



MCOLES ACTIVE DUTY FIREARM STANDARD

-- TWO YEARS LATER --

The first active duty standard, or “continuing education” requirement in Michigan, now mandatory for all MCOLES licensed law enforcement officers, was implemented in January of 2009. Now, over two years later the Active Duty Firearm Standard is performing as expected. This standard, intended to ensure a base level of knowledge, decision-making, and mechanical proficiency regarding the primary duty weapon and the use of deadly force, is based on research of actual officer-involved-shootings, input from Michigan subject-matter-experts, the MCOLES job-task-analysis, and best practices from around the state and country.

Table 1 displays MITN registry data for 2009 and 2010. The Table shows that the law enforcement community in Michigan is increasingly using our automated tracking network to document compliance with the mandatory firearm standard. Although only 209 law enforcement agencies and training consortiums in Michigan have currently registered the Active Duty Firearm Standard in MITN, these registered courses generated compliance for almost 10,000 officers in 2010.

We recommend that agency MITN operators register the firearms standard in our MITN system as active duty training. Clicking the radio button on the registration page to report compliance does not generate a training record

Table 1
MCOLES Active Duty Firearms Standard
Comparison of Training Registry

	2009	2010	Percent Increase
Number of licensed officers who attended registered training to comply with the Active Duty Firearm Standard, generating a permanent record of compliance in MITN	4,747	9,941	109 %
Number of training courses registered in MITN that comply with the Active Duty Firearm Standard	139	228	64 %
Number of law enforcement agencies and training consortiums that registered a course in MITN that complies with the Active Duty Firearm Standard	131	209	60 %
Number of training offerings of MITN registered training that complies with the Active Duty Firearm Standard.	389	920	137 %

in MITN for each officer, it only reflects compliance for the agency as a whole. Entering the standard as training is the preferred method for tracking compliance for all agencies. As noted in Table 1, only half of the licensed officers who complied with the standard have MITN training records that document compliance, even though almost 80% of agencies indicated that all their officers met the active duty firearms standard during the 2010.

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EXECUTIVE DIRECTOR'S COLUMN.....

BY DAVE HARVEY

I have spent this first year of my tenure with MCOLES traveling the State of Michigan. It is amazing how you can live in a state for so long and only be exposed to such a small part. I have had the pleasure to visit some wonderful communities. It is equally amazing how you can work in a profession for so long and still have so much to learn.



In my travels, I have been introduced to so many agencies and officers, from the state, county, cities, authorities and tribal police as well as schools, universities, colleges and Public Act 330 organizations. Each is similar and yet unique in their approach to law enforcement and their respective missions and complexities.

Unfortunately, the common bond these days are the struggles with their respective budgets. Everyone shares in that pain and I hear the same story over and over again about increased demand and decreased personnel. The missions somehow keep getting met ~ a credit to the dedication of the profession.

Where MCOLES is concerned the need for training is also ever present and difficult at times to accomplish. In my travels, I have heard the issues of inability to get officers to train-

ing. You can't spend your 302 funds because you can't backfill the position with overtime. We are listening and discussing that and many more issues through a review of the statutes, Public Acts 203 and 302.

MCOLES began a complete review of the statutes and have broken them down into four categories:

- ethics,
- medical standards,
- regular employment, and
- the competitive grant program.

The Commission has formed a Statute Review Committee who are working with staff to make revisions. All are keeping at the forefront the struggles each agency is having as revisions are proposed. MCOLES has also formed focus groups to gain opinions on changes and have reached out to many groups and organizations. These revisions will then be put in the form of proposed changes to the current statutes and be put into the legislative process upon Commission approval. I do believe that the end product will be good for all of the State's agencies, as well as officers, and strengthen our profession.

Have a great and safe Summer!



APRIL 20 AND JUNE 15, 2011, COMMISSION MEETINGS

The Commission met on April 20, 2011, at the Hollister Building in Lansing. The Commission was honored to offer Resolution 2011-02 recognizing the heroism of fallen law enforcement officer Larry Nehasil from the Livonia Police Department. Officer Nehasil was fatally wounded by an assailant while investigating a possible breaking and entering. Chairman Bosscher read into the record Resolution 2011-02 recognizing Officer Nehasil's service as a law enforcement officer with the Livonia Police Department. Attending the meeting were Deputy Chief Curt Caid and Mr. John Farquhar, brother-in-law of Officer Nehasil. Commission action on April 20th provided \$25,000 in Public Safety Officer Benefits funding to Officer Nehasil's survivors.

