



STATE OF MICHIGAN
DEPARTMENT OF CORRECTIONS
LANSING

JENNIFER M. GRANHOLM
GOVERNOR

PATRICIA L. CARUSO
DIRECTOR

June 20, 2005

Governor Jennifer M. Granholm
State of Michigan
111 South Capitol Avenue
Lansing, MI 48933

Dear Governor Granholm:

Pursuant to MCL 791.516, I am forwarding the 2004 Annual Report of the Michigan Correctional Officers' Training Council. The Annual Report contains pertinent data regarding the standards and requirements established by the Council and an evaluation on the effectiveness of correctional officer training programs.

If you have any questions, or would like additional information regarding the report, please feel free to contact me.

Sincerely,

Heidi Washington

Heidi Washington
Administrative Assistant

**MICHIGAN
CORRECTIONAL OFFICERS'
TRAINING COUNCIL**



2004 ANNUAL REPORT

State of Michigan

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JENNIFER M. GRANHOLM, GOVERNOR

MICHIGAN CORRECTIONAL OFFICERS' TRAINING COUNCIL

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May 27, 2005

The Honorable Jennifer Granholm
Governor of the State of Michigan
George W. Romney Building
Lansing, Michigan 48933

In accordance with requirements set forth in Section 16 of P.A. 415, 1982, I am pleased to provide you with this report concerning the activities of the Michigan Correctional Officers' Training Council for the calendar year January 1, 2004 through December 31, 2004.

As a result of the support of governing officials, correctional officers in the Michigan Department of Corrections are among the best educated and most highly prepared officers anywhere in the country. With continued support of the type received to date, the Council is confident that Michigan will continue as a leader in the training of state and local correctional officers.

Respectfully submitted,

A handwritten signature in cursive script, reading "Elizabeth A. Foley".

Elizabeth A. Foley
Chairperson



The Earl F. DeMarse Corrections Academy
Location of Michigan Correctional Officers' Training Council Offices

INTRODUCTION

Prior to May 1981, the minimum requirements for corrections officers hired to work for the Department in State corrections facilities were a high school diploma and six weeks of combined on-the-job and classroom training.

Explosive events led to changes in these minimum requirements. In 1981, over the Memorial Day weekend, three of the Department's major facilities erupted with disturbances, resulting in widespread property damage and many injuries, but no deaths. The institutions that experienced disturbances included: the State Prison of Southern Michigan (Jackson); the Michigan Reformatory (Ionia); Marquette Branch Prison (Marquette).

Following the disorders, the Michigan Legislature conducted an extensive investigation to determine the underlying causes of the disturbances. The investigation identified lack of education and training of line staff as contributing factors. The Legislature responded by enacting Public Act 415 of 1982. The legislation, which became known as the Michigan Correctional Officers' Training Act, established:

- The Michigan Correctional Officers' Training Council - a Governor appointed body.
- A requirement of 15 semester or 23 term college credits to be eligible for employment as a state corrections officer.
- Requirements for certification, re-certification and decertification of state corrections officers including a 320 hour training academy requirement and two months of on-the-job training for new officers.
- Requirements for certification, re-certification and decertification of local corrections officers employed in county jails and lockups.
- A central training academy for corrections officers.

Two amendments to Public Act 415, Public Act 44 of 1985 and Public Act 4 of 1989, provided further support to the belief that the corrections officer position is one requiring post-high school education including specific reference to possession of associate and bachelor degrees as being acceptable for entry into the corrections officer position. In 1989, the National Institute of Corrections awarded a grant to the International Association of Corrections Officers (IACO) to develop a college level vocational certificate program for corrections officers; much of the content of their program was based on the Michigan model.



MDOC Honor Guard

EXECUTIVE SUMMARY

In 2004, the Michigan Correctional Officers' Training Council (MCOTC) remained committed to what many professionals in the field acknowledge as one of the finest corrections officer training programs in the nation.

