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

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Municipal Police Training Committee (MPTC)
FY2025 MPTC Police Academy Scholarship Program Report

To: House and Senate Committee on Ways and Means
Cc: EOPSS Fiscal, Legal, Legislative, and Communications
From: Rick Rathbun, MPTC Executive Director
Amy Fanikos, MPTC Deputy Executive Director
Katie Varley, MPTC Scholarship Program Coordinator
Date: September 3rd, 2026

Dear Chairperson Rodrigues and Chairperson Michlewitz,

Section 67 of Chapter 77 of the Acts of 2023 allocated funds to the Municipal Police Training Committee ("MPTC") to establish a pilot police academy scholarship program ("scholarship program") for economically disadvantaged and/or underrepresented Massachusetts residents interested in becoming law enforcement officers.

The purpose of the scholarship program is to promote diversity, equity, and inclusion in the recruitment of police officers, and enhance employment opportunities, by reducing financial barriers to police academy enrollment. Each eligible candidate receives a \$7,000 scholarship to offset costs incurred for pre-enrollment medical and psychological examinations and, if accepted into an academy, uniforms and equipment required for the training.

The full language of Section 67 of Chapter 77 of the Acts of 2023 provides:

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 and such funds shall be made available until June 30, 2024; 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; provided further, that scholarships shall be disbursed to eligible student officers under this item in a regionally equitable manner; ***and provided further, that not later than March 15, 2024, the executive office of public safety and security shall submit a report to the house and senate committees on ways and means 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 and the provision of financial assistance.*** (Emphasis added).

MPTC AGENCY BACKGROUND INFORMATION

The 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 2,800+ instructors who deliver that training; (c) mandatory annual training for 600+ 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.

POLICE ACADEMY COSTS

Most recruits attending a police academy have been “appointed” by a law enforcement agency. The agency covers the cost of enrolling the recruit in, and getting them through, the 22-week academy. Costs include:

Academy Costs (services & supplies)	
Medical Evaluation	\$905.00
Psychological Evaluation	\$500.00
MPTC Tuition	\$3,200.00
Uniforms & Equipment	\$3,020.00
General/Academic Supplies	\$600.00
Ammunition	\$1,120.00
Ballistic Vest	\$1,353.00
TOTAL	\$10,698.00

Additional expenses not mentioned above include a police cruiser and fuel; firearm(s); laptop; personal items (running shoes, lunch box, towels, shower shoes, swimwear, athletic support, hygiene items, etc.); plus salaries, stipends, and/or paid benefits for recruits who are appointed.

By reducing academy enrollment and attendance costs, the scholarship program opens the door for those who haven't been appointed by a law enforcement agency but otherwise meet the rigorous enrollment criteria to become a police officer.

LEGISLATIVE REPORTING REQUIREMENTS

In response to the legislative reporting requirements set forth in Section 67 of Chapter 77 of the Acts of 2023, the MPTC submits this scholarship program update for FY25 (July 1, 2024, to June 30, 2025).

I. TOTAL NUMBER OF APPLICANTS AND SUCCESSFUL APPLICANTS

During FY25, the MPTC received over 45 inquiries and requests for applications for the scholarship program. Of those inquiries, 27 completed applications were submitted to the MPTC. Five applicants were selected to attend an MPTC Operated academy, and four of the five applicants have gone through the academy pre-screening process

Candidate #1 entered the academy at MPTC Haverhill (NECC) in March 2025. She was hired by the Bunker Hill Community College Police Department on June 30, 2025, prior to graduating, and is set to graduate in August 2025.

Candidate #2 did not successfully pass the pre-academy medical and physical screening process.

Candidates #3 and #4 passed their pre-academy medical screening and are set to attend MPTC Randolph and MPTC Haverhill/NECC in August and October 2025, respectively.

Candidate #5 is set to go through their pre-academy medical screenings in the upcoming months pending academy availability and vacancies.

Applicants who have not yet gone through the background process have been notified of the receipt of their application and will be advised of the next steps in the application process in the upcoming months.

Candidate #	Passed Screening	Police Academy	Police Academy Start Date	Status
1	Yes	MPTC Haverhill/NECC	3/3/2025	Scheduled to graduate: 8/15/25
2	No	N/A	N/A	N/A
3	Yes	MPTC Randolph	Anticipated August 2025	In process
4	Yes	MPTC Haverhill/NECC	Anticipated October 2025	In process
5	Yes	Next in line	Unknown	TBD

II. CRITERIA USED TO DETERMINE SUCCESSFUL SCHOLARSHIP APPLICATIONS

To be eligible for a scholarship, applicants must meet the following minimum enrollment requirements:

- Identify as an economically disadvantaged and/or underrepresented population across the Commonwealth of Massachusetts.
- Be at least twenty-one (21) years old.
- Have a high school diploma or equivalent and a valid driver's license.
- Pass a Background Check conducted prior to acceptance (including CORI and National Decertification Index).
- Provide proof of adequate insurance or obtain health insurance and have it remain in effect through the entire academy program.
- Pass the Massachusetts Human Resource Division's (HRD) medical exam.
- Pass the MPTC's entry-level fitness standards.

III. **FY25 EXPENDITURES FROM THE SCHOLARSHIP FUND**

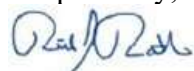
In FY25, the MPTC assisted a total of four candidates through the scholarship program. The assistance was in the form of funds paid directly to our partner agency, the Bristol Community College Police Department, for the expenses it incurred procuring medical services, psychological services, uniforms, and required equipment. Total scholarship funds expended in FY25 were \$6,628.62, as detailed below:

FY 25 Expenses - Scholarship Program						
Candidate #	FY 25 Medical & Psychological Services	FY 25 Equipment & Supplies	Total FY 25	FY 25 Scholarship Funds Expended	Tuition Costs	Overall Total as of 6/30/2025
#1*	\$ 500.00	\$ 4,121.07	\$ 4,621.07	\$ 4,621.07	\$ 3,200.00	\$ 7,821.07
#2	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
#3	\$ 500.00	\$ 102.55	\$ 602.55	\$ 602.55	\$ -	\$ 602.55
#4*	\$ 1,405.00	\$ -	\$ 1,405.00	\$ 1,405.00	\$ -	\$ 1,405.00
TOTAL	\$ 2,405.00	\$ 4,223.62	\$ 6,628.62	\$ 6,628.62	\$ 3,200.00	\$ 9,828.62
*Candidate #1 & Candidate #4 incurred expenses that carry over in to FY26. These specific expenses and program totals will be reflected and updated in the FY26 reporting. Expenses detailed above reflect FY25 expenses.						

The scholarship program is a proactive step by the Massachusetts legislature to broaden the pool of candidates who can obtain the training needed to become POST-certified officers in the Commonwealth. The MPTC is proud to partner with Bristol Community College in this important endeavor, and open doors that might otherwise prevent qualified candidates from pursuing a career in law enforcement.

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

Respectfully,



Colonel Rick Rathbun (Ret.)
Executive Director