



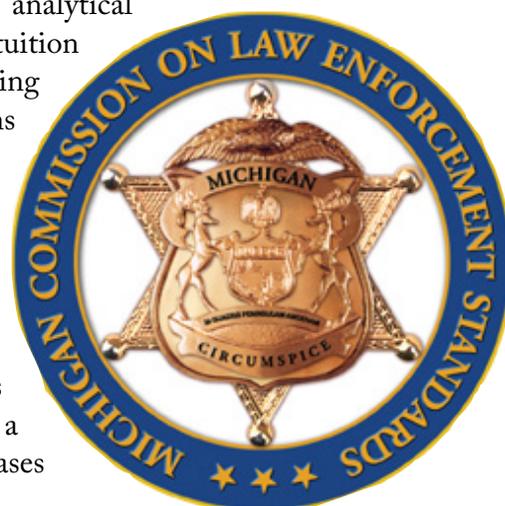
MCOLES TRAIN-THE-TRAINER IN UNBIASED POLICING

Earlier this year the curriculum developers at MCOLES created a set of training objectives in unbiased policing. In June we will conduct a train-the-trainer (TTT) for volunteer instructors who will then pilot test the module later this year at select academies. In the Fall 2015 issue of the MCOLES Newsletter we shared with you the latest findings in the cognitive sciences on decision making and judgment. We want our academy instructors to use teaching methods based on this science, but more importantly, we want the recruits themselves to understand how implicit biases impact behavior and how they can avoid the pitfalls of quick thinking. Our intent is to insert a set of objectives in unbiased policing into the mandated basic training curriculum, but first we want to find out if the training works as intended.

As we developed the module we connected the science to training. Along the way we obtained valuable assistance from our curriculum advisory group and other content experts. The science tells us that all of us view reality in our own way, but if we recognize how the unconscious brain works we can take the necessary steps to overcome our inherent biases. Law enforcement officers are no different. Patrol officers make

important decisions every day and if they want to perform better they need to know how implicit thinking affects judgment.

The draft module has four major objectives. Objective one introduces the two systems of the brain (the analytical and intuitive) and shows how intuition usually leads the way when making decisions. Objective two explains how the brain naturally filters and categorizes information, which affects judgment. Objective three addresses how prior work experiences can lead to informed intuition. Lastly, objective four identifies the types of implicit biases and offers a pathway to overcome those biases through self-reflection.



The next step is to conduct the train-the-trainer. Since the objectives are still under construction, we will seek input and direction from the participants at the meeting. We want to be sure everyone is on the same page before the pilot testing begins. The results of our “road

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A MESSAGE FROM THE EXECUTIVE DIRECTOR.....

I was very humbled to be the keynote speaker at the Livonia Police Memorial ceremony recently. Chief Caid organized a very moving and wonderful tribute to not only Livonia's fallen, but to all of Michigan's law enforcement officers who have died in the line of duty. The Chief also recognized the Livonia officers who retired and have passed in the last year.



David L. Harvey

As the roll call of all of the officers was read, I was reminded of the brotherhood and sisterhood of this great profession. I did not know the officers who died in the line of duty at Livonia, but I did know many of the retirees who have passed. Having retired from Garden City and just down the road from Livonia, I worked and socialized with many of them. There were many retirees in the audience as well whom I know and have been friends with for many years.

While I did not know the officers who died in the line of duty, I felt *I knew of them*. In fact, my speech was about that very point. While I did not work with or have the honor to have met them, I have been them, working patrol. I experienced many of the things they did, working nights, holidays, adrenaline highs, emotional lows, and all the other experiences that police officers go through. So while I never spoke to them, I felt that kinship and likewise that sense of loss.

At MCOLES, we work every day very diligently to develop standards and training that will assist the police officers in this state to survive encounters and to serve the public to the highest manner possible. The thought that drives me is of the lone police officer patrolling at 3:00 AM checking doors in an alley. What will they encounter at the next door? What crime, situation, or individual will they encounter? Are they prepared for all scenarios and what more can MCOLES do to help them?

Events like Livonia's memorial and National Police Memorial Week remind me to not take for granted the relationships we develop in our profession. They also reinforce the necessity for more and better training. We can't prepare for every situation, but we must not get complacent in our preparation for the job. It is especially relevant to remember all who have passed and to cherish those relationships we still have during Police Memorial Week.



