



MCOLES To Identify Best Practices FOR THE GOVERNOR’S COMMITTEE

In 2011, Governor Rick Snyder formed the Council on Law Enforcement and Reinvention (CLEAR), which is comprised of professionals and practitioners from a variety of criminal justice disciplines around the state. The purpose of the CLEAR committee is to develop long-term solutions and provide advice to the Governor on various public safety and criminal justice issues. Their immediate goal is to improve the delivery of criminal justice services to Michigan’s citizenry. As part of their initiatives, the CLEAR committee is formulating advisory best practices for law enforcement agencies in Michigan. CLEAR’s chairman, Sheriff Gary Rosema (Ottawa County), asked MCOLES to take the lead in conducting the necessary research on behalf of the committee. We think the best way to approach this project is to use well-established procedures and protocols to guide our research activities. The project will culminate in a set of advisory best practices for the committee’s consideration and approval. Our intent is to identify, through our research efforts, a set of guiding principles that are meaningful yet logistically achievable regardless of agency size or type.

Our plan is to be transparent and work closely with the field. We will explore the existing academic research, obtain group input from professionals and practitioners, distribute a survey to the field, look to our counterpart organizations around the country, and consider

legal precedent. As the project unfolds, we will be asking organizations such as the Michigan Association of Chiefs of Police (MACP), the Michigan Sheriff’s Association (MSA), and the Michigan State Police to identify those who may be interested in participating in our group-work. We will be reaching out to other agencies and organizations, as well. By using an interactive process with the field, we hope to capture the best and most creative thinking regarding professional best practices for the law enforcement profession in our state. And, by surveying the field, we will not only identify current organizational practices in Michigan, but will obtain relevant information regarding potential issues and concerns.

We are learning that there are no clear-cut professional best practices in Michigan for law enforcement agencies, which makes the information we gather even more relevant for the policing profession. Law enforcement agencies are established to detect and prevent crime. In order to function properly and meet the needs of its citizens, agencies must use sound management practices to achieve operational goals and missions.

Specific timelines are unknown at this time, but we anticipate having a set of best practices for CLEAR’s consideration by late spring 2013. Often, timelines can be influenced by a variety of unforeseen issues, but we want to be sure our recommendations have relevance and practicality. And, we have always had our greatest success when we include agencies as partners in our projects. We want to be sure

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A MESSAGE FROM THE EXECUTIVE DIRECTOR.....

The Commission has formally supported the Below 100 Initiative by Resolution 2012-09. Specifically the Below 100 Initiative (<http://below100.com>) is designed to reduce the number of police deaths to below 100 on an annual basis. Since 1944, the law enforcement profession has not seen less than 100 line of duty deaths. Some would argue that we should strive for zero deaths and of course, that is always everyone's goal, but unfortunately, probably not practical. We, as a profession, cannot control all the actions of a perpetrator. They are going to commit assaults intentionally upon us or in an effort to escape custody. While desirable, eliminating all police deaths completely is impossible.



David L. Harvey

I was reading this week about an officer in another state who was shot on a traffic stop and killed. The news article stated that he was shot in the chest and WAS NOT wearing a bullet proof vest. While I have not been able to verify this information, if true, possibly the officer would be with us today had he worn his vest.

What we can do, as a profession, is manage those things that are under our control.

Specifically the five tenets of Below 100 are:

- Wear your seat belt
- Watch your speed
- Wear your vest
- WIN (What's Important Now)
- Remember Complacency Kills!



Examining the number of deaths across the country that involve traffic accidents, not wearing protective gear, and not wearing a seat belt, suggest that if we as a profession focus on those areas alone, we have the ability to reduce our deaths significantly. We can't always control the perpetrator's actions, but we certainly can control ours. Please be safe out there, slow your car down, wear your vest, please put on your seat belt, and decide what's important now by prioritizing ~ and remember ~ complacency kills!

Stay alert out there and train, train, train!



