



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

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**Municipal Police Training Committee (MPTC)**  
**FY23 Municipal Police Training Fund Report**

To: House and Senate Committee on Ways and Means  
Cc: EOPSS Fiscal, Legal, Legislative, and Communications  
From: Rick Rathbun, MPTC Executive Director  
James H. O'Brien, MPTC General Counsel  
Denise L. Mellon, MPTC Chief Financial Officer  
Date: January 15, 2026

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Dear Chairperson Rodrigues and Chairperson Michlewitz,

In 2018, G.L. c. 10, § 35EEE(c) created a Municipal Police Training Fund (“MPTF”) to: “...provide funding for: (i) the operating expenses of the municipal police training committee established by section 116 of chapter 6; (ii) basic recruit training for new police officers; (iii) mandatory in-service training for veteran police officers; (iv) specialized training for veteran police officers and reserve and intermittent police officers; and (v) the basic training program for reserve and intermittent police officers.”

The ensuing section, § 35EEE(d), established a reporting requirement:

The executive office of public safety and security shall, annually, not later than December 1, file a report with the house and senate committees on ways and means detailing the following: (i) the full cost of operating the municipal police training committee; (ii) the total number of staff employed by the municipal police training committee; (iii) the revenue generated in the prior fiscal year from the police training surcharge imposed by section 32E7/8 of chapter 90; (iv) the total funds transferred from the Marijuana Regulation Fund to the fund; (v) the total funds transferred from the Public Safety Training Fund; (vi) the total fees paid to the municipal police training committee by each municipality; (vii) any funds paid to the municipal police training committee by private sources; (viii) any funds remaining in the fund at the end of each fiscal year; (ix) participation rates for each training program offered by the municipal police training committee, broken down by types of trainees; (x) average cost for each trainee to participate in a training; (xi) the number of trainees per municipality; and (xii) recommendations to promote efficiency in the management of annual total revenue received by the municipal police training committee, including funds received by the Public Safety Training Fund from the surcharge imposed by section 12 of chapter 89 and section 20 of chapter 90.

## **BACKGROUND INFORMATION**

The Municipal Police Training Committee (“MPTC”) 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 instructors who deliver that training each year; (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 2,800+ MPTC-certified instructors.

In FY23, the MPTC operated six police academies and authorized eleven additional organizations to run police academies.

Operated academies were located in Boylston, Northern Essex Community College/Haverhill (“NECC”), Lynnfield, Randolph, Plymouth, and Springfield Technical Community College (“STCC” or “WMass”). Operated academies are in facilities leased by the MPTC, equipped by the MPTC, staffed by MPTC employees and contract instructors, and otherwise paid for and overseen by the MPTC.

By contrast, academies authorized by the MPTC are independently run by the Boston Police Department, the Cambridge Police Department, the Lowell Police Department, the MBTA Police Department, the Springfield Police Department, the Worcester Police Department, Fitchburg State University, Merrimack College, Quinsigamond Community College, and from time-to-time, when there is sufficient demand, a National Guard Academy and a Cape Cod Police Academy.<sup>1</sup> The MPTC requires these authorized academies to enroll their student officers through the MPTC’s online enrollment portal, meet MPTC enrollment requirements, follow the MPTC curriculum, and submit “After Action” reports that summarize key metrics and events for each academy class. While the MPTC expends resources overseeing these authorized academies, it does not pay for their facilities, their equipment, or their staff, and it correspondingly does not receive any revenue from them or the student officers they train.

During FY23, independently run police academies graduated the following classes: Cape Cod Police Academy (7/18/22), MBTA Police Academy (7/20/22), Fitchburg State University Police Academy (9/9/22), Lowell Police Academy (9/30/22), Boston Police Academy (11/4/22), MBTA Police Academy (2/15/23), Worcester Police Academy (3/10/23), Quinsigamond Community College Police Academy (4/27/23), Merrimack College Police Academy (5/1/23), Springfield Police Academy (5/25/23), Cambridge/Northeastern University Police Academy (6/15/23), and a National Guard Police Academy (6/23/23).

