



©Copyright 2007 POAM  
All rights reserved. Printed in U.S.A.  
Vol. 38, No. 2

# Law Enforcement JOURNAL



Fall 2007

## Giuliani Addresses POAM

By Ed Jacques, LEJ Editor

On Thursday June 7, 2007 former New York City Mayor and Republican Presidential candidate Rudy Giuliani thanked POAM delegates attending its annual convention in Grand Rapids and asked for their support in his bid to become President.

Giuliani received a warm welcome from the membership and outlined strategies to lower increasing crime rates, secure our national borders and improve our military's effectiveness in Iraq. Giuliani is widely credited for lowering New York City's crime rate by more than half during his 8 years as mayor. He later expanded his Comp Stat program to help reduce jail violence and to lower the number of city residents receiving welfare benefits.

During his 20 minute speech, Giuliani acknowledged some of the police officers receiving awards during the POAM ceremony. He already has the support of the majority of first responders in the country because of his leadership role immediately following the attacks of 911.

Giuliani's visit with POAM was covered extensively by all of the local media outlets. After his speech, Giuliani met with reporters and fielded questions about issues important to Americans.

Giuliani wanted to attend the POAM convention because of the organization's reputation of independent political clout. But as he stated in his

speech, Mayor Giuliani has always had a special relationship with police officers, starting with his immediate family that were NYPD.



Arranging visits from prominent Americans such as Rudy Giuliani and Vice President Dick Cheney are difficult to pull off. Meeting with advance personnel, arranging schedules and providing security were just a few of the details that support staff had to achieve. A lot of the credit has to go to POAM President, James Tignanelli

and Legislative Director, Kenneth E. Grabowski who met with Giuliani and his staff in prior months to secure his visit and POAM's eventual endorsement of his candidacy. POAM Business Manager, William Birdseye and the union's exclusive lobbyist in Washington D.C., Dennis McGrann, deserve accolades for increasing POAM's reputation on a national level.

Tignanelli was thrilled about Giuliani's visit but, probably prouder that once again, the POAM had pulled off another huge event without a hitch. "POAM's endorsement and Rudy Giuliani's attendance at our conference should eliminate any doubt about who really speaks for police officers in Michigan," said Kenneth Grabowski. "I just hope the other police organizations in our state have the guts to follow our lead."

Although Giuliani was running tight on his schedule he took the opportunity to say hello and pose for a couple of quick snap-shots with members. Ottawa County DSA President, Matt VanLiere was lucky enough to round up a group of his officers and get a picture with the Mayor. "That was a real thrill for some of the guys attending the POAM convention for the first time, and it reinforces what I've been telling them for a long time," bragged VanLiere. "We belong to the most prominent police union in the state and one of the most influential in the country." □

## JUDICIARY WATCH - WE'RE JUDGING YOU!

### Court of Appeals Judges Whitbeck, Saad, Bandstra and Gage anti-police labor?

By Ed Jacques, LEJ Editor



POAM will periodically report on judges and decisions issuing from various Michigan and Federal Courts which have a positive or negative impact on law enforcement labor organizations.

We will rate the judicial decision and the judges in the reported cases with a "thumbs-up" or "thumbs-down" determination as follows:

👍 decision or judges analysis supports existing law enforcement labor organization rights.

👍👍 decision or judges analysis expands law enforcement labor organization rights.

👍👍👍 decision or judges analysis expands law enforcement labor organization rights through a change in existing legal principles.

👎 decision or judges analysis fails to correct existing deficiency in the law adversely affecting law enforcement labor organization rights.

👎👎 decision or judges analysis reduces law enforcement labor organization rights.

👎👎👎 decision or judges analysis reduces law enforcement labor organization rights through a change in existing legal principles.

Continued on page 24

# Signed and Sealed

## Agreements gain vital benefits for POAM members

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



#### Negotiated

#### Inaugural POAM contract

#### Covert Twp. POA

Duration: 1/1/2007-12/31/2010

##### Wage Increases:

2007	2.5%
2008	2.75%
2009	3.5%
2010	3.5%

Bringing top pay for police officers to \$40,355

- Negotiated comp-time (160 hours cap); Holiday pay (Double Time); Longevity pay; Education bonus and life insurance.
- Defined contribution plan will now be a MERS B-1 pension plan capping Employer's cost at 9%.
- Employees will share in health care premiums at the following rates: Single \$8.50 per pay, two persons \$19.96 per pay and family \$24.09 per pay. Employees will pay 15% of any future premium increases.

*Negotiating team consisted of President Jay Allen, Alan Marler and Kory Torbet who were assisted by POAM Business Agent Tim Lewis.*

#### Negotiated

#### Clinton POA

Duration: 7/1/2007 -6/30/2010

##### Wage Increases:

2007 3.25%

2008 3.25%

2009 3.25%

Bringing top pay for police officers to \$46,363

- Medical coverage on children attending school lowered from age 25 to 23.

*Bargaining team consisted of President Terry Keith who was assisted by POAM business agent Mark Zacks.*

#### Negotiated

#### Battle Creek Dispatch

Duration: 1/1/2007-12/31/2009

##### Wage Increase:

2007 2%

2008 2%

2009 2%

Bringing top pay to \$43,285

- Increased training pay to 1.5 hours, disability and sickness to 70% and comp bank to 150 hours.
- Limited the number of hours that part-timers can work.
- Prescription drugs: co-pay for two months on 90 day fill.

*Bargaining team consisted of President Sue Strobbridge, Vice President Rosemary Noel and Bill Troskey who were assisted by POAM Business Agent Tom Griffin.*

#### Negotiated

#### Marysville POA

Duration: 7/1/2006 – 6/30/2010

##### Wage Increase:

2006 2.5%

2007 2.5%

2008 2.75%

2009 Re-opener on wages only

Bringing top pay for police officers to \$62,844

- Health care is BC/BS PPO 1 with a \$10/\$30 drug card.
- Step-up pay instituted for patrolmen working as supervisors; uniform allowance increased \$25 per year.
- Overtime for FAC will be calculated based on the average overtime hours worked in the highest three of last five years worked at the employee's final year's wage.
- Police Chief and MPOA will select four (4) holidays in which the scheduled officers service six (6) hours of compensatory time.

*Bargaining team consisted of President Tim Raker who was assisted by POAM Business Agent Bob Wines.*



#### Law Enforcement JOURNAL

OFFICIAL PUBLICATION OF POLICE OFFICERS ASSOCIATION OF MICHIGAN  
27056 Joy Road, Redford Township, Michigan 48239-1949  
The LEJ is published three times per year.

#### JAMES TIGNANELLI - President, Fraser PSOA

**DAN KUHN**  
Vice President  
Saginaw POA

**THOMAS FUNKE**  
Secretary  
Livonia POA

**WILLIAM BIRDSEYE**  
Treasurer  
Detroit POA

#### Executive Board

**GERALD RADOVIC**  
Business Agent  
POA of Dearborn

**PATRICK SPIDELL**  
Business Agent  
Clinton Township POA

**KENNETH E. GRABOWSKI**  
Legislative Director  
Redford Township POA

**JAMES DeVRIES**  
Business Agent  
Board Member — MCOLES  
Grand Haven POA

**GARY PUSHEE**  
Business Agent  
POA of Dearborn

**HARRY VALENTINE**  
Washtenaw  
County DSA

**WAYNE BEERBOWER**  
Business Agent  
Farmington Hills POA

**TOM SCHERER**  
Clinton Township POA

**KEVIN LOFTIS**  
Oak Park PSOA

**SCOTT B. ATKINSON**  
Taylor POLA

**MARK ZACKS**  
Southfield POA

**TIM LEWIS**  
Kent County LEA

**GREGG ALLGEIER**  
POA of Dearborn

**DAVE LAMONTAINE**  
Monroe County DSA

**DAVE HOCHSTEIN**  
Westland POA

#### POAM REPRESENTS YOU

- MCOLES- Michigan Commission on Law Enforcement Standards
- Mid-States Coalition of Police Officers

**ED JACQUES – Law Enforcement Journal Editor**  
For editorial and advertising (313) 937-9000



# From the President's Desk

by Jim Tignanelli

## What a summer!

What a summer we have had! Last May, during Police Weeks 2007 in Washington, DC, we had the pleasure of serving food and drink to more than 200 of our members at the Tune Inn. Each year the turnout seems to double in size. There's no such thing as a crowd when you have friends on hand. We enjoyed great times which included an appearance by Jim Disser with his bagpipes. The POAM van made the rounds late into the evening while transporting our members and their families from the Tune Inn to their hotel or the Law Enforcement Officers Memorial in Judiciary Square. Next year, because it is a federal election year, will find us hosting a Congressional reception as well. Make plans to join us.

Only weeks after the DC trip, we had what I feel was our very best annual convention. Attendance was great, Grand Rapids was truly accommodating, and the weather was excellent. Our seminar was put on in a style we had not considered before with several break out rooms involving a number of different topics. Attendance was way up and we continue to do all we can to bring educational opportunities to our membership. There is no substitute for an informed and well-trained local leadership. While engaging in lunch, we had a truly unexpected visit from one of our very favorite Michiganders, Dick DeVos. This gentleman continually stands out among Michigan's leaders. Mr. DeVos addressed our seminar attendees during lunch and actually took the time to go to each table to thank those on hand for their support of his candidacy. I can't think of a time when a political candidate has taken the time to say "Thank you." He's a special person and I'm sure his love for our state will cause him to remain active in

one way or another. Thank YOU, Dick DeVos.

That would certainly be enough to make for a memorable convention, wouldn't it? Not for POAM members, though! None other than the former Mayor of New York and our favorite presidential candidate, Rudy Giuliani, arrived and served as the keynote speaker at our Thursday business meeting. I remember how Ronald Reagan made me stop to listen when I heard him on television or the radio and Rudy has that same impact. We came to know and respect Rudy for his accomplishments in the city of New York. He made it a place we wanted to visit again by reducing major crimes and murders by more than one-half. Unemployment in New York City was reduced from 10% to 5%. We respected him from afar until September 11, 2001. It was on that day and the days that followed that we came to see him as someone the entire country could learn to respect and trust. We saw how he had reacted to the most serious attack our homeland had ever experienced and we felt the hope, the confidence, and the leadership he brought into our homes. Almost immediately, we felt like we were in good and capable hands. It was truly an honor to have him address our membership.

The POAM continues to grow and with it our desire and ability to better serve our members continues to grow as well. We will have our fall seminar on October 19th in Ann Arbor and it is sure to be one you won't want to miss. A mailing will be arriving at the homes of your local leaders in the very near future. Please try to attend. Until then, please be safe...and watch out for each other. Heaven knows there are enough others out there trying to make things difficult for you...All my best to each of you. □

## Inside this issue

### FEATURES

◆ Giuliani Addresses POAM -----	1
◆ Judiciary Watch -----	1, 24
◆ Training: Tactics that get cops killed -----	12
◆ Legislative Reception & Awards -----	13
◆ Rick Hoyer is State's Best Chief for 2007 -----	15
◆ 2007 "Horse's Ass" Named, 2006 Winner Resigns -----	15
◆ Eric Norman Receives Loyalty Award -----	17
◆ Police Officers of the Year -----	18
◆ Important Arbitrations -----	22
◆ POAM Fiscal Fitness Program -----	27
◆ Funke is New Secretary -----	31
◆ POAM Attorney Stationed in Gaylord -----	31
◆ Pension Watch -----	32

### The Regulars

<b>Signed and Sealed</b> -----	2, 35
<b>From the President's Desk</b> -----	3
<b>Vice President's Viewpoint</b> -----	4
<b>Treasurer's Ledger</b> -----	5
<b>Secretary's Notepad</b> -----	7
<b>The Director's Chair</b> -----	9
<b>From the Top</b> -----	11
<b>MColes Report</b> -----	25
<b>Letters to the POAM</b> -----	30, 31
<b>Federal Perspective</b> -----	33





# Vice-President's Viewpoint

by Dan Kuhn

## The POAM is Only as Good as You Are

One of the most common questions I get when I'm visiting with POAM members across the state is: Does the Police Officers Association of Michigan really care about little ole us? The answer is yes... and no. I have often said that the enormity of the POAM is the reason we have the ability to so effectively recruit and yes, "care" about every cop we represent in Michigan. The reason I say no, is because communication between the local representatives and POAM must go both ways if everyone is truly going to benefit. Sometimes, as hard as it is for me to believe, the POAM just does not know, and therefore can't care. Remember: your Business Agents are not on the ground everyday and are normally not from your immediate area, and as hard as we try to keep apprised of the events occurring in the state, sometimes it is frustrating that we (Business Agents) are the last to know.

To illustrate my point, take the MERC hearing Assistant General Counsel George Mertz and I just finished in Lansing this week. It was an unfair labor practice complaint that the POAM filed after I found out months after the fact that the infamous (Horse's Ass Award Winner) Sheriff Ronald Bouldin had created three corporal positions inside the Arenac County Jail. Not only did I not know about these new positions, but the labor relations representative in Arenac County did not know either. It is a good example of how a bad intentioned administrator can attempt to "sneak one by" all of us. It would have also helped if the local union members would have stuck together and filed grievances, instead of agreeing to put the corporal stripes on without any compensation or conditions of employment being

negotiated. The lesson: Let your POAM Business Agent know when your employer attempts to make changes in working conditions at your department, because we really do care, and in most cases, can save a lot of future headaches. You pay union dues every month so your local members can utilize the vast resources of the POAM.

Another huge piece of the labor/management puzzle to consider is who the local membership elects to lead their union. The choice should not be as simple as holding a "popularity contest." Base your decision on the fact that your fate may well be in the individual's hands you elect. If we do not have someone of experience in the ranks, we should seek out the people with integrity and an honest interest in the contract. They must have a willingness to represent the "whole" group. The local president represents numerous factions within their union, and it is important that he/she is not selfish and considers every person from the patrolman, to the detective, to the clerical professional when considering changes in their working conditions. And, if a local president chooses to leave the "four corners of the contract" and make a "deal," he darn well better let the POAM and his own membership know what is going on before it is too late. A simple call to your Business Agent can save everyone a lot of grief. The POAM is only as good as your local representative and Business Agent's teamwork. If a relationship with your Business Agent becomes a problem for whatever reason, the POAM needs to know that also. It could be something simple, or even lead to the assignment of a new representative, but we cannot repair what we do not know is broken, and believe me; it is never personal to us.

Finally, let me say thank you to all of you who are "on the ground" representing your membership everyday. I know that the job as union president can be thankless and very time consuming. I know sometimes you wonder if the people you are representing even appreciate it, but I can tell you from experience, they do. And for the sake of all of us, both today and in the future, we must continue and try to identify individuals who are capable of representing and protecting all of us. To all of our hardworking local leaders, I want you to know that the Business Agents at POAM appreciate your service greatly. As long as I am associated with the POAM, I promise that whether you are the three person group in Genesee Township, or the three hundred person group in Washtenaw County, the POAM will be here to protect and represent you. If we all communicate and work together, the future will be even brighter for everyone.

Be safe! □


**SECURITY BENEFIT™**

## YOUR SEARCH FOR A RETIREMENT PROGRAM PARTNER JUST ENDED.

Personal, local, responsive service. It's not just a concept at Security Benefit, but a fundamental approach to the retirement program business. It's the business we've been in for more than 100 years.

**MAKE A COMMITMENT.**

When you offer your employees a 457 program, you're providing them with more than just a way to save for the future – you're making a commitment to their future. At Security Benefit, we believe your retirement provider should share that commitment. Which is why we deliver comprehensive, round-the-clock administrative support; access to a full complement of mutual funds managed by well-known investment firms such as AIM, American Century, and Fidelity; and personalized service from local financial advisors. The days of hearing your employees say, "I have no idea when I last talked with someone about retirement planning," are over.

End your search for the right retirement program partner today by calling us at 1-800-888-2461, extension 3408. Make a commitment.

You should consider the investment objectives, risks, and charges and expenses of the investment options available under the 457 savings plan carefully before investing. You may obtain a prospectus that contains this and other information about the mutual funds or variable annuity by calling our customer service center at 1-800-888-2461. You should read the prospectus carefully before investing. Investing in mutual funds involves risk and there is no guarantee of investment results.

(7-05) 99-08409-14

One Security Benefit Place • Topeka, Kansas 66636-0001 • securitybenefit.com



**POAM**  
preferred  
vendor



# The Treasurer's Ledger

by William Birdseye

## Breaking New Ground

**T**wenty five years ago, POAM's commitment to become a "full service" union meant one full-time in-house attorney, one labor economist, a 312 advocate, and qualified staff to support our business agent's work in the field. Nearly three decades later, no other police labor union in Michigan can match what POAM started in the early 1980's.

In retrospect, I have to admit that POAM's definition of "full service" today is radical compared to the humble goals a few of us set as we struggled to survive. In addition to a complete stable of research analysts, attorneys and business agents geographically accessible to every member, our Extended Criminal Plan has saved the financial lives and careers of many members. Our resources, programs and service are unparalleled in Michigan and a blueprint for other progressive unions across the country.

What started out as having an exclusive voice in Washington, D.C., for Michigan law enforcement officers has also resulted in POAM's sponsoring of a reception for the Michigan Congressional Delegation, taking place in both the Senate and House Buildings. We also host one of National Police Week's most popular events at the Tune Inn with officers attending from every corner of the country.

But perhaps the best measuring stick for our organization's continued improvement would be the events that surround our annual convention. I never could have predicted that our recognition of "Michigan's Best Police Administrator" would be so respected amongst our state's police chiefs and sheriffs and that our exposure of "Michigan's Worst" through our "Horse's Ass" award would provide relief to our affected local members, usually through dismissal or forced resignation.

A personal visit from Vice President Dick Cheney, an emotional and powerful photo diary presentation from NYPD Sergeant Joe Blozis on the 9/11 tragedy, and most recently, Presidential Candidate Rudy Giuliani have been memorable keynote speakers. Our seminar portion educates union leaders on all labor topics, whether it be proper protocol in a critical incident or this year's "POAM Fiscal Fitness Program," where five experts utilized Powerpoint to enhance and personalize their presentations. And yes, the entire program, like all of our recent seminars, is available on DVD, free of charge, by simply calling the POAM office.

What's next? We're not 100% sure. What I do know is that as POAM continues to grow in numbers and influence, our Executive Board will embrace technology and implement any fresh ideas that keep us on the leading edge of our industry. □



### Police Officers Association of Michigan

members could save money on Nationwide® auto insurance

Police Officers Association of Michigan has teamed up with Nationwide® to bring members a special insurance program.

**Nationwide is On Your Side:**

- 24-hour claims service
- Face to face service from a local agent
- The option to pay your bill online, over the phone or through automatic withdrawal
- Online access to your policy

**It's Good to Belong®**



**The Lisa Kennedy Agency**  
 5860 Canton Center Rd, Ste 380  
 Canton, MI 48187  
 Phone: (734) 414-9902  
 Fax: (734) 414-9956



**Nationwide®**  
 On Your Side®

Products underwritten by Nationwide Mutual Insurance Company and Affiliated Companies. Home Office: Columbus, Ohio 43215. Subject to underwriting guidelines, review and approval. Products and discounts not available to all persons in all states. Nationwide, the Nationwide Framemark, On Your Side, It's Good to Belong, and Nationwide Insurance are federally registered service marks of Nationwide Mutual Insurance Company. © 2007 Nationwide Mutual Insurance Company. All Rights Reserved.



