

State of Michigan
Michigan Commission on Law Enforcement Standards
Commission Meeting Agenda
Wyoming DPS

April 24, 2024
10:30 AM

- I.** CALL TO ORDER Chair Kim Koster
- II.** INTRODUCTIONS
- III.** ACCEPTANCE OF THE [February 14, 2024](#) 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
- Introduction of new MCOLES employee (John Lis)
- VIII.** COMMITTEE REPORTS
- Executive Committee
 - Advisory Committee
- IX.** CONSENT AGENDA
- [Relinquishments](#)
- X.** NEW BUSINESS
- [Continuing Professional Education](#)
 - [Commission Resolution 2024-01 \(Shuff PSOB\)](#)
 - [Commission Resolution 2024-02 \(Bowens PSOB\)](#)

- Commission Resolution 2024-03 (Popp PSOB)

XI. OLD BUSINESS

XII. MISCELLANEOUS

XIII. PUBLIC COMMENT

XIV. NEXT MEETING

DATE: June 12, 2024
LOCATION: TBD

XV. ADJOURNMENT

Michigan Commission on Law Enforcement Standards
February 14, 2024
Michigan State Police - Headquarters

COMMISSION MEMBERS PRESENT

Director Kimberly Koster, representing the Michigan Association of Chiefs of Police
Sheriff Anthony Wickersham, representing the Michigan Sheriffs' Association
Sheriff Gregory Zybert, representing the Michigan Sheriff's Association
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
Mr. Ken Grabowski, representing Police Officer Association of Michigan
Mr. Arthur Weiss, representing the Criminal Defense Attorneys 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
Deputy Matthew Hartig, representing the Deputy Sheriffs' Association of Michigan
Pastor Tellis Chapman, 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

COMMISSION MEMBERS EXCUSED

Pastor Jeffery Hawkins, representing residents of the State
Ms. Chiante' Lymon, representing residents of the State
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan

STAFF PRESENT (In Person)

Mr. Joseph Kempa, MCOLES Deputy Executive Director
Mr. Timothy Bourgeois, Executive Director (Virtual)
Mr. Mark Sands, MCOLES Legal Counsel
Ms. Jacquelyn Beeson, MCOLES Staff
Mr. Danny Rosa, MCOLES Section Manager
Mr. Leon Boyer, MCOLES Section Manager
Mr. Mark Sands, MCOLES Legal Counsel
Ms. Kayla Hanselman, MCOLES Staff
Mr. Billy Wallace, MCOLES Staff
Mr. Joel Allen, MCOLES Staff
Ms. Cristi Dowker, MCOLES Staff

CALL TO ORDER

The Commission meeting was called to order by Chair Kim Koster on February 14, 2024 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 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 if they wished to do so, as were the 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 wanted to make a comment, they will have two opportunities to do so. The first time will be after the Additions to the Agenda portion of the meeting 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 they will not engage in dialogue. Comments are limited to three minutes.

ACCEPTANCE OF THE NOVEMBER 29, 2023 COMMISSION MEETING MINUTES

The Minutes from the November 29, 2023 meeting were made available electronically to the Commissioners. Chair Koster asked for a motion to approve the minutes and then held a voice vote.

A **MOTION** was made by Commissioner Zybert and supported by Commissioner Chapman to approve the November 29, 2023 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. There were no changes requested.

A **MOTION** was made by Commissioner Hartig and supported by Commissioner Saxton to approve the agenda with no changes.

PUBLIC COMMENT - None

CHAIR'S REPORT

LEO Population – The Law Enforcement Officer Population Report for January was sent electronically to the Commissioners. There was a slight increase in the number of officers and the number of law enforcement positions.

Commissioner Saxton addressed the Commission and stated he is thankful that the numbers appear to be rising. He feels this is due to the academy grant that is currently providing funding to the agencies to help offset the cost of the academy. He knows there is a recommendation to continue to fund this grant in the new budget but feels more money is needed. The current funds may be depleted by June. The Michigan Sheriff's Association is lobbying to get an increase in the funding and asking the legislature to add an appropriation for this year. He is hopeful the other agencies are doing the same.

Grant Adjustments – This report provides information on adjustments requested by the grantees of the Michigan 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 \$69,899.68. This report is also for information only.

DIRECTOR'S REPORT

New Staff – Executive Director Bourgeois stated MCOLES has received additional funding from a couple of sources that allow us to staff up. We are excited for the two newest staff members. They have a strong background in criminal justice, and both have excellent reputations.

Danny Rosa addressed the group and advised with the new continuing professional education project, MCOLES is hiring three agency representatives. One for the west, one for the east and still looking for the person that will handle the north. Pete Ackerly will be the west representative. He is currently one of the MCOLES investigators but will be moving into this position. Joel Allen, an MSP retiree will be covering the east region.

