



# MCOLES SEXUAL ASSAULT TRAINING PROJECT

In the United States it is estimated that a woman has a 15% chance of being sexually assaulted during her lifetime. According to Michigan crime reporting statistics there were over 10,000 victims of criminal sexual conduct in 2010. Most often the offender is known to the victim or is a member of the family. Although the overwhelming majority of victims of sexual assault are women, men are victimized as well. Unquestionably, sexual violence is a serious offense that calls for an effective response by law enforcement officers and other first responders. Often, the nature of this initial contact determines the quality of the response by the criminal justice system as a whole.

Recently, the Michigan Domestic Violence Prevention and Treatment Board (MDVPTB) subcontracted with MCOLES to design and administer training for active duty law enforcement officers in the response to sexual victimization. Over the years, we at MCOLES have established a collaborative relationship with the MDVPTB to provide statewide training in the law enforcement response to domestic violence, pursuant to the federal STOP grant program. The DV Board wanted to use federal stimulus funding to support a similar training program in the response to victims of sexual assault. As a result, we agreed to create training content, train a cadre of instructors, and administer regional training sessions for law enforcement officers across the state.

As a first step, we facilitated a meeting with content specialists in order to identify training specifications and local best practices. At MCOLES, we often use an interactive group process as part of an overall strategy to maintain the validity of our standards, training, and testing. For the sexual assault project, we invited a multidisciplinary group, those who possessed the requisite experience, expertise, and insight regarding sexual victimization, to participate in the discussions and provide meaningful input. The participants represented a variety of criminal justice disciplines.

At the meeting, we asked the participants to share their thoughts from their individual perspectives. We wanted to capture the best and most creative thinking of the group regarding project content and outcomes. The group offered several ideas regarding content and delivery, but emphasized the concept of a victim-centered, offender-focused response, where the focus of the investigation is on the actions of the offender rather than the actions of the victim.

We learned that a victim centered approach means that “success” for a responding officer may not always be an arrest and subsequent prosecution. Victims must experience a supportive response by being believed by the officer and taken seriously by the system. Moreover, by understanding the dynamics of sexual assault, officers and other first responders would be better equipped to identify appropriate strategies for questioning, locate relevant evidence, and conduct a thorough investigation.

*(Continued on page 5)*

## INSIDE THIS ISSUE

- \*MCOLES Sexual Assault Training Project..... 1
- \*Inside This Issue..... 1
- \*Executive Director’s Column..... 2
- \*Firearms Standard ~ Make It Meaningful!..... 3
- \*September 9 & October 19 Commission Meeting..... 4
- \*Free Service ~ Submit Your Law Enforcement Employment Opportunities On-line..... 5
- \*MCOLES Mental Health Training Project Comes to an End..... 6
- \*Mandatory 2012 Annual Registration Dates Set ~ January 9 - March 9, 2012..... 7
- \*Fall Law Enforcement Distribution Made..... 7
- \*Next Commission Meeting..... 7
- \*Fall 2011 Training Directors’ Conference Held..... 8
- \*Michigan Law Enforcement Agency Directory Available on Web Site..... 8
- \*MCOLES Membership..... 9
- \*MCOLES Staff & Responsibilities..... 9



## MESSAGE FROM THE EXECUTIVE DIRECTOR.....DAVE HARVEY

The Commission recently completed a long process of defining the term "regular employment." That process was inclusive of many stakeholders of law enforcement in our state which included labor, management, risk managers, prosecution, training academies, and others. The end product, in my opinion, is a huge step forward for our profession. The standard that the Commission has approved replaces the 520 hour rule previously adopted and sets a 120 hour standard with training. What this means is that an officer should work, at minimum, 120 hours in a year and complete the prescribed training. This is an advisory standard which was done to take into consideration the financial struggles communities are facing. It is a standard, nonetheless, and takes our profession a step forward. Currently, the only MCOLES training standard is firearms, which was implemented several years ago. MCOLES staff is working on the development of other training standards and will present them to the Commission later in 2012. Again, we are mindful of the difficulties communities have in sending officers to training by looking at alternative ways to present that training, such as on-line courses.



