



EYEWITNESS IDENTIFICATIONS: THE MCOLES POLICY WRITING GUIDE

Eyewitness identifications are crucial components of many criminal investigations across the state and the nation. To ensure constitutional protections by law enforcement, the processes for such identifications must minimize the likelihood of misidentifications of suspects by witnesses, victims, and complainants. There will always be errors in eyewitness identifications and over the years researchers have studied ways to improve the accuracy of such identifications. The research findings, which include academic studies and court precedent, support the double-blind, sequential process for lineups and show-ups as a best practice. A sequential presentation is a display of photographs or persons one at a time, where the investigator presents one before presenting another. Double-blind means that both the law enforcement investigator and the witness do not know which photograph or person is the suspect. This method may help ensure the witness does not compare the suspect to others in the array and instead compares the potential suspect to what was observed at the scene. The more traditional investigative procedure has been a simultaneous presentation of all persons or photos. The sequential, double-blind process is endorsed by the State Bar of Michigan, the national

Innocence Project, and the Michigan Commission on Law Enforcement Standards (MCOLES).

Not too long ago, the State Bar of Michigan empaneled an Eyewitness Identification Task Force to study this issue in Michigan. Initially, the Task Force considered regulating the process for eyewitness identifications through legislation. In 2012, a working group of the Task Force asked MCOLES to conduct research into the issue and provide recommendations for lineups and show-ups from the perspective of law enforcement across the state. In late 2012, MCOLES recommended that an advisory Policy Writing Guide be created for use by all law enforcement agencies, regardless of size or type. In that way, agencies could create their own unique set of policies and procedures but still be consistent with the best practice for identifications. The MCOLES believed this approach would be preferable to a legislative mandate and would offer more flexibility to meet local agency needs. The goal is to provide a set of guiding principles to improve the overall reliability and fairness of lineups and show-ups. It is crucial for agencies to develop procedures through policy that do not influence the selection made by the eyewitness.

The State Bar working group accepted the recommendation and the MCOLES staff wrote a sample Policy Writing Guide for the group's review and consideration. On December 11, 2012, the Task Force as a whole unanimously approved and adopted the *Identifications ~ continued on page 5>*

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A MESSAGE FROM THE EXECUTIVE DIRECTOR.....

From the beginning of my career, I have always been amazed by the number of officers who say that if their department doesn't supply the training, then they won't train. To their credit, the agencies I have worked for provided quality training. I did not rely, however, on what the department provided as the sole source of my training. If I thought it would make me a better officer, increase my professionalism, and certainly save my life, I sought out the training myself. I kept in good physical condition, updated myself in firearms and defensive tactics, and completed a college education. I belonged to professional organizations and associated myself with law enforcement professionals. Bottom line is that I felt responsible for my own training. Lt. Ray Boehringer, one of my earliest shift commanders, told me to never turn down an opportunity, especially in training. I listened to him and never did. I also never regretted any opportunity I took and I eventually became a trainer myself which in and of itself increased my professionalism.



David L. Harvey

In today's economy, funds are few, not only at the agency level, but also with the dollars MCOLES provides in PA 302 funds. That is just a revenue issue that has no immediate resolve. Regardless of whether the money is there, training cannot stop. Agencies need to find ways to get their officers to training. I know of one particular newly appointed small agency chief who inherited a part time officer who had not attended any regular training and had not trained with his sidearm in years. This chief was not dissuaded by obstacles. Instead, the chief put the department in a position to receive PA 302 funds which the prior chief had not applied for. The chief then partnered with several different smaller agencies, combining resources to include personnel to bring that officer up to standard, increasing that officer's level of personal safety as well as to the public he serves.

Officers themselves need to take responsibility for their own safety and education. In the words of my first shift boss, take every opportunity offered. If it's not offered, seek out your own, especially in physical fitness. Law enforcement is a profession and professionals take responsibility for their own training and education. Be safe, and train, train, train.



MICHIGAN SPEED MEASUREMENT STANDARDS: RE-CERTIFICATION COMING DUE

Official standards for Michigan's speed measurement operators and instructors were adopted by the Michigan Commission on Law Enforcement Standards (MCOLES) at their December 9, 2009, meeting. These standards took effect on January 1, 2010. They can be downloaded from our Web site at www.michigan.gov/mcoles by clicking on the Standards and Training tab. The standards require both speed measurement operators and speed measurement instructors to re-certify once every five years to remain active. Re-certification by your agency can be done in a variety of ways, including classroom training, update meetings, testing, and performance appraisals.

