

State of Michigan
Michigan Commission on Law Enforcement Standards
Commission Meeting Agenda
DEARBORN POLICE DEPARTMENT

April 12, 2023
10:30 AM

- I.** CALL TO ORDER Chair Greg Zyburt

- II.** INTRODUCTIONS

- III.** ACCEPTANCE OF THE [FEBRUARY 15, 2023](#) Meeting Minutes

- IV.** ADDITIONS/CHANGES TO THE AGENDA

- V.** PUBLIC COMMENT

- VI.** CHAIR'S REPORT
 - [LEO Population](#)
 - [Grant Adjustments](#)
 - [SUR Report](#)

- VII.** DIRECTOR'S REPORT
 - New MCOLES Staff Members: Jo Catania and Drew Brown
 - Instructor Development Course

- VIII.** COMMITTEE REPORTS
 - Executive Committee

- IX.** CONSENT AGENDA
 - [Revocation](#)

- X.** NEW BUSINESS

- XI.** OLD BUSINESS

XII. MISCELLANEOUS

XIII. PUBLIC COMMENT

XIV. NEXT MEETING

DATE:	JUNE 14, 2023
LOCATION:	TBD

XV. ADJOURNMENT

Michigan Commission on Law Enforcement Standards
February 15, 2023
MCOLES Office

COMMISSION MEMBERS PRESENT

Sheriff Gregory Zybert, representing the Michigan Sheriffs' Association
Chief Issa Shahin, 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. David Tanay, representing the Office of the Attorney General
Sheriff Anthony Wickersham, representing the Michigan Sheriff's Association
Director Kimberly Koster, representing the Michigan Association of Chiefs of Police
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
Mr. Matthew Saxton, representing the Michigan Sheriffs' Association
Dr. Lisa Jackson, representing residents of the State
Mr. Arthur Weiss, representing the Criminal Defense Attorneys of Michigan
Ms. Linda Broden, representing the Detroit Police Officers Association
Mr. Thomas Adams, representing the residents of the State

COMMISSION MEMBERS EXCUSED

Commander Mark Bliss, representing the Detroit Police Department
Pastor Jeffery Hawkins, representing residents of the State
Pastor Tellis Chapman, representing residents of the State
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan
Mr. Ken Grabowski, representing Police Officer Association of Michigan
Lt. Michael Hawkins, representing the Michigan Association of Police
Deputy Matthew Hartig, representing the Deputy Sheriff's Association of Michigan

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
Mr. David Lee, MCOLES Staff
Mr. Pete Ackerly, MCOLES Staff
Mr. Tirstan Walters, MCOLES Staff

STAFF 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
Mr. Leon Boyer, MCOLES Staff

GUESTS ATTENDING (In Person)

Director Andy Lindeman, Mid-Michigan Police Academy
Mr. Mark Diaz, Wayne County Sheriff's Office
Senator Sarah Anthony
Person that accompanied Senator Anthony

CALL TO ORDER

The Commission meeting was called to order by Chair Greg Zyburt on February 15, 2023 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.

Chair Zyburt asked for a moment of silence for the victims of the Michigan State University mass shooting.

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 asked the Commissioners attending in person to do the same. The staff members and guests attending in person also introduced themselves. He then asked Jacque to take attendance for staff members attending virtually. Finally, 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 NOVEMBER 22, 2022, COMMISSION MEETING MINUTES

A **MOTION** was made by Commissioner Adams and supported by Commissioner Tanay to approve the November 27, 2022 Commission Meeting Minutes as written.

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

ADDITIONS TO THE AGENDA

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

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Adams to approve the February 15, 2023 Agenda as written.

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

PUBLIC COMMENT

Chair Zybert 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 speak. He reminded them of their 3-minute time limit.

Mark Diaz with the Wayne County Sheriff's Office addressed the Commission. He stated he is currently the director over background investigations and recruiting. He stated they have one issue, and he was looking for guidance with respect to it. He has some concerns regarding the time it takes when a law enforcement officer leaves one agency and then applies to another agency. He feels that the Separation Report is not being entered in a timely manner by the agency the officer leaves. He said they had one instance where the officer showed no issues in MITN, so they hired him. He said they were to the point of swearing him in after completing the academy and there was a red flag. The problem is that they had already hired him. He is asking that going forward, MCOLES enforces the timeline for the agencies to enter the separation paperwork.

CHAIR'S REPORT

LEO Population – Chair Zybert advised that the report for January was sent electronically to the Commissioners. There was a slight increase in the number of officers and the number of positions remained relatively the same.

Grant Adjustments – This report provides information on adjustments requested by the grantees for 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 also includes requests for out-of-state training. This report is also for information only.

DIRECTOR'S REPORT

New Staff Members - Executive Director Bourgeois advised he wanted to introduce to new staff members. He stated the first person is our new Regulation Agent, Peter Ackerly. He recently

retired from the AG's Office where he had the pleasure of working with Commissioner Tanay on a number of different occasions.

