



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



MAURA T. HEALEY
Governor

KIMBERLEY DRISCOLL
Lieutenant Governor

GINA K. KWON
Secretary of Public Safety
and Security

RICK RATHBUN
Executive Director

Municipal Police Training Committee (MPTC)
8200-0222 Line-Item Report

To: House and Senate Committee on Ways and Means
Cc: EOPSS Fiscal, Legal, Legislative, and Communications
From: Rick Rathbun, Executive Director – CJT
James H. O’Brien, General Counsel/Chief of Staff – CJT
Denise L. Mellon, CFO – CJT
Date: January 15, 2026

Dear Chairperson Rodrigues and Chairperson Michlewitz,

The FY25 budget for retained revenue account 8200-0222 (“0222”) specifies that the Municipal Police Training Committee (“MPTC”) shall:

...submit a report on the status of recruit training, including the number of classes, start and end dates of each class, total number of recruits enrolled and graduating in each class, cost per recruit and cost per class for fiscal years 2024 and 2025; provided further, that not later than January 8, 2025, the report shall be submitted to the house and senate committees on ways and means...

I. BACKGROUND

The MPTC operates six fulltime police academies and authorizes an additional ten police academies that train recruits/student officers (used interchangeably) to become police officers. Operated academies are located in Boylston, Northern Essex Community College/Haverhill (“NECC”), Holyoke, Lynnfield, Randolph, and Plymouth. In February 2025, a seventh operated academy will open in East Falmouth.

MPTC-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, the MPTC authorizes academies 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,

Quinsigamond Community College, and from time-to-time, when there is sufficient demand, a National Guard Academy and a State Police Municipal Academy in New Braintree. 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.

The focus of this Report is on revenue from recruit tuition fees that were collected and deposited into the 0222 account in FY24/FY25 to "provide training to new recruits" at MPTC-operated Academies.¹

II. MPTC-OPERATED ACADEMIES/RECRUITS – LAST SEVEN FISCAL YEARS

The roughly five month (22 week) program that trains a student officer to become a law enforcement officer is variously referred to as a "Police Academy" or "Recruit Officer Course" (AKA "ROC") or "Entry Level Training" or "Foundational Training" or "Basic Training." This report uses both *Academy* and *ROC* to refer to that five month training program.

Prior to police reform (Chapter 253 of the Acts of 2020) going into effect at the end of 2020, the scope of the MPTC's training duties and responsibilities included roughly 14,000 police officers. Following this landmark legislation, those training duties and responsibilities expanded to 438 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 requirements, 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 to be "certified" by the *Massachusetts Peace Officer Standards and Training Commission* ("POST"). This includes all recruits/student officers hired by those 438 agencies, who must complete a "basic training program" approved by the MPTC in order to become certified by POST. (G.L. c. 6E, S. 4(f)(1)(iii).)

The statutory change has contributed to a significant increase in the number of recruits/student officers attending and graduating from MPTC-operated Academies over the past seven fiscal years.²

MPTC OPERATED POLICE ACADEMIES FY19-FY25					
#	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
6	2024	12 Academy ROCs	629	73	556
7	2025	12 Academy ROCs	595*	24*	288*
TOTALS		69 Academy ROCs	2611	244	2367

*Statistics through first half of FY25

¹ The MPTC also trains veteran officers, but the 0222 Budget language limits usage to paying for recruit training.

² Some ROC's start/end in the same fiscal year while others start in one fiscal year and end in the next fiscal year. The recruit training data in this Report is based on ROCs that held their *graduation* in the applicable fiscal year.

