



LAW ENFORCEMENT TRAINING AT IT'S BEST

**MPI**  
MUNICIPAL POLICE INSTITUTE  
**MPI**

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## The Art of Surveillance

**THE ART OF SURVEILLANCE**  
LET MPI HELP YOU "NAIL THE CASE" WITH TECHNOLOGY, SURVEILLANCE, AND THE RIGHT INVESTIGATOR

**SHEILA SMITH & SERGEANT DETECTIVE WINSTON DELEON**

WOBURN PD  
MARCH 28, 2023  
9:00 AM - 3:00 PM

THIS COURSE IS A MUST FOR ALL SUCCESSFUL INVESTIGATIONS AND WE LOOK FORWARD TO PRESENTING IT TO YOU

WE'LL SHOW YOU HOW TO "WORK THE CASE," "DOCUMENT YOUR WORK," AND "PREPARE YOUR COURT PRESENTATION."

March 28, 2023  
Woburn Police Department

Detective Sgt Winston DeLeon  
Sheila Smith  
9:00 am - 3:00 pm

One of the most widespread law enforcement monitoring technologies is the surveillance camera. This course will address the contemporary tools of the police investigator. We'll examine the types of surveillance necessary to be effective in the modern world of technology and criminal investigation. This training program will discuss various types of surveillance, photography and video

## The Public Information Officer

March 20, 2023  
Grafton Police Department

[Stephen A. Taranto, J.D.](#)  
[Captain John Serson \(Ret.\)](#)  
9:00 am - 3:00 pm

Now, more than ever before, police departments find themselves under the scrutiny of the press and the public. Actions of police officers, the policies in place at your agency and the public perception of your department might likely be examined in detailed by the press and the community. It is important that information is provided to the press and the community in a way that is fair, professional and timely. Law enforcement's link between the agency and the media is the Public Information Officer (PIO). Whether permanently assigned or suddenly thrust into the position by chance, the PIO needs to have the skills necessary to effectively and professionally provide news and information to the public. This course is designed for current PIOs as well as line officers and supervisors who, by virtue of

to be used in your investigation. We'll address such topics as choosing and assigning the right investigator. We'll show you how to "Work the Case," "Document your Work," and "Prepare your Court Presentation."

This course is a must for all successful investigators and we look forward to presenting it to you."

**Register  
Now!**

## Assessment Center Testing Preparation (2 -Day)

New Dates Pending

Alfred P. Donovan  
8:30am - 2:30pm

### TOPICS:

- What is an assessment center?
- How it is different from the basic 'knowledge based' test that I have taken in the past?
- What will I be tested on?
- How do I prepare myself to participate in the assessment center process?
- What skills, abilities, competencies and aptitudes are they testing for?
- What about my specific organization, will I be tested on my

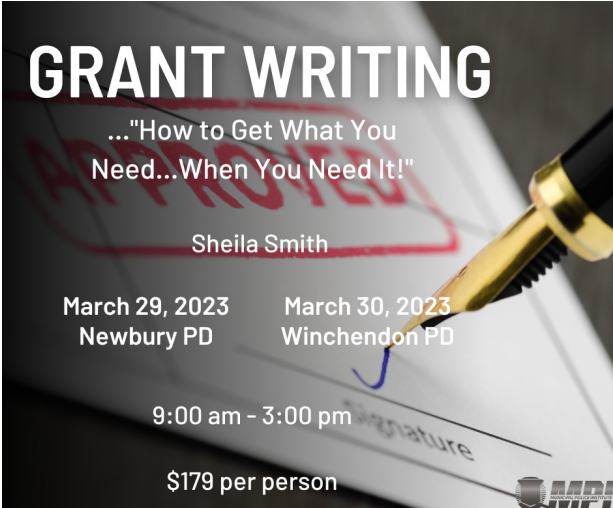
their positions, might be called upon to interact with the new media. Officers will learn to effectively communicate news and information in ways that favorably represent his/her department.

### Topics:

- What is a PIO and what is his/her role?
- What are preferred PIO skills and qualifications?
- How to deal with public information requests
- How to write press releases
- How to conduct a press conferences
- How to manage social media
- The PIO role in critical incidents
- What is news?
- Police/press conflict and resolution

**Register  
Now!**

## Grant Writing..."How to Get What You Need...When You Need It!"




**GRANT WRITING**  
..."How to Get What You  
Need...When You Need It!"

Sheila Smith

March 29, 2023 Newbury PD	March 30, 2023 Winchendon PD
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9:00 am - 3:00 pm  
\$179 per person

Signature



March 29, 2023  
Newbury Police Department

March 30, 2023  
Winchendon Police Department

departments policies or procedures

- What different types of exercises can I expect?
- How do the scores work?
- How can I prepare to take the test?
- Practice test reviewed
- In-Basket, budget
- Role player
- Media presentation
- Community meeting
- Employee interview
- Citizen complaint
- Group exercises and much more!

**Register  
Now!**

Sheila Smith  
9:00am - 3:00pm

At MPI, we realize, that many of you rely on grant money to make things happen. This year, there's lots of federal money available in the form of grants for law enforcement agencies and we know how to get it. Our instructor, Sheila Smith, has written grant applications resulting in the acquisition of more than 10 million dollars in grant money for law enforcement agencies just like yours. This course will teach you how to identify your funding needs and then show you where to go to locate the grant opportunities that will meet your needs. We'll show you how to properly develop the grant proposal, how to submit the application and manage those funds once they're received. Students will leave this class with a complete written grant on either body worn cameras or for de-escalation. In addition, this course will keep you organized and in compliance with all federal requirements.

"There are many courses available introducing the ins and outs of grant writing for public safety. There is only one MPI, and we'll show you how to get it done!"

Course Goals:

- Describe the requirement for federal grants
- To provide materials that will assist LEO's in developing and submitting a grant application
- Discuss a strategy for getting departmental acceptance for grants
- Discuss the different components of grant applications
- Managing the grant, communication of grant milestones / payments
- Budget modifications
- Get support from external agencies

Register  
Now!

## Supervisor Responsibilities and Duties under the Police Reform Law

New Dates Pending

[Alfred P. Donovan](#)

8:30 am - 2:30 pm

The Police Reform Bill passed by the Legislature and signed by the Governor creates mandates and obligations in Police Supervision and Leadership which significantly impact the duties, responsibilities and obligations of both leaders and supervisors. This seminar will focus on those mandates, obligations, duties, and responsibilities created by the law.

- §10 REVOCATION OF CERTIFICATION. [Effective July 1, 2021]

(a) The commission shall, after a hearing, revoke an officer's certification if the commission finds by clear and convincing evidence that:

(xv) the officer failed to intervene, or attempt to intervene, to prevent another officer from engaging in prohibited conduct or behavior, including, but not limited to, excessive or prohibited force in violation of section 15;

- §15 OBLIGATION TO INTERVENE IN CASE OF EXCESSIVE PHYSICAL FORCE. [Effective September 1, 2021]

(a) An officer present and observing another officer using physical force, including deadly force, beyond that which

## Digital Evidence and Investigations

*The Cell Phone - The Tower - And YOUR Success - "What you don't know could cost you your case!"*

March 15, 2023

Mansfield Police Department

June 8, 2023

Methuen Police Department

[Detective Sergeant Kevin A. Connolly](#)

9:00 am - 3:00 pm

There is little doubt that a cell phone will be involved in nearly every case you're involved with. As a line officer, investigator or administrator, you simply must know and fully understand the law surrounding your investigation involving the cell phone and other media devices. Let Detective Sergeant Kevin A. Connolly, one of the most successful and knowledgeable digital evidence investigators, show you the way.

"You won't believe what you can learn in this one important training program."

### COURSE DESCRIPTION

This course is designed to give all officers, the most recent legal updates on laws governing digital evidence in Massachusetts. Participants will learn how to identify both physical and cloud source data that can be utilized to help solve crimes. This class will cover the ever changing world of cell phone seizures and searches, to include consent searches and search warrant language. Participants will be informed of and instructed on how to utilize the tools

is necessary or objectively reasonable based on the totality of the circumstances, shall intervene to prevent the use of unreasonable force unless intervening would result in imminent harm to the officer or another identifiable individual.

(b) An officer who observes another officer using physical force, including deadly force, beyond that which is necessary or objectively reasonable based on the totality of the circumstances shall report the incident to an appropriate supervisor as soon as reasonably possible but not later than the end of the officer's shift. The officer shall prepare a detailed written statement describing the incident consistent with uniform protocols. The officer's written statement shall be included in the supervisor's report


Click Register Now for seminar topics & info

[Register Now!](#)

necessary to research, preserve, and request data from the various social media companies and other service providers.