MCOLES CREATES A PROGRAM FOR MILITARY POLICE VETERANS

In 2011, President Obama signed bipartisan legislation that provides support for unemployed military veterans seeking employment in the civilian sector. The Veterans Administration estimates that there will be over 1 million returning veterans looking for work nationwide between 2011 and 2016. Unemployment among veterans is typically higher than the national average and Michigan has one of the highest levels of unemployed veterans in the country.

With the federal initiatives as a backdrop, and in consultation with military commanders in Michigan, MCOLES set about creating an entry-level military training program unique to military police veterans. The goal was to create a program that would adequately prepare military police veterans for law enforcement in Michigan. We wanted to recognize prior military police experience and at the same time acknowledge veterans' service and sacrifice to their country.

In creating the program, the staff gave full consideration to the essential job tasks performed by Michigan law enforcement officers, prior military police training and experience, the relevant academic research, and input from a professional advisory panel. We received valuable insight during a series of meetings with military command and subject-matter experts, many who also serve as law enforcement officers in Michigan. Our work in this area culminated in a draft program and model training specifications, which were recently approved by the Executive Committee of the Commission.

We created a 240-hour military law enforcement training program, which includes time for administrative matters, testing, and performance evaluations. Candidates for this training are required to meet all of the MCOLES medical and non-medical standards, including pre-employment testing, fitness, and demonstrated competency on the state licensing examination. Topic areas are consistent with what is required for recruit training in Michigan, including legal matters, patrol procedures, detention, skills, and traffic. The program will be open to the five service branches—Army, Navy, Air Force, Marines, and Coast Guard.

In addition to meeting all MCOLES pre-employment standards, qualified candidates must meet entry criteria unique to their military experience. They must have performed as a military police officer for a minimum of 2080 hours in a specified occupational specialty (an MP MOS), have satisfactorily completed military police training at a federal service school, possess an honorable discharge, and have discontinued employment in the MOS no more than five years prior to the start of the program.

The staff is now in the process of implementing the program. Although initial approval from the Executive Committee has been secured, much work remains to be done. During the remainder of this year and into the Spring of 2013, the staff will identify a training site, an instructional cadre, and an application process for the program. Entrance procedures will mirror the current process to enter a basic recruit academy, including making application, passing interviews and paperwork reviews, and completing required medical examinations. No target date has been set for the first session, but MCOLES, the military, and the training site will advertise aggressively prior to opening the first school. Be sure to watch for update announcements on the MCOLES Web site as program implementation unfolds—www.michigan.gov/mcoles.

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to maintain an ongoing and collaborative partnership with law enforcement agencies across the state as we conduct our research.

Your thoughts and ideas are important to us. So, think about participating in our group-work and be sure to respond to our statewide survey. Or, feel free to e-mail Wayne Carlson at carlsonw1@michigan.gov with your comments and suggestions. Although we are working on behalf of the Governor's committee, we believe this is an important step toward identifying better measures of agency performance. Our overall goal is for law enforcement agencies across Michigan to consider professional best practices in their organizational routines.

THE LAW ENFORCEMENT RESOURCE CENTER

The Law Enforcement Resource Center (LERC) serves as a central repository for law enforcement resources (DVD's and VHS tapes) and is available to all law enforcement agencies in Michigan, all MCOLES licensed officers, law enforcement training academies, and MCOLES approved criminal justice programs. Some of the subject areas are: driving skills, first aid, firearms, patrol procedures, ethics, management & supervision, roll call, etc. These programs are available on a "free-loan" basis and are typically scheduled for use ahead of time. The only cost to you is the return shipping. If you are interested in more information about this valuable resource, go to www.michigan.gov/mcoles and click on Programs and Services.



TIPS FROM THE MITN HELP DESK

1. **NEW:** All **signed, completed forms** can now be e-mailed ~ in **Adobe PDF format** as an e-mail attachment ~ to Rhonda Hooson at hoosonr@michigan.gov.

Web page at the following link: http://www.michigan.gov/documents/mcoles/LEA_User_Agency_Addendum_253640_7.pdf.