III. MPTC-OPERATED ACADEMIES/RECRUITS - FY24

In FY24, the MPTC completed 12 ROC classes with start/end dates and total number of recruits enrolled and graduating as follows:

MPTC OPERATED POLICE ACADEMIES GRADUATING IN FY24							
#	Fiscal Year	Academy/ROC	Start Date	End Date	Starting Enrollment	Students Departed	Graduating Enrollment
1	2024	Lynnfield 3rd ROC	01/30/23	07/26/23	44	1	43
2	2024	Plymouth 74th ROC	02/06/23	07/07/23	59	6	53
3	2024	NECC 4th ROC	02/20/23	08/11/23	39	6	33
4	2024	Holyoke 1st ROC	04/03/23	09/01/23	62	14	48
5	2024	Boylston 32nd ROC	04/24/23	09/29/23	38	4	34
6	2024	Randolph 18th ROC	05/22/23	10/27/23	52	3	49
7	2024	Lynnfield 4th ROC	07/17/23	01/04/24	75	6	69
8	2024	Plymouth 75th ROC	08/14/23	01/16/24	54	6	48
9	2024	Holyoke 2nd ROC	10/16/23	03/22/24	61	6	55
10	2024	NECC 5th ROC	11/13/23	05/03/24	56	5	51
11	2024	Boylston 33rd ROC	11/27/23	05/03/24	43	5	38
12	2024	Randolph 19th ROC	12/04/23	05/10/24	46	11	35
TOTALS					629	73	556

IV. MPTC-OPERATED ACADEMIES/RECRUITS - FY25

Through the first half of FY25, the MPTC completed 5 ROC classes with start/end dates and total number of recruits enrolled and graduating as follows:

MPTC OPERATED POLICE ACADEMIES GRADUATING IN FY25							
#	Fiscal Year	Academy/ROC	Start Date	End Date	Starting Enrollment	Students Departed	Graduating Enrollment
1	2025	Lynnfield 5th ROC	02/12/24	07/29/24	80	6	74
2	2025	Plymouth 76th ROC	02/26/24	07/24/24	64	3	61
3	2025	Holyoke 3rd ROC	05/13/24	10/17/24	61	4	57
4	2025	Randolph 20th ROC	06/10/24	11/15/24	57	9	48
5	2025	Boylston 34th ROC	07/08/24	12/06/24	50	2	48
6	2025	NECC 6th ROC	08/19/24	02/14/25	47	TBD	TBD
7	2025	Plymouth 77th ROC	08/26/24	01/24/25	63	TBD	TBD
8	2025	Lynnfield 6th ROC	09/09/24	02/28/25	55	TBD	TBD
9	2025	Holyoke 4th ROC	12/09/24	05/09/25	57	TBD	TBD
10	2025	Randolph 21st ROC	01/06/25	06/13/25	61	TBD	TBD
11	2025	East Falmouth 1st ROC	01/13/25	06/13/25	TBD	TBD	TBD
12	2025	Boylston 35th ROC	01/21/25	06/20/25	TBD	TBD	TBD
TOTALS					595	24	288

V. ACADEMY/RECRUIT COSTS

To calculate the cost of operating an MPTC Academy and training a recruit, this Report examines regularly recurring costs rather than periodic capital expenditures.³ Regularly recurring costs include: (a) fixed 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.

A. Academy Director Costs Per ROC

Each MPTC-operated Academy is staffed by a fulltime MPTC Academy Director. As the charts above reflect, Academy Directors typically run two Academies per year. Dividing the average Academy Director salary by two Academies per year allocates that cost on a per-Academy basis as follows:

FY24-FY25 ACADEMY DIRECTOR COSTS PER ROC			
FY24 Salary Average (100%)	FY24 ROC Cost (50%)	FY25 Salary Average (100%)	FY25 ROC Cost (50%)
\$ 104,610	\$ 52,305	\$ 113,608	\$ 56,804

B. Academy Lease Costs Per ROC

MPTC Academy locations host both basic recruit training and veteran officer in-service/specialized training. While recruits likely use the Academy facilities more than veteran officers, for purposes of this Report lease costs (and utilities/cleaning where applicable) have been apportioned 50-50.

