

Public Safety Institute Annual Report



2013

Public Safety Institute

The 2013 training year was another exceptional year for the Public Safety Institute training.

The Public Safety Institute is centrally located in the Upper Peninsula of Michigan on the campus of Northern Michigan University. The institute has three major functions; provide in-service training for the police officers of the Upper Peninsula, operate the NMU Regional Police Academy, and conduct the MCOLES Reading/Writing Exam and the Physical Fitness Exam. Each of these functions expanded during the 2008 training year.

The Public Safety Institute is staffed by a full time Coordinator of In-Service Training/Regional Police Academy and a Department Secretary. The institute also employs approximately 80 contract instructors from various specialty areas.

FUNCTIONS

The primary function of the Public Safety Institute is to provide in-service law enforcement training for the law enforcement officers of the Upper Peninsula. Law enforcement agencies including the Michigan State Police, Michigan Department of Natural Resources, United States Forest Service, sheriff departments and local police departments look to the Public Safety Institute to evaluate, schedule and present in-service training for their personnel.

Participants in these training programs have included all ranks from patrol officers to chief administrators (Chiefs, Directors, Sheriffs and Post Commanders). The programs are directed toward Act 302 Eligible officers. However, if space is available, non-eligible officers are permitted to attend. The goal is to provide training to all levels of the law enforcement community in the Upper Peninsula. The trainees in our training programs range from Patrol Officers to Chiefs and Sheriffs.

The geographical area served by the Public Safety Institute extends from Ironwood and Gogebic County on the west to Sault Ste Marie and Chippewa County on the east. On the southern end of the service area are Menominee City and County and to the North is Keweenaw County. The area is served by numerous small law enforcement agencies (the smallest are one officer departments to the largest department which has 37 officers with the exception of the Michigan State Police). The limited size of these departments precludes them from having specialized units for traffic/alcohol enforcement, evidence collection, major crimes investigation and other specialty areas. These departments assist each other when the need arises. The distances between the eastern and western most agencies are 308 miles. From the Public Safety Institute to Ironwood is 146 miles, to Sault Ste. Marie is 162 miles, to Menominee is 119 miles.

The service area is bordered by Canada on the east, Lake Superior on the north, Wisconsin on the west and the southwest and Lake Michigan on the south. The main east/west two lane highways provide major travel routes to and from Canada, Wisconsin,

and Minnesota. This, when coupled with a high year round tourism rate, leads to higher incidences of crime.

In 2013 the Public Safety Institute had 32 member agencies, with an officer membership of approximately 480 officers. The number of agencies slightly fluctuates year to year depending on the courses offered. At the beginning of the year, each department is sent a schedule for the year which includes the member rate and non-member rate for the courses offered. This allows the department to determine if it is cost effective for the department to join the consortium based on their training needs for that particular year. They are also sent a Memorandum of Understanding where upon they agree to pay the member rate and the consortium agrees to provide the training. Member agencies pay \$150.00 per certified officer and \$75.00 per part-time officer per year. The Michigan State Police and Michigan Department of Natural Resources do not pay this fee. In lieu of payment, they provide instructors for various programs at no cost to the consortium. These funds are specifically used to supplement the administrative category to pay for the salary and fringe benefits to manage the grants, room rentals, audio-visual equipment rentals exceeding the grant allotment, and any other expenses not allowed in the grant. These funds are also used to offer courses that do not meet the new grant guidelines, i.e. Basic Radar. A daily rate is set for each program to also cover expenses not covered in the grant. This rate is set for \$8.00 per day for members and \$58.00 per day for non-members. This fee is used to purchase coffee, rolls, pop and various other items not covered in the grant.

Much of the training is specialized and therefore not cost effective for small agencies to provide for themselves. It is more effective to provide a trainer in proximity to pockets of departments in the Upper Peninsula than it is to send an officer to one central location or the Lower Peninsula for certain classes. In addition, these small agencies cannot afford to release officers for extended periods of time in order to attend training programs downstate. For an officer to attend a one-day training session downstate, it requires a minimum of three days away from the department. A one-day training session hosted by the Public Safety Institute would require just that, one day. It is more cost effective for the Public Safety Institute to bring the classes to the departments of the Upper Peninsula than it is to send officers downstate.

