



86475

1979-80

# ANNUAL REPORT

STATE OF MICHIGAN  
DEPARTMENT OF STATE POLICE  
LAW ENFORCEMENT OFFICERS  
TRAINING COUNCIL

STATE OF MICHIGAN



WILLIAM G. MILLIKEN, GOVERNOR  
DEPARTMENT OF STATE POLICE  
LAW ENFORCEMENT OFFICERS  
TRAINING COUNCIL

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December 1980

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MR. WILLIAM HOWE

EXECUTIVE SECRETARY

LESLIE VAN BEVEREN

The Honorable William G. Milliken  
Governor State of Michigan

Dear Sir:

It is my privilege to submit for your review  
the 1979-80 fiscal year Annual Report of the  
Michigan Law Enforcement Officers Training  
Council.

This annual progress report details the  
activities of M.L.E.O.T.C. during the period  
from October 1, 1979, through September 30,  
1980. The progress described herein reflects  
the efforts of the Governor and the legislature,  
as well as the law enforcement community at the  
federal, state, and local levels of government.

Respectfully submitted,

Galen W. Brookens  
Chairman

:ck

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1979-80  
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Raymond Beach, Supervisor In-Service Unit



William Nash, Supervisor Standards Unit



Joseph O'Connell, Supervisor Development Unit



Nancy Felder, Supervisor Analysis Unit



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Patricia French, Secretary Research & Develop. Section

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PREFACE

The Council continues to support the philosophical belief that through mandated training the citizens of Michigan will have the finest law enforcement officers the discipline has to offer. With the continued support of the Executive Office, the Legislature, the discipline, and the citizens of this state, we shall move forward with the improved capability to provide this service.

SECTION I  
TRAINING COUNCIL REPORT

1979 - 80

Meetings

The Council met eight times during the fiscal year which exceeds the statutory requirement of four regularly scheduled meetings. Following is a listing of those dates and the locations of each meeting:

10-18-79 - Lansing	08-14-80 - Lansing
12-13-79 - Lansing	11-13-80 - Lansing
03-14-79 - Lansing	12-11-80 - Lansing
04-10-80 - Lansing	
06-12-80 - Sault Ste. Marie	

In addition to the monthly Council meetings, the following "special" meeting was held: 11-24-80 - Budget Committee Meeting (Lansing)

Newsletter

As a service to the law enforcement agencies throughout the state, Council prepares and publishes a bi-monthly newsletter. The information contained in it allows the administrators of participating agencies to plan for training in their respective departments.

Workshops

Traditionally, the Council has brought its regional coordinators together in one location to promote statewide uniformity in the training process. This year, a Spring workshop was held at the Ralph MacMullan Conservation Training Center at Higgins Lake.

Budget

The budget report shown in Table 1 reflects revenues and allotments reported during the last three fiscal year.



Table 1  
MLEOTC BUDGET FINANCIAL DATA

<u>Revenue Budget:</u>	<u>FY 1977 - 1978</u>	<u>FY 1978 - 1979</u>	<u>FY 1979 - 1980</u>
Appropriations	\$1,045,900	\$1,216,700	\$1,457,800
Administration	\$379,800	\$432,400	\$438,900
Basic Training	638,500	638,500	676,800
Matching Funds	27,600	145,800	6,480
Federal Grants	279,000	175,700	
Career Development - OCJ	249,000	145,700	227,300
Resource Center - OCJ			58,320
COSTER Project - OHSP	30,000	30,000	50,000
	<u>\$1,324,900</u>	<u>\$1,392,400</u>	<u>\$1,457,800</u>

<u>Revenue Allotment:</u>			
Administrative	\$ 379,800	\$ 432,400	\$ 438,900
Basic Training	638,500	638,500	676,800
Career Development	276,600	291,500	227,300
Advanced Police	\$ 33,100	\$ 39,500	
First Line Supervision	19,285	17,400	
Middle Mgt. & Executive	26,045	8,700	
Specialized Training		11,900	
Resource & Support Service			
COSTER	83,008	81,600	
Administrative	115,162	132,300	
Police Resource Center			64,800
COSTER Project	30,000	30,000	50,000
	<u>\$1,324,900</u>	<u>\$1,392,400</u>	<u>\$1,457,800</u>

SECTION II  
OPERATIONS SECTION

The Operations Section of the Law Enforcement Officers Training Council is responsible for the implementation and evaluation of training programs that are mandated or needed on a statewide basis. In order to maximize productivity, the Section is divided into four units. First, is the Basic Unit which is responsible for overseeing the Council mandated basic training system. Second, is the In-Service unit which is responsible for implementing career development training programs that are needed on a regional or statewide basis. Third, is the Pre-Employment Unit which is responsible for monitoring the newly implemented pre-employment training system. Fourth, is the Technical Services Unit which provides technical expertise for the specific needs of each training concept.

In addition to these activities, the Section is involved in budget preparation, investigation of employment standards violations, and state complaints.

Mandatory Basic Training Unit

The regional training center concept, as originally envisioned by the founders of Act 203, continues to effectively serve Michigan law enforcement agencies. As entry level employment increases or decreases so the demand for mandatory basic training sessions increases or decreases. Twelve (12) regional training centers conducted 25 basic training sessions during fiscal year 79-80. Michigan's economic conditions forced not only lay-offs of law enforcement personnel, but also cancellation of 11 basic training sessions. Michigan State Police, Detroit Police, and Flint Police did not conduct basic training for their own trainees. These three law enforcement agencies would normally account for 900 - 1,000 trainees.

The overall effectiveness of the regional training centers can be seen in the following manner:

Number of Sessions:	25
Total Enrolled:	731
Total Graduated:	652
Eligible Live-ins:	69
*Pre-Employment:	120
Average Training Cost Per Trainee:	\$550
Minimum Training Time:	8 weeks
Maximum Training Time:	12 weeks

\*In order to upgrade the educational level of entering law enforcement personnel, individuals meeting the Minimum Employment Standards and having successfully completed at least 2 years of college education

are allowed to enroll in the basic training sessions under the following conditions:

- 1) Space available;
- 2) Pay all training costs;
- 3) Carry personal liability insurance;
- 4) Must successfully complete training;
- 5) Must be employed in a law enforcement position with full enforcement powers within (1) year of graduation.

This process of "mixing" (allowing qualified individuals into this entry level training) has many advantages to the law enforcement discipline, such as:

- 1) Since this concept is based on space available, training centers screen applicants and allow in the best qualified.
- 2) Newly hired trainees have first priority. This means that if a session is full, qualified pre-employment trainees are placed on stand-by.
- 3) The training centers have a greater chance to stay solvent financially since the training funds available through MLEOTC are generally not enough to cover all costs.
- 4) The 120 pre-employment trainees paid \$66,000 plus other materials and supplies costs to the training centers.
- 5) Those law enforcement agencies interested in hiring these individuals can obtain additional information by contacting the training centers or personally observing the trainees during training.
- 6) In FY 77-78, 61 pre-employment trainees graduated from the training centers. Within 1 year from graduation, all 61 had been employed in law enforcement; 59 with Michigan law enforcement agencies and 2 out-of-state (1 - Iowa and 1 with the National Park Service), 100% placement!

- 7) Savings in personnel costs to the law enforcement community are substantial. Projecting an hourly personnel cost of \$10.50 (salary and benefits) per person, the savings per person for a 400 hour training session is \$4,200.00. Multiplied by 120 trainees enrolled equals \$504,000.00 in savings to the law enforcement community.

The regional concept also accomplishes the following:

- 1) Regional law enforcement involvement.
  - a. Chiefs/sheriffs on advisory boards.
  - b. Regional input on regional training needs.
  - c. Regional law enforcement agencies provide qualified instructors.
  - d. Assistant coordinators are provided from law enforcement departments within the region.
  - e. Additional training beyond the state minimum.
- 2) Most trainees commute rather than live-in thus making the regional training concept very cost effective.
- 3) Support for advanced and specialized training.

#### Additional Accomplishments

- 1) Implemented a revised Michigan Law Enforcement Officers Training Council P.O.C.E.I. (Post objectives/curriculum evaluation instrument).
- 2) Continued item analysis on P.O.C.E.I. and provide meaningful feedback on improving instruction.
- 3) Changed instructor qualifications to reflect current need and ability to perform.
- 4) Implemented TC-04 and TC-05 (Instructor qualification, and mandatory curriculum check-off list respectively).
- 5) Updated instructor guidelines, as required.

- 6) Established a pass/fail requirement in PT/DT.
- 7) Increased firearms qualification to 70%.
- 8) Established a pass/fail firearms written exam at 70%.
- 9) Increased funding from \$514 to \$550 per trainee.
- 10) Increased live-in reimbursement from \$250 to \$463 per qualified trainee.
- 11) Assisted in developing objectives and curriculum for defensive tactics program and pilot test.
- 12) Established administrative process for identification of "repeat" trainees.
- 13) Updated legal and traffic test banks.

#### Expectations for FY 1980/81

MLEOTC expects to accomplish the following additional goals:

- 1) Revise TC-03 (Instructor certification) and administrative process.
- 2) Revise TC-01 (trainee application).
- 3) Develop COSTER module on L.E.I.N. and implement.
- 4) Implement defensive tactics testing.
- 5) Assist in conducting pre-training physical fitness standards.