Mr. Ackerly addressed the Commission and said he had worked twenty years at the AG's Office and prior to that, he spent 14 years at the Ingham County Sheriff's Office. He added he was on the FBI Public Corruption Task Force in Detroit where he specialized in police officer investigations involving misconduct. He said he jumped at the opportunity to come to MCOLES. Executive Director Bourgeois added that MCOLES is very excited to have someone of his caliber join the team.

Director Bourgeois introduced the second new MCOLES staff member, Tirstan Walters. He is coming from state government. Tirstan advised he graduated from MSU in 2020. He then went to work for MDHHS. He will be coordinating the Community Policing Grant, the Community Policing Competitive Grant and the Detroit Pell Grant. He added that he is excited for this opportunity and looking forward to getting started.

Administrative Hearing Regarding Licensing – Executive Director Bourgeois stated the Commission has a great deal of authority of which a large amount of it has been delegated to him. He then delegates to the staff day-to-day operations. When a request comes in to reactivate a license and staff has concerns about whether the person meets our character fitness standard, staff will conduct a compliance review. After the review, it comes to me to determine on your behalf if they meet the standards. If so, the reactivation process occurs. If, on the other hand, there is information that suggests they don't meet the standards, I will issue on your behalf a Notice of Intent to Deny the Activation of a license and that allows that person to be aware of the information that the Commission has and why they don't meet the standard. The individual will then have an opportunity to respond. They can respond in writing or request a contested hearing before an administrative law judge. With the contested hearing the administrative law judge listens to all of the information and makes a proposal for a decision. It is a proposal because the Statute only gives this Commission the authority to make those decisions.

There are some cases in which an individual does not meet the standards but may be able to meet them. We may offer them the opportunity and advise them if they do the following things, we believe they would make the standards. We specify what needs to be done. If they do what is specified, we reissue the license. However, if they do not, they agree to voluntarily relinquish their license.

Public Safety Academy Assistance Program – In the electronic distribution you were provided with an update to this grant. When the previous legislature passed this, they had the money in the wrong pots. The grant was willing to pay \$20,000 academy costs which usually is around \$8,000 and an additional \$4,000 in wages which exceeds that amount. We are continuing to work with the legislature to rectify the issue. We want the agency to receive \$24,000 in assistance from the grant and not the \$12,000 they are currently receiving. We are also asking it be retroactively applied to anybody who is currently under a grant.

In-Service Training Fund Money – Executive Director Bourgeois advised he sent the Commissioners an email regarding these funds. Quite frequently when the executive office of the governor is developing the budget request for the next year, known as the Executive Recommendation, they will engage agencies in discussions. That happened in this case. They

reached out to the Commission and asked what is needed. I pitched the idea of mandatory in-service training for all officers. Approximately a week or two later they reached out to the Commission and stated they were ready to do this now and not wait until October 1st. The initial amount given to this project is \$20 million with another \$18.2 million the following year.

Staff has been working on ideas for these funds. They will study this quickly by reviewing what our sister agencies across the nation are doing. Currently 18 states already do mandate in-service training to maintain licensure. We can learn from them. There is also literature on the topic to be reviewed and we would impanel subject matter expert groups to help determine the topics that are necessary. Finally, we would do a smaller job task analysis and springboard off the earlier job task analysis we have for entry level officers and determine what in-service training officers need. Staff would develop a proposal and bring it to the Commission.

What we are looking for today from the Commission is a sense of direction. We can then go forward with our process (as explained above) and keep you updated on the progress. We will also most likely engage some of you in the process as well.

Some of the suggestions for dispersing the \$18.2 million dollars include:

- Disperse similar to how we distribute LED funds.
- Determine allowable topics.
- We can mandated topics and provide vetted trainings.
- Instead of agencies applying for individual grants, we could disperse funds and they will have to account for the money used.

A **MOTION** was made by Commissioner Saxton and supported by Commissioner Wickersham to give permission for the staff to go forward with developing the in-service training.

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

COMMITTEE REPORTS

Executive Committee – Chair Zyburt stated that the Executive Committee held a meeting prior to the regular commission meeting this morning. They discussed the items on the agenda for this meeting and the new in-service training funds.

CONSENT AGENDA

Relinquishments – Executive Director Bourgeois advised the Commissioners there were a total of three relinquishments since the last meeting. AAG Mark Sands addressed the Commission. He stated the first relinquishment is for Christa Amerson. She was charged with two counts of false pretenses between \$1,000 and \$20,000, a felony punishable by imprisonment of up to five years, two counts of receiving and concealing stolen property between \$10,000 and \$20,000, a felony punishable by up to five years.

