



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



CHIEFS NEWSLETTER

Chiefs Newsletter

November 2017, Volume 21 Issue 1

News from the Executive Director

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MPTC FY2018 Budget

The MPTC has been funded at \$4.78 million, which is roughly the same as last year. This means, we will continue to be challenged in the amount of training we can provide. Consequently, with limited resources, here are the funding priorities for this fiscal year:

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- ◆ Recruit Officer Courses
- ◆ Recruit curriculum overhaul
- ◆ In-Service training
- ◆ Implementation of the new training record/instructor certification database
- ◆ Instructor recertification and certifications (albeit with limited opportunities and only one (1) instructor certification course in each of the skills areas)
- ◆ First-Line Supervision

MPTC TY2018 In-Service Training

As a reminder, the Committee made the following determinations with respect to mandatory statewide in-service training for *all* sworn officers (fulltime and reserve). These blocks of training equal twenty-four (24) hours of training (if the officer attends the local option class), which means every officer will need a minimum of sixteen (16) additional hours of police-related training to meet the mandatory 40-hour annual in-service training requirement:

- Legal Updates (6 hours)
- Violent Extremism Awareness (3 hours)
- Police Response to Domestic Violence and Sexual Assault (3 hours)

MPTC TY2018 In-Service Training *Continued*

- Stress (Stigma and Survival) in Policing (3 hours)
- Procedural Justice and Legitimacy – Part II (3 hours)
- Defensive Tactics (3 hours)



[Register for In-Service](#)

In addition, the MPTC will furnish at least three (3) hours of a local option. As a reminder, the local option is a topic chosen by the local MPTC program coordinator based upon input from and discussions with the chiefs of police in her or his area. Please contact your regional MPTC program coordinator if you have a suggestion for the local option in your area.

As an ongoing reminder, officers will still be required to complete the annual firearms training and requalification requirements, which *do* count towards the 40-hour training requirement, as does any other police-related training, regardless of the provider and regardless of whether it is classroom or internet based.

Chiefs of Police In-Service Requirements

The above requirements also pertain to chiefs of police.

In addition, the Committee voted to include two topics as mandatory for all chiefs of police:

- Missing persons
- Best practices for community policing



The Massachusetts Chiefs of Police Association included these topics (and others that count towards each chief's 40-hour in-service training requirement) at its annual conference in September. For those who did not make it to the conference, the MPTC will host a make-up session in Boylston in early 2018, on a date to be determined.

Instructor Certification Requirements



To hopefully clarify confusion about MPTC instructor certification requirements, here is a general overview of the categories of MPTC-certified instructor levels and some specific requirements for recruit and in-service training. In some topic areas, there are additional requirements. (Please see the MPTC website for more details.)

Level I certification is for interns (see below) who have attended an instructor trainer course and are expected to demonstrate their instructional abilities under the tutelage of Level III and/or IV instructors.

Level II certification is for instructors who have attended the six-day instructor development course (or equivalent), have at least five years of experience in the topic area, and have demonstrated knowledge and/or skill in the topic area. Level II instructors cannot be lead instructors (see below), but can be contracted/paid to teach for the MPTC in some cases.

Level III certification is for instructors who have not only fulfilled the requirements to be a Level II instructor but have also demonstrated instructional competency as attested by another Level III or Level IV instructor. Level III instructors can be lead instructors.

Instructor Certification Requirements *Continued*



Level IV certification is reserved for small groups of instructors who meet the requirements of Level III certification and serve as subject matter experts and advisors in the topic area. Level IV certifications are only for a select group of topics, mainly the skills areas, legal, and domestic violence, that require ongoing planning and updates to the training regimen and certification requirements. Most topics do NOT have Level IV instructors.

LEVEL I: Going forward, we are no longer going to offer Level I instructor certification as a service for departments who are using those instructors internally. As well-intentioned as that was meant to be, it created too much confusion regarding recertification requirements and an instructor's ability to teach. Consequently, Level I instructor certification will be reserved for those instructors who have attended an MPTC instructor certification course and are serving as interns, so to speak. This mainly applies to the instructors who seek to be certified in the skills areas, such as firearms, defensive tactics, and medical first responder.

RECRUIT: All lead instructors (able to teach solo/unsupervised) in fulltime and reserve basic training programs must be Level III or Level IV instructors. Level II instructors are only permitted to assist with training and to co-teach with a Level III or IV instructor. Level I instructors can assist in an unpaid capacity, but only under the direction of a Level III or IV instructor. The exception is that Level II firearms instructors are currently able to be lead instructors for the 20-hour Reserve Basic Firearms Training.

IN-SERVICE: Level III is required for MPTC-hosted in-service training. No instructor level is needed for programs hosted by departments or regional training institutions. We would hope that such programs are picking instructors who have attended instructor development training and are adept in the classroom, but the MPTC is not going to oversee those instructors. That said, regardless of instructor certification requirements, all instructors who are teaching mandatory in-service topics must attend the MPTC instructor trainer course for the related in-service topic for the training to comply with MPTC in-service training mandates.

