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## **Michigan Commission on Law Enforcement Standards**

**April 12, 2023**

### **Dearborn Police Department**

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#### **COMMISSION MEMBERS PRESENT**

Sheriff Gregory Zyburt, representing the Michigan Sheriff's Association  
Chief Issa Shahin, representing the Michigan Association of Chiefs of Police  
Lt. Col. Michael Krumm, representing the Michigan State Police  
Mr. Jim Stachowski, representing the Police Officers Labor Council  
Mr. Oronde Patterson, representing the Office of the Attorney General  
Sheriff Anthony Wickersham, representing the Michigan Sheriff's Association  
Trooper Nate Johnson, representing the Michigan State Police Troopers Association  
Mr. Anthony Lewis, representing the Michigan Department of Civil Rights  
Chief Ronald Wiles, representing the Michigan Association of Chiefs of Police  
Mr. Michael Sauger, representing the Fraternal Order of Police  
Dr. Lisa Jackson, representing residents of the State  
Ms. Linda Broden, representing the Detroit Police Officers Association  
Pastor Jeffery Hawkins, representing residents of the State  
Pastor Tellis Chapman, representing residents of the State  
Mr. Ken Grabowski, representing Police Officer Association of Michigan  
Lt. Michael Hawkins, representing the Michigan Association of Police  
Commissioner Chianti' Lymon, representing residents of the State

#### **COMMISSION MEMBERS EXCUSED**

Commander David LeValley, representing the Detroit Police Department  
Mr. Arthur Weiss, representing the Criminal Defense Attorneys of Michigan  
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan  
Deputy Matthew Hartig, representing the Deputy Sheriff's Association of Michigan  
Mr. Matthew Saxton, representing the Michigan Sheriff's Association  
Director Kimberly Koster, representing the Michigan Association of Chiefs of Police

#### **STAFF PRESENT (In Person)**

Mr. Timothy Bourgeois, MCOLES Executive Director  
Mr. Joseph Kempa, MCOLES Acting Deputy Executive Director  
Ms. Jacquelyn Beeson, MCOLES Staff  
Mr. Mark Sands, MCOLES Legal Counsel  
Ms. Kayla Hanselman, MCOLES Staff  
Mr. Leon Boyer, MCOLES Section Manager

## **PRESENT (Virtually)**

Mr. Matt Krumbach, MCOLES Staff  
Ms. Rhonda Hooson, MCOLES Staff  
Ms. Kathryn Teigeler, MCOLES Staff  
Ms. Rachael Coy, MCOLES Staff  
Ms. Cristy Dowker, MCOLES Staff  
Mr. Pat Hutting, MCOLES Staff  
Mr. Danny Rosa, MCOLES Staff  
Ms. Kayla Hanselman, MCOLES Staff  
Ms. Gretchen Galloway, MCOLES Staff  
Mr. Brandon Williams, MCOLES Staff  
Mr. Drew Brown, MCOLES Staff  
Mr. Matt Robinson, MCOLES Staff  
Ms. Jo Catania, MCOLES Staff

## **GUESTS ATTENDING**

Mr. Andy Minegar, MIRS  
Mr. Mike Bath, Northern Michigan University  
Commander Bernie Gibson, Dearborn Police Department  
Commander Timothy McHale, Dearborn Police Department

## **CALL TO ORDER**

The Commission meeting was called to order by Chair Greg Zybert on April 12, 2023 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 Zybert thanked Commissioner Shahin for hosting today's meeting.

The Chair then 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.
- Advised if a member of the public wanted to make a comment, they would have two opportunities. The first is after the changes to the agenda 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 Zybert introduced himself and then advised a new member was appointed to the Commission, Chianté' Lymon, and asked her to introduce herself. Commissioner Lymon stated she is originally from Detroit and is the Executive Director of the non-profit company Society for History

and Racial Equity. Commissioner Zybert added she is representing the public for the State of Michigan. Next he asked the Commissioners attending in person to introduce themselves. The staff members and guests attending in person also provided introductions. Lastly Jacque took attendance for staff members attending virtually and advised the Commissioners and guests attending virtually they could identify themselves for the minutes if desired.

## **ACCEPTANCE OF THE FEBRUARY 12, 2023, COMMISSION MEETING MINUTES**

The Commissioners were advised there was a guest at the February meeting that was not acknowledged in the minutes. Mr. Andy Solon, Chief of Staff for Senator Anthony will be added to the February 12, 2023 meeting minutes.

A **MOTION** was made by Commissioner Jackson and supported by Commissioner Grabowski to approve the February 12, 2023 Commission Meeting Minutes with the addition of Mr. Andy Solon to the guests attending the meeting.

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

## **ADDITIONS TO THE AGENDA**

Chair Zybert inquired if any Commissioner wanted to make a change or addition to the agenda. There were no changes requested.

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Chapman to approve the April 12, 2023 agenda as written.

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

## **PUBLIC COMMENT - None**

## **CHAIR'S REPORT**

LEO Population – Chair Zybert advised the report for April was sent electronically to the Commissioners. There was a slight decrease in the number of officers and the number of positions.