PREPARING RECRUITS FOR MODERN POLICING: HOW ARE WE DOING?

Over its 50 year history, the Michigan Commission on Law Enforcement Standards (MCOLES) has worked in partnership with practitioners across the state to maintain valid standards for the law enforcement profession. This collaborative relationship works like the three sides of a triangle, where MCOLES, law enforcement agencies, and our training delivery system function in a coordinated manner to support professional standards for recruits and veteran officers. We work closely with the field so candidates are properly prepared to enter field training with an agency and take their initial steps on the job. But now, faced with the changing nature of the profession, we are seeking your input.

Policing in today's environment is challenging. Recent controversies regarding the police use of force during minority encounters has re-opened serious questions about the extent of police power and the use of deadly force. These issues have increased our resolve to provide the field with just the right candidate for the position of patrol officer. As we move forward to address these concerns our partnership with the field must be stronger than ever before.

Law enforcement agencies play an important role by maintaining proper administrative control over hiring, recruitment, and in-service training. These functions must identify those best suited for employment in today's environment. Further, recruit academies must address crucial topics such as interpersonal communication skills, implicit bias, and decision making. Officers must know how to maintain the trust of the communities they serve. All three sides of our professional triangle must work together to ensure that officers can handle the increasingly complex nature of the job.

There is even a call for action at the national level. The final report of the President's Task Force on 21st Century Policing came out in May 2015. The task force was created to address the declining trust between the local police and the public. Section five of the report recommends additional training so officers have the necessary judgment and critical thinking skills for appropriate cultural and racial responsiveness.

Given this backdrop, we at MCOLES want to hear from you. We often rely on your input to provide advice and direction and we are now asking for your thoughts. Are we providing recruits who are prepared for field training? What are your experiences? How should recruit training be strengthened? Are we meeting the needs of modern policing? As we talk with agency administrators across the state we know that recruits are generally performing satisfactorily but we want to get a better sense of it all as the nature of policing itself seems to be evolving.

In the near future, we'll post a brief survey online and ask you to respond. The survey will ask about how recruits are performing in field training, if you are satisfied with the quality of the graduates, what you think about the level of their training, where improvements are needed, etc. Your insight is important and we would like to hear from you.

We're putting the survey questions together now, but in the meantime feel free to contact MCOLES with your thoughts and concerns. **Contact Wayne Carlson by phone at 517-322-5614 or by e-mail at carlsonw1@michigan.gov.** We definitely want to continue our working relationship with the field, so we hope you will take the time to share your thoughts with us.



MCOLES EVALUATES THE MILITARY POLICE BASIC TRAINING PROGRAM

In the April 2014 MCOLES Newsletter, we told our readers about a formal evaluation of our Military Police Basic Training Program (MPBTP). MCOLES established the MPBTP in 2013 to provide an accelerated pathway for military police veterans to enter civilian policing. The 2014 evaluation demonstrated that the program was working well and was performing as intended, although we made some minor modifications at the time.

But in late 2015, just after the completion of the session at Grand Valley State University, we conducted another formal evaluation. Since its inception in 2013, 48 participants have completed the program and we wanted to know where they were being employed and how they were doing on the job. We examined statistical data, interviewed program directors, and met with our field representatives who monitored the sessions. Also, Director Harvey contacted several administrators at hiring agencies and talked with them about the graduates.

Based on our findings we know the military candidates compare favorably with the recruits from the traditional academies on a number of measures. All MPBTP graduates passed the licensing examination, almost 80% have been hired (most on a full time basis) and field trainers are generally satisfied with performance on the job.

The input from agency administrators was particularly informative. Several pointed out that the military graduates possess certain intangibles such as a strong work ethic, self-confidence, and character, which generally made them better candidates. Two candidates resigned from field training but this was not due to inadequate preparation. Administrators rated the candidates as “good” or “excellent” and they believe the program is adequately preparing the graduates for the challenges of contemporary policing.

We also made a few more revisions to the MPBTP based on our evaluation. Standard field sobriety testing (SFST) was inserted into the curriculum and additional time was allotted for scenario training and interpersonal communication skills. The MPBTP is producing candidates with the necessary core competencies to perform satisfactorily in the civilian sector.