Mr. Allen advised he retired from MSP at the beginning of 2022. For his last 12 years he was the Post Commander of the Brighton Post. He added he felt the agency representative position partnered well with his training and experience from MSP.

Mr. Leon Boyer, manager of the Career Development Section, was asked to introduce Billy Wallace. He stated this is another new position due to the continuing professional education project. MCOLES was able to hire an individual with vast knowledge and experience in developing curriculum. Mr. Wallace was previously a training director at Grand Valley State University.

Mr. Wallace stated he appreciates the opportunity to be with MCOLES. He is a combat veteran and has past law enforcement experience working in Charlotte, NC and with Holland Police

Department. From there he was the Director of the Police Academy at Grand Valley State University. He is excited to see what comes from his position with MCOLES.

Update on the Public Safety Academy Assistance (PSAA) Grant – Executive Director Bourgeois provided a quick update on the PSAA grant. He stated that he feels this is the most popular and most effective grant that we have seen in a long time. He reminded the commission that the state granted \$30 million. MCOLES was able to operationalize this funding in November 2022. The Directive was to provide \$24,000 per employed recruit to the agencies. To date approximately \$20 million or 2/3 of the funds have been utilized. The last \$20 million will probably go quickly.

COMMITTEE REPORTS

Executive Committee – Chair Koster advised the committee met that morning prior to the full commission meeting. The topics on the agenda were discussed.

CONSENT AGENDA

Relinquishment – Chair Koster called on AAG Mark Sands to address this topic. AAG Sands stated the Commission received three relinquishments of a law enforcement license since the last meeting.

Bram Schroeder was charged with one count of Common Law Offenses, a 5-year felony under MCL 750.505, one count of willful neglect of duty, a misdemeanor under MCL 750.478, and aggravated assault, a misdemeanor under MCL 750.81a in 10th Judicial Circuit Court in Saginaw County. Pursuant to a plea agreement, Mr. Schroeder pleaded no contest to one count of willful neglect of duty and one count of aggravated assault. Mr. Schroeder was required to relinquish his law enforcement officer license as a condition of the plea.

Timothy Leach was charged with tampering with evidence, a 4-year felony under MCL 750.483(6)(a); acting as a security guard without a license, a 4-year felony under MCL 338.1053; two counts of willful neglect of duty, a misdemeanor under MCL 750.478, and aggravated assault, a misdemeanor under MCL 750.81a(1) in 3rd Judicial Circuit Court in Wayne County. Pursuant to a plea agreement, Mr. Leach pleaded guilty to two counts of willful neglect of duty. Mr. Leach was required to relinquish his law enforcement officer license as a condition of the plea.

Frederick Pearson was charged with Common Law Offenses, a 5-year felony under MCL 750.505; tampering with evidence, a 4-year felony under MCL 750.483(6)(a); and two counts of willful neglect of duty, a misdemeanor under MCL 750.478 in 3rd Judicial Circuit Court in Wayne County. Pursuant to a plea agreement, Mr. Pearson pleaded guilty to two counts of willful neglect of duty. Mr. Pearson was required to relinquish his law enforcement officer license as a condition of the plea.

Commissioner Weiss stated that in the past he has expressed his concern over MCOLES getting involved with criminal prosecution. This time it seems a little different. In the past in our packet we would receive the charging documents and the discovery materials from which we could get a better understanding of what the officer was charged with criminally. Now all we have is a

summary that is part of the relinquishment of his license. Also, for the first time there is an affidavit of relinquishment. Commissioner Weiss added that he has no idea how long MCOLES has had this form, but he thinks if MCOLES is starting to get involved in the criminal process, it is beyond what MCOLES was created for by statute. He feels it is getting close to what the Michigan Supreme Court struck down in Crampton a few years ago regarding being involved in the prosecution and the licensing process. He also stated that we are allowing 83 prosecutors to do our job by deciding who gets to have an occupational license.

NEW BUSINESS

2023/2024 Michigan Justice Training Fund (MJTF) Grant Adjustment – Chair Koster introduced grant specialist Cristi Dowker. Ms. Dowker explained that this is a non-traditional request because they are requesting a change in the scope of the training. The Organizational Development Division originally requested to host a leadership development academy. When they submitted their application they chose a particular training however the instructor is no longer available. To change the instructor changes the scope of the training therefore the Commission needs to approve the change.

AAG Mark Sands addressed the Commissioners regarding potential conflicts. AAG Sands confirmed potential conflicts are governed under the standards for conduct for public officers under MCL 153.41. He recommended any Commissioner who is a member of an organization that is connected to this grantee, including a member of a board, should avoid violating the statute by abstaining from voting for the grant. During the roll call vote, please indicate if you are abstaining from the vote.

