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Law Enforcement JOURNAL



Fall 2009

Gutscher Prevails for Retirees

By Ed Jacques, *LEJ* Editor

**“Do not assume
that there
is a mutual
understanding.
Language
always rules
the day.”**

Over the last few years, one of the most frequent topics surrounding incoming calls to the POAM office involve retiree health care. Typically the comments are, “nobody informed me of a change,” or “this isn’t the same prescription rider I had three years ago when I retired.”

The initial response is usually typical with any POAM business agent. “What does the contract say?”

But let’s backtrack a little bit. Twenty-five years ago many effective union negotiators were bargaining for contract language that called for retired employees to receive the same health care as active members because

those benefits were improving with every new contract. Health care costs were manageable and predictable for the employer.

As we all know, those costs are now out of control and the benefits levels negotiated in many recent contracts reflect that. Most health care packages are different than what they were just a few years ago due to premium sharing or higher deductibles and/or co-pays. It has caused some employees to miscalculate the cost of their retirement.

In 1998, then Oak Park PSOA President Kevin Loftis was convinced that the reversal of fortune on retiree health care needed to be addressed in the contract. His bargaining committee negotiated new language in the collective bargaining agreement (CBA) that retirees receive the exact same health care benefits as they got at their time of separation. As the City of Oak Park reached contract settlements with other employees in 2004 and 2005, it became obvious that the new public safety contract in 2006 would have

to include a change to retiree health care benefits including a \$15/\$30 co-pay initiated on prescriptions and language that reverted back to the old policy of future retirees receiving the same benefit levels as current employees. The \$10 fixed co-pay would go the way of VHS players.

Coincidentally, six of the union’s most vocal members were within spitting distance of retirement. The Oak Park Public Safety Officers Association had been extremely active in local politics and the current administration was afraid of another battle in the up-

coming election year. Officials offered the members incentives for an early buyout on their retirement with the reminder that the window of opportunity to lock in health care benefits throughout retirement would soon be closing. The six members accepted the City’s retirement offer.

In July of 2006, the City of Oak Park raised every single retiree’s co-pay on prescriptions to \$15/\$30, the same as all current employees. No retiree ever agreed to change their co-pay, and some of them were retired long enough to still have a \$2 co-pay.

Hundreds of retired employees were affected but only the “Oak Park Six” had the courage to fight the City. The City threatened to petition the court to force Oak Park’s attorney fees on the filing party if they prevailed on the issue. The lawyers would eventually cost \$100,000!

POAM Assistant General Counsel Douglas Gutscher represented the plaintiffs in their case before the Honorable Rae Lee Chabot in Oakland County Circuit Court. Gutscher argued that the terms of the contract regarding the level of coverage was clear and unambiguous. He garnered testimony from Kevin Loftis that the City encouraged him to retire and “without a doubt” he would not have if the City had not gone on record that his prescription coverage would remain the same upon retirement. Gutscher also emphasized that if the contract does not permit such a change, and indeed requires the City to provide the retirees the same coverage as they had upon their retirement date, then the contract was breached.

Judge Chabot reiterated that the Court is without authority to modify unambiguous contracts. In Judge Chabot’s Opinion and Order she stated that Loftis’ testimony was credible and persuasive and influenced the court in its finding that the contractual language prohibited the modification to the prescription coverage. Loftis and the other five plaintiffs were awarded declaratory relief, and awarded the requested damages of their out-of-pocket expenses.

Gutscher has some solid advice for POAM locals addressing this issue in their future CBA negotiations. “We had very strong language in this case and yet the employer was still able to convince the court that there was a material issue of fact and that the language was open to interpretation.” Gutscher also wants to emphasize that negotiated contract language be clear and concise and that more verbiage is not necessarily better. “Do not assume that there is a mutual understanding, because in the court’s eyes, intent is irrelevant; the language always rules the day. Equivalent coverage is not the same as exact coverage, so spell out any specific details that are important.”>

For more information on this case, contact Kevin Loftis or Ed Jacques at the POAM office.

**“Only the ‘Oak
Park Six’ had
the courage to
fight the City.”**



POAM Assistant General
Counsel Douglas Gutscher

Signed and Sealed

Agreements gain vital benefits for POAM members

Summaries and highlights of recently completed local contract negotiations and 312 arbitrations

Act 312 Stipulated Award

St. Clair Shores Dispatch

Duration: 07/01/2006 – 06/30/2010

Wage Increases:

2006 – 3%
2007 – 3%
2008 – 3%
2009 – 3%

Bringing top pay for dispatchers to \$47,248.

- Health insurance is BC/BS PPO 1 with \$15/\$30 Rx co-pay.
- Retirees will assume the same health care coverage as active employees with a cap of 3% on out of pocket expenses.
- New hires placed in defined contribution plan with employer contributing 10% and employees at 5%.
- New hires placed in a retirement health savings plan with a 2% employer contribution and 1% employee contribution. Employer will pay the standard Medicare premium upon eligibility of retired spouse.

Bargaining team consisted of Michelle Hayden, Loreen Priem and Ann Pridemore who were assisted by POAM Business Agent Kevin Loftis.



Negotiated Bronson POA

Duration: 07/01/2009 – 06/30/2011

Wage Increases:

2009 – 1.80%
2010 – 3.00%

Bringing top pay for a patrol officer to \$41,918.

- Medical coverage is 100% employer paid with a wrap to Blue Cross/Blue Shield PPO 10 and a \$960 employer funded 125 plan (FSA).

Bargaining team consisted of Al Meccia, Steve Johnson and Brad McConn who were assisted by POAM Business Agent Scott Atkinson.

Act 312 Stipulated Award

Cadillac POA

Duration: 07/01/2008 – 06/30/2011

Wage Increases:

2008 – 2.50%
2009 – 1.00%
2010 – 2.00%

- Two tiered premium health care eliminated and replaced with \$40 single and \$80 family premium.
- Longevity significantly improved to achieve parity with firefighters.
- Pay out of accrued sick time increased from 50% to 61% of 1,248 hours.
- Life insurance doubled from \$15,000 to \$30,000 and dental cap increased to \$1,000.
- Co-insurance cap increased from \$1,000 to \$1,500 annually.

The Arbitrator was Thomas Barnes. Bargaining team consisted of Jason Straight and Tony Crawford who were assisted by POAM Business Agent Jim DeVries.

More
Signed and Sealeds



on page 35.

Inaugural Contract

Gerald R. Ford Airport Command Officers

Duration: 01/01/2009 – 12/31/2011

Wage Increases:

2009 – \$61,000
2010 – 2.25%
2011 – 2.50%

- Personal leave increased from 16 to 72 hours.
- Worker's Comp supplement day with health insurance for 52 weeks if injured in scope of duty.
- Life insurance doubled from \$25,000 to \$50,000.
- Dental insurance payout increased to \$2,200 maximum.
- Health insurance choice of BC/BS with \$200/\$400 deductible and \$20 office visits or HMO with no deductible and \$10 doctor visits.
- Prescription coverage is \$15/\$20/\$40 and premium share is 10%.

Bargaining team consisted of Garry Quakkelaar and POAM Business Agent Scott Atkinson.



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From the President's Desk

by Jim Tignanelli

Despite Tough Times, POAM Remains Confident

It has been awhile since we last spoke and it has been an eventful year here at the POAM. Our gathering at the Tune Inn in Washington, D.C. during Police Week in May was an exceptional evening. It is gratifying to see so many law enforcement officers and their friends/family on that afternoon and evening. Of course, it has grown beyond only POAM membership. We welcome all of our brothers and sisters, be they from Michigan or elsewhere! Our good friends from Metro Detroit Police and Fire Pipes and Drums put on a fabulous display and we are so proud of their efforts.

The POAM convention at the Amway Grand in Grand Rapids was the best ever. Our seminars were well-attended and our evening events were spectacular. Our Police Officer of the Year presentations were, as usual, touching reminders of the heroes among us and the outstanding efforts that take place seemingly every day. We are proud of the fact that such notables as Terri Lynn Land, Mike Cox, Bill Schuette and Mike Bouchard take the time to come forward to assist us in recognizing such efforts. Our "Thursday Event" was packed to the walls. The much anticipated presentation of the James B. Golden Award kept everyone on the edge of their seat. Don't you think the first two-time winner deserves special recognition? Is it time to re-name the award? Go to the POAM blog and let us know what you think!

In a state where there are some 2,000 fewer law enforcement officers than there were in 2001, POAM continues to grow. It's all about service. When things get tough (and this is as tough as it has been in a

long time), it is time to call in the experts. Much of this is due to our office staff and business agents but a great deal of that growth is due to the local officers who speak so highly of POAM. We appreciate your confidence and willingness to share that with other groups. Bay City Command Officers are among our newest members and recruiting in Bay County and Lapeer County are producing positive results. Thank you!

The addition of Wayne County's law enforcement to POAM has been a huge plus. I am so pleased with the transition. I cannot help but recognize the local leadership and their part in this change. Dave LaMontaine and Ken Grabowski have served as "points of contact" and they, along with Ed Jacques, have made this addition to POAM a smooth one.

As I write this, the state is operating on a 30-day extension of the budget. Not exactly a vote of confidence for our state's future. It's important that you, as local leaders, be more prepared than the employer as negotiations become more difficult. Depend on your business agent and our office staff for the tools and resources that you need to have a positive impact. Being prepared to discuss such issues as pension and health care are more important than ever. The expertise you seek is only a call or visit away. Feel free to stop by the office when you have a moment. We'd love to show you around. In the meantime, please defend each other out there. At times, we are all we've got. Thanks!➤

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7	8	9
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Vice-President's Viewpoint

by Dan Kuhn

"..it has been the best addition to a police officer's duty belt, as well as possibly the worst invention I've ever been assigned to carry..."

As I near the end of my police career I've noticed something that I think could become even more of a problem than I initially anticipated. During my 20 plus-year career there have been two advances in technology that have made the strong impact on my daily life as a cop in the City of Saginaw. The first is the MDT or the onboard computer, which I've had the luxury of having in my car for the last 8 or 9 years, and without which I would be lost. The other is the one that I'm a little worried about, and that is the introduction of the taser.

In my opinion, it has been the best addition to a police officer's duty belt, as well as possibly the worst invention I've ever been assigned to carry. Oh yes, I've seen them immobilize some very large suspects, and yes they work as a great deterrent in some instances. I also recognize the fact that officer injuries and suspect injuries have dropped considerably, and I very much appreciate the fact that tasers have leveled the playing field between us and the bad guys. Its nice being able to point a taser at the little thug and actually have him take his hands out of his pockets when I ask, instead of pointing my .40 cal at him and give the same order only to have him take off running knowing I wouldn't dare shoot him.

I personally also like the fact that now some of the officers who were the last to step up and initiate a physical arrest, now are more likely to, and have a means of doing so. I feel better knowing that nowadays there is no excuse for all the officers involved in making the arrest not sharing in the inherent liability that comes with the job. What I have also recognized, and am very concerned with though, is that some new officers of today seem to develop an unhealthy reliance on the weapon, which results in a severe absence of discretion on their behalf. I cringe when I see videos, or read stories about an officer being assaulted because he/she chose to use a taser instead of his sidearm in possible deadly force situations.

Please don't get me wrong, the blame may not be entirely the fault of the officers, as much as it is the academies' failure to train them in the art of what some of us once called "verbal judo". When I, like many of you entered the field, we were given a gun, handcuffs, and a good ole fashion wooden night stick. We didn't have 50,000 volts of electricity hanging from our "Buck-Rogers" leg holsters to rely on, so I at least resorted to "verbal judo," and even diplomacy when needed to control a situation. And when all else failed, I became proficient in effecting the physical arrest which wasn't always pretty but has worked for me for over 20 years.

Today, I'm not always that confident that some of my younger co-workers feel the necessity to actually learn how to use "verbal judo," or become proficient at effecting a physical arrest, much less actually know how. I place a lot of that blame on some police officers over reliance on the taser.

What really convinced me to write this article was an experiment I conducted with the assistance my command officers one morning during roll call. We had all talked about this issue around the table at our favorite Sunday breakfast spot, but little did we know how evident the potential problem would become. That is until one weekend, when after an incident in Bay City, Michigan involving an alleged in-custody death of a suspect who was tased presented an opportunity to critically examine the Saginaw Police Departments Taser policy. Or at least that's what was told to our roll call one weekend morning. The sergeant also told all of the officers present that until the administrative review was completed, tasers would no longer be assigned.

Upon hearing this, I was witness to the final piece of evidence I needed in order to support my observations and belief that some officers were becoming too dependent on tasers. A junior officer from his seat at the table became visibly upset, and alleged the action to be an "officer safety issue". The officer then threatened that his SIFA (self-initiated field activity) would be discontinued, to which the sergeant asked him if he was telling her he couldn't do his job without a taser? The female sergeant pointed out that she had been a police officer for almost 15 years before the taser became available, and that she had no choice but to learn other ways in which to control situations and effect arrests in order to survive in this career. The officer got up and left the station in a fury, failing to even hear the sergeant who was issuing equipment tell us that it was all a joke and tasers were still being handed out.

It's because of these observations, not because I wish to point fingers or embarrass anyone that I choose to put my concerns in writing. I hope this article serves as a caution to first and most importantly the police officers, but also to the academies and field training officers across the state.

Stay alive out there!➤

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The Legislative Director's Chair

by Kenneth E. Grabowski

Goal to Maintain Benefits Prompts Discussion

Do you want to maintain your health care? Or how about your pension benefits, or even your JOB for that matter. Well that's what many in this state are facing. The dire economic realities in this state have to be addressed and considered by all public employees. The worst yet has not even hit this state. Michigan is balancing its budget with monopoly money from Washington, D.C. This will not last long and is very unhealthy for the state's economy. The state is and will continue to cut funding to our local units of government. We, at the local level, have to think of ways for local units of government to survive and continue to provide police protection.

It is POAM's goal to maintain our benefits and preserve an equitable amount of wages and benefits for those on the job.

This is why POAM has decided to work with Speaker Andy Dillon's plan to change how health care is delivered to public employees. To just say NO, and bury your head in the sand hoping nothing will change will accomplish nothing but a loss in your benefits. Speaker Dillon's plan is a work in progress. He is listening to the concerns of law enforcement while trying to provide these benefits at a savings to the state and local units of

government. POAM supports this concept, and we are willing to make changes to protect the health care benefits we now receive. POAM has made it clear that retirees promises need to be protected, active employees need to continue their ability to negotiate and even arbitrate changes if necessary. Now let's see if this can work and actually save costs.

With every unit of government seeking ways to maintain revenue POAM is working to give more teeth to the ticket quota legislation. More and more employers are using police officers as a source to raise revenue, not fight crime and assist citizens. Police officers are alienating those who support us by writing questionable tickets just to meet a quota.

