

**State of Michigan**  
**Michigan Commission on Law Enforcement Standards**  
**Commission Meeting Agenda**  
**Lansing Community College – West Campus**

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November 29, 2023  
10:30 AM

- I.** CALL TO ORDER Chair Greg Zyburt
- II.** INTRODUCTIONS
- III.** ACCEPTANCE OF THE [SEPTEMBER 13, 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
- Plaque for Commissioner Tom Adams
  - Introduction of new staff member – Ali Busque
- VIII.** COMMITTEE REPORTS
- Executive Committee
  - Nominating Committee
- IX.** CONSENT AGENDA
- [Relinquishment](#)
- X.** NEW BUSINESS
- [2024 Proposed Meeting Dates](#)
- XI.** OLD BUSINESS
- [GRCC Regional Academy Request](#)
  - [FSU Regional Academy Request](#)

- Grants Update

**XII. MISCELLANEOUS**

**XIII. PUBLIC COMMENT**

**XIV. NEXT MEETING**

DATE:	February 14, 2024
LOCATION:	TBD

**XV. ADJOURNMENT**

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**Michigan Commission on Law Enforcement Standards**  
**September 13, 2023**  
**Ingham County Sheriff's Office**

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**COMMISSION MEMBERS PRESENT**

Sheriff Gregory Zybert, representing the Michigan Sheriff's Association  
Director Kimberly Koster, representing the Michigan Association of Chiefs of Police  
Chief Issa Shahin, representing the Michigan Association of Chiefs of Police  
Lt. Col. Michael Krumm, representing the Michigan State Police  
Mr. David Tanay, representing the Office of the Attorney General  
Sheriff Anthony Wickersham, representing the Michigan Sheriffs' Association  
Trooper Nate Johnson, representing the Michigan State Police Troopers Association  
Mr. Anthony Lewis, representing the Michigan Department of Civil Rights  
Chief Ronald Wiles, representing the Michigan Association of Chiefs of Police  
Mr. Michael Sauger, representing the Fraternal Order of Police  
Dr. Lisa Jackson, representing residents of the State  
Mr. Ken Grabowski, representing Police Officer Association of Michigan  
Ms. Chianti Lymon, representing residents of the State  
Mr. Arthur Weiss, representing the Criminal Defense Attorneys of Michigan  
Mr. Michael Wendling, representing the Prosecuting Attorneys Association of Michigan

**COMMISSION MEMBERS EXCUSED**

Commander David LeValley, representing the Detroit Police Department  
Deputy Matthew Hartig, representing the Deputy Sheriffs' Association of Michigan  
Mr. Matthew Saxton, representing the Michigan Sheriffs' Association  
Ms. Linda Broden, representing the Detroit Police Officers Association  
Pastor Jeffery Hawkins, representing residents of the State  
Pastor Tellis Chapman, representing residents of the State  
Lt. Michael Hawkins, representing the Michigan Association of Police  
Mr. Jim Stachowski, representing the Police Officers Labor Council

**STAFF PRESENT (In Person)**

Mr. Timothy Bourgeois, MCOLES Executive Director  
Mr. Joseph Kempa, MCOLES Deputy Executive Director  
Ms. Jacquelyn Beeson, MCOLES Staff  
Mr. Mark Sands, MCOLES Legal Counsel  
Ms. Kayla Hanselman, MCOLES Staff  
Mr. Danny Rosa, MCOLES Section Manager  
Ms. Cristy Dowker, MCOLES Staff

## **PRESENT (Virtually)**

Mr. Leon Boyer, MCOLES Section Manager  
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  
Ms. Kayla Hanselman, MCOLES Staff  
Ms. Gretchen Galloway, MCOLES Staff  
Mr. Brandon Williams, MCOLES Staff  
Mr. Matt Robinson, MCOLES Staff  
Ms. Jo Catania, MCOLES Staff

## **GUESTS ATTENDING**

Training Director Andy Lindeman, Lansing Community College  
Sheriff Scott Wriggelsworth, Ingham County Sheriff's Department  
Director David Kok, Grand Rapids Community College  
Dean Logan Jones, Ferris State University  
Director Steven Amey, Ferris State University  
Sheriff Michelle LaJoye-Young, Kent County Sheriff's Office

## **CALL TO ORDER**

The Commission meeting was called to order by Chair Greg Zyburt on September 13, 2023, at 10:32 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 Zyburt introduced himself and then asked the other Commissioners attending in person to do the same. Next, visitors attending in person were asked to introduce themselves, as were staff members in attendance and those attending virtually. Finally, members of the public that were attending virtually were asked to identify themselves if they chose to be part of the minutes.

Commissioner Zyburt announced if any member of the public wants to make a comment, they will have two opportunities to do so. The first time will be after the Changes or Additions to the Agenda portion and the second opportunity will be at the end of the meeting. The purpose is for the Commission to listen to comments from the public, but the Commissioners will not engage in dialogue. Comments are limited to three minutes for each speaker for each comment period.

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## ACCEPTANCE OF THE APRIL 15, 2023, COMMISSION MEETING MINUTES

The Minutes from the April 15, 2023, meeting were made available electronically to the Commissioners. Chair Zybert asked for a motion to approve the minutes then held a voice vote.

A **MOTION** was made by Commissioner Tanay and supported by Commissioner Wendling to approve the April 15, 2023, Commission Meeting Minutes

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

## ADDITIONS TO THE AGENDA

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

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Chapman to approve the September 13, 2023; agenda as written.

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

## PUBLIC COMMENT - None

## CHAIR'S REPORT

Establish Nominating Committee – Chair Zybert stated that a committee needed to be established for nomination of the chair and vice-chair positions for 2024. He added he has served as chair for two years and the vice-chair, Commissioner Koster has served one year. He also said that the Committee members will need to meet prior to the November meeting to decide on their recommendations. He appointed the following Commissioners to serve on the Committee.

