



---

**SUBJECT: Public Safety Academy Assistance Program**

**PURPOSE: Commission Action**

<b>DATE</b>	<b>SECTION</b>	<b>EXECUTIVE DIRECTOR</b>	<b>AUTHOR</b>
September 14, 2022	Licensing & Administrative Services	Timothy Bourgeois	David Lee

### **Background**

A state fiscal year 2022 supplemental appropriation added six grant programs to be administered by the Commission (2022 PA 166). These include three funded through ARP (COVID) funds, and three from state general funds:

1. Community Policing Competitive Grant Program – \$11,000,000.00
2. Community Policing Grants – \$4,500,000.00 to three specific agencies
3. Police Athletic League – \$7,500,000.00 for support of the Detroit PAL and expansion of PALs into the Flint and Grand Rapids areas
4. MCOLES “Certification Fees” – \$2,700,000.00 for licensing of out-of-state law enforcement officers relocating to Michigan
5. Narcotics Teams/Task Force Training and Equipment – \$3,000,000.00
6. Public Safety Academy Assistance Program – \$30,000,000.00

Each of these are one-time work projects to run the programs through fiscal year 2026. This agenda item is regarding the Public Safety Academy Assistance Program.

### **Information**

This program is for scholarships for recruits of local law enforcement agencies to attend a basic training academy. These are on a first-come, first-served basis, and include provisions for:

- Up to \$20,000.00 per recruit for academy costs.
- Up to \$4,000.00 for recruit salaries while attending an academy.
- No more than 25 scholarships to a single law enforcement agency.
- Up to \$140,000.00 to MCOLES for administration of the program.

This program would allow funding for an estimated 1,250 recruits. Commission staff is working with the legislature and the State Budget Office to determine the flexibility in the expenditure of these funds to accomplish the stated goal, specifically the distribution between academy costs and wages.

A recruit candidate must have “completed an interview and received approval for the scholarship from the local public safety department that the applicant intends to serve.” Staff interprets this to be for individuals who have an employed recruit relationship with the law enforcement agency, meaning that the agency shall have completed all of the standards screening and hired the recruit. The recruit would then be eligible to be licensed solely by that employing agency per the MCOLES act and Administrative Rules. Without this employment relationship, a recruit would be considered pre-service and could be hired and licensed by any agency, as well as be subject to the degree requirement. This would seem to counter the intent for both agencies that would be otherwise unable to pay for a recruit to attend, and for individuals who would otherwise be unable to pay for a college degree.

### Academy Costs

The regional academy programs were polled for cost of attendance at their academy. Not all academies responded, but of those that did, the total costs (tuition, supplies, books, fees, etc.) range from \$6,150.00 to \$8,830.00. The Detroit Police Department, as a local agency operating its own academy for employed recruits, reported a cost of \$22,396.00 per recruit, which includes salaries. MSP and DNR were excluded as they do not train officers from local agencies, as were pre-service track programs that do not enroll employed recruits.

Some of the academies provided an all-inclusive cost, while others identified various categories of expenses. From these, staff identified recommendations for eligible and ineligible expenditures. These would include:

#### *Eligible Expenditures*

- Academy tuition and fees.
- Academy supplies (e.g. ammunition, first aid, or other expendables)
- Individual recruit equipment required for training (non-duty equipment).
- Academy-required uniforms.
- Licensing exam administration fee.

#### *Ineligible Expenditures*

- Pre-enrollment Reading & Writing and Physical Fitness testing fees.
- Licensing exam retest administration fee if required.
- Subsequent academy sessions if the individual does not complete the initial session.
- Costs associated with the individual obtaining a college degree.
- Academy facility costs or improvements.

Academies would invoice MCOLES directly for each employed recruit in their session for whom a scholarship was awarded. If a recruit leaves the academy within any grace period for return of tuition, that amount would be returned directly to the fund.

### Agency Costs

As some agencies may not otherwise have an amount budgeted for recruit salaries, MCOLES would provide the \$4,000.00 stipend directly to the agency upon approval of a program application. If the recruit leaves the agency before the full \$4,000.00 is expended, the agency would be required to return the unexpended portion directly to the fund.

Ineligible expenses would include agency uniforms and duty equipment for the recruit, general use department equipment and supplies, or other agency administrative costs.

An agency would not be eligible training to locals (TTL) funds for these recruits, as the academy expenses would be provided for. TTL funds would still be available for agencies sending employed recruits to an

academy session not utilizing this program, and for employed recruits in excess of the maximum 25 scholarships per agency.

#### MCOLES Costs

The appropriation provides for up to \$140,000.00 for MCOLES to administer the program. Between this program and the other five programs within the appropriation, successful completion would exceed staff capabilities given the current staffing level and responsibilities. A new limited-term departmental analyst will be needed within the provisions of the funding for the duration of the work projects, including a proportional amount from this program.

### **Recommendation**

Staff recommends the Commission adopt the following:

1. Prioritize the Public Safety Academy Assistance Program, to allow for agencies to screen, hire, and enroll recruits beginning with Spring 2023 academy sessions.
2. The provisions for distribution of funds, i.e., directly to an academy for costs of attendance, and the \$4,000.00 stipend directly to the agency for salary. Should ongoing discussions with the legislature and/or the State Budget Office, or subsequent legislative action, result in discretion or a change in fund allocation to more effectively accomplish the legislative intent of this grant, that the Executive Director be given the authority to make those changes on behalf of the Commission.
3. Set eligible and ineligible expenditures as outlined above.
4. Allow the Executive Director to hire a limited-term departmental analyst to be responsible for these programs.