

# MICHIGAN DEPARTMENT OF STATE POLICE

## Report on Recruit School Graduates

January 2018

In accordance with Article XVI of 2017 PA 107 (Sec. 401), the Michigan State Police (MSP) submits this report to the Senate and House Appropriations subcommittees and the Senate and House fiscal agencies on the recruitment and hiring of veterans and Michigan Commission on Law Enforcement Standards (MCOLES) certified police officers. This report is submitted for the 133<sup>rd</sup> Trooper Recruit School, which graduated on November 30, 2017, and the 22<sup>nd</sup> Motor Carrier Officer Recruit School, which graduated on December 21, 2017.

### Number of Veterans and the Number of MCOLES-Certified Police Officers

	<u>133rd TRS</u>	<u>22nd MCORS</u>
School Dates	6/4/2017 - 11/30/2017	8/13/2017 - 12/21/2017
<b>Veterans</b>		
-- Admitted	40	3
-- Graduated	33	2
<b>MCOLES-certified officers</b>		
-- Admitted	7	0
-- Graduated	7	0
<b>Total Number of Recruits</b>		
-- Admitted	159	14
-- Graduated	127	8

In addition, two (2) 133<sup>rd</sup> Trooper Recruit School graduates were not MCOLES-certified but had prior law enforcement experience outside of the state.

### Overview

As reflected in the MSP's Strategic Plan, a key goal of the department is to institutionalize a modern recruiting and selection process for hiring qualified candidates with diverse backgrounds, including in the areas of race, gender, language, life experience, and culture. The MSP recognizes that now more than ever, a critical component to advancing community policing is having a diverse workforce that can connect with the communities it serves.

In 2014, with a commitment from Governor Rick Snyder and the Legislature to run regular trooper recruit schools, the MSP re-established its Recruiting & Selection Section (R&SS). The R&SS is tasked with researching and implementing recruiting best practices, streamlining the recruiting and selection process, expanding the diversity of the applicant pool, and increasing the use of technology during all phases of the process.

The MSP has also greatly increased the number of recruiters dedicated to promoting MSP career opportunities statewide, including meeting with community organizations, attending recruiting events, and mentoring potential candidates. Since 2012, MSP members have attended over 700 recruiting events, 60 percent of which have been held in urban areas of the state for increased exposure to diverse applicants.

### Recruiting Veterans

The MSP has expanded efforts to recruit returning military members. Recruiting veterans is an important avenue for the MSP, especially considering that nearly one-third of MSP troopers are military veterans and/or serve in the National Guard and Reserve. The MSP has established partnerships with active

military units, reserve units, National Guard units, and the Michigan Veteran's Affairs Agency (MVAA) that allow MSP recruiters to attend military recruiting events in Michigan and across the country.

The Michigan State Police (MSP) partners with the Michigan Veterans Affairs Agency (MVAA), the Workforce Development Agency (WDA), National Guard and Reservists, and the Michigan Economic Development Corporation (MEDC) by providing job and benefit information to veterans. Additionally, the MSP works closely with the Michigan Works Association and individual one-stop agencies who link veterans with career opportunities at MSP.

Recruits assist the Army National Guard and Reserve members with the online application for the Entry-Level Law Enforcement Exam. The MEDC and WDA have written special features in their online newsletters. MSP has long been recognized by the MVAA as a veteran friendly employer, and continues to promote MSP job opportunities through any medium available.

In November 2017, the MSP was recognized by the MVAA as a Gold Level Veteran-Friendly Employer. MSP now joins an elite group of dedicated employers, including General Motors, Whirlpool Corporation, Roush Enterprises, and Quicken Loans in being awarded the highest level of recognition an organization can achieve for its support of veterans awarded by the MVAA. The MSP previously obtained Brown status in 2015 and Silver status in 2016, and joins the Michigan Department of Transportation (MDOT) as the only state agencies with this status.

The MSP recruiting website continues to be updated to list specific information related to veteran opportunities. Social and mass media are utilized to post and advertise hiring information. MSP recruiters continue to make contact with veterans through career and hiring fairs specific to military veterans hosted by various colleges, universities, and armories throughout the state. Other hiring events open to the public also attract unemployed military veterans, many of whom have sought out recruiters to discuss career opportunities within the department.

MSP recruiters regularly attend military recruiting events offered in the state, with many events specific to hiring veterans. The MSP Recruitment Coordinator serves on the State of Michigan Recruitment Team Committee and collaborates with the Statewide Recruitment Coordinator and recruiters from other state departments to maximize efforts to attract and recruit military service members.

MSP recruiters also regularly interact with the regional police academies within their post areas to discuss job opportunities and track graduation dates. Recruiters track the graduation dates of the regional academies and attend any law enforcement sponsored job fair offered at the regional academies. The trooper position is posted on the Michigan Commission on Law Enforcement Standards (MCOLES) website, [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles), the Michigan Association of Chiefs of Police (MACP) website, [www.michiganpolicechiefs.org](http://www.michiganpolicechiefs.org), and the International Association of Chiefs of Police (IACP) website, [www.theiacp.org/jobs](http://www.theiacp.org/jobs).

## Post Assignments

District / Post	133 <sup>rd</sup> TRS	22 <sup>nd</sup> MCORS
<b>1st District</b>	<b>24</b>	<b>2</b>
Brighton	6	1
Jackson	8	0
Lansing	7	0
Monroe	3	1
<b>2nd District</b>	<b>9</b>	<b>2</b>
Metro North	4	2
Metro South	5	0
<b>3rd District</b>	<b>29</b>	<b>1</b>
Caro	3	0
Flint	12	1
Lapeer	4	0
Tri-City	6	0
West Branch	4	0
<b>5th District</b>	<b>18</b>	<b>2</b>
Marshall	2	0
Niles	5	1
Paw Paw	8	1
Wayland	3	0
<b>6th District</b>	<b>20</b>	<b>1</b>
Hart	4	0
Lakeview	8	1
Mt. Pleasant	3	0
Rockford	5	0
<b>7th District</b>	<b>14</b>	<b>0</b>
Alpena	3	0
Cadillac	4	0
Gaylord	4	0
Houghton Lake	3	0
<b>8th District</b>	<b>13</b>	<b>0</b>
Calumet	2	0
Gladstone	1	0
Iron Mountain	1	0
Negaunee	3	0
Sault Ste. Marie	2	0
St. Ignace	3	0
Wakefield	1	0
<b>Total Graduates</b>	<b>127</b>	<b>8</b>