The second relinquishment is for Daniel Waldrep who was charged in Wayne County Circuit Court with assault with intent to do great bodily harm less than murder (two counts), punishable by imprisonment for up to 10 years and domestic violence, a misdemeanor punishable by not more than 93 days. Mr. Waldrep was required to relinquish his law enforcement officer license as a condition of his plea agreement.

The third relinquishment is for Ryan Lee Carver who was charged in Wayne County Circuit Court with malicious destruction of police property, a felony punishable by imprisonment of up to four years and resisting and obstruction of a police officer, a felony punishable by imprisonment for up to four years.

AAG Mark Sands reminded the Commissioners this was for information only. No action was needed by the Commission.

Revocations – Director Bourgeois stated there was one revocation for consideration and called on AAG Mark Sands. AAG Sands advised the revocation was for Garrett Crow. He added the certified record of this proceeding was provided in the electronic distribution for the Commissioners to review. Under the Act, The Commission shall revoke the license of an officer that was subjected to an adjudication of guilt for an offense enumerated by the Act that is punishable by more than one year imprisonment. The Act and Rules provide that the revocation proceedings shall be conducted as a contested case under the APA. If the hearing substantiates the licensed officer was subjected to an adjudication of guilt for an enumerated act or an act that is punishable by more than one year imprisonment, the Commission shall revoke the license. In this case, the adjudication of guilt was for attempted aggravated stalking, a felony punishable by imprisonment for more than one year. AAG Sands reminded the Commissioners their consideration of the facts and evidence is limited to those in the certified record. He added that he recommends that once the adjudication of guilt has been established, as in this case, the Commission is mandated to revoke the law enforcement license. The chair may entertain a motion to adopt the proposal for decision issued as entered by the ALJ and revoke the license for Garrett Crowe.

A **MOTION** was made by Commissioner Wiles and supported by Commissioner Shahin to accept the administrative law judge's Proposal for Decision to revoke Garrett Crowe's law enforcement license.

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

Senator Sarah Anthony – Executive Director Bourgeois advised we were going to go off the agenda because he wanted to introduce a guest. He then introduced Senator Sarah Anthony and advised she was an integral part of getting the in-service training money passed. He said he asked her to join us today to thank her for her assistance and because she has shown great interest in this Commission. Senator Anthony stated that she serves as the Senate Appropriations chair. She is from Lansing which makes her the state senator for this region including all of Eaton County and most of Ingham. She has been in her new position for just over a month, but she added they hit the ground running. She stated she wanted to make sure that at the top of the year, MCOLES sees themselves reflected in her top priorities. Senator Anthony added that by the end of the year, those in the legislature and their respective

caucuses want to be partnering with others so what used to take years to develop will now take months.

After Senator Anthony left the Commission had a discussion regarding the in-service training money and the development process for using the funds. It was made clear that the Commissioners want to be involved in the project, want to ensure diverse opinions would be sought, and all topics would be discussed, even if they were uncomfortable.

NEW BUSINESS

Increase in Academy Hours

Executive Director Bourgeois introduced the Deputy Executive Director, Joseph Kempa. He addressed the Commission and started by saying that there are currently 594 required basic academy hours. Currently we feel there is more training needed based on the job task analysis. To accomplish this, we need to increase the number of mandated hours. We are asking the Commission to allow us to increase the basic academy hours from 594 to 615. Currently, of the 20 academies, 18 of them already increase the hours. One change is adding hours to the response to person with mental disorders which currently is not less than 3 hours. Recently we partnered with Michigan Health and Human Services to develop a brand-new course which is called Behavioral Health Emergency Partnership training (BHEP). It is a 20-hour course that has piloted at three academies. The evaluations for this course have been wonderful. There is no instructional development burden on the academies because the curriculum, courseware, scenarios and evaluations have been developed and piloted. The previous training was approximately a page and a half of curriculum, BHEP has 98 pages of curriculum. We feel it is very important to add this toolkit for the officers.

A **MOTION** was made by Commissioner Koster and supported by Commissioner Jackson to increase the basic academy training hours from 594 to 615.

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

PUBLIC COMMENT – None

NEXT MEETING

Date: April 12, 2023
Location to be determined.

ADJOURNMENT:

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

Approved: _____ Date _____

Witness: _____ Date _____

Michigan Commission on Law Enforcement Standards

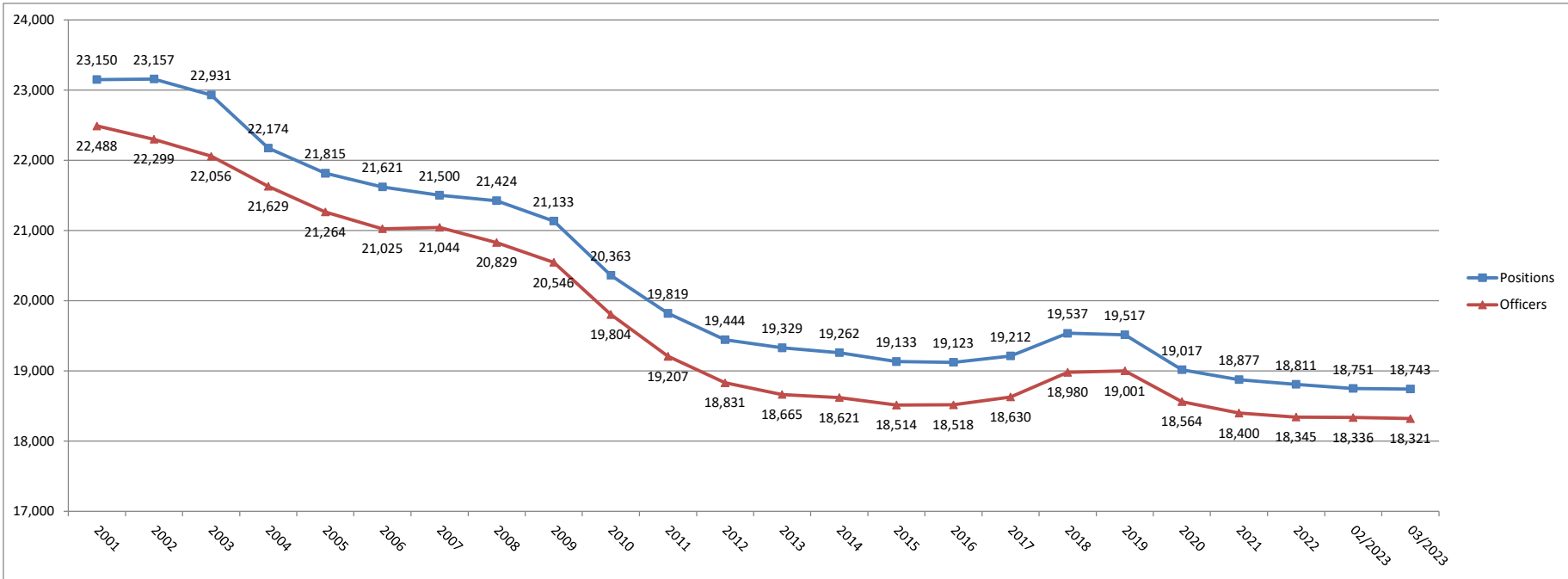
Law Enforcement Population Trends - March 2023

Law Enforcement Agencies

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	02/2023	03/2023	1 Month	Overall
Agencies	613	613	615	610	609	608	609	608	611	609	606	599	597	597	592	588	585	584	581	578	583	579	578	577	-1	-36

Law Enforcement Positions and Officers¹

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	02/2023	03/2023	1 Month	Overall
Positions	23,150	23,157	22,931	22,174	21,815	21,621	21,500	21,424	21,133	20,363	19,819	19,444	19,329	19,262	19,133	19,123	19,212	19,537	19,517	19,017	18,877	18,811	18,751	18,743	-8	-4,407
Officers	22,488	22,299	22,056	21,629	21,264	21,025	21,044	20,829	20,546	19,804	19,207	18,831	18,665	18,621	18,514	18,518	18,630	18,980	19,001	18,564	18,400	18,345	18,336	18,321	-15	-4,167



¹ Positions, whether full or part time, include officers who may have multiple law enforcement employment relationships, i.e. one officer employed at two agencies counts as two positions. Historical data (2001-2022) is a snapshot of law enforcement positions taken on 12/31 of each calendar year. The 2023 data is current as of 03/31/2023.

Grant Adjustment Requests Received Between 02-08-2023 and 04-07-2023

Agency

MICHIGAN STATE POLICE

Grant Title

Forensic Science Training

Adjustment Title

Add Training

Adjustment No. 2

Received 2/28/2023

Program Adjustment ☒

Budget Adjustment ☒

Summary

Requesting to add the Examination of Bloody Friction Ridge Impressions training. The addition of the training will allow five attendees to examine the typical characteristics that manifest in bloody impressions. The total projected amount for sending five attendees to this training is \$625.00.

Requesting to add the Advanced Fingerprint Distortion training to the Forensic Science Training Grant. The addition of this training will introduce two attendees to the anatomical structures of the finger that influence the behavior of the friction ridge skin when it moves on a surface. The total projected amount for sending two attendees to this training is \$250.00.

Requesting an increase in the number of students attending the Paint Analysis training from 2 to 3. Since the training is being held closer to Michigan, we are able to absorb the cost of an additional attendee within the current award amount.

The total amount needed to add the Examination of Bloody Friction Ridge Impressions training to the grant is \$625.00. I am proposing moving \$625.00 from Basic Digital Imaging Tuition category (which will bring the balance down to \$4,375.00) to Examination of Bloody Friction Ridge Impressions Tuition category (which will bring the balance to \$625.00). This transfer will cover the added cost and allow us to spend down the Forensic Science Training Grant.