The Public Safety Institute coordinates its training schedule with the law enforcement agencies of the Upper Peninsula to insure that the training needs are being met. A survey is sent out and the results are used to develop the following year's training. This survey showed a common theme; more training locally. As a result of these requests, our grant application for 2014 was adjusted to meet their needs as we are offering courses at various locations throughout the Upper Peninsula. The ability to offer training locally provides the department the opportunity to train most of their officers. This has been a positive comment in the survey process.

As stated above, the number of member agencies slightly fluctuates year to year with regard to course offerings. The ability to offer courses at various locations has spurred

interest for some of the agencies to join the consortium that have not been members in the past. Currently we have member agencies throughout the entire Upper Peninsula with the exception of the southeast corner, the Straights area, which belongs to another consortium.

As you can see, the Northern Michigan University Public Safety Institute is geographically represented. This consortium concept along with the support of the MCOLES grant process enables the departments of the Upper Peninsula to receive training that would not be possible with limited local budgets.

The second function of the Public Safety Institute is to provide educational and administrative support to the other arm of the institute, the Regional Police Academy. The Regional Police Academy is an intensive sixteen-week training program for prospective law enforcement officers. The academy's core curriculum is mandated by MCOLES but is expanded on almost doubling the required hours for completion. A recruit who completes the academy and passes the MCOLES certification examination is then certifiable as a law enforcement officer in Michigan.

The third major function is the operation of an MCOLES pre-employment testing site. This aspect of the institute offers both the reading and writing and physical skills tests as prescribed by MCOLES to prospective law enforcement officers of the Upper Peninsula and State of Michigan. The funding source for this aspect is the fees collected from the participants.

The NMU Public Safety Institute assists the Marquette County Sheriff's Department with a yearly Local Corrections Officer Academy. The NMU PSI handles administrative duties for the academy. In 2013 there were 20 graduates from various Sheriff Departments in the Upper Peninsula.

LAW ENFORCEMENT IN-SERVICE TRAINING FUNCTIONS

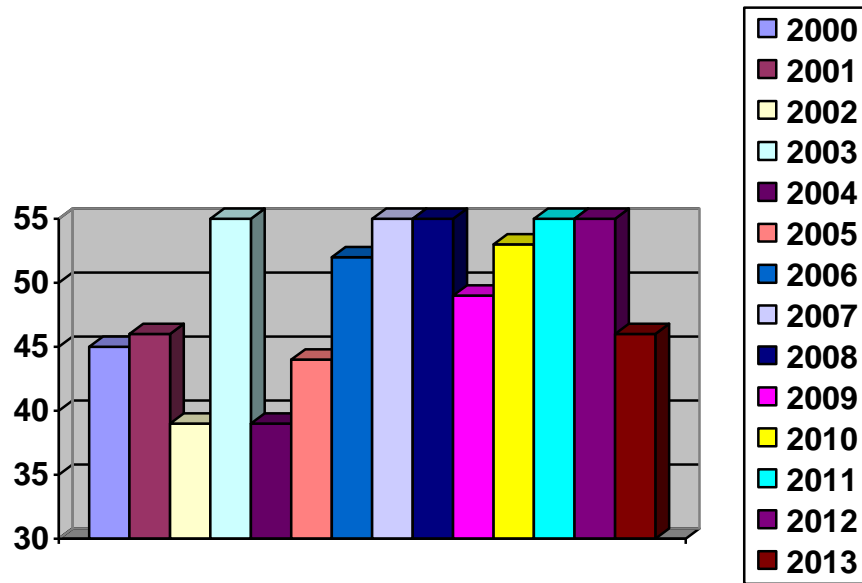
During 2013 the Institute offered 46 training sessions at various locations throughout the Upper Peninsula. A comparison to prior year's training session offerings is displayed in figure 1. A comparison to prior year's training hours offered is displayed in figure 2. A comparison to prior year's attendance is displayed in figure 3.

