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It has been a great honor to represent you as your 2018/2019 President. The teamwork, camaraderie and synergy we have on our Board of Directors and in our entire Association is second to none. I have witnessed, first hand, the work your MACP representatives have done this past year representing every district throughout our state.

I am also very proud of the accomplishments of our Association these past several months. One of the most significant is the action we took to implement the FBI's National Use-of-Force Data Collection program. In January of this year, the FBI launched this initiative as a voluntary program to gather data and provide an accurate accounting of law enforcement use-of-force incidents throughout the United States. Unfortunately, our major news organizations have been the only source for these statistics in the U.S.; having compiled and analyzed their own version of this data since 2015.

The FBI’s national data collection project served as an excellent opportunity for us, the law enforcement community, to take the lead and fill a void in use-of-force reporting. We firmly believe the results will go a long way to enhance public trust and afford more informed conversations regarding these incidents. This will certainly demonstrate our profession’s long-standing commitment to transparency, fair and impartial policing, and enhancing community trust. Your MACP has taken the lead, once again. Our Association is the only State Chiefs Association in the country that has taken this proactive approach. Through your Board of Directors, we provided training on this initiative at our Winter Professional Development Conference and have established a committee to implement this throughout our entire state. We should all be very proud of the number of agencies who have already embraced this program as we have banded together as a profession to ensure accurate facts are reported. In the weeks to follow, I anticipate we will work collectively with other associations in our state; all the while including private groups and our news media partners.

I am also very proud of the work of our Michigan Law Enforcement Accreditation Commission and for the agencies that have undertaken the daunting task of earning agency accreditation. In a little over one year, we have nearly tripled the number of accredited agencies in Michigan and will have a total of 19 agencies formally accredited as of June 2019. We have more than 43 agencies in at least one of the Accreditation phases and that is truly remarkable.

I keenly await the challenges and opportunities our incoming Board of Directors will face in the year ahead. I have every confidence incoming President Terrence McDonnell will represent all of us with the utmost professionalism and he will lead with integrity, honor, and the fine sense of duty which has made him a trusted confidant to many.

I’ve always had a personal goal of leaving situations better than I found them. After a year as your President, I hope you will agree that the MACP continues to lead at all new heights of achievement and is at the forefront of building public trust throughout our state. I believe the members of our Association all have an unwavering commitment to continuous policing improvement, lifelong learning, and advancing our chosen profession of law enforcement. I look forward to serving as your Immediate Past President and hearing from you on what we, the Michigan Association of Chiefs of Police, can do to assist you, your agency, and your community; as we work to grow and develop our next generation of law enforcement leaders.

I would like to thank our Executive Director, Robert Stevenson, and his dedicated team of Janeice Morrow, Neal Rossow, and Brieann Banas for their assistance and unrelenting support this past year. They are true professionals in everything they do and we are blessed to have them working hard for our Association every single day.

In closing, I please ask you to always pray for all of our officers, deputies, troopers, and agents as they work in partnership to protect our communities and keep us safe. May God bless you & your families. 🕉
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Director’s Message

NOW MORE THAN EVER! Those are the words that best describe the importance of our members developing a relationship with the senator and representative in their District. We have stressed the need and benefits of knowing your local legislators many times in the past. However, the recent elections have greatly altered the political landscape in Lansing, making these relationships critical if we are going to have any significant input with criminal justice or public safety legislation.

Consider these facts: The Michigan House of Representatives is composed of 110 representatives and the Senate has 38 senators. In the recent elections, there were 45 new members elected to the House and 30 new members to the Senate. This means that almost 50% of the House members have been replaced and are new. In the Senate, this is even more dramatic as 80% are new and seven of these new senators have never held any state office.

The absence of political experience is not our only concern. Several of the new legislators are not only young, but they lack life experience along with the wisdom it brings. An instructor at our recent Police Executives’ and New Chiefs’ School invited Representative Jewell Jones to sit in on one of the classes. On that day, he was celebrating his 24th birthday. A few weeks later, by invitation from Chief Michael Patton, Representative Mari Manoogian spoke at West Bloomfield’s Police Memorial Ceremony. As part of her speech, Representative Manoogian pointed out that she, at the age of 26, was the youngest female elected to the House. Who do you think is advising these Representatives on the issues and on how to vote?

The recently passed Civil Asset Forfeiture legislation provides the answer to that question. If you will remember, we were able to successfully kill this legislation in the recent lame duck session. On the second day of this new legislative session, a press conference was held by the Democratic and Republican leadership, along with the Attorney General, announcing that they would once again press Civil Asset Forfeiture reforms. This legislation was introduced and moved very quickly through the House and Senate. Our Chiefs, who were able to talk to their legislators, reported the same story; the Republican and Democratic leadership had called their respective caucuses together and informed them, under no certain terms, how they were to vote on this legislation. We stood no chance to influence the vote because it happened so quickly and we lacked relationships with the legislators, especially the new ones.

Another reason to establish these relationships is to help counter the anti-law enforcement leanings of the current chairman of the Senate Judiciary and Public Safety Committee, Senator Peter Lucido. Last session, the chair of this committee was Senator Rick Jones. Senator Jones had prior law enforcement experience and was very supportive of law enforcement. On the other hand, Senator Lucido is a former defense attorney and his agenda is already plainly on display. He was the author and main proponent of the Civil Asset Forfeiture Reform Bill; he has supported and/or authored other legislation that we oppose. As chair of the Senate Judiciary and Public Safety Committee, he will exert strong control over much of the law enforcement-related legislation for at least the next two years.

You can see, from the reasons above, why we absolutely need you to reach out and develop a relationship with your legislator...NOW MORE THAN EVER!
THE CORE PRINCIPLES that form the foundation of our training programs include the following:

- Always treat the subject with dignity and respect
- Use empathy, sound reasoning, and logic to elicit the truth and do not make any promises of leniency or threats of harm or inevitable consequences
- Do not conduct interrogations for an excessively lengthy period of time
- Do not deny the subject any of their rights
- Do not deny the subject the opportunity to satisfy their physical needs
- Exercise special cautions when questioning juveniles or individuals with mental or psychological impairments

THE REID TECHNIQUE® process always begins with a non-confrontational investigative interview. During the interview the investigator is a neutral, objective fact finder. Interrogation only occurs when investigative information indicates the subject’s probable involvement. The emphasis of the persuasion process is to create an environment that makes it easier for a subject to tell the truth about what they have done.

