

Annual Report 2020



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GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS
LANSING

TIMOTHY BOURGEOIS
EXECUTIVE DIRECTOR

Honorable Gretchen Whitmer
Governor of the State of Michigan
Lansing, Michigan 48009

Dear Governor Whitmer,

On behalf of Michigan Commission on Law Enforcement Standards (Commission), I present to you the Annual Report for Calendar Year 2020. As chair of the Commission, I am proud to say that the Commission continues to take on difficult policy issues related to improving the law enforcement profession and to ensure high quality public safety services are delivered to the people of Michigan.

We remain committed to work toward increased trust and professionalism as we look back with great pride at the steps we have taken, however, most importantly, we are looking ahead with great optimism at what the future holds for the Commission.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "D.E. U.", written over a horizontal line.

Chief David Molloy
Commission Chair

Chief David Molloy, Chair • Sheriff Timothy Donnellon, Vice Chair • Major Beth Clark representing Colonel Joe Gasper • Tpr. Nate Johnson
Dep. Matthew Hartig • Mr. Michael Wendling • Mr. David Tanay representing Attorney General Dana Nessel • Officer Linda Broden
Mr. Arthur Weiss • Assistant Chief David Levalley representing Chief James Craig • Mr. Tom Adams • Officer Michael Kunath • Chief Eric Payne
Mr. Kenneth Grabowski • Mr. Michael Sauger • Sheriff Matthew Saxton • Sheriff Gregory Zyburt • Mr. Duane Smith
Pastor Tellis J. Chapman • Pastor Jeffery A. Hawkins • Dr. Lisa R. Jackson • Mr. Anthony D. Lewis representing Mr. James White

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ANNUAL REPORT TO THE GOVERNOR

CALENDAR YEAR 2020

Michigan Commission on Law Enforcement Standards
927 Centennial Way
Lansing, Michigan 48909

Submitted pursuant to Public Act 203 of 1965, as amended

Please direct inquires to: 517-636-7864

This document is available online at:
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MCOLES VALUES, MISSION & VISION

WHO ARE WE?

Our values define who we are and set the basic framework for how we choose to conduct business as public employees. It frames our philosophy for providing a strong sense of customer service, but also defines what we, as employees expect from each other.

OUR VALUES

Respect ~ We value the unique and diverse skills, abilities, and perspectives of individuals.

Ethical Character ~ We are honest, ethical, and fair. Personal integrity and professional ethics guide all our decisions.

Leadership and Professionalism ~ We recognize our role as leaders in advancing the skills, knowledge, ethics, and attitudes necessary for achieving and maintaining professional excellence.

Accountability ~ We accept responsibility for our behaviors, decisions, and actions.

Commitment ~ We understand our mission and our individual roles in its accomplishment. We dedicate our energies and abilities to its fulfillment and we are willing to make sacrifices in its attainment.

Partnership ~ We recognize that more can be accomplished when individual actions are taken in an atmosphere of trust and cooperation.

Communication, Consultation, and Shared Decision-Making ~ We value clear and open communication. We encourage involvement, information sharing, and collaboration in the decision-making process.

OUR MISSION

The Michigan Commission on Law Enforcement Standards is created by law to serve the people of the State of Michigan by ensuring public safety and supporting the criminal justice community.

We provide leadership through setting professional standards in education, selection, employment, licensing, license revocation, and funding in law enforcement and criminal justice, in both the public and private sectors.

OUR VISION

Through a dedicated fund, MCOLES supports law enforcement agencies to provide safe and secure communities that allow for a prosperous state that is positioned to meet the challenges of the future.

MCOLES conducts business in an environment free from organizational or financial conflicts of interest with independent control over fulfilling its mission.

MCOLES is nationally recognized as a leader in the development of training and ethical standards for law enforcement officers.

Serving the citizens of Michigan through the advancement of law enforcement standards and training since 1965.

Michigan Commission on Law Enforcement Standards

The Michigan Commission on Law Enforcement Standards is composed of members appointed by the Governor from the ranks of Michigan's law enforcement and criminal justice communities. Constituencies represented in the Commission's appointed membership consist of:

- the Michigan Sheriffs' Association;
- the Police Officers Association of Michigan;
- the Michigan Association of Chiefs of Police;
- the Michigan Fraternal Order of Police;
- the Criminal Defense Attorneys Association of Michigan;
- the Prosecuting Attorneys Association of Michigan
- the Michigan State Police Troopers Association;
- the Michigan Association of Police;
- the Police Officers Labor Council;
- the Detroit Police Department;
- the Detroit Police Officers Association;
- the Deputy Sheriff's Association of Michigan;
- the Residents of the State of Michigan; and
- the Public

Also represented on an ex-officio basis are the Michigan State Police and the Attorney General of Michigan.

During 2020, Chief David Molloy, representing the Michigan Association of Chiefs of Police, served as the Commission Chair.

The Commission meets no less than four times annually to set policy regarding the selection, employment, training, licensing, and retention

of all Michigan law enforcement officers. During 2020, there were six regular meetings of the Commission.

Commission duties extend beyond the law enforcement arena, as Commissioners set policy with regard to the administration of the justice training dollars. These decisions have a direct impact on the distribution of funds in the Commission's competitive grant process, which provides support for in-service training in all facets of Michigan's criminal justice system, as well as the administration of the law enforcement distribution. The Commission also provides claims investigation and eligibility verification for the Public Safety Officer Benefit program which provides a one time payment for the care of a public safety officer permanently and totally disabled in the line of duty or in the event of the officer's death in the line of duty, to the spouse, children, or estate of the officer.

In addition to their formal duties, MCOLES Commissioners invest countless hours on behalf of Michigan's criminal justice community. Substantial time is required of Commissioners to apprise themselves of the various issues they must understand. Commissioners are frequently asked to attend and address academy graduations, testify on behalf of MCOLES on legislative issues, and make other public speaking appearances on behalf of MCOLES. Commissioners are often called upon to represent MCOLES at meetings of the legislature, other government agencies, training directors, and at conferences of professional organizations that have a stake in criminal justice. MCOLES Commissioners must also be available to handle inquiries from their various constituencies concerning MCOLES services and policies.

MCOLES COMMISSIONERS DURING 2020

Commissioner	Representing
Chief David Molloy, Chair Term Expires: December 31, 2023	Michigan Association of Chiefs of Police
VACANT	Michigan Sheriffs' Association
Colonel Joseph M. Gasper Represented by Major Beth Clark Ex-officio	Michigan State Police
Attorney General Dana Nessel Represented by Mr. David Tanay Ex-officio	Office of Attorney General
Sheriff Matthew M. Saxton Term Expires: December 31, 2021	Michigan Sheriffs' Association
Mr. Ken Grabowski Term Expires: December 31, 2023	Police Officers Association of Michigan
Mr. Michael Sauger Term Expires: December 31, 2021	Fraternal Order of Police
VACANT	Michigan Association of Chiefs of Police
Mr. Michael Wendling Term Expires: December 31, 2022	Prosecuting Attorneys Association of Michigan
Mr. Arthur Weiss Term Expires: December 31, 2021	Criminal Defense Attorneys of Michigan
Sheriff Gregory Zyburt Term Expires: December 31, 2022	Michigan Sheriff's Association
Chief Eric Payne Term Expires: December 31, 2021	Michigan Association of Chiefs of Police
Mr. Michael Kunath Term Expires: December 31, 2021	Michigan Association of Police
Mr. Duane P. Smith Term Expires: December 31, 2021	Police Officers Labor Council
Trooper Nate Johnson Term Expires: December 31, 2023	Michigan State Troopers Association
Assistant Chief James White Ex-officio	Detroit Police Department
Ms. Linda Broden Term Expires: December 31, 2023	Detroit Police Officers Association
Deputy Matthew Hartig Term Expires: December 31, 2022	Deputy Sheriff's Association of Michigan
Mr. Tom Adams Term Expires: December 31, 2022	Public Representative
Mr. Anthony D. Lewis Term Expires: December 31, 2021	Residents of the State of Michigan
Pastor Tellis J. Chapman Term Expires: December 31, 2023	Residents of the State of Michigan
Pastor Jeffrey A. Hawkins Term Expires: December 31, 2022	Residents of the State of Michigan
Dr. Lisa R. Jackson Term Expires: December 31, 2021	Residents of the State of Michigan
Timothy Bourgeois MCOLES Executive Director	Michigan Commission on Law Enforcement Standards

MCOLES Executive Direction

Timothy Bourgeois

Executive Director

In January 2018, Tim Bourgeois began serving as the executive director of the Michigan Commission on Law Enforcement Standards. He retired from the Township of Kalamazoo (Michigan) police department on December 31, 2017 after 41 years of service. Tim served the department as a cadet, dispatcher, police officer, undercover narcotics detective, patrol sergeant, detective sergeant, detective lieutenant, captain of operations and since 2003 as its chief of police.

Tim is a past president of the Michigan Association of Chiefs of Police and served on a number of boards and commissions. While chief, he also held four gubernatorial appointments: to the Council on Law Enforcement and Reinvention; the Michigan Intelligence Operations Center for Homeland Security; the Mental Health Diversion Council and the Michigan Commission on Law Enforcement Standards.

Hermina Kramp

Deputy Director

Hermina Kramp is a former law enforcement officer graduating from the 27th session of the Mid-Michigan Police Academy as an employed recruit of the Michigan State University Police Department after serving two years as a dispatcher for the department. Hermina holds a BS in Criminal Justice Research and Development and an MS in Criminal Justice Administration with an Education cognate in Testing and Measurement from Michigan State University. Hermina joined the Michigan Commission on Law Enforcement Standards, (then known as the Michigan Law Enforcement Officers Training Council MLEOTC), in 1986 as a curriculum developer. Hermina has held positions in all aspects of the Commission's operations including Acting Director on two separate occasions. Hermina currently serves as the Deputy Executive Director overseeing day-to-day operations.

Jacque Beeson

Executive Secretary

Jacquelyn Beeson graduated from Michigan State University with a BS in Criminalistics in 1983 and after graduation attended the Mid-Michigan Police Academy. Jacque was employed by Ingham County Central Dispatch from 1984 until 2005 as an emergency dispatcher and worked as a Reserve Officer in the City of Leslie. She furthered her career by joining Michigan State Police in 2008 working as a Laboratory Technician in Toxicology at the MSP Forensic Laboratory. After 3 ½ years at the Lab, Jacque joined the Michigan Commission on Law Enforcement Standards as an Executive Secretary in 2011 and is currently still employed at MCOLES with 38 years working in the criminal justice field.

Standard Compliance Section

Danny Rosa
Section Manager

Administrative Oversight of Basic Academy Operations, Investigations, PA-330 Private Security Police, and Railroad Police

Professional Standards Unit

Regulation Agent (Investigator)

Vacant

Standards Compliance Investigations of Academy Applicants, Recruits, Law Enforcement Officers, and RPTE Candidates

Training Administration Unit

Darnell Blackburn

Academy Oversight, Agency Inspections, Liaison to the Law Enforcement Community, PA-330 Program Field Liaison

Academy Field Representative

Mike Logghe

Academy Oversight, Agency Inspections, Liaison to the Law Enforcement Community, PSOB Program Oversight

Academy Field Representative

Gretchen Galloway

Academy Oversight, Agency Inspections, Liaison to the Law Enforcement Community, Assisting in Standards Compliance Investigations

Academy Field Representative

Standards Compliance Unit

Vacant

RPTE Program Oversight, PA-330 Program Oversight, FOIA Response, CHRISS Operator, ICHAT

Duties covered by manager and others as needed

Career Development Section

Wayne Carlson
Section Manager

Job Task Analysis, CPL, Emergency Vehicle Operations, Behavioral Health Training, Speed Measurement, Sexual Assault Investigation Training, Domestic Violence Investigation Training

Standards Development Unit

Pat Hutting

Recognition of Prior Training and Experience, Standards, Application requirements and screening, In-Service Training, Course Registry, Vendor Registry, Special Use Requests, Medical Standards, LEOSA

Curriculum Development Unit

Joe Kempa

Outcome-Based Learning, Academy Training Curriculum, Training Delivery Methods, Training Standards, Major projects, Response to Active Violence, Armed Reserve Standards and Training, Military Police Basic Training Program, Law Enforcement Agency Provided Civilian Concealed Pistol License Training

Test Development Unit

Danny Rosa (Jan - Mar)
Vacant (Mar - Dec)

Licensing Examination, Testing, Firearms Standard, Use of Force, Training Related Issues, Evaluation and Measurement

Licensing and Administrative Services Section

David Lee
Section Manager

Budget Development and Monitoring, MITN Project Management, Annual Registration and Law Enforcement Distribution, Records Retention, External Data Inquiries, Special Research Projects

Licensing and Records Unit

Rhonda Hooson

MITN Help Desk, Law Enforcement Officer Licensing, Employment Transactions, Document Imaging and Processing, Annual Registration Reporting, MITN Training, Reading & Writing and Licensing Exam File Interfaces

Business Solutions Development Unit

Kayla Hanselman

MITN Development and Maintenance, System Administration, IT Design and Development, Records Management, MITN Training, Software Management, Special Research Projects

Grants and Contracts Administration Unit

Deb Thelen

Michigan Justice Training Fund (MJTF) Law Enforcement Distribution, MJTF Competitive Grants, Training to Locals Reimbursements, Public Safety Officer Benefit Program, STOP Domestic Violence and Improving Criminal Justice Response (ICJR) Contract, MITN Contract, Auditor General Audit Coordination and Response

Program Funding Unit

Ben Zyber

Fiscal Control, Monitoring, Reconciliation, and Reporting of MCOLES Appropriations including General Fund, Michigan Justice Training Fund, Training to Locals Fund, and Public Safety Officer Benefit Fund, SIGMA Document Processing

Communications Unit

Vacant
Kayla Hanselman Acting

MCOLES Public Website Design and Maintenance, Agency Job Postings, MCOLES Facebook Account, MCOLES Annual Report, Newsletters and Publications

MCOLES Legislation

2018 Statute Takes Effect

Public Act 552 of 2018:

Modify the MCOLES Act to include Active Shooter Training (HB 5852)

In response to active violence incidents, such as mass shootings, legislation was introduced requiring all Michigan law enforcement officers to receive training in response to active violence situations. The result was a statutory amendment to the Michigan Commission on Law Enforcement Standards Act (PA 203 of 1965). The act has an effective date of March 28, 2019.

The legislation obligated the following:

Administrative

- Requires the Michigan Commission on Law Enforcement Standards (MCOLES) to promulgate rules establishing minimum standards for active violence response training.
- The bill did not specify how the costs of the proposed training would be shared, if at all, between The State of Michigan and local law enforcement. The statewide cost of training new hires to law enforcement in active violence response would be approximately \$141,000 annually, from 30 training sessions held yearly at 20 regional training academies, at a cost of \$4,700 each. The costs of training all 18,500 currently licensed law enforcement individuals, as the bill would require, beginning January 1, 2020, is estimated by MCOLES to be \$2.8 million.

Academy Instruction

- Requires an individual seeking to become a licensed law enforcement officer, tribal law enforcement officer, fire arson investigator, or private college security officer to complete active violence response training.
- MCOLES's first priority under this legislation was to and update and further development of the basic academy curriculum. In July of 2019, MCOLES completed and implemented the response to active violence updates to the basic academy curriculum.



Mid-Michigan Academy recruits simulate an active violence response scenario



Grand Valley State University recruits participate in in-class instruction for active violence response training



Grand Valley State University recruits simulate an active violence response scenario

In-Service Training

- Requires an individual licensed as a law enforcement officer, tribal law enforcement officer, fire arson investigator, or private college security officer to complete active violence response training.
- MCOLES designed and developed the in-service training curriculum and is in the process of hiring a coordinator to facilitate logistics and maintain the training curriculum.

HISTORICAL PERSPECTIVE: ADVANCING PROFESSIONALISM IN PUBLIC SAFETY

Michigan Law Enforcement Officer's Training Council (MLEOTC) was established under Public Act 203 of 1965. The original mission of MLEOTC proposed, "to make available to all local jurisdictions, however remote, the advantages of superior employee selection and training."