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<sup>1</sup> The Cape Cod Academy will transition from an MPTC-authorized Academy to an MPTC-operated Academy in FY25.

Prior to the passage of police reform (Chapter 253 of the Acts of 2020), the MPTC's training duties and responsibilities included roughly 14,000 police officers. Following this landmark legislation, those training duties and responsibilities expanded to approximately 431 law enforcement agencies employing over 20,000 sworn law enforcement officers. In addition to the officers who had historically been required to fulfill MPTC training, now, college campus police officers, hospital police officers, Massport police officers, and deputy sheriffs and constables performing police duties and functions must meet MPTC training requirements in order to be certified by POST. The statutory change, along with turnover and receding COVID restrictions, contributed to an increase in the number of recruits, as compared to FY19-FY21, attending MPTC-operated Academies.<sup>2</sup>

MPTC OPERATED POLICE ACADEMIES FY19-FY23					
#	Fiscal Year	Academy/ROC	Starting Enrollment	Students Departed	Graduating Enrollment
1	2019	7 Academy ROCs	358	34	324
2	2020	5 Academy ROCs	235	23	212
3	2021	8 Academy ROCs	312	31	281
4	2022	13 Academy ROCs	539	43	496
5	2023	12 Academy ROCs	538	40	498
<b>TOTALS</b>		<b>45 Academy ROCs</b>	<b>1982</b>	<b>171</b>	<b>1811</b>

Police reform also led to the creation of the *Bridge Academy Training Program* (*Bridge Academy*) for an estimated 3,000 part-time officers who, prior to police reform, only had to complete a part-time *Reserve/Intermittent Training Program* before exercising police powers. After police reform, part-time officers seeking POST certification have to complete a 200-hour curriculum of online academic courses and in-person skills training administered by MPTC, plus provide MPTC with proof of 2,400-hours of law enforcement work performing police duties and functions. The combination of the *Reserve/Intermittent Training Program*, plus the 200-hour *Bridge Academy*, plus 2,400 hours of work experience, “bridged” the gap between their part-time training and the 800-hour Police Academy training required for full-time officers. In FY23, 512 part-time officers whose last names begin with the letter I-P enrolled in the *Bridge Academy*. As of December 2023, 509 had completed all the coursework and 414 had submitted payroll records to verify 2,400 hours of work experience.<sup>3</sup>

## **REPORTING REQUIREMENT RESPONSES**

In response to the twelve § 35EEE(d) reporting requirements, the MPTC provides the following information:

### **I. FULL COST OF OPERATING THE MPTC**

Four sources funded the MPTC's **\$24,975,618** operating budget in FY23.

#### **a. MPTC Main Appropriation (8200-0200)**

The MPTC's primary source of funding each year is its Main Appropriation (8200-0200) in the General Appropriations Act (“GAA”). That funding is “For the operation of veteran, reserve and in-service training programs conducted by the municipal police training committee; provided, that no expenditures authorized by this item shall be charged to item 8200-0222.”

<sup>2</sup> *Police Academy*, *ROC (Recruit Officer Course)*, and *Basic Training Program* are used synonymously.

<sup>3</sup> In FY22, 775 part-time officers whose last names begin with the letter A-H enrolled in the *Bridge Academy*. As of December 2022, 759 had completed all the coursework and 572 had submitted payroll records to verify 2,400 hours of work experience. In FY24, part-time officers whose last names begin with the letter Q-Z will constitute the third and final *Bridge Academy* class.

The FY23 GAA 8200-0200 line item was \$11,696,746, covering 46.8% of the MPTC's operating budget.<sup>4</sup> Additionally, A&F provided \$3,328,000 from the police reform reserve appropriation (1599-1211) for Use of Force Re-training, and \$1,545,278 in supplemental funding, increasing the line-item total to \$16,570,024, representing 66.3% of the MPTC's FY23 operating budget.

