



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

CHIEFS NEWSLETTER

Chiefs Newsletter

June 2016, Volume 18, Issue 1

News from the Executive Director

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MPTC In-Service Training

1 As an ongoing reminder, the MPTC Committee voted to establish an ongoing (multi-year) in-service training requirement of forty (40) hours per year for each officer. In addition, at its April meeting, the Committee set the following training requirements for ALL officers for TY2017 (July 2016 through June 2017):

2

3 Legal update:
4 six (6) hours

5 Youth interactions:
6 three (3) hours

6 Elderly issues:
7 three (3) hours

6 Active shooter tabletop:
7 three (3) hours

7 Dynamics of addiction:
8 three (3) hours

8 Defensive tactics:
8 three (3) hours

8 Local option:
8 three (3) hours

All of these classes will require use of the MPTC lesson plan and MPTC-certified instructors who have attended the instructor trainer courses for that topic. Those instructor trainer classes will be rolled out later this year and will be posted on the MPTC website as they are scheduled: [Instructor Development](#)

As another ongoing reminder, 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 other police-related training, regardless of the provider.



MPTC TY2017 In-Service Training Standards for Reserve Officers

At the June meeting, after gathering feedback from the field, the MPTC Committee voted to establish the same mandatory in-service training standard for reserve/intermittent police officers for TY17 as is mandated for fulltime officers. That means that all reserve/intermittent officers will need to have a minimum of forty (40) of po-

lice-related training that includes the mandatory topics of legal updates (6 hours), interactions with youth (3 hours), elderly issues (3 hours), defensive tactics (3 hours), dynamics of addition (3 hours), and active shooter tabletop (3 hours). The mandatory topics total 21 hours, leaving the remaining 19 hours up to the department's discre-

tion, bearing in mind the firearms and CPR/first aid training requirements also need to be included.

“MPTC Committee voted to establish the same mandatory in-service training standard for reserve/intermittent police officers for TY17 ...”

Mandatory In-Service Training for Chiefs of Police

With the success of this year's additional training requirements for chiefs of police, the MPTC Committee voted to establish the following mandatory in-service training standards for chiefs for TY17. These standards are in addition to the in-service training standards listed above for all officers:

- Officer wellness from a chief's perspective
- Executive Leadership

No hours have been established pending the development of topical outlines. As they did last year, the Mass Chiefs of Police Association will include these topics in a conference slated to be held at the Sheraton Four Points hotel in Norwood on September 28 and 29.

The training will also include some of the statewide in-service topics outlined above. A make-up session of these two classes will be hosted by the MPTC regionally for those chiefs who cannot attend the MCOPA conference.

Chief's In-Service

These standards are in addition to the in-service training standards listed for all officers:

- Officer wellness from a chief's perspective
- Executive Leadership

Help Wanted

With the need for in-service instructors, as outlined above, we will be looking for qualified instructors to help present these and other topics. We will be posting the desired qualifications for the in-service instructors on our website [Training of Trainers—TY17 In-Service Instructor Certification](#) and will circulate them via email and via the academy directors. The

application process to attend the instructor trainer courses will be listed. In addition to the in-service recruitment effort, we will also post other help wanted notices as we identify other areas where we need additional instructors. Please encourage qualified officers who you think would be dynamic instructors to apply and attend the instructor trainer courses.

A diverse pool of instructors is critical to the success of all of our training – in-service, recruit, and specialized.



**Instructors
Wanted**



Help Wanted - MILO!!

Relatedly, as you may have heard, Len Pinaud is looking to transition the MILO program to a new statewide coordinator, while remaining involved in the program as a consultant and advisor. Consequently, we are looking for a highly motivated, qualified individual who has a strong desire to be the statewide coordinator for the MPTC's MILO (formerly Range 3000) program.

General responsibilities: The MILO Statewide Coordinator is expected to proactively work to maximize the use and effec-

tiveness of the MPTC's MILO systems in police training, including development and evolution of structured training regimens. At a minimum, the coordinator is expected to:

Desired experience: Five years of policing experience that includes the coordination and/or delivery of training and a considerable working knowledge of the MILO system. Experience as a MILO evaluator, field training officer, or similar role is preferred. For the chosen candidate, training will be provided regarding MILO system maintenance and to make

sure the candidate is aware of issues and best practices.

