



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

# CHIEFS NEWSLETTER

Chiefs Newsletter

January 2017, Volume 19, Issue 1

## News from the Executive Director

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### Hiring an Out-of-State Fulltime Officer into a Reserve/Intermittent Position

1 In June of 2016, the MPTC Committee voted to accept graduation from a fulltime police academy in another state as a prescribed course of study pursuant to Massachusetts General Law chapter 41 §96B, provided the officer also completes the MPTC’s established orientation program. The following protocols must be followed in order for the officer to meet the training requirement and thereby to be statutorily empowered to exercise police powers.

6 The chief of police of any department wishing to hire a fulltime officer into a capacity as a reserve/intermittent police officer shall first send the following documentation to the MPTC’s Director of Training. These docu-

ments may be submitted electronically:

- A letter of intent to hire the officer, giving the name of the officer, the fulltime state-authorized academy from which the officer graduated, and the anticipated hiring date,
- A copy of the officer’s certificate of graduation from a state-certified police academy for fulltime municipal police officers, and
- A copy of the officer’s résumé.

The Director of Training will evaluate whether the officer meets the requisite minimum requirements and if so, will send a confirmation to the chief of police. At that point, the officer will have ninety (90) days in

which to complete the MPTC’s orientation program. Information regarding the orientation program will be forwarded at that time as well. Upon receipt of the confirmation, the officer may exercise police powers while participating in and completing the orientation program.

However, if the officer does not successfully complete the orientation program within the prescribed ninety (90) days from receipt of confirmation, the officer’s ability to exercise police powers terminates until such time as the officer completes the training requirements.

For questions about the protocols or process, please contact the MPTC’s Director of Training at (781) 437-0302.

## MPTC TY2018 In-Service Training

The MPTC Committee has begun discussions regarding in-service training for Training Year 2018 (July 1, 2017 – June 30, 2018). The goal of the discussions and votes was intended to help chiefs to plan their budgets accordingly. At the January meeting, they voted to maintain the ongoing (multi-year) in-service training requirement wherein every officer must attend at least forty (40) hours per year of police training.

Relatedly, the decision was made *not* to include CPR/first aid as one of the topics to be included as part of the core in-service training topics and as such, one of the

MPTC's statewide offerings. This is because there is not a statewide demand for the training. Even though this training is mandated by statute, the statute does *not* mandate that the MPTC provide it or that MPTC instructors or curriculum have to be used. As a result, in several parts of the state, departments utilize local providers (fire and EMS personnel) – rather than relying on the MPTC – to deliver the training in-house or locally. We (the MPTC) will certainly look at accommodating and providing CPR/first aid training as a local option or a separate specialized training option if the budget allows, but bear

in mind that it would be added to the other topics the Committee opts to include and would not be in lieu of them.

The specific topics to be addressed in TY2018 will be discussed in upcoming meetings. Consequently, if you have any suggestions or concerns, please forward them to me or to your MPTC Committee representative promptly.

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.

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## Change in Deadline for Recruit Registration Fee

As you know, the legislature requires us to charge \$3,000 for each student who attends recruit training. Historically, we have required the fee to be paid on or before Day One of the training. However, the legislature mandates that we collect the fee at *orientation*. The legislative budget language states [in part and em-

phasis added] that “provided further, that the trainee or, if the trainee is a recruit, the municipality in which the recruit shall serve, shall provide the fee in full to the committee not later than **the first day of orientation** for the program in which the trainee or recruit has enrolled; provided further, that no recruit or person shall

begin training unless the municipality or the person has provided the fee in full to the committee...”

That said, we recognize it is usually not feasible for a department to get a check issued in time for orientation when there is typically only a few days' notice. In an attempt to balance the leg-

islative mandate with the realities of fiscal processes, payments will be required no later than seven (7) days prior to the start of the training. We feel this allows us to comply with the legislative intent. If this creates a problem for you, please reach out to Marylou or me.

## Ad Hoc Committee on Police Education and Training

In case you have not heard, the Commissioner of the Department of Higher Education has convened an advisory committee to look at police education and training. He has tasked the advisory committee with making recommendations on three areas: minimum educational qualifications for police officers in Massachusetts; a mechanism to assess knowledge and college credit for prior

learning; and modifications and adjustments to the existing requirements for the Massachusetts Board of Higher Education Police Career Incentive Pay Program (PCIPP) program approval.

Chief Hicks and Chief Kyes are both members of the committee and welcome any thoughts you have in these areas. The discussions to date have reinforced the importance of and need for

the enhanced instructor certification program and credentialing.

In case you have not heard, the Commissioner of the Department of Higher Education has convened an advisory committee to look at police education and training.

## Suicide Prevention

We have been working diligently to produce an online class addressing suicide prevention that would meet the statutory requirement that all new supervisors attend such training. That class should be posted on the MPTC's distance learning site ([www.EOPSSeLearning.com](http://www.EOPSSeLearning.com)) in February. The training has exceeded our expectations with respect to the scope and quality of the material and delivery. As such, we think every officer will benefit from this training opportunity. Not only does it address suicide prevention, it

also addresses peer support, military veterans, and officer wellness. We think you and your officers will be very impressed.

