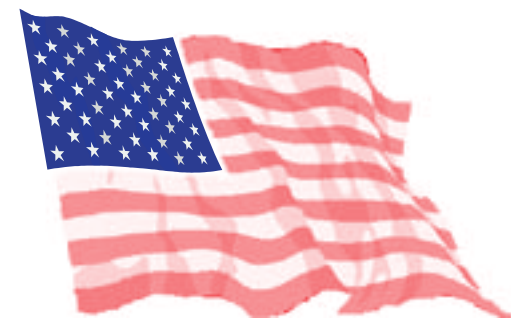




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Law Enforcement JOURNAL

SUMMER 2005



Law Enforcement Standards Threatened



MCOLES report

By JIM DeVRIES

MCOLES Commission Chair

It is my sincere hope that by the time this message reaches you, the problem I am about to discuss will be resolved. The 2006 budget for the Michigan Commission on Law Enforcement Standards (MCOLES) has come to a critical juncture that threatens the welfare of Michigan law enforcement officers. Because of a proposed shift in funding from General Funds to PA 302 Justice Training Funds, law enforcement training and standards are threatened.

The Governor's proposed budget for fiscal year 2006 features an elimination of MCOLES General Funding. Alternate proposals from the Senate and House of Representatives would eliminate nearly half of the 2005 General Funding levels. The General Fund is used to pay MCOLES operating expenses. Under each proposal, MCOLES would be directed to carry out its responsibilities, paying its operating expenses with Public Act 302 dollars.

Given the current construction of Public Act 302, shifting General Funding of MCOLES operating expenses to Public Act 302 would compromise the competitive grant program, which has underwritten training of law enforcement and criminal justice professionals for over twenty years. The only alternative would be substantial reductions in service, which would jeopardize law enforcement standards statewide.

Should we compromise Public Act 302 Grant Programs?

- Removal of up to 97% of available grant dollars would decimate grant-funded programs.
- Elimination of established programs would precipitate a collapse of statewide criminal justice training infrastructure.
- Training opportunities for law enforcement officers would be sharply reduced, potentially threatening officer safety and survival.
- Local units of government would incur increased liability costs.

Should we compromise law enforcement standards?

- In the event of statewide service reductions, the erosion and eventual demise of state supported standards would result.
- Due to a lack of resources, most local agencies would be unable to independently administer defensible standards.
- Local units of government would have to shoulder the costs of penalties related to unsuccessful defense of standards.
- Unqualified persons would find it easier to enter the law enforcement profession.



Jim DeVries

Presently, there is unified opposition to these reductions among chiefs of police, sheriffs, law enforcement labor leaders, prosecutors, and criminal defense. The damage that these proposals would inflict far exceeds any anticipated savings. There are also unanswered questions regarding the seizure of these funds at the expense of local criminal justice agencies to rescue the state from its fiscal crisis. Trust in state and local partnerships is being seriously undermined. Restoration of full general funding to MCOLES is needed to avert a rapid decay of Michigan's public safety standards and training infrastructure and the resultant animosity in communities whose services are compromised.

The Commission has been actively work throughout the summer to gain the attention of key policy

makers in Lansing. We have provided written and oral arguments before legislative committees and have fielded countless telephone calls and e-mails. Members of the legislature and the Governor's office have been receptive to our efforts, yet we have no solution at this writing.

The Commission will meet on September 15 in Lansing. By the time we go to press, the MCOLES website www.mcoles.org will have announced the meeting location and time. With fiscal year 2006 beginning October 1, the Commission will be facing difficult, if not untenable decisions regarding the future of law enforcement standards and training in Michigan. I remain cautiously hopeful.

MCOLES Report, cont. on page 27

MCOLES advances professionalism in Public Safety by setting standards for selection, employment, licensing, revocation, training and funding in law enforcement.

Signed and Sealed

Agreements gain vital benefits for POAM members

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



Negotiated Taylor POLA

Duration 07-01-05 through 06-30-08

Wage increases

2005 top base pay for corporal increases to \$56,659
2006 minimum of 3% using matrix formula
2007 minimum of 3% using matrix formula

Longevity increase

2005 From \$4 to \$6 per month of service
2006 \$7 per month of service
2007 Minimum \$8 per month of service using matrix formula

- Increase of 3 vacation days at each step for post 2002 officers
- BCBS traditional replaced by Community Blue PPO1
- Medical, dental, optical added for step-children
- Insurance coverage added for adult disabled dependants
- Enhanced optical coverage starting 2006
- Insurance for spouse and children if killed in line of duty
- Paid membership to City Recreation Center for officers and family

Negotiating committee consisted of Scott Atkinson, Dale Chapman, Maureen Brinker, Dave Jones and Mike Lividini and were assisted by POAM Business Agent Gary Pushee.

Negotiated Farmington Dispatch

Duration 01-01-05 through 12-31-07

Wage increases

2005 3% plus \$300 adjustment
2006 3%
2007 3%

Longevity increase

From \$65 per year of service to \$70 per year

- Comp-time maximum increased to 52 hours
- Added two steps and increased number of days of paid vacation
- Health care – replaced HAP with Blue Care Network with a 5% cap on increases for employer
- Replaced dental and optical plans with BCBS Traditional Plus 3 and BC VSP 12/12/12 Plan

Negotiating committee consisted of Danielle Weber, JoAnn Alantara and were assisted by POAM Business Agent Gary Pushee.

Negotiated Allegan POA

Duration 3 years, 7-1-05 through 6-30-08.

Wages Increases

2.5% across the each year, bringing top pay to \$50,130.

- 1 additional holiday
- Upgraded MERS multiplier from B-3 to B-4, employer pay increased cost.
- Changed from BC and BS POS plan 4 to POS plan 3 or 7. Employees continue to pay 5% of the premium of the plan selected.
- Employer will reimburse employees for 50% of the out-of-pocket yearly deductibles.
- Added bumping language.

Negotiating committee consisted of Mel Brummell, James Watson and were assisted by POAM Business Agent Jim DeVries.

Act 312 Award POA of Dearborn

After a long and contentious negotiation and arbitration process, Arbitrator Don Burkholder issued a final opinion. As background, the City of Dearborn offered one of the most Draconian contract proposals in recent POAM history.

The City took the issue of wages into arbitration with an offer of zero for three years. The City's last offer was to also drastically decrease tuition reimbursement, eliminate pension for new hires, decrease paid time off by approximately one-third and provide medical insurance solely at the discretion of the City, at higher costs, and allow an unlimited number of reserves performing bargaining unit work at no wages.

The Union issues were wages, pension - increase multiplier, hazardous duty pay, bargaining unit overtime and bargaining unit erosion.

Arbitrator Burkholder rejected the majority of the employer's issues and upheld the status quo for medical benefits, tuition reimbursement, paid time off and police reserves. However, the arbitrator cited that due to the increasing cost of pension benefits, he allowed newly hired employees to be placed into a defined contribution plan for pensions.

The Union's offer of wages was accepted:

Effective July 1, 2003, 3% wage increase
Effective July 1, 2004, 3% wage increase
Effective July 1, 2005, 2% wage increase
Effective January 1, 2006, 2% wage increase

The local negotiation committee consisted of President Jeff Gee, Vice President Gregg Allgeier, Treasurer Alan Brzys, Steward Stan Chiles, Steward Eric Cullum, assisted by POAM Business Agent Kenneth E. Grabowski, 312 Arbitration Team William Birdseye, Marvin Dudzinski and John Barr.



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- Michigan Commission on Law Enforcement Standards (MCOLES)

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More Signed and Sealeds on page 35



From the President's Desk

by Jim Tignanelli

It's been a great year to be affiliated with the POAM. Our third annual "Legislative Reception" in Washington DC was held in conjunction with this year's Police Week activities. Each year it becomes an even more significant event with all of Michigan's congressional representatives either in attendance or represented by senior officials from their respective offices. Those present were eager to pose for photographs with each of the honor guards that joined us at the Rayburn House Office Building on the day prior to the candlelight vigil. The Metro Detroit Police-Fire Pipe and Drum team opened the reception and performed a number of songs for those in attendance. After performing the University of Michigan fight song, they answered a request from Senator Stabenow to perform the Michigan State University fight song as well. I was very impressed by the turnout of elected officials and POAM members. On Saturday, we had a ten passenger van making trips from the Memorial to the Old Glory BBQ and back for more than eight hours. Literally hundreds of officers joined us for lunch and refreshments. We welcomed officers from as far away as New York and California and a great time was had by all.

Our June seminar in Grand Rapids was attended by approximately 150 members and proved to be very informative and well-received. The morning session provided a wealth of information regarding MERS pension and health care programs as well as retirement planning from Mark Mitchell and Retirement Plan Advisors. The afternoon program was an intense presentation regarding Garrity Rights from our own general counsel, Frank Guido. Each

of our three assistant general counsel participated in the presentation. The exchange between the presenters and the membership was very helpful. I'm sure I have received more positive feedback following this seminar than any we have offered so far.

The balance of the annual convention was as expected—bigger and better than ever. Attendance at each of the functions was up. The prizes at the Thursday party were spectacular to say the least (one a 55" TV!). Our presentations to the Police Officers of the Year were made by the Honorable Judge Barry Howard, State Representative Jerry Stakoe, and State Senator Mickey Switalski. The presentations of these heroic events brought many a tear to those in attendance. So many good deeds go unnoticed. It's humbling to hear what these officers had done.

Our fall seminar will take place in Saginaw on October 7th at the Horizons Conference Center. Please plan on attending. A mailing will have been sent your way by the time this edition of the LEJ arrives. Dr. Aaron Westrick, a "Use of Force" expert will be present and will also speak to the issue of protective body armor and news you need to know as it regards your vest. We will also have a legislative update from our Lansing lobbyist, Tim Ward, and some valuable tips on how to help your local get involved in political activities that affect your group. Some important decisions regarding police millages and local elected officials are appearing on ballots. It's important that you participate. Stay safe!

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Vice President's Viewpoint

by Wayne Beerbower

Negotiate Sick Bank and Death in Service Provisions

Recently a friend of mine and fellow police officer was involved in an off-duty auto accident. After suffering numerous broken bones, fractures, and concussions, he faces many months of rehabilitation before he can return to full duty. The department has been supportive and of course the local association will do whatever it takes to help the officer and his family.

The reason I mention the accident is that while we were initiating the steps for opening up our contractual sick bank, I was speaking to a member of another POAM association and he indicated that they had no such provision. I began to wonder if other units have included in their labor agreements articles to assist members injured off duty. Generally, on-duty injuries are covered by Workman's Comp and can be supplemented with sick time. However, unless you have a long-term disability policy in your contract, when you are out of sick time with an off-duty injury, you won't get a paycheck and your employment may be in jeopardy. Hopefully, I can make some suggestions to help cover this gap if it exists in your contracts.

As I mentioned, my local has a contractual provision that creates a sick bank for officers who are out of sick time. Fellow union members are allowed to donate whatever they feel comfortable contributing, and the total hours are then available to the injured officer to use until he or she returns to duty.

Another suggestion is the Death in Service provision that provides a pension benefit for a surviving spouse in the event that an officer dies while off duty. The benefit is calculated as if the officer retired the day before his death. The benefit is usually subject to a vesting period that once met would pay the surviving spouse for life. It should be noted that MERS plans have a disability benefit built into their pension plan and defined contribution plan needs to stipulate a disability policy.

Finally, with any on or off duty injury or death, I would strongly suggest contacting the Thin Blue Line of Michigan for assistance. Their specialty is coordinating benefits from numerous sources (including Workman's Compensation) to assist injured members and their families. They also provide financial assistance to officers in need.



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The Treasurer's Ledger

by William Birdseye

"Frivolous" is a relative term

I've been told that someone over at the Police Officers Labor Council (POLC) had questioned POAM's representation of one of our members. POLC stated that it was a bad idea to have taken an Ypsilanti police officer's case all the way to the Michigan Court of Appeals. The word "frivolous" came up.

I would like to point out the following facts that led to the "frivolous" decision to litigate. An officer was discharged. Upon appeal, an arbitrator agreed with POAM that the discharge was too severe and his penalty should be reduced to a suspension. However, the arbitrator also required that the officer be able to pass a fitness for duty evaluation before returning to work. The officer was unable to pass that examination and was determined to be unfit for duty. Without any other recourse the Ypsilanti officer then applied for a disability pension through the city's Police and Fire Retirement Board. The medical personnel of the Pension Board concluded that our member was ineligible for a disability pension and his request was denied.

The POAM then petitioned the Washtenaw County Circuit Court to either compel the officer's reinstatement to the Ypsilanti Police Department or to require the Pension Board provide a disability. The POAM motion was refused and Judge Melinda Morris made an outrageous decision to grant the

defendants, the Pension Board and the City, over \$18,000 in attorney fees as a penalty for filing the lawsuit.

