

Michigan Commission on Law Enforcement Standards
Michigan Justice Training Fund
2021 GRANT APPLICATION SUMMARY

APPLICANT AGENCY: Northern Michigan University		COMMISSION #: LE-06
PROJECT TITLE: Law Enforcement Training Competitive Grant 2021		
PROJECT PERIOD: 1/1/2021 – 12/31/2021		REQUESTED AMOUNT: \$158,917.32
PROGRAM ANALYSIS: Joe Kempa		FISCAL ANALYSIS/RECOMMENDATION: Deb Thelen

PROJECT SUMMARY

PRIORITY PROGRAM AREAS:

The training proposal meets the Commission’s priority programs and advisory in-service training standards in the area of legal update, emergency vehicle operations, and firearms.

PRIORITY APPLICANTS:

The training will be open to active duty law enforcement officers of all ranks from around the Upper Peninsula. Non-302 eligible will be permitted to attend if space is available.

PROPOSED TRAINING (summary of application):

NMU will be presenting Law Enforcement In-Service 2021 training consisting of a variety of topics in skills and legal training.

TRAINEES (# of trainees per session; # of sessions, total # trainees):

Course Title	Trainees per Session	Number of Sessions	Total Trainees	Instructors	Locations
Precision Driving	12	10	120	Rushford	UP Various
Legal Update	12	12	144	Wiese	UP Various
Evidence Technician	20	3	60	Oravetz	Marquette
Beyond Basics of FTO	15	1	15	TBD	Marquette
Basic FTO	15	1	15	TBD	Marquette
Glock Armorer	20	2	40	TBD	Marquette
Response to Active Shooter	30	1	30	TBD	Marquette
Tactical Firearms Instructor	20	1	20	TBD	Marquette
Colt Armorer	20	1	20	TBD	Marquette
Street Crimes Seminar	30	3	90	Sampila	UP Various
Reid Technique	20	3	60	TBD	UP Various

INSTRUCTORS (summary of instructor credentials, # of instructors, agency affiliation):

See chart

TRAINING SITE (list locations):

See chart

PROGRAM ANALYSIS

The Problem Identification section is well written and provides a justification for the training. The topics selected were identified based on the needs of regional law enforcement agencies in the Upper Peninsula, most of which are small departments. This makes the training cost effective for these agencies. Much of the training centers on the high liability areas of law enforcement. The dynamics of officer/citizen encounters and active duty decision making are particularly timely topics in light of the recent events taking place across the nation.

The Training Objectives section contains training specifications for each of the topic areas and the objectives are written in terms of behavioral outcomes. The training outcomes match the realities of the job, which creates motivation and relevancy for the participants.

The information in the Training Methods section is consistent with the behavioral objectives. In general, most of the training will consist of classroom lecture, decision making exercises, case studies, and practice in certain skills areas. According to the applicant, class discussions will be encouraged so real life incidents can be broken down and analyzed. Including judgment as part of the learning process is important.

The applicant also talks about providing evaluative feedback from the instructors, which is essential for building competency. Practice and preparation are the foundations for decision making and judgment for veteran officers but the ultimate goal is to reach a level of *purposeful* practice. In skills training, for example, doing the same thing over and over again in exactly the same way can lead to stagnation and complacency. The participants need to try different things in different situations.

We know that most often officers make decisions based upon what they have done before so it is crucial that they interpret past work experiences correctly. Moving forward, officers need to focus on the right things for the right reasons and mistakes in the past can be as valuable as successes. During the practical exercises immediate and meaningful feedback from the instructors is essential.

The Evaluation section is well done. It contains a plan for participant feedback and an evaluation of the instructors. But for each training topic, there is an evaluation plan that consists of actual performance through case debriefs, interactive discussions, reality-based scenarios, and skill exercises.

FISCAL SUMMARY AND ANALYSIS

This law enforcement training program through Northern Michigan University has received Michigan Justice Training Fund grant funding 25 times throughout the years. The application states that if it were not for this grant funding, this training would not be possible. Due to the small agencies throughout the region, attending training outside of the Upper Peninsula would not be feasible. There is also a need to take some of the programs to desired regions due to under staffing and the financial stress on departments to send their officers out of town for training.

For calendar year 2021, grant funding is being requested to assist with the costs for delivery of the following 11 law enforcement training programs: 1) 10 sessions of 4 hours for the Precision Driving Update program, 2) 12 sessions of 4 hours for the Legal Update program, 3) 3 sessions of 8 hours for the Evidence Technician Refresher, 4) 18 hours for the Beyond the Basics of Field Training Officer course, 5) 24 hours for the Basic Field Training Officer course, 6) 2 sessions of 8 hours for Glock-Armorer Certification/Re-certification program, 7) 16 hours for Law Enforcement Response to Active Shooter Instructor Re-certification course, 8) 40 hours for Tactical Firearms Instructor course, 9) 16 hours for Colt M/16 - AR-15 Armorer's Training program, 10) 3 sessions of 24 hours for the Street Crimes seminar, and 11) 3 sessions of 32 hours for REID Technique of Investigative Interview and Advanced Interrogation course. An unlimited number of participants may attend the Legal Update, Beyond the Basics of Field Training Officer, and the Basic Field Training Officer. The Precision Driving Update specifies a limit of 12 participants, however, there is a statement that they will try to accommodate additional participants if needed at no additional cost. All remaining programs indicate a maximum of either 20 or 30 participants.

