



MAURA T. HEALEY
Governor

KIMBERLEY DRISCOLL
Lieutenant Governor

**The Commonwealth of Massachusetts
Executive Office of Public Safety and Security
Municipal Police Training Committee**

42 Thomas Patten Drive, Randolph, Massachusetts 02368
Tel: (781) 437-0300
Fax: (781) 963-0235



Gina K. Kwon
Secretary of Public Safety
and Security

RICK RATHBUN
Executive Director

Municipal Police Training Committee (MPTC) FY 23 MPTC Scholarship Criteria Report

To: House and Senate Committee on Ways and Means
Cc: EOPSS Fiscal, Legal, Legislative, and Communications
From: Rick Rathbun, Executive Director, Municipal Police Training Committee
Date: November 5, 2025

Dear Chairperson Rodrigues and Chairperson Michlewitz,

Section 225 of Chapter 268 of the Acts of 2022 provided funding and direction for the Municipal Police Training Committee (“MPTC”) to create a scholarship pilot program to provide financial assistance to individuals interested in entering the field of law enforcement, identifying as economically disadvantaged and/or underrepresented in the field of law enforcement, and seeking to enroll in a full-time police academy conducted by the municipal police training committee¹. Among other requirements, Section 225 directs the MPTC to provide a report “detailing the criteria established for creating the scholarships and providing financial assistance.” Accordingly, please accept this report detailing the criteria for acceptance into the MPTC Scholarship Program.

Acts of 2022 – Chapter 268 – December 2023

SECTION 67. Item 8200-0200 of said section 2 of said chapter 24 is hereby amended by adding the following words:- ; provided further, that not less than \$750,000 shall be expended for a scholarship pilot program to provide financial assistance to student officers who actively enroll in a full-time police academy conducted by the municipal police training committee; provided further, that scholarships shall be used to: (i) promote diversity, equity and inclusion in the hiring of student officers; (ii) defray the upfront costs for qualified underrepresented and economically-disadvantaged individuals enrolled as student officers in a full-time police academy; and (iii) increase municipal police employment opportunities for underrepresented and economically-disadvantaged individuals; provided further, that the amount of any scholarship awarded under this item shall be \$7,000 per eligible student officer; provided further, that funds in this item shall be used to directly fund or reimburse student officers enrolled in the full-time police academy and such funds shall be made available until June 30, 2023; provided further, that scholarships shall be disbursed to eligible student officers under this item in a

¹ This funding was continued through Section 56 of Chapter 77 of the Acts of 2023.

regionally equitable manner; provided further, that not later than April 15, 2023, the executive office of public safety and security shall submit a report to the house and senate committees on ways and means and the joint committee on public safety and homeland security detailing the criteria established for creating the scholarships and providing financial assistance; and provided further, beginning on June 30, 2023, the executive office shall provide a report to the house and senate committees on ways and means and the joint committee on public safety and homeland security not later than June 30 of each fiscal year detailing expenditures from this item and the status of the scholarship program including, but not limited to: (i) the number of scholarship applications; (ii) the number of successful scholarship applicants; and (iii) the criteria used to determine successful applications.

MPTC AGENCY BACKGROUND INFORMATION

The Municipal Police Training Committee is an agency within the Executive Office of Public Safety and Security (“EOPSS”). It establishes training standards for, and administers and delivers training to, all law enforcement officers in the Commonwealth who are “certified” by the Massachusetts Peace Officer Standards and Training (“POST”) Commission.

While day-to-day operations of the MPTC are managed by its Executive Director and fulltime staff, the Agency has a fifteen-member oversight body, also called the Municipal Police Training Committee (“Committee”), that establishes policies and standards for the training of law enforcement officers, authorizes exemptions and waivers from those standards when and where appropriate, and, as needed, provides nominations for an Executive Director to the Secretary of EOPSS.

Training provided/overseen by the MPTC includes: (a) an intensive 800-hour/22-week Police Academy that prepares student officers/recruits (used interchangeably) to become police officers; (b) 40 hours of annual in-service training for veteran officers and the infrastructure needed to certify the 2,800+ instructors who deliver that training; (c) mandatory annual training for 750+ School Resource Officers; (d) mandatory specialized training for officers receiving certain promotions; (e) non-mandatory specialized training; and (f) certification/re-certification training for all MPTC-certified instructors.

CRITERIA FOR SCHOLARSHIPS/PROVIDING FINANCIAL ASSISTANCE

To be eligible for a police academy scholarship, applicants must meet six preliminary requirements:

- Self-identify as economically disadvantaged and/or as part of an underrepresented population.
- Be at least twenty-one (21) years old on the first day of the police academy.
- Have a valid Driver’s License.
- Have a high school diploma or the equivalent.
- Be a Massachusetts resident.
- Have the ability to hold a valid Massachusetts license to carry firearms.
- Pass a CORI check and national decertification index check.

Once scholarship eligibility is established, five police academy enrollment eligibility requirements must be met for admission into an MPTC-operated police academy:

- Provide proof of adequate insurance or obtain health insurance and maintain coverage through the entire academy program.

- Successfully complete the Massachusetts Human Resource Division's (HRD) Medical Exam.
- Pass HRD's Physical Ability Test (PAT).
- Pass a pre-hire psychological exam.
- Pass the MPTC's pre-entry fitness standards.
- Have all required uniforms and equipment outlined in the MPTC Student Officer Manual for the first day of the police academy.

The MPTC has devoted significant time and resources to supporting the police academy scholarship program. We firmly believe this innovative program will promote workforce diversity by defraying police academy enrollment costs for economically disadvantaged and underrepresented populations, facilitating their enrollment and broadening the pool of police candidates ready for immediate hire by local law enforcement agencies.

If either I or my staff can be of further assistance, we would be pleased to do so.

Respectfully,

Municipal Police Training Committee

A handwritten signature in blue ink, appearing to read "Rick Rathbun", is positioned above the printed name.

Colonel Rick Rathbun (ret.)
Executive Director