I found her decision appalling and instructed POAM Lead Counsel Frank Guido and Attorney Martha Champine to take the case to the Michigan Court of Appeals. Regretfully, a panel of judges affirmed the Washtenaw County Circuit Court's decision.

Was POAM's lawsuit a long shot following an adverse decision from an arbitration? Maybe. But when a ten-year veteran police officer is facing those kinds of injustices and needs help, you don't fold your tent and walk away because you are worried about what the potential cost may be.

The folks over at POLC say the lawsuit was "frivolous" and we should have quit, cut our losses and wished our former member's family good luck. That's what they would have done. POLC also insinuated that the police officer was financially responsible for some portion of the judgment. That's a lie!

When it comes to your career, your family and your reputation do you want to be represented by a police union that will go the extra mile, regardless of the risk or cost, or do you want a group that puts price ahead of principle?



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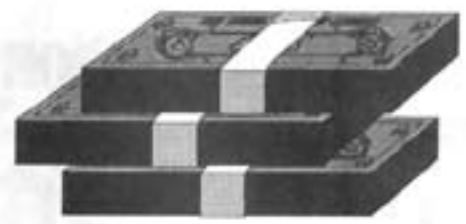
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Secretary's Notepad

by Marv Dudzinski

Information is Power

I've always been impressed with the key leaders at POAM's commitment to pass their knowledge on to our staff and to any individual member officer who wants to know more about the police union business.

I am particularly proud of my department where research analyst John Barr and I provide data that assists our business agents and local union leaders when negotiating wage improvements, health care benefits and pension issues. This information is particularly important in helping POAM's 312 advocate Bill Birdseye in presenting an arbitration case.

Frank Guido has spent more time and energy educating police officers about Garrity rights and their proper application in the past year than most so called experts have in their entire career. POAM's entire legal department assisted Frank in his extensive Garrity seminar at the POAM convention this past June. Executive Board Members came up with the idea to videotape Mr. Guido's seminar to present the subject matter in a fashion that may be easier for some of us to digest. Those DVDs will be available very soon to member groups at a minimal charge and to non-member units for a reasonable fee.

POAM's constantly improving website www.poam.net is an effective way to get up to the minute information to members on current events or pressing law enforcement news. Our publication "The Law Enforcement Journal" has

been published consistently for decades printing the kind of feature stories that officers are really interested in. Members tell us that one of their favorite sections of the LEJ is our Signed and Sealeds, where we give relevant information about recently negotiated settlements. Members need to know how well other local units are faring in their municipalities to assist them in future bargaining. Look for even more contract details in future issues.

Our next seminar is slated for October 7th at The Horizon Conference Center in Saginaw, Michigan. Our keynote speaker Dr. Aaron Westrick, cop, expert witness and professor will be educating POAM members on ballistic armor research. Most of you know Dr. Westrick as a contributing editor to this paper on training issues (page 31) and as a former consultant with Second Chance Body Armor. Dr. Westrick is also the person who contacted the Department of Justice while working at Second Chance to report that executives at the company had previous knowledge of problems with their zylon vests. The POAM is very proud of his integrity and our affiliation with Dr. Westrick.

As I speak with new members they consistently tell me how impressed they are with our staff and how much they've learned by being involved in POAM recruiting meetings, seminars and contract negotiations. It sure feels good to empower people.

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LAW ENFORCEMENT JOURNAL

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SUMMER 2005

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



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- 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 lense exams
- 20 percent off our retail price for contact solutions.

30 Michigan Locations to serve POAM members



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The annual subscription rate for this plan will be \$29 per each POAM member and \$20 per each dependent.

For more information, contact your nearest SVS location (see the list above).

WALKER POA JOINS POAM

By Ed Jacques, LEJ Editor

Veteran police officer and local union President Gil “Butch” Redzinski knew that the command officers in his city had joined the POAM and were happy with the service and expertise of their Business Agent, Jim DeVries. What Butch and other Walker Police Officers didn’t know was the entire scope of POAM programs.

Redzinski and other members were determined to learn how their contract compared with similar departments, and how their union stacked up against POAM and others. Butch and I talked and he insisted on meetings over two consecutive days to accommodate every member due to their 12 hour shift schedule. He also suggested that I leave “nothing in the bag” as this would be POAM’s best shot at convincing the group to switch unions.

Jim DeVries and POAM attorney Douglas Gutscher attended one of the meetings. Gutscher was the perfect spokesman for POAM’s legal services, as he had recently assisted some Walker and Kent County Officers in the initial phases of a critical accident. DeVries was there to answer questions and personally greet potential new members. The other meeting was attended by POAM Legislative Director and Business Agent Ken Grabowski, who defined his role in the organization and pointed out some areas in the current contract that needed immediate improvement. Kent County Law Enforcement Association President and acquaintance Tim Lewis was also there to testify to POAM’s professionalism and integrity while offering his availability to the group for any reason.

The meetings were a big success as members thanked us for educating them on their current status and the benefits of POAM affiliation. Conversations continued with groups of people well after both meetings ended. Positive relationships were started and everyone at POAM hoped they would grow with a win in the upcoming election. The Walker Police Officers Association overwhelmingly voted to switch to POAM.

The bargaining unit consists of twenty nine police officers and the department is headed up by Chief Catherine Garcia Lindstrom. Coincidentally, Sergeant Jason Howe and Officer Andy Veen were recipients of POAM’s Police Officer of the Year Award for their bravery in a shoot out at a local migrant camp. Relations between supervisory personnel, patrol and dispatch are positive and the Department is an attractive building located in one of Grand Rapids’ larger suburbs.

“I’m comfortable with the decision to have POAM represent us and our unit is already better informed on contract issues that relate to pension and medical benefits.” states Redzinski. “We made the right move.” POAM Business Agent Jim DeVries is flattered by the group’s vote of confidence but states: “Now the real work begins. Our reputation is on the line to deliver the services we promised and eliminate any second guessing about the move.”

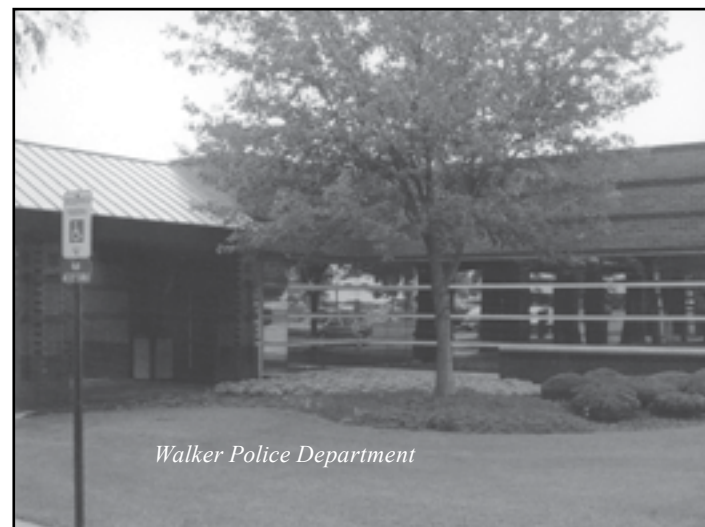
President Gil Redzinski is assisted by Vice-President Sam Powell and Secretary Tom Raisanen.



Above:
Butch always looks good when he surrounds himself with the staff. (Left to Right) Kim Jan-sheski, Beth Isham, Julie Holtrop and Monica Borgeld.



Right:
Redzinski and dispatcher Heather Bacon give some interested local teenagers a tour of the department.



Walker Police Department

WELCOME NEW MEMBERS

January 1, 2005 thru July 1, 2005

WALKER POA

Previous affiliation

Police Officers Labor Council

THOMAS TOWNSHIP POA

Previous affiliation

Police Officers Labor Council

ALMONT POA

Previous affiliation

Police Officers Labor Council

MARINE CITY POA

Previous affiliation

Police Officers Labor Council

CLARE CITY POA

Previous affiliation

Police Officers Labor Council

MARSHALL COMMAND OFFICERS

Previous affiliation

Police Officers Labor Council

WOLVERINE LAKE POA

Previous affiliation

Michigan Association of Police

WOLVERINE LAKE COMMAND OFFICERS

Previous affiliation

Michigan Association of Police

SANILAC COUNTY COURT AND GENERAL EMPLOYEES

Previous affiliation

AFSCME

ALMONT PUBLIC EMPLOYEES AND SUPERVISORS

Previous affiliation

AFSCME

BIRCH RUN POA

Previous affiliation

None

BURTON NON-CHARTER ADMINISTRATIVE EMPLOYEES

Previous affiliation

None

MSU PROGRAM IS ONE-OF-A-KIND

By Ed Jacques, LEJ Editor

Michigan State University's School of Labor and Industrial Relations is in its third year of conducting its unique Police Union Executive Leadership Program. This is the only program in the country of its kind to be sponsored by a major university with all classes being held on campus and all participants receiving certificates. Attendees come from all over the United States and Canada, and in the past have included police officers from Denmark and Australia.

The agenda is extensive, covering four and one-half days of topics, including, but not limited to, managing police unions, preparing for arbitration, collective bargaining, researching comparables, costing a contract, health care and other benefits, political action and working with the press. Classes are taught by Michigan State University faculty, along with experts from the Michigan Employment Relations Commission, labor attorneys, political consultants and prominent union leaders.

2006 will mark the 50th anniversary of MSU's School of Labor and Industrial Relations which was started by University President John Hannah. As Michigan became a manufacturing giant in the early 1950's, President Hannah saw a need to break away from Michigan State's conventional agriculture program to fill the needs of the exploding labor market. The school now awards masters and doctoral degrees.

In the mid-1990's, MSU faculty had done extensive research and published pertinent information as it related to community policing. Over the next few years, federal money was being funneled into community policing programs but in many cases management and local police unions couldn't agree on the appropriate training and allocation of money. MSU got a crash course on problems facing police labor unions and management and began the necessary research to develop problem-solving initiatives that helped hatch today's program.

Co-founder Mike Polzin is quick to point out some of the highlights of the pro-

gram. "First of all, we limit the number of participants to 36 and the curriculum is designed to promote interaction between all participants. The first day begins with each group preparing a list of issues that are a challenge to their organization with the entire class working on a solution."

The Third Police Union Executive Leadership Program is scheduled for October 24 through October 28, 2005. Complete details about the class can be found on their website at www.lir.msu.edu/event/policeunion/ and see the ad printed below.



Mike Polzin leading a discussion at a session of the Police Union Executive Leadership Program.

October 24—28, 2005

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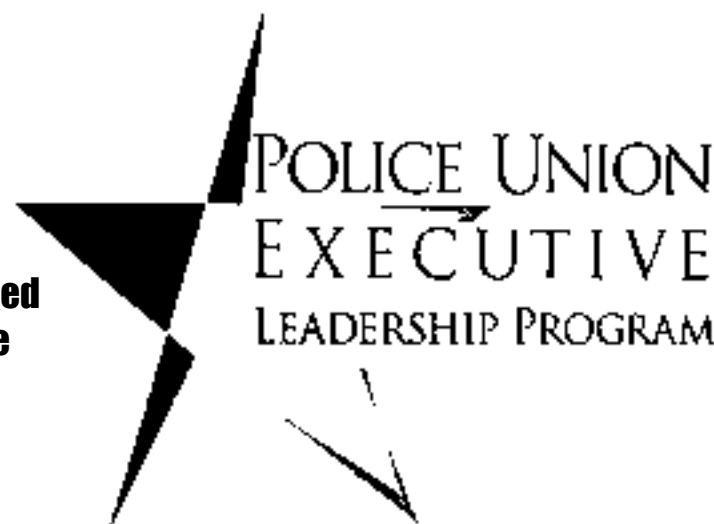
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Laurie Reinacher

Direct or Proximate Cause of Death

The Fight for the Public Safety Officers Death Benefits

By Laurie Reinacher, Executive Director



The current Public Safety Officers' Benefits Act provides a surviving family member with a death benefit paid when an officer dies in the line of duty. This benefit is the largest source of public money available to an officer's family should they be killed in the line of duty. In addition there is federal educational benefit's assistance available to spouses and children of police, fire and emergency public safety officers killed in the line of duty through the Public Safety Officers' Educational Assistance Program (PSOEA).

The receipt of these benefits to the family of officers killed in the line of duty will be dispersed when the Bureau of Justice Assistance "determines that a public safety officer has died as the direct and proximate result of a personal injury sustained in the line of duty."

The decision to pay benefits to the surviving family of an officer killed feloniously or in an automobile crash is usually easily determined. The impact of this language won't be felt by these families. However, if a public safety officer's death does not occur within a short period of time following the personal injuries sustained, the decision to pay benefits becomes more difficult and more complex.