Obviously we take the training aspect very seriously, not only due to it being our statutory requirement, but in our belief that quality training is essential to our profession. I was reminded personally how skills can diminish over time. I recently completed a two-day firearms course taught at Camp Grayling and was humbled by how much my accuracy and reaction time had diminished. Having been a firearms instructor much of my career, I know that skills decline without practice -- I just didn't realize how much. I was pleased

however, at how quickly it came back and realized it was due to the exceptional instruction and a very well run school. Many thanks go to my friend Tom Carr, who is a retired St. Clair County Lieutenant and long time firearms instructor and lead instructor in the school.

In an effort to remain connected to the field, staff and I are increasing our visibility in training sessions and at agencies. I recently had the opportunity to take advantage of several ride along programs. Trooper Mark Tinney of the Michigan State Police educated me on the mission of the MSP during a shift at the Metro North Post. Officer Kevin Spate of the Boyne City Police exposed me to the policing philosophy of that agency. I was able to see the effects of training and how even after many years on the job, both officers take their safety seriously, by using good tactics even on routine runs. I have also observed not only during the ride alongs, but on visits to agencies, just how much our profession is accomplishing with diminishing resources. Despite losing drug units, school resource programs, and surveillance teams, we are finding ways to accomplish the mission. Officers are going the extra mile to get it done, buying their own equipment, using their personal vehicles at times, organizing fund raising events to purchase equipment, and above all remaining professional and serving the public the best they can.

We at MCOLES are your partner in accomplishing your various missions and strive everyday to ensure that the training provided at the academy level and throughout your career is the best. We are out in the field and we want to hear your input, as we cannot complete our mission without you. The next time you are on a firing line or in a class, look around, as one of us may be next to you! So take the time to introduce yourself and please give us your opinion.

The MCOLES Offices will be closed for the holidays on November 24-25, 2011, December 23, 26, 30, 2011, and January 2, 2012.

Happy Holidays!!!



## FIREARMS STANDARD ~ MAKE IT MEANINGFUL!

### ~The Question~

**If the Active Duty Firearms Standard is the only annual firearms exposure an officer receives, and the two-component standard is delivered in a traditional “lecture” and “static” range qualification format, are we properly preparing our officers for what they will face in an actual life-threatening situation?**

### ~ Commentary ~

The Michigan law enforcement community charged us with developing and implementing a minimum standard that was both meaningful and logistically achievable. This active duty standard is structured in a manner that is logistically achievable for all agencies based on balancing requirements (mandatory components) with recommendations (advisory components). However, to make the standard truly meaningful and better prepare each officer to perform in a real, life-threatening situation, firearms trainers must “*bring the standard to life.*”

We emphasize this because the dissimilarity between traditional firearms training and what actually occurs in an officer-involved-shooting is significant. Therefore, we must bridge this gap by recognizing the “*spirit of the standard*” and delivering it in an interactive, dynamic, realistic, and performance-based format, rather than merely complying with the “*ink and paper of the standard.*” Simply stated, we believe the standard must be delivered in a manner that is “*behavior changing,*” causing the officers to perform in training exactly how they should perform in an actual life-threatening assault. This desired behavior should directly correlate to the research of actual officer-involved-shootings available from the FBI LEOKA studies, as outlined in our resource materials.

The *spirit of the standard* delegates interpretive authority to each agency, consortium, and training provider regarding its delivery and compliance. Specific delivery methodologies and exercises appear in our supporting materials. The *spirit of the standard* seeks to enhance both decision-making and physical performance in real life situations.

For the educational component, we recommend that instructors facilitate a training environment that causes each officer to demonstrate their ability to think on their feet and make proper legal, tactical, and use-of-force decisions as they work through realistic law enforcement scenarios. For the skill assessment, we recommend instructors cause the officers to deploy practical firearms tactics and techniques during the course of fire that will have application in an actual officer-involved-shooting.

