



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

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| Policy Name: | | Policy Number: | Pages: |
| MPTC Annual Firearms Training Standards for Law Enforcement Officers | | 5.01 | 8 |
| Subject Area: | | Reference/Notes: | |
| Veteran Officer/In-Service Training | | Applicable to all POST-certified law enforcement officers, including (with modifications) unarmed agencies. | |
| Effective Date: | | Issuing Authority: | |
| July 1, 2025 | | MPTC Committee, Chief James Hicks (<i>Chair</i>) | |
| Scheduled Reevaluation Date: | | Previously Issued Dates: | |
| June 1, 2026 | | July 1, 2024 | |

I. SCOPE

Every sworn law enforcement officer (“officer”) in the Commonwealth who is certified by the Massachusetts Peace Officer Standards and Training Commission (“POST”) must successfully complete two distinct types of firearms training every training year:

1. **Firearms qualification training for each individual firearm** the officer is authorized to carry and deploy during the training year. This includes each agency issued or agency-approved firearm, regardless of type or manufacturer. For example, if an officer is authorized to carry three different handguns, they must qualify annually with each handgun.
2. **Firearms skills training for each firearm type (e.g., handgun, rifle, shotgun)** the officer is authorized to carry and deploy during the training year. For example, if an officer is authorized to carry three different handguns, they must do skills training with one of those handguns.

POST-certified officers who work for “unarmed” agencies that do not deploy firearms must, at a minimum, successfully complete firearms qualification training *and* firearms skills training each training year with a handgun (revolver or semi-automatic pistol).

POST-certified constables must meet the same annual firearms standards as POST-certified officers at armed agencies.

Collectively, the firearms qualification training and the firearms skills training constitute the MPTC's minimum annual firearms training required for POST-certified officers.

II. TRAINING YEAR

The MPTC training year ("TY") commences July 1st and ends June 30th of the following year. Firearms qualification training and firearms skills training must be successfully completed each training year.

III. MINIMUM ANNUAL FIREARMS TRAINING REQUIREMENTS

At a minimum, each officer shall complete two (2) four-hour blocks of annual firearms training. Both blocks shall take place within the same training year but must be held at least three months apart so that officers are receiving live-fire training at two different times during the training year.

IV. OBJECTIVES OF ANNUAL FIREARMS TRAINING

Annual firearms training has two distinct objectives:

- a. **Firearms "qualification" training** requires an officer to shoot rounds of ammunition into a target at varying distances. Qualification training covers safe firearms handling skills and "tests" marksmanship with each individual firearm an officer is authorized to carry and deploy during that training year. It ensures that every officer maintains a minimum level of regular live-fire proficiency and accuracy with the individual firearms they have the potential to use.
- b. **Firearms "skills" training** requires a combination of classroom instruction and skills-based, live-fire scenario training with each firearm type an officer is authorized to carry and deploy during that training year. It is not a "test," but instead focuses on improving the officer's marksmanship, reaction, and decision-making skills under stress in a variety of potential shooting situations, as well as enhancing officer safety and the safety of the public.

V. ANNUAL FIREARMS QUALIFICATION TRAINING REQUIREMENTS

Firearms Qualification Training: Every officer must successfully qualify with each individual firearm they are authorized to carry and deploy during the training year. Firearms qualification must take place at least once per year but can be required by an agency more than once per year. It may be done in conjunction with or separate from firearms skills training. The duration of firearms qualification will vary based on logistical variables such as range access, the volume of officers being trained, the number of firearms being qualified on, and/or the number of attempts it takes to successfully qualify. It is the responsibility of each agency to fill both four (4) hour annual training blocks with substantive firearms training.

Determining Which Firearms Require Qualification Training: Officers within the same agency may have different firearms qualification obligations.

- a. Example 1: A police chief, deputy chief, or other officer in a leadership position who is authorized to deploy only their duty pistol during that training year must qualify with that firearm type during the training year.