Officers need to be able to maintain their own discretion when giving out tickets. Not everyone deserves a written ticket. State Senator Glenn Anderson-Westland(D) and State Representative Richard LeBlanc-Westland(D) have introduced legislation to put discretion back in the hands of the officer on duty. H.B. 5287 is currently awaiting assignment. It is important for you to contact your local state senator and representative and ask them to support this legislation. And PLEASE forward your horror stories on improper ticket quotas to POAM.➤

Law Enforcement is About Fairness, Not Numbers

By Senator Glenn Anderson-Westland(D)



Throughout my career, I have had the good fortune of working closely with our law enforcement community on a number of issues. The men and women I have met have chosen a career in law enforcement out of a desire to serve and protect the public. This is made clear by the pride officers take in their work and the integrity with which they carry out their duties.

As a lawmaker, I believe it is crucial to maintain an open and honest line of communication with the officers that enforce our state's laws on a daily basis. This dialogue has been a valuable source of information and

helped me to gain a better understanding of issues dealing with public safety and the importance of revenue sharing that our state provides to local communities. These dollars are crucial to local governments when making important decisions about how to fund local police and fire departments. I have been a strong advocate for protecting this funding to ensure we continue to provide this essential funding to our communities.

Conversations with officers have also led me to explore the use of citation quotas within our state. Many police department administrations require that officers issue a specific number of citations each month. Failure to do so can have a negative impact on the evaluation of an officer's performance. Many Michigan residents would be surprised to know that Michigan law not only does not prohibit the use of quotas but actually

explicitly permits them. As a result, I recently introduced Senate Bill 741, legislation that would eliminate the permissive language currently in law and prohibit the use of quotas in the evaluation of a law enforcement officer's performance. Representative Richard LeBlanc has also introduced House Bill 5287 in the Michigan House, which mirrors my Senate Bill.

While serving on the Westland City Council I came to value the experience of the members of the city's police force. Their experience gave them the knowledge necessary to make the important judgment calls they are faced with on a daily basis. I believe a ticket quota system places unnecessary constraints on the officer's ability to use the experience and training they have gained on the job and is not only a detriment to the officer but is also a disservice to the citizens they serve.

Senate Bill 741 would stop this practice and allow officer's greater discretion to use their training and experience when determining whether a warning may be more appropriate than writing a ticket. Evaluation of an officer's performance should not be based on their ability to meet an arbitrary standard for citations issued. Rather, officers should be evaluated for the overall quality of work they do and whether they are fulfilling their duty to protect and to serve their community. Law enforcement is not about how many moving citations are issued, but whether driving behavior is affected in a positive way that improves public safety.

This is why I have introduced this bill and will encourage my colleagues to give it the consideration it deserves. I urge you to contact your legislators to express your support for my bill as well as Rep. LeBlanc's bill. You may find the appropriate contact information for your senator by visiting www.senate.mi.gov and clicking the 'Find Your Senator' link. You can locate your state representative by going to www.house.mi.gov and clicking the 'Representatives' button. My office would also be happy to answer any questions you may have about the bill or the legislative process it must undergo to become law. ➤



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Arresting a Caregiver of Minor Children

By Donna Selman, PhD

In 2002, the National Institute of Justice put out a call to law enforcement officials requesting information about policies regarding the arrest of primary caregivers of minor children. Locally, the individual experiences of law enforcement officers demonstrated the urgent need for not only information regarding policies but the identification of best practices as well as the importance of an open conversation regarding the struggles faced by all involved; caregivers, officers, organizational leadership and policy-makers, to name just a few. Thus, one of the aims of this research is to discover existing policies, procedures, and practices that Michigan Law Enforcement agencies are currently using when they arrest the primary care provider of a minor child. In addition, the research is also designed to provide a source of data for individual officers and agencies to consider when dealing with such a situation or developing policy. Our primary goal was to identify strategies that could be implemented by local law enforcement agencies to improve their response to such situations, therefore better protecting the children as well as the individual officers who could be held liable for the children's well being.

MICHIGAN LAW

MCL 712A.14 states, "immediately take into custody any child who is found violating any law or ordinance, or whose surroundings are such as to endanger his or her health, morals, or welfare, or for whom there is reasonable cause to believe is violating or has violated a personal protection order issued pursuant to section 2(h) by the court".

Even with this many questions remain unanswered for Michigan law enforcement officials, such as whose responsibility is it to determine that the adult, in whose care the children are left, are suitable and that the children's safety is assured? Further, what are the legal ramifications of these actions? The courts have been unclear in dictating when and how officers should respond.

The courts, the place to which police chiefs look when setting policy, have sent mixed signals and inconsistent guidance in this very important area. It seems as though the courts are sending the signal that as long as the children are not so young as to shock the conscience and no harm results, the officer can leave children in risky situations and be found to have made an unfortunate judgment call but one that does not rise to the level of deprivation of qualified immunity. But if the abandoned child is harmed in some way, the officer should have anticipated it and will be found guilty of gross negligence and reckless disregard for safety. The problem with this guidance is that it requires the officer to foresee the future.

METHODOLOGY

To gather the preliminary data for this research, surveys were administered to individual law enforcement officers in June 2009. Follow up informal interviews were also conducted. In addition, surveys were mailed to 300 departments across the state. At this point we have received responses from 89 departments across the state varying in size and composition. We have begun the second round of mailings.

PRELIMINARY FINDINGS, IMPLICATIONS AND RECOMMENDATIONS

While these findings are only preliminary, it is reasonable to expect that they are good indicators of the results that will be found when additional data are analyzed. Nearly two-thirds (64%) of the officer's sur-

veyed indicated that there was either a) no policy or procedure in place to respond to minor children whose primary care provider has been arrested or b) there was no policy or procedure that they were aware of. Individual officers are left to make judgment calls, predict the future and run the risk of being held liable if something goes wrong. Moreover, departments and their leadership are equally at risk of legal liability for failure to establish policy and/or neglecting to insure awareness of proper procedure. However, the absence of such a policy puts responsibility on the individual officer and provides officers with the ability to be creative in problem solving. Recommendations to individual officers include: 1) find out if there is an existing policy 2) if none exists, begin a dialogue to establish one 3) provide input when the establishment of policy is in its infancy 4) access the data warehouse to explore the variety of policy already established and 5) provide copies of any current policy to the data warehouse (see below). Department leadership should 1) insure that appropriate, workable policies are in place and clearly communicated 2) work to establish open lines of communication with other agency representatives 3) push for a seat on the statewide task force (see below). 4) Lobby for the establishment of a stakeholder roundtable similar to the California model (see below)

When asked, "Under what circumstances, if any, would officers/deputies inquire of an arrestee about any children who might be left unattended while the arrestee is in custody?" the responses solidified our concern regarding the lack of policy in this important area. However, it is important to note that these responses do not differ significantly from the responses of officers across the country. Of those surveyed almost half (48%) said they would inquire about children only when the arrestee raised concern. About one-third (33%) said they would inquire about children when a child or children was present. Most alarming however was that only 19% indicated that they ask about children who may be left unattended at every arrest. We believe that these numbers will increase, the liability for individual officers and departments minimized and the well being of children improved when the recommendations above are taken. However, our research also indicates that before those steps can be taken, there must be a concerted effort on behalf of multiple agency leaders to improve communication. Responding officers indicate that interactions with Child Protective Services are at the very least unpredictable. In addition to triggering multiple layers of paperwork contacting CPS often results in less than cooperative responses. For example one officer reports, "I have been put on hold, hung up on and told it wasn't their problem." Another shares, "we generally don't call them, they are rude and tell you to look for any relative, so that's what I do." And finally, some officers indicate that the working relationship with CPS is so bad that they "do not arrest females with kids unless the kids are in immediate danger." For the most part, officers use their best judgment and seek to place children with a responsible adult, usually a relative. Yet again this places individual officers and departments at risk primarily because, as three quarters (76%) of the respondents indicate, there are no policies or procedures in place to check on the acceptability of the caregiver that has been nominated by the arrestee. Furthermore, only 52% of those surveyed responded that they would notify another agency, such as Child Protective Services in this type of situation. Again the lack of a good working relationship across the agencies creates risk for all involved. While there is no guarantee that notification would trigger the appropri-

Continued on page 33

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Cereal Killers

By Ed Jacques, LEJ Editor

Allen White fondly remembers frequenting the Clare City Bakery as a young man growing up in Clare, Michigan. As a matter of fact so did his father and his father's father. Of course, as the stereotype would have it, he never stopped enjoying the coffee and doughnuts when he became a full-time police officer in the city.

That's why he was so upset when he heard the 113-year-old bakery in downtown Clare was about to close its doors for good and end a tradition that began around the time of America's Industrial Revolution. White and fellow Clare police officer Greg Rynearson began scribbling down ideas and eventually a business plan on the empty pizza box they had just devoured for lunch. White and Rynearson approached Chief Dwayne Miedzianowski and other police officers about their crazy idea to buy and save the bakery. "The initial reaction was a lot of snickering and jokes about the entire notion" White said. "But, as we all talked more, the idea that some small town cops come to the rescue of the local doughnut shop might pack a big enough punch to make it successful." When it was all said and done, all seven full-time police officers, including Chief Miedzianowski and Administrative Assistant John Pedjak decided to make the investment.

The bakery's new official name was now Cops & Doughnuts and the store opened for business on July 1, 2009 to plenty of customers who were appreciative of their efforts and determined to not allow another downtown business to shut down. "The goal of our group was to keep the bakery's doors open and continue to give people a reason to frequent downtown Clare," said Chief Miedzianowski. "Of course, to do that we had to at least break even on the deal." Shortly thereafter, the story caught the attention of United Press International, leading to a news story on CNN News, Headline News and a live remote broadcast from the bakery by the Fox News Network. Business at the store boomed and hits on the bakery's website, www.copsdoughnuts.com skyrocketed with interest coming from all over the world. "I thought we'd get some press because of the quirkiness



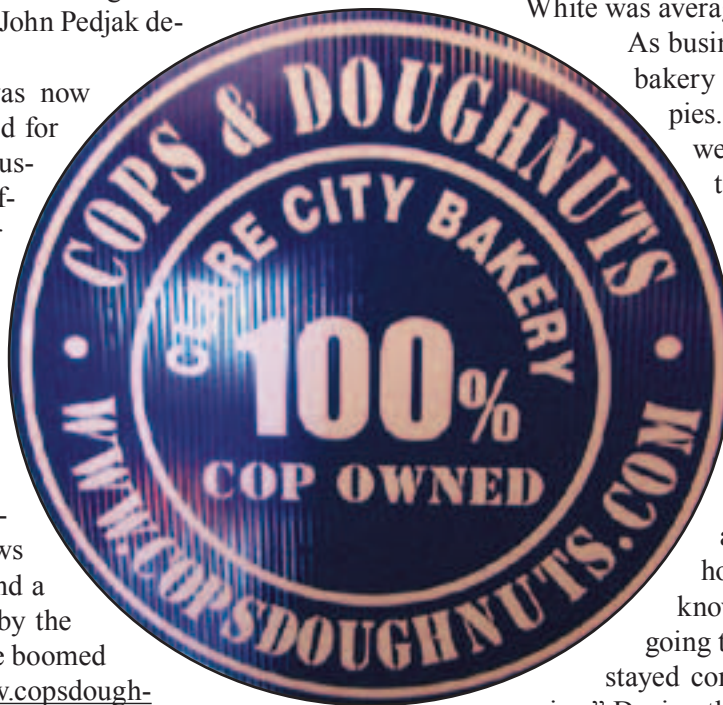
POAM Business Agent Dan Kuhn (second from left) was at the bakery on opening day.

of the story," commented White. "But who could have imagined a satellite beaming a signal to twenty-two million people?" Business has quadrupled what the officers had originally anticipated. During the first two weeks that Cops & Doughnuts was open for business White was averaging two radio interviews a day.

As business continued to improve, in August the bakery began to offer a variety of breads and pies. But the biggest demand for products were t-shirts, polo shirts, shorts, aprons, traveling mugs, hats, golf towels and other offerings. Many of those orders were coming via the internet. T-shirts that were originally ordered a dozen at a time are now being ordered by the thousands. They come with catchy phrases such as "you have the right to remain glazed," and others. Business was so good that the officers contemplated buying the vacant building adjacent to the bakery to display their hot selling retail merchandise. "We didn't know if this enterprise was a bubble that was going to pop," said Rynearson. "But as business stayed consistent, the owners felt safe in expanding." During their days off at the police department the partners cleaned, painted and prepared the additional space for another grand opening over the Labor Day weekend.

The officers are attempting to keep a proper perspective on the business, even as their sales volume increases and franchise offers come to the table. White is particular proud of his colleagues and the impact they have on their community. "Every police officer in our department is concerned about the citizens of Clare and its business sector. What started as a goodwill project is now benefiting a lot more people than we ever realized." The bakery now employs 24 people, many of them high school and college students that Officer White, the Clare schools Liaison Officer, has known literally since they were in kindergarten. Although none of the owners are permanent workers at the bakery, they all help out when needed.

"Although the nine Clare police department employees have taken some good natured ribbing for their purchase of the bakery, the experience has been a labor of love that has strengthened their friendships," White said. ➤



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PAUL POSTAL IS NEWEST POAM EXECUTIVE BOARD MEMBER

By Ed Jacques, LEJ Editor

Grand Traverse County Deputy Sheriff Paul Postal has always been impressed with the work that POAM has done for his fellow deputies, especially the personal commitment given to them by his business agent, Pat Spidell. Postal now has the opportunity to improve the organization through his appointment as an executive board member at the Association's August, 2009 board meeting.

Paul graduated from Clarkston High School in 1987 and immediately joined the United States Marine Corps., where he served honorably for two years. Shortly after his tour of duty ended, Postal enrolled in Oakland Community College's Criminal Justice Program, where he eventually received his Associate's Degree. He then put himself through the Wayne County Regional Police Academy and eventually was hired as a part-time, seasonal officer in the Oakland County Sheriff Department's Marine Patrol. Two years later, he secured full-time work at the Sheriff's Department as a corrections deputy.

Paul has always loved the great outdoors and spent a lot of time hunting, fishing and camping while growing up. When his father retired to Osceola County in 1998, Postal decided to follow his dad to one of lower Michigan's most rural counties and further pursue those hobbies. His father golfed with a command officer from the Sheriff's Department, where they were looking for certified officers to work the road. Postal jumped at the opportunity and served the citizens of Osceola County until 2000.

Postal was recruited by the Grand Traverse County Sheriff's Office to serve as a patrol officer in 2000. He was looking for a new opportunity

with different challenges and a greater potential for growth and accepted the position. After his promotion to detective in 2001, Postal attended Spring Arbor University part-time to secure his Bachelor's Degree in Management and Human Resources Development. He was elected as a steward in the Grand Traverse County DSA in 2005, and became President in 2006. The local association has over 50 members and Postal is active in all facets of the Union, including the processing of grievances, negotiating contracts, community service, and endorsing local and state politicians. "I've read in the Law Enforcement Journal the success rate of local police associations when they are active and well organized in their local political system" states Paul. "And I've seen firsthand how public safety's endorsement of a candidate can sway an election and positively impact my members' careers."

