



# COMMAND POST

MAINE CHIEFS OF POLICE ASSOCIATION NEWS BRIEFS

P.O. Box 2431 • South Portland, Maine 04116-2431 • www.mainechiefs.com 207-838-6583  
email: mcopa@maine.rr.com Edward Tolan, Executive Director • Chief Jared Mills, President

Welcome To The On-line Edition Of The Command Post

Fall 2022 Edition

## DEADLY FORCE REVIEW PANEL

By Brian MacMaster, Panel Staff

The creation of the Deadly Force Review Panel was a result of legislation passed in 2019. The original bill, offered by Rep. Jeffrey Evangelos of Friendship, proposed an independent board to review investigations of all officer-involved deaths and to issue recommendations to prosecuting attorneys. More specifically, the proposal charged the board with determining the facts of an incident by reviewing all notes, data, and reports of officers involved in or responding to an incident, interviewing witnesses and experts, and collecting other information concerning the incident. The board could collaborate with or seek guidance from other state and federal agencies, including an incident review team convened by the Maine Criminal Justice Academy. After reviewing the incident, the board would be required to issue recommendations to the relevant District Attorney or Attorney General within 90 days of the incident, as well as a public report of its finding and recommendations. The board would consist of two employees of the Attorney General, two defense attorneys, a member of the clergy, a sheriff, and a person recommended by a nationally recognized organization advocating for civil rights and minorities. The Judiciary Committee of the Legislature was assigned the bill. Concerned with several aspects of the proposal, the Attorney General proposed an amendment, which was ultimately accepted and codified in Title 5, section 200-K.

The amendment established a panel of 15 members, including four ex-officio members – the Commissioner of Public

Safety, the Attorney General's Chief of Investigations, the director of the Maine Criminal Justice Academy, and the Chief Medical Examiner – permitted to appoint a designee with all rights and privileges of full membership. The remaining members are appointed by the Attorney General for a three-year term and include an attorney who represents plaintiffs in federal civil rights actions, a municipal police chief, a sheriff, a mental health professional, a representative of a statewide collective bargaining law enforcement organization, a representative of a statewide civil rights organization, an attorney who represents defendants in federal civil rights actions, a criminal prosecutor, and three citizens, each of whom is not and has never been a sworn law enforcement officer. By statute, after the release of the report of the Attorney General's investigation and determination regarding the legality of the use of deadly force, the panel examines deaths or serious injuries resulting from the use of deadly force by a law enforcement officer. The purpose of the examination is to determine independently whether there was compliance with accepted and best practices under the circumstances or whether the practices require adjustment or improvement. The panel is charged with recommending methods of improving standards, including changes to statutes, rules, training, and policies and procedures designed to ensure best practices that prove increased public and officer safety. The Panel has no authority to undertake a de novo review of the determination of the Attorney General regarding the legality

## UPCOMING DATES OF IMPORTANCE

### MAINE CHIEFS FALL CONFERENCE

November 2 – 4

DoubleTree Hotel

by Hilton

South Portland, Maine



### IACP CONFERENCE

October 15 – 18

Dallas, Texas



### NEW ENGLAND CHIEFS OF POLICE ASSOCIATION FALL CONFERENCE

October 30 – November 2

Equinox Resort

Manchester, Vermont

DEADLY FORCE cont'd, page 13



## From the President / Chief Jared Mills

My term as president will end in November after at last, a year of normalcy. When I, along with the new board members, were sworn in last September at the Augusta Civic Center it was the first in person meeting we had since 2019. We have emerged from the pandemic more resilient and determined as an organization than before with our membership increasing by the month. After a two year hiatus we had one of the largest Winter Meetings/Banquets in the spring of this year. This meeting consisted of relevant training; an excellent vendor show; networking and comradery ending with our association's awards banquet. The unintended consequence of postponing our winter meeting was that we realized there is a better time of year to have our trademark event.

Thank you to all of the members of our great association who represent us on a day-to-day basis in board meetings, depart-



ment evaluations and all other duties assigned. As an organization we are pulled in many different directions and regularly provide input and assistance to countless organizations. This could not be accomplished without the hard work of our membership.

Training was another priority for the board of directors, specifically for Chief Rumsey and 2nd Vice President Glenn Mosier, who coordinate training and development. They along with Executive Director Tolan worked tirelessly to coordinate and schedule several trainings throughout the year with more to come.

Finally I want to thank Director Tolan and the Executive Board Members for their support and assistance throughout this past year. Serving alongside of this talented group of professionals has certainly been the highlight of my policing career. We are all going to be in great hands with our incoming President. I wish Chief Rumsey great success moving our organization forward as I believe he is one of the most talented individuals in our profession today.

## From the Executive Director / Chief Edward J. Tolan, Ret.

As we near the end of 2022 like everyone I am hopeful that we have put the pandemic behind us, and we only use Zoom meetings when we are faced with a snowstorm! We moved our "winter" meeting to May, and it turned out to be an enormous success. With a lack of snow, we were able to offer a cruiser display area for five of the fifty-three vendors.

The training was well received with approximately 150 in attendance. I must recognize the local trainers, Shannon Moss for the Media Relations class, and Brian MacMaster who along with Chiefs, Mills, Moen, Hagan, and Kilbride for the training on the responsibilities of a chief when deadly force has been used by one of their officers.

