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**Michigan Commission on Law Enforcement Standards**  
**April 24, 2024**  
**Wyoming Department of Public Safety**

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**COMMISSION MEMBERS PRESENT**

Director Kimberly Koster, representing the Michigan Association of Chiefs of Police  
Lt. Col. Michael Krumm, representing the Michigan State Police  
Mr. David Tanay, representing the Office of the Attorney General  
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  
Dr. Lisa Jackson, representing residents of the State  
Ms. Chianté' Lymon, representing residents of the State  
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan  
Mr. Grant Ha, representing the Detroit Police Department  
Mr. Matthew Saxton, representing the Michigan Sheriffs' Association  
Ms. Linda Broden, representing the Detroit Police Officers Association  
Mr. Jim Stachowski, representing the Police Officers Labor Council  
Pastor Tellis Chapman, representing residents of the State  
Sheriff Gregory Zybert, representing the Michigan Sheriff's Association  
Deputy Matthew Hartig, representing the Deputy Sheriffs' Association of Michigan

**COMMISSION MEMBERS EXCUSED**

Pastor Jeffery Hawkins, representing residents of the State  
Chief Issa Shahin, representing the Michigan Association of Chiefs of Police  
Mr. Michael Sauger, representing the Fraternal Order of Police  
Mr. Ken Grabowski, representing Police Officer Association of Michigan  
Mr. Arthur Weiss, representing the Criminal Defense Attorneys of Michigan  
Sheriff Anthony Wickersham, representing the Michigan Sheriffs' Association

**STAFF PRESENT (In Person)**

Mr. Timothy Bourgeois, MCOLES Executive Director  
Mr. Joseph Kempa, MCOLES Deputy Executive Director  
Ms. Jacquelyn Beeson, MCOLES Staff  
Mr. Mark Sands, MCOLES Legal Counsel  
Mr. Leon Boyer, MCOLES Section Manager  
Mr. David Lee, MCOLES Section Manager  
Ms. Kayla Hanselman, MCOLES Staff  
Ms. Ali Pirich, MCOLES Staff  
Mr. Billy Wallace, MCOLES Staff  
Mr. Jon Lis, MCOLES Staff

## GUESTS ATTENDING

None

## CALL TO ORDER

The Commission meeting was called to order by Chair Kim Koster on April 24, 2024 at 10:31 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 to have voting rights.

## INTRODUCTIONS

Chair Koster introduced herself and then asked the other Commissioners attending in person to do the same. Next, visitors attending in person were asked to introduce themselves, as were staff members in attendance. Finally, members of the public that were attending virtually were asked to identify themselves if they chose to be part of the minutes.

Commissioner Koster announced that if any member of the public wants to make a comment, they will have two opportunities to do so. The first time will be after the approval of the agenda and the second opportunity will be at the end of the meeting. The purpose is for the Commission to listen to comments from the public, but the Commissioners will not engage in dialogue. Comments are limited to three minutes.

## ACCEPTANCE OF THE FEBRUARY 14, 2024 COMMISSION MEETING MINUTES

The Minutes from the February 14, 2024 meeting were made available electronically to the Commissioners. Chair Koster asked for a motion to approve the minutes then held a voice vote.

A **MOTION** was made by Commissioner Wendling and supported by Commissioner Wiles to approve the February 14, 2024 Commission Meeting Minutes

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

## ADDITIONS TO THE AGENDA

Chair Koster inquired if any Commissioner wanted to make a change or addition to the agenda. It was indicated that the on-line agenda indicated that we were meeting at Michigan State Police instead of Wyoming DPS and the date needed updated also.

A **MOTION** was made by Commissioner Lewis and supported by Commissioner Saxton to approve the agenda with these changes.

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

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## **PUBLIC COMMENT - None**

## **CHAIR'S REPORT**

LEO Population – The Law Enforcement Officer Population Report for March was sent electronically to the Commissioners. There was a decrease in the number of officers and the number of law enforcement positions. This may be caused by the adjustments made during the annual reporting period.