When significant time has passed since an officer sustains catastrophic injuries on duty until the time they die, the surviving family becomes vulnerable to the whim of the employing police department to pursue the claim.

Especially if the death follows years after the date of injury. This type of claim is not within the norm of most filing of benefits. Often the department's inexperience or lack of resources or desire to assist the family causes the department to discontinue the pursuit of the filed benefit when the initial claim is rejected by the Bureau of Justice Assistance.

The administrative, legal review and services that are necessary to pursue such disputed claims are services offered by the Thin Blue Line of Michigan to ensure that all Public Safety Officers' families receive their entitlements. On an average each year the Bureau of Justice Assistance receives three appeals. Last year the Thin Blue Line of Michigan filed two of these three appeals. Both of these cases await Administrative Review as of this writing.

Should any officer, family member or department have questions in regard to the filing of PSOB benefits or an appeal for PSOB benefits please contact the Thin Blue Line of Michigan office.

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POAM membership offers

Retirement Plan Advisors and Security Benefit Group to Administer New POAM Programs

POAM is excited about the professionalism and support of these companies and our ability to incorporate the VEBA into existing contracts.

On April 1, 2004 POAM introduced its Member Healthcare Reimbursement (VEBA) Account Program, POAM Member Deferred Compensation Program and the POAM Member Defined Contribution Plan.

The announcement came after an extensive nationwide

search for a provider that specialized in customized programs and service for public employees. The search led them to America's heartland and Security Benefit Group in Topeka, Kansas. SBG Executives from all over the Midwest came to the POAM headquarters and impressed Bill Birdseye and Jim Tignanelli with their knowledge, commitment and products that fit many of our member's needs.

Finding the perfect company to provide on-site program support, education and financial advice to participants was as easy as looking in our own backyard. Mark Mitchell, a retired Livonia police officer, is a Regional Director for Retirement Plan Advisors in South Lyon, Michigan. Mitchell specializes in servicing the public employee sector and currently advises some existing POAM units. Members have been impressed with his expertise and his personalized service.

At the Executive Board meeting in March, representatives from SBG and RPA conducted a training seminar for all Business Agents on the benefits of the POAM Member Healthcare Reimbursement (VEBA) Account Program for employees and employers alike. POAM is excited about the professionalism and support of these two companies and our ability to incorporate this benefit into existing contracts.

Representatives from SBG and RPA have purchased exhibitor space at the 2005 convention to meet personally with members and explain these new POAM products. *Please see article on page 4.*

Imperial Marketing has Great Stuff!!

Did you like some of the prizes and give-aways provided by POAM at the convention? If you did and you are interested in any promotional items or gifts for your group, call Jo Ann Brandon at (248) 353-0950. Jo Ann has promised discounts to all POAM members and has a great track record of delivering excellent products and personalized service to the Executive Board.

Long-time Partner Streamlines Savings

Anne Donnelly can tell stories about the good ole days in Traverse City with the best of them. ALCOS (and Anne) were fixtures there as POAM members grew and ALCOS continued servicing their families. ALCOS is a POAM "preferred vendor" and announces their new and improved website. Visit our friends at www.alcos.com and discover a new streamlined look, better tools, useful resources and claims information to help you make informed decisions about your insurance and financial needs. Hey Ann - thanks for your support when we needed it. POAM members that need a better solution should ask ALCOS.

21st Century Right on Target

Michigan's only U.S. Calvary dealer has made a commitment to all Michigan Police Officers to provide a safer environment to work in through professional training and state of the art equipment. Owner Bill Mathes personally manned two booths at the POAM convention and displayed an incredible array of airsoft training weapons and other first class supplies.

Mr. Mathes also committed other top notch people in his company to service our group. Bill is also leading the charge to have a comprehensive regional training facility in Michigan. 21st Century Airsoft and 21st Century Tactical are preferred vendors.

Go to www.poam.net for more info and see their ad on page 7.

Get to Know Your Preferred Vendors

Please note in this "Law Enforcement Journal" that some advertisers are designated as POAM preferred vendors. Certain criteria has to be met to receive the distinguished status. First of all, the company, product and/or service has to have a proven track record of reliability. The vendor has also made a commitment to be a regular advertiser in the "LEJ" as well as an exhibitor at the annual POAM convention. All POAM preferred vendors offer special products, pricing, service or incentive programs to police officers, public employees and their families.

To show our appreciation and provide our members with the best possible deals on major purchases and important services, all preferred vendors are linked via our website (www.poam.net) acting as a conduit to further promote unique advantages to POAM affiliation. Saving money is as easy as a click of the mouse.

Companies interested in building a long term relationship with Michigan's premier police and public employee union should contact Ed Jacques, Director of Member Services at 313-937-9000.

SVS Vision Gives Special Treatment to POAM Members

The Police Officers Association of Michigan has forged a strong relationship with SVS Vision, a highly respected vision care provider that has diligently served patients throughout Michigan since 1974. SVS Vision, which is a union company, has 30 convenient locations in the state to readily serve POAM members.

Years ago, the Executive Board researched and heard a number of proposals from eye-care companies. For a number of reasons they were most impressed with SVS Vision. Besides designing special programs and pricing for members and their families, Doug Zalecki of SVS has forged a strong personal relationship with POAM. SVS vision is a regular advertiser in the Law Enforcement Journal and exhibitor at our annual convention.

Director of Member Services, Ed Jacques, is trying to develop more of these type of relationships with our vendors. "It's a two way street," says Jacques. "They've made a financial commitment to POAM and we have to return that favor when shopping for a product or a service." *See page 8 for special deals from SVS.*

Huntington Bank Generous to POAM Members

They teamed up with POAM to help us sponsor the first ever POAM Child Safety ID Day at numerous metro Detroit branches. Then their staff made the personal and financial commitment to attend the POAM convention to meet personally with our members. How did they top that off? See the picture below and don't forget it when looking for a bank that cares about your needs.



Dave Bray of Huntington Bank presents Oscar Lopez from Saginaw Police Officer's Association with a \$500 savings bond.

POLICE WEEK 2005—POAM Receptions Well Attended

By Ed Jacques, LEJ Editor

POAM members were visible in Washington D.C. as we saluted the lives and careers of Americas Finest Law Enforcement Officers.

A large number of Michigan Honor Guards were in attendance at the Memorial and did an incredible job representing our state and local communities.

On Thursday evening, POAM Executive Board members hosted the 3rd Annual Michigan Police Night at the Rayburn Office House Building. All Michigan representatives in the United States Congress and our two Senators were invited to the POAM cocktail reception and encouraged to fight for issues that are important to all law enforcement personnel. The event was well attended and special thanks go out to our host and sponsor, Congresswoman Candice Miller.

Friday night's candlelight vigil was breathtaking as six more Michigan police officer's names were added to the wall. Contingents of family, friends and colleges were in attendance and hopefully the healing process took a big step forward for the loved ones of these heroes.

On Saturday, POAM hosted its 2nd Annual Michigan Police Reception at the Old Glory barbeque in Georgetown. Executive Board members were directing our shuttle van between the restaurant and Judiciary Square looking for Michigan law enforcement officers in need of food and drink. Through the course of the day hundreds of police officers were treated to a good time, compliments of POAM.

SILENT PARTNERS

In the course of meeting fellow officers at the Memorial and other POAM functions in Washington D.C. it came to our attention that the Target Corporation had quietly sponsored the attendance of some Honor Guard teams and families of officers killed in the line of duty. Their commitment included the travel and lodging expenses for the entire group and were not cheap as Target accommodated a large number of people from the Midwest. The decision makers from Target wanted to be a part of the entire experience and showed up at the POAM gathering on Saturday.

These wonderful people were very humble when speaking with POAM president Jim Tignanelli about their involvement. Target Corporation donates millions of dollars every year to many worthwhile charities. Regional managers and other key team leaders at Target can allocate some of that

money to programs that are important to their local communities and states. In the case of the Upper Midwest, we are lucky to have personnel at Target that choose to support law enforcement in such a unique way.

Many of our members have probably dealt with management people at a local Target store and been impressed with the professionalism of their staff. In case you are wondering, that quality runs all the way to the top at the Target Corporation. The good folks at Target have earned law enforcement's highest respect and deepest appreciation.

Congressman John Dingell is a long time friend of Police Officer's Association of Michigan and spent some time with Fraser Public Safety and Honor Guard member John Trinkwalder.



Full house at the Old Glory Bar-BQ



Senator Debbie Stabenow as she accepts a token of appreciation from Legislative Director Kenneth E Grabowski.



Livonia Police Officer's Association President and Police Officer's Association of Michigan Executive Board Member Tom Funke (center), is flanked by other Honor Guard teams as they stand vigil at the Memorial.



In Memoriam

Lt. Tony Tomburro

Loyal. Courageous. Generous. These are just a few of the words that describe the life and legacy of one of POAM's most recognized and respected members - Tony Tamburro. Tony passed away approximately one year after being diagnosed with colon cancer. Tony is survived by his wife, Kelli, daughter Lauren, son Anthony, and a multitude of friends and colleagues who appreciated the contribution he made to their lives.

Tony spent over 17 years with the Dearborn Heights Police Department, serving on its POA Executive Board and eventually becoming the president of the supervisors' union. He coached little league teams and could always be found around his kids' school helping with various projects and activities. Tony attended every POAM convention and was a huge contributor to department morale and camaraderie through its ranks.

Tony Tamburro's best friend, best man at his wedding, and patrol partner for over a decade, Rick Suchy, will continue to assist Tony's family in the future. "I feel lucky to have known Tony and blessed to be so close to his family," says Rick. "Tony and Kelli built a strong family foundation that should last them a lifetime."



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As a member of the Police Officers Association of Michigan, the Work Wear Store offers you a wide variety of POAM merchandise, in a wide variety of sizes and colors. Our staff is devoted to offering competitive pricing, meeting strict quality specifications, and delivering merchandise on time. Please visit us on the web at www.workwearstore.com/poam to see all that we have to offer. Check out a sampling of our products below.



Blue Generation button-down Teflon treated twills offer quality construction, wrinkle and stain resistance, and a wide variety of colors. Short sleeve starts at \$25, long sleeve at \$26.



Toppers Brief Bag made of high quality simulated leather. Zippered bottom gusset expands to 6 1/4". Measures 16"W x 13 1/2"H x 4" Deep. Sells for just \$30 embroidered with POAM logo as shown!



Tri Mountain Mountaineer, one of the Tri Mountain jackets and coats offered on our website. Available in a host of colors, this jacket features a windproof/water resistant shell, 11.5 oz fleece, and double stitched seams for added strength. Starts at \$58 with POAM logo.



Tri Mountain Panorama jacket. Water resistant, elastic waistband and cuff with adjustable velcro. Two front pockets, inner chest pocket with zipper. Hood easily concealed in collar. Variety of colors starting at \$56.00 with POAM logo.



Various caps in a wide variety of colors, offering two different POAM logos. Caps start at \$10 with logo. Camo caps available as well!



Tri Mountain Windstar, water resistant all season Microfiber polyester. Fully lined with lightweight nylon. Two side seam pockets. Available in a variety of colors starting at \$42.00 with POAM logo.



Tri Mountain Atlantic Windshirt, extra soft windproof all season microfiber polyester. Fully lined with lightweight nylon. Two side seam pockets, ribbed crossover collar, cuffs and waistband. Variety of colors starting at \$45.00 with POAM logo.

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By Ed Jacques, LEJ Editor

State Senator Michael Switalski

Senator Mickey Switalski (D-Roseville) was honored by the Police Officers Association of Michigan as its 2005 Legislator of the Year at its annual convention in Grand Rapids in June. He was given the award for his tireless efforts to extend arbitration rights to corrections officers and for his efforts on behalf of all members of organized labor.

Switalski was elected to the Roseville City Council in 1989 and served until he became a Macomb County Commissioner in 1993. In 1998, Switalski won a seat in the Michigan House and his legislative career has been marked with tough battles over the budget and his fierce struggle for many important causes. In 2002, Switalski won a seat in the Michigan Senate.

"I learned that public safety was the number one job of government," said Switalski. "If you get that right, the rest is gravy. If you don't get that right, nothing else matters and the residents will move to a safer city to raise their family. I supported a strong police presence in Roseville to provide more protection to the residents and I learned to appreciate the need for such a presence. That's why I looked for a way during the last budget cycle to avoid further cuts

in revenue sharing, which is funding the state provides to local governments. Further cuts in revenue sharing would have negatively affected public safety to the detriment to our cities and townships."

