

EXECUTIVE DIGEST

MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS DIVISION AND THE TRAINING DIVISION

INTRODUCTION

This report, issued in June 1999, contains the results of our performance audit* of the Michigan Commission on Law Enforcement Standards Division (MCOLES) and the Training Division, Office of Organizational Development, Michigan Department of State Police (MSP).

AUDIT PURPOSE

This performance audit was conducted as part of the constitutional responsibility of the Office of the Auditor General. Performance audits are conducted on a priority basis related to the potential for improving effectiveness* and efficiency*.

BACKGROUND

The MSP Office of Organizational Development maintains two divisions at the State Police Training Academy in Lansing: MCOLES and the Training Division.

MCOLES's mission* is to ensure that selection, employment, and training standards are responsive to the needs of the people of the State of Michigan and to the law enforcement profession.

MCOLES is authorized by Act 203, P.A. 1965 (Sections 28.601 - 28.616 of the *Michigan Compiled Laws*), to prepare and publish professional standards of physical, educational, mental, and moral fitness which govern the recruitment, selection, training, and certification of law enforcement officers. MCOLES is composed of 11 members. MSP has administrative responsibility for MCOLES. However, MCOLES has direct authority to exercise its statutory powers and duties.

The Michigan Justice Training Commission (MJTC) was transferred to MCOLES from the Office of Contract Management, Department of Management and Budget, in fiscal year 1992-93. MJTC derives its legal status from Sections 18.421 - 18.428 of the *Michigan Compiled Laws* and receives funds from assessments levied against certain civil infractions of the Michigan Vehicle Code (Sections 257.1 - 257.923 of the *Michigan Compiled Laws*). These funds are maintained in the Michigan Justice Training Fund*. MJTC is composed of 8 members.

MJTC distributes training funds to the criminal justice community for in-service training* of its law enforcement officers and distributes training grants to local units based on need.

The Training Division's mission is to provide leadership and coordination in the development and delivery of innovative training programs, educational opportunities, and support services.

The Training Division is responsible for operating the State Police Training Academy and providing recruit and continuing training for MSP employees. Instruction is

provided by Training Division staff and supplemented by other division and outside staff.

For fiscal year 1997-98, MCOLES reported operating expenditures of approximately \$1.4 million and the Training Division reported operating expenditures of approximately \$4.1 million. As of December 31, 1998, MCOLES had 20.5 full-time equated positions and the Training Division had 40.0 full-time equated positions.

**AUDIT OBJECTIVES
AND CONCLUSIONS**

Audit Objective: To assess the effectiveness of MCOLES's coordination of law enforcement officer employment standards and training programs.

Conclusion: We concluded that MCOLES's coordination of law enforcement officer employment standards and training programs was generally effective. However, we noted reportable conditions* related to the candidate training and evaluation process, advanced in-service training, monitoring of training academies, information technology, and monitoring of program objectives (Findings 1 through 5).

Audit Objective: To assess the effectiveness of MJTC's process for distributing justice training funds to the criminal justice community.

Conclusion: We concluded that MJTC's process for distributing justice training funds to the criminal justice community was generally effective. However, we noted reportable conditions related to competitive grant* and law enforcement distribution* expenditures and registering of in-service training (Findings 6 and 7).

Audit Objective: To assess the effectiveness and efficiency of the Training Division's administration of its trooper training and development programs and its operation of the training academy.

Conclusion: We concluded that the Training Division's administration of its trooper training and trooper development programs and its operation of the training academy were effective and efficient. We did not note any reportable conditions related to this objective.

**AUDIT SCOPE AND
METHODOLOGY**

Our audit scope was to examine the program and other records of the Michigan Commission on Law Enforcement Standards Division and the Training Division. Our audit was conducted in accordance with *Government Auditing Standards* issued by the Comptroller General of the United States and, accordingly, included such tests of the records and such other auditing procedures as we considered necessary in the circumstances.

Our methodology included the testing of records primarily covering the period October 1, 1996 through December 31, 1998. We conducted a preliminary survey of MCOLES's and the Training Division's operations to gain an understanding of their activities and to form a basis for selecting certain operations for audit. This included discussions with staff regarding their functions and responsibilities, tests of program records, and a review of MSP and Division policy directives and operating procedures.

We assessed the effectiveness of the testing and certification process, reviewed MCOLES's continuing education records and records related to the monitoring of

regional basic and preservice training academies*, and analyzed outcomes* of the measurable objectives* included in MCOLES's annual report. Also, we reviewed and tested data related to Michigan Justice Training Fund distributions. In addition, we evaluated the recruit school and trooper development processes to determine effectiveness of recruit and in-service training. Further, we analyzed the training facility usage and operations.

**AGENCY RESPONSES
AND PRIOR AUDIT
FOLLOW-UP**

Our audit report includes 7 findings and 7 corresponding recommendations. MCOLES agreed with all 7 recommendations.

MSP complied with 6 of the 10 prior audit recommendations included within the scope of our current audit. The other 4 recommendations were rewritten for inclusion in this report.