



## MILITARY POLICE BASIC TRAINING PROGRAM

Last year the MCOLES staff created a basic training program for military police veterans. Its purpose is to transition those with military policing experience and training into the civilian sector more quickly and efficiently. As outlined in a previous Newsletter article, we want to recognize prior military service and at the same time acknowledge veterans' service and sacrifice to our country. After program development and full Commission approval, the first 240-hour military school was completed at Grand Valley State University (GVSU). This inaugural session ran from June 24, 2013 and completed with a graduation ceremony in Grand Rapids on August 6, 2013. Seven participants successfully completed the program and all have submitted applications to law enforcement agencies around the state.

Participants already have basic patrol and policing skills, the emphasis in the military curriculum was on judgment and decision-making. For example, in



*Inaugural Military Police Basic Training Class from Grand Valley State University*

Firearms, Emergency Vehicle Operations (EVO), and Subject Control we used the MCOLES advisory in-service training standards as the training curriculum.

In addition, more emphasis was placed on reality-based scenario training and the participants had ample opportunity to demonstrate their knowledge, skills, and abilities in real life settings. Feedback from the participants was positive and we made a few adjustments to the program based on their comments. We at MCOLES thank Grand Valley State University, Academy Director Julie Yunker, and her instructional cadre for administering the program. We evaluated the military program and will work to make the necessary modifications and improvements to the training where needed.

The second military basic school is currently in session at Camp Grayling. The session began on August 19, 2013, and 15 participants are in atten-

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The military training program is essentially a mini-academy. We blueprinted the military curriculum to the training specifications as contained in our 594-hour Basic Training Curriculum and Training Objectives, although with reduced time frames. Those entering the program are required to possess road experience as a military police officer for a least one year and be graduated from a federal school for military policing. Since the partici-

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## A MESSAGE FROM THE EXECUTIVE DIRECTOR.....

When I began my tenure with MCOLES three years ago, I realized that I needed to get re-connected to the field and the best way to accomplish that was through ride-a-longs. I had several goals in mind. One was to re-acquaint myself and get updated on how patrol officers work with not only the latest versions of the various equipment, but also current training and tactics. Second, I wanted to gain the perspective of officers in the field about the training they have received, both basic and in-service. I had been away from law enforcement for several years and realized that things change quickly, especially in law enforcement.



David L. Harvey

To date I have had the opportunity to ride with just about every type of agency from county, tribal, state, city, and most recently, a fully integrated department of public safety. Each has its nuances, as defined by mission and budget, but all have the same dedicated professionals. More specifically, I have little experience with a public safety agency and enjoyed riding with Officer Randy Davis of the Petoskey Department of Public Safety. Randy is fully trained in both disciplines and I had the opportunity to see him and his department in action during a four car injury accident. It was as if the scene was choreographed with the response including other officers and fire personnel, as well as an on-call private ambulance and wrecker service, which was immediate and well organized. It seemed without much direction, everyone reacted instinctively and efficiently. Within minutes, a major scene was investigated and cleared. I watched and realized that this was no anomaly, but due to training. I am sure to Randy it was no big deal, as it is what they do and it was certainly no surprise to their Director, as that is his expectation and he provides for that training.

Still it is a stark reminder that training is essential. Practice, especially in regards to scenes that involve multiple agencies and private services is paramount. That is but one example of the outstanding work I see every time I ride. It is even more impressive as agencies are doing such an outstanding job with the resources they have been given or in many cases not given, due to budgets. Law enforcement is a profession and we are professionals. Recently, I heard it referred to as a *practice*, much like the medical field and other professions. We have to continually learn and *practice* our trade. I like that term and agree we are a *practice*.

Train, practice, train, and be safe.



## ELECTRONIC RECORDING OF CUSTODIAL INTERROGATIONS

Late last year the Michigan Legislature passed a bill that requires all law enforcement agencies in the state to make audiovisual recordings of certain custodial interrogations based on specific crime categories. The legislation, MCL 763.7-11 (2012 PA 479), was signed into law by Governor Snyder and took effect on March 28, 2013. It requires MCOLES to set quality standards for the audiovisual recording of certain custodial interrogations as well as standards for geographic accessibility of equipment. The legislation also requires us to conduct an initial assessment of the field to determine the costs for agencies to purchase the required equipment. The MCOLES staff is now conducting the necessary research to formulate the standards, which will be released upon Commission approval in September. In general, we want the standards to be user friendly while capturing a true and accurate depiction of interrogations as required by the legislation.