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. There were no questions or comments.

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 \$119,793.62. This report is also informational.

## **DIRECTOR'S REPORT**

New Staff Member – Executive Director Bourgeois advised that the first order of business was to introduce another new addition to the Licensing and Administrative Services Section. He asked the section manager, David Lee, to introduce him. Mr. Lee advised that the position filled was for a fiscal analyst who oversees monitoring our budgets and expenditures and other such documentation. He added that he was happy to fill the position since it has been vacant for more than a year. Mr. Lee introduced John Lis. He stated that he comes to us from the Wayne State University School of Business and worked in the private sector prior to state government. He added that he was bi-lingual.

## **COMMITTEE REPORTS**

Executive Committee – Chair Koster advised that the committee met that morning prior to the full commission meeting. The topics on the agenda were discussed. They also spent time discussing the Continuing Professional Education project.

Subject Control Advisory Committee – Executive Director Bourgeois advised that the staff has conducted some of the foundational research so that they can review the curriculum. The Career Development Section, led by Manager Leon Boyer is in charge of this and he has an upcoming meeting with the other members of the committee. They will discuss the work they have done so far. These things never move as quickly as we would like, however this is a very big lift. Executive Director Bourgeois requested patience from the members who are not on the committee and thanked those who are for the work they have done so far.

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## **CONSENT AGENDA**

Relinquishment – Commissioner Koster requested AAG Mark Sands to address this topic. AAG Sands stated the Commission has received the following relinquishments of law enforcement officer licenses since the last meeting.

Catrice Lockett was arrested for Insurance Fraud, a felony punishable by no less than 2 and no more than 10 years imprisonment under GA ST § 33-1-9, and False Report of a Crime, a misdemeanor under GA ST § 16-10-26 in Douglas County, Georgia. As a condition of entering a pre-trial diversion program to resolve that case, Ms. Lockett was required to relinquish her law enforcement officer license.

Michael Cecchini pleaded no contest to one count of Assault and Battery in 74th District Court in Bay County, Michigan. As a condition of receiving a delayed sentence, Mr. Cecchini was required to relinquish his law enforcement officer license.

Katelyn Rauen's law enforcement officer license was re-activated on March 10, 2023, subject to additional screening to verify her compliance with the Commission's licensing standard. Ms. Rauen voluntarily relinquished her license after failing to comply with those additional screening requirements.

Tressa Beltran pleaded guilty to one count of delivery of less than 50 grams of a schedule I or II controlled substance, a felony under MCL 333.7401(2)(a)(iv); and one count of Using a Computer to Commit a Crime with a maximum penalty of 20 years or less, a felony under MCL 752.796 and MCL 752.797(3)(f) in 36th District Court for Van Buren County. Ms. Beltran was required to immediately relinquish her law enforcement officer license as a condition of the plea agreement.

## **NEW BUSINESS**

Continuing Professional Education – Executive Director Bourgeois advised that the legislature appropriated the funds necessary for the Commission to implement a mandatory in-service training standard for all licensed law enforcement officers in accordance with the MCOLES Act. The Commission has named this process Continuing Professional Education (CPE). This training has long been a goal of the Commission and many in the law enforcement profession. Previously, CPE was in the purview and discretion of the individual law enforcement agencies. The result has been uneven, with some doing it extremely well and others not. Funding is key, both for the Commission to have the staff necessary to devise and properly implement CPE as well as for agencies to have the resources to do it. The undertaking is massive – it requires topic section to be validly based on the Job Task Analysis and applicable, credible research and constant maintenance. It affects the approximately 18,400 licensed officers and the 573 law enforcement agencies who employ them in the service of our state's residents and visitors. As the Commission ramps up the staffing and design of the program, it is recommending the Commission approve a pilot program to begin to provide the resources and training for these constituents. The purpose of the pilot is to gain experience, which when taken with ongoing research and an ongoing job task analysis process will provide information to further refine and design the program going forward. Ultimately, the annual completion of this required training will be mandatory for an individual to maintain their law enforcement license. The process for that piece is likewise under development. For the balance of the calendar year 2024, the CPE requirement is proposed to be a