# MUTUAL MORTGAGE

Since 1988

*Work with someone you can trust*

**M**y name is Mark Heppard with Mutual Mortgage Corporation. I have been helping people for over 18 years and have been very involved in working with police officers, fire fighter and court employees, including judges and magistrates. My family members work for the Livonia Police Department and I am committed to providing the best possible service and lowest rates to you.

Whether it's for a purchase or refinancing, my service doesn't end when we close your loan. I specialize at following up and making sure that you always have the best rate and program available. I am an expert in no cost transactions.

*I have closed loans for people in the following departments and would be happy to provide references:*

- Beverly Hills
- Franklin
- Canton
- Michigan State Police
- Detroit
- Troy
- Farmington Hills
- West Bloomfield
- Livonia
- Auburn Hills
- Walled Lake
- Lincoln Park
- Westland
- Southfield

---

*Thanks again for all that you do every day on the job.*

---

***J. Mark Heppard, President***

Nationally Ranked Mortgage Loan Officer

Mutual Mortgage Corporation

**Office 248-474-8470 x 318 or Cell 248-417-6389**



## Secretary's Notepad

by Thomas Funke

### Governor Granholm's Proposed Plan Misdirected

**O**n July 23, 2007 I had an opportunity to represent our membership of more than 13,000 law enforcement personnel in Lansing, at the Attorney General's office. POAM was asked, along with other interested parties, to be present with Attorney General Mike Cox at a press conference regarding the latest proposed plan by the Governor. The plan would weaken law enforcement's ability to protect the citizens of Michigan by seeking to reduce or eliminate penalties for certain crimes. I was there to insist that public safety not be compromised in any attempt to balance the budget.

The first myth behind Governor Granholm's proposal: prisons are filled with low level, non-violent criminals, and drug users. Statistics provided by MDOC (Michigan Department of Corrections) and the Attorney General's office prove this is not true. From 1991 to 2006, the data shows a decrease of 45% in drug offenders that are incarcerated, but incarceration of violent offenders is up 20% during the same time period.

The second myth: too many laws are driving prison populations up. The fact is that repeat offenders drive prison populations. Statistics show 62% of all entering prison inmates are probation or parole violators and

are returning to prison. The growing prisoner population is due to violent crimes and every Michigan citizen agrees that these are perpetrators who should be jailed.

Governor Granholm's proposal would lessen penalties for ID theft/homeland security, using false information to obtain state identification, counterfeiting state ID, the sale of false ID, and erode the protection of police officers and innocent bystanders. The Governor's proposal would also lessen penalties for Fleeing and Eluding a Police Officer in the face of recent legislation that has made an impact on high speed pursuits. The Governor's proposal would reduce the current penalty from a felony to a misdemeanor offense. A *USA Today* article printed on July 18, 2007 reiterates that "traffic-related fatalities remain the primary cause of officers' death."

In conclusion, the POAM has joined Attorney General Mike Cox in opposing the Governor's plan. The most important role of government is to insure its citizens' safety in their pursuit of liberty and happiness. We all understand the importance of decreasing our states debt, but cannot accept increases in crime rates to accomplish that goal. □

## Schoolcraft College

*Law Enforcement In-Service*

1751 Radcliff, Garden City, MI 48135

<u>Course</u>	<u>Date(s)</u>
Dan "The Beast" Severn's Police Ground Fighting Instructor	September 17-18, 2007
Firearms Instructor	September 24-28, 2007
Canine Legal Update	September 26, 2007
MSU's Highway Traffic Safety Accident Investigation I	September 17-21, 2007
MSU's Highway Traffic Safety Accident Investigation II	October 15-19, 2007
M16/AR15 Colt Armorer	October 16-18, 2007
Crime Scene Evidence Tech.	Call for dates



See entire brochure at:  
[www.schoolcraft.edu/radcliff](http://www.schoolcraft.edu/radcliff)

Call for additional information or to register:

**734-462-4782**

# How do I Insure My Teenage Driver?

As soon as your teenager begins to drive, notify your insurance agent that there will be an additional driver in the house. Since teenagers are inexperienced drivers, they tend to get into a lot of accidents. This will, unfortunately, be reflected in higher insurance rates. If you have a daughter, you can expect your insurance to go up as much as 50 percent. A son will increase your car insurance by as much as 100 percent. Consider also raising liability limits or buying an umbrella liability policy for additional protection.

## How to keep the increased cost to a minimum

### 1. Insure your son or daughter on your own policy.

It is generally cheaper to add your teenagers to your insurance policy than for them to purchase their own. If they are going to be driving their own car, insure it with your company so that you can get a multi-policy discount.

### 2. Let your insurer know if your teenager is going away to school.

If your kids are living away at school—at least 100 miles from home—you will get a discount for the time they are not around to drive the car. This, of course, assumes that they leave the car at home!

### 3. Encourage your teen to get good grades and to take a driver training course.

Most companies will give discounts for getting at least a “B” average in school and for taking recognized driving courses.

### 4. Shop around.

Insurance companies differ dramatically in how they price policies for young drivers.

### 5. Pick a safe car.

The type of car a young person drives can dramatically affect the price of insurance. You and your teenager should choose a car that is easy to drive and would offer protection in the event of a crash. You should avoid small cars and those with high performance images that might encourage speed and recklessness. Trucks and SUVs should also be avoided, since they are more prone to rollovers. For more information, see Teenagers & Safe Cars.

### 6. Talk to them about safe driving.

Driving safely will not only keep your son or daughter alive and healthy, it will also save money. As your teenager gets older, insurance rates will drop—providing he or she has a good driving record.

### 7. Talk to your teen about the dangers of combining driving with alcohol, lack of sleep and distractions.

Accidents occur each year because a teen driver was using a cell phone, playing the radio or talking to friends in the backseat. Also, teens should be careful not to provide distractions and to exhibit safe behavior when they are passengers in their friends’ cars.

### 8. Be a good role model.

New drivers learn by example, so if you drive recklessly, your teenage driver may copy you. Always wear your seatbelt and never drink and drive.

### 9. Institute your own version of a graduated drivers licensing program.

A number of states have reduced teen accidents by restricting the amount of time new drivers may be on the road without supervision. If your state doesn’t have such a program, you may institute this same policy with your own children. Also, take an active role in helping your teenager learn to drive. Plan a series of practice drives in a wide variety of situations—nighttime, rain and snow. Give them time to work up to challenges such as driving in heavy traffic, on expansive bridges or on freeways.

For more information, on teen driving contact the Insurance Institute for Highway Safety (<http://www.iihs.org>) and the Department of Transportation (<http://www.dot.gov>).

## POAM members listen to me!

The formula is simple. You’ll receive special discounts on your home and auto insurance when you buy life insurance through Auto-Owners. It’s that simple. We’ll save you money.

As an independent agency ALCOS takes great interest in protecting all aspects of your life. We are specialists in insuring you and the things you own.



### Remember:

**Home + Auto + Life Insurance  
= Discount Savings**

Request your quote from  
**Susan Hall**

Tel: 734-995-4444  
Direct: 734-996-3785  
online: [www.alcos.com/edge](http://www.alcos.com/edge)  
Sterling Hts / Ann Arbor



ALCOS is an independent agency of insurance experts.





# The Legislative Director's Chair

by Kenneth E. Grabowski

## Compulsory Arbitration for Police and Firefighters: The Practical Aspects

When economic times are difficult, as they presently are, the need for a stabilizing law, like the Compulsory Arbitration Act, is paramount. The Compulsory Arbitration Act safeguards the public by avoiding public safety work stoppages, thereby maintaining a proper balance between employee morale and the efficient operation of police and fire departments.

In the 1960's, municipal employees in the State of Michigan were permitted the right to bargain labor contracts pursuant to the Public Employment Relations Act (PERA). However, at the time PERA was passed, no final remedy or dispute resolution protocol was included for those instances when the parties failed to reach a negotiated settlement. PERA did not permit public employee strikes, and strikes remained unlawful.

In the early days of police officer negotiations in Detroit and in some suburban communities, frustration resulted from the inability of police officers to reach negotiated settlements. The results were unlawful strikes euphemistically called "blue flu." Consequently, the legislature reacted to the legitimate concerns that police officers and firefighters might withhold services and threaten public safety. The Michigan Legislature went to work to provide a remedy that would keep public safety employees from striking.

That result was Michigan's compulsory arbitration law, Public Act 312 of 1969, which required police, firefighters and public employers to forego traditional actions such as strikes, walk-outs and lockouts. A panel of arbitrators would ultimately determine a final and binding decision on lingering contract disputes. The notion of compulsory arbitration in lieu of a strike emanated from War Labor Board dispute remedies that developed during World War II in the private sector. Binding arbitration replaced the right to strike in private sector industries that served the military and the war effort.

The most succinct description of the goals of Act 312 is contained in the introductory language of the Act itself.

**423.231** Compulsory arbitration in police and fire departments; policy.

**Sec. 1.** It is the public policy of this state that in public police and fire departments, where the right of employees to strike is by law prohibited, it is requisite to the high morale of such employees and the efficient operation of such departments to afford an alternate, expeditious, effective and binding procedure for the resolution of disputes, and to that end the provisions of

this act, providing for compulsory arbitration, shall be liberally construed.

This language of Act 312 explains the intent of Michigan's lawmakers. It specifically acknowledges compulsory arbitration as the quid pro quo for no strikes. Unions in the private sector are free to strike to secure what they believe is a reasonable or appropriate labor contract. However, the public interest would be poorly served by public safety employees going on strike. The ability of public safety employees to arbitrate provides an equalizer with their fellow workers in the private sector.

The results of Michigan's compulsory arbitration law for police officers and firefighters have been extraordinarily successful. Since the passage of Act 312, there have been no police or firefighter strikes over traditional contract negotiations.

If there is any doubt about the success of the Act, compare the history of public safety employee strikes with that of teacher strikes over the same period. The same act, PERA, that permitted police officers to bargain also allowed teachers to bargain. However, teachers are not required to arbitrate under the public safety compulsory arbitration law. As a result, while police officers and firefighters settled their disputes without strikes, teachers ravaged school boards and parents with unlawful strikes that disrupted the school year and threatened the fiscal health of school districts.

The gains of police officers in arbitration are limited by the statutory criteria of the compulsory arbitration law. History reveals the most compelling criteria upon which arbitrators have based their opinions are 1) comparison of the results of voluntary negotiated settlements in other communities; 2) the "cost of living"; and 3) the employer's ability to pay. There are no corollary boundaries governing leverage that teachers can wield while striking. Extorted settlements from school boards frequently resulted in teacher contracts which greatly outstripped the gains of police officers.

Public Act 312 is settled law that has served the public faithfully. When Act 312 was initially passed by the legislature, it did not cover state police. However, when the public was asked to change the state constitution to grant arbitration to the state police several years later, it passed overwhelmingly. In effect, Michigan voters ratified the wisdom and action of the legislature in its construction of Act 312.

To this date, Act 312 has provided a fair, workable and practical method of maintaining the public safety of our citizens by eliminating work stoppages or similar job actions. □

## Health Care Seminars

*Blue Cross Blue Shield of Michigan Market Relations/Labor Liaison Department*

*Cordially invite you and your designated staff to attend one of our 2007 Labor Leader Training Seminars*

Topics include wellness, refresher on Health Reimbursement Account, Health Savings Accounts, Flexible Savings Accounts, New Pharmacy options with BCBSM and dental and vision updates.

09/27/2007	Troy Hilton	8:30 a.m. - 1:00 p.m.
10/19/2007	UP - Holiday Inn Marquette	1:00 p.m. - 4:00 p.m.
10/25/2007	Lyon Meadows - Agryll Room	8:30 a.m. - 1:00 p.m.
11/08/2007	Grand Rapids - TBD	8:30 a.m. - 1:00 p.m.

Please RSVP at least two weeks prior to the selected date and location and let us know who will be attending from your union staff.

We look forward to your participation in a program we feel will assist you in future negotiations.

Please R.S.V.P. by calling Tracy Parks at **1-517-322-4274** or send an e-mail to [tparks@bcbsm.com](mailto:tparks@bcbsm.com).

# Friends of POAM

A W O L Custom Tattooing LLC  
 Academic Internal Medicine  
 Access First Federal Credit Union  
 Affordable Asphalt  
 All-n-1 Construction  
 American House Royal Oak I  
 Arbaugh Coburn Insurance  
 Artisan Collision  
 ASAP Real Estate Appraisals MI  
 At Home Health Services LLC  
 Bailey's of Canton  
 Bocarest Grill  
 BTB Burrito  
 Bullinger's  
 Butala Smmons Camilleri & Pate  
 Caribbean Cabana  
 Cassar Group  
 Charles R. Step Funeral Home  
 Choice Auto Sales of Jackson LLC  
 Clarkston Family Dental PC  
 Clean Corners Cleaning Service  
 Comfort Suites  
 Construction Tank Services  
 Costco Wholesale Corporation  
 Cracked Pepper  
 Dairy Freeze  
 Daniel Tile & Co.  
 David W Brown Law Offices  
 Design Stone LLC  
 Dr. John Flack  
 East Lake Camping  
 Efficient Hauling Service  
 Energy Conversion Devices Inc.  
 Farm Credit Services  
 Finishing Touch Mobile Home Services  
 Golf Center  
 Good Time Charlie's  
 Grant Construction & Improvement  
 Hilary Lions Association  
 Hobart Sales Service  
 Independent Paint Supply  
 Internodal Concepts Inc.  
 J & K Construction Inc.  
 J M B Demolition LLC  
 Jagtel Wireless Inc.  
 Jane's Market Party Store  
 Jarrod J. Flemming PC  
 John Herston  
 Kosciuszko Club  
 L & L Machine & Tool Inc.  
 L N L Property LLC  
 La Auto  
 Lamocu Media Service  
 M C 2 Inc.

Magna International  
 Mandalay Construction Inc.  
 Marie's Bed & Biscuit  
 Mark Petrosky  
 Martin Tool & Machine Inc.  
 McNally's Landscape & Design  
 Meijer of Saginaw  
 Michigan Spring & Stamping  
 Modern Granite & Stone  
 Montrose Motel  
 Next Generation Express Ltd.  
 Northland Comfortemp  
 Oxford Bank  
 Papa's Restaurant  
 Perfect Cleaners  
 Personal Best  
 Phase Logic  
 Potawatomie Recreation Area  
 Precision Auto Repair Inc.  
 Pritchard Heating & AC  
 Quizno's  
 R & C Insulators Inc.  
 Randy's Collision Service  
 Receptec LLC  
 Redeemer Family Clinic  
 Remo's Construction Inc.  
 Residence Inn By Marriott  
 Rick Bellestri  
 S & S Sprinkling Systems  
 S. Martin Cartage Inc.  
 Saginaw County Employees Credit Union  
 Schutte North America  
 Scott's AFC Homes Inc.  
 Sign A Rama of Lansing  
 Skoog Entertainment LLC  
 St. Alphonsus Church  
 Star Nails LLC  
 Stat Home Health Care LLC  
 Sugar Free Paradise Store  
 Thomas H. Andrews Jr. and Assoc.  
 Ticona-Auburn Hills  
 Tim Weirauch Masonry  
 U S B Inc.  
 Widuwerk Carpentry Inc.  
 Winterguard Vinyl Mfg.  
 Z-Bart, Lansing  
 9 & 10 News  
 Armand Dewatering Inc.  
 Bayer Material Science LLC  
 Doeren Mayhew  
 Federal-Mogul Corporation  
 Grand Rapids Polshng & Buffing  
 Lakeshore Group Inc.  
 Macias Floors Inc.  
 Mc Farland's Taverns

Metal Flow Corporation  
 Michigan Sandblasting  
 Ontario Potato Distribution  
 Panalpina Inc.  
 Tom Bosworth  
 Wise Automotive  
 A One Professional Tree Service  
 Baker College  
 BCN Technical Services Inc.  
 Bella Rio Salon  
 C & S Babcock Trucking Ltd.  
 Counseling & Assessment  
 Craftsmen Construction Service  
 Credit Union Advantage  
 Crossroads Cafe  
 D C Services  
 Davco Technology LLC  
 Davis Listman PLLC  
 Denuyl Mathews & Long Inc.  
 Diamond Cleaners Inc.  
 Diversified Capital Partners  
 Elring Klinger Inc.  
 Elston-Richards Inc.  
 First Choice Service  
 Fredrick Snoblen  
 Globefunder Ventures Inc.  
 Great Lakes Health & Fitness  
 Innovative Grinding Systems  
 Intier Auto Interiors  
 J P Automation Inc.  
 Jac Products Inc.  
 Jem D. Intl. & Michigan Inc.  
 John Anderson Construction  
 Long's Transmission  
 Martin Group Inc.  
 Matrix Expedited Service LLC  
 Medicine Chest Pharmacy  
 Milpro Marine LLC  
 N C C Electronics  
 N T Z Manufacturing U.S.A., LLC  
 Norman Kruse  
 Paint Work Incorporated  
 Precision Trim & Finish  
 PSW Painting Maint. & Const. Co.  
 Rapid Metals LLC  
 Raschi's Exterior Inc.  
 Rinaldi Sausage Inc.  
 Russ Melchert  
 Seasonal Space  
 Sparty's Night Club  
 T N T Custom Trailers & Metalwork  
 TWW & Associates  
 Zimmerman Kuhn Darling Boyd



# From the Top

by Attorney General Mike Cox

## Reducing Penalties for Felons is a Mistake

**O**n July 8, 2007, we lost one of our own in Officer Robert Kozminski of the Grand Rapids Police Department. Officer Kozminski responded to a report of a family member walking around a residence with a shotgun. When he arrived on the scene, Officer Kozminski went to secure the backyard of the residence. Unbeknownst to him, the suspect was lying in wait in the garage and ambushed Officer Kozminski with one shotgun round to the head.

It is the actions of everyday, unsung heroes such as Officer Kozminski, who was responding to protect a family from harm's way, that demonstrate why law enforcement is one of the greatest services provided to the public. That is why I thank all of you for the safety and the protection you provide to the State of Michigan and our citizens.

The safety of citizens is government's first priority. So why is Governor Granholm now proposing to eliminate or reduce penalties for 225 felonies, including fleeing and eluding a police officer? The question I must ask is: will this make Michigan safer? The answer is no. The assumption is that our prisons are filled with low-level, non-violent criminals and drug offenders. In reality the percentage of drug offenders in prison over the last 15 years has decreased from 16% to 9%. These prisoners have been replaced by violent criminals whose ranks have grown from 58% to 68% of all offenders incarcerated. POAM has joined with me in opposing the Governor's plan, and I appreciate your support.