Recruit Officer Course Curriculum Status

The final draft of the new recruit basic training curriculum is nearing completion. The goal is to run the first pilot program in Randolph for the January 2018 class. Two additional pilot programs will be subsequently conducted later in 2018 that will incorporate lessons learned from the initial pilot program, and continued adjustments will be made accordingly. The current schedule is to have the new curriculum implemented statewide by January 2019.

F.O.R.C.E. Concepts (the developer) is estimating the new curriculum will take about 700 hours to deliver, even though there will be more facilitated and self-taught learning and more practical exercises, but we will not know for sure until after the first pilot program because the delivery methods are so different than anything we have done in the past. Stay tuned.

“The goal is to run the first pilot program in Randolph for the January 2018 class.”

Recruit Officer Course Surveys



We have been receiving various comments and suggestions regarding recruit training. Consequently, we have created a survey form to gauge how satisfied you are with the end result: your officers' performance, including the training received and the environment they experienced. Here is a link to access the survey: [MPTC Recruit Officer Feedback](#).

Recruit Officer Courses

We are still experiencing low enrollment for recruit officer courses and are still trying to determine if it is an anomaly or the new normal, so to speak. As a result, we still need your help with respect to planning recruit training venues. We ask that you please communicate with Pat Caggiano regarding your hiring plans and for the recruit academy admission process and that you utilize our online tool for letting us know your hiring intentions by going to the Key Resources on the Chiefs Corner landing page and clicking on [Request Recruit Officer Training](#). Pat's contact information is:

Pat Caggiano, Recruit Training Coordinator

MPTC

6 Adams Street

Randolph, MA 02368

Telephone: (781) 437-0306

Email: Patrick.Caggiano@massmail.state.ma.us



MPTC WMASS Graduation

As an ongoing reminder, the cutoff for applications is 30 days prior to Day One **OR** when the class reaches capacity with fulltime officers, which can occur before the 30-day cutoff. Consequently, do not rely 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.



Vehicle Theft Online Training

According to the National Insurance Crime Bureau (NICB), vehicle theft and insurance fraud cost individuals millions of dollars each year. In addition, stolen vehicles are often driven recklessly by joyriders, causing danger to innocent pedestrians and motorists, and all too often, the thieves find weapons in the stolen vehicle, taking the danger to a higher level. To help with stolen vehicle interdiction, NICB has developed a series of seven free rollcall videos covering such topics as vehicle theft, how to identify stolen vehicles and how to identify bodily injury fraud and staged vehicle crashes. Here is a link to their website: [NICB Training](#)

Municipal Police Training Committee Headquarters
6 Adams Street, Randolph, MA 02368
Main Number: 781.437.0300 Fax: 781.963.0235

Dan Zivkovich

Executive Director (781) 437-0301

Marylou Powers

Director of Training & Delivery (781) 437-0302

Mary Bragg

Transcripts, Training Manuals and
other Public Records Requests 781.437.0308

Kris [Gottlander] Gentile

Purchasing Agent, Instructor Payroll (781) 437-0305

Pat Caggiano

Recruit Officer Course Coordinator (781) 437-0306

Lynda Kearns

MPTC Website/Program Coordinator (781) 437-0309

Melixza Esenyie

Records and Grants Manager (781) 437-0307

Andrea Kenney

Budget Director (781) 437-0311

Dori-Ann Ference,

Curricula Development Coordinator (781) 437-0362

Maura Landry

Domestic Violence/Sexual Assault Program Coordina-
tor (781) 437-0313

Sheila Gallagher

Legal Issues Coordinator (781) 437-0314

Rose Sauvageau

Instructor Certification Manager (781) 437-0315

Boylston Police Academy

221 Main Street, Boylston, MA 01505 / Fax (508) 869-3187

Vacant Academy Director (781) 437-0322

Laura Nichols, Veteran Officer & Specialized Program Coordinator (781) 437-0352

Plymouth Police Academy

24 Long Pond Road, Plymouth, MA 02360 / Fax (508) 830-6319

Eileen Goodick, Academy Director : (781) 437-0331

Alison Taylor, Veteran Officer & Specialized Program Coordinator Cape & Islands (781) 437-0332

Joanne Heres, Veteran Officer & Specialized Program Coordinator (781) 437-0333

Randolph Police Academy

6 Adams Street, Randolph, MA 02368 / Fax (781) 963-0235

Lara Thomas, Academy Director (781) 437-0321

Kevin Donnelly, Veteran Officer & Specialized Program Coordinator (781) 437-0351

Lisa Ann Reich, Veteran Officer & Specialized Program Coordinator (781) 437-0326

Reading Police Academy

P.O. Box 522, Reading, MA 01867 / Fax:(781) 942-0968

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

Larry Norman, Veteran Officer & Specialized Program Coordinator (781) 437-0343

Western Mass Police Academy

c/o STCC, 1 Armory Square, Bldg. 12, Springfield, MA 01102 / Fax (413) 755-6331

Joe Witkowski, Academy Director (781) 437-0361

Todd Mongeon, Veteran Officer & Specialized Program Coordinator (781) 437-0364
