



MCOLES

Michigan Commission on Law Enforcement Standards

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November 2008

NOTICE

MCOLES is Moving

MCOLES will, on or about November 3, 2008 take residence on the 6th floor of the Hollister Building, which is located in downtown Lansing. Telephone numbers will not change. Our new address is listed below.

**106 West Allegan, Suite 600
Lansing, Michigan 48933**

Governor Expands MCOLES

LANSING - On October 15, 2008, Governor Granholm issued Executive Order 2008-19, which expands the membership of the Michigan Commission on Law Enforcement Standards to 17 persons. Joining the Commission will be one representative from the Police Officers Labor Council and one representative from the Michigan Association of Police. One of the new members will be selected to an appointment term of one year while the other will receive an appointment to a two year term. Thereafter, successive appointments of these and all other appointed Commissioners will be to four year terms. All of this takes effect on December 28, 2008. As a result, management and labor will each hold six appointed positions on the Commission.

Ex-officio membership on the Commission will remain unchanged. These are the members who occupy seats on the Commission by virtue of the offices they hold. They are the Attorney General, the Detroit Police Chief, and the Director of the Department of State Police.

House Bill 4611 Nears Passage

LEOSA Implementation Inches Closer to Reality

During the Fall of 2006, MCOLES requested House Bill 4611 to designate MCOLES with state authority to certify law enforcement retirees for firearm carry privileges under the federal Law Enforcement Officers Safety Act of 2004 (LEOSA). House Bill 4611 would not interfere with the ability of local law enforcement agencies to issue LEOSA certifications to their retirees, however it will provide access to LEOSA privileges for retirees whose former employers do not elect to issue LEOSA certifications.

HB 4611 would also permit MCOLES to be the maker of identification required under LEOSA, when requested to do so by the former law enforcement employer. Another feature of this legislation is liability protection afforded to MCOLES, training providers, and law enforcement employers carrying out responsibilities pursuant to LEOSA. Other components of the bill parallel the Michigan concealed pistol carry law so as not to provide state certification of persons who would be ineligible to carry firearms under state law.

HB 4611 now awaits action by the Senate. Pending a favorable vote, the bill must gain the concurrence of the House and Senate regarding technical changes in language. With the Governor's approval, enactment is now expected March 1, 2009.

This legislation will accomplish the complete removal of LEOSA implementation barriers that have prevented law enforcement retirees from accessing interstate firearm carry privileges.

A Message from the Executive Director...



At the time we published our last issue, Capac Police Chief Raymond Hawks was in critical condition as a result of a gunshot

attack. St. Clair County Sheriff Deputy Timothy O'Boyle was injured in the same attack. I am relieved that both men are recovering and the perpetrator has been arrested and charged.

Recently, we completed our annual circuit of conference presentations. These included meetings with chiefs, sheriffs, labor, prosecutors, criminal defense and risk management groups across the state. We welcome the chance to share our agenda and secure input on any issues that may be affecting the field.

This year, we expended a great deal of energy on the subject of mental health. All of our communities are impacted regularly by the presence of individuals with mental disorders. Often, when these persons lack sufficient structure to deal with their problems, they become law enforcement problems and occupy pre-

cious jail space. Needless to say, that space might be put to better use. That said, many communities have not been successful in developing resources to permit alternatives to incarceration of persons with mental disorders.

The MCOLES Mental Health Awareness Training initiative was designed to promote the development of interdisciplinary solutions to these problems. At the development table, we brought together not only law enforcement but also mental health professionals and community members. Among the community members were individuals representing the consumers of mental health services. With persons from all perspectives in participation, we were able to produce a training package that moves beyond the frustration felt at the local levels in addressing these problems effectively. The training does not promise overnight solutions, but it does foster a problem solving environment conducive to long term solutions.

We have now sponsored Mental Health Awareness Training in over one dozen locations. Many thanks to Chief Milton Agay in Berrien Springs for hosting the kickoff session. Owing to the success of this initiative, the leg-

islature has added an additional \$100,000 of funding to the original funding line for fiscal year 2009. This provides a free training opportunity that can become foundational in developing more humane and effective resolutions to community issues involving individuals with mental disorders.