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- How to use THE REID NINE STEPS OF INTERROGATION® process to:
  - Develop interrogation strategies
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  - Develop the alternative question to elicit the first admission
  - Handle the more defiant subject and ‘overcome objections’; address the subject’s fears; move past the subject’s denials and motivate the subject to want to tell the truth

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The networking and interaction between the students creates an environment that allows them to learn that the issues they face are not that different than those from other agencies, regardless of size.

Back in the fall of 2011, I was approached by the newly appointed Executive Director, Bob Stevenson, about the possibility of the MACP facilitating the New Chiefs’ School. We agreed it was a good idea and the school was renamed the Police Executives’ and New Chiefs’ School (PE/NCS) to make it clear that this program was something that all levels of police command officers could benefit from and should consider attending. The first edition of the revamped school was held in March 2012 at a local conference center. The program became so popular, it was decided the school should be offered twice each year to meet the needs of our members and their command officers.

The PE/NCS is now held at the James B. Henry Center for Executive Development on the campus of Michigan State University. This well-appointed conference center not only offers a great venue for the instruction, but also includes breakfast and lunch for all attendees. In addition, the adjacent Candlewood Suites enhances the experience for those who choose to stay on site for the week-long school.

The curriculum is carefully evaluated and updated after each session of the school. The course material is not just designed for those who have already achieved the rank of Director/Chief, but any level of command officer will find value in this outstanding school. The topics include discussions on leadership, labor law, human resources, operating in the political arena, writing directives and budgeting, to name a few. The instructors are all practicing professionals in their fields and many of the presenters are current chiefs within their agency. The instructors not only present great information to the class, they make themselves available for any questions attendees may have in the future, once completing the school.

The school culminates with a panel of chiefs from a variety of backgrounds with agencies that vary in size. There is a mixture of facilitator-generated questions and open questions from the participants. The panel offers their perspective on their successes, missteps, lessons learned, and what they wish to share as their most important piece of advice. The questions from the attendees offer the class members an opportunity to receive input regarding their specific needs.

Finally, the networking and interaction between the students creates an environment that allows them to learn that the issues they face are not that different than those from other agencies, regardless of size. It creates professional contacts that continue far beyond the one-week course and provides resources for sharing ideas, obtaining advice, and problem solving with other police leaders.

The school is an outstanding learning opportunity for all law enforcement levels, as reiterated in the feedback from the student from the Spring 2019 class:

“I wanted to follow up to let you know, once again, how much I enjoyed the New Chiefs’ School training. It was refreshing to attend training that was relevant to my position and completely in touch with the current demands for police executives/chiefs. I am highly impressed by the thought that went into each topic...I was happy to get some new ideas and find out about all of the resources and support available to me...It was evident that you are responsive to the changing needs in law enforcement. You get a four-star recommendation from me.”

The next offering of the MACP Police Executives’ and New Chiefs’ School is November 11-15, 2019. Michigan Municipal Risk Management Authority (MMRMA) represented agencies are eligible for a 75% RAP Grant. Additional information and registration is available online and space is limited.
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RAISING THE PROFESSIONAL STANDARDS BAR

BY MATTHEW HEINS
In today's litigious society, law enforcement across the country is finding itself under the microscope more often than in times past. Some may argue this is unwarranted attention and others may say it is well deserved. Regardless of your position, the reality is the expectations for law enforcement to be accountable for their actions has risen and is the new norm. Those in law enforcement have clamored for years that law enforcement should be treated as a profession and those working in the field are professionals. This requires establishing mandatory standards, continuing education throughout one's career and adherence to best practices in the field. All are obtainable and should be diligently pursued.

The resulting effect of having 585 law enforcement agencies in Michigan is a wide-ranging approach to policing with differing operational procedures and policies. Some agencies do well setting unambiguous expectations, implementing clear policies that are reviewed regularly, ensuring proper supervision of employees and holding them accountable for inappropriate behavior. Unfortunately, there are agencies that could use some improvement.

A Chief's job can be very hectic, with multiple demands pulling him/her in various directions every day, day after day. The result is, unless there is a conscious decision to set aside time to take a broad look at the organization, these demands occupy a majority of the daily activities. Time is wasted putting out small fires instead of focusing on the larger picture. As Peter Drucker said, “…first things first and second things not at all.” Only after a citizen’s complaint is received, service of a lawsuit, or the breakdown in a process does it become clear that focus has been lost.

A Chief’s responsibilities are multifaceted, complex and ever evolving. Yet, there are some common responsibilities that all Chiefs undertake regardless of where they work or the size of the organization. As Chief, you are responsible for the budget, limiting the organizations exposure to liability, maintaining a safe and healthy work environment for your employees and providing quality and ethical service to the public.

The accreditation process is an excellent resource that will support reducing liability and increase professionalism in an organization. In simplest terms, the accreditation process furthers an agency’s professional development and ensures that methods, policies, procedures and daily operations follow the best practices or “standards” in the law enforcement arena.

For many years, the most familiar accreditation body has been the highly reputable Commission on Accreditation for Law Enforcement Agencies (CALEA). Its stated purpose is “…to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.” While some Michigan agencies have become CALEA certified, most have not. The Michigan Law Enforcement Accreditation Program, through the Michigan Association of Chiefs of Police (MACP), provides a more streamlined process while still targeting the high liability operational concerns.

The Michigan Law Enforcement Accreditation Commission (MLEAC) designed its program to be “a state accreditation program that meets the needs of our membership, at an affordable fee, and with a reasonable number of standards that focus on critical topics,” according to Neal Rossow, the Accreditation Program Director for the MACP. The program costs significantly less than CALEA accreditation and, through its 105 standards rather than 459, still ensures that organizations are optimizing their delivery of services while reducing their exposure to liability.

The standards are based primarily on state and national professional standards and Michigan statutory and regulatory law. It is important to bear in mind that they are guidelines for what must be done, not how it should be done. Each jurisdiction is unique with its own set of challenges, culture and political climate. The standards have some flexibility to allow procedures to vary from one department to another while still meeting the criteria.