Chief Brad Paul, Ret. and his Awards Committee put together a ceremony for the banquet where we presented twenty-eight awards. The large number of awards contributed to 150 registered for the banquet. A big thanks to Brad.

We have two nationally known speakers for our training at the November conference. Sheriff Tim Whitcomb of the Cattaugus



Sheriff's Office in New York state, who has presented to numerous national organizations will speak on, Post Traumatic Stress – To Protect and Serve Those Who Protect.

Chief Tony Pustizzi who retired as the Coral Springs Police Department will present on, The Parkland Massacre Through a Police Chief's Eyes.

The MLEAP Program continues to grow with thirteen departments achieving accreditation and many more agencies currently working towards their on-site. A big thank you to Shawn O'Leary and Dirigo Safety for their work on the MLEAP program.

As Chief Jared Mills time as president ends, I must recognize him for not only his work as president, but also for his years as a member of the Executive Committee when he served a dual role as our legislative liaison and a member of the training committee.

In closing I look forward to working with our new President, Chief Charles (Chip) Rumsey of Cumberland Police Department who along with the other Executive Committee members will be sworn in at the banquet on November 3rd.

# COMMAND POST

THE MAINE CHIEFS OF POLICE ASSOCIATION OFFICIAL NEWSLETTER

Published in January, June and October yearly. EDITOR: Chief Edward J. Tolan, Ret. Executive Director

OFFICERS 2021 - 2022: PRESIDENT - Chief Jared Mills

1st VICE PRESIDENT - Chief Charles Rumsey / 2nd VICE PRESIDENT - Chief Glenn Moshier

SERGEANT-AT-ARMS - Chief Jason Moen / SECRETARY - Chief Michael Tracy / TREASURER - Chief John Kilbride

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## Peer Support for Law Enforcement Leaders

*By Chief Charles Rumsey, Cumberland Police Department*

A recent article from the FBI's Law Enforcement Bulletin indicates that there are approximately 35.9 suicides per 100,000 each year among police chiefs. "This rate," the article states, "is far higher than that of many other high-risk groups. It is almost twice the rate for officers and other law enforcement professionals – estimated at 18.1 per 100,000." Like you, I was aware that suicide among our sister and brother officers is a serious issue. However, until Hannah Longley, LCSW (Senior Clinical Director of Community Programs at NAMI Maine) told me that the risk of suicide in our profession grows with each rung on the promotional ladder, I had no idea. Hannah informed me of this grim statistic as we discussed the loss of a law enforcement leader in Maine to suicide. Luckily, my friend and colleague of many years also offered an idea to positively impact the situation: a network of command-level police professionals, trained to offer confidential peer support to a fellow chief (or Deputy Chief, Major, Captain, Lieutenant, etc.) in need.

Recently, I was flipping through the channels and paused on a reality-TV show featuring a veterinary clinic. A vet was tending to a very sick bird and explained to the bird's owner that birds of prey such as his are very adept at masking the signs of serious illness until it's too late. It's a survival trait, because displaying weakness or sickness in the wilderness can invite attack by rival predators. It struck me that there are parallels between these birds and the brave individuals that serve on the front lines of our communities. The most successful of us can project confidence and control amidst chaos and danger. We understand that at a call, perceived weakness can invite resistance or even attack. As we progress through the ranks, we are called upon to display calm and compassion as we supervise, manage and lead – often through traumatic, confusing, and politically challenging times. Simultaneously, the size of our peer group is shrinking dramatically. As we work to ensure that our team members are healthy and that they have access to a broad array of support when needed, who is taking care of us? Frequently, the answer is "no one." Not even ourselves. Like the bird, some of us are so focused on the outward appearance of strength that we fail to realize we need to ask for help – and we may not know where to turn.

The idea of peer support for individuals and groups is not a new one and we are lucky in Maine that there are many officers and clinicians trained to provide these services following a traumatic event. According to the International Critical Incident Stress Foundation (ICISF), "The majority of people exposed to traumatic events experience a heightened emotional state called a crisis. Experience indicates that most people benefit from immediate and carefully presented support services while they are struggling through the crisis reaction, especially if the reaction is severe. Crisis reactions can be mitigated and restoration to adaptive functioning can be achieved if appropriately trained crisis interventionists utilize a set of standardized crisis intervention principles and procedures." This all makes a lot of sense, but if you are a police chief, there are obvious barriers to seeking individual support from a member of your own agency

or even from a line officer in another department. The obvious answer: a new network for our small cohort.

In March and September of this year, Hannah – who is a certified instructor for ICISF – presented three-day trainings to certify attendees in Assisting Individuals in Crisis and Group Crisis Intervention. The March class was hosted by Bangor PD. The cost of the course was covered by the Penobscot County Emergency Management Agency and by the office of US Attorney Darcie McElwee so attendance for students was free. The September class was hosted by Brunswick PD. The cost of that course was covered by Districts 1, 2, 3 and 4 of the MCOPA and again by the US Attorney's Office. In total, approximately 30 people were trained, most of whom are law enforcement leaders in Maine. We learned:

- The value of crisis intervention,
- Normal physical, cognitive, emotional, and behavioral signs of a stress reaction,
- Suggestions for coping with these normal responses to an abnormal experience,
- That crisis intervention is only one step in mitigating the effects of stress following a traumatic experience, and that formal mental health services may be necessary in some cases.