Table 2  
A Listing of the Actual and Proposed  
Number of Training Sessions Offered at  
Each Training Academy by Fiscal Year

Academy	Number of Sessions			
	FY 77/78	FY 78/79	FY 79/80	Projected 80/81
Berrien-Cass-Van Buren Law Enforcement Training School (Benton Harbor)	2	2	2	2
Delta College Criminal Justice Training Center (University Center)	1	2	2	3
Detroit Metropolitan Police Academy (Detroit)	15	3	3	5
Flint Police Regional Training Academy (Flint)	2	1	1	1
Kalamazoo Regional Recruit Academy (Kalamazoo)	2	3	2	2
Macomb County Community College Criminal Justice Center (Mt. Clemens)	3	4	3	3
Michigan State Police (Lansing)	4	2	1	0
Mid-Michigan Police Academy (Lansing)	2	2	2	2
Northern Michigan Regional Criminal Justice Training Center (Marquette)	2	3	2	2
Oakland Police Academy (Royal Oak)	3	3	3	3
Southern Michigan Law Enforcement Training Center (Jackson)	2	2	2	2
Wayne County Sheriff Police Training Academy (Livonia)	3	4	2	2
<b>TOTALS</b>	<b>41</b>	<b>31</b>	<b>25</b>	<b>27</b>

Table 3  
Number of Basic Recruits Trained from Local,  
County, and State Agencies by Fiscal Year

Agency	Number Trained			
	FY76/77	FY77/78	FY78/79	FY79/80
No. Local Officers Trained	1,491	1,174	481	449
No. Deputy Sheriffs Trained	270	274	238	89
No. Michigan State Police Trained	149	339	354	0
No. Other Enforcement Officers Trained	86	81	96	73
<b>TOTAL TRAINED</b>	<b>1,996</b>	<b>1,868</b>	<b>1,169</b>	<b>611</b>

Table 4  
Number of Local, County, and State Agencies  
Participating in Basic Training by Fiscal Year

Agency	Number Participating			
	FY76/77	FY77/78	FY78/79	FY79/80
No. Participating Police Depts., Townships, Villages, and Depts. of Public Safety	237	254	212	193
No. Participating Sheriff Depts.	65	56	61	36
Michigan State Police	1	1	1	0
No. Other Enforcement Agencies	19	21	19	21
<b>TOTAL PARTICIPATING</b>	<b>322</b>	<b>332</b>	<b>293</b>	<b>250</b>

Table 5

Number of Participants in Mandatory Basic Training  
By Agency Affiliation for Fiscal Year 1979-80

<u>Agency</u>	<u>No. Trainees Enrolled</u>	<u>Agency</u>	<u>No. Trainees Enrolled</u>
Albion PD	4	Berrien Co SD	1
Alcona Co SD	2	Berrien Springs-Oronoko Twp PD	1
Alger Co SD	3	Beverly Hills PD	1
Algonac PD	2	Birmingham PD	4
Allegan PD	2	Blackman Twp PD	7
Allen Park PD	4	Bloomfield Twp PD	1
Alma PD	1	Brady Twp PD	1
Almont PD	4	Brooklyn PD	1
Alpena Co SD	3	Brown City PD	1
Ann Arbor PD	1	Burton PD	1
Antrim Co SD	1	Cadillac PD	4
Argentine Twp PD	3	Cap Reg Airp Sec	1
Atlas Twp PD	3	Caro PD	2
Augusta PD	2	Carrollton Twp PD	1
Bancroft PD	2	Carson City PD	3
Bangor PD	1	Carsonville PD	1
Barry Twp PD	1	Cass Co SD	1
Base Conv Auth	1	Cassopolis PD	2
Battle Creek PD	2	Center Line PD	3
Bay City PD	4	Chesaning PD	2
Bay Co SD	4	Chesapeake & Ohio RR	2
Beaverton PD	4	Chesterfield Twp PD	1
Benton Harbor PD	1	Chikaming Twp PD	1
Benton Twp PD	3	Chippewa Co SD	1

<u>Agency</u>	<u>No. Trainees Enrolled</u>	<u>Agency</u>	<u>No. Trainees Enrolled</u>
Clare PD	1	Escanaba DPS	2
Clawson PD	2	Essexville DPS	1
Clay Twp PD	1	Estral Beach PD	1
Clinton Twp PD	5	Farmington DPS	1
Clio-Vienna PD	5	Farmington Hills PD	1
Coleman PD	2	Ferndale PD	3
Colon PD	2	Flat Rock PD	1
ConRail PD	3	Flint Twp PD	4
Constantine PD	1	Forsyth Twp PD	1
Coopersville PD	1	Franklin Village PD	1
Covert Twp PD	4	Fraser DPS	5
Davison Twp PD	3	Gaastra PD	1
Dearborn PD	2	Garden City PD	3
Decatur PD	1	Genesee Co SD	1
Deerfield PD	1	Gladwin Co SD	1
Delta College DPS	4	Gobles PD	1
Delta Co Airp Sec	1	Goodrich PD	1
Dept Natural Resources	25	Grand Blanc PD	5
Detroit City Airport	2	Grand Blanc Twp PD	5
Detroit PD	6	Grand Ledge PD	6
Detroit Terminal RR	1	Grand Trunk & West RR	3
DeWitt PD	2	Grass Lake PD	1
East Detroit PD	1	Grayling PD	1
East Grand Rapids PD	1	Green Oak Twp PD	2
East Lansing PD	1	Grosse Pte Farms PD	4
Eastern Mi Univ DPS	2	Grosse Pte Park PD	1
Eau Claire PD	2	Harrison PD	10

<u>Agency</u>	<u>No. Trainees Enrolled</u>	<u>Agency</u>	<u>No. Trainees Enrolled</u>
Hatton Twp PD	1	Lake City PD	1
Hazel Park PD	4	Lake Co SD	1
Hesperia PD	1	Lake Odessa PD	1
Highland Park Fire Dept	1	Lapeer Co SD	14
Hillsdale Co SD	2	Lawrence PD	1
Home Twp PD	1	Leelanau Co SD	1
Homer PD	3	Lincoln Park PD	2
Houghton Co SD	1	Linden PD	3
Howard Twp PD	4	Litchfield PD	5
Howell PD	4	Livonia PD	3
Hudson PD	4	Madison Heights PD	1
Imlay City PD	1	Manchester PD	3
Ingham Co SD	3	Marcellus PD	1
Inkster PD	4	Marenisco Twp PD	3
Ionia PD	1	Marquette Co SD	1
Iosco Co SD	1	Marysville PD	1
Iron River PD	1	Mason Co SD	1
Ironwood PD	4	Mattawan PD	2
Jackson PD	4	Mecosta Co SD	2
Jonesville PD	2	Melvindale DPS	2
Kalamazoo Parks & Recr	1	Memphis PD	2
Kalamazoo PD	11	Mendon PD	1
Kalkaska Co SD	2	Menominee PD	2
Kent Co SD	2	Merrill PD	1
Keweenaw Co SD	2	Michiana PD	1
Kingsford PD	4	Michigan Expo & Fair	2
Laingsburg PD	2	Middleville PD	2



<u>Agency</u>	<u>No. Trainees Enrolled</u>	<u>Agency</u>	<u>No. Trainees Enrolled</u>
Midland Co SD	3	Oscoda-AuSable Twp PD	1
Midland PD	1	Oscoda Co SD	1
Milford PD	1	Otisville PD	3
Minden City PD	1	Ottawa Co SD	1
Monroe Co SD	1	Oxford PD	1
Monroe PD	4	Pennfield Twp PD	4
Montrose PD	2	Pentwater PD	1
Montrose Twp PD	7	Pittsfield Twp PD	1
Morenci PD	1	Pleasant Ridge PD	1
Morrice PD	1	Plymouth PD	1
Mt Morris Twp PD	6	Pontiac PD	9
Muskegon Co SD	4	Pontiac Twp PD	1
Newaygo PD	1	Port Huron PD	1
New Buffalo PD	1	Prairieville Twp PD	2
New Haven PD	3	Quincy PD	1
New Lothrop PD	1	Reed City PD	1
Niles PD	1	Richfield Twp PD	5
Niles Twp PD	1	Richmond PD	1
Norfolk & Western RR	1	Riverview PD	1
Northern Mi Univ DPS	4	Roscommon Co SD	2
Norway PD	2	Roseville PD	4
Novi PD	1	Royal Oak Twp PD	4
Oakland Co Safety Div	10	Saginaw Co SD	6
Oakland Co SD	10	Saginaw Twp PD	1
Oak Park DPS	2	St Charles PD	1
Onaway PD	2	St Clair Shores PD	1
Ontonagon Co SD	2	St Ignace PD	1

<u>Agency</u>	<u>No. Trainees Enrolled</u>	<u>Agency</u>	<u>No. Trainees Enrolled</u>
Sand Lake PD	4	Walkerville Village PD	1
Schoolcraft Co SD	1	Warren PD	16
Scottville PD	1	Washtenaw Co SD	4
Shepherd PD	3	Waterford Twp Fire Dept	1
Southfield PD	7	Waterford Twp PD	4
Southgate PD	2	Watervliet PD	1
South Lyon DPS	4	Wayne Co Road Comm	2
South Range PD	2	Wayne Co SD	2
South Rockwood PD	1	Wayne State Univ DPS	1
Standish PD	1	West Branch PD	1
Sterling Heights PD	7	Westland PD	2
Stevensville PD	1	Wexford Co SD	1
Sunfield PD	2	White Lake Twp PD	2
Three Rivers PD	1	Williamston PD	2
Troy PD	1	Wolverine Lake PD	1
Twin Cities Airp Sec	2	Woodland Twp PD	1
Univ of Detroit DPS	5	Wyandotte PD	1
Van Buren Twp PD	2	Yale PD	1
Vernon Village PD	1	Ypsilanti PD	1
Waldron PD	1	Zilwaukee PD	1
			611

Career Training Unit

Act No. 203, P.A. 1965 as amended by Act No. 422, P.A. 1976

Section 9. (1) The council shall prepare and publish minimum employment standards with due consideration to varying factors and special requirements of local police agencies relative to:

- (g) Categories or classifications of advanced in-service training programs and minimum courses of study and attendance requirements for these categories or classifications.