[Register Now!](#)

## Report Writing



### Report Writing

Stephen A. Taranto &  
Captain John Serson

Upcoming Dates

Chatham PD	Abington PD
March 14	March 27
9:00am-3:00pm	

March 14, 2023  
Chatham Police Department

March 27, 2023  
Abington Police Department

## Crisis Communicating for the Street Officer

New Dates Pending

[Stephen A. Taranto, J.D.](#)  
[Captain John Serson \(Ret.\)](#)  
9:00 am - 3:00 pm

This one-day course is designed as a practical and realistic guide for police officers at barricaded subject incidents. A special emphasis will be on first arriving officers or detectives. Some situations addressed in this course are individuals who are threatening suicide, domestic incidents where family members are held hostage, suicide-by-cop situations, and offenders who have been caught in the

May 8, 2023  
Woburn Police Department

May 12, 2023  
Newbury Police Department

Stephen A. Taranto, J.D.  
Captain John Serson (Ret.)  
9:00 am - 3:00 pm

This one day course is designed as a practical and realistic guide on police report writing. Special emphasis will be on the report process from field notes to finished court-ready reports. Special segments within this program will touch upon Field Notes, Use of Force Incidents, and Domestic Violence Reports. Basic and simple report structuring will be explained.

## TOPICS:

- Importance of accurate comprehensive police reports
- Field notes and check-off lists to ensure information is captured
- Basic grammar and sentence construction (for police officers)
- Report frame-works
- Crime element inclusion coupled with readability
- Specialty reports (i.e.: Use of force reports, supplemental reports)
- Simple tips for proof reading
- Court use and liability reduction associated with police reports
- Best agency practices regarding police reports

This program is designed to be interactive with attendees. This is a police officers report writing class and not an English class. This program will also benefit supervisors in assisting them with report

act of committing crimes.

## TOPICS:

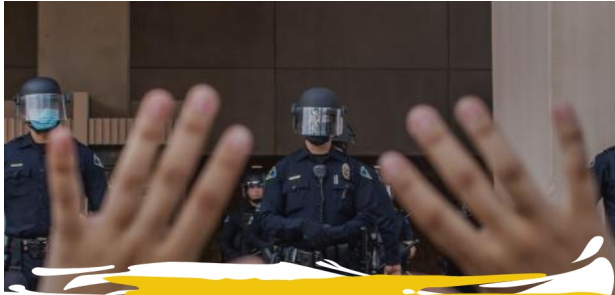
- Types of barricaded situations
- Past protocols for barricaded subjects compared with current protocols
- Immediate response versus negotiating
- Securing and preparing the scene – including evacuating and negotiator & community safely
- “The critical first 30 minutes”
- Supervisor responsibilities
- Beginning and sustaining productive communications – building rapport and trust
- Communicating with special populations
- Developing and using the necessary skill of ‘active listening’
- Recognizing and applying ‘time’ to your advantage – the ‘slow-it-down’ principle
- ‘Do’s and don’ts’ of crisis negotiations – stress reducing and getting to the solution
- Working in teams and interaction with command personnel, tactical teams, and other agencies
- Transferring information to department negotiators and tactical personnel
- Media issues
- Post-situational reviews
- Designing and incorporating practical training for all members of the department

This program is designed to be interactive with attendees. Experienced negotiators will also find great benefit in attending this

reviews.

**Register  
Now!**

## Nonverbal Cues and Behavior Recognition for Law Enforcement



### NONVERBAL CUES AND BEHAVIOR RECOGNITION FOR LAW ENFORCEMENT

GRAFTON PD

CARL MACCARIO

MARCH 16, 2023

8:30 AM - 2:30 PM

March 16, 2023

Grafton Police Department

April 4, 2023

Wilmington Police Department

May 1, 2023

Grafton Police Department

[Carl Maccario](#)

8:30AM - 2:30PM

This MPI workshop on non-verbal communication and body language will be led by Behavior Expert, Carl Maccario, a recognized expert in Nonverbal Communication, and human emotion as it relates to evaluating truthfulness and detecting deception. Over the last 18 years, Carl has trained law enforcement and special mission units of the military on how to recognize and interpret nonverbal behavior. He has also taught to private companies human resources and sales recruiters. Mr. Maccario helped design, develop, and implement the first "Behavior Screening" program for a major international airport following 9/11. Mr. Maccario continues to practice the skill set operationally and helped identify 2 foreign intelligence agents at a major defense contractor. Carl is a contributing author to the text book, Nonverbal

program to stay sharp with these skills.

**Register  
Now!**

## Dust 'n Bust

### Dust 'n Bust

Shawn Dolan, CLPE

8:30 AM - 4:30 PM

#### Upcoming Dates

March 14  
Plymouth PD

March 21  
Grafton PD

March 28  
Bellingham PD

3-day comprehensive crime scene investigation course

March 14 - 16, 2023

Plymouth Police Department

March 21 - 23, 2023

Grafton Police Department

March 28 - 30, 2023

Bellingham Police Department

April 4 - 6, 2023

Mansfield Police Department

April 11 - 13, 2023

Methuen Police Department

April 18 - 20, 2023

Wilmington Police Department

May 16 - 18, 2023

Woburn Police Department

May 23 - 25, 2023

Adams Police Department

[Shawn Dolan, CLPE](#)

8:30 am - 4:30 pm

The new format of this course involves exposure to multiple crime scenes. This soup-

Communication: Science and Application and Protecting Airline Passengers in the Age of Terrorism. He is also featured in former TSA Administrator, Kip Hawley's book, "Permanent Emergency".

This seminar teaches one to:

- The importance of non-verbal communication
- How you can better your law enforcement skills by 'reading people' correctly and knowing what to look for
- Detecting deception through verbal and nonverbal cues

#### WHY THIS WORKSHOP?

The knowledge gained from this workshop will increase your knowledge and awareness for:

- Officer safety, Domain Awareness: Recognizing when "something just doesn't seem right" and articulating that. Increase your skill at detecting deception. Behavior Recognition makes for a safer and secure work environment. Help you better understand nonverbal communication; i.e. body language and emotion that may signal when someone may be less than forthcoming or being deceptive.
- Overall better communication skills: Leading meetings, managing a team, or better understanding your co-workers. When conducting interviews, hiring or doing internal investigations, evaluating truthfulness and possible deception through verbal and nonverbal cues.

[Register Now!](#)

## 2 Day Search Warrant Preparation

May 1-2, 2023  
Wilmington Police Department

May 3-4, 2023

to-nuts 3 day (24 hour) hands-on crime scene class will cover basic approach, preservation methods, documentation procedures, basic and advanced processing techniques as well as final evidence reporting and presentation of findings. This will be a highly intense course that will challenge the officer's/detective's ability to handle the scene from response to report. The goal is to equip the student with the fundamental evidentiary knowledge of crime scene investigation techniques and gain mastery of the techniques necessary to obtain latent impressions, blood and bio collection, and preparation for submission to AFIS, DNA, drug and firearms/ballistics lab analysis.

#### PREREQUISITE:

This is a follow-up course to the Breaking and Entering Evidence Recovery (BEER) course, which builds on the officer/detective's skills to successfully process scenes that they most commonly encounter. Basic or Advanced Photography course and the evidentiary photography course are also helpful. Students should have general working knowledge of their cameras. Cameras can be point and shoot or DSLR.

#### REQUIREMENTS:

Students should bring cameras and any crime scene processing kits and tools assigned to their unit.

Students will be supplied with ninhydrin/dye stain and all written materials and worksheets.

[Register Now!](#)

## Body Worn Cameras: *The Unbiased Witness*

**Detective Sergeant Chuck Peterson (Ret)**

9:00 am - 3:00 pm

The class is designed to give the average officer the knowledge and ability to prepare a quality search warrant affidavit in Massachusetts. The class will be instructed by veteran Massachusetts investigators who are Federally certified instructors. The class will specifically apply to Massachusetts laws and requirements.

**TOPICS**

- When is a warrant needed?
- How to fill out a search warrant application
- What is probable cause & how to demonstrate it in writing
- What can be searched for
- Drug warrants
- Homicide & violent crime warrants
- Computer warrants
- Identifying location & items to be searched for
- Time constraints
- Use of named vs. unnamed informants
- Developing first time informers
- No knock vs. knock & announce
- Controlled buys
- Anticipatory warrants
- Execution / Entry issues
- Post execution reports

All students will receive a comprehensive manual and digital files containing information pertinent to the successful preparation of a search warrant!



**BODY WORN CAMERAS**  
:The Unbiased Witness

The poster features a close-up of a yellow and black body-worn camera mounted on a high-visibility yellow vest. The background is blurred, showing what appears to be a police officer in uniform. The text is overlaid on the top half of the image.

Instructors: Sgt Detective Winston DeLeon & Sheila Smith

Location: Grafton PD

Date: March 27, 2023

Time: 9:00 am -3:00 pm

March 27, 2023

Grafton Police Department

Sheila Smith

Sgt Detective Winston DeLeon

9:00 am - 3:00 pm

Body worn cameras can be relied upon to capture evidence-grade video in any situation, at every interaction. As technology advances, so does the need for law enforcement agencies to stay in front of the challenging environment and the technology available to help us manage it. Let our body worn camera training expert, Sheila Smith, show you how this technology can become part of police investigations, transparency, accountability and protection for those us who protect and serve.