The Commission also passed Resolution 2011-03 honoring retired Sgt. Steven B. Parent of the Tawas Police Authority recognizing his twenty-five years of service. The Commission also voted to grant Executive Director Harvey the authority to approve future resolutions acknowledging a licensed police officer's career at retirement, upon request of an agency. MCOLES would then mail the resolution to the agency for presentation to the officer.

The Executive Committee reported that the DNR-DEQ transition of separating officers had been completed due to Governor Snyder's order to separate the two departments. There was also a report on the Andrews University security detail personnel acting as a police agency, as well as their Web site displaying information as a police agency. They have been advised in a letter by Director Harvey that due to MCOLES limited authority, the information was being forwarded to the Attorney General Criminal Division and U.S. Department of Education.

The Statute Review Committee reported on the following topics: Ethics ~ ethics revisions have been approved by the Commission; Medical Standards ~ Mr. Szczubelek and staff will review the standards and a proposal will be brought back to the Committee; Competitive Grant Program ~ staff is researching several options for a change to provide greater efficiency and will report back to the Committee with suggestions; Regular Employment ~ this summer, the staff will obtain input from the field and will formulate potential solutions.



The Commission also met in Lansing on June 15. Commissioner Bosscher read into the record Resolution 2011-04 to pay tribute to the service of Mr. David L. Morse for his distinguished career and long service to the former Michigan Justice Training Commission from 1990-2001 and then by virtue of Executive Order 2001-5, became a member of MCOLES, representing the Prosecuting Attorney's Association of Michigan on both Commissions. He was presented with a Resolution, his name plate, and a plaque. *(Continued on page 7)*



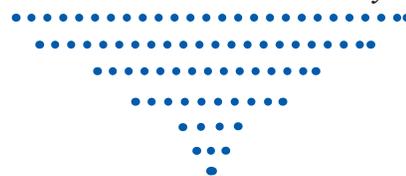
Mr. John Farquhar, Brother-in-law of Officer Larry Nehasil, Livonia Deputy Chief Curt Caid, Sheriff James Bosscher, Chair, and Executive Director Dave Harvey



MI-COPS Memorial Service on the Capitol Steps on May 2, 2011



David L. Morse, Sheriff James Bosscher, and Executive Director Dave Harvey



MCOLES WELCOMES NEW EXECUTIVE SECRETARY AND GRANTS AND CONTRACTS MANAGER

In March, MCOLES welcomed Jacquelyn Beeson to its staff as Executive Secretary to the Director. Jacque graduated from Michigan State University in 1983 with a Bachelor of Science Degree in Criminalistics. In 1983, she attended the Mid-Michigan Police Academy (Lansing Community College) and obtained MLEOTC certification and an Associates Degree in Law Enforcement. She was employed by the Ingham County Sheriff's Office in 1984 and retired from a 22-year career with Ingham County Central Dispatch. She began her employment with the state of Michigan, Department of Attorney General in 2008, and shortly thereafter, transferred to the MSP Forensic Lab where she worked for three years as a Forensic Technician before coming to MCOLES. Jacque has been married to an Ingham County Sergeant for 26 years and has three children.



Also joining the MCOLES staff as the new Grants and Contracts Manager is Gina Rosendall-Saucedo. Gina has worked for the Michigan State Police since 1999. Most recently she was the manager of the State 9-1-1 Dispatcher Training Fund, a \$1.6 million dollar grant that includes yearly applications from dispatch centers across the state and bi-annual distributions of the fund to approved Public Safety Answering Points. Gina has also managed the Precision Driving Unit training programs and authored the yearly Michigan State Police Vehicle Test publication, as well as instructed computer training courses. In her position at MCOLES, she will be working as the program specialist with statewide responsibility for administering the Michigan Justice Training Fund Programs and the Secondary Road Patrol Fund Training-to-Locals Program. Gina will also be responsible for the administration and monitoring of federal, state, and local grant funding of

the various state and federally funded grant programs for MCOLES.