1. Commissioner Nate Johnson
2. Commissioner David Tanay
3. Commissioner Ron Wiles

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

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

SUR Report – Any Special Use Request made by an agency is reported to the Commission. This report includes requests for out-of-state training and equipment purchases. The total amount

requested since our last meeting was \$139,690.91. This report is also for information only.

## **DIRECTOR'S REPORT**

Award – Executive Director Bourgeois said he would like to recognize Commissioner Wendling. He described the Commissioner as being humble and very capable. Director Bourgeois went on to say he recently attended the banquet at the Prosecuting Attorneys Association of Michigan (PAAM) Conference. He added that at the banquet, Commissioner Wendling was presented with the William F. Delhey Award. This is the most prestigious award PAAM can give to one of its members and that Commissioner Wendling was very deserving of it and congratulated him on behalf of the Commission.

PA 1 of 2023 – Executive Director Bourgeois advised the Commission received a copy of the report sent to the Senate and House which addressed the continuing professional education for in-service law enforcement officers. He stated the Commission has statutory responsibility and authority assigned to them under several laws, most notably the MCOLES Act. One of the Commission's primary responsibilities under the MCOLES Act is to prepare and publish mandatory minimum selection, employment and training for entry level law enforcement officers and to "define categories and classifications of in-service training to be received by Michigan law enforcement officers".

On January 31, 2023, Public Act 1 of 2023 appropriated funds to support the requirement of law enforcement officers to complete required annual in-service training. By September 1, 2023, the Commission had to provide a report that was referenced above to the chairs of the Senate and House Appropriation Committees and the Senate and House Fiscal Agencies regarding the type and amount of required in-service training, the use of the funds appropriated for in-service training and any recommendations to improve licensed law enforcement standards in the state.

The Michigan Legislature approved funding for \$20 million for fiscal year 2023 to increase MCOLES staff by 7 full-time employees to support development and implementation of in-service training standards and requirements. Fiscal year funding to continue support is \$18,240,000 for fiscal year 2024.

Executive Director Bourgeois advised this is a work in progress. He stated he would update the Commission as the necessary staff is hired to implement this major undertaking as the project continues to move forward.

Kalamazoo Valley Community College (KVCC) Police Academy – Executive Director Bourgeois advised the Commission received a copy of a letter that MCOLES sent to L. Marshall Washington, President at Kalamazoo Valley Community College. The letter addressed the fact that there were some significant issues over the last several academies conducted by KVCC.

The Michigan Commission on Law Enforcement Standards Act, 1965 PA 203, Michigan Compiled Laws Sections 28.601 through 28.616 (the MCOLES Act) establishes the authority of the Commission to approve the operation of a basic law enforcement training academy, to approve the course of study provided at those academies, and to oversee the operation of those academies to ensure the delivery of the Commission's required course of study.

The Commission initiated a fact-finding investigation following the conclusion of Session 102 at KVCC, due to KVCC's failure to complete the Course of Study within the scheduled duration of Session 102 after also having failed to do so in Session 100. The Commission's investigation(s) included interviews with KVCC staff, academy instructors, recruits, stakeholders, and members of the KVCC Training and Education Advisory Committee ("Advisory Committee"). Prior to completing this review, additional actions in Session 103 required a second review. Director Ledbetter acknowledged and took responsibility for many of the failures documented in the investigations. Additionally, the program administrator, Craig Jabara, acknowledged he exercised little to no oversight over the operation of the academy and signed the operating contract without understanding it.

The investigation found evidence of the following violations:

- Failure to teach the Course of Study at Session 102
- Failure to teach the Course of Study at Session 100
- Failure to consult with the Advisory Committee on a regular basis
- Failure to notify employers of the status of employed recruits
- Violated several of the Commissions' Training and Safety standards during Session 103

The Commission was informed that KVCC chose to dismiss Academy Director Ledbetter after the completion of the investigation and removed Program Administrator Jabara from his responsibilities for the academy. KVCC then appointed Karen Revard as the interim training director and Dean Mark Dunneback as the program administrator. The academy is up and running in a new session.

A discussion ensued regarding the dismissal of Director Ledbetter. Some of the issues brought forward were:

- Was the dismissal justified?
- Was the investigation done fairly?
- Have other academies been investigated?

Director Bourgeois reminded Commissioners that the decision to dismiss Director Ledbetter was made by KVCC. The Commission undertook the investigation after KVCC failed to investigate the allegations, despite KVCC being obligated to do so by the Standard Operating Agreement. The Commission has investigated other academies that have failed to fulfill their investigatory obligation. Although, in most cases, the investigation of any complaints is done by the academy itself and the investigation is reviewed by the Commission.

Wayne County Regional Police Academy – Executive Director Bourgeois advised Schoolcraft College also had issues identified that appeared to violate its operating contract with the Commission. The school initiated their own investigation as required by the contract and determined changes were necessary to ensure the safety of their recruits and staff while at the same time be certain they were following and in alignment with the MCOLES Act, its promulgated administrative rules, and the MCOLES policies and procedures. The former WCR Training Director, Anthony Mencotti as well as the Program Administrator, Gerry Champagne, were replaced. A former training director, Fred Stanton, agreed to come back and serve in that role on an interim basis and an administrator was assigned to function as the program director until permanent replacements can be selected. The academy is up and running in its fall session.

## **COMMITTEE REPORTS**

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

## **CONSENT AGENDA**

Relinquishment – Executive Director Bourgeois requested AAG Mark Sands to address this topic. He stated that a relinquishment was obtained from Jeffrey Kemp. He was originally charged in the 38<sup>th</sup> Judicial Court, Monroe County, MI. He was charged with False Pretenses between \$1,000 and \$20,000, a felony under MCL 750.174(4)(a), punishable by imprisonment for up to five years.

He was also charged with Common Law Offenses (seven counts), a felony under MCL 750.505, punishable by imprisonment for up to five years.

He relinquished his license on July 12, 2023, as was required as part of a plea agreement. Kemp plead no contest to one count of Willful Neglect of Duty, a misdemeanor under MCL 750.478.