**b. Recruit Retained Revenue Account (8200-0222)**

The GAA 8200-0222 line item is a retained revenue account that permits the MPTC to collect a tuition fee for recruit officers enrolling in MPTC-operated police academies. In most instances, the tuition fee is paid by the law enforcement agency that has hired the recruit.<sup>5</sup> The MPTC is required to use the revenue exclusively to "provide training to new recruits." Tuition is capped by the legislature at \$3,200/recruit and total revenue is capped at \$1.8 million, above which any funds collected in that fiscal year revert to the General Fund.

Twelve MPTC-operated recruit academy classes graduated in FY23 with a cumulative starting enrollment of 538 recruits and tuition fees of \$1,721,600 (538 x \$3,200/recruit). After adding additional FY23 tuition collected for academies that started in FY23 but graduated in FY2024, and subtracting refunds (if any) for recruits who withdrew from an academy, collections totaled \$2,110,557. However, the \$1.8 million retained revenue cap limited MPTC to expending \$1,799,701 and reverting \$310,557 to the general fund.

As discussed in Section X below, the collection of recruit tuition fees covered less than one-third of FY23 recruit training costs (exclusive of capital spending). The MPTC funded the difference from its Main Appropriation, the MPTF, and a small amount of National Highway Traffic Safety grant funding.

**c. Municipal Police Training Fund (8000-1328)**

The MPTC's MPTF Account (8000-1328) is funded primarily by a \$2 surcharge on vehicle rentals in the Commonwealth. Per G.L. c. 10, § 35EEE(c), the revenue from that account is for the MPTC's operating expenses and recruit/veteran officer training. The funds are held by EOPSS and distributed to the MPTC upon request pursuant to Interdepartmental Service Agreement ("ISA") transfers.

In FY23, the \$2 surcharge generated \$5,085,394 in revenue to the MPTF. During FY23, the MPTC expended \$6,256,902, which included some carryover from FY22.<sup>6</sup>

**d. National Highway Traffic Safety Administration Grant Funding**

EOPSS's Office of Grants and Research ("OGR") administers the solicitation, selection, and distribution of National Highway Traffic Safety Administration ("NHTSA") grant funding. The MPTC applies annually for this grant funding, which it uses for recruit/veteran officer training connected to highway safety, including: (a) advanced training in drug detection and impaired driving via Advanced Roadside Impaired Driving Enforcement ("ARIDE") classes for veteran officers; (b) ARIDE instructor costs; (c) speed measurement and basic crash investigation training for recruits; (d) advanced crash investigation training for veteran officers; and (e) instructor training for both speed and crash investigations. Specific classes taught include Traffic Crash Investigation, Advanced Traffic Crash Investigation, Crash Reconstruction Investigation, Speed Measurement, Radar Operator, and LiDAR training.

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<sup>4</sup> One requirement of the 8200-0200 line item was that "...not less than \$50,000 shall be expended for the town of Boylston as compensation for hosting a municipal police training academy."

<sup>5</sup> A small percentage of recruits are "sponsored" by law enforcement agencies that have not hired them. Sponsored recruits typically pay their own tuition.

<sup>6</sup> Sections III and VIII provide additional information about FY23 MPTF revenue and spending.

In FY23<sup>7</sup>, the MPTC expended the following grant funding:

MPTC FY23 NHTSA GRANT FUNDING	
Grant Type	Amount Expended
Crash Investigation and Speed Measurement Training	\$ 177,244
Drug Evaluation and Classification Training	\$ 111,538
Alcohol Impaired Driving Training	\$ 60,209
<b>TOTALS</b>	<b>\$ 348,991</b>

**e. Total FY23 Operating Budget**

The chart below summarizes the MPTC's total FY23 operating budget:

MPTC FY23 OPERATING BUDGET			
Source	Line Item	Total	%
Main Appropriation	8200-0200	11,696,746	46.8%
Reserve draw requests from police reform reserve appropriation (1599-1211)	8200-0200	3,328,000	13.3%
Supplemental funds from ANF	8200-0200	1,545,278	6.2%
Retained Revenue Account	8200-0222	1,799,701	7.2%
MPTF \$2 Rental Fee	8000-1328	6,256,902	25.1%
NHTSA Grant Funding	N/A	348,991	1.4%
<b>TOTALS</b>		<b>24,975,618</b>	

**II. TOTAL NUMBER OF STAFF EMPLOYED BY MPTC**

The MPTC began FY23 with a Full-time Equivalent (FTE) staff count of 42 employees and ended it with an FTE count of 52 employees.