**According to U.S. Attorney Darcie McElwee, "Supporting the health and well-being of Maine's law enforcement community is a priority of my office. The job demands great strength and courage, especially from you, its leaders, but all too often law enforcement officers find it difficult and even intimidating to ask for help, perhaps for fear it will jeopardize one's ability to do the job. I applaud those brave enough to seek assistance when needed. We know the demands of the profession are high, but it is important for you, as a law enforcement leader, to be healthy first in order to do the important work of helping others. As leaders in your communities, I encourage you to set an important example for others in all that you do, and commend you for your commitment to ensuring supports are in place for your association members."**

In addition to the acquisition of new skills to provide trauma-informed peer support, attendees unquestionably gained increased appreciation and a greater understanding of the value, timing and need for peer support for the officers in our care. I certainly hope that these training classes were the start of an improvement to the dire statistics mentioned at the beginning of this article. We all owe a huge "thank you" to Hannah and to the organizations that provided funding to remove any barrier to attendance of these classes. In the coming year during my time as President of this great Association, we will continue our focus on officer wellness. Within the coming month, we will carve out a space online for a list of the law enforcement leaders around Maine who are properly trained to offer support to our small network. I sincerely hope we can contribute to improved mental health and decreased risk of suicide among anyone in our ranks. I'm committed to the work, and I hope you'll join me!



**MAINE CHIEFS OF POLICE ASSOCIATION**

**Fall Meeting, November 2-4, 2022  
DoubleTree by Hilton Hotel**



**REGISTRATION:**

I will attend training: \_\_\_\_\_

I will attend the banquet \_\_\_\_\_ If yes # of attendees \_\_\_\_\_

**REGISTRATION FEE:**

Training - \$100 (per attendee) \_\_\_\_\_

Banquet - \$45 (per attendee) \_\_\_\_\_

**Please send a separate form for each attendee for the training and/or banquet.**

**Dress for the banquet will be uniform or business.**

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Email Address: \_\_\_\_\_

**Please return this form via e-mail or mail no later than 10/24/2022**

*If you wish to have an invoice prior to the meeting please notify the Executive Director.*

**SEND TO:**

**Maine Chiefs of Police Administration  
P.O. Box 2431  
South Portland, ME. 04116-2431**

E-mail address: [mcopa@maine.rr.com](mailto:mcopa@maine.rr.com)



# **MCOPA 2022 FALL CONFERENCE**

## **WEDNESDAY, NOVEMBER 2**

Early check-in. Block of rooms at a rate of \$99/night

Hospitality room opens at 8 PM (Room TBD)

## **THURSDAY, NOVEMBER 3**

**SEBAGO ROOM / 8 AM – TRAINING**

**MORNING TRAINING IS 8 AM TO NOON WITH SHERIFF WHITCOMB**

**LUNCH IS NOON TO 1:00**

*Lunch is on your own. The dining room at the hotel will be open.*

**AFTERNOON TRAINING IS 1:00 PM TO 5:00 PM WITH CHIEF PUSTIZZI**

**LIGHTHOUSE BALLROOM**

6 PM – Social hour with cash bar and light refreshments

**LIGHTHOUSE BALLROOM**

7 PM – Banquet and Installation of Officers for 2023

Hospitality Room TBD, opens at 8pm

## **FRIDAY, NOVEMBER 4**

**SEBAGO ROOM**

9 AM – General Assembly

**HOTEL CONFERENCE ROOM**

9 AM – Auxiliary meeting

## MORNING TRAINING

# Post Traumatic Stress Disorder To Protect and Serve Those Who Protect

Sheriff Timothy S. Whitcomb



A dynamic, powerful and emotional presentation regarding the reality of the incident rate of Post Traumatic Stress Disorder within the ranks of our Law Enforcement community. Emphasis is placed on the history of PTSD, with a specific focus on police suicide, as well as recommendations for administrative training to prepare, insulate, protect and treat the expected exposure to trauma.

## PREVIOUS SPEAKING ENGAGEMENTS

- National Sheriff's Association Conferences
- NYS Sheriff Association Sponsored Trainings
- NYS VINE (Victim Information and Notification Everyday) Conference
- FBI Buffalo LEADS Conference
- US Secret Service Training—Law Enforcement Conference
- Federal US Attorney training for Sandy Hook Staff
- NYS DCJS TRAUMA in Law Enforcement Training—multiple location throughout NY
- 24th Annual CALEO Conference (Canadian American LE Organization)
- Believe Conference - Professionals who work with Sexual Assaults
- National Alliance for Drug Endangered Children Conference
- FBI National Academy 'Enrichment Speaker'
- NYS Children's Alliance 'Trauma Informed Investigations' Conference
- C.O.P.S (Concerns of Police Survivors) Conference