Switalski introduced Senate Bill 31 during the last legislative session as a remedy to address a Michigan Court of Appeals decision during the 1990's that removed the ability of corrections officers to settle their disputes through compulsory arbitration. Senate Bill 31 would reinstate the right of compulsory arbitration to corrections officers. However, the bill was not taken up by the Senate Judiciary Committee but Switalski stated that he will continue the fight by reintroducing the bill soon.

"His previous work experiences have given Senator Switalski knowledge of the issues that matter to the public and the ability to achieve compromise in a partisan political world," said Legislative Director Kenneth E. Grabowski.

"I am very honored to have been chosen for such a prestigious award from the Police Officers Association of Michigan," said Switalski. "I support our public safety officers and it is nice to know that they appreciate my efforts on their behalf."



State Senator Michael Switalski is a deserving recipient of Police Officer's Association of Michigan Legislative award.

State Representative John Stakoe

From crime prevention programs, the D.A.R.E. program and working with businesses and residents to develop neighborhood watches, to hosting cable shows on public safety and writing columns for the newspaper, John Stakoe has spent much of his life protecting his community.

After graduating from Eastern Michigan University, John took a job as a reserve police officer in Dearborn and then a full-time position in Milford. His career in law enforcement was something he never imagined doing, but, he had a natural interest and found that he enjoyed the work. Stakoe spent almost two decades on the Milford police force.

When someone approached him in 1996 to run for Highland Township trustee, Stakoe saw a new opportunity for service. John eventually ran for Township Trustee and was elected overwhelmingly. Under his leadership, the township made substantial progress. The general operating millage was rolled back each year of his tenure. Police staff increased, and a new facility was built.

John Stakoe was elected to the State House of Representatives in 2003 where he represents the Township of Highland, White Lake, Springfield, Independence and the Village of Clarkston. He is the assistant majority floor leader in the House.

One of the bills he has sponsored, and had signed into law by the governor, was inspired by his time as a police officer. Public Act 3 of 2005, formerly House Bill 4210, requires people to remain at the scene regardless of whether or not the driver knew or had reason to believe someone was injured or damage to the vehicle occurred. "This law clears up a major loophole," Stakoe said. "It was very difficult to prove in court that a person leaving the scene of an accident knew an injury or property damage had occurred – especially in drunk driving cases. This eliminates that level of deniability."

Upon receiving POAM's Legislator of the Year for 2005, Legislative Director Kenneth E. Grabowski commented, "Representative Stakoe received this award because he consistently supports legislation that benefits law enforcement officers and enhances public safety. It's been a real privilege to work with him in Lansing."

Stakoe also chairs the Local Government and Urban Policy Committee and is a member of: Conservation, Forestry, and Outdoor Recreation; Judiciary; and Tax Policy. To contact Representative Stakoe call (517) 373-2616, email jstakoe@house.mi.gov or write to State Capitol, Lansing, MI 48913.



State Representative John Stakoe is congratulated by Legislative Director Kenneth E. Grabowski.

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POLICE OFFICERS ASSOCIATION OF MICHIGAN POLICE OFFICERS OF THE YEAR 2005

GRAND HAVEN PUBLIC SAFETY OFFICER TOM CAREY

When off-duty Grand Haven Township Public Safety Officer Tom Carey headed to the local D & W Food Center grocery, he had no idea it would be anything but a meat-and-potatoes run.

But Officer Carey's shopping trip came to an abrupt halt just before 3 p.m. last Dec. 28 when his pager alerted him to a fire at a three-story, assisted-living facility directly across the street.

Abandoning his groceries, Carey jumped into his car and arrived on the scene just ahead of firefighters. Donning the protective firefighting gear — coat, boots, pants, gloves and helmet — stored in his car, he dashed into the building.

As he entered the structure, which housed 77 elderly residents, he saw that flames and thick, black smoke engulfed the room immediately on his left. Employees at the facility told him an elderly woman was trapped inside.

Using two of the assisted-living complex's fire extinguishers, he single-handedly put out the fire. He then attempted to crawl through the smoke, on hands and knees — without breathing mask or air bag — to rescue the trapped woman. The suffocating smoke, however, foiled his heroic efforts, driving him from the room.

By now, public safety officers with full protective gear had arrived and entered the room, finding the dead woman, still upright in a sofa bed. Officer Carey was taken to a local hospital where he was treated for smoke inhalation and then released.

Investigators later determined that the woman had inadvertently started the fire by using plastic cups as ashtrays for the cigarettes she had been smoking. Although she had eventually flushed the ashes down the toilet, she had thrown the cups — with melted bottoms — into the trash can where smoldering embers ignited the trash as she napped.

There was no question that, in the few minutes between Officer Cary's bold actions and the firefighters' arrival, flames and smoke could easily have moved

beyond the room and out of control. With the elevators shut down, many residents unable to walk and many others on oxygen, fatalities and injuries could have been far higher.

Officer Carey's quick actions allowed everyone who lived in the facility — except for the woman whose cigarette ashes had ignited the fire — to escape injury. Officer Carey put his own safety on the line and acted with supreme heroism to save many lives and minimize trauma and disruption for the home's elderly residents, who were allowed to return to their own rooms once the building was inspected and declared safe.

For his selfless bravery — acting without the proper equipment and on off-duty hours — Officer Tom Carey has earned POAM's highest honor, the 2005 Police Officer of the Year Award.

BURTON POLICE OFFICER JOHN OWENS

Serious injuries and profuse bleeding never stop TV cops from catching the bad guys. Burton Police Officer John Owens brought that same superhuman heroism to the cafeteria of the local Meijer store.

Officer Owens and his partner, Officer Donald Mcalindon, arrived at the store last April 27 after a Meijer security guard requested police assistance dealing with a disorderly person. They had no idea how quickly the scene would turn violent.



John Owens (center) was presented his award by Michigan Court of Appeals Judge Pete O'Connell (right) and Police Officer's Association of Michigan President Jim Tignanelli (left) for his actions above and beyond the call of duty.

The two officers approached the man, who stood at the handle end of a shopping cart in the store cafeteria. Nearby were about ten customers, including two women seated at a table within seven feet of the officers and the man.

As soon as the man spotted the officers, he began arguing. Asking him to leave the store, the officers explained that they'd have to arrest him if refused to go. But the man had other ideas. Standing firm, he challenged the two officers to make good on their threat.

Each officer took a single step toward the man. Without warning, the man pulled his right hand — with a tightly gripped knife in it — out of the cart's baby seat, where it had rested beyond the officers'

sight. He lunged toward Owens, who was closest to him. Although Owens tried to block the overhand attack, the knife sliced the top of his head.

Three more times the suspect drove his knife into Owens, once in the chest and twice on the back shoulder.

Officer Mcalindon pulled his weapon, ready to shoot, but the two women who had been seated close by stepped directly into his line of fire. Although they quickly realized their mistake and moved away, the opportunity to shoot was gone, and Owens had managed to break free, dashing to a safer spot a few feet away.

His attacker, obviously determined not to surrender, looked back and forth between the officers, deciding which to attack next. Noting that Owens had moved farther away with the women near him, he began edging toward Mcalindon. Only a table stood between the two adversaries.

Knowing his partner was in immediate danger, Owens fired a single shot, striking the knife-wielding man in his stomach. The injured suspect collapsed, ending the immediate treat to both officers and nearby shoppers.

One of the women then fled the area, kicking the knife away from the suspect, where a security guard retrieved it. Officer Owens, now bleeding profusely, moved to the back of the cafeteria. But despite his grave condition, he directed the store's customers to a safe area, where police could later talk to them and take their statements.

Mcalindon covered the suspect until back-up officers arrived to relieve him.

As soon as reinforcements were in place, Mcalindon put Owens in his cruiser and took him to the hospital, where the injured officer spent several days but left with the promise of a full recovery.

Officer Mcalindon should be commended for his truly remarkable restraint and the way he cared for Officer Owens after the incident.

Officer Owens' actions in fighting off his attacker and in quickly responding when he saw his opportunity to end the danger — not only to himself and his partner, but to all the customers shopping and dining in the area — are nothing short of heroic.

Officer John Owens is a courageous man, whose performance in a tense situation may well have saved lives. The Police Officers Association of Michigan thanks him with our highest honor, the 2005 Police Officer of the Year Award.

CLINTON COUNTY DEPUTY MICHAEL LYNCH

Creating a memorable high-speed chase is a screenwriter's dream. But when Clinton County Sheriff Deputy Michael "Mick" Lynch joined a real-life, high-speed chase, only his steely courage prevented it from becoming a nightmare.

Deputy Lynch's challenge began just before 3 p.m. last Feb. 11 when he responded to a call to assist Lansing police and U.S. marshals, who had been actively pursuing an armed and extremely dangerous felon.



Jim Devries (left) poses with hometown hero Officer Tom Carey who saved a senior citizen's living facility and probably some lives when he extinguished a potentially dangerous fire while off duty.

Continued on next page

Police Officers of the Year, cont.



Quick thinking and courage got Deputy Michael Lynch this award and may have saved the lives of innocent bystanders.

The felon, a federal system escapee, had already led them on a half-hour chase through Ingham County and into Clinton County at speeds exceeding 115 miles per hour.

Lynch's first thought was to halt the escape with stop sticks, but the escapee foiled the effort by zigzagging unpredictably throughout the county's two-lane back roads, heading from south to north and then back south again.

As luck would have it, the chase ran along school bus routes — just as local schools were letting out for the day. As the pursuit took Lynch past several student-packed buses, he quickly realized that the chase was endangering innocent youngsters. Immediately, he radioed central dispatch, who, in turn, contacted area school bus garages to pull all buses off the road.

Officer Lynch then took over as the lead chase vehicle. Although his hopes for a safe resolution rose briefly when the fleeing car finally ran over stop sticks deployed by another police agency, the escaped felon had no intention of surrendering.

His one flat tire not only failed to stop him, it made him even bolder! While leading the chase over several miles at high speeds, he repeatedly used two weapons — a semi-automatic handgun and a fully automatic rifle — to shoot at the pursuing officers through his back and side windows.

Through it all — while in the direct line of fire — Officer Lynch continued to update speed and location on the radio in a clear, steady voice.

Suddenly — a half hour after Lynch joined the chase and a full hour into the pursuit — the escapee swerved into the parking lot of a gas station/party store. Leaving the engine in gear by its door, the man — brandishing his .40-caliber automatic rifle — ran from the car and ducked into the store, which was filled with customers and employees changing shifts.

Immediately on his tail, Officer Lynch pulled his police car close to the store and jumped from the vehicle. Using his car as cover between the store and himself, he quickly spotted the suspect through the front window.

Shooting through the plate glass, Lynch struck the suspect in the left chest, killing him — and potentially saving the lives of several bystanders inside the store.

Deputy Michael Lynch's calm professionalism and bravery under fire without a doubt prevented a potentially dangerous hostage situation. His heroic

actions protected innocent civilians and his fellow law enforcement officers, all of them in immediate danger from a gunman who was determined to take their lives rather than surrender. The POAM award him its highest honor, the 2005 Police Officer of the Year Award.

KENT COUNTY DEPUTIES NATHAN ERTLE, DAVID KOK, KEVIN DALEY AND JUSTIN DEBOODE

Less than 24 hours after Thanksgiving ended last year, four Kent County deputies were giving thanks all over again — this time for the lives they came close to losing that day.

Their venture began about 1:30 p.m. when a man who had just murdered his girlfriend and their infant child carjacked a getaway vehicle.

Responding to a be-on-the-lookout alert, Kent County Deputy Nathan Ertle spotted the suspect driving the stolen car eastbound on a four-lane, divided highway.

With Ertle in pursuit, the suspect intentionally rear-ended a car, which he then attempted to carjack. The driver, who had no intention of surrendering his car, refused to roll down the window or unlock the door. Frustrated and angry, the carjacker turned to Ertle, who was now on foot and headed toward him.

Wielding the large knife he had just used to murder his girlfriend and baby, he approached Ertle, daring the deputy to shoot him. Ertle, however, held his fire for fear of injuring the rear-ended car's driver or someone in the cars that were whizzing by at 70 m.p.h. on the adjacent highway.

Suddenly the man stopped, turned and dashed all the way across the highway, through traffic and over the median to the westbound side, where he attempted to carjack a semi-truck whose well-meaning driver had spotted the rear-ended vehicle and had pulled over to see if he could help.

The truck driver, shoving the would-be carjacker away, made it clear he had no intention of surrendering his rig.

Undeterred by two his two consecutive failed carjackings, the fleeing suspect then ran to a Jeep Cherokee, whose driver had just pulled over to see what was going on. This time he succeeded, brandishing his knife and pulling the man from the Jeep.

Unfortunately, his hapless victim had been on his

way home from a hunting trip, which meant two hunting rifles in the vehicle were now in the possession of a man who had murdered two people that day. Deputy Ertle quickly broadcast the heightened alert.