Grant funding totaling \$112,050.00 is being requested to cover the contractual costs of instruction for 10 of the training programs, and \$1,320.00 is requested for course development of the Precision Driving and Legal Update courses. With the exception of the Precision Driving course, Legal Update program, and Evidence Technician Refresher, a flat rate is charged by the contractor to deliver the training. The lead instructor for the Evidence Technician Refresher is not charging for the course instruction; however, the supplies required for the program total \$12,381.00 and grant funds are being requested for this. The Precision Driving course requires the assistance of three Driving Technicians and grant funding totaling \$8,942.40 is requested to cover this cost. Supplies and operating costs totaling \$11,440.00 are also being requested for the Precision Driving Update program to cover traffic cones, marking paint, rental vehicles, and mileage/maintenance costs. For the Legal Update program, \$500.00 grant funds are requested for room/AV rental. In addition, funding totaling \$12,283.92 to cover 25 hours for the administration of each training program is being requested. Additional information was requested relating to the calculation of hours and tasks for the personnel costs that were applied to the match share and pricing methodology used for the supplies and operating costs applied to the grant share and the match share. Only one line item requires adjustment after reviewing the additional justification. Match share funds in the proposed budget include employee administrative costs totaling \$50,196.88 and supplies and operating costs totaling \$3,526.00. The budget line item for phones in the amount of \$444.00 should be removed resulting in a new match share total of \$3,082.00 for supplies and operating. This reduction does not impact the dollar amount of grant funding that is being requested.

Administrative costs requested for grant funding total \$12,283.92, which is reasonable and within the recommended 8% guideline. All other costs are reasonable and within the guidelines as well. Match share funds total \$53,278.88, which includes the reduction noted above. This calculates to 25.1% of

the total training costs, which meets the 25% minimum match share requirement.

The application indicates that a course fee will be charge for each course to cover expenses not requested in the grant. The course fee for each training programs is as follows:

- 1) \$20 consortium member and a \$70 non-member for Precision Driving Update, Legal Update, and Evidence Technician Refresher.
- 2) \$40 consortium member and \$140 non-member for Beyond the Basics of Field Training Officer, Glock Armorer Certification/Re-certification, Law Enforcement Response to Active Shooter Instructor Re-certification, and Colt M/16 – AR-15 Armorer’s Training.
- 3) \$60 consortium member and \$210 non-member for Basic Field Training Officer, Street Crimes, and Reid Technique of Investigative Interview and Advanced Interrogation.
- 4) \$100 consortium member and \$350 non-member for Tactical Firearms Instructor.

Funding History:

The following contains data for the past five grant awards of this program.

Grant #	Start Date	End Date	Requested	Awarded	Expended	% Expended
63684-21T11	01/01/2012	12/31/2012	\$199,259.08	\$170,487.00	\$130,012.17	76%
63684-22T12	01/01/2013	12/31/2013	\$188,927.62	\$119,830.72	\$108,027.61	90%
63684-23T13	01/01/2014	12/31/2014	\$159,715.56	\$117,420.38	\$107,999.58	92%
63684-24T14	01/01/2015	09/30/2016	\$160,943.40	\$160,943.40	\$131,219.61	82%
17LE-0196-01	01/01/2017	09/30/2018	\$67,199.26	\$62,999.30	\$62,999.26	100%

Delinquencies:

No delinquencies are noted for this grant program. The quarterly grant reports for the most recent grant award were submitted on or before the deadline for all of the seven quarters.

Priorities:

The application indicates that the funding priorities from highest to lowest is as follows:

1. Precision Driving costs totaling \$24,319.12 for 5 sessions
2. Legal Update costs totaling \$6,116.72 for 3 sessions
3. Evidence Technician Refresher costs totaling \$13,497.72 for 3 sessions
4. Beyond the Basics of Field Training Officer costs totaling \$6,741.72
5. Basic Field Training Officer costs totaling \$9,316.72
6. Glock Armorer costs totaling \$11,116.72 for 2 sessions
7. Law Enforcement Response to Active Shooter Instructor Re-certification costs totaling \$15,616.72
8. Tactical Firearms Instructor course costs totaling \$15,116.72
9. Colt Armorer costs totaling \$11,116.72
10. Street Crimes seminar costs totaling \$15,516.72 for 3 sessions
11. Reid Technique of Investigative Interview and Advanced Interrogation costs totaling \$30,441.72 for 3 sessions

PRELIMINARY RECOMMENDATION:

Staff recommends funding in the amount of **\$158,917.32**, pending Commission approval and final determination of available funding. The adjustment noted above has an effect on the match share budget only and does not impact the dollar amount of the grant funds being requested.