



Chiefs Newsletter

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July 2011

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News from the Executive Director

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MPTC Priorities for FY12 and Beyond

As you have likely heard, the Governor-recommended automobile insurance surcharge to fund police training did not survive in the legislature nor was Senator Timilty's attempt to increase MPTC funding to \$4 million passed. Likewise, Senator Timilty's attempt to increase the student registration fee for recruit training from \$2,500 to \$2,900 (which is much closer to the actual cost of the training) failed as well. Instead, the MPTC was funded at \$2.5 million, which is essentially flat funding from the last fiscal year, and the student registration fee remains at \$2,500, which means we will need to use our operating budget to subsidize the funding for recruit training.

You may also have heard about a Public Safety Training Fund that was included in the Senate Committee on Ways and Means budget and would have been funded through a \$5 surcharge on traffic

tickets. It would have provided about \$3.5 million per year for training "public safety personnel." That amendment was withdrawn.

Due to these funding limitations and more critically, due to a need for MPTC to reinvest in the basics and build upon them, I have developed the following strategic plan (see page 2) for the coming years. The ultimate goal is to build a police training program that will set the standard for other states to emulate.

We all agree this is certainly not even close to the ideal strategic/training plan and does not come close to meeting the training needs of our officers, but given the limited staff and budget, we have to prioritize our focuses if we are to stay on the road to being the national standard for police training. More details will be forthcoming as we move forward with these projects.



"Due to the limited funding and more critically, due to a need for MPTC to reinvest in the basics and build upon them, I have developed the following strategic and training plan for the coming years."



Strategic Plan

FY12 (July 2011-June 2012):

- ✓ Redirect staff and resources to completely overhaul the recruit training curriculum to make it uniform, consistent, and a national model. Expect to receive surveys asking for thoughts and feedback from you, your training officers, and your field training officers.
- ✓ Set the groundwork for creating a statewide repository of police training records by investing staff and resources into creating a new database with broader accessibility. This will require us to gather information about every officer in the Commonwealth. Expect to receive a request to that end in the future.
- ✓ Provide specialized training in key areas, especially statutorily mandated areas, such as grant-funded, first-line supervision, and basic detective training.
- ✓ Provide legal issues, officer survival (part two), and first responder training online. Additionally, we will provide a legal issues train-the-trainer class for those departments who have a desire to conduct training internally or regionally. We will also continue the Executive Series training program.
- ✓ As a result of the need to focus on these priorities, **there will be no mandatory professional development/in-service training for the coming fiscal year.** As stated in the previous bullet, we will be providing legal update, first responder, and officer survival training on line, but none of those classes will be mandatory for the coming year.

FY13 (July 2012-June 2013):

- ✓ Mandatory professional development/in-service training will be reinstated.
- ✓ Specialized training will be expanded based upon some of the training needs developed during the recruit curriculum rewrite.
- ✓ The system used to update and develop recruit officer training will be utilized to modify veteran officer programs, especially those that have become stale and are in need of rewrites.
- ✓ The recruit officer curriculum will be finalized.

FY14 and beyond:

- ✓ A system will be in place to deal with constant changes in the recruit curriculum and to get those changes incorporated consistently statewide.
- ✓ All recurring curricula (first-line supervision, detective basic, etc.) will be scheduled for review and ongoing updates.
- ✓ Development of specialized training in key, specialized areas, such as middle-level management and advanced training for first-line supervisors and detectives.

More details will be forthcoming as we move forward with these projects.

Changes to scheduling a Physical Abilities Test (PAT)

This information was sent to us by HRD:

Pages 1 & 6 of the Medical Examination Form are required for a candidate to participate in the Physical Abilities Test (PAT). Departments should be directed to PAT.Coordinator@state.ma.us or (617) 727-3777, extension 29756 for scheduling needs or questions regarding site or time availability.

To schedule an Initial Hire PAT the hiring department must submit a request for the next available Preview and/or PAT along with pages 1 and 6 of the candidate's completed medical examination form to HRD **at the above e-mail address**. A candidate's medical examination must have been completed within six months of the PAT date. Requests must be submit-

ted no later than 48 hours before the Preview and/or PAT. Once scheduled, the hiring department will receive confirmation of the candidate's test date(s) and test time(s) by *e-mail*.