Overall, the Governor's proposed plan will have marginal impact at the state level. Of the 225 crimes affected by this plan, only 23 have resulted in convictions for which someone was incarcerated in prison. Of those 23 offenses, eight dealt with fleeing from a police officer. These eight crimes alone account for 86% of all felons incarcerated on Governor Granholm's list. A total of 628 felons are incarcerated because of fleeing from the police. And we have just learned that traffic-related fatalities are the primary cause of police officers deaths so far this year. The Governor's proposal cheapens the penalty for this very serious crime.

On another front, my office recently created a new unit known as the

Auto Theft and Fraud Unit. It became fully operational in February of this year, and it is already making a large impact on auto theft and insurance fraud crimes in Michigan.

For example, in March 2007, I announced the arrests of three individuals in connection with a sophisticated, Detroit-based organized crime operation alleged to have committed several million dollars in insurance fraud. Also, this past June, I announced the arrest of a high-ranking member of the Highway Motorcycle Club for operating a chop shop, receiving and concealing stolen motorcycles, and related charges.

The Auto Theft and Fraud Unit operates by targeting cases that are typically too large and too complex for local prosecutors to effectively prosecute. This unit also fills a void in prosecuting multi-jurisdictional cases that have complicated venue issues that again would likely not be prosecuted by the local county prosecutor. Compared to local law enforcement, this unit has statewide jurisdiction. This unit also has statewide authority to serve warrants, make arrests, and coordinate investigations with various law enforcement agencies and insurance special investigative units (SIUs) – which means more criminals going to jail more quickly.

Recently, Governor Granholm tried to redirect the funding from the Auto Theft Prevention Authority for my office's Auto Theft and Fraud Unit. This is just another example of a much larger and disturbing trend that has seen her focus cutbacks disproportionately on public safety including the proposed early release of 5,000 inmates from state prisons and cuts to State Police that have included post closings and no new Michigan State Police Academy classes. The reduction or elimination of 225 felonies, including fleeing and eluding police officers, is the latest effort by the Governor. These proposals come at the expense of public safety. If public safety is the first priority of government, then it should not be the first area of government to be targeted for massive budget cuts.

In closing, I would like to send my heartfelt condolences to the family and friends of Officer Kozminski and especially to his three-year-old daughter Kailey. □

## BOWLING FOR SCHOLARSHIP DOLLARS

By Ed Jacques, LEJ Editor

**O**n Friday April 27, 2007 members of the Ottawa County Deputy Sheriffs Association awarded Holland area high school senior, Ryan Gamby, a \$4,000 dollar scholarship in honor of the late Deputy David Lee Steenwyk.

The check was presented at this year's fundraising event held at Star-Lite Lanes in Grand Haven, Michigan. All 30 lanes were filled with bowling teams to raise money for next year's scholarship and keep Deputy Steenwyk's memory alive. Prizes and souvenirs were raffled off including an autographed puck signed by Detroit Red Wings defenseman Chris Chelios, a fishing charter excursion by Captain Paul Kik of Salmonhead Charters in South Haven, Muskegon Fury and West Michigan WhiteCaps tickets as well as numerous other gifts donated by local businesses. For the second year in a row the winner of the 50/50 raffle donated the winnings back to the scholarship fund.

The Ottawa County DSA has tried different types of events for fundraising in the past, but will probably continue its bowling tournament due to its overwhelming popularity. "Management at Star-Lite Lanes have been very accommodating and bowling is fun for all ages," said DSA President Matt VanLiere.

Steenwyk, a corrections and road patrol deputy, died in 2001 from a

brain aneurysm, just prior to retiring from the Sheriffs Department. His wife Cindy was on hand Friday night to help deputies to award Ryan Gamby with his check.

The Deputy David Lee Steenwyk Scholarship will be awarded every year in \$1,000 increments to an outstanding Ottawa County High School senior who will attend college to pursue a career in criminal justice, while maintaining a 3.0 grade point average.

Anyone interested in participating in future events or qualifying seniors interested in applying for the scholarship should visit the Association's website at [www.ottawacountydsa.com](http://www.ottawacountydsa.com). □



*Grand Haven Tribune photo/*

*Members of the Ottawa County Sheriff's Department and Cindy Steenwyk (far right) present Ryan Gamby (far left) with a \$4,000 college scholarship Friday night at Starlite Lanes in Grand Haven.*



# ***Behavior traits that get cops killed- Long known still ignored***

By PoliceOne Senior Correspondent Chuck Remsberg

**F**ifteen years ago, after an exhaustive five-year study of officer murders, a research team from the FBI delivered a simple but compelling message: there are certain behavioral characteristics that tend to get cops killed.

No single profile of ill-fated officers can be defined, the researchers cautioned, because there are too many unpredictable variables in the “deadly mix” that results in officer fatalities. But certain “general descriptors,” treacherous specifics of a personal operating style, often appear to be shared by officers who fall prey to the predators who cross their paths.

All these traits can be overcome or avoided if you approach the street with tactical awareness. They’ve been widely publicized, for several years were detailed in Calibre Press’ Street Survival Seminar, and have been repeatedly featured at law enforcement training conferences.

Yet as we saw last week with the slaying of a trusting, small-town police chief in Kentucky, the potentially life-saving lessons inherent in the FBI’s findings are still being tragically ignored.

The chief, a 22-year veteran, handcuffed a DUI suspect in front instead of in back. It was a courtesy he often indulged in with arrestees he knew, and he had arrested this suspect numerous times; the offender considered him “a family friend.” Moments after the cuffing, authorities said, the prisoner accessed a gun and shot the chief point blank in the back of the head as they drove toward jail. [News report]

As the chief’s name is chiseled into the Memorial Wall, it seems fitting to once again review what the FBI calls “Behavioral Descriptors for Victim Officers.” These were first identified in 1992 in the landmark study *Killed in the Line of Duty*, by the research team of Dr. Anthony Pinizzotto, Edward Davis, and Charles Miller III. The researchers reiterated the checklist in their recently released study of felonious assaults on LEOs, *Violent Encounters*.

Based on extensive interviews with the victim officers’ attackers, peers, and supervisors, here are the traits the studies say are frequently associated with officers who end up getting killed. The researchers note in their latest report, “[O]fficers need not exhibit all of these behavioral characteristics to place themselves at risk.”

## **1. Friendly.**

This adjective was frequently used to describe the murdered officers, along with “well-liked,” “laid back,” and “easy going.” While a friendly demeanor “does much to promote a positive image for the officer and the department, overly friendly behavior at an inappropriate time” can backfire, the researchers warn. That mind-set can lull you into a sense of complacency, lead to the granting of dangerous favors or accommodations, and “might be misinterpreted by an offender as potential weakness...a sign of vulnerability.”

A savvy officer knows it’s often useful to appear friendly as a conscious strategy, but you “never should let down [your] guard, because no one can know what is in the mind of another person.” The subject you’re dealing with “may be contemplating [your] assault to effect an escape.”

## **2. Service-oriented.**

“Tends to perceive self as more public relations than law enforcement,” the researchers said of the prototypical slain officer. Of course service is part of your job. But on the street, your “customer” is not always right. To protect and serve the community, the researchers remind, “officers must realize that they need to protect themselves first” and not indulge a “misguided sense of service” that results in “placing prisoners’ comfort over their own personal safety.”

In policing, your success—and your safety—often depend on your ability to get people to do what they don’t want to do.

## **3. Hesitant about using force.**

Victim officers tended “to use less force than other officers felt they

would use in similar circumstances,” the researchers found. And they customarily “used force only as a last resort,” their peers said they themselves “would use force at an earlier point in similar circumstances.”

Courts have clearly confirmed that it’s justifiable in situations you reasonably perceive as threatening to employ even pre-emptive force to stop a threat; you don’t have to wait until you are assaulted or injured. Yet some trainers are noticing that some officers today seem so hesitant about using force that it appears they are more afraid of being sued or thought overzealous than they are of being murdered! [Read *Are we breeding a police culture of “additional victims?”*]

## **4. Given to short-cutting.**

Victim officers often “failed to follow established procedures,” the researchers report. They ignored or sidestepped rules, “especially in regard to arrests, confrontations with prisoners, traffic stops, and waiting for backup when backup is available.” Many times, this was linked to being a hard worker, rather than being lazy or indifferent; the officer was a top performer, driven to amass more arrests, snare more commendations, get recognized with a plum assignment or other award.

Paradoxically, the researchers state, rule-breakers often are rewarded after violating procedures that are designed to protect them. Which, of course, encourages more such behavior that can “endanger both the officers and their partners.”

## **5. Trusting of “perceptual shorthand.”**

In other words, officers who ended up dead often relied heavily on their perceived ability to “read” people and situations. They depended on “a rapid or abbreviated process” by which they analyzed environments and subjects and, based on their quick perceptions or feel, “acted accordingly.” That often meant dropping their guard.

Commonly they were optimists; they tended “to look for ‘good’ in others.” When they saw signs of cooperation, heard promises not to cause trouble, enjoyed a prior history of non-violent contacts with a suspect, sensed they had rapport, and the like, they tended to feel they were home free, rather than maintaining a mind-set that stays open to subtle and not-so-subtle shifts in every interaction.

Regrettably, the research team points out, “victim officers’ evaluations of offenders often prove inaccurate.” The murdered officers made themselves vulnerable by failing “to recognize that their perception of an incident can vary greatly from the offender’s perception of what is occurring” and what may occur before the contact is over.

From what we know, did the professional personality of the unfortunate chief in Kentucky reflect at least some of these don’t-do traits?

Count the ways.

Then ask yourself to what extent you sometimes lapse into these same perilous behaviors because of complacency, fatigue, impatience, inflated confidence, or pressures of the moment.

And remember: The important lessons of life—and death—tend to be repeated until learned. □

## **About Charles Remsberg**

*Chuck co-founded the original Street Survival Seminar and the Street Survival Newsline, authored three of the best-selling law enforcement training textbooks, and helped produce numerous award-winning training videos. His nearly three decades of work earned him the prestigious O.W. Wilson Award for outstanding contributions to law enforcement and the American Police Hall of Fame Honor Award for distinguished achievement in public service.*

*This column is sponsored by Blauer. Blauer has been a leader in protective uniforms and outerwear for law enforcement and fire/EMS professionals for sixty nine years and three generations of family members. Blauer is committed to law enforcement and to keeping officers safe.*

# POAM HOSTS ANNUAL LEGISLATIVE RECEPTION IN LANSING

By Ed Jacques, LEJ Editor

On March 21, 2007 the vast majority of Michigan's State Senators and State Representatives attended a reception hosted by POAM at Troppo's Restaurant in downtown Lansing. The reception followed a long day of walking the halls at the State Capitol by POAM Legislative Director Kenneth E. Grabowski, Business Manager William Birdseye and POAM Lobbyist Tim Ward.

"Because of term limits we need to work harder at establishing relationships and informing our elected officials on



Attorney General Mike Cox is flanked by East Detroit POA members Tom Ostrowski (left) and Jason Gibson (right).



West Michigan was represented by Senator Bill Hardiman (right), Kent County DSA's Tim Lewis (center) and POAM Business Agent Jim DeVries.

important law enforcement issues," said Grabowski. "This venue offers us the opportunity to meet legislators in a relaxed and comfortable setting. Our newcomers to Lansing are hungry for information and respect our reputation as a group that can work both sides of the aisle."

But, there were plenty of old friends who attended the function as well. Information and history on compulsory arbitration was disseminated and POAM's Act 312 Advocate William Birdseye had many discussions on the need to preserve the legislation and ways to improve the entire

process for both labor and management. Other issues such as revenue sharing, state police funding and auto theft prevention funds were discussed.

Legislators were anxious to meet POAM Executive Board Members and Local Presidents from their constituencies. In almost every case POAM was able to provide each legislator with at least one police officer from their district to discuss local politics. Once again, Governor Granholm was unable to attend.



Southfield POA President Mark Zachs (left) enjoyed his conversation with State Representative Paul Opsommer.



Long-time friend and Senator Nancy Cassis is surrounded by constituents Jerry Radovic (left) and Gary Pushee (right).

Tim Ward works for Michigan Legislative Consultants and is POAM's exclusive lobbyist in Lansing. Ward represents other non-police special interest groups, many of them powerful in their profession. Tim's clients also host similar functions for politicians but none of them have the appeal of attending a POAM event. "Nobody pulls them in like POAM," said Ward. "Our public servants appreciate the hard work that law enforcement officers do and on top of that, they really enjoy their company. This is an impressive turnout." □

## Distinguished Guests

### SENATORS OFFICE

Sen. Jim Barcia  
Sen. Ray Basham  
and Guest Ray Pittman  
Sen. Patty Birkholz  
Sen. Liz Brater  
Sen. Nancy Cassis  
Sen. John Gleason  
Sen. Bill Hardiman  
Sen. Gilda Jacobs  
Sen. John Pappageorge  
Sen. Mike Prusi  
Sen. Randy Richardville  
Sen. Tony Stamas  
Sen. Gerald Van  
Woerkom

Rep. Fred Miller  
Rep. John Moolenaar  
Rep. Chuck Moss  
Rep. Paul Opsommer  
Rep. Phil Pavlov  
Rep. Tom Pearce  
Rep. Dave Robertson  
Rep. Tory Rocca  
Rep. Mike Sak  
Rep. Tonya Schuitmaker  
Rep. Bettie Scott  
Rep. Rick Shaffer  
Rep. Fulton Sheen  
Rep. Joel Sheltrown  
Rep. Alma Wheeler-Smith  
Rep. John Stahl  
Rep. Mary Valentine  
Rep. Howard Walker  
Rep. Rebekah Warren

### REPRESENTATIVES

Rep. David Agema  
Rep. Fran Amos  
Rep. Kathy Angerer  
Rep. Joan Bauer  
Rep. Steve Bieda  
Rep. Darwin Booher  
Rep. Jack Brandenburg  
Rep. Terry Brown  
Rep. Pam Byrnes  
Rep. Barb Byrum  
Rep. Ed Clemente  
Rep. Paul Condino  
Rep. Marc Corriveau  
Rep. Andy Coulouis  
Rep. Robert Dean  
Rep. Kate Ebli  
Rep. Kevin Elsenheimer  
Rep. Judy Emmons  
Rep. Ed Gaffney  
Rep. Lee Gonzales  
Rep. Kevin Green  
Rep. Marty Griffin  
Rep. Ted Hammon  
Rep. Goeff Hansen  
Rep. Dave Hildenbrand  
Rep. Ken Horn  
Rep. Bill Huizenga  
Rep. Shanelle Jackson  
Rep. Bert Johnson  
Rep. Rick Jones  
Rep. Robert Jones  
Rep. Marty Knollenberg  
Rep. Richard LeBlanc  
Rep. Gabe Leland  
Rep. Steven Lindberg  
Rep. Jim Marleau  
Rep. Jeff Mayes  
Rep. Tim Melton  
Rep. Kim Meltzer

### STAFF

Cana Garrison  
Rep. Rick Jones' Office  
  
Chris  
Rep. Mary Valentine's Office  
  
Erin Meteer  
Sen. Jason Allen's Office  
  
Ken Osborne  
Sen. Jason Allen's Office  
  
Staff  
Sen. John Pappageorge's Office  
  
Staff  
Sen. Buzz Thomas' Office  
  
Brad Neidhart  
Sen. Mark Schauer's Office  
  
Ken Matiyo  
Staff  
Rep. Kathy Angerer's Office  
  
Mike Weber  
Rep. John Proos' Office  
  
Pat Baker  
Sen. Gleason's Office  
  
Staff  
Sen. Mark Jansen's Office  
  
Staff  
Sen. Kahn's Office

# CONGRATULATIONS

## POAM's

### 2007 Legislators of the Year

#### Barb Byrum is a Breath of Fresh Air

By Ed Jacques, LEJ Editor

**B**arb Byrum was elected State Representative in November 2006, and is already doing an outstanding job representing her constituents in Michigan's 67th district.

Barb was raised in Onondaga, attended Leslie High School, Lansing Community College and Michigan State University where she received her Bachelor of Science degree and later, her law degree from the MSU College of Law. She has owned and operated Byrum Hardware in Charlotte, Michigan and is the former Chair of the Ingham County Economic Development Board and is active in the Mason Rotary Club. She is in touch with what the people of Ingham County truly care about.

Representative Byrum came to the attention of POAM Legislative Director, Kenneth E. Grabowski, as a co-sponsor of House Bill No. 48-22. The bill provides health care benefits for surviving spouses and children of public safety officers killed in the line of duty. The bill will provide coverage to family members if none currently exists or expires in a collective bargaining agreement. Byrum has championed this cause and pledged to see the bill eventually become law.

Barb is also committed to protecting and preserving Michigan's natural resources. She is an avid scuba diver and has focused her attention on insuring that our Great Lakes are clean and healthy, as well as working locally in her community to clean up the Grand River.

"Because of term limits, there are always a lot of new faces in Lansing,"

said Kenneth E. Grabowski. "I try to meet as many of them personally as I possibly can, and I was instantly impressed with Representative Byrum's enthusiasm. She has a special insight into law enforcement and is already a strong advocate for our causes. She is certainly deserving of POAM's Legislator of the Year Award." □



*State Representative Barb Byrum (center) posed with her husband Brad (immed. left), legislative consultant Tim Ward (far right) and POAM Executive Board members.*

#### State Senator Randy Richardville Receives Top Honor

By Ed Jacques, LEJ Editor

**I**t came as no surprise to Monroe County Deputy Sheriff's Association President and POAM Executive Board Member Dave LaMontaine when he heard the news that the state senator from his 17th District, Randy Richardville, was going to receive the Legislator of the Year Award at POAM's Annual Convention. "Senator Richardville has always been a steadfast supporter of law enforcement and will advance any of our important issues to the top of his legislative agenda," said LaMontaine. "I consider Randy a friend and I work closely with his staff whenever necessary."

Randy was born and raised in Monroe County. He has served as the Economic Development Director for the Port and City of Monroe as well as being a former member of the Monroe County Planning Commission. Senator Richardville has extensive experience working in the business community for over 20 years.

Richardville currently serves as Chairman of the Senate Banking and Financial Services Committee, Vice Chair of Economic Development and Regulatory Reform, and Homeland Security and Emerging Technologies Committees.

Prior to his election to the Senate, Randy

served three terms in the Michigan House of Representatives from 1999-2004. He held a leadership position in the House in each of his terms, serving as the House Majority Floor Leader in his final term. Throughout his tenure in the House, Randy served on numerous committees, but none as close to his heart as his two terms as Chairman of Veterans Affairs Committee.