In addition, the Badge of Life, which is dedicated to eliminating police suicides, has an updated website: <http://www.badgeoflife.com/>. This is from their announcement: "In it are expanded FAQs and "myths" about police suicides, as well as a clearer picture of our NSOPS (National Surveillance of Police Suicide) study results. As soon as the results are in for our 2016 study, they

will be published on the website as well. Cumulative trauma is a leading reason Badge of Life is so adamant about the adoption of annual, voluntary "mental health checks" in departments. These are crucial to the prevention of PTSD. I hope you will take a moment to review, on our new website (<http://www.badgeoflife.com/prescription-police-mental-health/>) on this very thing. We encourage you to browse our new website and, if you have any questions or suggestions, contact us and let us know."

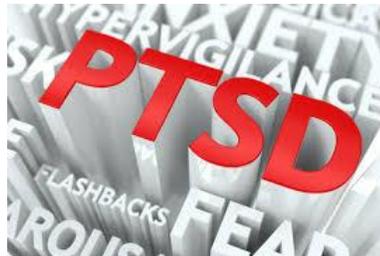


## How to Talk to Your Doctor about PTSD Checklist

Relatedly, the Department of Veteran Affairs has prepared a guide to help military personnel better communicate with their healthcare provider regarding PTSD and to overcome the stigmas associated with

and reluctance to discuss their mental health. Certainly this has applicability to the police profession.

Access the guide here:  
[PTSD: National Center for PTSD](#)



## New Additions to the MPTC Team

Andrea Kenney became the MPTC budget director in July. She comes to the MPTC from the Plymouth County District Attorney's Office where she worked for 12 years as the Assistant Chief Financial Officer. Her duties have included oversight of grants and grant reporting, payroll processing and fund allocation, and assisting the chief fiscal officer and

serving as the backup chief fiscal officer.

Prior to that, she served as the Chief Fiscal Officer for the Massachusetts District Attorney's Association for almost five years. In that capacity, she maintained all accounts and financial records, processed payments and procurements through the Commonwealth's fiscal and

accounting systems, developed spending plans and fiscal and programmatic reports, maintained all personnel and payroll records, and advised the executive director on fiscal matters.

Welcome aboard, Andrea!!!!



 **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](http://www.mass.gov/mptc). Look at the bottom-center of the page.

## Recruit Officer Courses

We are still experiencing a sharp decline in enrollment for recruit officer courses and are still trying to determine if the plunge is an anomaly or the new normal, so to speak. The good news is this is creating opportunities for self-sponsored students to get into the training. Consequently, if you are a non-Civil Service community and are looking to recruit trained officers, we encourage you to contact the academy directors to have them post your recruitment notice and distribute it to the self-sponsored students. If any of them express an interest and apply, we will certainly accom-

modate your ability to conduct an interview with the student at the academy and will certainly give you feedback on their performance to date.

With respect to the plunging enrollment, we need your help in order to allow us to better plan starting dates and locations for the various recruit academies. 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: [Request Recruit Officer Training](#).

Pat's contact information is:

Pat Caggiano, Recruit Training Coordinator

MPTC

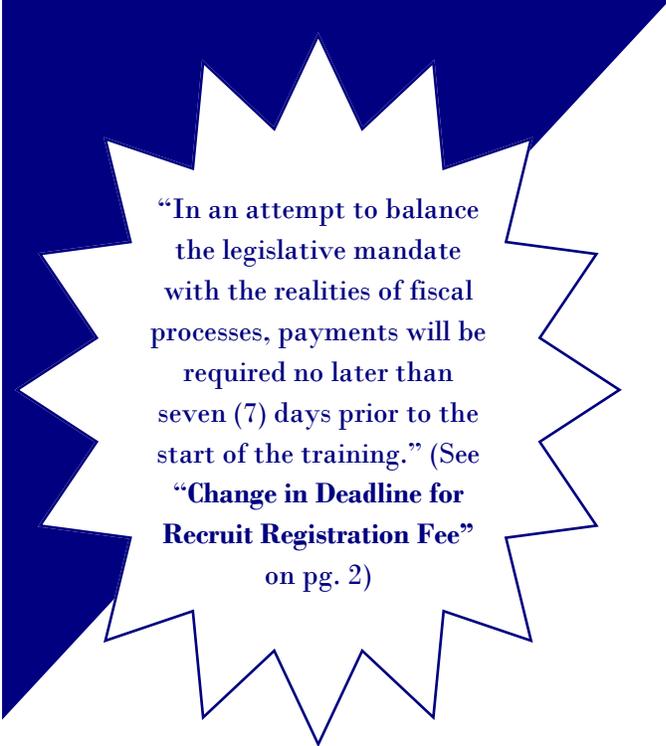
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Email: [Patrick.caggiano@MassMail.State.MA.US](mailto:Patrick.caggiano@MassMail.State.MA.US)

As an ongoing reminder, the cutoff for applications is 30 days prior to Day One **OR** when the class reaches capacity with fulltime officers, **and with the increased demand for recruit training, do not count on the 30-day cutoff**. Because we may be running fewer classes, 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.



“In an attempt to balance the legislative mandate with the realities of fiscal processes, payments will be required no later than seven (7) days prior to the start of the training.” (See **“Change in Deadline for Recruit Registration Fee”** on pg. 2)

## 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 Decer-

tification 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 @ [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 above all else, please be careful out there! Dan



Visit [the Official Blog of the MPTC](#) to learn more about recent community policing organized by MPTC student officers.



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