In the law enforcement profession, the cost of mistakes can be very high in civil liability and in lasting harm to community relations. It is common to see claims of failure to train or failure to supervise in lawsuits. To hold a municipality liable, a plaintiff must provide proof their injury was a direct result of the municipality’s official policy or custom and that the policy or custom was a “moving force” behind the alleged deprivation of the plaintiff’s rights. Cummings v. City of Akron, 418 F.3d 676, 685 (6th Cir. 2005). Further, a municipality’s failure to train its officers must amount to “deliberate indifference to the constitutional rights of [its] citizens” to give rise to liability under Monell. Matican

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v. City of New York, 424 F. Supp. 2d, 497, 508 (E.D. N.Y. 2006). A plaintiff must establish that the municipality’s lack of training caused the deprivation of their rights.

Thus, failure to train, along with poorly written or outdated policies, exposes agencies to potential liabilities that can cost thousands of dollars. Accreditation can reduce these types of exposures by ensuring an agency has up-to-date written policies, procedures and directives, as well as solid documentation of compliance with these best practices and policies.

Accreditation is a guide to address these issues and to ensure leaders are diligent in following best practices, trends, court decisions, statutory changes, and societal changes that impact operations. The accreditation process builds trust with the community—one of the greatest challenges facing society today. Law enforcement derives its authority from the communities they police. Community engagement and satisfaction are vital to allow agencies to do their job. Departments need to be informed by the community and collaborate and respond to the community’s needs. Residents need to trust that officers will be properly trained and supervised, and will be fair, impartial, and respectful in their conduct.

Increased effectiveness and efficiency in the delivery of services is another significant benefit of accreditation. With limited resources, departments should strive to spend taxpayer dollars wisely. Certainly accreditation can reduce the costs associated with investigations, defending lawsuits, and the like; however, it can also save money and staff time by addressing administrative inefficiencies and obsolete or cumbersome operations. Accreditation forces leaders to prioritize and have a laser-like focus on areas that are vital for an organization to continue to run at its optimum level of performance while hazards and risks are either reduced or eliminated.

Chief David Molloy of the Novi Police Department and current MACP President, went through the accreditation process and offered this advice, “The demanding and time-consuming process of accreditation requires an organization to be introspective and comprehensive. Don’t be intimidated that the accreditation will take over your agency and remove it from your leadership and guidance. MACP accreditation allows you to demonstrate that your organization is committed to providing the highest quality of service to your citizens and staff by implementing the best practices and standards in our profession. The question shouldn’t be if your agency should become accredited, but when.”

Organizations are complicated with many moving parts. Both internal and external influences constantly put pressure on an agency’s personnel, time and funds. The accreditation process guarantees a systematic review of operations and policies organization-wide, to ensure that you are providing the best service possible to your communities in an efficient and effective manner.

The process will require effort and some staff time dedicated to the process as well as a minor amount of funding to be allocated. This can be difficult to accomplish for some agencies that have limited resources. However, hard work on the front end will save a lot of hard work and headaches on the back end, particularly if you are served with a lawsuit, MIOSHA complaint or any other number of accusations that could potentially cost the organization large sums of money or public humiliation.

A leader’s role in a department is to look out for the best interest of the organization through budget development, resource allocation and deployment, and addressing risk and operational issues. The Michigan Law Enforcement Accreditation Program provides a means to ensure you are providing the best service possible to your communities while increasing the professionalism of law enforcement and reducing liability. Mandatory standards, continuing education and adhering to best practices is essential to raise the bar in law enforcement.

Matt Heins is the Loss Control Specialist with Meadowbrook Insurance. He retired as Director of Police and Fire Services in Jackson, MI and then served as the Security Manager for Henry Ford Allegiance Health. Matt can be contacted at matthew.heins@meadowbrook.com.
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NEW AMENDMENTS TO THE FREEDOM OF INFORMATION ACT: PUBLIC ACT 523 OF 2018

BY ANNE M. SEURYNCK

Effective December 28, 2018, the Legislature approved two important amendments to the Michigan Freedom of Information Act (“FOIA”). Public Act (“PA”) 523 added a new requirement to Section 3 regarding the contact information that must be included in a FOIA request. In addition, PA 523 amended Section 4 to address what happens when a requester does not pay a deposit in a timely manner.

Section 3 of the FOIA now requires that a requester must include that person’s complete name, address, and contact information in the FOIA request. If the request is made by a person other than an individual, the requester must include the complete name, address, and contact information of the person’s agent who is an individual. An address must be written in compliance with United States Postal Service addressing standards. Contact information must include a valid telephone number or electronic mail address. This new requirement does not apply to an individual who qualifies as indigent under Section 4(2)(a) of the FOIA.

Essentially, the amendment prevents an anonymous FOIA or a FOIA that does not fully identify the person making the request... Now, the public body will have the necessary information to contact or talk to an individual about the FOIA request.

Public bodies have also been faced with deciding what to do when a requester does not respond to the request for a deposit. Currently, pursuant to the FOIA, a public body can ask for a deposit of up to one half of the total estimate fee if that fee is expected to exceed $50.00. The public body may also ask for a 100% deposit if a requester has not paid for a previous request and meets other requirements under the Act. Under PA 523, if (1) a public body requests a deposit, (2) if that deposit is not received by the public body within 45 days from receipt of the notice of deposit, and (3) if the requesting person has not filed an appeal of the deposit amount, the request shall be considered abandoned by the requesting person. In such cases, the public body is no longer required to fulfill the request.

PA 523 does include a new notice requirement for deposits. The notice of deposit (“deposit letter”) is considered received three days after it is sent, regardless of the means of transmission. The deposit letter must include notice of the date by which the deposit must be received, which date is 48 days after the date the deposit letter is sent. So, each deposit letter must now include the deadline.

So, what should each public body do after understanding the changes? First, the public body should carefully review the FOIA requests as they come in to ensure that the required contact information is included. Next, the public body should review its deposit letters to confirm that the deadline is now included and record that deadline. As a matter of policy, the public body should amend its Procedures and Guidelines and Written Public Summary to reflect the new changes. Pursuant to Section 4(4) of the FOIA,

“[a] public body shall establish procedures and guidelines to implement this act and shall create a written public summary of the specific procedures and guidelines relevant to the general public regarding how to submit written requests to the public body and explaining how to understand a public body’s written responses, deposit requirements, fee calculations, and avenues for challenge and appeal.” MCL 15.234(4).

Because the FOIA requires the Procedures and Guidelines and the Written Public Summary to instruct requesters on (1) how to submit a written request and (2) deposit requirements, the public body should amend these documents to reflect the changes.