Postal is a strong advocate for his colleagues, but also quick to point out that it is important that labor work with management to solve some of the challenges that many municipalities are facing. "My business agent, Pat Spidell, is the most experienced labor guy north of I-96," added Postal. "Spidell has been mentoring me every step of the way."

Postal is also supported by his wife, whom he credits for constant encouragement in his career choice and is blessed with a five-year-old son and a one year-old-daughter. "I've already learned a lot from my experiences and I'm ready for any new responsibilities that POAM will assign me."➤



MATT VAN LIERE AND VINNIE FINN RECEIVE LOYALTY AWARD

By Ed Jacques, LEJ Editor

The POAM bestowed one of its most coveted awards to Ottawa County Deputy Sheriff Matthew VanLiere and Roseville Police Officer Vinnie Finn at its Annual Convention in Grand Rapids. The officers were the 2009 recipients of POAM's Loyalty Award. The special recognition is given to local union leaders that display a devout sense of duty to their local association and have exemplified their faithfulness over an extended period of time.



Matt VanLiere (*left, pictured with Jim Tignanelli*) joined the Ottawa County Sheriffs Department as a full-time road patrol officer in 1993. VanLiere has served his members for 14 of those years in a union capacity starting out as a steward and vice president and has acted as Ottawa County DSA President for the past 6 years. Matt has assisted POAM Business Agent Jim DeVries and POAM's General Counsel Frank Guido in some epic

battles with the County, including some landmark decisions that have had a long-lasting positive impact on every law enforcement officer in the state.

Because of VanLiere's experience and integrity, along with the assistance of his new Executive Board, Matt has established a better working relationship with the County's Human Resource Department and developed a spirit of cooperation with the Sheriff, eventually leading to less confrontations.

"The reason why I nominated Matt for this award was because of his passion for being an effective union president and doing everything he could to benefit his fellow employees," said POAM Business Agent Jim DeVries. "His determination and intelligence earn him a great amount of respect from the administration and that make my job a lot easier."

"My hat is off to the POAM for all they do for our members, especially

in a critical incident," said VanLiere. "I am proud to accept their award it and promise to keep earning the distinction."

Vinnie Finn's mother was a Teamster. His father was a member of the Associated Brewery Workers of America when he worked at the Stroh's Brewery in Detroit. It's no wonder that Finn (*right*) is also recognized as one of POAM's top union people for 2009.

Finn retired from the Detroit Police Department after 25 years, the final 10 as a street sergeant. Vinnie served the Detroit Police Officers Association (DPOA) as a steward for 10 years and served as a rep with the Lieutenants and Sergeants Association (LSA) for two years before leaving the City.

Finn officially retired from Detroit at 3:00 a.m. and was sworn in for the morning shift at 8:00 a.m. at the Roseville Police Department on the same day, where he has served the last 13 years, all on patrol. From 1999 until 2002 Finn was a steward for the union before becoming its Treasurer where he has served since. Vinnie has used his nearly four decades of police experience to benefit many other local associations. Finn is a regular attendee at the POAM convention and all of the organization's seminars and special events. Vinnie can always be found talking to other local leaders, giving advice on important union matters. Finn has an easy going, friendly demeanor that enhances his ability to act as a mentor and leader.

"Police problems are police problems whether its Detroit, Roseville or some rural county or township," said Finn. "Some of our members need a nudge to stand up for themselves and I have a responsibility to do that because that individual's issue may affect the entire group." Roseville POA Business Agent Jim Tignanelli appreciates everything Vinnie brings to the group. "I count on Vinnie for a lot," said Tignanelli. "He loves to work and volunteers for every event that benefits the Roseville POA and POAM."➤



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When is Law Enforcement Going to Get a Government Bailout?

By Barry Sherman

Our government has spent hundreds of billions of dollars bailing out Wall Street, banks, and the auto industry. When are they going to realize that the most essential service that keeps order in society and prevents it from turning to anarchy is being gutted and needs a serious bailout?

It has been ten years since I retired from law enforcement and I continue to be amazed at the low priority politicians give to the police. This low priority was exemplified when our governor classified the state police as non-essential if a state shut down of services occur in the event a state budget is not approved by the deadline. Not to mention that she laid off over 100 low seniority state troopers in a department that is already depleted in manpower. Troopers have been ordered to park their patrol units and not exceed a maximum amount of miles that have been set so that the state can save on gas. Did they ever consider the cost of crime that will be committed will far exceed the savings of gas due to the lack of visibility and pro-active policing?

I hear regularly from the officers in my program at Madonna University related to cutbacks and sacrifices they face or are asked to take in their departments such as:

- Wage freezes or reductions
- Reduced quality of health insurance with higher co-pays
- Return of furlough days
- Loss of court time
- Loss of overtime details
- Reduced reimbursement or total elimination of higher education tuition
- Reduced numbers of patrol cars on the road (officer safety issues)
- Equipment not being replaced in a timely manner

How do you ask men and women who put their lives and personal safety on the line every day to protect their communities to accept these conditions and not expect their job performance to be affected by morale issues?

To compound this problem, I would like to refer back to an article I wrote for this publication in the Winter 2008 edition titled "Dumping Felons on the Streets is Not the Answer". At that time our state prison population was at 51,000 with plans to parole 5,000 with 1300 fewer police officers on the street and an unemployment rate of 7%. The executive branch now has a goal of bringing down the prison population to 43,500 inmates, with fewer officers than we had in 2008 and an unemployment rate that now tops 15%. WHAT ARE THEY THINKING? One only has to keep up with the local news to learn how many of these new parolees that have been released under this new state initiative have come out to commit horrible and unthinkable crimes. Prosecutors such as Jessica Cooper of Oakland County want the names of those being considered for parole so they can decide if they want to attempt to block the parole. The state refuses to provide these names. The Prosecuting Attorneys Association of Michigan has backed this effort along with the criteria that is being used for parole consideration.

In anticipation of all the new open beds in Michigan, Governor Granholm went shopping to find other states who would want to send their prisoners to Michigan. There was talk of California sending some of their finest to Michigan. This deal was quashed when California stated Michigan wanted twenty more dollars a day more than it cost them to house their own inmates. Michigan did not include medical care for inmates in their offer which would have added to the cost. I fail to see the logic in emptying our prisons to house inmates of other states. If we want to save jobs for Michigan corrections officers, let's do it with Michigan inmates who will be detrimental to society if they are released early.

I wish I could be an optimist and say the Michigan economy is going to recover and this is only temporary. However, let's not fool ourselves. We have permanently lost tens of thousands of jobs in this state related to manufacturing. Home foreclosures continue and property values are still plummeting. Although I am glad the movie industry has taken an interest in Michigan, one has to be delusional if they think this is going to put a dent in the amount of jobs lost in the auto industry.

The perfect storm is here for sky rocketing crime rates. The economy, cutbacks in numbers of police officers, wholesale parole of inmates, and 15%+ unemployment rates will add to this disaster. The federal government needs to infuse dollars into state law enforcement. It doesn't matter if you call it a "bailout" or "economic stimulus". The fact remains that criminal justice is in serious trouble in Michigan and needs help. The feds have already lined the pockets of the "fat cats" of Wall Street who continue to receive huge salaries and large bonuses under the guise of a "bailout". Why not do it where it will benefit society and reach every citizen? It is now time to invest in public safety.➤



Barry Sherman retired from the Livonia Police Department as a Lieutenant after 28 years of service. He was a member of the POAM and is a past president of the Livonia Lieutenants and Sergeants Association.

He earned his B.A. Degree from Madonna University and his M.A. in Criminal Justice from the University of Detroit. Barry taught part time at area colleges and universities while employed with Livonia. Upon his retirement he accepted a full time position with Madonna University where he is an Associate Professor and Chairperson of the Criminal Justice Department. He is member of the Criminal Justice Advisory Boards for Livonia Public Schools and Henry Ford Community College. You can reach him at 734-432-5546 or bsherman@madonna.edu.

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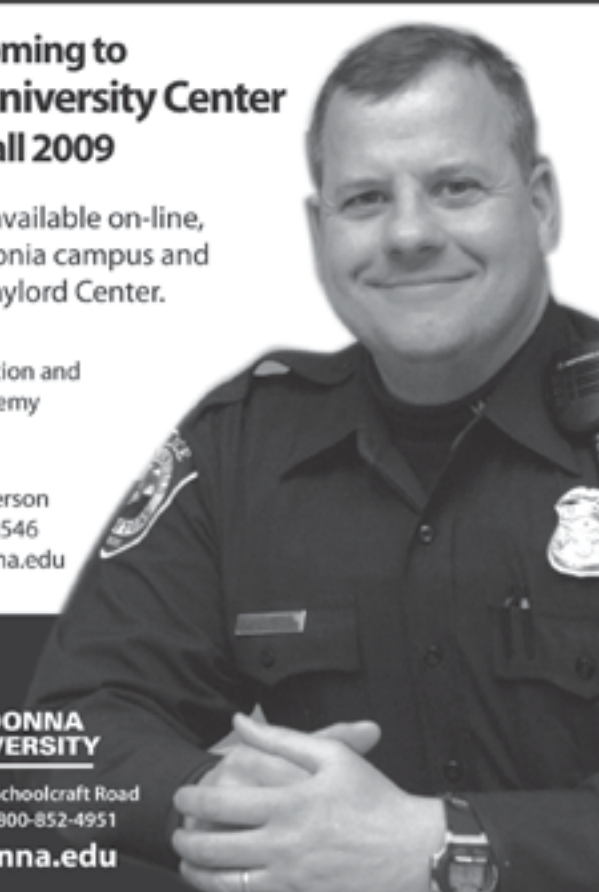
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By Frank Borelli

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Think Before You Speak

"Better to remain silent and be thought a fool than to speak out and remove all doubt." -Abraham Lincoln

"Everything is a matter of perception." -Shawn Davenport

What do those two quotes have in common? Whether or not you are a fool is a matter of perception. How what you say is perceived will determine how people perceive you. HOW you say WHAT you say will determine much of how people perceive you and what image you present.

Now, those who know me will tell you that I don't believe "image is everything". However, I do feel it important for law enforcement professionals to maintain a certain image. That image should be one of disciplined service; of professional assistance; of compassionate enforcement; of trained and motivated public safety operative. To maintain all of that at the same time is almost impossible, but I believe it can be done. As to the specific topic of how what we say can affect our image let's look at a few examples.

My favorite and most obvious example is this: You're in an urban area on a Friday night on foot patrol. There are a number of people coming and going from the local eateries and liquor stores. While walking you spot a local trouble-maker who is belligerent sober and a complete idiot while drunk. As he progresses toward you it becomes obvious that he not only has been drinking, but still is as he tips the bottle he's carrying in a paper bag up to his lips. He's staggering slightly as he walks and then he sees you. In one hand he has the bottle-in-a-bag. His other hand is in his coat pocket. Your senses are on alert but you don't feel a particular threat yet. This guy has always been all talk. Still, you slow down as a precaution so that the distance isn't being closed as fast. There are still plenty of people around "a dozen or more just within 10 to 15 feet of you. When the drunk jerk gets about 15 feet away from you he suddenly throws the bag to the ground, smashing the empty bottle inside. His left hand comes out of his coat pocket holding a box cutter "an edged weapon with a razor edge, but not one easily seen by the witnesses. Witnesses: everyone around you has turned to see what caused that crashing noise and sees the drunk with something in his hand. Your adrenaline is pumping so hard you can feel the top of your skull ready to pop off. You can hear your heart beating in your ears. The drunk says something about teaching you a lesson for all those times you treated him bad. You realize he's only 15 feet away; well within the 21-foot limit set by Tueller and court decisions. Without really thinking about it you draw your weapon and start screaming at him as the gun comes up into your line of sight, the weapon's sights lining up on the drunk jerk's chest.

Here's the million dollar question:

What are you screaming?

We like to think that we scream coherent orders to drop weapons; get on the ground; stop or I'll shoot! Most of us have seen the training video where one police officer says, "I'll shoot your ass!" eight or nine times without pulling the trigger in a lethal force situation. That statement almost makes it sound like he's excited about the possibility of pulling the trigger. We know different only because he didn't for so long. WHAT he said and WHAT you find yourself screaming can make all the difference in the world whether the witnesses say:

"That cop just wanted to shoot that drunk," or "That cop really didn't want to shoot him. He had no choice."

When the adrenaline is coursing through us and we're ramped up in anticipation of a suspect fighting arrest it's difficult to maintain any control over what we say. However, if we keep it in mind and train to say certain things then we can go a long way toward protecting ourselves.

Instead of, "I'll kill you, you SOB!" it would sound much better to say, "Don't make me shoot you, sir!" A relatively small change that can mean a lot.

The first statement, as heard by a witness who doesn't know you from Adam can sound like you're eager to kill. It can lead people who are predisposed to think ill of the police to believe that you are hungry to harm a person rather than acting to protect others. Finally it implies that the choice of whether or not to pull the trigger is entirely yours.

The second statement though leaves a different impression. "Don't MAKE me?" puts the burden of the shooting on the suspect. HIS actions determine whether or not you are FORCED to pull the trigger. "shoot you" isn't "kill you". We shoot people in the process of performing our duties to stop a lethal threat presented either against ourselves or other innocents. We do not shoot people with the intention of killing them. Sir always sounds better than any derogatory word you can think of unless ma'am is appropriate.

For many of us, using words such as "sir" or "ma'am" are a sign of respect and we loath the idea of using them with reference to suspects. We have also all had someone call us "sir" or "ma'am" in a tone of voice that made it clear there was NO respect in the word. I submit to you that we can do the same thing "without the disrespectful tone. Using words of respect, such as "sir" or "ma'am", doesn't put us in an inferior position to the suspects. It doesn't give them any power over us. It merely puts a more professional face on our interaction with them. In today's world of personal media devices such as digital cameras, cell phone cameras, palm-size DVRs and more, we can't afford to be caught acting unprofessional, even if it's just in our language.

Don't get me wrong. I'm not saying that any officer should EVER sacrifice any level of officer survival tactics, techniques or protections. However, if you have choice between saying something that can be badly misinterpreted by the public or something that can ONLY make you look better, then I'd opt for the latter choice all the time. I'd train for it. I'd think about it. I'd call people Sir even when I felt they weren't worth the gum stuck to the bottom of my boot. That's just more reason for me not to waste any of my precious time, financial resources, or career path potential for the small pleasure I might gain by telling them what I think of them.

When you've got them in cuffs and you're alone in your patrol car you can bet that they'll spout off even more. They know they're relatively safe. There was a time I'd say that in the privacy of your patrol car was the place to tell the guy what you really wanted to say. In today's world of video cameras INSIDE your patrol car, capturing the sights and sounds of your arrestee as (s)he is transported, I'd advise against saying anything at all if you can avoid it. Let them get ignorant. Let the tape work against THEM.