In late 2009, MCOLES re-certified over 185 speed measurement instructors at three regional meetings. We provided these instructors with the latest training specifications and training materials. When the standards became official in 2010, speed measurement operators were "grandfathered" and were not required to attend an immediate update session *at that time*. But now that 2015 is rapidly approaching, the re-certification requirement is coming due for all operators and instructors. So, make sure the operators and instructors at your agency meet the "refresher" requirement to remain current.

As the standards were being created, our expert panel felt that agencies should have the flexibility to update operators and instructors in a way that works best for each locality. Therefore, re-certification, or a refresher, can take many forms depending on administrative requirements, officer work assignments, and what local judges and magistrates need for formal hearings. That is, your refresher does not necessarily have to be a four or eight hour update course conducted in a classroom setting.

For example, if your operator consistently conducted speed measurement enforcement for the past five years, he or she could demonstrate proficiency in the presence of an FTO, speed measurement instructor, or

agency administrator to meet the requirement. In fact, observing speed measurement enforcement in the field might be the best way to determine competency. On the other hand, if the same operator worked an undercover assignment during that time, he or she might need classroom training and testing. Or, if your agency has a certified speed measurement instructor, or there is one locally, you could schedule a refresher session for all your operators. Having your operators "test out" on a written examination is an option as well. Determine what works best for your agency. Contact your local prosecutor or courts for guidance.

The re-certification requirement holds true for speed measurement instructors as well. In Michigan, there is no such thing as a "master instructor", so current speed measurement instructors can re-certify other instructors. Again, observing an instructor teach speed measurement in the classroom is perhaps the best option. But, hosting a regional meeting for the instructors in your area may work even better.

If your agency needs to locate speed measurement training from outside sources, you can check in-service training around the state through the MCOLES Information and Tracking Network (MITN). From the agency home page, first click on the "Training Course Registry" button, then search for speed measurement training by category. Also, check with your regional training consortium or basic recruit academy to see if they offer speed measurement training or updates. Finally, contact other agencies in your area or think about hosting a regional re-certification session. Again, it's up to your agency to determine what will work best locally.

Regardless of the type of re-certification training you choose, be sure to enter and document it in the MITN system for tracking purposes. Be sure to enter the refresher for both operators and instructors, including dates. Some magistrates and judges still require a training printout from MITN for legal proceedings. For further information, visit the MCOLES Web site or contact Wayne Carlson at 517-322-5614.



MCOLES LICENSING ELIGIBILITY & APPLICANT DOCUMENTATION

Prior to MCOLES migrating to an online records system, when a person graduated from a Michigan basic law enforcement training academy or completed the Recognition of Prior Training and Experience (RPTE) program, MCOLES sent the person an individualized letter acknowledging their stage in the licensing process. The letter also included the remaining steps they and an employing agency needed to complete the activation or re-activation of their law enforcement officer license with MCOLES. The letter is commonly referred to as the “congratulatory letter.” MCOLES continued this process while local communities adjusted to the online process.

Most agencies require applicants to be “eligible for MCOLES licensing” when they make application. We have found that the congratulatory letter is being used by agencies or local HR divisions as sole confirmation of eligibility for licensing, which is not always the case. Agencies should be using the MCOLES Information and Tracking Network (MITN) to confirm an individual’s eligibility status. Some agencies were turning away applicants, or even denying application forms, because the individual did not have the letter. Applications were also denied to eligible individuals based on the applicant not having a reading and writing test score, or their pre-enrollment physical fitness test results. This included previously Michigan-licensed law enforcement officers, who would not have been licensed without already completing the pre-enrollment tests and basic training curriculum, or the RPTE program, and obtained a passing score on the licensing exam. Considering the investment made in an online verification system, the “congratulatory letter” has exceeded its utility, and is excessively burdensome to everyone. MCOLES will no longer be issuing the letter.

The academy graduates and RPTE students will have the following documentation that can assist an agency to determine if an applicant meets their local prerequisite of being eligible for MCOLES licensing.