Anne Seurynck is an Attorney with Foster Swift Collins & Smith PC in Grand Rapids, MI. If you have any questions, please contact her directly at aseurynck@fosterswift.com
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Effective January 14, 2019, Public Act (PA) 345 of 2018 was enacted by the Michigan Legislature. PA 345 amends and updates the Michigan Pawnbroker Act. The Michigan State Police issued Legal Update No. 136 on January 18, 2019, which does a nice job of explaining the new statute. The statute was pushed through the lame duck legislature without requesting any input from the MACP.

The statute was initiated by the Michigan Pawnbrokers Association President, Mark Aubrey. Aubrey explained that the intent of the legislation was to stop law enforcement from putting property on hold at pawn shops and never releasing it once there was resolution. A pawn shop owner in Clinton Township asserted that a law enforcement officer would put their property on hold, never to be heard from again. Consequently, the property would sit for years in the back room. This problem was a legitimate concern for the store owner and needed to be addressed. The legislation was intended to provide for the disposition of allegedly misappropriated property in the possession of a pawnbroker. The new statute addresses several areas.

An “appropriate law enforcement official,” as defined under MCL 446.212(10), may place a hold order on the item, in writing, as defined by MCL 446.212(1), and must include the following information:

- The pawnbroker’s name and mailing address.
- A complete description of the property, including model and serial number, if applicable.
- The name of the person who reported that the property was misappropriated unless otherwise prohibited by law.
- The name, title and identification number of the law enforcement official who placed the hold order and, if applicable, the number assigned to the claim or report regarding the property.
- The length of the holding period, which must not exceed 90 days unless extended by a court order, and the hold order’s expiration date.
- A law enforcement official cannot return the property without a court hearing.

The new law puts a hold of 90 days on property left at the store. An officer could extend that hold by an additional 90 days with a court order. After that time, the property could be sold by the pawnbroker. What appears to be a loophole for law enforcement is MCL 446.212(6) which states, “While a hold order is in effect, upon request, a pawnbroker shall release the property to the law enforcement offi-
MCL 446.212(6) does not state that law enforcement can only hold the property for 90 or 100 days while in the custody of law enforcement. This is a gray area in the act which works in the favor of law enforcement. It also does not require a search warrant, which has been used many times to take custody of property from a pawn shop. The section does state that a law enforcement official, while having custody of the property, may not release the property to a person claiming ownership without a court hearing. There was already case law that directed that law enforcement could not return property to a victim without a court hearing, but PA 345 (2018) makes it law in Michigan. In one case, a local police agency seized a shotgun, taken in a home invasion, from a local pawn shop. The agency then gave the property back to the homeowner without a court hearing. The pawnbroker sued and won a judgment against the agency for the cost of the pawn.

There was always the option of a court determination of ownership of property, but some pawn shops chose to sell the property back to the owner at the price the pawn shop paid. Many times the items would have a low monetary or sentimental value and the owner did not want the aggravation of a court hearing.

This legislation was written without requesting law enforcement input. From a law enforcement perspective, it contains several problems, such as:

- Under these changes the pawn shop takes title to the misappropriated property after the hold period is over. I believe case law is clear that someone cannot take title to stolen property no matter how far down the line;
- Jewelry stores operating under the Gold and Precious Metals Act of 1981 are not addressed; and
- Second-hand buy stores are not addressed.

Hopefully these issues will be addressed during this legislative session. If you have any questions or concerns, please do not hesitate to contact me.

Richard Maierle currently works for the Clinton Township Police Department at the rank of Captain. He is in charge of training, vehicles, records, and freedom of information requests, among other responsibilities. He has over 30 years of law enforcement experience and often testifies on behalf of the MACP on pawnbroker-related legislation. Captain Maierle can be contacted at 586-493-7857 or maierler@yahoo.com.
Michigan Department of Health and Human Services (MDHHS) recently released the Michigan Online Reporting System for mandated reporters to submit complaints of suspected child abuse and neglect. MDHHS created the Michigan Online Reporting System for mandated reporters to submit non-emergency complaints of suspected child abuse and neglect. The benefits of submitting a complaint via the Michigan Online Reporting System include:

- Submit a complaint 24/7 from anywhere with internet access
- Save the reporter information so future reports are more quickly completed
- Avoid phone wait time
- Upload photos and documents with the complaint
- Save in-progress complaints and resume later
- View recently submitted complaints
- Receive an automatic email receipt that the complaint was received
- Skip completing the DHS-3200

When submitting a complaint through the Michigan Online Reporting System, be sure to provide all the complaint information as thoroughly as possible to allow Centralized Intake to fully assess the situation.

For cases which require an emergency response, please continue to call 911 and then the Centralized Intake Hotline at 855-444-3911 instead of using the Michigan Online Reporting System to submit a complaint. The Centralized Intake phone hotline will also remain available and fully staffed for those who prefer to call in their report. However, when calling a complaint into the hotline, MDHHS still requires a written report (DHS-3200) within 72 hours of the call.

Find more information regarding the Michigan Online Reporting System at www.michigan.gov/mandatedreporter.
Dedication and Memorial Service
JULY 27, 2019 - 3 PM

The Michigan Law Enforcement Officers Memorial in Lansing will be dedicated on Saturday, July 27, 2019, at 3 P.M. Following dedication, the names of 588 fallen officers memorialized there will be read. Please plan to attend.

For updates and a list of officers to be honored, please use the Memorial website: www.mleom.org or Facebook: Support the Michigan Law Enforcement Officers Memorial.

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**PROGRAM-AT-A-GLANCE**

### SUNDAY, JUNE 23
- 8:30 — 10:50 am: tee times
  - Annual Thomas A. Hendrickson Pre-Conference Golf Tournament
  - Sponsor: Transportation Improvement Association