Witnesses can see things many different ways. If ONE thing happens with four different people seeing it, you'll get four different stories about what happened and how. Do all YOU can to make sure that the four perspectives have a positive slant on the law enforcement side. Not only will it help you, it will help the law enforcement community in general as we move into the 21st century and the wonders of even smaller personal media devices. ➤

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JOHN R. SANTOMAURO

IS POAM'S ADMINISTRATOR OF THE YEAR

By Ed Jacques, *LEJ* Editor

Honesty. Integrity. Humility. Without those qualities it's nearly impossible to survive in a Public Safety Director's Job, especially in a large community where the population has more than doubled within a decade. Political pressures and all the other issues that come with the job as Canton Township Public Safety Director never changed the man that was hired to build and create the department in 1985.

That is just one of the reasons why POAM has named John R. Santomauro as its Police Executive of the Year for 2009.

To cite Santomauro's personal qualities as the only reason for his success would be misleading. John has over 40 years experience in public safety, starting in Farmington, Michigan where he eventually served as its Deputy Director of Public Safety. He was then hired by the Township of Pittsfield as Director of Public Safety from 1982 until 1985 when he was recruited to Canton Township where he became the architect of one of the most progressive and responsive public safety departments in the State of Michigan.

Prior to his law enforcement career, John Santomauro served in the United States Marine Corp. as a Platoon Sergeant assigned to an infantry unit where he received the Purple Heart, along with many other personal and unit citations. "The Marine Corps is leadership training in its purest form," said John. "It is more significant than university style training and applies the same principles that all effective leaders must have."

Although long overdue, POAM's acknowledgement of Santomauro comes just in time. John has recently announced that he will be retiring January 1, 2010, ending his distinguished law enforcement career. In typical fashion, Santomauro credited his employees for the POAM award and his successful career.

Longtime Canton Township PSOA President Dave Boljesic has a ton of respect for Santomauro and will be sorry to see him leave. "John was always available when an important topic needed to be discussed," said Boljesic. "He is a good communicator, and a great listener who was willing to

change his mind when presented with a compelling argument."

When asked about his formula for success, Santomauro states that "directing people is easy, influencing them is the difficult part. Police administrators need to establish credibility to do that." John feels that he always understood the police culture and his goal has been to "encourage the courage."

The numerous challenges that Santomauro overcame while leading a public safety department from 30 officers to over 200 employees qualify him as POAM's Police Administrator of the Year. But in the end, John R. Santomauro was always the leading candidate in POAM's number one criteria when deciding who to honor. He cares deeply about the families and careers of the officers that serve underneath him. ➤



Santomauro is flanked POAM President Jim Tignanelli (right) and Canton Township PSOA Business Agent Gary Pushee (left).

FIRST-TIME REPEAT WINNER OF THE HORSE'S ASS AWARD

SHERIFF MICHAEL OLTERSDORF

By Ed Jacques, *LEJ* Editor



Strike two!

Eavesdropping on personal and union telephone calls, discriminating against employees, disciplining deputies for lost badges while saving lives, and incarcerating correction officers so they know what it feels like to be an inmate was just the beginning for Leelanau County Sheriff Michael Oltersdorf. Immediately after winning the 2008 Horses Ass Award, Oltersdorf rescinded 12-hour shifts and a long-time practice of employees utilizing take-home cars while instructing his commander (who bypassed the rank of sergeant) to file false citizens complaints against his own deputies.

Those are just a few of the reasons Michael Oltersdorf has pioneered the pathetic distinction of being the only two time winner of the POAM's Horse's Ass Award.

Delegates at the 2009 Conference were given copies of a 178-page Michigan State Police investigation that was initiated by Oltersdorf after receiving congratulatory telephone calls on his 2008 award. Oltersdorf claimed they were harassing and therefore criminal in nature. The investigation, much like Oltersdorf's leadership role at the Leelanau County Sheriffs Office was an absolute joke! It merely spotlights his ineptitude and arrogance as a supervisor and reflects his paranoid personality. In fact, Oltersdorf secretly insinuated to subordinates that POAM did not have the guts to give him the award twice. Note to sheriff: Leave any hostage negotiating to the experts.

As the Leelanau County Sheriff hides in his office and continues to plot his diabolical madness, rest assured the Leelanau County Commissioners are growing weary of his antics and the negative publicity that is associated with him. Leelanau County Deputies and their Business Agent, Pat Spidell, have promised to continue exposing Oltersdorf's policies and challenge them in the appropriate legal venue. The POAM Executive Board has bolstered their commitment to improve the working conditions for those hardworking employees in every legal and political way possible. Look, up in the sky, it's a bird, it's a plane... ➤

DAVE BING USES POAM AND DETROIT EMS ENDORSEMENT IN VICTORIOUS CAMPAIGN

By Ed Jacques, LEJ Editor

On Tuesday, May 5, 2009, a healthy dose of credibility was bestowed upon the City of Detroit by its citizens when they elected Dave Bing as their new Mayor. Bing's staff worked tirelessly in the final weeks of the campaign to overcome a deficit in the polls and manage a clear cut victory in the election.

Bing had an uphill battle running against incumbent Mayor Kenneth Cockrell and the traditional support that politicians in power receive from their employees' labor unions. Bing had some unconventional approaches to convincing citizens that he had real support from independent-minded first responder unions. The focal point of that support was the Detroit Emergency Medical Technicians and Paramedics through their president Wisam Zeineh. To offset the Detroit Police Officers Association's (DPOA's) endorsement of Cockrell, Zeineh arranged for Mr. Bing to address the POAM Executive Board at their March 2009 meeting to secure Southeast Michigan's and the state's largest police union's endorsement. Included in that endorsement would be approximately 1,000 Wayne County Deputies that were in the process of affiliating with POAM. With those goals accomplished, Zeineh then volunteered nearly every minute of his free time to the Bing campaign.

Those efforts, along with a well orchestrated strategy imposed by Dave Bing's staff resulted in a victory that has already generated positive press coverage across the country and hope for the City of Detroit.

Shortly thereafter, Zeineh's group also voted overwhelmingly to affiliate with POAM and now call themselves the Detroit Emergency Medical Services Association (DEMSA). Coincidentally, just after the election was certified but before POAM could contractually represent the group, two separate but major critical incidents occurred within ten days, requiring the use of POAM's emergency on-call system, complete with a personal appearance by POAM General Counsel Frank Guido to educate the employer on Garrity and Weingarten Rights.

DEMSA Wisam Zeineh is thrilled about his union's new role in improving working conditions for his members while establishing a positive working relationship with the City's new administration. "I have the utmost amount of respect for Dave Bing and his commitment to the City of Detroit," said Zeineh. "Like our new Union, he leads by example and earns the respect of all that are associated with him. In my opinion our members will be receiving support from both sides of the bargaining table, and that is excellent for employee morale." ➤



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POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2009

KENT COUNTY DEPUTIES MIKE HOPKINS, MARIO MOREY AND CHRIS HAWLEY

With an armed gunman on the loose, back-up officers can make the difference between life and death. But reinforcements were a luxury time wouldn't afford to three Kent County deputies last summer.

The three deputies — Mike Hopkins, Mario Morey and Chris Hawley — cover a full 288 square miles in Northern Kent County. But on June 24, 2008, their lives hinged on what went on in one small trailer on a private lot.

At about 8 p.m., a woman called dispatch to report that her boyfriend had beaten her and then shot her in the abdomen in the trailer they shared. She said she was badly injured and unable to move from the living room floor — and that her boyfriend, still armed with the shotgun, was in the bedroom.

Fearful for the woman's life and with no way to predict what the armed gunman might do next, the three deputies decided they had no time to await reinforcements or a Tactical Team. They'd have to move in on their own.

Deputies Hopkins and Morey entered the trailer as Deputy Hawley covered them. Well aware that the hidden gunman could attack them or his injured girlfriend at any moment with a fully loaded weapon, they quickly located the woman and moved her to a just-arrived cruiser, which whisked her away to medical care.

The deputies then maintained surveillance until the Tactical Team responded to clear the residence. Opening the door of the bedroom, where the victim said her boyfriend was hiding, they found the gunman — dead from a self-inflicted gunshot wound.

The victim, the deputies later discovered, was a 911 Central Dispatch operator for neighboring Montcalm County.

Deputies Mike Hopkins, Mario Morey and Chris Hawley entered that trailer knowing they might face a volatile gunman who had just shot and seriously wounded an unarmed woman. Since waiting for reinforcements would have risked even graver injury to the woman, they bravely put their own lives on the line to carry her to safety. For their heroic actions, the Police Officers Association of Michigan presents Deputies Hopkins, Morey and Hawley with the 2009 Police Officer of the Year Award. ➤



Kent County Deputies received their award from Oakland County Sheriff Mike Bouchard (right).

TAYLOR POLICE LT. JOHN BLAIR AND CPL. JON GERSKY

Law enforcement involves many weapons, but not one of them is more powerful than intuition.

The incident that landed two hit men in jail for life began with a routine traffic stop at about 4 p.m. on March 11, 2008, when Taylor Police Cpl. Jon Gersky stopped a green Chrysler Sebring, traveling west on I-94 near Beech-Daly Rd., after he observed three separate violations.

Gersky approached the car, which had tinted windows and Texas plates, and spoke with both men inside. Already wary because the car came from a state known as a narcotics source, he questioned the two using well-honed interview techniques effective in unearthing suspects hiding drugs or money.

The more he heard and saw, the more suspicious he became. Not only did the passenger seem inordinately shaken, but the men's stories were suspect: They both told Gersky they had come to Detroit to find a truck, but when he asked if they'd found a truck, one said "yes" and one said "no." The two claimed they were headed back to Texas, but they were far off the proper path.

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Secretary of State Terri Lynn Land (center right) presented to the Taylor Police Officers.

POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2009

Growing ever more suspicious, Gersky returned to his car to run an EPIC check to determine whether the two had drug histories. Not surprisingly, the database showed Texas law enforcement currently investigating an open narcotics case against the passenger.

Gersky requested and waited for a back-up officer to arrive before asking the men whether they had drugs, weapons, alcohol or large sums of money in the car.

Not satisfied with their denials to each question, Gersky asked the men for permission to search the car, and they agreed.

When a pre-search pat-down yielded one pocket knife from each man, the officers placed one man in the rear of each patrol car and began their search. In no time, they discovered a silver semi-automatic handgun — still warm to the touch — under the front seat floor mat.

Returning to their police cars, they handcuffed and arrested both men for carrying concealed weapons, had the car towed to the evidence garage and took the men to be booked.

But Gersky was not yet ready to let the case lie. Investigating further, he discovered that the narcotics case against the passenger involved hidden car compartments.

Armed with this information, Gersky and three fellow officers searched the car thoroughly. That search produced:

Two blood-speckled latex gloves

A knit hat with a fold-down mask

A blood-smeared file envelope with two names and a Troy address

Three pieces of paper. One bore the same name and directions from

Detroit to the Troy address. One was a color copy of a passport with one of the names on it. And one held a detailed residential floor plan.

During the booking process, the officers also found blood on the passenger's money.

Sgt. Blair, one of the three officers working with Cpl. Gersky, was convinced that a crime had been committed and promptly briefed Troy police. It didn't take long for Troy officers to visit the address on the envelope and report back to Blair that they'd found a middle-aged couple shot to death in separate bedrooms.

Had Gersky not trusted his instincts, this could have been no more than a simple traffic stop. And had he and Blair—who was promoted from sergeant to lieutenant after this event—not continued to follow their intuition after the arrest, a horrendous crime might well have gone unsolved.

The murdered couple's nephew, a San Francisco police officer, was so impressed with their police work that he sent a handwritten letter to both Blair and Gersky. It read, in part, "We sincerely thank you for being the diligent and dedicated professionals that you are. We thank you for placing yourself in harm's way to protect the innocent... Without your due diligence, these men may have never been brought to justice."

Thanks to the professional instincts, thoroughness and attention to detail of Lt. John Blair and Cpl. Jon Gersky, two dangerous hit men, who could easily have escaped and lived free in Texas, are now serving life sentences in prison. We thank them for their outstanding work by honoring them with the 2009 Police Officer of the Year Award. ➤

SAGINAW POLICE OFFICERS JOAQUIN GUERRERO, DENNIS HOWE, JEFFREY MADAJ AND STEPHEN SCHIRMER

In the movies, even the most harrowing gun pursuit ends with a win for the "good" guys. Although no such guarantees exist in real life, four Saginaw police officers played the scene to perfection on a dark winter night last December 17.

It was about 10 p.m. when calls about a man with a shotgun pursuing a bleeding woman flooded dispatch. Callers reported that the man had fired at the woman, but no one knew whether the bullet had struck its target.

The woman was hiding in the driveway of her townhouse. The man was on foot.

Officer Joaquin Guerrero and his K9 Rookie arrived first, just moments before Officer Jeffrey Madaj. On foot, with the dog at heel, the two officers worked their way through the neighboring duplex towards the venue.



*Cont. on
next page*

*Saginaw
Police
Officers'
heroics
were told
by Former
Michigan
Supreme
Court
Chief
Justice
Cliff
Taylor
(far right).*

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2009

Before long, Guerrero spotted a man matching the suspect's description standing by the passenger side of a white van parked in a driveway. The van was facing towards the rear of the duplex. He noted the shotgun in the man's hand and heard him rack a round into the chamber.

Taking cover with the dog behind a car in the next-door driveway, the two watched him get into the passenger seat.

Saginaw Officers Stephen Schirmer and Dennis Howe, plus a Michigan state trooper, joined Guerrero and Madaj.

Their plan was to have Madaj, Howe and Schirmer work their way around the neighboring duplex towards the rear portion of the duplex where the van was parked in the driveway. This would have allowed officers to view the suspect from both the front and the driver's side of the van. As they moved Guerrero and the trooper covered them.

Always aware of potential danger to innocent neighbors, Guerrero called for reinforcements to clear surrounding houses.

As the officers watched, the gunman moved to the driver's seat and now held a small handgun rather than the shotgun. Three times the man raised the gun to his head, near his ear, and then lowered it.

Several times, officers ordered the gunman to drop his weapon. Several times he ignored them.

Suddenly, the gunman opened the driver's door and began to exit, this time with shotgun in hand. Again he ignored all orders to drop his weapon.

With the van door wide open, he leveled his shotgun directly at Guerrero, who now stood only 25 feet away.

Not only was Guerrero's life at stake, but so were the lives of his fellow officers and the surrounding public. Knowing the gunman would not hesitate to use his weapon, they could not hesitate either. Simultaneously, all four Saginaw officers fired at the gunman.

The gunman ducked back into the van, appearing to be taking cover.

Guerrero, K9 Rookie and the trooper approached the van's driver's side. Howe, Madaj and Schirmer approached the front of the van.

But the gunman wasn't done. Shotgun in hand, he again made movements towards the officers. Again the officers fired at him. The suspect then fell back into the van still armed.

As Officers Madaj, Schirmer and Howe inched toward the van, calling for a cease fire, the gunman again started to move. Once more shot rang out. The gunman grew still.