Section 11. The council may:

- (a) Visit and inspect a police training school, or examine the curriculum or training procedures, for which application for approval has been made.
- (d) Cooperate with state, federal, and local police agencies in establishing and conducting local or area schools, or regional training centers for instruction and training of police officers of this state, its cities, counties, townships, and villages.

The Career Training Unit is organizationally responsible for directing a Statewide Career Development Training Program. The training activities for fiscal year 1980 addressed four (4) distinct programmatic areas:

- Advanced Police Training (line level)
- Specialized
- First Line Supervision
- Management Development

Council set as its goal to provide a statewide system of coordinated law enforcement training based on state, regional, and local needs so that each law enforcement officer, regardless of his career status, can benefit by enhancing his level of knowledge, skills, and abilities.



In addressing its responsibility, the Career Unit identified objectives to be achieved during fiscal year 1980. Delineated in the following report will be the accomplishments that were achieved based on the pre-set objectives:

I. Objective: Serve in a consultant capacity for all agencies considering developing a Career Training Program.

The Career Training Unit consulted with 46 agencies concerning the design and development of training activities. There were 15 presentations given to regional training advisory groups reference planning and implementation of career development systems.

II. Objective: Review and thoroughly evaluate 100 Career Training Program requests for approval.

Fiscal year 1980 produced 136 requests for career development training approval. The requests were subjected to Council Evaluation Criteria which resulted in 105 programs being given State Approval Status.

III. Objective: By September 30, 1980 provide for 3,180 total person days of training in line level advanced police topics.

The entire funded and non-funded line level advanced police training activities resulted in 13,785 total person days of training. There were 3,160 law enforcement officers who participated in the state approved training.

As in past years we again experienced an overwhelming success that can be attributed directly to Council's Career Development Program Approval Process. This process awards program approval as well as entitling officers who successfully complete this program to receive credit towards Council Career Development Certificates.

IV. Objective: By September 30, 1980 provide for 1,775 total person days of training in law enforcement management topics.

In the area of management related topics, funded and non-funded programs produced 2,362 total person days of training. A total of 1,096 supervisory and command officers participated in the training that ranged from basic supervision through executive development level courses.

V. Objective: Maintain Council approved In-Service Certificate process.

There were 132 requests during fiscal year 1980 for Council career development certificates. Record verification qualified 73 law enforcement officers for certificates.

(See table 8 for list of officers and type of certificate awarded)

VI. Objective: Monitor State approved career development training programs whether funded or non-funded to ensure compliance with Council's standards of quality.

Training programs once given Council approval after meeting evaluation criteria are ranked and listed by topical priority for compliance inspection purposes. Utilizing the prioritized ranking system, 20 on-site inspections were conducted during fiscal year 1980.

Table 6

NUMBER OF LAW ENFORCEMENT PERSONNEL  
PARTICIPATING IN VARIOUS CAREER DEVELOPMENT  
TRAINING PROGRAMS BY FISCAL YEAR

Type of Training	FY 76-77	FY 77-78	FY 78-79	FY 79-80
Advanced Police Training	445	617	931	3,160
Management Development	367	393	491	1,096
TOTALS	812	1,010	1,422	4,156

Table 7

NUMBER OF STATEWIDE AGENCIES PARTICIPATING IN SPECIFIC  
CAREER DEVELOPMENT TRAINING PROGRAMS DURING FY 1979/80

AGENCY	First Line Supervision	Management Development	Advanced Training
Michigan State Police	1	1	1
County Sheriff	10	22	59
Local Police	39	96	244
Colleges/Universities	6	7	9
Other	2	9	22
TOTALS	58	135	335

Table 8

Career Development Certificates Issued

<u>Number</u>	<u>Name/Department</u>	<u>Date Issued</u>
<u>ADVANCED POLICE OFFICER</u>		
A000201	David A. Row - Oakland Co SD	2/27/80
A000202	Joseph K. Weaver - Bloomfield Twp PD	2/27/80
A000203	Barrie F. Roberson - Huron-Clinton Metro Parks PD	2/29/80
A000204	Dale W. Malesh - Colon PD	2/29/80
A000205	Jerry E. DeYoung-Missaukee Co SD	5/5/80
A000206	Charles Davis-Osceola Co SD	9/2/80
A000208	Daniel Blaszk-Missaukee Co SD	5/5/80
A000209	William Sudhoff-Ogemaw Co SD	5/5/80
A000210	Adrian Gauthier-Cheboygan SD	5/5/80
A000211	Glenn Artress-Otsego Co SD	5/5/80
A000212	Richard McBroom-Huron-Clinton Metro Parks PD	5/29/80
A000213	Tim Howery-Ingham Co SD	6/6/80
A000214	Ernest F. Mann-Rose City PD	9/22/80
A000215	Karl Neil Daniels-Presque Isle Co SD	9/29/80
A000216	Garnet Paul Robinson-Presque Isle Co SD	9/29/80
A000217	Walter Edward Wenzel-Presque Isle Co SD	9/29/80
A000218	Andrew J. Leffew-Region 10 Det. Unit	9/29/80
A000219	Charles H. Cloutier-Region 10 Det. Unit	9/29/80
A000236	Dennis M. James-Huron Clinton Metro	9/2/80
<u>SUPERVISORY</u>		
S000202	Gordon Chapman-Albion PD	4/7/80
S000203	Lyle Cooper-Albion PD	4/7/80
S000204	Nicholas Priddy-Albion PD	4/7/80
S000206	Douglas Rogers-Albion PD	4/7/80
S000207	Michael Hedquist-Blackman Twp PD	4/7/80
S000208	John Kase-Hillsdale PD	4/7/80
S000209	Douglas Wegener-Hillsdale PD	4/7/80
S000210	Raymond Brosten-Jonesville PD	4/7/80
S000211	Larry Brenner-Lenawee Co SD	4/7/80
S000212	Thomas Borck-Litchfield PD	4/7/80
S000213	Carl Boucher-Marshall PD	4/7/80
S000214	Russell Cook-Marshall PD	4/7/80
S000215	Mickey Blair-Monroe Co SD	4/7/80
S000216	Mark Kachar-Monroe Co SD	4/7/80
S000217	Douglas Aylesworth-Tecumseh PD	4/7/80
S000218	James Knierim-Tecumseh PD	4/7/80
S000226	Craig Maxwell-Saginaw Valley St College DPS	9/2/80
S000227	David W. Gill-Leelanau Co SD	9/2/80
S000225	James A. Shauger-St. Louis PD	9/2/80
S000228	Robert F. Breckel-Wayne Co Road Commission	9/29/80
S000229	Ray Lumpford-Wayne Co Road Commission	9/29/80

SPECIALIZED

T000002	James A. Shauger-Lansing Twp PD	9/2/80
T000003	Gary Jacques-Saginaw PD	2/1/80
T000004	Henry Villerot-Wayne State PDS	2/1/80
T000005	Robert Carlson-Saginaw PD	2/1/80
T000006	Phillip Scheel-Ann Arbor PD	2/1/80
T000007	William Duffey-Farmington Hills PD	2/1/80
T000008	Phillip Charney-MSP	2/1/80
T000009	Steven James-MCJ	2/1/80
T000010	Joy Zissler-Saginaw PD	2/1/80
T000011	Roland Segal-Pontiac PD	2/1/80
T000013	John Bommarito-Saginaw PD	2/1/80
T000014	Donald Dunckel II-Liquor Control Comm.	2/1/80
T000015	Howard L. Powers-MSP	2/1/80
T000016	Harold Worthington-Flat Rock PD	2/1/80
T000018	Kenneth R. Looney/Lansing Twp PD	9/2/80
T000021	Thomas J. Brown-Plainwell PD	9/16/80
T000022	Kent L. Maurer-Jackson PD	9/29/80