A **MOTION** was made by Commissioner Wiles and supported by Commissioner Zyburt to approve the grant adjustment request made by MSP-Organizational Development Division.

Commissioner	Vote
Commissioner Broden	YES
Commissioner Grabowski	YES
Commissioner Hartig	YES
Commissioner Jackson	YES
Commissioner Johnson	ABSTAIN
Commissioner Krumm	ABSTAIN
Commissioner Ha	YES
Commissioner Lewis	YES
Commissioner Shahin	YES
Commissioner Saxton	YES
Commissioner Stachowski	YES
Commissioner Tanay	YES
Commissioner Weiss	YES
Commissioner Wiles	YES
Commissioner Zyburt	YES
Commissioner Koster	YES
Commissioner Wickersham	YES
Commissioner Sauger	YES
Commissioner Chapman	YES

A **ROLL-CALL VOTE** was taken with the above votes recorded. The **MOTION** carried.

OLD BUSINESS

Update on Subject Control Curriculum – Chair Koster called on Deputy Director Kempa to address the topic. He stated they are going to be looking at the entire module for the basic academy training. Due to the scope of this endeavor, staff will be spending hundreds of hours behind the scenes working on it. There were a couple of other projects the staff was working on and needed to complete before starting this one.

DED Kempa explained they will be using the ADIE method to update the curriculum. ADIE is an acronym that stands for Analyze, Design, Implement and Evaluate. He said to analyze they will look at the following:

- contemporary peer journals
- possibly sending out surveys
- looking at the 2018 Job Task Analysis and determining whether a smaller one needs to be done
- look at what other posts and organizations are doing across the country.

Once this is put together, typically they follow with a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. The next step would be to put together an issues paper which is usually the first deliverable item to go to the advisory committee. He added he did not have a timeline because as he said earlier, this will take hundreds of hours.

A discussion then occurred regarding the use of a subject control continuum. Some of the discussion included:

- MCOLES needs to abolish the Use of Force continuum
- MCOLES needs to begin reviewing the use of force policy and training standards because currently there are many inconsistencies and there is a disconnect between training and court decisions.
- Michigan is one of the few states that continues to use a Use of Force continuum
- Many chiefs and sheriffs in Wayne Co. feel the officers coming from the academy need to be de-programmed in the area of use of force.
- Urgent need for current, correct and legally based use of force training.
- Possibly need to get the legislature involved in developing concrete language that gives a clearer understanding regarding use of force.

MJTF Grant Outcome Report Update – Executive Director Kempa advised at the last meeting a discussion occurred regarding the MJTF grants. A question was asked if there was anything that prevents the Commission from being more transparent regarding the MJTF grants? Some of the details that commissioners wanted to see were:

- What training the grant provided.
- Has this agency had previous grants.
- How much of the grant was spent.
- How much of the funding was unused.

Deputy Executive Director Kempa advised they went back to the current grantees, and they all agreed to report this information back to us voluntarily. Staff developed an instrument for them to use to report the information. He said staff realized we needed some consistency from the grantees in what information would be reported back to us. DED Kempa added that this will be part of our boiler plate starting in 2025.

Color Vision Validation Report – DED Kempa stated that staff did a deep dive into the color vision standard with fresh eyes. Staff utilized the ADIE method to review the old standard and then started with new research. The goal was to tie the essential job functions in the JTA to the color vision standard. DED Kempa then called on Leon Boyer to add additional information.

Mr. Boyer stated late in 2022 the Commission directed staff to initiate a review of the Color Vision Standard. The Career Development Section initiated a rigorous review. To ensure the guiding principles of research, the review included quantitative and qualitative processes:

- Examined the essential job tasks of entry-level law enforcement officers in Michigan
- Consulted with optometry experts and specialists
- Reviewed of professional literature
- Explored standards used by other states and similar professions
- Examined emerging legal issues and relevant court precedent

Mr. Boyer went on to say this review took over 14 months to complete. Based on this extensive review, Commission staff validated the current color vision standard. They also concluded that no existing products, such as color-enhancing spectacles and/or contact lenses, provide the level of correction necessary to meet the color vision standard, or safely and successfully perform essential job functions of the law enforcement officer.

A **MOTION** was made by Commissioner Sauger and supported by Commissioner Wickersham to accept the validation report.

A **ROLL-CALL VOTE** was taken with the below votes recorded. The **MOTION** carried.