- Noon — 5:00 pm: Exhibitor Setup

- Noon — 8:00 pm: Exhibitor & Member Registration

- 5:00 — 8:00 pm: Exhibits Open

- 2:00 — 8:00 pm: Police Vehicle-of-the-Year Contest and Display

- 8:00 pm — Midnight: MACP Networking Suite

### MONDAY, JUNE 24
- 8:00 am: Past Presidents’ Breakfast
- 8:30 am: Continental Breakfast
- 8:30 am — 4:00 pm: Registration
- 9:00 — 9:30 am: Accreditation Commission Review Hearings
- 9:30 — 11:00 am: Accreditation Commission Meeting
- 9:00 am — Noon: Exhibits Open
- 9:00 am — Noon: Police Vehicle-of-the-Year Contest and Display
- 11:30 am — Noon: Exhibitor Door Prize Drawings
- Noon — 1:00 pm: Lunch
- 1:00 — 3:00 pm: Police Accreditation Coalition Meeting
- 1:00 — 4:00 pm: **SPOUSE EVENT: Massages, Margaritas & Money Matters**
  - Sponsor & Presenter: Sequoia Financial Group
- 1:00 — 4:15 pm: MACP Annual Business Meeting
- 2:00 — 4:00 pm: Hearing Loss Alert: ADA Policy Guidelines & Legal Implications
  - Presented by: Charlyss Ray, Community Practices Specialist, MDHHS
- 4:15 pm: Police Vehicle-of-the-Year Contest & Golf Tournament Prizes Announced

### PROFESSIONAL DEVELOPMENT:

- **Robot Cars – The End of Traffic Police?**
  - Presented by: Rick Arnold, Lt. Colonel, MSP Field Operations Bureau
- **Countering Unmanned Aerial Systems**
  - Presented by: Jeremy Latchow, Lt. Colonel, U.S. Army

- 4:30 — 5:30 pm: REGIONAL CHIEFS’ MEETINGS:
  - Western Michigan Chiefs’ Association
  - Northern Michigan Chiefs’ Association

### TUESDAY, JUNE 25
- 7:45 — 8:45 am: Prayer Breakfast
- 8:30 am — 3:00 pm: Registration
- 8:45 am: Continental Breakfast
- 9:00 am: Leadership for Reducing Organizational Stress in Law Enforcement
  - Presented by: Kent Williams, Ret. Chief, Breach Point Consulting
- 9:00 am — Noon: Should I Stay or Should I Go? Responding to Non-Criminal Mental Health Incidents
  - Presented by: Ken Wallentine, Chief, West Jordan PD, Utah
- 10:00 am — Noon: **SPOUSE EVENT: Together Tuesday**

### WEDNESDAY, JUNE 26
- 8:45 am: Continental Breakfast
- 9:00 am: Awards Banquet & Program (Coat and Tie Requested)
- Noon — 1:00 pm: Lunch
- 1:00 — 1:50 pm: Hearing Loss Alert: ADA Policy Guidelines & Legal Implications
  - Presented by: Charlyss Ray, Community Practices Specialist, MDHHS
- 2:00 — 4:00 pm: When the News Media Swarms! Tips and Tactics for Your Next Media Crisis
  - Presented by: Mark Weaver, President, Communications Counsel
- 5:30 — 6:00 pm: Pre-banquet Refreshments
- 6:00 pm: Awards Banquet & Program (Coat and Tie Requested)
- 7:45 — 8:45 am: Prayer Breakfast
- 8:30 am — 3:00 pm: Registration
- 8:45 am: Continental Breakfast
- 9:00 am — Noon: Leadership for Reducing Organizational Stress in Law Enforcement
  - Presented by: Kent Williams, Ret. Chief, Breach Point Consulting
- Noon — 12:30 pm: Drawings for Prizes

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The MACP Conferences Are Now Mobile!

After a successful roll-out of our new mobile conference app at the Winter 2019 Conference, we will no longer be offering a printed conference program.

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The Winter Professional Development Conference was held February 6-8, 2019 at the Amway Grand Plaza Hotel in Grand Rapids. The conference covered topics on legal recreational marijuana, the system to track sexual assault evidence kits, Michigan’s professional search & rescue council and wrapped up with an outstanding presentation by Chief David Funkhouser on Transformational Leadership Through Personal Growth. This conference was one of the most well-attended conferences to date. Don’t miss our next conference to be held June 23-26, 2019 at Boyne Highlands Resort! For more information, see page 20.
WINTER PROFESSIONAL DEVELOPMENT CONFERECE WRAP-UP

Thank you to our 2019 Winter Conference sponsors:
WHY YOU WANT A DRUG RECOGNITION EXPERT OFFICER ON YOUR NEXT DRUGGED DRIVING CASE

BY KEN STECKER AND KINGA CANIKE

The purpose of this article is to familiarize judges, prosecutors, and law enforcement officers with the role Drug Recognition Expert (DRE) officers play in drugged driving cases.

Michigan Compiled Law 257.625 reads in part as follows:

Sec. 625.

(1) A person, whether licensed or not, shall not operate a vehicle upon a highway or other place open to the general public or generally accessible to motor vehicles, including an area designated for the parking of vehicles, within this state if the person is operating while intoxicated. As used in this section, “operating while intoxicated” means any of the following:

(a) The person is under the influence of alcoholic liquor, a controlled substance, or other intoxicating substance or a combination of alcoholic liquor, a controlled substance, or other intoxicating substance.

Thus, the prosecution must prove that the person was “operating while intoxicated,” that is he/she was under the influence of alcoholic liquor, a controlled substance, or other intoxicating substance or a combination of alcoholic liquor, a controlled substance, or other intoxicating substance.

To be “under the influence” of alcoholic liquor for example within the meaning of Criminal Jury Instruction 2d 15.3 means as follows:

“That because of drinking alcohol, the defendant’s ability to operate a motor vehicle in a normal manner was substantially lessened.

“To be under the influence, a person does not have to be what is called ‘dead drunk’ that is, falling down or hardly able to stand up. On the other hand, just because a person has drunk alcohol or smells of alcohol does not prove, by itself, that the person is under the influence of alcohol. The test is whether, because of drinking alcohol, the defendant’s mental or physical condition was significantly affected and the defendant was no longer able to operate a vehicle in a normal manner.”

Recently, the Michigan Supreme Court in People v. Koon, 494 Mich 1; 832 NW2d 724 (2013), stated in a footnote as follows:

“Significantly, ‘under the influence’ is a term of art used in other provisions of the Michigan Vehicle Code. See, e.g., MCL 257.625(1)(a)(stating that a person is ‘operating while intoxicated’ if he or she is ‘under the influence of...a controlled substance...’). See also People v Lambert, 395 Mich 296, 305; 235 NW2d 338 (1975) (concluding that an acceptable jury instruction for ‘driving under the influence of intoxicating liquor’ included requiring proof that the person’s ability to drive was ‘substantially and materially affected’); Black’s Law Dictionary (9th ed), p 1665 (defining ‘under the influence’ as ‘deprived of clearness of mind and self-control because of drugs or alcohol’).”