Additionally, each Academy facility (with the exception of the new East Falmouth facility) hosts two ROCs per year. At these locations, the 50% facility usage attributed to recruit training is again divided in half. The chart below attributes 25% of lease costs (50% for East Falmouth) to each ROC operated at that facility:

FY24-FY25 ACADEMY LEASE COSTS PER ROC					
Academy Location	FY24 Lease Total (100%)	FY24 ROC Cost (25%)	FY25 Lease Total (100%)	FY25 ROC Cost (25%*)	
RANDOLPH	\$ 1,027,971	\$ 256,993	\$ 1,066,969	\$ 266,742	
HOLYOKE	\$ 743,270	\$ 185,817	\$ 751,941	\$ 187,985	
EAST FALMOUTH*	\$ -	\$ -	\$ 283,333	\$ 141,667	
LYNNFIELD**	\$ 2,243,567	\$ 560,892	\$ 2,286,416	\$ 571,604	
BOYLSTON**	\$ 105,647	\$ 26,412	\$ 105,647	\$ 26,412	
PLYMOUTH	\$ 61,801	\$ 15,450	\$ 61,801	\$ 15,450	
NECC	\$ 75,000	\$ 37,500	\$ 75,000	\$ 37,500	
TOTAL	\$ 4,257,256	\$ 1,083,064	\$ 4,631,107	\$ 1,247,360	

*50% of February-June 2025 East Falmouth lease payments

**Includes utilities/cleaning costs where applicable

³ Capital expenditures include more substantial purchases such as portable hand-held radios, body-worn cameras, simulation equipment, and non-lethal firearms simunitions equipment, and other expenditures such as gym floor mats, gym equipment, CPR mannequins, and other equipment for first aid training.

C. Academy Instructor Costs Per ROC

The daily operation of MPTC Academies is heavily supported by contract *staff instructors* who, working closely with the Academy Director, oversee the scheduling of instructors and space as well as student officer attendance, health, fitness, decorum, mentoring, and overall wellbeing and development.

A second cadre of contract *subject matter instructors* provide classroom instruction on topics like constitutional law, criminal law, motor vehicle law, interviews and interrogations, and hands-on training in things like firearms skills, emergency vehicle operation (“EVOC”), defensive tactics (“DT”), use of force (“UoF”), and applied patrol procedures (“APP”).

All staff instructors and subject matter instructors make \$60/hour. Instructor costs are paid from the 0222 account, and when that is exhausted, from the MPTC’s 0200 main appropriation account, and when that is exhausted, from the Municipal Police Training Fund (“MPTF”). The MPTF is a source of last resort because instructor costs paid from it incur an additional 10% indirect cost on top of the direct cost. In other words, instructor costs rise to \$66/hour if paid from the MPTF.

Attachment A to this Report reflects a detailed break-out of projected instructor hours/costs for an Academy with 48 recruits and an Academy with 60 recruits. The MPTC projects that a 48 recruit ROC will require 5,384 instructor hours totaling \$323,040 and \$6,730/recruit. For a 60 recruit ROC, the MPTC projects 6,050 instructor hours totaling \$363,000 and \$6,050/recruit.

Despite these estimates, instructor costs fluctuate significantly. Academy class size impacts: (a) the number of staff instructors needed and, in some cases, the number of classroom instructors needed; (b) the number of rotations required for skills training, and; (c) the number of additional trainers needed to maintain instructor-student ratios. Also, instructor costs are impacted by whether an instructor is being compensated by their Department (if on-duty) or the MPTC (if off-duty).

Actual instructor costs in TY24 and the first half of TY25 ranged from a low of \$197,124 for the NECC 5th ROC (56 enrolled, 51 graduated) to a high of \$489,425 for the Lynnfield 5th ROC (80 enrolled, 74 graduated). For NECC 5th, the instructor cost of \$3,865 per graduating recruit was lower than projected because a higher number of instructors were on-duty and paid by their Department. For Lynnfield 5th, the instructor cost of \$6,613 per graduating recruit is about average for a 48 recruit ROC but appears higher because class size (due to significant demand) was nearly double that of a typical ROC.

When reviewing the FY24 chart below, it is important to note that, for the first six Academies graduating in FY24 (Lynnfield 3rd, Plymouth 74th, NECC 4th, Holyoke 1st, Boylston 32nd, and Randolph 18th), the data only includes instructor costs incurred in FY24. It does not include instructor costs incurred in FY23. Prior to the beginning of FY24, the MPTC’s payroll combination codes captured instructor costs by the location at which it was taught, but not the ROC at which it was taught.⁴

⁴ On January 30, 2022, the MPTC transitioned instructors from a hardcopy payment voucher system to an online payroll system. When entering their time into the new online payroll system, instructors used a drop-down menu to identify the location where they taught. If two Academies were running at the same time at the same location (which happened), the combination codes did not distinguish the Academy for which the instructor was teaching. Combination codes were updated at the beginning of FY24 to identify the specific Academy.