Although we recognize that training funds are limited, there are ways to enhance the effectiveness of training without necessarily increasing cost. The simple concept of having the officers discuss, articulate, explain, and/or demonstrate their understanding of the educational objectives as they relate to predictable law enforcement situations is more effective in determining their level of understanding than “spoon feeding” case law and department policy.

Likewise, causing officers to shoot in a more realistic manner during the course of fire (e.g., bent-elbow and point shooting with movement at the closer distances, realistic slice-the-pie shooting at the barricade stages, pure marksmanship at the 10 yard line, etc.) is more effective in determining their overall proficiency, rather than a static “bullets on paper” approach.

When possible, reality-based scenarios using electronic simulations, or role play scenarios utilizing marking cartridges should be included since this better measures decision-making and skill proficiency, and better prepares the officers for real life encounters. Trainers should also remember that to avoid death and serious injury in training, this task must be accomplished *without compromising safety.*

For more information contact Danny Rosa (rosad@michigan.gov or 517-322-6449).

## SEPTEMBER 9 AND OCTOBER 19, 2011, COMMISSION MEETINGS

The Commissioners met on September 9, 2011, at the MGM Grand in Detroit with POAM graciously hosting the event. The Commission meeting began with a moment of silence to honor those in the profession that made the ultimate sacrifice on September 11, 2001.

Prior to the meeting, the Executive Committee met and discussed the registration of the Executive Director as a lobbyist. Based on legal advice, the Executive Committee recommended to the Commission that Director David Harvey register as a lobbyist by adopting Commission Resolution 2011-07. A motion was made and supported to adopt the resolution.

The issue of regular employment was discussed and Executive Director Harvey explained the background research which dated back to 1985 and that a focus group had also been formed to obtain a current perspective from the field on the matter. This feedback was incorporated into Resolution 2011-08. The resolution replaces the 520 hour rule and adopts that an officer should work, at a minimum, 120 hours per year and complete prescribed training. After some discussion, Commission Resolution 2011-08 on Regular Employment was adopted by majority vote, with Mr. DeVries and Mr. Luty voting against the adoption.

Commission Resolution 2011-09 was briefly explained, which authorizes the Executive Director to seek emergency administrative rule rescission and to amend Rule 28.14204 by deleting subsection (d). The resolution was adopted by the Commission.

Mr. Harvey also discussed the statutory changes related to the Michigan Justice Training Fund contained in Commission Resolution 2011-10. A motion and support to adopt the resolution was made and it was unanimously adopted by the Commission.



Commission Resolutions and Meeting Minutes passed by the Commission can be found on the MCOLES Web site: [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles) under Commission Information, Publications, "Approved Commission Resolutions" or "Approved Meeting Minutes."

The Commission also met in Lansing on October 19, 2011, at the Commission offices. Chairman Bosscher introduced Jim and Kathy McCandless, parents of Officer James Ryan McCandless, who was fatally wounded by an assailant while conducting a subject stop while working for the Rapid City Police Department in South Dakota. Former Rapid City Police Officer and current MCOLES employee David Lee presented the McCandless' with Commission Resolution 2011-12 honoring their son's bravery, heroism, his ultimate sacrifice, and the Commission's profound sympathy.



*Jim and Kathy McCandless*

Commissioner Bosscher also read into the record Commission Resolution 2011-11 honoring fallen Trooper Jeffrey James Werda of the Michigan State Police. The resolution was passed extending Public Safety Officer Benefits to the survivors of Trooper Werda. Lt. Col Dan Atkinson accepted the resolution on behalf of the Werda family and stated that Trooper Werda was a hard-working, dedicated Trooper who was courageous and gave his life trying to help fellow officers involved in a police pursuit. He concluded his comments stating Trooper Werda was very active in the community, as was evident by the tremendous outpouring of support at his funeral.