Within minutes, Deputies David Kok, Kevin Daley and Justin DeBoode spotted the Jeep westbound on M-6 and initiated a high-speed pursuit that continued onto westbound I-196 through Kent, Ottawa and eventually Allegan counties.

Trying to avoid spike strips strewn across the highway, the suspect swerved, losing control. His car bounced into the median, spun around and continued on — this time traveling west in the eastbound lanes.

As Deputy DeBoode observed the frenzied suspect sideswipe an eastbound vehicle, he realized the grave and immediate danger the man presented to everyone on the road.

Using the highway's emergency turnaround, DeBoode headed eastbound. The suspect, spotting the deputy's approach, aimed his car directly at DeBoode's vehicle, ramming it head-on. Despite the crash impact, DeBoode leapt from his car and raced to the suspect, who was jamming his gas pedal in an attempt to disentangle himself and overrun the police cruiser.

Deputies Kok and Daley, who quickly appeared on foot, ordered the suspect to stop and step out of the car. Ignoring their commands, the suspect continued his efforts to free his car and escape.

Fearing the man would eventually succeed and then run them over, Kok and Daley fired several times through the windshield. The suspect then jammed the car in reverse, disentangled the car from DeBoode's vehicle and drove across all of the traffic lanes — only to end up in a ditch with DeBoode, Kok and Daley in foot pursuit.

Surrender, however, was not on the suspect's mind. Instead, he left his car and approached the deputies, threatening them with his knife. When the deputies ordered him to stop and drop the weapon, he tightened his grip on the knife and drew even nearer to them.

The deputies then opened fire. The suspect fell, fatally wounded, only a few feet from them.

These four deputies exhibited clear-thinking professionalism and unimagined bravery in putting their own lives in danger to stop a crazed, knife-wielding man who had already murdered his girlfriend and their baby. For their heroic actions, the Police Officers Association of Michigan presents Kent County Deputies Nathan Ertle, David Kok, Kevin Daley and Justin DeBoode with its highest honor, the 2005 Police Officer of the Year Award.

WALKER POLICE SGT. JASON HOWE AND OFFICER ANDY VEEN

When guns and alcohol intersect, the result can be both unpredictable and deadly.

That was the situation Walker Police Sgt. Jason Howe and Officer Andy Veen faced last Oct. 24 when they were called to an Alpine Township migrant camp at 2:30 a.m. on a report that an intoxicated man was threatening a fellow resident with a gun.

As the two officers, accompanied by Kent County Sheriff Department deputies, entered the camp, they came across a breathless man fleeing the suspect. The



Kent County Deputies Ertle, Kok, Daley and DeBoode risked their lives to stop a desperate murderer from killing again. They are joined by their local president Tim Lewis (center).

Police Officers of the Year, cont.



Andy Veen (left) and Jason Howe (right) shared their well-deserved recognition with their wives and Chief Catherine Lindstrom (center).

man told them he had escaped from the trailer where he lived by climbing out a back window and running shoeless down the street after the drunken suspect threatened him from outside his door.

Suddenly, gunshots rang from an orchard area by the camp where the victim indicated the man might be. Approaching the area, Officer Veen and one of the deputies spotted the suspect and shined their flashlights on him. Pivoting toward the officers, he pointed his gun directly at them and, before the officers had a second to react, dashed behind a building where they lost sight of him.

Within minutes, the officers spotted lights and movement inside the trailer where the suspect lived, but the language barrier and the officers' uncertainty about how many people were actually inside tempered their response.

To ensure the safety of innocent bystanders, either inside the trailer or on the camp grounds, they called for a tactical team and set up a perimeter around the residence. Howe and Veen manned the south side by the trailer's front door.

Just as they were taking their places, the gunman walked out the front door, waving his weapon at the officers. When Officer Veen identified himself, the suspect — less than 10 feet away — aimed his gun and shot directly at him. Fortunately, he missed. Sgt. Howe then identified himself, only to have the suspect shoot at him.

Bullet sparks bouncing off the metal building temporarily blinded Howe, who lost sight of the gunman. Convinced he now had no choice, Veen returned the man's fire, hitting him several times in the chest. Officers took him into custody and administered medical treatment.

After a visit to the local trauma center, the gunman ended up in the Kent County Jail facing two counts of attempted murder of a police officer.

The Police Officers Association of Michigan recognizes these two Walker law enforcement officers for their courage and restraint in subduing a raging, intoxicated man and for potentially saving the lives of migrant camp residents. For this we present Sgt. Jason Howe and Officer Andy Veen with our highest recognition, the 2005 Police Officers Association of Michigan Officer of the Year Award.

WASHTENAW COUNTY DEPUTIES TIM ANUSZKIEWICZ AND DOUG BALLOU

When Washtenaw County Deputies Tim Anuskiewicz and Doug Ballou reported for duty last Dec. 1, they didn't expect to confront the raw material for the most frightening of horror movies — an innocent man being buried alive.

Answering an afternoon dispatch to a construction site where a Detroit company was installing sewer and water lines for a future gas station/car wash, the two found a mountain of moisture-saturated dirt that had collapsed into a 15-foot-deep trench.

Construction company workers were working frantically to determine the exact location of a fellow worker who lay entirely buried somewhere at the bottom of the 150-square-foot pit, which had collapsed on him. Time and the winter cold worked against the buried man as the earth's weight slowly but relentlessly crushed air from his lungs.

As the backhoe operator took a few cautious



Harry Valentine (center) congratulates fellow deputies Anuskiewicz (left) and Ballou (right) for saving the life of a man who was buried alive.

swipes at the mud with the machine's claws, Deputy Anuskiewicz spotted a moving hand protruding from the muck. With no thought to his own safety, he jumped into the unstable trench and began digging with his hands to uncover the man. As he did so, the surrounding earth continued to shift, break loose and fall into the pit around him.

Deputy Ballou, fearing the trench would again collapse, searched for a rope to secure Anuskiewicz. Finding none, a K9 officer on the scene produced his dog's long lead line, which Ballou tossed down to Anuskiewicz.

Meanwhile, Anuskiewicz managed to unearth the head and one arm of the entombed worker, who was lying horizontally on his stomach.

At this point, the Ypsilanti Township Fire Department arrived and immediately declared the trench unsafe. But that didn't stop Deputy Ballou, who took an oxygen bottle and mask from the firefighters and climbed into the unsecured trench. Anuskiewicz quickly attached them to the worker's face, preventing his gradual suffocation as the earth weighed on his body.

After ensuring the worker's head would remain

exposed, the two deputies left the trench, and the fire department took over, shoring the trench and extracting the man three hours later. The rescue, which demanded a delicate balance between strength and precise movements to avoid further collapse, involved more than 50 firefighters. Paramedics awaiting the trapped man draped him with thermal coverings and rushed him by ambulance to the hospital.

Deputies Tim Anuskiewicz and Doug Ballou's heroic actions gave a hapless worker an opportunity to breath and a chance to live. Without their selfless efforts, the rescue might well have failed despite the fire fighters labors.

The Police Officers Association of Michigan presents Deputies Tim Anuskiewicz and Doug Ballou its highest honor, our 2005 Officer of the Year, for their bravery in risking their own lives to save the life of a stranger.

WASHTENAW COUNTY DEPUTIES DOUG BALLOU, EUGENE RUSH AND DEREK WIESE

Law enforcement officers are trained to cool a variety of hot encounters. But the heat confronting three Washtenaw County deputies last Nov. 15 was like none they'd ever known.

It was about 6:30 p.m. when Deputies Doug Ballou, Eugene Rush and Derek Wiese arrived at a blazing, three-story apartment enveloped in billowing smoke. Flames licked the basement apartment windows and were rapidly spreading to the next floor.

With the fire department moments away, the three dashed into the fiery building, without flashlights or protective equipment, after neighbors reported two people trapped inside. Moments later, they emerged with a woman suffering smoke inhalation. But that still left one person inside, a man neighbors said they had led to safety — only to watch him turn around and run back into the flaming apartment!

Re-entering the apartment and feeling their way through the dense smoke, the three heard the man but were unable to get to him before they had to escape for air.

Catching their breath, they again they entered the building. Again they had to exit for air. Determined to give it yet another try, they covered their mouths with their uniform shirts and crawled into the inferno, one behind the other under the now-blinding smoke.



Derek Wiese (left), Doug Ballou (right) and Eugene Rush (not pictured) showed incredible bravery as they pulled a dying man out of an inferno without the aid of any fire fighting equipment.

Continued on next page

Police Officers of the Year, cont.

The intense heat and suffocating smoke again forced Deputy Ballou outside, gasping for breath. Meanwhile Deputies Rush and Wiese found the man who, despondent over a family situation, refused to leave the building with them.

Despite his protests, the two deputies restrained the man and began pulling him to safety. Ballou standing just outside the door, spotted the threesome and rushed in to assist. He told Rush and Wiese to put the man on his back and hold him up as he led the three of them to safety.

Only seconds after the four soot-covered and exhausted men emerged, a huge red-and-orange flame flashed from the apartment, engulfing the door.

One awestruck witness described it as a scene from a Hollywood movie. "All you could see was the smoke coming off the man's head, and this plume of smoke rushed out of his mouth as soon as his feet hit the ground," she said. "This guy already had lungs full of smoke and was probably very close to passing out or dying if it hadn't been for them."

"It was incredible," she added. "It just stopped me in my tracks. Here were these three deputies who had nothing and were completely unprotected, and they risked their lives to save his."

The deputies drove themselves to a local hospital, where they were treated for smoke inhalation. They returned to work the next day. Wiese suffered a back injury from carrying the man. Both the 68-year-old man and his wife survived without serious injury.

The fire damaged six apartments at an estimated \$500,000 loss. It took all three Ypsilanti Township fire stations with assistance from Pittsfield Township's fire department to control it.

For their selfless heroism and teamwork in entering a burning building four times — without equipment or formal fire-fighter training — to save two lives at great personal risk, the Police Officer Association of Michigan presents Deputies Doug Ballou, Eugene Rush and Derek Wiese with our highest honor, the 2005 Police Officer of the Year Award.

WASHTENAW COUNTY DEPUTY EDWARD GRIM

As a veteran law-enforcement officer, Washtenaw County Deputy Edward Grim was well aware of how domestic disputes can quickly escalate. But when he answered a boyfriend-girlfriend dispute call June 2 last year, he had no idea he's soon be involved in hand-to-hand combat to control a moving car and escape with his life.

It was about 9:30 a.m. when Deputy Grim responded to a domestic violence call after neighbors reported a violent confrontation between a man and his girlfriend at the entrance to a manufactured home park. The man had forced the woman, who was attempting to end their relationship, into his vehicle and driven off.

Grim quickly spotted the vehicle. Advising dispatch, he stopped the suspect and his girlfriend near a heavily wooded area off the road.

The man had no driver's license and seemed to be reaching under the seat. Fearing he was going for a hidden weapon, Grim ordered him from the vehicle. Instead, the man turned his back to the deputy and reached even further under the seat. Although Grim told him he was now under arrest, the man simply glanced over at his girlfriend and continued his quest for whatever it was under the seat.

As Grim reached into the vehicle to shut the ignition, the man leaned against him, pinning Grim's arm against the steering wheel to block his hand from reaching the key — all the while fumbling under the seat with his right hand.

Freeing himself, Grim reached around the suspect's back to his face and sprayed him with pepper as the girlfriend ran for safety into the wooded area.

Suddenly Grim, still leaning awkwardly into the vehicle from the pepper spray shot, felt the car lurch forward as the man shifted into gear and took off. With Grim on the outside of the car, hanging on through the window, the two struggled. Although Grim managed to momentarily halt the vehicle by shifting it out of gear, seconds later the engine revved up even louder. Again they moved forward, with the deputy fighting two battles — trying to maintain his



State Representative John Stakoe (left) presented Washtenaw County Deputy Ed Grim with his award for subduing a violent and dangerous criminal.

grip on the moving vehicle and simultaneous struggle for its control.

Traveling up to 20 miles per hour, the car left the roadway and careened down an embankment and into a creek where it crashed into a tree. The impact threw Grim from his precarious perch.

Dazed, Grim was initially unable to see how to best direct his pepper spray, so he dropped the ASR on the front passenger's seat. The next thing he knew, his own left cheek was burning from the pepper spray as the suspect pressed his head against the deputy's face.

During an intense struggle in the car, the suspect grabbed the deputy's holster with both hands. Fighting for control of the gun — and his life — Grim managed to pull the gun from his holster, tilt it towards the suspect and fire a single shot.

The scuffle continued, first in the car and then in the creek. At one point, after Grim again managed to fire a second time, the suspect grasped the deputy's gun-holding hand with his own right hand. Grim could not to break his grip. But there was too much at stake — including his life. Grim could not quit.