Desired knowledge, skills, and traits: Strong interpersonal skills and an ability to develop rapport and collaborative relationships. Demonstrated reliability, self-motivation, and initiative. Working knowledge of officer safety and performance issues and activities, including the MPTC's use-of-force model, patrol procedures, and the concepts of legitimacy and procedural justice.

Strong desire to improve the effectiveness of police

performance. Professional attitude, comportment, and appearance. Willingness to travel statewide.

If you are interested or know of anyone who would be an excellent choice, please have them review the full job posting on the [MPTC Landing Page](#) under Employment Opportunities. Please follow the application instructions.

FY17 Budget

As you may have heard, revenue projections for FY17 are lower than initially anticipated and as a result, the Governor has already begun budget-balancing exercises. This is likely to mean a reduced budget for the MPTC, which would impact specialized training initially and may cause us to revisit how we deliver in-service training to make sure we maximize available dollars. Stay tuned.



New Additions to the MPTC Team

Mary Bragg became the MPTC's Records Analyst, who is also filling the front office position, in August. Mary comes to the MPTC after 11 years with Capital Analysts of New England, where she served as the Director of Insurance Operations and the New Business Administrator. She has a Bachelor of Arts degree in Political Science, with a minor in English Literature and has served as a soccer and lacrosse coach at the high school and college levels. Welcome aboard, Mary!!!

Joe Witkowski assumed the Western Mass Regional Police Academy Director position in November. Joe spent twenty years with the New Haven Police Department, working his way through the ranks from patrol officer to captain. Along the way, he served as a night shift supervisor, communications center supervisor, deputy patrol commander, patrol shift commander, district manager, and director of planning and information services, where he was responsible for the department's strategic planning and special projects. Joe

also spent 20 years in the Connecticut National Guard, where he attained the rank of Major. He has a Bachelor of Arts degree in Political Science from Southern Connecticut University and several service commendations. Welcome aboard, Joe!!!!





MPTC Blog

The Official Blog of the MA Municipal Police Training Committee

As a reminder, the MPTC has developed a blog to keep you, your officers, and the citizens of the Commonwealth informed regarding MPTC events, milestones, and news. 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.

Recruit Officer Courses

We have seen a dramatic decrease in enrollment in recruit officer courses and are trying to determine if the plunge is an anomaly or the new normal, so to speak. (This drop is great for self-sponsored candidates, however, who are enrolling in unprecedented numbers.) Consequently, we need your help in order to determine when and where to schedule recruit classes. To that end, please communicate with Pat Caggiano regarding your hiring plans and for the recruit academy admission process, including the use of our online reporting tool that allows you to select your preferred training site: [[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

As an ongoing reminder, the cutoff for applications is 30 days prior to Day One **OR** when the class reaches capacity with fulltime officers. Because we may be running fewer classes that will create more demand for available seats, 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.



First-Line Supervision Class

Kudos go to Lisa Lane and Chief Ed Denmark (Harvard) for assembling a team to completely overhaul the former “Sergeants Basic Training” class. While the previous class material was good, it was stale. The revised class is now one-week long (versus two weeks) and focuses on the art of supervision, rather than simply the mechanics of being a first-line supervisor, in the hopes of preparing first-line supervisors to be more successful in their new assignment. The overhauled class was pilot tested in April and received excellent reviews. Thank you to all those who were involved in rolling out the new class!!