- **Student Record:** This is provided to the graduate by the academy upon graduation. It indicates successful completion of the curriculum and the academy end date, which is the basis for their one year of licensing eligibility.
- **Licensing Exam Score Report:** This is printed by the graduate after taking the MCOLES licensing exam. It is generated by Performance Based Selection (PBS), which is contracted by MCOLES to administer the exam.
- **Reading & Writing Exam Score Report:** The individual must have passed the MCOLES Reading and Writing exam in order to enter a basic training academy, so it is implied by having completed an academy session. However, they can still generate a report from the PBS site showing the scoring band (A, B, or C) if an agency screens to a minimum scoring band.

The one other item required of pre-service academy graduates is providing MCOLES with an official transcript indicating the award of at least an associate’s degree. Without this, the individual will not appear as eligible in MITN. Employed recruits or pre-service candidates who have obtained a degree waiver from MCOLES based on military law enforcement experience do not need to meet the degree requirement and are not required to submit a transcript.

An issue that has been raised about verifying candidates’ eligibility in MITN is where a municipality’s human resource department, and not the law enforcement agency, conducts the initial eligibility screening. This can be resolved by the law enforcement agency head signing off on a MITN Operator Agreement for a human resource employee of the municipality. (Access will not be granted to a third-party organization conducting any portion of the hiring process.) Alternatively, the application process can **Licensing ~ continued on page 5>**

TIPS FROM THE MITN HELP DESK

1. Make sure all forms are submitted within **3 days** of any personnel transaction.
2. Agencies should maintain at least **one** active MITN Operator to perform transactions.
3. Password resets can be requested by e-mailing Rhonda Hooson at hoosonr@michigan.gov.
4. MITN training is now offered at various locations around the state. View the new training class calendar on our Web site at: http://www.michigan.gov/mcoles/0,4607,7-229-42523_42836_67772---,00.html
5. Remember a MITN Operator Agreement must be filled out, **signed by the agency head**, and submitted to MCOLES before attending a training class. The link to the Agreement is: http://www.michigan.gov/documents/mcoles/MITN_Operator_Agreement_253654_7.pdf
6. **When an agency head changes**, a Law Enforcement Agency User Agreement Addendum form must be forwarded to MCOLES. The link to the Addendum is: http://www.michigan.gov/documents/mcoles/LEA_User_Agency_Addendum_253640_7.pdf
7. All MITN Forms can be found on the Web site under the MCOLES Network button, MITN Forms. The link is: http://www.michigan.gov/mcoles/0,4607,7-229-42523_42835---,00.html

BELOW 100 INITIATIVE

In 2012, the Commission formally supported the Below 100 Initiative. The initiative is designed to reduce the number of police deaths to below 100 on an annual basis.



The five tenets of Below 100 are:

1. Wear your seat belt
2. Watch your speed
3. Wear your vest
4. WIN (What's Important Now)
5. Remember Complacency Kills

MCOLES encourages law enforcement agencies to join the Below 100 Initiative and incorporate their strategies to lower the number of police deaths. For further information, go to <http://below100.com>.

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be rerouted so the first point of contact is the law enforcement agency, which can determine eligibility prior to sending the individual to human resources. Both of these have been successfully implemented by law enforcement agencies. However, a currently licensed officer will not have and does not need the described documentation. That is why the appropriate way to conduct screening is to use MITN.

If you have any questions on how to determine an applicant's eligibility status, please contact the MCOLES Licensing & Administrative Services Section at (517) 322-5615.

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Policy Guide. The State Bar approved the Guide as well and the official version can be downloaded from the MCOLES Web site at www.michigan.gov/mcoles. Look under "Programs, Services and Training Guides" on our home page. The Guide addresses agency documentation, photographic line-up presentations, live line-up presentations, instructions to witnesses, and post-presentation interview protocols and processes. Also on the MCOLES Web site you will find a model policy developed and distributed by the Innocence Project.

The MCOLES staff has updated its mandated basic training curriculum for recruits, the law enforcement licensing examination, and other training materials to reflect the sequential, double-blind process. The MCOLES is reaching out to law enforcement organizations and associations, as well as risk management across the state, to distribute the Guide to their membership. MCOLES also continues to promote the Guide at regional chief's meetings, conferences, and working groups statewide. Take a moment to go to our Web site and download the Guide. Consider its use for your agency's investigations.

MILITARY POLICE BASIC TRAINING PROGRAM CONTINUES IN 2014

In the September 2013 issue of the MCOLES Newsletter, we introduced our readers to the Military Police Basic Training Program (MPBTP). Two full sessions, each six weeks in length, were administered during 2013. Grand Valley State University graduated seven veterans on August 6, 2013, and Kirtland Community College/Northwestern Michigan College graduated 22 veterans on October 1, 2013. All participants passed the MCOLES licensing examination and over half are now employed in civilian policing. Our goal in designing the MPBTP was to create a process whereby those with military police experience could transition more effectively into civilian policing. We were able to establish this shortened military academy because qualified veterans came into the academy with previous military police training and experience.