Public Act 302 of 1982, created the Michigan Justice Training Commission (MJTC). The MJTC and the Justice Training Fund were created to promote in-service training in the Michigan criminal justice field. MJTC, over the years, operated first within the Department of Management and Budget and later the Michigan Law Enforcement Officers Training Council. The MJTC succeeded in stimulating the growth of criminal justice in-service training in Michigan, but as a separate commission housed in the Department of Management of Budget it was not able to coordinate that growth in a statewide development plan.

The 1998 amendment to Public Act 203 changed our name to the Commission on Law Enforcement Standards (COLES), a title that more accurately reflects the work of this organization.

The 1998 amendment also added revocation of the law enforcement license to our list of responsibilities. Revocation was made mandatory when an officer is convicted of a felony or if it is discovered that the officer committed fraud in obtaining law enforcement licensing.

Public Act 330 of 1968, allows private security police officers, employed by licensed agencies, to have full arrest authority while in uniform, on duty, and on the property of their employer.

Under Public Act 354 of 1993 Railroad police officers must meet the training and employment standards of law enforcement officers.

In addition to meeting the minimum MCOLES standards, law requires that the state police (responsibility assigned to MCOLES) must determine that the individual is suitable and qualified in order to issue a commission.

Executive Order 2001-5 made the most significant advances in MCOLES history, paving the way for the achievement of what has been attempted since 1982, the linkage of standards and funding. Specifically, it required the institution of mandatory in-service training standards for Michigan law enforcement officers, with fiscal support from the Justice Training Fund.

To accomplish this, the Order consolidated the former Michigan Justice Training Commission with the former Commission on Law Enforcement Standards, creating today's Michigan Commission on Law Enforcement Standards.

Public Act 46 of 2004, also known as the Public Safety Officers Benefit Act, provides compensation and other benefits to dependents of public safety officers who are killed or who are permanently and totally disabled in the line of duty

The Public Safety Officer Benefit Act provides for a one-time payment of \$25,000 for the care of a public safety officer permanently and totally disabled in the line of duty. In the event the public safety officer was killed in the line of duty, the spouse, children, or estate of the officer may be eligible for the one-time payment of \$25,000.

On October 15, 2008, Governor Granholm issued Executive Order 2008-19, expanding the Commission membership to seventeen, representing the Michigan criminal justice community.

Public Act 479 of 2012 was signed into law requiring all law enforcement agencies to “make a time-stamped, audiovisual recording” of custodial interrogations for certain felonies. MCOLES was required to set the quality standards for the recordings as well as standards for geographic accessibility of equipment.

On January 15, 2018, Public Act 128 of 2017 took effect. The Act that requires a law enforcement agency who is hiring a current or previously licensed law enforcement officer to request and review the reasons for, and circumstances under which an applicant left employment with a previous law enforcement agency. It also requires an agency receiving such a request to disclose this information.

Executive Order 2003-24 was enacted to train law enforcement in effective ways to respond to people with mental disorders.

PA 470 of 2012 verified line of duty deaths for survivor tuition eligibility.

Executive Directive 2016-2 was enacted to address recent national events involving the use of lethal force by police officers and attacks against police officers by members of the public that strained the relationship between law enforcement and the public leading to civil unrest in a number of recent cases.

MCOLES was assigned to undertake a study and produce a public report addressing the topic of fostering public trust in law enforcement in Michigan.

The modern MCOLES philosophy is grounded in the knowledge that successful law enforcement can only happen when all components of the criminal justice system are working effectively, each sharing in the common purpose of advancing public safety. This is reflected in the MCOLES mission statement.

MCOLES meets its mission working in an atmosphere of open communication and trust, in partnership with the criminal justice community, providing client-focused services. MCOLES regularly contributes to effective public policy by functioning as a leader in public safety innovation and as a solutions-facilitator for problems facing law enforcement and the criminal justice community.

MCOLES ECONOMIC SUPPORT: THE MICHIGAN JUSTICE TRAINING FUND

MCOLES is responsible for the administration of the Michigan Justice Training Fund, which was created under Public Act 302 of 1982, as amended. The fund provides financial support for in-service training of criminal justice personnel.

The Michigan Justice Training Fund is supported through a percentage of the Michigan Justice System Fund. Justice System Fund revenue comes from various assessments related to court penalties. When a person is found guilty of a civil infraction, misdemeanor, or felony, the individual is required to pay a series of fines that are transmitted to the Justice System Fund. Of these fines, the first \$10 is deposited in the Secondary Road Patrol and Training fund, of which MCOLES receives 5.65% for Training to Locals reimbursements. Following that, of the remaining Justice System Fund revenue MCOLES receives 11.84% deposited into the Michigan Justice Training Fund.

The Commission is mandated by the Act to distribute 60 percent of the fund revenue semi-annually in what has come to be known as the law enforcement distribution (LED). These monies are provided to law enforcement agencies to provide for direct costs in support of in-service training for licensed law enforcement officers. Distributions are made on a per-full time equivalent (FTE) basis to eligible agencies determined by total hours worked by officers in the prior calendar year.

During 2020, a total of \$2,231,354.91 was disbursed to 498 law enforcement agencies. The spring distribution provided agencies with \$1,251,387.31. Due to continuing decline in the fund, the per-FTE amount was \$71.83. Seventy-six agencies having fewer than 4 FTEs received the minimum distribution of \$250. The fall distribution provided agencies with \$979,67.60. The per-FTE amount was \$55.97. Ninety-six agencies received the minimum distribution.

The remaining 40% of the Michigan Justice Training Fund revenue may be used to support MCOLES administrative expenses. Following that, remaining revenue may be used for a competitive grant program for criminal justice personnel, including non-MCOLES licensed individuals. For 2019, due to increasing expenditures and declining revenue, no competitive grants were awarded. In 2020, the competitive grant program was resumed with an application process for 2021 calendar year grants.

The total Michigan Justice Training Fund revenue for 2020 was \$3,716,194.03. This is a decrease from \$4,755,909.95 in 2019 or 21.9% decrease. It also represents a shortfall of \$3,709,254.73 from the \$6,939,300.00 appropriation, or 56.6%. The significant decrease can likely be attributed to the onset of COVID-19, with fewer travelers resulting in fewer citations. For additional fund revenue trends see the related pages in the Appendix.

Justice Training Fund Trending	Justice Training Fund Dispersement	Lack of Funding =
2000 = \$7.8 Million	60% = LED	40% used entirely for Admin Costs
2020 = \$3.7 Million	40% = Admin Cost/Grants	

MCOLES ECONOMIC SUPPORT: TRAINING TO LOCALS FUND

As with the Michigan Justice Training Fund, the MCOLES Training to Locals (TTL) fund is supported by the Michigan Justice System Fund. The first \$10 in fees from civil infractions, misdemeanors or felonies is directed to the Secondary Road Patrol and Training Fund. Of that, 5.65% is deposited to the Training to Locals fund.

TTL funds are used “to reimburse law enforcement agencies for the reasonable costs the agencies incur in providing education to their employed recruits who are enrolled in basic law enforcement training academies for the purpose of being licensed by the agencies as law enforcement officers licensed under this act.” (MCL 28.614)

This generally represents partial payment of an academy’s tuition costs. Prior to 2018, TTL funds had also been used to support administrative expenses for associated statutory functions. Expenditures that qualify for reimbursement and those that are not eligible for reimbursement are as follows:

Eligible

- Academy tuition
- College/academy fees
- Licensing exam fees

Ineligible

- Recruit wages/benefits
- Recruit uniforms and equipment
- Travel (lodging/mileage/meals)
- Pre-employment testing fees
- Standards screening costs

The 2020 TTL reimbursements resulted in a per-recruit amount of \$1,050.82 per recruit to 57 agencies for 385 recruits totaling \$404,565.70.

For additional fund revenue and expenditure trends see the related pages in the Appendix.

MCOLES ECONOMIC SUPPORT: THE MEDICAL MARIJUANA REGULATORY FUND

With the legalization of medical marijuana, the Medical Marijuana Facilities Licensing Act, PA 281 of 2016, provided for a regulatory assessment imposed on licensed growers, processors, provisioning centers, and secure transporters. In the resulting compiled laws, MCOLES was specifically designated to receive a portion of this revenue as “(h) An amount sufficient to provide for the administrative costs of the Michigan commission on law enforcement standards.” (MCL 333.27603(1)).

For fiscal year 2020, MCOLES received an appropriation of \$2,419,000. Being a revenue fund, the appropriation was an upper bound subject to actual collections. The total allocated to MCOLES was \$1,563,884.93.



MCOLES Appropriation = \$2,419,000

LAW ENFORCEMENT AGENCY ANNUAL REPORTING

Each year, Michigan law enforcement agencies are required by statute to complete a mandatory reporting to MCOLES. With a registration window open from January to March agencies complete the following activities from the previous calendar year:

- Confirm their agency roster for missing employment transactions;
- Confirm their agency contact information on file with MCOLES;
- Indicate compliance with the MCOLES mandatory active-duty firearms standard;
- Report the number of hours worked by licensed law enforcement officers;
- Report their Law Enforcement Distribution (LED) expenditures for eligible training courses; and
- Register for the following year's LED allocations.

Reporting is completed through the MCOLES Information and Tracking Network (MITN), the web-based application used for most agency transactions.

The Commission established the annual requirement to complete the mandatory active-duty firearms standard in 2009, with compliance beginning with calendar year 2010. Compliance with this standard is reported through the annual registration. An in-service training course module in MITN may also be used to generate a list of individuals who have yet to complete the standard.

The number of hours worked by officers serves three purposes. First, an individual's license status is contingent on current employment as a law enforcement officer. Second, should an officer not be currently employed as a licensed law enforcement officer, their eligibility to be re-hired or required to complete the Recognition of Prior Training and Experience (RPTE) program is based on cumulative hours worked. Finally, the total hours worked by an agency's licensed law enforcement officers is used to determine the amount of law enforcement distribution for the following year.

Reporting of Law Enforcement Distribution expenditures is required in accordance with the Michigan Justice Training Fund (MJTF) statute and administrative rules. It is also to determine eligibility for continued funding and identifying unexpended funds to be reclaimed into the MJTF.

Most of the reporting requirements may be completed or maintained throughout the course of the year so that Annual Registration is not an excessive burden during the reporting period. Agencies not completing the registration or having issues on their report are contacted by MCOLES staff to assist them through the reporting process and to clarify questioned items.

PRE-ENROLLMENT TESTING

All candidates entering law enforcement in Michigan must demonstrate proficiency on both the physical fitness and the reading and writing examinations. Previously licensed officers are not required to take these tests when applying for re-licensure through the Recognition of Prior Basic Training and Education (RPTE) program.

Reading and Writing Exams

The MCOLES reading and writing test is designed to measure candidates' writing skills and reading comprehension. This test is administered in computer labs at approved basic law enforcement training sites across the state. Passing test scores for the reading and writing test remain valid without expiration. A letter grade accompanies the passing score. The highest scoring band is identified with the letter "A," the middle band with the letter "B," and the lowest scoring band among those passing the test with the letter "C." This letter grade identifies the candidates' position in comparison to other test participants who passed the examination.

Physical Fitness Exam

The physical fitness test is designed to assess strength and aerobic capacity to ensure that candidates possess a minimum level of fitness necessary for success in training. The physical fitness test is the result of a three-year research effort, which was done in consultation with the Cooper Institute of Dallas, Texas.

Pre-enrollment physical fitness testing ensures candidates possess sufficient conditioning to undergo the challenges of the fitness-training program. Successful completion of a basic police academy includes passing the final physical fitness assessment. Academy recruits submit to physical fitness testing just prior to graduating from basic training and must achieve a proper level of improvement to meet or exceed the standard.

The test events are the same for pre-enrollment testing as they are for the final physical fitness assessment in the academy. The events are not equipment-dependent, and candidates can self-assess and recruiters can pre-test candidates early to assess their viability. The test events are:

- Maximum number of push-ups within sixty-seconds;
- Maximum number of sit-ups within sixty-seconds;
- Maximum height vertical jump; and
- Timed 1/2-mile shuttle run.

Push-ups are used to assess upper body strength, sit-ups reflect core body strength, and the vertical jump is a reliable indicator of lower body strength. Aerobic/anaerobic capacity is measured in the shuttle run. Trainers providing instruction in the MCOLES Health and Wellness Program have successfully completed an MCOLES “Train the Trainer” preparation course.

The pre-enrollment physical fitness test must be taken within 180 days of entering academy training.

Applicants and agency administrators should be aware MCOLES pre-enrollment tests are administered only at MCOLES approved test centers. A testing schedule is available on-line at the MCOLES website. Other forms of testing or testing at non-approved sites will not satisfy these mandatory requirements.

EMPLOYMENT STANDARDS

Standards help ensure the minimum competencies of law enforcement officers. To be sure, standards development cannot be done from an armchair. It requires work, expense, and the involvement of experts and practitioners. Standards must reflect the needs of today’s policing and anticipate the needs of tomorrow. Most standards also require follow-up maintenance to ensure validity and viability. The standards are continuously reviewed and modified to keep pace with changes in the law, research, and professional best practices. Yet the outcome of the standards-based approach is undeniable. Standards provide answers that make a difference, and the process of building standards cultivates trust.

MCOLES sets standards for Michigan’s law enforcement officers. Law enforcement duties cannot be performed effectively by every person who decides to take up the profession. All standards are derived from and confirmed by a regularly updated job-task analysis of the basic patrol officer functions. A law enforcement officer must possess physical and mental capabilities, as well as being able to meet ethical, psychological, and training standards. A summation of the standards that must be met by persons entering the law enforcement profession in Michigan are listed below.

The MCOLES “Meet and Maintain Standard” requires pre-service law enforcement candidates to meet most law enforcement employment standards prior to entering training and during the training session. This restriction protects candidates who have problems that are not correctable from expending their time and financial resources in law enforcement training only to find out later that it is impossible for them to enter the profession. Once training has been successfully completed, candidates must meet and maintain compliance with all selection and employment standards in order to secure law enforcement employment.

For a complete list of the Employment Standards see related pages in the appendix.

Basic Training Standards and Curriculum

The foundation of law enforcement training in Michigan is the basic training curriculum. MCOLES expends significant resources to build and maintain this curriculum, provide updates, and develop new subject matter based on research, best practices, and statutory mandates.

MCOLES uses a structured five-phase instructional design method for education and training curriculum. This process is purposefully designed to elicit behavioral change. Content and construct validity are important factors and the process helps ensure that behavioral outcomes are consistent with community expectations, and relative to job tasks.

MCOLES curriculum is in the form of an outline stating the behavioral objectives required of every law enforcement officer in Michigan. These outcomes are based on a thorough job-task analysis and foundational research. The curriculum outline is the structure upon which police academies and instructors throughout the state develop lesson plans. The academy specific lesson plans are reviewed and approved by regional college and university police academy advisory boards. Advisory boards commonly consist of cross-disciplinary practitioners and community members that provide guidance for educational aspects of the training program and give academy training directors insight on current issues and needs within the local community.

Analysis

The instructional design process is a structured five phase cycle of analysis, design, develop, implement and evaluate (ADDIE). Each phase provides outcomes to be used in subsequent steps. For example, the analysis phase identifies the target audience, establishes the behavioral outcome, and lists any restraints or impediments to training delivery.

The design phase is a logical, specific process of creating training based on analysis outcomes. Learning objectives, assessment measures and content are designed to leverage various learning strategies (cognitive, affective, etc.). The design phase incorporates several of these learning strategies, and delivery methods, to ensure a successful transfer of knowledge from the instructor to the student. In addition, subject matter expert groups are utilized to provide essential job knowledge, validate the content, and add relevancy to the project.

Design

Develop

During the development phase the training course is sequenced and assembled. Course material is refined, and learning methods are strategically added for intentional redundancy. This redundancy provides individual students with the opportunity to learn by several means. The development phase also includes review and revisions based on documented feedback.