Table 9  
 GRADUATES OF ADVANCED POLICE TRAINING (FUNDED)  
 FY 1979/80 BY AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
ADRIAN PD	4	CHESANING PD	1
ALCONA CO SHERIFF	2	CLARE PD	2
ALPENA CO SHERIFF	3	CLARE CO SHERIFF	1
ANN ARBOR PD	7	CLAY TWP PD	1
ANTRIM CO SHERIFF	3	COAST GUARD	1
ATLAS TWP PD	4	CONCORD/PULASKI PD	2
BARRY CO SHERIFF	5	CRAWFORD CO SHERIFF	9
BATTLE CREEK PD	2	DAVISON PD	3
BATTLE CREEK TWP PD	1	DAVISON TWP PD	1
BAY CO SHERIFF	3	DEARBORN HEIGHTS PD	8
BEAVERTON PD	1	DEPARTMENT OF NATURAL RESOURCES	2
BENZIE PD	1		
BENZIE CO SHERIFF	4	DETROIT PD	303
BERKLEY PD	3	DEWITT TWP PD	1
BIRMINGHAM PD	1	EAST DETROIT PD	1
BLACKMAN PD	5	EASTERN MICHIGAN UNIV. DPS	11
BOIS BLANC TWP PD	1	EATON CO SHERIFF	4
BRIDGEPORT TWP PD	2	ELBERTA PD	1
CADILLAC PD	6	ELK RAPIDS PD	5
CARO PD	2	EMMET CO SHERIFF	1
CARROLLTON TWP PD	1	EVART PD	1
CASS CO SHERIFF	6	FARMINGTON PD	1
CENTERLINE PD	6	FARMINGTON HILLS PD	5
CHEBOYGAN CO SHERIFF	16	FENTON PD	1

Graduates of Advanced Police Training (Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
FERRIS STATE COLLEGE DPS	1	HUNTINGTON WOODS PD	2
FERRYSBURG PD	1	HURON-CLINTON METRO PARK RANGER DEPT	2
FLINT PD	7		
FLINT TWP PD	1	INGHAM CO SHERIFF	3
FORSYTH TWP PD	1	ISHPEMING PD	4
FRANKLIN PD	1	JACKSON PD	10
FRASER PD	2	JACKSON CO SHERIFF	11
FRUITPORT TWP PD	2	KALAMAZOO PD	7
GARDEN CITY PD	10	KALAMAZOO TWP PD	2
GENESEE CO SHERIFF	16	KALKASKA PD	4
GERRISH TWP PD	5	KALKASKA CO SHERIFF	3
GLADWIN CO SHERIFF	17	LAKE CITY PD	1
GRAND BLANC TWP PD	1	LAKE ORION PD	1
GRAND TRAVERSE CO SHERIFF	2	LATHRUP VILLAGE PD	2
GRANDVILLE PD	1	LAWRENCE PD	1
GRATIOT CO SHERIFF	6	LEELANAU CO SHERIFF	2
GROSSE PTE WOODS PD	1	LEONI PD	2
HASTINGS PD	1	LINCOLN PARK PD	3
HAZEL PARK PD	3	LINDEN PD	1
HILLSDALE PD	1	LITCHFIELD PD	5
HOLLAND PD	1	LIVINGSTON CO SHERIFF	2
HOMER PD	2	LIVONIA PD	1
HOUGHTON PROSECUTOR	1	MACKINAW PD	2
HOWELL PD	2	MACOMB CO SHERIFF	3
HUDSON PD	4	MADISON HEIGHTS PD	4

Graduates of Advanced Police Training (Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
MANCELONA PD	3	MUSKEGON HEIGHTS PD	1
MANISTEE PD	1	NAPOLEON PD	3
MANISTEE CO SHERIFF	1	NASHVILLE PD	1
MANISTIQUE PD	9	NATIONAL PARK SERVICE	1
MANTON PD	1	NEGAUNEE PD	6
MARQUETTE PD	18	NORTH MUSKEGON PD	1
MARQUETTE CO SHERIFF	4	NORTHERN MICH UNIV DPS	9
MARSHALL PD	7	NORTHVILLE PD	1
MARYSVILLE PD	1	OAK PARK PD	3
MEMPHIS PD	2	OAKLAND CO SHERIFF	6
MERIDIAN PD	4	OGEMAW CO SHERIFF	13
MERIDIAN TWP PD	11	OSCEOLA CO SHERIFF	1
METRO BEACH PD	2	OSCODA-AUSABLE TWP PD	2
MICHIGAN STATE POLICE	20	OTSEGO CO SHERIFF	4
MICHIGAN STATE UNIV DPS	11	OTTAWA CO SHERIFF	6
MIDLAND PD	1	PENNFIELD PD	2
MIDLAND TWP PD	11	PETOSKEY PD	8
MISSAUKEE CO SHERIFF	7	PONTIAC PD	1
MONROE CO SHERIFF	6	PONTIAC TWP PD	1
MONROE PD	1	PORT HURON PD	1
MONTAGUE PD	1	PORTAGE PD	3
MONTMORENCY CO SHERIFF	10	PRESQUE ISLE CO SHERIFF	3
MT. CLEMENS PD	6	QUINCY PD	1
MT. PLEASANT PD	2	REGION 10 DETECTIVE	2
MUSKEGON PD	2	RICHMOND PD	1

Graduates of Advanced Police Training (Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
RIVER ROUGE PD	2	SOUTH HAVEN PD	1
ROMEO PD	1	SOUTH LYON PD	1
ROOSEVELT PARK PD	1	SOUTHFIELD PD	5
ROSCOMMON CO SHERIFF	9	SOUTHGATE PD	2
ROSE CITY PD	1	TITABAWASSEE TWP PD	2
ROSEVILLE PD	35	TROY PD	13
ROST CITY PD	1	TUSCARORA TWP PD	3
ROYAL OAK PD	3	U.S. MARSHALL SERVICE	1
SAGINAW PD	7	VICKSBURG PD	1
SAGINAW CO SHERIFF	3	WALDRON PD	11
SAGINAW TWP PD	2	WARREN PD	1
SAGINAW VALLEY PD	1	WATERFORD TWP PD	2
ST CLAIR CO SHERIFF	6	WAYNE STATE UNIV DPS	2
ST CLAIR SHORES PD	4	WEST BLOOMFIELD TWP PD	4
ST JOSEPH PD	1	WEST BRANCH PD	3
ST LOUIS PD	3	WEXFORD CO SHERIFF	10
SALINE PD	4	WHITEHALL PD	1
SCHOOLCRAFT CO SHERIFF	4	WILLOW RUN AIRPORT DPS	11
STERLING HEIGHTS PD	12	WYANDOTTE PD	8
STONEY CREEK PD	1		
STURGIS PD	7	TOTALS	1,036

Table 10  
 GRADUATES OF ADVANCED POLICE TRAINING (Non-Funded)  
 FY 1979/80 by AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
ADRIAN AUXILLARY PD	11	BENZIE CO SHERIFF	8
ADRIAN PD	4	BERKLEY PD	3
ALBION PD	1	BERRIEN CO SHERIFF	8
ALCONA CO SHERIFF	8	BERRIEN SPRINGS PD	1
ALLEGAN CO SHERIFF	1	BEVERLY HILLS PD	1
ALMONT PD	2	BIG RAPIDS PD	1
ALPENA PD	4	BIRMINGHAM PD	16
ALPENA CO SHERIFF	2	BLISSFIELD PD	1
ANN ARBOR PD	2	BLOOMFIELD HILLS PD	1
AREA SPEED UNIT	1	BLOOMFIELD TWP PD	3
ARENAC DNR	4	BOIS BLANC PD	1
ARENAC CO SHERIFF	29	BRIDGEMAN PD	4
ATLAS TWP PD	4	BRIGHTON PD	2
AUGRES PD	1	BUCHANAN CITY PD	2
AUGUSTA PD	2	BURTON PD	6
BARRY CO SHERIFF	7	CADILLAC PD	4
BARRY TWP PD	3	CALHOUN CO SHERIFF	4
BATTLE CREEK PD	8	CARSONVILLE PD	1
BATTLE CREEK TWP PD	2	CASS CITY PD	2
BAY CITY PD	4	CASS CO SHERIFF	2
BAY CO SHERIFF	2	CENTERLINE PD	3
BEAVERTON PD	3	CENTRAL MICHIGAN UNIV DPS	2
BENTON TWP PD	2	CHARLEVOIX CO SHERIFF	2

Graduates of Advanced Police Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
CHEBOYGAN PD	8	DEWITT TWP PD	10
CHEBOYGAN CO SHERIFF	20	DURAND PD	2
CHESANING PD	3	EAST DETROIT PD	17
CLARE PD	4	EAST LANSING PD	11
CLARE CO SHERIFF	11	EATON CO SHERIFF	4
CLAWSON PD	1	ELBERTA PD	1
CLAY TWP PD	1	EMMET CO SHERIFF	1
CLINTON TWP PD	35	EMMET TWP PD	1
CLIO-VIENNA PD	1	ESCANABA DPS	2
COLOMA TWP PD	2	EVART PD	1
COLON PD	3	FARMINGTON CITY PD	3
CONSOLIDATED RAIL	2	FARMINGTON HILLS PD	8
CONSTANTINE PD	2	FARWELL PD	2
COVERT TWP PD	1	FENTON PD	8
CRAWFORD CO SHERIFF	14	FLAT ROCK PD	2
CROSWELL PD	3	FLINT PD	41
CRYSTAL TWP PD	1	FLINT TWP PD	6
DAVISON PD	4	FLUSHING PD	7
DAVISON TWP PD	6	FRANKLIN PD	6
DEARBORN PD	9	FRASER PD	1
DEARBORN HEIGHTS PD	8	FREMONT PD	1
DELHI TWP PD	1	GARDEN CITY PD	18
DEPT OF NATURAL RESOURCES	6	GERRISH TWP PD	6
DETROIT PD	345	GLADWIN CO SHERIFF	26