## Sheriff Timothy S. Whitcomb

- 28 YEARS OF LAW ENFORCEMENT RISING THROUGH THE RANKS OF DEPUTY, INVESTIGATOR, SERGEANT, LIEUTENANT, UNDERSHERIFF AND CURRENTLY SHERIFF.
- MASTERS DEGREE IN COUNSELING PSYCHOLOGY FROM ST. BONAVENTURE
- GRADUATE OF THE 206TH FBI NATIONAL ACADEMY CLASS
- PRESIDENT OF NYS SHERIFF ASSOCIATION 2017
- CERTIFIED SWAT TEAM FITNESS SPECIALIST
- PAST PRESIDENT OF THE NYS JUVENILE ASSOCIATION
- ADJUNCT FACULTY MEMBER AT ST. BONAVENTURE UNIVERSITY AND JAMESTOWN COMMUNITY COLLEGE
- LEADERSHIP CATTARAUGUS, VALEDICTORIAN, CLASS OF 2010
- BLUE AND GOLD SERVICE AWARD 'OFFICER OF THE YEAR' FROM THE EXCHANGE CLUB, OCTOBER 2000

## What are Law Enforcement Professionals Saying about our Presentation:

*"Wonderful presentation that should be seen and heard by all police managers."*  
– Peter Kehoe, New York State Sheriff's Association

*"As a 25 year veteran police officer, I thought the presentation was thought provoking and entirely relevant for all police leaders as we seek strategies to assist our people in surviving the day-to-day experiences of being a law enforcement officer."*  
– Captain Tim Talley, New York State Police

*"Extremely important topic, every law enforcement executive needs to know. One of the best presentations and one of the worst tragedies leading to the presentation."*  
– Sheriff John M. York, Sheriff, Livingston County

Please feel free to contact us for additional information on presenting in your hometown law enforcement community.

Cattaraugus County Sheriff's Office • 301 Court Street • Little Valley, NY 14755  
716-938-9191 • tswitcomb@cattco.org



## AFTERNOON TRAINING

### The Parkland Massacre Through a Police Chief's Eyes

**Designed especially for... law enforcement and fire/ems commanders; school superintendents and administrators; university and college administrators; school resource officers and supervisors; school security directors**

*Presented by Tony Pustizzi*  
**Coral Springs Police Department - Chief of Police (Retired)**

On February 14, 2018, a former student entered Marjory Stoneman Douglas High School in Parkland Florida, killed 17 innocent people and injured another 17 students. Chief Tony Pustizzi (Ret.), a 30-year veteran with the Coral Springs Police Department, along with members of his agency, arrived at the school within minutes. A complex law enforcement approach, including stopping the shooter and extracting victims from within the school, was initiated. He will discuss many of the issues that ensued in communication and leadership that he observed that day and the unique challenges he experienced from his perspective.

#### Learning Objectives:

Attendees will gain an understanding of the events that occurred that day as well as in the year following this tragic event from Chief Pustizzi's unique perspective as one of the on-scene commanders. He will review his department's response to the shooting and provide an analysis of the lessons learned. Attendees will leave with an understanding of the unique circumstances that contributed to the overall response and communication issues. Some points: dispatch and multi-jurisdictional issues (federal, state and local), active killer training and officer preparedness, coordination with family members (during and after the event), tactical considerations, media and political trap doors.

### Chief Tony Pustizzi

Chief Pustizzi began his career with the Coral Springs Police Department in 1988. Over his 30-year tenure, he spent most of



his time in criminal investigations, including homicide and the special victims' unit. Additionally, he served on the SWAT team for 15 years, the last eight of which as team commander.

He rose through the ranks to ultimately become chief of police in 2012. He also served as the city's interim city manager and retired in March 2018 as the chief of police/deputy city manager. In January 2019, he came out of retirement to serve as special counsel to the new sheriff of Broward County upon his appointment by the governor of the state of Florida.

Chief Pustizzi has a bachelor's degree in criminology and law from the University of Florida and a master's degree in public administration from Florida Atlantic University. He is a graduate of the FBI National Academy, the Southern Police Institute Command Officer's Course and the FBI's Law Enforcement Executive Development Seminar.

Chief Pustizzi has served as state president for the Florida chapter of the FBI National Academy Associates, the chair for the National Benchmark Cities Chief's Association, an executive board member of the South Florida High Intensity Drug Trafficking Area program, and an executive board member of the Broward County Chiefs of Police Association.

As the owner of Four Star Strategies, Inc., Chief Pustizzi conducts training throughout the United States and Canada on school and workplace violence preparedness. He has been a keynote speaker at the FBI National Academy in Quantico, Virginia and for the School Safety Advocacy Council.





## NEW CHIEFS AND MEMBERS

In the last edition of the Command Post we welcomed the 25 new members who joined us since January 1, 2022. In this edition we welcome the 6 new members who have joined since June.

### NEW CHIEF

Chief Jeffrey Campbell - *Norway Police Department*

### NEW MEMBERS

Deputy Chief Chris Hayes - *Presque Isle Police Department*

Lt. Christopher Russell - *Kennebunk Police Department*

Ranger Joseph J. Mints - *Maine Forest Service*

Director Michael Larrivee - *Waldo County 9-1-1 Center*

Jeffrey Lascar - *Comcast Corporation*

THE MAINE CHIEFS OF POLICE ASSOCIATION WOULD LIKE TO THANK THE FOLLOWING VENDOR WHO WILL BE SPONSORING A PORTION OF THE 2022 FALL CONFERENCE.

**SecureWatch24**

# Earn a Master's in Criminology

This program will enhance opportunities for advancement and upward mobility in careers in the criminal justice field; provide the skills to work in criminal justice agencies in policy, planning, and management in the private or public sector; and provide opportunities to investigate careers that are related to criminal justice as well as those directly in the field.