Grant Adjustments – This report provides information on adjustments requested by the grantees of the Justice Training Fund grants. The report was sent out earlier and does not require Commission action. It is for information only.

SUR Report – Any special use request made by an agency is reported to the Commission. This report includes requests for out-of-state training and equipment purchases. The total amount requested since our last meeting was \$125,914.62. This report is also for information only.

## **DIRECTOR'S REPORT**

Executive Director Bourgeois welcomed Oronde Patterson from the Office of the Attorney General. He was sitting in for Commissioner Tanay who was unable to attend the meeting today.

New Staff Members - Executive Director Bourgeois advised he wanted to introduce two new staff members. He stated the first person is Jo Catania. She is the human resource curriculum developer for the in-service portion of the Career Development Section. Ms. Catania stated she was past law enforcement and worked for the Holland Department of Public Safety for 15 years. She then started a fun and interesting career with the Medical Examiner's Office as the Chief Medical Investigator. In this position she trained over 80 investigators on how to do proper death investigations. This expanded to her teaching and working with law enforcement and collaborating with other agencies such as fire and EMS. She stated she also has done some teaching at the police academy and at Grand Valley State University.

Mr. Drew Brown was introduced as our second new employee who was hired as a financial analyst. Mr. Brown stated he was a fiscal manager with Michigan State Police for just over 4 years. He stated that he had work with Lt. Col. Krumm on a few occasions and was looking to bring his experience with tracking revenue and expenditures to the Commission and help them streamline the process.

Commissioner Reimbursement – Executive Director Bourgeois reminded the Commissioners they are eligible for reimbursement of their travel expenses for attending the meetings. The first step is to register as a vendor in SIGMA. He advised if they need assistance with this to contact Jacque. Once your SIGMA vendor number is received, please fill out the reimbursement form and send it to Jacque. The forms will be available at the meetings.

Instructor Development Course – Executive Director Bourgeois introduced Leon Boyer, the Acting Section Manager for Career Development. Mr. Boyer stated that he came to MCOLES in the summer of 2021. In previous years the academy consisted of recruits sitting at a desk all day and the instructor reading word for word from a book. It was not an effective way to learn. When he joined MCOLES the executive direction had already decided to provide a professional development opportunity by delivering an Instructor Development Course. The purpose would be to provided instructors with the best opportunity to succeed in transferring knowledge to upcoming law enforcement professionals.

Mr. Boyer explained that leading up to the training, delivery, and communication skills, the course first introduces instructor professionalism. This lesson describes best practices for instructive professionals, expectations and ethics. The second section introduces instructors to a systematic approach for course design. They learn techniques for developing, implementing and evaluating training material. Finally, they cover the topics of training delivery and communication skills. This lesson addresses the fundamentals of presenting information to an audience. This lesson also addresses the fundamentals of presenting information to an audience. The class culminates with a 15 – 20 minute presentation that instructors deliver to their peers. The peers will then provide feedback on how well the instructors did transferring the knowledge and if there were any areas that needed improvement.

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## ROUNDTABLE

Executive Director Bourgeois was asked to elaborate on the decline of law enforcement officers. He stated he has been in law enforcement for a long time and he can offer some observations after talking to a tremendous amount of law enforcement leaders across the state. The reasons probably include:

- Working holidays and overtime hours taking you away from your family.
- Officers live a shorter period of time.
- They are prone to substance abuse, divorce, and disease.
- With social pressures, they have started to take resources away from law enforcement.
- Things like traditional defined benefit pensions and medical benefits are being taken away in post-retirement.
- State legislation making the job even harder and criminalizing normal activity of law enforcement.

There was also a discussion regarding possible new legislation. Executive Director Bourgeois stated he wanted to talk about two of the bills. He reminded them that the previous legislature gave 6 grants to the Commission to administer. The most prominent one is called the Public Safety Academy. It rolled out very quickly last fall. It provides funding to an agency who sends a person through the academy and defers the cost of the academy and wages up to \$24,000 per recruit. The amount available was \$30 million and many agencies are already making use of the grant. With this funding available we are going to see more applicants. We are asking the academies to add more seats and/or sessions to accommodate getting these recruits trained.

The next issue that was raised was regarding the Office of the Attorney General. They would like to put a committee or work group together to study the current MCOLES physical fitness standard. The physical fitness standard was last reviewed in the 1980's. The Commission is responsible for setting standards as we saw recently with regard to color vision. Also Lt. Col. Krumm established a committee to review the Use of Force standard. A discussion occurred and then a motion was made.

A **MOTION** was made by AAG Oronde Patterson and supported by Commissioner Lewis to allow the Executive Committee to establish a committee to review the current MCOLES physical fitness standard.

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

Executive Director Bourgeois advised that they had spoken to several people regarding the work group. He stated that Commissioner Koster agreed to be the chair. Commissioner Johnson and Commissioner Tanay also agreed to sit on the committee.

## NEXT MEETING

Date: June 14, 2023

Location to be determined.

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**ADJOURNMENT:**

A **MOTION** was made by Commissioner Koster to adjourn the meeting.

Approved: \_\_\_\_\_

Date \_\_\_\_\_

Witness: \_\_\_\_\_

Date 9-15-23