MCOLES Train-the-Trainer ~ continued from page 1 >

test” will give us further direction as we develop a final version of the module.

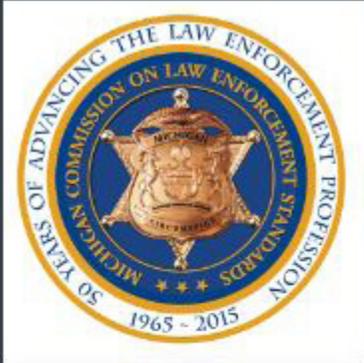
You may be familiar with the Fair and Impartial Policing program sponsored by the US Department of Justice (DOJ). It is excellent training but focuses primarily on race and gender. Our training broadens the scope to include how biases affect most of an officer’s decisions, for example, during routine encounters, criminal investigations, high-risk incidents, or interactions with victims, witnesses, and suspects.

We look forward to the train-the-trainer and anticipate having a meaningful discussion with the attendees. The session is not limited to only those who teach in the academies and we invite agency and in-service trainers to participate as well. Feel free to share this article with those who may be interested in helping us out. And, let us know what you think!

Contact Wayne Carlson at 517-322-5614 or at carlsonw1@michigan.gov.

EXECUTIVE DIRECTOR DAVE HARVEY INTRODUCES HIS NEW BLOG!

Visit Director Harvey's blog and join the conversation on "Everything About Law Enforcement!" Go to: <https://mcolesblog.wordpress.com/about/> and start following his blog. You can also get to the blog from the MCOLES website home page. In the right column menu, click on the icon "MCOLES Executive Director's Blog".



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MCOLES SAYS GOODBYE TO TWO EMPLOYEES



Joyce E. Nelson joined MCOLES in the spring of 2012 and worked in the Career Development Section as a curriculum and standards developer. While in Career Development, Joyce did research, as well as developed and evaluated training specifications and standards for Michigan law enforcement officers and recruits. Joyce also was instrumental in developing a basic training academy program for military police veterans. Joyce moved to the Standards Compliance Section with a promotion to the position of MCOLES investigator. As investigator, she was responsible for investigating violations of Act 203 and promulgated rules. She also provided investigation results with findings of fact and conclusions of law for possible licensure sanctions by the Executive Director and the Commission. When required, she provided testimony in contested case hearings. Joyce was also responsible for review and investigation of claims under the Public Safety Officer Benefit program and FOIA requests.

Joyce has accepted a position with Washtenaw Community College as the Director of the Police Academy. MCOLES will miss Joyce on our staff, but we know we'll still bump into her at a meeting or two in the future! MCOLES wishes her all the best in her new endeavor.



Gina Rosendall-Saucedo began state service in 1997 and during her career has worked in various capacities for the Michigan State Police. In June 2011, Gina accepted a position with MCOLES as the Grant Manager in charge of the Michigan Justice Training Fund (MJTF) competitive grant program. She came to MCOLES from the 9-1-1 Administrative Unit of MSP.

During her five years with MCOLES, Gina met with grant applicants and recipients throughout the state and monitored the activity of grant programs funded through the MJTF. As the competitive grant manager, Gina streamlined the program's administrative procedures and developed a "team approach" to the evaluation process.

Gina recently obtained her Masters of Science degree in Health Psychology and accepted a position at Sparrow Hospital in Lansing. At Sparrow she will be providing personalized and supportive health care to chronically ill patients.

During her time with MCOLES, and with state government, Gina had the opportunity to meet and spend time with many wonderful and caring individuals within the criminal justice community—those who have dedicated their lives to create a safe and healthy environment for all citizens.

Gina's contributions to the organization and to the competitive grant program will be missed. All of us at MCOLES wish Gina the best as she embarks on her new career path.

MCOLES Is HIRING: CONSIDER A CAREER WITH MCOLES!!

Human Resource Developer 12 ~ Curriculum Developer ~ Career Development Section

The Michigan Commission on Law Enforcement Standards (MCOLES) is seeking a qualified candidate for the position of Curriculum Developer. This full time position resides in the Career Development Section of our organization.