A discussion occurred and the following items were discussed:

- Relinquishment v Revocation
- If a relinquishment is offered as part of a plea deal in a criminal case, must the defendant accept it?
- Who decides if a relinquishment is offered to reduce the charges?
- Does the prosecutor actually have authorization to offer the relinquishment?
- Relinquishment v going to trial on criminal charges.
- Is the Commission mandated to accept the relinquishment?

## **NEW BUSINESS**

Grants – Executive Director Bourgeois advised the Michigan Justice System Fund revenue is generated from court assessments on civil infractions, misdemeanors, and felonies. Of the assessments, the first \$10 of each civil infraction and 11.84% of the remaining fund revenue is directed to the Michigan Justice Training Fund (MJTF).

The MJTF is administered by MCOLES under PA 302 of 1982, as follows:

MCL 18.422(4) The commission shall use the Michigan Justice Training Fund for the following purposes:

- (a) Making law enforcement distributions as provided by this act.
- (b) Paying the reasonable expenses of providing staff services to the commission for administering and enforcing the statutory requirements of this act and administering and enforcing the statutory requirements of the Michigan Commission on Law Enforcement Standards Act.
- (c) Awarding grants as provided by this act.



By statute, 60% of the MJTF must be disbursed on a per-capita basis to law enforcement agencies on the number of FTE licensed officers they employ. This is known as the Law Enforcement Distribution (LED). The payments from the Justice System Fund into the MJTF come from the Department of Treasury each spring and fall and LED funds are likewise disbursed to the agencies on that basis. By statute, the remaining 40% of the MJTF may be used for the administrative expenses of administering the fund and for competitive grants. The Commission's longstanding policy is to prioritize grants that benefit the eligible criminal justice community in the most impactful way.

Executive Director Bourgeois introduced Cristy Dowker, the Commission's Grant Specialist who administers the MJTF. Ms. Dowker provided the following information.

For fiscal year (FY) 2023/calendar year (CY) 2024, there were eight grant applications for the competitive grants. All of these applications came from grantees with which the Commission has a proven, established relationship from the award of previous grants. The Commission's staff reviewed the grant applications and is recommending full funding for all of them. In total, the requests were for \$1,184,225.65. The below chart provides the grant applicant, title, requested funds, and staff recommendations for funding.

<b>Applicant</b>	<b>Project Title</b>	<b>Requested Grant Funding</b>	<b>Recommended Grant Funding</b>
Michigan Judicial Institute	Court Support Staff Training - Civil Treatment Training for Employees	\$25,860.00	\$25,860.00
Grand Valley State University/West Michigan Criminal Justice Training Consortium	Police Precision Driving	\$75,466.20	\$75,466.20
Grand Valley State University/West Michigan Criminal Justice Training Consortium	Force Analyst Certification Course	\$99,000.00	\$99,000.00
Michigan State Police Forensic Science Division	Forensic Science Training	\$662,482.75	\$662,482.75
Michigan State Police Intelligence Operations Division	Building Forensic and Investigative Capacity in Technology	\$119,060.00	\$119,060.00
Michigan State Police-ODD	2024 Leadership Development Academy	\$39,198.75	\$39,198.75
Monroe County Sheriff's Office	FY 2024 Monroe County Annual Training Plan	\$24,286.45	\$24,286.45
Northern Michigan University	LE Training -Competitive Grant 2024	\$138,866.50	\$138,866.50
	<b>TOTAL</b>	<b>\$1,184,220.65</b>	<b>\$1,184,220.65</b>

The total funds requested are less than the available funds, so no reductions were required.

Executive Director Bourgeois asked AAG Mark Sands to speak to the Commissioners regarding MCL 15.341. He added that this was not legal advice but a recommendation and AAG Sand's opinion of the statute. 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 a grantee, including a member of a board, should avoid violating the statute by abstaining from voting for a grant for that entity and declare you abstention for each particular grant to which that applies.

Chair Zyburt advised this was going to be a voice vote and the Minutes will reflect the grants the individual Commissioners abstained from voting on.

Commissioners	Vote	Abstained from Voting On
Commissioner Grabowski	Yes	
Commissioner Jackson	Yes	
Commissioner Shahin	Yes	
Commissioner Sauger	Yes	
Commissioner Krumm	Yes	MSP Forensic Science, Intelligence Operations, and ODD
Commissioner Koster	Yes	GVSU Precision Driving and GVSU Forensic Science Training
Commissioner Zyburt	Yes	Northern Michigan University – LE Training
Commissioner Wendling	Yes	
Commissioner Weiss	Yes*	
Commissioner Tanay	Yes	
Commissioner Wickersham	Yes	
Commissioner Johnson	Yes	MSP Forensic Science, Intelligence Operations, and ODD
Commissioner Lymon	Yes	
Commissioner Lewis	Yes	
Commissioner Wiles	Yes	

*\*Commissioner Weiss voted yes on all grants except the MSP Forensic Science grant. He voted no on funding this grant.*

A **MOTION** was made by Commissioner Wendling and supported by Commissioner Tanay to approve all grants for the recommended funding amount.

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

**Commissioner Resolution 2023-01** – Chair Zyburt read into the record Commission Resolution 2023-01 Honoring Flint Firefighter Ricky Hill, Jr. and Extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Grabowski to approve Commission Resolution 2023-01 and extend benefits.

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

**Commissioner Resolution 2023-02** – Chair Zybert read into the record Commission Resolution 2023-02 Honoring Detroit Police Department Officer Lloyd Todd and Extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Grabowski and supported by Commissioner Lymon to approve Commission Resolution 2023-02 and extend benefits.

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

**Commissioner Resolution 2023-03** – Chair Zybert read into the record Commission Resolution 2023-03 Honoring Detroit Public Schools Community District Police Department Officer Freddie Wilson and Extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Krumm and supported by Commissioner Wiles to approve Commission Resolution 2023-03 and extend benefits.

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

**Commissioner Resolution 2023-04** – Vice-Chair Koster read into record Commission Resolution 2023-04 Honoring Paw Paw Fire Department Lieutenant Ethan Quillen and Extend Public Safety Officer Benefits and extend benefits.