"I've worked with Randy Richardville since 1999 and found him to be a fair and accommodating public servant," said Legislative Director Kenneth E. Grabowski. "His original nomination as a recipient of our award was strongly endorsed by his local deputies and police officers." Grabowski respected the input from Local President Dave LaMontaine because he knows how closely he works with his members and the community. "It was an honor and a privilege to introduce Senator Randy Richardville to our delegates and present him this award," added LaMontaine. □



*Left to right: Dave LaMontaine, Senator Richardville and Kenneth E. Grabowski.*



## ALLEGAN CHIEF IS COACH AND CHEERLEADER

By Ed Jacques, LEJ Editor

**R**ick Hoyer started his career as a reserve officer with the City of Allegan in 1980, and soon become a full-time patrol officer. In 1991, he was promoted to sergeant and took over as Chief of Police in 1997. Rick was named POAM's Best Police Administrator at our annual convention in Grand Rapids and Hoyer appeared personally to accept the award.

"Police chiefs should be a resource for officers and encourage them, consistently acknowledging their good attitude and accomplishments," said Hoyer. "Employees want to be valued, so I try to include my patrol officers in a lot of decisions and listen to suggestions that make our workplace better," added the Chief. Even though Allegan is a small town, their police officers are involved with the SWAT team and the department has instituted a bike patrol and assigned a K-9 officer, all at the request of the officers and implemented by Chief Hoyer.

"Every member of this department respects Chief Hoyer and we don't ever want to disappoint him," said Lt. Denny Gore, who was responsible for Rick's nomination. "He has developed a personal relationship with every employee in the building and his integrity is unquestioned. He is a strong advocate for his officers."

Rick is active in his church and community. He coaches the varsity basketball team and his wife doubles as the high school's varsity volleyball coach. Hoyer admits that organized sports have helped him build a strong team at the Allegan Police Department. "Just like a good athlete, police officers must maintain positive attitudes and hone their instincts," emphasized Hoyer. "One of my biggest responsibilities here is to retain the quality police officers the City currently employs."

Department morale and camaraderie are at the highest levels because of Hoyer's philosophies. And Rick says that all leaders need to have one. Rick's is "rules without relationships equal rebellion."

Thanks coach. That's why you are POAM's 2007 POLICE ADMINISTRATOR OF THE YEAR. □



*Allegan Chief Rick Hoyer*

## ARENAC COUNTY SHERIFF RON BOULDIN IS POAM'S 2007 "HORSE'S ASS"

By Ed Jacques, LEJ Editor

**H**e consistently violates the officer's contract, has no leadership skills and is responsible for poor department morale. Ron Bouldin was the unanimous choice of POAM's Executive Board to receive its distinction as the STATE'S WORST POLICE ADMINISTRATOR. The "award" is given out annually at the POAM Annual Convention in Grand Rapids.

Sheriff Bouldin was the unanimous choice because of his numerous and outrageous actions taken as a police executive. Some of them so outrageous, they have brought embarrassment to the hard working deputies and correction officers in the Sheriff's Department.

Bouldin has been charged with numerous unfair labor practices because he negotiates in bad faith and routinely ignores language in his employees' collective bargaining agreement. He tries to rule through intimidation and will attack the creditability of any member who stands up for his rights.

Bouldin proved that he was the right choice for the award when shortly after receiving the trophy, he fired off a letter to POAM President Jim Tignanelli saying how proud he was to receive the honor. That arrogance has been displayed by six of the last seven recipients of the award, all of whom were subsequently fired or resigned under pressure. □



*Once again, Tignanelli has the honor.*

## 2006 "Horse's Ass" Resigns Under Pressure

By Ed Jacques, LEJ Editor

**R**ochester Police Chief Theodore Glynn worked his final day in his official capacity on June 30, 2007. His resignation came one year and two weeks after receiving POAM's infamous award as the State's Worst Police Administrator. The Chief's reign began crumbling immediately after receiving POAM's designation and continued as local media outlets were tipped off to his ridiculous practices.

Chief Glynn resigned after losing support from the Rochester City Council following a report from a professional consultant hired to assess the police department documented voids in policies and procedures, management ability, leadership and training under his watch. The consultant was hired after angry citizens filled City Council meetings and demanded change in how the police department was run. Those same citizens also insisted that council members abandon any idea of contracting with the Oakland County Sheriffs Department.

As documented in previous Law Enforcement Journals, the saga of the Rochester Police Department has been an ugly one, beginning with Chief

Glynn's illegal ticket quotas and evaluation performance of his officers.

Glynn is the 6th police administrator to resign or be fired shortly after receiving POAM's designation. Like the other five chiefs who have left office, Glynn refused to acknowledge any problems in his leadership and department morale. As we predicted, the Chief has succumbed to the same fate as previous winners.

It should also be noted that the sole survivor in the aftermath of POAM's designations was truly upset about being named and since has worked vigorously at solving problems, negotiating contracts and improving department morale. POAM now has an excellent working relationship with this police administrator.

Rochester POA President Keith Harper has been involved in the controversy from day one. "The Union is optimistic about our recent and future changes and we look forward to a more positive work environment," said Harper. "I want to thank everybody at POAM whose involvement has now helped improve the career of every Rochester Police Officer." □



# Give us a try!

**SVS**  
**VISION**  
OPTICAL CENTERS



## **Police Officers Association announces new member vision program with SVS Vision!**

### **OPTION 1 — Members currently covered by an optical plan:**

#### **SVS VISION STORE LOCATIONS WILL:**

- Waive your current carrier's co-pay;
- Provide free cleanings and adjustments;
- Repair breakages occurring in the line of duty at no charge; and
- Provide a one-year breakage protection warranty;

### **OPTION 2 — Members without current vision coverage:**

#### **SVS VISION STORE LOCATIONS WILL:**

- Discount your total out-of-pocket sales amount;
- In addition to any current advertised pricing;
- Provide free cleanings and adjustments;
- Repair breakages occurring in the line of duty at no charge; and
- Provide a one-year breakage protection warranty.

### **OPTION 3 — SVS VISION CARE PROGRAM**

**SVS VISION CARE PROGRAM (AVAILABLE TO POAM MEMBERS AND THEIR DEPENDENTS AT ANY SVS STORE LOCATION), FOR A MINIMAL ANNUAL FEE OF \$29 PER EACH POAM MEMBER AND \$20 PER DEPENDENT, SVS WILL PROVIDE:**

- Vision testing examination by a doctor of optometry;
- 50 percent off our retail price on any frame;
- 25 percent off our retail price on lenses, coatings, and tints;
- 20 percent off our retail price on contact lens exams

**For more information: 800-656-6135 or visit [www.svsvision.com](http://www.svsvision.com)**

**30 Michigan Locations to serve POAM members**

**For more information, contact your nearest SVS location**

• Adrian ..... (517) 265-8086  
• Allen Park ..... (313) 382-0100  
• Brighton ..... (810) 227-2376  
• Detroit (Mack) ..... (313) 882-7883  
• Detroit (W. Warren) ..... (313) 240-7551  
• Flint (Lapeer Rd.) ..... (810) 742-6733  
• Flint (S. Linden Rd.) ..... (810) 230-9300  
• Fraser ..... (586) 293-4198  
• Garden City ..... (734) 458-5181  
• G. Rapids (Northland Dr.) ..... (616) 364-4099

• G. Rapids (28th St.) ..... (616) 245-6300  
• Imlay City ..... (810) 721-9411  
• Kentwood ..... (616) 538-6511  
• Lake Orion ..... (248) 693-8666  
• Lansing ..... (517) 323-8221  
• Livonia ..... (734) 421-2844  
• Marine City ..... (810) 765-3509  
• Marysville ..... (810) 364-5520  
• Monroe ..... (734) 243-0960  
• Mt. Clemens ..... (586) 468-7612

• Oak Park ..... (248) 399-1556  
• Saginaw ..... (989) 791-1044  
• Shelby Twp. .... (586) 247-2652  
• St. Clair Shores ..... (586) 778-7542  
• Sterling Heights ..... (586) 979-6260  
• Taylor ..... (734) 287-3311  
• Trenton ..... (734) 675-8197  
• Walker ..... (616) 363-9831  
• Waterford ..... (248) 666-4020  
• Ypsilanti ..... (734) 572-8822

# Eric Norman Wins Loyalty Award

By Ed Jacques, LEJ Editor

Even though he wasn't initially on the Executive Board, a young patrol officer in Redford Township regularly attended his local association meetings with suggestions, questions and input. It didn't take long before he was asked to participate in an official capacity and because of promotions of Executive Board members, Eric Norman was President of the Redford POA within a couple of years.

Norman felt a tremendous amount of responsibility to represent and advise members on issues that he could personally handle and making sure that POAM and his assigned Business Agent were prepared on cases beyond his expertise. Local members immediately recognized his integrity and have kept him in his position as President for the past nine years. "Being an effective leader demands communication with members and the mother union," said Eric. "I've worked all shifts, and utilize my phone and e-mail to stay in contact with all my members, and I've never been bashful about stopping by or calling the POAM office to let Bill Birdseye or Ken Grabowski know what my group needs."

Bill Birdseye has always appreciated Eric's frankness. "It helps our effectiveness when local leaders immediately notify us of a situation or potential problem," said Birdseye. "Eric never hesitates to tell us what he needs and I trust his

judgment because he is so in touch with his membership."

POAM Legislative Director, Kenneth E. Grabowski is a former Redford Police officer. A few years ago when patrol and command officers were frustrated by their Township Supervisor and Board, Grabowski and Norman worked together to unseat those elected officials and elect more responsible ones who were committed to their local police officers. POAM and Redford POA also endorsed a new candidate for the House of Representatives, Andy Dillon, who now serves as Speaker of the House. "I was new to the political process and our group needed a lot

of guidance from Ken Grabowski," said Norman. "Eric implemented our advice and strategies and effectively mobilized his members in a door-to-door, neighborhood-by-neighborhood canvassing program. When Eric feels strongly about any issue, he gets results," said Grabowski. "Eric Norman has won this year's loyalty award because he always puts the well-being of the group ahead of any personal issues and he works like a dog to get them accomplished."

Eric occasionally gets phone calls from other groups thinking of switching their current union affiliation to POAM. "When I tell these folks that when I need to speak to an attorney I immediately drive to the POAM office and sit with any one of our four lawyers, they get blown away. I instruct them to demand the same kind of service from their current union and if it's not provided, then they should have the guts to call POAM." Norman will occasionally volunteer for certain recruit meetings and testify to the quality of service POAM provides and give a lesson or two how to be an effective local union member.

Eric Norman has been a police officer for 17 years, 16 of those in Redford. He attends all POAM functions and volunteers to help the organization in any capacity. He was the unanimous choice of the POAM Executive Board to win the 2007 Loyalty Award. □



Eric Norman (left) defines the word loyal.

## WELCOME NEW MEMBERS

JANUARY 1, 2007 - JULY 1, 2007

### *Previous Affiliation - Police Officers Labor Council*

VAN BUREN COUNTY DEPUTIES  
VAN BUREN COUNTY CORRECTIONS  
VAN BUREN COUNTY DISPATCH  
CALHOUN COUNTY DEPUTIES  
UTICA COMMAND OFFICERS  
SOUTH LYON POA  
IONIA PUBLIC SAFETY OFFICERS  
RIVER ROUGE POA  
LAKE ORION POA  
FORSYTH TOWNSHIP POA

### *Previous Affiliation - AFSCME*

VILLAGE OF CLINTON PUBLIC EMP.  
VILLAGE OF CLINTON PUB. EMP. SUP.  
GROSSE POINTE WOODS PUBLIC EMP.

### *Previous Affiliation - Teamsters*

PAW PAW POA  
ST. CLAIR COUNTY DETENTION EMP.

### *Previous Affiliation - I.B.E.W.U.*

SPARTA PUBLIC EMPLOYEES  
SPARTA PUBLIC EMPLOYEE SUPERVISORS

### *Previous Affiliation - Independent*

ANN ARBOR POA  
FOWLerville POA  
LOWELL POA  
GERALD FORD AIRPORT COMMAND

### *Pending*

OAKLAND COUNTY ROAD DEPUTIES



POLICE OFFICERS ASSOCIATION OF MICHIGAN

# POLICE OFFICERS OF THE YEAR

TO THE LATE DEARBORN HEIGHTS  
POLICE CPL. JASON MAKOWSKI

DEARBORN HEIGHTS POLICE SGT. ALFRED  
NASON, CPL. TERRY BEAUDRIE, CPL. BRUCE  
COTTON, CPL. MARK MEYERS, CPL. KIRK MYERS,  
CPL. JOHN OBLAK, CPL. JEFFREY ROSS, OFFICER  
COREY SMITH AND OFFICER RUBEN GONZALEZ

GARDEN CITY POLICE SGT. ERIC ZIMMER

**W**hen officers responded to 911 reports of trouble in a Dearborn Heights residential neighborhood, it was broad daylight. Little did they know that one of their own would tragically be among the dead before daylight broke again.

The incident began about 6 p.m. on May 24, 2006. Two different 911 callers had described the same terrifying scene: A handgun-wielding man was ordering his neighbors to get inside their homes. "There's going to be some killing soon," he warned.

Dearborn Heights officers had just begun interviewing witnesses at the scene when the gunman in question appeared at the front door of his modest ranch home and, without warning, fired a single .45-caliber bullet. The bullet blasted the windshield of a parked vehicle less than a foot away from Sgt. Alfred Nason.

As Nason and the other officers scrambled for cover, the suspect again began firing at them. Nason called for reinforcements, reporting that the gunman was shooting at them and had them pinned down behind a parked car.

Reinforcements from Dearborn Heights and from neighboring Garden City, Inkster and Westland promptly flooded the neighborhood.

Among the first officers on the scene were Cpl. Terry Beaudrie and Cpl. Jason Makowski. Makowski quickly made his way through the neighboring backyards, stopping only when he reached the home directly across the street from the gunman. There he positioned himself beside the home, where he could watch the suspect's front door and provide the other officers, who had less strategic views, with ongoing updates about the suspect's actions.

Makowski didn't have to wait long before the suspect, who had momentarily ducked into his house, reappeared at the front door — and began firing directly at him.

Seconds later, Dearborn Heights 911 received a disturbing call. "An officer is down in my driveway," reported the caller, who lived directly across the street from the gunman. "He's bleeding badly."

Immediately, Sgt. Nason conducted an on-air roll call of all officers on the scene. Cpl. Makowski was the only one who failed to respond.

Fearing the worst, Nason ordered officers to advance toward the backyard of the house where Makowski had stationed himself.

Cpl. Kirk Myers, the first officer to reach Makowski, found him bleeding profusely in the

driveway, within easy shooting range for the gunman. Disregarding his own safety, Myers attempted to help Murkowski, putting himself directly in the firing line.

Now the suspect had two uniformed targets — and he wasted no time shooting at both of them. Despite the imminent danger to his own life, Cpl. Myers tried to drag his fallen comrade to a safer spot, where he could better tend to him. But Cpl. Makowski's size and the lethal, non-stop rounds the gunman was firing directly at them made the task impossible.

Returning the gunman's fire with his M-16, Cpl. Myers managed to temporarily halt the assault. That allowed Cpl. Terry Beaudrie, who had just joined them, to also risk his own life by helping Myers pull Makowski to the rear driveway.

As the two officers tended to Makowski, the gunman again began shooting at the three officers, repeatedly striking the adjacent garage and the house. At this point, Cpl. Mark Meyers, Officer Corey Smith and Officer Ruben Gonzalez arrived to help with Cpl. Makowski's rescue.

Cpl. Kirk Myers advised Nason that the only way to rescue Makowski and get him the help he desperately need was to have someone provide cover fire.

At Nason's command, Garden City Police Sgt. Eric Zimmer, armed with an AR-15 rifle and stationed close to the suspect's home, stood ready. Officers Smith, Gonzalez, Kirk Myers and Mark Meyers began carrying Makowski to the rear fence.

As soon as the gunman moved toward his front door, Zimmer fired several rounds through the front door and front picture window of the gunman's home, driving the gunman deeper inside. That gave the officers tending to Makowski time to hand him over the rear yard fence to Cpls. Jeffrey Ross, Bruce Cotton and Beaudrie, who carried the wounded corporal to a waiting Dearborn Heights Fire Department rescue unit.

Wanting all of the rescue team members to give their full attention to Makowski's medical aide, Ross himself jumped into the ambulance driver's seat and drove to Garden City Hospital.

But the incident was far from over. Cpls. Mark Meyers and John Oblak as well as Officers Gonzalez and Smith moved toward the gunman's home. As they maneuvered into position, their suspect appeared in his front door, raising his weapon toward them.

At this point, Mark Meyers fired an M-16 round, and Oblak fired three shotgun rounds. Meyers' round caught the suspect in the chest, felling him backwards in the vestibule.

When the officers approached, they found him slumped over in a seated position, his hands near his groin and his gun on the floor near his hands.



# POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR

Despite massive chest injuries, which would soon prove fatal, he was still trying to move.

Mark Meyers covered as Gonzalez entered the home, securing the suspect and his weapon.

Cpl. Makowski was air-lifted from Garden City Hospital to the University of Michigan Hospital in Ann Arbor. Although he fought valiantly for his life, he died less than 10 hours after answering the 911 call that warned of a soon-to-be killing.

The officers nominated for this award, along with more than 15 others who responded to the tragic incident, epitomize what being a “police officer” really means. Without hesitation, they put themselves into a violent situation to protect the citizens of their community. Officers from surrounding communities immediately responded to the call for help from fellow officers in trouble. All of the officers worked as a team, disregarding their own well-being to do everything they could to save a downed brother officer.

For these reasons, the Police Officers Association of Michigan presents the following officers with its supreme honor, the 2007 Police Officer of the Year Award:

From the Dearborn Heights Police Department: a posthumous award to the late Corporal Jason Makowski, as well as to Police Sgt. Alfred Nason, Cpl. Kirk Myers, Cpl. Terry Beaudrie, Cpl. Mark Meyers, Cpl. John Oblak, Cpl. Bruce Cotton, Cpl. Jeffrey Ross, Officer Corey Smith, Officer Ruben Gonzalez.

From the Garden City Police Department: Sgt. Eric Zimmer.

## SOUTHFIELD POLICE DETECTIVE COREY BAUMAN

**I**t was three days after Independence Day 2006, but the fireworks were yet to come for officers executing a narcotics search warrant at a suspected bank robber’s apartment.

At about 7:15 p.m. on July 7, 2006, detectives from the Oakland County Narcotics Enforcement Team and from the Farmington Hills Police Department joined uniformed officers from Bloomfield Township to execute the warrant. They knew, from a briefing earlier that day, that the suspect owned a .410-caliber rifle, which he kept in his closet. What they did not know was that the suspect had been tipped off about the raid and was lying in wait for them, rifle in hand.

As the officers, all wearing raid vests clearly identifying them as police officers, approached the apartment, they spotted the suspect at a window near the front door. Southfield Detective Corey Bauman and Oakland County Detective Perry Dare, both members of the Oakland County Narcotics Enforcement Team, immediately identified themselves as police officers with a search warrant.

The suspect darted from the window. Again, Detective Dare announced “Police. Search Warrant.” When they heard no response, Detective Dare battered the steel door twice with a ram before it opened.

The momentum thrust Detective Dare just inside the door, where he spotted the suspect, rifle in hand, jumping out from behind a couch only 10 feet from the door. “Gun! Gun!” Dare alerted his fellow officers.