These training sessions included the following training programs:

- Basic Radar Operator Training
- Domestic Violence Training
- Legal Update Training (15 sessions offered)
- PBT Calibration IIIA
- PBT I
- Glock Armorer /Advanced Shooting
- Evidence Technician School (80 hour)
- Advanced Law Enforcement Training (4 Sessions)
- Laser Speed Measurement Training
- Precision Driving Operator Training (9 sessions offered)
- Weapons Simulator Training
- Law Enforcement Response to Non –Stranger Sexual Assault
- SFST Update
- MICR
- REID Interview and Interrogation
- Data Master Operator
- Compassionate Death Notification

Figure 1

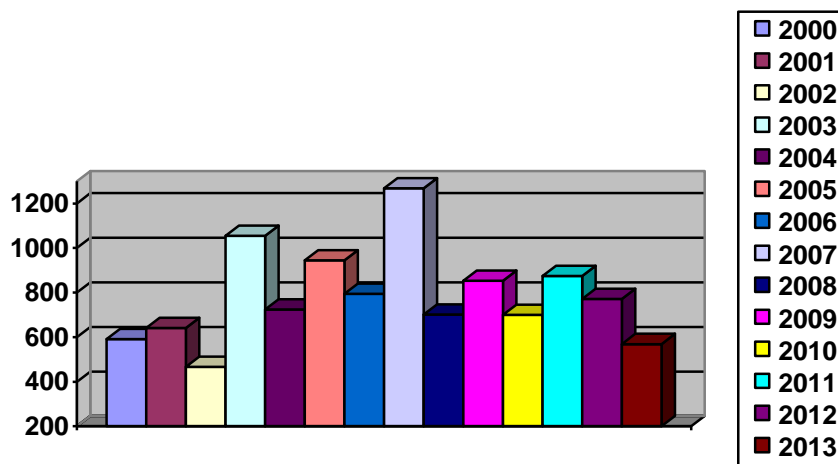
Training Sessions Offered 2000-2013



<u>Year</u>	<u>Number</u>	<u>Year</u>	<u>Number</u>
2000	45	2007	58
2001	46	2008	56
2002	39	2009	49
2003	63	2010	53
2004	39	2011	56
2005	44	2012	56
2006	52	2013	46

Figure 2

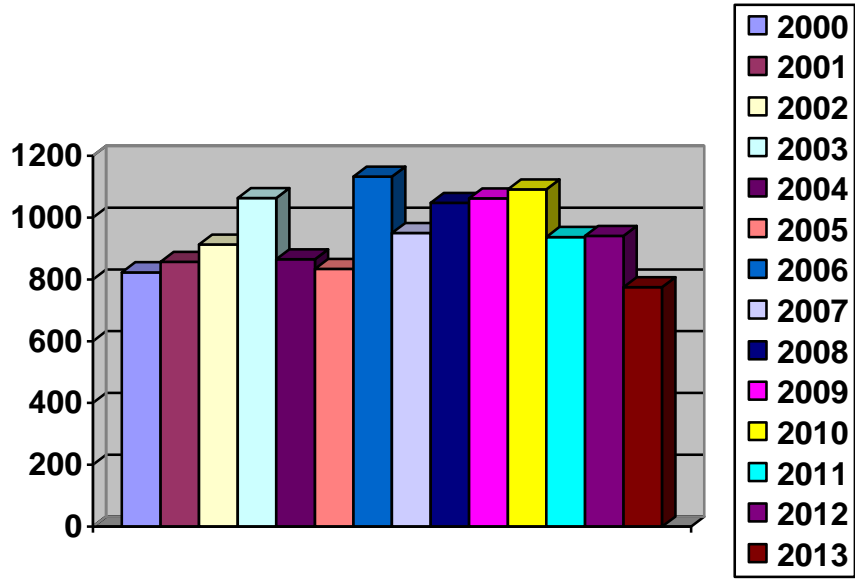
Training Hours Offered 2000-2013



<u>Year</u>	<u>Number</u>	<u>Year</u>	<u>Number</u>
2000	591	2007	1268
2001	641	2008	701
2002	467	2009	853
2003	1055	2010	700
2004	724	2011	875
2005	944	2012	771
2006	795	2013	569

