

The logo for the Massachusetts Municipal Association (MMA) is located at the top of the slide. It consists of a red rectangular box on the left containing the letters 'MMA' in white, serif, all-caps font. To the right of this box is a grey rectangular box containing the text 'Massachusetts Municipal Association' in a smaller, white, sans-serif font, arranged in three lines.

MMA

Massachusetts
Municipal
Association

Hiring and Training a Modern Police Force

John Petrin, Town Administrator
Town of Burlington

Burlington, Massachusetts

- 25,000 pop – 150,000 daytime – 40,000 jobs
- 128 Belt – Technology Highway
- Regional hub for commercial, retail & dining
- Lahey Hospital
- Busiest Mall in New England
- Headquarters to Keurig and Millipore
- Major firms – Oracle, Veracode, Microsoft

Hiring Process

- Civil Service – 70 years
- State Process
- Restrictions and Lack of Flexibility
- Implement Local Process
- Union, Veterans, Local and State Issues
- New Process to Hire
- Benefits and Quality of Hires

Policy Review and Training

- Regular conversations with Chief
- Understand latest needs – monitor news
- De-Escalation
- Use of tools – body cameras/tasers
- Evidence Audit
- Opioid epidemic – mental health initiatives
- Stress Education and Training Budget
 - 64 officers – 32 masters, 19 bachelors, 9 associates, 5 n/a
- Internal stress officers and program

Accreditation

- Massachusetts Police Accreditation Commission –
Based on national standards
- Requires agencies to commit to policies
- Promotes accountability
- Provides a basis to correct deficiencies
- Enhances public confidence in agency

Accreditation

- Measures compliance with professional standards
- “Badge of Honor”
- Incorporates best practices and policies
- Voluntary – Chief must be committed
- 68 Accredited and 23 Certified Departments