Implementation

During the implementation phase instructor/facilitator training procedures are established covering learning outcomes, training delivery methods, and testing requirements. Pilot programs are conducted to gather feedback and revisions are made before continuing to final product delivery.

Evaluation

As formative evaluation takes place throughout the ADDIE process, this phase addresses summative evaluation. Summative evaluation seeks to measure training effectiveness first, by capturing student reaction to the training environment, course materials, and instructor preparation. Second, by measuring participant learning to the extent of improved knowledge and skills. Next, by evaluating the level of individual behavioral change. Lastly, measuring the amount of organizational change that has taken place as a result of the training.

Once completed, projects never end, they need constant review and ongoing maintenance by MCOLES. Changes and updates are caused by case law decisions, ever-evolving best practices, newly published research findings, and new information gathered from incidents involving law enforcement. Projects must reflect these realities and modifications are often necessary.

Due to the structured and technical manner in which training curriculum must be developed for it to be valid and defensible, it is counterproductive to legislate specific instructional components.

The MCOLES statute was specifically enacted in 1965 with consistent amendments since its initial passage, to provide MCOLES with the necessary authority to mandate selection and training standards and enforce compliance with these mandates through the administrative rules promulgation process. MCOLES has consistently fulfilled these statutory mandates to develop and implement defensible standards and to promulgate rules governing the enforcement of these mandates.

MANDATED BASIC LAW ENFORCEMENT TRAINING

The Commission's mandatory basic law enforcement training curriculum is delivered through approved training delivery sites governed by administrative rules and Commission policies. Qualified graduates who have successfully completed the basic academy training and passed the MCOLES licensing exam are eligible for law enforcement licensing by MCOLES only at the request of a law enforcement agency that has employed and screened an individual for compliance with all the selection and employment standards and subsequently has empowered the individual by administering an oath of office. All Commission approved basic training delivery sites deliver the same mandated curriculum to all recruits, whether they are employed recruits or eligible pre-service recruits who meet a college degree requirement upon completion of the mandatory basic training.

Agency Basic Training Programs

To enhance recruitment, some bona fide law enforcement agencies screen and hire recruits prior to training and empower them upon successful completion of the training. Employed recruits are compensated by their employer for all the time they attend training. Upon successful completion of both the academy and the MCOLES licensing examination, the recruit is eligible to become a fully licensed officer with the employing agency. Employed recruits are eligible for initial licensure only through the original employing law enforcement agency. Recently, about 50% percent of Michigan's police officers enter the law enforcement profession through this avenue.

There are three training delivery sites in Michigan that train only their own employed recruits. They are the Michigan State Police (MSP) Academy, the Michigan Department of Natural Resources Law Enforcement Division (DNR) Academy, and the Detroit Metropolitan Police Academy (DMPA).



Michigan State Police

Regional Basic Training Programs



Washtenaw Community College

In 1965, the legislature recognized the need to provide training to employed recruits and eligible preservice candidates for agencies that did not have the means to administer a training program. Therefore, training delivery sites were identified based on regional need across the state.

Law enforcement agencies may also employ applicants who have already completed basic training at their own expense. A candidate intending to become employed with such an agency in this way makes direct application to a Pre-Service Training Academy. Pre-Service candidates must pay for all costs associated with their training. Pre-Service candidates are not compensated by a law enforcement agency for their attendance at training, nor is law enforcement employment guaranteed upon graduation.

To enter a Pre-Service Training Program, the candidate must have an associate or bachelor's degree or be eligible to receive the degree at the completion of training.

Upon successful completion of the Pre-Service Training Program and passing the MCOLES licensing examination, the candidate may apply for employment with any Michigan law enforcement agency. Pre-Service Training Program graduates are eligible to be screened for standards compliance, employment and licensure with a law enforcement agency as a fully empowered law enforcement officer for one year after graduation from a basic training academy.



Grand Valley State University

These approved regional basic training programs train both employed recruits and eligible pre-service candidates and typically run one or two sessions in a training year, unless hiring needs

Pre-Service College Track Basic Training Program

The pre-service college track basic training programs offer mandatory basic police training in conjunction with a college degree program. Students entering these programs are guided through a college-designed curriculum, which allows a qualified graduate to be eligible for licensure as a law enforcement officer upon achieving law enforcement employment. The academic content of these programs includes designated courses that incorporate the entire MCOLES mandatory curriculum. Students must achieve satisfactory grades in each pre-service program course within a one-year time limit and be awarded an associate degree or higher. Presently, there are six locations that offer pre-service college programs.

Track program candidates are not employed by a law enforcement agency at the time of their training and therefore must pay all costs associated with their training. Upon successful completion of the mandated training and passing the MCOLES licensing examination the candidate may apply for employment with any Michigan law enforcement agency.

Of the twenty MCOLES approved training academies statewide, five locations offer a pre-service college track program with three offering associate degrees (Kellogg Community College, Grand Rapids Community College and Northwestern Michigan College) and two offering bachelor's degrees (Ferris State University and Lake Superior State University). Program graduates who successfully pass the MCOLES licensing exam are eligible to be screened for standards compliance, employment and licensure with a law enforcement agency as a fully empowered law enforcement officer for one year following graduation.

Military Police Basic Training Program

Qualified veterans must have satisfactorily completed military police training at a federal service school, have performed as a military police officer for a minimum of 2080 hours in the military police occupational specialty, possess an honorable discharge, and have discontinued employment in the Military Occupational Specialty (MOS) no more than five years prior to the start of the program.

MCOLES believed an abbreviated basic academy could help military police veterans transition into civilian policing more quickly. A shortened curriculum of 280 hours, which takes into account previous policing experience and training, helps shorten the overall time from training to employment.

There was one military police basic training program run in 2020.

RECOGNITION OF PRIOR TRAINING AND EXPERIENCE PROGRAM

The recognition of prior training and experience program (RPTE) is designed to facilitate the re-entry of persons into law enforcement who were previously licensed in Michigan and who have been separated from law enforcement employment longer than the time frames specified in Section 9 of Public Act 203 of 1965. Individuals who are licensed law enforcement officers in states other than Michigan may also utilize the RPTE program to gain Michigan law enforcement licensure status, provided they have successfully completed a basic police training academy program and functioned for a minimum of 2,080 hours as a licensed law enforcement officer in their respective state. In addition, pre-service graduates of Michigan's mandatory basic police training program may also access the RPTE program to gain an additional year of eligibility for licensure, providing they have met all of the MCOLES requirements for the first year of eligibility as prescribed by administrative rule.

Approved applicants for the RPTE program have the option of attending a week long program to assist them in preparing for the examinations, or they may elect to take the examinations without the assistance of this program. However, a pre-service candidate who has not become employed in their first year is required to attend the full program. The preparatory programs and examinations are scheduled for an entire calendar year with training opportunities presented approximately every five weeks and testing opportunities provided monthly. All approved RPTE applicants must pass the MCOLES licensing examination

and complete the firearms proficiency examination, which consists of qualification with a handgun, a shotgun, and patrol rifle. In addition, applicants must meet the existing first-aid requirements in order to earn licensure status.

After completing all examinations and first-aid requirements, applicants are eligible for licensure for a period of one year from the examination date. Upon employment with a Michigan law enforcement agency and verification the applicant meets all MCOLES minimum selection and employment standards, law enforcement licensure is awarded. Application to the RPTE program must be made through MCOLES.

THE LAW ENFORCEMENT LICENSING EXAMINATION

Every candidate for Michigan law enforcement must pass the MCOLES licensing examination. The examination is designed to measure minimum competency to enter the profession as a law enforcement officer. This is a comprehensive written examination wherein the examinees are presented with various situational questions to which they must identify the correct response. The test is behavioral in nature in that the respondents must identify the law enforcement behavior that is appropriate for the situation they are presented.

The examination consists of multiple-choice questions, each accompanied by three plausible alternatives. The test questions are blueprinted to the 594-hour curriculum. This means that test questions are matched to the individual training objectives that appear in the curriculum. The validity of this examination is maintained by MCOLES testing experts. Through a pre-testing process, statistical analyses of all questions are performed to ensure that the test items are fair and unbiased.

Recruits who fail the initial administration of this examination are given a second chance to pass the test. Those who fail the second and final administration of the examination are required to repeat an entire basic law enforcement training academy in order to continue pursuit of a Michigan law enforcement career. At the successful completion of the repeated basic training academy session, the individual will have another chance to pass the MCOLES licensing exam.

Although all recruits must pass the MCOLES licensing exam to become licensed, this is not the sole determinant of skills mastery. One test cannot fully evaluate recruit competencies. Accordingly, MCOLES requires that all academies administer periodic written examinations to their recruits, including a comprehensive legal examination near the completion of the school, in addition to individual skills assessments (firearms, emergency vehicle operations, subject control, first aid, and physical fitness). The recruits are assessed throughout their academy experience in a variety of events in order to measure their suitability for the profession.



Recruits from Lake Superior State University taking the MCOLES licensing exam.

LICENSING: THE LAW ENFORCEMENT OFFICER LICENSE

MCOLES standards provide leadership and direction in the selection, training, and licensing of Michigan's law enforcement officers under the authority of the MCOLES Act . In 2020, MCOLES licensed 889 new law enforcement officers.

The significance of a law enforcement officer license should not be underestimated. Michigan officers have met high educational, medical, and background standards that distinguish an officer among his or her peers. Successful attainment of MCOLES standards reflects mastery of diverse bodies of knowledge and the development of tactical skills essential to the performance of law enforcement duties. The issuance of a law enforcement license signifies the beginning of a career in the profession of law enforcement.

How a License is Issued

Law enforcement officer licensing occurs in a collaborative effort in which each party fulfills specific responsibilities, helping to ensure only qualified candidates enter the law enforcement profession.

Those steps are:

1. The candidate meets all standards, successfully completes the required training and passes the licensing exam;
2. The employer, a duly authorized law enforcement agency, screens the candidate to all required standards (including a thorough background investigation to determine character fitness), employees him or her and
3. Gives the candidate an oath of office which authorizes them to enforce the general criminal statutes of the State of Michigan.

The Commission's selection, training, and licensing standards are presented in the section of this report entitled, "Employment Standards."

Basic recruit training must be completed at an MCOLES approved training academy. There are 20 academies statewide, strategically situated in geographic locations to best serve Michigan's population base. MCOLES mandates a curriculum that consists of 594 hours, although every academy provides training that exceeds this requirement.

There are three program options available to law enforcement training candidates. Each is designed to meet different circumstances that may lead the successful candidate to law enforcement employment and licensure. See the article titled "Mandated Basic Law Enforcement Training."

The MCOLES Act also provides for the licensing of individuals who are appointed or elected to the office of sheriff who were not previously licensed, Michigan tribal officers, fire arson investigators and private college security officers. Each of these groups are subject to special licensing provisions. MCOLES also administers the commissioning of individual railroad law enforcement officers under the Railroad

LICENSING OF RAILROAD POLICE OFFICERS

Commissioning and other requirements of railroad police officers in Michigan can be found in the Railroad Code of 1993 (P.A. 354 1993). Railroad police officers must meet the training and employment standards of law enforcement officers in accordance with Public Act 203 of 1965, as amended, the enabling legislation for MCOLES. Railroad police officers are employees of companies that own, lease, use, or operate any railroad in this state.

In addition to meeting the MCOLES standards, the law requires that the state police (responsibility assigned to MCOLES) must determine the individual is suitable and qualified in order to issue a commission.

Every commissioned railroad police officer has statewide authority to enforce the laws of the state and the ordinances of local communities when engaged in the discharge of his or her duties as a railroad police officer for their employing company. Their authority is directly linked to the company's property, its cargo, employees, and passengers. Railroad police officers carry their authority beyond the company's property when enforcing or investigating violation of the law related to their railroad.

Railroad Police Agencies That Operate in Michigan:

- Adrian-Blissfield Railroad Police
- Amtrack Railroad Police
- Canadian Pacific Railway Police Department
- CN Railway Police
- CSX Transportation Railroad Police
- Norfolk Southern Railroad Police



LICENSING OF PRIVATE SECURITY POLICE OFFICERS

Licensed under the Private Security Business and Security Alarm Act, Public Act 330 of 1968, private security police officers, employed by licensed agencies, have full arrest authority while in uniform, on duty, and on the property of their employer. Public Act 330 requires private security licensees to be at least 25 years of age. In addition, private security officers cannot be convicted of a felony or certain misdemeanors within five years.

Under Public Act 330, private security police (PSP) officers must obtain 100 to 120 hours of initial training, with the higher number of training hours required for PSP officers who intend to carry a firearm. All PSP officers are also required to attend twenty hours of in-service (in-service) training annually. Among the topics for which private security police officers must receive training are relevant legal issues and the law, firearms (if applicable), subject control, critical incident topics (e.g., First Aid/CPR, non-violent crisis intervention, emergency preparedness) and topics related to patrol operations (e.g., report writing, investigations, radio communications).

Private security police are not MCOLES licensed law enforcement officers.

PA 330 Private Security Agencies

- Ascension – St. John Hospital
- Beaumont Health
- Detroit Medical Center
- Detroit Public Schools
- General Motors Company
- Henry Ford Health System
- Lansing School District
- Memorial Healthcare
- Renaissance Center
- Saint Joseph Mercy Health System
- Spectrum Health
- University of Michigan
- Wayne County Community College District
- University of Detroit Mercy



PERSONNEL TRACKING

On July 3, 1998, Governor Engler signed into law Public Act 237 which amended Public Act 203 of 1965. Among the changes this legislation brought was the requirement for police agencies to report to MCOLES the employment or separation from employment of law enforcement officers.

These provisions were included to ensure persons who practice law enforcement in Michigan meet the minimum selection, training, licensing, and employment standards prescribed by MCOLES.

An essential underpinning of law enforcement licensure in Michigan, as well as in most other states, is valid law enforcement employment. MCOLES and its predecessor, the Michigan Law Enforcement Officers Training Council, lacked an effective mechanism to track law enforcement officer employment prior to 1998. The reporting requirement of Public Act 237 provided the remedy.



Muskegon County Sheriff's Deputies

In 1999, MCOLES initiated personnel tracking by conducting a baseline registration to identify all of the currently practicing law enforcement officers in Michigan. Today, personnel tracking information is updated continuously through law enforcement agency reporting of new hires and separations from employment and through the MCOLES annual registration for the law enforcement distribution. There were 3,328 personnel transactions in 2020.

The annual profile of Michigan law enforcement continues to demonstrate a fluctuating population of officers, as well as slight fluctuations in the number of functioning law enforcement agencies in this state. Separations from employment by way of resignation or dismissal have continued at rates not dissimilar to the past. Likewise, the formation and/or disbanding of law enforcement agencies is occurring at a pace consistent with other years.

During 2020, 578 law enforcement agencies operated in Michigan, employing 18,564 licensed officers. The largest law enforcement employer, the Detroit Police Department, employed 2,442 licensed officers, the Michigan State Police employed 1,943 licensed officers, while 242 agencies employed ten or fewer licensed officers.

The information provided in the MCOLES personnel registration process serves law enforcement well. It provides law enforcement employers with verified histories of law enforcement employment in Michigan. Second, this process streamlines the registration system for the law enforcement distribution. Finally, it enables various assessments of Michigan's law enforcement population to determine demographic trends and to predict future training needs.



Norton Shores Police Officer

REVOCAION OF THE LAW ENFORCEMENT LICENSE

Criminal or unethical behavior by police officers cannot be ignored. Most ethical breaches require official action. Law enforcement employers handle many of these cases; however, some violations warrant removal of an individual's ability to remain in the law enforcement profession. The most effective way to accomplish this is revocation of law enforcement licensure.

As a result of Public Act 237 of 1998, MCOLES is responsible for revocation of the law enforcement license when the holder has been convicted of a felony, whether by verdict of a judge or jury, plea of guilty, or plea of no contest. Felonies, as defined in the Act, include those crimes expressly designated by statute as felonies and crimes that are punishable by a term of imprisonment that is greater than one year. Additionally, revocation is required when a person is found to have committed misrepresentation or fraud in gaining law enforcement licensure.

