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December 2005

Funding Update: An Evolving Strategy

We only need look to the disaster in New Orleans earlier this year to witness the price of an uncoordinated public safety response to a major incident. Events precipitated by Al-Quida, home-based terrorism, natural disasters, and major crime all require coordinated responses from multiple public safety entities and disciplines. Few would argue that we do not live in an era of heightened danger to American citizens on American soil, and public safety responders are being held increasingly accountable for higher levels of success in responding to these complex situations.

MCOLES role in the 21st century is to provide defensible standards for the development of knowledge and skills that the law enforcement and criminal justice workforce needs in order to meet these rapidly evolving challenges. The attendant responsibility is to provide an infrastructure that can transmit these standards to the local level.

Despite our recognition of the new threats we face and of the dynamic nature of our responsibilities, we are witnessing a diminishing capacity among public safety entities to deliver the complex public safety responses these challenges require. Our cooperative efforts are compromised by the fact that we are pitted against each other in brutal competition for sparse funding. In this environment, collaboration has given way to acrimony and distrust among public safety agencies.

The struggle surrounding the 2006 MCOLES budget provides ample evidence of this phenomenon. A proposal to remove over \$2 million in general

funds from the MCOLES budget threatened to create long term disruption of MCOLES operations and topple standards and training at the local level across the entire state. After a year of very hard work through a supplemental appropriation, general funds were restored to MCOLES for operations during the 2006 fiscal year. It took a long and sustained campaign by the Commission, its member organizations, and groups of potentially impacted constituents to achieve this goal.

Given the predicted fiscal climate of state government over the next few years, we can only expect that this situation will further deteriorate. This, in the face of immediate need to foster greater coordination among public safety entities, suggests that there is a compelling case for funding reform.

On November 28, the MCOLES Legislative Committee examined this dilemma. Acting on the heels of a request from the Governor, the committee recommended renewal of the Commission's efforts to secure dedicated

funding. At a meeting of the full Commission on December 14, resuscitation of this initiative was approved. At this writing, a meeting of Commissioners with representatives of the Governor's Office is expected in January. We will keep you posted.

MCOLES Annual Registration

MCOLES will be conducting its annual registration from Monday, January 2 through Friday, March 3, 2006. **Every Michigan law enforcement agency is required by law to participate.** The annual registration is a critical part of the process MCOLES uses to track the employment of MCOLES licensed law enforcement officers, per the statutory requirements of MCL 28.609d.

The annual registration also serves as

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2006 Proposed Commission Meeting Dates (Tentative)

January 23-24, 2006.....	Augusta
March 8, 2006.....	Alpena
April 26, 2006.....	Muskegon
June 6, 2006.....	Marquette
September 13, 2006.....	Midland
October 24-25, 2006 (Working session).....	Detroit
December 13, 2006.....	Lansing

A Message from the Executive Director. . . .



I open with an expression of sincere gratitude for all of the support MCOLES received during our funding crisis this past year. It is doubtful we would have been successful in

achieving restoration of general funding without the calls, letters and testimony that you provided.

A recently published Associated Press article pointed out a national trend suggesting that traffic accidents are replacing guns as the largest threat to officer survival. The National Law Enforcement Officers Memorial Fund, which tracks law enforcement fatalities, said the trend becomes apparent when the numbers are spread over many years. For example, in the decade ending last year, 477 officers died in auto accidents. That was up 29 percent from 369 during the previous decade. It represents a 40% increase over the 342 officers killed in traffic incidents two decades ago. Despite improvements in vehicular construction and emergency vehicle operations, we are witnessing a serious decline in officer safety.

Authorities agree that there is no single reason for the increase. One statistic that stands out, nationally, is an increasing number of officer deaths from high-speed chases.

MCOLES now administers the Public Safety Officer Benefits Act (PSOB), which provides

financial assistance in connection with duty-related disabilities and deaths of Michigan law enforcement officers. PSOB came into existence late in 2003. Since the enactment of PSOB, MCOLES has received claims regarding the duty-related deaths of 16 Michigan law enforcement officers (does not include firefighters or other public safety personnel). Four of these claims were attributed to gunfire, five were the result of heart attacks, and *seven of the deaths were related to traffic crashes.*

In examining the seven Michigan duty-related deaths attributable to traffic crashes, two deaths were related to high-speed chases. Three were from traffic crashes that occurred en route to calls for service, and two of the officers who died were the victim of drunk drivers.