The total amount needed to add the Advanced Fingerprint Distortion training to the grant is \$250.00. I am proposing moving \$250.00 from Basic Digital Imaging Tuition category (which will bring the balance down to \$4,125.00) to Advanced Fingerprint Distortion Tuition category (which will bring the balance to \$250.00). This transfer will cover the added cost and allow us to spend down the Forensic Science Training Grant.

Approved ☒

Approved Date 3/9/2023

Agency

MICHIGAN STATE POLICE

Grant Title

Forensic Science Training

Adjustment Title

Move Funding Within Lines

Adjustment No. 6 Received 2/13/2023 Program Adjustment ☐ Budget Adjustment ☒

Summary

Move \$500 from Crime Scene Reconstruction I Supplies and Operating category which brings balance to \$3,500 to Advanced Shooting Incident Reconstruction Supplies and Operating category which brings the balance to \$500 to cover the cost of Facility Space that was not originally accounted for.

Move \$200 from Explosive Analysis Tuition category to Examination of Simultaneous Impressions Tuition category to cover a misunderstanding in the cost of the tuition which in turn cause a negative on the 4th quarter expenditure report. The new balance for Explosives Analysis Tuition category will be \$3,790 and the new balance for Examination of Simultaneous Impressions Tuition category will be \$2,600.

Requesting to move \$600 from Fire Debris Analysis Travel category to AFQAM training to cover a misunderstanding in the cost of travel which in turn caused a negative on the 4th quarter expenditure report. The new balance for Fire Debris Analysis Travel category will be \$2,228 and the new balance for AFQAM Travel category will be \$9,480.

Approved ☒ Approved Date 2/14/2023



Michigan Justice Training Fund Law Enforcement Distribution

SPECIAL USE REQUEST STATUS REPORT February 8, 2023 through April 12, 2023

From February 8, 2023 through April 12, 2023 twelve (12) [Special Use Requests](#) totaling \$125,914.62 in potential law enforcement distribution expenditures were submitted to the Commission for approval. Requests were approved for a total projected expenditure of \$125,914.62.

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Report Parameters:

Request Begin Date: 02/08/2023
Request End Date: 04/12/2023
Agency Name: All Agencies
Request Type: All SUR Request Types

Out-of-State Training

Special Use Request No.: 6569
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: BJA NTTAC
Course Title: Community Based Violence Intervention & Prevention
Course Location: St. Louis MO
Course Dates: 02/14/2023 - 02/16/2023
Requested Amount: \$1,312.62
Recommended Amount: \$1,312.62
Request Date: 02/08/2023
Commission Action: Approved
Commission Action Date: 02/15/2023
Description:

Training provides best practices for implementing violence prevention techniques and intervention activities. BJA is the Bureau of Justice Assistance.

ATTENDEE:

Cmdr. Kimberly (Logan) Blackwell, 10th Pct.

Special Use Request No.: 6571
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Natl. Criminal Justice Training Center
Course Title: Natl Missing & Unidentified Persons Conference
Course Location: Orlando FL
Course Dates: 05/09/2023 - 05/11/2023
Requested Amount: \$2,132.64
Recommended Amount: \$2,132.64
Request Date: 02/16/2023
Commission Action:
Commission Action Date: 04/12/2023
Description:

Latest techniques in locating and identifying missing persons.

ATTENDEE:

PO Chase Malloy, Missing Persons Unit



Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Out-of-State Training

Special Use Request No.: 6574
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: AELE Law Enforcement Legal Center
Course Title: AELE Management Seminar
Course Location: Las Vegas NV
Course Dates: 05/08/2023 - 05/11/2023
Requested Amount: \$4,954.26
Recommended Amount: \$4,954.26
Request Date: 03/13/2023
Commission Action:
Commission Action Date: 04/12/2023
Description:
Training covering high risk litigation issues for agency administrators, litigators, prosecutors and trainers.
ATTENDEES:
Capt. William Sims, Internal Controls
Sgt. Eric Kimble, Force Investigations

Special Use Request No.: 6575
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: TX Tactical Police Officers Assn.
Course Title: Advanced Hostage/Crisis Negotiation
Course Location: El Paso TX
Course Dates: 05/31/2023 - 06/02/2023
Requested Amount: \$3,615.80
Recommended Amount: \$3,615.80
Request Date: 03/13/2023
Commission Action:
Commission Action Date: 04/12/2023
Description:
Advanced hostage negotiation for SRT Hostage Team members.
ATTENDEES:
Sgt. Deanna Wilson, Harbormaster
PO Henry Simmons, 3rd Pct.