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**Matthew Kennedy M.S. '21**  
Probation & Patrol Officer  
MS in Criminology





## STATE OF MAINE DEPARTMENT OF PUBLIC SAFETY MAINE CRIMINAL JUSTICE ACADEMY

Every law enforcement officer in the State must meet the following training requirements to maintain certification. The Board of Trustees is required by law to revoke the certificate of any officer who fails to meet the training requirements.

### 2022 CALENDAR YEAR

MCJA Firearms Qualification

New Law / Case Law Updates

Law Enforcement Response to Mental Health Calls

Wellness and Resiliency for Law Enforcement

AND 20 hours of elective training between  
1-1-22 through 12-31-23

In addition to the mandatory subject area training listed above, every officer must complete an additional 20 hours of elective training, as approved by the chief executive officer of the employing agency, every two calendar years. The current elective training period is from January 1, 2022, through December 31, 2023.

If an officer is hired after October 1st in the first year of a two-year training cycle, the officer is required to complete the 10 hours of mandated subject area training for that year, as well as the 10 hours of mandated subject area training for the following year, and 10 hours of elective training by the end of the two-year training cycle. If an officer is hired after October 1st in the second year of a training cycle, the officer must complete only the 10 hours of mandated subject area training for that year.

The 42nd Basic Law Enforcement Training Program (BLETP) is scheduled to graduate on December 16, 2022. The BLETP started on August 15th with 70 cadets, and they are shaping into a very good class. They started their range weeks on September 26th and will choose their class officers on October 3rd.

The current class roster consists of 65 cadets representing 43 agencies from as far north as Madawaska to Wells PD to the south.

The academy is pleased to see another BLETP with a

good representation of females, as there are currently eight in this program.

On January 17, 2023, the 43rd BLETP is scheduled to start and again we will invite 70 cadets for opening day. Although we have made a huge dent in any backlog, priority will be given by hire dates and to agencies that have a Cadre currently assigned to the Academy. Please send us your applications and associated paperwork for the prospective cadets as soon as you can, so we can assure your cadets are ready to attend.

Academy staff are aware of the pressures to hire, train and retain good personnel. We are committed to continue to maintain the best training and the highest of standards for our future law enforcement professionals. With the ever increasing risks and demands on our law enforcement professionals, it's vital that we prepare these officers for the rigors they will certainly face and help build resiliency through our training programs.

Our Basic Corrections Training Program(s), in-service, School Resource Officer, Methods of Instruction, Firearms, and other certification trainings are happening throughout the year, please check out our training catalog for courses or give one of our training coordinators a call for classes that you are interested in.

Procedure changes due to recently passed LD 861 regarding restricting access to dangerous weapons has been added to the Academy's training curricula. These changes include new procedures for interacting with tele-help services and outline requirement for agencies to train officers. 2022 New Law/Case Law updates reference the changes, and the Academy has provided information to our on-line partners (Dirigo Safety, PoliceOne/Lexipol) and has available updated training lesson plan for agencies if you choose to do in-house trainings.

The Maine Criminal Justice Academy serves the people of Maine by promoting the highest level of professional standards and performance through the training of Criminal Justice personnel. We want to thank the Maine Chiefs of Police Association, its Executive Board and all our law enforcement and correctional partners for working collaboratively to help accomplish our mission to train and certify the best Maine's law enforcement and corrections officers.



DIRIGO SAFETY, LLC  
PUBLIC SAFETY ADVOCATES

# DIRIGO SAFETY, LLC

## MLEAP Accreditation Updates 2022

Due to the increase in agencies moving toward accreditation the need for additional Assessors is needed. We have identified regions that are lacking trained assessors. Dirigo Safety hosted two Assessor Training in Auburn and Veazie. Some individuals took the class to assist them with their own accreditation projects, and we were able to have nine assessor applications submitted for review.

Annually, the Program Director reviews and provides recommendations to the MLEAP Committee on the standards. Over the last year, the Program Director with the assistance of several experienced Assessors has conducted an extensive review of Edition #4 Edition. This review is in the final phase of completion and will be forwarding recommendations to the MLEAP Committee. I will be scheduling a meeting with past Team Leaders and Program Managers to review recommended updates and proposed changes/additions.

The MLEAP Committee would like to say thank you for to Maine Municipal Association grants they have and provided over the last two years. Several agencies that received a grant were able to be com accredited or are in the final stages. This has substantially helped agencies work towards accreditation.

Conclusion - Overall, the program is strong and running smoothly with several agencies committed to accreditation within the next year. This includes smaller agencies which is a testament to the initial MLEAP Committee who developed the program and standards focusing on smaller agencies. However, since conducting several assessments we continue to find standards that need to be updated. This is a work in progress, especially with changes in law enforcement operations and management.