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Grabowski to approve Commission Resolution 2023-04.

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

**Commissioner Resolution 2023-05** – Vice-Chair Koster read into record Commission Resolution 2023-05 Honoring Shelby Township Police Department Sgt. Daniel Kammerzell and Extend Public Safety Officer Benefits.

A **MOTION** was made by Commissioner Wickersham and supported by Commissioner Grabowski to approve Commission Resolution 2023-05 and extend benefits.

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

**Grand Rapids Community College /Ferris State University** – Executive Director Bourgeois stated there are two pre-service track academies requesting regional academies. As a brief review he explained there are currently 3 methods for running police academies in Michigan under the MCOLES Act. The first is for law enforcement agency run academies exclusively for their own screened employed recruits. The Detroit Police Department, Michigan State Police and the Department of Natural Resources are the 3 agencies who currently do this.

The remainder of the recruit schools are operated by institutions of higher learning. The first model is that of a regional academy, which trains both pre-service and employed recruits of various law enforcement agencies. A preservice recruit must have at least an associate degree, (or complete it with the credits gains in the academy) and they pay the costs of their own tuition,

supplies, etc. If they successfully complete the academy and pass the licensing exam, they are then eligible to be screened, hired, and empowered by a law enforcement agency, that then requests activation of their law enforcement license. An agency who sends an employed recruit to a regional academy must pay them at least minimum wage for all hours worked and all costs of attending the academy. In exchange, upon successful completion of the academy and the licensing exam, only the employing agency may request activation of their law enforcement license.

The last method is the pre-service college academy (aka "track" program), in which the student is enrolled in the college or university's course of study program to obtain an associate or bachelor's degree. At the culmination of the course of study, they attend the academy. If they successfully complete the academy and the licensing exam, they become eligible to be screened, hired and empowered by an agency who then requests activation of their law enforcement license.

Due to the difficulty in locating qualified candidates, there are currently very few individuals who pay their own way as preservice recruits. Most agencies now hire individuals as employed recruits and they send them to the regional academies. Because of this change, there's been a significant demand by agencies for seats in academies and for a period of time, the demand has exceeded the available seats.

Agencies cannot wait for a recruit to complete a two-year or four-year preservice college program. Even though that is the current situation, the Commission still feels the pre-service track program is valuable. It allows people to continue to go to work, go to school, support themselves and their families. In the future, we will be back to having to have more pre-service and more college pre-service recruits as employment trends shift as they do over time.

Kellogg Community College made the first request to have a regional academy to supplement, not replace their pre-service college recruit program. As Commissioners may recall, it is a two-step process for an eligible entity to request the establishment of an academy under the MCOLES Act and its promulgated administrative rules. An entity must first seek and gain approval from the Commission to begin this process. If granted, once their proposal is complete and vetted by the Commission's staff it is brought for the Commission for consideration.

At this meeting two entities who currently run college preservice programs and wish to address the Commission asking for permission to start the process of also establishing regional academies. Mr. Danny Rosa was introduced as the manager of the Standards Compliance Section. He started by pointing out that the Commission's staff work with the academies. He added that MCOLES has a positive and productive history based on their operation of successful college preservice programs with both Ferris State University and Grand Rapids Community College and those two entities came to staff and stated they wanted to also establish regional academies as Kellogg did, due to the demand in their primary service areas and overall shortage across the state of licensed officers.

David Kok was introduced to the Commission as the Training Director from Grand Rapids Community College (GRCC). He stated he has only been there two years, but GRCC has had an academy since 1979. He added that GRCC is now running its 95<sup>th</sup> session. Currently students come to GRCC to take general education classes and then culminate their associate degree by completing the MCOLES police academy. This method of obtaining your MCOLES license in two years is not conducive to the current shortage of police officers. Therefore,

their request is to offer an accelerated 17-week course in the winter to be able to meet the needs of West Michigan law enforcement. He stated they will also continue to run their pre-service track program.

Following Mr. Kok's presentation, Director Steven Amey from Ferris State University was introduced. He stated they also have a track program that was established in the early 1970s. However, due to the increased demand in Michigan for more police officers Ferris State University is proposing an additional training session(s), in the form of a regional academy, to help provide more law enforcement officers. With more than 2000 officers down in Michigan, the need is dire to continue police presence and coverage for the citizens of Michigan. Ferris State University is requesting permission from MCOLES to go forward and run a regional academy. A backbone of an operational plan with dates and times has been created and can be provided if this is approved and contains even more structure and detail.

Executive Director Bourgeois said that based on the information provided, the staff recommends that the Commission approve both entities' request to move forward with developing a plan to request establishment of regional academies to supplement their college preservice programs.

A **MOTION** was made by Commissioner Wendling and supported by Commissioner Wiles to allow Grand Rapids Community College and Ferris State University to continue to develop and formulate their official written proposal to establish a regional basic law enforcement training academy for future review and possible Commission action.

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

<b>Commissioner</b>	<b>Vote</b>
Commissioner Grabowski	Yes
Commissioner Jackson	Yes
Commissioner Shahin	Yes
Commissioner Sauger	Yes
Commissioner Krumm	Yes
Commissioner Koster	Yes
Commissioner Zyburt	Yes
Commissioner Wendling	Yes
Commissioner Weiss	Yes
Commissioner Tanay	Yes
Commissioner Wickersham	Yes
Commissioner Johnson	Yes
Commissioner Lymon	Yes
Commissioner Lewis	Yes
Commissioner Wiles	Yes

**OLD BUSINESS - None**

**PUBLIC COMMENT – None**

**ROUNDTABLE** – Commissioners were offered the opportunity to speak on any topic they wished. A Commissioner voiced a concern there is a lack of diversity in the academies, law enforcement agencies, the Commission’s staff, and the community and suggestions included cultural improvement and oversight of the curriculum and instructors to achieve a more diverse law enforcement work force.

**NEXT MEETING**

Date: February 14, 2024 (If approved)  
Location to be determined.