The session at Grand Valley State University was administered on a college campus, under the direction of Julie Yunker, Director of Criminal Justice Training. The session ran four days a week, ten hours per day, between the hours of 11 am and 10 pm, Monday through Thursday. Dormitory housing was available to participants, and each of the dorms had basic kitchen facilities.

The session at Camp Grayling was jointly administered by Director Tom Grace, Kirtland Community College (KLCC) and Director Alan Hart, Northwestern Michigan College (NWMC). Ret. General Jerry Cannon assisted with base logistics. The program began at 8 am and concluded at 5 pm, Monday through Friday and the recruits were offered full use of the military base, including the dining hall.

After the last session in 2013, we prepared a formal evaluation report for full Commission review. The report detailed our assessment of both training sessions. We looked at classroom instruction, the extent of interactive learning, feedback from students and administrators, and performance on the state licensing examination. We focused our assessment on those areas that differed slightly from recruit training or that addressed unique civilian transition issues.

Although our findings demonstrated overall program success, we identified areas in the curriculum that needed minor modification. We made edits to the content in first aid, interpersonal skills, and health/wellness. We also added time in specific skill areas, primarily to allow for more scenario training and performance exercises. As a result, we increased the program from 240 hours to 280 hours in length. There

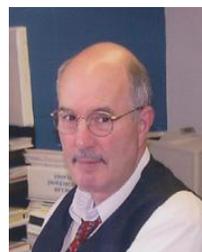
were no significant differences between the two sessions in terms of student performance or overall competency on the licensing examination.

In 2014, two more sessions will be administered. Kirtland Community College started a session on March 24 at Camp Grayling and nine veterans are currently in attendance. Grand Valley State University will administer a session toward the end of June and is now accepting applications. For additional information, or to obtain an application packet, contact the training sites through our Web site at www.michigan.gov/mcoles. When our home-page appears, click on the Standards and Training button and then on the Military Police Academy button.

We believe the MPBTP is a success insofar as it forms a foundation by which qualified military police veterans can transition more quickly into civilian law enforcement. It is intended to give qualified veterans a greater opportunity to pursue a policing career in our state. Yet at the same time it is a way to acknowledge veterans for their service and sacrifice to our country.

IN MEMORY ~ DR. ROBERT L. PARSONS APRIL 5, 1943 - APRIL 3, 2014

The criminal justice community is mourning the loss of Dr. Robert "Bob" L. Parsons who passed away on April 3, 2014. Bob worked for MCOLES, formerly MLEOTC, back in the 1960's and was the primary developer of the "Red Book" manual for academy training in defensive tactics. In 1972, Bob was instrumental in creating the Criminal Justice Program at Ferris State College. The program, under his direction, became nationally recognized, and is the largest degree program on campus. Dr. Parsons retired from Ferris in 2002 after 30 years of service, but stayed active in the law enforcement community. Bob also assisted law enforcement agencies around the country as an expert witness in police procedures and use of force.



INTERVAL TRAINING: BURN MORE CALORIES IN LESS TIME

BY KATHLEEN VONK

In the last newsletter we discussed interval training which is a type of workout in which training intensities vary between high (usually anaerobic) and low (aerobic). The overall results include a higher calorie burn during a shorter session, an improvement in performance (speed, power, and endurance), an increase in aerobic power, higher tolerance to lactic acid, and a higher caloric burn during and after the session due to “excess post-exercise consumption” or EPOC. Such a workout will improve both aerobic and anaerobic systems depending on the intensity and duration of the designed interval and recovery periods.

Energy Systems of the Body: The energy systems of the body are all in use during physical activity, however a person’s intensity and duration of exertion determines which one is predominantly used at any given time. The goal of all three systems is to produce and use energy. Each system however produces energy at a different rate, and in different amounts. Because of these benefits and limitations, each system is used for different levels of exertion. The three systems are the phosphagen system, glycolysis (fast and slow), and the oxidative system.

