

MCOLES' Blueprint for Public Safety

Program Responsibility	Status	Comments/Obstacles	Cost to reach 100%	Time frame for completion
MANDATED AGENCY STANDARDS AND POROFESIONAL BEST PRACTICES				
Researched and pilot tested a set of defensible agency standards and professional best practices.		<ul style="list-style-type: none"> • Best practices project completed 08/30/2014. • Presented to CLEAR on 09/25/2014. 		Immediate with approval
Publish Agency Best Practices as advisory standards and implement a self assessment tool with random inspections in conjunction with other agency inspections.	0%	Proof of compliance for advisory best practices would be based on a self assessment instrument and telephone assistance.	\$10,000	Immediate with funding
Maintain the legitimacy of these Agency Best Practices standards through on-going research, review and updating.	0%	This is a new function and both of MCOLES' current Curriculum Developer positions are vacant due to lack of funding. Standards will stagnate without ongoing review and updating.	\$80,000	Immediate with staffing
Mandate Agency Best Practices as agency standards.	0%	No current legislative authority to mandate requirements or invoke sanctions.	Funded Above	2 months from authorization and rules promulgation
Mandate sanctions for agency non-compliance with agency standards.	0%	Additional field inspectors would be needed for on-site inspections.	\$120,000	2 months from authorization and rules promulgation
Establish a mandatory reporting and inspection process to ensure compliance with agency standards.	0%	Technical assistance and investigations would have to be increased if sanctions are established to ensure assistance and due process.	\$150,000	2 months from authorization and rules promulgation
Establish mechanism to gather data submitted through the self assessment process for mandated agency standards.	0%	This can be automated by enhancing the MCOLES' information system to include a module for agency standards reporting.	\$310,000	12 months from award of IT contract
Current Mandates				
Authorized but underfunded, unfunded or unstaffed			\$90,000	
Requires legislative authorization & funding			\$580,000	
New annual costs for full implementation		\$90,000		
One time development costs		\$580,000		

NOTE: The MCOLES Information and Tracking Network (MITN) was originally designed and implemented as a licensing system. If the proposed consolidation does take place, all of the components could be enhanced to include any other public safety licensing and training function. It would be more cost effective to do the enhancement once across the board.

NOTE: Costs are reduced as the staff is split across multiple functions. These estimates assume all components being presented will actually be implemented.

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MANDATED LAW ENFORCEMENT OFFICER SLELECTION, TRAINING, LICENSING AND EMPLOYMENT STANDARDS				
Ensure compliance with existing mandated selection, training, employment and licensing standards prior to licensure		Technical assistance is provided through a help desk and training delivered by MCOLES.	Currently Funded	On-going
On-going site visits and inspections of agencies to verify compliance with existing selection, employment, licensing and funding standards.		Field Representatives provide assistance during inspections and site visits to a randomly selected group of agencies annually (10% of total agencies).	Currently Funded	On-going
Maintain defensible testing and performance assessment instruments.		Due to a lack of staffing, MCOLES cannot meet the boilerplate mandate of implementing changes within 30 days of a legislative change being enacted.	\$60,000	12 months after staffing
Conduct Job-Task Analyses to validate standards and maintain defensible selection and training standards based on essential job functions.		A job task analysis of the essential job functions of law enforcement officers was due in due in 2011.	\$163,500	Job-task analysis by January 2017.
Maintain valid selection and training standards based on essential job functions.		Both Curriculum Developer positions are currently vacant due to lack of funding.	\$120,000	12 months after staffing
Review agency standards compliance documentation to verify agency compliance with officer screening and licensing standards for every officer licensed during a fiscal year.		Increased inspections will be needed; can be done in conjunction with agency standards inspections.	\$120,000	Immediate with staffing
Establish provisional officer licensing pending completion of an approved Field Training program with an agency.		Current legislation and administrative rules do not include authority to mandate field training.	Funded Above	24 months for full roll-out from authorization.
Establish mandatory officer licensing renewal based on continuing education requirements.		Current legislation and administrative rules do not include authority to mandate continuing education standards.	Funded Above	24 months for full roll-out from authorization.
Establish an automated mechanism to track provisional officer licenses and for license renewal based on meeting training standards.		This can be automated by enhancing the MCOLES' information system.	\$450,000	12 months from award of IT contract
Summary				
Current Mandates				
Authorized but underfunded, unfunded or unstaffed			\$463,500	
Requires legislative authorization & funding			\$450,000	
New annual costs to fully implement		\$300,000		
One time development costs to fully implement		\$613,500		

