
Michigan Commission on Law Enforcement Standards
June 15, 2022
Michigan State Police Headquarters

COMMISSION MEMBERS PRESENT

Sheriff Gregory Zyburt, representing the Michigan Sheriffs' Association
Director Ronald Moore, representing the Michigan Association of Chiefs of Police
Chief Ronald Wiles, representing the Michigan Association of Chiefs of Police
Inspector Lisa Rish, representing the Michigan State Police
Mr. Jim Stachowski, representing the Police Officers Labor Council
Mr. Arthur Weiss, representing the Criminal Defense Attorneys of Michigan
Trooper Nate Johnson, representing the Michigan State Police Troopers Association
Mr. Anthony Lewis, representing the Michigan Department of Civil Rights
Mr. David Tanay, representing the Office of the Attorney General
Sheriff Anthony Wickersham, representing the Michigan Sheriff's Association
Sheriff Matthew Saxton, representing the Michigan Sheriffs' Association
Ms. Linda Broden, representing the Detroit Police Officers Association
Mr. Thomas Adams, representing the residents of the State
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan
Mr. Ken Grabowski, representing Police Officer Association of Michigan
Deputy Matthew Hartig, representing Deputy Sheriff's Association of Michigan
Director Kimberly Koster, representing the Michigan Association of Chiefs of Police
Pastor Tellis Chapman, representing residents of the State

COMMISSION MEMBERS ATTENDING VIRTUALLY (Non-voting)

Mr. Michael Sauger, representing the Fraternal Order of Police

COMMISSION MEMBERS EXCUSED

Commander Mark Bliss, representing the Detroit Police Department
Dr. Lisa Jackson, representing residents of the State
Lt. Michael Hawkins, representing the Michigan Association of Police
Pastor Jeffery Hawkins, representing residents of the State

STAFF PRESENT (In Person)

Mr. Timothy Bourgeois, MCOLES Executive Director
Mr. Joseph Kempa, MCOLES Acting Deputy Executive Director
Ms. Jacquelyn Beeson, MCOLES Staff
Ms. Kayla Hanselman, MCOLES Staff
Mr. Matt Robinson, MCOLES Staff
Mr. John Szczubelek, MCOLES Legal Counsel

STAFF PRESENT (Virtually)

Mr. Matt Krumbach, MCOLES Staff
Mr. Danny Rosa, MCOLES Staff

Mr. Pat Hutting, MCOLES Staff
Mr. Ben Zyber, MCOLES Staff
Mr. David Lee, MCOLES Staff
Mr. Joe Kempa, MCOLES Staff
Ms. Gretchen Galloway, MCOLES Staff
Ms. Kathryn Teigeler

GUESTS ATTENDING (In Person)

Rob Miller, Kellogg Community College
Deputy Director David Molloy, HIDTA
Inspector Brad Wise, Battle Creek Police Department
Undersheriff Timothy Hurtt, Calhoun County Sheriff's Office

GUESTS ATTENDING (Virtually)

Mr. Mark Sands, Office of the Attorney General – Alcohol & Gambling Enforcement Division

CALL TO ORDER

The Commission meeting was called to order by Chair Greg Zyburt on June 15, 2022, at 10:30 AM. The meeting was held in person in accordance with the Open Meetings Act and shared virtually via the Teams platform for staff and members of the public. Commissioners were required to attend in person.

Chair Zyburt provided the following guidelines for those attending the meeting virtually:

- Reminded members to mute their microphones unless speaking.
- Before speaking, everyone was asked to state their name and wait to be recognized by the chair, so it was clear who was speaking.
- He advised if a member of the public wanted to make a comment, they would have two opportunities. The first is after the Agenda Changes and the second opportunity would be at the end of the meeting under Public Comment. The Commission is asking that comments be limited to 3 minutes and added that this would not be a question-and-answer situation, only an opportunity to address the Commission.

INTRODUCTIONS

Chair Zyburt introduced himself and then those attending in person did the same. He then asked Jacque to take attendance for staff members attending virtually. Next, Commissioners and guests attending virtually had an opportunity to identify themselves for the minutes. Chair Zyburt advised they were not required to do so.

ACCEPTANCE OF THE APRIL 13, 2022, COMMISSION MEETING MINUTES

A **MOTION** was made by Commissioner Adams and supported by Commissioner Moore to approve the April 13, 2022; Commission Meeting Minutes as written.

A **VOTE** was taken. The **MOTION** carried.

ADDITIONS TO THE AGENDA

Chair Zyburt inquired if any Commissioner had any changes to the agenda. There were no changes requested by the Commissioners.

A **MOTION** was made by Commissioner Wendling and supported by Commissioner Chapman to approve the June 15, 2022, meeting agenda.

A **VOTE** was taken. The **MOTION** carried.