Phosphagen System: The anaerobic system used during the first ten seconds of intense activity is the phosphagen system, which produces energy very quickly but in small amounts – hence it is good for only those first seconds of a sprint or a fight. In order for an officer to train this system to improve his start-up acceleration or forceful strikes and takedowns, he would need to incorporate short bouts of highly intense exercise, with enough recovery to replenish the energy (3-8 minutes). Aerobic metabolism will assist in replenishing these substrates more quickly, so an active aerobic recovery is preferred over passive (walk rather than stop after short sprints). Work-to-rest ratios are generally in the range of 1:12 to 1:20 when training the phosphagen system, and exertion levels are 90-100% of maximum power. Adequate recovery in between is of utmost importance because if not, the next work interval will be performed while fatigued and results will wane. An example of incorporating interval-style training for this energy system might include performing the clean-and-jerk exercise repeatedly for ten seconds, then walking or stationary cycling at an easy pace for eight minutes, and repeating this cycle for a set amount of time. Another example might include a cycle of boxing as hard as possible for 10 seconds then jogging for two minutes. Start-up power can be trained with very short sprints (up to ten seconds), then walking the rest of the track back to the

starting line for the next short sprint. Plyometrics are also excellent exercises for training the phosphagen system.

Glycolysis: Glycolysis is the utilization of carbohydrates to produce energy. During glycolysis, energy is produced in greater amounts than the phosphagen system, but not as quickly. Carbohydrates are stored in the muscles and liver and used as fuel during glycolysis. Carbohydrates are the only source of fuel that can be metabolized anaerobically, so consumption of adequate carbs is of utmost importance for those who serve in emergency service professions.

Fast glycolysis is considered anaerobic, and will become the predominant system used if the intensity of the activity remains high during the first few minutes. To train and improve this system, work-to-rest ratios should stay around 1:3 to 1:5 and replenishment of fuel for this type of activity is obtained through the ingestion of carbohydrates post-workout. This means no low carb/high protein diets for officers who must be able to fight at high intensities at any given moment!

Training the fast glycolysis system through the use of intervals can be achieved with just about any type of activity whether indoors or out. Treadmill intervals might consist of a five minute warm up, ten inclined or speed intervals of 60 seconds each, followed by two minutes of level or slower running. The result will equate to more calories burned when compared to an equal amount of time spent at a steady pace, and both the oxidative and glycolysis systems will improve as well since intervals toggle between the two. Outdoor hill repeats, fartleks, and cycling sprint intervals are all examples of outdoor interval training. Rowing machines, elliptical, and stairclimbers are all great options for interval training and improving the glycolytic system, as long as the work intervals are increased to the point of higher intensities into anaerobic metabolism. Results will enhance an officer’s acid buffering mechanism so that the increases in lactic acid within the working muscles will take longer to accumulate, thus the officer will better tolerate that “burning” feeling making it possible to fight longer. Through training, achieving even a slight delay in the onset of lactic acid accumulation can buy an officer valuable seconds in a very intense altercation.

Slow glycolysis is sometimes (incorrectly) called “aerobic” glycolysis even though neither form of glycolysis is dependent upon oxygen. Slow glycolysis is the breakdown of carbohydrates (glucose) to produce *Training ~ continued on page 8>*



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energy to be used aerobically in the oxidative system, and without lactic acid being produced (as it is in fast glycolysis).

Lactate Threshold: During aerobic or slow glycolysis, lactate is produced but recycled continuously, and the acidity in the muscle remains stable. Activity that pushes the upper limits of aerobic metabolism and crosses over into anaerobic metabolism (fast glycolysis) can result in an increase in lactate above the baseline concentration, because the blood lactate cannot be recycled as quickly as it is produced, as is the case in a prolonged intense fight. This point at which lactate begins to accumulate markedly is called the lactate threshold, or LT. Those who train at and near the LT can increase the time it takes to start this accumulation of blood lactate, and therefore delay the time at which they MUST slow down or move with less intensity. An important training goal for street cops is for their personal LT to occur later in the altercation than in untrained criminals. Even if this buys an officer a few seconds more than what the suspect has, it could mean the difference needed to win that forcible arrest situation.

Oxidative: The oxidative system has the greatest capacity for producing the most energy, but the process takes much longer than the phosphagen system or glycolysis. The oxidative system is the primary system used at rest and at lower intensities, and burns mostly fat and carbohydrates. Proteins are used only during times of starvation or prolonged activity such as a marathon or triathlon (90 minutes of exertion or more). The oxidative system is the primary method employed beyond the first three minutes of activity, if intensities are lower than in the anaerobic systems already described. The oxidative system can be trained with intervals as well, whether tapping into anaerobic intensities or staying just below. Greater improvements can be made and more calories and fat burned as the intensity levels rise near the point at which you transition from aerobic to anaerobic activity or LT.