Graduates of Advanced Police Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
GLADWIN PD	7	IRA TWP PD	1
GRAND BLANC PD	1	JACKSON CO SHERIFF	7
GRAND BLANC TWP PD	7	JACKSON PD	7
GRAND LEDGE PD	2	KALAMAZOO MUNICIPAL AIRPORT DPS	1
GRAND RAPIDS PD	28	KALAMAZOO CO SHERIFF	7
GRANDVILLE PD	2	KALAMAZOO PD	16
GRASS LAKE PD	1	KALAMAZOO TWP PD	12
GRATIOT CO SHERIFF	1	KEEGO HARBOR PD	1
GRAYLING PD	2	KEEWANAU BAY TRIBAL DPS	2
GREEN OAK TWP PD	1	KENSINGTON METRO PARK PD	1
GROSSE PTE CITY PD	2	KENT CO SHERIFF	46
GROSSE PTE WOODS PD	3	KINROSS DPS	3
HARRISON PD	3	LAKE ORION PD	2
HASTINGS PD	1	LANSING PD	26
HAZEL PARK PD	7	LANSING TWP PD	2
HIGHLAND PARK PD	2	LAPEER CO SHERIFF	4
HILL TWP PD	1	LATHRUP VILLAGE PD	3
HILLSDALE CO SHERIFF	1	LAWRENCE PD	1
HILLSDALE PD	1	LEBANON (OHIO) PD	2
HOLLAND PD	3	LENAWEE CO SHERIFF	19
HOLLY PD	2	LEXINGTON PD	4
HUNTINGTON PD	1	LINCOLN PARK PD	14
HUNTINGTON WOODS PD	1	LINDEN PD	3
INGHAM CO SHERIFF	34	LIQUOR CONTROL COMMISSION	1
IOSCO CO SHERIFF	5	LIVINGSTON CO SHERIFF	9

Graduates of Advanced Police Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
LIVONIA PD	11	MISSAUKEE CO SHERIFF	11
LYON TWP PD	2	MONROE CO SHERIFF	5
MACKINAC CO SHERIFF	2	MONROE PD	6
MACKINAW CITY PD	4	MONTCALM CO SHERIFF	2
MACOMB CO COMM COLLEGE DPS	1	MONTMORENCY CO SHERIFF	11
MACOMB CO SHERIFF	30	MONTROSE PD	6
MADISON HEIGHTS PD	19	MORENCI PD	2
MANCELONA PD	4	MT. CLEMENS PD	17
MANTON PD	1	MUSKEGON PD	1
MARQUETTE PD	2	MUSKEGON HEIGHTS PD	1
MARSHALL PD	10	NASHVILLE PD	1
MASON PD	1	NATIONAL PARK SERVICE	1
MECOSTA CO SHERIFF	2	NEW LATHROP PD	3
MENDON PD	1	NILES TWP PD	2
MERIDIAN PD	2	OAKLAND COMM COLLEGE DPS	2
MERIDIAN TWP PD	11	OAKLAND CO SHERIFF	65
MERRILL PD	2	OAKLAND PD	2
METRO BEACH PD	5	OAK PARK PD	5
METRO PARK PD	4	OGEMAW CO SHERIFF	19
MICHIGAN STATE POLICE	115	ORCHARD LAKE PD	2
MICHIGAN STATE UNIV DPS	11	OSCEOLA CO SHERIFF	5
MIDDLEVILLE PD	1	OSCODA CO SHERIFF	2
MIDLAND CO SHERIFF	16	OSI SELFRIDGE ANGB-MI	1
MIDLAND PD	2	OSI WRIGHT-PATT AFB-OH	1
MILFORD PD	1	OTSEGO CITY PD	3

Graduates of Advanced Police Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
OTSEGO CO SHERIFF	3	SAGINAW CO SHERIFF	1
PARCHMENT PD	4	SAGINAW PD	26
PENNFIELD TWP PD	2	ST. CLAIR CO SHERIFF	3
PETOSKEY PD	4	ST. CLAIR PD	2
PITTSFIELD TWP PD	1	ST. CLAIR SHORES PD	49
PLEASANT RIDGE PD	1	ST. JOHNS PD	1
PONTIAC GEN HOSP SECURITY	2	ST. JOSEPH PD	1
PONTIAC PD	16	ST. JOSEPH TWP PD	2
PONTIAC TWP PD	7	SANDUSKY PD	1
PORTAGE PD	7	SANILAC CO SHERIFF	8
PORT HURON PD	6	SAULT STE MARIE PD	3
PRESQUE ISLE CO SHERIFF	8	SOUTHFIELD PD	4
QUINCY PD	2	SOUTHGATE PD	7
REDFORD TWP PD	1	SOUTH LYON PD	3
RICHMOND PD	4	SPS WORTSMITH AFB	1
REGIONAL 10 DET UNIT	2	SPRINGFIELD PD	9
RIVER ROUGE PD	19	STANDISH PD	2
RIVERVIEW PD	4	STERLING HEIGHTS PD	33
ROCHESTER PD	2	STONEY CREEK METRO PARK PD	1
ROGERS CITY PD	6	STONEY CREEK PD	2
ROSCOMMON CO SHERIFF	17	STURGIS PD	1
ROSE CITY PD	5	SWARTZ CREEK PD	8
ROSEVILLE PD	21	TECUMSEH PD	6
ROSS TWP PD	2	THREE RIVERS PD	1
ROYAL OAK PD	18	TRAVERSE CITY PD	1

Graduates of Advanced Police Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
TRENTON PD	8	WHITE LAKE TWP PD	5
TROY PD	26	WILLIAMSTON PD	1
TUSCOLA CO SHERIFF	2	WIXOM PD	3
TUSCORARA TWP PD	3	WYANDOTTE PD	8
TUSCORARA PD	1	YPSILANTI PD	2
UNION CITY PD	1		
VAN BUREN CO SHERIFF	2	45 COURT - PROB	1
VAN BUREN TWP PD	5	DEFIANCE PD (OHIO)	1
WARREN PD	2	GRAND FORKS CO SHERIFF (NORTH DAKOTA)	1
WASHTENAW CO SHERIFF	8	INDIANAPOLIC PD (INDIANA)	2
WATERFORD TWP PD	7	VAMC	1
WAYNE CO SHERIFF	21	VERMILION CO METRO ENFORCEMENT GROUP	1
WAYNE PD	18		
WAYNE STATE UNIV DPS	11	TOTALS	2,124
WEBBERVILLE PD	1		
WEST BLOOMFIELD PD	9		
WEST BLOOMFIELD TWP PD	9		
WEST BRANCH PD	7		
WESTERN MICHIGAN UNIV DPS	3		
WESTLAND PD	2		
WEXFORD CO SHERIFF	3		



Table 11  
 GRADUATES OF FIRST LINE SUPERVISION (Funded)  
 FY 1979 /80 BY AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
ALBION PD	4	GRAND BLANC PD	1
ALMA PD	2	GRAND BLANC TWP PD	5
ATLAS TWP PD	1	GROSSE PTE SHORES PD	1
BERRIEN CO SHERIFF	3	HIGHLAND PARK PD	4
BLACKMAN PD	1	HILLSDALE PD	2
BLOOMFIELD TWP PD	1	HOLLY PD	2
BURTON PD	2	HOWELL PD	1
CANTON TWP PD	1	IMLAY CITY PD	1
CLINTON CO SHERIFF	2	JACKSON PD	2
DAVISON PD	1	JONESVILLE PD	1
DETROIT PD	45	LAPEER PD	1
ECORSE PD	3	LENAWEE CO SHERIFF	4
EAST DETROIT PD	6	LITCHFIELD PD	1
EATON CO SHERIFF	5	MACOMB CO COMM COLL DPS	1
FARMINGTON PD	3	MARSHALL PD	4
FARMINGTON HILLS PD	7	MERRILL PD	2
FLAT ROCK PD	4	MICHIGAN STATE POLICE	13
FLINT PD	11	MIDLAND PD	2
FLINT TWP PD	2	MONROE CO SHERIFF	2
FLUSHING PD	2	N & W RAILROAD PD	1
GARDEN CITY PD	6	NORTHVILLE PD	3
GENESEE CO SHERIFF	1	PITTSFIELD TWP PD	3

Graduates of First Line Supervision (Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
PONTIAC TWP. PD	3	WAYNE STATE UNIV DPS	3
RIVER ROUGE PD	4	WESTLAND PD	2
RIVERVIEW PD	3	WILLOW RUN AIRPORT PD	2
TECUMSEH PD	2	WYANDOTTE PD	6
VAN BUREN TWP. PD	1		
		TOTALS	196

Table 12  
 GRADUATES OF FIRST LINE SUPERVISION (Non-Funded)  
 FY 1979/80 by AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
BATTLE CREEK PD	2	OTTAWA CO SHERIFF	5
BERRIEN SPRINGS ORONKI TWP	1	PENNFIELD PD	1
CADILLAC PD	4	PORTAGE PD	1
CHELSEA PD	1	SAGINAW VALLEY COLL DPS	1
DOWAGIAC DPS	1	SAGINAW VALLEY DPS	1
EAST DETROIT PD	4	ST. LOUIS PD	1
EASTERN MICH UNIV DPS	5	SOUTH LYON PD	3
FARMINGTON PD	2	SPRINGFIELD PD	2
FERRIS STATE DPS	1	UNION CITY PD	1
FREMONT PD	1	WALKER PD	1
GRAND RAPIDS PD	8	WASHTENAW CO PD	8
HARTFORD PD	1	WAYNE STATE UNIV DPS	2
HASTINGS PD	1	TOTALS	86
HOLLAND PD	1		
KALAMAZOO CO SHERIFF	2		
KALAMAZOO TWP PD	5		
LEONI TWP PD	1		
LINCOLN PARK PD	1		
MARSHALL PD	3		
MASON CO SHERIFF	4		
MERRILL PD	2		
MICHIGAN STATE UNIV DPS	4		
MILAN PD	4		