In an effort to deal with the growing problem of driving “under the influence” of drugs, the Michigan Office of Highway Safety Planning
(OHSP) implemented a program to train qualified law enforcement officers to become Drug Recognition Experts (DREs).

In 2009, the OHSP requested an assessment of Michigan’s Standardized Field Sobriety Testing Program through the National Highway Traffic Safety Administration. One of the recommendations from that assessment was that Michigan become a Drug Evaluation and Classification Program (DECP) state.

OHSP began in earnest to establish itself as a DECP State. It assigned a state DRE Program Coordinator to determine the feasibility of Michigan becoming a DECP state. The DRE Program Coordinator created a DRE Steering Committee to include four current DREs in the state, Michigan’s Traffic Safety Resource Prosecutor, and a retired Sergeant and former DRE Officer with the Los Angeles Police Department.

In October 2010, the International Association of Chiefs of Police granted Michigan approval as the 47th DECP state. As a DECP state, Michigan was allowed to conduct its own DRE School.

A DRE is a law enforcement officer who is trained to recognize impairment in drivers who are under the influence of drugs other than, or in addition to, alcohol. Currently, there are 138 DRE law enforcement officers in the State of Michigan.

A DRE should be requested to conduct an evaluation for drug impairment when a person’s signs and symptoms are not consistent with his/her blood-alcohol concentration (BAC). Simply stated, the arrestee may appear more intoxicated that the alcohol level alone would suggest. Law enforcement agencies may seek a drug-influence evaluation by a DRE whenever an individual is arrested for OWI and produces a BAC below .08%. In addition, an evaluation may occur whenever the arrestee’s degree and/or type of intoxication are not consistent with his/her BAC.

A DRE is trained to determine the following:
- Whether an individual’s impairment is not consistent with the BAC;
- Whether an individual is suffering from a medical condition that requires immediate attention or is under the influence of drugs; and
- Whether an individual is under the influence of a specific category or categories of drugs.

In order to make these findings, DREs use a 12-step standardized and systematic process. It is standardized because all DREs, regardless of agency, use the same procedure in the same order on all suspects. It is systematic in that it logically proceeds from a BAC, through an assessment of both clinical and psycho-physical signs of impairment, to toxicological analysis for the presence of drugs.

Based on the totality of the evaluation, the DRE forms an opinion as to whether or not the subject is impaired. If the DRE determines that the subject is impaired, the DRE will indicate what category or categories of drugs may have contributed to the subject’s impairment. The DRE bases these conclusions on his or her training and experience and the DRE Drug Symptomatology Matrix, which is broken down into seven drug categories.

The seven drug categories contained in the matrix are as follows:
1. Central Nervous System Depressants
2. Central Nervous System Stimulants
3. Hallucinogens
4. Dissociative Anesthetics
5. Narcotic Analgesics
6. Inhalants
7. Cannabis
The DRE process is not a test; rather, it is a method for collecting evidence. Nevertheless, there have been challenges to the admissibility of DRE testimony and evidence.

In Michigan, courts employ the Daubert standard for determining the admissibility of scientific evidence.

The Daubert standard derives from the United States Supreme Court decision of Daubert v. Merrell Dow Pharmaceuticals, Inc., 509 U.S. 579 (1993). Pursuant to Daubert, courts serve as a “gatekeeper” for all scientific evidence, regardless of newness or novelty. Scientific evidence is admissible if the court determines that the underlying “reasoning or methodology” is “scientifically valid.”

Although Michigan higher courts have not addressed the issue of DRE testimony and evidence under the Daubert standard, other Daubert states that considered the admissibility of DRE testimony have ruled it admissible under Daubert. Some of these states are Nevada, Oregon, Iowa, Hawaii, New Mexico, and Nebraska.

A prosecutor arguing a Daubert motion should emphasize that the DRE protocol is not novel or new, but rather a list of procedures that have been used by medical science and the law enforcement community for many years.

In addition to DRE-trained officers, prosecutors in Michigan can also attend the two-week school to gain a better understanding of drugs and impairment. To date, there are 37 DRE-trained prosecutors in Michigan. Many times these prosecutors are handling some of the most egregious drugged driving cases in the state. Their specialized training in drugged driving equips them with the skills necessary to prosecute these challenging cases.

In 2013, a DRE-trained prosecutor in St. Clair County handled the drugged driving case involving Lisa Bergman, who killed two teens after her truck crossed the center line and crashed head-on into their truck. At the time, Bergman was under the influence of drugs, including the prescription medication carisprodol or Soma. The DRE-trained prosecutor successfully presented evidence at trial of seven prior incidents in which Bergman had been investigated for driving under the influence of prescription medication and other drugs. A jury convicted Bergman of two counts each of second-degree murder, operating while intoxicated causing death, and operating a motor vehicle causing death while license suspended.

The DRE Program in Michigan is one of the most effective tools in the battle against impaired driving, especially where drugs are involved. Impaired drivers are killing and seriously injuring innocent drivers on our highways. While DREs cannot prevent this from happening, they can help minimize it. Our streets, highways, and communities deserve it!

To learn more about Michigan’s DRE Program, please contact Mike Harris, the DRE Coordinator and Law Enforcement Liaison for the Michigan Office of Highway Safety Planning. Also, the following publications are helpful in understanding more about the DRE Program:


For more information on this article and PAAM training programs, contact Traffic Safety Resource Prosecutors Ken Stecker at (517) 334-6080 (x827) or at steckerk@michigan.gov or Kinga Canike at (517) 334-6080 (x816) or at canikek@michigan.gov. Please consult your prosecutor before adopting practices suggested by reports in this article. Discuss your practices that relate to this article with your commanding officers, police legal advisors, and the prosecuting attorney before changing your practice.
Dear Colleagues,

I would like to take this opportunity to announce my candidacy for the position of MACP Third Vice President. It is with great humility and appreciation that I announce my endorsement by the Mid-Michigan Association of Chiefs of Police.

My 30-year law enforcement career began as a reserve officer with the City of Olivet before moving on to the Village of Bellevue as an officer. I then took a position with the Albion Department of Public Safety where I moved through the ranks and attained the position of Lieutenant, supervising road patrol. In 2002, I achieved my lifelong career goal of becoming a chief in a small community when I was hired by the City of Morenci. I served that community for 11 years before accepting my current position as the Chief of Police for the City of Eaton Rapids.