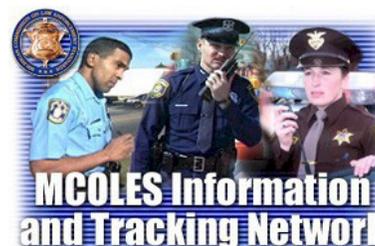
2. MITN training classes are offered once a month. A completed **Operator Agreement** **must** be faxed to the Licensing Services Section at 517-316-0824 **or** e-mailed as a PDF attachment to Rhonda Hooson at hoosonr@michigan.gov. Register for a class on the MCOLES Web page by filling out the electronic form at the following link: <http://www.michigan.gov/mcoles/0,4607,7-229-42523-148246--,00.html>.

4. **Reminder:** Expenditures for the Law Enforcement Distribution (LED) can be entered into the MITN system on a daily basis throughout the year.

3. Has there been a change in your Department Head? You **must** fill out the **Law Enforcement Agency User Agreement Addendum** and fax it to the Licensing Services Section at 517-316-0824 **or** e-mail as a PDF attachment to Rhonda at hoosonr@michigan.gov. MCOLES will make the change in MITN. The form can be found on the MCOLES

5. **Reminder:** Departments are responsible for maintaining documentation for all transactions they complete on file within their agency.

Questions? Contact Rhonda at the MITN Help Desk at 517-322-5615.



December 12, 2012.....Lansing
NEXT COMMISSION MEETING

The MCOLES office will be closed to observe the following holidays:
November 22 & 23, 2012 ~ Thanksgiving
December 24, 25, 31, 2012, and January 1, 2013 ~ Christmas and New Years

HAPPY HOLIDAYS FROM MCOLES!!



SURVIVAL OF THE FITTEST: OPTIMAL NUTRITION AND MEAL TIMING FOR OPTIMAL PERFORMANCE BY KATHLEEN VONK

Just as physical training specific to the requirements of the job on the street is vital, weight management and optimal nutrition are essential for peak performance as police officers - no matter the position worked every day. The goal is to preserve muscle mass, keep body fat in check, and to make sure that the body has fuel readily available at all times. Unlike college or pro athletes, we do not have the luxury of knowing when the “big game” will be, and we have to train as though we are always “in season.” A highly fit officer who lacks fuel for the muscles and brain due to low caloric consumption or inadequate carbohydrate intake, is just as useful as an overweight and unfit officer in an extreme physical encounter; both are battling more than one opponent. Brain and muscles require adequate carbohydrates, especially for intense physical activity such as a violent fight with a suspect. Low carbohydrate/high protein diets are not for emergency service personnel – not only for health reasons, but also for performance and survival reasons. Excess body fat is useless weight, that must be hauled around attached to the body, just as strapping a 20 pound dumbbell around the waist. If present during physical activity such as in a foot pursuit or forcible arrest, this excess weight causes higher levels of exertion and a shorter time to fatigue – both of which we cannot afford in this profession.



The government’s Dietary Reference Intake (DRI) parameters suggest that we keep our protein, carbohydrate, and fat intake within a specific range every day. Carbohydrates should comprise of 45 – 65% of our total nutrition intake each day, protein should range between 10 – 35%, with simple sugar being only a quarter of that, and fat from 20 – 35% of total calories. For the law enforcement profession, a carb/protein/fat ratio intake can be simplified and rounded off to 50/25/25. In other words, for optimal body composition (maintaining muscle mass and losing fat), about half of your daily food should be carbohydrates with most being complex carbs, about 25% should be lean and higher quality protein, and about 20-25% should be fat – with as little saturated and trans fat as possible.