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Program Responsibility	Status	Comments / Obstacles	Costs	Time frame for completion
MANDATED ACTIVE DUTY TRAINING STANDARDS				
Review and verify Law Enforcement Distribution (LED) training expenditures annually per PA 302 of 1982.		This is completed annually during the annual registration process.	Currently Funded	On-going
Register active duty training courses for tracking, reporting and verifying of LED expenditures.		Many agencies do not take advantage of the ability to submit agency mandated training so it is missing from officer training records.	Currently Funded	On-going
Conduct random inspections of agency training and expenditure records for compliance with the mandates of Public 302 of 1982.	10%	Due to insufficient staffing, the field representatives responsible for agency and academy inspections are also responsible for training inspections.	\$120,000	Immediate with staffing
Research, implement and maintain core active duty standards and publish instructor training guides.	33%	The Active Duty Training Developer position remains vacant due to lack of funding; standards will stagnate without continued research and development.	\$60,000	12 months after staffing
Mandate all active duty training standards.	16%	Officer Safety, Subject Control, Legal Update, and EVO adopted as advisory standards effective 1/1/2012. The Response to Persons with Mental Disorders was adopted as an advisory standard effective 1/1/2015. The firearms standard was mandated January 1, 2009.	Funded Above	2 months from authorization and rules promulgation
Establish sanctions for failure to meet mandatory standards.	0%	No current legislative authority to invoke sanctions for non-compliance.	\$60,000	24 months for full roll-out from effective date of legislation.
Enhance MITN to automate training, registration, reporting and tracking as part of a mandated continuing education requirement.	0%	No current legislative authority to invoke sanctions for non-compliance.	\$500,000	12 months legislation enactment
Current Mandates				
Authorized but underfunded, unfunded or unstaffed				\$180,000
Requires legislative authorization & funding				\$560,000
New annual costs to fully implement	\$240,000			
One time development costs to fully implement	\$500,000			

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Program Responsibility	Status	Comments / Obstacles	Costs	Time frame for completion
APPROVAL / ACCREDITATION OF REGIONAL TRAINING ACADEMIES				
Mandate and inspect basic academy operations to ensure compliance with approved operating plans, policies & procedures.		Annual contracts are required with specifications on meeting current standards.	Currently Funded	On-going
Implement regional academy selection process based on regional needs and the ability to deliver all training components; basic, active duty, multidisciplinary and Recognition of Prior Training and Experience (RPTE).		Cross-training with other disciplines could be required with creation of a PSST Bureau. An assessment of regional basic training academies was conducted as part of the MCOLES strategic plan in 2013.	Currently Funded	On-going
Mandate instructor qualifications and training in course development, delivery methods and subject expertise.	25%	Many current academy instructors lack formal instructor development and would need to be trained. Additional instructor development training opportunities would be required.	\$60,000	12 months after staffing
Establish a statewide accreditation process and enhanced operational standards for academies.	0%	MCOLES has the authority to establish regional training delivery sites. Enforcement would require adequate staffing.	Funded Above	12 months after staffing
Increase the number and depth of site visits and inspections to verify compliance with accreditation and enhanced operational requirements.	0%	Current staff level is insufficient to properly inspect and enforce accreditation standards since the field representatives who would be responsible for these are also responsible for agency, academy and active duty training inspections.	\$60,000	Immediate with funding
Current Mandates				
Authorized but underfunded, unfunded or unstaffed				\$120,000
Requires legislative authorization & funding				
New annual costs to fully implement		\$120,000		
One time development costs to fully implement				