- b. Example 2: A patrol officer, Fugitive Apprehension Unit member, or SWAT Team member who is authorized to deploy a duty pistol, patrol rifle, and shotgun during that training year must qualify with all three firearms during the training year.
- c. Example 3: A Law Enforcement Council (LEC) member who is authorized to deploy specialty weapons for the LEC must qualify with those specialty weapons pursuant to the LEC’s requirements.

Qualification for Officers Employed by Multiple Agencies: Officers employed by multiple agencies must successfully qualify with each firearm they are authorized by their respective agencies to deploy during that training year. If the same firearm make and model is utilized by more than one agency, the officer only needs to successfully qualify with that firearm once during the training year.

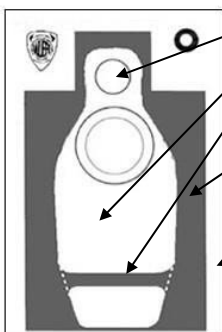
Qualification Requirements: Agencies and their officers must adhere to the following requirements:

- 1) Number of rounds that must be discharged during each firearm qualification:

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|------------------------------|------------------|
| Revolvers | 50 rounds |
| Semiautomatic Pistols | 50 rounds |
| Patrol Rifles | 50 rounds |
| Shotguns | 25 rounds |

- 2) The use of duty ammunition is not required; however, the ammunition caliber used for qualification shall be identical to that used for duty ammunition.
- 3) MPTC-approved targets are: (a) Q type targets; (b) reduced Q type targets for range trailer; (c) Q-P targets; or (d) MPTC two-sided targets.
- 4) Successful completion of the qualification course for revolvers, pistols, and shotguns requires a minimum score of 80%¹ and round accountability of 100%. Successful completion of the qualification course for patrol rifles requires a minimum score of 90%² and round accountability of 100%. Following a failed attempt, attaining a passing score on a reshoot will result in the minimum passing score being recorded.
- 5) The 100% round accountability is different for officers than it is for MPTC-certified firearms instructors:
 - a. **Officers:** All fifty (50) rounds must be accounted for on the target/paper.
 - b. **MPTC-Certified Firearms Instructors:** All fifty (50) rounds must strike within the gray torso outline. Rounds outside the gray torso outline are misses, even if they are on the target/paper.
- 6) Target Scoring Criteria (course of fire on IALEFI Q-P target):

IALEFI Q-P



Rounds in white scoring area, including the gray area between the upper “Q” and the pelvic girdle, score two (2) points each.

Rounds in “gray torso” are hits but score no points.

Rounds outside “gray torso” are misses for scoring purposes. They are included as part of 100% round accountability for officers but not for MPTC-certified firearms instructors.

¹ See ATTACHMENT A – MAXIMUM MISSES PER STATION.

² See ATTACHMENT A – MAXIMUM MISSES PER STATION.

- 7) Attempts Allowed: Qualification training is conducted on a “qualification course” that has five “stations.” The five stations test individual distances of fire at fifteen (15) yards, ten (10) yards, seven (7) yards, five (5) yards, and three (3) yards. Each station is scored individually. Ten rounds per station shall be discharged and counted for revolver, pistol, and patrol rifle qualification. Five rounds per station shall be discharged and counted for shotgun qualification.

The number of attempts allowed at each station are as follows:

- a. 15-yard line: One initial attempt and one reshoot if the initial attempt fails.
- b. 10-yard line: One initial attempt and one reshoot if the initial attempt fails.
- c. 7-yard line: One initial attempt and one reshoot if the initial attempt fails.
- d. 5-yard line: One successful attempt. No reshoots allowed.
- e. 3-yard line: One successful attempt. No reshoots allowed.

At the fifteen (15) yard line, the ten (10) yard line, and the seven (7) yard line, failing the first attempt shall result in a reshoot of that station. Failing the reshoot constitutes a course failure and thereafter requires a complete reshoot of the qualification course by the officer.

At the five (5) yard line and the three (3) yard line, failing the first attempt constitutes a course failure and thereafter requires a complete reshoot of the qualification course by the officer.