Suicide Prevention

An excellent new video has just been released by the IACP called, “Breaking the Silence, Suicide Prevention in Law Enforcement.” A free discussion guide in PDF format is also available. As motivation to utilize this resource proactively, there were 126 identified police suicides in 2012, and likely more that were not identified as such. Facts about police officer suicides and mental health include:

- Average age of officers dying by suicide is 42
- Average time on the job for officers dying by suicide is 16 years
- 15% – 18% (150,000) of officers suffer from Post-Traumatic Stress
- 91% of suicides were by male officers
- 63% of officers dying by suicide were single
- 11% of officers dying by suicide were military veterans
- Firearms were used in 91.5% of police suicides
- In 83% of the police officer suicides, personal problems appear prevalent prior to the suicide
- 11% of the police officers dying by suicide had legal problems pending



Online Training re: PTSD, TBI, Suicide Risk, and Substance Use Involving Military Veterans



On February 12th, Attorney General Maura Healey and Home Base, a Red Sox Foundation and Massachusetts General Hospital Program announced the launch of “Serving Those Who Have Served: Practical Approaches to Addressing the Invisible Wounds of War in Post-9/11 Service Members and Veterans Trainings.” Home Base

works to heal the invisible wounds of war for Service Members, Post-9/11 Veterans and their Families through clinical care, wellness, research and education. The purpose of this initiative is to give first responders tools to identify critical issues unique to our veterans and gain basic skills to help them.

For this initiative, [Home Base](#) is now offering FREE online, on-demand, trainings in five areas: post-traumatic stress disorder, traumatic brain injury, substance abuse, identifying suicide risk, and under-

standing how the unique, post-9/11 military culture impacts care. These trainings all include firsthand accounts from Veterans who have faced an invisible wound of war. They were specifically created with the busy schedule of first responders in mind, and are accompanied by [additional resources](#).



Here is a link to the online course: www.Homebase.org/firstresponders. Each module takes about 30 minutes to complete.

The five modules include:

- Substance Use/Abuse in the Military
- Invisible Wounds of War: Post Traumatic Stress Disorder (PTSD)
- Invisible Wound of War: Traumatic Brain injury (TBI)
- Understanding Suicide Risk in the Military: How Can You Help?
- Military Culture

While Home Base is focused on getting assistance for military veterans, as you can see, the training has inherent applicability to a larger group than simply military veterans.

Also feel free to contact Emma Morrison, the Home Base Education Manager, for more information about their programs and services or if you interested in attending one of the in-person trainings this Spring. Her email address is emorrison4@partners.org and her telephone number is 617-643-3829.

Institute for the Prevention of In-Custody Deaths free online training

The IPICD has produced a five-part online class designed to give officers tips for recognizing the onset of ominous breathing and where possible, to do something about it.

Here is ICIPD's summary of the training:

“If he’s talking, he’s breathing,” is a comment often given to the media by law enforcement spokespersons following the sudden death of a suspect who repeatedly said “I can’t breathe” prior to dying. Many of these tragic events were uploaded to social media by civilians who had videotaped them on their cellular telephones. Professional media also replayed the incidents, including the shoot-from-the-hip and inaccurate comment about breathing.

FACT: Talking does not equal breathing. **FACT:** One or two breaths do not equal breathing, either. These dangerous misunderstandings about breathing can often be traced to a lack of training. Police officers generally get good training on how to contain, capture, control, and restraint people, but receive little, if any, training on post-restraint issues such as how to identify breathing difficulties, including agonal breathing.

An informal and non-scientific survey of IPICD program attendees by IPICD instructors, confirmed that few officers had received training on how to identify breathing difficulties, including agonal breathing.

The IPICD staff and Board of Directors believe they have a social responsibility to offer this *tuition-free* online training program as one way to educate officers and other interested parties about ventilation, respiration, breathing difficulties, agonal breathing, and response best practices. Program goals are straightforward: to save lives; to save careers; and to save taxpayer money defending costly litigation arising from these type of events.” Here is a link to the training site: <http://ipicdte.com/courses/one-breath/>

Free Online WMD/Terrorism Awareness Training

TEEX offers a no-cost WMD/Terrorism Awareness for Emergency Responders course that trains local responders for a chemical, biological, radiological, nuclear, or explosive (CBRNE) incident at the awareness level to identify CBRNE hazards, hazardous materials, and prevention and deterrence methods. Topics in this course include:

- Prevention and Deterrence
- Identification of Hazardous Materials and the ERG
- Chemical Agents
- Biological Agents
- Radiological Materials and Nuclear Weapons
- Explosive Devices



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, or if you are interested 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! Dan



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