide applicability in the areas of emerging issues, best practices, or leadership, please contact Kevin Donnelly, who is the coordinator of the program, at (781) 437-0351 or [Kevin.M.Donnelly@state.ma.us](mailto:Kevin.M.Donnelly@state.ma.us).

That said, we have had to cancel a number of these courses due to lack of attendance. Certainly this is frustrating, considering the time and effort to coordinate the training, but more significantly, it is a missed training opportunity that costs the depart-

ment nothing. In light of the discussion earlier about increases in funding for training, including executive level training, we need your feedback: What executive level training is needed for chiefs and command staff? Obviously, we have missed the mark with the current selections and need your input if the coming year is to be more successful and on target. Please contact me, Marylou, or Kevin with your suggestions, comments, and critiques. Thank you in advance.

## Recruit Officer Courses



As a reminder, **Pat Caggiano** is now the Recruit Training Coordinator. Please communicate with Pat regarding your hiring plans and for the recruit academy admission process. Pat's contact information is:

Pat Caggiano, Recruit Training Coordinator  
MPTC, 6 Adams Street  
Randolph, MA 02368  
Telephone: (781) 437-0306. Email: [MPTC-RT@massmail.state.ma.us](mailto:MPTC-RT@massmail.state.ma.us)

As you likely know, due

to the demand for recruit officer training, we are running back-to-back Recruit Officer Courses at the MPTC academies. Here is the list of upcoming MPTC-hosted Recruit Officer Courses:

- Western Mass: August 18, 2014
- Reading: September 8, 2014
- MSPMA: September 8, 2014
- Plymouth: September 15, 2014

As an ongoing reminder,

the cutoff for applications is 30 days prior to Day One **OR** when the class reaches capacity with fulltime officers. **And with the increased demand for recruit training, 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 Pat without delay.

Also, as I have mentioned before, to help us accurately determine

the need for a class, we ask you to notify Pat Caggiano 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 here: "[Request Recruit Officer Training](#)" or you can contact Pat directly. Thank you for your help.

## ROC Health and Wellness Standards

Speaking of recruit training, the MPTC Committee approved changes to the Recruit Officer Course health and wellness program. My thanks go to Jason and to the fitness instructors and academy directors who worked on the proposal.

The Committee added one-minute pushups and one-minute sit-ups to the previously-approved 1.5-mile run as events with quantified minimum participation stan-

dards. You will find the standards listed at the end of the newsletter. Some important points:

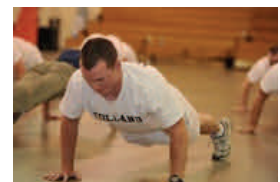
- Even though an academy may conduct all three events on the same training day, a student officer can only be issued one modified health and wellness status per training day. Therefore, even if a student falls short on all three events on a given day, the student is only issued a *single* modi-

fied health and wellness for that day.

- You will notice the standards are divided into phases, but no dates or weeks are assigned to the phases. It is up to the lead physical fitness instructor to determine when the transition from one phase to the next occurs. Simplistically, the academy training schedule could be divided into three equal parts, but the PT staff should not let the calendar drive the

transition if a class has not had sufficient opportunities to progress during the current phase.

- The notation regarding Cooper norms shows how the established standard falls within the Cooper norms and is included to demonstrate the standards are not excessive.



*Welcome!*

## Two New Statewide Coordinators

Utilizing NHTSA grant funding, the MPTC has created two new part-time statewide coordinator positions: a Standardized Field Sobriety Testing (SFST) coordinator and a Data Driven Approaches to Crime and Traffic Safety (DDACTS) coordinator.

The SFST Coordinator is Sergeant Steve May of

Rowley PD. He can be contacted at [ma.sfstcoordinator@gmail.com](mailto:ma.sfstcoordinator@gmail.com).

The DDACTS Coordinator is Officer Paul McNamara, Traffic Specialist for Fitchburg PD. He can be reached at [pmcnamara@fitchburgpolice.com](mailto:pmcnamara@fitchburgpolice.com).

Both of them come to us with a wealth of experience and will be working to provide support, to increase proficiency, and to encourage participation in their respective area of expertise. Welcome aboard, Paul and Steve!!



This IACP's DRE unit offers this description: If you aren't familiar with this site, especially if you need to identify pills, this is it. They provide a free app to use in the field to identify Rx drugs quickly. It is also a wealth of knowledge for other questions you may have about pharmaceuticals: <http://www.drugs.com/imprints.php>

## Online Training Video for Interactions with Persons Who Are Hard-of-Hearing

This video was produced by the St. Louis County Police Academy specifically for law enforcement officers. This 22-minute video includes scenarios demonstration traffic stops and other situations where police may interact with a deaf or hard-of-hearing individual. There are also a number of helpful tips for police officers regarding interactions with members of the deaf and hard of hearing community. Here's the link to the video. <http://www.youtube.com/watch?v=I9aNpMRHH2c>



## Gordon Graham's Tip of the Day

For those of you who are Gordon Graham fans, you can now get a daily dose on the MPTC website ([www.mass.gov/mptc](http://www.mass.gov/mptc)). On the homepage, you will recognize his famous countenance,

and if you click on it, it will take you to his Tip of the Day, courtesy of Lexipol. We thank Lexipol for working with us to bring this valuable service to the Commonwealth at no cost. As

Gordon says, "Every day is a training day," and hopefully you will find this link helpful in that regard.