Unsure of the gunman's condition, Guerrero sent the well-trained K9 into the van. The officers knew that if the man remained a threat, he would either react to the dog or surrender. He did neither.

Approaching the van, Howe could see only the suspect's left hand — but not his critical right hand. At gunpoint, Howe reached into the van and pulled the gunman's right hand into view, observing that he was seriously wounded and no longer armed. The .22-caliber semi-automatic handgun lay on the floor, the shotgun at his feet.

The gunman was pronounced dead at the hospital.

Police eventually found the gunman's bleeding

victim hiding in a nearby home. Before police arrived, the man had hit her several times with one of the weapons and then shot at her through a neighbor's vehicle as she stood on the opposite side of it trying to escape.

She received on-the-scene medical attention but did not need hospitalization.

For their unbelievably cool bravery and professionalism under fire and for risking their own lives to save an innocent victim, bystanders and their own fellow officers, we present the 2009 Police Officer of the Year Award to Saginaw Police Officers Joaquin Guerrero, Dennis Howe, Jeffrey Madaj and Stephen Schirmer. ➤

BROWNSTOWN TOWNSHIP POLICE LT. STEVE NEMETH

Just after 11 p.m. last July 29, several Brownstown police officers responded to a fast-moving, four-alarm fire in a large apartment building.

The dense smoke and flames shooting 50 feet in the air allowed little time to knock on doors and evacuate residents, many of them soundly asleep for the evening.

The officers quickly but methodically roused apartment residents and shepherded them to safety. Thinking they'd successfully evacuated all apartments, Lt. Steve Nemeth and a fellow police officer paused in the parking lot, catching their breath and assessing the situation.

Just then, a frantic woman approached them. She told them she noticed a parked car belonging to an older handicapped man and was sure he was still trapped inside his apartment. She explained that, without help, he would have absolutely no way to escape the deadly smoke and flames.

The two officers dashed to the man's apartment, banging on his doors and windows, calling his name. But they heard no response.

Finally, peeking through a small crack in the curtains, they spotted a man lying on a bed, frantically calling for help.

Disregarding their own safety, the two officers ran to the apartment's front door, kicked it open and weaved through the burning, smoke-filled apartment into the bedroom where they found the terrified naked man. Knowing he no time to spare, Nemeth — with his fellow officer's assistance — covered the helpless with a sheet and quickly carried him outside to safety.

Within minutes, flames engulfed his apartment and the entire building was totally destroyed.

"I have never seen anything like it except in the movies," observed one witness. "I still think about how that man would have burned alive in that building if they had not gone in there."

Lt. Steve Nemeth's calm courage and heroism lies within the highest traditions of police work. Without his actions, a handicapped man would have suffered a horrific death.

Lt. Steve Nemeth, please accept our recognition as we present you with the 2009 Police Office of the Year Award. ➤



Michigan Attorney General Mike Cox (far left) personally congratulated Steve Nemeth.

POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2009

OTTAWA COUNTY DEPUTY BRENT BROWN

When Ottawa County Deputy Brent Brown reported for work on a cold winter night last Feb. 22, he had no idea how much heat he'd face before his shift ended.

It was just about 9 p.m. when the call came through. A man had viciously stabbed his estranged wife at the convenience store where she worked and then robbed the store.

Stopping briefly at the crime scene, Ottawa County Deputy Brent Brown drove directly to the suspect's home, about a half mile away.

No street lights broke the deep darkness where an open field, rather than neighboring homes, surrounded the suspect's residence.

Parking at the driveway entrance, Brown activated his spotlight on the home, noting fresh car tracks behind a Monte Carlo parked on the home's east side.

After reporting to dispatch, Brown grabbed his patrol rifle and took cover on the far side of his car. He watched the house. Nothing moved.

Two additional deputies arrived. Moving closer to the house, one of them noticed a small fire inside the home. It was the same spot where Brown thought he'd seen a light minutes before.

After calling the fire department, Brown approached the home. Peering through a window, he too saw the fire as well as a candle burning on the landing of the basement stairs. He also noted blood-like smears on the floor near the fire.

Moving to the kitchen window, he noticed even more blood-like residue on the floor. Brown, who had 21 years experience as a paramedic, suspected it came from a victim who had been dragged. He knew it was a significant amount of blood, enough to be life-threatening.

Looking up, he now saw flames pouring from upstairs windows on both sides of the house.

Although they recognized that a desperate assailant and a potentially deadly fire awaited them inside the house, the officers decided they had no choice but to enter. As soon as they kicked in the basement stairwell window, Brown and the four deputies he led, whiffed the unmistakably deadly odor of gas.

A few steps inside confirmed Brown's worst suspicions. The red he'd seen was blood — and a truly significant amount.

By now the house was filled with billowing smoke, limiting visibility to just a few feet. With the gas smells signaling a possible and instantaneous explosion, the deputies decided to leave the house but still provide cover while the fire department, who had just arrived, worked to control the smoke and fumes.

To avoid potential danger in case the assailant was indeed in the house, the firefighters worked only from the exterior, breaking open windows and activating blower fans for ventilation.

Before long, five deputies with Brown again in the lead, re-entered the pitch dark home. The light on Brown's AR-15 was their only guide.

This time they went in through the door leading to the living room and then moved to the kitchen, where Brown saw large splotches of blood leading into a hallway.

Following the bloody trail along the hallway, he saw more blood on the stair wall leading to the second floor. Extensive smoke and fire filled the upper level.

Deciding to momentarily focus on the first floor, Brown continued down the hallway, which jogged left past three closed doors. Smoke and falling water that the firemen had sprayed on the upper floor drastically hampered visibility.

Brown covered the unsecured hallway while his fellow deputies cleared the first room. Nothing there. Then the sound of breaking glass in the next room shattered the silence. Was it the firefighters? Or was it the man who had stabbed his estranged wife?

While Brown covered the door to the second bedroom, another deputy attempted to open the door. It was locked. Kicking the door multiple times before it yielded, the deputy found himself facing the suspect, who crouched in the center of the room with his hands hidden.

Without warning, the man jumped up and charged at the deputy, who was moving backwards, holding his flashlight in front to defend himself.

After a brief hand-to-hand battle, the attacker fled the room, racing down the hallway into the first room the officers had cleared. Yelling incoherently, he ran toward a deputy, who had ducked into another room for cover.

Knowing that the suspect was capable of gruesome violence and fearful for his fellow deputy's life, Brown fired two rounds from his AR-15. The suspect fell to the floor.

After handcuffing the man and moving him from the smoky home, the deputies stayed to clear the last bedroom, which proved to be empty.

It was only later that Brown discovered that the suspect had booby-trapped the house by cutting the basement gas line and starting several small fires — including the candle and small fire Brown had first spotted — in an attempt to blow up the house with natural gas.

The blood they'd found on the floors and walls was from the suspect's wrists, which he had sliced as a suicide attempt.

It was clear he knew the officers would come after him, and he was planning to kill himself and as many of them as he could. Although the suspect did die, his estranged wife recovered and none of the officers was hurt.

Ottawa County Deputy Brent Brown took a true leadership position in a lethal situation. His bravery and professionalism saved the lives of his fellow deputies and put a deranged attacker behind bars. We are proud to honor him with the 2009 Police Officer of the Year Award. ➤



Brent Brown's wife, Lisa was present to share in the moment.

POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2009

ST. CLAIR COUNTY DEPUTY TIM O'BOYLE

Law enforcement officers executing a traffic stop can never be sure what awaits them.

Capac Police Chief Ray Hawks was well acquainted with the man he'd spotted driving recklessly last April 16, and he knew the stop could mean trouble. What he didn't know is that he'd soon be lying in critical condition at a Port Huron Hospital and his deputy would take a bullet in the head.

The incident began about 2:15 p.m. in Capac, a tiny farming community about 60 miles north of Detroit. Chief Hawks had tried to stop the reckless driver, with whom he'd had previous run-ins, but the man ignored the chief's attempts to pull him over.

Fearing yet another confrontation, Hawks first called for back-up and a tow truck and then followed the driver who sped toward his home, ducked inside and reappeared with a .22-caliber rifle.

As St. Clair County Deputy Tim O'Boyle and the tow truck driver arrived on the scene, the suspect drew his weapon and fired several times at all three men. One shot tore through chief's right arm and into his chest. Another struck O'Boyle in the head. The gunman then disappeared.

Although bleeding from his head wound, O'Boyle managed to take cover and give dispatch a clear, precise report about what had happened. He also provided a detailed description of the suspect. He then helped get Chief Hawks the medical care he urgently needed before turning the scene over to reinforcements responding to his call.

O'Boyle's comprehensive report to dispatch allowed officers from neighboring districts to quickly respond. The vital information he provided helped protect them from injury and death as they arrived on the scene. And it guided them in their efforts to protect innocent bystanders.

Aided by O'Boyle's cool assessment, back-up officers promptly and professionally surrounded the gunman's split-level home, escorted residents from nearby houses to safety and put the nearby elementary school and high school on lockdown.

Thinking they had the gunman trapped inside, they continued to watch the suspect's home for five hours after the shooting. But when they stormed the home with an armored vehicle after dark, the home was empty.

An all-out search by more than 50 law enforcement offers from every surrounding jurisdiction and the Michigan State Police found the gunman the next day. He was hiding on the floor of a pickup at a business near the shooting scene. He was arrested without further injuries and charged with three counts of assault with intent to commit murder and one felony firearm charge.

Meanwhile doctors found Hawks had suffered serious injuries. The gunman's bullet had punctured his lung, hit his liver and wedged into his diaphragm. He underwent surgery, spent nearly a month in a medically induced coma and depended on a ventilator to help him breathe. His long recovery continues today.

Fortunately, although the bullet had grazed O'Boyle's head, his wound was not serious. The tow truck driver escaped injury.

The gunman remains in prison.

St. Clair Deputy Tim O'Boyle saved countless lives by maintaining his professional cool in the most stressful circumstances. The Police Officers Association of Michigan commends him for his gallantry and fine example of what it means to be a law enforcement officer. We proudly present him with the 2009 Police Officer Association of the Year Award. ➤



Michigan Court of Appeals Judge Pete O'Connell (far left) congratulates Grand Traverse County Detective Todd Heller.



POAM President Jim Tignanelli (left) and Secretary of State Terri Lynn Land (center) acknowledge Deputy Tim O'Boyle's courage.

GRAND TRAVERSE COUNTY SHERIFF'S DETECTIVE TODD HELLER

Grand Traverse County Sheriff's Detective Todd Heller had put countless frustrating hours into unearthing enough crucial evidence to convict an elusive sexual predator who had been molesting underprivileged boys for many years. He thought his routine court appearance at the trial would be the easy part of the case.

But he was wrong.

For several years, the sexual predator, a state employee and karate instructor, had targeted young boys with questionable backgrounds and credibility issues. He had been arrested many times, but lack of evidence and victim reliability issues produced only acquittals and dismissals.

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POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2009

Detective Heller had joined the case several months after the original investigator, Heller's colleague and friend, was severely injured in a motorcycle accident. Heller promised his friend he'd bring the man to due justice. And that's exactly what he did.

The court had earlier dismissed allegations by one of the man's victims because there was some question about where and when the sexual assault took place. Heller, however, found the key that cracked the case when he recalled another similar incident that helped him locate the exact venue in Montmorency County, northeast of Grand Traverse, where the boy was molested.

That fateful day in court, Heller's testimony and work with the prosecutor's office in Montmorency and Grand Traverse counties brought the very first guilty verdict against the predator — criminal sexual conduct in the first degree.

As the jury announced its verdict, Heller breathed a sigh of relief. But the molester had other plans. Before coming to court, he had loaded a 20-gauge pump shotgun with .5 Magnum shells, chambered one round, unlatched the safety, duct-taped a dime to the action button to speed reloading with additional rounds and stashed the weapon in the backseat of his car in the courthouse parking lot.

As the judge remanded him to prison, he jumped from his seat, shouted "No!" and ran to his car — with Heller and the bailiff in pursuit.

The suspect opened the driver's door, grabbed his loaded shotgun and turned the barrel directly into Heller's chest — which was only inches from the barrel — and fired.

Heller heard the click but realized the shotgun had somehow malfunctioned, so he grabbed the barrel with one hand and the shotgun slide with the other hand to prevent the man from loading another round and firing a second time.

Heller continued to hold both the barrel and the lever while the two struggled down to the ground. The fight continued until the bailiff arrived and Tasered the suspect, who released the shotgun. Heller fell backwards, shotgun still in hand.

The two officers handcuffed the man who had meant to kill them both. Heller later learned that the click he heard when his assailant fired was the shotgun trigger hitting the bullet. But, because his attacker had not fully racked the shell in the chamber, the round never discharged.

The sexual predator was later charged with attempted murder of a police officer. For this new court trial, the witnesses included the sexual predator's defense attorney, the prosecuting attorney on the sex charge and the judge who had presided over the molestation case.

The suspect who got away with so much by counting on the questionable credibility of his young victims didn't count on the heroic actions of his last intended victim, Grand Traverse Sheriff's Detective Todd Heller.

With a courtroom of innocent civilians and a parking lot filled with even more people, Detective Heller demonstrated bravery in the face of death. He saved not only his own lives but the lives of several other people.

For unbelievable heroism with all the odds stacked against him, The Police Officers Association of Michigan proudly names Grand Traverse Detective Todd Heller a 2009 POAM Police Officer of the Year. ➤

DISTINGUISHED SERVICE AWARD TAYLOR POLICE CPL. JEFFREY ADAMISIN

When it came to drug trafficking, Taylor Police Cpl. Jeffrey Adamisin wanted to do more than just say "No!" He decided to wage an all-out war on anyone associated with drugs — from dealers and users to money handlers and transporters.

Adamisin, a Taylor police officer for eight years, works midnight to 8 a.m., but his war on drugs is without time limits.

Last year alone, Adamisin's keen sense and uncanny ability to find people possessing illegal narcotics and drug money has made him directly responsible for clearing the streets of well over \$2 million in illegal drugs, including:

926 lbs., 4.35 oz. of marijuana
27.7 pounds of heroin
48 grams of cocaine
1 gram of crack cocaine
1,050 Ecstasy pills

And that's not counting the \$900,000 and 20 lbs. of marijuana he pulled out of the drug market in December 2007.

In addition, the traffic stops Adamisin initiated last year were directly responsible for the forfeiture of nearly \$1.1 million in drug money — not to mention the dozen or more forfeited cars drug dealers

used to ply their trade.

These are remarkable numbers for any drug enforcement unit, but Adamisin has capably juggled drug interdiction with many other jobs — from answering radio calls to working on a variety of incidents and crimes — during his regular midnight shift.

His overall productivity on the job has been prodigious. In 2008, for example, he wrote more than 130 reports, the majority of them from his own self-initiated stops. Since he usually works paired with a fellow officer in the same car and only the non-driver writes the reports, he might have racked up double the number had he worked alone.