Quickly assessing the situation, Bauman moved forward, allowing his colleague a chance to drop back, shed the unwieldy battering ram still in his hands and draw his weapon.

Bauman repeatedly ordered the suspect to drop his weapon.

But surrendering was not on the suspect’s mind. He swept the rifle barrel across the line of officers entering the apartment, ran a few feet into the kitchen area, took cover behind a wall facing the door and again raised his rifle towards the raid team, now standing in totally unprotected space.

Bauman, who had taken a front-and-center position in protecting his fellow officers, stood between the gunman and the other raid team members. It was obvious to each of them that anyone coming to Bauman’s defense risked hitting Bauman or another officer, who stood between them and the gunman.

Realizing that an instant’s hesitation would have given the crazed gunman enough time to shoot him and his unprotected colleagues, Bauman quickly fired his department-issued M-16 several times, striking the armed suspect, who collapsed to the ground and dropped his weapon.

Despite massive wounds from four bullet strikes, the gunman continued to struggle as raid team members subdued and handcuffed him. He was rushed to the hospital and did survive.

A later search of his apartment revealed several ammunition rounds lying where he initially confronted detectives with his shotgun, indicating that he may have been planning an attack when the officers arrived. Investigators also found cocaine and items related to a bank robbery 11 days before.

Detective Bauman’s action prevented serious injury not only to himself but also to his colleagues. All reported they felt they themselves could well have been shot — and serious injured or killed — had not Bauman fired first and hit his mark.

Detective Bauman demonstrated selfless bravery and cool professionalism to protect his fellow officers at the hands of a determined gunman who refused to surrender. We’re proud to give Detective Corey Bauman the recognition he deserves as our 2007 POAM Police Officer of the Year.

## SAGINAW POLICE OFFICER OSCAR LOPEZ

**T**he suspect was only 13 years old. But the gun in his hand made him as dangerous as hardened criminals far older.

The incident, which forced Saginaw Police Officer Oscar Lopez to draw on every bit of his police training — and more, began April 4 last year at just after 4 p.m.

Saginaw Police Officer Diane Ifill responded to a call reporting an unknown armed male suspect, wearing a black hoodie and a yellow shirt, walking with two females.

Circling the area in search of the suspect, she glanced into her rear view mirror and saw the reflection of a short man wearing a black coat. Turning her car around for a better look, she noticed a yellow shirt hanging from the back of the coat.

Only later would she learn that the “short man” was actually a 13-year-old boy with a troubled past — and an even more troubled immediate future.

Ifill stepped from her car, ordering the suspect to stop and remove his hands from his coat pockets. He not only ignored her, he began walking directly toward the front of her patrol car where she stood.

Then, without warning, he did take his hands from pockets. Immediately, Ifill spotted a silver handgun in his right hand.

Drawing her service revolver, Ifill walked toward the teen and ordered him to drop his gun. Instead, coolly waiting until the officer was within arm’s reach, he raised his gun toward her.

Attempting to throw him off balance, Ifill grabbed his coat. The gunman began wrestling with her, throwing the two into a life-



*Saginaw Police Officer Oscar Lopez probably saved his partner’s life.*

# POLICE OFFICERS ASSOCIATION OF MICHIGAN

# POLICE OFFICERS OF THE YEAR

and-death struggle. Repeatedly, Ifill blocked the determined teen's attempts to point the handgun at her head but was unable to subdue him.

When Officer Oscar Lopez arrived, only moments later, the two were wrestling "chest to chest" in the street, the teen tightly gripping his weapon. Lopez immediately unholstered his Glock service handgun, pointed it at the suspect and ordered him to drop his gun.

"If he shoots at me, I'll shoot you," the gunman told Ifill. Ifill then asked him if he was willing to kill a cop and go to prison. "Yes!" the teen replied.

Hoping against hope that the gun was only a toy, Lopez screamed to Ifill: "Is it real?" She assured him it was, leaving her colleague to deal with every cop's worst nightmare: A fellow officer facing death and limited options to save her because he couldn't shoot his own gun without risking injury to Ifill.

Lopez alerted Central Dispatch, while he and Ifill repeatedly commanded the gunman to drop his weapon. But, with the gunman ignoring all their commands, Lopez could do no more than follow the struggle and wait for a safe opportunity to fire.

As Ifill fought to grab the gun and restrain her assailant, the teen alternated between pointing his gun barrel up and back, first toward Lopez and then at Ifill's head. At one point, Ifill — her back to Lopez — managed to push the teen out of the street and against a wooden privacy fence, where she felt she could better control him.

The two continued to scuffle, moving along the wooden fence until it opened onto a driveway.

That's when the teen moved slightly way from Ifill and pointed the gun over Ifill's shoulder directly at Lopez. They were so close Lopez could see the opening of the gun barrel aimed directly at him.

Fortunately, the split-second break gave Ifill the chance she was seeking to grab the teen's gun hand. As the gunman tried to free his gun hand from Ifill's grip, Ifill swung him around, creating a small space between them.

But Ifill's maneuver didn't end as she'd hoped: Her assailant's gun now pointed directly at her.

Fearing for Ifill's life — and his own as well, Lopez seized the opportunity — as limited as it was — to fire a single round at the gunman, striking him once in the abdomen. The gunman collapsed to the ground and dropped his weapon, allowing the officers to handcuff him and administer first aid.

The struggle had lasted less than five minutes, but it not only seemed like a lifetime to both officers, it could literally have meant their lives.

The gunman, who landed in the Saginaw County Juvenile Detention Center, received a mandatory two years in prison for a weapons charge and five to 25 years in prison for assault with intent to murder two police officers. He has made several threats to kill a police officer when he gets out.

Officer Lopez demonstrated true bravery and professionalism in a highly charged situation that undoubtedly prevented a disturbed teen from succeeding in his quest to murder a police officer. For Lopez' actions in saving his colleague's life as well as his own, the Police Officers Association of Michigan honors Saginaw Police Officer Oscar Lopez with our top recognition as a 2007 Police Officer of the Year.

## FLINT TOWNSHIP OFFICERS JEFFREY HOVEY AND KATERI HOHN

Ordinarily, when law enforcement officers respond to a father's pleas to send an ambulance for his son, they logically assume they might participate in a life-saving run. But when Flint Township Police Officer Jeffrey Hovey responded to just such a call last Oct. 9, he came close

to losing his own life.

That fateful 911 call came through at 1:22 p.m. A man who refused to identify himself said he needed an ambulance for his son. When the dispatcher asked why he needed the ambulance, he replied "You don't need to know. Just send an ambulance." — and then hung up.

He called right back, adding this time only that his son was "sick" from a gunshot wound. Again he hung up abruptly.

Flint Township dispatchers fielded both calls just five minutes after another mysterious call from the same cell phone. That call was from an unidentified male who complained about drugs "all over the place" and that another male was "setting him up."

Officer Hovey, dispatched as back-up for Officer Kateri Hohn, immediately recognized the address because he had been there the previous day. At that time, he'd talked to a man who reported intruders in his basement. Hovey suspected the man had mental issues and shared his assessment with Hohn.

She, in turn, told Hovey that dispatch had cautioned her that a shooting may have taken place in the apartment.

Thus informed, the two officers arrived at the scene together. Surveying the immediate area, they noted nothing unusual, so they hit the apartment #4 buzzer. Someone promptly buzzed them through the security door.

As Hovey, in the lead, approached the apartment door, a male voice inside the apartment called out, "Do you have an ambulance coming?"

"Yes, we do," Hovey responded. "Just hang on."

Hovey, with Hohn just behind him in the hallway, reached the apartment. The man he'd spoken with on his call there the previous day stood partially behind the door. Hovey then noticed a younger man sitting on the floor with his back against a chair. The man on the floor watched Hovey but said nothing.

Quickly scanning the apartment interior, Hovey saw no blood or anything else out of the ordinary.

But as Hovey stepped forward to push the door fully open, the man behind the door pushed the door back against him. The next thing Hovey heard was a loud "crack" — and everything went blank.

Hohn, only steps away, saw her fellow officer's head snap back. She watched him fall to the ground, the direct bullet hit to his head taking its effect.

Looking up from her fallen comrade, she spotted more horror: The man who'd shot Hovey had turned towards her. Raising her arms to protect her face, she turned to find cover. Two more gunshots sounded behind her.

As soon as she reached a spot of relative safety outside, Hohn called for assistance. Only then did she notice that she was bleeding heavily from her left arm. Suddenly aware she was unable to move the curled fingers on her left hand, she moved farther from the building. Taking cover behind a vehicle parked in the lot, she reported her injury and new location.

Meanwhile, Officer Hovey found himself seated on the floor inside the apartment building away from — but within sight of — the treacherous apartment #4. Dazed and in-



Michigan Secretary of State Terri Lynn Land (left) told the story of Flint Township officers Kateri Hohn (right) and Jeff Hovey (not pictured).



jured, he had no idea how he'd gotten there. What he did remember only too well was the crack of the gun, just before the bullet struck his head.

Suddenly, the man behind the door in apartment #4 peeked out into the hallway. Still reeling from his injury and fearing his assailant was again coming after him, Hovey drew and fired his gun, striking the apartment door frame. He then attempted to reach cover by pushing himself backward through the hallway.

As he did so, he saw the man who had been behind the door attempt to leave the apartment.

Again Hovey fired.

This time he struck the doorframe of apartment #3, but it was enough to send the gunman back into his own apartment and give Hovey time to reach cover. Weapon drawn, he continued to watch apartment #4. Calling in his location, he remained on guard there until reinforcements arrived to evacuate Hovey — who amazingly was able to leave the building under his own power — for an ambulance ride to the hospital, where he began a long but successful rehabilitation. Another officer drove Hohn to the same hospital.

The arriving officers then approached apartment #4 where they saw the younger man on the apartment floor, moaning for help. Believing him injured and needing assistance, they moved in to rescue him.

Announcing themselves as police, they entered the apartment and saw the older man, who appeared dead or injured, lying on the floor behind a sofa. As soon as the officers approached, however, the man rolled to an upright position and fired at one of the officers.

The officer fell back for a second — and then returned the fire with his .223-caliber rifle. Two other officers also fired, taking up their colleague's defense.

The gunman began crawling down the hallway inside his apartment with his gun in his right hand, pointed over his left shoulder at the officers. The officers continued firing until the man fell to the floor, fatally wounded.

In their investigation, police learned that the two men were father and son. The father had recently been using crack cocaine, and his behavior had become increasingly erratic, according to the son. On the day of the fateful 911 call, the father had called the son to come over because he said he was feeling suicidal. The son had rushed over to his father's apartment, where the two of them — father and son — had "chilled out" in the apartment watching television, drinking gin and smoking crack together.

The son reported that, "out of the blue," his father had become terribly upset and accused his son of setting him up on a drug deal. When the son started to leave, the father told him he "wasn't leaving fast enough" and grabbed him in a head lock.

As they struggled, according to the son, his father pushed "a hard object" into his back. The son fell to the floor, shot in the back and unable to move his legs. Later, he'd remember that confrontation with his crazed father as the last time he'd ever walk again because his father's parting legacy to his son turned out to be a paralyzing bullet to the spine.

The son told the officers that he managed to drag himself to the chair, using his arms, and pull himself into the position Hovey had seen him in when he first entered the apartment.

The son explained that he hadn't talked or warned the officers when they arrived because he was afraid his father might shoot him again. He also added that after his father shot Hovey, he said, "They got me now. I'm not going down without a fight."

When they searched the apartment, investigators found drugs and 40 rounds of ready ammunition that proved the man had indeed been ready to fight. Officer Jeffrey Hovey and Officer Kateri Hohn stepped into a no-win drama starring a mentally disturbed man filled with gin and crack — and holding a loaded gun. Both officers, despite their injuries, managed to alert and direct reinforcements to stop a crazed gunman who had already injured three people — and could well have endangered more. In addition, Officer Hovey, fighting to survive a critical head wound, bravely persisted in firing at the gunman, single-handedly preventing his escape until help arrived. For this, we honor them with our highest honor, the 2007 POAM Officer of the Year Award.

## ST. CLAIR COUNTY SGT. THOMAS BUCKLEY, SGT. RICHARD MOUILLESEAU AND DEPUTY JEFF GREEN

Members of the St. Clair County Sheriff's Department treasure their physical training room as a place to relax, let off steam and socialize with fellow officers. But on April 6, 2006, the department's workout room did a sudden conversion — from "decompression chamber" to emergency-run destination.

At first, the workout seemed nothing but routine. It was about 11 p.m., and all three officers in the room had just completed their afternoon shifts. Sgt. Thomas Buckley was exercising on the elliptical machine, while Deputies Jeff Green and Steve Rickert exerted themselves on the treadmills.

Still on the elliptical, Buckley heard Green ask Rickert if he was okay. Buckley immediately turned to Rickert, who was leaning on the treadmill handlebars. Before Buckley had time to react, however, Rickert stood up and resumed his workout.

But Buckley's ill-fated workout was not to be. Minutes later, Rickert suddenly collapsed, somehow wedging his hand in the treadmill handle as he went down.

Dashing to their fallen colleague, Buckley and Green carefully extricated Buckley's hand and moved him onto the floor. Only then did Buckley notice that Rickert had stopped breathing and had no pulse.

The two officers began CPR, but Rickert showed no response. Realizing they'd need additional help, Buckley raced to the squad room as Green continued working on Rickert.

Unfortunately, the afternoon shift had gone home, and the new shift was out. No one was there.

Calling 911, Buckley ran back to Green, who continued to administer CPR with little to show for his efforts.

Meanwhile, Sgt. Mouilleseaux, in his office across the hall from the workout room, heard the commotion and rushed into the room, where he saw Buckley and Green performing CPR on Rickert's still body.

This time, luck stood firmly on Rickert's side: The department's defibrillators normally remained in patrol cars. But on this one particular night, just when a defibrillator was most needed, a patrol car was out of service — and its defibrillator sat in Mouilleseaux's office, directly across from the workout room.

Mouilleseaux ducked into his office, grabbed the defibrillator, hooked it to Rickert — and all three officers watched their downed comrade as he took his first breath...then another...and then still others.

An ambulance rushed Rickert to the hospital, where doctors surgically implanted an automatic defibrillator to protect him from future problems.

Thanks to St. Clair County Sgt. Thomas Buckley, Sgt. Richard Mouilleseaux and Deputy Jeff Green, Rickert is back on the job. These three men demonstrated their ability to think quickly, maintain cool heads and work as a team to resuscitate a fellow officer, who also happens to be a husband and a father.

The Police Officers Association of Michigan is proud to honor these three exemplary officers with its 2007 Police Officer of the Year Award. □



*Jim Tignanelli (far right) and Chief Michigan Supreme Court Justice Cliff Taylor (second right) presented the medical heroes from St. Clair County with their award.*

# Important Arbitrations

By Ed Jacques, LEJ Editor

## CONDUCT UNBECOMING A SHERIFF

Corrections Officer Sharry Zubor had ably performed her duties for 15 years with only one minor infraction in her file. The Arenac County Sheriff's Department Administration was so upset that the discipline was reduced to a one-day suspension that they tried to manufacture a new case for firing Zubor, under the guise of progressive discipline.

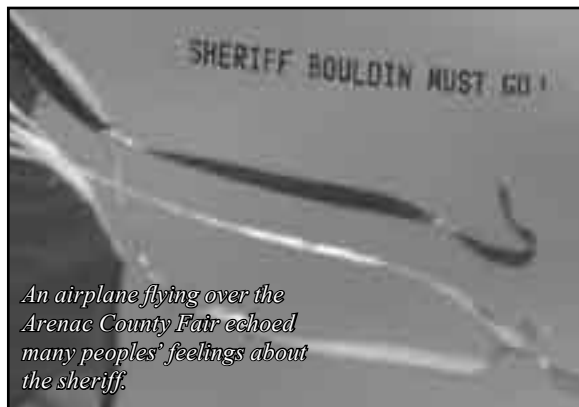
On November 22, 2005, Officer Zubor worked her normal shift at the Arenac County Jail from 7:00 a.m. to 3:00 p.m. Regulations called for at least two corrections officers on every shift and Sharry's partner was someone who she worked with on a regular basis. At about 12:30 p.m. the emergency cellblock buzzer was sounded, which caused a light to go on in the control center where she was situated. She heard an inmate yell "Emergency!" Zubor could see her partner on the TV monitor in the hall as he was walking into the cellblock. She did not use the intercom system to call him because he had just radioed her to let Zubor let know he was on the way. Zubor hung up the phone and proceeded to the cellblock to find the inmate sitting on his bed in pain, experiencing difficulty in breathing. She and her partner assisted him to the low holding area for further evaluation. Zubor then radioed the Undersheriff and informed him of the situation and went back to the control center. She then assisted in finding a stethoscope and blood pressure cuff to monitor the inmate's vitals. The inmate was taken to Standish Community Hospital, where he was treated for his symptoms.

Sounds like a hard-working corrections officer just putting in another day at work. Instead, this series of events would lead to POAM nominating Officer Zubor's Sheriff for its dubious "Horse's Ass" Award.

Zubor was fired immediately by Arenac County Sheriff Ronald Bouldin. The Sheriff alleged numerous infractions, including ignoring and delaying emergency medical treatment to an inmate, leaving the control center, not using the intercom to contact her partner, lying, failure to write an incident report and, get this, making negative comments about the Tribal Police. Sheriff Bouldin tied the bow on this package by claiming that all these fell under "conduct unbecoming an officer," and because he was going to administer progressive discipline, it meant termination.

The Administration had a compelling case. They were charging Zubor with denying emergency medical treatment at the same time charging her for leaving her post to administer the same. Past practice was that in the case of an

emergency situation, another officer should take over the control center. The Jail Administrator acknowledged that the incident on November 22, 2005 qualified as an emergency and verified that there is no contingency language in the jail policy and procedure manual about relief in emergency situations. The County alleged that Zubor had conversations with other corrections officers regarding the incident, and that she was lying. None of the officers testified in support of its allegation. It also claimed that Zubor violated policy by not contacting her partner via the intercom, even though she had seen him on the way to the cellblock and talked to him via the radio seconds after the emergency medical button was triggered. Since no one was prepared to testify about the alleged criticism of the Tribal Police, the County thought it better drum up some people to smear Zubor.



The County presented six completed inmate grievance forms dated 11/22/05 complaining in considerable detail about the conduct of Officer Zubor on the same date. A jail supervisor testified that these complaints were given to him voluntarily and were not solicited. Arbitrator David W. Grissom was not fooled, however, and said, "The completed forms were essentially prepared in the same handwriting and in pertinent part, contain information about the incident that the inmates could not have known on November 22, 2005. The efficacy of these inmate grievances remains in serious question and shall not be addressed."