Due to budget concerns, no new custody staff were hired during 2004. However, Forensic Security Aides were transferred from the Department of Community Health to the Department of Corrections and were re-trained as Correction Officers. The training academy trained two classes of transferred FSA during 2004. These classes consisted of a total of 150 people.

The following were highlights of the MCOTC during calendar year 2004:

- Re-certification of one hundred percent of all active state corrections officers who completed required training. Certification of one hundred percent of all new state corrections officers who transferred from positions with the Department of Community Health after completing 264 hours of academy training.
- Twenty-four Michigan colleges and universities offered the Certified Corrections Officer Academic Program.
- Nearly 150 approved instructors taught in the Certified Corrections Officer Academic Program during the 2003-2004 academic year.
- A total of 167 students completed an approved Certified Corrections Officer Academic Program.
- Currently 65 trained Department volunteer recruiters assist with recruitment of under represented groups. The volunteers perform these duties in addition to their primary jobs within the department.
- The MCOTC State Standards Committee selected Corrections Officer Pablo Olvera, of the Saginaw Correctional Facility, as the 2004 State Corrections Officer of the Year. The Council participated in a banquet honoring all corrections officers.

THE COUNCIL

The Michigan Correctional Officers' Training Council was created by Public Act 415 of 1982 with the effective date of legislation March 30, 1983. The ten-member Council was appointed by the Governor and met for the first time in December, 1983.

CURRENT MEMBERS

REPRESENTING

EXPIRATION

Luella Burke	Public at Large	3/30/06
Dr. Avon Burns	Academic Community	3/30/06
Elizabeth A. Foley	Academic Community	3/30/07
Janet M. McClelland	State Personnel Director	3/30/05
Barry McLemore	MI Department of Corrections	3/30/05
Vacant	Public at Large	3/30/06
Andy Potter	State Corrections Officers	3/30/07
Timothy McCormick	DMB/Organizational Development	3/30/06

Elizabeth A. Foley was elected chairperson in 1995 and was re-elected in 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003 and 2004.

STANDING COMMITTEES AND CHAIRPERSONS

Academic Standards	Dr. Avon Burns
State Standards Committee	Barry McLemore

THE STAFF

Administrator Bill Hudson, Office of Training and Recruitment, serves as the Executive Secretary to the Council. Jai Deagan, of the Office of Training and Recruitment serves as the Liaison to the Council. Administrative support to the Council is currently provided by Jan Hoag, secretary to the Administrator of the Office of Training and Recruitment.

The Council recognizes and appreciates the support of the Executive Office and the Legislature, along with the commitment of the Department of Corrections in the on-going development and improvement of the education and training of corrections officers in the State of Michigan.

MAJOR ACCOMPLISHMENTS

With the assistance and approval of the Departments of Civil Service and Corrections, the MCOTC has established responsive, relevant and practical entry-level requirements for state corrections officers.

The Certified Corrections Officer Academic Program was implemented in 1987 to enable persons to acquire 15 semester or 23 term credits to meet the educational requirement for employment as a state corrections officer. This is a college vocational certificate program that concentrates the student's education in approved areas. Twenty-four Michigan colleges and universities are currently certified to offer the MCOTC Certified Corrections Officer Academic Program.

Civil Service testing, an in-depth personal interview, background check, drug testing and physical testing are some of the employment criteria.

Training programs for new state correction officers were reviewed, revised and strengthened.

Established standards for certification, re-certification and decertification of state correction officers continue to be applied in 2004.

In 2004, one hundred percent of all active state officers received re-certification.

The Council maintains an active involvement with the DeMarse Corrections Academy, approving physical standards, training course development and course revisions.

The Council has established physical training standards for corrections officer recruits. As part of their graduation requirement, recruits must successfully meet the following standard:

Sit-ups - 18 in 30 seconds
Push-ups - 24 in 60 seconds

Option A: Step-test (total of 9 minutes)

Stage	Cadence	Heights of steps	Time	No. of Trips
I	120	3.75"	3 min.	60
II	120	7.50"	3 min.	60
III	120	11.75"	3 min.	60

Option B: Step-test (total of 9 minutes)

Stage	Cadence	Heights of steps	Time	No. of Trips
I	120	3.75"	3 min.	60
II	120	7.50"	3 min.	60
III	158	7.50"	3 min.	78

The physical standard must be met again at the end of the recruit's 12 month probation to continue certification as a state corrections officer.