Please join us in welcoming Jacque and Gina to the MCOLES staff!



PROMOTIONS AT MCOLES

With the retirement incentive at the end of 2010 reducing MCOLES staff to an all time low, we had to reorganize our functions, examine our job tasks, and prioritize how we do business. As we began 2011, we hired Executive Secretary Jacquelyn Beeson and recently, Grants and Contracts Manager Gina Rosendall-Saucedo. Interviews were conducted with several well qualified external and internal candidates to fill three posted positions. Two staff members were promoted to management positions and another was promoted to a specialist position.

Wayne Carlson was promoted to Manager of the Career Development Section, Danny Rosa was promoted to Performance Assessment Specialist in the Career Development Section, Assessments Development Unit, and David Lee was promoted to Manager of the newly combined Licensing and Administrative Services Section.

As we continue to streamline how we do business and find new ways to get our work done, we have every expectation that MCOLES will keep prospering, as we fulfill the numerous mandates and services in an ever changing environment.

Congratulations to you all!

SEXUAL ASSAULT RESPONSE TRAINING FOR LAW ENFORCEMENT

SUBMITTED BY THE MSU SARA PROJECT

Many professions are called upon to respond to the crime of sexual assault by providing services to the victim, investigating the crime, or apprehending and prosecuting the perpetrator. It is in the best interest of the victim, as well as the service providers themselves, if the responders approach this crime with a coordinated and victim-centered approach. A victim-centered approach acknowledges that it is critical to respond to sexual assault victims in a timely, appropriate, and respectful way. The victim is placed at the center of all decisions concerning recovery and at the center of any involvement in the criminal justice system. To practice a victim-centered approach effectively, all professional responders must have adequate sexual assault training. Training is especially important for law enforcement professionals, as they frequently act as the first responder to sexual assault.

Currently, sexual assault training for first responders, including law enforcement, is limited. When trainings are offered, responders' work schedules, the cost of the training, and the

location of the training may make it difficult to attend.

To address the gap in training resources for law enforcement professionals, the Sexual Assault Resource Analysis (SARA) Project at Michigan State University, funded by the Crime Victim Services Commission of the Michigan Department of Community Health, identified on-line training resources for responders to sexual assault. On-line trainings targeted at law enforcement, medical providers, and advocates that were deemed current, victim-centered, and potentially valuable to first responders were obtained, completed, and reviewed. The review of on-line trainings for law enforcement, in addition to other first responders, can be found at <http://psychology.msu.edu/vaw/SARA/index.shtml>.

All of the trainings in the on-line training review will aid law enforcement in their response to victims of sexual assault. Showcased below are three trainings that the SARA Project highly recommends.

Dynamics: What does Sexual Assault Really Look Like?

This training examines the myths and misconceptions concerning sexual assault and why these stereotypes exist. It also explores the impact of the myths and misconceptions on victims and society. The myths are contrasted with the true characteristics of sexual assault (what sexual assault really looks like) and real statistics on its prevalence. Finally, conclusions from research on this topic are provided and summarized.

Training Length: 4 hours

Training Provider: Ending Violence Against Women International (EVAWI)

Training Cost: \$50

Access at: http://www.evawintl.org/evaw_courseware/courseinfo.aspx?courseid=2

Effective Report Writing: Using the Language of Non-Consensual Sex

The critically important function that the careful and thoughtful use of language plays in documenting and presenting sexual assault cases is thoroughly examined in this training.

The many purposes of the police report in a sexual assault case are discussed, as are strategies to make the reports as effective as possible in conveying information about a sexual assault case. Ample opportunities to practice effective language use are provided throughout the training.

This training covers, in detail, strategies for documenting victim, witness, and suspect statements in a police report. Tips and techniques are provided to overcome common defense strategies which could derail a case that is not carefully documented. The main focus of the training is how to recreate the reality of the sexual assault from the victim's perspective, and with that knowledge how to proceed with a highly effective, first class investigation of the case.

Training Length: 4 hours

Training Provider: Ending Violence Against Women International (EVAWI)

Training Cost: FREE

Access at: http://www.evawintl.org/evaw_courseware/courseinfo.aspx?courseid=1

Victim Impact: How do Sexual Assault Victims Respond?