PUBLIC COMMENT

Chair Zyburt stated this was the first opportunity to address the Commission. He inquired if there was anyone attending the meeting virtually or in-person that wanted to address the Commission. He reminded them of their 3-minute time limit.

No one addressed the Commission.

CHAIR'S REPORT

LEO Population Report – Chair Zyburt reported the Law Enforcement Officer Population Report for the month of May was made available to the commissioners. Even with numerous academy graduations, the number of officers and the number of positions continued to decrease.

Grant Adjustments – This report provides information on adjustments requested by the grantees for the Justice Training Grants. This report was sent out with the electronic distribution and did not require Commission action.

Special Use Requests – The Commissioners received this report via the electronic distribution.

David Molloy Recognition – Chair Zyburt asked Mr. David Molloy to join him up front. Executive Director Bourgeois presented him with a plaque and added his profound appreciation to Mr. Molloy for his years as a commissioner serving from October 2016 to February 2022, including 2 years as the vice-chair and 3 years as the chair. Director Bourgeois stated as a commissioner, David Molloy, went above and beyond during his time with the commission. Mr. Molloy stated it was a pleasure to serve the Commission. He added he made many friends and worked with an outstanding staff.

DIRECTOR'S REPORT

Staffing – Executive Director Bourgeois introduced Mr. Joe Kempa. He is the section manager for Career Development but is currently working out of class as the Acting Deputy Executive Direction replacing Hermina Kramp who recently retired. He will assume these responsibilities until the position is filled. Mr. Kempa stated that he has some big shoes to fill and is honored to be selected.

Executive Director Bourgeois stated that Josh Monte was hired approximately one year ago as the Investigator for MCOLES. He was recently offered a Deputy Police Chief position that he accepted. He then introduced Kathryn Teigeler who he thought would fill our second investigator position, however she is currently our only investigator. She came to MCOLES from

the Office of the Attorney General. Ms. Teigeler added that she is glad to be on board and excited to get started.

COMMITTEE REPORTS

Executive Committee – Chair Zybert stated that the Executive Committee held a meeting prior to the regular commission meeting this morning. They discussed the items on the agenda for the meeting at 10:30 AM.

CONSENT AGENDA - None

NEW BUSINESS

Commission Resolution 2022-11 – Chair Greg Zybert read into the record Commission Resolution 2022-11 honoring Detroit Police Department Sergeant Raymond Hughes and Extending Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Adams and supported by Commissioner Moore to approve Commission Resolution 2022-11 honoring Detroit Police Department Sergeant Raymond Hughes and Extending Public Safety Officer Benefits.

A **VOTE** was taken. The **MOTION** carried.

Commission Resolution 2022-12 – Chair Greg Zybert read into the record Commission Resolution 2022-12 honoring fallen Detroit Fire Department Sergeant Sivad Johnson and Extending Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Hartig and supported by Commissioner Wickersham to approve Commission Resolution 2022-12 honoring Detroit Fire Department Sergeant Sivad Johnson and Extending Public Safety Officer Benefits.

A **VOTE** was taken. The **MOTION** carried.

OLD BUSINESS

Kellogg Community College (KCC) Regional Academy Request – Chair Zybert introduced Rob Miller from Kellogg Community College. Mr. Miller advised at the last meeting the Commission voted to grant approval for Kellogg Community College to proceed with the process of planning to establish a regional academy. He reiterated some details from the past meeting:

- Established there is a need for the academy.
- Other two academies in the several county area are full therefore, KCC is not taking any of their students.
- KCC will continue to run a Track Program.
- KCC submitted the needed paperwork to MCOLES.

A discussion then followed with numerous questions being answered including:

- Continuing with past practice, the proposed operating plan was not submitted to the Commissioners for review. Operating plans are lengthy (over 100 pages in length) and extremely detailed. Each of the 20 basic academies must submit a new operating plan each year for approval. The Commission's staff reviews the plans and once they are in order, the executive director approves them in accordance with the delegation resolution.
- There is a need for another regional academy. The number of licensed officers statewide keeps declining, down by over 1,000 officers in less than the past 2 years. There is an unprecedented number of officers leaving the profession mid-career. It is critical to increase the system's capacity to replace these officers and agencies cannot find enough qualified candidates to maintain their authorized strength. With the increased popularity of agencies employing recruits rather than attempting to recruit pre-service candidates, there is a growing problem with being able to find enough space for them in academies timely in an acceptable geographic range.
- Nearby agencies have waiting lists because Kalamazoo Valley and Lansing Community College's classes are full.
- The disservice to communities and agencies not to allow applicants the opportunity to train employed recruits they have located in their communities.
- Representatives of the Battle Creek Police Department addressed the Commission. They have an approved a budget to hire 22 recruits (15 positions open and 4 COPS grants due to expire). They stated they need the additional academy, there is not space at either Kalamazoo or Lansing to train these recruits.
- A representative of the Calhoun County Sheriff's Office addressed the Commission with their need to fill open positions also and no available academy slots to get the people trained. To send them out of the area increased the time and costs for the department, providing space is even available.
- Chair Zyburt asked Executive Director Bourgeois for the staff's recommendation. Mr. Bourgeois said: there was a demonstrated current and future need in this area for an additional regional academy; KCC's submitted operating plan was acceptable and approved; KCC has the infrastructure and proven ability to deliver the Commission's basic academy curriculum by their current operation of the college track program and the two closet regional academies both were reporting full enrollments for the fall 2022 academy sessions and that an overall increase the entire basic training system's capacity is necessary to produce the number of licensed officers needed for the demand agencies have.