As part of our initial research, we empaneled two working groups and obtained their advice and guidance. The first group, which consisted of agency administrators, met in early April and the participants offered recommendations regarding statewide applicability, potential implementation issues, and funding processes. We facilitated a second meeting later in the month and invited those with technical expertise to help us identify equipment specifications. The staff carefully considered the comments and suggestions of the groups and formulated a recommended equipment standard for consideration by the full Commission. MCOLES thanks the members of both working groups for their input and participation.

We also collected information from the field through an online survey to learn more about current electronic recording and agency practices across the state. The survey asked questions about agency use of existing audiovisual equipment, the geographic accessibility to such equipment, hardware and software costs, technical specifications, and agency protocols. In total, 289 separate agencies responded to the survey, which helped us formulate the recommended set of audiovisual standards. Moreover, the responses to the survey helped us establish an accurate needs baseline.

Should funding from the Legislature become available to purchase audiovisual equipment, we will identify a procurement/distribution process that will be efficient and equitable for the field. We anticipate total costs to include electronic equipment and other associated costs. We will go before the full Michigan Commission on Law Enforcement Standards this month to obtain official approval of the standards, which include equipment specifications and standards for geographic accessibility.

The electronic recording of interrogations can help guard against false confessions, can protect the constitutional rights of the accused, and can help develop strong evidence for use in court. Since there may be some confusion regarding timelines for agency compliance once the standards are in place, be sure to contact your local prosecutor for advice and direction regarding compliance.

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### COMMISSION MEETINGS

September 18, 2013.....Gaylord  
November 6, 2013.....Lansing  
December 4, 2013.....Lansing



## OFFICER LARRY NEHASIL MEMORIAL PUMP AND RUN

In May, three MCOLES staff members participated in an event to raise funds for the Larry Nehasil Memorial Park in the City of Livonia. The park will honor fallen police officers and firefighters from Livonia. The Pump and Run is a sporting event which consists of a strength event followed by running. Men must bench press 100% of their body weight and woman 65% of their weight. (Pump and Run time = 5K time – (30 sec) x (# bench reps), max number of 30 reps (equal to 15 min.).

We are happy to report that Danny Rosa came in 1st Place for the age bracket 50-59, Dave Harvey placed 9th, and John Steele placed 10th in the same bracket. **Congratulations to all three of you!**



*Danny Rosa, John Steele, Dave Harvey*

## MILITARY POLICE BASIC TRAINING PROGRAM

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dance. The school is jointly sponsored by Kirtland Community College (KLCC) and Northwestern Michigan College (NWC). It will conclude on October 1, 2013. The majority of the instructors for the program have experience teaching the full basic training programs at KLCC and NWC and many have military backgrounds. The training is being administered in the same manner as GVSU, with the emphasis on judgment and decision-making through the use of live training scenarios and exercises. The training environment is slightly different since the participants are attending at a military base rather than in a university setting. We thank Tom Grace (KLCC), Al Hart (NWC), and General Nelson Cannon (US Army, retired) for administering this program.

We plan to work with these two approved training sites to ensure additional military training programs are offered as needed. And, our evaluation of the programs will help us make the necessary improvements as we move forward. For individuals interested in the program, all MCOLES medical and non-medical standards must be met in addition to the requisite military policing background. For detailed information regarding the military training program, the possibility for future sessions, and periodic updates, please visit the MCOLES Web site at [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles).



*Traffic Stop Training*



*Patrol Scenario Training*



*Firearms Training*

## TAKING THE MYSTERY OUT OF AN AGENCY INSPECTION

Since 2003, MCOLES has been conducting business communications on license activations and LED expenditures through the MCOLES Network (MITN). Previous to that, many of you will remember, we sent packets of paper back and forth between the agencies and MCOLES to document the compliance with the selection and employment standards. Today, agencies retain the hiring and employment documentation, and about 10% (60 agencies) are selected randomly for an inspection of these documents and inspection of the receipts to verify compliance with LED expenditure guidelines. If specific questions or problems occur, the agency inspection process may be used to resolve issues.



After the annual registration is completed in March of every year, a list of agencies is generated and provided to the MCOLES district representatives. The district representatives will then work the list of agencies into their schedules and communicate with the agency head to set appointments for the inspection. The individual officers whose licenses were activated or “transferred” during the previous year are provided to the agency with a detailed list of the standards and required documentation MCOLES will review. The primary purpose of the inspection is to verify compliance with the selection and employment standards using approved processes and assist the agency in correcting deficiencies, but equally important is our goal to educate and inform those responsible on the standards and to answer questions on any relative issue.

District representatives will also review the LED expenditure receipts for training, operating and supplies, and equipment reported by the agency for the previous year. Once again, compliance with the guidelines is an obvious goal of the inspection, but equally important is educating the field on Public Act 302 requirements and use of the MCOLES Network for reporting.