This training provides data to illustrate common experiences of sexual assault victims both short and long term. Themes include: how the impact of a sexual assault on a victim affects the law enforcement investigation, special considerations, and the issues involved with a variety of special victim populations. Special populations included are immigrants, non-white, non-English speaking populations, homeless, male, LGBT and elderly sexual assault victims. Other topics that are covered in depth include drug facilitated sexual assault and victims of multiple offenses.

Training Length: 6 hours

Training Provider: Ending Violence Against Women International (EVAWI)

Training Cost: \$50

Access at: http://www.evawintl.org/evaw_courseware/courseinfo.aspx?courseid=3

MCOLES Will Post Job VACANCIES ON WEB SITE ~ FREE OF CHARGE

For the past several years, we have been assisting law enforcement agencies by posting job vacancies on the MCOLES Web Site ~ free of charge. Feedback indicates this service has been a very valuable resource in acquiring a sufficient applicant pool to fill vacancies, as well as giving job applicants a place to search for law enforcement openings in Michigan.

With the downturn in Michigan's economy ~ and upon request ~ we have been assisting officers who now find themselves laid off, or individuals who have recently passed the Recognition of Prior Training and Experience Program, (RPTEP) by posting a brief biography and contact information on our Web site. Many of these officers have devoted countless hours towards training and their areas of expertise may be just what your organization is looking for! Several of the basic training academies have also been posting lists of their new graduates looking for the opportunity to put their skills to work here in Michigan.

Please check out these lists on the MCOLES Web site if you have a vacancy to fill. You may just find an experienced officer grateful to be employed again or a new recruit thankful for the opportunity to begin their law enforcement career in Michigan!

Look for the links "List of Laid Officers / RPTEP Candidates Seeking Michigan Employment" and "Basic Training Academy Graduates Seeking Employment" at www.michigan.gov/mcoles.

LAW ENFORCEMENT WALL OF HONOR

MCOLES' staff began a project this winter to honor our law enforcement departments. Donna Park creatively sewed banners for our reception area wall, with the idea that they would be filled with patches from Michigan law enforcement agencies from around the state. So far all three banners have been filled! We have plenty of wall space to add more banners, **but we need your help!** If your department hasn't already participated, please mail ~ or if someone is coming to the MCOLES office ~ bring us your patch.

Michigan Commission on Law Enforcement Standards
106 W. Allegan, Suite 600
Lansing, MI 48909



APRIL 20 AND JUNE 15, 2011, COMMISSION MEETINGS

(continued from page 3)

The Commission also honored fallen law enforcement officer Brian E. Huff of the Detroit Police Department who was fatally wounded by an assailant's bullet while investigating a residential breaking and entering on May 3, 2010. Chairman Bosscher read into the record Resolution 2011-05 which was presented to Commander Dwayne L. Love, Detroit Police Department. This action provided \$25,000 in Public Safety Officer Benefits funding to Officer Huff's survivors.



*Commander Dwayne L. Love
and Sheriff James Bosscher*

During the Executive Director's Report, Mr. Harvey reported that MCOLES is continuing with its reorganization. The next two positions to be filled are a Field Representative and a Curriculum and Training Standards Development Analyst. The MCOLES 2010 Annual Report was provided to Commissioners. The document can be found on the MCOLES Web site at www.michigan.gov/mcoles.

Chairman Bosscher reported that the Executive Committee had met prior to the Commission meeting and several topics were discussed: lobbyist registration of the Executive Director, policy changes to the justice training grant process, legal discussion of probationary pleas, and the Executive Director's performance evaluation.

Also, Ms. Hermina Kramp advised that the Implementation Committee met on June 8, 2011, and discussed revisions to the Michigan justice training grant process. Mr. Wayne Carlson reported that due to decline of MCOLES personnel and after staff interaction with grantees at workshops, this was now a good time to recommend a few changes to improve the program. The changes were presented in Resolution 2011-06.