MICHIGAN CORRECTIONS OFFICER OF THE YEAR

Since 1985, the Department of Corrections has recognized outstanding officers from each facility and from corrections centers. From this field of nominees, one corrections officer in the state is selected as Corrections Officer of the Year. The MCOTC's involvement in awarding this honor began in 1988.

Although the annual award names only one top winner, the Council recognizes all corrections officers as members of the criminal justice profession who are firm, firm and objective in their interactions with Michigan prisoners every day.

In celebration of Corrections Officer Week, over 400 people attended the 2004 banquet on May 5, 2004. Warden Nick Ludwick, from Charles E. Egeler Reception and Guidance Center, served as the master of ceremonies and Director Patricia L. Caruso presented the awards.



***From left to right
Governor Jennifer M. Granholm
2004 Officer of the Year Pablo Olvera
Corrections Director Patricia L. Caruso***

Pablo Olvera, of the Saginaw Correctional Facility, was selected as the Corrections Officer of the Year. The other four finalists were: Steven Larsen, Mid-Michigan Correctional Facility; Grant Sage, Bellamy Creek Correctional Facility; Kirsten Scheidler, Florence Crane Correctional Facility / Camp Branch; Diana Stimpson, Southern Michigan Correctional Facility.

STANDING COMMITTEES

ACADEMIC STANDARDS

Dr. Avon Burns, Chairperson

The MCOTC Certified Corrections Officer Academic Program, in operation since 1987, began with the initial certification of 25 state colleges and universities. In 1990 that figure rose to 31. In 2003 there were 25 state colleges and universities that participated in the MCOTC certificate program.

Alpena Community College	Alpena
Baker College of Fremont	Fremont
Bay Mills Community College	Brimley
C.S. Mott Community College	Flint
Davenport College - Alma Center	Alma
Delta College	University Center
Ferris State University	Big Rapids
Gogebic Community College	Ironwood
Grand Rapids Community College	Grand Rapids
Jackson Community College	Jackson
Kellogg Community College	Battle Creek
Kirtland Community College	Roscommon
Lake Michigan College	Benton Harbor
Lake Superior State University	Sault Ste. Marie
Lansing Community College	Lansing
Mid Michigan Community College	Harrison
Montcalm Community College	Sidney
North Central Michigan College	Petoskey
Northern Michigan University	Marquette
Northwestern Michigan College	Traverse City
St. Clair Community College	Port Huron
Schoolcraft College/Radcliff	Garden City
Wayne County Community College	Detroit
West Shore Community College	Scottville

The 2003-2004 academic year for the Certified Corrections Officer Programs showed a decrease in certificates issued, but an increase in students enrolled. The twenty-four (24) colleges certified to offer the corrections curriculum reported an enrollment of 3,340 students.

During the 2003-2004 academic year, 167 students completed an approved Certified Corrections Officer Academic Program.

Students Enrolled in Certified Corrections Officer Academic Programs

	White	Black	Am Ind	Hisp	Asian	Other
Females	776	958	26	50	0	94
Males	854	378	31	44	5	124
Total	1,630	1,336	57	94	5	218

Students Who Completed a Certified Corrections Officer Academic Program

	White	Black	Am Ind	Hisp	Other
Female	82	33	6	4	1
Male	85	19	8	2	1
Total	167	52	14	6	2

Instructors in Certified Corrections Officer Academic Programs

	White	Black	Am Ind	Hisp	Asian
Female	38	15	0	0	0
Male	89	25	1	1	0
Total	127	40	1	1	0

STATE STANDARDS

Chairperson - Barry McLemore

New corrections officer recruits must successfully complete 320 hours of academic and practical training at the Academy, including *Report Writing, Custody & Security, Sexual Harassment, Prisoner Management, Self Contained Breathing Apparatus, Disturbance Control, Emergency Health Care, Professional Employee Conduct with Offenders* and *Firearms Familiarization*.