Additionally, women should take in about 25 grams of fiber each day and men 38 grams. Fiber is considered a carbohydrate that the body cannot process, so it just passes through without providing calories. This is why some food labels display “net carbs;” the manufacturer subtracts the fiber grams from the total carbohydrate grams to claim “net carbs.” Right or wrong, this is the reasoning behind “net carbs.” The DRI for water after accounting for that which is taken in naturally with food, is approximately 72 ounces for women and 100 ounces for men – again to simplify this, a male officer can make it a goal to drink five 20 ounce bottles of water or low calorie flavored water, and women can go for four. If the drink you prefer has sugar, be sure to count the calories, because every calorie counts – every single day. Just 100 excess calories each day, or about 1/3 of a candy bar, would equate to a 10 pound weight gain in one year. In fact, the average officer gains one pound every year of service. How do you compare?

Another important DRI recommendation is sodium, which is 2,400 mg per day. If an officer has high blood pressure as many do, sodium intake should be monitored and the recommendation adhered to. For those who train hard and lose a lot of salt and other electrolytes through sweating, sodium should be replaced as well as other lost electrolytes through sports drinks or other means.

One important fact to know about yourself is how many calories you actually require each day, and compare that to how many calories you consume. The bottom line of caloric balance is that if you eat too much you will gain weight whether desirable weight or not (fat or muscle) depending on the physical activity and type of food consumed. Search “BMI Calculator” to find out your recommended intake each day, and use a weekly average.

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OPTIMAL NUTRITION AND MEAL TIMING FOR OPTIMAL PERFORMANCE

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These are just some of the DRI recommendations, and a lot of numbers can seem confusing. If you prefer to keep it generic and not dependent upon your understanding of numbers, you can just try the best you can to keep your food choices as close to nature as possible. The more processed something is, the more salt, preservatives, and other unnatural chemicals it contains which makes it difficult for optimal health and physical performance. If processed, fast food, and everything deep fried can be eliminated from the diet (yes – eliminate fast food and deep fried foods such as burgers and fries), and replaced with fresh fruits, vegetables, and lean sources of quality protein, you will be on your way to preserving lean body mass and losing body fat which will ultimately result in better performance on the street.

Meal timing is also an important factor to promote optimal physical performance and cognitive functioning on the job. Maintaining a consistent blood sugar level is imperative so that it is readily available as fuel for your muscles and brain at a moment's notice – whether you know the altercation is coming or not. Since the muscles can only utilize carbohydrates for fuel in highly intense activity such as a violent fight with a suspect, you may lose the fight or even your life if the body is low on available blood sugar (it is chemically impossible to burn fat during highly intense activity.) To avoid this from happening, it is suggested that several smaller meals are consumed over the course of the day (5-7) rather than two or three larger meals, given that the total calories consumed are the same in both scenarios. Not only should the carbohydrate intake be spread out over the day, but the protein should also be as evenly spread as much as possible to minimize muscle breakdown. An intake of 20 grams of protein per meal x 5-7 meals will additionally provide the feeling of being full for a longer time. This will make eating fewer calories and smaller portions with each smaller serving easier. Lastly, it may not be a bad idea to save a couple hundred calories for a snack right before bed to stave off muscle breakdown overnight. A low fat or non fat dairy source such as yogurt, milk, or cottage cheese is recommended, as the protein contained in these sources (caseine) and releases the amino acids at a slower rate versus whey protein.

Some high quality protein sources may include organic lean red meat, venison, skinless chicken breast, lean fish such as low fat tuna packed in water or any lighter white fish, egg whites, and soy. Venison, buffalo, and other wild game is usually high quality, low fat, and has little or no human additives. If protein supplement is necessary, the highest quality source has been shown to be whey protein isolate.

Many police officers consume too many carbohydrate calories which leads to additional body fat (excess carbs are converted and stored as fat.) The most efficient way to keep carbohydrate calories in check is to minimize calorie-dense man-made sources such as bread and pasta, and replace those options with fruits and vegetables – which are lower in calories and usually contain more vitamins, minerals, fiber, and water as an added benefit.

Making small nutritional changes can lead to significant improvements in body composition, lean body mass, and most importantly the best possible performance on the street when it matters most. Small changes for the better can unintentionally lead to a loss of body fat and preservation of muscle mass as well.

