

Truro Police Department

On behalf of the Women and Men of the Truro Police Department, I would like to extend a heartfelt 'Thank You' to the Citizens of Truro who supported the Police Department during the Annual Town Meeting. This year we as a Town have taken a monumental step toward ensuring the safety of our residents and visitors alike by voting to hire two additional Police Officers. Just as importantly, we also have taken a huge step to increase the safety and health of the women and men who serve all of you.

I'm proud of the members of our Department and of our Town for supporting the Police Department as you have. Thank you!

Hiring & Training Process For a Police Officer

I thought you might be interested in an overview of the hiring and training process and timeline required to certify a Police Officer for duty with the Truro Police Department. The following timeline is an example, and it can be extended or shortened depending upon individual circumstances.

1. Filling of the position is authorized
2. Position is advertised [local papers, police job files (electronic), Websites, etc.]
3. Applications are received (numbers vary – at times as low as 11 for one position to a high of 46)
4. 8 weeks have passed
5. Candidate intake interviews are scheduled / performed
6. 2 more weeks pass
7. Second interviews are conducted with candidates who have moved up in the process
8. Background investigations are conducted for candidates who have a high potential (not just for the top of the list, but for a few additional candidates in case issues are discovered that halt a candidate's consideration)
9. 4 to 6 more weeks pass
10. Final list is presented to the Chief of Police for interviews
11. Chief conducts final interviews and makes selection / recommendation to the Board of Selectmen
12. Selectmen's Meeting approval / conditional offer of employment
13. 2 to 3 more weeks pass
14. Once approved, candidate must complete the following before an application to the Academy can be submitted
 - a. Massachusetts Department of Human Resources Physical Exam – done locally
 - b. Massachusetts Department of Human Resources Physical Aptitude Test – done off-Cape
15. Academy application submitted ****NOTE****
 - a. As an example: On 5/30/14 we have one Student Officer Candidate to come before the BOS for hiring as a replacement for a vacancy. The Plymouth Police Academy begins September 8th, 2014. They have 43 Student officers confirmed for attendance out of 60. Our candidate has to complete his physical and aptitude tests, scheduled for June 5th

(earliest possible,) and Truro PD is competing with every other PD in South Eastern MA, for the remaining 17 slots.

- b. If we don't get him into Plymouth, then it's a scramble to see when the next Academy is; and if it's not in Plymouth, how do we arrange housing at the Lowell, Worcester, MBTA Academies as we don't have the budget for that.

16. Psychological Exam conducted in Worcester MA

17. Academy Starts

18. 12 to 14 more weeks pass

19. Academy Graduation

20. 21 more weeks pass

21. Field Training Program (Intensive field training, converting skills learned to "real life" application)

22. 8 more weeks pass

23. Authorization to assume the duties as an Officer with the Truro Police Department

At the very best case – 62 weeks from the time the filling of a position is authorized. In some cases, we are lucky and it's shorter (already certified Officer;) and sometimes (Academy timing) it's longer.

Prescription Medication

Over the last year, Police Departments from Provincetown to Falmouth have seen a huge increase in the theft and abuse of prescription medication. We can all help in reducing the availability of medications that would be subject to theft and abuse. Please check your medications and consider the following:

1. Ensure all medications are locked up
2. Simply placed in a medicine cabinet is not safe enough
3. Dispose of all unused or expired medication
4. For disposal, all non-liquid medications can be placed in a Drug Kiosk located in the lobby of all Police Stations on Cape Cod.
5. For Liquid Medications place the bottle or container in a sealed zip-lock style bag and ask our desk personnel to take it for you. We will dispose of it separately.
6. Ensure your children have only the exact dose required; and if you are unsure, consult your doctor.

These simple steps will help keep medications off the street, out of our aquifer, and out of the hands of people in danger of abusing medication.

As always, please don't hesitate to reach out with questions or concerns. I hope the summer is safe for you and your families.

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Chief of Police

Town of Truro

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