It would appear that what is happening in Michigan is mirroring the national trend. Upwards of half of our duty related officer deaths are the result of various traffic-related incidents. It goes without saying that these numbers are not acceptable. Recently, Mr. John Kirkpatrick, Preident of the Michigan Fraternal Order of Police drove this point home in a presentation to law enforcement training providers. These statistics carry, for us, an implicit responsibility to do whatever we can to lower the risk of officer injuries from traffic crashes.

MCOLES developers are now re-visiting the entire approach that has been devoted to preparing officers for emergency and

non-emergency vehicle operations. Among the questions being asked: Are the three-point seat belts typically worn by officers in high-speed pursuits adequate, or should a four-point system be encouraged? What means should be employed to better encourage officers to use seat belts to protect themselves in the event of a crash? What role can soft body armor play in protecting officers from traffic crash injury? Are there ways to eliminate officer distraction caused by all of the equipment carried in a typical police vehicle? What training methodologies will best prepare officers to pursue criminals without unnecessarily endangering the public? How can we better instruct officers in emergency vehicle operations? While we do not have any ready made answers that we can prove will be effective, I am confident that these efforts can make a difference.

As 2005 rapidly comes to an end, I would again, on behalf of the Commission and MCOLES staff, thank all of you for the support MCOLES received during the past year and extend each of you warmest wishes for the holidays and new year.

The Michigan Commission on Law Enforcement Standards

Membership

Sheriff Gene Wiggelsworth, Chair
Michigan Sheriffs' Association

Chief Jeffrey Werner, Vice-chair
Michigan Association of Chiefs of Police

Mr. James DeVries
Police Officers Association of Michigan

Col. Tadarial J. Sturdivant
represented by
Lt. Col Timothy Yungfer
Michigan State Police

Attorney General Mike Cox
represented by Mr. William Dennis

Sheriff Gary Rosema
Michigan Sheriffs' Association

Mr. David Morse
Prosecuting Attorney's Association of Michigan

Chief Ella Bully-Cummings
represented by Deputy Chief Deborah Robinson,
Detroit Police Department

Sheriff James Bosscher
Michigan Sheriffs' Association

Mr. John Buczek
Fraternal Order of Police

Chief Kurt Jones
Michigan Association of Chiefs of Police

Prof. Ron Bretz
Criminal Defense Attorney's Association of Michigan

Vacant
Michigan State Police Troopers Association

Chief James St. Louis
Michigan Association of Chiefs of Police

Officer Richard Weaver
Detroit Police Officers Association

Raymond W. Beach, Jr.
Executive Director

MCOLES Annual Registration (continued from Page 1)

the platform for necessary reporting associated with the Law Enforcement Distribution (LED). All agencies that are recipients of the LED must report their LED expenditures, regardless of whether they participate in the upcoming distributions. Eligible agencies that wish to participate in the 2006 distribution will be able to register, as part of the reporting process. As was done last year, the entire registration process will be conducted via the MCOLES Network.

The annual registration process consists of verifying the agency's profile, verification of the officer roster, and reporting of the number of hours worked by each officer during the 2005 calendar year. Those agencies that participate in the LED have two additional steps: completing the LED details information page regarding expenditures for in-service training, and allocation of the LED expenditures to the appropriate distribution year. Before making the final submission of data, agency operators must indicate whether their agency will participate in the 2006 LED - answering in the affirmative will register the agency for the 2006 LED.

As of this writing, MCOLES has generated e-mail reminders to MCOLES Network operators and a letter to every law enforcement agency head in Michigan regarding the upcoming registration period. Additional reminders will go out via e-mail and LEIN as the registration progresses.

Pending a successful registration process, we expect the Spring installment of the LED to occur during May 2006.

Remember!