Regarding the other allegations in the hearing Grissom also stated, "The County did not present evidence as to what was allegedly said; when, where or to whom. There was no testimony whatsoever from County witnesses on this allegation of derogatory remarks." Also, "The charges against Grievant Zubor by the Sheriff's Department are clearly not sustainable. This determination is

based upon the absence in key areas, presentation of conflicting and incomplete testimony and remaining questions that reach to the credibility of County witnesses. This award will point out serious substantive defects in the County's case. The Undersheriff's testimony was not credible and conflicts severely with the evidence in this case. Grievant Zubor neither ignored her responsibilities nor delayed in responding to a medical emergency in the jail. The Undersheriff not only knew full well that Zubor had left the control center but directed her to do so and that in fact, she and the Undersheriff worked together in an effort to locate the stethoscope and to assist the inmate. Grievant Zubor's testimony has not been reputed by the County, her testimony was persuasive and credible. There was no need to use the intercom or radio to call her partner."

Arbitrator Grissom also noted that Sheriff Bouldin confirmed that the first termination letter dated January 16, 2006 was not issued until approximately six weeks after the incident. Arbitrator Grissom also emphasized legal flaws in the County's case. In one incident, the County cited the entirety of section 1.19 in its policy and procedure violations as having been violated. Section 1.19 contains 13 rules, none of which were identified. Zubor and POAM were left only to guess what reasonable violation charges they were insinuating. The charge lacked specificity, and as such Arbitrator Grissom ruled that the County's allegations thereunder were procedurally defective.

Grissom ruled that Officer Zubor failed to file an incident report in violation of section 1.30 and in that circumstance, a written warning shall be issued to Zubor for the violation. Grissom further directed that Officer Sharry Zubor be immediately reinstated to her job with her seniority intact and made whole.

Officer Zubor was represented by POAM Assistant General Counsel George Mertz. As usual, he put up a vigorous defense, but had to admit he was confident of victory from the very beginning. "The administration's case was bad, but it became worse when they introduced those prisoner grievances all in the same handwriting. Credibility was a big issue with the arbitrator."

Sheriff Bouldin and his administration did not win this arbitration award, but they did receive a more deserving honor shortly thereafter. Because of this case and others, Arenac County Sheriff Ronald Bouldin is the 2007 recipient of the POAM "Horse's Ass" Award. □

# INCONSISTENCIES IN AUTOMATIC VEHICULAR LOCATOR (AVL) HELP OVERTURN SUSPENSION

By Ed Jacques, LEJ Editor

Public Safety Officer (PSO) Curt Winn had an unblemished work record in his twelve years working for the City of Centerline, Michigan. In fact, on the evening of November 4, 2004, Winn was the senior PSO assigned the duties of supervisor and acting sergeant over the other two public safety officers on duty. Pursuant to the collective bargaining agreement, (CBA) Winn receives extra pay as acting sergeant and the City's General Orders provide that patrol sergeants supervise subordinate's work, provide discipline and training, and deploy the patrol of the City.

The City suspended PSO Winn for 5 days without pay, reassigned him from the midnight shift to the day shift and refused to let him serve in a supervisory capacity until he received remedial training and the responsibilities and duties of supervising a patrol shift. Winn immediately filed a grievance stating that the discipline was without merit, and that the Director of Public Safety knowingly violated the CBA by switching his contractually obligated shift pick as discipline.

The Employer claims that on November 4, 2004 Grievant failed to respond to calls and was sleeping on duty. The employer cites the AVL records and a recorded phone call made at the department as evidence to its claims. The Grievant claims he responded to calls, that the taped recorded conversation in question was taken out of context by the Employer and that he rested, not slept, for a very short period of time.

At 12:09 a.m., immediately into the shift the dispatcher on duty radioed a domestic assault assignment to the two patrol officers working the shift. Both officers arrived on the scene within 2 minutes as the dispatcher's radio log indicated. Officer Winn arrived shortly thereafter and testified that he was acting as a backup and was ready to support any situation. However, Winn's AVL did not show his vehicle at the incident. By 12:15 the incident was under control with an ambulance called and a police incident report assigned to one of the officers.

At 12:20 a.m. the dispatcher radioed Winn to assist Macomb County Deputies in a prisoner transfer from the Centerline police station. At 12:25 a.m. Winn radioed the dispatcher to open the side door allowing the deputies to exit the department. At 12:27 a.m. Winn made a 6 minute personal phone call from the station's phone that was recorded and transcribed. The AVL on Winn's patrol car showed him returning to the police station at 12:52 a.m. along with one of the other patrol officers on duty.

The other patrol officer had made a traffic stop two minutes beforehand and at 12:59 a.m. radioed that he was "all set" and not needing any backup. However, seven minutes later that officer radioed for immediate help because the stop had turned into an altercation and pepper spray had been discharged, affecting the officer's ability to see. Winn was the first Centerline police officer to respond and his AVL records show that to be at 1:08 a.m.

During its investigation, the City listened to the 6 minute personal call Winn had made to a relative and drew their own conclusions. His relative had frequently asked to be a "ride along" and during their conversation Winn stated that he was tired and "done for the night". The Administration then immediately assumed that he was sleeping on duty and responding poorly, if at all to some calls. According to the AVL records, Winn had not responded to the original domestic and was 20 minutes late in responding to an officer in need of assistance.

Winn told his relative he was "done for the night" to discourage an inevitable request to ride along that night. Further, Winn reiterates that he was back up on the first call and the first Centerline PSO to arrive immediately after a request for help was called in on the second incident.

When the matter was presented in front of Arbitrator Martin O. Holland, he found the City's claims of misconduct and rule violations were based upon circumstantial evidence and speculation. The City never interviewed the two on duty Centerline officers or the department's dispatcher and they were not called for testimony. The City also did not compare the AVL re-

ports of the two officers to Winn's. The AVL reports would have not supported the City's argument; rather they would have shown inconsistencies. The City argued that Grievant's AVL indicated that he didn't respond to the first incident while the actual responding officers' AVL doesn't show him arriving until 30 minutes later. There were also inconsistencies in the other patrol officers AVL time log.

Based on his personal phone call, the City assumed grievant was sleeping when the second incident occurred and didn't hear the call. Based upon the radio log, the dispatcher and other patrol officer did not expect Winn to back up the original officer. But, at 1:05 the incident turned bad and grievant was the first Centerline police officer to arrive. The City's argument that it would have been best if grievant responded immediately at 12:50 ignores the fact that according to AVL records, Winn was probably delivering paperwork to the other patrol officer at 12:52. The City also claimed a breach of duty because they claim Winn should have completed a CAD log even though he was never assigned to the incident.

POAM Attorney George Mertz represented PSO Winn in the subsequent grievance arbitration. Mertz argued that the City was guessing about Winn's actions that night, and that all three AVL equipped patrol cars experienced inconsistencies that evening. "Assuming that Winn didn't want to do a ride along that night meant that he was sleeping on the job is conjecture by the Employer", said Mertz. "Even if there was a minor violation, there has to be a progression of discipline leading to a demotion. PSO Winn was able to respond to all dispatched calls and provided assistance to fellow officers. The AVL and voice recorder log show that Curt was active for all except a few minutes between assignments."

In the end Arbitrator Holland agreed with Mertz's argument. Mr. Holland mentioned that he's been involved in other cases where the inconsistencies of an AVL have been proven, and concluded that there was not "substantial" evidence for any discipline. He also noted PSO Winn's excellent work record when he made the Grievant whole for the 5 day suspension, placing him back to platoon one and reimbursing Winn's lost shift differential pay.

**EDITOR'S NOTE:** While writing this story, I conducted additional research into the reliability of AVL's in other police departments. POAM Executive Board Member and former Taylor POLA President Scott Atkinson reported that the AVL technology the Taylor Police Department currently utilizes is unreliable and cited many examples of inaccurate readings. "There are numerous times when one or more of our AVLs will show patrol cars in the total opposite side of the city," said Atkinson. "Officers have been involved in pursuits where the AVL records them at 8 miles an hour and we had a situation where an officer was looking over a dispatcher's shoulder as she pointed out that the AVL showed him stationary at a location he had been dispatched to an hour previously. "Dispatch personnel don't completely trust the system and there's no way that our Administration could even consider discipline based solely on AVL records," added Atkinson.

POAM Executive Board Member and Monroe County DSA President Dave LaMontaine verified that AVLs do freeze up and his members occasionally have to physically log back into the system. Dave explained that the technology is similar to a laptop or cell phone-including occasional dead spots. "Monroe County's previous AVL system never worked and the County has recently instituted new and improved technology," stated LaMontaine. "It's not perfect, but it is a huge improvement from what we had before and the accuracy of these systems should only improve in the future."

POAM Executive Board Member and Business Agent Pat Spidell agrees. "I have negotiated the parameters of information of AVLs that can be used by the Employer with a few of my collective bargaining units," said Spidell. "I suspect that language on this issue will be a staple in many of the contracts we negotiate over the next couple of decades. □



# Judiciary Watch



Continued from page 1





In AFSCME Council 25 vs. McIntyre and Estep, a dispute arose over the transfer of assets of a local bargaining unit after the election of a new certified bargaining representative. Until approximately January of 2003 Genesee County Deputy Sheriffs had been affiliated with AFSCME, as their certified bargaining representative. In addition to monthly dues, which were transmitted by the employer through dues deduction directly to AFSCME, the local unit could choose to voluntarily be assessed extra money to be used for social events, financial aid to local members, and other union related expenses. These voluntarily assessed amounts, separate and distinct from AFSCME dues, were rebated back to the local from AFSCME and held in a bank account.



In January of 2003, the deputies filed a petition to elect POAM as their new certified bargaining representative, and the POAM was subsequently approved by the membership. Fearing that AFSCME would attempt to “raid” the bank account containing the voluntary contributions, McIntyre and Estep as president and treasurer removed the funds from the old account, opened a new account in the name of the Genesee County Deputy Sheriffs Association, and redeposited the funds. They took this action after receiving the approval of the local membership. AFSCME later filed suit against McIntyre and Estep, to recover the self-assessed, voluntary contributions, claiming breach of contract, tortious interference with a business relationship, tortious interference with a contract, and essentially that McIntyre and Estep had stolen the funds from AFSCME.

McIntyre and Estep were successful at the trial court level, obtaining an order from Genesee County Circuit Judge Robert Ransom dismissing AFSCME’s claims and finding that the self-assessed voluntary contributions were not “dues” to which AFSCME would be entitled. AFSCME appealed this ruling to the Michigan Court of Appeals and briefs and oral arguments were presented before Judges Whitbeck, Saad, and Gage. The Court of Appeals reversed the Circuit Court, broadly interpreting the AFSCME constitution as entitling AFSCME to any and all funds held by a local at the time of disaffiliation. The decision was written by Judge Saad and concurred in by Judges Whitbeck and Gage.

This published decision will have a chilling effect on local bargaining units’ freedom to petition for new bargaining representatives. Some groups will have to choose between losing tens of thousands of dollars or continue an affiliation with a bargaining representative that the local no longer wants. It will also reduce incentive for local units to self assess extra funds for functions such as Christmas parties and financial aid to local members for fear that those funds may someday be absorbed by a national or state organization, which really should have no claim to money that rightly belongs to the people who made the contribution. At its core, this decision is clearly not pro-labor and will negatively impact local bargaining units by restricting their freedom and discouraging them from raising funds to benefit their own membership.

Our rating: Judge Saad -  

Decision:   Judge Whitbeck -  

Judge Gage -  

In Ingham County Sheriff v Capitol City Lodge No. 141, FOP a detective, who was also the local union president, provided a copy of an internal memo (that dealt with a new requirement that officers carry pagers) to the union attorney for his review to determine if the employer had a duty to bargain before implementing a change in conditions of employment.

The Department had a policy in place that required Department approval for dissemination of a document to the public. The detective received discipline for disseminating the document. The Union filed an unfair labor practice charge with MERC. The issue was whether “the sheriff could

lawfully discipline an employee for violating an otherwise legitimate work rule in the course of conduct that would otherwise be protected by PERA.” The ALJ concluded the Sheriff did not establish a legitimate and substantial business justification for applying the policy to the detective’s conduct. “The Sheriff has a legitimate interest in preventing unauthorized disclosure of confidential information and documents to the public. However, the Sheriff did not offer a business justification for prohibiting the detective, a member of the union, from providing Wilson, a non-employee agent of the union, a document clearly relevant to the wages, hours and terms and conditions of the employment of bargaining unit employees.” The ALJ ultimately decided, “balancing general interests and protecting the confidentiality of its information against the effect of the discipline on [the detective]’s ability to exercise her section 9 rights, I conclude that [the sheriff] violated section 10(1)(a) and (c) by disciplining [the detective] ...”

The county appealed. Court of Appeals Judges Whitbeck, Bandstra and Schuette, reversed the decision of MERC. The outcome was 2-1 with Whitbeck and Bandstra siding with the Employer and Schuette writing a dissent, arguing that the decision of MERC should have been left undisturbed.

Judge Whitbeck wrote the opinion holding that the sheriff’s actions did not adversely affect the detective’s protected right to engage in lawful concerted activities under PERA. Judge Whitbeck wrote, “We cannot conclude the sheriff’s application of rule 106 constitutes an unfair labor practice because application of the rule does not unreasonably restrict the union’s ability to represent its members and effectively enforce the terms of the labor agreement.” Judge Whitbeck stated that, “rule 106 may make union activities slightly less convenient, the rule does not inhibit protected activity.” Judge Whitbeck continued, “It is important to keep in mind that Detective Siegrist was not disciplined for disclosing information or seeking advice from her union attorney; that is, she was not disciplined for simply using information and knowledge that came to her attention in the normal course of work activity. She was disciplined for violating the employment rules by releasing the internal document to a person outside the sheriff’s department without prior approval.”

Judge Whitbeck’s analysis, however, makes little sense as the actual policy states “all information ... may not be used ... released or viewed except in accordance with departmental procedures.” While the court draws a distinction in this case regarding the release of information as opposed to the physical release of a memo, the actual policy makes no such distinction.

Judge Whitbeck then makes the equally nonsensical assertion that the policy does not “preclude an employee from verbally communicating, even verbatim, the contents of any internal document to members of the public.” The court had the audacity to write, “we reiterate that it is not our place in this case, to question the validity or logic of rule 106; we are merely approving application of the rule, which we must presume valid, under the present set of circumstances.”

Judge Whitbeck then held “that the county and sheriff’s interests in keeping all internal documents out of the public forum absent department authorization for release outweighs detective’s right to engage in protected activity under PERA.” The court stated that “the union is under no legal compulsion to keep sheriff’s department information out of the public’s hands, and the documents could later become public through the litigation of a labor dispute and could compromise the sheriff’s sensitive procedures or other information appropriately kept confidential.” That statement makes absolutely no sense, since the court had already acknowledged that the Union had a right to the information. Judge Whitbeck is guilty of exalting form over substance.

Dissenting Judge Schuette pointed out that “the release of the memorandum pertaining to wearing a pager off duty does not conceivably prejudice the sheriff’s ability to protect the public.” Judge Schuette then wrote, “Therefore the Sheriff did not carry its burden in showing a substantial business justification for applying the rules to Detective Siegrist in this situation.” Judge Schuette stated, “This holding sweeps too broadly in the sense that the Sheriff can effectively eliminate the rights of its employees

# Judiciary Watch

Continued from page 24

granted them by the legislature under PERA by promulgating and rigidly applying such an expansive internal work rule.”

This negative decision is a serious encroachment on law enforcement labor organization rights. It reflects a pro management bias premised on a flawed and inconsistent analysis of the existing mandate of PERA that a proper balance in rights between management and labor be mandated. □

Our rating:

Judge Whitbeck



Decision



Judge Bandstra



Judge Schuette



## MCOLES Report

By JIM DeVRIES, MCOLES Board Member



### View Your MCOLES Records Online

This fall, Michigan law enforcement officers will gain individual access to the MCOLES Information and Tracking Network. What this means is that officers, from the comfort of their homes, will be able to log into the system and view their individual MCOLES records.

The MCOLES Network, as it has come to be known, went live for law enforcement agencies and training providers in 2004. Since the early planning stages of this system, POAM has lobbied heavily for on-line access by officers. Given the high level of system security and the expense of adding new interfaces, it has taken a few years to bring this feature to the field. Now near completion, Officers On-Line capability will exemplify the open type of relationship that MCOLES is encouraging with officers in the field.

Who will be granted access? Officer access to the MCOLES Network will be made available to any licensed law enforcement officer upon request. Individuals with other than active license status will also be eligible for access. As a result, officers who are between jobs, retired, or in military service will be able to gain access. The key requirement is that the individuals requesting access must have been MCOLES licensed and assigned an MCOLES number.

How will access be granted? Persons desiring individual access to the MCOLES Network must submit an application. The access application process is designed to preserve system security. Application documents will be made available at the MCOLES web site at [www.michigan.gov/mcoles](http://www.michigan.gov/mcoles). Links from the home page will take the applicant to pages that will provide basic information about the process, instructions for requesting an application, the MCOLES Network security Policy, and the Law Enforcement Officer Access Agreement. Persons requesting access will be required to comply with the same security conditions as all system operators on the MCOLES Network.

Applicant will be able to use their computers to complete the Law Enforcement Officer Access Agreement. The information required is the full name of the individual applying for access, the individual's MCOLES license number, the individual's date of birth, and the basic training academy from which the applicant graduated, as well as year of graduation. The purpose of this information is to verify identity with information that would not likely be known by a person other than the applicant.

Once the Access Agreement is completed, it can be printed from the computer. It must be appropriately signed and submitted to MCOLES with copies of the applicant's operator's license and one other piece of identification; e.g., agency identification, birth certificate, passport, etc. These documents must be mailed to MCOLES, accompanied by a self-addressed, stamped envelope.

Upon receipt of these documents, MCOLES will verify the information and enter it into the MCOLES Network, which will auto-generate a notice, a login ID, and a temporary password for the applicant, to be mailed via the provided envelope. Upon the applicant's first system login, he/she will be prompted to create a unique password. Please note, this password will only be known to the user. Passwords will expire every six months and can be re-generated on-line.

What Access will be granted? Individual officer access to the MCOLES Network will be view only. The viewer of the information will not be able to make changes. Information that may be accessed consists of the officer's profile, employment history, a training received, and a history of inquiries that have been made of the officer's records.

The officer profile consists of the officer's full name, e-mail address, and operator's license number. Social security numbers have been redacted to four digits. In the future, social security numbers will be removed from the system. The officer's employment history will consist of the basic training background, prior law enforcement employment, and in-service training history. If the officer has any standards compliance reviews in his/her history, the viewer will be prompted to contact MCOLES for further information. An example of this would be evaluation of a medical issue that might affect the ability of a person to carry out law enforcement duties.

Please note that in-service training records will only reflect what has been submitted to MCOLES. Many officers have multiple sources for their training records, i.e. MCOLES, law enforcement employer training records, and records maintained by training providers.

The Training Course Registry will display training opportunities across the state. A search engine will permit the user to access course information by subject and then view a description of the course as well as where and when it will be available, and vendor contact information.

A unique feature of this system is the Individual Employment Inquiry. This is a list of law enforcement agencies that have viewed the officer's information. The officer controls access to this information, through a secondary system password generated by the system. By providing this password to a prospective employer, the officer enables the inquiry. By re-generating the secondary password, the officer takes this capability away. Individual officers will be able to access only their own records.