Figure 3

Program Attendances 2000-2013

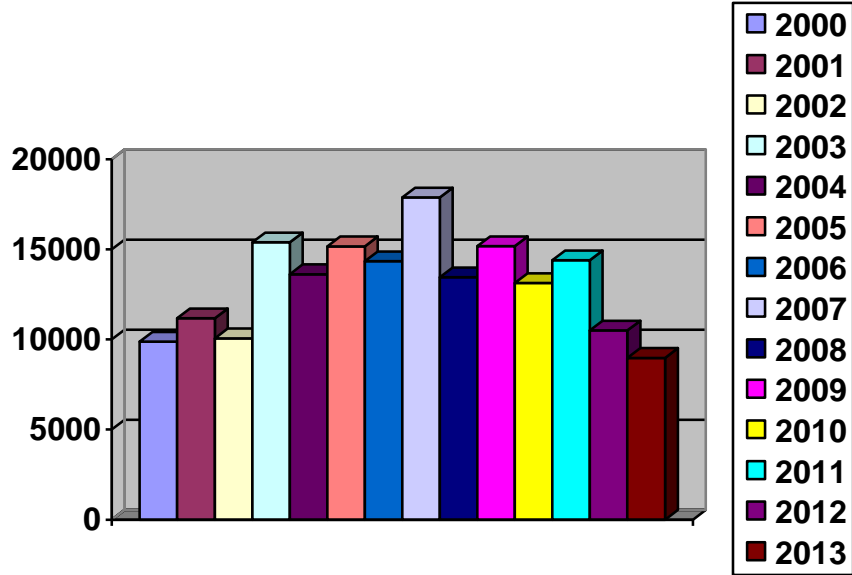


<u>Year</u>	<u>Number</u>
2000	823
2001	857
2002	913
2003	1063
2004	865
2005	834
2006	1132
2007	950
2008	1047
2009	1062
2010	1091
2011	937
2012	941
2013	775

Figure 4 depicts the amount of training hours for the year. The training hour is calculated by taking the number of students attending a program by the number of required hours for the class.