I earned a Bachelor’s degree in Public Safety Studies from Siena Heights University. I am also a graduate of Eastern Michigan University Police Staff & Command and the 252nd Session of the FBI National Academy. I have been a member of the MACP for 17 years, serving on multiple committees for or representing our Association. I previously served as the District 7 and District 8 Alternates to the Board of Directors and currently serve as the District 7 Representative.

If you elect me to the position of 3rd Vice President, I will work diligently on behalf of our great Association to further enhance our profession and continue to build on the success of the great leaders that came before me. I would like to request your assistance in my candidacy by seeking an endorsement from each of your regional associations.

Respectfully,
Chief Larry Joe Weeks
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NEW MEMBERS

ACTIVE VOTING

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Ronald Carrick, Jr ................................................. Bay Mills Police Department
Louis H. Cook ..................................................... Mayville Police Department
Dale Dwojakowski ............................................. Sterling Heights Police Department
Joseph C. FitzGerald ........................................ Forsyth Township Police Department
Joseph M. Gasper .............................................. Michigan State Police
Branden Gettel ................................................ Sebewaing Police Department
Mike Gute ....................................................... DeWitt Township Police Department
Lawrence Horn ................................................... Mackinac Island Police Department
James Matheney .............................................. Macomb Comm. College Police Department
Ryan M. Monroe ............................................... Roseville Police Department
Shawn A. Peters ................................................ Dryden Township Police Department
Wes Smigielski .................................................... Coloma Township Police Department
Brian Smit ....................................................... Benton Charter Township Police Department
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Donald Bentin ................................................... Kalamazoo Valley Community College Public Safety
Wesley Bierling ................................................... Lake County Sheriff’s Office
Mark Bolin ........................................................ Flushing Township Police Department
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Michael Zang .................................................... Lathrup Village Police Department

PUNISHER SHIRTS IN FLORIDA

MACP members sporting their Punisher tee shirts from the Winter 2019 Conference and supporting their Michigan Nationals U11 girls in winning the Presidents cup in an overtime shootout in the finals.

IT’S A FAMILY EVENT!

MACP members and brothers Daniel Pfannes of the Wayne County Sheriff’s Office and Robert Pfannes of the Ann Arbor Police Department both attended the Winter 2019 Conference in Grand Rapids, MI.
HIGHLIGHTS

ACCREDITATION RECOGNITION
Congratulations to these five departments for achieving accredited status. They were each presented with their framed accreditation award during meetings with their local government officials. The MACP now has 17 departments accredited under its state accreditation program.
HIGHLIGHTS

MACP D.C. VISIT
As the new Congress takes shape, Chief Ron Wiles travelled to Washington, D.C. to talk with the Michigan delegation of Congress about the MACP’s concerns with increasing the size and weight limits of tractor-trailers, including double-trailer trucks. During his visit, Chief Wiles had the opportunity to speak with Congresswoman Brenda Lawrence (pictured on the right), Congresswoman Elissa Slotkin, Congressman John Moolenaar, staff members from Congressman Kildee’s, Congressman Levin’s, and Congressman Mitchell’s offices, in addition to Transportation & Infrastructure Committee and Environment & Public Works Committee members.

Chief Wiles explained that Michigan is already home to some of the heaviest trucks in the nation. Allowing an increase in length or weight would have severe consequences on the safety of our motoring public, not to mention the negative impact it would have on our already failing roadways and bridges.

Representatives from the Illinois Association of Chiefs of Police, the New York State Sheriffs’ Association, and the Coalition Against Bigger Trucks joined Chief Wiles on his visit.

RANDOLPH RETIRES
Chief Mike Randolph retired on February 21, 2019, ending his law enforcement career that spanned more than 41 years.

Chief Randolph’s career began January 3, 1978 as a Correctional Officer with the Washtenaw County Sheriff’s Department.

In 1979, he graduated from the Detroit Criminal Justice Institute Police Academy and was promoted to Deputy Sheriff working the road patrol. In 1989, he was assigned to the Washtenaw Area Auto Theft Team (WAAT) as a Detective and served in this capacity until 1991. In 1992, Mike was promoted to Road Patrol Sergeant. He also served as Commander of the Washtenaw County Hostage Negotiation Team, a position he held until 1998.

After retiring from the Washtenaw County Sheriff’s Department in June of 1998, Mike was named Chief of Police for the Village of Clinton on July 6, 1998. He also became a member of the Michigan Association of Chiefs of Police (MACP) and was active in the Lenawee County Police Chiefs Association and International Police Officers Association.

Mike was instrumental in forming the Southern Michigan Criminal Justice Training Consortium and served as its Chair for 13 years.

Mike and his wife Jane have been married for 40 years. They have two wonderful children (Jeff and Jodie) and 3 grandsons (Nolen, Bruce and Lukee). Mike and Jane’s plans for retirement include travel, golf, fishing and spending time with family.

We wish Mike all the best in his well-deserved retirement!
OLSON ANNOUNCES RETIREMENT

Chief Mike Olson began his law enforcement career as a police cadet in Lowell, Michigan, and served as a reserve officer when he turned 21. In 1970, he was hired as a police officer in Belding, but returned to Lowell 18 months later.

While in Lowell, he met several Michigan state troopers who encouraged him to apply for the Michigan State Police (MSP). In 1974, he graduated from the MSP Recruit School and was assigned to his first post in Manistique, in Michigan's Upper Peninsula. After patrolling nights in the winter and never seeing a set of headlights, he opted for more action and put in for a transfer down state.

In 1977, Chief Olson was assigned to the Battle Creek post and worked additional security detail assignments; including coordinating Michigan's security detail for Bill Clinton during his Presidential campaign as well as for the Ku Klux Klan rally in Lansing in 1994. He retired from the MSP in 2000.

After a short-lived retirement, Chief Olson accepted a position in 2000 as Inspector with the Battle Creek Police Department and within 18 months was named as the Interim Chief until the Department could hire a new Chief. Once the new chief was hired, Chief Olson began working for Homeland Security and assisted in the development of the Transportation Security Administration after the terrorist attacks in September of 2001.

In 2005, Chief Olson became the Police Chief in Marshall. In 2009, he accepted the position of Public Safety Director for Emmett Township where he served until his final retirement in early 2019.