FY24 ACADEMY INSTRUCTOR COSTS						
Academy/ROC	Graduation Date	Graduating Enrollment	Direct Instructor Costs	Indirect Instructor Costs (MPTF)	Total Instructor Costs	
Lynnfield 3rd ROC*	07/26/23	43	\$ 33,060.00	\$ -		N/A
Plymouth 74th ROC*	07/07/23	53	\$ 5,400.00	\$ -		N/A
NECC 4th ROC*	08/11/23	33	\$ 37,288.00	\$ 612.00		N/A
Holyoke 1st ROC*	09/01/23	48	\$ 116,648.00	\$ -		N/A
Boylston 32nd ROC*	09/29/23	34	\$ 156,435.00	\$ -		N/A
Randolph 18th ROC*	10/27/23	49	\$ 209,335.00	\$ 11,791.50		N/A
Lynnfield 4th ROC	01/04/24	69	\$ 356,934.00	\$ -	\$ 356,934.00	
Plymouth 75th ROC	01/16/24	48	\$ 281,450.00	\$ -	\$ 281,450.00	
Holyoke 2nd ROC	03/22/24	55	\$ 236,516.00	\$ 573.00	\$ 237,089.00	
NECC 5th ROC	05/03/24	51	\$ 196,512.00	\$ 612.00	\$ 197,124.00	
Boylston 33rd ROC	05/03/24	38	\$ 234,203.00	\$ 5,693.00	\$ 239,896.00	
Randolph 19th ROC	05/10/24	35	\$ 264,933.00	\$ 569.60	\$ 265,502.00	
TOTALS			\$ 2,128,714.00	\$ 19,851.10	\$ 1,577,995.00	

*Only includes instructor costs incurred in FY24; does not include instructor costs incurred in FY23

FY25 ACADEMY INSTRUCTOR COSTS						
Academy/ROC	Graduation Date	Graduating Enrollment	Direct Instructor Costs	Indirect Instructor Costs (MPTF)	Total Instructor Costs	
Lynnfield 5th ROC	07/29/24	74	\$ 463,995.00	\$ 25,430.00	\$ 489,425.00	
Plymouth 76th ROC	07/24/24	61	\$ 281,450.00	\$ 6,360.54	\$ 287,810.54	
Holyoke 3rd ROC	10/17/24	57	\$ 300,843.00	\$ 4,167.00	\$ 305,010.00	
Randolph 20th ROC	11/15/24	48	\$ 306,906.00	\$ -	\$ 306,906.00	
Boylston 34th ROC	12/06/24	48	\$ 280,244.00	\$ 90.00	\$ 280,334.00	
TOTALS			\$ 1,633,438.00	\$ 36,047.54	\$ 1,669,485.54	

D. Academy Routine Operating Costs Per ROC

All Academies have standard routine operating costs that are not capital expenditures, including:

FY24-FY25 Academy Routine Operating Costs	
Description	Amount
Orientation (folders/MPTC patches)	\$ 500.00
Day One (meals in lieu of payment)	\$ 250.00
Breath Test/SFST (mouthpieces/manuals)	\$ 800.00
Firing Range (targets/backers)	\$ 3,500.00
Other Space Needs (APP/miscellaneous)	\$ 1,500.00
Graduation (venue/invitations/plaques/programs)	\$ 3,100.00
TOTAL	\$ 9,650.00

E. Total Academy/Recruit Costs

The charts below aggregate information from above to reflect Academy/recruit costs broken down for each MPTC Academy that graduated recruits in FY24 and the first half of FY25.