Here's what you can expert to learn:

- The Fundamentals / An overall view of the body worn camera
- Why a BWC program is necessary in today's society
- How to implement your program
- Legal Issues
- How the BWC can benefit your community relations
- More

Don't wait any longer! Learn everything you need to know about body worn cameras and how to implement their use in your police agency!

[Register](#)

Register  
Now!

## New Sergeants Program 5 Day

April 3-7, 2023  
Woburn Police Department

[Alfred P. Donovan](#)  
8:30 am - 2:30 pm

### Day 1

- Performance Management and Accountability
- Providing the tools supervisors need to guide officers toward achievement of a greater level of ownership, effectiveness and increased productivity. Coaching, Directing, Delegation, Assisting, Accountability will all be discussed. 3 Hour Block
- Documenting, Recording and Correcting Employee Behavior
- Instructions on the duties, responsibilities and essential functions of a Police Sergeant. Holding subordinates accountable and coaching them in the right direction. Setting clear and concise expectations. 2 Hour Block

### Day 2

- Procedural Justice, Cooperation and Police Legitimacy
- Explore the role of police response and public cooperation toward building support for the police organization and their actions. Instilling the service orientation mentality in subordinates. A supervisor's responsibilities in enforcing the Procedural Justice and Community

Now!

## Management Rights for Law Enforcement Leadership



MANAGEMENT RIGHTS FOR LAW ENFORCEMENT LEADERSHIP

ALFRED P. DONOVAN  
SOUTHBOROUGH PD  
15 MARCH 2023  
8:30 AM - 2:30 PM

JOIN NOW

March 15, 2023  
Southborough Police Department

[Alfred P. Donovan](#)  
8:30 am - 2:30 pm

## QUESTIONS ANSWERED

- What is a past practice?
- What is a mandatory subject of bargaining?
- What is impact bargaining?
- Why are discussions needed with the Union when they are listed in my managements rights clause?
- What is a work rule?
- What type of changes can I implement without bargaining?
- What is mid-term bargaining?
- What are my assignment rights?

## SUBJECTS DISCUSSED

- » Limiting employees hours of work
- » Implementing changes in policy
- » Time clocks, assigning new duties

Policing philosophy while continuing to provide essential Law Enforcement Services. 3 hour Block

- Employee Rights vs. Supervisory Functions and Responsibilities
- A review of employees' rights in connection with common supervisory problems. Weingarten Rights and Employees Rights when suspected of criminal act reviewed and discussed. 2 Hour Block.

### Day 3

- Supervision Liability
- An overview of circumstances where claims or verdicts have been upheld against supervisors in their individual capacities. Deliberate Indifference and failing to stop unconstitutional acts discussed. 3 Hour Block
- The Duty to Intervene and Report under the Massachusetts Police Reform Law Fully discussed and explained. 2 Hour Block

### Day 4

- Complaint Investigations as they Relate to Supervisors
- This course will provide supervisors with information and training needed in connection with Accreditation Standards and Police Reform mandates that require Police Agencies to allow supervisors to investigate and handle minor complaints. Basic IA investigative skills and guidelines will be discussed. 3 Hour Block
- Ethical Decision Making in Difficult Situations
- Ethical Decision Making for Supervisors. This block of training

- » Changing hours of work: Implementing changes in your workplace
- » Implementing discipline
- » Impact bargaining strategies
- » How to impact bargaining correctly
- » When to implement changes
- » Documenting to win!
- » Recent court cases on Chiefs right to assign
- » Truthfulness decisions, mandatory subjects of bargaining

**Register  
Now!**

will deal with realistic ethical challenges in law enforcement such as detail fraud, double dipping, time theft, minor conflict of interest violations, and abuses of the badge. 2 Hour Block

#### Day 5

- Prevention, Intervention and Post-Vention (PIP)
- Prevention, Intervention and Post-vention (PIP) are the three areas of focus when working in the area of suicide. Suicide prevention certificate will be issued. 3 Hour Block
- Basic Use of Force Investigations for Supervisors
- An overview of the Massachusetts CMR regarding the Use of Force and what is required as part of a basic review of a Use of Force incident by Supervisors. 2 Hour Block

**Register  
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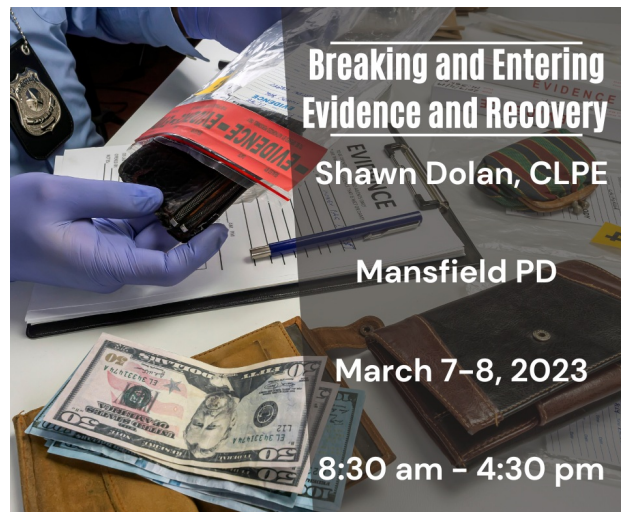
## Street Level Narcotics Investigations

April 25- May 4, 2023  
Randolph Police Department

Patrolman C. Robert Mercer  
Chief William G, Brooks, III  
Detective Joseph L. Connors  
8:30am - 4:30 pm

Officers will conduct an investigation that will include informant interviews, both electronic and manual surveillance, a controlled buy using an informant, a buy

## Breaking and Entering Evidence and Recovery (BEER)



April 25 & 26, 2023

bust, a search warrant affidavit and the execution of a search warrant on an abandoned house using a raid plan.

Students will receive a 500-page manual that will have samples of raid plans, affidavits, informant contact sheets and court cases that apply to narcotics investigations.

## LEARN

- How to develop informants
- The ability to write a search warrant
- Identify and conduct a variety of different narcotic investigations

**Register  
Now!**

Adams Police Department

May 3 & 4, 2023

Newbury Police Department

May 30 & 31, 2023

Milford Police Department

[Shawn Dolan, CLPE](#)

8:30 am - 4:30 pm

This 2 day (16 hour) HANDS ON course will enable the newly assigned investigator or 1<sup>st</sup> responding officer assigned to handle evidence at the most common crime scenes: housebreaks and commercial breaks. The officer will also gain the fundamental skills necessary to respond to stolen/recovered motor vehicles, drug crimes and assaults.

The methods for developing latent prints on evidence are vast and plenty. But the concepts addressed in this course will help the investigator with the first steps and basic techniques in processing evidence from these types of scenes utilizing a systematic approach to document, preserve, process and collect items at the crime scene.

Participants will be instructed in the use of the first and basic set of processes and will demonstrate their proficiency in the use of these materials to the satisfaction of the course instructor.

## PREREQUISITE:

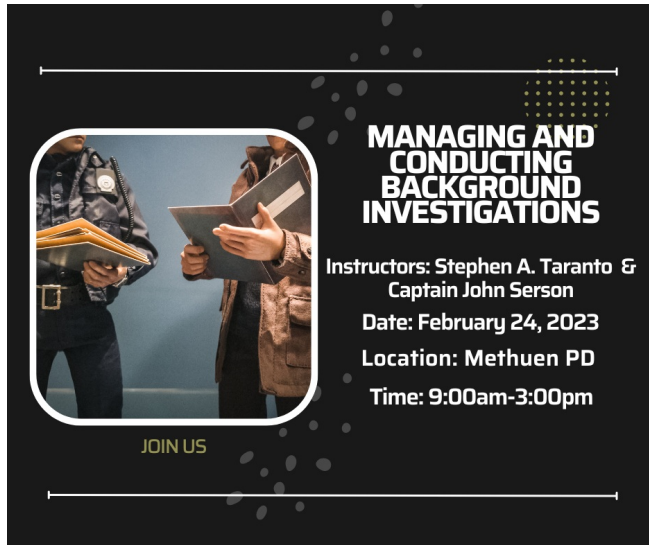
This is the pre-requisite course to the secondary, Dust 'n Bust (which will cover the "vast and plenty" of latent print/DNA recovery that follows basic methods.

Each participant attending the course will receive a BEER kit. The cost of the training (including the entire "BEER" kit is

\$429.00), which for fiscal purposes can be allotted from either an agency training budget or equipment budget.