MPTC's fulltime staff oversees and administers recruit and veteran officer training, but the training itself is primarily handled by instructors who are "certified" and "recertified" by the MPTC in the subject matter areas they teach. At any given time, the MPTC has approximately 2,800 certified instructors, and of that total, about 800 are on contract so they can provide MPTC-authorized training at \$60/hour.<sup>8</sup>

The daily operation of MPTC Academies is heavily supported by contract *staff instructors* who, working closely with the Academy Director, oversee the Academy schedule and student officer wellbeing and development.

A second cadre of contract *subject matter instructors* teach topics like constitutional law, criminal law, motor vehicle law, interviews/interrogations, firearms, emergency vehicle operation, defensive tactics, and use of force.

**III. REVENUE GENERATED FROM \$2 VEHICLE RENTAL SURCHARGE**

G.L. c. 90, § 32E7/8(a) states:

<sup>7</sup> The Federal Fiscal Year ran from October 1, 2022, to September 30, 2023.

<sup>8</sup> MPTC-certified instructors who only provide in-house instruction to members of their own department do not need to be on contract with the MPTC. For example, most of the 1,800 certified firearms instructors only train officers in their department.

There shall be a police training surcharge of \$2 imposed upon each vehicular rental transaction contract in the commonwealth. The surcharge shall be in accordance with section 32E3/4 and shall be collected by the department of revenue and deposited in the Municipal Police Training Fund established in section 35EEE of chapter 10; provided, however, that not more than \$10,000,000 collected from the surcharge in a calendar year shall be deposited into the fund; and provided further, that any amount collected from the surcharge above \$10,000,000 in a calendar year shall be deposited into the General Fund.

As the chart below reflects, MPTF revenues have rebounded since COVID, but not to pre-COVID levels:

<b><u>MPTF (8000-1328) Collections</u></b>					
<b>Fiscal Year</b>	<b>FY20 - FY23</b>				
	<b>Q4</b> <i>April - June</i>	<b>Q1</b> <i>July - September</i>	<b>Q2</b> <i>October - December</i>	<b>Q3</b> <i>January - March</i>	<b>Grand Total</b>
<b>2020</b>	\$1,552,578	\$2,007,957	\$1,525,004	\$1,088,621	<b>\$6,174,160</b>
<b>2021</b>	\$617,056	\$1,025,712	\$858,355	\$740,470	<b>\$3,241,595</b>
<b>2022</b>	\$1,053,171	\$1,342,122	\$1,133,683	\$895,166	<b>\$4,424,141</b>
<b>2023</b>	\$1,319,486	\$1,532,285	\$1,241,700	\$991,923	<b>\$5,085,394</b>
<b>Distribution Month</b>	<b>August</b>	<b>November</b>	<b>February</b>	<b>May</b>	

#### **IV. TOTAL FUNDS TRANSFERRED FROM MARIJUANA REGULATION FUND**

G.L. c. 94G, § 14(a) established a Marijuana Regulation Fund consisting of monies received “...as a result of applications for and licensing of marijuana establishments, all civil penalties received for violations of this chapter, revenue generated by the state tax imposed by section 2 of chapter 64N of the General Laws and interest earned or other income on balances of the fund.”

G.L. c. 94G, §14(b) specifies that the money in the fund shall be expended to operate the Cannabis Control Commission and for other enumerated purposes, including: “...(iii) municipal police training.”

The MPTC has never received funding from the Marijuana Regulation Fund, including in FY23.