Table 13  
 GRADUATES OF MANAGEMENT TRAINING (Funded)  
 FY 1979/80 by AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
ALLEGAN CO SHERIFF	2	ECORSE PD	7
ARENAC CO SHERIFF	1	ESSEXVILLE DPS	1
ATLAS TWP PD	1	FARMINGTON PD	2
BATTLE CREEK PD	2	FARMINGTON HILLS PD	17
BAY CITY PD	2	FLATROCK PD	7
BAY CO SHERIFF	4	FLINT PD	1
BLOOMFIELD TWP PD	4	GARDEN CITY PD	6
BRIDGEMAN PD	1	GRAND BLANC PD	1
BUENA VISTA TWP PD	3	GROSSE PTE PD	10
CALHOUN CO. SHERIFF	2	GROSSE PTE WOODS PD	4
CANTON PD	8	HAMTRAMCK PD	19
CARO PD	2	HARRISON PD	1
CLARE PD	2	HIGHLAND PARK PD	6
CONSOLIDATED RAIL	1	INKSTER PD	2
COVERT TWP PD	1	KALAMAZOO PD	1
DAVISON CITY PD	1	KALAMAZOO TWP PD	3
DEARBORN PD	1	KENT CO SHERIFF	1
DELTA COLLEGE DPS	3	LANSING PD	5
DETROIT PD	280	LAPEER CO SHERIFF	2
DETROIT REC HOSPITAL	3	LINCOLN PARK PD	2
EAST DETROIT PD	19	LIVONIA PD	9
EASTERN MICH UNIV	1	MARSHALL PD	1
EATON CO SHERIFF	1	MERIDIAN TWP PD	1

Table

## Graduates of Management Training (Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
MERRILL PD	2	SAGINAW TWP PD	1
MICHIGAN STATE POLICE	34	SOUTHGATE PD	1
MIDLAND CO SHERIFF	1	TITTABAWASSEE TWP PD	1
MIDLAND PD	1	TROY PD	8
MONROE CO SHERIFF	2	TUSCOLA CO SHERIFF	2
NOVI PD	1	VAN BUREN TWP PD	2
NORFOLK & WESTERN RR	5	WASHTENAW CO SHERIFF	4
OAKLAND CO SHERIFF	1	WAYNE STATE UNIV	21
OTSEGO CO SHERIFF	1	WESTERN MCIH UNIV	1
PITTSFIELD PD	3	WESTERN NORFOLD RR	2
PITTSFIELD TWP PD	1	WESTLAND PD	17
PORTAGE PD	1	WOODHAVEN PD	1
RIVER ROUGE PD	3	WYANDOTTE PD	15
RIVERVIEW PD	6		
ROYAL OAK TWP PD	2	TOTALS	594

Table 14

## GRADUATES OF MANAGEMENT TRAINING (Non-Funded)

FY 1979/80 by AGENCY

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
ALBION PD	2	FLINT TWP PD	2
ANN ARBOR PD	1	GARDEN CITY PD	2
ATLAS TWP PD	2	GENESEE CO SHERIFF	1
BARRY CO SHERIFF	5	GENESEE VALLEY SEC	1
BATTLE CREEK PD	6	GOODRICH PD	1
BEDFORD TWP PD	1	GRAND BLANC PD	2
BENZIE CO SHERIFF	3	GRAND BLANC TWP PD	4
BLACKMAN TWP PD	2	GRAND RAPIDS PD	1
BLOOMFIELD PD	1	HAMPTON PD	1
BLOOMFIELD TWP PD	3	HILLSDALE PD	2
BURTON PD	1	HOLLY PD	1
CALHOUN CO SHERIFF	1	HUDSON PD	1
CHESANING PD	2	INGHAM CO SHERIFF	1
CLIO - VIENNA PD	2	INTERNAL REVENUE	1
DAVISON PD	5	JACKSON PD	9
DAVISON TWP PD	2	KALAMAZOO CITY ANIMAL CONT	1
EASTERN MICH UNIV	4	KALAMAZOO CO ANIMAL CONT	1
EATON CO SHERIFF	1	KALAMAZOO PD	5
EMMETT CO SHERIFF	1	KALAMAZOO TWP PD	3
FARMINGTON HILLS PD	1	KENT CO SHERIFF	3
FENTON PD	1	KENTWOOD PD	1
FLAT ROCK PD	3	LANSING PD	1
FLINT PD	32	LAPEER PD	2

Graduates of Management Training (Non-Funded) Cont'd.

AGENCY	# OF GRADUATES	AGENCY	# OF GRADUATES
LEONI TWP PD	1	OTSEGO PD	1
LINCOLN PARK PD	1	OTTAWA CO SHERIFF	2
LIQUOR CONTROL COMM	4	OWOSSO DPS	2
LUDINGTON PD	1	PENNFIELD TWP PD	1
MACOMB COMM COLLEGE	1	PLAINWELL PD	1
MANISTEE PD	3	PONTIAC PD	1
MARSHALL PD	2	SAGINAW PD	8
MASON PD	1	ST CLAIR CO SHERIFF	3
MASON CO SHERIFF	1	ST CLAIR SHORES PD	2
MERRILL PD	2	ST LOUIS PD	1
MICHIGAN STATE POLICE	3	SANILAC CO SHERIFF	3
MICHIGAN STATE UNIV	2	SHERWOOD TWP PD	1
MONROE CO SHERIFF	2	SOUTH LYON PD	3
MONTAGUE PD	2	VAN BUREN TWP PD	2
MONTROSE PD	1	WARREN PD	18
MT MORRIS TWP PD	1	WATERFORD TWP PD	1
MUSKEGON PD	3	WEST SHORE COMM COLLEGE DPS	1
MUSKEGON HEIGHTS PD	1	WAYNE STATE UNIV DPS	2
NORTHVILLE PD	1	WYOMING PD	2
OAKLAND CO SHERIFF	3	TOTALS	220

Preservice Unit

Section 11 (f) of Act No. 203, P.A. 1965, as amended, authorizes the Training Council to establish preservice basic training programs at colleges and universities which qualify under the rules of the Council. This section was established in support of the MLEOTC goal to encourage qualified people with higher educational levels to enter law enforcement for the purpose of enhancing and upgrading the police profession and its services to the public.

The preservice training system allows qualified college students seeking a career in law enforcement to attain basic law enforcement training while completing their education. Upon successfully completing a preservice program, the graduate will have achieved a college degree and will be eligible to receive certification to practice law enforcement in Michigan. MLEOTC grants certification to preservice graduates once they have obtained employment with a public law enforcement agency as a police officer.

This fiscal year, a total of 248 college students received basic law enforcement training at state colleges and/or regional basic police training academies, and 168 preservice graduates were employed by Michigan police agencies this same fiscal year. Hence, the savings of state reimbursement training dollars is confidently estimated at \$92,400, and for local law enforcement agencies, \$420,000 in salary and benefits.

The preservice system provides quality basic police training. Each preservice program must include 296 hours of basic police training covering all MLEOTC

mandated training objectives for police certification. However, most preservice curriculums exceed the 296 mandated hours of training. This is possible for three main reasons: (1) the preservice institution is not limited to MLEOTC funding for 320 hours of training for each trainee but receives funding by tuition and other state aid to the university or college; (2) the duration of the training period extends far beyond the ten weeks allotted at most basic training academies; (3) certain training objectives can be reasonably integrated and broadened within related criminal justice college courses.

A preservice graduate, having achieved an Associate degree, has enrolled in over 20 different courses for an estimated 1,000 hours of instruction. Having achieved a Baccalaureate degree, the graduate has enrolled in over 50 different courses for an estimated 2,000 hours of instruction.

The preservice education training system is a promising addition to the Michigan law enforcement recruitment effort. The system provides candidates which are prepared both vocationally and educationally for a career in law enforcement.

Table 15  
 NUMBER OF CANDIDATES TRAINED AT  
 COLLEGES WITHIN THE PRESERVICE SYSTEM  
 Fiscal Year 1979/80

COLLEGE	CANDIDATES COMPLETED TRAINING
Ferris State College	57
Grand Rapids Junior College	19
Grand Valley State Colleges	35
Kalamazoo Valley Consortium (Kalamazoo Valley Community College, Nazareth College, and Western Michigan University)	7
Kellogg Community College	4
Kirtland Community College	18
Lake Superior State College	15
West Shore Community College	0
TOTAL	155
College graduates completing preservice training at regional basic police training academies	93
TOTAL OF PRESERVICE GRADUATES	248

SECTION III

RESEARCH AND DEVELOPMENT SECTION

The Research and Development Section of the MLEOTC is responsible for the following objectives:

- Preparing and publishing valid standards for the selection and training of law enforcement officers.
- Developing, implementing, and maintaining a standards information system.
- Designing and developing competency-based training modules.
- Operating the MLEOTC media center.