The two continued to grapple with Grim's weapon and his hand in both of the suspect's hands.

As the suspect lost his balance in the shallow water, Grim fell on top of him with the gun precariously positioned between Grim's stomach and the right side

of the suspect's chest. Grim repeatedly pushed the man's head under water. But somehow, he managed to raise his head for breaths despite Grim's efforts to keep him submerged until the gun was safely in the deputy's hands.

Suddenly, Grim noticed that the suspect was no longer moving.

Exhausted from the struggle and temporarily blinded in his left eye from the pepper spray, he grabbed the gun and ran to the man's car.

But his respite was short-lived. Before Grim could catch his breath, the man rose from the water and walked steadily toward his adversary.

Grabbing his radio, Grim discovered that all the buttons on the left side had been destroyed when he was thrown from the car. He then pointed his gun at the suspect, ordering him to the ground. The man continued to approach him.

Again Grim ordered him to stop. The man continued toward him.

With only 15 feet between them, Grim squeezed the trigger. But the gun failed to fire. Lowering his weapon slightly, Grim twice cycled the action as the suspect continued towards him.

Again Grim ordered him to stop. The man continued his approach.

This time the suspect was only 6 feet away. Grim again fired his gun, striking him in his mouth.

As Grim walked slowly backwards, the man, holding his face, spoke. "I am done," he told Grim, who ordered him to the ground. But the man wasn't done. Although Grim continued to order him to the ground, he turned his back to the deputy and headed off toward his car.

Exhausted from what was actually only two minutes — but seemed like hours — of intense life-and-death combat, Grim began walking along the creek, looking for a way to climb back up to the road and find help. There he met back-up units.

Despite his condition, he briefed them and told them where he had last seen the suspect. The area was cordoned off and, with the help of a tracking dog from Chelsea, deputies found the man, who was hiding on the bank next to the creek. A knife sat in his car, under the seat where Deputy Grim had seen him reach when he first pulled him over.

The suspect was taken to the hospital and later charged with a laundry list of offenses, including two counts of domestic violence, carjacking, first-degree home invasion, assault, kidnapping, fleeing and eluding police, resisting and obstructing police and causing injury, and attempting to disarm a police officer.

Deputy Grim was treated for scrapes and bruises at the hospital and bruises and then released.

Deputy Grim's heroic actions saved a woman threatened by a determined and violent man. They also removed a volatile potential murderer from the streets.

For his valiant actions in a hand-to-hand struggle that could have taken at least two lives — including his own, Washtenaw County Deputy Ed Grim has earned our highest respect and honor as we present him with the 2005 POAM Police Officer of the Year Award.

LOYALTY AWARD

MITCH BERLIN HONORED

By Ed Jacques, LEJ Editor

Local president Mitch Berlin was recognized by the POAM Executive Board for his outstanding work on behalf of the Roseville Police Officers Association. Berlin received the POAM Loyalty Award for the years of tireless service on behalf of individual members and the perceptiveness and professionalism he exudes when representing the unit in contract negotiations and employer meetings.

POAM president Jim Tignanelli acts as Roseville POA's business agent and couldn't be happier with the Board's choice. "Mitch is a demanding leader and very protective of his members. He makes me work extremely hard on his group's behalf, and with the help of his colleagues, John Pas and Vinnie Finn, we get a lot done."

Mitch has served as Roseville POA's president the last eight years and also organizes the local's Christmas party that has become a must-attend event on Detroit's East Side, and doubles as a successful fundraiser. The association is always ready to assist families in need and the group is currently helping Roseville police officer Jeff Kwiatkowski renovate his home after he became paralyzed during a surgical procedure.

Mitch Berlin's loyalty and generosity are admirable qualities that make his members proud and enhances POAM's reputation of having the most effective local leaders. "I'm happy to work with Mitch and present him with this award, but those of us closest to him know just how lucky we are to have him as our friend" added Tignanelli.



Roseville Police Officer's Association President Mitch Berlin received the Police Officer's Association of Michigan Loyalty Award for his tireless work on behalf of his local unit and by his side stands Roseville's Business Agent Jim Tignanelli.

MARVIN WINKLER, JR., IS POAM'S 2005 HORSE'S ASS

By Ed Jacques, LEJ Editor

The mystery is over. Inkster Police Chief Marvin Winkler, Jr., received his appropriate place in history as POAM recognized him as Michigan's worse police administrator when we named him our 2005 Horse's Ass at the POAM Convention in Grand Rapids.

Immediately after his distinction, many members, former co-employees and neighboring police officers stated that there was no mystery at all in who would receive this year's award. They are all too familiar with Chief Winkler's policies and his history of intentionally violating the police and command officers' collective bargaining agreements.

The Chief's unprofessional treatment of police officers and a series of ridiculous investigations and a multitude of open grievances has led to the lowest department morale that veteran officers have experienced in decades.

On June 16, 2005, Inkster police and command officers met to discuss the current state of affairs within their police department. Members were asked to vote on their confidence in the Chief's ability to lead the department. Of the 45 officers who voted, 84% have no confidence in the Chief's ability to lead. The result was a letter sent to the Mayor and members of the Inkster City Council outlining problems in the Police Department that start at the very top with Chief Marvin Winkler, Jr. POAM members have been meeting with the city manager in an effort to resolve open grievances and other important issues.

Chief Winkler mirrors two previous recipients of the POAM Horse's Ass award. The first is James B. Golden, former Chief of Police in Saginaw, Michigan; and the second is L.J. McKeown, former Chief of Police in Mount Clemens, Michigan. Today, the Saginaw Police Department is one of the state's most understaffed and the City is by far the most dangerous place in Michigan to live or work. L.J. McKeown ran the Mount Clemens Police Department into the ground, leaving months before its final demise. City leaders and citizens of Inkster need to know what they can look forward to if they continue to allow Chief Winkler to stay in command.



Like most previous Horse's Ass winners, Chief Winkler will be out of a job if he does not change his methods of operation.

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POAM CONVENTION



Representatives from the Michigan Employee Retirement System (MERS) Lynda Blackshaw (left) and Sue McNally (right) educated members on retirement issues and options.



Michigan Secretary of State, Terry Land stopped by at the lunch break to speak with Jim Tignanelli and visit with POAM members.

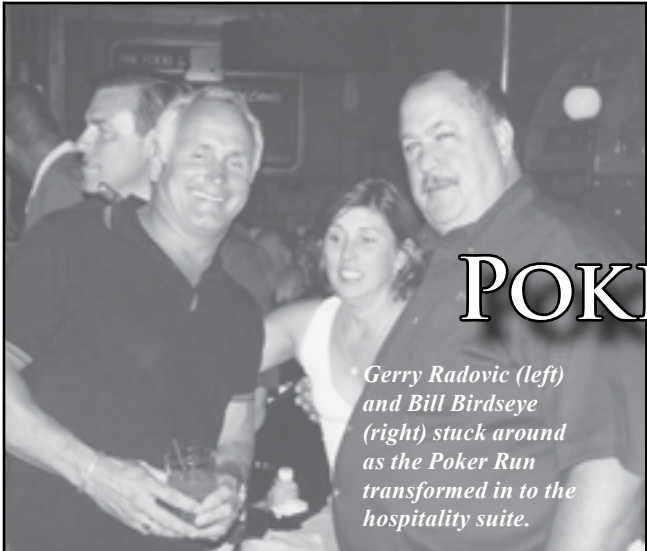
SEMINAR

Mark Mitchell of Retirement Plan Advisors explained the need for many of POAM's endorsed retirement benefits.



Oakland County Prosecutor, David Gorcyca (center) assisted POAM staff at Z's with opening the envelopes to determine the winners.

POKER RUN



Gerry Radovic (left) and Bill Birdseye (right) stuck around as the Poker Run transformed in to the hospitality suite.

CIGAR PARTY



Battle Creek Police Department was well represented by (left to right) Lieutenant Neal Vanderbilt and dispatchers Marty Uldricks, Jim Keyser and John Recher.



POAM's Washington D.C. Lobbyist (center) Dennis McGrann enjoyed premium cigars at a first class venue with Board Members Pat Spidell (left) and Tom Scherrer (right).

GOLF

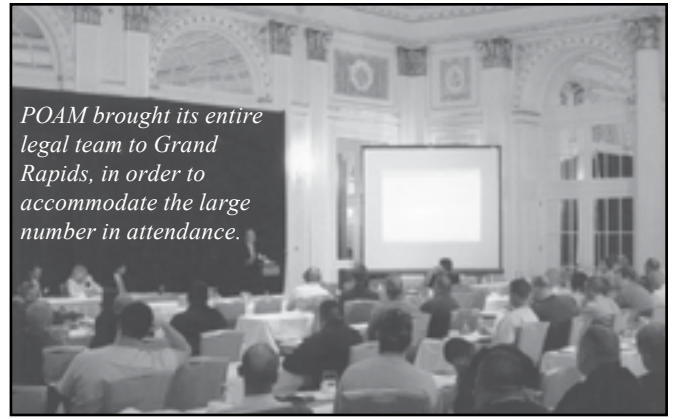


Dino Ignazzi (second from left) and Randy Baerlocher (far right) have no liability concerns as they tee-up with POAM Attorneys Martha Champone and George Mertz.



Port Huron POA and Saginaw County Corrections filled their coolers with salmon and steelhead.

(Left to right) Jim Tignanelli the President of POAM, Doug Zalecki of SVS Vision, Ron Houghton of Blue Cross Blue Shield and Gary Pushee of the POAM Executive Board.



POAM brought its entire legal team to Grand Rapids, in order to accommodate the large number in attendance.

FISHING



Rich Vettraino of the Elite Trauma Clean Up donated his 1st place money to Thin Blue Line.



Grand Haven was truly the "Hot Spot" as the fishing was the best in many years.



(Left to right) Dennis McGrann, Ed Jacques, Ken Grabowski with Vince Maviggia who didn't want to wake up the youngster, Mark Zacks.



Christine Miller, Paul Kinal, Brian Losh and Jeremy Panski of Southfield POA had a perfect day on the golf course except for their scorecard.

EXHIBITORS



Victory Home Loans

Michelle from Victory Home Loans made sure all POAM members walked away with a nice prize.

Michigan Employees Retirement System (MERS)
(Lynda Blackshaw)

Bill Matthes (right) owner of 21st Century Airsoft and 21st Century Training displayed an impressive arsenal of training weapons.

Huntington Bank
(Dave Bray)



21st Century Airsoft

Special Thanks to ALL our vendors.
Those not pictured appear in gray.



United Insurance Group

POAM member Mark Covert (Delta Township) of United Insurance Group explains the benefits of purchasing long term insurance at a younger age.

Smith Barney
(Sean Moran)

Ron and Sharon Houghton from Blue Cross Blue Shield were there to answer questions and provide information on many new programs.

Independent Order of Foresters
(Gary Deschenes)



Blue Cross Blue Shield

Blue Cross Blue Shield Blue Care Network of Michigan

Community Events
(Ed McCann and Tony Fantuzzi)

Michigan Commission on Law Enforcement Standards (MCOLES)
(Ray Beach and Dave King)

Lisa Kennedy Agency Nationwide Insurance



Tara Maycock and Susan Towne from the Lisa Kennedy Agency and Nationwide Insurance.

Elite Trauma Clean-Up
(Rich Vetrano)

Russ Innovations
(Steve Russ)



SVS Vision

Doug Zalecki from SVS Vision has put together special deals exclusively for POAM members.

The representatives from ALCOS were offering financial solutions as well as some cool giveaways.

Thin Blue Line of Michigan
(Laurie Reinacher)



ALCOS



EHM

Donovan Shaya and Debbie Mac of EHM are promoting a service that is sure to be a part of many future collective bargaining agreements.

Mark Mitchell from Retirement Plan Advisors speaks from experience when assisting members with financial questions. Mark is a retired Livonia Police Officer and our inaugural "Preferred Vendor".