Work-to-rest ratios are usually 1:1 or 1:2 depending on fitness levels when training the oxidative system. Higher intensities but staying within aerobic zones will even better train the oxidative system, improve cardiovascular health, and burn more calories (and fat) as well. Sitting on a stationary recumbent bicycle and pedaling at a nice easy pace while reading a magazine is still beneficial (just as getting up and changing the channel rather than using the remote), however you are not necessarily burning a lot of calories or improving aerobically. Interval training for the oxidative system may include stationary cycling for one minute, then kicking

it up a few notches but remaining aerobic for the next minute, and repeating for the duration of the workout. Training the oxidative system can also be achieved with anaerobic intervals or higher aerobic intervals. Training at such intervals can last for up to five minutes or even longer, depending on fitness levels and desired goals. The most accurate way to ensure proper intensity levels is through the use of a heart rate monitor.

Heart rate monitors: Using a heart rate monitor will make it easier to ensure proper goal achievement through the use of target heart rate zones. It is much easier (and more accurate) to glance at your wrist to see your intensity level than it is to stop and obtain your heart rate manually. To make it even easier, most monitors will give some type of audible signal or “beep” if you are below or above your desired target zone.

Maximum heart rate (MHR) is determined by the general formula $220 - \text{age}$. During interval training, target heart rates can fluctuate between 60- 70% MHR during easy portions and reach up to 85 - 90% of MHR during work intervals. Training the phosphagen system is best achieved when attaining 100% MHR levels with adequate recovery in between each interval (up to eight minutes).

Remember that proper nutrition both before and after exercise sessions can enhance or diminish results. After all that hard work you put into a session and program design, make sure to maintain those benefits through optimal caloric, protein, carbohydrate, fat, water, fiber, vitamin, and mineral intake. Proper training intensity and duration, proper rest and recovery, proper nutrition, and adequate rest will all result in better performance on the street and more satisfying leisure time with loved ones while off duty and throughout retirement. So get out there and work your gluteus to its maximum... but then eat, rest and recover appropriately for maximal life satisfaction!

Officer Kathleen Vonk has been a licensed law enforcement officer in the state of Michigan since 1988. She earned a BS in Exercise Science from Michigan State University and is the Physical Fitness Chair for the National Tactical Officer's Association (NTOA) and well as Column Editor for the National Strength and Conditioning Association's (NSCA) Tactical Strength and Conditioning (TSAC) program. She is a Certified Strength and Conditioning Specialist (CSCS) by the NSCA and a Health Promotion Director and Physical Fitness Specialist by the Cooper Institute. She can be reached at kathy@loukatactical.com.



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COMMISSION CHAIR THOMAS CAMERON APPOINTED JUDGE



Thomas Cameron, representative for Attorney General Bill Schuette on the Commission, was recently appointed by Governor Rick Snyder as Judge to the 3rd Circuit Court in Wayne County. His appointment takes immediate effect. We congratulate Judge Cameron on this achievement and thank him for his service to MCOLES.

Vice Chair Jerry Clayton will serve as Acting Chair until a new appointment is made by the Commission.

COMMISSION MEETINGS

June 18, 2014 ~ Marquette
September 17, 2014 ~TBA
November 5, 2014 ~TBA
December 10, 2014 ~TBA

DIRECTOR JULIE YUNKER LEAVING GRAND VALLEY STATE UNIVERSITY TRAINING ACADEMY

Grand Valley State University's (GVSU) academy training director Julie Yunker has accepted a position with Purdue University as the Fort Wayne Campus Police Chief effective June 2014. Julie is a graduate of the Ferris State University police academy where she also earned her Master's Degree. She served in the U.S. Air Force and was a public safety officer at the Kalamazoo Department of Public Safety for 13 years before taking over as GVSU's academy director for the last five years. Julie has been very active in basic academy and in-service training in Michigan and as an instructor in GVSU's Criminal Justice program. Julie was instrumental in establishing MCOLES first Military Police Basic Training Academy. We wish Julie good luck in her new position, and we'll miss her valuable insight and optimistic, can-do attitude. However, we do expect to see her zooming by on her motorcycle before she leaves!

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