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Officers On-Line

This Fall, Michigan law enforcement officers will gain individual access to the MCOLES Information and Tracking Network. What this means is that officers, from the comfort of their homes, will be able to log into the system and view their individual MCOLES records.

The MCOLES Network, as it has come to be

known, went live for law enforcement agencies and training providers in 2004. Since the early planning stages of this system, labor groups have lobbied heavily for on-line access by officers. Given the high level of system security and the expense of adding new interfaces, it has taken a few years to bring this feature to the field.

Now at completion, Officers On-Line capability will exemplify the open type of relationship that MCOLES is encouraging with officers in the field.

Who will be granted access? Officer access to the MCOLES Network will be made available to any licensed law enforcement officer upon request. Individuals with other than active license status will also be eligible for access. As a result, officers who are between jobs, retired, or in military service will be able to gain access. The key requirement is that the individuals requesting access must have been MCOLES licensed and assigned an MCOLES number.

How will access be granted? Persons desiring individual access to the MCOLES Network must submit an application. The access application process is designed to preserve system security. Application documents will be made available at the MCOLES web site at www.michigan.gov/mcoles. Links from the home page will take the applicant to pages that will provide basic information about the process, instructions for requesting an application, the MCOLES Network security Policy, and the Law Enforcement Officer Access Agreement. Persons requesting access will be required to comply with the

Stakeholder Meetings Coming in December

MCOLES to Visit Communities Across the State

This December, MCOLES will again be on the road in locations throughout the state. MCOLES plans to hold public hearings on proposed administrative rules as well as stakeholder sessions to report on MCOLES strategic achievements and to introduce recommendations for a standard on regular employment.

MCOLES is nearing completion of a major overhaul of the administrative rules that govern its operations. A final rule set now under consideration covers the operation of basic law enforcement training. Administrative rules have the effect of law and consequently, public hearings are a valuable part of the promulgation process. Your input will be welcomed.

Likewise, we will also be seeking your

thoughts on recommendations for a new standard addressing the regular employment issue. As you may remember, MCOLES has been assembling research on this subject throughout the year. As a result of this research, the Commission's committee on regular employment has proposed a new standard. As promised we are bringing these recommendations back to the field for your assessment.

Finally, we'll take a little time to discuss some of our accomplishments over the past few years. We'll be looking for your thoughts about what has been done and where we need to direct our future energies. Please check the schedule on page 5. to see when we'll be in your area.

See page 5 for a meetings schedule

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A Message from the Executive Director...



In my previous message, I suggested that a healthy measure of courage may be necessary as we face new role definitions amid the State's changing fiscal climate. Little did I know how quickly that prediction would come true. This past October 1, State government briefly shut down as legislators and the Governor were unable to strike an agreement on how to continue funding of operations.

We spent a tumultuous week in the buildup to the shutdown. With no previous experience on how to wind down our services, we faced some difficult policy questions. Moreover, keeping our staff accurately informed proved challenging. Lacking the clairvoyance to know what might transpire over the ensuing week-end, staff departed Friday afternoon of

September 28, not knowing if they'd be returning to work on Monday.

As it turned out, a post-eleventh hour agreement consummated during the early morning hours of October 1 quickly returned us to normal operations. Unfortunately, that agreement only provided for another 30 days of state government operations. The remaining challenge has been the necessity to square Michigan's revenue picture with its expenses. To say that this has been contentious would be an understatement.

Following the continuation agreement, we soon began to hear rumors about an apparent intent to remove \$4.8 million in Public Act 302 dollars as part of an overall series of statewide cuts. It did not take long before we discovered that this information was credible. The proposed move was labeled in some quarters as sacrificing

Public Act 302 grants, however the impact of such a move would have devastated the law enforcement distribution, as well.

It is to the credit of Michigan's law enforcement and criminal justice communities that Public Act 302 dollars have been preserved. The news of proposed cuts precipitated an enormous response that obviously registered with legislators. As of this writing, Governor Granholm has signed into law Senate Bill 238, preserving Public Act 302 dollars without cuts. I cannot overemphasize the significance of this success. When we are unified, Michigan law enforcement can accomplish great things! On behalf of the Commission, I offer our thanks for your many efforts in support of the Public Act 302 programming.