#### **V. TOTAL FUNDS TRANSFERRED FROM PUBLIC SAFETY TRAINING FUND**

The MPTC’s Main Appropriation is mostly supported by the General Fund and to a small degree by the Public Safety Training Fund. In FY23, 97.59% (\$11,414,854.42) of the Main Appropriation was from the General Fund and 2.41% (\$281,891.58) was from the Public Safety Training Fund.

#### **VI. TOTAL FEES PAID TO MPTC BY EACH MUNICIPALITY**

The only fee the MPTC is authorized to collect from a municipality is the \$3,200 recruit tuition fee.

In FY23, 145 municipal law enforcement agencies paid \$3,200/recruit to enroll 504 recruits in MPTC-operated academies. The chart below reflects the number of recruits enrolled per municipal law enforcement agency. At the high end, Attleboro and Quincy each paid \$60,800 to enroll 19 recruits (19 x \$3,200 = \$60,800). At the low end, 53 municipalities paid \$3,200 to enroll one recruit.

### FY23 Municipal Recruits Enrolled in MPTC-Operated Academies

Municipal Agency	Recruits Enrolled								
Attleboro	19	Holyoke	8	Agawam	4	Winchester	4	Bedford	2
Quincy	19	Waltham	8	Andover	4	Barnstable	3	Berlin	2
New Bedford	17	Abington	7	Auburn	4	Belmont	3	Easthampton	2
Salem	16	Marlborough	7	Bellingham	4	Beverly	3	Edgartown	2
Lawrence	12	Randolph	7	Chelmsford	4	Clinton	3	Falmouth	2
Chicopee	11	Fitchburg	6	Dartmouth	4	Milton	3	Hanover	2
Lynn	10	Melrose	6	Dracut	4	Northborough	3	Holbrook	2
Plymouth	10	North Adams	6	Easton	4	Norton	3	Kingston	2
Braintree	9	Northampton	6	Holliston	4	Palmer	3	Newton	2
Brockton	9	Shrewsbury	6	Lee	4	Sharon	3	Oxford	2
Chelsea	9	Bridgewater	5	Leominster	4	South Hadley	3	Plainville	2
Everett	9	Danvers	5	Marblehead	4	Stoneham	3	Plympton	2
Fall River	9	Gloucester	5	Needham	4	Taunton	3	Rehoboth	2
Haverhill	9	Ludlow	5	Pittsfield	4	Tewksbury	3	Revere	2
W. Springfield	9	Methuen	5	Seekonk	4	Ware	3	Rockland	2
Amherst	8	North Attleboro	5	Westfield	4	Wilmington	3	Rockport	2

### FY23 Municipal Recruits Enrolled in MPTC-Operated Academies

Municipal Agency	Recruits Enrolled						
Saugus	2	Athol	1	Hadley	1	Paxton	1
Scituate	2	Avon	1	Lenox	1	Provincetown	1
Somerville	2	Barre	1	Manchester	1	Salisbury	1
Southbridge	2	Beckett	1	Marshfield	1	Sandwich	1
Swampscott	2	Blackstone	1	Medway	1	Sheffield	1
Wareham	2	Bolton	1	Mendon	1	Sherborn	1
Watertown	2	Bourne	1	Middleborough	1	Southborough	1
W. Newbury	2	Charlton	1	Middleton	1	Sutton	1
Westborough	2	Dalton	1	Millbury	1	Swansea	1
Weymouth	2	Deerfield	1	Nahant	1	Templeton	1
Williamstown	2	Dennis	1	Newburyport	1	Townsend	1
Winthrop	2	Douglas	1	North Andover	1	Tyngsborough	1
Acushnet	1	Dudley	1	North Reading	1	Upton	1
Adams	1	Franklin	1	Northbridge	1	Uxbridge	1
Ashby	1	Gardner	1	Norwell	1	Westminster	1
Ashland	1	Groveland	1	Oak Bluffs	1	Winchendon	1
						Woburn	1

In addition to the 504 recruits from 145 municipal law enforcement agencies, another 34 recruits from 21 non-municipal law enforcement agencies also enrolled in MPTC-operated academies. At the high end, UMass Amherst paid \$22,400 to enroll 7 recruits. At the low end, 13 non-municipal law enforcement agencies paid \$3,200 to enroll one recruit.