Standards and Development Units

By law the MLEOTC is responsible for preparing and publishing valid mandatory minimum selection and training standards for the entry-level law enforcement officer in Michigan. To accomplish this purpose, the MLEOTC initiated an employee selection and training system for the Michigan police patrol officer position, conceptualized in terms of five major phases: analysis, design, development, implementation, and control.

The first phase, analysis, involved the establishment of a data base which defines and precisely describes the job of a patrol officer. This phase was completed during the 1978-79 fiscal year and is documented in two major reports: (1) A Job Analysis of Police Physical Skill Requirements (Physical Study) and (2) Statewide Job Analysis of the Police Patrol Officer Position (General Study).

The design and development phases have constituted the major efforts of the Standards and Development Units during the past year. The design phase includes the further analysis of the task data to identify the knowledges, skills, abilities, and other personal characteristics that an individual must possess to effectively perform the patrol function. The development phase consists of: (a) the construction of testing instruments for selection; and (b) the development of training content and evaluation instruments. The effort during the 1979-80 year was limited to: (1) analysis of the task information collected in the first phase; (2) development of selection examinations to measure reading and writing abilities needed by entry level law enforcement officers; and (3) development of a physical performance exam to measure the physical attributes needed by entry-level law enforcement officers.

While members of the Research and Development staff are generally familiar with curriculum and standards development, the size of the staff and level of expertise necessitated contracting with outside experts to assist with standards development. Before a contractor was selected, MLEOTC discussed methodologies with field practitioners in a series of workshops. Each workshop was designed to identify and evaluate appropriate methodology.

A request for proposals (RFP) was then developed and several respondents were evaluated prior to the final selection of two contractors. The firms selected to do the work were Psychological Services Inc. (PSI) of Los Angeles, California and Wollack and Associates of Greenwood, California. The Research and Development Section serves as the general contractor and coordinates the work of the two firms and other smaller contractors.

Psychological Services, Inc. (PSI) personnel and the Research and Development staff analyzed the core tasks which were generated during the job analysis phase. Several meetings were held with subject matter experts representing police agencies across the State in an effort to analyze the core tasks and generate worker requirement statements. The worker requirement statements are being refined by the PSI staff into learning goals and training objectives which eventually will be incorporated into the basic training curriculum. The information from the tasks analysis will be presented to all agency types for rating and training academies for their review.

Wollack & Associates is responsible for developing a reading and writing skills examination and physical performance tests.

- The development of the reading and writing skills examination was initiated with the acquisition of reading bibliographies from the Regional Training Academies. After analyzing these materials for reading and writing requirement levels, Wollack & Associates is presently finalizing the items to be pilot tested as part of the reading and writing entrance exams.
- An initial draft of a defensive tactics examination was prepared and presented to panels of defensive tactics instructors who met on several occasions in an effort to come to concurrence on the defensive tactics maneuvers to be included in the examination. The defensive tactics exam was pilot tested at the Flint Police Academy and Mid-Michigan Police Academy and the results were gratifying. Dr. Wollack, in cooperation with Dr. Robert Parsons and a team of defensive tactics instructors, put together an initial defensive tactics manual, video tape, and examination which have been implemented at the two academies

participating in the pilot tests. We are pleased with the breadth of the participation of all of the training academies and the enthusiasm with which this testing program has been received.

- A pre-employment physical skills exam for use in selection has been developed with the cooperation of Dr. Merle Foss of the University of Michigan. Equipment for use in this pre-employment test was constructed and/or purchased. Final purchases or construction of equipment were delayed more than anticipated because of budget problems but it is expected that testing will begin in December.
- The Research and Development Section, in conjunction with a contractor, developed an 8-minute slide/tape informational program. This program is used to acquaint various law enforcement individuals and groups with the design and development phases of the Employment Standards Validation Project.

Objectives. The primary objectives to complete this phase of the standards development process are:

- (1) Final development of learning objectives for the basic police training curriculum.
- (2) Finalizing and testing of the items to be included in the reading and writing entrance exams.
- (3) Testing and final refinement of the pre-employment physical tests and defensive tactics tests.

### Analysis Unit

The Analysis Unit completed a study for determining the informational needs of the MLEOTC and prepared an internal report documenting the findings of the study. Implementation of improvements to the information system is proceeding with:

- Completion of a student file audit
- Development of an automated retrieval system for the student file.
- Initiation of an instructor file audit.

Objectives. The primary objective, to enable the full implementation of a comprehensive information system, is to establish central control for this system. Secondary objectives include: (1) completion of the instructor file audit; (2) development of an automated retrieval system for instructor information; and (3) automation and update of the law enforcement census data.

### Law Enforcement Resource Center

Effective October 1979, the Media Center became the Law Enforcement Resource Center. More than a name change, this represented a cooperative effort between the Training Council and the State Police Training Division. The contents of the Media Center audio visual collection and the State Police library have been combined and services are available, without charge, to law enforcement agencies and personnel, and regional academies throughout the State. Ninety percent of the funds to support the Resource Center were secured through LEAA and the Office of Criminal Justice. These monies provided for the acquisition of a core collection of law enforcement monographs and additional professional journals. A large number of audio-visual programs were also added, doubling the size of that collection.

Upon completion of its first year, the Resource Center added 22 periodical subscriptions, 500 books, and 69 audiovisual training materials. Data reveals that 797 pieces of printed material and 1,356 audiovisual programs were sent out to fill requests. Figures kept throughout the grant period show that 89% of requests received for printed material were met and 91% of requests to schedule and ship audiovisual material were satisfied.

The goal of establishing a resource collection for the use of law enforcement agencies and personnel was successfully met within this grant period. The degree of this success may be best evaluated by the satisfaction of the established objectives. Materials purchased with the idea of training in mind serve no good purpose unless they are utilized. Over 1,300 training programs circulated to users this year. This figure multiplied by the number of viewers is not only impressive, but reinforces the contention that Resource Center services can be cost effective. Commercially produced training programs rent for anywhere between \$40 and \$70 a week. At this rate, the Resource Center has saved the Michigan law enforcement community a minimum of \$52,000.

The Resource Center has one area of weakness. An awareness of the Center's services is the only way in which the full potential of the Resource Center can be explored. Data indicates that the audiovisual collection is well known and appreciated throughout the State, but it's unlikely that either administrators or officers are aware of the more library-oriented services available. With the second year of grant funding in place, work will continue toward a greater awareness on the part of users through the use of newsletters and articles appearing in the various Michigan law enforcement periodicals.



**ACT NO. 203, P.A. 1965**

*as amended by Act No. 220, P.A. 1968, Act No. 187, P.A. 1970,  
Act No. 31, P.A. 1971, and Act No. 422, P.A. 1976*

AN ACT to provide for the creation of a law enforcement officers training council; to provide for additional costs in criminal cases and the establishment of the law enforcement officers training fund and allocations therefrom to local agencies of government participating in a police training program.

*The People of the State of Michigan enact:*

Sec. 1. This act shall be known and may be cited as the "Michigan law enforcement officers training council act of 1965".

Sec. 2. As used in this act:

- (a) "Council" means the law enforcement council.
- (b) "Executive secretary" means the executive secretary of the council.
- (c) "Police officer" or "law enforcement officer" means a member of a police force or other organization of a city, county, township, village or of the state, regularly employed as such and who is responsible for the prevention and detection of crime and the enforcement of the general criminal laws of this state, but shall not include any persons serving as such solely by virtue of his occupying any other office or position.

Sec. 3. There is created the law enforcement council to carry out the intent of this act and to consist of 11 members selected as follows:

- (a) The attorney general, or his designated representative.
- (b) The commissioner of state police, or his designated representative.
- (c) Three members appointed to the council by the governor from a list of 6 active members submitted by the Michigan association of chiefs of police.
- (d) Three members appointed to the council by the governor from a list of 6 active law enforcement officials submitted by the Michigan sheriffs association.
- (e) One member appointed to the council by the governor from a list of 3 names submitted by the fraternal order of the police.
- (f) One member appointed to the council by the governor from a list of 3 names submitted by the metropolitan club.
- (g) One member appointed to the council by the governor from a list of 3 names submitted by the Detroit police officers associations.
- (h) All appointments made by the governor shall be subject to the advice and consent of the senate.

Sec. 4. All members of the council shall hold office for a term of 3 years, except that of the members first appointed from nominees submitted by the Michigan association of chiefs of police and the nominees submitted by the Michigan sheriffs association—1 shall be appointed for 3 years, 1 for 2 years, and 1 for 1 year. A vacancy caused by expiration of a term or termination of his official position in law enforcement shall be filled in the same manner as the original appointment. A member appointed to fill a vacancy created other than by expiration of a term shall be appointed for the unexpired term of the member who he is to succeed in the same manner as the original appointment. Any member may be reappointed for additional terms.

Sec. 5. The council shall designate from among its members a chairman and a vice chairman who shall serve for 1-year terms and who may be re-elected. Membership on the council shall not constitute holding a public office, and members of the council shall not be required to take and file oaths of office before serving on the council. The council shall not have the right to exercise any portion of the sovereign power of the state. No member of the council shall be disqualified from holding any public office or employment by reason of his appointment or membership on the council, nor shall he forfeit any such office or employment, by reason of his appointment hereunder, notwithstanding the provisions of any general, special or local law, ordinance or city charter.