Officers are permitted up to three attempts to successfully complete the entire qualification course. Any officer who is unable to successfully complete the entire qualification course after three attempts shall receive remediation before another qualification can be attempted. Remediation can happen on the same day as the three failed attempts, or on a different day, but in any event must happen within a reasonable amount of time after the three failed attempts. If remediation and successful qualification do not happen on the same day as the three failed attempts, the officer cannot deploy that firearm type in the line-of-duty until they have successfully remediated and passed the qualification course for that firearm type.

- 8) MPTC-certified firearms instructors should use an MPTC-approved Qualification Score Sheet and submit it through the MPTC’s on-line training portal when reporting qualification scores.
- 9) The qualification standards for student officers shall be the same as the qualification standards for veteran officers.
- 10) For both student officers and veteran officers, they are only required to successfully complete the qualification course one (1) time per training session for each individual firearm they are authorized to carry and deploy during that training year.
- 11) For the training year in which a student officer graduates from an MPTC operated/authorized academy, they do not have to qualify on the firearms which they qualified on while at the academy. However, they must qualify on all other firearms which they were not qualified on at the academy and which they are authorized to deploy in the training year of their graduation.

VI. ANNUAL FIREARMS SKILLS TRAINING REQUIREMENTS

Firearms Skills Training: Every officer must complete firearms skills training each training year. It shall include (a) a classroom training component and (b) a skills training component. Firearms skills training must take place at least once per year but can be required by an agency more than once per year. It may be done in conjunction with or separate from firearms qualification training. The duration of the

skills training component may vary based on logistical variables such as range access, the volume of officers being trained, and the number of firearm types being trained on. It is the responsibility of each agency to fill both four (4) hour annual training blocks with substantive firearms training.

Classroom Training: The classroom component of firearms skills training shall include instruction on subjects including but not limited to the following:

- 1) Updates on relevant case law and legal issues.
- 2) Review of agency policies regarding use of force.
- 3) Review of agency policies on the safe handling and storage of firearms, including deployment from and storage into the locking devices in cruisers.

The classroom component of firearms skills training may be done in conjunction with firearms qualification training, *or* in conjunction with the skills training component of firearms skills training, *or* as a stand-alone classroom training, based on the scheduling needs of the agency.

Skills Training: The skills training component of firearms skills training shall include hands-on training that is designed to enhance skill diversity by varying live fire drills from session to session. Instructors should build upon the drills conducted in previous sessions.

- 1) Skills training should strive to be realistic in nature and include but not be limited to the following:
 - Judgmental shooting
 - Multiple target drills or scenarios
 - Reduced lighting
 - Shooting at moving targets
 - Shooting while moving
 - Shooting from multiple different positions
 - Sympathetic fire drill
 - Use of cover
 - Use of both sighted and point shooting techniques
- 2) The use of steel or reactive targets is encouraged where practical; however, any target may be used for training purposes.
- 3) In addition to the live-fire requirements, the skills training component of firearm skills training may include:
 - Firearms simulators (such as MILO, FATS, or virtual reality)
 - Simunition weapons
 - Airsoft/plastic rounds
 - Red/blue guns
- 4) During the skills training component, officers must shoot the following live-fire rounds (these are in addition to the rounds fired during qualification):

| | |
|------------------------------|------------------|
| Revolvers | 50 rounds |
| Semiautomatic Pistols | 50 rounds |
| Patrol Rifles | 50 rounds |
| Shotguns | 25 rounds |

VII. MPTC-CERTIFIED FIREARMS INSTRUCTORS

All annual firearms qualification training and firearms skills training must be taught by MPTC-certified firearms instructors.

MPTC-certified firearms instructors must be re-certified every two-years and their instructor certification must be reported by the agency to the MPTC through the MPTC's on-line training portal. MPTC-certified firearms instructors must successfully complete all annual in-service firearms training. Their status as MPTC-certified firearms instructors does not exempt them from the annual requirements.