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Out-of-State Training

Special Use Request No.: 6576
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: IAFCI
Course Title: 2023 IAFCI Training Conference
Course Location: Tampa FL
Course Dates: 08/28/2023 - 09/01/2023
Requested Amount: \$7,281.69
Recommended Amount \$7,281.69
Request Date: 03/13/2023
Commission Action:
Commission Action Date: 04/12/2023

Description:

IAFCI is the International Association of Financial Crimes Investigators. This conference will cover the latest techniques in fraud and cybercrime investigations.

ATTENDEES:

Sgt. Kevin Drury
Det. Terry Cross-Nelson
PO Ali Bilal

Special Use Request No.: 6577
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: LAFAYETTE INSTRUMENT COMPANY
Course Title: POST-CONVICTION SEX OFFENDER TESTING (PCSOT)
Course Location: 1490 NE PINE ISLAND ROAD, UNIT 7B, CAPE CORAL FL
Course Dates: 03/20/2023 - 03/24/2023
Requested Amount: \$1,163.50
Recommended Amount \$1,163.50
Request Date: 03/08/2023
Commission Action: Approved
Commission Action Date: 04/12/2023

Description:

The Post-Conviction Sex Offender Testing (PCSOT) Course prepares students to successfully complete the end-of-course written examination, approved/recognized by the American Polygraph Association (APA). Law enforcement examiners, in particular, benefit from this course because the specialized instruction covers a wide range of sex crimes. Whether law enforcement examiners conduct pre-employment, criminal, or internal affairs examinations.

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Out-of-State Training

Special Use Request No.: 6578
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: LEIU
Course Title: 2023 Intl Assoc of LE Intelligence Analysts
Course Location: 1825 Bell Street, Ste. 205, Sacramento NV
Course Dates: 05/01/2023 - 05/05/2023
Requested Amount: \$3,291.86
Recommended Amount \$3,291.86
Request Date: 03/18/2023
Commission Action: Approved
Commission Action Date: 04/12/2023

Description:

The 2023 International Association of Law Enforcement Intelligence Analysts (IALEIA) Annual Training Conference focuses on advancing high standards of professionalism in law enforcement intelligence at the local, state/provincial, national and international levels.

Special Use Request No.: 6579
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Tripwire South
Course Title: Explosive Safety and Handling
Course Location: 1685 Baltimore Pike, Gettysburg PA
Course Dates: 05/23/2023 - 05/23/2023
Requested Amount: \$1,825.88
Recommended Amount \$1,825.88
Request Date: 03/18/2023
Commission Action: Approved
Commission Action Date: 04/12/2023

Description:

Training on recognition, safe transportation, storage, safe handling, and firing of energetic materials.

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Out-of-State Training

Special Use Request No.: 6580
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: TriTech Training Forensics
Course Title: Crime Scene Investigation
Course Location: Colorado Springs CO
Course Dates: 04/24/2023 - 04/28/2023
Requested Amount: \$2,601.05
Recommended Amount: \$2,601.05
Request Date: 03/18/2023
Commission Action:
Commission Action Date: 04/12/2023

Description:

Crime Scene documentation and photography, collection of evidence, preservation of scene, etc.

ATTENDEE:

Lt. Scott Pellerito, Crime Scene Services

Special Use Request No.: 6573
Requesting Agency: MICHIGAN STATE POLICE
Training Provider: Priority 1 Air Rescue
Course Title: Priority 1 Air Rescue Training
Course Location: Mesa AZ
Course Dates: 06/12/2023 - 06/15/2023
Requested Amount: \$27,206.82
Recommended Amount: \$27,206.82
Request Date: 03/02/2023
Commission Action:
Commission Action Date: 04/12/2023

Description:

P1/AR Basic & Advanced training in the operation of the Advanced Inland Hoist and Advanced Air crew simulator for helicopters.

ATTENDEES:

Sgt. Nick Olivo

Tpr Josh Maskey

Tpr. Anthony Ramirez

Tpr. Blaine Stormer

Tpr Steve Chenet

Tpr. Derek Miller, all assigned to Aviation.

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Out-of-State Training

Special Use Request No.: 6572
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: FORCE SCIENCE Institute
Course Title: Force Science Certification
Course Location: Des Plaines IL
Course Dates: 04/03/2023 - 04/07/2023
Requested Amount: \$2,544.50
Recommended Amount: \$2,544.50
Request Date: 02/17/2023
Commission Action:
Commission Action Date: 04/15/2023

Description:

Force Science is a science just like accident investigation or blood spatter analysis. Certified individuals will have an understanding of human dynamics as they apply to use force. The info produced will be vital to administrators, IA professional;s, chiefs, gboard review memebbers etc.