Commissioner	Vote
Commissioner Broden	YES
Commissioner Grabowski	YES
Commissioner Hartig	YES
Commissioner Jackson	YES
Commissioner Johnson	YES
Commissioner Krumm	YES
Commissioner Ha	YES
Commissioner Lewis	YES
Commissioner Shahin	YES
Commissioner Saxton	YES
Commissioner Stachowski	YES
Commissioner Tanay	YES
Commissioner Weiss	YES
Commissioner Wiles	YES
Commissioner Zyburt	YES
Commissioner Koster	YES

Commissioner Wickersham	YES
Commissioner Sauger	YES
Commissioner Chapman	YES

PUBLIC COMMENT – There was no public comment.

ROUNDTABLE

Commissioner Lewis said he is looking for some information and follow-up on a topic he asked about months ago and has not heard anything. He added that as passed in last year’s budget there was \$18.2 million given to MCOLES through the MSP budget and in collaboration with the Office of Civil Rights to use for training. He said that he has made many inquiries because it requires the Office of Civil Rights be included in developing this training. He said that it effects his budget and his ability to staff his department based on this funding for training. This affects his ability to his job.

Commissioner Krumm was asked to speak on this topic. He stated the \$18 million was for an in-service training standard and some other things in which MCOLES was granted. Commissioner Krumm explained this is not the funding Commissioner Lewis is referencing and there are two different funding sources.

NEXT MEETING

Date: February 14, 2024
Location: TBD

ADJOURNMENT

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

A **VOTE** was taken, and the meeting was adjourned.

Kim Koster, Chair

Date

Witness

Date

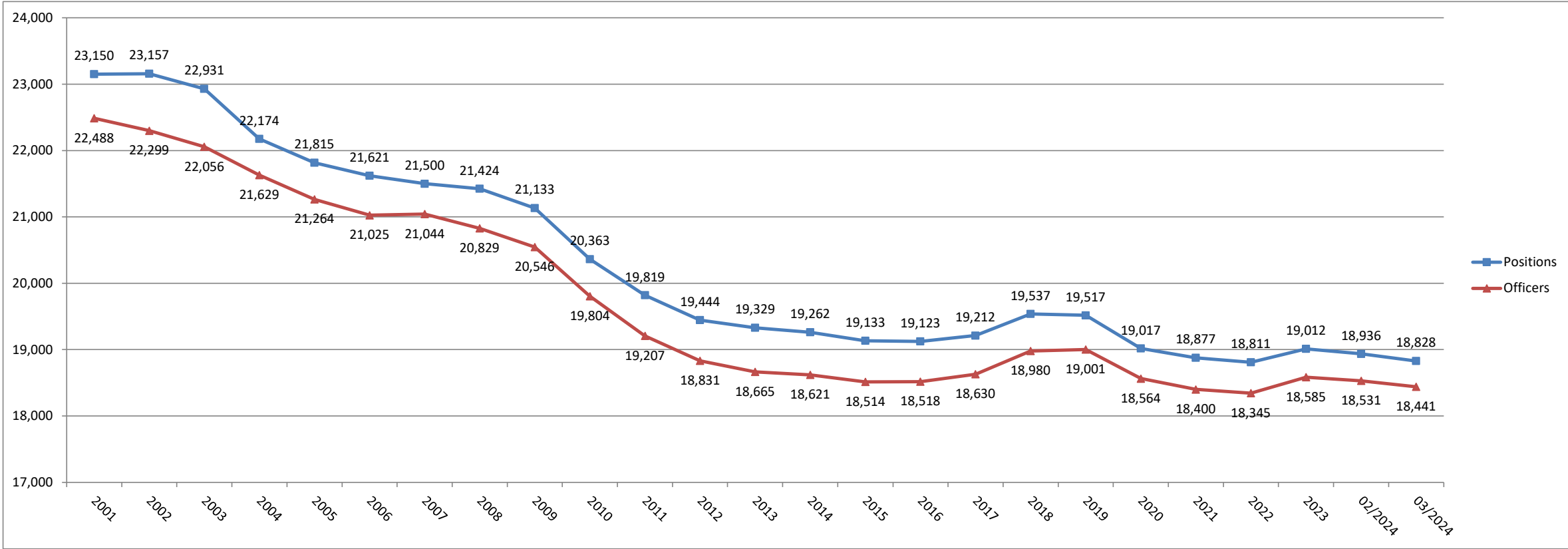
**Michigan Commission on Law Enforcement Standards
Law Enforcement Population Trends - March 2024**

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	2023	02/2024	03/2024	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	576	576	573	-3	-40

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	2023	02/2024	03/2024	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	19,012	18,936	18,828	-108	-4,322
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	18,585	18,531	18,441	-90	-4,047



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 (2001-2023) is a snapshot of law enforcement positions taken on 12/31 of each calendar year. The 2024 data is current as of 03/31/2024.