FY24 MPTC POLICE ACADEMY/RECRUIT COSTS										
#	Academy/ROC	Graduation Date	Acad. Director Costs	Lease Costs	Instructor Costs	Operating Costs	Total ROC Costs	Graduating Enrollment	Cost Per Recruit	
1	Lynnfield 3rd ROC*	07/26/23	\$ 52,305.00	\$ 560,892.00	\$ 33,060.00	\$ 9,650.00	N/A	43	N/A	
2	Plymouth 74th ROC*	07/07/23	\$ 52,305.00	\$ 15,450.00	\$ 5,400.00	\$ 9,650.00	N/A	53	N/A	
3	NECC 4th ROC*	08/11/23	\$ 52,305.00	\$ 37,500.00	\$ 37,900.00	\$ 9,650.00	N/A	33	N/A	
4	Holyoke 1st ROC*	09/01/23	\$ 52,305.00	\$ 185,817.00	\$ 116,648.00	\$ 9,650.00	N/A	48	N/A	
5	Boylston 32nd ROC*	09/29/23	\$ 52,305.00	\$ 26,412.00	\$ 156,435.00	\$ 9,650.00	N/A	34	N/A	
6	Randolph 18th ROC*	10/27/23	\$ 52,305.00	\$ 256,993.00	\$ 221,126.50	\$ 9,650.00	N/A	49	N/A	
7	Lynnfield 4th ROC	01/04/24	\$ 52,305.00	\$ 560,892.00	\$ 356,934.00	\$ 9,650.00	\$ 979,781.00	69	\$ 14,199.72	
8	Plymouth 75th ROC	01/16/24	\$ 52,305.00	\$ 15,450.00	\$ 281,450.00	\$ 9,650.00	\$ 358,855.00	48	\$ 7,476.15	
9	Holyoke 2nd ROC	03/22/24	\$ 52,305.00	\$ 185,817.00	\$ 237,089.00	\$ 9,650.00	\$ 484,861.00	55	\$ 8,815.65	
10	NECC 5th ROC	05/03/24	\$ 52,305.00	\$ 37,500.00	\$ 197,124.00	\$ 9,650.00	\$ 296,579.00	51	\$ 5,815.27	
11	Boylston 33rd ROC	05/03/24	\$ 52,305.00	\$ 26,412.00	\$ 239,896.00	\$ 9,650.00	\$ 328,263.00	38	\$ 8,638.50	
12	Randolph 19th ROC	05/10/24	\$ 52,305.00	\$ 256,993.00	\$ 265,502.00	\$ 9,650.00	\$ 584,450.00	35	\$ 16,698.57	
TOTALS			\$ 627,660.00	\$2,166,128.00	\$2,148,564.50	\$ 115,800.00	\$3,032,789.00	556		

*Only includes instructor costs incurred in TY24; does not include instructor costs incurred in FY23

FY25 MPTC POLICE ACADEMY/RECRUIT COSTS										
#	Academy/ROC	Graduation Date	Acad. Director Costs	Lease Costs	Instructor Costs	Operating Costs	Total ROC Costs	Graduating Enrollment	Cost Per Recruit	
1	Lynnfield 5th ROC	07/29/24	\$ 56,804.00	\$ 571,604.00	\$ 489,425.00	\$ 9,650.00	\$1,127,483.00	74	\$ 15,236.26	
2	Plymouth 76th ROC	07/24/24	\$ 56,804.00	\$ 15,450.00	\$ 287,810.54	\$ 9,650.00	\$ 369,714.54	61	\$ 6,060.89	
3	Holyoke 3rd ROC	10/17/24	\$ 56,804.00	\$ 187,985.00	\$ 305,010.00	\$ 9,650.00	\$ 559,449.00	57	\$ 9,814.89	
4	Randolph 20th ROC	11/15/24	\$ 56,804.00	\$ 266,742.00	\$ 306,906.00	\$ 9,650.00	\$ 583,298.00	48	\$ 12,152.00	
5	Boylston 34th ROC	12/06/24	\$ 56,804.00	\$ 26,412.00	\$ 280,334.00	\$ 9,650.00	\$ 373,200.00	48	\$ 7,775.00	
6	NECC 6th ROC	02/14/25	\$ 56,804.00	\$ 37,500.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
7	Plymouth 77th ROC	01/24/25	\$ 56,804.00	\$ 15,450.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
8	Lynnfield 6th ROC	02/28/25	\$ 56,804.00	\$ 571,604.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
9	Holyoke 4th ROC	05/09/25	\$ 56,804.00	\$ 187,985.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
10	Randolph 21st ROC	06/13/25	\$ 56,804.00	\$ 266,742.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
11	East Falmouth 1st ROC	06/13/25	\$ 56,804.00	\$ 141,667.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
12	Boylston 35th ROC	06/20/25	\$ 56,804.00	\$ 26,412.00	TBD	\$ 9,650.00	TBD	TBD	TBD	
TOTALS			\$ 681,648.00	\$2,315,553.00		\$ 115,800.00	\$3,013,144.54	288		