Approximately 820,000 records have been converted from the old system and uploaded to the MCOLES Network in 2004. Since then, the number of records maintained by the system has grown exponentially. On rare occasions, officers may discover errors in their records. Please take time to review your records. □

RICHARD SLAVIK  
PRESIDENT

32500 TELEGRAPH ROAD  
SUITE 222  
BINGHAM FARMS, MI 48025  
(248) 203-0011 ext. 19 (t)  
(248) 488-5543 (f)

RSlavik@slavikmanagement.com



Critically acclaimed writer Frank Borelli offers an outlook on how America has to confront the criminal and terrorist threats that our nation faces today.

With a foreword by LtCol Dave Grossman this book has been referred to as "the warrior's book of values".

What others have had to say:

"American Thinking offers a philosophy for thinking about threats... and for dealing with them."

"American Thinking is both thoughtful and thought provoking."

"American Thinking truly motivates and hones the American warrior's mind."

"American Thinking will be one of the seminal publications that define who we are and what we do in this new world."

Order your copy today from Liberty Publishing  
<http://www.libertypublishing.us>

# Serving Our Community Together



## At GFS Marketplace, you'll find:

**NO MEMBERSHIP FEE**—We welcome you to shop at our stores.

**Quality Foodservice Products**—Over 3,000 GFS®, national, and exclusive brands, with 15,000 available from our warehouse.

**Commercial Savings Program**—Businesses and non-profits can save big on their purchases. Sign up today. It's FREE!



**FREE Computerized Menu Planning**—Let *Menu Wizard* help you plan your next important event, right down to the cost per person.

**Fundraising Programs**—Variety of programs, including custom labeled bottled water and candy for non-profit organizations.

**FREE Meat and Cheese Slicing**—Save valuable time and labor.

**FREE Food Sampling**—Sample our quality products every Friday and Saturday from 11:00 a.m. to 4:00 p.m.

**With over 110 locations, we're sure to be in your neighborhood.**

For locations and hours, visit [www.gfsmarketplace.com](http://www.gfsmarketplace.com) or call 1-800-968-6525  
(Mon.–Fri. 8:00 a.m. to 8:00 p.m. EST)



Cards



## Marketplace

What matters to you,  
matters to us.



# POAM FISCAL FITNESS PROGRAM

By Ed Jacques, LEJ Editor

Whether its disability planning, long-term care insurance, estate planning, mortgages, or questions about Social Security, financial planning is a must for every working man and woman. The POAM Executive Board invited leading experts on the subject to give power point presentations on these subjects to members attending POAM's semi-annual seminar. The June seminar is always conducted in conjunction with our Annual Convention at the Amway Grand Hotel in Grand Rapids.

Rather than overwhelm members with a group of experts in a large meeting room, POAM President Jim Tignanelli hatched an idea to customize a format that enhanced retention of the subject matter and allowed members to ask questions in a comfortable setting. With the help of Sean Moran from Citi Group, Tignanelli coordinated leading professionals to make their presentations in smaller, separate conference rooms for a duration of 45-50 minutes on their designated subject. After each session, attendees were allowed a 10-minute break and then were instructed to rotate to the next room and different topic. This allowed the groups to be smaller but more personal.

Jim Tignanelli had preliminary meetings with the speakers to assist them in preparing their materials for their law enforcement/public employee audience. Jim's daughter, Lauren Tignanelli, organized the speakers' outlines into a precise PowerPoint presentation. This cooperative effort in preparing for the seminar was a huge reason for its success.

Thirty-five year veteran police officer, Vinnie Finn from Roseville, appreciated the format. "I got good information on every issue that was important to me as a veteran police officer," said Finn. "Every speaker was correct when they emphasized that even rookie officers need to have a plan." Beverly Hills PSOA Treasurer, Marty Bednarz added, "I've got a long time to go before I retire and these financial experts showed me how to develop a long term plan."

Tignanelli acknowledged that even more preparation was necessary for this type of venue in a seminar setting. "We had to make sure that everybody's presentation was about the same length and that each session started and ended in the proper time frame," said Jim. "Thanks to the support staff at POAM and the technical assistance from my daughter Lauren, we were able to pull it off without a hitch. I also want to thank Sean Moran from Citi Group and each and every one of our guest speakers for contributing their time and energy to this project." □

**Editor's Note:** The following is contact and biographical information on speakers for the POAM Fiscal Fitness Program. We are encouraging every POAM member to call them with any questions or request for further information.

*Eugene LoVasco is the President of ALCOS, an insurance financial and employee benefit firm. Gene has conducted numerous seminars pertaining to estate planning, probate, tax issues and deferred compensation.*



**Marc Labadie (left)** is a full-time member of ALCOS whose expertise is estate planning, disability



*and long-term care insurance. LoVasco is a member of the Michigan Bar association and his practice specializes in asset management.*

ALCOS 35735 Mound Rd, Box 8029  
Sterling Heights, MI 48311-8029  
(586) 977-6300

**Mark Heppard (above left)** is President of Mutual Mortgage Corporation. For the last ten years, his company is one of the top 200 mortgage originators in the United States. Prior to the mortgage business Mark provided financial investment analysis for capital expenditures at NCR Corporation and was a successful realtor. Mark graduated from the University of Michigan and has extensive experience in all facets of the mortgage business.

Mutual Mortgage Co. 33004 Grand River Ave, Farmington, MI 48336  
(248) 474-8470

**Vonda VanTil (below left)** is a Public Affairs Specialist for the Social Security Administration. She received a Bachelors Degree from Aquinas College with a dual major in business and communications. Vonda has been with the Administration for 16 years and doing Social Security Public Relations for the last 10. Vonda travels the state conducting media interviews, public speaking engagements and writing for local newspapers.

Social Security Administration  
50 College S.E., Grand Rapids, MI 49503



**Mark Mitchell (below right)** is Regional Manager for Michigan with Retirement Plan Advisors. Mark has been in the investment and retirement planning field for over 20 years and served as State Director with PEPSCO Securities and Nationwide Retirement Solutions. Mark was also a police officer for the City of Livonia for 15 years where he held various

*union positions and was also involved in contract negotiations and served as the LPOA designee to the pension board. Mark is also personally responsible for the set up and administration of several VEBA programs, dating back to the late 1990s.*

Retirement Plan Advisors  
21225 Laser Lane,  
South Lyon, MI 48178  
(734) 421-2212



**Brandon Vanhulle (below)** has been a Financial Advisor with Merrill Lynch since 1999. Brandon is a Certified Financial Planner and Charter Retirement Planning Counselor who is part of a team that manages nearly 300 million dollars in client assets. Vanhulle served in the Air Force from 1989-1994 as a Munitions Systems Specialist serving two tours of duty in the Middle East.

Merrill Lynch  
39577 Woodward Ave.  
Bloomfield Hills, MI 48034  
(888) 516-7418





## Scholarship Winners

Dear Mr. Tignanelli,

I would like to thank you and POAM for the scholarship that you awarded me. As you know college expenses are never ending and this will help me to achieve my goals. I will be attending Saginaw Valley State University in the fall majoring in Forensic Science with a minor in Criminal Justice.

Again, I want to thank you personally and the POAM Executive Board for their generosity.

**Kelsey Germain**  
Daughter of Michele Levandusky  
Lapeer County 911



Dear Mr. Tignanelli,

I would like to take this opportunity to thank you and your board members for the scholarship worth you have awarded me. This money will help me with my tuition and I have enclosed a graduation picture for your journal.

I appreciate your consideration.

**Andrea Sexsmith**



## Thanks POAM



**Congresswoman  
Candice S. Miller**

Dear Jim -  
Sincere thanks on having  
the POAM make the right  
endorsement : make it so early -  
Mayor Rick Giuliani is well  
on his way to becoming  
President Rick Giuliani - I  
look forward to working with  
you -

Best regards,  
Candice

Don't forget to sign your name on the bottom of the letter. If you don't, it won't be counted. Thank you for your support.

Dear Mr. Tignanelli,

I am extremely honored to receive your contribution towards my college education. I have chosen to attend Central Michigan University for fall of 2007. I am a 2007 graduate of Wayne Memorial High school. Magna cum Laude My personal accomplishments during high school are as follows: I am currently ranked 31 in my class of over 400 students. My grade point average is a 4.0 and career average of 3.6 I am currently a member of the National Honor Society and DECA (association of marketing students) I have received the following awards throughout my past four years: Presidents Award Honors Award - Science Honors Award- Molecular Biology Academic Letter Award 2004, 2005, 2006 and 2007; Outstanding work in National Honor Society Athletic Award Girls Junior Varsity Softball I have also been a member of the Wayne Youth Girls Softball organization since 2003. I held the position of pitcher and league champions 2006, and all star division champions. Seasonally employed by the City of Wayne D.P.W 2006

I will be the first family member to attend a college. I look forward to the new challenges and adventure my college years will bring.

Thank you again for your generous contribution in my future education.

**Chelsea Lea Cahill**





*City of Roseville*  
POLICE DEPARTMENT  
29753 Grabel Avenue • Roseville, Michigan 48066-4197  
Phone: (586) 775-2100 Fax: (586) 445-5058

RECEIVED  
APR 30 2007  
P.O.A.M.

Mr. Joseph M. Tognarelli  
President  
Police Officers Association of Michigan  
2546 Joy Road  
Rochester, MI 48306-9419

Dear Mr. Tognarelli:

I would like to thank you for your time and effort in speaking to our group regarding the current issues facing law enforcement in Michigan and the challenges we face.

I hope to see you again soon to discuss the current issues in more detail and to hear your thoughts on the future of law enforcement in Michigan.

Sincerely,

*Robert M. DeVos*  
Mayor  
City of Roseville  
Roseville Police Department



RECEIVED  
JUN 11 2007  
P.O.A.M.

STATE OF MICHIGAN

June 7, 2007

Joseph M. Tognarelli, President  
Police Officers Association of Michigan  
2546 Joy Road  
Rochester, MI 48306-9419

Dear Mr. Tognarelli:

Thank you again for the invitation to the 2007 POAM Day meeting. It was especially a honor to be able to present one of the POAM Officers of the Year awards. Listening to all of the stories was a great reminder of how hard and dedicated our police officers are, and what sacrifices they make to our safety. It is truly a privilege to be a part of the Michigan law enforcement community, and the day went well, and the presentation was a success.

Again, thank you very much for allowing me the pleasure of attending and participating in the 2007 POAM Day. I look forward to seeing you again, as well as the other executive board members, in the near future.

Sincerely,

*Michael D. Bishop*  
Michael D. Bishop  
Senate Majority Leader



THE SENATE  
STATE OF MICHIGAN

June 7, 2007

Mr. Joseph M. Tognarelli  
President  
Police Officers Association of Michigan  
2546 Joy Road  
Rochester, MI 48306-9419

Dear Mr. Tognarelli:

I would like to thank you for your time and effort in speaking to our group regarding the current issues facing law enforcement in Michigan and the challenges we face.

I hope to see you again soon to discuss the current issues in more detail and to hear your thoughts on the future of law enforcement in Michigan.

Sincerely,

*Michael D. Bishop*  
Michael D. Bishop  
Senate Majority Leader



Michigan Senate  
**Michael D. Bishop**  
Senate Senator  
Senate Majority Leader

RECEIVED  
APR 25 2007  
P.O.A.M.

April 24, 2007

Ken Grubbs  
POAM  
2546 Joy Road  
Rochester, MI 48306

Dear Ken:

I wanted to thank you personally for your support of the police officers' health care and regulation. Your leadership in supporting these bills will benefit not only our officers and our citizens, but the taxpayers of this state.

As you know, the cost of health care is exploding, and these rising costs are helping to keep down costs.

Again, thank you for your support and for your leadership in working to pass our police officers' health care and regulation.

Sincerely,

*Michael D. Bishop*  
Michael D. Bishop  
Senate Majority Leader

Dear Mr. DeVos,

On behalf of our entire membership, thank you for sharing some of your valuable time with us in Grand Rapids. Your dedication and loyalty to law enforcement has earned you our organization's highest degree of respect.

You are always welcome at any of our functions.

*Professionally,*

*The POAM Executive Board*







# GREEKTOWN CASINO

*a Kewadin Casino™*

As we build the new Greektown Casino & Hotel,  
we're also building the local community.  
That's why we proudly support

## The Police Officers Association Of Michigan

*Let the Party Begin!*

If you bet more than you can afford to lose,  
you've got a problem. Call 1-800-270-7117  
for confidential help.



555 E. Lafayette, Detroit, MI 48226  
greektowncasino.com  
1.888.771.4FUN (4386)

# POAM Attorney Stationed in Gaylord

By Ed Jacques, LEJ Editor

It's pretty good duty. Lot's of fresh air, deer in your back yard, and plenty of new trout streams to investigate. And, of yeah, he's a lot closer to many POAM members that need his legal counsel.

POAM attorney George Mertz has relocated to Gaylord, Michigan, where General Counsel Frank Guido discovered him three years ago. In 2004, Guido had convinced Mertz to leave the law firm of Plunkett Cooney, where he couldn't eat the shrimp at parties, and his responsibilities as assistant prosecutor for the City of Gaylord, to start a new career as a full-time POAM attorney. That meant George and his wife, Amy, moving to the Detroit area to work closely with Guido and the other two members of POAM's legal staff, Martha Champine and Douglas Gutscher. Mertz loved the "up north" lifestyle, but jumped at the opportunity to team up with the state's most powerful police union. George's immediate family, including his father, who served as a police officer and local POAM president for 31 years, still resides in the Detroit area. His wife, Amy, also grew up in the Metropolitan Detroit area and was able to secure new territory with the same pharmaceutical sales company that she was employed by in Gaylord.

George adjusted well to the change in work venue and became instantly popular with the POAM staff and local union leaders as he prevailed on a majority of grievances and other issues on behalf of POAM members. Although Guido wouldn't admit it, Mertz was passing his double-secret probation with flying colors.

Over the next two years the POAM legal staff found itself traveling to Michigan's northern counties on a regular basis to represent or defend members on many critical cases. Drive time, lodging expenses and access to technologies were starting to become an issue.

Earlier this year, Amy's company made her a fantastic offer to move back to Gaylord and take over her old territory. Her expertise and work ethic

were clearly missed. George always loved living in Gaylord and when Amy informed him of her employer's offer, the wheels began turning. Could he sell Guido on his radical idea of having a POAM law office up north? He had witnessed Guido's open mind and Bill Birdseye's business sense first hand, and decided to approach the subject with them. Office Manager Lynn Singer had just upgraded POAM's computer and telephone system which would allow George's computer, fax machine and phone to tie right into POAM's system, in essence giving Mertz all of the resources he needed as if he were sitting in the office next door.

George's proposal made sense to Birdseye and Guido set some ground rules to ensure George still stays connected to the home office. George returns to headquarters 2-3 times per month for a couple of days at a time. He has continued to maintain his metro Detroit residence as well as his new home office in Gaylord. He attends all POAM functions and takes his regular turn as the POAM attorney on-call 24 hours-a-day.

George enjoys all outdoor activities and is especially passionate about trout fishing. In John Voelker's book and Otto Preminger's movie, *Anatomy of a Murder*, Upper Peninsula attorney Paul Biegler can always be found on a little trout stream when not in the courtroom. Biegler is an intelligent, low-

key gentleman lawyer who is ready for any big-city prosecutor wanting to railroad any of his clients. His role is played admirably by Jimmy Stewart and mirrors Mertz' style. But in contrast to the movie, the only "irresistible impulse" that George Mertz has is to vigorously defend POAM members' rights.

"My closer proximity to member groups, especially in a critical incident, is paramount to providing quality service," comments George. "My previous experience and current work gives me the benefit of knowing and developing working relationships with local judges, prosecutors, administrative officials and politicians." □



*George Mertz is at home in Gaylord, MI.*

## FUNKE REPLACES DUDZINSKI AS POAM SECRETARY

By Ed Jacques, LEJ Editor

When Marv Dudzinski retired on July 1, 2007, he passed his gavel into the very capable hands of Thomas Funke.

Funke has served on the POAM Executive Board since 1996 and on his own local board for sixteen years, the past twelve as president.

Tom, a Livonia police officer for 22 years looks forward to the new and expanded responsibilities as POAM Secretary.

"My experience on the Livonia POA helped me when I became a POAM Board Member in 1996, and that experience will be advantageous to me as I try to fill the role that Marvin did so well for over 25 years," said Funke.

"As an active police officer I'm qualified to provide insight to the POAM Executive Board on police officers and their workplace. Additionally, acting as a business agent for other local units makes me an effective advocate for members," stated Funke. Tom is a reliable volunteer and attends every POAM function. He already serves on the POAM Finance Committee and has assisted in recruiting new groups to the organization. He

will continue his shared responsibilities as a POAM business agent on call 24-7-365.

Tom's work on behalf of the Livonia POA has earned him tremendous respect from his constituents. His oversight of the local's fundraising programs have grown the local treasury while the unit gives over 80% of the money raised back to local charities in the community. Livonia POA has a members' holiday party and a special Christmas function for police officer's children, complete with a visit from Santa Claus. The group picks up the tab for the popular summer picnic they sponsor for the entire membership as well as golf outings and their long running Policemen's Ball.

Livonia POA's endorsement is sought after by every candidate in the city and Funke is an effective campaigner for local politicians. Tom's integrity lends itself to a good rapport with his Administration during grievances and even through tough negotiations, which he has seen plenty of lately.

Tom enjoys being a fan of all our sports teams, but, because of his organized football background, is especially passionate about the sport. He is a season ticket holder for the Michigan Wolverines and Detroit Lions and enjoys tailgating in Ann Arbor on Saturdays in autumn. "Marvin Dudzinski was an icon at POAM and I'm honored to follow in his footsteps," added Funke. □



*Long-time POAM friend Dick DeVos (right) personally congratulated Thomas Funke on his new role with the organization.*

# “Who’s Got Your (Retirement) Back?”



by **Dennis McGrann and Sherri L. Juell, Lockridge Grindal Nauen P.L.L.P.**

**Y**ou work your shift every day, watching out for the people you serve and your colleagues on the force. When it comes to keeping your pension plan safe from losses because of corporate misrepresentations, you count on the managers of your retirement fund. Understanding the securities laws and determining how to put your fund in the best

position to recover catastrophic losses can be complicated.

Lockridge Grindal Nauen P.L.L.P. (“LGN”) has extensive experience in both state and federal courts across the country and has earned a reputation for aggressive, cost-effective representation. The firm is dedicated to fighting for the rights of shareholders and has recovered millions of dollars for stock owners in the wake of corporate fraud. The firm, which was founded in 1978, has led or been actively involved in many of the largest and most successful securities cases in the country.

With law offices in Minneapolis, Minnesota, and a lobbying group based in Washington, D.C., LGN is in a unique position to help your retirement fund managers watch out for you and your family’s future.