### Accredited Agencies in Maine

Augusta PD .....	MLEAP
Auburn PD .....	CALEA / MLEAP
Brunswick PD .....	MLEAP
Ellsworth PD .....	MLEAP
Berwick PD.....	MLEAP
Old Town PD.....	MLEAP
Orono PD.....	MLEAP
Jay PD .....	MLEAP
Westbrook PD.....	MLEAP
Falmouth PD.....	MLEAP
Biddeford PD.....	CALEA / MLEAP
South Portland PD .....	CALEA / MLEAP
Bath PD.....	MLEAP
York County Sheriff's Office .....	MLEAP

### Anticipated Assessment

Eliot PD.....	Completed Pending Vote from MLEAP Committee
Kennebunk PD.....	2023
Winthrop PD.....	2023
Boothbay Harbor PD .....	November / December 2022
Brewer PD.....	2023
Yarmouth PD.....	2023
South Berwick PD.....	2023
Damariscotta PD.....	2023
Kittery PD .....	2023
Buxton PD .....	November / December 2022
Farmington PD .....	November / December 2022
U. Maine PD .....	2023
Scarborough PD.....	2023

### For Re-Accreditation

Orono PD.....	December 2022
Old Town PD.....	December 2022



Dear Maine Law Enforcement,

On behalf of Dirigo Safety, LLC, I'd like to take a moment to extend our sincere appreciation to our Maine Law Enforcement Customers for helping make us Maine's leading law enforcement training company.

In 2016, we started as a two-person consulting company providing traffic safety expertise to the Maine Bureau of Highway Safety. Since then, we have expanded our services to a number of important agencies including: The Maine Department of Health and Human Services (through the administration of their Enforcement of Underage Drinking Grant), The Maine Criminal Justice Academy (via Basic Law Enforcement Training Program lesson plan writing), and the Maine Chiefs of Police Association (by providing administrative management of the Maine Law Enforcement Accreditation Program).

All of this is in addition to: the 115 individual law enforcement agencies (and over 2000 officers) who participate in our on-line training system; the thousand-plus police officers who have attended hundreds of in-person trainings we've hosted all over New England, the over 50 agencies that review and update their standard operating procedures with us, and the 20 plus agencies we are working with to accomplish State Accreditation.

We are 100% owned and operated by Maine residents. These include current and former Maine law enforcement subject matter experts who have spent a significant amount of time enforcing Maine laws in Maine cities and towns. We love the job, we love the career, we understand the local demands better than any competitor, and we want to help!

Dirigo Safety is a Maine Company working for Maine Law Enforcement, and we thank you for making us #1.

If you have any questions or concerns, please call us. We always provide outstanding and attentive customer service: (207) 200-1112.

Respectfully,  
Scot Mattox, Esq.  
CEO  
Dirigo Safety, LLC



## DIRIGO SAFETY, LLC

PUBLIC SAFETY ADVOCATES



## Law Enforcement Services Provided:



### Law Enforcement Consulting:

- SOP & Policy Development
- Executive Selection and Recruitment Services
- Supervisory Promotional Examinations and Assessment Center
- Internal Investigations

### In Person Training:

- Classes offered at Dirigo HQ in Auburn, Maine
- Hosting Agencies

### Maine Law Enforcement Accreditation Management:

- In partnership with Maine Chiefs of Police Association

### Online Training:

- MCJA Mandatory Trainings
- Bureau of Labor Trainings
- Professional Development
- MLEAP Level 2 Trainings

Contact our team today to find out more!



(207) 558-1891



<https://dirigosafety.com/contact-us/>



## DEADLY FORCE continued from page 1

of the use of deadly force, and discussions and recommendations of the panel are independent of the Attorney General.

The panel, which meets monthly and enjoys excellent attendance of its membership, is authorized to request information and records that are necessary and relevant to a review. Persons providing information or records are not criminally or civilly liable for disclosing or providing information or records as directed by the panel. The panel may consult with content experts and other professionals and discuss necessary information or records within the scope of the consultations. The proceedings of the panel are not public proceedings and records of the panel are confidential and are not subject to subpoena, discovery, or introduction into evidence in a civil or criminal action. To ensure oversight, the Legislature may inspect and review the records, but it must be under conditions that ensure the information is not further disclosed. The Attorney General is required to disclose the conclusions of the panel but may not disclose information, records, or data that are otherwise confidential. The panel must submit a report on each incident it reviews, as well as annual reports summarizing its activities, to the Judiciary Committee. The panel has been in operation for nearly three years, and, by the end of this year, it will have reviewed 20 deadly force cases and issued public reports with observations and recommendations. The Panel is presently preparing its third annual report, which will include follow-up information from agencies whose officers were involved in deadly force incidents.

Pursuant to a new law effective October 18, 2021, the Attorney General is required to complete an investigation of and submit to the panel the findings regarding the use of deadly force within 180 days of the incident. If the investigation cannot be completed within that period of time, the panel may extend the deadline by up to 90 days as long as the Attorney General notifies the panel prior to the expiration of the 180-day period, provides a summary of the investigation up to that point, identifies the reason for the delay, and provides an anticipated conclusion date for the investigation and findings.

## PANEL MEMBERS

- **Michael Alpert, President, Greater Bangor Area Branch NAACP**
- **David Bate, Esq.**
- **Stephen Burlock, Esq., Assistant District Attorney (Retired)**
- **John Chapman, Esq.**
- **Jack Clements, Chief of Police, Saco**
- **Rick Desjardins, Director, Maine Criminal Justice Academy**
- **Sandra Slemmer, designee of Mark Flomenbaum, M.D., Ph.D., Chief Medical Examiner**
- **Fernand Larochelle, Secretary**

- **Anna Love, Chief, Attorney General Investigations**
- **Joel Merry, Sheriff, Sagadahoc County**
- **Michael Sauschuck, Commissioner, Department of Public Safety**
- **Benjamin Strick, Senior Director of Adult Behavioral Health, Spurwink**
- **Francine Garland Stark, Executive Director, Maine Coalition to End Domestic Violence, Chair**
- **Dan Tourtelotte, Maine State Law Enforcement Association**
- **Vendean Vafiades, Esq., Vice Chair**

The individuals who serve on the panel are appointed to bring their professional expertise to bear on discussions of these complex cases. Thus, a member of the panel may know or have had contact with individuals who were involved in the case under review. In such situations, the member reports such affiliations to the panel, and that information is recorded in the meeting minutes. If the panel member determines that he or she has a conflict of interest, the member is recused from voting on the panel's observations and recommendations regarding that case.