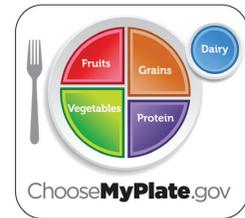
Watch for some functional fitness activities specific to improving street performance in high stress situations in the next edition.

Officer Kathleen Vonk has been a licensed law enforcement officer in the state of Michigan since 1988. She earned a BS in Exercise Science from Michigan State University and is the Physical Fitness Chair for the National Tactical Officer's Association (NTOA) and well as Column Editor for the National Strength and Conditioning Association's (NSCA) Tactical Strength and Conditioning (TSAC) program. She is a Certified Strength and Conditioning Specialist (CSCS) by the NSCA and a Health Promotion Director and Physical Fitness Specialist by the Cooper Institute. She can be reached at kathy@loukatactical.com.

10
tipsNutrition
Education Series

choose MyPlate

10 tips to a great plate

**Making food choices for a healthy lifestyle can be as simple as using these 10 Tips.**

Use the ideas in this list to *balance your calories*, to choose foods to *eat more often*, and to cut back on foods to *eat less often*.

1 balance calories

Find out how many calories YOU need for a day as a first step in managing your weight. Go to www.ChooseMyPlate.gov to find your calorie level. Being physically active also helps you balance calories.

2 enjoy your food, but eat less

Take the time to fully enjoy your food as you eat it. Eating too fast or when your attention is elsewhere may lead to eating too many calories. Pay attention to hunger and fullness cues before, during, and after meals. Use them to recognize when to eat and when you've had enough.

**3** avoid oversized portions

Use a smaller plate, bowl, and glass. Portion out foods before you eat. When eating out, choose a smaller size option, share a dish, or take home part of your meal.

4 foods to eat more often

Eat more vegetables, fruits, whole grains, and fat-free or 1% milk and dairy products. These foods have the nutrients you need for health—including potassium, calcium, vitamin D, and fiber. Make them the basis for meals and snacks.

**5** make half your plate fruits and vegetables

Choose red, orange, and dark-green vegetables like tomatoes, sweet potatoes, and broccoli, along with other vegetables for your meals. Add fruit to meals as part of main or side dishes or as dessert.

6 switch to fat-free or low-fat (1%) milk

They have the same amount of calcium and other essential nutrients as whole milk, but fewer calories and less saturated fat.

**7** make half your grains whole grains

To eat more whole grains, substitute a whole-grain product for a refined product—such as eating whole-wheat bread instead of white bread or brown rice instead of white rice.

8 foods to eat less often

Cut back on foods high in solid fats, added sugars, and salt. They include cakes, cookies, ice cream, candies, sweetened drinks, pizza, and fatty meats like ribs, sausages, bacon, and hot dogs. Use these foods as occasional treats, not everyday foods.

9 compare sodium in foods

Use the Nutrition Facts label to choose lower sodium versions of foods like soup, bread, and frozen meals. Select canned foods labeled "low sodium," "reduced sodium," or "no salt added."

**10** drink water instead of sugary drinks

Cut calories by drinking water or unsweetened beverages. Soda, energy drinks, and sports drinks are a major source of added sugar, and calories, in American diets.

MICHIGAN LAW ENFORCEMENT OFFICERS MEMORIAL MONUMENT FUND

In 2006, land was dedicated in the Capitol Loop area along Allegan Street in Lansing for construction of the Michigan Law Enforcement Officers Memorial Monument. Despite the best efforts of the Memorial Monument Fund Commission, the fundraising targets have not been met.

The Monument will consist of 21 glass plates measuring 4 feet in width and 8 feet in height. The names of the hundreds of Michigan officers who have given their lives in the line of duty will be inscribed on the plates.

The Memorial Monument Commission is seeking contributions from corporate donors and law enforcement organizations sufficient to fund the construction of the 21 plates. If for each plate, a donation of \$100,000 can be obtained, this will fund the great majority of the cost of this project. While \$100,000 seems like a very large donation, it is not insurmountable if individuals and organizations pull together.