A **MOTION** was made by Commissioner Wiles and supported by Commissioner Saxton that based on the demonstrated need and a positive recommendation from the staff, that the Commission approve KCC to immediately begin operating a regional basic police academy while retaining their college track program.

A **ROLL CALL VOTE** was taken. The **MOTION** carried with the following results recorded:

Commission Approval to Allow KCC to Operate a Regional Basic Police Academy	
COMMISSIONER ZYBURT	YES
COMMISSIONER MOORE	YES
COMMISSIONER WILES	YES
COMMISSIONER LEWIS	YES
COMMISSIONER GRABOWSKI	YES
COMMISSIONER ADAMS	YES
INSPECTOR RISH	YES

COMMISSIONER WICKERSHAM	YES
COMMISSIONER SAXTON	YES
COMMISSIONER TANAY	YES
COMMISSIONER KOSTER	YES
COMMISSIONER JOHNSON	YES
COMMISSIONER WENDLING	YES
COMMISSIONER BRODEN	YES
COMMISSIONER STACHOWSKI	YES
COMMISSIONER CHAPMAN	YES
COMMISSIONER WEISS	YES
COMMISSIONER HARTIG	YES

Update on Response to Active Violence Training – In the 2018 lame duck session legislative session, a bill was passed to amend the MCOLES Act to mandate active violence training that emphasizes coordinated tactical response to rapidly developing incidents involving violence. This legislation mandated both the inclusion in the basic academy curriculum as well as training for approximately 19,000 currently licensed officers. Unfortunately, the necessary funding was not appropriated. Using existing staff (Joe Kempa), the basic academy curriculum was modified slightly to meet the statutory requirements so that beginning in mid-2019, all new recruits received the training, ahead of the January 1, 2020, date required for new licensees. Funding was not provided until late in 2019 and shortly thereafter was frozen due to the pandemic. Eventually the funds and hiring authorization were released and in late November 2021 the Commission hired Mr. Matthew Robinson to coordinate the program. Working with the Career Development Section and subject matter experts, he completed work on the in-service curriculum and enveloped a plan to roll the training out to the agencies.

Mr. Robinson explained the 3-tier process to bring the training to the field. A cadre of existing instructors and subject matter experts were trained as trainers on the new curriculum to not only be able to directly deliver the training, but also train qualified individuals to do so. He explained many agencies already met the statutory requirements in whole or in part and the initial effort was to document that training and remediate where necessary for minor upgrades.

Tier 1: Agencies who have conducted nationally or state recognized training that meets the standards and have submitted records to the Commission in support of that. (Several such training programs have been vetted by the Commission as meeting the standards.)

Tier 2: Agencies who have developed their own training that meets the standards and have submitted records to the Commission to document that fact. These are vetted on a case-by-case basis and frequently recognize unique local conditions, such as communication, response and deployment plans tailored specifically their primary areas of operations.

Tier 3: Agencies wish to be trained on the curriculum developed and taught by the Commission. This can be particularly effective for smaller agencies. It also takes advantage training consortiums as well as basic academy sites to consolidate instructors and equipment.

There is a heavy emphasis on certain basic tactics and principles to allow officers trained under any of the three tiers or in the basic academy to effectively interoperate. Lastly, the need to continue to train to maintain these perishable skills is stressed.

Currently there are approximately 1,000 in-service officers who have been documented as meeting the standard, joined by approximately 2,200 train completely trained. There are also about 2,200 officers that received their training through the academy since 2019.

MISCELLANEOUS - None

PUBLIC COMMENT – None

NEXT MEETING

Date: September 14, 2022
Marquette, Michigan


September Commission Meeting – Chair Zyburt reminded the Commissioners the September meeting will be held in Marquette. He added that we do not have a quorum yet so if they plan to attend, contact Jacque. He advised that if we did not get enough participants, we may have to investigate changing the location.

ADJOURNMENT:

A **MOTION** was made by Commissioner Adams and supported by Commissioner Wickersham to adjourn the meeting.

Approved: 

Date: September 14, 2022

Witness: 

Date: September 14, 2022