*Lt. Col Dan Atkinson, Sheriff James Bosscher, Chair,  
and Executive Director Dave Harvey*

*(Continued on page 7)*



## MCOLES SEXUAL ASSAULT TRAINING PROJECT

(Continued from page 1)

Using this information as a foundation, we wrote draft training objectives, in the form of behavioral outcomes, a Facilitator Guide, and an Instructor Manual. We distributed these documents to the group for their feedback. We then made the appropriate edits and refinements to the materials. The group pointed out that most sexual assaults are committed by someone the victim knows, yet most law enforcement training emphasizes victimization by strangers. Therefore, we decided to narrow the focus of the training to address non-stranger sexual assault, rather than all types of sexual victimization.

Next, we participated in two training sessions administered by the Oregon Attorney General's Sexual Assault Task Force. The Oregon Task Force had just completed a similar project in their state and they agreed to offer their training to Michigan law enforcement. We attended the sessions and had an opportunity to consult with them regarding our program. The Oregon training emphasizes the concepts of victim vulnerability, accessibility, and credibility and how offenders use these concepts to isolate potential victims. Assistance from the Oregon trainers provided valuable foundational information as our sexual assault project progressed.

As the training began to take shape, we conducted a review of the professional literature, which provided further support and direction for the training content. We explored peer reviewed articles, books, and other publications that address sexual victimization, the dynamics of sexual assault, victim behaviors, and offender characteristics. We wanted to be sure our training materials were consistent with the latest criminal justice research. Overall, our challenge was to take information from the professional research and combine it with relevant input from the content specialists to create valid training specifications for active duty officers in Michigan.

We also believe that training delivery is equally important as the training content itself. Specifically, we believe that facilitated learning strategies should be used by our instructors in order to foster higher cognitive skills in the classroom. Instructors must actively engage the participants in the learning experience and find ways to improve decision-making, critical thinking, and problem solving. The participants must be able to relate what they learn to their job responsibilities through contextual learning. Accordingly, we designed our training materials to include both valid training content and interactive teaching methods.

We now offer sexual assault training to the field as part of our STOP grant activities. Our first sexual assault training session took place earlier this year at the Michigan State Police Training Academy in Lansing. Since that time, we have administered several more sessions around the state. The 2-day program is free of charge to all participants. A training calendar can be found on our Web site at [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles). On our homepage, click on "Programs and Services" and then locate the box entitled, "Violence Against Women Act (VAWA) Resources." There you will find a listing of training dates and sites for fiscal year 2012. We invite you to participate in this valuable training opportunity.

### FREE SERVICE ~ SUBMIT YOUR LAW ENFORCEMENT EMPLOYMENT OPPORTUNITIES ON-LINE

Law enforcement agencies who wish to announce employment opportunities *free of charge* on the MCOLES Web site should complete and submit the on-line form. Find the link to the on-line submission form on our home page under the banner "*Most Requested*" and click on the link "*Post Michigan Law Enforcement Job Vacancies*". In the alternative, you can submit a Word document, exactly as you want the job posting to read, in an attachment to the MCOLES e-mail at: [mcoles@michigan.gov](mailto:mcoles@michigan.gov). Please be sure to include an expiration date for the job posting.

QUESTIONS?? Contact Diane Horwath @ [horwathd@michigan.gov](mailto:horwathd@michigan.gov) or 517-322-1384.

## MCOLES MENTAL HEALTH TRAINING PROJECT COMES TO AN END

Over the past three years, MCOLES has administered free training in the response to those with mental disorders. The training is entitled, “Law Enforcement/Mental Health Services: A Community Based Response.” Over the years, we were able to offer this training to the field, but now, the project has come to an end. We wish to thank all of those who helped us out in an advisory capacity. Our advisory panel donated their own valuable time and efforts to this project. We also wish to thank our instructional cadre for all their hard work in the classroom. Their commitment to improving the response to those with mental disorders is commendable and their activities contributed greatly to the overall smooth functioning of the program.

