



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

CHIEFS NEWSLETTER

Chiefs Newsletter

December 2014, Volume 15, Issue 1

News from the Executive Director

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Firearms Training Requirements

As a reminder, the MPTC Committee has established an ongoing annual firearms training and retraining requirement. Visit this link to download the [Minimum Standards for Handgun Requalification and Continual Training](#). In short, every officer is required to requalify with their

duty handgun by firing the MPTC-approved proficiency course annually. In addition, each officer is required to fire an additional 50 rounds during firearms training sessions, with a minimum of two (2) training sessions being required.



IACP Award

Over the past year and a half, the MPTC has been working with the Massachusetts National Guard to develop a bridge class for its military police officers. The purpose of the training is to bring the Guard’s MPs to the same level of civilian police training as the Commonwealth’s municipal officers. Obviously, that means the MPs would need to meet MPTC training standards. The end

result would allow a chief of police to be more comfortable with utilizing Guard MPs during a critical incident and at the same time, it would create a pool of trained officers ready to be hired by Massachusetts police departments. To that end, Howard Lebowitz worked closely with representatives from the MA National Guard to identify the overlaps between the military’s

MP basic training and the MPTC’s reserve and full-time basic training curricula. A curriculum to cover the gaps was developed for both programs. The first Massachusetts National Guard [MANG] reserve basic training program graduated in August and the first fulltime police academy is slated to begin in February at the Worcester Police Academy facility.

IACP Award

In recognition for all of the work and collaboration that went into the development of these bridge programs and the benefits they bring to the military and the Commonwealth's police profession, the IACP's Civilian Law Enforcement – Military Cooperation Committee awarded an Honorable Mention Recognition.



FY15 Budget

Likely you have heard the Governor has instituted 9C budget cuts to make up for the anticipated \$300 million state budget shortfall. The MPTC's budget was reduced by about \$73,000. This reduction

will NOT impact any of the commitments we have made. There will be no reduction in in-service, executive series, LEEDA, and specialized training already planned. In fact, even with the reduction, we

still have sufficient funding left in the contingency fund we established to conduct additional training. Consequently, please let me know of any ideas you have for executive or specialized training.

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MPTC TY2016 In-Service Training

At its November meeting, the MPTC Committee voted to establish an ongoing (multi-year) in-service training requirement of forty (40) hours per year for each officer. The goal was to help chiefs to plan their budgets accordingly. Certainly it is not known what topics will be required in that forty hours at this point, nor

can we know how much of it MPTC will be providing through classroom delivery. Nonetheless, the Committee received feedback saying that agencies wanted advance notice to allow for budgeting purposes. Realizing that some agencies must budget extra for classroom training, while others

MGL Ch. 41 § 96B

must budget extra for in-house training, the Committee wanted to put all agencies on notice that the ongoing standard will be forty (40) hours per year and that agencies should plan their budgets for the contingency that most impacts that budget, whether that is attending all forty hours of training in the

classroom or needing to find the training locally or in-house or from a vendor. Speaking of Training Year 2016 in-service training, now is the time for the MPTC to begin evaluating topics for the coming year. Do you have any ideas? If so, get them to me or your MPTC Committee representative.

Executive Series Training for Command Staff

As you know, we have continued and expanded the LEEDA offerings this training year. In addition to again offering the command and executive level LEEDA classes in several venues across the state, we plan to add the third LEEDA class: first-line supervision. We are still committed to the long-term plan of offer-

ing these three classes every year to allow chiefs to implement a progressive supervisory development plan within their agencies. All of these programs are being offered at no cost to the attendees. The programs are usually \$550 or more per person. Currently, FBI-LEEDA offers an award for officers who

complete the trifecta. In addition, we are hosting LEEDA's "Leaders without Titles" and "Media and Public Relations" classes, which are also receiving rave reviews. Check the MPTC website for a list of currently [scheduled classes](#). Please let us know of other supervisory, leadership, or management classes that

you feel would have statewide appeal. For example, the MPTC is sponsoring a series of sessions instructed by Chief Glidden (ret.) regarding changes in firearms laws and licensing. That suggestion came from the Central Mass Chiefs. We welcome your ideas, as well.

