



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

CHIEFS NEWSLETTER

Chiefs Newsletter

May 2015, Volume 16, Issue 1

News from the Executive Director

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FY15 Budget

As you may have heard, the Governor proposed a \$6 million budget to allow the MPTC to push out additional in-service training. However, the final House and Senate budgets returned the funding to \$5.0 million. Nonetheless, if the \$5 million is the amount that ultimately is enacted, it will still allow the

MPTC to meet our training commitments we made in the current year. There will be no reduction in in-service, executive series, LEEDA, or specialized training. In fact, even with the \$5 million amount, we will still have sufficient funding left to conduct additional training. Consequently, please let me know of any ideas you

have for executive or specialized training for the coming year. We have already received several good suggestions. For example, we will be rolling out training relatedly to Internet intelligence gathering, utilizing social media and other sources.

MPTC TY2016 In-Service Training

As a reminder, 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.

At its April meeting, the Committee set the following training require-

ments for TY2016 (July 2015 through June 2016): a full day of legal updates, a half day of eyewitness identification (for those officers who did not take the class this year), a half day of defensive tactics skills training, a half day of use-of-force concepts and tactics revisited, and a half day to

discuss emerging issues resulting from the national dialogue regarding police training and community interactions. All of these classes will require use of the MPTC lesson plan and MPTC-certified instructors who have attended the train-the-trainer courses when they are rolled out later this year.

MPTC TY2016 In-Service Training

In addition, every officer is required to take the online Critical Incident Response Protocol class that is available on the MPTC's EOPSS e-Learning site: <http://eopsselearning.com/> Officers will get one-half hour of credit for taking the course.

As an ongoing remind-

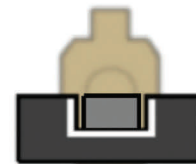
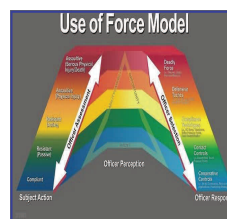
er, officers are also required to complete the annual firearms training and requalification requirements and to meet the statutorily mandated CPR and first aid training requirements, which do count towards the 40-hour training requirement, as does any oth-

er police-related training, regardless of the provider.

MPTC TY2016 IN-SERVICE

July 2015 through June 2016

- ✓ Full day of legal updates,
- ✓ Half day of eyewitness identification (for those officers who did not take the class this year)
- ✓ Half day of defensive tactics skills training
- ✓ Half day of use-of-force concepts and tactics revisited
- ✓ Half day to discuss emerging issues resulting from the national dialogue regarding police training and community interactions.
- ✓ Online Critical Incident Response Protocol class
- ✓ Annual firearms training and requalification requirements
- ✓ Meet the statutorily mandated CPR and first aid training requirements



Staff and Classroom Instructors

With all of the increases in recruit officer training, we are in need of additional Staff Instructors to keep our current cadre from suffering burnout. As you may have heard, the MPTC has overhauled its Staff Instructor certification program. The program now contains a four-day training prerequisite, which is followed by a mandatory mentoring component. The process also requires recommendations from the Staff

Instructor's agency head, as well.

Now that the certification program and process are in place, the next step is to solicit qualified and interested supervisors to become certified Staff Instructors. Would you please give some thought to whether you have any supervisors who you think are the type of role models we should have working with our recruits and encourage

them to contact their regional MPTC academy director.

Also, we are nearing the next training year. As stated above, we will need instructors for the mandatory in-service training blocks, to include Legal Updates, Eyewitness Identification, use-of-force, and emerging issues in policing. Please consider having one or more officers from your department attend the instruc-

tor trainer course and become certified to teach these topics. Unfortunately, we were forced to cancel classes this year due to an inability to find certified instructors for the topic. This will not only help the MPTC to assure that there is an adequate pool of instructors to present all desired in-service training, but it will also benefit your department by having a trained officer on staff. Thanks for your considerations.



MPTC Blog

The Official Blog of the MA Municipal Police Training Committee

In an effort to keep the field and the citizens of the Commonwealth informed regarding MPTC events, milestones, and news, Lynda Kearns has created an MPTC blog. The goal is to provide weekly updates. The blog can be accessed via the MPTC's homepage: www.mass.gov/mptc. Look at the bottom-center of the page.