Adamisin's success in drug interdiction began with his own self-initiated quest to locate drugs and drug money passing through Taylor via the city's two major freeways, I-75 and I-94. On his own initiative — without formal drug interdiction training, he used diligence and intuitive observational skills to turn traffic stops into drug arrests whenever things slowed on his midnight shift.

By the end of last year, Adamisin's uncanny knack for ferreting out drugs and drug money earned his department's praise and landed him in formal workshops and classes to better hone his skills in spotting drug traffickers.

Although he has made several traffic stops for the local FBI/Michigan State Police task force and has developed valuable information for them, Adamisin does not get credit for those cases because he is not a member of the task force.

Today we want to give him the recognition he deserves for his long-standing professionalism, self-initiative, skill and tenacity in removing illegal drugs and the people who deal them from the streets. We thank him for making a substantial impact on drug trafficking in the Taylor area and throughout the state by presenting Cpl. Jeffrey Adamisin with the 2009 Police Officers Association of Michigan Distinguished Service Award. ➤



Cpl. Adamisin is happy to take dope off the street.



MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN BRIDGED BENEFIT PROGRAM

On July 15, 2009, the Board conditionally amended Plan Document **Section 43** and **Section 43A** in response to requests by member municipalities for the creation of a bridged benefit program. The Bridged Benefit Program is an optional provision for adoption on a division-by-division or municipality-wide basis that applies to active employees in a MERS defined benefit plan (excluding Hybrid Program, and the Defined Contribution Program).

The bridged benefit allows an employer (and employee groups) to negotiate for a lesser benefit multiplier percentage on a going forward basis. Municipalities and employees face very challenging economic and fiscal constraints today (and for the foreseeable future). The Bridged Benefit Program is designed to protect employees' accrued benefits from impairment or diminishment, and allow future service liabilities to be lessened. Future employer contributions will be lowered in most situations, directly affecting the capability to save the jobs of fellow co-workers (and perhaps the need for furloughs or pay reductions), and the continuation of municipal (or court) services that might otherwise be cut. The motivating factor for the Program is the reality that, for benefits to be sustainable, they must be affordable. The Board's fiscal responsibility initiatives, including the Bridged Benefit Program, are designed with that primary objective in mind. There are other important features of this new Program.

1. A Supplemental Valuation is required to adopt the Bridged Benefit Program, and the valuation will separately determine the impact of Termination FAC as well as Frozen FAC under the current benefit program, along with the proposed benefit multiplier change for future service. This will provide important and complete information for the parties to consider.
2. The Bridged Benefit Program is NOT subject to the 80% funding requirements under Plan Section 43C(2) – (3) so long as the change is intended to and will reduce actuarial liabilities (and thus improve the division's funded level).
3. Most municipalities are more likely to adopt the bridged benefit lowering the benefit structure going forward. The 'flip side' of the Bridged Benefit Program will permit benefits to be increased for future service (the new multiplier percentage), without upgrading all accrued prior service (under the prior multiplier) thus not creating new prior service plan liabilities that have not been previously funded. In such cases of a proposed benefit multiplier increase, the 80% funding requirements shall apply (unless the supplemental valuation shows that the change will reduce actuarial liabilities).

The Bridged Benefit Program provides municipalities (and courts) the option to provide a benefit comprised of two segments. The **first segment** is the accrued benefit amount that a member has earned under the division's benefit structure including multiplier (using credited service and final average compensation [FAC] as of the future date the employee actually terminates employment). As an alternative to "termination FAC," "frozen FAC" may instead be adopted (FAC as of the effective date of the benefit change). The **second segment** is the changed benefit multiplier percentage under which future benefits (on a going forward basis) accrue until termination of employment (using credited service after the benefit change, and FAC as of the date of termination). The **two benefit segments are combined** to form an employee's "bridged benefit" amount (the example involves B3 and B2).



(Click graphic for larger view)

The Bridged Benefit Program provisions represent action by the Retirement Board in the exercise of its core powers as Fiduciary and Trustee. The authorizing Program language states it is not subject to alteration or modification, and MERS will not recognize such action.

The amendments to Plan Sections 43 and 43A will take effect October 1, 2009. The Board has directed that Member Comments may be requested with a deadline of September 1, 2009, for consideration by the Board at the September 15 regular Board meeting (in Grand Rapids).



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You Matter & We Thank You!

Every day YOU put your lives on the line to protect people and property. To show our appreciation and thank you for the valuable service you provide, and to let you know that we are very aware of the



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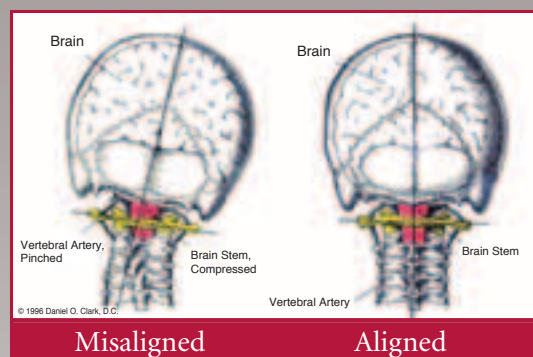
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Reprinted with permission from Dr. Daniel Clark, D.C. www.uppercervicalillustrations.com

Upper Cervical care is a rapidly growing form of healthcare that focuses on the intimate relationship between the first two bones in the neck, called the Upper Cervical spine, and a vital portion of the nervous system, known as the brainstem. This

relationship is essential to the body's ability to preserve and restore health (both physical and mental). Irritation or pressure within this area can interrupt communication between the brain and the body, thus creating a variety of health problems. An Upper Cervical correction is gentle and precise. There is no pulling, twisting or jerking of the neck. More importantly, when nerve interference is removed and brain to body communication is restored, the body has the "innate" ability to heal itself naturally without the use of potentially harmful drugs or surgery.

POTENTIAL BENEFITS OF UPPER CERVICAL CARE:

- ☐ ***Sharpens mental focus***
- ☐ ***Decreases back & neck pain***
- ☐ ***Lowers high blood pressure***
- ☐ ***Decreases headaches & migraines***
- ☐ ***Increases energy & lung capacity***
- ☐ ***Increases flexibility & strength***
- ☐ ***Improves immune function & oxygen utilization***
- ☐ ***Better balance & fewer leg injuries***
- ☐ ***Quicker muscle response***



By Ed Jacques, LEJ Editor

The Cutting Edge

BULLET PROOF SEATS

Save Police Departments Big Money

Let's describe a scene that is all too familiar to law enforcement personnel. It's the unavoidable, ever present hole in the vehicle seat... and you can bet that it is present in many law enforcement vehicles in the country. It's a nightmare for fleet managers, an eyesore and uncomfortable for patrol officers and the major reason why many used police vehicles fetch a lower price at auction.

These holes start out as just a fray along the seat threading or a small tear in the upholstery, but you can bet that over time the small hole will grow into one that eventually exposes the foam core and in many cases the seat's metal support bar. That type of extensive damage will often require the vehicle to be taken out of service for repair because the possibility of an officer's gun belt being caught up in their seat is not an acceptable situation while on duty.

Top notch engineer Joseph Basmaji teamed up with local POAM members to see if they could develop a solution that would benefit the officers and the administration. The answer was right underneath every police officers nose; err should I say shirt uniform. The developers realized that they had to start out with a traditional style seat cover incorporating a much more durable fabric to resist the wear and tear of an officer's duty belt. The team tested and escalated the strength of five different fabrics before being convinced that the proper application would be military grade ballistic Kevlar-the same fabric used for most bullet proof vests.

The material did pose some additional challenges in the prototype and marketing process. The manufacturer ruined many types of metal shears when cutting the fabric and now utilizes diamond tip carbide scissors. Although the material costs more than the team had originally projected, there was no way they were going to compromise the seat cover's integrity. In the end, Basmaji was able to negotiate significant savings in the manufacturing process based on future sales volume.

**POLICE
WRAPTOR
SKIN**

What the developmental engineers ended up with was a product that:

- Resisted any an all wear, tear and puncturing of the seat.
- Was durable in a multi-use application that allows users to easily transfer the seat cover to similar vehicles.
- Improved heat absorption, had superior stain resistance, and was machine washable.
- Could be individually customized for Crown Victorias, Chargers, Expeditions and Impalas.
- Is affordable and made in the USA.

Basmaji and the team now needed to market this great new product. They applied for a patent under the name "WrapTOR SKIN" and began calling on police departments in Southeast Michigan to experience the benefits of WrapTOR Skin technology. Walled Lake Police Officer and POA President Anthony Noble has taken product orders from some surrounding departments, including his own as well as recently returning from a trip to Boston, Massachusetts where the police department's fleet manager has purchased a limited number of the product for a trial period. "Any department that hangs on to their police cruisers for any length of time immediately sees the value in our product," said Noble. "And if anything ever penetrates the fabric in any fashion, WrapTOR Skin will immediately replace the seat covers at no cost, with no questions asked."

Continued on page 29

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* Offer expires 2/28/10 and is available in any Bank of America banking center or at a tabling event when this form is presented at the time of account opening. For online accounts, use offer code GROUP50. You will receive the \$50 bonus upon opening a personal checking account with direct deposit and after the first direct deposit of your paycheck. Limit one incentive per customer. The new customer must not be a current personal checking customer and the new checking account must remain open until we can verify its eligibility, which generally takes no more than 90 days. The new customer is not eligible for this offer if they were a signer on a Bank of America checking account that was closed within the last three months. All accounts are subject to our normal approval process. Offer does not apply to second or multiple accounts. This offer can not be combined and is not eligible with other offers. The minimum deposit required to open a new personal checking account and receive this offer are subject to normal opening deposit requirements of the specific account being opened. For example, the minimum opening deposit for a MyAccess Checking[®] account is \$25. We generally direct deposit the incentive into the new Bank of America checking account within 90 days of account opening. If for any reason we are unable to successfully direct deposit the funds, a check will be issued. We may report to the IRS the value of any premium and applicable taxes are the responsibility of the recipient. We offer a variety of interest-bearing and non-interest bearing personal checking accounts. For Tiered Interest personal checking accounts, the minimum balance to open is \$100 and the Annual Percentage Yields (APYs) are as follows: less than \$10,000, 0.05%; \$10,000-\$99,999, 0.25% and \$100,000 and over, 0.40% as of 10/2/09. The rate may change after the account is opened or anytime after this date. Fees could reduce the earnings on the account. Please consult a banking center associate, visit bankofamerica.com or see our Personal Schedule of Fees for more information. Reproduction, purchase or sale of this offer is prohibited. Bank of America, N.A., Member FDIC.  Equal Housing Lender. © 2009 Bank of America Corporation

PRGM-07-09-0487 AR84512



MCOLES Report

By Jim DeVries, MCOLES Board Member

The past few months have proven to be challenging for MCOLES. At its June meeting, the Commission received notice that Executive Director Raymond W. Beach, Jr. would be retiring. On behalf of the Commission, I want to thank Ray for his service and accomplishments and wish him well in his retirement.

Ray's departure has raised some questions regarding the authority of the Commission. There is some uncertainty regarding the parameters of responsibility for state commissions versus those of the principal department in which the commission is housed. In order to resolve these matters we have requested an opinion from the Attorney General. As we work to sort out these issues, the Commission's two senior managers, Hermina Kramp and Gary Ruffini are sharing leadership responsibilities. To their credit, the Commission's day to day operations have run smoothly throughout the summer.

We opened this year amid a struggle regarding the Commission's Regular Employment Standard. A significant opposition group has organized to resist the Commission's 520-hour standard as a threshold for determining that an officer is regularly employment in compliance with Public Act 203 of 1965. In April, Senator Cameron Brown introduced SB 449, which would change the standard from 520-hours to 120-hours. The Commission delivered testimony in the Senate hearing, detailing its rationale in support of its 520-hour standard, however the bill was eventually voted out of the Senate, unanimously.

SB 449, and thus the fate of the Commission's Regular Employment Standard, is now before the House of Representatives Committee on Judiciary. We have been told, informally, that a hearing may be expected in the Fall. I know that I speak on behalf of the entire Commission in stating that despite differences of opinion, the Commission remains hopeful for an outcome that will put this issue to rest in an

agreeable manner.

Another unresolved issue that will be before the Commission this Fall is the Commission's initiative to modernize its empowering legislation. Currently, there are twenty-five potential modifications to Public Act 203 of 1965 slated to go to the legislature. Five ethics provisions that were originally a part of the package have proven to be controversial. As a result, they have been returned to the Commission's Ethics Committee for development of recommendations as to further action.

One more issue. As you may already know, Public Act 302 dollars were compromised, to the tune of \$600,000, during the 2009 fiscal year, for purposes related to the state's fiscal crisis. The state's budget for fiscal year 2010 will be due by October 1, and as a result, this Fall, our leaders will be turning every leaf in search of cash to keep state programs afloat. Often, 302 dollars are not seen for what they are by state policy makers. Public Act 302 dollars are generated from assessments on traffic citations. This is not tax money. These dollars support in-service training that, among other things, enhances protection of officers and the public, and it insulates local communities from lawsuits against local police.

In the 2009, we saw public safety pitted against public safety to excuse the re-direction of these funds. The only loser under these circumstances is the taxpayer. The Commission firmly opposes any further diversion of Public Act 302 dollars away from the legislated purpose for these funds, which is to train our law enforcement officers!



THE CUTTING EDGE, CONT.

To seal the deal, in typical Billy Mays fashion, Noble runs his knife across the impenetrable seat for additional impact.

WrapTOR Skin has now been in use for many months in many departments without a single problem. When you consider the fact that the average patrol officer gets out and back in their scout car between twenty-five and fifty times during a 12-hour shift, that's some significant on-the-job test results. Since so much time is spent in a squad car, officer moral and the general upkeep of vehicles will improve.

But the real selling point is the undeniable fact that the used police vehicles will bring significantly more at auction, saving municipalities thousands of dollars per vehicle. Besides the obvious cost of replacing the seat, the tore up "butt bucket" gives potential bidders at auction the impression the vehicle was driven much harder than it actually was. It's pretty simple math, states Basmaji. "A couple thousand dollars saved in resale subtracted by a few hundred dollars product cost multiplied by the number of vehicles in a fleet equals tremendous savings." And the kicker-the department pulls the WrapTOR Skin before auction and installs it on the new vehicle. It's an easy procedure.

Now that police departments are all under tight budget constraints and in most cases are required to keep squad cars in service longer, the need to preserve a vehicle is even more imperative as every dollar counts in this economy. An officer's safety or ability to respond quickly must never be compromised by their duty belt getting snagged on their car seat. This innovative new product solves both of those problems, with style.➤

WrapTOR Industries can be reached at (248) 229-3393 or visit them on line at www.wrapTORindustries.com or e-mail wrapTORSkin@yahoo.com.

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WRAPTOR
SKIN**

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LETTERS



*Dear James A. Tiganelli
and Police Officers Association of Michigan,*

Thank you so much for the generous gift of money. Your contribution will definitely help me with some of the expenses I will have for Michigan State University this fall. Thank you again for your contribution towards my continued education.