MCOLES does not take revocation action on ethics complaints that fall outside the statutory guidelines. These cases remain the responsibility of local authorities. Each case that falls within MCOLES' scope of authority is investigated thoroughly, and the accused officers are afforded full due process, specified under the Administrative Procedures Act of 1969.

MCOLES investigates any standards compliance matter that impacts the ability of individual(s) to obtain or maintain law enforcement licensure. Many revocation matters are revealed during the course of routine MCOLES standards compliance investigations. The issues in these investigations may include arrest and conviction for a criminal offense, use of fraudulent means to obtain law enforcement licensure, allegations of poor moral character, positive drug screens, mental and emotional instability, problems with visual acuity or color vision, and disease or other medical problems

that compromise a person's ability to perform law enforcement duties.

During 2020, seven law enforcement officer licenses were revoked due to felony convictions or relinquished as part of a plea agreement.”

In 2008, the Commission authorized the utilization of a form affidavit for use by local prosecuting attorneys in allowing a licensed law enforcement officer who had been criminally charged to voluntarily relinquish their law enforcement license as a condition of plea agreements. Generally, plea agreements are not coordinated with MCOLES license revocation efforts, but the Commission felt it necessary to structure such an agreement in a way that would not hinder the Commission's separate authority to revoke a license. The affidavit and agreement provides the officer's sworn statement that he or she voluntarily relinquishes their license for specific reasons. Typically, the process comes as a part of the plea agreement negotiated between defense counsel and the prosecuting attorney in allowing the officer to plead to a lesser offense having been originally charged with a felony.

MCOLES has made significant progress in securing cooperation for reporting, and with tracking and sharing information regarding individuals who are unsuitable for law enforcement employment. It is significant to note, however, that MCOLES presently does not have authority to suspend or remove law enforcement licensure from individuals who are convicted of committing certain crimes involving behavior clearly in violation of public trust. Examples include felony charges that are reduced in plea agreements without relinquishment, and certain misdemeanors, wherein offensive behavior is evident that is beyond any sensible boundaries for a law enforcement officer.

SERVICES DELIVERED THROUGH PARTNERSHIPS

MCOLES standards reach the field through the collaborative efforts of the Commission and its partners.

Partners include Michigan's law enforcement leadership, training providers, professional organizations representing law enforcement and other components of the criminal justice system, and advocates and members of organizations representing community members. The participation of these groups is critical to the Commission's ability to achieve its goal of increasing professionalism and fostering

public trust.

While working in partnerships is the Commission's strategy, the Commission's goals are developed with a focus on its clients, community members, law enforcement agencies, law enforcement officers, and the other criminal justice professionals who serve community members across the State of Michigan.

Law enforcement alone cannot create safe communities, yet the public correctly expects that its police officers and Michigan's criminal justice

system will be able and willing to protect the public, and to respond effectively when a crime has been committed. It is the Commission's mandate to provide law enforcement officers, and other criminal justice professionals, with the tools that enable them to carry out these difficult and sometimes dangerous tasks successfully and while keeping them safe to continue serving their communities. Ultimately, the Commission cannot succeed unless it works in partnership with all its components and the community.

PUBLIC SAFETY OFFICER BENEFIT ACT: DEATH AND DISABILITY BENEFITS THROUGH PARTNERSHIPS

The Public Safety Officers Benefit Act (PSOB), Public Act 46 of 2004, provides for a one-time payment of \$25,000 for the care of a public safety officer permanently and totally disabled in the line of duty. In the event the public safety officer was killed in the line of duty, the spouse, children, or estate of the officer may be eligible for the one time payment of \$25,000. Benefits paid under the Act are retroactive to incidents resulting in an officer's death or permanent and total disability that occurred on or after October 1, 2003.

Covered Public Safety Officers

"Public safety officer" means an individual serving a public agency in an official capacity, with or without compensation, as a law enforcement officer, firefighter, rescue squad member, or ambulance crew member. Further, "law enforcement officer" means an individual involved in crime and juvenile delinquency control or reduction or the enforcement of the criminal law. It includes police, corrections, probation, parole, bailiffs, or other similar court officers. "Firefighter" means a volunteer or employed member of a fire department of a city, county, township, village, state university, community college, or a member of the Department of Natural Resources employed to fight fires.

Eligibility

The one-time \$25,000 benefit is paid to an eligible beneficiary(ies) in the following order:

If the public safety officer is permanently and totally disabled, the one-time benefit will be paid to the spouse; if there is no spouse, then to the dependents of the officer. If there are no dependents, then the benefit will be paid to the entity providing care to the officer.

If the officer is killed in the line of duty, the benefit will be paid to the spouse. If there is no surviving spouse, then to the dependents of the officer. If there is no surviving spouse or surviving dependents, then the benefit will be paid to the estate of the deceased officer.

A 2016 amendment to the PSOB Act provides a medical benefit plan to a decedent's surviving spouse and dependent children, for as long as 60 months, unless the spouse or children are qualified for and covered by a different source.

Benefits Distributed in 2020

A total of \$375,000 was distributed from fiscal year 2020; funds to survivors for the deaths of 10 law enforcement officers and 5 firefighters.



STOP VIOLENCE AGAINST WOMEN

The federal Office on Violence Against Women administers grant programs nationwide as authorized by the Violence Against Women Act of 1994 (VAWA). These grant programs are designed to improve the nation's ability to reduce domestic violence, dating violence, sexual assault, and stalking by strengthening services to victims and holding offenders accountable for their actions. Under authorization from VAWA, the STOP Violence Against Women Act (STOP) promotes a multidisciplinary community response to crimes against women. STOP is a formula grant program that provides funding to each state. MCOLES receives annual funding to administer training in the law enforcement response to domestic violence and sexual assault, in partnership with the Michigan Domestic and Sexual Violence Prevention and Treatment Board (MDSVPTB). STOP grant funds also provide technical assistance to Michigan law enforcement agencies for the development of domestic violence and sexual assault policies, procedures, and protocols.

Working in conjunction with the MDSVPTB, MCOLES has established training specifications in the law enforcement response to domestic violence and sexual assault for both recruit trainees and active duty law enforcement officers. The domestic violence curriculum contains training objectives in the nature and prevalence of domestic violence, laws regarding domestic violence, stalking, and the response by law enforcement officers. The emphasis is on understanding assaultive behaviors, the nature of victimization, safe response procedures, and professional best practices. The sexual assault curriculum contains objectives on Michigan's Criminal Sexual Conduct Act, investigating sexual assault complaints, and understanding the nature and dynamics of trauma and sexual victimization. The overall goal of both training programs is to emphasize a victim-centered, offender-focused response by law enforcement to domestic violence and sexual victimization.

To maintain credibility and perspective, each training session is delivered by a team of instructors consisting of law enforcement officers, victim advocates and prosecutors. Formal and informal feedback from instructors and participants are documented after each session to ensure the content reflects the realities of contemporary policing. The basic academy training is tailored for recruits who have no real life experiences responding to such calls. The instruction for active duty officers recognizes that an experienced officer's understanding of domestic violence and sexual assault is shaped by street experience, in-service training programs, and continuing education. MCOLES also offers a model domestic violence policy for agency administrators so organizational policies and procedures can reflect best practices across the state. The model domestic violence policy can be downloaded at www.michigan.gov/mcoles.

MCOLES continues its relationship with the MDSVPTB to combat domestic violence and sexual assault statewide. Meeting the needs of victims would be negatively impacted without continuing STOP grant funding. During 2020, the MCOLES staff continued to provide the necessary administrative and budgetary oversight as the statewide training in both domestic violence and sexual assault continued to be conducted.

IN-SERVICE TRAINING AND BACKGROUND STANDARDS

MCOLES developed six advisory in-service training and employment standards, and one mandatory standard. The topics include:



MCOLES uses a combination of academic research, field surveys, direction from content specialists, information from risk management organizations, and professional best practices from across the country to ensure the standards and guides remain contemporary and valid.

The in-service training standards are intended to enhance the training an officer receives in basic training and reinforce skills such as driving and subject control. In the case of the mandated Active Duty Firearms Standard, each law enforcement agency is responsible for reporting compliance with this standard.

The MCOLES Information and Tracking Network (MITN) is used to register and track in-service training. Course information is registered in advance by agency MITN operators and reviewed by MCOLES staff for compliance with the training specifications. Upon completion of each course, attending officers are entered into the system. The system maintains an officer's training file and provides an accurate and permanent record of completed training.

MCOLES also developed administrator or instructor guides for each respective standard. The goal is to make meaningful and logistically achievable specifications available to all law enforcement agencies across the state. The guides reside on the MCOLES website and can be accessed by agencies. Regional training consortia often use the instructor guides as part of their course offerings.

The in-service training and employment standards were created to assist law enforcement officers in serving the people of Michigan. These standards seek to reinforce officer safety, sound tactics, and assist agency with compliance to state laws. By partnering with professionals and practitioners from diverse backgrounds, the task of creating these in-service training and employment standards has been achieved in a manner applicable to all Michigan law enforcement agencies.

MCOLES INFORMATION & TRACKING NETWORK (MITN)



The MCOLES Information and Tracking Network (MITN) is an Internet-based application used by law enforcement entities to conduct business and personnel transactions with MCOLES in order to comply with the statutes and administrative rules of the Commission.

MITN was created in response to Executive Order 2001-5, which ordered that:

“D. The new Michigan Commission on Law Enforcement Standards, in addition to exercising the statutory authority, powers, duties, functions and responsibilities transferred to it by this order, shall focus its activities in order to accomplish the following objectives involving law enforcement organizations and officers:

...

4. Implement a web-based information system that will allow the Commission to accomplish its goals and communicate with Michigan law enforcement organizations in a more efficient manner...”

Michigan law enforcement organizations include Michigan law enforcement agencies, basic law enforcement training academies, and law enforcement in-service training providers. Each of these groups utilize MITN for different business and personnel transactions.

Michigan Law Enforcement Agencies

The backbone of MITN is for reporting, tracking, and maintaining officers’ personnel transactions. An officer’s career is documented in MITN from the day they apply to a law enforcement agency or training academy, through basic training, standards screening and license activation, employment transactions (hiring and separations from agencies), and continuing in-service training.

In addition, law enforcement agencies also use MITN for the MCOLES Annual Registration and Law Enforcement Distribution (LED) expenditure reporting. These functions determine an agency’s eligibility for the following year’s distributions as well as the full-time equivalents for the distributions.

Michigan Basic Law Enforcement Training Academies

Michigan Basic Law Enforcement Training Academies are responsible for reporting academy session details, maintaining instructors and their qualifications, screening recruit candidates, enrollment of recruits and tracking recruit course and exam scores.

Law Enforcement In-Service Training Providers

Law Enforcement In-Service Training providers play an important role in making sure law enforcement officers' training records are accurate. In-service training providers are responsible for registering the training courses they offer in MITN. Once a training course has concluded the in-service training provider is also responsible for submitting a training roster which includes all law enforcement officers that attended the training. The roster automatically adds the training to the officers' records and also adds the training to their sponsoring law enforcement agencies' LED Expenditure reporting page.

WEBSITE & FACEBOOK PAGES

As our technology-driven environment continues to foster rapid change, individuals and organizations exchange increasing amounts of information. The Internet has multiplied possibilities for the movement of information and communications. The MCOLES website first went online in 1998.

Today, the MCOLES website offers convenient access to MCOLES organizational information, current events, newsletters, annual report and law enforcement job vacancies. It also provides Commission information, such as meeting dates, meeting minutes, Commission resolutions, and relevant statutes and rules.

The website also contains a directory of Michigan law enforcement agencies, approved basic training academies, academy pre-enrollment test dates, a calendar for MITN training sessions, links to websites of interest, and answers to frequently asked questions. The website also serves as the portal to MITN. Visitors to the site will find relevant information dealing with all aspects of MCOLES standards and training, and will be able to find information dealing with the various programs and services which MCOLES administers.

The MCOLES social media page on Facebook continues to grow in popularity with job postings leading users back to the MCOLES website. The address is: www.facebook.com/Michigan.mcoles.



MCOLES
Michigan Commission on Law Enforcement Standards

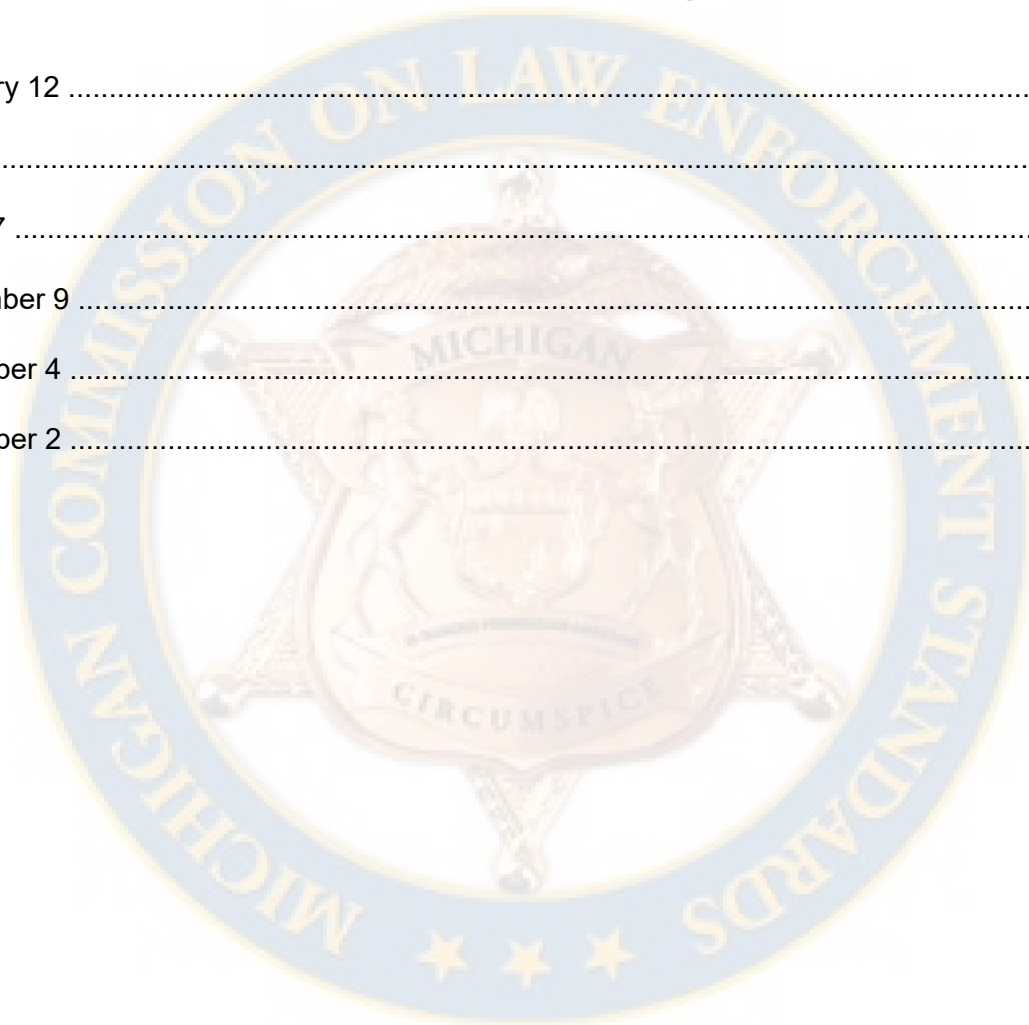
FOR THE RECORD FACTS AND FIGURES

“For the Record” is a collection of MCOLES facts and figures organized in one location for reader convenience.

COMMISSION MEETING SCHEDULE

2020 Commission Meeting Dates

February 12	Lansing
April 8	Lansing
June 17	Lansing
September 9	Lansing
November 4	Lansing
December 2	Lansing



MCOLES BUDGET FOR FY 2020

The MCOLES FY 2020 appropriations were incorporated into the Michigan State Police budget, section 104. Through ten funds, the total appropriated amount was \$13,763,700. Actual revenue totaled \$7,587,191.74.

The appropriations included funding for 18 full-time classified staff, and one unclassified Executive Director. The staffing level represents a decrease from a high of 28 in 2001, despite additional mandated programs taking effect during the intervening period.