Recruit Officer Courses



Due to the increased demand for recruit officer training, the MPTC is reopening the Randolph Regional Police Academy to recruit training, with the first class likely to be spring of 2015. We are hoping to name the new academy director soon. In addition, we are continuing to run back-to-back Recruit Officer Courses at the other MPTC academies.

Here is the list of upcoming MPTC-hosted Recruit Officer Courses:

Boylston: January 26, 2015 [FULL] / **Western Mass:** February 2, 2015

Reading: March 9, 2015 / **Plymouth:** March 26, 2015

Please communicate with Pat Caggiano 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

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.



Recruit Officer Course (ROC) Curriculum Rewrite

The Request for Response (RFR) is being reposted after we did not find any qualified curriculum developers in the first request for quotes. As stated in the scope of work, the new curriculum is to be research based, and each topic area (instructional goal) shall specifically incorporate the following:

- A discussion regarding the ethical dilemmas an officer may

encounter in that topic area;

- A practical application to the knowledge conveyed, such as a practical example, an exercise, role play, or a scenario; and
- A foundation based upon the concepts of legitimacy and procedural justice.

The Contractor shall make recommendations for topic areas or sub-

topic areas that would be suitable and appropriate for an alternative delivery method, such as distance (online) learning format or other non-traditional delivery method.

Obviously, this is a massive undertaking and it appears it is the first time any state has undertaken such an extensive overhaul in almost 20 years, with the last one being the last overhaul of the Massachu-

setts recruit training in the early 1990s. If in your travels or connections, you are aware of any entity that has the capacity and qualifications to undertake such an extensive project, please send them my way.

LEO | Near Miss

The Police Foundation has established an online training and informational forum entitled “LEO | Near Miss: Lessons learned become lessons applied.” A link to the website can be found on the MPTC homepage on the left-hand side of the page: [Law Enforcement Officers share their near miss stories.](#) The following information is excerpted from their

website: The LEO Near Miss is a near miss reporting system for law enforcement officers that was initiated by the Police Foundation in 2013. It is modeled on the International Association of Fire Chiefs’ (IAFC) near miss reporting program, and it is funded by the Community Oriented Policing Services (COPS) Office at the Department of Justice.

The mission of LEO Near Miss is to encourage law enforcement personnel to share their near miss stories and lessons learned to shield other law enforcement personnel from accidents, injuries and fatalities, as well as to prevent other community crises from occurring. The stories are all actual situations, but have been scrubbed of identifiers that would

make locations and identities readily identifiable. The Foundation encourages officers and departments to submit their near misses in the hopes that other officers and policy makers can learn from them. The submission process for the stories “is an anonymous, secure, non-punitive, and confidential process.”

Excited Delirium

Here is a link to a research consortium providing updated information, resources, and support regarding excited delirium: www.exciteddelirium.org. The consortium consists of the University of Miami, the Brain Endowment Bank, and the Institute for the Prevention of In-Custody Deaths. In their words, “Excited delirium is a medical emergency that presents itself as a law enforcement problem.”

New Perspectives in Policing

For those who are not aware the Harvard Kennedy School Program in Criminal Justice Policy & Management produces white papers discussing emerging issues and best practices in policing. They are entitled *New Perspectives in Policing*. For example, the latest edition contains recommendations for best practices related to avoiding wrongful convictions. Here is a link to their website giving an overview of the project and links to the various *Perspectives* publications: [Executive Session on Policing and Public Safety \(2008-2014\)](#)

Decertified Police Officers

The issue of police officer misconduct has certainly become a topic of national interest and discussion. Even though Massachusetts does not have a decertification process, most states do have one, and over 30 states submit a list of police officers they have decertified (and who are no longer allowed to serve as police officers in their respective states) into the National Decertification Index (NDI). As an ongoing reminder, even though we do not contribute to it, MPTC has access to the NDI. 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 above all else, please be careful out there! Dan

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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, University of Massachusetts, and environmental police officers 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

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Plymouth Police Academy

24 Long Pond Road, Plymouth, MA 02360

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Randolph Police Academy

6 Adams Street, Randolph, MA 02368

Kevin Donnelly, Veteran Officer Coordinator

Ph: (781) 437-0351 / Fax: (781) 963-0235

Reading Police Academy

P.O. Box 522, Reading, MA 01867

FAX: (781) 942-0968

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

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

Western Mass Police Academy c/o STCC

1 Armory Square, Bldg. 12, Springfield, MA 01102

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