Grant Adjustment Requests Received Between 01/01/2024 and 04/18/2024

Agency

MICHIGAN STATE POLICE

Grant Title

2024 Leadership Development Academy

Adjustment Title

Change in Key Note Speaker

Adjustment No. 1 Received 1/16/2024 Program Adjustment Budget Adjustment

Summary

Shelli Johnson was unable to present her "Epic Leadership Lessons Learned in the Field" keynote speech at both of our Leadership Development Academy (LDA) sessions. LDS secured a similar Leadership keynote speaker that can present at both of LDA sessions: Monday, April 22, 2024 and Monday, September 16, 2024. The desired outcome will remain the same.

Ms. Michelle Ray is a Hall of Fame business keynote speaker. A sought-after international leadership and change expert. An entrepreneur, an author, and an educator. www.michelleray.com

Michelle Ray will present the following keynote presentation:

It Starts with YOU - Mastering the Art of Respectful, Accountable and Transformational Leadership

Often, we think of leadership as a title. The truth is that leadership is about character. Simply put, a leader is a person who can take ownership of their thoughts and, consequently, their actions – in any situation. In this energizing keynote presentation, your attendees will discover the power of personal responsibility as well as skills to practice respectful, collaborative, and transformational leadership. Leaders who commit to leading with kindness, open-mindedness, empathy, and professionalism are uniquely positioned to build a culture in which varied perspectives are welcomed and individuals feel heard, understood, and appreciated. In our interconnected and diverse world, the values of accountability and integrity have never been more critical. Self-aware leaders have grasped the importance of not only becoming better in their roles, but also better people. In order to lead with vision, they recognize that “transformation starts with me.” Get ready to take the lead, strengthen your workplace relationships and set the stage for greater mentorship and success – long after the event ends.

Approved Approved Date 4/1/2024

Agency

NORTHERN MICHIGAN UNIVERSITY

Grant Title

LE Training - Competitive Grant 2024

Adjustment Title

Replace Street Cop Training

Adjustment No. 1 Received 1/29/2024 Program Adjustment Budget Adjustment

Summary

As of 12/11/2023, MCOLES suspended all 302 funding for "Street Cop Training."

This is a request to replace the Street Cop De-Escalation class with Command Presence De-Escalation class. It is also a request to replace the Report Writing-Street Cop class with a report writing class hosted by Renee Yax, Recruiting/Training Sergeant of the Macomb County Sheriff's Office.

The approved budget for contractual services will not change as the same amount of money approved for the Street Cop training will be used for Command Presence and Sgt. Yax. New line items will be added for the new contracts to replace the Street Cop trainings.

Approved Approved Date 3/19/2024

Agency

NORTHERN MICHIGAN UNIVERSITY

Grant Title

NMU Law Enforcement Training Competitive Grant

Adjustment Title

Add a session of Death Investigation course

Adjustment No. 3 Received 1/26/2024 Program Adjustment Budget Adjustment

Summary

This request is to use unspent funds to add an additional Death Investigation course. The Death Investigation class series is a very sought after class to attend by Law Enforcement agencies in the Upper Peninsula and always has high attendance. The 2023 classes were well received and the request would add an additional session to serve Law Enforcement.

The request proposes moving \$10,800 from Contractual REID to Contractual Death Investigation, moving 1,300 from Supplies and Operating (Cadaver) to Contractual Death Investigation, and moving \$597.60 from Supplies and Operating (Cadaver) to Personnel-Adam Maynard administration wages and fringe.

Approved Approved Date 2/2/2024



Michigan Justice Training Fund Law Enforcement Distribution

SPECIAL USE REQUEST STATUS REPORT February 14, 2024 through April 24, 2024

From February 14, 2024 through April 24, 2024 there were sixteen [Special Use Requests](#) totaling \$119,793.62 in potential law enforcement distribution expenditures were submitted to the Commission for approval. Requests were approved for a total projected expenditure of \$119,793.62.

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

Report Parameters:

Request Begin Date: 02/14/2024
Request End Date: 04/19/2024
Agency Name: All Agencies
Request Type: All SUR Request Types

Out-of-State Training

Special Use Request No.: 6641
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Axon Training
Course Title: Taser Energy Weapon Master Instructor
Course Location: Los Angeles CA
Course Dates: 02/26/2024 - 03/01/2024
Requested Amount: \$1,734.19
Recommended Amount \$1,734.19
Request Date: 02/14/2024
Commission Action:
Commission Action Date: 04/14/2024
Description:
Certification Course for Master taser instructors.
ATTENDEES:
PO Zachar Meyers, SRT Team