Phase I of the training begins the new officer's first six weeks of employment at the Academy. Phase II is two months of on-the-job training at the facilities to which the recruits are assigned. The recruits return to the Academy for Phase III, which lasts for two weeks. The 16-week training period culminates with a graduation ceremony. Graduation certificates are presented as are various awards recognizing recruits for their academic achievement, attitude and perseverance.

New corrections officers in Michigan receive extensive training in a variety of subjects. The college requirement, satisfactory completion of 320 hours of Academy training, two months on-the-job training, training in Emergency Health Care and physical fitness achievement are only a few of the reasons for a sense of pride and accomplishment at having met rigorous training standards.

Recertification requirements state that correction officers must complete training as approved by the Council. Department policy set the amount of training required annually at forty hours. This amount is in agreement with American Corrections Association standards. The Council has, in the past, accepted and endorsed the forty hour annual training requirement.

EFFECTIVENESS OF TRAINING

The following is a brief summary in response to the 1997 Auditor General's report on evaluating the effectiveness of training. The response includes a brief summary of the MDOC's means for monitoring training and obtaining input to ensure the effectiveness and quality of training, which has continued through 2004.

- Policy Directive 02.05.102 *Training Committees* provides one means for obtaining input from all levels of employees for recommendations and assistance in the development of training programs. It includes:

Suggestions from work site training committees are submitted by the Warden or Regional Prison Administrator to the appropriate Deputy Director.

Training recommendations approved by the Deputy Directors are forwarded to the Director for approval; the Director then forwards the approved recommendations to the Administrator, Office of Training and Recruitment.

- The P.A. 415 Training Committee meets annually and reviews the Director approved recommendations of the facility training committees and Office of Training and Recruitment recommendations and recommends mandatory and menu training programs for the following year for employees covered by P.A. 415.
- Meetings with institutional training officers and Field Operations Administration (FOA) regional training coordinators are held at field sites to obtain input about the current year's training, problems, and recommendations for changes and improvements. This forum also provides an additional opportunity for input into the next year's training programs.
- A standing Shoot Review Committee, consisting of representatives from Correctional Facilities Administration, Field Operations Administration, Administration and Programs Administration, Policy & Hearings, Administrator for the Office of Training and Recruitment and Internal Affairs meets as necessary. This committee reviews all instances of firearms discharges in the Department and determines if the firearm discharges were appropriate; if training issues are identified, the Administrator for the Office of Training and Recruitment follows up.

- An annual training meeting with institutional training officers and Field Operations Administration regional training coordinators is held at a central site by the Office of Training and Recruitment each year, to distribute the upcoming year's training materials, conduct train-the-trainer programs and obtain input from the participants as to the length and presentation of the programs.
- Critical incident debriefings are held by the Deputy Directors when critical incidents occur in their administrations. When issues arise during debriefings that need to be addressed by training, these matters are referred to the Office of Training and Recruitment for appropriate action.

In order to respond to the needs of the corrections community, training program development must logically include Department consultation and review. Before a Department training program can be implemented, substantively changed or deleted, it must be reviewed by the appropriate administrator.

ACKNOWLEDGMENTS:

The Michigan Correctional Officers' Training Council appreciates the continuing support it receives from the Governor's office and the Legislature. The Council has functioned smoothly because of the fine support system provided by the Department of Corrections and the Department of Civil Service.

Our appreciation is extended to those whose assistance is essential; not only to our office, but also to the correctional officers we serve. This includes the Michigan Sheriff's Association, Michigan Corrections Organization, Michigan colleges and universities, the National Institute of Corrections, the International Association of Corrections Officers and the Michigan Association of Chiefs of Police. We particularly want to express our thanks to the Administrator of the Office of Training and Recruitment and support staff for the conscientious and capable manner in which they carry out the Council's responsibilities.

We have had the privilege of serving the needs of Michigan correctional officers since 1983 and will strive to continue to do so in the future.