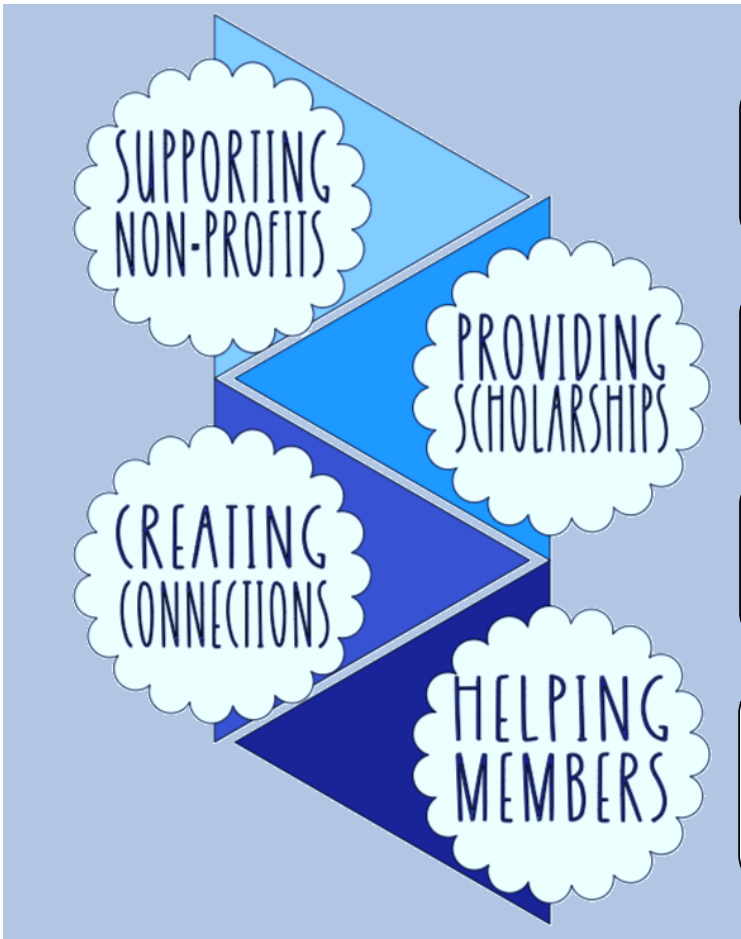
**Questions or requests for additional information may be posed to any member of the panel or [Brian.MacMaster@maine.gov](mailto:Brian.MacMaster@maine.gov).**

*View or download reports of the Deadly Force Review Panel:*

**[https://www.dropbox.com/sh/y60vusu94gdnds7/AAAIWo1\\_deZ5g-8ZeKQWEFLva?dl=0](https://www.dropbox.com/sh/y60vusu94gdnds7/AAAIWo1_deZ5g-8ZeKQWEFLva?dl=0)**



# Maine Chiefs of Police Auxiliary Come Join Us!



Auxiliary members spend our time and efforts helping to support our spouses and family members and each other.

Our members promote and support Chiefs and Sheriffs, and other Law Enforcement leaders.

We raise money to support many non-profits such as Camp POSTCARD, Camp Sunshine, and Camp Adventure.

Each year we grant college scholarships for members' children and grandchildren, and we support families of law enforcement officers and each other in difficult times.

## WE HAVE FUN!

We join our spouses at trainings, conferences, and plan excursions or fun activities to enjoy during our spouses' meetings and trainings but, most of all, we are friends who are supportive of one another.

For more information: Please Contact Rhoda MacMaster @ [tiggi47@aol.com](mailto:tiggi47@aol.com) or any other member of the Auxiliary.



# Thanks to your involvement with *Fight Crime: Invest In Kids*, for the past 25 years chiefs, sheriffs and prosecutors have helped Maine kids succeed in school and life.

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*Membership with **Fight Crime: Invest in Kids** is easy, free and the right thing to do.*



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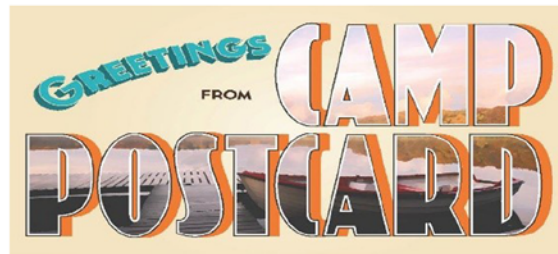


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## MAINE CHIEFS OF POLICE ASSOCIATION

### DEPARTMENTAL EVALUATION PROGRAM



**EXECUTIVE DIRECTOR EDWARD TOLAN**

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#### NEED AN INDEPENDENT ASSESSMENT OF YOUR DEPARTMENT'S OPERATIONS?