Appropriation	Fund	Appropriation Amount	Actual Revenue
65380 Standards and Training/Justice Training Grants			
	1000 General Fund / General Purpose	\$1,271,200.00	\$978,800.00
	1323 Licensing Fees – Railroad and Private Security Police	\$5,000.00	\$2,150.00
	1341 Michigan Justice Training Fund	\$6,904,500.00	\$2,231,570.40
	1492 Law Enforcement Officers Safety Fund	\$5,000.00	\$4,947.84
	1551 Medical Marijuana Regulatory Fund	\$2,419,000.00	\$1,563,884.93
	1553 Law Enforcement Officer Training Fund	\$25,000.00	\$7,378.17
	3575 DOJ/DHHS STOP Domestic Violence Grant	\$250,000.00	\$64,319.71
Appropriation Total		\$10,879,700.00	\$4,853,051.05
50600 Public Safety Officer Benefit Program			
	1000 General Fund / Public Safety Officer Benefit	\$301,900.00	\$401,900.00
67590 Secondary Road Patrol and Training			
	1416 Training Only to Locals	\$654,500.00	\$404,640.70
30130 Active Violence Response Training			
	1000 General Fund / Active Violence Response Training	\$1,927,600.00	\$1,927,600.00
Total MCOLES Funding		\$13,763,700.00	\$7,587,191.75

JUSTICE TRAINING FUND: 2020 REVENUE HISTORY

The Justice Training Fund provides financial support for criminal justice training in Michigan. The two basic components of this funding are the Law Enforcement Distribution and the Competitive Grant Program. The following fact tables reflect the actual revenue (plus interest) received by the Justice Training Fund for fiscal year 2020.

Fiscal Year	Revenue	% Change		Fiscal Year	Revenue	% Change
1983	\$3,320,107			2002	\$7,067,696	2%
1984	\$4,583,028	38%		2003	\$6,978,766	-1%
1985	\$4,447,236	-3%		2004	\$7,155,089	3%
1986	\$5,173,916	16%		2005	\$7,135,732	0%
1987	\$6,014,139	16%		2006	\$7,179,196	1%
1988	\$5,994,251	0%		2007	\$6,971,203	-3%
1989	\$6,121,940	2%		2008	\$6,776,851	-3%
1990	\$6,210,120	1%		2009	\$6,265,196	-8%
1991	\$6,147,998	-1%		2010	\$5,969,647	-5%
1992	\$5,837,944	-5%		2011	\$5,621,314	-6%
1993	\$5,730,379	-2%		2012	\$5,283,543	-6%
1994	\$5,891,760	3%		2013	\$5,283,754	0%
1995	\$5,979,791	1%		2014	\$5,295,353	0%
1996	\$6,221,561	4%		2015	\$5,430,629	3%
1997	\$6,485,185	4%		2016	\$5,308,689	-2%
1998	\$6,917,459	7%		2017	\$5,047,126	-5%
1999	\$6,995,558	1%		2018	\$4,816,406	-5%
2000	\$7,276,743	4%		2019	\$4,773,195	-1%
2001	\$6,943,969	-5%		2020	\$3,661,863	-23%

JUSTICE TRAINING FUND: 2020 LAW ENFORCEMENT DISTRIBUTION

Agency Type	Agencies	Total	Percent
Airport	3	\$17,764.20	0.8%
City	226	\$1,071,726.96	48%
College	9	\$13,930.20	0.6%
County	80	\$541,898.12	24.3%
Parks	1	\$2,300.40	0.1%
Police Authority	3	\$4,728.60	0.2%
State	2	\$276,942.60	12.4%
Township	85	\$196,660.79	8.8%
University	14	\$54,187.20	2.4%
Village	75	\$51,215.84	2.3%
Total	498	\$2,231,354.91	100.0%

JUSTICE TRAINING FUND: 2020 LAW ENFORCEMENT DISTRIBUTION (CONTINUED)

	Spring Releases	Fall Releases	Total Distribution
Available LED Revenue	\$1,251,391.89	\$980,051.88	\$2,231,443.77
Per FTE Payments			
Per FTE Value	\$71.83	\$550.97	
Number of Agencies	442	402	
Number of FTEs	17,157	17,080	
Per FTE Distribution	\$1,232,387.31	\$995,967.60	\$2,188,354.91
Minimum Payments			
Number of Agencies	76	96	
Number of FTEs	148	228	
Minimum Distribution	\$19,000.00	\$24,000.00	\$43,000.00
Totals			
Total Disbursed	\$1,251,387.31	\$979,967.60	\$2,231,354.94
Total Number of Agencies	498	498	
Total Number of FTEs	17,305	17,308	

READING & WRITING EXAMINATIONS FY 2020

Fiscal Year	Number of Exams Taken		Fiscal Year	Number of Exams Taken
1994	4,261		2008	3,741
1995	3,385		2009	2,467
1996	4,358		2010	1,976
1997	5,662		2011	1,718
1998	3,635		2012	1,186
1999	4,245		2013	1,742
2000	4,198		2014	1,935
2001	3,754		2015	1,905
2002	3,167		2016	2,165
2003	3,058		2017	2,829
2004	3,724		2018	2,174
2005	3,928		2019	4,095
2006	1,743		2020	1,866
2007	2,200			

NEW LICENSES ISSUED BY YEAR FY 2020

Fiscal Year	Number of Licenses Issued		Fiscal Year	Number of Licenses Issued
2000	1,637		2011	370
2001	1,290		2012	580
2002	974		2013	636
2003	686		2014	836
2004	700		2015	824
2005	655		2016	888
2006	543		2017	1,119
2007	656		2018	1,017
2008	627		2019	1,028
2009	478		2020	892
2010	352			

LICENSING STANDARDS FOR MICHIGAN LAW ENFORCEMENT OFFICERS

Category	Standard	Comments
Age	Not less than 18 years.	No maximum age.
Citizenship	United States Citizenship.	Birth Certificate; Certificate of Naturalization; Valid United States Passport.
Education	High school diploma or GED is the minimum for an employed recruit. Pre-service recruits must have a minimum of an associate's degree upon completion of the basic training academy.	A college degree from an accredited institution is evidence of complying with the minimum standard.
"Prohibited Criminal Adjudications of Guilt Enrollment denials begin with the January 2017 academy sessions."	"An applicant with an ""adjudication of guilt"" for a violation or attempted violation of a penal law of this state or another jurisdiction that is punishable by imprisonment for more than 1 year (includes all felonies) is ineligible to be licensed. An applicant with an ""adjudication of guilt"" for a violation or attempted violation of certain misdemeanors (listed in the accompanying comments) is also ineligible to be licensed. An ""adjudication of guilt"" includes a judgment or verdict of guilty, or guilty but mentally ill, following a trial or a plea of guilty or nolo contendere (no contest), even if the conviction was subsequently expunged, set aside or dismissed by virtue of a delayed sentence or diversion program. This includes delayed sentences under MCL 771.1; adjudication in conjunction with assignment to the status of youthful trainee under the Holmes Youthful Trainee Act MCL 762.14; dismissals after probation for first-time drug offenses under MCL 333.7411; and dismissals after probation for first-time domestic violence offenders under MCL 769.4a. "	"Disqualifying offenses include adjudication of guilt for a violation or attempted violation of a penal law of this state or another jurisdiction that is punishable by imprisonment for more than 1 year (includes all felonies). Disqualifying offenses also include adjudications of guilt for violations or attempted violations of any of the following misdemeanors under Michigan law or substantially corresponding laws of another jurisdiction: Operating While Intoxicated, 2nd offense (MCL 257.625(1), (8), (9)(b), (25)); Possession of Controlled Substances (MCL 333.7403(2)(c) (does not include marijuana); Use of Controlled Substances (MCL 333.7404(2)(a), (b), (c)); Domestic Violence, 2nd Offense (MCL 750.81(4)); Aggravated Assault (MCL 750.81a(1)); Aggravated Domestic Violence (MCL 750.81a(1)); and Stalking (MCL 750.411h)"
Character Fitness	Character fitness, as determined by a background investigation supported by a written authorization and release executed by the individual.	Includes arrest and expunged convictions, all previous law violations, personal protection orders, traffic and civil infractions and ordinance and code violations.
Driver's License	Possess a valid operators or chauffeur's license. (all 50 states, DC, territories of the US, and Canada).	May not be in a state of suspension or revocation.
Physical Ability	Be free from any physical defects or chronic diseases which may impair the performance of a law enforcement officer or which may endanger the lives of others or the law enforcement officer.	This includes, but is not limited to, diseases such as diabetes, seizures and narcolepsy. Each case shall be investigated to determine its extent and effect on job performance. The evaluation should include the expert opinion of a licensed physician specializing in occupational medicine.

Category	Standard	Comments
Hearing	Initial unaided testing involving pure tone air conduction thresholds for each ear, as shown on the pure tone audiogram, shall not exceed a hearing level of 25 decibels at any of the following frequencies: 500, 1000, 2000, 3000 Hertz; and 45 decibels at 4000 Hertz.	Initial testing may be performed by a certified hearing conservationist, a licensed hearing aid specialist or a licensed audiologist. See Note for individuals requiring additional unaided or aided testing requirements by a licensed audiologist.*
"Psychological Fitness"	Be free from mental or emotional instabilities which may impair the performance of essential job functions of a law enforcement officer or which may endanger the lives of others or the law enforcement officer.	Mental and emotional stability may be assessed by a licensed physician, or a licensed psychologist or psychiatrist. MCOLES may require the examination be conducted by a licensed psychologist or psychiatrist.**
Vision, Color	Possess normal color vision without the assistance of color enhancing lenses.	The unaided eye shall be tested using pseudoisochromatic plates. The Farnsworth Dichotomous D-15 panels shall be used for any candidate who fails the pseudoisochromatic plates.
Vision, Corrected	Possess 20/20 corrected vision in each eye.	Acuity may be corrected with glasses or contacts.
Vision, Normal Functions	Possess normal visual functions in each eye.	Includes peripheral vision, depth perception, stereopsis, etc.
"Reading and Writing (Academy enrollment)"	Pass the MCOLES reading and writing examination or an MCOLES approved agency equivalent examination.	Does not apply to Recognition Prior Training & Experience Program applicants.
"Physical Fitness (Academy enrollment)"	Pass the MCOLES physical fitness pre-enrollment examination. This does not apply to Recognition of Prior Training & Experience Program applicants.	Pre-enrollment testing is required for admittance to an approved basic training program.
Training Requirements	Successfully complete the MCOLES mandatory basic training curriculum.	This may be done by successfully completing an approved college preservice program or a basic training academy. Candidates seeking reciprocity from other states may apply for the Recognition of Prior Training and Experience Program.
Licensing Examination	Pass the MCOLES licensing examination upon the completion of mandatory basic training.	For Recognition of Prior Training and Experience Program (RPTE) candidates, successfully complete the RPTE Program and pass the licensing examination.
Fingerprinting	Employing agencies must fingerprint the applicant with a search of state and Federal fingerprint files to disclose criminal record, personal protection orders, mental health orders, firearms possession prohibitors, expungements and dismissals based on a diversion program. Academies require fingerprinting using the CHRIS system.	
Oral Interview	Conduct an oral interview to determine the applicant's suitability for a law enforcement officer position.	.
Drug Testing	Cause the applicant to be tested for the illicit use of controlled substances.	Must use a Commission certified laboratory and comply with Commission procedures.

MANDATED BASIC TRAINING CURRICULUM

THE MANDATED BASIC TRAINING CURRICULUM CURRENTLY STANDS AT 594 HOURS

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
Administrative Time		31
<i>Administrative Time</i>		<i>31</i>
MCOLES Testing and Administration	N/A	8
Director Testing	N/A	10
Scenarios ¹	N/A	13
I. Investigation		115
<i>A. Introduction to Investigation</i>		<i>2</i>
1. Constitutional Law ²	I-A-1	2
<i>B. Substantive Criminal Law</i>		<i>24</i>
1. Laws Regarding Crimes Against Persons ²	I-B-1	6
2. Laws Regarding Crimes Against Property ²	I-B-2	6
3. Laws Regarding Contraband and Regulatory Crimes ²	I-B-3	4
4. Laws Regarding Public Order Crimes ²	I-B-4	2
5. Laws of Evidence ²	I-B-5	4
6. Juvenile Law ²	I-B-6	2
<i>C. Criminal Procedure</i>		<i>31</i>
1. Laws of Admissions and Confessions ²	I-C-1	4
2. Interrogation Procedures	I-C-2	3
3. Laws of Arrest ²	I-C-3	4
4. Arrest Procedures	I-C-4	2
5. Laws on Search Warrants ²	I-C-5	2
6. Search Warrant Procedures	I-C-6	2
7. Laws on Warrantless Searches ²	I-C-7	6
8. Warrantless Search Procedures	I-C-8	6
9. Laws on Suspect Identification ²	I-C-9	2

MANDATED BASIC TRAINING CURRICULUM (CONTINUED)

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
<i>D. Investigation</i>		12
1. On-scene Preliminary Investigation	I-D-1	3
2. Preliminary Witness Interviewing	I-D-2	4
3. Preliminary Investigation of Deaths	I-D-3	2
4. Suspect Identification Procedures	I-D-4	3
<i>E. Court Functions and Civil Law</i>		4
1. Court Functions and Civil Law ²	I-E-1	4
<i>F. Crime Scene Process</i>		20
1. Crime Scene Search	I-F-1	6
2. Recording the Crime Scene	I-F-2	4
3. Collection and Preservation of Evidence	I-F-3	8
4. Processing Property	I-F-4	2
<i>G. Special Investigations</i>		8
1. Child Abuse and Neglect Investigation	I-G-1	3
2. Sexual Assault Investigation	I-G-2	3
3. Narcotics and Dangerous Drugs	I-G-3	2
<i>H. Investigation of Domestic Violence</i>		14
1. Nature and Prevalence of Domestic Violence	I-H-1	3
2. Laws Regarding Domestic Violence ²	I-H-2	3
3. Domestic Violence Response Procedures	I-H-3	8
II. Patrol Procedures	65	
<i>A Patrol Operations</i>		10
1. Preparation for Patrol	II-A-1	1
2. Radio/Telephone Communications	II-A-2	8
3. Patrol Operation Administrative Duties	II-A-3	1

MANDATED BASIC TRAINING CURRICULUM

(CONTINUED)

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
<i>B. Ethics In Policing and Interpersonal Relations</i>		
		25
1. Ethics in Policing	II-B-1	4
2. Laws Pertaining to Civil Rights and Human Relations	II-B-2	2
3. Cultural Competence and Sexual Harassment	II-B-3	8
4. Interpersonal Skills	II-B-4	8
5. Civil Dispute	II-B-5	1
6. Victim Rights	II-B-6	2
<i>C. Patrol Techniques</i>		
		12
1. Types of Patrol	II-C-1	1
2. Patrol Area Checks	II-C-2	4
3. Responding to Crimes in Progress	II-C-3	4
4. The Response to Persons with Mental Disorders	II-C-4	3
<i>D. Report Writing</i>		
		12
1. Obtaining Information and Preparing Reports	II-D-1	12
<i>E. Juveniles</i>		
		6
1. Dealing With Juvenile Offenders	II-E-1	4
2. Dealing With the Families of Juveniles	II-E-2	2
III. Detention and Prosecution		
		15
<i>A. Receiving and Booking Process</i>		
		6
1. Searching and Fingerprinting Prisoners	III-A-1	4
2. Prisoner Care and Treatment	III-A-2	2
<i>B. Case Prosecution</i>		
		8
1. Warrant Preparation	III-B-1	1
2. Warrant Request and Arraignment	III-B-2	2
3. Preparation For Legal Proceedings	III-B-3	1
4. Testimony and Case Critique	III-B-4	4

MANDATED BASIC TRAINING CURRICULUM (CONTINUED)