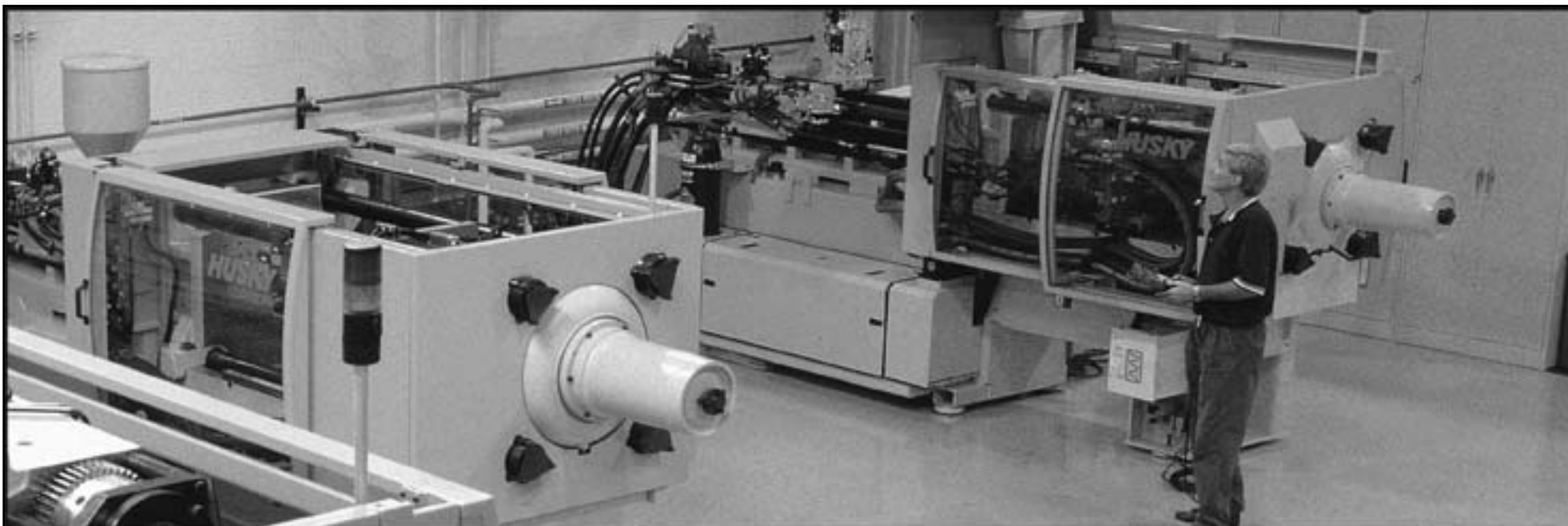
American Arbitration Association
(Charlene Chase and Jan Holdinski)



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**Impact FY2006 Budget Proposals for on MCOL
ES Programs**

The 2006 budget for the Michigan Commission on Law Enforcement Standards (MCOL
 ES) has come to a critical juncture. As a result of proposed shifts in funding of MCOL
 ES from General Funds to PA 302 Justice Training Funds, local law enforcement, prosecutors, corrections, courts, and criminal defense are at risk of loosing training dollars they have relied on since 1982. Moreover, the administration of statewide law enforcement standards is threatened.

	2005	Amount Proposed in Governor’s Budget	Amount Proposed in Senate Bill 280	Amount Proposed in House of Representatives Bill 4831
General Funding of MCOL ES Operations	\$1,804,000	\$0	\$1,137,400	\$1,169,300
P.A. 302 Dollars Available for Competitive Grants¹	\$2,316,957	\$70, 387	\$1,239,687	\$1,239,687

At best, MCOL
 ES is being asked to continue its operations with a removal of 50% of its general funding. In the worst case scenario, a 100% reduction in general funding would occur. The Commission has been instructed to fund its operations with Public Act 302 dollars. As the chart above demonstrates, this would devastate the competitive grant program. The only other alternative would entail compromising law enforcement standards in Michigan. The Commission voted, on July 6, 2005, reaffirming its call for full restoration of the General Funds to the MCOL
 ES budget. Commission members have taken this position because **the budget proposals that are currently on the table present untenable choices for the Commissioners, between jeopardizing law enforcement standards or damaging critical criminal justice in-service training infrastructure. In either case, local communities will suffer.**

¹ These amounts do not include interest accrued or de-obligated funds that were not used by previous grant recipients. Inclusion of these amounts provided \$3.4 million dollars for grants providing training during 2005.

**Retired Officers:
We Need Your Help!**

What Do We Need?

Nnamdi Pole, Ph.D., a Professor at The University of Michigan is conducting a study of the factors associated with both positive and negative post-retirement adjustment to police work. In order to participate, you need to be a retired officer who experienced a duty-related critical incident involving serious threat to your life. Volunteers may choose to participate in (a) an at-home questionnaire only or (b) an at-home questionnaire plus a series of mild stress tests (i.e., an interview, watching a video of actual police incidents, and listening to loud sounds) at the University of Michigan, Ann Arbor. We will pay \$50 to participants who complete the questionnaire only and \$100 to participants who complete the questionnaire and the mild stress tests. All personal information that you provide to the study (e.g., your name, address, etc.) will be kept **STRICTLY CONFIDENTIAL**.

What Will Happen to the Results?

The results of the study will be used to help future generations of law enforcement officers throughout the nation. Dr. Pole has demonstrated long-term commitment to improving the health and well-being of police officers by doing this kind of research. He can only continue in his endeavors through your participation. Please consider playing a role in advancing the physical and mental health of current and future police officers.

Who Should You Contact?

If you think that you might be interested in participating in this effort, please contact Dr. Pole by e-mail: nnamdi@umich.edu or telephone: **734-763-4132**. Leave your name, telephone number, and/or e-mail address, and whether you want to do the questionnaire only or both the questionnaire and mild stress tests. Someone will contact you.



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P.O.A.M.

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AFFILIATE OF
INTERNATIONAL ASSOCIATION OF AUTO THEFT INVESTIGATORS

06/15/05



Police Officers Association of Michigan
27056 Joy Road
Redford, MI 48239

Attention: Jim Tignarelli

Dear Mr. Tignarelli,

The 42nd Annual NCRC Conference has come and gone but the deep appreciation to the Police Officers Association of Michigan for your generous support will not be forgotten. The 350 attendees from throughout the Metro-Detroit area and the Midwest received the highest quality of auto theft training and reference materials available to date. The success of this conference would not have been possible if not for the support of organizations such as yours.

The adverse effect of auto theft and insurance fraud on the economy affects all of us. It is reassuring to our membership that people like you recognize the diligence of our efforts to curtail these crimes.

Again, thank you for your support.

Respectfully,

Val Vitoles
Val Vitoles
Automobile Theft Prevention Authority
Chief Chairperson

Robert Vogt
Robert Vogt
AAA Michigan
Chief Chairperson



Police Officers Association of Dearborn
P.O. Box 902
Dearborn, MI 48121

Michigan Association of Police
Mr. Patrick Baidel
27704 Franklin Road
Southfield, MI 48034

Dear Mr. Baidel,

I recently received your letter regarding the benefits of your organization and the shortcomings of the Police Officers Association of Michigan. In your correspondence you requested that we ask ourselves, "Are you receiving the service you deserve?" The answer to that question is a resounding yes and I'd like to tell you why.

The last three years have been the most difficult times in history for the Police Officers Association of Dearborn. We have experienced officer involved shootings, in-custody deaths, use of force inquiries, promotional system scandals, off-duty incidents, excessive discipline cases and serious staff reduction issues. These situations have occurred at all hours of the day and night, weekends, and holidays. Not once has POAM failed to respond quickly and professionally with expert advice and on scene legal representation no matter what the hour. Note this coverage includes off-duty as well as on-duty legal protection and representation.

Furthermore, in the midst of all these issues, the city was reducing officers through attrition at an alarming rate. Approximately twenty officers in a period of three years were not replaced. With the legal assistance of POAM General Counsel Frank Guido our membership placed a City Charter Amendment Proposal on the November 2004 ballot guaranteeing minimum staffing for the police department. This included a major legal victory in Wayne County Circuit Court where Guido successfully argued to have this proposal placed on the ballot after the Wayne County Board of Elections had blocked it from appearing based on erroneous requirements. The ballot issue was supported by the voters of Dearborn and the hiring process for new officers is well under way.

We can both agree that a contract is better reached through negotiation than through arbitration. But what do you do when the employer will not negotiate in good faith? When they are offering nothing? When they force you to arbitration? You arbitrate and that's exactly what POAM's 312 Advocate William Birdseye did on behalf of our membership.

Through the efforts of the POAM negotiating team our membership will be awarded a ten percent raise over three years (retroactive to the expiration of the contract) with no changes to medical coverage. This includes the continuation of no monthly medical insurance premium co-pay. That's a tremendous award given the state of the economy and the city's claim of skyrocketing medical insurance costs.

In conclusion, our association will continue to be proud members of the Police Officers Association of Michigan where our membership has received prompt, professional and priority service for two decades!

Sincerely, Jeffrey Gee President Police Officers Association of Dearborn

RECEIVED

JUL 08 2005

OFFICE OF THE CLARE COUNTY SHERIFF

2000 MICHIGAN AVE. S.W. CLARE, MI 49717

June 7, 2005

Dear P.O.A.M.

I am enclosing pictures from the Summer Police Week Service held here in Clare County on May 22 & 23. Sheriff Grist did a Memorial dedication for Officer Keri - Stenrod and we will on October 9, 2005. Please Sponsor of the P.O.A.M. made a donation to help make this happen and Clare County Sheriff Grist wants to let everyone know how greatly this is appreciated. We are hoping you can use them for a memorial service.

We want to thank Police Sponsor of the P.O.A.M. for making this possible and will carry the A.O.U. as our passive Memorial for Deputy Stenrod.

Thank you again,

Jeffrey Gee
Jeffrey Gee, Sheriff
Clare County
Clare, Michigan





POAM SEMINAR

October 7, 2005

9:00 a.m.

Horizons Conference Center

6200 State Street

Saginaw, MI 48603

Presentation Topics

"Body Armor Ballistics"

Aaron Westrick, PH.D.

(See Training article on page 31)

"Flexing Your Political Muscle"

Tim Ward

(Michigan Legislative Consultants)

Ken Grabowski

(POAM Legislative Director)

Ed Jacques

(Fundraising Expert)

\$20.00 fee per person includes continental breakfast and lunch buffet
Registration and fees due 9/22/05

Rooms available at the Ramada Inn and Suites (989) 793-7900

Mention POAM rate of \$45.00

Forms have been mailed to local leaders or

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Body Armor: Gone Bad?

The recent questions about the reliability of body armor have focused on body armor companies and fiber suppliers. It has become increasingly evident that officer safety concerns were almost completely ignored for years until one officer was shot through his armor and killed and another crippled. Even then a planned spin campaign delayed any semi-meaningful corrective actions for about three months. Not until June 2005, years after internal memos (and external government investigations) were presented did a meaningful disclosure take place. Then one company folded leaving some plaintiffs and debtors (officers and departments) out. Even now some body armor corporations put profit before officer safety as executives who have exhibited profit greed over safety; still function at high levels in the industry despite injury, death and well documented accusations of (taxpayer) fraud. In order to try to understand these despicable events a more complete officer understanding of body armor's application and tactics must be understood.

It is first of all important to understand body armor it (self) cannot go bad. Body armor is made of man made high strength chemical structures. It is the responsibility of the fiber supplier and body armor manufacturer to be sure their product does not degrade or deteriorate within guaranteed limits under relative normal wear conditions. Body armor does not "magically" go bad any more than your pistol magically malfunctions. It is the responsibility of the companies constructing your body armor (on many levels) to be sure the armor will perform to guaranteed reasonable officer/ soldier specifications. Please note that most body armor companies in the United States were not called into question regarding their armor's reliability. In fact, some companies refused to use a questionable fiber because of officer safety concerns, losing the chance to bid on millions of dollars of contracts. Some may argue this action was not necessary, yet it was a courageous move in the face of a growing body armor market.

So how do the average police officers know if the armor they are wearing will perform to standards? There are many ways to attempt to measure the reliability of armor. Mechanical measures test the armor under laboratory conditions and can be effective, but a scientific conclusion must be made to equate to ballistic strength over time. Chemical analysis can also be helpful; looking into how chemical structures are holding-up under certain environmental conditions, but the relationship still needs to be made to ballistic strength. Perhaps, the best single way is to measure ballistic strength through V-50 analysis. V-50 is a statistical number in which armor is tested when ½ the test bullets penetrate the test armor and ½ do not. It is more complicated than it appears here with proper protocols and procedures, but when plotted over time gives the officer a decent measure.

The NIJ standards are good broad based certifications in themselves for looking at the reliability of body armor. The test include a ballistic standard, V-5) analysis, tests under wet conditions and measures of back-face deformation. Understanding these "Certified" tests can be very helpful in under-



LEJ
Contributing
Editor



About the author

Aaron J. Westrick, Ph.D. is an Associate Professor of Criminal Justice and the Director of the Institute for Public Safety at Lake Superior State University.