To acknowledge the generous contributions of those making donations of \$100,000, the name of the contributing organization will be inscribed at the base of each plate. The Monument is a permanent structure and acknowledgment of donations is likewise permanent.

The Memorial Monument Commission asks you to work with the law enforcement agencies and organizations with which you are affiliated to consider amassing a joint contribution of \$100,000.

Donations to the Memorial Monument Fund are tax deductible because the Memorial Monument Fund Commission is a "qualified organization" under the federal tax code. To become involved and find out more information on the Memorial and how to donate, please go to the Michigan Law Enforcement Officers Memorial Monument Fund Web site at: <http://mleom.org>.

MICHIGAN LAW ENFORCEMENT OFFICERS MEMORIAL

Welcome to the Michigan Law Enforcement Officers Memorial Monument Fund

"It's nearly impossible to overstate the importance of the work Michigan's law enforcement does each day to ensure that our families and loved ones are safe. This memorial will serve to remind us of the sacrifices of those officers who died making Michigan a better, safer place to live."

Governor Jennifer M. Granholm

Adobe Acrobat Reader is needed for many of the files available on this site.

Get Adobe Reader

MICHIGAN MEMORIAL MONUMENT LAW ENFORCEMENT OFFICERS



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Commission Chair

Michigan Association of Chiefs of Police

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Detroit Police Department

Mr. James DeVries
Police Officers Association of Michigan

Mr. John Buczek
Fraternal Order 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

Vacant
Detroit Police Officers Association

Mr. Richard R. Weiler
Police Officers Labor Council

Mr. Fred F. Timpner
Michigan Association of Police

MCOLES CONDUCTS ANNUAL AGENCY SELECTION, EMPLOYMENT, AND HIRING INSPECTIONS

MCOLES Standards Compliance Section conducts agency selection, employment and hiring inspections on an annual basis. The agencies are usually selected randomly and total 10 percent (about 60 agencies) of the active law enforcement agencies in Michigan. The Commission is authorized to conduct these inspections under administrative rule and is intended to bring awareness of proper screening practices, policies, and best practices. As of October 2012, over 150 agency selection and employment inspections have been conducted and hundreds of documents supporting the hiring standards of the individual officers have been reviewed. MCOLES has worked with the agencies to obtain missing documentation and complete files, and hopefully provided valuable information on the best practices for conducting the standards screening of candidates. During these inspections ~ and in response to annual registration questions ~ MCOLES staff also conducted reviews of an agency's law enforcement distribution expenditures for compliance with the guidelines and Public Act 302 of 1982.

During these inspections we have learned a lot, too. We also intend to develop a regional seminar on MCOLES standards for selection and employment of law enforcement officers and LED guidelines. For your use and guidance in the hiring process, we have placed the **License Activation & Record Retention Check List Form** on the MCOLES Web site at the following link: http://www.michigan.gov/documents/mcoles/ActivationChkList2012_402762_7.pdf

MCOLES WELCOMES NEW STAFF MEMBER

The Michigan Commission on Law Enforcement Standards would like to welcome Ms. Holly Baer to the Licensing Services Section as our MITN Specialist. Ms. Baer previously worked with Agency Services in the Department of Technology and Management and Budget (DTMB) and was assigned to the Michigan State Police (MSP). In that capacity she developed the state's Public Sex Offender Registry, as well as numerous other statewide applications. Prior to her employment with DTMB, she served as the Information Technology Coordinator for the Office of Highway Safety Planning and the MSP Webmaster. Her new responsibilities with MCOLES will be to function as the MITN System Administrator, serve as the information technology coordinator developing the LED FoxPro to Oracle conversion, the FileNet P8 conversion, and will take the lead on business solutions for MCOLES.



MCOLES STAFF & RESPONSIBILITIES

| <u>NAME</u> | <u>PHONE NUMBER</u> | <u>E-MAIL</u> | <u>RESPONSIBILITIES</u> |
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