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
<i>C. Civil Process</i>		1
1. Civil Process	III-C-1	1
IV. Police Skills		265
<i>A. First Aid</i>		24
1. Introduction to First Aid	IV-A-1	1
2. Airway Management	IV-A-2	1
3. Bleeding and Tissue Injury	IV-A-3	3
4. Tactical Emergency Casualty Care for Law Enforcement	IV-A-4	4
5. Care for Medical Emergencies	IV-A-5	5
6. Care for Environmental Emergencies	IV-A-6	2
7. Practical First Aid Exercises	IV-A-7	8
<i>B. Firearms</i>		86
1. Laws and Knowledge Related to Firearms Use	IV-B-1	16
2. Firearm Skills	IV-B-2	50
3. Firearms Range Assessment	IV-B-3	8
4. Patrol Rifle	IV-B-4	12
<i>C. Police Physical Skills</i>		79
1. Mechanics of Arrest and Search	IV-C-1	8
2. Police Tactical Techniques	IV-C-2	5
3. Application of Subject Control	IV-C-3	4
4. Subject Control	IV-C-4	62
<i>D. Emergency Vehicle Operation</i>		32
1. Emergency Vehicle Operation: Legalities, Policies and Procedures	IV-D-1	8
2. Emergency Vehicle Operation Techniques	IV-D-2	24

MANDATED BASIC TRAINING CURRICULUM

(CONTINUED)

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
<i>E. Fitness and Wellness</i>		44
1. Physical Fitness	IV-E-1	36
2. Health and Wellness	IV-E-2	8
V. Traffic	70	
<i>A. Motor Vehicle Law</i>	10	
1. Michigan Vehicle Code: Content and Uses	V-A-1	1
2. MVC: Words and Phrases	V-A-2	1
3. MVC Offenses: Classification, Application and Jurisdiction	V-A-3	4
4. Application of Vehicle Laws and Regulations	V-A-4	4
<i>B. Vehicle Stops</i>		13
1. Vehicle and Driver Licensing	V-B-1	2
2. Observation and Monitoring of Traffic	V-B-2	1
3. Auto Theft	V-B-3	2
4. Stopping Vehicles and Occupant Control	V-B-4	8
<i>C. Traffic Control and Enforcement</i>		4
1. Traffic Direction and Control	V-C-1	2
2. Traffic Warnings, Citations and Arrests	V-C-2	2
<i>D. Operating While Intoxicated</i>		24
1. Standard Field Sobriety Testing	V-D-1	24
<i>E. Motor Vehicle Traffic Crash Investigation</i>		19
1. Introduction to Traffic Crash Investigation	V-E-1	2
2. Preliminary Investigation at Traffic Crashes	V-E-2	1
3. Uniform Traffic Crash Report (UD-10)	V-E-3	4
4. Locating and Identifying Traffic Crash Victims and Witnesses	V-E-4	1
5. Traffic Crash Evidence Collection: Field Sketching and Measuring	V-E-5	4
6. Traffic Crash Evidence Collection: Roadway Surface	V-E-6	4

MANDATED BASIC TRAINING CURRICULUM (CONTINUED)

Functional Area/Subject Area/Module Title	Functional Area Hours/Subject Area Hours/Module Hours	
7. Traffic Crash Evidence Collection: The Vehicle	V-E-7	1.5
8. Traffic Crash Follow-Up and Completion	V-E-8	1.5
VI. Special Operations		33
<i>A. Emergency Preparedness/Disaster Control</i>		8
1. Emergency Preparedness	VI-A-1	6
2. Explosive Devices	VI-A-2	2
<i>B. Civil Disorders</i>		8
1. Civil Disorder Procedures	VI-B-1	4
2. Techniques for Control of Civil Disorders	VI-B-2	4
<i>C. Tactical Operations</i>		7
1. Tactical Operations	VI-C-1	7
<i>D. Environmental Crimes</i>		2
1. Environmental Crimes	VI-D-1	2
<i>E. Terrorism Awareness</i>		8
1. Terrorism Awareness	VI-E-1	3
2. Weapons of Mass Destruction	VI-E-2	2
3. Incident Command	VI-E-3	3
<p>1 The hours for scenario training can be used in any of the modules in the Basic Training Curriculum. Scenarios include a variety of interactive exercises, including role-play scenarios, class discussions, table-top exercises, case/incident debriefs, writing exercises, role reversals, and other adult learning methods.</p> <p>2 The module must be taught by an attorney admitted to the Michigan Bar.</p>		

APPENDICES



APPENDIX A

The Commission on Law Enforcement Standards Act Public Act No. 203 of the Public Acts of 1965, as Amended

AN ACT to provide for the creation of the commission on law enforcement standards; to prescribe its membership, powers, and duties; to prescribe the reporting responsibilities of certain state and local agencies; to provide for additional costs in criminal cases; to provide for the establishment of the law enforcement officers training fund; and to provide for disbursement of allocations from the law enforcement officers training fund to local agencies of government participating in a police training program.

The People of the State of Michigan enact:

28.601 Short title.

Sec. 1.

This act shall be known and may be cited as the "Michigan commission on law enforcement standards act".

28.602 Definitions.

Sec. 2.

As used in this act:

(a) "Adjudication of guilt" means any of the following:

(i) Entry of a judgment or verdict of guilty, or guilty but mentally ill, following a trial.

(ii) Entry of a plea of guilty or nolo contendere.

(iii) Entry of any of the adjudications specified in subparagraph (i) or (ii), in conjunction with an order entered under section 1 of chapter XI of the code of criminal procedure, 1927 PA 175, MCL 771.1, or any other order delaying sentence.

(iv) Entry of any of the adjudications specified in subparagraph (i) or (ii), in conjunction with an assignment to the status of youthful trainee under the Holmes youthful trainee act, as provided in section 11 of chapter II of the code of criminal procedure, 1927 PA 175, MCL 762.11

(v) Entry of any of the adjudications specified in subparagraph (i) or (ii), in conjunction with probation under section 7411 of the public health code, 1978 PA 368, MCL 333.7411

(vi) Entry of any of the adjudications specified in subparagraph (i) or (ii), in conjunction with probation under section 4a of chapter IX of the code of criminal procedure, 1927 PA 175, MCL 769.4a

(b) "Commission" means the Michigan commission on law enforcement standards created in this act or, by express delegation of the Michigan commission on law enforcement standards, its executive director and staff.

(c) "Contested case" means that term as defined in section 3 of the administrative procedures act of 1969, 1969 PA 306, MCL 24.203.

(d) "Executive director" means the executive director of the commission appointed under this act.

(e) "Law enforcement agency" means an entity that is established and maintained in accordance with the laws of this state and is authorized by the laws of this state to appoint or employ law enforcement officers.

(f) "Law enforcement officer" means:

(i) Except as provided in subparagraph (ii), an individual employed by a law enforcement agency as 1 or more of the following:

(A) An individual authorized by law, including common law, to prevent and detect crime and enforce the general criminal laws of this state. This subdivision does not include an individual employed solely because he or she occupies any other office or position.

(B) An individual employed as a Michigan tribal law enforcement officer by a federally recognized Indian tribe that has trust lands located within this state, subject to a written instrument authorizing the individual to enforce the laws of this state.

(C) The sergeant at arms or any assistant sergeant at arms of either house of the legislature who is commissioned as a police officer by that respective house of the legislature as provided by the legislative sergeant at arms police powers act, 2001 PA 185, MCL 4.381 to 4.382.

(D) A law enforcement officer of a law enforcement agency created by a public body under section 3 of the public body law enforcement agency act, 2004 PA 378, MCL 28.583.

(E) A county prosecuting attorney's investigator sworn and fully empowered by the sheriff of that county as provided under article VII of the state constitution of 1963 and section 70 of 1846 RS 14, MCL 51.70.

(F) A fire arson investigator from a fire department within a village, city, township, or county who is sworn and fully empowered by the chief of police of that village, city, township, or county.

(G) Officers and investigators appointed by state departments represented on the Michigan highway reciprocity board as provided under section 15 of 1960 PA 124, MCL 3.175.

(H) A superintendent, watchperson, or guard appointed or chosen as provided under sections 1 and 3 of 1905 PA 80, MCL 19.141 and 19.143.

(I) A commissioner or officer of the department of state police as described under section 6 of 1935 PA 59, MCL 28.6.

(J) A conservation officer appointed by the department of state police as provided under section 6a of 1935 PA 59, MCL 28.6a.

(K) A general law township constable elected or appointed to perform both statutory criminal and civil duties as provided under section 82 of 1846 RS 16, MCL 41.82.

(L) An officer appointed to a general law township police department as provided under section 6 of 1951 PA 33, MCL 41.806.

(M) A marshal, policeman, watchman, or officer appointed to a charter township police force as provided under section 12 of the charter township act, 1947 PA 359, MCL 42.12.

(N) A park ranger appointed by a county or regional parks and recreation commission as provided under section 14 of 1965 PA 261, MCL 46.364.

(O) A sheriff elected as provided under section 4 of article VII of the state constitution of 1963 or appointed as provided under section 11 of article V of the state constitution of 1963.

(P) An undersheriff or deputy sheriff appointed as provided under section 70 of 1846 RS 14, MCL 51.70.

(Q) A police officer appointed by a general law village as provided under section 13 of the general law village act, 1895 PA 3, MCL 70.13.

(R) A police officer of a home rule village with the authority described in sections 22 and 22b of the home rule village act, 1909 PA 278, MCL 78.22 and 78.22b.

APPENDIX A

- (S) A marshal serving as chief of police of a fourth class city as provided under section 16 of chapter VII of the fourth class city act, 1895 PA 215, MCL 87.16.
- (T) A constable of a fourth class city as authorized under section 24 of chapter VII of the fourth class city act, 1895 PA 215, MCL 87.24.
- (U) A police chief, policeman, or night watchman appointed under section 1 of chapter XII of the fourth class city act, 1895 PA 215, MCL 92.1.
- (V) A police officer or constable as authorized under sections 3 and 32 to 34a of the home rule city act, 1909 PA 279, MCL 117.3 and 117.32 to 117.34a.
- (W) An airport law enforcement officer, guard, or police officer appointed by a public airport authority as provided under section 116 of the aeronautics code of the state of Michigan, 1945 PA 327, MCL 259.116.
- (X) A conservation officer appointed by the director of the department of natural resources as provided under section 1 of 1986 PA 109, MCL 300.21, and as authorized under sections 1501, 1601, and 1606(1) of the natural resources and environmental protection act, 1994 PA 451, MCL 324.1501, 324.1601, and 324.1606.
- (Y) A public safety officer granted law enforcement officer authority and employed by a department of public safety established under section 1606b of the revised school code, 1976 PA 451, MCL 380.1606b.
- (Z) A public safety officer authorized by a community college as provided under section 128 of the community college act of 1966, 1966 PA 331, MCL 389.128.
- (AA) A public safety officer of a public safety office established by the board of control of Saginaw Valley State University as provided under section 5a of 1965 PA 278, MCL 390.715a.
- (BB) A public safety officer of a higher education institution authorized under section 1 of 1990 PA 120, MCL 390.1511.
- (CC) An investigator appointed by the attorney general as provided under section 10 of the Medicaid false claim act, 1977 PA 72, MCL 400.610.
- (DD) An investigator appointed by the attorney general under section 35 of 1846 RS 12, MCL 14.35, as described in the opinion of the attorney general, OAG, 1977 No. 5236 (October 20, 1977).
- (EE) An investigator appointed by the attorney general as provided under section 8 of the health care false claim act, 1984 PA 323, MCL 752.1008.
- (FF) A railroad police officer appointed, commissioned, and acting as provided under section 367 of the railroad code of 1993, 1993 PA 354, MCL 462.367.
- (GG) An inspector appointed under section 13 of the motor carrier act, 1933 PA 254, MCL 479.13.
- (HH) A law enforcement officer licensed under this act whose duties are performed in conjunction with a joinder of 2 or more municipal corporations under 1951 PA 35, MCL 124.1 to 124.13.
- (II) A law enforcement officer licensed under this act whose duties are performed in conjunction with an interlocal agreement entered into under the urban cooperation act of 1967, 1967 (Ex Sess) PA 7, MCL 124.501 to 124.512.
- (JJ) A law enforcement officer licensed under this act whose duties are performed in conjunction with a transfer of functions or responsibilities under 1967 (Ex Sess) PA 8, MCL 124.531 to 124.536. (KK) A law enforcement officer licensed under this act whose duties have been transferred to an authority and who is given a comparable position of employment with that authority as provided under 1988 PA 57, MCL 124.601 to 124.614.
- (LL) A private college security officer appointed under section 37 of the private security business and security alarm act, 1968 PA 330, MCL 338.1087, who is licensed under section 9d.
- (ii) "Law enforcement officer" does not include any of the following:
- (A) An individual authorized to issue citations as a volunteer as provided under section 675d of the Michigan vehicle code, 1949 PA 300, MCL 257.675d.
- (B) A security employee authorized by the director of the department of state police as provided under section 6c of 1935 PA 59, MCL 28.6c.
- (C) A motor carrier enforcement officer appointed under section 6d of 1935 PA 59, MCL 28.6d, as qualified under section 5 of 1956 PA 62, MCL 257.955, or as authorized under section 73 of 1990 PA 187, MCL 257.1873.
- (D) The director of the department of agriculture or his or her representative granted peace officer authority as provided in section 9h of the motor fuels quality act, 1984 PA 44, MCL 290.649h.
- (E) An agent employed and authorized under section 27 of the private security business and security alarm act, 1968 PA 330, MCL 338.1077.
- (F) An attendance officer granted the powers of a deputy sheriff as provided in section 1571 of the revised school code, 1976 PA 451, MCL 380.1571.
- (G) A park and recreation officer commissioned under section 1606(2) of the natural resources and environmental protection act, 1994 PA 451, MCL 324.1606.
- (H) A volunteer conservation officer appointed by the department of natural resources under section 1607 of the natural resources and environmental protection act, 1994 PA 451, MCL 324.1607.
- (I) A state forest officer commissioned under section 83107 of the natural resources and environmental protection act, 1994 PA 451, MCL 324.83107.
- (J) A special deputy appointed under section 70 of 1846 RS 14, MCL 51.70.
- (K) A limited enforcement officer appointed to conduct salvage vehicle inspections under section 217c of the Michigan vehicle code, 1949 PA 300, MCL 257.217c, who is not otherwise employed as a law enforcement officer.
- (L) A private security guard or private security police officer licensed under the private security business and security alarm act, 1968 PA 330, MCL 338.1051 to 338.1092, or a private college security officer authorized under section 37 of the private security business and security alarm act, 1968 PA 330, MCL 338.1087, who is not licensed under section 9d.
- (M) The attorney general.
- (N) The secretary of state.
- (O) A member of a sheriff's posse.
- (P) A reserve officer.
- (Q) An officer or investigator of the department of state designated under section 213 of the Michigan vehicle code, 1949 PA 300, MCL 257.213.

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(R) An authorized agent of the state transportation department or a county road commission performing duties described under section 724 of the Michigan vehicle code, 1949 PA 300, MCL 257.724.

(S) An enforcement officer of the aeronautics commission authorized under section 55 of the aeronautics code of the state of Michigan, 1945 PA 327, MCL 259.55.

(T) A railroad conductor acting under section 3 of 1913 PA 68, MCL 436.203.

(U) An inspector authorized to enforce the Michigan liquor control code of 1998, 1998 PA 58, MCL 436.1101 to 436.2303, and rules promulgated by the liquor control commission, under section 201 of the Michigan liquor control code of 1998, 1998 PA 58, MCL 436.1201.

(V) An individual not licensed under this act whose law enforcement duties are performed in conjunction with a joinder of 2 or more municipal corporations under 1951 PA 35, MCL 124.1 to 124.13.

(W) An individual not licensed under this act whose law enforcement duties are performed in conjunction with an interlocal agreement entered into under the urban cooperation act of 1967, 1967 (Ex Sess) PA 7, MCL 124.501 to 124.512.

(X) An individual not licensed under this act whose law enforcement duties are performed in conjunction with a transfer of functions or responsibilities under 1967 (Ex Sess) PA 8, MCL 124.531 to 124.536.