FY23 Non-Municipal Recruits Enrolled in MPTC-Operated Academies			
Non-Municipal Agency	Recruits Enrolled	Non-Municipal Agency	Recruits Enrolled
UMass Amherst	7	Boston Housing Authority	1
Babson College	2	College of the Holy Cross	1
Bentley University	2	Fitchburg State University	1
Emerson College	2	Holyoke Community College	1
Gordon College	2	Massachusetts College of Liberal Arts	1
Suffolk University	2	Massachusetts Environmental Police	1
Umass Chan Medical School	2	Tufts University	1
Wentworth Institute of Technology	2	UMass Boston	1
American International College	1	Worcester County Sheriff's Office	1
Beth Israel Deaconess Medical Center	1	Worcester State University	1
Boston College	1		

## **VII. FUNDS PAID TO MPTC BY PRIVATE SOURCES**

The MPTC does not receive funding from private sources.

## **VIII. FUNDS REMAINING IN THE MPTF AT THE END OF FY23**

The MPTF had a balance of \$2,711,817.20 on June 30, 2023. Some of those funds were utilized in the first six months of FY24 for, among other things, approximately \$500,000 of portable hand-held Motorola radios for recruit training in Lynnfield and Randolph, and to pay final build-out expenses in connection with the new recruit academy in Holyoke.

## **IX. PARTICIPATION RATES FOR TRAINING PROGRAMS OFFERED BY MPTC**

### **a. Recruit Training**

A total of twelve MPTC-operated police academies enrolled 538 student officers and graduated 498 student officers in FY23 as follows:

MPTC OPERATED POLICE ACADEMIES GRADUATING IN FY23							
#	Fiscal Year	Academy/ROC	Start Date	End Date	Starting Enrollment	Students Departed	Graduating Enrollment
1	2023	Plymouth 72nd ROC	04/04/22	09/01/22	50	2	48
2	2023	NECC 2nd ROC	04/19/22	10/07/22	45	4	41
3	2023	WMass 64th ROC	06/06/22	11/11/22	48	7	41
4	2023	Boylston 30th ROC	07/25/22	12/30/22	50	3	47
5	2023	Plymouth 73rd ROC	07/25/22	12/23/22	50	4	46
6	2023	Lynnfield 1st ROC	08/01/22	01/17/23	42	1	41
7	2023	Randolph 16th ROC	09/06/22	02/14/23	42	3	39
8	2023	NECC 3rd ROC	09/19/22	03/10/23	38	4	34
9	2023	Boylston 31st ROC	10/17/22	03/24/23	31	3	28
10	2023	WMass 65th ROC	10/17/22	03/17/23	42	3	39
11	2023	Lynnfield 2nd ROC	11/14/22	04/28/23	52	3	49
12	2023	Randolph 17th ROC	12/05/22	05/11/23	48	3	45
<b>TOTALS</b>					<b>538</b>	<b>40</b>	<b>498</b>

## **b. Veteran Officer Training**

The MPTC provides extensive professional development training for the 20,000+ veteran officers in the Commonwealth who are certified by POST. That training includes: (a) 40 hours of annual in-service training; (b) mandatory annual training for 750+ School Resource Officers; (c) mandatory specialized training for officers receiving certain promotions; (d) non-mandatory specialized training; (e) Bridge Academy training for part-time officers, and; (f) certification/re-certification training for MPTC-certified instructors.

### **i. In-Service Training**

In-service training includes a mix of hands-on skills training and subject matter training on topics approved annually by the MPTC's fifteen-member oversight Committee. Subject matter training is typically offered online or in-person at either an MPTC training facility or the officer's department.