Special Use Request No.: 6645
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Public Agency Trainaaing Council
Course Title: Leadership for Troubling Times
Course Location: Las Vegas NV
Course Dates: 05/01/2024 - 05/03/2024
Requested Amount: \$3,803.49
Recommended Amount \$3,803.49
Request Date: 03/20/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:
Core principles of leadership, vision, managing personnel.
ATTENDEES:
Lt. Mark DeLuca. IA
Sgt. Jamal Hamood, IA

Out-of-State Training

Special Use Request No.: 6649
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Washington DC Metro PD
Course Title: DC Police Leadership Academy
Course Location: Washington DC
Course Dates: 05/20/2024 - 05/24/2024
Requested Amount: \$1,436.20
Recommended Amount \$1,436.20
Request Date: 04/04/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

The latest tools, strategies and ideas to lead in a modern police department.

ATTENDEE:

Capt. John Widmer

Special Use Request No.: 6650
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Public Agency Training Council
Course Title: Hostage Negotiation Phase 1 and 2
Course Location: Lynchburg VA
Course Dates: 06/03/2024 - 06/07/2024
Requested Amount: \$14,141.40
Recommended Amount \$14,141.40
Request Date: 04/09/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Annual recertification training for hostage negotiators.

ATTENDEES:

Sgt. Sandra Whitfield
Sgt. Michael Scott
Det. Marc Thompson
Cpl. Marcus Harris, II
PO Melissa Aadms
PO Devonte Brooks
PO Talal Khazaali

Out-of-State Training

Special Use Request No.: 6651
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Major Cities Chiefs Association
Course Title: MCCA 2024 Committee Conference Training
Course Location: Dallas TX
Course Dates: 06/18/2024 - 06/21/2024
Requested Amount: \$2,844.27
Recommended Amount \$2,844.27
Request Date: 04/09/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:
Annual training conference for executives of major cities law enforcement agencies.
ATTENDEE:
Dep. Chief Tiffany Stewart

Special Use Request No.: 6652
Requesting Agency: DETROIT POLICE DEPARTMENT
Training Provider: Conf on Crimes Against Women
Course Title: 19th Annual Conference on Crimes Against Women
Course Location: Dallas TX
Course Dates: 05/20/2024 - 05/23/2024
Requested Amount: \$2,465.20
Recommended Amount \$2,465.20
Request Date: 04/17/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:
Conference covering all topics related to crimes against women.
ATTENDEE:
Det. Donald Upshaw

Out-of-State Training

Special Use Request No.: 6642
Requesting Agency: MICHIGAN STATE POLICE
Training Provider: American Polygraph Association
Course Title: APA Annual Seminar
Course Location: New Orleans LA
Course Dates: 08/25/2024 - 08/30/2024
Requested Amount: \$10,798.48
Recommended Amount \$10,798.48
Request Date: 03/04/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Annual re-certification required of polygraph operators.

ATTENDEES:

D/Lt. Tim Helin
D/Sgt. Ryan Meier
D/Sgt. Robert Prevette
D/Sgt. Clark Becksford, all assigned to Polygraph Unit

Special Use Request No.: 6644
Requesting Agency: MICHIGAN STATE POLICE
Training Provider: Priority 1 Air Rescue
Course Title: Priority 1 Air Rescue Training
Course Location: Mesa AZ
Course Dates: 05/06/2024 - 05/11/2024
Requested Amount: \$47,564.28
Recommended Amount \$47,564.28
Request Date: 03/20/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Basic inland search and rescue helicopter rescue training.

ATTENDEES:

Sgt. Marr Rogers
Tpr. Jason Sack
Tpr. Brandon Franklin
Tpr Chris Morris
Tpr. Chris Phillips

Out-of-State Training

Special Use Request No.: 6646
Requesting Agency: MICHIGAN STATE POLICE
Training Provider: Dive Rescue International
Course Title: Swiftwater Rescue Training
Course Location: Golden CO
Course Dates: 05/31/2024 - 06/10/2024
Requested Amount: \$12,710.01
Recommended Amount \$12,710.01
Request Date: 03/21/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Dive team members will be trained in swift water rescue.

Tpr. Zach Murphy
Tpr. Tyler Rutkowski
Tpr. Victor Arroyo

Special Use Request No.: 6638
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: IACP
Course Title: 2024 IACP Training Conference
Course Location: Boston MA
Course Dates: 10/19/2024 - 10/22/2024
Requested Amount: \$6,714.00
Recommended Amount \$6,714.00
Request Date: 02/14/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Annual training for law enforcement managers from all over the world. Will cover leadership, supervision and management.