## 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

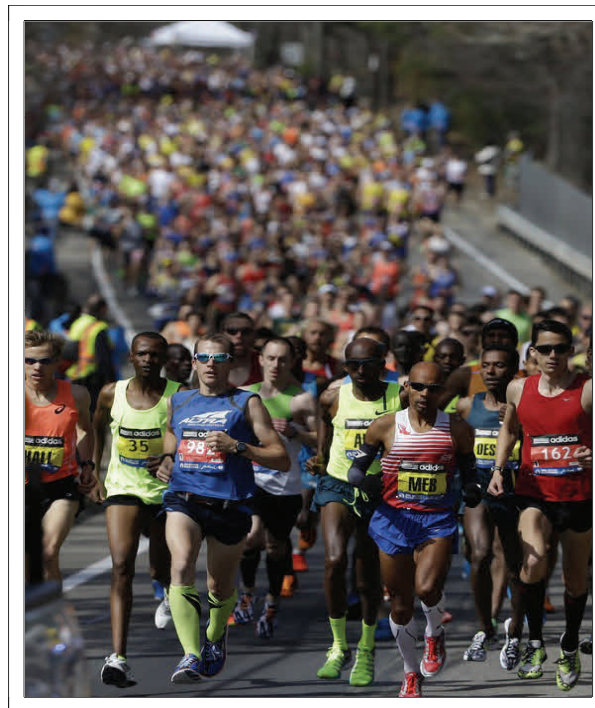
and are no longer allowed to exercise police powers in their respective states. Please feel free to e-mail [Marylou Powers](mailto:Marylou.Powers@781.437.0302) or contact her by telephone @ (781) 437-0302 if you would like us to see if an applicant or candidate you are considering is on

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



# BOSTON STRONG



**A year later, Boston Marathon runners  
'take back that finish line!'**

<b>One Minute Sit Up (Male)</b>	<b>One Minute Push Up (Male)</b>	<b>1.5 Mile Run (Male)</b>
<p><b>Phase I</b>  <b>MPTC Standard:</b> 22 Repetitions  <b>Cooper Rating:</b> Very Poor age 20-39</p>	<p><b>Phase I</b>  <b>MPTC Standard:</b> 15 Repetitions  <b>Cooper Rating:</b> Very Poor age 20-39</p>	<p><b>Phase I</b>  <b>MPTC Standard:</b> 16:30  <b>Cooper Rating:</b> Very Poor age 20-39</p>
<p><b>Phase II</b>  <b>MPTC Standard:</b> 28 Repetitions  <b>Cooper Rating:</b> Very Poor age 20-39</p>	<p><b>Phase II</b>  <b>MPTC Standard:</b> 22 Repetitions  <b>Cooper Rating:</b> Poor age 20-39</p>	<p><b>Phase II</b>  <b>MPTC Standard:</b> 15:45  <b>Cooper Rating:</b> Very Poor age 20-39</p>
<p><b>Phase III</b>  <b>MPTC Standard:</b> 34 Repetitions  <b>Cooper Rating:</b> Poor age 20-39  <b>Percentile:</b> &lt;40<sup>th</sup> percentile)</p>	<p><b>Phase III</b>  <b>MPTC Standard:</b> 28 Repetitions  <b>Cooper Rating:</b> Fair age 20-39  <b>Percentile:</b> 40-55<sup>th</sup> percentile</p>	<p><b>Phase III</b>  <b>MPTC Standard:</b> 15:00  <b>Cooper Rating:</b> Very Poor/Poor age 20-39  <b>Percentile:</b> &lt; 40<sup>th</sup> Percentile)</p>

<b>One Minute Sit Up (Female)</b>	<b>One Minute Push Up (Female)</b>	<b>1.5 Mile Run (Female)</b>
<p><b>Phase I</b>  <b>MPTC Standard:</b> 18 Repetitions  <b>Cooper Rating:</b> Very Poor age 20-39</p>	<p><b>Phase I</b>  <b>MPTC Standard:</b> 6 Repetitions  <b>Cooper Rating:</b> Very Poor age 20-39</p>	<p><b>Phase I</b>  <b>MPTC Standard:</b> 16:30  <b>Cooper Rating:</b> Very Poor age 20-39</p>
<p><b>Phase II</b>  <b>MPTC Standard:</b> 24 Repetitions  <b>Cooper Rating:</b> Very Poor/Poor age 20-39</p>	<p><b>Phase II</b>  <b>MPTC Standard:</b> 10 Repetitions  <b>Cooper Rating:</b> Poor age 20-39</p>	<p><b>Phase II</b>  <b>MPTC Standard:</b> 15:45  <b>Cooper Rating:</b> Very Poor age 20-39</p>
<p><b>Phase III</b>  <b>MPTC Standard:</b> 28 Repetitions  <b>Cooper Rating:</b> Poor/Fair age 20-39  <b>Percentile:</b> 40-55<sup>th</sup> percentile)</p>	<p><b>Phase III</b>  <b>MPTC Standard:</b> 14 Repetitions  <b>Cooper Rating:</b> Poor/Fair age 20-39  <b>Percentile:</b> 40-55<sup>th</sup> percentile</p>	<p><b>Phase III</b>  <b>MPTC Standard:</b> 15:00  <b>Cooper Rating:</b> Very Poor/Poor age 20-39  <b>Percentile:</b> &lt; 40<sup>th</sup> Percentile)</p>



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## **Municipal Police Training Committee Headquarters**

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Executive Director (781) 437-0301

### **Marylou Powers**

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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 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**

Ph: (781) 437-0322

#### **Todd Mongeon, Program Coordinator**

Ph: (781) 437-0364

#### **Plymouth Police Academy**

24 Long Pond Road, Plymouth, MA 02360

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#### **John DeGutis, Academy Director**

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#### **Alison Taylor, Veteran Officer Coordinator Cape &**

**Islands** Ph: (781) 437-0332

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6 Adams Street, Randolph, MA 02368

#### **Kevin Donnelly, Veteran Officer Programs Coordinator**

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