ATTENDEES:

Sgt. Jeff Buchmann, Special Investigations

Total Out-of-State Training Requested Amount: \$57,930.62
Total Out-of-State Training Recommended Amount: \$57,930.62

Total Training Requested Amount: \$57,930.62
Total Training Recommended Amount: \$57,930.62

Equipment Purchase

Michigan Commission On Law Enforcement Standards
MCOLES Information and Tracking Network
Special Use Requests

04/07/2023
08:28 AM

Equipment Purchase

Special Use Request No.: 6570
Requesting Agency: DETROIT POLICE DEPARTMENT
Equipment Description: Equipment for Firearms Training
Requested Amount: \$67,984.00
Year-to-Date Purchases: \$0.00
Recommended Amount: \$67,984.00
Request Date: 02/13/2023
Commission Action:
Commission Action Date: 04/12/2023

Explanation:

15 5.56 NATO 70 gr GMX Tap Barriers	\$216 ea.	total: \$3,240.00
15 .308 Winchester 165 gr. Tap Barriers	\$382 ea.	total: \$ 5,730.00
380 12 ga. rifled slugs	\$145 ea.	total: \$55,100.00
12 Geisselle Triggers	\$240.00 ea.	total: \$2,880.00
240 Streamlite CR123A batteries	\$22.70 ea.	total: \$454.00
80 Aimpoint batteries	\$13.00 ea.	total: \$520.00

Requested equipment will be used for firearms and special response team training. TOTAL:
\$67,984.00

Total Equipment Purchase Requested Amount: \$67,984.00
Total Equipment Purchase Recommended Amount: \$67,984.00

Total Equipment Requested Amount: \$67,984.00
Total Equipment Recommended Amount: \$67,984.00

Total Special Use Requested Amount: \$125,914.62
Total Special Use Recommended Amount: \$125,914.62



SUBJECT: LICENSE REVOCATION

PURPOSE: COMMISSION ACTION

DATE	SECTION	EXECUTIVE DIRECTOR	AUTHOR
April 12, 2023	Executive	Timothy S. Bourgeois	Mark G. Sands

Background

Commission members have received a computer link to the [Proposal for Decision](#) and the [Final Decision and Order](#) in the matter of **Tiffany Lipkovitch**. This matter was heard in proceedings conducted on January 31, 2023 at a telephonic hearing at the Michigan Office of Administrative Hearings and Rules before Administrative Law Judge Erick Williams.

Recommendation

Commission members are requested to consider the proofs, findings of fact, and conclusions of law as set forth in the Proposal for Decision. Because Tiffany Lipkovitch adjudication of guilt was substantiated at the hearing through certified records, revocation is mandated by the Michigan Commission on Law Enforcement Standards Act, MCL 28.609(12)(c). Therefore, it is recommended that the Commission adopt the Proposal for Decision issued and entered by the Administrative Law Judge and revoke the license of **Tiffany Lipkovitch**.

**STATE OF MICHIGAN
MICHIGAN OFFICE OF ADMINISTRATIVE HEARINGS AND RULES**

IN THE MATTER OF:

Docket No.: 22-037411

**Tiffany Lipkovitch,
Petitioner**

Case No.: MCO-2021-214/215

v

Agency: MSP/MCOLES

**Michigan Commission on Law Enforcement
Standards,
Respondent**

Case Type: MCOLES

Filing Type: Sanction

**Issued and entered
this 31st day of January 2023
by: Erick Williams
Administrative Law Judge**

PROPOSAL FOR DECISION

Background

On September 8, 2022, the Michigan Commission on Law Enforcement Standards (MCOLES) issued a complaint against Tiffany Lipkovitch under the Michigan Commission on Law Enforcement Standards Act, MCL 28.601 *et seq.* and summarily suspended her law enforcement officer license. MCOLES alleges that Ms. Lipkovitch was convicted of a drug crime.

A hearing convened on November 9, 2022. Mark G. Sands, sandsm1@michigan.gov, Assistant Attorney General, represented the MCOLES. Notice of the hearing was sent to Ms. Lipkovitch at the following address:

Tiffany Lipkovitch
Register No. 48221-509
FMC Lexington
3301 Leestown Road
Lexington, KY 40511

Ms. Lipkovitch did not participate in the hearing; she did not call in to the conference line. The hearing continued in her absence. Mr. Sands introduced two exhibits.

Hearings are governed by the Administrative Procedures Act, MCL 24.271 *et seq.* and the Michigan Administrative Hearing System rules, Mich Admin Code R 792.10101 *et seq.*

Applicable Law

21 USC 841(a)(1) reads in part:

... it shall be unlawful for any person knowingly or intentionally ... to manufacture, distribute, or dispense, or possess with intent to manufacture, distribute, or dispense, a controlled substance ...

MCL 28.609(12)(c) reads:

The commission shall revoke a license granted under this section for any of the following circumstances ...

(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.

MCL 24.272(1) reads:

If a party fails to appear in a contested case after proper service of notice, the agency, if no adjournment is granted, may proceed with the hearing and make its decision in the absence of the party.

Mich Admin Code R 792.10134 reads:

(1) If a party fails to attend or participate in a scheduled proceeding after a properly served notice, the administrative law judge may conduct the proceedings without participation of the absent party. The administrative law judge may issue a default order or other dispositive order which shall state the grounds for the order.