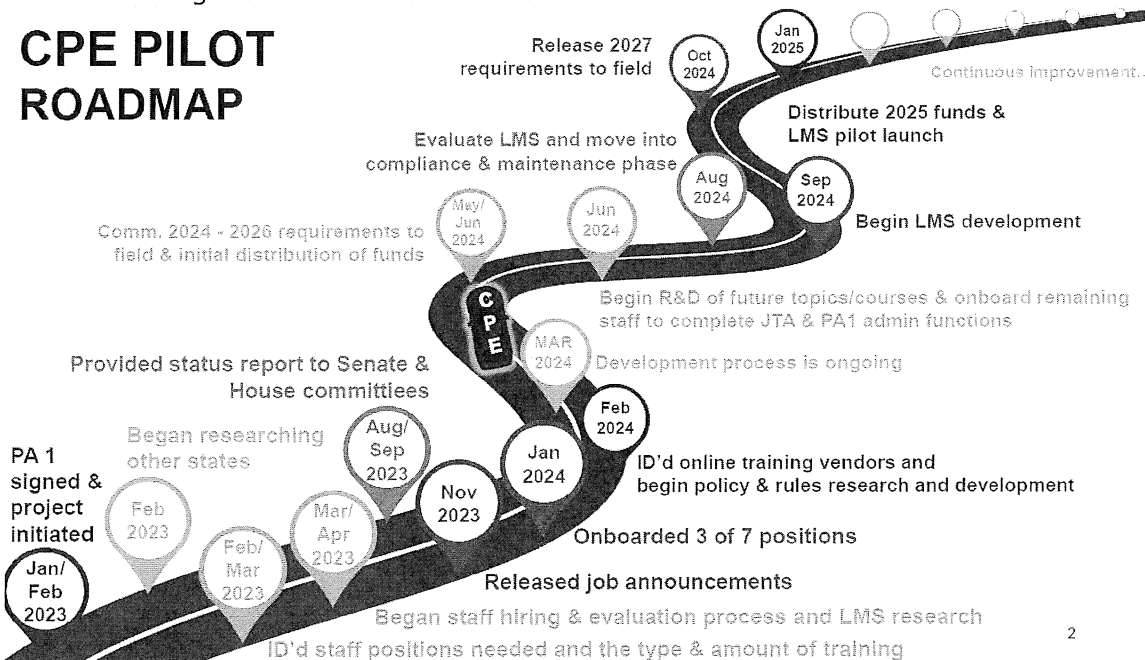
total of 12 hours of training and education (4 hours of Commission designated categories and 8 hours of agency selected categories). It is proposed that beginning in 2025 and beyond, the required education and training be at least 24 hours, although that may be adjusted. The ultimate objective of CPE is for licensed law enforcement officers to maintain a level of proficiency and professionalism throughout their career. The Commission's goal is creating a floor, not a ceiling for CPE. Agencies are both free and encouraged to go above and beyond these requirements.

The design, implementation, continued development, and oversight of CPE is primarily within the Commission's Career Development Section, led by Manager Leon Boyer, although every Commission staff member is in some way involved. The appropriated funds allow for the addition of seven (7) FTEs to the Commission's staff for CPE. The staff is working hard through the Civil Service process to locate and employ qualified individuals for this important work.

Executive Director Bourgeois said that in his discussions and negotiations with the legislature, the Executive Office of the Governor and the State Budget Office, he has stressed the need for CPE funding to on-going, that one-time funding cannot achieve the results needed. What began as a plan for CPE beginning in FY 2024 was jump-started with a \$20 million supplemental appropriations through PA 1 of 2023. The FY 2024 budget contained \$18.2 million for CPE and the Governor's Executive Request for FY 2025 also contains \$18.2 million for CPE. The legislature will soon complete its work on the FY 2025 budget and at this point it looks favorable for the funding to continue. The funds appropriated for CPE are placed in a training fund and do not lapse to the general fund at the end of a fiscal year. The staff's recommendation therefore is to move forward with this pilot project is to get the needed funding flowing to begin educating in-service officers.