VIII. IN-SERVICE CREDIT/REPORTING PERIOD

The two blocks of annual firearms training, each totaling four (4) hours, shall be credited towards each officer's annual in-service training requirements. The four (4) hour blocks of annual in-service credit do not increase if the annual core firearms training exceeds four (4) hours due to logistical variables such as the volume of officers being trained, the number of firearms being trained on, and/or the number of attempts it takes to successfully qualify.

The two blocks of annual firearms training, each totaling four (4) hours of credit towards annual in-service training requirements, must be completed *and* reported by the officer's primary employing agency to the MPTC through the MPTC's on-line training portal by June 30th each year. Additional firearms training may also be reported through the MPTC's on-line training portal but must be reported separately from the four (4) hour blocks of annual firearms training that are credited towards annual in-service training requirements.

IX. FIREARMS TRAINING RELATED TO EXEMPTIONS/WAIVER REQUESTS

Every officer seeking an exemption or waiver from the requirement of completing an MPTC operated/authorized police academy must successfully qualify with each individual firearm they will be authorized to carry and deploy during that training year *before* the exemption or waiver request can be considered.

X. FIREARMS TRAINING AFTER INTERRUPTIONS-IN-SERVICE OF LESS THAN FIVE YEARS

Every officer who has had an interruption-in-service of less than five years must comply with the training requirements set forth at 550 CMR 3.04 *before* resuming police duties and functions.

As to annual firearms qualification training, *before* resuming police duties and functions, an officer must successfully qualify one time on each individual firearm which they are authorized to carry and deploy upon resuming police duties and functions. They do not have to repeat firearms qualification training for each training year missed.

As to annual firearms skills training, *before* resuming police duties and functions, an officer must complete the annual firearms skills training for the training year in which they resume their duties and functions. They do not have to repeat firearms skills training for each training year missed.

XI. ADDITIONAL FIREARMS TRAINING

The *MPTC Annual Firearms Training Standards for Law Enforcement Officers* sets a baseline for firearms training. Nothing herein should be construed as restricting agencies and/or officers from exceeding these standards.

Municipal Police Training Committee

A handwritten signature in blue ink, appearing to read "Rick Rathbun".

Colonel Rick Rathbun (ret.)
Executive Director

ATTACHMENT A - MAXIMUM MISSES PER STATION

I. REVOLVERS (80% Minimum Passing Score)

| Station Distance | Rounds Fired | Maximum Misses |
|-------------------------|---------------------|-----------------------|
| 3 Yards | 10 | 0 |
| 5 Yards | 10 | 0 |
| 7 Yards | 10 | 2 |
| 10 Yards | 10 | 2 |
| 15 Yards | 10 | 6 |
| TOTAL | 50 | 10 |

II. PISTOLS (80% Minimum Passing Score)

| Station Distance | Rounds Fired | Maximum Misses |
|-------------------------|---------------------|-----------------------|
| 3 Yards | 10 | 0 |
| 5 Yards | 10 | 0 |
| 7 Yards | 10 | 2 |
| 10 Yards | 10 | 2 |
| 15 Yards | 10 | 6 |
| TOTAL | 50 | 10 |

III. SHOTGUNS (80% Minimum Passing Score)

| Station Distance | Rounds Fired | Maximum Misses |
|-------------------------|---------------------|-----------------------|
| 3 Yards | 5 | 0 |
| 5 Yards | 5 | 0 |
| 7 Yards | 5 | 1 |
| 10 Yards | 5 | 2 |
| 15 Yards | 5 | 2 |
| TOTAL | 25 | 5 |

IV. PATROL RIFLES (90% Minimum Passing Score)

| Station Distance | Rounds Fired | Maximum Misses | |
|---------------------------|---------------------|-----------------------|-------------|
| | | Body | Head |
| 7-3 Yards (moving) | 6 | 0 | 0 |
| 5 Yards | 9 | 0 | 0 |
| 7 Yards | 6 | 0 | N/A |
| 10 Yards | 4 | 0 | N/A |
| 15 Yards | 3 | 0 | 0 |
| 25 Yards | 12 | 2 | N/A |
| 50Yards | 10 | 3 | N/A |
| TOTAL | 50 | 5 | 0 |