We extend our congratulations to Chief Mike Olson, his wife, Jo Ellen, and their three children, on a well-deserved retirement from law enforcement and our sincerest appreciation for Mike's service on the MACP Board of Directors.
HIGHLIGHTS

CONGRATULATIONS TO THE SPRING 2019 POLICE EXECUTIVES’ AND NEW CHIEFS’ SCHOOL GRADUATES!

Row 1 (left to right): Lieutenant Sean McCormick, Pittsfield Township Police Department; Deputy Chief Albert Fong, Thomas Township Police Department; Captain Franklin Hayes, Detroit Police Department; Lieutenant Melissa Galloway, Richfield Township Police Department; Sergeant Michael Dunn, Howell Police Department; Lieutenant Erik Tilli, West Bloomfield Township Police Department; Lieutenant Diana Young, Eastern Michigan University Department of Public Safety; Sergeant Shana Thompson, Eastern Michigan University Department of Public Safety; Lieutenant Heather Kolke, Walled Lake Police Department; Detective Lieutenant Joshua McMillan, Midland Police Department

Row 2 (left to right): Ret. Chief Neal Rossw, MACP Director of Professional Development/Accreditation Program Director; Sergeant Darin Taylor, Eastern Michigan University Department of Public Safety; Chief Kimberly Koster, Wyoming Department of Public Safety; Chief Brian Smit, Benton Charter Township Police Department; Lieutenant Jason Collett, Ferndale Police Department; Lieutenant Robert Wolfe, Troy Police Department; Chief Dave Robinson, Rockford Department of Public Safety; Chief Timothy Garbo, Dundee Police Department; Interim Chief Terry Spencer, Pinconning Police Department; Sergeant Matthew Kilbourn, Three Rivers Police Department; Chief Tony Brown, St. Ignace Police Department; Ret. Chief Robert Stevenson, MACP Executive Director

Row 3 (left to right): Sergeant Michael Harris, Waterford Township Police Department; Captain Caleb Rowell, Bay City Department of Public Safety; Chief Shawn Peters, Dryden Township Police Department; Sergeant Jacob Theisen, Royal Oak Police Department; Commander Bonnie Unruh, Farmington Hills Police Department; Chief Louis H. Cook, Mayville Police Department; Captain Matt Ostapowicz, Grand Rapids Police Department; Administrative Lieutenant Jeff Nolan, Bloomfield Township Police Department; Sergeant Mark Bolin, Flushing Township Police Department; Chief Mike Gute, DeWitt Township Police Department

Row 4 (left to right): Deputy Chief Gerald Harris, Davison Township Police Department; Lieutenant Neil Hunter, Wyandotte Police Department; Lieutenant Keith Harper, Rochester Police Department; Captain Kari Sloan, Detroit Police Department; Lieutenant Jim Baldwin, Flint Township Police Department; Assistant Chief Jeff VanderWiere, Kalamazoo Department of Public Safety; Undersheriff Wesley Bierling, Lake County Sheriff’s Office; Captain Donald Benthin, Kalamazoo Valley Community College Department of Public Safety; Detective Sergeant Michael Zang, Lathrup Village Police Department; Assistant Chief Vernon Coakley, Kalamazoo Department of Public Safety

Spouse Events

Monday and Tuesday, June 24 & 25

Margaritas, Massages, and Money Matters

Other Events to Be Announced!

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<td>Great Lakes Air Operations</td>
<td>July 2017</td>
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<tr>
<td>Horace Small</td>
<td>January 2016</td>
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<tr>
<td>ITC Holdings</td>
<td>February 2013</td>
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<tr>
<td>JAMAR Technologies, Inc.</td>
<td>August 2018</td>
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<tr>
<td>John E. Reid and Associates, Inc.</td>
<td>August 2018</td>
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<tr>
<td>Kentwood Office Furniture</td>
<td>May 2015</td>
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<tr>
<td>LeadsOnline, LLC</td>
<td>June 2013</td>
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<tr>
<td>Leica Geosystems</td>
<td>August 2018</td>
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<tr>
<td>Lexipol, LLC</td>
<td>December 2015</td>
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<tr>
<td>LexisNexis Risk Solutions</td>
<td>April 2019</td>
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<td>Louka Tactical Training</td>
<td>May 2013</td>
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<td>LSI: Laboratory for Scientific Interrogation</td>
<td>February 2018</td>
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<td>Mackinac Partners</td>
<td>September 2018</td>
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<td>MACNLOW Associates</td>
<td>December 2013</td>
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<td>Macomb Community College Criminal Justice Training Ctr</td>
<td>August 2016</td>
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<td>McGraw Morris P.C.</td>
<td>December 2012</td>
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<td>Michigan Municipal Risk Management Authority</td>
<td>December 2015</td>
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<td>MSU Highway Traffic Safety Program</td>
<td>October 2018</td>
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<td>MSU School of Criminal Justice</td>
<td>March 2014</td>
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<td>Motorola Solutions</td>
<td>September 2012</td>
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<td>National Command and Staff College</td>
<td>May 2019</td>
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<td>National Hospitality Institute</td>
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<td>Nightlock</td>
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<td>NOAR Technologies</td>
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<td>Nye Uniform Company</td>
<td>October 2014</td>
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<td>Oakland Police Academy, Oakland Comm. College</td>
<td>February 2017</td>
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<td>Olivet College</td>
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<td>OnStar</td>
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<td>Panasonic</td>
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<td>PM AM Corporation</td>
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<td>PowerDMS</td>
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<td>Printek, Inc.</td>
<td>March 2013</td>
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<td>Professional Police Training</td>
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<td>Robertson Research Institute</td>
<td>May 2018</td>
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<td>Samsung</td>
<td>June 2018</td>
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<td>Security Industry Alarm Coalition (SIAC)</td>
<td>January 2014</td>
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<td>Sequoia Financial Services</td>
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<td>Shanty Creek Resort</td>
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<td>Shield Leadership Institute</td>
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<td>Sprint</td>
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<td>Street &amp; Lot</td>
<td>October 2018</td>
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<td>Tactical Encounters, Inc.</td>
<td>April 2014</td>
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<td>Tele-Rad, Inc.</td>
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<td>The 227 Project</td>
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<td>The North Group</td>
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<td>The Rossow Group</td>
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<td>Transportation Improvement Association</td>
<td>June 2013</td>
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<td>Understanding Legal Marijuana, LLC</td>
<td>March 2019</td>
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<tr>
<td>Virtual Academy</td>
<td>November 2017</td>
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<tr>
<td>Visual Labs</td>
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