**ADJOURNMENT:**

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

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

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

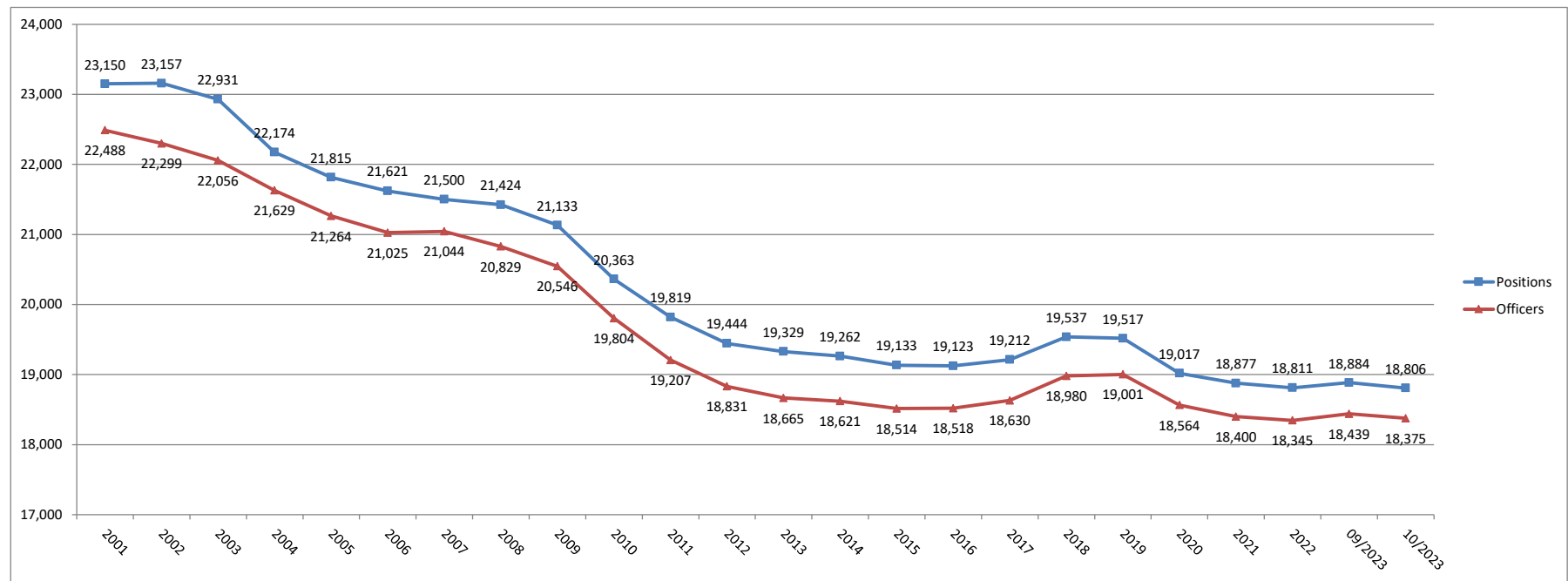
**Michigan Commission on Law Enforcement Standards  
Law Enforcement Population Trends - October 2023**

**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	09/2023	10/2023	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	577	577	0	-36

**Law Enforcement Positions and Officers<sup>1</sup>**

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	09/2023	10/2023	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	18,884	18,806	-78	-4,344
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	18,439	18,375	-64	-4,113



<sup>1</sup> 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 10/31/2023.

## Grant Adjustment Requests Received Between 09-06-2023 and 11-17-2023

Agency

NORTHERN MICHIGAN UNIVERSITY

Grant Title

NMU Law Enforcement Training Competitive Grant

Adjustment Title

Project Administrator/Coordinator Change

Adjustment No. 1      Received 11/2/2023      Program Adjustment ☒      Budget Adjustment ☐

Summary

Change the Project Administrator/Coordinator from Kenneth D. Love to Adam G. Maynard.

Approved ☒      Approved Date 11/3/2023

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## **Michigan Justice Training Fund Law Enforcement Distribution**

### **SPECIAL USE REQUEST STATUS REPORT September 13, 2023 through November 29, 2023**

From September 13, 2023 through November 29, 2023 13 (thirteen) [Special Use Requests](#) totaling \$115,950.07 in potential law enforcement distribution expenditures were submitted to the Commission for approval. Requests were approved for a total projected expenditure of \$115,950.07.

**Michigan Commission On Law Enforcement Standards**  
**MCOL'S Information and Tracking Network**  
**Special Use Requests**

11/20/2023  
08:06 AM

**Report Parameters:**

Request Begin Date: 09/13/2023  
Request End Date: 11/29/2023  
Agency Name: All Agencies  
Request Type: All SUR Request Types

**Out-of-State Training**

Special Use Request No.: 6612  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: Miami-Dade Public Safety  
Course Title: Bloodstain Pattern Analysis  
Course Location: Doral FL  
Course Dates: 10/04/2023 - 12/08/2023  
Requested Amount: \$4,769.58  
Recommended Amount: \$4,769.58  
Request Date: 09/13/2023  
Commission Action:  
Commission Action Date: 11/29/2023  
Description:

How to interpret, document, preserve and reconstruct bloodstain patterns.

**ATTENDEES:**

Det. Deval Crenshaw, Homicide  
Det. Shabaka Daaja-Ra, Homicide

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6613  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: PATC  
Course Title: Officer Involved Shooting & Use of Force Training  
Course Location: Las Vegas NV  
Course Dates: 12/13/2023 - 12/15/2023  
Requested Amount: \$2,032.30  
Recommended Amount \$2,032.30  
Request Date: 09/13/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

A model for Use of Force Investigations that will include use and analysis of body cams, video, cell phones, surveillance tapes, dash cams etc. as well as use of drones, media management, interviewing, etc.

ATTENDEE:

Sgt. Demeisha Fambro, Risk Management

Special Use Request No.: 6615  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: Daigle Law Group  
Course Title: Use of Force Summit  
Course Location: Uncasville CT  
Course Dates: 11/28/2023 - 11/30/2023  
Requested Amount: \$2,081.55  
Recommended Amount \$2,081.55  
Request Date: 09/27/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

The latest in legal standards, training, investigations, etc regarding use of force.