Beyond officer licensing and LED expenditure reviews, the district representative will discuss with the agency’s staff the requirements and best practices of complying with the Active Duty Firearms Standard. Recently, MCOLES included in the inspection process some awareness training of the laws regarding agency Domestic Violence Policies (MCL 776.22) and the availability of model policies. Agencies are required by the law to have a domestic violence policy, to train officers on the policy, review the policy annually, consult with the local prosecutor, and make the policy available to anyone on request. There are several other requirements and you can review them in the statute, or contact MCOLES. Information on Domestic Violence (DV) training, the DV policy law, and the DV Model Policy are available on our Web site at [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles).

Upon completing the agency inspection and working with the agency to correct any deficiency, the district representative will send a copy of the report to the agency for filing. As a general policy, MCOLES does not intend to randomly select an agency more than once every two years. If you have any questions, please call John Steele at (517) 322-3966.

## COMING SOON: MCOLES ADVISORY IN-SERVICE TRAINING STANDARDS

In September, the full Commission will consider approval of advisory in-service training standards in high-risk, high-liability areas. Four topics include: *Officer Safety, Emergency Vehicle Operations, Subject Control, and Legal Update*. The Active Duty Firearms Standard has been in place for some time now. These training modules are intended to be a valuable resource to the Michigan law enforcement community and instructor guides will suggest training content, delivery methods for the adult learner, and recognized best training practices. The advisory standards are also intended to enhance performance and decision-making in vital, yet dangerous, areas of law enforcement work. The development of the training content followed the protocols of relevant research, which includes input from the law enforcement community, subject-matter-experts, the training delivery system, and risk management organizations.

Be on the lookout for these valuable training resources coming soon!

## INTERVAL TRAINING: BURN MORE CALORIES IN LESS TIME

BY KATHLEEN VONK

The primary reason why Americans say they don't work out is a lack of time. Incidentally, they also report watching three hours of television each day. So just how are you supposed to be able to juggle your full time job, part-time job, family, and fitness on top of it all? Priorities are always a good answer, but even those dedicated to working out and staying fit don't always have the time to fit their workout into a busy day. Fortunately there is a time-efficient alternative, and you don't even have to leave home to do it (unless you want to).

Interval training 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<sup>1</sup>, higher tolerance to lactic acid, and a higher caloric burn during and after the session due to "excess post-exercise consumption" or EPOC.<sup>2</sup> Such a workout will improve both aerobic and anaerobic systems depending on the intensity and duration of the designed interval and recovery periods.



When you first start exercising, your body requires more oxygen than is immediately available. You may feel "winded" until your oxygen intake matches that which is required by your exercising muscles. This period of about ten minutes is called the oxygen deficit state because your body is trying to catch up to the oxygen and fuel requirements. If you continue to exercise beyond this ten minutes, you reach a point when your breathing feels like it matches your exertion level and you have reached your "steady state" of exercise. After you stop exercising, you continue to breathe faster and your heart rate beats faster than at rest, as your body recovers and repays the oxygen/fuel debt it has run up. This phase is called excess post-exercise oxygen consumption, or EPOC. You are burning more calories than at rest during this recovery phase, and it can last for several hours. The greater the intensity and duration of the workout, the greater the oxygen deficit, thus the greater the EPOC to recover. In other words, you will burn more "recovery calories" after your workout.

### Energy Systems of the Body

If Officer S. Gonzales wanted to improve his speed, he should not train long and slow, because his goals would not be realized. The intensity of exercise and the type and length of the rest intervals would have to be specific to the energy system he wanted to improve or train. For street cops, it is important to train all the metabolic systems not only for a lifetime of good health and satisfying leisure time with family, but also for survival on the street when an officer is the only one in between an MMA wanna-be and prison – and that criminal who prides himself on his tolerance to pain may be willing to die before going back.

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. In the next newsletter we will discuss in more detail the three metabolic systems.

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1 Haff, Gregory G. PhD, CSCS, FNCSA. "High Intensity Intervals Improve Aerobic Power More than Moderate Aerobic Training." NSCA's Performance Training Journal. Volume 7, Issue 2, p. 10.