**Register  
Now!**

## Managing and Conducting Background Investigations



March 24, 2023  
Abington Police Department

April 4, 2023  
Methuen Police Department

April 17, 2023  
Chatham Police Department

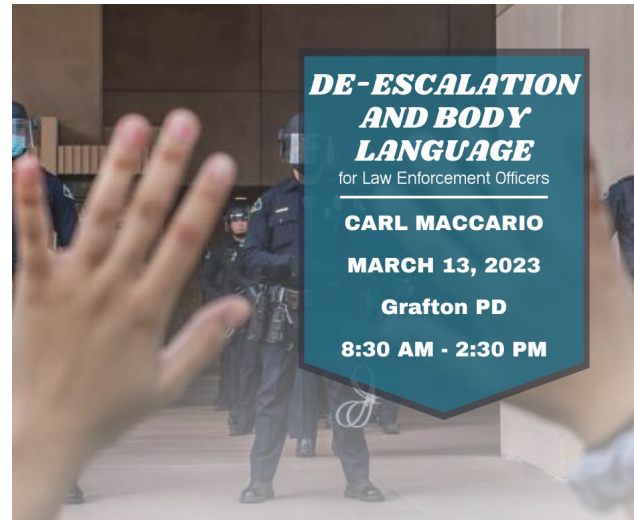
April 21, 2023  
Woburn Police Department

May 15, 2023  
Newbury Police Department

**Stephen A. Taranto, J.D.**  
**Captain John Serson (Ret.)**  
9:00 am - 3:00 pm

This class is ideal for officers responsible for managing or conducting pre-employment background investigations. The class is appropriate for officers of any rank.

## De-escalation and Body Language for Law Enforcement Officers



March 13, 2023  
Grafton Police Department

April 6, 2023  
Wilmington Police Department

Carl Maccario  
8:30am - 2:30pm

## TOPICS

- Conditions for effective de-escalation.
- Levels of anger escalation
- What is crisis intervention?
- De-escalation techniques
- How do you de-escalate a conflict?
- Verbal De-escalation, what it is, when to use it?
- Verbal De-escalation Tactics
- Establishing an Environmental Baseline: Recognition and Observation skills as it relates to identifying deviations from expected

A one-day seminar for patrol officers, supervisors and administrators responsible for managing or conducting pre-employment background investigations for any size agency. The course objective is to explain the purpose and value of quality background investigations and to provide tools, sources and techniques that will assist police managers in conducting quality background investigations.

- Who should be involved?
- What goes into a quality investigation?
- Timelines
- Areas of inquiry
- Importance of an in-depth inquiry
- Making the investigation fit the need
- Importance of social networks
- Critical issues
- Suggested forms
- Interview techniques
- Suggested data sources
- Accountability
- Record keeping
- Policy Development
- Requirements for Massachusetts and C.A.L.E.A. Accreditation/Certification

[Register Now!](#)

## Internal Affairs Certification Program (5 Day)

New Dates Pending

[Alfred P. Donovan](#)  
8:30 am - 2:30 pm

- norms in a particular environment.
- Indicators of potential hostile /criminal intent: pre op planning. Surveillance etc.
- Recognizing , decoding and deciphering body language cues for both field and static interviews
- Verbal and non-verbal indicators of potential deception
- Cognitive Questioning Techniques (field and static) – highly effective in exposing deception and defeating cover stories

About the presenter:

Carl Maccario, Co-creator of the TSA Behavior Detection Program.

Over the last fifteen years Carl has taught extensively to local, State and Federal law enforcement agencies as well as in the Middle East. In addition for more than a decade, Carl has presented training for the United States Department of Defense and Special Operations Community helping to prepare them for traveling into hostile areas of the world. Carl is engaged in this training on a continuous basis and continues to perform this skill set in various operational environments. Carl was also featured in former TSA Administrator, Kip Hawley's book, "Permanent Emergency". Carl has been a contributing author to the text book, Nonverbal Behavior: Science and Application and Protecting Airline Passengers in the Age of Terrorism, published by (ABC-CLIO).

[Register Now!](#)

## Responding to the Crime Scene

New Dates Pending

[Chief Michael Goulding \(Ret\)](#)  
9:00 am - 1:00 pm

The purpose of this seminar is to provide internal investigators from Massachusetts with the knowledge and skills necessary to conduct realistic internal investigations within their departments by supplying them with information necessary and the latest legal updates. Standardized training and policies will be provided. Certificates for Completion of Course will be provided. This course is specifically designed for Massachusetts Law Enforcement Officers.

## TOPICS COVERED

- Internal Affairs Investigations
- Civil Service Procedures
- Progressive Discipline
- Dealing with Union Officials
- Rules and Regulations
- Compelling Employees to produce

– & MUCH MORE!

**Register  
Now!**

**Post Promotional Suicide  
Prevention & Monitoring Persons'  
in Custody**

*A must, for Patrol Officers, Supervisors and Investigators. You answer the call and it's absolutely important to learn what you "can do" and what you "must do."*

This course is an opportunity for patrol officers and supervisors to receive practical instruction on responding, assessing and securing a crime scene. Further steps on searching, collecting and processing will also be discussed, especially for those departments who do not have a dedicated crime scene investigator or unit.

This course will help you in responding to in-progress calls as well as those that have already taken place. Chief Mike Goulding will help you to be prepared and professional in your approach when "Responding to the Crime Scene," an understanding of basic crime scene investigation.

**Register  
Now!**

## Firearms Legal Update

April 26, 2023  
Grafton Police Department

May 2, 2023  
Southborough Police Department

May 11, 2023  
Middleborough Police Department

May 17, 2023  
Needham Police Department

May 23, 2023  
Webinar/Zoom

[Chief Ronald C. Glidden \(Ret.\)](#)

9:00 am - 3:00 pm

# Post Promotional Suicide Prevention

## Upcoming Dates

Woburn PD  
March 3, 2023

Grafton PD  
April 6, 2023

David O'Laughlin  
9:00 am - 1:00 pm

April 6, 2023  
Grafton Police Department

April 21, 2023  
Wilmington Police Department

David O'Laughlin  
9:00 am - 1:00 pm

This program has been developed by the Municipal Police Institute in accordance with Massachusetts General Law Chapter 40 Section 36C. This law mandates refresher training in Suicide Prevention, for all recently promoted police officers. This program provides instruction for all prisoner watch personnel to recognize the signs and symptoms of distress and how to provide safe and effective suicide watch over those held in custody. The program addresses the ways in which to make risk assessments and what levels of prisoner observation is required based on these assessments.

In addition, this program addresses the duties of the matron and all prisoner watch personnel as well as the policy and procedures necessary to safely guard the health and wellbeing of those persons held in custody by law enforcement.

This is an update of Massachusetts firearms laws instructed by Chief Ron Glidden (Ret.). The training will include the August 2022 changes to Massachusetts firearms law including, and the impact on licensing from the Supreme Court's decision in New York State Rifle & Pistol Association v. Bruen. Recent changes in firearms licensing eligibility and suitability will also be discussed as well as other important firearms laws, procedures, and responsibilities for licensing officials. The training is appropriate for firearms licensing and enforcement personnel as well as others interested in Massachusetts firearms law.

### Topics Covered

- The impact of New York State Rifle & Pistol Association v. Bruen
- The NEW suitability definition
- LTC restrictions eliminated
- NEW LTC licensing guidelines from the AG, EOPS, DCJIS, and MCOPA
- Restraining Orders, Harassment Orders, and Extreme Risk Protection Orders
- State and federal firearms license disqualifications
- Assault weapon issues
- Ghost guns
- General firearms licensing procedures
- Suitability issues
- Firearms related definitions
- Firearms in the home without LTC
- Court petition for FID suitability
- Unsecured weapons law and penalties
- Safety course requirements and exemptions
- Laws related to self-defense sprays
- Firearms dealer issues
- Firearms on school grounds
- Minors, firearms, and parental exemptions

**Register  
Now!**

## Use of Force Investigations for Internal Affairs Investigators

New Dates Pending

[Alfred P. Donovan](#)

8:30 am - 2:30 pm

The purpose of this seminar is to provide Internal Affairs Investigators with the knowledge and information necessary to handle and investigate Use of Force incidents at the 'Investigative level' with the perspective of performing fair and impartial investigations within the requirements of the Police Reform Act. Duty to intervene and report will be discussed as well as failing to intervene and/or report under the Police Reform Act. Learn how to document, report and memorialize the facts within the framework of the Police Reform Act. Video and realistic scenarios will be presented for participants to evaluate and work with.

### SEMINAR TOPICS:

Police Reform Updates and requirements will be discussed, documentation and policy considerations will be discussed,

- Exemptions from firearms licensing requirements
- Unlawful carrying of firearms
- Stun Guns
- Firearms License Review Board
- And much, much more!

The cost of the training includes the updated Law Enforcement Guide to Firearms Law

**Register  
Now!**

## Digital Crime Scene and Forensic Evidence Photography

March 7 - 9, 2023  
Norfolk Police Department

May 23 - 25, 2023  
Grafton Police Department

June 20 - 22, 2023  
Newbury Police Department

July 10 - 12, 2023  
Wilmington Police Department

[Drew Webb](#)  
8:30 am - 4:30 pm

This three-day course will introduce the investigating officer to the most modern methods of crime scene and forensic evidence photography. On completion of this course, the student will understand and be able to use their cameras and associated accessories and lighting in both manual and automatic modes, so that they will be able to record the scene and information accurately as they see it, and not be constrained by the camera's automatic functions. Particular emphasis is placed on fingerprint and small object evidence photography, including tool marks and shoe/tire print impression

the reasonable and necessary standards will be discussed. The impact the Massachusetts Police Reform will have on existing federal court cases and standards. The duty of officers and supervisors to intervene and report will also be discussed as it applies to internal affairs violations and/or compliance. Use of force checklist will also be reviewed for investigators in relationship to the escalation and de-escalation of force.