ATTENDEE:

Capt. Wm. Sims, Internal Controls

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6616  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: Berla Corporation  
Course Title: Berla iV Vehicle System Forensics  
Course Location: Largo FL  
Course Dates: 12/11/2023 - 12/15/2023  
Requested Amount: \$12,055.30  
Recommended Amount: \$12,055.30  
Request Date: 09/27/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Forensic evidence training regarding vehicles that will cover analysis, identification and acquiring data.

ATTENDEES:

Sgt. David Fitzpatrick, Arson  
Sgt. Johanna Todd, Homicide/Fatal Squad

Special Use Request No.: 6619  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: Natl. Criminal Justice training Center/Fox Tech College  
Course Title: Investigation/Prosecution of Cold Case Homicides  
Course Location: Marana AZ  
Course Dates: 11/08/2023 - 11/09/2023  
Requested Amount: \$3,079.82  
Recommended Amount: \$3,079.82  
Request Date: 10/10/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Extensive techniques in the investigation and prosecution of cold case homicides and unsolved cases.

ATTENDEES:

Sgt. Kevin Wight, Homicide/Cold Case Unit  
Det. Catherien Guillaumin, Homicide/Cold Case Unit

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6624  
Requesting Agency: DETROIT POLICE DEPARTMENT  
Training Provider: Wilmington FRA, Inc.  
Course Title: 13th Police Recruitment/Retention Seminar  
Course Location: Las Vegas NV  
Course Dates: 02/20/2024 - 02/22/2024  
Requested Amount: \$7,522.32  
Recommended Amount \$7,522.32  
Request Date: 11/06/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Training the various methods of successful applicant recruitment and retention of new employees.

ATTENDEES:

Capt. Darchell Brown, Recruiting  
Capt, Curtis Shell, Training  
Lt. Terica Holston, Recruiting

Special Use Request No.: 6618  
Requesting Agency: MICHIGAN STATE POLICE  
Training Provider: Bell Training Academy  
Course Title: Bell 407 & Bell 206 Pilot Refresher Training  
Course Location: Hurst TX  
Course Dates: 10/02/2023 - 11/30/2023  
Requested Amount: \$34,530.00  
Recommended Amount \$34,530.00  
Request Date: 09/13/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Annual required refresher training for helicopter pilots, for the 407 and 206 models. There are three sessions offered 10/02-10/05/2023, 10/23-26/2023 and 11/27-30/2023.

ATTENDEES:

Sgt. Cole Martin, Session 1  
Lt. Patrick Lawrence, session 2  
Sgt. Nick Olivo, session 3

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6622  
Requesting Agency: MICHIGAN STATE POLICE  
Training Provider: Wichita East Learning Center  
Course Title: King Air Refresher Training  
Course Location: Wichita KS  
Course Dates: 11/16/2023 - 11/18/2023  
Requested Amount: \$19,214.00  
Recommended Amount: \$19,214.00  
Request Date: 10/26/2023  
Commission Action:  
Commission Action Date: 11/29/2023  
Description:

Annual required re-certification for King Air helicopter pilots.

ATTENDEES:

Lt. Patrick Lawrence  
Sgt. Cole Martin

Special Use Request No.: 6614  
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE  
Training Provider: PATC  
Course Title: 2023 Internal Affairs Conf. & Certification  
Course Location: Las Vegas NV  
Course Dates: 11/05/2023 - 11/11/2023  
Requested Amount: \$3,958.00  
Recommended Amount: \$3,958.00  
Request Date: 09/26/2023  
Commission Action:  
Commission Action Date: 11/29/2023  
Description:

Five-day certification course for IA investigators that will cover a variety of topics including standards, the process, investigations, interviewing, statements, body-cams, OIS and in-custody death.

Disciplinary action and use of force incidents, etc.

ATTENDEES:

D/Sgt. Jade Tanguay, SIU  
D/Sgt. Matt Peschke, SIU

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6617  
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE  
Training Provider: Daigle Law Group  
Course Title: Use of Force Summit  
Course Location: Uncasville CT  
Course Dates: 11/27/2023 - 12/01/2023  
Requested Amount: \$10,980.00  
Recommended Amount: \$10,980.00  
Request Date: 10/04/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

:atest techniques in Use of Force investigation, reporting, documenting, etc.

ATTENDEES;

Lt. Paul Workman, Training

Sgt. Adam Whiting, Training

\*\*\*\*\*Additional Request Made 10/10/2023 to add three officers. Old request \$4647.00, additional request \$6333.00 making new total \$10,980.

Additional Officers: Lt. Tim Willis, Sgt. Jeff Buchman, Sgt. Eric Tremonti, all assigned to IA.

Special Use Request No.: 6620  
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE  
Training Provider: MAGLOCLEN  
Course Title: 29th Investigator Information Sharing Conference  
Course Location: Ocean City MD  
Course Dates: 10/23/2023 - 10/26/2023  
Requested Amount: \$1,404.00  
Recommended Amount: \$1,404.00  
Request Date: 10/12/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Presentations on undercover operations and case studies covering illegal narcotics trafficking and violence.

Lt.Sean Jennings, Narcotics Enforcement Team

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

11/20/2023  
08:06 AM

Out-of-State Training

Special Use Request No.: 6623  
Requesting Agency: OAKLAND COUNTY SHERIFFS OFFICE  
Training Provider: IACP  
Course Title: PlanningDesigning & Constructing Police Facilities  
Course Location: Dallas TX  
Course Dates: 11/14/2023 - 11/16/2023  
Requested Amount: \$4,416.00  
Recommended Amount \$4,416.00  
Request Date: 10/30/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Attendees will recfdeive training and guidance in the planning and construction of a training facility.

