



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

# CHIEFS NEWSLETTER

Chiefs Newsletter

October 2012

Volume 9, Issue 1

## News from the Executive Director

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### Budget

In case you have not heard, the budget is once again the top story for this training year.

The good news is the MPTC was level funded. However, it is another good example of how level funding does not equate to level services. With the level funding we received, we started this training year with a \$120,000 deficit. \$60,000 of the deficit was due to increases in fixed costs (utility increases, IT infrastructure, and negotiated salary increases, for example), and the remainder is due to our increasing need to subsidize recruit training costs with funding from our veteran officer training fund.

That is because the \$2,500-per-student fee we are allowed to

charge for recruit training does not cover the costs of the training, and with fixed costs growing, so does the need to increase the subsidy. In FY12, the subsidy from the veteran officer training was \$50,000 and in the current fiscal year, we predict it will be \$60,000. The plan is to cover these deficits by delaying the filling of two vacancies created by retirements at the Randolph Regional Police Academy, but the bottom line is there is no money in the coffers for delivering professional development (in-service) and most specialized training.

So, why is all this good news? Because we can at least do *something*. Granted, we will not put a scratch, much less a dent, in identified

training needs, but we do have enough money to invest in the state-wide coordinator programs, instructor development, sexual assault investigation training, and first-line supervision.

My goal is twofold at this point. If I am unable to provide training, I feel an obligation to 1) help create and maintain a pool of qualified, certified instructors who agencies can use to provide quality training and 2) provide curricula in mandatory and critical areas to facilitate the delivery of training and provide some consistency and uniformity of training.

On the disappointing side of the equation, you may have heard that the automobile insurance surcharge

**Budget** (Continued from page 1)

bill came out of the Joint Committee on Homeland Security and Public Safety with a favorable recommendation, which means it could have gone to the floor of the legislature for action. Unfortunately that did not happen. In addition, amendments were introduced in the House to increase the MPTC’s budget to \$7 million (a threefold increase) and

to increase the student registration fee to \$3,000, which is closer to the actual cost of the training. But neither of them passed. Consequently, we will do the best we can with what we have, and I am sorry that it is not enough.



**TY13 Professional Development (In-Service) Training**

As an extension of the budget conversation, you likely have heard that the MPTC Committee reconsidered a previous decision regarding professional development (in-service) training for Training Year 2013 (July 2012 – June 2013). The unanimous opinion of the Committee was that it would be an abrogation of their duty to the profession, the officers, and our citizens to step away from having annual training requirements and that the absence of

funding for providing the training was the wrong reason for not having such standards. As a result of those beliefs and the subsequent reconsideration, the Committee established the following **mandatory** training standards for TY13. It is important to note that the MPTC will provide some of the curricula for these classes but will NOT be delivering them due to budget constraints (see above). The Committee voted to require each officer

to attend 32 **hours** of police-related training in the coming year. At a minimum, the training will include the following topics:

Mandatory Training Standards for Training Year 2013

Legal updates (at a minimum, must include MPTC-identified cases and laws)
Firearms
Defensive Tactics (at a minimum, must include MPTC-identified areas)
CPR
First Responder/First Aid (at a minimum, must include MPTC-developed topics)
Any other topics/classes deemed necessary by the chief or the department.

## TY13 Professional Development (In-Service) Training (Continued from page 2)

Again, each officer is expected to attend a total of 32 hours of training that includes the topics listed below. Also as noted previously, the departments themselves are responsible for planning, coordinating, providing, and tracking the training. However, MPTC will be involved in the following manner:

TY13 Mandatory Topic	MPTC's Involvement
Legal Updates	The MPTC Legal Issues Coordinator, Sheila Gallagher, is working on a lesson plan that will be provided to all agencies. At a minimum, the legal update class provided by agencies must include the cases and statutes identified by MPTC in addition to any other laws or cases discussed.
Firearms	For Firearms, the agencies should refer to the mandatory retraining and requalification requirements as established by the Committee in 2010. It contains suggestions for effective firearms training. Click this link to download the <a href="#">Chiefs Newsletter from May 2010</a> where you can find the mandatory firearms retraining and requalification requirements as established by the Committee.
Defensive Tactics	For Defensive Tactics (DT), the Defensive Tactics Statewide Coordinator, Shawn Barbale, will be developing an outline for a four-hour class.
CPR	Since CPR is a standardized class, agencies can utilize local resources for this class.
First Responder	For First Responder/First Aid (FR), the First Responder Statewide Coordinator, Neal Hovey, will be developing an outline for a four-hour class. The classroom portion of this class will also be available on line again this year.
Department specific topics/ classes.	A list of MPTC Certified Instructors and topics the instructors are certified to teach is available. Plus, do not forget that distance learning counts towards the 32 hours. To access the MPTC's distance learning classes, click on this link [ <a href="http://www.eopsslearning.com">www.eopsslearning.com</a> ].