**Register  
Now!**

## Accountability & Discipline for Supervisors

New Dates Pending

Alfred P. Donovan  
8:30 am - 2:30 pm

### TOPICS INCLUDE:

How to hold a disciplinary conference, what to do during a crucial confrontation, what and how to document the facts after a disciplinary conference, what steps are necessary, what rights do union employees have, what rights does management have, starting the paper trail, what is corrective action, what is progressive discipline, how to change deficient behavior and performance and what to do if it doesn't change. Documentation, performance reviews, verbal warnings, written warnings, starting a paper trail, counseling employees, implementing discipline, dealing with 150E issues, performance improvement plans and design.

imaging. Students will also understand shortcuts using a camera's automation when appropriate to make their photography easier and more efficient. Typically, more than 50% of the class time is spent doing hands on camera work exercises, with close individual attention from the instructors. Exercises are demonstrated via projection through the instructors' cameras so the class can see what they will be doing before they are asked to do it.

*Click Register Now for course topics and information!*

**Register  
Now!**

## 2 Day Criminal Procedure Review & Update

New Date Pending

Chief Kevin Kennedy  
8:00 am - 5:00 pm

This course is intended to reach those Patrol Officers, Detectives and First Line Supervisors who want to have a complete understanding of Criminal Procedure. This program will take you from initial contact to conviction. This training program has been designed to provide you with a comprehensive, in-depth review of the foundational concepts of criminal procedure, recent case law and ramifications to the 4th, 5th and 6th Amendments of our Constitution, as well as Articles 12 & 14 of the Massachusetts Declaration of Rights.

### DAY 1

- Threshold Inquires
- Stop & Frisk
- MV Stops & Exit Orders
- Protective Sweeps
- Hot Pursuit (Felony/Misdemeanor)
- Community Caretaker

**Register  
Now!**

- Warrantless Searches
- Emergency Aid Exception
- Consent Searches
- Plain View Seizure
- Search Incident to a Lawful Arrest
- Inventory Searches
- Searches in a School Setting
- Exigent Circumstances

#### DAY 2

- Miranda (Adult & Juvenile)
- Requirements for a Valid Waiver
- Custody & the Functional Equivalent
- Interested Adult
- Public Safety Exceptions to Miranda
- Rosario Waivers
- Humane Practice Rule
- Use of Translators
- Eyewitness Identification
- Photo Arrays
- Show Ups
- Line Ups
- In Court Identification
- Composite Sketches
- Voice Identification
- Discovery Requirements
- Review of Rule 14 of the Massachusetts Rules of Criminal Procedure

**Register  
Now!**

## Sex Offender and the Sex Offender Registry...All You Need to Know

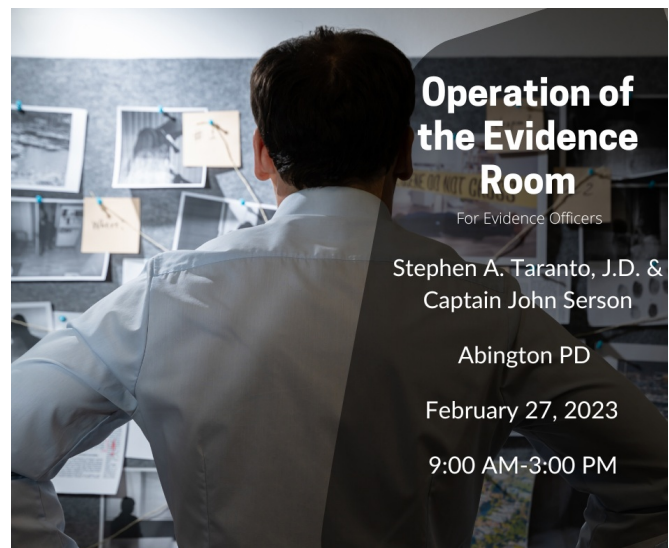
March 30, 2023  
Grafton Police Department

Chief Michael Goulding  
9:00am-1:00pm

### Overview

This class is designed to arm you with the knowledge required to deal with our nations sex offenders. It will describe the

## Operation of the Evidence Room for Evidence Officers



### Operation of the Evidence Room

For Evidence Officers

Stephen A. Taranto, J.D. &  
Captain John Serson

Abington PD

February 27, 2023

9:00 AM-3:00 PM

characteristics and identifiers of the sex offender, cover the Courts Mass General Law, Commonwealth of Mass Regulations and Administrative Registration tasks as well. If you're a Detective, Street Cop, or part of the Administrative Staff, this course is for you.

**Register  
Now!**

**\*New Class\***

## Enhancing the Skills of the Agency Administrator

March 29, 2023  
Grafton Police Department

May 19, 2023  
Newbury Police Department

Captain John Serson (Ret.)  
Stephen A. Taranto  
9:00 am - 3:00 pm

## COURSE DESCRIPTION

This class is suited for all levels of the Evidence/Property Room Component. The class presents best practices for the design, operation and management of the property room. A one-day seminar for patrol officers, supervisors, upper level management or for anyone interested in management of the property and evidence component of any size agency. This class cover at a minimum the following areas:

- Lost Property
- Found Property
- Evidence
- Confiscated Items
- Security
- Temporary Storage
- Bulk Items
- Critical Items
- (Weapons, Drugs, Controlled Substances, Money, and Valuables)
- Purging of old items
- Auctions
- Disposal
- Accountability
- Bonded Weapons Storage Companies
- Inspections and Audits
- Policy Development
- Requirements for Massachusetts and C.A.L.E.A. Accreditation/Certification

**Register  
Now!**

## Field Training Officer Program (4 Day)

March 13-16, 2023  
Middleborough Police Department

Sergeant Sean Daley  
9:00 am - 3:00 pm

The Field Training program is designed to instruct selected officers in their role as an FTO. Utilizing the San Jose Model, this



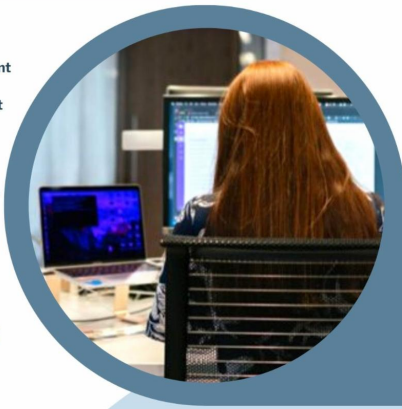
## "ENHANCING THE SKILLS OF THE AGENCY ADMINISTRATOR"

Is this your title?

- Chief's Personal Assistant
- Confidential Secretary
- Administrative Assistant
- Chief Administrator
- Department Admin

No matter what your title, let MPI add to your administrative expertise!

March 29, 2023  
 Grafton PD  
 9 AM - 3 PM  
 \$199



### Curriculum:

- Public Records Law 101
- Admin Role
- Firearms Record Bureau; LTC Update
- Confidentiality and MORE

**JOIN NOW!**

Don't Miss This Opportunity!

"Come to the Source" for Law Enforcement Administrative Training

**Register Now!**

## \*NEW\* 4 Day INTENSIVE Assessment Center Testing Preparation

New Dates Pending

**Alfred P. Donovan**

8:30 am - 2:30 pm

*For Ranks of Lieutenant and above*

### TOPICS:

Day # 1

four-day Field Training Officer Seminar will emphasize the FTO's role as a mentor, coach, and evaluator for the newly trained police officer. This course of instruction consists of classroom discussion, breakout sessions as well as hands-on application of training materials. Attendees will also learn how to modify the FTO program to meet their department's individual needs.

### TOPICS COVERED

- Basic FTO program structure
- Ethical/integrity issues
- FTO policies and accreditation
- The program structure
- The daily observation report
- Rating scale application
- Narrative evaluations
- Leadership for the FTO
- Teaching techniques
- Liability issues
- Additional training strategies and documentation
- Termination procedures
- Dealing with difficult trainees
- FTO and student officer relationship
- The training checklist

**Register Now!**

## Technology Search Warrants

New Dates Pending

**Detective Sergeant Kevin A. Connolly**

9:00AM - 3:00PM

Cellphones, Cell Towers, Social Media, Pole Cameras, and more!

This course is designed to give investigators basic skills to prepare

Preparing by changing your mindset. Full discussion of Hot topics: Presidents Report on 21<sup>st</sup> Century Policing, Procedural Justice, Community Policing, Labor Relations laws for Management and Leadership, Police Reform Law and impact. Recognizing 1<sup>st</sup> Amendment and 2<sup>nd</sup> Amendment issues, Integrity Choices during the testing process. Using buzzwords associated with the Job Duties and requirements. Extra points available through Civil Service.