(Y) An individual not licensed under this act whose law enforcement duties have been transferred to an authority and who is given a comparable position of employment with that authority as provided under 1988 PA 57, MCL 124.601 to 124.614.

(Z) A marshal appointed under section 11 of 1889 PA 39, MCL 455.61, or section 15 of 1929 PA 137, MCL 455.215.

(g) "Law enforcement training academy" means any of the following:

(i) An agency basic law enforcement training academy.

(ii) A preservice college basic law enforcement training academy.

(iii) A regional basic law enforcement training academy.

(h) "License" means documentation of licensure by the commission under this act. License includes a certificate issued under this act before the effective date of the amendatory act that added this definition.

(i) "Licensing standards" means the requirements with which a person must comply for licensure as a law enforcement officer under this act.

(j) "Licensure" means a determination by the commission that both of the following occurred in compliance with this act and rules promulgated under this act:

(i) The person to whom the license is issued commenced employment as a law enforcement officer, subject to a written oath of office or other written instrument conferring law enforcement authority.

(ii) The law enforcement agency employing the individual, or the law enforcement agency or other governmental agency conferring law enforcement authority upon the individual, attested to the commission that the individual complied with the licensing standards.

(k) "Michigan tribal law enforcement officer" means an individual employed as a law enforcement officer by a federally recognized Indian tribe that has trust lands located within this state, subject to a written instrument authorizing the individual to enforce the laws of this state.

(l) "Rule" means a rule promulgated under the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328.

28.603 Michigan commission on law enforcement standards; creation; membership; terms; appointment; vacancy.

Sec. 3.

(1) The Michigan commission on law enforcement standards is created to carry out the intent of this act.

(2) The commission consists of the following members:

(a) The attorney general, or his or her designated representative from within the department of attorney general.

(b) The director of the department of state police, or his or her designated representative who is a police officer within the department of state police.

(c) The chief of a police department of a city that has a population of more than 600,000, or his or her designee who is a command officer within that department.

(d) The following members appointed by the governor, subject to the advice and consent of the senate under section 6 of article V of the state constitution of 1963, as follows:

(i) Three individuals nominated by the Michigan Association of Chiefs of Police.

(ii) Three individuals nominated by the Michigan Sheriffs' Association.

(iii) One individual nominated by the Prosecuting Attorneys Association of Michigan.

(iv) One individual nominated by the Criminal Defense Attorneys of Michigan.

(v) One individual nominated by the Michigan State Police Troopers Association.

(vi) One individual nominated by the Michigan chapter of the Fraternal Order of Police.

(vii) One individual nominated by the Police Officers Association of Michigan.

(viii) One individual nominated by a police association not otherwise represented on the commission representing law enforcement officers employed by a law enforcement agency employing more than 10% of the police officers in this state.

(ix) One individual nominated by the Police Officers Labor Council of Michigan.

(x) One individual nominated by the Michigan Association of Police.

(xi) One individual nominated by the Deputy Sheriff's Association of Michigan.

(xii) One non-law enforcement individual representing the public.

(3) The terms of the members of the commission who were previously appointed by the governor and serving on the commission on the effective date of the amendatory act that added this subsection expire on the effective date of the amendatory act that added this subsection.

(4) Not more than 90 days after the effective date of the amendatory act that added this subsection, the governor shall appoint members to the commission as provided in subsection (2)(d).

(5) The governor may appoint any individual meeting the membership requirements of the organizations listed in subsection (2)(d)(i) to (xii) if the organization permitted to nominate an individual to the commission fails to provide a nominee not less than 30 days before a vacancy created by the expiration of a term, or not less than 30 days after the effective date of any other vacancy.

(6) An individual selected under subsection (2)(d) shall serve as a commission member only while serving as a member of the organization that submitted his or her name to the governor for appointment.

(7) Members of the commission appointed or reappointed under subsection (2)(d)(i) to (xii) shall be appointed for a term of 4 years except that, of the members first appointed to the commission, 6 shall serve for 1 year, 5 shall serve for 2 years, and 5 shall serve for 3 years.

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(8) The expiration dates of appointments under subsection (2)(d) shall be December 31 of the calendar year in which they expire.

(9) A vacancy on the commission occurring other than by expiration of a term shall be filled by the governor in the same manner as the original appointment for the balance of the unexpired term.

28.604 Repealed. 2016, Act 289, Eff. Jan. 2, 2017.

28.605 Commission; officers; terms; oath not required; disqualification from public office or employment.

Sec. 5.

(1) The commission shall elect from among its members a chairperson and a vice-chairperson who shall serve for 1-year terms and who may be reelected.

(2) Membership on the commission does not constitute holding a public office, and members of the commission are not required to take and file oaths of office before serving on the commission.

(3) A member of the commission is not disqualified from holding any public office or employment by reason of his or her appointment or membership on the commission and shall not forfeit any public office or employment because of his or her appointment to the commission, notwithstanding any general, special, or local law, ordinance, or city charter.

28.606 Commission; meetings; procedures and requirements; conducting business at public meeting; notice; voting.

Sec. 6.

(1) The commission shall meet not less than 4 times in each year and shall hold special meetings when called by the chairperson or, in the absence of the chairperson, by the vice-chairperson. A special meeting of the commission shall be called by the chairperson upon the written request of 5 members of the commission.

(2) The commission shall establish its own procedures and requirements with respect to quorum, place and conduct of its meetings, and other matters.

(3) The commission may establish other procedures and requirements governing its operations to carry out the intent of this act.

(4) The commission's business shall be conducted in compliance with the open meetings act, 1976 PA 267, MCL 15.261 to 15.275. Public notice of the time, date, and place of the meeting shall be given in the manner required by the open meetings act, 1976 PA 267, MCL 15.261 to 15.275. The commission may take action at a meeting upon a vote of the majority of its members who are present at the meeting.

28.607 Commission; annual report to governor.

Sec. 7.

The commission shall make an annual report to the governor that includes pertinent data regarding the law enforcement officer minimum standards and the degree of participation of municipalities in the training programs, and any other information the governor requests or the commission considers appropriate.

28.608 Commission members; compensation; expenses.

Sec. 8.

The members of the commission shall serve without compensation. The members of the commission are entitled to their actual expenses in attending meetings and in the performance of their official duties.

28.609 Employment of law enforcement officers; licensing requirements and procedures; fingerprinting; rules; licensure process; granting or denying license; duties of law enforcement agency upon administering oath of office; license rendered inactive; reactivation; lapsed or revoked license; prohibited authority.

Sec. 9.

(1) This section applies to all law enforcement officers except individuals to whom sections 9a, 9b, 9c, and 9d apply. Employment of law enforcement officers to whom this section applies is subject to the licensing requirements and procedures of this section and section 9e. An individual who seeks admission to a preservice college basic law enforcement training academy or a regional basic law enforcement training academy or the recognition of prior basic law enforcement training and experience program for purposes of licensure under this section shall submit to fingerprinting as provided in section 11(3).

(2) The commission shall promulgate rules governing licensing standards and procedures for individuals licensed under this section. In promulgating the rules, the commission shall give consideration to the varying factors and special requirements of law enforcement agencies. Rules promulgated under this subsection must pertain to the following:

(a) Subject to section 9e, training requirements that may be met by completing either of the following:

(i) Preenrollment requirements, courses of study, attendance requirements, and instructional hours at an agency basic law enforcement training academy, a preservice college basic law enforcement training academy, or a regional basic law enforcement training academy.

(ii) The recognition of prior basic law enforcement training and experience program for granting a waiver from the licensing standard specified in subparagraph (i).

(b) Proficiency on a licensing examination administered after compliance with the licensing standard specified in subdivision (a).

(c) Physical ability.

(d) Psychological fitness.

(e) Education.

(f) Reading and writing proficiency.

(g) Minimum age.

(h) Whether or not a valid operator's or chauffeur's license is required for licensure.

(i) Character fitness, as determined by a background investigation supported by a written authorization and release executed by the individual for whom licensure is sought.

(j) Whether or not United States citizenship is required for licensure.

(k) Employment as a law enforcement officer.

(l) The form and manner for execution of a written oath of office by a law enforcement agency with whom the individual is employed, and the content of the written oath conferring authority to act with all of the law enforcement authority described in the laws of this state under

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which the individual is employed.

(m) The ability to be licensed and employed as a law enforcement officer under this section, without a restriction otherwise imposed by law.

(3) The licensure process under this section must follow the following procedures:

(a) Before executing the oath of office, an employing law enforcement agency verifies that the individual to whom the oath is to be administered complies with licensing standards.

(b) A law enforcement agency employing an individual licensed under this section authorizes the individual to exercise the law enforcement authority described in the laws of this state under which the individual is employed, by executing a written oath of office.

(c) Not more than 10 calendar days after executing the oath of office, the employing law enforcement agency shall attest in writing to the commission that the individual to whom the oath was administered satisfies the licensing standards by submitting an executed affidavit and a copy of the executed oath of office.

(4) If, upon reviewing the executed affidavit and executed oath of office, the commission determines that the individual complies with the licensing standards, the commission shall grant the individual a license.

(5) If, upon reviewing the executed affidavit and executed oath of office, the commission determines that the individual does not comply with the licensing standards, the commission may do any of the following:

(a) Supervise the remediation of errors or omissions in the affidavit and oath of office.

(b) Supervise the remediation of errors or omissions in the screening, procedures, examinations, testing, and other means used to verify compliance with the licensing standards.

(c) Supervise additional screening, procedures, examinations, testing, and other means used to determine compliance with the licensing standards.

(d) Deny the issuance of a license and inform the employing law enforcement agency.

(6) Upon being informed that the commission has denied issuance of a license, the employing law enforcement agency shall promptly inform the individual whose licensure was denied.

(7) An individual denied a license under this section shall not exercise the law enforcement authority described in the laws of this state under which the individual is employed. This subsection does not divest the individual of that authority until the individual has been informed that his or her licensure was denied.

(8) A law enforcement agency that has administered an oath of office to an individual under this section shall do all of the following, with respect to that individual:

(a) Report to the commission all personnel transactions affecting employment status in a manner prescribed in rules promulgated by the commission.

(b) Report to the commission concerning any action taken by the employing agency that removes the authority conferred by the oath of office, or that restores the individual's authority to that conferred by the oath of office, in a manner prescribed in rules promulgated by the commission.

(c) Maintain an employment history record.

(d) Collect, verify, and maintain documentation establishing that the individual complies with the licensing standards.

(9) An individual licensed under this section shall report all of the following to the commission:

(a) Criminal charges for offenses for which that individual's license may be revoked as described in this section, upon being informed of such charges, in a manner prescribed in rules promulgated by the commission.

(b) The imposition of a personal protection order against that individual after a judicial hearing under section 2950 or 2950a of the revised judicature act of 1961, 1961 PA 236, MCL 600.2950 and 600.2950a, or under the laws of any other jurisdiction, upon being informed of the imposition of such an order, in a manner prescribed in rules promulgated by the commission.

(10) A license issued under this section is rendered inactive, and may be reactivated, as follows:

(a) A license is rendered inactive if 1 or more of the following occur:

(i) An individual, having been employed as a law enforcement officer for fewer than 2,080 hours in aggregate, is thereafter continuously not employed as a law enforcement officer for less than 1 year.

(ii) An individual, having been employed as a law enforcement officer for fewer than 2,080 hours in aggregate, is thereafter continuously subjected to a removal of the authority conferred by the oath of office for less than 1 year.

(iii) An individual, having been employed as a law enforcement officer for 2,080 hours or longer in aggregate, is thereafter continuously not employed as a law enforcement officer for less than 2 years.

(iv) An individual, having been employed as a law enforcement officer for 2,080 hours or longer in aggregate, is continuously subjected to a removal of the authority conferred by the oath of office for less than 2 years.

(b) An employing law enforcement agency may reactivate a license rendered inactive by complying with the licensure procedures described in subsection (3), excluding verification of and attestation to compliance with the licensing standards described in subsection (2)

(a) to (g).

(c) A license that has been reactivated under this section is valid for all purposes described in this act.

(11) A license issued under this section is rendered lapsed, without barring further licensure under this act, if 1 or more of the following occur:

(a) An individual, having been employed as a law enforcement officer for fewer than 2,080 hours in aggregate, is thereafter continuously not employed as a law enforcement officer for 1 year.

(b) An individual, having been employed as a law enforcement officer for fewer than 2,080 hours in aggregate, is thereafter continuously subjected to a removal of the authority conferred by the oath of office for 1 year.

(c) An individual, having been employed as a law enforcement officer for 2,080 hours or longer in aggregate, is thereafter continuously not employed as a law enforcement officer for 2 years.

(d) An individual, having been employed as a law enforcement officer for 2,080 hours or longer in aggregate, is continuously subjected to a removal of the authority conferred by the oath of office for 2 years.

(12) The commission shall revoke a license granted under this section for any of the following circumstances and shall promulgate rules governing revocations under this subsection:

(a) The individual obtained the license by making a materially false oral or written statement or committing fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.

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- (b) The individual obtained the license because another individual made a materially false oral or written statement or committed fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.
- (c) The individual has been subjected to an adjudication of guilt for a violation or attempted violation of a penal law of this state or another jurisdiction that is punishable by imprisonment for more than 1 year.
- (d) The individual has been subjected to an adjudication of guilt for violation or attempted violation of 1 or more of the following penal laws of this state or laws of another jurisdiction substantially corresponding to the penal laws of this state:
 - (i) Section 625(1) or (8) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, if the individual has a prior conviction, as that term is defined in section 625(25)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, that occurred within 7 years of the adjudication as described in section 625(9)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625.
 - (ii) Section 7403(2)(c) or 7404(2)(a), (b), or (c) of the public health code, 1978 PA 368, MCL 333.7403 and 333.7404.
 - (iii) Section 81(4) or 81a or a misdemeanor violation of section 411h of the Michigan penal code, 1931 PA 328, MCL 750.81, 750.81a, and 750.411h.
- (13) The following procedures and requirements apply to license revocation under this section:
 - (a) The commission shall initiate license revocation proceedings, including, but not limited to, the issuance of an order of summary suspension and notice of intent to revoke, upon obtaining notice of facts warranting license revocation.
 - (b) A hearing for license revocation must be conducted as a contested case under the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328.
 - (c) In lieu of participating in a contested case, an individual may voluntarily and permanently relinquish his or her law enforcement officer license by executing before a notary public an affidavit of license relinquishment prescribed by the commission.
 - (d) The commission need not delay or abate license revocation proceedings based on an adjudication of guilt if an appeal is taken from the adjudication of guilt.
 - (e) If the commission issues a final decision or order to revoke a license, that decision or order is subject to judicial review as provided in the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328. A summary suspension described in this section is not a final decision or order for purposes of judicial review.
- (14) An individual licensed under this section shall not exercise the law enforcement authority described in the laws of this state under which the individual is employed if any of the following occur:
 - (a) The individual's license is rendered void by a court order or other operation of law.
 - (b) The individual's license is revoked.
 - (c) The individual's license is rendered inactive.
 - (d) The individual's license is rendered lapsed.

28.609a Individuals elected or appointed to office of sheriff; licensure; procedures; duty of licensed individual to report certain information; validity of license; revocation.
Sec. 9a.