MPTC takeaways from this data include:

- Excluding the first six FY24 Academies with incomplete instructor costs, costs per recruit range from a low of \$5,815.27/recruit (NECC 5th) to a high of \$16,698.57/recruit (Randolph 19th).
- The wide range in costs per recruit is primarily a function of the wide range in lease costs.
- The average cost per recruit for the last six classes in FY24 was \$10,245.91/recruit.
- The average cost per recruit for the first five classes in FY25 was \$10,462.31/recruit.
- The average cost per recruit would be even higher if it included capital/miscellaneous expenditures that cannot easily be apportioned between recruits and veteran officers. For example, recruit costs do not include things like a \$374,040 licensing fee in FY24 and a \$373,261 licensing

fee in FY25 for indoor firing range space in Springfield, operating expenses for the EVOC training facility at Fort Devens, and thousands of dollars in annual bottled water costs.

- The average cost per recruit will increase in FY26 with the new East Falmouth Academy (higher lease costs) becoming fully operational, and the old Boylston Academy (lower lease costs) being replaced by the new Marlborough Academy (higher lease costs).

VI. FUNDING TO COVER ACADEMY/RECRUIT COSTS

The 0222 account is 100% user funded and the MPTC is legislatively mandated to use the tuition revenue collected exclusively for recruit training. Throughout FY24 and FY25, tuition was and is capped at \$3,200/recruit and total revenue collection was and is capped at \$2.8 million, above which all funds collected by the MPTC in that fiscal year revert to the General Fund.

The collection of recruit tuition has covered roughly one-third (33-36%) of recruit training costs (exclusive of capital spending) incurred in FY24/FY25. The MPTC funds the difference from its 0200 main appropriation, the MPTF, and a small amount of federal Highway Safety grant funding.

FY24-FY25 ACADEMY COSTS COVERED/NOT COVERED BY RECRUIT TUITION							
FY	ROCs WITH COMPLETE COST DATA*	TOTAL ROC COSTS	RECRUITS ENROLLED	RECRUIT TUITION FEE	TUITION COLLECTED	AMOUNT OF ROC COSTS NOT COVERED BY TUITION	PERCENT OF ROC COSTS NOT COVERED BY TUITION
2024	6	\$ 3,032,789.00	335	\$ 3,200.00	\$ 1,072,000.00	\$ 1,960,789.00	64.65%
2025	5	\$ 3,013,144.54	312	\$ 3,200.00	\$ 998,400.00	\$ 2,014,744.54	66.86%

*Excludes the first 6 Academies that graduated in FY24

In addition to the 0222 account only covering about one-third of recruit training costs, the administration of the account can be problematic when Academies start in one fiscal year and end in the next fiscal year. For example, in FY23 the 0222 revenue collection cap was \$1.8 million. 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 had to revert \$310,557 to the General Fund despite continuing to absorb costs for the six Academies that started in FY23 and continued into FY24.

The MPTC is proud to provide world-class training for tomorrow's police officers and appreciates the strong support from the Legislature in helping achieve this important mission. I hope this Report is useful in understanding the significant increase in recruit 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 be of further assistance, we would be pleased to do so.