A new Medical Examination Form has been posted to our website. Departments should be referred to and/or provided the revised Medical Examination Form

as needed.

Physical Ability Test (PAT) Police Officer



Investigating Officer-Involved Incidents

If you have not heard of Force Science Institute, it is dedicated to the study of human dynamics in high stress, rapidly unfolding force encounters, especially police use-of-force encounters. One of their groundbreaking bodies of work includes a demonstration as to how an officer was not lying when the officer said he shot at a suspect facing him with

a weapon but the bullet actually struck the assailant in the back. In any event, based upon their research and investigations of police force encounters, Force Science has published "A GOOD-PRACTICE APPROACH TO OFFICER-INVOLVED SHOOTING INVESTIGATIONS." If nothing else, their insights are thought-provoking. You

can find it at <http://www.forcescience.org/oisinvestigations.pdf>.



Domestic Violence Victim's Notice of Rights

As you may know, the "Abused Person's Notice of Rights" has been translated into several languages. For tear sheets in specific languages, please contact Maura Landry at (781) 437-0313 or at Maura.Landry@massmail.state.ma.us to get cop-

ies. In addition, Lynda has posted the four most common translations (English, French, Spanish, and Portuguese) on our website (www.mass.gov/mptc) under the "Key Resources" heading on the left side of the home-

"Abused Person's Notice of Rights"

"Personne abusée de l'avis de droits"

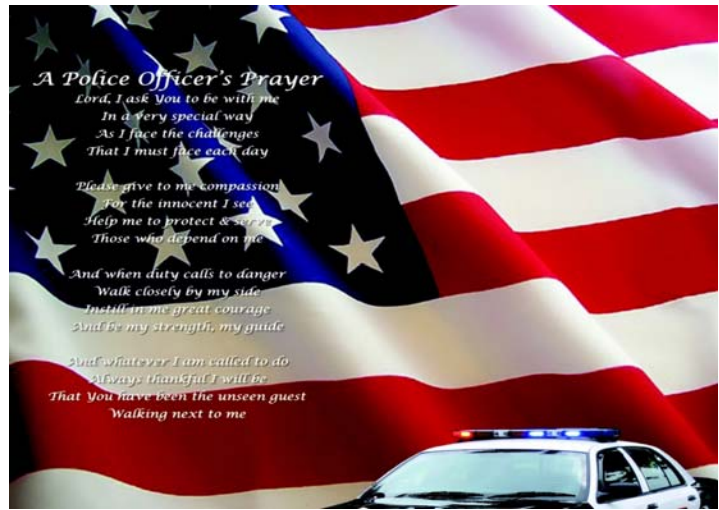
"Persona abusada Aviso de derechos"

"Aviso Pessoa abusado dos Direitos"

Wills for Heroes

I have been made aware of an organization called Will for Heroes. On their webpage, they say the "Wills for Heroes programs provide essential legal documents free of charge to our nation's first responders, including wills, living wills, and powers of attorney. By helping first responders

plan now, they ensure their family's legal affairs are in order before a tragedy hits. The 501(c)(3) charitable non-profit Wills for Heroes Foundation supports these Wills programs, giving back to the community and protecting those who protect us." Here is the link: www.willsforheroes.org.



Defensive Tactic Statewide Coordinator Vacancy

As you likely know, we have filled the Defensive Tactics Statewide Coordinator vacancy: Officer Shawn Barbale of Worcester Police Department. Shawn started his career with the Immigration and Naturalization Service (before they became ICE). He entered municipal police service

in 1997 when he joined Claremont (NH) PD. In 1999 he could no longer resist the lure of the Commonwealth and transferred to Boylston PD, where he became the department's training officer and began teaching DT at the Boylston Regional Police Academy. In 2001,

Shawn accepted a position at Worcester PD, where he is a member of the SWAT team and where he continues to teach DT. Shawn has been an MPTC DT Instructor Trainer since 2000 and has been the lead instructor for the LECP and MPOC recruit training programs in

Boylston. Shawn is excited about the opportunities facing the DT program and has committed himself to being collaborative and responsive as we continue to move the DT program forward. Welcome aboard, Shawn!!!!