The Maine Chiefs of Police Association (MCOPA) has provided professional development opportunities and guidance to the Maine's law enforcement community for the last 60 years. Occasionally, communities feel the need to undertake a comprehensive review of their police department's operations to establish an agenda for future enhancements. Over the years, most of these communities have turned to MCOPA to provide them with these professional assessments.

#### WHO CONDUCTS THE EVALUATION?

In most instances the MCOPA assembles a team of three highly respected Maine police chiefs to conduct the assessment. This peer review panel is fully versed in the requirements for effective police agency management in Maine and therefore in the best position to not only understand the policing environment but also make real-world recommendations for improvements that will positively impact the public safety of the community involved.

#### WHAT AREAS ARE EXAMINED?

A comprehensive evaluation will involve a review of the following:

- Administration
- Budget
- Community Relations
- Crime Analysis
- Record Keeping
- Facilities
- Investigations
- Equipment
- Personnel (Hiring, Promotions, Staffing, Morale, Labor Relations)
- Internal Investigations
- Policies and Procedures
- Training
- Communications

#### IS IT EXPENSIVE?

The MCOPA understands that Maine communities are often fiscally challenged and therefore provides its services at reasonable and affordable prices. The MCOPA is willing to work with the community to narrow the focus of the assessment in those instances where budget or other considerations suggest that a full evaluation is not warranted.

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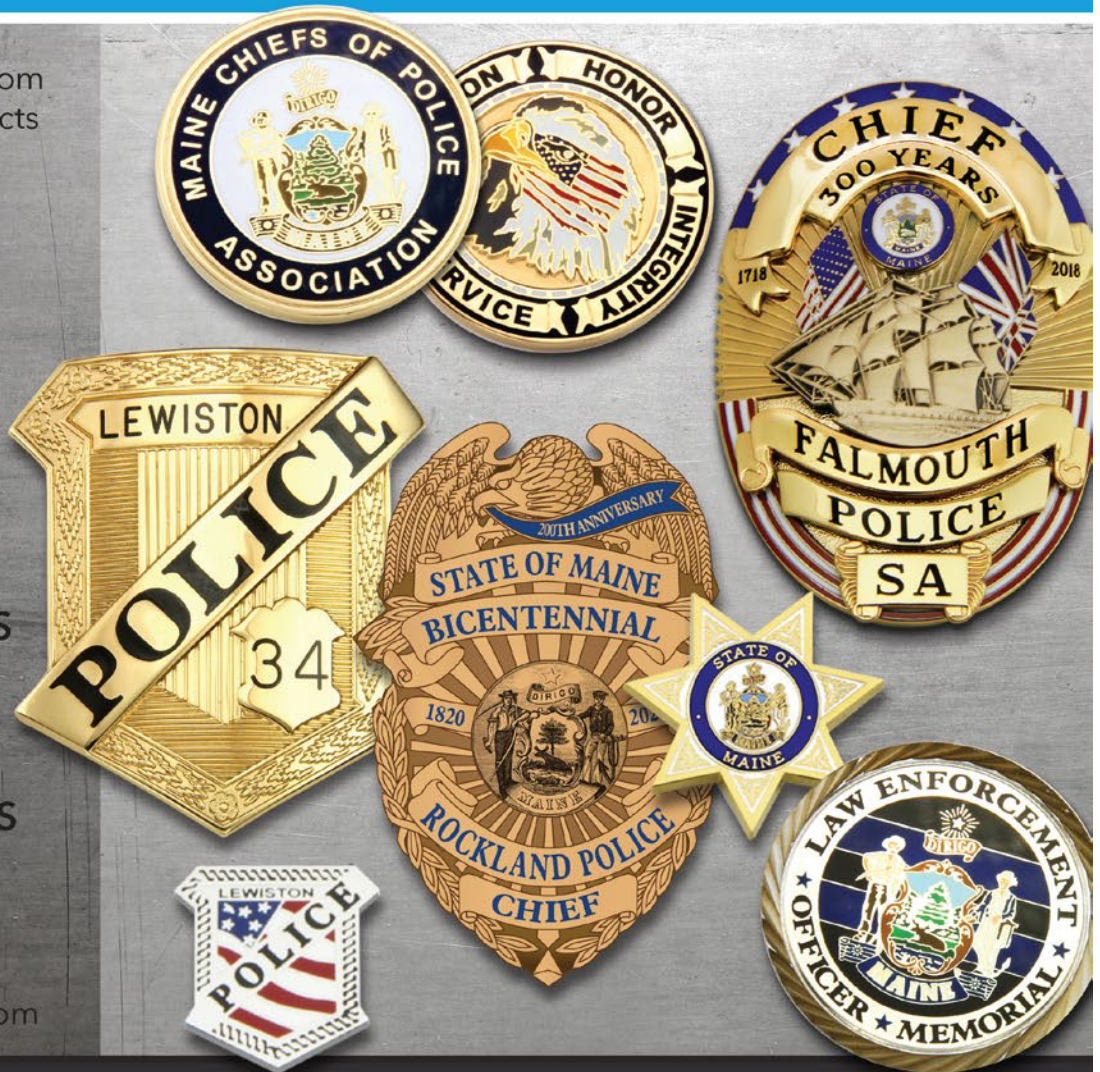
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