

MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS

Regular Employment Survey Questions & Responses

On December 8, 2006 a survey instrument titled “**Utilization of Part-Time Law Enforcement Officers Survey**” (see attached survey) was mailed to 609 Michigan law enforcement agencies. Responses to the survey were due by December 22, 2006.

The objective of the survey was to gather information regarding Michigan law enforcement agency utilization of Part-Time officers, scheduling, budget issues, contractual agreements, field training requirements, in-service training requirements, and minimum requirements to maintain a law enforcement license.

Of the 609 surveys that were distributed, 78% were completed and returned by the due date. This was an excellent response rate and reflects the interest and concern of law enforcement leaders regarding providing professional law enforcement services.

A Part-Time Law Enforcement Officer is defined as an individual employed by a law enforcement agency who has a current MCOLES law enforcement license and your agency reported the individual as a part-time employee during the mandatory MCOLES Annual Registration. Generally, these individuals work less than 2080 hours per calendar year. For this survey, please do not include individuals who are reserves, posse members, or volunteers that are not employed, paid, and or not licensed by MCOLES.

The following is a summary of the responses to the survey questions:

Q1. Do you currently employ Part-Time Law Enforcement Officers to perform law enforcement functions? YES NO (If NO, skip to question no. 15)

A1. 59% of the agencies responding indicated that they employed part-time officers (PTOs). Because all agencies were surveyed, those that employed PTOs answered all 15 questions while those that did not employ PTOs answered question 1 and 15 and 15a-c.

Q2. How many Part-Time Law Enforcement Officers do you employ? _____

A2. Based upon the 2006 annual registration, Michigan law enforcement agencies reported that there were 1,646 part-time positions.

Q3. Do you require a minimum number of hours be worked by each YES NO Part-Time Law Enforcement Officer during a calendar year?

A3. 26% of the agencies responding indicated that they required PTOs to work a minimum number of hours during the calendar year.

Q3a. If yes, how many hours are required during the calendar year? _____

A3a. 71 agencies responded to how many hours they required of PTOs. 35 indicated between less than 20 and 300 and 36 between 300 and greater than 999 hours.

Q4. Can a Part-Time Law Enforcement Officer refuse to report when called in to work a shift? YES NO

A4. 74% of the agencies responding indicated that PTOs could refuse to report for work. Many who answered that they "could not refuse" qualified their response by indicating that it depended upon the circumstances (e.g., sick, etc.).

Q5. How do you utilize Part-Time Law Enforcement Officers? (Circle all that apply)

a. Seasonal Coverage Only

b. On Call as Needed

c. Department is composed of all Part-Time Law Enforcement Officers.

d. Other (Please Explain)

A5. Agencies responding to the question regarding the utilization of PTOs indicated that they used them:

- *to cover for vacation, sick, training, open shifts, for Full-Time Officers, special events, large crowds, parades, etc.*

Q6. Did your dependence on Part-Time Law Enforcement Officers for covering patrol shifts increase from 2005 to 2006? INCREASE DECREASE

A6. 58% of the agencies responding indicated that they expected their utilization of PTOs to increase.

Q7. If an officer is employed seasonally, how do you report their status on the MCOLES Network during the MCOLES Annual Registration? AS FULL TIME AS PART-TIME

A7. The majority (90%) of the agencies answering this question indicated that they reported PTOs as part-time on the annual registration.

Q8. Is the Part-Time Law Enforcement Officer position specifically defined as a line item in your agency's budget? YES NO

A8. 69% of the agencies responding indicated that Part-time positions were a line-item in their department's budget.

Q9. Is there a collective bargaining agreement with the officers and your agency? YES NO

A9. 54% of the agencies responding indicated that their PTOs were cover by a collective bargaining agreement.

**Q9a. If yes, does the agreement place restrictions on the use of Part-Time officers?
YES NO**

A9a. 57% of the agencies responding indicated that the collective bargaining agreement placed restrictions on the use of PTOs.

Q10. Are Part-Time Law Enforcement Officers required to regularly attend department meetings with other staff and supervisors to discuss policy and procedures and changes in the law? YES NO

A10. 87% of the agencies responding indicated that their PTOs were required to attend department meetings.

Q11. Do you place any limitations on law enforcement authority for the part-time officers outside of their “on-duty” status? YES NO

A11. 80% of the agencies responding indicated that PTOs law enforcement authority was not limited outside of “on-duty status”.

Q12. Are newly employed Part-Time Law Enforcement Officers required to participate in a field training officer program? YES NO

A12. 76% of the agencies responding indicated that newly hired PTOs required to participate in a field training officer program.

Q12a. If yes, how long is it? _____

A12a. The majority of the agencies responding indicated that the length of the field training officer program was between 2 to 12 weeks. Many qualified their response by indicating that it depended upon the experience of the individual. Many PTOs worked at other agencies or were retired from another agency.

Q13. Do you require Part-Time Law Enforcement Officers to attend in-service training? YES NO

A13. 88% of the agencies responding indicated that they required their PTOs to attend in-service training.

Q13a. Do you require a minimum number of hours of training YES NO

A13a. 70% of the agencies responding indicated that they did not require a minimum number of hours of in-service training be attended by PTOs.

Q13b. If yes to 13a., how many hours do you require? _____

A13b. The majority of the agencies responding to this question indicated that they required between 20 and 100 hours of in-service training in each calendar year.

Q14. What is the average years of total law enforcement experience that your Part-Time Law Enforcement officers have? _____

A14. The majority of the PTOs have 5 or more years of law enforcement experience with a slight majority have 10 or more years of experience. The average years of experience is 13.

