



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

<i>Policy Name:</i>		<i>Policy Number:</i>	<i>Pages:</i>
MPTC Annual First Responder Training Standards for Law Enforcement Officers		5.02	5
<i>Subject Area:</i>	<i>Reference/Notes:</i>		
Veteran Officer/In-Service Training	Applicable to all POST-certified law enforcement officers.		
<i>Effective Date:</i>	<i>Issuing Authority:</i>		
July 1, 2025	MPTC Committee, Chief James Hicks (<i>Chair</i>)		
<i>Scheduled Reevaluation Date:</i>	<i>Previously Issued Dates:</i>		
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”) and who is not also a Massachusetts licensed EMT or paramedic must, at a minimum, successfully complete two distinct types of First Responder training every training year:

1. **Cardiopulmonary Resuscitation (“CPR”) training** totaling three hours of hands-on practical training and a written exam, and;
2. **First Aid (“FA”) training** totaling three hours (one-third) of the nine-hours of First Aid refresher training that must be completed every three years.

Collectively, the three hours of CPR training and the three hours of First Aid training constitute the minimum six hours of annual in-service “First Responder” training required for POST-certified officers.

POST-certified officers who maintain an active EMT or paramedic license in Massachusetts shall be deemed to have training that is “equivalent”¹ or greater than POST-certified officers who have completed the minimum six hours of annual in-service First Responder training.

¹ As authorized by G.L. c. 6E, § 4(f)(1).

No POST-certified officers are exempt from the requirement of completing the minimum six hours of annual in-service First Responder training, or the equivalent, because they:

1. have some other medical license besides an EMT or paramedic license.
2. are MPTC-certified CPR & First Aid instructors.²
3. have work duties they view as primarily clerical or administrative.³

II. PURPOSE

The purpose of these *Annual First Responder Training Standards* is to ensure that all POST-certified officers are in compliance with the following statutes and regulations:

M.G.L. c. 111, § 201 requires Massachusetts emergency personnel to complete “...a refresher course...in cardiopulmonary resuscitation each year and in other first aid every three years.”

M.G.L. c. 6E, § 4(f)(1) states that POST’s Division of Police Certification and the MPTC “...shall jointly establish minimum certification standards for all officers that shall include, but not be limited to...(vii) possession of current first aid and cardiopulmonary resuscitation certificates or equivalent...”

550 CMR 3.07(3)(b) requires POST-certified officers to complete annual in-service training that includes “Six (6) hours of First Responder training in the areas of first aid and cardiopulmonary resuscitation pursuant to M.G.L. c. 111, § 201, M.G.L. c. 6E, § 4(f)(1)(vii), and the *MPTC Annual First Responder Training Standards for Law Enforcement Officers*.”

555 CMR 7.06(7) states that law enforcement officers seeking recertification by POST must possess current first aid and cardiopulmonary resuscitation certificates or the equivalent. “This standard shall be deemed satisfied if the officer currently possesses such certificates or the equivalent. If the officer does not currently possess such certificates or the equivalent, the officer will be conditionally certified on the condition that the officer shall obtain such certificates or the equivalent within 90 calendar days.”

III. TRAINING YEAR

The MPTC training year (“TY”) commences July 1st and ends June 30th of the following year. Annual First Responder training must be successfully completed each training year.

IV. MINIMUM ANNUAL FIRST RESPONDER TRAINING REQUIREMENTS⁴

Annual First Responder training for POST-certified officers requires:

1. **Cardiopulmonary Resuscitation (“CPR”) Training:** Annual CPR training shall mean, at a minimum, that every POST-certified officer must complete: (a) either an in-person or on-line CPR review; (b)

² MPTC-certified instructors who are sworn officers must fulfill all annual in-service training requirements.

³ The provision in M.G.L. c. 111, § 201 stating, “This section shall not apply to police officers, fire fighters and persons engaged in police and fire work whose duties are primarily clerical or administrative...”, is not applicable to sworn officers certified by POST, all of whom must comply with MPTC training standards and POST certification standards, including these annual First Responder Training Standards.

⁴ The MPTC’s *Annual First Responder Training Standards for Law Enforcement Officers* will continue to follow the statutory requirements set forth in M.G.L. c. 111, § 201 notwithstanding an amendment in June 2023 to 105 CMR 171.120(B) stating: “Each first responder shall satisfactorily complete a refresher course in cardiopulmonary resuscitation every two years after initial cardiopulmonary resuscitation training.”

hands-on practical skills training in administering CPR, and; (c) an examination with a passing score and the opportunity to re-test as needed to obtain a passing score.

- a. Annual CPR training shall be no less than the standard established by the *Committee on Cardiopulmonary Resuscitation and Emergency Cardiac Care* of the *American Heart Association* and shall include adult, child, and infant CPR.
 - b. In-person CPR training must be taught by an MPTC-certified CPR & First Aid instructor or by an instructor certified through one of the following organizations: American Heart Association (“AHA”); American Red Cross (“ARC”); Emergency Care & Safety Institute (“ECSI”); or National Safety Council (“NSC”).
2. **First Aid (“FA”) Training:** Annual First Aid training shall mean, at a minimum, that every POST-certified officer must complete, either in-person or online, one-third of the three year First Aid training curriculum approved by the MPTC.
- a. First Aid training will be delivered on continuous three year training cycles. The current three year training cycle is:
 - TY26 – First Aid Year 2
 - TY27 – First Aid Year 3
 - TY28 – First Aid Year 1
 - b. In-person First Aid training must be taught by an MPTC-certified CPR & First Aid instructor utilizing MPTC-approved training materials.