Figure 4

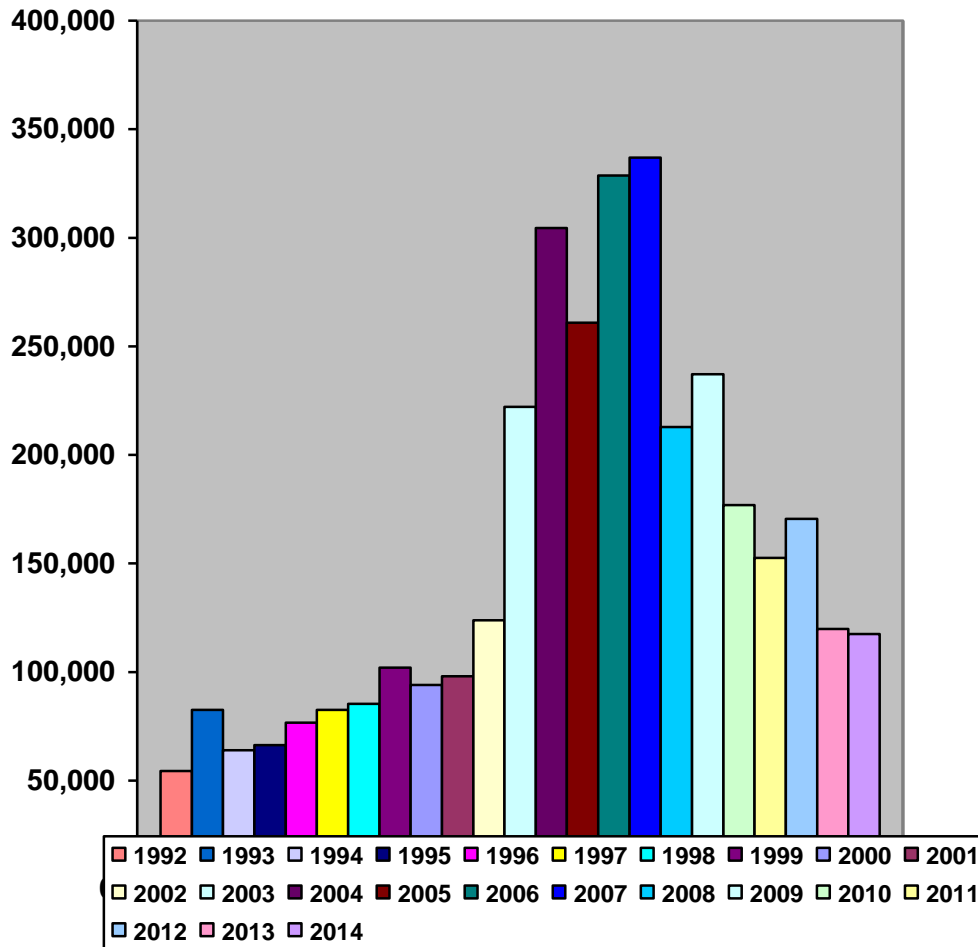
Training Hours 2000-2013



<u>Year</u>	<u>Hours</u>
2000	9,876
2001	11,174
2002	10,061
2003	15,384
2004	13,616
2005	15,164
2006	14,334
2007	17,874
2008	13,445
2009	15,177
2010	13,124
2011	14,389
2012	10,493
2013	8,977

As in past years, funding from MCOLES competitive grant process is a critical component for the training offerings to be cost effective. A comparison of prior year's grant funding is displayed in figure 5.

Figure 5 **Law Enforcement Grant Funding 1992-2014**



1992	\$54,423	2003	222,044
1993	82,530	2004	304,513
1994	63,926	2005	260,936
1995	66,380	2006	328,640
1996	76,684	2007	336,891
1997	82,472	2008	212,819
1998	85,323	2009	237,173
1999	102,048	2010	176,843
2000	94,064	2011	152,577
2001	98,030	2012	170,487
2002	123,842	2013	119,830
		2014	117,420

Total: \$3,569,895

One of the services provided to member departments by the institute is the yearly training summary. This report is designed to expedite the preparation of the department's law enforcement (PA 302, LED) report, which must be submitted to MCOLES annually. This report also allows the institute to evaluate a member's usage of training to assist in determining if that department's training needs are being met.

The yearly training summaries allow the institute to compare per hour cost to assist in making decisions on the cost effectiveness of the training offered. Figure 6 depicts the per hour cost of training for selected members of the training consortium. These amounts are calculated by totaling the hours of training attended by members of the departments and dividing that total into the dues paid by the department.

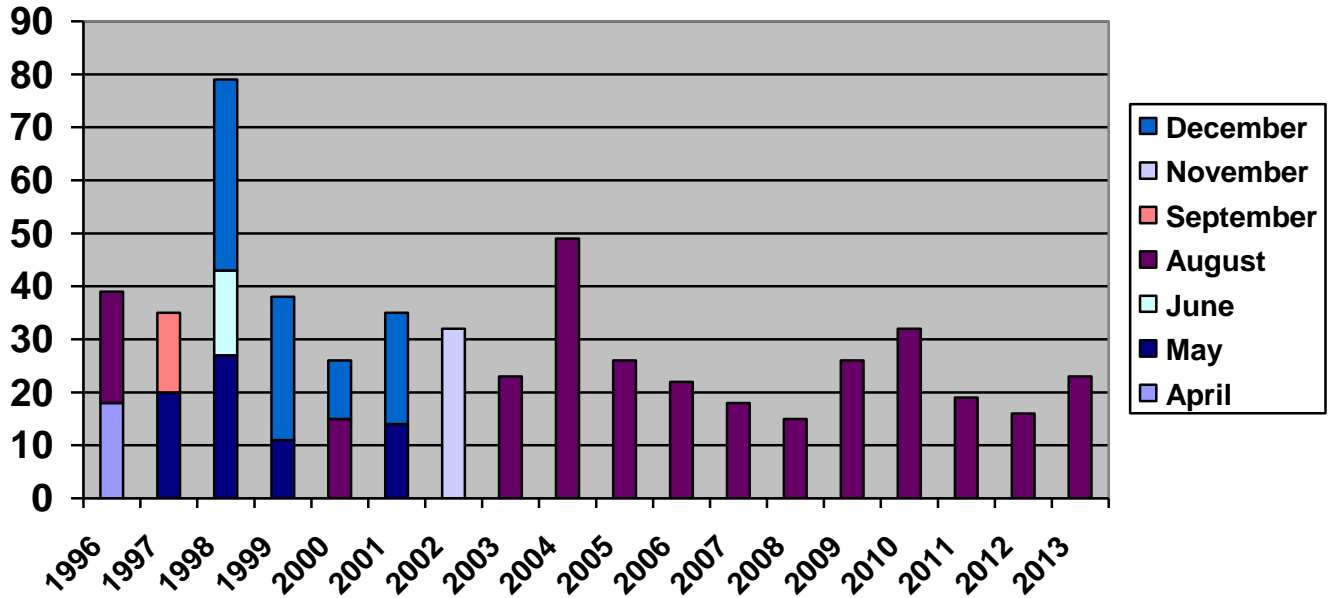
Figure 6 **Dues per Hour of Training by Department
2013 Training Year**