Q15. Law enforcement requires the exercise of substantial power and authority. Regular and continuous experience in the exercise of law enforcement authority is a recognized component in the retention of knowledge and skills. In view of this fact, do you believe that there should be minimum requirements for an individual to maintain a law enforcement officer license? YES NO

A15. 79% of the agencies responding indicated that they believe that there should be minimum requirements for an individual to maintain a law enforcement officer license.

Q15a. If yes, what requirement(s) should be included? (Circle all that apply)

- a. Mandatory in-service training**
- b. Attendance at department meetings**
- c. Regular employment as a fully empowered officer working a minimum number of hours in a calendar year.**
- d. Other (Please explain)**

A15a. If yes to 15, what requirement should be included”

- a. Mandatory in-service training*
- b. Attendance at department meetings*
- c. Regular employment as a fully empowered officer working a minimum number of hours in a calendar year.*
- d. Other (Please explain)*

The following is the breakdown of responses:

- 74% Selected “a” only or in a combination of a,b,c or d.
- 68% Selected “b” only or in a combination of a,b,c or d.
- 64% Selected “c” only or in a combination of a,b,c or d.
- 42% Selected the combination of a, b, and c.

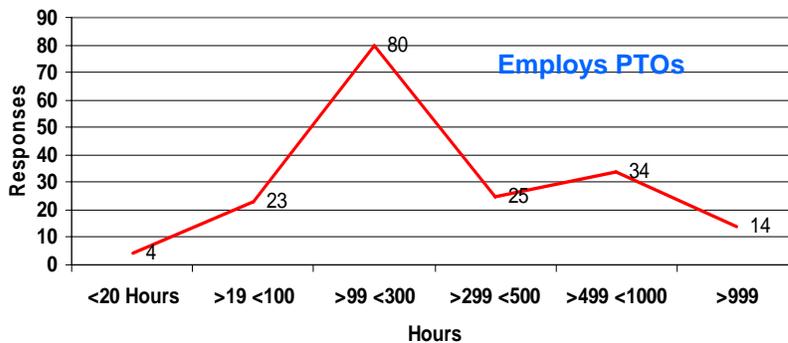
Q15b. Based upon your professional law enforcement experience, do you believe YES NO that a law enforcement officer should be required to perform regular and continuous law enforcement duties for a minimum number of hours during a calendar year?

A15b. 78% of the agencies responding indicated that they believe that a law enforcement officer should be required to perform regular and continuous law enforcement duties for a minimum number of hours during a calendar year?

Q15c. If yes, how many hours in a calendar year do you believe should be required to maintain an adequate level of knowledge, skill, and ability?

A15c.

Hours Required to Maintain an Adequate Level of Knowledge, Skill, and Ability
Question Number 15c



A15. (Responses by agencies that do not employ PTOs):

90% of the agencies responding indicated that they believe that there should be minimum requirements for an individual to maintain a law enforcement officer license.

A15a.

If yes to 15, what requirement should be included”

- a. Mandatory in-service training*
- b. Attendance at department meetings*
- c. Regular employment as a fully empowered officer working a minimum number of hours in a calendar year.*
- d. Other (Please explain)*

The following is the breakdown of responses:

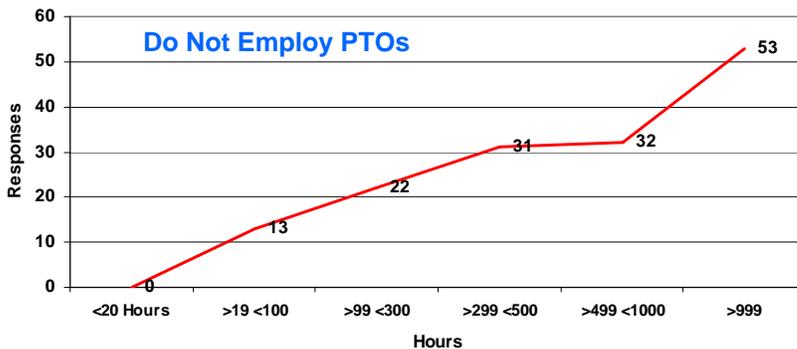
- 76% Selected “a” only or in a combination of a,b,c or d.*
- 75% Selected “b” only or in a combination of a,b,c or d.*
- 41% Selected “c” only or in a combination of a,b,c or d.*
- 35% Selected the combination of a, b, and c.*

A15b:

91% of the agencies responding indicated that they believe that a law enforcement officer should be required to perform regular and continuous law enforcement duties for a minimum number of hours during a calendar year?

A15c:

Hours Required to Maintain an Adequate Level of Knowledge, Skill, and Ability
Question Number 15c



Summary

The Commission was very appreciative of the responses received from our law enforcement partners and the valuable input and insight that was given. A review of the data reveals that many of Michigan’s law enforcement agencies rely upon part-time

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officers to provide law enforcement services to their communities. In 2006, over 50% of the law enforcement agencies reported utilizing PTOs.

It can also be noted that there is no standardization of the utilization, training requirements (other than basic training), field training requirements, or any requirement that a PTO perform regular and continuous law enforcement duties during a determined period of time.

It is clear from the data that Michigan law enforcement agencies support mandatory minimum requirements to maintain a law enforcement license. These requirements include:

- a. Mandatory in-service training*
- b. Attendance at department meetings*
- c. Regular employment as a fully empowered officer working a minimum number of hours in a calendar year.*

The data also reveals that an average of 85% of the responding agencies indicates that they support a requirement that law enforcement officers should be required to perform regular and continuous law enforcement duties for a minimum number of hours during a calendar year. It is clear that the agencies would like to see established guidelines or standards regarding this issue. The key will be creating a guideline or standard that will be fair, equitable, and meet the needs of Michigan's diverse law enforcement community.