The recommendations are:

1. Eliminate the 8% administrative cost restriction and instead allow for a "reasonable percentage" for administrative costs that would be determined by the MCOLES staff.
2. Encourage grantees to include administrative costs as part of their matching share.
3. Reconfirm that delinquency letters shall be sent to grantees not in compliance with required reporting deadlines, with the 3rd notification serving as the Commission's intent to terminate the grant.
4. Consider the grantee's delinquency history when reviewing their application for future grant funding.
5. Use grantee's non-compliance in reporting as a possible basis for denial of future grants.

Spring Law Enforcement Distribution Made

The Spring 2011 law enforcement distribution (LED) was released by MCOLES on June 7, 2011. Every eligible agency employing three or more officers will receive the per-capita payment of \$93.79 for each eligible, full-time equated MCOLES licensed officer. For those agencies employing fewer than three officers, the minimum payment of \$250 has been issued. A Summary Total Report and a Distribution Report by Agency can be found on the MCOLES Web site, www.michigan.gov/mcoles.

Next Commission Meeting
September 9, 2011
MGM Grand
Detroit, Michigan

MCOLES MEMBERSHIP

Sheriff James Bosscher
Commission Chair
Michigan Sheriffs' Association

Chief Doreen Olko
Commission Vice Chair
Michigan Association of Chiefs of Police

Sheriff Gene Wriggelsworth
Michigan Sheriffs' Association

Colonel Kriste Kibbey Etue
Michigan State Police

Attorney General Bill Schuette
represented by Mr. Thomas C. Cameron

Mr. Fred F. Timpner
Michigan Association of Police

Chief Kurt Jones
Michigan Association of Chiefs of Police

Professor Ron Bretz
Criminal Defense Attorneys Association of Michigan

Mr. Christopher M. Luty
Michigan State Police Troopers Association

Chief Richard A. Mattice
Michigan Association of Chiefs of Police

President Marty Bandemer
Detroit Police Officers Association

Mr. Richard R. Weiler
Police Officers Labor Council

Sheriff Robert Pickell
Michigan Sheriffs' Association

Mr. Michael D. Wendling
Prosecuting Attorneys' Association of Michigan

Chief Ralph L. Godbee, Jr.
represented by
Commander Dwayne L. Love
Detroit Police Department

Mr. James DeVries
Police Officers Association of Michigan

Mr. John Buczek
Fraternal Order of Police

MCOLES STAFF AND RESPONSIBILITIES

<u>NAME</u>	<u>PHONE NUMBER</u>	<u>E-MAIL</u>	<u>RESPONSIBILITIES</u>
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David Harvey	517-322-1417	harveyd2@michigan.gov	Executive Director ~ Commission Issues; Legislative Issues; Budget Issues
Hermine Kramp	517-322-5621	kramph@michigan.gov	Deputy Director ~ MCOLES Administration; Commission Issues; Budget Issues; Legislative Issues
Jacquelyn Beeson	517-322-1417	beesonj@michigan.gov	Executive Secretary
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Danny Rosa	517-322-6449	rosad@michigan.gov	Academy Training Curriculum; Firearms Standard; Use of Force; Evaluation & Measurement
<u>STANDARDS COMPLIANCE</u>			
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Darnell Blackburn	517-322-6637	blackbud@michigan.gov	OCC; MCJ; DPMA; WCR; WCSO; WCC; PA 330
Lynn Ried	517-322-1949	riedl@michigan.gov	LCC; DCC; KLCC; FPA; MSP; DNR; LSSU; NMU; GRCC; GVSU; KCC; KTA; WSCC; FSU; NWC; Domestic Violence
Larry Jones	517-322-5627	Jonesl29@michigan.gov	License Revocation; Investigations; PSOB
Sandi Luther	517-322-6608	luthers@michigan.gov	Recognition of Prior Training & Experience Program (RPTEP); LERC
<u>LICENSING & ADMINISTRATIVE SERVICES</u>			
David Lee, Manager	517-322-5826	leeda@michigan.gov	Licensing; Records; Annual Registration; LED; MITN Development; SQL Inquiries; IT Research
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Diane Horwath	517-322-1384	horwathd@michigan.gov	Web Site; Job Postings; Schedule PET & R&W Test Dates; Newsletter; Annual Report
<u>COMMISSION COUNSEL</u>			
John Szczubelek	517-322-5435	szczubelekj@michigan.gov	Commission legal matters