Executive Director Bourgeois introduced Billy Wallace to speak to the Commission regarding the process, progress, and proposal for the CPE Pilot Project.

Mr. Wallace began with the below timeline.



Mr. Wallace went into detail on some of the points in the illustration. He advised that hiring is a long process, but they are slowly filling the positions and will continue until that is complete.

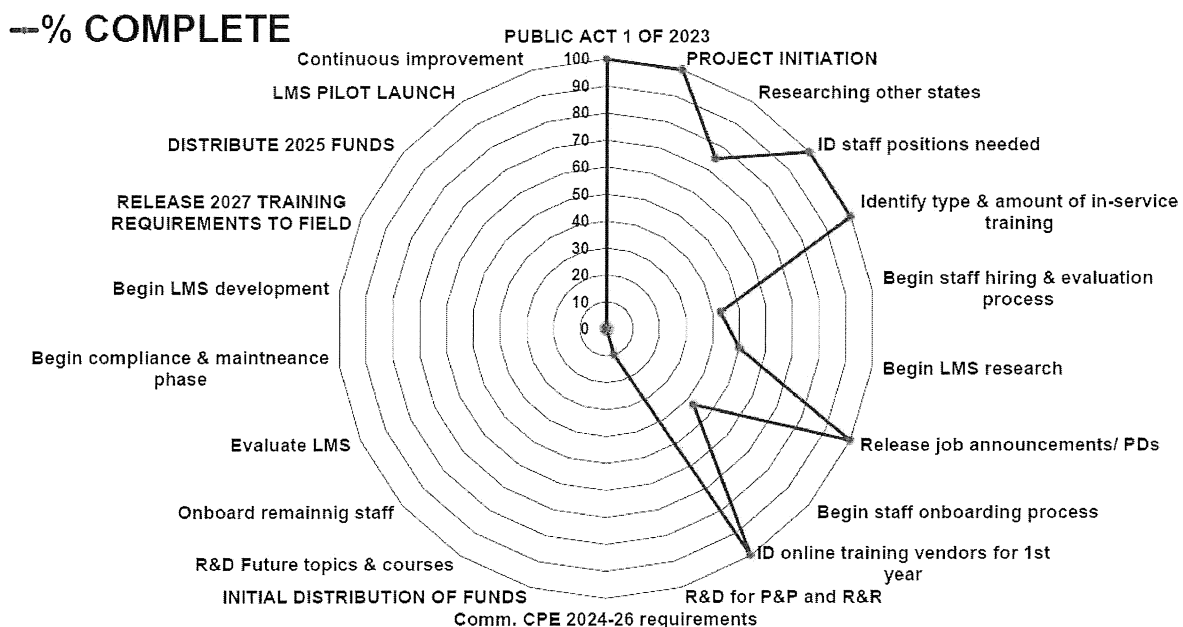
He added that finding training vendors was important. This first year (2024) is beginning half-way through the year and the agencies will have 12 hours of education/training to complete. Two online vendors that were evaluated and chosen are already registered with the Commission as experienced train providers and have a suite of training that matches up with the required training topics. A third online vendor is in the process of being vetted and registered. This will give agencies excellent, affordable virtual options when that is an appropriate, effective delivery method for a given topic.

With the Commission's approval, in May and June of this year staff would send out the 2024-2026 requirements to the field and complete the initial disbursement of funds for the balance of 2024.

It is anticipated, subject to costs and funding, to provide approximately \$1,000 per FTE for CPE for the year 2025 and annually thereafter. This is the best estimate at this time and may be subject to change.

Mr. Wallace also added that staff are developing a Learning Management System (LMS) in to support and enhance the delivery of CPE. The Michigan State Police is currently developing a system that staff is going to evaluate. (The State of Michigan has a designated LMS vendor and it is believed the Commission can leverage MSP's development for its LMS.)