Executive Series Training for Command Staff

As you know, we have continued and expanded the LEEDA offerings this training year and will continue to do so in coming years. In addition to offering the first-line supervision, command staff, and executive level LEEDA classes, which we have hosted in several venues across the state, we also hosted LEEDA's "Leaders without Titles"

and "Media and Public Relations" classes. We are still committed to the long-term plan of offering these 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. (They are usually \$550 or more per person.) All of these

classes continue to receive rave reviews. For a list of recently scheduled classes visit this link to [FBI-LEEDA](#) training published on the MPTC website. As you may have heard, FBI-LEEDA offers an award for officers who complete the trifecta of the three leadership courses.

"To give you an idea of the impact that can be created by adequately funding police training, to date, over 150 agencies have sent officers, supervisors, and administrators to the training, ..."

Executive Series Training for Command Staff

To give you an idea of the impact that can be created by adequately funding police training, to date, over 150 agencies have sent officers, supervisors, and administrators to the training, including attendees from the State Police, the Norfolk and Plymouth Sheriffs' Departments, ATF, 10 college police departments, and a dozen out-of-state agencies, with

over 700 attendees to date.



Supervisor Leadership Institute	331 (7 classes)
Command Institute	133 (3 classes)
Executive Institute	156 (4 classes)
Leaders' without Titles	64 (2 classes)
Media and Public Relations	42 (2 classes)

Please let us know of other supervisory, leadership, or management classes that you feel would have statewide appeal. For example and as you likely know,

the MPTC hosted a series of sessions instructed by Chief Glidden (ret.) regarding changes in firearms laws and licensing. That sugges

tion came from the Central Mass Chiefs.

Recruit Officer Courses

Due to the increased demand for recruit officer training, the MPTC has reopened the Randolph Regional Police Academy to recruit training. (See more about that below.) In addition, we are continuing to run back-to-back Recruit Officer Courses at the other MPTC academies for the foreseeable future. Because the Randolph recruit class is being plugged into the previous Spring and Fall voids, you will find recruit classes available year round going forward. However, you will notice that the

starting starts are going to fluctuate. This is due to the increase in training hours that will cause starting dates to creep a few weeks later each year.

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

- **Boylston:**
August 3, 2015
- **Western Mass:**
August 17, 2015
- **Reading:**
September 9, 2015
- **Plymouth:**
September 21, 2015

- **Randolph:**
Late fall (TBD)

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 & **NEW Email:**



Patrick.caggiano@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.

Training Record Database

Some of you have experienced the frustration of not being able to get officers loaded into the MPTC's training record database caused by a variety of system issues. The good news is that Melixza, our Records and Grants Coordinator,

has waded through the issues and is now getting departments and officers loaded into the system in real time. My thanks to Melixza for her perseverance in sorting through the issues and getting the system back on track.



New Members

In case you have not heard, we have added Lara Thomas to the MPTC team. Lara is the new Academy Director for the Randolph Regional Police Academy. Lara comes to the MPTC from the Southeastern Regional Services Group (SERSG) – a 501(c)(4) organization - where she spent eleven years as the Regional Administrator and provided administrative services to a consortium of 20 Municipalities, performing such duties

as conducting cooperative procurements, planning and implementing joint training opportunities, and providing contract management for over 150 contracts.

Prior to that she spent 16 years at Northeastern University School of Education where she served four years as Administrative Officer for the School of Education, three years as acting director and Director of their Community Partnerships program,

four years as the Program Administrator for their Office of Educational Opportunities Programs, and five years as the Administrative Assistant to the president. She also spent 2 years as Safe Neighborhood Initiative Coordinator with the Attorney General's Office.

Lara has a Master's in Public Administration degree from Northeastern University and a Bachelor of Science in English with Writing

Concentration (summa cum laude) from Northeastern University. She is also a published author, having written several articles on a variety of topics.

Lara kicked off the reopening of recruit training at the Randolph Regional Police Academy on May 4 with 60 recruits. The day went very well, especially considering it was the first time the team had worked together. Congratulations, Lara!!!