Chocolay Township PD	\$4.61
Ishpeming PD	\$5.12
NMU PS	\$5.65
Munising PD	\$5.69
Negaunee City PD	\$7.20
Norway PD	\$7.57
Marquette County SO	\$8.35
Forsyth Township PD	\$9.15
Hannahville PD	\$10.00
Iron County SO	\$11.85
Calumet PD	\$12.25
Marquette City PD	\$12.64
Schoolcraft County SO	\$12.66
Gladstone PS	\$13.83
Ontonagon County SO	\$14.40
Luce County SO	\$16.03
Ironwood PS	\$16.87
Keweenaw Bay Tribal PD	\$17.25
Baraga Village PD	\$19.75
Ishpeming Township PD	\$19.75
Manistique PS	\$20.33
Delta County SO	\$22.09
Michigan Tech Univ PD	\$25.69
Alger County SO	\$27.79
Baraga County SO	\$28.00
Lake Linden PD	\$29.13
Kingsford PS	\$59.23

NMU Regional Police Academy

The Regional Police Academy function is to provide an MCOLES certified program for the Upper Peninsula. The academy has students from all three universities in the Upper Peninsula along with the three community colleges. A comparison of the number of recruits attending the police academy is displayed in Figure 7.

Figure 7

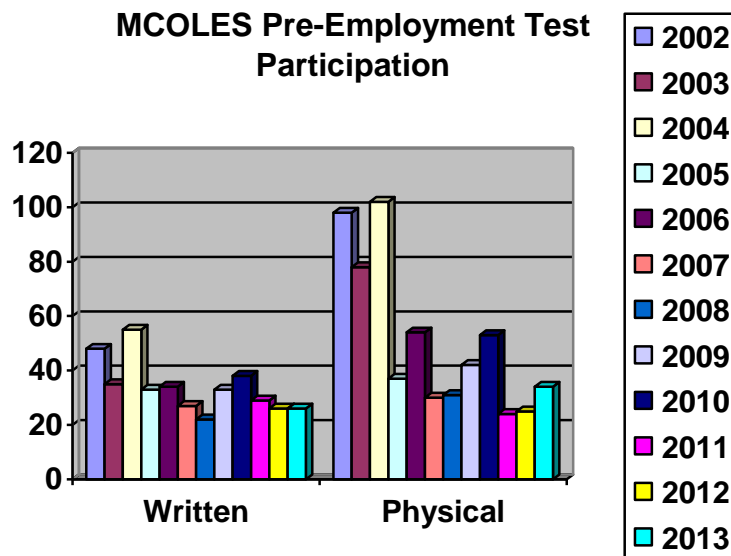


Year	April	May	June	August	September	November	December	Total
1996	18			21				39
1997		20			15			35
1998		27	16				36	79
1999		11					27	38
2000				15			11	26
2001		14					21	35
2002						32		32
2003				23				23
2004				49				49
2005				26				26
2006				22				22
2007				18				18
2008				15				15
2009				26				26
2010				32				32
2011				19				19
2012				16				16
2013				23				23
TOTAL								553

MCOLES Pre-Employment Testing Function

The Pre-Employment Testing function of the institute was changed in 2002. The six event physical fitness exam was replaced with a four event test. The Reading/Writing exam was computerized and is administered separately from the physical fitness portion. The physical fitness exam is conducted at the Physical Education Instructional Facility (PEIF) located on the campus of Northern Michigan University and the Reading/Writing exam is conducted in the Cohodas building computer lab. Figure 9 depicts the attendance since the new testing procedures have come into effect.