ATTENDEES:

Capt. Todd Hill  
Sgt. Adam Whiting

Special Use Request No.: 6621  
Requesting Agency: WAYNE COUNTY SHERIFFS OFFICE  
Training Provider: FBI-LEEDA  
Course Title: FBI LEEDA Executive Leadership Institute  
Course Location: St. Augustine FL  
Course Dates: 01/08/2024 - 01/12/2024  
Requested Amount: \$9,907.20  
Recommended Amount \$9,907.20  
Request Date: 10/18/2023  
Commission Action:  
Commission Action Date: 11/29/2023

Description:

Part 3 of a 3 part course on leadership principles for LE Executives covering employee wellness, leadership, emotional and social intelligence. All attendees have completed parts 1 & 2.

ATTENDEES:

Sgt. Melissa Troszak, Warrant Enforcement  
Sgt. Lacey Polderdyke, IA  
Capt Reid Charkbarty, IA  
Capt. Donald Farris, Prosecutor's Office



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

11/20/2023  
08:06 AM

Out-of-State Training

Total Out-of-State Training Requested Amount:	\$115,950.07
Total Out-of-State Training Recommended Amount:	\$115,950.07

Total Training Requested Amount:	\$115,950.07
Total Training Recommended Amount:	\$115,950.07

Total Special Use Requested Amount:	\$115,950.07
Total Special Use Recommended Amount:	\$115,950.07



**MCOLES**  
Michigan Commission on Law Enforcement Standards

The Commission has received the following relinquishment of a law enforcement officer license since the last meeting. Chad Vorce was charged with one count of felonious assault, a 4 year felony under MCL 750.82; felony firearm, a 2 year felony under MCL 750.227b , 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 29th Judicial Circuit Court in Clinton County, Michigan. Pursuant to a plea agreement, Mr. Vorce pleaded no contest to one count of willful neglect of duty and one count of aggravated assault. Mr. Vorce was required to relinquish his law enforcement officer license as a condition of the plea.



Proposed

2024 Commission Meeting Dates

February 14, 2024 (Wed) ..... TBD

April 24, 2024 (Wed) ..... TBD

June 12, 2024 (Wed) .....TBD

September 11, 2024 (Wed) .. ..... TBD

November 13, 2024 (Wed) ..... TBD



February 14, 2023

Michigan Commission on Law Enforcement Standards  
927 Centennial Way  
Lansing, MI 48913

**Request for Commission Authorization to Proceed with the Establishment of a Regional Basic Law Enforcement Training Academy at Grand Rapids Community College.**

Dear Distinguished Commission Members;

**Request:** In compliance with Administrative Rule 28.14302, I am writing this letter in an effort to obtain your approval for Grand Rapids Community College to develop and establish a Regional Training Academy. If authorized to proceed, the Regional Training Academy will co-exist with our current Pre-Service Track Academy. The new Regional Training Academy at GRCC will help us to support West Michigan Law Enforcement by providing both per-service candidates and employed recruits during this unprecedented time.

**GRCC Current Pre-Service Track Program:** Since 1979, Grand Rapids Community College has operated a MCOLES approved pre-service track basic law enforcement academy. Over the years, our program has transitioned and developed into two concurrent academy sessions, one of which runs in the morning and the other which runs in the evening. Our half-time schedule has allowed for nontraditional students the ability to work while pursuing their law enforcement careers. We are currently operating our 92nd and 93rd academy sessions.

Our pre-service track academy at Grand Rapids Community College is set up as a two-year associate degree program with clear and distinct prerequisites and an MCOLES basic police academy. Students in the track program take two semesters of general education and criminal justice classes. Upon successful completion of these classes, they then apply to attend the 700-hour MCOLES Basic Law Enforcement Training Academy.

Our academy runs very similar to a regional academy except for its duration. As described above, those accepted into the MCOLES Basic Training Academies are assigned, by their request, to one of two sessions. Our morning session runs from 7 am to 12:30 pm, Monday - Thursday. Our evening session runs from 4 pm to 9:30 pm, Monday - Thursday. In addition to this weekly schedule, students attend Friday and weekend classes for Emergency Vehicle Operations, Tactical First Aid, and Firearms in order to meet all MCOLES requirements. In 2022, academy sessions started August 29, 2022 and will graduate on April 27, 2023. Our scheduling options allow for students to successfully juggle work, school, and family. Our academy runs through the fall and winter semesters, graduating at the end of April.

Our program also provides a certificate track for students who have already obtained a degree. Those students do not take the GRCC prerequisites but instead apply directly to the MCOLES Basic Training Academy. Those students attend the same academy as the degree seeking, two-year students. Also, GRCC's Basic Training Academy has been able to accommodate employed recruits, including Kent County Sheriff Michelle Lajoye - Young.

Only applicants who meet program and MCOLES requirements are accepted to the GRCC Basic Law Enforcement Training Academy.

Our intention is to always offer our track session program to continue our proud history of helping non-traditional students achieve their law enforcement dreams.

**GRAND RAPIDS COMMUNITY COLLEGE**

143 Bostwick Ave. NE • Grand Rapids, Michigan 49503-3295 • ph: (616) 234-GRCC • [grcc.edu](http://grcc.edu)

**VISION** • GRCC provides relevant educational opportunities that are responsive to the needs of the community and inspires students to meet economic, social, and environmental challenges to become active participants in shaping the world of the future.

**MISSION** • GRCC is an open access college that prepares individuals to attain their goals and contribute to the community.

**Justification:** Law enforcement is in unprecedented times. The hiring needs of policing far out way incoming recruits. In recent years, our applicants and enrollment in our pre-service academies has steadily and significantly declined. Just five years ago, in 2018, GRCC interviewed 61 applicants to our MCOLES Basic Law Enforcement Training Academy and graduated 41 students. For our current academy sessions, GRCC interviewed just 35 applicants and have just 22 students enrolled. That's a 42% drop in applicants and a 46% drop in enrollment.