2 Baechle, Thomas R. and Earle, Roger W. "Bioenergetics of Exercise and Training." NSCA's Essentials of Strength Training and Conditioning 2nd Ed., Human Kinetics. 2000

## COMMISSIONERS

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## TIPS FROM THE MITN HELP DESK

1. Remember: In-Service training course expenditures for the current 302 Law Enforcement Distribution year can be entered throughout the year once they appear in MITN, rather than waiting until the end of the year. Click on the left hand link "**2013 Training Expenditures**" to view your department's current course list. *(See image on page 8.)*
2. Make sure all forms are submitted within **3 days** of any personnel transaction.
3. Reminder: Agencies should maintain at least **one** active MITN user to perform transactions.
4. Password resets can be requested by e-mailing Rhonda Hooson at [hoosonr@michigan.gov](mailto:hoosonr@michigan.gov).
5. When hiring a previously licensed officer, an agency must submit the Oath of Office to MCOLES.
6. An agency **must** obtain a signed MCOLES Authorization for Release of Information from the Applicant prior to accessing the Status/Inquiry Information in MITN to check the individual's license status and employment history.
7. MITN training is now offered at various locations around the state: Lansing, Wayne County Regional, Grand Rapids Community College, Lake Superior State University, and Peshawbestown (near Traverse City). For a complete schedule and to register for a class, go to our Web site at: <http://www.michigan.gov/mcoles/0,4607,7-229-42523-148246--,00.html>
8. A MITN Operator Agreement must be filled out and submitted to MCOLES before attending a training class. The Web site link to the Agreement is: [http://www.michigan.gov/documents/mcoles/MITN\\_Operator\\_Agreement\\_253654\\_7.pdf](http://www.michigan.gov/documents/mcoles/MITN_Operator_Agreement_253654_7.pdf)



## TIPS FROM THE MITN HELP DESK *(Continued from page 7)*

The following information is *Appendix A* from the *MITN User Guide*. A link to the User Guide can be found in the left hand menu after logging into MITN. Appendix A lists the employment functions and documents your agency must either submit to MCOLES and/or keep in the agency file during the hiring/licensing activation or separation process of new candidates or officers.

Status Inquiry & Hiring
Agency Roster
Hire Candidate
Recruit Roster
License Candidate
Annual Registration
2013 Training Expenditures
Training Course Registry
Instructor Registry
Training List
Entity Profile
User Guide
Exit MITN
Field Rep Home

*Left MITN Menu*

### Appendix A: MCOLES-Required Documents and Agency-Retained Documents

Function	Document	MCOLES	Agency
Separation from Employment	Separation Report, if applicable	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hiring a Law Enforcement Officer with a Current License	Law Enforcement Officer New Hire Notification	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Conferral of Full Authority/Oath of Office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hiring an Employed Recruit Candidate	Standards Compliance Verification Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Candidate New Hire Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Application for Licensing, including Medical Examination documentation		<input checked="" type="checkbox"/>
	Authorization for Release of Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Fingerprint Search Results		<input checked="" type="checkbox"/>
	Background Investigation		<input checked="" type="checkbox"/>
	Drug Screen Report		<input checked="" type="checkbox"/>
	Proof of Compliance with Education Requirement, e.g. transcript		<input checked="" type="checkbox"/>
	Proof of U.S. Citizenship, e.g. Birth Certificate		<input checked="" type="checkbox"/>
	Copy of valid Operator's or Chauffeur's License		<input checked="" type="checkbox"/>
	Copy of Position Description		<input checked="" type="checkbox"/>
License Activation: Employed Recruit	License Activation Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Conferral of Full Authority/Oath of Office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Affirmation in Support of Application for Licensing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hiring and License Activation: Pre-service Graduate; Law Enforcement Officer with Lapsed License; or Out-of-State Licensed Law Enforcement Officer	License Activation Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Standards Compliance Verification Report	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Conferral of Full Authority/Oath of Office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Application for Licensing, including Medical Examination documentation		<input checked="" type="checkbox"/>
	Authorization for Release of Information	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Affirmation in Support of Application for Licensing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Fingerprint Search Results		<input checked="" type="checkbox"/>
	Background Investigation		<input checked="" type="checkbox"/>
	Drug Screen Report		<input checked="" type="checkbox"/>
	Proof of Compliance with Education Requirement, e.g. transcript		<input checked="" type="checkbox"/>
	Proof of U.S. Citizenship, e.g. Birth Certificate		<input checked="" type="checkbox"/>
Copy of valid Operator's or Chauffeur's License		<input checked="" type="checkbox"/>	
Copy of Position Description		<input checked="" type="checkbox"/>	

- MCOLES administrative rules require the retention of employment screening and hiring documents and are subject to review during agency inspections.
- Documents may be faxed to MCOLES at (517) 316-0824.



## MCOLES STAFF & RESPONSIBILITIES

<u>NAME</u>	<u>PHONE NUMBER</u>	<u>E-MAIL</u>	<u>RESPONSIBILITIES</u>
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