



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS
LANSING

TIMOTHY BOURGEOIS
EXECUTIVE DIRECTOR

June 10, 2024

Dear Law Enforcement Community,

On January 31, 2023, Public Act 1 of 2023 (PA1) appropriated funds to support the implementation of required annual in-service training standards for all licensed law enforcement officers in accordance with rules promulgated under section 11(2) of the MCOLES Act (1965 PA 203, MCL 28.611). Although the Commission has always had the authority to require in-service training, the lack of funding made it unfeasible for the Commission to implement annual in-service training requirements. The Michigan Legislature recognized the importance of continuing education for law enforcement and enacted PA1 to appropriately fund this initiative. Consequently, the Commission is following the direction and intent of the Michigan Legislature and the MCOLES Act to promulgate rules with respect to mandatory in-service training.

Based on research and consistent with in-service training requirements around the country, the Commission is implementing in-service training requirements for all licensed law enforcement officers in Michigan, with a **3-year pilot program beginning in June of 2024**. Going forward, the required in-service training requirements will be referred to as Continuing Professional Education, or CPE.

CPE Pilot Program

As with many other new programs, CPE is currently in a pilot phase which allows for adjustments and modifications as needed. Since we are well into the 2024 calendar year, the Commission is implementing the CPE pilot program with a reduced number of required hours beginning in June 2024.

Accordingly, **the CPE requirement for 2024 is a total of 12 hours** as follows:

- 4 hours of Commission designated training categories; and
- 8 hours of agency selected training categories as per guidelines

The CPE requirement starting in 2025 will be a projected total of 24 hours as follows:

- 8 hours of Commission designated training categories; and
- 16 hours of agency selected training categories as per guidelines

For your convenience, the Commission has created a dedicated CPE webpage [michigan.gov/mcoles] that includes *Frequently Asked Questions* and a *Quick Reference Guide*.

Director Kimberly Koster, Chair • Sheriff Anthony Wickersham, Vice-Chair • Lt. Col. Michael Krumm representing Colonel James Grady
Deputy Matthew Hartig • Mr. Michael Wendling • Mr. David Tanay representing Attorney General Dana Nessel • Officer Linda Broden • Tpr. Nate Johnson
Mr. Arthur Weiss • Second Assistant Chief Grant Ha representing Chief James E. White • Ms. Chianté Lymon • Dr. Lisa R. Jackson • Lt. Michael Hawkins
Mr. Kenneth Grabowski • Mr. Michael Sauger • Sheriff Matthew Saxton • Mr. James Stachowski • Deputy Director Ronald Wiles • Chief Issa Shahin
Pastor Tellis J. Chapman • Pastor Jeffery A. Hawkins • Sheriff Gregory Zyburd • Mr. Anthony D. Lewis representing Mr. John E. Johnson

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CPE Program Overview

Program highlights, outlined below, will assist you in understanding the details of the CPE requirement:

- **FUNDING**
 - For 2024, agencies will receive approximately \$500 per full time equivalent (FTE). The FTE count is based on the 2024 annual registration. The annual distribution is subject to appropriation by the legislature.
 - **The CPE funds for 2024 will be released in June.**
 - The 2025 annual distribution of CPE funds will take place in January.
- **CURRICULUM**
 - CPE standards will follow nationally recognized research and development protocols with the goal of determining the most relevant training topics that align with the results of the current Job Task Analysis (JTA), best practices in law enforcement training, and will address contemporary issues in law enforcement.
- **STATUTORY REQUIREMENT**
 - The Commission's annual CPE requirement complies with statute and affects all licensed law enforcement officers in Michigan.
- **TRAINING DELIVERY**
 - Pre-approved synchronous (e.g., live, in real-time, virtual or in-person, etc.) and asynchronous (not live, recorded courses, self-paced, etc.) training sessions that are registered in MITN may satisfy CPE requirements. Only training that is pre-approved and registered with MCOLES will be recognized as qualified training to fulfill the annually required hours.

Mandatory Compliance

Compliance with the Commission's CPE requirement for all Michigan licensed law enforcement officers is a condition of maintaining one's law enforcement license (2023 PA 1, 1965 PA 203, MCL 28.611).

As always, we appreciate your cooperation as we work together to uphold the highest standards of professionalism and integrity in law enforcement. Should you have further questions or concerns, please contact the MSP-MCOLES inbox at MSP-MCOLES@michigan.gov and/or call 517-636-7864.

Best regards,



Timothy S. Bourgeois
Executive Director
Michigan Commission on Law Enforcement Standards