MCOLES and the State of Michigan are aware of the staffing crisis and in an effort to help remedy the matter, they released the Public Safety Academy Assistance Program, a grant designed to assist police agencies pay tuition and associated costs for employed recruits attending regional police academies. This grant provides 30 million dollars through September of 2026 to accelerate new police recruits into the law enforcement arena. This grant also presents some concerns. One of which is that police agencies are unlikely to send employed recruits to a two-semester long program, preferring a 15 or 16-week academy. This was recently demonstrated when 3 GRCC students were removed from our program and sent near-by regional academies when hired as employed recruits. The second concern is the ability of current regional academies to handle the potential volume of employed recruits through the grant. In October, MCOLES asked regional academies if they could increase the number of recruits per session or add sessions.

Prospective students are aware of the opportunities employed recruitment offers. As the Director of our program, I often speak to first year GRCC students who are enrolled in Criminal Justice classes. In every class that I speak to, students express their interest in applying to police agencies who offer employed recruitment. In our region, employed recruits typically get sent to GVSU, a regional 15-week program which runs in the summer and fall semesters.

In discussions with our advisory board, West Michigan Law Enforcement leaders support the concept of the additional regional academy concept at GRCC and believe it will significantly help support their hiring efforts. Letters of support from Wyoming Department of Public Safety, Kent County Sheriff's Office, and Muskegon Police Department included.

**Implementation:** If granted our request to establish a regional training academy, our program will add much needed capacity to the West Michigan Region. GRCC would offer multiple pathways for student recruits to enter the field. GRCC's regional academy would supplement GVSU regional academies, providing West Michigan with year-round MCOLES Basic Training opportunities. This would provide rapid and steady infusion of pre-service and employed police recruits.

GRCC's Regional offering would provide 700 hours of training over 17 weeks. Classes would begin at the start of the first week of January and conclude the last week of April. In 2024, classes would start on Tuesday, January 2 and graduation would occur on Friday, April 26. Typical class weeks would include 40 hours of instruction.

With MCOLES approval, we will develop a detailed program description and submit it in our 2024 Operations Plan due July 1, 2023.

Thank you for your time and consideration.

Sincerely,

*David J Kok*

David J Kok  
GRCC Police Academy Director  
davidkok@grcc.edu  
(616) 234-3362

January 19, 2023



Michelle LaJoye-Young  
**SHERIFF**

To whom it may concern,

Grand Rapids Community College (GRCC) is pursuing MCOLES approval to run a 16-week regional police academy in the winter months and the Kent County Sheriff's Office strongly supports them in this effort. As you know, there has been a significant gap in qualified candidates and the number of openings community wide. This has jeopardized the service level in our community and many others. With GRCC we have a great opportunity to provide an extra regional academy and a significant supply of both pre-service and employed recruits to our area.

Please feel free to contact me if I can do anything in addition to support the Grand Rapids Community College in their pursuit to obtain approval for a 16-week regional police academy.

Sincerely,

A handwritten signature in black ink that reads 'Michelle T. LaJoye-Young'.

Michelle LaJoye-Young  
Sheriff



# Muskegon Police Department

Timothy E. Kozal  
Director of Public Safety

980 Jefferson  
Muskegon, Michigan  
49443-0536

[www.muskegonpolice.com](http://www.muskegonpolice.com)

Phone: 231-724-6750  
FAX: 231-722-5140

February 7, 2023

David Kok  
Police and Corrections Academy Director  
Grand Rapids Community College  
143 Bostwick Ave. NE  
Grand Rapids, MI 49503

RE: 16 Week Regional Police Academy Letter of Support

Dear Director Kok:

On behalf of the Muskegon Police Department, please accept this letter of support to Grand Rapids Community College (GRCC) in their pursuit for a MCOLES approved 16 week winter regional police academy.

The Muskegon Police Department has a long-standing history of partnering with the GRCC Police Academy. Several of our current and former police officers are graduates of the program. We also have officers who instruct in the academy and our Administrative Captain sits on the GRCC Police Academy Advisory Board. It is my opinion that this winter academy will fill a void in West Michigan and provide another viable option for training and education for future police officers. I fully support the efforts of GRCC as they seek MCOLES approval for a 16 week winter regional police academy and I intend to continue to partner and support the GRCC Police Academy for the foreseeable future.

If you require more information about the Muskegon Police Department and our relationship with the GRCC Police Academy, please contact me at [timothy.kozal@shorelinecity.com](mailto:timothy.kozal@shorelinecity.com).

Respectfully,

A handwritten signature in blue ink, appearing to read "Timothy Kozal".

Timothy Kozal  
Director of Public Safety  
Muskegon Police Department

# City of **Wyoming** Michigan

**Department of Public Safety** | 2300 DeHoop Ave SW, Wyoming, MI 49509  
616.530.7309 | Fax 616.249.3403 | [wyomingmi.gov](http://wyomingmi.gov)

February 9, 2023

Director David Kok  
Police and Corrections Academy  
Grand Rapids Community College

Director Kok,

Like most law enforcement agencies in Michigan, the Wyoming Department of Public Safety has been significantly impacted by numerous retirements over the last several years. During that time, and still today, GRCC has been invaluable partner in our effort to fill positions with quality candidates who are willing to serve our community.

It is my understanding that you are seeking MCOLES approval to create a 16-week regional police academy in the winter months. This would be an ideal solution for many of our potential applicants, some of whom will be sponsored through our agency.

Please know that the Wyoming Department of Public Safety is in support of creating more opportunities for those individuals who desire to serve the community in a law enforcement capacity.

Sincerely,



Chief Kimberly S. Koster  
Wyoming Department of Public Safety  
[kosterk@wyomingmi.gov](mailto:kosterk@wyomingmi.gov)  
(616)530-7323 (O)  
(616)893-5122 (C)



## CITY COUNCIL

Bill VerHulst

Dan Burrill

Kent Vanderwood

Marissa Postler

Robert Postema

Sam Bolt

**Jack A. Poll, Mayor**



# FERRIS STATE UNIVERSITY

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COLLEGE OF BUSINESS

School of Criminal Justice

1301 S. State Street, IRC 212  
Big Rapids, MI 49307  
Phone: 231-591-5080  
231-591-3652  
Fax: 231-591-3792