Sec. 6. The council shall meet at least 4 times in each year at Lansing, and shall hold special meetings when called by the chairman or, in the absence of the chairman, by the vice chairman or when called by the chairman upon the written request of 5 members of the council. The council shall establish its own procedures and requirements with respect to quorum, place and conduct of its meeting and other matters.

Sec. 7. The council shall make an annual report to the governor which will include pertinent data regarding the standards established and the degree or participation of municipalities in the training programs.

Sec. 8. The members of the council shall serve without compensation but shall be entitled to their actual expenses in attending meetings and in the performance of their duties hereunder.

Sec. 9. (1) The council shall prepare and publish minimum employment standards with due consideration to varying factors and special requirements of local police agencies relative to:

(a) Minimum standards of physical, educational, mental, and moral fitness which shall govern the recruitment, selection, and appointment of police officers.

(b) The approval of police training schools administered by a city, county, township, village, or corporation.

(c) Minimum courses of study, attendance requirements of at least 240 instructional hours, equipment, and facilities required at approved city, county, township, village, or corporation police training schools.

(d) The requirements in subdivision (c) shall be waived if any of the following occur:

(i) The person has previously completed the mandatory training requirements and less than 1 year of police service, has voluntarily or involuntarily discontinued his work as a law enforcement officer, and is again employed within 1 year after discontinuing work as a police officer.

(ii) The person has served more than 1 year and less than 5 years, has completed the mandatory training requirements, and takes employment with another police agency within 18 months of discontinued service.

(iii) The person has served 5 years or more and takes employment with another police agency within 2 years of discontinued service.

(iv) The person is a member of a sheriff's posse or police auxiliary temporarily engaged in the performance of his duties and while under the direction of the sheriff or police department.

(e) Minimum qualifications for instructors at approved police training schools.

(f) Minimum basic training requirements which regularly employed police officers excluding sheriffs shall complete before being eligible for employment.

(g) Categories or classifications of advanced in-service training programs and minimum courses of study and attendance requirements for these categories or classifications.

(h) The establishment of subordinate regional training centers in strategic geographic locations in order to serve the greatest number of police agencies that are unable to support their own training programs.

(i) Acceptance of certified basic police training and experience received in states other than Michigan in fulfillment in whole or in part of the minimum employment standards prepared and published by the council.

(2) Notwithstanding any other provision of this statute, a regularly employed person employed on or after January 1, 1977, as a member of a police force having a full-time officer shall not be empowered to exercise all the authority of a peace officer in this state, nor employed in a position which is granted the authority of a peace officer by statute, unless the person has complied with the minimum employment standards prepared and published by the council pursuant to this section. Law enforcement officers employed before January 1, 1977, may continue their employment and

participate in training programs on a voluntary or assigned basis but failure to meet standards shall not be grounds for dismissal of or termination of employment. A law enforcement officer employed before January 1, 1977, who fails to meet the minimum employment standards established pursuant to this section and who voluntarily or involuntarily discontinues his work as a law enforcement officer may be employed with a law enforcement agency if that officer meets the requirements of subsection (1) (d) (iii).

Sec. 10. The council may enter into agreements with other agencies, colleges and universities to carry out the intent of this act.

Sec. 11. The council may:

(a) Visit and inspect a police training school, or examine the curriculum or training procedures, for which application for approval has been made.

(b) Issue certificates to police training schools qualifying under the rules of the council.

(c) Authorize the issuance of certificates of graduation or diplomas by approved police training schools to police officers who have satisfactorily completed minimum courses of study.

(d) Cooperate with state, federal, and local police agencies in establishing and conducting local or area schools, or regional training centers for instruction and training of police officers of this state, its cities, counties, townships, and villages.

(e) Make recommendations to the legislature on matters pertaining to qualification and training of police officers.

(f) Establish preservice basic training programs at colleges and universities which qualify under the rules of the council.

(g) Require a state examination for police officer certification.

Sec. 12. There shall be an executive secretary of the council who shall be appointed by the council, and who shall hold office during the pleasure of the council. He shall perform such functions and duties as may be assigned to him by the council. He shall receive compensation and reimbursement for expenses within the amounts available therefor by appropriation.

Sec. 13. There is created in the state treasury a law enforcement officers training fund, from which, the legislature shall appropriate sums deemed necessary for the purposes of this act.

Sec. 14. The amounts annually appropriated by the legislature shall be paid by the state treasurer in accordance with the accounting laws of the state upon certification of the executive secretary of the council for the purpose of reimbursing an amount not to exceed the training costs incurred for each officer meeting the recruitment standards prescribed pursuant to this act during the period covered by the allocation, plus an amount not to exceed the necessary living expenses incurred by the officer which are necessitated by training requiring that he be away from his residence overnight. If the moneys in the law enforcement officers training fund to be appropriated by the legislature for the training and living expenses are insufficient to allocate the amount for training and living purposes, the amount shall be reduced proportionately. An allocation shall not be made to a training agency or to a city, county, township, or village or agency of the state which has not, throughout the period covered by the allocation, adhered to the standards established by the council as applicable to either training or personnel or both recruited or trained by the training agency, city, county, township, or village or agency of the state during this period.

Sec. 15. A training agency, city, county, township, or village or state agency which desires to receive reimbursement pursuant to this act shall make application to the council for the reimbursement. The application shall contain information requested by the council.

This act is ordered to take immediate effect.

APPENDIX B

PREREQUISITES FOR ENROLLMENT  
IN A REGIONAL TRAINING ACADEMY

In order to be eligible for enrollment in a Regional Training Academy, all persons employed as law enforcement officers on or after January 1, 1971 must meet all of the following conditions:

Employment:

1. The trainee applicant must meet all of the Minimum Employment Standards as published by the Council.
2. The trainee must be employed with a law enforcement agency of a city, county, township, village or of the State.
3. The trainee must be employed in a position as a law enforcement officer with the powers, upon completion of training, to enforce the general criminal laws of the state of Michigan.
4. A law enforcement trainee must be on the payroll and receiving compensation during his training period.

Any exceptions to the above listed enrollment prerequisites must be approved by the Council.

Request for Enrollment:

1. In order to properly enroll a trainee at a Regional Training Academy, the trainee's agency head (or his designate) must be the individual who enrolls the trainee. A trainee is not allowed to enroll himself in a Council approved school.
2. A TC-01 form entitled, "Application for Enrollment in a Certified Academy" (see Appendix I) must be submitted to the regional academy coordinator prior to the beginning of the school. A trainee will not be admitted to a Regional Training Academy until this regulation is complied with. Any exceptions to this regulation must be approved by MLEOTC.

MICHIGAN LAW ENFORCEMENT OFFICERS TRAINING COUNCIL  
MINIMUM EMPLOYMENT STANDARDS  
GENERAL RULES

(By authority conferred upon the department of state police by section 9 of Act No. 203 of the public acts of 1965, as amended, being section 28.609 of the Compiled Laws of 1948.)

R 28.4101. General provisions.

Rule 1. As used in these rules, "Act" means Act No. 203 of the Public Acts of 1965, as amended, being sections 28.601 to 28.616 of the Compiled Laws of 1948. The terms defined in the act have the same meaning when used in these rules.

R 28.4102. Employment qualifications.

Rule 2. A person employed as a police officer under the act shall:

- (a) Be a citizen of the United States.
- (b) Have attained the minimum age as established by the hiring agency, which shall be not less than 18 years or as otherwise provided by law.
- (c) Have obtained a high school diploma or have attained a passing score on the general education development test indicating a high school graduation level.
- (d) Have no prior felony convictions.
- (e) Possess good moral character as determined by a favorable comprehensive background investigation covering school and employment records, home environment and personal traits and integrity. Consideration will be given to all law violations, including traffic and conservation law convictions, as indicating a lack of good character.
- (f) Possess normal hearing, normal color vision and normal visual functions and acuity in each eye correctable to 20/20. Be free from any other impediment of the senses, physically sound, in possession of his extremities and well developed physically, with height and weight in relation to each other as indicated by accepted medical standards. Be free from any physical defects, chronic diseases, organic diseases, organic or functional conditions, or mental and emotional instabilities which may tend to impair the efficient performance of his duty or which may endanger the lives of others or himself.
- (g) Successfully complete the basic police training curriculum at a council approved school.

MINIMUM EMPLOYMENT STANDARDS-GENERAL RULES (continued)

R 28.4103. Examinations, fingerprints, and certificates.

Rule 3. Before sending a person to a council approved school, the hiring agency shall:

(a) Cause the applicant to be examined by a licensed physician to determine that the applicant meets the standards set forth in subrule (f) of rule 2. A declaration of the applicant's medical history shall be made available to the examining physician and shall become a part of the background investigation.

(b) Cause the applicant to be fingerprinted and a search made of local, state, and national fingerprint files to disclose any criminal record.

(c) Conduct an oral interview to determine the applicant's acceptability for a police officer position and to assess appearance, background, and ability to communicate.

(d) Certify that the prospective trainee meets the minimum employment standards set forth in subrules (a) to (f) of rule 2.

R 28.4104. Forms

Rule 4. Form TC-01, entitled "Application for Enrollment In A Certified Academy" shall be completed and forwarded to the appropriate school coordinator before a person will be allowed to attend a council approved school.

R 28.4105. Practices and standards.

Rule 5. Recruitment and employment practices and standards shall comply with the law applicable to police officer employment.

**END**