LGN offers its pension fund clients a free service that keeps your retirement board informed of potential lawsuits, investigations and settlements involving stocks in your fund’s retirement portfolio.

Recently, LGN representatives were privileged to attend the annual POAM convention and visit with several POAM members about the work we do on behalf of pension plan members and managers across the country. Here’s what a typical conversation sounded like:

Pension Plan Member (PPM): What kind of trouble can strike our pension plan?

Lockridge Grindal Nauen (LGN): Your retirement fund could suffer a financial loss if the value of a stock the fund invests in drops dramatically. Large drops in stock value often occur when a company finally reveals the truth about a problematic financial situation after months or even years of illegally hiding the problem from the public. If an investigation into the drop in a stock’s value uncovers fraud or misrepresentation on the part of the company, your retirement plan may be able to recover some of the money lost due to the fraud through participation in a securities fraud class action lawsuit.

PPM: What is the PSLRA and what does it have to do with my pension fund?

LGN: The Private Securities Litigation Reform Act (“PSLRA”) was enacted in 1995 by Congress in order to make securities class action lawsuits more effective and efficient at compensating victims of securities fraud. The PSLRA essentially put institutional investors in a position to control securities fraud class actions. As a result, in cases where pension funds have been lead plaintiffs, settlements have been significantly higher.

PPM: Who decides to hire you?

LGN: Your pension board makes the decision to hire us. As a pension fund member, you should ask your board members if they have a firm performing this service for free. If not, ask them to consider having a service like this since it doesn’t cost any money.

PPM: How do you find out what stocks my fund invests in? How do you know which companies and stocks should be monitored?

LGN: When LGN is hired by a pension fund, the fund administrator authorizes its custodial bank to give LGN electronic access to the holdings in the fund’s portfolio. The electronic access allows us to easily monitor, on a daily basis, all of the stocks in your retirement fund. We look for investiga-

tions by the SEC, financial restatements, lawsuits and settlements involving stocks in your retirement fund.

PPM: How do you find out that there’s trouble with any of our stocks?

LGN: We regularly track securities fraud investigations using sophisticated online resources. Then, via our LGN Market Monitor report and e-mail alerts, we let your pension board know about investigations involving stocks in your retirement fund’s portfolio.

PPM: How often do you check on our stocks?

LGN: We check your fund’s stocks for securities fraud every day.

PPM: How do you let us know about restatements, lawsuits, Securities and Exchange Commission investigations and settlements affecting our pension plan?

LGN: We provide a report for our pension fund clients called the LGN Market Monitor. The report is tailored to the stocks in each fund’s portfolio and is distributed as often as the fund requests, usually quarterly. The report contains information on pending SEC investigations, newly filed securities fraud class actions, updates on pending cases and information on securities class action settlements in which the fund may be eligible to share.

Most importantly, our securities attorneys are available to talk to you, not just the members of your board, whenever you have a question or concern.

PPM: Why would I want my pension plan managers to take advantage of your service?

LGN: Our service is provided free of charge and it’s a great way for your board to keep current on events affecting the value of your retirement funds. In addition, LGN will keep your fund manager informed of any settlements in which your fund may be entitled to share. Funds tend to rely on their custodial banks to file claim forms for them since it is usually the custodial bank that receives notice of settlements and claim forms. However, a study done by Stanford University in 2005 showed that less than 30 percent of institutional investors file claim forms. As a result, they are leaving billions of dollars on the table. The study also showed that the majority of fund administrators do not monitor their custodial banks to make sure that claims are being filed.

PPM: What other pension plans have benefited from having you monitor their stocks?

LGN: We represent pension funds all over the country, from Minnesota to Florida and Tennessee to Michigan. We recently helped one of our pension clients cure a deficiency in a claim they filed in the WorldCom case. The deficiency notice went to the fund administrator instead of the custodial bank which prepared and filed the claim. The fund administrator called us and we were able to work with the bank to cure the deficiency and get our client three checks for six figures and one check for seven figures. Without our assistance, the claim likely would have been rejected and the fund would not have recovered any money.

PPM: How much does the monitoring service cost? And, who pays for it?

LGN: LGN’s portfolio monitoring service is absolutely free.

PPM: What’s in it for you?

LGN: Of course when something is offered to you for free, your first thought is how can that be? What’s the catch?

Well, there really is no catch. We perform this service to the best of our ability and hope that, in the event your fund sustains a significant loss in a stock due to alleged securities fraud, that you would look to us to represent your fund if you choose to file either a class action lawsuit or individual lawsuit. We prosecute class action lawsuits on a contingent fee basis, which means that our firm pays for the cost of the litigation and gets paid only if there is a monetary recovery.

PPM: How do I benefit if LGN is representing our plan in a lawsuit?

LGN: As a pension plan member, you benefit when your fund files a claim form to share in any money recovered as a result of a securities fraud lawsuit brought by LGN on your fund’s behalf. You also benefit even if your fund is not directly involved in a lawsuit. LGN will make sure that your fund administrator is made aware of all settlements that the fund is entitled to share in and in turn, the administrator can follow-up with the custodial bank to make sure claims are filed.



PPM: What type of pension plans do you presently monitor?

LGN: We presently are engaged to do portfolio monitoring services for a wide range of public pension funds. Our clients include police and fire pension funds, public employee retirement funds, teacher retirement funds and various union ("Taft-Hartley") pension funds.

PPM: How can I get our plan managers to work with you?

LGN: If you think your plan managers would benefit from our free services, call them or send them an e-mail and request a meeting with LGN to discuss the advantages of having us monitor your retirement money. We will come to your fund administrator's offices at no cost and talk to your

managers about our services. It's your future, and you have a right to see that it is protected.

Who's watching out for your secure retirement? Your pension plan managers are on the job. Lockridge Grindal Nauen P.L.L.P. can have their back. Contact your fund managers today and ask them to check out the LGN Market Monitor. If trouble strikes any of the securities held by your pension fund, LGN can help protect you.

For more information, or if you have questions about the information contained in this article, please feel free to contact Sherri L. Juell via e-mail at [sljuell@locklaw.com](mailto:sljuell@locklaw.com) or via telephone at **612-339-6900**. □

# The Federal Perspective

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

This summer, Members of Congress in both houses have been focused on passing the annual federal funding appropriations bills while debating contentious legislation including the Iraq war, immigration, and a number of energy proposals. Congress has been especially busy in preparation for the annual month long August recess, which is scheduled to begin Friday, August 3rd.

On July 12th, 2007, the House Appropriations Committee approved the 2008 Commerce-Justice-Science (H.R. 3093) spending measure by voice vote. The \$53.6 billion bill allocates \$24 billion to the Justice Department and reflects a 4.8% increase from fiscal year 2007 and 3% more than the Administration's proposal for FY 2008. The Senate companion measure (S. 1745) was approved by the Senate Appropriations Subcommittee on June 28, 2007 and awaits final Senate floor action. The bill includes \$1 billion more in discretionary budget authority than the House version at \$54.6 billion, with the Justice Department receiving \$24.3 billion.

Much of the debate in both the House and Senate "markups" of the CJS spending bill centered on a hotly debated provision that has been in law since 2003. Despite objections from many Members of both committees, this provision, known as the "Tiahrt Amendment," was included in both versions of the bill. The provision restricts the sharing of federal gun-trace data with local law enforcement, prevents its dissemination to cities and bars its use in civil lawsuits against firearm makers and sellers. Given the level of opposition that this provision has, it is likely to remain an issue for some time. The POAM Washington office will continue to closely monitor any developments regarding this amendment.

In other action affecting local law enforcement the Homeland Security Appropriations bill (H.R. 2638 and S. 1644) was marked up by both House and Senate Appropriations Committees and has also been voted on the floor in both houses. The House allocated \$36.3 billion for Homeland Security in their version, while the Senate allocated \$40.6 billion. These bills will now be reconciled in Conference Committee, which will likely not occur until after the August recess.

Local law enforcement agencies scored a major legislative victory when the Byrne-Justice Assistance Grant Program received a huge boost in both the House and Senate. The House Appropriations Committee Report allocated \$590 Million for the program and \$147.5 million for Byrne Discretionary Grants. The Senate funded Byrne-Jag at \$660 million and Byrne discretionary grants at \$190 million. These two bills will be reconciled this fall and a final funding level will be determined at that time.

The Senate also passed legislation (S. 231) reauthorizing the criminal justice grant program at nearly \$1.1 billion annually through the fiscal year

2012. The \$1.1 billion annual budget is a funding increase of \$268 million for fiscal 2008 and an increase of \$350 million for fiscal 2009. The current authorization runs through fiscal 2009 and Michigan Senators Debbie Stabenow and Carl Levin were both co-sponsors of this critical legislation. Following Senate passage the bill was referred to the House Judiciary Committee. On June 25, this legislation, still referred to as S. 231, was referred to the Subcommittee on Crime, Terrorism and Homeland Security where it awaits consideration.

On May 15th, 2007 the House passed The COPS Improvement Act of 2007, H.R. 1700, by a wide margin of 381-34, increasing the amount of funding authorized for the Community Oriented Policing Services (COPS) program. It will now be funded at \$1.15 billion in each of the next six fiscal years starting in 2008. The administration requested a reduction in the amount of grants given to local law enforcement but broad bipartisan support of the COPS program made that unlikely prior to House consideration. Michigan Congressman Bart Stupak (D-1) and John Conyers (D-14) are both co-sponsors of this important law enforcement legislation.

The COPS bill would allocate \$600 million annually for six years to go towards officers hired to perform intelligence, anti-terror, or homeland security duties. \$350 million annually would be dedicated for technology grants. An additional \$200 million will be directed towards helping local district attorneys hire community prosecutors. The legislation also provides funding for a recruiting program for military veterans to pursue law enforcement careers. The Senate Judiciary Committee held hearings on June 20, on their version, (S. 368). Senator Debbie Stabenow is a co-sponsor of this essential legislation.

Another key piece of legislation the POAM Washington office is following is the Public Safety Officer Family Health Benefits Act (H.R. 2391) sponsored by Congressman Bart Stupak (D-1), co-chair of the Congressional Law Enforcement Caucus. Introduced on May 17th, 2007, the Act would allow an individual who is a family member of a public safety officer killed in the line of duty to enroll in a federal employee health benefits plan for themselves or their family. The legislation has been referred to the Subcommittee on Federal Workforce, Post Office, and the District of Columbia. Currently, no members of the Michigan delegation are co-sponsors of this bill. The POAM will be circulating letters to the entire Michigan Congressional Delegation urging them to support this vital legislation.

The Washington, DC office of POAM will be closely following the appropriations process and other legislation that is pertinent to the police officers of Michigan. If you have any questions or need additional information please do not hesitate to contact us at **(202) 544-9840**. □



**Dennis McGrann**



# OAKLAND POLICE ACADEMY

## Combined Regional Emergency Services Training

### Oakland Community College

2900 Featherstone Road • Auburn Hills, MI 48326-2845 • [www.oaklandcc.edu/police](http://www.oaklandcc.edu/police)



Revised May 2007 – 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 July through December 2007

## SEPTEMBER

- 6..... Chemical Processing of Fingerprints (SUR 4421)
- 7..... Fingerprinting Difficult Surfaces (SUR 4418)
- 8..... MCOLES Pre-Employment Testing
- 10..... FTO Update
- 10-12 ..... **NEW!** Active Shooter Training
- 11-12 ..... Disciplinary Interviews
- 11-12 ..... Microsoft Power Point
- 12 & 26..... Basic Radar
- 13-14 ..... Police Leadership
- 17-19 ..... Standard Field Sobriety Testing (SFST)
- 17-28 ..... Evidence Technician School
- 20..... Legal Review & Update
- 21..... Report Writing
- 25..... Firearms Prohibitor Training
- 25..... Promotional Oral Interviews
- 25-26 ..... Microsoft Outlook
- 25-26 ..... Police Records Management (SUR 4420)
- 27..... Customer Service in Law Enf. and Media Marketing

## OCTOBER

- Oct. 2007 ..... Patrol Dog Academy
- 1-5 ..... Staying Alive in the World of Narcotics
- 9-12 ..... Simunition FX Instructor Course (SUR 4413)
- 12..... Tactical Risk Management (SUR 4423)
- 13..... MCOLES Pre-Employment Testing
- 15..... Drug Asset Forfeiture
- 15-17 ..... Simunition Low-Light Instructor (SUR 4412)
- 18-19 ..... Instinctive Point Shooting Instructor Certification
- 19..... Arson Detection
- 20..... Laser Speed Measurement Device
- 22-24 ..... Crime Scene Photography & Special Photo Methods
- 23-24 ..... Adv. Microsoft Excel
- 24-25 ..... Promotional Assessment Centers

- 25..... Serology/DNA Update
- 26..... L.E. Interview & Interrogation
- 29 - Nov. 2..... Basic Detective & Investigator School
- 29..... **NEW!** Tactical Vehicle Stops

## NOVEMBER

- 1..... Superglue Workshop (SUR 4415)
- 2..... Adv. Superglue & Field Fuming Workshop (SUR 4416)
- 2..... Auto Theft Investigations
- 5-6 ..... Accident Investigation #11- Night Visibility
- 7-9 ..... Accident Investigation #12 – Pedestrians Accidents
- 9..... Report Writing
- 10..... MCOLES Pre-Employment Testing
- 12-16 ..... First Line Supervision
- 12 & 26..... Basic Radar
- 13..... Legal Review & Update
- 13-14 ..... Intro. MS Access
- 15..... Alternate Light Sources (SUR 4417)
- 16..... Fingerprinting Difficult Surfaces (SUR 4418)
- 26..... **NEW!** Crimes Involving Computers for First Responders
- 28-30 ..... Standard Field Sobriety Testing (SFST)
- 29-30 ..... Objective Pre-Employment Interviewing (SUR 4422)

## DECEMBER

- 3..... **NEW!** Force Science Research: Winning Extreme Encounters from Street to Court
- 3-7 ..... Field Training Officer School
- 7..... Linguistic Interviewing
- 8..... MCOLES Pre-Employment Testing
- 8..... Laser Speed Measurement Device
- 10-11 ..... Copshock
- 10-14 ..... Firearms Instructor School
- 11-12 ..... Adv. Access

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



OAKLAND COMMUNITY COLLEGE®

# 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: 1/1/2007 – 12/31/2009

Wage Increases:

2007	3%
2008	3%
2009	3%

Bringing top pay to \$47,285

- Drug Card is \$10/\$40 with \$20 office visits.

Premium co-pay is as follows-

2007	12%
2008	13%
2009	15%

- Bargaining unit member can purchase COLA benefit.

*Bargaining team consisted of President Rich Waite, Mike Williams and Tom George who were assisted by POAM Business Agent Jim DeVries.*

#### Negotiated Inaugural POAM contract Wolverine Lake

Duration 7/1/2005-6/30/2009

Wage Increase: (All with full retro pay)

2005	2.5%
2006	3.0%
2007	3.0%
2008	3.0%

Bringing top pay to \$64,112

- Medical coverage is Flex Blue Cross with vision, dental and health retirement account.
- Employees receive 40% of health care premium if they opt out.
- Employees contribute 5% of health care premium.

*Bargaining team consisted of President John Marasco and Vice President Bob McGhee who were assisted by POAM Business Agent Thomas Funke.*

#### Negotiated Walled Lake POA

Duration: 7/1/2007 - 6/30/2011

Wage Increases:

2007	3%
2008	3%
2009	3%
2010	3.5%

- One extra week of vacation after 13 years.
- Dispatch supervisors compensated 10% over dispatch personnel.
- Six hours of comp time for officers assigned to detective bureau.
- Health care remains status quo.
- New hires relinquish accrual of sick time in lieu of short term and long term disability.

*Bargaining team consisted of President Anthony Noble, Vice President Tom Beegle and Secretary Konnie Brown who were assisted by POAM Business Agent Thomas Funke.*

#### Negotiated Inaugural POAM contract Grand Valley State University PSOA

Duration: 1/1/2007-12/31/2009

Wage Increases:

2007	3%
2008	3%
2009	3%

Bringing top pay for public safety officers to \$50,399

- FTO pay was increased from \$1.00 per hour to \$2.00 per hour. Investigators pay increased from \$1100. per year to 3% of base wage. Uniform allowance increased to \$500 per year.
- Medical benefits remain unchanged.
- Defined contribution pension plan for new hires.

*Bargaining team consisted of Bruce Morningstar, William O'Donnell and Gwen DeGraff who were assisted by POAM Business Agent Tim Lewis.*

#### Negotiated St. John's POA

Duration: 7/1/07-6/30/2011

Wage Increases:

2007	3%
2008	3%
2009	3%
2010	3%

Bringing top pay for a police officer to \$50,529

- Officers can now carry over one year of accrued vacation time and annual vacation time increased to 170 hours at 20-year step.
- Initiated step-up pay and added one personal day per year.
- Employee health care sharing: \$20 per month for single, \$40 for two and \$50 for family.
- New hires will participate in the MERS defined contribution retirement plan. City contributes 8% of base wage and match or additional 4%.

*Bargaining team consisted of President Chad Pierson and Larry Henning who were assisted by POAM Business Agent Gary Pushee.*

#### Negotiated South Haven POA

Duration: 7/1/2007-6/30/2010

Wage Increases:

2007	2%
2008	2%
2009	2%

Bringing top pay to \$48,274

- Shift Premium of \$.50 per hour for second and third shifts and clarified compensation language for temporary sergeants.
- Clothing allowance increased from \$400 to \$700 per year.
- Negotiated medical opt-out benefit for employees who have spouses who also employed by the department.

*Bargaining team consisted of Bill Daggett, Shawn Olney and Adam DeBoer who were assisted by POAM Business Agent Jim DeVries.*



The Police Officers Association of Michigan  
27056 Joy Road  
Redford Township, Michigan 48239-1949  
Address Service Requested

NON-PROFIT  
U.S. Postage  
PAID  
Lapeer, MI  
Permit No. 104

<b>Giuliani Addresses POAM</b>	<b>1</b>
<b>Judiciary Watch</b>	<b>1</b>
<b>Signed and Sealed</b>	<b>2, 35</b>
<b>Traits that get cops killed</b>	<b>12</b>
<b>Legislative, Reception &amp; Awards</b>	<b>13</b>
<b>State's Best, Worst Administration</b>	<b>15</b>
<b>Former "Horse's Ass" Resigns</b>	<b>15</b>
<b>P.O.s of the Year</b>	<b>18</b>
<b>Important Arbitrations</b>	<b>22</b>

<b>POAM Fiscal Fitness Program</b>	<b>27</b>
<b>Funke is new Secretary</b>	<b>31</b>
<b>POAM Attorney in Gaylord</b>	<b>31</b>
<b>Pension Watch</b>	<b>32</b>

*Right in your own Backyard*

[www.weloveholiday.com](http://www.weloveholiday.com)

**Holiday**

Automotive Group

**866-867-0909**

HOLIDAY CHEVROLET  
FARMINGTON HILLS



LIVONIA CHRYSLER JEEP  
LIVONIA



CENTURY DODGE  
TAYLOR