In February, 2004, Governor Granholm convened a special Mental Health Commission consisting of participants from multiple mental health backgrounds across the state. This commission presented the Governor with a report that contained recommendations for improvements to the system’s response to those with mental disorders. The report included recommendations for the criminal justice system as well. Advocates believe that too many persons with mental disorders are in jails and prisons and that incarceration has almost become a “new psychiatric treatment.” Such warehousing results in very poor outcomes and the commission emphasized the need for effective jail diversion programs.

In 2008, through the joint efforts of Senator Liz Brater (D-Ann Arbor) and Senator Alan Cropsey (R-Ionia), MCOLES received funding to create multidisciplinary training for first responders, particularly law enforcement officers. From the beginning, the overall goal of the program was to improve the effectiveness of diversion programs used by professional first responders. Specifically, our intent was to tailor the training for active duty officers and mental health practitioners so they could more effectively manage contacts with the mentally ill citizen and inmate. With that in mind, we created curriculum specifications, wrote a manual and facilitator guide for instructors, and identified professionals to deliver the training statewide.

Mental disorders are not limited by race, age, socioeconomic class, or occupation. An individual with a mental disorder

(consumer) may be a victim of a crime or accident, may call for law enforcement assistance, or be the subject of a police emergency response. We believe the system should respond as it would to any stakeholder or victim in need of assistance. At the scene, officers must pursue remedies appropriate to the situation—remedies that best meet the needs of the consumer and society.

At the outset, we facilitated interactive meetings with the advisory panel to obtain their input to identify valid training content. They represented law enforcement, the mental health sector, the legal sector, the service sector, and the criminal justice community. We also wanted to be sure that the training content accurately reflected the responsibilities of responding law enforcement officers and mental health professionals. Finally, we wanted to be sure the training would be delivered in an authentic, abilities-based environment, one that reflected real world context. These outcomes eventually took shape as the project unfolded.

Since our very first training session, hosted by the Berrien Springs-Oronoko Township Police Department, the program has been proven to be effective. This is based on participant evaluations, legislative oversight, and anecdotal feedback from the field. Additionally, we have seen improvements in the coordinated community response after training has occurred in a particular region. Although we understand that there is no “one size fits all” response for each community, we wanted local practitioners to be aware of common response models. The interdisciplinary nature of the training was enhanced because each session was taught by a team of law enforcement practitioners, mental health professionals, and healthy consumers. The presentation by the consumer in the classroom was very well received. We felt that the participants needed to interact with a consumer in a setting other than an emergency call or in jail.

Since 2008, we have administered over 100 training sessions statewide and have trained over 2,500 professionals and practitioners. In addition to the training materials, we created a training DVD for classroom use, made improvements to the basic training curriculum for recruits, and designed a model policy for law enforcement agencies.

*(Continued on page 8)*

## SEPTEMBER 9 AND OCTOBER 19, 2011, COMMISSION MEETINGS

(continued from page 4)

The Commission discussed the proposed 2012 meeting schedule. A list of proposed dates were previously sent electronically to the Commissioners for consideration. Mr. Harvey indicated that the October meeting date was being moved to November due to problematic issues with the fiscal year ending. The Executive Committee's recommendation was to hold one meeting up north and to discuss with the Commission if two meetings outside of Lansing were necessary. The Commission consensus was to proceed with the proposed dates and to have staff locate a venue in the Upper Peninsula or in upper lower Michigan for the June 2012 meeting. The proposed schedule will be posted on the MCOLES Web site, [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles) after the December 2011 meeting.



Mott Community College's proposal to transfer the Flint Police Academy to its college was presented. It was emphasized that this was not an additional academy, but a transfer and because of support from the community, the college would be in a position to offer more to the candidates in the program. Mr. Harvey stated that he is aware of the time and effort Mott Community College puts into their police department and that if they devote this much effort to the academy, it will be a huge success. The Commission approved Mott Community College to begin the process of transferring the Flint Academy to the college and developing an operational proposal.