- (1) This section applies only to individuals elected or appointed to the office of sheriff in this state. Employment of law enforcement officers to whom this section applies is subject to the licensing requirements and procedures of this section.
- (2) The licensure process under this section shall comply with the following procedures:
 - (a) Not more than 10 calendar days after taking an oath of office for the office of sheriff in this state, an individual shall submit to the commission a copy of the executed oath of office.
 - (b) If, upon reviewing the executed oath of office, the commission determines that the individual has been elected or appointed to the office of sheriff in this state, the commission shall grant the individual a license.
 - (c) If, upon reviewing the executed oath of office, the commission determines that the individual has not been elected or appointed to the office of sheriff in this state, the commission may do either of the following:
 - (i) Verify, through other means, election or appointment to the office of sheriff in this state.
 - (ii) Deny the issuance of a license and inform the individual denied.
- (3) An individual licensed under this section shall report all of the following to the commission:
 - (a) Criminal charges for offenses for which that individual's license may be revoked as described in this section, upon being informed of such charges, in a manner prescribed in rules promulgated by the commission.
 - (b) The imposition of a personal protection order against that individual after a judicial hearing under section 2950 or 2950a of the revised judicature act of 1961, 1961 PA 236, MCL 600.2950 and 600.2950a, or under the laws of any other jurisdiction, upon being informed of the imposition of such an order, in a manner prescribed in rules promulgated by the commission.
- (4) A license granted under this section is valid until any of the following occur:
 - (a) A court order or other operation of law renders the license void.
 - (b) The individual's term of office as a sheriff in this state expires.
 - (c) The commission revokes the license as provided in this section.
- (5) The commission shall revoke a license granted under this section for any of the following circumstances and shall promulgate rules governing revocations under this subsection:
 - (a) The individual obtained the license by making a materially false oral or written statement or committing fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.
 - (b) The individual obtained the license because another individual made a materially false oral or written statement or committed fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.
 - (c) The individual has been subjected to an adjudication of guilt for a violation or attempted violation of a penal law of this state or another jurisdiction that is punishable by imprisonment for more than 1 year.
 - (d) The individual has been subjected to an adjudication of guilt for violation or attempted violation of 1 or more of the following penal laws of this state or laws of another jurisdiction substantially corresponding to the penal laws of this state:
 - (i) Section 625(1) or (8) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, if the individual has a prior conviction, as that term is

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defined in section 625(25)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, that occurred within 7 years of the adjudication as described in section 625(9)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625.

(ii) Sections 7403(2)(c) and 7404(2)(a), (b), and (c) of the public health code, 1978 PA 368, MCL 333.7403 and 333.7404.

(iii) Sections 81(4) and 81a and a misdemeanor violation of section 411h of the Michigan penal code, 1931 PA 328, MCL 750.81, 750.81a, and 750.411h.

(6) The following procedures and requirements apply to license revocation under this section:

(a) The commission shall initiate license revocation proceedings, including, but not limited to, the issuance of an order of summary suspension and notice of intent to revoke, upon obtaining notice of facts warranting license revocation.

(b) A hearing for license revocation shall be conducted as a contested case under the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328.

(c) In lieu of participating in a contested case, an individual may voluntarily and permanently relinquish his or her law enforcement officer license by executing before a notary public an affidavit of license relinquishment prescribed by the commission.

(d) The commission need not delay or abate license revocation proceedings based on an adjudication of guilt if an appeal is taken from the adjudication of guilt.

(e) If the commission issues a final decision or order to revoke a license, that decision or order is subject to judicial review as provided in the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328. A summary suspension described in this section is not a final decision or order for purposes of judicial review.

28.609b Individuals employed as Michigan tribal law enforcement officers; fingerprinting; licensing requirements and procedures; rules; licensure process; granting or denying license; written instrument conferring authority; license rendered inactive; reactivation; lapsed or revoked license; prohibited authority.

Sec. 9b.

(1) This section applies only to individuals who are employed as Michigan tribal law enforcement officers in this state and are subject to a written instrument authorizing them to enforce the laws of this state. Conferring authority to enforce the laws of this state to law enforcement officers to whom this section applies is subject to the licensing requirements and procedures of this section and section 9e. An individual who seeks admission to a preservice college basic law enforcement training academy or a regional basic law enforcement training academy or the recognition of prior basic law enforcement training and experience program for purposes of licensure under this section shall submit to fingerprinting as provided in section 11(3).

(2) The commission shall promulgate rules governing licensing standards and procedures, pertaining to the following:

(a) Subject to section 9e, training requirements that may be met by completing either of the following:

(i) Preenrollment requirements, courses of study, attendance requirements, and instructional hours at an agency basic law enforcement training academy, a preservice college basic law enforcement training academy, or a regional basic law enforcement training academy.

(ii) The recognition of prior basic law enforcement training and experience program for granting a waiver from the licensing standard specified in subparagraph (i).

(b) Proficiency on a licensing examination administered after compliance with the licensing standard specified in subdivision (a).

(c) Physical ability.

(d) Psychological fitness.

(e) Education.

(f) Reading and writing proficiency.

(g) Minimum age.

(h) Whether or not a valid operator's or chauffeur's license is required for licensure.

(i) Character fitness, as determined by a background investigation supported by a written authorization and release executed by the individual for whom licensure is sought.

(j) Whether or not United States citizenship is required for licensure.

(k) Employment as a Michigan tribal law enforcement officer.

(l) The form and manner for execution of a written instrument conferring authority upon the individual to enforce the laws of this state, consisting of any of the following:

(i) Deputation by a sheriff of this state, conferring authority upon the individual to enforce the laws of this state.

(ii) Appointment as a law enforcement officer by a law enforcement agency, conferring authority upon the individual to enforce the laws of this state.

(iii) Execution of a written agreement between the Michigan tribal law enforcement agency with whom the individual is employed and a law enforcement agency, conferring authority upon the individual to enforce the laws of this state.

(iv) Execution of a written agreement between this state, or a subdivision of this state, and the United States, conferring authority upon the individual to enforce the laws of this state.

(m) The ability to be licensed and employed as a law enforcement officer under this section, without a restriction otherwise imposed by law.

(3) The licensure process under this section must follow the following procedures:

(a) A law enforcement agency or other governmental agency conferring authority upon a Michigan tribal law enforcement officer as provided in this section shall confer the authority to enforce the laws of this state by executing a written instrument as provided in this section.

(b) Before executing the written instrument, a law enforcement agency or other governmental agency shall verify that the individual complies with the licensing standards.

(c) Not more than 10 calendar days after the effective date of the written instrument, the law enforcement agency or other governmental agency executing the written instrument shall attest in writing to the commission that the individual to whom the authority was conferred satisfies the licensing standards, by submitting an executed affidavit and a copy of the written instrument.

(4) If, upon reviewing the executed affidavit and the written instrument, the commission determines that the individual complies with the licensing standards, the commission shall grant the individual a license.

(5) If, upon reviewing the executed affidavit and the written instrument, the commission determines that the individual does not comply with the licensing standards, the commission may do any of the following:

(a) Supervise the remediation of errors or omissions in the affidavit and oath of office.

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- (b) Supervise the remediation of errors or omissions in the screening, procedures, examinations, testing, and other means used to verify compliance with the licensing standards.
- (c) Supervise additional screening, procedures, examinations, testing, and other means used to determine compliance with the licensing standards.
- (d) Deny the issuance of a license and inform the law enforcement agency or other governmental agency conferring authority to enforce the laws of this state upon an individual to whom this section applies.
- (6) Upon being informed that the commission has denied issuance of a license, a law enforcement agency or other governmental agency conferring authority to enforce the laws of this state upon an individual to whom this section applies shall promptly inform the individual denied.
- (7) An individual denied a license under this section shall not exercise the law enforcement authority described in a written instrument conferring authority upon the individual to enforce the laws of this state. This subsection does not divest the individual of that authority until the individual has been informed that his or her license was denied.
- (8) A written instrument conferring authority to enforce the laws of this state upon an individual to whom this section applies must include the following:
- (a) A requirement that the employing Michigan tribal law enforcement agency report to the commission all personnel transactions affecting employment status in a manner prescribed in rules promulgated by the commission.
- (b) A requirement that the employing Michigan tribal law enforcement agency report to the commission concerning any action it takes that removes the authority conferred by the written instrument conferring authority upon the individual to enforce the laws of this state or that restores the individual's authority to that conferred by the written instrument, in a manner prescribed in rules promulgated by the commission.
- (c) A requirement that the employing Michigan tribal law enforcement agency maintain an employment history record.
- (d) A requirement that the employing Michigan tribal law enforcement agency collect, verify, and maintain documentation establishing that the individual complies with the applicable licensing standards.
- (9) A written instrument conferring authority to enforce the laws of this state upon an individual to whom this section applies must include a requirement that the employing Michigan tribal law enforcement agency report the following regarding an individual licensed under this section:
- (a) Criminal charges for offenses for which that individual's license may be revoked as described in this section, upon being informed of such charges, in a manner prescribed in rules promulgated by the commission.
- (b) The imposition of a personal protection order against that individual after a judicial hearing under section 2950 or 2950a of the revised judicature act of 1961, 1961 PA 236, MCL 600.2950 and 600.2950a, or under the laws of any other jurisdiction, upon being informed of the imposition of such an order, in a manner prescribed in rules promulgated by the commission.
- (10) A license issued under this section is rendered inactive, and may be reactivated, as follows:
- (a) A license is rendered inactive if 1 or more of the following occur:
- (i) An individual, having been employed as a law enforcement officer in aggregate for less than 2,080 hours, is thereafter continuously not employed as a law enforcement officer for less than 1 year.
- (ii) An individual, having been employed as a law enforcement officer in aggregate for less than 2,080 hours, is thereafter continuously subjected to a removal of the authority conferred by the written instrument authorizing the individual to enforce the laws of this state for less than 1 year.
- (iii) An individual, having been employed as a law enforcement officer in aggregate for 2,080 hours or longer, is thereafter continuously not employed as a law enforcement officer for less than 2 years.
- (iv) An individual, having been employed as a law enforcement officer in aggregate for 2,080 hours or longer, is continuously subjected to a removal of the authority conferred by the written instrument authorizing the individual to enforce the laws of this state for less than 2 years.
- (b) A law enforcement agency or other governmental agency conferring authority to enforce the laws of this state upon an individual to whom this section applies may reactivate a license rendered inactive by complying with the licensure procedures described in subsection (3), excluding verification of and attestation to compliance with the licensing standards described in subsection (2)(a) to (g).
- (c) A license that has been reactivated under this section is valid for all purposes described in this act.
- (11) A license issued under this section is rendered lapsed, without barring further licensure under this act, if 1 or more of the following occur:
- (a) An individual, having been employed as a law enforcement officer in aggregate for less than 2,080 hours, is thereafter continuously not employed as a law enforcement officer for 1 year.
- (b) An individual, having been employed as a law enforcement officer in aggregate for less than 2,080 hours, is thereafter continuously subjected to a removal of the authority conferred by the written instrument authorizing the individual to enforce the laws of this state for 1 year.
- (c) An individual, having been employed as a law enforcement officer in aggregate for 2,080 hours or longer, is thereafter continuously not employed as a law enforcement officer for 2 years.
- (d) An individual, having been employed as a law enforcement officer in aggregate for 2,080 hours or longer, is continuously subjected to a removal of the authority conferred by the written instrument authorizing the individual to enforce the laws of this state for 2 years.
- (12) The commission shall revoke a license granted under this section for any of the following circumstances and shall promulgate rules governing these revocations under this section:
- (a) The individual obtained the license by making a materially false oral or written statement or committing fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.
- (b) The individual obtained the license because another individual made a materially false oral or written statement or committed fraud in an affidavit, disclosure, or application to a law enforcement training academy, the commission, or a law enforcement agency at any stage of recruitment, selection, appointment, enrollment, training, or licensure application.
- (c) The individual has been subjected to an adjudication of guilt for a violation or attempted violation of a penal law of this state or another jurisdiction that is punishable by imprisonment for more than 1 year.
- (d) The individual has been subjected to an adjudication of guilt for violation or attempted violation of 1 or more of the following penal laws of this state or laws of another jurisdiction substantially corresponding to the penal laws of this state:

APPENDIX A

(i) Section 625(1) or (8) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, if the individual has a prior conviction, as that term is defined in section 625(25)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625, that occurred within 7 years of the adjudication as described in section 625(9)(b) of the Michigan vehicle code, 1949 PA 300, MCL 257.625.

(ii) Section 7403(2)(c) or 7404(2)(a), (b), or (c) of the public health code, 1978 PA 368, MCL 333.7403 and 333.7404.

(iii) Section 81(4) or 81a or a misdemeanor violation of section 411h of the Michigan penal code, 1931 PA 328, MCL 750.81, 750.81a, and 750.411h.

(13) The following procedures and requirements apply to license revocation under this section:

(a) The commission shall initiate license revocation proceedings, including, but not limited to, the issuance of an order of summary suspension and notice of intent to revoke, upon obtaining notice of facts warranting license revocation.

(b) A hearing for license revocation must be conducted as a contested case under the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328.

(c) In lieu of participating in a contested case, an individual may voluntarily and permanently relinquish his or her law enforcement officer license by executing before a notary public an affidavit of license relinquishment prescribed by the commission.

(d) The commission need not delay or abate license revocation proceedings based on an adjudication of guilt if an appeal is taken from the adjudication of guilt.

(e) If the commission issues a final decision or order to revoke a license, that decision or order is subject to judicial review as provided in the administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to 24.328. A summary suspension described in this section is not a final decision or order for purposes of judicial review.

(14) An individual licensed under this section shall not exercise the law enforcement authority described in a written instrument conferring authority upon the individual to enforce the laws of this state if any of the following occur:

(a) The individual's license is rendered void by a court order or other operation of law.

(b) The individual's license is revoked.

(c) The individual's license is rendered inactive.

(d) The individual's license is rendered lapsed.

28.609c Individuals employed as fire arson investigators; fingerprinting; licensing requirements and procedures; rules; licensure process; granting or denying license; duties of chief of police administering oath of office; report of certain information; lapsed or revoked license; prohibited authority.

Sec. 9c.

(1) This section applies only to individuals who are employed as fire arson investigators from fire departments within villages, cities, townships, or counties in this state, who are sworn and fully empowered by the chiefs of police of those villages, cities, townships, or counties. Conferring authority to enforce the laws of this state to law enforcement officers to whom this section applies is subject to the licensing requirements and procedures of this section and section 9e. An individual who seeks admission to a preservice college basic law enforcement training academy or a regional basic law enforcement training academy or the recognition of prior basic law enforcement training and experience program for purposes of licensure under this section shall submit to fingerprinting as provided in section 11(3).

(2) The commission shall promulgate rules governing licensing standards and procedures, pertaining to the following:

(a) Subject to section 9e, training requirements that may be met by completing either of the following:

(i) Preenrollment requirements, courses of study, attendance requirements, and instructional hours at an agency basic law enforcement training academy, a preservice college basic law enforcement training academy, or a regional basic law enforcement training academy.

(ii) The recognition of prior basic law enforcement training and experience program for granting a waiver from the licensing standard specified in subparagraph (i).

(b) Proficiency on a licensing examination administered after compliance with the licensing standard specified in subdivision (a).

(c) Physical ability.

(d) Psychological fitness.

(e) Education.

(f) Reading and writing proficiency.

(g) Minimum age.

(h) Whether or not a valid operator's or chauffeur's license is required for licensure.

(i) Character fitness, as determined by a background investigation supported by a written authorization and release executed by the individual for whom licensure is sought.

(j) Whether or not United States citizenship is required for licensure.

(k) Employment as a fire arson investigator from a fire department within a village, city, township, or county in this state, who is sworn and fully empowered by the chief of police of that village, city, township, or county.

(l) The form and manner for execution of a written oath of office by the chief of police of a village, city, township, or county law enforcement agency, and the content of the written oath conferring authority to enforce the laws of this state.

(m) The ability to be licensed and employed as a law enforcement officer under this section, without a restriction otherwise imposed by law.

(3) The licensure process under this section must follow the following procedures:

(a) Before executing the oath of office, the chief of police shall verify that the individual to whom the oath is to be administered complies with the licensing standards.

(b) The chief of police shall execute an oath of office authorizing the individual to enforce the laws of this state.

(c) Not more than 10 calendar days after executing the oath of office, the chief of police shall attest in writing to the commission that the individual to whom the oath was administered satisfies the licensing standards by submitting an executed affidavit and a copy of the executed oath of office.

(4) If, upon reviewing the executed affidavit and executed oath of office, the commission determines that the individual complies with the licensing standards, the commission shall grant the individual a license.

(5) If, upon reviewing the executed affidavit and executed oath of office, the commission determines that the individual does not comply with the licensing standards, the commission may do any of the following:

(a) Supervise the remediation of errors or omissions in the affidavit and oath of office.

(b) Supervise the remediation of errors or omissions in the screening, procedures, examinations, testing, and other means used to verify