If approved, the pilot program would typically disburse funds to the agencies in October for the following calendar year. The staff proposes to maintain a 3-year cycle of training it intends to require enabling agencies to plan their training schedules. Many agencies participate in training consortiums to obtain an economy of scale and provide qualified instructors. Likewise, some colleges will also seek to provide training to meet CPE requirements to provide another option to agencies. This advance notice will assist all involved in future planning.



The illustration above has all the items from the first graphic around the ring starting at zero and going to 100%. He stated the goal by 2025 is to have everything in the 100% circle. He emphasized how large this project is and how much they still needed to accomplish over the next year.

This graphic was to illustrate the distribution of funds.

## CPE PILOT BUDGET

<i>Fiscal year 2024</i>	<i>Annual funding</i>
<i>MCOLES staff – Fiscal Analyst</i>	\$150,000* x 1= \$150,000
<i>MCOLES staff – Two Human Resources Developers</i>	\$150,000* x 2= \$300,000
<i>MCOLES staff – General Office Assistant</i>	\$92,000* x 1= \$92,000
<i>MCOLES staff – Three Agency Representatives</i>	\$150,000* x 3= \$450,000
<i>Education Funds for Law Enforcement Officers</i>	\$400-500**/LEO (19,000 LEOs) = \$7,600,000
<i>Administrative/operating expenditures</i>	\$9,648,000*** = \$9,648,000
<b>TOTAL:</b>	<b>\$18,240,000</b>
* Annual salary package	
** Estimate depending on budget	
*** Includes LMS, equipment, research processes, and CPE course development	

Mr. Wallace added for the balance of 2024 the proposal is to disburse approximately \$400-\$500 per FTE for CPE. The chart is somewhat nebulous according to Mr. Wallace because the cost of some of the items on the chart are unknown at this time.

The Commissioners were advised staff were seeking a motion to proceed with the CPE project as presented today. If the plan is approved staff will start to inform stakeholders. The first step will be to send an email from the Executive Director to all agencies. It will be in-depth and accompanied by additional guides and frequently asked questions to explain the program. The Commission's website will also have a section dedicated to CPE and related resources.

After the presentation was complete, the Commission discussed the proposal and asked clarifying questions.

A **MOTION** was made by Commissioner Zyburdt and supported by Commissioner Saxton to approve the CPE concept and continue working on the pilot program.

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

PSOB Awards – Chair Koster advised the following PSOB payments were made.

**Commission Resolution 2024-01** – Chair Koster read into the record Commission Resolution 2024-01 honoring Clare County Sheriff's Office Special Deputy Nicole Shuff and Extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Hartig and supported by Commissioner Saxton to approve Commission Resolution 2024-01 and extend Public Safety Officer Benefits.

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

**Commission Resolution 2024-02** – Chair Koster read into the record Commission Resolution 2024-02 honoring Detroit Police Department Lt. Frederick Bowens and extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Ha and supported by Commissioner Broden to approve Commission Resolution 2024-02 and extend Public Safety Officer Benefits.

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

**Commission Resolution 2024-03** – Chair Koster read into the record Commission Resolution 2024-03 honoring Michigan State Police Trooper Joel Popp and extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Wendling and supported by Commissioner Stachowski to approve Commission Resolution 2024-03 and extend Public Safety Officer Benefits.

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

**OLD BUSINESS – None**

**PUBLIC COMMENT – None**

**NEXT MEETING**

Date: June 12, 2024

Location: TBD

**ADJOURNMENT**

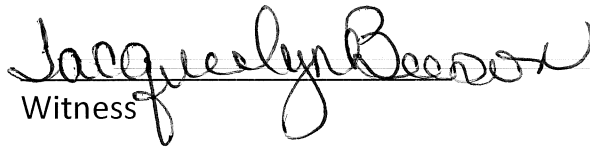
A **MOTION** was made by Commissioner Tellis and supported by Commission Broden to adjourn the meeting at 11:25 AM.

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



  
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Kim Koster, Chair

June 12, 2024  
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Date

  
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Witness

June 12, 2024  
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Date