(2) Within 7 days after service of a default order, the party against whom it was entered may file a written motion requesting the order be vacated. If the party demonstrates good cause for failing to attend a hearing or failing to comply with an order, the administrative law judge may reschedule, rehear, or otherwise reconsider the matter as required to serve the interests of justice and the orderly and prompt conduct of proceedings.

Findings of Fact

Ms. Lipkovitch was a licensed police officer. On July 19, 2022, after pleading guilty to count 1 of an indictment, Ms. Lipkovitch was convicted in the Eastern District of Michigan of violating 21 USC 841(a)(1), conspiracy to possess with intent to distribute controlled substances (heroin and fentanyl 40 grams or more), an offense that ended September 30, 2018. Ms. Lipkovitch was sentenced to 24 months in prison.

Exhibits

MCOLES Exhibit A	Judgement
MCOLES Exhibit B	Summary Suspension

Conclusions of Law

Having been convicted of a crime and sentenced to two years in prison, Ms. Lipkovitch is subject to disciplinary action under MCL 28.609(12)(c). Under the statute, MCOLES is required to revoke her license.

Proposed Decision

Ms. Lipkovitch violated MCL 28.609(12)(c).

Notice of Opportunity to Vacate Default

Pursuant to Mich Admin Code R 792.10134(2), within 7 days, Ms. Lipkovitch may file a written motion requesting that this order be vacated. If you demonstrate good cause for failing to attend the hearing, the administrative law judge may reschedule, rehear, or otherwise reconsider the matter. The motion must be filed with the Michigan Office of Administrative Hearings and Rules, PO Box 30695, Lansing, Michigan 48909-8195 [or MOAHR-GA@Michigan.gov] with a copy to Mr. Sands at the address below.

Exceptions

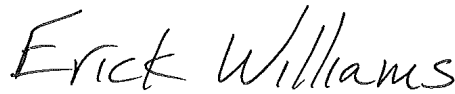
Pursuant to MCL 24.281 and Michi Admin Code R 792.10132, a party may file exceptions to this opinion within 21 days after it is issued. An opposing party may file a response to the exceptions within 14 days after exceptions are filed.

File exceptions and responses with the Michigan Office of Administrative Hearings and Rules, PO Box 30695, Lansing, Michigan, 48909-8195 [or MOAHR-GA@Michigan.gov] and send copies to the other parties at the addresses below.

Appeal

MCL 28.609(13)(e) reads:

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 handwritten signature in black ink that reads "Erick Williams". The signature is written in a cursive, flowing style.

Erick Williams
Administrative Law Judge

PROOF OF SERVICE

I certify that I served a copy of the foregoing document upon all parties and/or attorneys, to their last-known addresses in the manner specified below, this 31st day of January 2023.

S. Reynolds

S. Reynolds
Michigan Office of Administrative
Hearings and Rules

Via Electronic Mail

Joseph Kempa
Michigan Commission on Law Enforcement Standards
927 Centennial Way
Lansing, MI 48909
MSP-MCOLES-Compliance@michigan.gov

Mark Sands
Michigan Department of Attorney General
MCOLES
2860 Eyde Parkway
East Lansing, MI 48823
SandsM1@michigan.gov

Via First Class

Tiffany Lipkovitch
Register No. 48221-509
FMC Lexington
3301 Leestown Road
Lexington, KY 40511

**STATE OF MICHIGAN
MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS**

In the matter of

Docket No.: 22-037411

**Tiffany Lipkovitch,
Petitioner**

Case No.: MCO-2021-214/215

v

Agency: MSP/MCOLES

**Michigan Commission on Law
Enforcement Standards,
Respondent**

Case Type: Sanction

Filing Type: License Revocation

FINAL DECISION AND ORDER

Upon reviewing the record of the administrative proceedings in this matter, the Commission finds as follows:

FINDINGS OF FACT

1. Petitioner, MCOLES license number 36255, is or has been licensed as a law enforcement officer in Michigan.
2. Petitioner was convicted of conspiracy to possess with intent to distribute controlled substances (heroin and fentanyl 40 grams or more), 21 U.S.C. § 841(a)(1), in the United States District Court for the Eastern District of Michigan on July 19, 2022. A violation of 21 U.S.C. § 841(a)(1) is punishable by not more than 20 years imprisonment.
3. The Michigan Commission on Law Enforcement Standards Act requires revocation for 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. MCL 28.609(12)(c).

CONCLUSIONS OF LAW

The Commission is required to revoke Petitioner's Law Enforcement Officer License under subsection 12(c) of the Michigan Commission on Law Enforcement Standards Act, MCL 28.609(12)(c).

IT IS ORDERED THAT Petitioner's Law Enforcement Officer License is revoked,
effective on the date below.

Gregory Zybur
Commission Chair

Dated: _____