The review of the MJTF competitive grant approval was presented by David Lee. He advised there were 39 grant requests this year and stated there was 51% more in requests than were funds available. Grant review was provided by both the Career Development Section, providing the program analysis and the Licensing and Administrative Services Section completing the fiscal review. Approximately \$954,000 had to be cut. Mr. Lee provided rationale for the cuts. The Commission was provided with spreadsheets and analyses for further review. Chairman Bosscher stated the Commission would be voting on the grants at the December 7 meeting.

Chairman Bosscher appointed a Nominating Committee. Commissioners Buczek, Mattice, and Jones were appointed and asked to provide their recommendations at the December meeting.

### Mandatory 2012 Annual Registration Dates Set: January 9 ~ March 9, 2012

The mandatory MCOLES 2012 Annual Registration for all law enforcement agencies will begin on January 9, 2012, through March 9, 2012. Agencies are statutorily mandated to report four steps during the registration process: (1) Update the agency profile; (2) verify the agency personnel roster; (3) report hours worked for each officer; and (4) report compliance with the active duty firearms standard. Agencies can also voluntarily register for the Law Enforcement Distribution (LED) Fund for 2012. Those agencies participating in LED *must* report training expenditures for calendar year 2011 during this time period, *even if no funds were expended*. For more information, please see the Web site, [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles). We will also be sending out information by e-mail to each agency in the near future.

### Fall Law Enforcement Distribution Made

The Fall 2011 Law Enforcement Distribution (LED) was released by MCOLES on October 11, 2011. Every eligible agency employing three or more officers will receive the per-capita payment of \$94.64 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](http://www.michigan.gov/mcoles).

### Next Commission Meeting December 7, 2011 MCOLES Offices Lansing, Michigan

# FALL 2011 TRAINING DIRECTORS' CONFERENCE HELD

On October 11 and 12, training directors from the active 19 basic training academies met with MCOLES staff at the MCOLES office. Executive Director David Harvey addressed the group on several MCOLES initiatives, including the resolution to the regular employment definition, MCOLES proposed legislation for enhanced ethical standards, proposed revisions to the Michigan Justice Training Fund, and compliance with the Americans with Disabilities Act when screening the recruits to medical standards.



The training directors took part in a round-table discussion on issues, programs, and services involving their academies and their region. The group also participated in a presentation on Tactical Rescue Training which focused on emergency first aid training and equipment and tactical issues for officers involved in critical incidents where team members or responding officers are critically injured. This presentation brings the first aid curriculum to life and is currently available for in-service training in Michigan. For further information on this training, contact Danny Rosa of MCOLES at [rosad@michigan.gov](mailto:rosad@michigan.gov) or 517-322-6449. Our thanks to all who participated and made it such a huge success.

Our thanks to all who participated and made it such a huge success.



## MCOLES MENTAL HEALTH PROJECT ENDS

*(Continued from page 6)*

## MICHIGAN LAW ENFORCEMENT AGENCY DIRECTORY AVAILABLE ON WEB SITE

The funding for this project was through an Inter-Departmental Grant (IDG) from the Michigan Department of Corrections to the Michigan Commission on Law Enforcement Standards. This legislative appropriation supported instructor stipends, participant and instructor materials, facility costs, and other operating expenses directly associated with the delivery of training.

MCOLES publishes an Adobe PDF Directory of Michigan's Law Enforcement Agencies, mailing labels, and an Excel spreadsheet with contact information on the Web site. Users can download this information which can be located from the left hand menu "Online Services", then look for the header "Law Enforcement Agency Information". The directory is updated as soon as new information becomes available.

Even though this project has come to an end, the training materials and model policy remain valid and available to all. We anticipate that agencies statewide will continue with these training efforts.