FLETC Online Campus

The Federal Law Enforcement Training Centers (FLETC), Homeland Security Information Network (HSIN), and Blackboard Learn have recently partnered to build an online campus. The goal is to train state, local,

tribal, international, and federal law enforcement officers all across the country at reduced or no cost to the department. By the second quarter fiscal year 2015, they plan to have approximately 94 online training modules posted on the

HSIN network, in the below listed topical areas. Each class has an end-of-module test and a FLETC certificate of completion. These classes do count towards meeting the MPTC's two-day, department-option

in-service training requirement.

Crime Scene	Driver Training
Firearms	Health
Interviewing	Investigative
Legal	Mapping
Maritime	Officer Safety
Technology	Terrorism
Traffic Stops	Driver Training

The link to the FLETC website is <https://www.fletc.gov/e-fletc-online-campus>.

The Sean Collier Scholarship

The Officer Sean Collier scholarship was established in 2013 to honor the memory of Officer Sean Collier who was killed in the line of duty on April 18, 2013, while working with the Massachusetts Institute of Technology (MIT) Police Department. Officer Collier started his law enforcement career as an auxiliary officer in Somerville, Massachusetts. Through the efforts of the MA-

Volunteer Law Enforcement Officers Association (MA-VLEOA), this scholarship will help to ensure that Officer Collier's name remains in the forefront of auxiliary and reserve officers in the Commonwealth of Massachusetts by providing scholarships to attend an MPTC Reserve Academy. The first Sean Collier Scholarship was been awarded to Auxiliary Officer Levi Ward of

the Westfield Police Department in April. Levi recently graduated from a Municipal Police Training Committee (MPTC) Reserve Academy and is looking forward to starting his Law Enforcement career by volunteering with the Westfield Auxiliary Police. If an individual is currently enrolled in an MPTC Reserve Academy or is planning to attend one this fall, they

may be eligible to receive a scholarship. The MA-VLEOA is currently accepting applications for the awarding of a \$500 Officer Sean Collier scholarship to attend the training. Applications will be accepted through September 1, 2015, and the scholarship recipients will be announced on October 18, 2015. Applicants must be either planning to attend an academy or current-

The Sean Collier Scholarship *(continued)*

ly attending an academy at the time of application. Applicants must be members in good standing of the MA-VLEOA, through either an individual membership or as part of their Department's membership, at the time of application

through payment of the scholarship. Awards will be made by a committee based on a review of the application and requisite essay. Any scholarships awarded will be paid to the applicant after one year of post academy volunteer service with

their agency. This is a competitive process with limited awards.



Officer Sean Collier started his Law Enforcement Career as a Somerville Auxiliary Police Officer. He volunteered countless hours to his community as he got his first experiences. (photo courtesy of the SAPD)

Applications can be downloaded by clicking here: [Officer Sean Collier Scholarship Application](#)

A committee has been established to oversee the funding and administration of the Scholarship. If you would like to join this committee you can send an email to the Committee Chairperson – Natick Auxiliary Officer Joel Chase at jbc500@comcast.net.

[Click here to watch Officer Sean Collier's Memorial Service](#)

Fatality Notification Online Training

The FBI Office for Victim Assistance and Penn State University developed, “We Regret to Inform You...”, an online, no-cost, research-based, death notification training course. It begins with a victim impact video featuring the mother of a murder victim discussing her death notification experience. The impact video is followed by the curriculum, a demonstration video (utilizing actors), resources that

can be customized for each agency, an assessment that generates a certificate upon successful completion, and references.

Research shows that the way a death notification is made significantly impacts a family’s grieving process, and can have a ripple effect on potential prosecutions and recovery efforts. The most valuable death notifications are delivered by trained professionals who utilize

best practices, including pre-planning, compassionate notification, and coordinated follow up.

The training can be found at www.deathnotification.psu.edu

Questions can be emailed to :

deathnotification@leo.gov

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!



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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.

Boylston Police Academy

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Academy Director Ph: (781) 437-0322

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Reading Police Academy

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Western Mass Police Academy

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Academy Director Ph: (781) 437-0361

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