*Sincerely,
Tasha Monelle*

*Dear Mr. Tiganelli,
I would like to thank POAM for
their generous contribution toward
my college education*

*Enclosed please find my Senior
photo, which you may use in your
newspaper.*

*Again, thank you very much
for your support*



*Sincerely,
Katelynn
Braunschneider*



Scholarship Winners

Dear Mr. Tiganelli:

I am writing to express my gratitude for the scholarship from the Police Officers Association of Michigan. I want to thank you and the membership of the POAM for this award. I also appreciate the encouragement you expressed in your letter.

I will be attending Ferris State University in the fall. I have been accepted into their honors program and will begin pre-pharmacy studies. I will use the scholarship to pay for textbooks during my first semester.

Thank you,

Kyle Lewis

Kyle Lewis

Mr. Tiganelli,

*I would like to thank you and the
POAM for giving me scholarship money
to put towards my college education.*

Sincerely,

James D. Dexter



James A. Tiganelli, President
Police Officers Association of Michigan
27056 Joy Road
Redford Township, MI 48234-1949

Dear Mr. Tiganelli:

Thank you for the check to help finance my education. It really means a lot to be recognized by your organization. The funds will be put to good use this September for the purchase of textbooks.

Thank you once again.

Very truly yours,

Molly Lockwood

Molly Lockwood

Thanks & Recognition from the Web

Dear POAM,

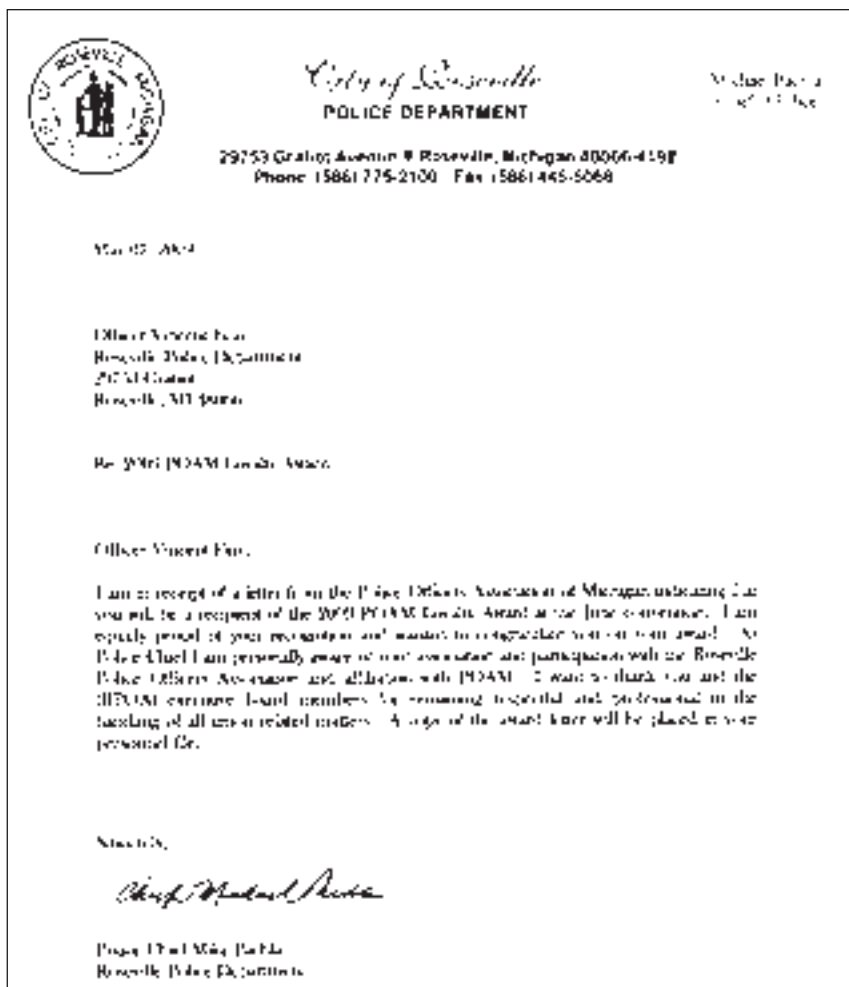
I just wanted to drop you a few lines in regard to my Representative Dan Kuhn. I'd like to make sure that you guys in Redford know what a valuable asset you have in Dan. If it wasn't for his business-type approach and trust from half the employer (not the sheriff part) we wouldn't have accomplished what I thought was impossible!

Today we truly hit a grand slam at the table. We gave up nothing from a bargaining stand-point and had everything to gain. I will not bore you with the details, I just wanted to sing Dan's praises and make sure you know that he is doing a wonderful job!

He, along with the POAM, has taken the Gratiot County Sheriff's Office out of the dark ages (when we were with POLC) and into a new era. As Union President of my local chapter, I say thank you!

*Brett Baublitz
Union President*

Thanks & Recognition



WYANDOTTE POLICE HONOR GUARD

Mr. Tignanelli,

On behalf of the Wyandotte Police Department Honor Guard, DFL Honor Guard Training and over 65 officers and fire fighters, representing 23 agencies from across Michigan, I would like to take this opportunity to express my sincere thanks to you and the POAM for your continued support of our annual honor guard training class.

Because of the POAM's generosity, we are able to provide the absolute highest quality training experience for all who attend. Without this support, the cost of this week long training would have easily skyrocketed beyond a reasonable point and which in turn I am sure would have had it effect on this class.

Your donation allows me the opportunity to continue a deep passion in providing the proper honors instruction to all of Michigan's Public Safety Officers at the highest of levels, and in turn honoring those who have provided the ultimate sacrifice to our respective professions.

While it is our hope that we will never have to use the education this class offers, we take comfort in knowing that if and when we are called upon, we will have the proper tools to execute any honors detail requested of us.

Once again, on behalf of myself and the graduating class of June, 2009, thank you for your continued support in our efforts!

With Deepest Respect,

Dan R. Foley
Ofc. Daniel R. Foley
Wyandotte Police Department
Honor Guard
DFL Honor Guard Training

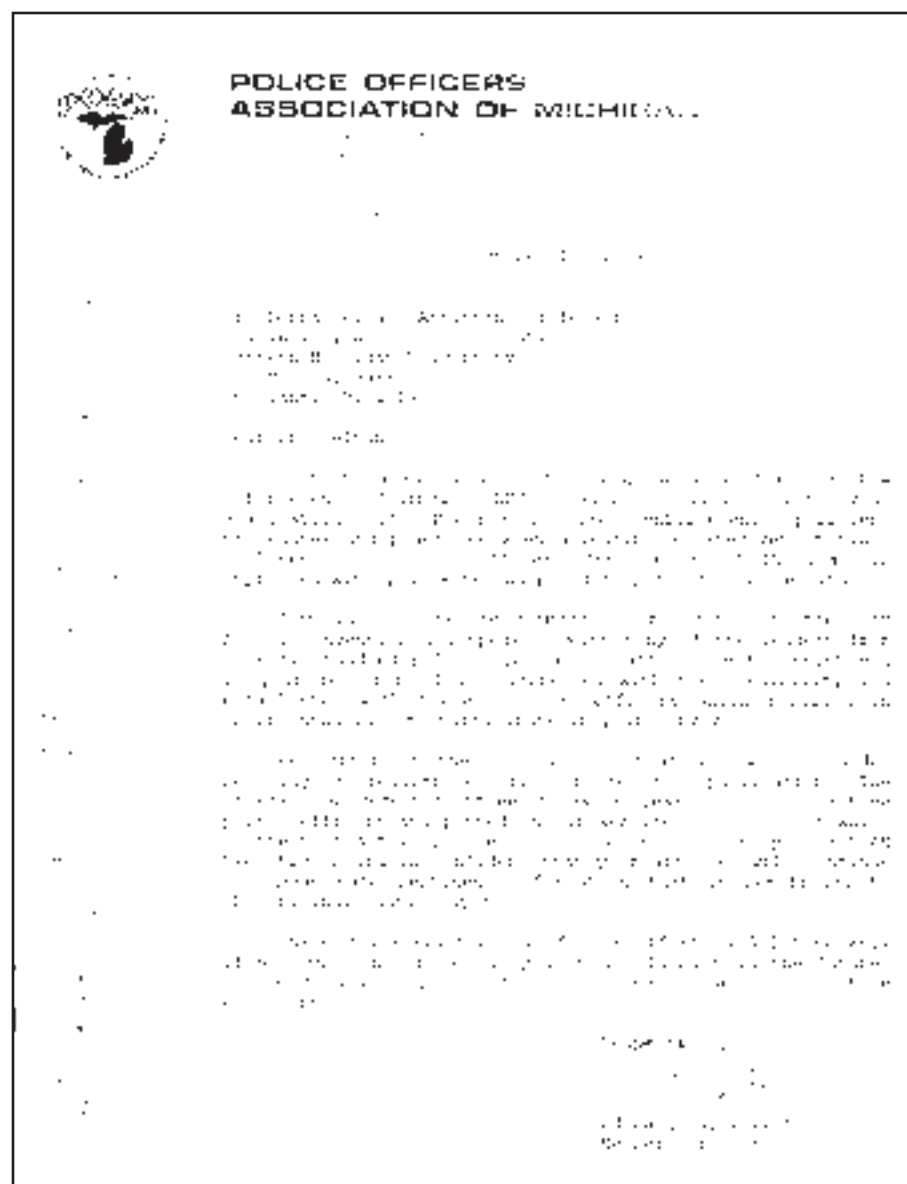
Dear Lynn,

How can I possibly thank you enough for sponsoring our tent for Relay. It was our best year ever and we had a great time. I am blessed with many loving and wonderful volunteers. If you think you want a story in the POAM paper, please let us know.



Thank you!

Daphne & Jerry



Dear POAM,

I am writing on behalf of my brother, James Blondin to thank you for your generous support. Jim has been a police officer for 25 years and we are all so proud of him and his service.

When Jim got sick, we all suffered with him because he is so special to us. Your generous concern brightened his day and has made his family's life much easier.

Thank you for this, Kathleen Blondin-Stone

The Federal Perspective

By Dennis McGrann, POAM Lobbyist, Washington, D.C.

One Billion Dollars Earmarked for Hiring Law Enforcement

It has been a busy summer for Members of Congress as they move forward on a number of major public policy issues. Both the U.S. House and the Senate continue to work on health care reform legislation, transportation reauthorization, completing the annual twelve appropriation measures by the end of the Fiscal Year, as well as addressing several important law enforcement initiatives. In addition, the Police Officer Association of Michigan (POAM) has worked diligently to insure the Michigan police officers voices are heard and their priorities addressed throughout the process.

On Tuesday, July 28, Vice President Joe Biden and Attorney General Eric Holder announced the award of \$1 billion in grants to fund the hiring and rehiring of law enforcement officers all across the country under the American Recovery and Reinvestment Act of 2009. These grants will be awarded to 1,046 law enforcement agencies from all 50 states and will provide 100 percent of the approved salary and benefits for 4,699 officers for three years. Police departments receiving these grants will then be required to retain the grant-funded positions for a fourth year. In Michigan alone, 46 law enforcement agencies were awarded these grants totaling \$34,587,894 for the state ranging from approximately \$2 million for Grand Rapids Police Department to \$130 thousand for the Bancroft Police Department. (For a full list of awards please visit the COPS website at http://www.cops.usdoj.gov/pdf/chrp_report.pdf.)

The Recovery Act grants, which will be administered by the U.S. Department of Justice Office of Community Oriented Policing Services (COPS) through the federal agency's COPS Hiring Recovery Program, provide financial support to state, local and tribal governments, and will help the nation's law enforcement agencies add and retain the manpower needed to fight crime more effectively through community policing. The Department of Justice received over 7,200 applications for more than 39,000 officer positions, representing a total of \$8.3 billion in requested funding.

On another note, in response to President Obama's comments regarding the Cambridge, MA police issue, on Monday, July 27th Michigan Congressman Thaddeus McCotter (MI-11 CD) went to the floor of the U.S. House of Representatives requesting President Obama retract and apologize for his remarks regarding the conduct of Officer James Crowley, Jr. In his floor statement, Congressman McCotter quoted POAM Legislative Director, Kenneth Grabowski.

Congressman McCotter stated: "This is a presidential issue: after admitting his bias and inadequate grasp of the facts, the President nevertheless stated Officer Crowley had 'acted stupidly' when carrying out his duties as a law enforcement officer. As this is patently unfair to Sgt. Crowley and his standing regarding and potential legal and professional consequences, the President should retract his premature judgment; apologize for it; and allow the appropriate authorities to resolve this issue through due process."

Kenneth Grabowski, agreed: "After admitting a bias against the police officer and an ignorance of the facts, the President used his bully pulpit to help a well connected friend by unfairly accusing an officer of misconduct in the performance of his duties. It must not stand. If it does, what officer will be next?"

A draft of the resolution and the press release including Mr. Grabowski's

quote can be found on Congressman McCotter's Congressional website: <http://mccotter.house.gov/HoR/MI11/Home/>

Also on the agenda, the Senate is expected to confirm Judge Sonia Sotomayor, Obama's first Supreme Court appointment, before leaving August 7th for recess. Judge Sotomayor has won the support of numerous nationally recognized law enforcement organizations including, the Fraternal Order of Police (FOP), the National Association of Police Organizations (NAPO), and the National Sheriffs Association, among others.

The President's 2010 budget proposal significantly increases funding for a number of law enforcement priorities. The proposal shows a commitment to expanding and increasing the COPS hiring program, helping state and local law enforcement along the border in dealing with illegal aliens and criminals, and supporting law enforcement in its fight to protect the homeland through grant funds and expanded federal support.

On the legislative front, the House passed the fiscal year 2010 (FY2010) Homeland Security appropriations bill after lengthy debate between the Republicans and Democrats in Congress on June 24th. The bill (HR 2892), which was approved by a 389-37 vote count, would provide \$42.6 billion in FY2010 discretionary funds for the Department of Homeland Security.

The Senate passed its version of the FY2010 Homeland Security appropriations bill on July 9th. The bill (S 1298) was passed by a vote of 84-6 and totals \$42.9 billion of discretionary budget authority for fiscal year 2010, \$2.9 billion, or seven percent, above fiscal year 2009, excluding emergency funding provided in the American Recovery and Reinvestment Act and the Omnibus Appropriations Act, 2009.

The following day, June 25th, the Senate Appropriations Committee approved a FY2010 Commerce-Justice-Science (CJS) spending bill that would strengthen funding for the Justice Department and NASA and provide a considerable boost to the Census Bureau. The bill would provide \$27.4 billion in budget authority for the Justice Department, \$1.3 billion more than FY2009 and \$311 million more than President Obama requested.