The Michigan Commission on Law Enforcement Standards

Membership

Sheriff Gene Wriggelsworth, Chair
Michigan Sheriffs' Association

Mr. John Buczek, Vice Chair
Fraternal Order of Police

Mr. James DeVries
Police Officers Association of Michigan

Col. Peter C. Munoz
represented by
Lt. Col. Timothy Yungfer
Michigan State Police

Attorney General Mike Cox
represented by Mr. William Dennis

Sheriff Robert Pickell
Michigan Sheriffs' Association

Mr. David Morse
Prosecuting Attorneys' Association of Michigan

Chief Ella Bully-Cummings
represented by Deputy Chief Deborah Robinson
Detroit Police Department

Sheriff James Bosscher
Michigan Sheriffs' Association

Chief Doreen Olko
Michigan Association of Chiefs of Police

Chief Kurt Jones
Michigan Association of Chiefs of Police

Professor Ron Bretz
Criminal Defense Attorneys' Association of Michigan

Trooper Michael Moorman
Michigan State Police Troopers Association

Chief Richard Mattice
Michigan Association of Chiefs of Police

(Appointment Pending)
Detroit Police Officers Association

Mr. Raymond W. Beach, Jr.
Executive Director

Officers On-Line

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same security conditions as all system operators on the MCOLES Network.

Applicants will be able to use their computers to complete the Law Enforcement Officer Access Agreement. The information required is the full name of the individual applying for access, the individual's MCOLES license number, the individual's date of birth, and the basic training academy from which the applicant graduated, as well as year of graduation. The purpose of this information is to verify identity with information that would not likely be known by a person other than the applicant.

Once the Access Agreement is completed, it can be printed from the computer. It must be appropriately signed and submitted to MCOLES with copies of the applicant's operator's license and one other piece of identification; e.g., agency identification, birth certificate, passport, etc. These documents must be mailed to MCOLES, accompanied by a self-addressed, stamped envelope.

Upon receipt of these documents, MCOLES will verify the information and enter it into the MCOLES Network, which will auto-generate a notice, a login ID, and a temporary password for the applicant, to be mailed via the provided envelope. Upon the applicant's first system login,

he/she will be prompted to create a unique password. Please note, this password will only be known to the user. Passwords will expire every six months and can be re-generated on-line.

What Access will be granted? Individual officer access to the MCOLES Network will be view only. The viewer of the information will not be able to make changes. Information that may be accessed consists of the officer's profile, employment history, training received, and a history of inquiries that have been made of the officer's records.

The officer profile consists of the officer's full name, e-mail address, and operator's license number. Social security numbers have been redacted to four digits. In the future, social security numbers will be removed from the system. The officer's employment history will consist of the basic training background, prior law enforcement employment, and in-service training history. If the officer has any standards compliance reviews in his/her history, the viewer will be prompted to contact MCOLES for further information. An example of this would be evaluation of a medical issue that might affect the ability of a person to carry out law enforcement duties.

Please note that in-service training records will only reflect what has been submitted to MCOLES. Many officers

have multiple sources for their training records, i.e. MCOLES, law enforcement employer training records, and records maintained by training providers.

The Training Course Registry will display training opportunities across the state. A search engine will permit the user to access course information by subject and then view a description of the course as well as where and when it will be available, and vendor contact information.

A unique feature of this system is the Individual Employment Inquiry. This is a list of law enforcement agencies that have viewed the officer's information. The officer controls access to this information, through a secondary system password generated by the system. By providing this password to a prospective employer, the officer enables the inquiry. By re-generating the secondary password, the officer takes this capability away.

Key Points. Individual officers will only be able to access their own records.

Approximately 820,000 records have been converted from the old system and uploaded to the MCOLES Network in 2004. Since then, the number of records maintained by the system has grown exponentially. Occasionally, officers may discover errors in their records. Procedures will be in place to make corrections.

Public Trust

It is fundamental that law enforcement leaders be able to assure their communities that their officers are ethical. Even unsubstantiated claims or the appearance of impropriety can undermine the most noble law enforcement intentions. Aside from preventive education, pre-employment screening and a fair reaction to ethical breaches by active officers are the front line of defense against the ethical deterioration of police officers. Neglect in either arena will inevitably lead to a decline in the quality of law enforcement service.

MCOLES, for years, has required good moral character of persons who seek to be licensed law enforcement officers in this state. The Michigan Administrative Code states, "A person selected to become a law enforcement officer shall possess good moral character as determined by a favorable comprehensive background investigation..." The use of background investigations to establish a candidate's moral character has met with a fair amount of success and is endorsed by the vast majority of Michigan law enforcement employers. That said, there are examples of background investigation failures, in which unfit candidates have entered law enforcement service and have become a liability to themselves and other officers.