V. **MPTC-CERTIFIED CPR & FIRST AID INSTRUCTORS**

Police officers, firefighters, EMS personnel, and other First Responders may become MPTC-certified CPR & First Aid instructors for the sole purpose of training POST-certified officers and the employees of governmental agencies.

Prerequisites for becoming an MPTC-certified CPR & First Aid instructor include:

1. Five-years of work experience as a police officer, firefighter, EMS personnel, and/or other First Responder, or an MPTC-approved waiver from the requirement based on specialized training in CPR and First Aid.
2. Current on the minimum six hours of annual in-service “First Responder” training, or the equivalent.
3. Obtaining MPTC approval for an on-line training account with the MPTC.
4. Completion of an initial three day MPTC tactical instructor development course.
5. Completion of an initial five day MPTC CPR-FA Instructor Program.

Upon completing all prerequisites and prior to serving as an MPTC-certified instructor, an instructor candidate must complete an instructor certification application and be approved by the MPTC.

MPTC-certified CPR & First Aid instructors must be re-certified every two years. Recertification requires being current on the minimum six hours of annual in-service “First Responder” training, or the equivalent, and successful completion of a four hour instructor refresher course during both the first year and second year of the certification period. An instructor who fails to complete refresher training in the first year of certification cannot continue to instruct in the second year of certification unless and until they successfully complete refresher training for the first year.

MPTC-certified CPR & First Aid instructors are subject to the *Municipal Police Training Committee Certified Instructor Code of Conduct*.

VI. IN-SERVICE CREDIT/REPORTING PERIOD

The annual three hour CPR training block and the annual three hour First Aid training block shall be separately credited on each officer's training record towards their annual in-service training requirements. In-service credit does not increase if the annual training exceeds six hours due to logistical variables such as the volume of officers being trained and/or the amount of time taken by instructors to deliver the training.

The annual CPR and First Aid training blocks 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 CPR/FA training may be reported through the MPTC's on-line training portal but must be reported separately from the blocks of CPR/FA training credited to in-service training.

Annual CPR training and First Aid training shall be waived for a POST-certified officer who is also an EMT or paramedic but only if a copy of an active EMT/paramedic license valid on June 30th of the training year is submitted by the officer's primary employing agency to the MPTC through the MPTC's on-line training portal by June 30th each year.

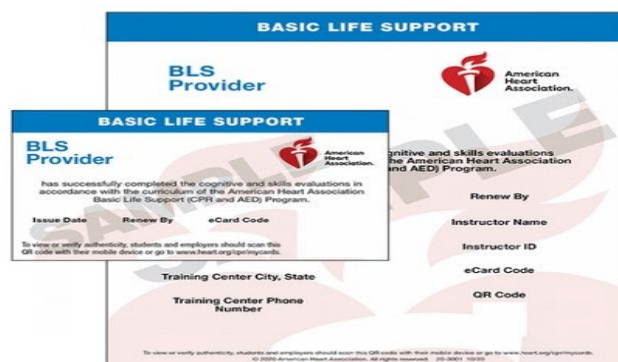
Once an officer's annual CPR training and First Aid training, or active EMT/paramedic license, have been reported by the primary employing agency and recorded in the officer's training account, they have fulfilled the statutory requirement of possessing "...current first aid and cardiopulmonary resuscitation certificates or equivalent..." Physical possession of CPR/FA certificates or cards is not required.

VII. OUT-OF-STATE TRANSFERS

An officer who wishes to transfer from an out-of-state law enforcement agency to a Massachusetts law enforcement agency must, among other things, meet these annual CPR training and First Aid training requirements *before* their appointing/sponsoring agency can petition the MPTC Committee for an exemption from completing a fulltime MPTC operated/authorized police academy.

Prior to an exemption request being considered, the CPR/FA requirements can be met by:

1. successfully completing both the three hour annual CPR training and all three components of the nine hour First Aid training, or;
2. successfully completing all three components of the nine hour First Aid training and fulfilling the three hour CPR training requirement by submitting a current American Heart Association ("AHA") Basic Life Support (BLS Provider) card:



An out-of-state officer who fulfills the CPR training requirement by submitting a current AHA BLS Provider card must thereafter fulfill the three hour CPR training requirement for the current in-service training year *before* the “Renew By” date on their AHA BLS Provider card.

The AHA “Heartsaver” card does not fulfill the annual CPR training requirement.

VIII. INTERRUPTIONS IN SERVICE THAT DO NOT EXCEED FIVE YEARS

An officer who has had an interruption in service that does not exceed five or more years must comply with the training requirements set forth in 550 CMR 3.04 *before* resuming police duties and functions.

As to the annual CPR training, *before* resuming police duties and functions the officer must complete the three hour CPR training requirement. The CPR training only needs to be completed once. It does not need to be repeated for each training year missed.

As to the annual First Aid training, *before* resuming police duties and functions the officer must complete each three hour training segment that was missed in the three year cycle, up to and including the full nine hour First Aid training. The three components only need to be completed once. They do not need to be repeated.

IX. ADDITIONAL CPR/FA TRAINING

Nothing herein should be construed as restricting agencies and/or officers from exceeding the baseline annual First Responder training standards mandated by the MPTC.