With respect to the DT and FR components, the plan is to develop a three-year rotation, much the same as the MPTC used when it was providing the training itself. If you have any questions, please



## Three New Faces

**Sheila Gallagher**, is the new Legal Issues Coordinator. Her primary functions will be to disseminate legal updates as cases come out and as statutes are amended. She will also review and revise law-related curricula as needed. Sheila comes to the MPTC from the City of Boston Law Department where she worked with the Boston Police Department. She also worked with

the Essex County DA's Office and was an adjunct professor for Bay State Community College. Sheila has a bachelor's degree from Notre Dame and a *juris doctorate* from Suffolk University School of Law.

**Alyssa Porter** is the new Distance Learning Developer and will be developing and converting online training programs. She has a bachelor's degree in

psychology and is completing her master's degree in business management from Cambridge College. She has a diverse background in instructional design and development, including developing training for populations with special needs. She is also a graduate of the 23<sup>rd</sup> Boylston Reserve Basic Training Program.

**Curtis McKenzie** has joined the MPTC as the new Western Mass Po-

lice Academy Director. Curt began his police career with Springfield PD. He also served as the Chief of Police for Monson and then for Granville before taking a position with NESPIN as their Field Representative. He has a master's degree in criminal justice from Anna Maria College and has been an adjunct professor at POST University of Waterbury in Connecticut.

## Firearms Training and Qualification for Reserve Officers

I have heard there is some confusion as to the new firearms standard for reserve/intermittent officers. When the MPTC Committee approved the revised (242-hour) reserve/intermittent basic training curriculum in 2009, it included a requirement that all re-

serve/intermittent officers who would carry firearms must also successfully complete the 20-hour MPTC firearms training course for reserve/intermittent officers. The class must be taught by a Level II or higher MPTC-certified firearms instructor. Reserve/intermittent offi-

cers hired before that date were under a different standard and are not required to take the course retroactively.



## Training Record Database

My thanks go to all agencies who have submitted their officers' information for inclusion in the MPTC training record database. For those who have not, you should also be aware of another impor-

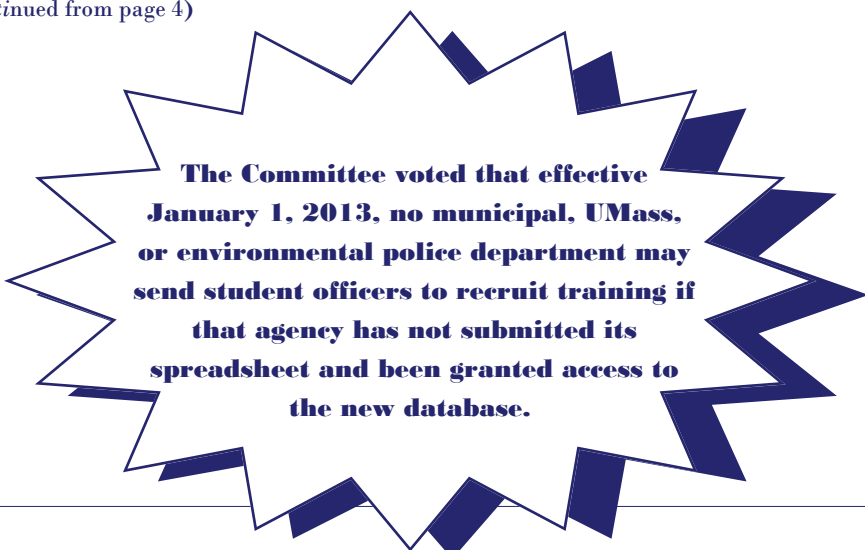
tant decision made by the Committee. **The Committee voted that effective January 1, 2013, no municipal, UMass, or environmental police department may send student officers to recruit**

**training if that agency has not submitted its spreadsheet and been granted access to the new database.** On a very practical level, this new database is the tracking mechanism for all training provided by the

MPTC, including performance during recruit training and including both classroom training and distance learning (online) classes. The long-term goal for this database is to allow agencies to utilize to en-

## Training Record Database *(continued from page 4)*

ter their own, internal training records, thereby creating a single repository and source for all your agency's training records. That part of the project is probably a couple years from fruition, however.



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## Recruit Officer Courses

As an ongoing reminder, we have established fixed, recurring starting dates for recruit officer training at three of the MPTC academies. The goal is to make it easier for you to plan your hiring processes and eliminate the guesswork involved in academy starting dates. These courses **will run** regardless of whether we have a full class or only twenty students. The following recruit classes are currently scheduled. Again, none of the MPTC classes have a float status:

- Western Mass: the first Monday of every February, with the next class on February 4, 2013

- Reading: the second Monday of every March, with the next class on March 11, 2013
- Plymouth: the second Monday of every September, starting September 10, 2012

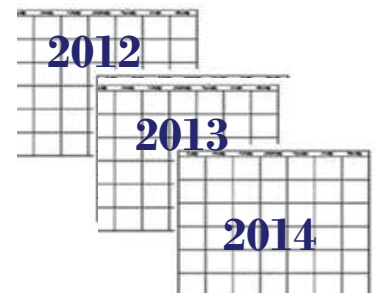
This new schedule does not negate our need to know your training plans. In fact, it actually puts more pressure on the MPTC to try to predict trends in case we need to schedule a class at Randolph or Boylston to handle demand exceeding the capacity of the currently scheduled classes and/or to schedule back-to-back training, such as the class currently running in Reading.