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Program Responsibility	Status	Comments / Obstacles	Costs	Time frame for completion
RECOGNITION OF PRIOR TRAINING AND EXPERIENCE PROGRAM (RPTE)				
Implement the RPTE regionally as part of the training delivery system based on regional needs.		Given the current number of applicants for the program only two sites are needed.	Currently Funded	On-going
Mandate and inspect the operations of RPTE sites to ensure compliance with approved operating plans, policy & procedures, and testing requirements.		Annual contracts are required with specifications on meeting current standards. Inspections are usually not on-site due to a lack of staffing.	Currently Funded	On-going
Mandate instructor qualifications and training in course development, delivery methods and subject expertise.	25%	Many current instructors lack formal instructor development and would need to be trained. Additional instructor development training opportunities would be required.	\$60,000	12 months after staffing
Enhance the Recognition of Prior Training & Experience program (RPTE) to include skills testing and an FTO requirement. Restrict long term access without relevant experience included.	0%	Administrative rules would require changes for timeline, attendance and FTO requirements. A review of curriculum and comparison to other states' training and licensing is needed.	\$50,000	24 months for full roll-out from effective date of legislation
Establish statewide accreditation process and enhanced operational standards for RPTE programs.	0%	This will require changes to administrative rules but could be completed in conjunction with implementing a basic training academy accreditation process.	Funded Above	
Expand the RPTE program regionally as part of the academy accreditation and selection process based on regional needs.	0%	Cross-training with other disciplines could be required with creation of a PSST Bureau. An assessment of regional basic training academies was conducted as part of the MCOLES strategic plan in 2013.	Funded Above	
Current Mandates				
Authorized but underfunded, unfunded or unstaffed			\$60,000	
Requires legislative authorization & funding			\$50,000	
New annual costs to fully implement		\$60,000		
One time development costs to fully implement		\$50,000		

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Program Responsibility	Status	Comments / Obstacles	Costs	Time frame for completion
COMPREHENSIVE TRAINING FOR MILITARY POLICE, FEDERAL OFFICERS AND LONG-TERMED LAPSED MICHIGAN OFFICERS				
Conducted a congruency study to validate the training and experience of Military Police veterans and implemented a curriculum, exams and performance assessment instruments to ensure full compliance with Michigan's mandatory basic training program.		The current number of applicants is small. Only two sites administered sessions and only one site is currently running due to a lack of applicants	Currently Funded	On-going
Develop a comprehensive training program for the re-entry into Michigan law enforcement of former Michigan officers that have been out of law enforcement for an extended period of time.	0%	Due to a lack of staffing MCOLES cannot meet the boilerplate mandate of implementing changes within 30 days of a legislative change being enacted.	\$60,000	12 months after staffing
Conduct congruency studies to validate the curriculum, exams and performance assessment instruments.	0%	Due to a lack of staffing MCOLES cannot meet the boilerplate mandate of implementing changes within 30 days of a legislative change being enacted.	Funded above	12 months after staffing
Create a validation component related to long-term lapsed officers to maintain defensible selection and training standards based on essential job functions.	0%	A job task analysis of essential job functions was due in due in 2011.	Funded under licensing	January 2017
Review agency standards compliance documentation to verify agency compliance with officer screening and licensing standards for returning and transferring officers.	0%	Increased inspections will be needed; can be done by field inspectors added for agency standards inspections.	\$90,000	Immediate with funding
Develop a comprehensive training program for experienced federal officers from certain types of law enforcement agencies	0%	This will require changes to existing rules to fully implement.	Funded above	12 months from rule promulgation
Current Mandates				
Authorized but underfunded, unfunded or unstaffed			\$150,000	
Requires legislative authorization & funding				
New annual costs to fully implement		\$150,000		
One time development costs to fully implement				