Figure 9

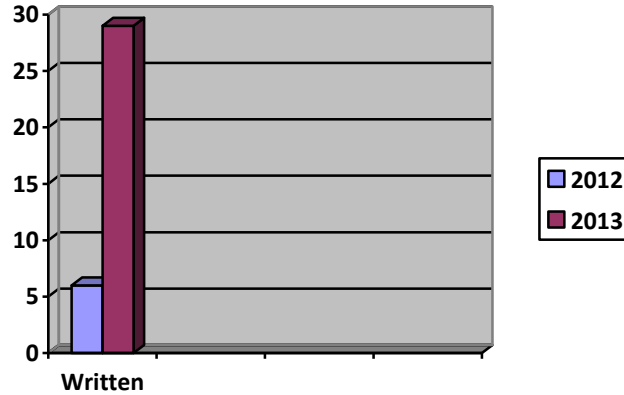


<u>Year</u>	<u>Written</u>	<u>Physical</u>
2002	48	98
2003	35	78
2004	55	102
2005	33	37
2006	34	54
2007	30	27
2008	22	31
2009	33	42
2010	38	53
2011	29	24
2012	26	32
2013	26	34

EMPCO Law Enforcement Pre- Employment Reading and Writing Test

EMPCO has partnered with several police departments in Michigan to develop a system to assist candidates for entry level positions as police officers. The test is offered to current police recruits and given on an as needed basis during the year. Figure 10 depicts the number of persons taking the test at NMU PSI.

Figure 10



<u>Year</u>	<u>Written</u>
2012	6
2013	29

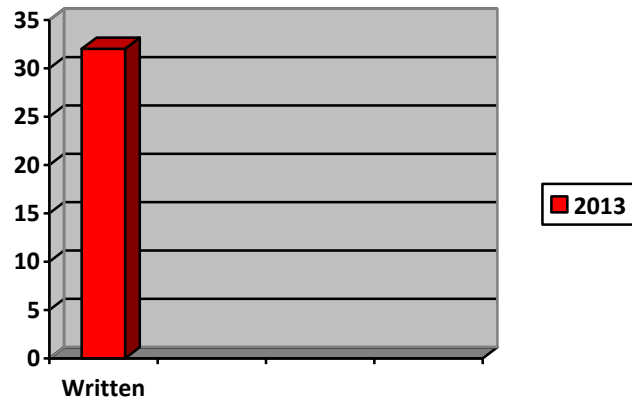
EMPCO Michigan Local Corrections Pre – Employment Test

The NMU PSI offered the EMPCO Local Corrections Pre-employment test on a monthly basis. Each local corrections officer candidate is required to demonstrate his or her mental fitness by successfully completing both of the following requirements:

1. Prior to employment, a written examination which tests the candidate's mental fitness in the areas of reading comprehension, writing skills, and situational reasoning.
2. After a conditional offer of employment, an evaluation by a licensed health care professional which demonstrates that the candidate is free from mental or emotional instabilities which may impair the performance of the essential job functions of a local corrections officer.

It is the candidate's responsibility to provide proof of successful completion of these requirements to a potential employer. The test results are valid for three (3) years from successful completion of the test. Figure 11 depicts the attendance since the new testing procedures were adopted in 2013.

Figure 11

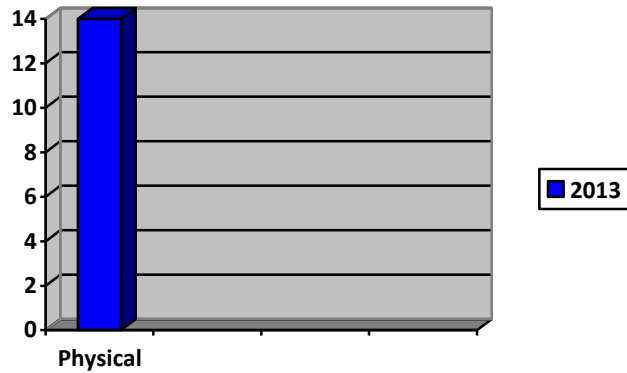


<u>Year</u>	<u>Written</u>
2013	32

Michigan Sheriffs' Coordinating and Training Council (MSCTC) Pre-Employment Physical Fitness Test.

Each local corrections officer candidate is required to demonstrate his or her physical fitness by successfully completing a physical fitness evaluation performed by a licensed physical fitness or medical professional, or a sheriff or sheriff's designee. Figure 12 depicts the attendance since the new testing procedures were adopted in 2013.

Figure 12



<u>Year</u>	<u>Physical</u>
2013	14