**Reminder:** When there is a change in law enforcement agency head, the form "*Law Enforcement Agency User Agreement Addendum*" must be filled out and faxed to the Licensing Services Section at 517-316-0824. The Addendum can be found on the Web site under "MCOLES Network", then click on the link "Forms."

## MCOLES MEMBERSHIP

**Sheriff James Bosscher**  
**Commission Chair**  
*Michigan Sheriffs' Association*

**Chief Kurt Jones**  
*Michigan Association of Chiefs of Police*

**Sheriff Robert Pickell**  
*Michigan Sheriffs' Association*

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

**Professor Ron Bretz**  
*Criminal Defense Attorneys Association of Michigan*

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

**Sheriff Gene Wriggelsworth**  
*Michigan Sheriffs' Association*

**Mr. Christopher M. Luty**  
*Michigan State Police Troopers Association*

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

**Colonel Kriste Kibbey Etue**  
*Michigan State Police*

**Chief Richard A. Mattice**  
*Michigan Association of Chiefs of Police*

**Mr. James DeVries**  
*Police Officers Association of Michigan*

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

**President Marty Bandemer**  
*Detroit Police Officers Association*

**Mr. John Buczek**  
*Fraternal Order of Police*

**Mr. Fred F. Timpner**  
*Michigan Association of Police*

**Mr. Richard R. Weiler**  
*Police Officers Labor Council*

## MCOLES STAFF & RESPONSIBILITIES

<u>NAME</u>	<u>PHONE NUMBER</u>	<u>E-MAIL</u>	<u>RESPONSIBILITIES</u>
<b><u>EXECUTIVE DIRECTION</u></b>			
David Harvey	517-322-1417	harveyd2@michigan.gov	Executive Director ~ Commission Issues; Legislative Issues; Budget Issues
Hermína Kramp	517-322-5621	kramph@michigan.gov	Deputy Executive Director ~ MCOLES Administration; Commission Issues; Budget Issues; Legislative Issues
Jacquelyn Beeson	517-322-1417	beesonj@michigan.gov	Executive Secretary
<b><u>CAREER DEVELOPMENT</u></b>			
Wayne Carlson, Manager	517-322-5614	carlsonw1@michigan.gov	CPL; EVO; Speed Measurement; Sexual Assault; Domestic Violence; Evaluation & Measurement
Patrick Hutting	517-322-3967	huttingp@michigan.gov	Medical Standards; LEOSA; In-Service Training; Special Use Requests
Danny Rosa	517-322-6449	rosad@michigan.gov	Academy Training Curriculum; Firearms Standard; Use of Force; Evaluation & Measurement
<b><u>STANDARDS COMPLIANCE</u></b>			
John Steele, Manager	517-322-3966	steelej@michigan.gov	Academy Issues; PA 330; Railroad
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
<b><u>LICENSING &amp; ADMINISTRATIVE SERVICES</u></b>			
David Lee, Manager	517-322-5826	leeda@michigan.gov	Licensing; Records; Annual Registration; LED; MITN Development; SQL Inquiries; IT Research
Rhonda Miller	517-322-5615	hoosonr@michigan.gov	Licensing; License Testing & R&W Test Data Collection; Operator Training & Agreements; Annual Registration; Railroad; CCW Training Programs & Instructors; FOIA Requests; Employment History Requests; Network Help Desk
Donna Park	517-322-1519	parkd@michigan.gov	MITN Lab/Computers; Business Solutions; Competitive Grant Program
Gina Saucedo	517-322-5617	rosendall-saucedog@michigan.gov	MJT Fund; Grants; LED; TTL, Contract Administration
Debra Thelen	517-322-3968	thelend@michigan.gov	Payments; TTL; LED; Fiscal Review 302 Funds
Diane Horwath	517-322-1384	horwathd@michigan.gov	Web Site; Job Postings; Schedule PET & R&W Test Dates; Newsletter; Annual Report
<b><u>COMMISSION COUNSEL</u></b>			
John Szczubelek	517-322-5435	szczubelekj@michigan.gov	Commission legal matters