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Program Responsibility	Status	Comments / Obstacles	Costs	Time frame for completion
IMPLEMENT SELECTION AND TRAINING REQUIREMENTS FOR RESERVES and Private Entity Officers'				
Develop selection, training, certification and reporting requirements for reserve and specialty officers such as private college officers.	0%	Current legislation and administrative rules do not include authority to mandate continuing education standards. Senate bill 92 would address this issue.	\$60,000	24 months from funding
Conduct Job-Task Analyses to identify job tasks for the development of selection and training standards based on essential job functions.	50%	These individuals have no authority therefore a separate job task analysis will have to be conducted to identify reserve and private job functions.	\$163,500	8 months from funding
Research and pilot test a set of defensible selection and training standards.	0%	This is a new function and both curriculum developer positions are currently vacant due to lack of funding.	\$60,000	18 months from funding
Research and maintain defensible testing and performance assessment instruments.	0%	Increased development will be needed; can be done in conjunction with licensing standards .		24 months from funding
On-going site visits and inspections of agencies to verify compliance with selection and training standards.	0%	Increased inspections will be needed; can be done in conjunction with agency standards inspections.	\$120,000	Immediate with funding
Establish an automated mechanism to track reserves for mandatory renewal based on meeting training standards.	0%	This can be automated by enhancing the MCOLES' information system.	\$750,000	24-36 months-IT development and census needed
Establish provisional certification pending completion of a formalized Field Training program with an agency.	0%	Current legislation and administrative rules do not include authority to mandate field training.	Funded Above	24 months from effective date of legislation
Establish mandatory certification renewal based on continuing education standards.	0%	Current legislation and administrative rules do not include authority to mandate continuing education standards for reserves.	Funded Above	24 months from effective date of legislation
Establish sanctions for failure to meet mandatory standards.	0%	No current legislative authority to invoke sanctions for non-compliance.	Funded Above	24 months from effective date of legislation
Current Mandates				
Authorized but underfunded, unfunded or unstaffed				
Requires legislative authorization & funding			\$1,153,500	
New annual costs to fully implement		\$240,000		
One time development costs to fully implement		\$913,500		

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Program Responsibility	Status	Comments/Obstacles	Costs	Time frame for completion
ENHANCE LAW ENFORCEMENT ETHICS THROUGH THE ADDITIONAL REVOCATION AUTHORITY IN SENATE BILL 92				
Ensure law enforcement ethics through the enforcement of mandated MCOLES' investigations and revocation of officer licenses based on statute.		Currently all cases subject to investigation and revocation are reviewed and prosecuted.	Currently Funded	On-going
Conduct thorough background investigations into previous officers and out of state individuals with criminal or good moral character issues prior to re-admitting individuals into the profession.		These investigations are currently conducted by a single MCOLES investigator also responsible for other mandated functions.	Currently Funded	On-going
On-going site visits and inspections of agencies to verify compliance with existing selection, employment, licensing and funding standards.		Field Representatives provide assistance during inspections and site visits to a randomly selected group of agencies annually.	Currently Funded	On-going
Implement automated functions to assist in the background investigations to ensure new applicants, returning officers, and officers from federal, military or other states do not have criminal histories or suspended licenses.	0%	These components could be automated by developing interfaces within the state to databases providing this information.	\$20,000	6 months from funding
Enhance law enforcement ethics by implementing the additional revocation mandates of Senate Bill 92 for assaultive misdemeanors, drug related misdemeanors, and public trust offenses.	0%	Current legislation and administrative rules do not include authority to mandate field training.	\$60,000	24 months for full roll-out from effective date of legislation.
Enhance background investigations into previous officers and out of state individuals with criminal or good moral character issues prior to re-admitting individuals into the profession.	0%	With a rule change this can be enhanced in the future by requiring advanced screening by an agency prior to enrollment into the RPTE program.	\$60,000	24 months for full roll-out from effective date of legislation.
Current Mandates				
Authorized but underfunded, unfunded or unstaffed			\$20,000	
Requires legislative authorization & funding			\$120,000	
New annual costs to fully implement		\$120,000		
One time development costs to fully implement		\$20,000		

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Totals for all Program Responsibilities	Status	Total Costs
Current Mandates		\$3,863,016
Authorized but underfunded, unfunded or unstaffed		\$1,083,500
Requires legislative authorization & funding		\$2,913,500
		\$7,860,016

Costs broken out between on-going and one time	
One time development costs to fully implement	\$2,677,000
New annual costs to fulfill legislative mandates	\$1,320,000
Projected FY16 administrative costs	\$3,863,016
Total annual operating	\$5,183,016

TOTAL Cost to implement entire initiative \$7,860,016