Unfortunately, the same behavior that may exclude a new candidate from law enforcement employment does not automatically result in removal of the license of an incumbent officer. This occurs when an officer is

convicted of a misdemeanor crime involving moral turpitude or wanton behavior. MCOLES is often sought out for solutions when expectations regarding an officer who has violated the public's trust are unmet.

For the past several years, MCOLES has been exploring ways to strengthen its role as a standards provider in producing and retaining ethical law enforcement officers. An advisory committee on ethics, composed of practicing Michigan law enforcement personnel, has recently forwarded recommendations to the Commission. As a result of lengthy discussions, this panel has produced a number of recommendations that the Commission is now considering.

- * Develop a more comprehensive definition of good moral character to include the propensity of the person to serve the public in a fair, open, and honest manner. Factors to consider would include: prior illicit drug use, contacts with police, prior employment record, academic record, military record, any factors bearing on traits, integrity.

- * Develop more Comprehensive Screening and Background Investigations.

- * Authorizing hiring agencies to obtain full employment history.

- * Requiring hiring agencies to conduct comprehensive background

investigations.

- * Require law enforcement employers to fully disclose substantiated instances of misconduct regarding current and former law enforcement employees, upon request of a prospective law enforcement employer.

- * Requiring police academies to screen and evaluate on good moral character grounds.

- * Develop a uniform background investigation protocol and a supporting manual for use by law enforcement agencies in the hiring process.

- * Mandate background investigations whenever a law enforcement officer changes law enforcement employment.

- * Require law enforcement agencies to report criminal charges against officers to MCOLES.

- * Provide immunity for law enforcement employers for mandatory disclosure of information regarding substantiated instances of professional misconduct to MCOLES and other law enforcement employers.

- * Identify core value violations, such as perjury, theft, assault, substance abuse, and deviant sexual behavior that

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Public Trust
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would trigger revocation actions.

* Mandatory revocation for all felony convictions (crimes punishable by sentences exceeding 2 years).

* Discretionary revocation authority for designated lesser misdemeanor convictions involving moral turpitude (crimes punishable by sentences of 2 years or less).

* Restrict the Commission's license removal powers to revocations (no suspensions), and provide "may" options as opposed to "shall."

These recommendations are the product of

lengthy interactions among representatives from every aspect of law enforcement service. Some of the recommendations under consideration would require changes in law or new legislation. Any action on these matters would take place with ample time for input from the field, prior to and during any accompanying consideration by the Commission or within the legislative process.

MCOLES Stakeholder Meetings
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<p>Friday, November 30, 2007 9:30 A.M. Kentwood Department of Public Safety 4742 Walma Avenue SE Kentwood <i>Hosted by Chief Richard Mattice</i></p>	
<p>Monday, December 3, 2007 9:30 A.M. Auburn Hills Public Safety Building 1899 Squirrel Road Auburn Hills <i>Hosted by Chief Doreen Olko</i></p>	<p>Wednesday, December 5, 2007 9:30 A.M. Don H. Bottum University Center Marquette/Nicolet Rooms 1401 Presque Isle Avenue Marquette <i>Hosted by Director Ken Chant</i></p>
<p>Thursday, December 6, 2007 9:30 A.M. City Council Chamber City-County Building 225 W. Main Gaylord <i>Hosted by Director Jerry Boerema</i></p>	<p>Friday, December 7, 2007 9:30 A.M. Library of Michigan Auditorium 702 West Kalamazoo Lansing <i>Hosted by Chief Milton Scales</i></p>

Fall Law Enforcement Distribution

The Fall distribution of Justice Training Fund dollars under Public Act 302 of 1982 is underway. This distribution has netted 469 participating law enforcement agencies \$121.32 per officer. A total of \$2,287,577.16 is being distributed to 469 agencies this Fall.

By comparison, a total of \$2,042,733.34 was distributed last Spring to 468 law enforcement agencies.

The Law Enforcement Distribution supports in-service training of Michigan law enforcement officers. 60% of total Justice Training Fund dollars are devoted to the LED.

Next Commission Meeting

**Tuesday
December 11, 2007**

9:00 AM

**Ingham County
Sheriff's Office**

Mason, Michigan

State of Michigan
Department of State Police
Michigan Commission on Law Enforcement Standards
7426 North Canal Road
Lansing, Michigan 48913



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