On another note, we are pleased to announce our move to new office space. As of this writing, the executive staff of MCOLES will have moved into the our new offices on October 24. The remainder of our staff are scheduled to follow one week later. We anticipate no changes in telephone numbers as of this writing, however please be on the lookout for any new information at www.michigan.gov/mcoles, through LEIN or in future newsletters.

Our new address will be 106 West Allegan, Suite 600, Lansing, MI 48933.

One closing note. Law enforcement strength in Michigan currently stands at 21,429, down 1,721 from 2001.

The Michigan Commission on Law Enforcement Standards

Membership

Mr. John Buczek, Chair
Fraternal Order of Police

Sheriff James Bosscher, Vice Chair
Michigan Sheriffs' Association

Sheriff Gene Wriggelsworth
Michigan Sheriffs' Association

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 James Barren
represented by Director Deborah Robinson
Detroit Police Department

Mr. James DeVries
Police Officers Association of Michigan

Chief Doreen Olko
Michigan Association of Chiefs of Police

Director 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 A. Mattice
Michigan Association of Chiefs of Police

President Marty Bandemer
Detroit Police Officers Association

Mr. Raymond W. Beach, Jr.
Executive Director

PTSD: Implications for Law Enforcement

As a result of our country's continued military engagements, post traumatic stress disorder (PTSD) is on the rise. Among the combat veterans who have participated in health assessments following return to civilian life, in excess of 40% have exhibited varying degrees of PTSD. A recent CNN investigation reported that suicides among military combat veterans are increasing beyond the national averages for all citizens. A 2007 report generated from US military data has indicated that diagnosed cases of PTSD in US troops sent to either Afghanistan or Iraq have risen by 46.4 %, bringing the overall total to almost 40,000.

The implications of PTSD for law enforcement are significant. Officers responding to calls involving military combat veterans may encounter sudden and unexplainable violence. Moreover, police officers themselves are not immune to PTSD. Law enforcement administrators who are hiring new per-

sonnel or re-integrating military combat veterans back into civilian law enforcement roles may also discover problems that surface long after the veteran's return to home soil.

PTSD is not new. It has been with us over the ages and has gone by other names in the past. "Shell shock" was the name applied to World War I soldiers who lost their ability to function in combat. "Battle fatigue" was the terminology in World War II. In the Korean conflict, "operational exhaustion" described the same thing. PTSD terminology originated during the Viet Nam War.

Flashbacks, or reliving a traumatic event, characterizes most if not all PTSD symptomology. Persons suffering from PTSD will try very hard to avoid re-experiencing the traumatic event. The memories evoke fear, shame, survivor's guilt, irritability, anger, sadness and, ulti-

Important Dates Ahead

November 13-14 Recognition of Prior Training and Experience at Macomb Community College

December 10 Commission Meeting in Lansing

December 14-20 Recognition of Prior Training and Experience at Macomb Community College

For details on above dates or academy graduation dates check at www.michigan.gov/mcoles or with MCOLES at 517-322-5623

Passing of Former Commission Counsel

Thomas P. Furtaw



With great sadness, MCOLES Commissioners and staff members observed the passing of former Commission Counsel Thomas

Furtaw. Tom was the son of a Grosse Pointe Park police officer. He rose to become one of the most influential lawyers in Lansing as a senior adviser to Michigan Attorney General Mike Cox.

Tom spent most of his professional life working in the world of law enforcement and criminal prosecution. He served as an assistant prosecutor in both Lapeer and Wayne counties compiling an impressive record of accomplishment. While working in Wayne County, Furtaw prosecuted cop killers, arsonists, a 13-year-old accused of

helping kill his mother, and worked to crack a 30-year-old murder mystery.

It was Attorney General Mike Cox, an ex-officio MCOLES Commissioner, who brought Tom to state government.

As the Commission's legal counsel, Tom ushered MCOLES through a host of legal issues. Tom's guidance on the regular employment issue eventually led the Commission to setting a historic standard. He was a principal author of legislation to enable Michigan law enforcement retirees to gain access to firearm carry privileges under the federal Law Enforcement Officers Safety Act. That bill (HB 4611) is expected to pass the Senate this fall and will be headed to the Governor for her signature later this year.

A guitar player, Tom was on stage with his band, Spitting Nickels, in Detroit when he

collapsed. The band, which boasts of its roots in Detroit's east side and its suburbs, was opening for Blue Oyster Cult, which was at the Renaissance Center for a free concert.