- Participation in the 2006 Annual Registration is mandatory for every Michigan law enforcement agency.
- LED expenditure reporting is mandatory
- Participation in the 2006 LED is encouraged, yet optional.

Statewide Job Task Analysis Underway

The MCOLES statewide Job Task Analysis (JTA) is now underway.

The statewide JTA is the tool used by the Michigan Commission on Law Enforcement Standards (MCOLES) to derive job-related selection and training standards for law enforcement officers in our state. The JTA forms the foundation upon which these standards are established and defended.

Recently, MCOLES contracted with Stanard & Associates, a human resources consulting firm, to update MCOLES information regarding the job tasks currently performed by law enforcement officers in Michigan. The previous JTA was published in 1996. The purpose of periodically updating this information is to keep Michigan's standards valid and job-related. A questionnaire, or job analysis inventory, is being used to capture the essential job functions of a law enforcement officer in Michigan. Participants complete the inventory

on-line.

What we eventually learn about the job tasks will not only be important to law enforcement agencies, it will be particularly important to every officer across the state. This is a unique opportunity for active law enforcement officers to exercise their voice as to the attributes that should be possessed by individuals entering the law enforcement profession in Michigan. In addition, the JTA will assist in determining how law enforcement has changed since the terrorist attacks of September 11, 2001 and since the hurricane Katrina tragedy.

Not every Michigan law enforcement agency will participate in this project. Instead, a representative sample of agencies of similar types and sizes were identified by Stanard & Associates and then individually contacted by MCOLES staff. Each agency in the sample has provided MCOLES with the name of an agency coordinator, or contact person, who is

providing liaison as the JTA project unfolds.

Here's how it works. MCOLES is administering two JTA inventories over the Internet - one to be completed by law enforcement officers and one to be completed by supervisors. **Respondents began accessing the surveys through the MCOLES web site on December 12. They will have until January 15, 2006 to complete the surveys.** All responses are anonymous.

Officers are being asked, on a scale of 1-5, how often they perform particular sets of tasks. Supervisors are being asked, on a similar scale, the relative importance of each task. Officers will also be asked about the types of calls they respond to and the types of equipment they use. Completing the JTA inventory will NOT require any officer to conduct independent research or engage in special preparation. Officers are asked to simply point and click. The process is simple, Internet based, and allows participants to save their results and return to finish the

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Statewide Job Task Analysis (Continued from Page 3)

inventory at a later time. It is important to remember that the essential job functions identified in the JTA form the job-relatedness component of all MCOLES standards. These include medical and non-medical entry standards, testing standards, and the training standards reflected in the basic training curriculum.

Individual agencies across Michigan will be able to take advantage of the data as well. The data may be applied to in-service training and to promotional assessments. It will be particularly valuable with regard to addressing Americans with Disabilities Act issues in hiring and in the various aspects of law enforcement employment.

Thank you in advance for your participation and assistance in this critical MCOLES initiative.

Sheriff Wriggelsworth to serve as Commission Chair



Sheriff Gene Wriggelsworth was elected Chairman of the Michigan Commission on Law Enforcement Standards (MCOLES) at the

October 26, 2005, meeting.

Sheriff Wriggelsworth is a law enforcement veteran. He served as a member of the Department of State Police from 1966 until 1988, when he was elected Sheriff of Ingham County, an office he has

held continuously since then. His resume demonstrates a long history of community involvement. Sheriff Wriggelsworth was first appointed to the Commission in 2002. He is a graduate of the FBI. National Academy and holds a Bachelors Degree in business administration. A native of Owosso, Sheriff Wriggelsworth now resides in Holt with his wife, Sandra. They are the parents of three sons.

When asked what he felt were the most significant challenges facing the Commission, Sheriff Wriggelsworth

responded "The Commission is being forced to make difficult decisions regarding scarce funding. We are working diligently to find a better way to restore and preserve the funding of standards and training for law enforcement and criminal justice personnel."

Joining Sheriff Wriggelsworth in Commission leadership is Bloomfield Township Police Chief, Jeffrey Werner. Chief Werner will be serving as Vice-chair.



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