Respectfully,

Rick Rathbun

Colonel Rick Rathbun (Ret.)
Executive Director

Volume I: Policing In Massachusetts	Curriculum Hours			48 student officers		60 Student officers		
	CL	SD	Total	SM	Staff	SM	Staff	
Orientation Explanation: Five staff instructors times 3 hours for Orientation plus 8 hours for Day one. Calculation is 11 hours total x 5 instructors; additional 11 hours for every additional 10-12 student officers	3	0	3	0	55.0		66.0	
Who We Are 8 hours; 2 staff instructors budgeted	6	0	6	8	16.0	8	16.0	
Problem Solving: 8 hours; 2 staff instructors budgeted	6	0	6	8	16.0	8	16.0	
Communication Skills: 6 hours for classroom instructor + 12 hours for 5 facilitators; 3 staff days; additional 12 hours for every additional 10-12 student officers	12	6	18	66	24.0	78	24.0	
Officer Wellness (PT): 1 instructors @ 6 hours for the classroom then PT is 2 hours for 4 instructors a session. Estimating 60 sessions; 4 instructors @ 4 hours for 3 assessments; 2 hours staff time per session; If Staff instructors are at PT they are counted as PT instructors; additional 132 hours for one additional instructor for every additional 10-12 student officers	6	60	66	534		666		
First Responder / CPR : Estimate of 32 hours for 5 instructors over 5 days; 5 staff days; additional 32 hours for each additional 10-12 student officers	39	0	39	160	40.0	192	40.0	
Report Writing: Classroom is 6; budget is for 24 hours each for 3 instructors; additional instructor at 24 hours for each additional 10-12 student officers	6	0	6	78	8.0	102	8.0	
Constitutional Law: 24 hours recommended 4 days of staff; 24 hours of classroom	18	0	18	24	32.0	24	32.0	
Volume II: Investigations		CL	SD	Total	SM	Staff	SM	Staff
Criminal Law: 24 hours recommended 4 days of staff	18	0	18	24	32.0	24	32.0	
Interviews & Interrogations : 3 days of staff; Actually closer to 12 hours of classroom; 6 hours times 5 facilitators; additional 6 hours for one additional facilitator each additional 10-12 student officers	12	6	18	42	24.0	48	24.0	
Criminal Investigations: 7 days of staff; 3 days of classroom; 3 scenarios days at 7 facilitators per day; 1 court day with 3 facilitators; 2 additional facilitators (one court, one scenarios) at 12 additional hours each for every 10-12 additional student officers	18	24	42	162	56.0	186	56.0	
Domestic Violence Investigations: 15 hrs rec. Co-taught so 24 hours + 4 facilitators times 3 hours; one additional facilitator at 3 hours for each additional 10-12 student officers	9	3	12	36	16.0	39	16.0	

	Curriculum Hours			48 student officers		60 Student officers	
	CL	SD	Total	SM	Staff	SM	Staff
Sexual Assault Investigations: Again, co-taught so 6 times 2 plus 4 facilitators for skills and 1 staff day; 3 additional hours for one additional facilitator for every 10-12 additional student officers	6	3	9	18	8.0	21	8.0
Human Trafficking Investigations: Actually 3 hours plus 4 facilitators plus one staff day; 3 additional hours for one additional facilitator for every 10-12 additional student officers	6	3	9	15	8.0	18	8.0
Juvenile Investigations: 6 hours of classroom plus 5 facilitators again; 2 staff days; 3 additional hours for one additional facilitator for every 10-12 additional student officers	9	3	12	24	16.0	27	16.0
Crimes Against Persons w/ Disabilities: 3 hours; only one instructor statewide who often does this on MSP time	3	0	3	3	4.0	3	4.0
ALEC	3	0	3		4.0		4.0
Missing Person Investigations ONLINE	3	0	3				
Deceased Person Investigations ONLINE	3	0	3				
Motor Vehicle Theft	3	0	3	3	4.0		4.0
Controlled Substance Investigations: 6 classroom plus 4 facilitators x 3 hours; 1 staff days; 3 additional hours for one additional facilitator for every 10-12 additional student officers	6	3	9	18	8.0	21	8.0
Hate Crime Investigations	6	0	6	6	8.0	5	8.0
Gangs	3	0	3	3	4.0	3	4.0
Motor Vehicle Laws: 4 staff days; 3 classroom plus court - 2 facilitators times 6	18	6	24	42	32.0	42	32.0
Traffic Control & Direction (TIM): Online course	3	0	3	0			
Motor Vehicle Stops: 6 instructors per day over 6 8-hour days (1/2 class each for 3 days); one additional instructor at 24 hours for each additional 10-12 student officers; 3 staff days (split with OUI Invest.)	6	18	24	288	24.0	312	24.0
O.U.I. Investigations: 2 classroom days at 8 hours each (one for SFST; one for BTO); 4 practical days (split class) at 8 hours at 5 instructors; 6 staff days; additional 16 hours for one additional instructor for each additional 10-12 student officers; 6 staff days (split with MV Stops)	16	16	32	176	24.0	192	24.0
Crash Investigations: 2 classroom days; 2 instructors; 2 staff days	6	6	12	24	16.0	24	16.0
Speed Detection & Measurement: 2 instructors over 3 days; 3 staff days	12	6	18	36	24.0	36	24.0