#### Day # 2

Oral Presentations, Panel Exercises, Community Meetings, Stand and Defend Exercises, Structured Interview Exercises. Understanding the exercise directions and task to be accomplished. Making a Press Statement. Practice Exercises Provided.

#### Day # 3

The Written Exercise, In-Basket Exercise, the Project Development Exercise, the Budget Exercise. Practice Exercises Provided.

#### Day # 4

The Role Play Exercise, Understanding the various stimulus's types, reacting to stimulus and prompts in an appropriate manner. How to deal with Assessor challenges during the role play exercise. Understanding the issues during the Role Play Exercise. Making yourself the Clear Choice The Group Exercise. Practice Exercises Provided.

Practice Tests, Exercises and Book Included

(Police Assessment Center Training

technology search warrants for digital devices as well as data from different service providers and make sure they are using the language that each service provider requires. Students will learn how to create and maintain a Curriculum Vitae; as well as the basic structure of a Search Warrant application, return of service, and affidavit. Furthermore, students will learn about the most recent legal updates on laws that guide Massachusetts law enforcement officers when applying for technology Search Warrants. This course will cover the ever changing world of cellphone, cell tower, social media, and other geolocation based Search Warrants that can provide invaluable evidence in a wide gamut of criminal activity. Students will leave class with the knowledge of not only how to author a technology Search Warrant affidavit, but also resources as to keep themselves up to date on the case laws and verbiage to keep them on the cutting edge of criminal investigations.

## TOPICS:

- Legal updates
- Creating and maintaining a Curriculum Vitae
- Cellphone seizures
- Preserving online data for social media and other service providers
- Filling out Search Warrant application and return of service
- Tips for your "Experience" paragraph
- Authoring Search Warrant Affidavits for: Cellphones
  - CSLI (Cell Towers)
  - GeoLocation Data (Google)
  - GeoFence Location Data (Google)
  - Social Media

**Register  
Now!**

## Performance Evaluation Essentials - Conducting a Fair and Effective Performance Management Process

New Dates Pending

Chief Ronald C. Glidden (Ret.)  
9:00 am - 3:00 pm

**Who should attend?** Law enforcement executives, command staff, and supervisors of all ranks who are or may be tasked with conducting performance evaluations.

### COURSE DESCRIPTION

This training provides supervisors with the skills needed to monitor and document employee performance, provide continual feedback, provide early intervention when needed, and conduct fair and impartial performance evaluations to help employees meet or exceed expectations.

At the conclusion of this training, participants will be able to:

- Conduct fair, impartial, and accurate performance evaluations
- Write appropriate comments on the evaluation form
- Avoid critical rating errors in performance evaluations
- Hold effective pre-evaluation meetings
- Conduct evaluation meetings that focus on future performance
- Utilize supporting supervisor documentation for performance evaluations
- Document employee development and work performance throughout the year
- Assist employees in career growth and

**Register  
Now!**

## Advanced Digital Crime Scene and Forensic Evidence Photography

New Dates Pending

**Drew Webb**

8:30 am - 4:30 pm

This three-day course builds on skills learned in the Basic course, teaching more advanced image capture techniques, advanced camera equipment handling techniques, and advanced image enhancement in image processing the s to be able to get more out of crime scene images. Typically, more that 50% of the class time is spent doing hands on camera and computer exercises, with close individual attention from the instructors.

Topics covered in this course include:

- Problems in close-up and macro photography- fingerprints on a variety of surfaces, tool marks, ballistic evidence.
- Flash Photography- Automatic vs manual settings in flash photography and why/when to use either; determining the guide number (indoor and outdoor) for any flash or light source; bounce vs. direct flash, fill-flash and closeup flash photography.
- Telephoto/surveillance photography– issues, problems,

development

- Understand the importance of early intervention to improve performance
- Have critical conversations including counseling for poor performance
- Provide effective continuing employee feedback throughout the year
- Set clear employee expectations
- Meet the “rater training” standards for accreditation
- Provide a record to assist your organization in decisions on promotion, assignments, training, awards and disciplinary action

Added Bonus: Bring your evaluation form (optional). If you bring a blank copy of your performance evaluation form, Chief Glidden (Ret.) will work with you at the training to help you get the most out of your existing evaluation process.

Another bonus – Free Leadership Tips. Even before you attend – join the many law enforcement leaders who subscribe to Ron’s FREE weekly Bulletproof Leadership Tips by clicking on the subscription button at [www.RonGlidden.com](http://www.RonGlidden.com).

**Register  
Now!**

## Crime Scene for First Responders

May 2, 2023

solutions; using long focal length lenses to best advantage.

- Stopping Motion- How to get sharp photographs of moving objects, how to use camera settings to demonstrate motion, with and without electronic flash.
- Cross polarization and diffusion: the simple techniques for photographing fingerprints and other evidence on shiny or highly polished surfaces.
- Photo Workflow- handling and processing images according to the IAI/FBI Scientific Working group on Imaging technology guidelines. Shortcuts to better photography and image management in the lab.
- Processing raw images: Finding and opening an image; basic enhancement techniques; brightness, contrast, shadow, and highlight modification; scaling fingerprint and tool mark images; using sharpening and contrast to retrieve lost image detail
- High Dynamic Range Photography- extending visibility further into shadows and highlights
- Background reduction in fingerprint and other highly detailed evidentiary images; color isolation, FFT (Fast Fourier Transform) and other photographic and software techniques. Includes separating overlapping fingerprints.
- History of digital imaging key cases and what they mean- Frye and Daubert cases on digital imaging. Digital Imaging Acceptance.

**Register  
Now!**

## FTO Refresher & Liability

[Shawn Dolan, CLPE](#)

8:30 am - 4:30 pm

911 call center is alerted to an emergency situation in your city and they activate Patrol Officers, EMTs and Firefighters to respond. The Scene's First Responders. They have specific functions, roles and duties to perform that are separate from each other and yet, together, they share a common goal: to protect lives and contain the crime scene. But if that crime scene is contained, has the evidence been preserved? Do they mean the same thing?

First Responders are the MOST ESSENTIAL personnel at the crime scene because they have the 1st opportunity to observe the scene in its most original state. Even if your city is fortunate to possess star investigators, master evidence examiners and superior prosecuting attorneys, information that is collected by First Responders is crucial to the case. In this concise 1 day course, these First Responders will learn important considerations necessary to preserve the evidence in all types of crime scenes and specifically, we'll cover:

- Managing crowds at high profile scenes
- Best practices for recovering firearms
- Understanding DNA and fingerprint evidence
- Handling evidence in sudden death cases
- Being CONSTRUCTIVE without being DESTRUCTIVE in crime

# FTO REFRESHER



SGT SEAN DALEY & LT. JAMES J. RASO  
WOBBURN POLICE DEPARTMENT  
MARCH 29, 2023  
9:00 AM - 3:00 PM

March 29, 2023  
Woburn Police Department

June 6, 2023  
Andover Police Department

[Sergeant Sean Daley](#)  
9:00 am - 3:00 pm

This one-day Field Training Officer (FTO) Refresher course is designed to update FTOs on current training practice and liability issues. This program focuses on the continued development of the FTO as a leader, role model and trainer. This course will also give FTOs an understanding of the civil process including Section 1983 claims and the protections available to FTOs through case law and state statutes.

## TOPICS COVERED

- The importance of providing accurate and defensible numerical and written evaluations
- New methods of providing feedback
- Establishing an effective learning environment
- Developing and updating the Recruit Task Book
- The importance of Role Modeling
- The importance of Remedial Training
- Officer Safety Principles
- Current Legal Trends
- Supervisory liability and the concept of the third-part liability

scene response

- Common misconceptions about crime scene control and scene preservation
- Solutions for challenges faced by all first responders

With a series of steps, officers will learn **BEST PRACTICES** for preservation of:

- Firearms and ballistics evidence
- Blood and other DNA evidence
- Trace evidence
- Fingerprint evidence

**PREREQUISITE: NONE**

**REQUIREMENTS:** Students should bring cameras

Costs include all take-home course booklets, crime scene forms, PowerPoint slides and testing materials.

**Register  
Now!**

## The "Officer in Charge"

New Dates Pending

Lanita Cullinane  
9:00 am - 3:00 pm

The First Line Supervisor is one of the most important positions in any Police Department. In the absence of a formal supervisor, many Police Departments throughout the Country utilize the Senior Officer on shift as the "Officer in Charge". The OIC is responsible for directing personnel and providing supervisory oversight for their shift. They also serve as a critical communication link between the upper command staff and patrol officer. Through lecture, demonstration and class interaction, this course will assist the OIC as they develop in their roles and responsibilities as shift supervisor.

- An FTO's duty to intervene
- Review current liability issues in law enforcement

This course is recommended for Field Training Officers who have completed the basic FTO course or previous FTOs who are looking to re-enter the field.

