



Senate Fiscal Agency  
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## BILL ANALYSIS



Telephone: (517) 373-5383  
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Senate Bill 375 (as reported without amendment)  
Sponsor: Senator Sylvia Santana  
Committee: Judiciary and Public Safety

**CONTENT**

The bill would amend Public Act 390 of 1978, which regulates the time and manner of payments of wages and fringe benefits to employees, to allow a law enforcement agency that entered into an agreement to collect the costs of a law enforcement training academy if an employee voluntarily left employment with the agency within three years after the employee left the training academy.

An agreement entered into under the bill would have to contain the following terms:

- That the employer would pay the cost of a law enforcement training academy required for that employee to obtain a license under the Michigan Commission on Law Enforcements Standards (MCOLES) Act.
- The conditions under which the payment would be provided and under which repayment to the employer by the employee or another person could be required.

An agreement also would have to specify that renumeration or consideration from the employee would be waived by the employer if the employee were not required to be licensed as a law enforcement officer under the MCOLES Act within either of the following:

- One year after leaving employment with the employer if the employee voluntarily left employment with the law enforcement agency within one year after the date the employee's law enforcement training academy ended.
- Two years after leaving employment with the employer if the employee voluntarily left employment with the law enforcement agency at least one year but not more than three years after the date the employee's law enforcement training academy ended.

MCL 408.478

Legislative Analyst: Stephen Jackson

**FISCAL IMPACT**

The bill could have a fiscal impact on a local law enforcement agency if an employee whose training was funded by that agency left voluntarily before three years of service and had to reimburse that agency for its cost for the employee's academy tuition. The costs of tuition for a law enforcement training academy in Michigan range between \$6,000 and \$10,000.

Date Completed: 10-4-21

Fiscal Analyst: Bruce Baker