We're looking for an individual to research, develop, implement, and evaluate training and entry standards for the law enforcement profession in Michigan. The position includes applied research, facilitating group work, writing formal reports, and developing curriculum. These tasks affect both recruit trainees and active duty law enforcement officers. Problem analysis and problem resolution skills are critical as is the ability to communicate effectively verbally and in writing.

The minimum qualifications are the possession of a bachelor's degree in any discipline and at least five years of experience as a fully empowered law enforcement officer.

To apply for the position, and to read the requirements of the position, click on NeoGov™ (<https://www.governmentjobs.com/careers/michigan>) and set up an online account with the state of Michigan. The civil service job classification and title is Human Resource Developer-12 and the department is the State Police - Job #501-1648-TAM. <https://www.governmentjobs.com/careers/michigan/jobs/1437870/human-resources-developer-12-mcoles-career-development-section>. **Application deadline: June 30, 2016**

For additional information, please contact MCOLES Manager Wayne Carlson at 517-322-5614.

Departmental Specialist 13 ~ MCOLES Chief Investigator ~ Standards Compliance Section

The Michigan Commission on Law Enforcement Standards (MCOLES) is seeking qualified candidates for the position of Departmental Specialist 13 (MCOLES Chief Investigator). MCOLES is the state agency authorized by statute to establish compulsory standards for the selection, employment, and training of law enforcement officers in the state of Michigan. Visit the MCOLES website at www.michigan.gov/mcloes to see the full range of programs and services.

The chief investigator is the sole position in Michigan responsible for the investigation and enforcement of legislatively mandated selection, employment, training, licensing, and license revocation standards for all licensed law enforcement officers in Michigan on behalf of the MCOLES per Public Act 203 of 1965, as amended. The investigator has the responsibility of investigating standards violations including the gathering and documenting of evidence and making recommendations to the Executive Director and Commission for final action. The subjects of these standards compliance investigations could be subject to the imposition of licensing sanctions by the Commission up to and including permanent license revocation. The position has the overall responsibility of ensuring the integrity and confidentiality of all inspection and investigative records including the proper dissemination and destruction of any and all such records in compliance with state rules and regulations.

This investigator also acts as the program administrator and claims investigator for the Public Safety Officers Benefits program per Public Act 46 of 2004 and provides investigative assistance to the Department of Treasury for claims filed under the Police and Firefighter Survivors' Tuition program per Public Act 195 of 1996, as amended. This investigator is also responsible for conducting in-depth investigations of law enforcement agencies for violations of the funding and reporting requirements established by Public Act 302 of 1982 as well as investigating violations of the mandates of all other statutes and administrative law falling into the purview of the Commission. Finally, this investigator is the agency's coordinator for responses to all requests for records filed under the Freedom of Information Act or for records subpoenaed in matters of process in courts of competent jurisdiction. This position has the overall responsibility of enforcing standards, and maintaining the statewide credibility and integrity of sensitive, confidential, and comprehensive records of all individuals who are licensed as Michigan law enforcement officers.

All applicants for employment with the state of Michigan are required to use the Michigan NeoGov™ system. Click on the NeoGov™ link or enter the web address <https://www.governmentjobs.com/careers/michigan> into your browser's address bar. Candidates must set up an online account and provide the necessary information to apply for employment. The position is listed as a Departmental Specialist 13 with the Department of State Police – Job #5501-1653-TAM. <https://www.governmentjobs.com/careers/michigan/jobs/1444812/departmental-specialist-13-mcoles-standards-compliance-section>

An evaluation of education and experience will be used to determine applicant eligibility, consistent with Michigan civil service rules. The selection process will consist of an application and résumé review, candidate interview, writing exercise, and a background investigation. **Application deadline: June 30, 2016**

For additional information, please contact MCOLES Manager John Steele at 517-322-3966.

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COMMISSION MEETING SCHEDULE

June 13, 2016

September 28, 2016

November 2, 2016

December 7, 2016



SPRING 2016 LAW ENFORCEMENT DISTRIBUTION RELEASED

The Spring 2016 Law Enforcement Distribution (LED) was released by MCOLES on May 10, 2016. Every eligible agency employing three or more officers will receive the per-capita payment of \$100.63 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.

To view a detailed distribution report by law enforcement agency go to the MCOLES website at:
<http://www.michigan.gov/mcoles/0,4607,7-229-42839-330305--,00.html>