**Register  
Now!**

## Solving the Crime, Adapting to the important Role of Detective

New Dates Pending

[Stephen A. Taranto, J.D.](#)  
[Captain John Serson \(Ret.\)](#)  
9:00 am - 3:00 pm

This course is designed to offer practical advice to newly appointed criminal investigators in an effort to shorten the unavoidable learning curve. It will explain in some detail intricacies of criminal investigation not always presented in other training classes. Some information will come from formal sources and some

## TOPICS INCLUDE:

- » Roles and Responsibilities of the “Officer in Charge”
- » Transitioning from Patrol to “Officer in Charge”
- » Accountability
- » Liability
- » Leadership
- » Motivation
- » Communication
- » Conflict Resolution
- » Reviewing Reports
- » Peer Support
- » High Risk Low Frequency Policy Review

This class is a MUST for officers serving in the capacity of “Officer in Charge” as well as Sergeants.

**Register  
Now!**

## Massachusetts Juvenile Law & Procedure

New Dates Pending

[Chief Kevin Kennedy](#)

9:00 am - 3:00 pm

Police officers have many interactions with juveniles in a social service and law enforcement setting. Therefore, it is extremely important for officers to have a strong working knowledge of the Massachusetts Juvenile Justice System and understand how it differs from the Criminal Justice System. Police officers must also be aware that a juvenile’s constitutional rights are not lost by virtue of their age, rather greater protections are

will be based on personal experiences of the instructors. The presentation is not meant to be all encompassing or to provide specialized training in forensics or criminology. It will provide the framework for investigator development and advice on pitfalls and dynamics of the attendees’ new assignment.

**Register  
Now!**

## Complaint Reception and IA Compliance under the new Police Reform Law

New Dates Pending

[Alfred P. Donovan](#)

9:00 am - 1:00 pm

The purpose of this seminar is to provide Police Supervisors and Leaders from Massachusetts with the knowledge and skills necessary to facilitate their organizations compliance with mandates and requirements required by the Police Reform Law in regard to Complaint Reception and Internal Affairs Investigations. Proper procedures for receipt, documentation and reporting for

afforded to them, especially as it relates to Miranda and arrest procedures.

## Topics covered:

- Juvenile Court Jurisdiction
- Community Caretaker
- Mandated Reporting – 51A
- Care & Protection
- Child Requiring Assistance
- Common Crimes Committed Against Children
- Common Offenses Committed By Juveniles
- Delinquency
- Diversion & Restorative Justice
- Juvenile Miranda
- Search & Seizure
- Juvenile Arrest Procedures
- Information Sharing

**Register  
Now!**

## Advanced Internal Affairs Certification Program (10 Day)

New Dates Pending

Alfred P. Donovan  
8:30 am - 2:30 pm

## COURSE OUTLINE:

Day 1

- Review of Post Commissions Guidelines

both will be discussed. Standardized policies and training on the policies will be provided. Certificates for Completion of Course will be provided. This course is specifically designed for Massachusetts Law Enforcement Officers.

## TOPICS

Complaint reception, documentation and reporting will be discussed and policies reviewed. The difference between a 'complaint investigation' and those that require an Investigation by the person designated as the 'Internal Affairs Officer' will be delineated and discussed. Internal Affairs Policy and Procedures, Internal Investigations (Administrative vs. Criminal) Internal Investigations (Questioning public employees, Union rights, Employer rights, tape recording interviews, mandating employees answer questions, ordering employees to cooperate. Do Weingarten Rights and the right against self-incrimination apply during a POST Investigation? Those questions and answers will be discussed in addition to many other relevant topics.

**Register  
Now!**

## Management and Supervision of the Evidence Function

and Mandates

- Review 500. CMR 1.00 Procedural Rules
- Review of Policy and Accreditation Standards
- Review of Case Law and Required Notices.
- Review of Procedures and Requirements and steps necessary to starting and planning your investigation

### Day 2

Review of Applicable Case Law: (Weingarten, Broderick vs Boston Police Comm, Mass Correctional Officers Federated Union vs. LRC, town of Hudson vs IBPO, Town of Framingham vs DOLR, City of Boston vs DOLR , Downing v. LeBritton, and Commonwealth vs Harvey).  
Dealing with request from Unions for Information.

Review of Necessary Forms: Notice of Allegations, Order to appear at Investigative Interview, Notice of Extenuating Circumstances, Notice of Administrative Leave (example), Article 12 Waiver Form, Interview Ground Rules

### Day 3

Review of Applicable Case Law: (Garrity vs New Jersey, Careny vs Springfield, Mass Parole Board vs Waxman, Baglioni vs the Police Chief of Salem, Baker vs the City of Lawrence, Patch vs Mayor of Revere, Ronald J. Bellin vs Kelly  
Review of Necessary Forms and Laws: (Massachusetts Probationary Laws, Immunity Law, No Contact Order, Notice of Disciplinary Hearing, Internal Affairs Checklist, Notice to citizen upon completion of investigation, Chapter 149 Section 19B Polygraph Law, MGL 268 Section 6A (Filing a false police report), Civil Service Law Chapter 31 Sections 41-45. Includes review of forms required for both administrative interviews and interviews with a crime in the picture

### Day 4

Review of Interview Techniques: Includes the plan for conducting an investigative interview or interrogation, techniques to use to obtain the information needed, discussion of employee and union rights. Includes techniques for conducting both an Administrative Investigation and a Criminal Investigation. Recording and Transcribing investigative interviews. Types of questions discussed, leading questions, direct questions, clarification questions, what works and what will be scrutinized.

### Day 5

Weighing and Assessing Evidence: Discussion and review of the standards of evidence needed at the various venues, preponderance of the evidence, clear and convincing evidence, beyond a reasonable doubt. Includes discussion how to collect and process evidence, Discussion on truthfulness and proving

## Management and Supervision of the Evidence Function

Instructors - Stephen A. Taranto, J.D. & Captain John Serson

Date - May 16, 2023

Location - Woburn PD

Time - 9:00 am - 3:00 pm

\$179 Per Person

May 16, 2023

Woburn Police Department

June 5, 2023

Newbury Police Department

**Stephen A. Taranto, J.D.**

**Captain John Serson (Ret.)**

9:00 am - 3:00 pm

This course will provide chiefs and supervisors with a comprehensive understanding of the property & evidence function. Let MPI remove any concerns you may have about your Evidence Room, audit and inspections!

### TOPICS INCLUDE:

- Property and evidence collection
- Transportation
- Storage
- Disposal
- Challenges associated with management of evidence
- Physical and electronic security
- Personnel issues
- Policies and procedures
- Required record keeping
- Inspection, inventory and audits

**Register Now!**

untruthfulness, discussion on making credibility assessments and determinations.

Review of Applicable Case Law: Lachance vs Erikson, Brady vs Maryland, Giglio, Kyles vs Whitely, Police Comm of Boston vs Boston Patrolman Assoc (DiSciullo), City of Pittsfield vs. Local 447 IBPO, Thomas Desharnais vs City of Westfield Police Commission (Mass Civil Service Case)

#### **Day 6**

The Collection and Preservation of Evidence: Processing Body Camera and Video evidence, Collecting computer evidence and cell phone evidence, Applicable case law laws and guidelines. Evaluating video evidence. Including evidence as proof in report format.

#### **Day 7**

Report Writing: The fact Finding report, the Investigative Report, complete discussion on what needs to be in the report, reports provided for POST and the Division of Police Standards, Investigative File Formats, Report Formats, Decision making and drawing conclusions in your report. Investigative Directive, Executive Summary, Allegations, Discussions, Persons interviewed, persons not interviewed, Findings and conclusions , making recommendations or not in compliance with POST regulations.

#### **Day 8**

Conducting Use of Force Investigations; Administrative and Criminal components and laws discussed, Venue requirements and legal challenges, Policy Investigations, MGL 6E sections 14 and 15 requirements and investigations, Criminal Investigations, 1983 Law Suite investigations. Standards of evidence discussed. Constitutional Protections and waivers fully explored and discussed. Video scenario presented and evaluated. Case law and MGL to be fully discussed and explored. Duty to Intervene and Duty to Report fully reviewed and discussed. Use of Force checklist and investigative forms provided.

#### **Day 9**

Conducting Officer involved Shooting Investigations: The course will provide investigators with the information and tools necessary to investigate Officer involved shootings. Policy and procedures used in these types of incidents will be fully discussed and explored. Review of real incident will be discussed and reviewed.

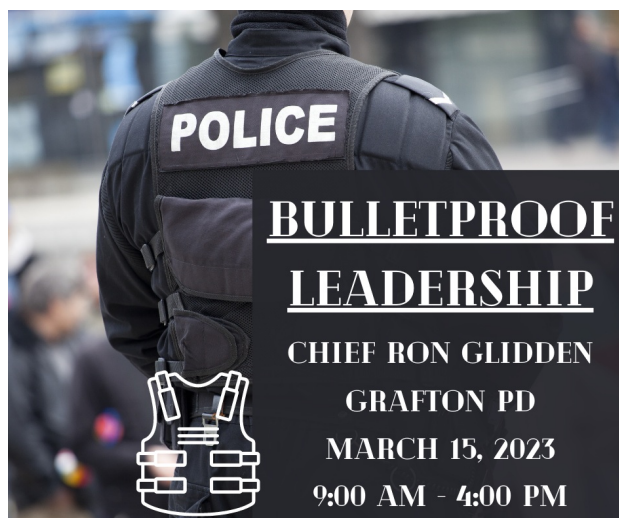
#### **Day 10 (½ day)**

Conducting Sexual Harassment, Discrimination and Hostile Work Environment Investigations: This will be a first-hand training course designed to ensure investigators understand their roles and responsibilities; as well as, have the tools to manage complaints and investigations involving discrimination and sexual harassment from the

beginning to end. Investigators will be given scenarios and complaints to manage in class to develop these necessary skills to assist in future investigations.