The House Fiscal Year 2010 CJS Appropriations bill (HR 2847) passed on June 18th by a vote of 259-157. The bill contains a total of \$64.4 billion, which is \$6.8 billion or 11.7% above last year's level, and \$197 million below the President's budget request. Following is a list of Michigan projects included in the measure:

Following is a select list of Michigan projects included in the measure:

- Charlevoix Cheboygan Emmet Central Dispatch Authority, Petoskey, MI Law Enforcement Technology and Equipment \$300,000
- COPS Tech City of Detroit, Detroit Police Department, Detroit, MI City of Detroit—Police Northwestern District Wide CB Patrol \$350,000
- City of Saginaw, Police Department, Saginaw, MI Digital Surveillance Cameras \$300,000
- COPS Tech Oakland County Sheriff's Office, Pontiac, MI Oakland County Sheriff's Department Biometric Identification Enhancement Project \$1,025,000
- COPS Tech Shelby Township Police Department, Shelby Township, MI Law Enforcement Technology and Equipment \$200,000

Continued on next page

Federal Perspective, cont.

Continued from previous page

- COPS Tech Sterling Heights Police Department, Sterling Heights, MI Law Enforcement Technology and Equipment \$300,000
- OJP—Byrne City of Detroit, Detroit Police Department, Detroit, MI City of Detroit—Firearm Reduction Initiative \$500,000
- OJP—Byrne Saginaw County Sheriff, Saginaw, MI Facilitating Justice Information Sharing \$280,000
- OJP—Byrne Shelby Township Police Department, Shelby Township, MI Law Enforcement Programs, Prosecution, Drug Treatment and Enforcement Programs \$200,000
- OJP—Byrne Sterling Heights Police Department, Sterling Heights, MI Law Enforcement Programs, Prosecution, Drug Treatment and Enforcement Programs \$300,000

Other Legislation introduced and moving through the legislative process include: Congressman Bart Stupak's (MI-I CD) Public Safety Officer Family Health Benefits Act (HR 3162) on July 9th. The bill is mirrored after previous legislation he has introduced on this matter, amending the United States Code, to make family members of public safety officers killed in the line of duty eligible for coverage under the Federal Employees Health Benefits Program. POAM believes this is an important legislation and will actively advocate for this as it moves through the legislative process.

The Social Security Fairness Act (HR 235/S. 484) has been gaining momentum in Congress. The act was introduced in the House by Congressman Howard Berman (D-CA) and has won the support of Congressman John D. Dingell (D-MI, CD-15), Congressman Dale Kildee (D-MI, CD-5), Congressman Thaddeus G. McCotter (R-MI, CD-11), Congresswoman Candace S. Miller (R-MI, CD-10), Congressman Gary C. Peters (D-MI, CD-9), Congressman Mark H. Schauer (D-MI, CD-7), Congressman Bart Stupak (D-MI, CD-1), and Congressman Fred Upton (R-MI, CD-6) among many others in Congress. Referred The Senate companion bill, S. 484, was introduced by Senator Dianne Feinstein (D-CA). Senate Co-sponsors include Senator Debbie Stabenow (D-MI). Both versions of the bill are currently in committee. The legislation would repeal both the "Windfall Elimination Provision" and the "Government Pension Offset" in current Social Security law.

The Public Safety Employer-Employee Cooperation Act of 2009 (H.R.413)

Is a collective bargaining legislation sponsored by Congressman Dale Kildee (D-MI, CD-5) with 97 co-sponsors to date including Congressman Dave Camp, (R-MI, CD-4), Congressman John D. Dingell (D-MI, CD-15), Congressman Sander M. Levin (D-MI, CD-12)

Congresswoman Candace S. Miller (R-MI, CD-10), Congressman Gary C. Peters (D-MI, CD-9), Congressman Bart Stupak (D-MI, CD-1), Congressman Fred Upton (R-MI, CD-6). The Legislation is intended to provide collective bargaining rights for public safety officers employed by States or their political subdivisions by directing the Federal Labor Relations Authority to determine whether state law provides specified rights and responsibilities for public safety officers, including: granting public safety employees the right to form and join a labor organization which excludes management and supervisory employees, and which is, or seeks to be, recognized as the exclusive bargaining agent for such employees, and requiring public safety employers to recognize and agree to bargain with the employees' labor organization.

This is only a very select list of law enforcement initiatives being debated on Capitol Hill. The Washington office of POAM will continue to closely follow these issues and any other legislation that are significant to the Police Officers Association of Michigan. If you have any questions or need additional information please do not hesitate to contact us at (202) 544-9840. ➤

Arresting Caregivers, cont.

Continued from page 9

ate background checks of nominated caregivers, relatives or otherwise, it appears that notification at the very least is a good first step.

The State of Michigan and Law Enforcement are faced with a unique opportunity. A recent settlement in a federal class action lawsuit requires comprehensive reform and federal court oversight of Michigan's Department of Human Services. Of the multiple problems identified by the state appointed task force, two stand out as obvious areas where the input from individual officers and departments can make a difference are 1) Lack of collaboration across the system, which interrupts care and duplicates efforts 2) Lack of clear professional standards for child welfare judges, attorneys and social workers. We strongly recommend that the governor appoint individual officers to this task force as they are often the first point of contact in the process and are well suited to address the 'practical' side of policy implementation. In addition, we believe that officers are uniquely qualified to contribute to the discussion regarding communication breakdowns as they are the ones encountering them. Governor Arnold Schwarzenegger (CA), when faced with findings similar to those in this report, convened a task force made up of all stakeholders, individual officers, social workers, administrator's from each office involved, community members and scholars to seek out solutions. We recommend that Governor Jennifer Granholm (MI) do the same.

NEXT STEPS

Recently our research team has begun to submit Freedom of Information Act (FOIA) requests to obtain copies of policies that are already in place that address arresting the primary caregiver of a minor child. Our plan is to make these available online to all officers through a data warehouse. We will keep you posted.

The final report regarding this survey will be available no later than April 2010. We will provide a copy of this to the Police Officers Association of Michigan, the Michigan Association of Chiefs of Police, the Governor's Office, National Institute of Justice and the Law Enforcement Executive Forum. ➤

We are always looking for new research projects that can inform and improve the lives of law enforcement officers. Please contact us with your suggestions and concerns.

dkillingb@emich.edu

Donna Selman, Phd and Principle Investigator

Anne Lee, MA Co-Investigator

Kaitlyn Robison, Co-Investigator

****The research team would like to thank the POAM membership and Ed Jacques for their ongoing support of our research efforts.****





OAKLAND POLICE ACADEMY

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Revised July 2009 – Program Manager: Joe Marchetti – To register contact: 248.232.4220
TRAINING & INFORMATION BULLETIN
Information listed is tentative and is subject to change, verify before attending.
Seminars run September through December 2009

SEPTEMBER

- 9..... Fingerprinting Difficult Surfaces
- 9-10 Emergency Medical Dispatch – Q (Quality Assurance)
- 9-11 Microsoft Office Access 2003®
- 9 - Dec. 5..... Reserve Police Academy
- 10..... Superglue Workshop
- 11..... Edged Weapon Defense Seminar
- 12 & 26..... Basic Radar
- 14..... Field Training Officer Update
- 14-16 Standard Field Sobriety Testing (SFST)
- 15-16 Police Records Management
- 18..... Promotional Oral Interviews
- 21- Oct. 2 Evidence Technician School
- 22-23 **NEW!** Computer Incident Inv. & Triage
- 23..... **NEW!** First Response to Jail Crimes
- 24-25 MCOLES Mental Health Training for
Law Enforcement Personnel
- 28-Oct. 2 **NEW!** L.O.C.K.-U.P. w/Lt. Kevin Dillon

OCTOBER

- 5..... Legal Update
- 5-9 Staying Alive in the World of Narcotics
- 6-8 Simunition FX® Instructor
- 6 - Nov 12 911 Dispatch Academy (T, W, Thu)
- 6-8, 13-14 40-Hour Basic Telecommunicator Course
- 7-8 Microsoft Office Word 2003®
- 9..... Understanding your Role in Law Enforcement
- 10..... Laser Speed Measurement Device
- 12-14 On-Line Child Exploitation Inv.
- 14-16 Digital Photography for Crime Scenes
- 15..... Michigan Criminal Law for Dispatchers (911)
- 15..... Law Enforcement Interview & Interrogation
- 19..... Stolen Auto Identification Techniques
- 19-20 **NEW!** S.T.O.P.S Training
- 20-21 Fire Communications (911)
- 21-23 PPCT Def. Tactics Instr. Recert.
- 22..... Homeland Security (911)
- 23..... Michigan Vehicle Code Update
- 23..... Report Writing
- 26-30 Basic Detective School
- 26 - Nov. 27..... Patrol Dog Academy
- 27..... Survive and Thrive in the Emotional Terrain of
the 911 Center

- 28..... Suicide Intervention (911) –
Building 911 Life Bridges to Suicidal Callers
- 29..... Understanding Domestic Violence (911)
- 30..... DNA Update
- 30..... Is the Caller the Killer?
- 31 & Nov. 14..... Basic Radar

NOVEMBER

- 2-3 Accident Investigation #11 – Night Visibility
- 3..... Customer Service for the 911 Professional
- 4..... 911 Ethics & Liability
- 4-5 Microsoft Office Excel 2003®
- 4-6 Accident Investigation #12 –
Pedestrians Accidents
- 6..... Conflict Resolution
- 9..... Drug Asset Forfeiture
- 9-13 40-Hour Basic Telecommunicator Course
- 10-12 Standard Field Sobriety Testing (SFST)
- 10-12 Emergency Medical Dispatch (911)
- 12-13 Promotional Assessment Centers
- 13..... Empty Hand Defensive Tactics
- 17-19 Emergency Fire Dispatch (911)
- 18-20 PPCT Spontaneous Knife Defense Instructor
- 23-24 Public Information Officer Training presented by
Law Enforcement Media Training
- 30 - Dec. 4..... Field Training Officer School

DECEMBER

- 1-2 Objective Pre-Employment Interviewing
- 2-3 Microsoft Office Outlook 2003®
- 2-4 Emergency Medical Dispatch (911)
- 7..... Legal Update
- 7-8 **NEW!** Overcoming Size Differences Responding to
Violent Combatants For Female & Small
Statured Officer w/Lt. Kevin Dillon
- 8..... 911 Dispatch Academy – Spring 2010
Session Orientation
- 9..... Fugitive Investigations
- 10-11 Cop Shock
- 12..... Laser Speed Measurement Device
- 14-18 Pistol Instructor School
- 18..... **NEW!** Tactical Life Saver Course (For SWAT, Patrol
and Corrections officers)

Officers need their MCOLES License Number in order to update their training record.



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TRAINING SCHEDULE

Signed and Sealed

Agreements gain vital benefits for POAM members

Summaries and highlights of recently completed local contract negotiations and 312 arbitrations



Negotiated Montcalm County DSA

Duration 01/01/2009 – 12/31/2011

Wage Increases:

2009 – 2.00%
2010 – 2.00%
2011 – 2.75%

Bringing top pay for a deputy to \$50,548.

- FTO compensation is \$1 per hour while training.
- Health care changed to a high deductible plan with employees receiving \$2,000 a year in a health savings account (HSA).

Bargaining team consisted of Rich Waite and Mike Williams who were assisted by POAM Business Agent Jim DeVries.

Negotiated Mt. Pleasant POA

Duration: 01/01/2009 – 06/30/2012

Wage Increases:

2009 - 3%
2010 – 3%
2011 – 1%

Bringing top pay for patrol officers to \$59,745 and detectives to \$64,620.

- Clothing allowance for detectives increased to \$750 annually.
- Shift differential increased to \$60 hour and special assignment pay provided.
- Duty death surviving spouse and dependents health care provided for five years.

Bargaining team consisted of Paul Lauria and Andy Latham who were assisted by POAM Business Agent Jim DeVries.

Negotiated Eastern Michigan University POA

Duration: 07/01/2009 - 06/30/2012

Wage Increases:

2009 – 2%
2010 – 2%
2011 – 2%

- Step added at the eight (8) year level with additional 2.5% increase.
- Health care remains status quo with slight modification of premium sharing.
- Short term disability increased to 60% of wage.
- Shift premium increased and light duty is now available.
- Added four (4) more weeks of worker's comp.

Bargaining team consisted of Justin Scott, Susan McCellan, Norman Harrington and Shana Thompson who were assisted by POAM Business Agent Gregg Allgeier.

Negotiated Oakland University POA

Duration: 10/01/2008 – 09/30/2011

Wage Increases:

2008 – 3.00%
2009 – 0.00% - wage re-opener possible
2010 – 0.00% – wage re-opener possible

- Comp bank time increased to 80 hours.
- Increase sick time and vacation accrual for dispatchers.
- Maintained three health insurance plans at no cost to employees. Office visits increased from \$15 to \$20.
- Court time overtime increased to four hours.
- Vacation selections now guaranteed.

Bargaining team consisted of Nan Gelman, Chris Roscano and Hope Sukis who were assisted by POAM Business Agent Kevin Loftis.

Negotiated Fraser Public Safety Officers Association

Duration: 07/01/2009 - 06/30/2011

Wage Increases:

2009 – 2.5%
2010 – 2.5%
2011 – 2.0%

Bringing top pay for a public safety officer to \$68,334.

- Health care is Community Blue PPO1 with \$250/\$500 deductible. Member contributes between \$200 and \$700 annually towards premium (sick/vacation/personal time may be used for premium).
- Two hours at time and one-half as “stand by time” for court.
- Member's pension contribution to increase from 2.55% to 5.00% by July 2011.
- One time cash payment of \$750 to non-smokers.

Bargaining team consisted of Renee Campion, Mike Iafrate, Gary McLaughlin and John Gillies who were assisted by POAM Business Agent Jim Tignanelli.

Act 312 Stipulated Award Jackson County DSA

Duration 01/01/2007 – 12/31/2010

This process was delayed because the employer refused to participate in the arbitration hearing.

Wage Increases:

2007 – 2%
2008 – 2%
2009 – 2%

Bringing top pay for deputies to \$52,120.

- Employer prevailed on first year wages. Union prevailed on keeping the defined benefit pension plan and not raising the premium share for employees on health care.

Bargaining team consisted of Tim Schlundt, Jim Moor, Dave Ritz and Ben Roe who were assisted by POAM Business Agent Jim DeVries and POAM Research analyst Kevin Loftis. Donald Burkholder was the Arbitrator.

Negotiated Midland County Corrections

Duration: 01/01/2008 - 12/31/2012

Wage Increases:

2008 – 1.0%
2009 – 2.0%
2010 – 3.0%
2011 – 2.0%
2012 – 3.0%

- Animal control to get additional wages of \$1,125 and a lump sum of \$1,500.
- Records/secretaries to get additional wages of \$750 and a lump sum of \$1,000.
- No change in health care, retirement health care or pension for active employees.
- Defined contribution pension and retirement health care for new hires with employer contributing 5%.
- Negotiated minimum staffing levels.
- Implemented the POAM/Guido drug policy.

Bargaining team consisted of Lennie Sheldon, Ann Gaydos, Paul Close and Scott Brosier who were assisted by POAM Business Agent Jim Tignanelli.

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