According to "training tracker" data compiled by the MPTC's ACADIS learning management software system, in FY23 roughly half the POST-certified officers in the Commonwealth did their subject matter in-service training online, as follows:

Online Event Name	Total Completing
In-Service TY23 - TY23 Trauma Informed Policing (Online)	10,689
In-Service TY23 - TY23 Officers Response to Interpersonal Violence (Online)	10,391
In-Service TY23 - TY23 Legal Updates (Online)	10,231
In-Service TY23 - TY23 Hate Crimes (Online)	10,252
In-Service TY23 - TY23 Frontline Digital Evidence (Online)	10,206
In-Service TY23 - TY23 Duty to Intervene (Online)	10,752
In-Service TY23 - TY23 CPR/First Responder Year 2 (Online)	10,333
In-Service TY23 - TY23 212 Degrees Preventing Officer Crises (Online)	10,716

Officers not completing their in-service training online fulfilled it in-person.

### **ii. Other Training**

In addition to in-service training, the MPTC hosted a broad range of specialized training at its various training locations and *Bridge Academy* training at sites around the Commonwealth. In FY23, MPTC provided 120 hours of in-person firearms training, emergency vehicle operation and control training, and defensive tactics training to every officer in the *Bridge Academy*, totaling 61,080 hours of training for the 509 officers who completed the coursework (509 officers x 120 hours = 61,080 total training hours).

## **X. AVERAGE COST FOR EACH TRAINEE TO PARTICIPATE IN TRAINING**

### **a. Recruit Training**

The MPTC calculates the cost of training a recruit by looking at regularly recurring Academy costs. It does not include periodic capital expenditures in the calculation.<sup>9</sup> Regularly recurring Academy costs include: (a) fixed

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<sup>9</sup> Capital expenditures are essential to the operation of a police academy but are only purchased periodically and cannot be attributed to a single class, such as portable hand-held radios, body-worn cameras, simulation equipment, simunitions equipment, gym equipment, floor mats, CPR mannequins, and other first aid training supplies.

Academy Director salaries; (b) fixed Academy leases; (c) non-fixed Academy instructor payroll, and; (d) non-fixed routine Academy supplies and orientation/graduation/space expenses.

As detailed in the *8200-0222 Line-Item Report for FY23/FY24* submitted to the House and Senate Committees on Ways and Means, total regularly recurring Academy costs in FY23 resulted in an average cost per recruit of \$12,696.12. The \$3,200 tuition fee covered roughly 28% of that cost. The MPTC covered the remaining 72% of the cost from its Main Appropriation, the MPTF, and a small amount of NHSTA grant funding.

**b. Veteran Officer Training**

The variation and volume of veteran officer training, combined with the fact that some of it can be taken either in-person or online, makes it difficult to affix an average participation cost for this training.

**XI. NUMBER OF TRAINEES PER MUNICIPALITY**

As more fully set forth in Section VI above, in FY23 there were 504 municipal recruits and an additional 34 non-municipal recruits totaling 538 recruits from 166 law enforcement agencies enrolled in MPTC-operated police academies. Of that total, 498 graduated (92.56% graduation rate).

**XII. RECOMMENDATIONS TO PROMOTE EFFICIENCY IN MANAGING REVENUE**

The administration of the 0222 retained revenue account for recruit tuition can become problematic when Academies start in one fiscal year and end in the next fiscal year. For example, in the second half of FY23 the MPTC collected recruit tuition prior to the start of six Academies that extended into FY24. In all, the MPTC collected \$2,110,557 in FY23 but the \$1.8 million cap required the MPTC to revert \$310,557 to the General Fund despite continuing to absorb costs for those six Academies that extended into FY24. Increasing the cap to \$2.8 million in FY24 could alleviate this issue.

In conclusion, the MPTC is proud to provide world-class training for student and veteran police officers and appreciates the strong support from the Legislature in helping achieve this important mission. I hope our Report is helpful in understanding the breadth of training being done by the MPTC since the passage of police reform and the corresponding expense associated with meeting this increased demand.

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

Respectfully,



Colonel Rick Rathbun, Ret.  
Executive Director