

Town of Leyden Public Information Forum

May 04, 2022

EDWARD J. COLLINS, JR. CENTER FOR PUBLIC MANAGEMENT

JOHN W. McCORMACK GRADUATE SCHOOL OF POLICY AND GLOBAL STUDIES
UNIVERSITY OF MASSACHUSETTS BOSTON



Agenda

- ▶ **Meet Our Team**
- ▶ **About the Collins Center**
- ▶ **Scope of Work**
- ▶ **MA Police Reform**
- ▶ **Next Steps & Questions**

Meet Our Team

- ▶ **Project Manager:**
 - ▶ Mike Edwards, Public Services Manager
- ▶ **Subject matter experts include (but are *not* limited to):**
 - ▶ Stephen Foley (Public Safety)
 - ▶ Thomas Kennedy (Public Safety)

About the Collins Center

► Mission

We are a consulting organization with a public service mission focused on helping local and state government with public management challenges.

► History

Created by the Commonwealth in 2008 within the McCormack Graduate School of Policy and Global Studies

► Practice Areas

HR, Finance, Management/Operations, Public Safety and numerous other municipal functions

► How We're Structured

Subject matter experts and generalists working across all municipal functions

Leyden Scope of Work

Report development including:

- ▶ **Feasibility Studies**
 - **Police Services**
 - **Fire Services**
 - **Emergency Management**
- ▶ **Police Services Inter-Municipal Agreement (IMA) or other shared services agreement development as applicable**
- ▶ **Assist Local Emergency Planning Committee (LEPC) in establishing organizational structure to meet Federal and MA Emergency Management Requirements**
- ▶ **Development implementation plan for shared or Regional Fire and Emergency Management Services**
- ▶ **Community engagement plan**
 - **Solicit community feedback**
 - **Provide findings and recommendations to the Town and its residents**

Legislation Overview

▶ Title:

- ▶ **An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth**

▶ Purpose:

- ▶ **To bring accountability to law enforcement, training and certification/decertification protocols**

▶ Timing:

- ▶ **Rolling out NOW and will significantly impact all law enforcement agencies**

▶ Impact:

- ▶ **Small communities will be most impacted by the training, certification, and administrative requirements, resulting in significant fiscal challenges**

Legislation Overview (small town version)

- ▶ **Created 18 new separate commissions – 2 most relevant for this discussion:**
 - ▶ **POSTC – Peace Officers Standards Training Commission**
 - ▶ **MPTC – Massachusetts Police Training Committee**
 - ▶ **Remaining 16 commissions have or will produce additional training and policy/procedure requirements**
 - ▶ **All commissions are still working through the requirements of the law, so guidance is changing daily**
- ▶ **Certification requirements for agencies and officers**
 - ▶ **Single standard of training as of July 1, 2021; PT/Reserve has been phased out**
- ▶ **Significant impacts on small agencies that will require significant changes in the way towns provide police services**
- ▶ **Bottom line – Part-time/Reserve Officer model is not sustainable**

Organizational Structure



Agency Certification & Requirements

- ▶ **Sec. 5 - All law enforcement agencies shall be certified by the POST Commission...but under what criteria?**
- ▶ **8 criteria (policies & procedures) specified in the law:**
 - ▶ **Use of force and reporting use of force**
 - ▶ **Officer code of conduct**
 - ▶ **Officer response procedures**
 - ▶ **Criminal investigation procedures**
 - ▶ **Juvenile operation**
 - ▶ **Internal affairs and officer complaint investigation procedures**
 - ▶ **Detainee transportation; and**
 - ▶ **Collection & preservation of evidence**
- ▶ **Still unclear what direction POSTC will go...Certification under Mass. Police Accreditation Commission (MPAC) reviews 159 criteria.**

Officer Certification & Requirements

- ▶ As of July 1, 2021, all new police officers will be required to:
 - ▶ Be 21 years old
 - ▶ High school diploma
 - ▶ Complete a MPTC Recruit Class (\$)
 - ▶ Complete POST-approved medical exam (\$)
 - ▶ Psychological evaluations (\$)
 - ▶ Pass a state & national background check (\$)
 - ▶ Pass an examination approved by the commission
 - ▶ Successfully complete an interview administered by POST
 - ▶ Be of good moral character for LE employment in POSTC's judgement
- ▶ Recertification requirements – 40 hours minimum in-service training (80 is recommended for budgeting, as the 40 is very basic and likely will not meet the evolving guidelines)

Officer Certification (cont.)

- ▶ Education + Experience = compromise for FT Academy for existing PT/reserve/intermittent
- ▶ Bridge Academy – created to help existing PT & reserves “bridge” into FT standard.
 - ▶ \$6-8,000 cost
 - ▶ 200 hours (80 online)
 - ▶ Comprehensive exam
- ▶ 2,400 hours of patrol over 5 years (by 2027)
- ▶ Exemption is submitted & voted upon to certify
- ▶ Impact on the job market...

Officer Hiring & Retention Considerations

- ▶ **Small town PD's often started officers as PT to build a pool for future FT candidates and provided an opportunity to evaluate them for fit...now, all new personnel must go through FT academy (funded by agency) & standardized interview process**
- ▶ **Interest in law enforcement careers is already at a low point**
- ▶ **Training & records retention burden on agencies, including for transfers which may be common in smaller markets**
- ▶ **Fully certified officers will be very marketable after a considerable investment by a Town**

Recap of Challenges for Small Towns

- ▶ Regulations, standards and requirements are still evolving...
 - ▶ Staff time, funding and a minimum level of organizational sophistication is necessary to both achieve agency certification and stay up to date and meet officer training/certification requirements.
 - ▶ This will continue to increase as implementation continues
- ▶ Significant increase in administrative/management burden for all police agencies
- ▶ Officer certification requirements, combined with the ongoing training and recertification requirements, will create a labor market that will make hiring and retention very challenging
- ▶ PT/Reserve model is highly unlikely to be sustainable
- ▶ Significant potential for increased municipal liability

Next Steps and Questions...

- ▶ **Continue to assist with development/execution of interim agreement for shared police services**
- ▶ **Begin data collection for feasibility study for each of the public safety functions**
- ▶ **Ongoing or developing related studies/efforts**
- ▶ **Questions?**

**Thank you for the opportunity to work
with you on these critical issues facing the Town of Leyden.**

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Collins Center website:

<https://www.umb.edu/cpm>