



SUBJECT: Continuing Professional Education (CPE) for in-service law enforcement officers

PURPOSE: Commission Information

DATE	SECTION	EXECUTIVE DIRECTOR	AUTHOR
April 24, 2024	Career Development	Timothy Bourgeois	Leon Boyer

Background

On January 31, 2023, Public Act 1 of 2023 (hereafter PA 1) appropriated funds to support the implementation of required annual in-service training standards for all licensed law enforcement officers in accordance with rules promulgated under section 11(2) of the MCOLES Act. This section states in part, "The commission may promulgate rules with respect to any of the following: (a) In-service training programs and minimum courses of study and attendance requirements for licensed law enforcement officers." Prior to January 31, 2023, post academy law enforcement officer training was optional and for practical purposes, individual agencies determined if, and how much, in-service training was required¹. Consequently, licensed officers received differing levels of training.

Issues

PA 1 appropriated funds to support the requirement of licensed law enforcement officers to complete annual in-service training (hereafter referred to as continuing professional education, or CPE). As of this date, the CPE requirement affects approximately 18,400 licensed officers presently employed by approximately 575 Michigan law enforcement agencies. Appropriated funds are to increase Commission staff by adding 7.0 full-time equated positions to support development and implementation of the CPE and establish and implement annual CPE requirements of in-service law enforcement officers. Current staffing and expenditure estimates are outlined in below.

As of April 24, 2024, one CPE Career Development Section Human Resources Developer (HRD) and two Standards Compliance HRD Agency Representatives have onboarded.

The Career Development Section is processing applications for the second HRD. The Licensing and Administrative Services is working to fill one Fiscal Analyst and one General Office Assistant to support CPE. We anticipate filling these two vacancies is spring and summer of 2024.

¹ Exception of the active-duty in-service firearm standard, which includes an educational component as well as a course of fire.

Despite staff deficiencies, CPE planning remains ongoing, and the first distribution of funds (per licensed law enforcement officer) is planned to take place following Commission approval. Distributions will follow each calendar year hereafter.

Internal considerations:

The first and second year will be distributed on per licensed law enforcement officer. Subsequent years may model the law enforcement distribution (LED) funds program.

The Commission is working with Michigan State Police to brand an MCOLES Learning Management System on the Cornerstone platform. The LMS will be managed by the Commission's Career Development Section for CPE.

Internal restrictors:

The Commission will develop CPE policies, procedures, rules, and regulations. The Commission will communicate the CPE standards and requirements to agencies and law enforcement officers and will create an inspection process to ensure standards compliance.

Other considerations under development include the appropriate use of funds, fund reporting, disposition of unspent or misappropriated funds, and potential sanctions.

The MCOLES Information and Tracking Network (MITN) would require development for tracking of distributions and expenditures separate from 1982 PA 302 law enforcement distributions.

External opportunities:

During the initial Pilot CPE, online courses registered in MITN are available to agencies and officers. The Commission staff identified PoliceOne and Virtual Academy as two vendors who are registered in MITN and available for CPE. Additional options/vendors are being explored to help agencies and officers meet CPE requirements.

External challenges:

Commission challenges include non-compliance, whether knowingly or unknowingly, by law enforcement officers, agencies, or vendors, and potential communication roadblocks of the implementation plan.

Non-compliance and the resulting consequences for an agency or individual law enforcement officer shall be established prior to full implementation.

Educating law enforcement agencies on the distinction, reporting, eligibility of expenditures, and commingling of funds from law enforcement distributions would be required.

Recommendations

The Commission staff requests the initiation of funds to agencies begin no later than June 1, 2024, and each calendar year hereafter per licensed law enforcement officer.

The initial three-year CPE cycle will be a *pilot program* with the following guidelines:

The annual CPE requirement is a total of 24 hours. The 24-hour CPE requirement is divided into two segments.

Eight hours of the requirement is comprised of **Commission Designated** training categories and the remaining 16 hours is comprised of **Agency Selected** training categories.

NOTE: For 2024, the CPE requirement has been reduced to a total of 12 training hours (**4** hours of Commission designated training categories and **8** hours of agency selected training categories). The reduced number of training hours required for 2024 is based on implementing the mandatory CPE requirements halfway through the 2024 calendar year.

2024 COMMISSION DESIGNATED CPE: No less than 4 hours of training shall be completed in Cultural Competence, to include one or more of the following training categories:

- Diversity, Equity, and Inclusion
- De-Escalation
- Human Trafficking
- Ethics in Policing

2024 AGENCY SELECTED CPE: No less than 8 hours of training shall be completed. Suggested training categories include, but are not limited to:

- Legal Update
- Health and Wellness
- Subject Control
- Emergency Vehicle Operations
- Investigations
- Local Agency Needs

Any equipment must be necessary to meet CPE requirements and will require a justification statement adhering to MCOLES guidelines, not less than 2 estimates, and be subject to audit.

Future Considerations

The in-service CPE ensures that Commission licensed law enforcement officers maintain a level of proficiency and professionalism throughout their career to appropriately serve the people of Michigan. As such, the Commission will continue to support educational requirements by developing subsequent cycles for all licensed law enforcement officers.

The CPE standards will continue following nationally recognized research and development protocols with the goal of determining the most relevant educational and training topics that align with the results of the current JTA, industry standards, and contemporary issues in law enforcement.

Individual agencies will maintain their ability to conduct their own in-house CPE² of MCOLES registered topics and courses to comply with CPE requirements. The Commission's Career Development Section will review the curriculum and courseware³ to ensure the agency CPE complies with established standards and objectives.

² All CPE mandated courses must be MCOLES registered in MITN.

³ At the Commission's discretion.