

Resolution to support Michigan Legislative action for recouping police training costs

- WHEREAS** As the supervisory oversight body for the Detroit Police Department, the Board of Police Commissioners has vested charter-mandated authority to ensure effective, law-enforcement certified, and fair policing for all; and
- WHEREAS** The Michigan Commission on Law Enforcement Standards, commonly known as MCOLES, serves as the licensing agency for all municipal law enforcement officers in the state. MCOLES mandates and requirements are the foundation for anyone seeking to become police officers. Its criteria for licensing serves as the basis for recruiting, training, and employing new law enforcement professionals. State estimates range from \$6,000 to \$10,000 for the cost of basic police training; and
- WHEREAS** The Detroit Police Department has long held the status of a state-certified policing agency authorized to provide training, certification, and licensure based on MCOLES and DPD requirements. The Department pays cadets during training as part of its commitment to recruiting and retaining the best candidates. The Detroit Police Academy is recognized as one of the top-tier law enforcement training programs in the state and nation; and
- WHEREAS** The City and Department have experienced continued challenges with Academy cadets seeking other agency employment immediately or a short time after graduation. Over the years, we have observed a pattern where Detroit's free training may be used unfairly. City of Detroit records show that about 19 percent of Academy graduates continue to leave the Detroit Police Department within five years. Such high turnover results in the loss investment of millions of public tax-payer dollars, including the loss of personnel, time, and resources; and
- WHEREAS** In recent years, Michigan Legislators have introduced bills to help end this pattern by allowing cities like Detroit to recoup training fees and costs. During the 2019-2020 legislative session, the Board supported Senator Sylvia Santana's bill to allow cities to have some training costs repaid by Police Academy graduates who leave within three years. On April 29, 2021, Rep. Tyrone Carter introduced House Bill 4747 with the same intent. As proposed, the bill also will require reimburse training costs to law enforcement agencies that fund police training. It bases reimbursement amounts on the period of employment after training.

THEREFORE BE IT

- RESOLVED** The Detroit Board of Police Commissioners supports Michigan Legislature action as needed and essential state policy to assist municipalities with effective use of public funds for police training and retention. The Board urges passage of House Bill 4747 to assist greatly with the Board's duty to ensure effective use of limited public and taxpayer dollars and to preserve adequate funding for programs, initiatives, projects, and human resources that enhance the Detroit Police Department and public safety in Detroit.