**Register  
Now!**

## Bulletproof Leadership



March 15, 2023  
Grafton Police Department

Chief Ron Glidden  
9:00 am - 4:00 pm

Who should attend? Law enforcement executives, command staff, and supervisors of all ranks who are interested in improving employee morale, accountability and performance.

### COURSE DESCRIPTION

This leadership training provides supervisors with the skills needed to handle morale-killers, performance-zappers, accountability-avoiders and more. Supervisors will learn practical strategies that can help influence their work environment, reduce stress, and turn compliance into commitment by improving employee morale, accountability, and performance.

At the conclusion of this training, participants will be able to:

- Build trust in those they supervise to help improve communications

## Operating While Stoned: A Nationwide Problem

### OPERATING WHILE STONED: A NATIONWIDE PROBLEM

If you work in the streets... you'll need this course!

March 28, 2023

Bourne PD

9:00 am - 3:00 pm

\$179 per person



INSTRUCTOR  
LT. JAMES J. RASO

March 28, 2023  
Bourne Police Department

June 16, 2023  
Andover Police Department

[Lt. James J. Raso](#)

9:00 am - 3:00 pm

A lot has changed since cannabis consumption has become legal, but *“Operating While Impaired,”* has not. If you are making motor vehicle stops, seizures and arrests you need to have this knowledge. This course is not just for drug recognition experts, but for all of you who protect and serve. Operating while stoned is becoming more and more prevalent and extremely dangerous to everyone sharing the roadway with impaired operators. Let our instructors prepare you to be successful on the stop

- Effectively engage with employees to continually build trust
- Help create a positive work environment that can reduce job stress
- Provide continuing and effective employee feedback throughout the year
- Understand the importance of early intervention to improve performance
- Understand the supervisor's role in the Progressive Discipline Cycle
- Respond appropriately to negative attitudes and behaviors
- Effectively utilize 7 Step Performance Discussions with employees
- Document and deal effectively with unacceptable employee behavior
- Use assertive communication skills to reduce misunderstandings
- Show appropriate employee recognition and appreciation
- Utilize strategies to improve employee job satisfaction and commitment
- Apply practical leadership strategies that help improve work performance

Added bonus – Free Leadership Tips. Even before you attend – join the many law enforcement leaders who subscribe to Ron's FREE weekly Bulletproof Leadership Tips by clicking on the subscription button at [www.RonGlidden.com](http://www.RonGlidden.com).

**Register  
Now!**

## Police Investigators - The Law of Miranda

New Dates Pending

Chief Kevin Kennedy

9:00 am - 3:00 pm

It is critically important for police investigators to have a strong working knowledge and understanding of the Fifth and Sixth Amendments, Article 12 of the Massachusetts Declaration of Right and the common law doctrine of "humane practice." In this training, students will review case law from the United

itself and in the courtroom. This course will cover field sobriety testing and introduce the skills necessary to detect operation while impaired by substances other than alcohol. In addition, you'll know exactly what's necessary to include in your police report, in order to satisfy the requirements of drug impaired operation as well as a template outlining the requirements to get that search warrant for blood evidence and medical records. *This one day training is exactly what you need to make our roadways safer for everyone we serve.*

Click the register now button for more course info and topics!

**Register  
Now!**

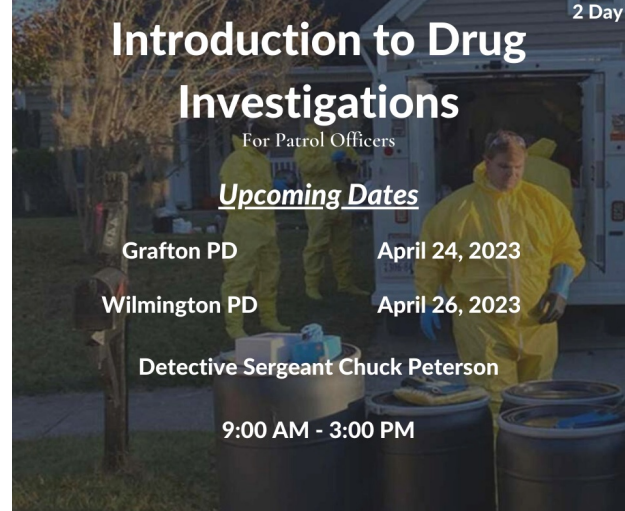
## 2 Day Intro to Drug Investigations for Patrol Officers

States Supreme Court, Massachusetts Supreme Judicial Court, and Massachusetts Appeals Court. By the end of this training, students will be confident in obtaining a confession or statement from a defendant that will survive a motion to suppress. Students will also receive a booklet of case law to include sample Miranda Waivers for adults and juveniles as well as a sample Waiver of Prompt Presentment.

## Topics covered:

- 5th Amendment – Privilege Against Self Incrimination
- 6th Amendment – Right to Counsel
- Article 12 – Due Process, Right Against Self-incrimination, Right to a Jury Trial
- Humane Practice
- Miranda – Pre & Post Arraignment/Indictment
- Obtaining a Valid Waiver
- Public Safety Exception to Miranda
- Mandatory Recording
- Translation Requirements
- Rosario-6 Hour Rule
- Juvenile Miranda
- Attorney Notifications

**Register  
Now!**



April 24 & 25, 2023  
Grafton Police Department

April 26 & 27, 2023  
Wilmington Police Department

[Detective Sergeant Chuck Peterson \(Ret\)](#)

9:00 am - 3:00 pm

A highly motivated & well trained uniformed Patrol Officer is one of the most effective weapons available to combat the distribution of illicit drugs. This class is valuable to all Patrol Officers, First Line Supervisor and FTO's . The class will cover the following subject matter:

## TOPICS

- Drug identification
- Looking beyond the “stop”
- Search and seizure
- Hidden compartments
- Search techniques
- Informant development & management
- Street interdiction
- Vehicle inventories
- Surveillance techniques
- Interdiction stops
- Non-traditional drug investigations for the patrol officer

This class will focus on providing officers

with the motivation and tools necessary to initiate and conduct successful drug investigations. Emphasis will be placed on drug investigations developed utilizing information provided by intelligence sources and investigations directed towards stemming the flow of drugs into the officers jurisdiction.

**Register  
Now!**

**View the Course Catalog - Click  
Here!**

## Basic Public Records Law Certification for Public Safety Personnel

New Dates Pending

**[Eric R. Atstupenas, Esquire](#)**

This intensive certification program will explore some of the basic, but vital, areas of the Public Records Law in Massachusetts that public safety personnel must be familiar with. Students will –

- Cover the basics of the Public Records Law
- Learn how to operate successfully as a records access officer
- Understand the procedural aspects of the Public Records Law
- Be able to articulate when and how the exemptions apply
- Learn how to craft responses to records requests, and petitions filed before the Supervisor of Public Records

### AT A GLANCE

- Format: Interactive & intensive on-line training

## Success or Failure in the Courtroom...It's Up to YOU!

New Dates Pending

**[John B. Kwasnoski](#)**

9:00 am - 3:00 pm

This course is designed to prepare you for your “day in court” and to help make YOU a success! This training will help increase the strength of your testimony, making you a more effective and persuasive witness.

### LEARN:

- Meeting the players; Judge, Jury, Prosecutor, Defense Attorney and others
- Provide examples and courtroom analysis
- Discuss the strategies and tactics of everyone involved
- Turning “cop talk” into “plain speak”
- Creating a visual image of what actually took place
- Building your credibility while enhancing your presentation

### WHO SHOULD ATTEND?

This training is for all Law Enforcement Officers, support personnel and any persons in related

- Course Duration: 3 complete weeks
- Graduates will receive a Basic Public Records Certification for Public Safety Personnel

## INCLUDED IN THIS TRAINING:

- 3 weekly training videos & tests
- 3 weekly live Q&A & discussion sessions
- 3 weekly reading assignments
- 3 weekly forum discussions

Download the course syllabus here

**Register  
Now!**

fields.

Instructor: **John B. Kwasnoski**, Professor Emeritus of Forensic Physics; Western New England University

**Register  
Now!**

**View the Course Catalog - Click Here!**

**CLICK HERE TO DOWNLOAD  
OUR COURSE CATALOG!  
CLASSES ADDED DAILY**

Municipal Police Institute, Inc. | 353 Providence Road, South Grafton, MA 01560

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