Statewide Coordinator Email Addresses

We have established state email addresses for the statewide coordinators in an effort to establish uniformity and consistency. We realize many, many people have the old addresses and as a result, the coordinators will likely need to check the old with the new for awhile.

Email for Rob Stering, the Patrol Procedures Coordinator: Rob.Stering@massmail.state.ma.us

Email for Neal Hovey, the First Responder Coordinator: Neal.Hovey@massmail.state.ma.us

Email for Bill Leanos, the Firearms Training Coordinator: Bill.Leanos@massmail.state.ma.us

Email for Lenny Pinaud, the Range 3000 Coordinator: Len.Pinaud@massmail.state.ma.us

Email for Shawn Barbale, the Defensive Tactics Coordinator: Shawn.Barbale@massmail.state.ma.us

Plus, here is the other contact information for Shawn:

DT Statewide Coordinator Shawn Barbale

Boylston Regional Police Academy, 221 Main Street, Boylston, MA 01505 Voice: (774) 696-4073

Recruit Officer Training

The following recruit classes are currently scheduled. None of the MPTC classes have a float status:

- Lowell Police Academy: June 6, 2011
- Boston Police Academy: June 6, 2011
- Plymouth Police Academy: July 11, 2011

- Boylston Police Academy: July 25, 2011

As I have mentioned before, to help us accurately determine the need for a recruit 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 contact Lynda at Lynda.Kearns@state.ma.us or at (781) 437

0306. Thank you for your help.

30-Day Cutoff for Applications to Attend Recruit Officer Training

In the interest of helping students, departments, and academy staff to better plan for recruit training and to give the student time to improve fitness, become more mentally prepared, and gather uniforms, equipment, and supplies, we have adopted a 30-day cutoff for recruit training applications. This means we will lock the

roster for a recruit class 30 days prior to the start of the class. In order for a student to be included in the roster, the application and related attendance requirements (medical examination and PAT) must be completed **and** the paperwork delivered to Lynda Kearns by that date. For more information, please feel free to

contact Lynda at Lynda.Kearns@state.ma.us or at 781-437-0306.



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. 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 Marlou.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.

Budget



Since I always end with a comment about the budget, I would be remiss if I did not do so this time. So, please refer to the first page and stay tuned for changes and updates.

As always, please feel free to contact me with questions, comments, or concerns. But most of all, be careful out there! Dan

Dan Zivkovich, Executive Director (781) 437-0301
Municipal Police Training Committee
6 Adams Street, Randolph, MA 02368
Main Number: 781-437-0300 Fax: 781-963-0235

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 Regional Police Academies

Boylston Regional Police Academy

221 Main Street,
Boylston, MA 01505
Lisa Ann Reich, Academy Director
Ph: (781) 437-0322
Fax: (508) 869-3187

New Bedford Regional Police Academy

1204 Purchase Street
New Bedford, MA 02740
Rose Sauvageau, Instructor Certification
Coordinator Ph: (508) 992 - 7014
FAX: (508) 979-1771

Plymouth Regional Police Academy

24 Long Pond Road
Plymouth, MA 02360
John DeGutis, Academy Director
Ph: (781) 437-0331
FAX: (508) 830-6319
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 Regional Police Academy

6 Adams Street, Randolph, MA 02368
Carl Parsons, Academy Director Ph: (781) 437-0321
James Scott, Specialized Training Ph: (781) 437-0307
Fax: (781) 963-0235

Reading Regional Police Academy

P.O. Box 522, Reading, MA 01867 FAX: (781) 942-0968
Rhoda Pires, Academy Director Ph: (781) 437-0341
Larry Norman, Program Coordinator Ph: (781) 437-0343
Pam King, Governor's Highway Safety Division
Ph: (781) 437-0342 FAX: 781-942-0969

Western Mass Regional Police Academy c/o STCC

1 Armory Square, Bldg. 12, Springfield, MA 01102
John Claffey, Academy Director Ph: (781) 437-0361
Dori-Ann Ference, Curricula Development Coordinator
Ph: (781) 437-0362
FAX: (413)-755-6331



We're on the Web!
www.mass.gov/mptc