Volume III: Patrol Procedures	Curriculum Hours			48 student officers		60 Student officers	
	CL	SD	Total	SM	Staff	SM	Staff
Emergency Vehicle Operations: Estimated based on full-time staff (trooper) availability; 100 per half class estimated based on past classes; 6 staff days (1 classroom day; plus 5 practical days); at 60 student officers may be do-able. Over 60 would most likely require another week of training at 100 hours	6	40	46	200	48.0	200	48.0
Use of Force: Classroom day; one staff day	6	0	6	6	8.0	6	8.0
Handcuffing	2	14	16				
Defensive Tactics	2	38	40				
OC	1	7	8				
Baton	1	7	8				
DT PRACTICALS TOTAL: 72 hours times 5 instructors; 9 staff days; one additional instructor for 72 more hours for 10-12 more student officers				360	72.0	432	72.0
Firearms: Handgun: 2 classroom days at 4 instructors; 10 range (5 per 1/2 of class) days at 4 instructors; one staff day for classroom; range staff days split with EVOC; 2 additional instructors at 40 hours each for each additional 10-12 student officers	12	40	52	368	40.0	448	40.0
Firearms: Rifle: 1 classroom day at 5 instructors; 5 range days with 8 instructors (four per line of 12); 6 staff days; two additional instructors at 40 hours each for each additional 10-12 student officers	6	40	46	350	48.0	430	48.0
Response to Crisis This block is co-taught by an officer and a clinician so 12 hrs x 2; 2 staff days	12	0	12	24	16.0	24	16.0
Patrol Duties & Officer Safety: See breakdown below	6	56	62				
Patrol Duties & Officer Safety: Building Searches - 5 instructors per day for 3 days; 3 staff days; one additional instructor at 24 hours for each additional 10-12 student officers				120	24.0	144	24.0
APP 16 instructors over 5 days; Use Staff in Safety Officer or Dispatcher role; two additional instructors for 40 hours each for every additional 10-12 student officers				640		720	
Active Shooter: 1 classroom instructor; 8 active shooter instructors over 8 sessions; (split class); 2 additional instructors for MILO; 9 staff days; additional 32 hours for one additional instructor for active shooter every 10-12 additional student officers	6	32	38	646	72.0	678	72.0
Incident Command System: Online Course	3	0	3	0			
Hazardous Material Emergencies: Online Course	3	0	3	0			
Crime Prevention: Online Course	3	0	3	0			

	Curriculum Hours			48 student officers		60 Student officers	
	CL	SD	Total	SM	Staff	SM	Staff
Crowd Management: 3 hours classroom; 1/2 staff day	3	0	3	3	4.0	3	4.0
Homeland Security: Online Course	3	0	3	0			
Water Safety 3 instructors; 1 staff day; one additional instructor for every 10-12 additional student officers at 6 additional hours	1	5	6	18	8.0	24	8.0
Testing most tests and quizzes included in staff days/hours; 1 staff day for final testing	17		17	0	8.0	0	8.0
TOTALS			800	4533	851	5188	862
				5384	323040	6050	363000
				Total HRS	Total \$\$	Total HRS	Total \$\$

CL = Classroom hours

SD = Skill Development Hours

SM = Total Subject Matter Hours

Green are blocks of instruction that will not require additional instructors as student officer numbers increase

Red font indicates how much blocks of instruction will increase as student officer numbers increase

Extra remediation required may impact estimates.