ATTENDEES:
U/S Curtis Childs
Major Christopher Wundrach
Capt. Russell Yeiser

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

Out-of-State Training

Special Use Request No.: 6639
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: Force Science Inc
Course Title: Force Science Certification
Course Location: Nashville TN
Course Dates: 02/26/2024 - 02/29/2024
Requested Amount: \$4,485.00
Recommended Amount \$4,485.00
Request Date: 02/20/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:

Annual recertification for Force Science defensive tactics instructors.

ATTENDEES:

Sgt. Andrew Whiting
Sgt. Nicholas Stoner

Special Use Request No.: 6640
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: Leads Online LLC
Course Title: Leads Online Leadership Conference
Course Location: Kansas City MO
Course Dates: 05/13/2024 - 05/16/2024
Requested Amount: \$3,284.00
Recommended Amount \$3,284.00
Request Date: 02/23/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:

Leadership conference involving technology use in investigations for trending crimes.

ATTENDEES:

Lt/ Keith Weir, Pontiac Commander
Lt. Jason Dalbec, Rochester Hills Commander

Out-of-State Training

Special Use Request No.: 6643
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: Norse Tactical
Course Title: Tactikcal Leadership Series
Course Location: Fairfield OH
Course Dates: 05/06/2024 - 05/10/2024
Requested Amount: \$1,753.00
Recommended Amount \$1,753.00
Request Date: 03/20/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:

Latest tactics in entry, mission planning, execution, for tactical incidents.

ATTENDEE:

Sgt. Joseph Ashley, SWAT

Special Use Request No.: 6647
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: CIT International
Course Title: Crisis Intervention Training International Confer
Course Location: Indianapolis IN
Course Dates: 08/26/2024 - 08/28/2024
Requested Amount: \$2,412.60
Recommended Amount \$2,412.60
Request Date: 03/29/2024
Commission Action:
Commission Action Date: 04/24/2024
Description:

Behavioral health and criminal justice presentatiuons for LE officers in crisis situations.

ATTENDEE:

Dep. Casey Crampton CIT Coordinator

*****04/03/2024 OCSO added one more attendee (Capt. Todd Hill) Old total \$1206.30, New total \$2412.60.

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

Out-of-State Training

Special Use Request No.: 6648
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: PLECET
Course Title: PLECET Conference
Course Location: Atlanta GA
Course Dates: 05/02/2024 - 05/05/2024
Requested Amount: \$2,924.50
Recommended Amount \$2,924.50
Request Date: 03/29/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

PLECET - Law Enforcement Community Engagement Training will cover best and newest techniques and practices for community outreach. Attendees are members of the Pontiac Community Policing Unit.

ATTENDEES:

Sgt. Sennel Threlkeld
Dep. Gilbert Garret

Special Use Request No.: 6653
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE
Training Provider: Fox Valley Technical College
Course Title: Investigation/Prosecution of Cold Case Homicide
Course Location: Lebanon OH
Course Dates: 05/22/2024 - 05/23/2024
Requested Amount: \$723.00
Recommended Amount \$723.00
Request Date: 04/18/2024
Commission Action:
Commission Action Date: 04/24/2024

Description:

Investigative techniques to properly investigate a cold case homicide.

ATTENDEE:

D/Sgt. Matt Peschke, SIU, Cold Case Unit

Total Out-of-State Training Requested Amount: \$119,793.62
Total Out-of-State Training Recommended Amount: \$119,793.62

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

Total Training Requested Amount:	\$119,793.62
Total Training Recommended Amount:	\$119,793.62
Total Special Use Requested Amount:	\$119,793.62
Total Special Use Recommended Amount:	\$119,793.62



MCOLES

Michigan Commission on Law Enforcement Standards

The Commission has received the following relinquishments of a law enforcement officer license 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 a plea agreement.



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.



MCOLES

Michigan Commission on Law Enforcement Standards

Commission Resolution 2024-01
Resolution to Honor
Clare County Sheriff's Office
Special Deputy Nicole Shuff
And Extend Public Safety Officer Benefits

WHEREAS, the Michigan Commission on Law Enforcement Standards is the duly appointed body of state government providing for the training and licensure of Michigan Law Enforcement Officers; and,

WHEREAS, Nicole Shuff proudly served as a Special Deputy for the Clare County Sheriff's Office Mounted Division, serving honorably in her position with passion, pride, and professionalism; and,

WHEREAS, Special Deputy Nicole Shuff was a dedicated public servant who performed her duties in a manner that has brought honor to the entire law enforcement profession; and,

WHEREAS, Special Deputy Nicole Shuff has demonstrated commitment and care in the exercise of her duties and was an eager protector of the public, demonstrated by her commitment to public service to the Citizens of the State of Michigan; and,

WHEREAS, Special Deputy Nicole Shuff, devoted to her family, was happily married to her husband Octavian Balint, loving daughter, sister, and proud dog mom and,

WHEREAS, the Michigan Commission on Law Enforcement Standards, on behalf of all Michigan Public Safety Officers, expresses profound sympathy to the family, fellow police officers, friends, and loved ones of Special Deputy Nicole Shuff.