Tom leaves his wife and three young children. Aside from his love of music, Tom was a passionate Detroit Tigers fan.

Attorney General Cox called Tom a "long-time friend" and said, "He took seriously his calling as a public servant." That sentiment was echoed broadly among Commission members who praised Tom's work ethic and his ability to quickly analyze issues.

A Commission remembrance was given at the October 22 meeting and an educational fund has been established to benefit Tom's children.

PTSD: Implications for Law Enforcement

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mately, hopelessness. PTSD is often accompanied by hypervigilance, sleep disorders, disturbing dreams, and exaggerated or startled responses. Even those with less dramatic symptoms may be perplexed and at a loss to deal with their mixed up feelings. Tormented sufferers may be motivated to self destructive behaviors. Drinking, drugs and violent episodes are often attempts by sufferers to "self medicate," avoid, control or cope with symptoms.

PTSD is often difficult to detect for law

enforcement personnel who have no prior relationship or knowledge of the sufferer. Consequently, it is very easy to misinterpret PTSD behaviors. Employers, family members, or law enforcement officers responding to a call may confuse PTSD behaviors with inappropriate conduct that is controllable. In other words, they may erroneously think that the PTSD sufferer is just being a "jerk."

The good news is that help is available. Treatment of PTSD can be **very effective** in helping sufferers regain control of their lives. It is significant to note that men who suffer from PTSD may resist help to avoid

any stigma associated with the need for treatment.

From the standpoint of law enforcement employment, evidence that an employment candidate may be suffering from PTSD may be more readily available from a good background investigation as opposed to complete reliance on psychological screening. In the near future, MCOLES intends to publish more information on effective strategies for recruitment and/or re-integration of combat veterans into law enforcement service.

International Association of Directors of Law Enforcement Standards and Training Selects Michigan Leader

Raymond W. Beach, Jr. to Serve as IADLEST President

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is a world wide organization of training managers and executives dedicated to the improvement of public safety. IADLEST serves as a national forum for Peace Officer Standards and Training (POST) agencies, and related boards and commissions, as well as statewide training academies throughout the United States.

The mission of IADLEST is to research, develop and share information, ideas, and innovations that assist states in establishing effective and defensible standards for employment and training of peace officers.

Last July, the IADLEST membership gathered in Indianapolis to consider its strategic direction and goals for the future. As part of that meeting, IADLEST selected its new leadership.

Among those elected was MCOLES Executive Director, Raymond W. Beach, Jr. who received the nod of voting members to serve in the position of president.

In his duties, Ray will oversee valuable member services and training programs that IADLEST administers under agreements with the National Highway Traffic Safety Administration and the Federal Law Enforcement Training Center (*see article below*).

Pursuit Management Workshops: Survival in Emergency Vehicle Operations

IADLEST to Deploy 3-year Project

The National Highway Traffic Safety Administration (NHTSA) has engaged the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to develop partnerships in deploying a 3 year project to raise awareness and improve the safety of law enforcement officers engaged in emergency vehicle operations.

While law enforcement officers continually face deadly situations, emergency vehicle operations, particularly vehicular pursuits, expose officers, violators, and the public to a great degree of danger. The deaths and injuries of officers resulting from vehicle collisions now outnumber those that result from armed confrontations.

These statistics carry an implicit responsibility for law enforcement leaders to take action to lower the risk of injury and death resulting from emergency vehicle operations. The frequency and severity of these events can be positively impacted through effective policy and training.

The NHTSA / IADLEST initiative will provide guidance and support to law enforcement agencies and personnel that is consistent with guidelines developed by the International Association of Chiefs of Police. NHTSA will provide planning, technical, and financial assistance. The end result of this effort will be pursuit management workshops designed to reduce the number of deaths and injuries resulting

from emergency vehicle operations, especially those involving vehicular pursuits. The focus of this effort will be on legal and operational issues that can be addressed through training.

The role of IADLEST in this project will be to assist in the proliferation of pursuit management training efforts. The program will, through “train the trainer” strategies, promote the exchange of information, knowledge, and the development of skills among street level officers.

As this project takes shape, we will relay information to the field so that Michigan law enforcement will be in position to take full advantage of this worthwhile initiative.