So, please, as I have

mentioned before, to help us accurately determine the need for a 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 access the online form to update your hiring plans by clicking this link to the "[MPTC Recruit Officer Course Training Request](#)". If you have any questions please contact Lynda directly at [Lynda.Kearns@state.ma.us](mailto:Lynda.Kearns@state.ma.us) or at 781-437-0306. Thank you for your help.



Please let us know



**CLICK HERE**

["MPTC Recruit Officer Course Training Request"](#)

## Instructor Certification

To date, Rose Sauvageau has received over 1,000 applications for certification, which has forced her to prioritize the order in which they are handled. Her first priority has been academy instructors to make sure academies have certified instructors available for their training, but since those academies are up and

running, she will be catching up on the remainder of the requests in the weeks ahead.

Some have commented that the process has too much redundancy, especially if the instructor teaches more than one topic. I concede it may seem redundant if you have to approve several applications from a sin-

gle instructor who teaches multiple topics. I also concede that the front of the application is redundant from topic to topic; however, the back of the form is not redundant because it focuses the application on the officer's education, training, and experiences related to that specific topic. The multiple application process

was done deliberately to make sure we could verify each officer's credentials to teach each requested topic area. To do that, we need to gather specific qualifications related to that topic.



## Recruit Officer Course Revisions

First, a big THANK YOU goes to all of you who are allowing your officers to assist us in this rewrite by serving on subject matter expert working groups. As you have heard, we are in the process of completely revising the Recruit Officer Course curriculum and the staff instructor program. This project will likely take another year to fully implement. The

first set of revised instructional objectives have been shared with the MCOPA Training and Education Committee for review and comment and then passed along to the MPTC Committee for approval.

At the same time, recognizing that the academy environment is as critical to preparing student officers for police work as is the curriculum, we are revising the staff in-

structor program to make sure it is founded upon adult learning principles and creates an environment that prepares student officers for success in their communities. The revised program will have a foundational manual, a requisite training program, and a mentoring component. Certainly, we will still continue to have the infamous Day One, but we will have a very

structured and orchestrated Day One with a list of permitted and unpermitted activities, with the permitted activities linked to identified and articulated learning objectives. In addition, the progressive phases of the academy environment will be spelled out to guide the evolution of the class from directive to self-initiated.

## Health and Wellness News and Articles

Health and Wellness Coordinator Jason Shea has begun posting news and articles on the MTPC website in the interest of providing officers with

useful information to improve their health. The articles discuss diet and exercise. A link to the articles can be found on the MPTC homepage.

Here is the link: [Health and Wellness News and Articles](#)



## Online Training Regarding Commercial Vehicle Enforcement

In case you have officers who would like to feel more comfortable in their dealings with truck drivers, the Federal Motor Carrier Safety Administration just released a new Commercial Vehicle Awareness resource manual for law enforcement.

According to FMCSA, "The purpose of this Commercial Motor Vehicle (CMV) Awareness self-study program is to inform Federal, State and local law enforcement personnel of the critical need to safely stop CMVs that violate traffic laws.

FMCSA recognizes that State and local laws may vary among jurisdictions. This presentation outlines the basic requirements to safely complete a CMV traffic stop and to determine a proper course of action if a violation has occurred. This

information is also covered in detail in this downloadable [CMV Awareness Training Participant's Guide](#).

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## 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 contact Marylou Powers at [Marylou.Powers@state.ma.us](mailto: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 most of all, 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 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 Police Academies**

#### **Boylston Police Academy**

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

Lisa Ann Reich, Academy Director  
Ph: (781) 437-0322

#### **Plymouth Police Academy**

24 Long Pond Road, Plymouth, MA 02360  
FAX: (508) 830-6319

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

Ph: (781) 437-0331

**Alison Taylor, Veteran Officer Coordinator Cape & Islands** Ph: (781) 437-0332

#### **Joanne Heres, Veteran Officer Coordinator**

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#### **Randolph Police Academy**

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

**Kevin Donnelly, Veteran Officer Programs Coordinator**  
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#### **Reading Police Academy**

P.O. Box 522, Reading, MA 01867  
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**Rhoda Pires, Academy Director** Ph: (781) 437-0341

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

#### **Pam King, Grant Training Coordinator**

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