NOW, THEREFORE BE IT RESOLVED, that the members of the Michigan Commission on Law Enforcement Standards pay their highest tribute to the service and sacrifice of Special Deputy Nicole Shuff; and,

BE IT FURTHER RESOLVED that all eligible benefits provided through the Public Safety Officer Benefits Act shall be extended to the survivors of Special Deputy Nicole Shuff.

Unanimously adopted by the Michigan Commission on Law Enforcement Standards on April 24, 2024.

Kim Koster, Chair



MCOLES

Michigan Commission on Law Enforcement Standards

Commission Resolution 2024-02
Resolution to Honor
Detroit Police Department Lt. Frederick Bowens
And Extend Public Safety Officer Benefits

WHEREAS, the Michigan Commission on Law Enforcement Standards is the duly appointed body of state government providing for the training and licensure of Michigan Law Enforcement Officers; and,

WHEREAS, Lt. Frederick Bowens proudly served as a police officer with the Detroit Police Department for over 33 years, serving honorably for the department. Officer Bowens displayed tremendous knowledge and leadership skills and was promoted to the rank of Sergeant on August 7, 1996. Sergeant Bowens was assigned to the Sixth Precinct, and Tactical Services Section. On May 4, 2001, Sergeant Bowens was promoted to the rank of Lieutenant. His assignments included the Tactical Services Section, Mounted, Southwestern District, Police Reserve Section, Northeastern District, Tactical Mobile, Twelfth Precinct, Northeastern District, Eleventh Precinct, and Detainee Detention Center; and,

WHEREAS, Lt. Frederick Bowens was a dedicated public servant who performed his duties in a manner that has brought honor to the entire law enforcement profession; and,

WHEREAS, Lt. Frederick Bowens has demonstrated commitment and care in the exercise of his duties and was an eager protector of the public, demonstrated by his commitment to public service to the Citizens of the State of Michigan; and,

WHEREAS, Lt. Frederick Bowens, devoted to his family, especially his sister Freda, and was a proud son, and,

WHEREAS, the Michigan Commission on Law Enforcement Standards, on behalf of all Michigan Public Safety Officers, expresses profound sympathy to the family, fellow police officers, friends, and loved ones of Lt. Frederick Bowens.

NOW THEREFORE BE IT RESOLVED, that the members of the Michigan Commission on Law Enforcement Standards pay their highest tribute to the service and sacrifice of Lt. Frederick Bowens; and,

BE IT FURTHER RESOLVED that all eligible benefits provided through the Public Safety Officer Benefits Act shall be extended to the survivors of Lt. Frederick Bowens.

Unanimously adopted by the Michigan Commission on Law Enforcement Standards on April 24, 2024.

Kim Koster, Chair



MCOLES

Michigan Commission on Law Enforcement Standards

Commission Resolution 2024-03
Resolution to Honor
Michigan State Police Trooper Joel Popp
And Extend Public Safety Benefits

WHEREAS, the Michigan Commission on Law Enforcement Standards is the duly appointed body of state government providing for the training and licensure of Michigan Law Enforcement Officers; and,

WHEREAS, Trooper Joel Popp proudly served as a Trooper for the Michigan State Police, serving honorably in this position with passion, pride, and professionalism; and,

WHEREAS, Trooper Joel Popp was a dedicated public servant who performed his duties in a manner that has brought honor to the entire law enforcement profession; and,

WHEREAS, Trooper Joel Popp has demonstrated commitment and care in the exercise of his duties and was an eager protector of the public, demonstrated by his commitment to public service to the Citizens of the State of Michigan; and,

WHEREAS, Trooper Joel Popp, devoted to his family, was happily married to wife, Stefanie, proud father of daughter, Emalyn, devoted son, and brother; and,

WHEREAS, the Michigan Commission on Law Enforcement Standards, on behalf of all Michigan Public Safety Officers, expresses profound sympathy to the family, fellow police officers, friends, and loved ones of Trooper Joel Popp.

NOW, THEREFORE BE IT RESOLVED, that the members of the Michigan Commission on Law Enforcement Standards pay their highest tribute to the service and sacrifice of Trooper Joel Popp; and,

BE IT FURTHER RESOLVED that all eligible benefits provided through the Public Safety Officers Benefits Act shall be extended to the survivors of Trooper Joel Popp.

Unanimously adopted by the Michigan Commission on Law Enforcement Standards on April 24, 2024

Kim Koster, Chair