Dr. Westrick has been associated with the POAM since 1981. He has served as an expert witness in the areas of "use of force" and body armor: Lake Superior State University- 906 635-6203/ Office Phone Fax 231 582-1563 or www.westrickphd.com

standing the strength and reliability of your armor. The NIJ gives us a bench mark to understand the performance of our armor at purchase. Still an understanding of body armor, well beyond the information in this article or the NIJ certification is necessary. Many officers understand and most manufacturers label at 5-year warranties. Up until now studies have shown that traditional type body armor (poly-aramid wovens) last at least 5 years under normal wear conditions. It has been evident that most body armor of this type will successfully stop specified bullets well after 5 years. That has been the "street knowledge" that officers have come to know. Police officers have come to recognize that most body armor will perform well for at least 5 years.

IT IS NOW EVIDENT THAT BODY ARMOR MUST BE TESTED IN A LONGITUDINAL FORMAT AND EXAMINED VISUALLY ON A REGULAR BASIS.

Certain companies have shown that they cannot be trusted to provide officer safety data over profits. In fact some armor companies involved in this situation hid and still hide requested data from government officials and customers.

Scientifically, the best way to check the reliability of body armor is to combine Mechanical, Chemical and Ballistic longitudinal testing in an established relative wear format. These measures are expensive and hard to understand, especially for officers who are more interested in doing their jobs defending our society. But, it also takes a brave and protection driven company to evaluate its own armor in a complete manner. So far, few companies have stepped up to that plate. While I believe most armor companies have nothing to hide; company executives doubt officers/ soldiers truly care to basically understand armor and this gives some an open ground for marketing spin. As law enforcement officers, we must ask these difficult questions or delegate to true objective allies to understand these issues. Very few officers understand body armor like many do firearms. We should change this immediately or law enforcement will fall victim again to body armor companies "that care" then fail on the street. This article is the first in a series designed at officer education. This article addresses only a small part of the many issues and variables of body armor effectiveness.

In order to understand any phenomena we must first

know what questions to ask. Then we must have our questions answered honestly in ways that are understandable. Law enforcement must further its education in "barrier protection" to guard ourselves from street and corporate threats. So many officers put false faith in police equipment companies based upon marketing ploys put forth in advertisements. In the last years of officers have been stung not only in the body armor field, but in many police equipment areas.

After it all is said and done it is important to remember one point. In order to understand body armor you must know the proper questions to ask, then be able to basically understand if the answers are honest. In my opinion it is fact that officers have been killed and injured because of faulty "survival" equipment. As law enforcement officers, we know we must have confidence in our equipment so we can protect ourselves and others effectively. Confidence leads to competence. We must be competent consumers of only the best armor and equipment. History now shows us it is not always the most expensive.

Please take the time to educate yourself about your armor and other survival equipment. A good start is being part of the POAM reading this Journal/ column and participating with your allies and peers. My humble thanks to the POAM for supporting me in protecting Law Enforcement Officers from the evil of the street and corporate boardrooms.

Please consider attending the POAM Body Armor Conference on October 7th in Saginaw - POAM (313) 937-9000.

Dr. A.J. Westrick is an active full-time deputy sheriff, he is also an Associate Professor of Criminal Justice at Lake Superior State University. Dr. Westrick is an active POAM member and author of this column in the Law Enforcement Journal. He is available as an expert in Use of Force, Other Contemporary Law Enforcement Issues and Body Armor Ballistics. A.J. Westrick, Ph.D. www.westrickphd.com or ajwestrick@lssu.edu Home office: (231) 582-1563 or Lake Superior State University (906) 635-6203.

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All information in this document that is not the opinion of Dr. Westrick is public information available from a number of different sources.

CONGRATULATIONS Scholarship Winners



Heather Lucey

*Mr. James Tignanelli and The Police
Officer's Association of Michigan,*

Thank you for the scholarship. I greatly appreciate the money and the consideration for the scholarship. I will put the money towards my tuition at Sienna Heights University as I study social work. Enclosed is a picture that can be placed in the paper.

Thank you for all of the help that you have given me!!

*Thank You,
Heather Lucey*

May 25, 2005

Dear POAM,

I am writing to thank you for your financial support of a \$250.00 scholarship. It is encouraging to know that the Police Officers Association of Michigan read my request and believed in me, enough to support my future. I am continually encouraged to follow my dreams of becoming a forensic psychologist. It especially means a lot to be supported by POAM.

I know upon graduation that I will make a difference in the State of Michigan to better the lives of the people in our community. Thank you so much for this opportunity.

*Sincerely,
Crystal Rose Smith*



Crystal Smith

Dear Police Officer's Association of Michigan,

I appreciate the \$250 you have given me, more than I can express. It will be a great relief on my college expenses. I have enclosed one of my graduation photos for your column.

*Thanks again,
Allison Porrett*



Megan Fasel

April 10, 2005

*Dear Mr. Tignanelli and POAM
members:*

I would like to thank you for awarding the POAM scholarship to me. This will be put towards helping me further my education. This fall, I am proud to say I will be attending Michigan State University. Thank you for awarding this to me.

*Sincerely,
Megan Fasel*



Allison Porrett

The Federal Report

Allocating Funds for Police Programs

We are now over halfway through the first session of the 109th Congress and a number of pieces of legislation affecting the law enforcement community have been introduced. We have taken this opportunity to summarize a selection of the most prominent bills that may be of interest to POAM members and Michigan law enforcement stakeholders.

Currently, both the House and Senate are occupied with the annual task of deciding funding appropriations for 2006. The *Science, State, Justice, Commerce, and related Agencies Act of 2006* (H.R. 2862) includes several sources of significant support for local law enforcement programs including the **Community Oriented Policing Services Program (COPS)**.

The COPS office in the Department of Justice, which helps to fund critical police related initiatives including the *Law Enforcement Technology program*, the *Bullet-proof Vests Partnership Program*, and the *Methamphetamine Hot Spots Program*, has received strong support in the Congress. The COPS programs received over \$557 million in the House-passed bill and more than \$515 million in the Senate draft. This is a significant increase from the administration's budget proposal of only \$2.8 million. In addition, the House included \$60 million for a new initiative within the COPS program to help reduce gang violence. The Senate has not yet addressed this need. Clearly, the issue of Homeland Security and defense against potential terrorist threats is an issue of continuing concern for our country. Congress is considering numerous proposals to address this need, including restructuring first responder grant funding.

Also included within the *Science, State, Justice, Commerce, and related Agencies Act of 2006* (H.R. 2862) is the *Byrne Justice Assistance Program*. The federal Byrne Grants provide funding to state and local governments fighting the war against illicit drugs, especially methamphetamine. The House version of the funding bill includes \$476 million in total funding for the *Byrne Justice Assistance Program*, while the Senate bill currently under consideration contains \$802 million for this program.

The House version of the *Department of Homeland Security (DHS) Appropriations bill* (H.R. 2360) calls for \$2.9 billion in funding for first responder grants, an increase of \$400 million over FY 2005 funding. The House bill modifies the grant distribution formula to guarantee that each state will receive a minimum of .25 percent of the total funding, with the remainder of each state's allocation based on a terrorism risk assessment as determined by the Department of Homeland Security. The current formula provides a minimum of .75 percent to each state with the remainder distributed based on population.

A recently adopted amendment to the Senate version of the DHS Appropriations bill, supported by **Senator Carl Levin** and **Senator Debbie A. Stabenow**, calls for each state to receive .55 percent of the grant pool with more populous states getting a higher guaranteed amount on a sliding scale up to 3 percent. Under the Senate bill, remaining funds would also be distributed based on the DHS risk assessment. The final characteristics of the formula will be determined during conference committee negotiations later this year.

Senator Stabenow, with the support of **Senator Levin**, introduced an amendment to the DHS Appropriations bill that would allocate \$5 billion in new grant money towards interoperable communications equipment for law enforcement.

Unfortunately, the amendment was not accepted, by a vote of 35-63, during consideration of the bill on July 14, 2005.

Other Members of the Michigan delegation have also been supportive of legislation in support of police officers. **Congressman Dale Kildee** has introduced the *Public Safety Employer-Employee Cooperation Act of 2005* (H.R. 1249) with the cosponsorship of **Congressman John Conyers, Jr.**, **Congressman John Dingell**, **Congresswoman Carolyn C. Kilpatrick**, **Congressman Sander M. Levin**, and **Congresswoman Candice S. Miller**. The *Public Safety Employer-Employee Cooperation Act of 2005* ensures collective bargaining rights for public safety officers employed by state or local governments.

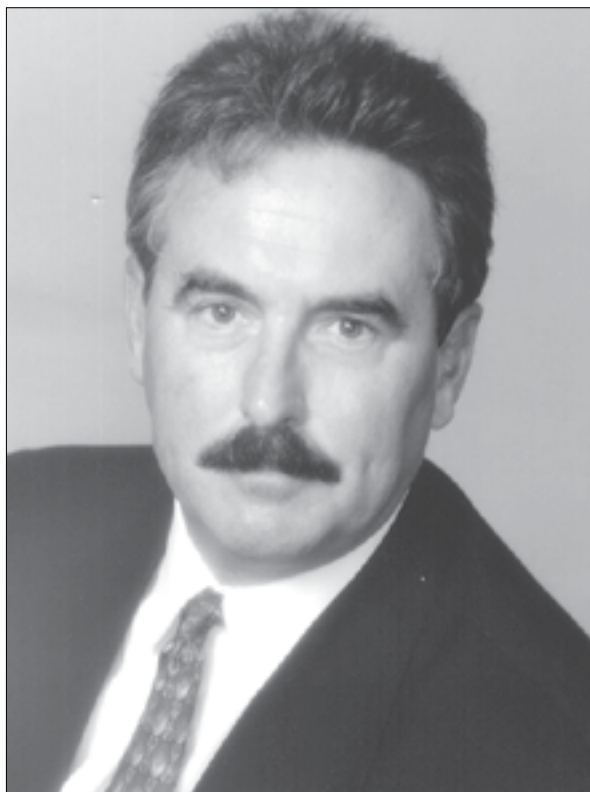
Congressman Michael Rogers has been a persistent advocate in the fight against methamphetamine, signing on as a co-sponsor on three bills (H.R. 13, H.R. 313, H.R. 314) aimed specifically at eradicating the scourge of methamphetamine from America's communities.

Congressman Conyers also continues to make his voice heard on law enforcement issues as Ranking Member of the House Judiciary Committee and has signed on as a cosponsor of the *Assault Weapons Ban and Law Enforcement Protection Act of 2005* (H.R. 1312). This bill would help to protect police officers by reestablishing the ban on certain "semiautomatic assault weapons" and revising the definition to include assault weapon conversion kits and any semiautomatic rifle or pistol with certain specified characteristics, including the ability to accept a detachable magazine or a telescoping stock. **Senator Levin** is a cosponsor of a similar bill (S. 620) in the Senate.

Also of interest is the *Fallen Law Enforcement Officers and Firefighters Flag Memorial Act of 2005* (H.R. 94). This bill would provide U.S. Capitol-flown flags to the families of law enforcement officers and firefighters killed in the line of duty. Another bill under consideration by the House is the *Public Safety Officer Protection Act of 2005* (H.R. 1147), which would provide benefits to public safety officers and their families if the officer dies or becomes permanently disabled as a result of cancer.

An annual highlight of each session of Congress is "Michigan Police Night" held during "Law Enforcement Week" in May. **Congresswoman Candice Miller** sponsored this year's event, though she was unable to attend due to a last minute conflict requiring her to return to the state, and her staff committed significant time and effort in assisting our preparation for the evening. We were honored to welcome **Senator Stabenow**, **Congressman Dingell** and **Congressman Conyers**, who all took time out of their very busy schedules to speak to the assembled officers from across Michigan. In addition, **Senator Levin**, **Congressman Kildee**, **Congressman Dave Camp**, **Congressman Fred Upton**, **Congressman Bart Stupak**, **Congressman Peter Hoekstra**, **Congressman Vernon Ehlers** and **Congressman Levin** were unable to attend but expressed their support and were represented by key justice and law enforcement staff members.

As the 1st session of the 109th Congress moves forward, POAM will continue to work with Congress on behalf Michigan's law enforcement officers. If you have any questions please do not hesitate to contact me at (202) 544-9840, dmmgrann@locklaw.com.



Dennis McGrann

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



Negotiated

Ogemaw County DSA

Duration 01-01-04 through 12-31-07

Wage increases:

2004	3%
2005	3%
2006	3%
2007	3%

- Holidays – Christmas Eve and New Years Eve paid at time and one half
- County to pay for cost of CCW permit and training for Correction Officers
- Health care plan switches from a PPO1 to a PPO2

Negotiating committee consisted of Steve Pizzala, Doug Casselman, Carol Adair and were assisted by POAM Business Agent Gary Pushee.

Negotiated

Burton POA

Duration 07-01-04 through 06-30-08

Wage increases:

2004	2%
(with additional .5% going to fund retiree health care)	
2005	2.5%
2006	2.5%
2007	2.5%

Brings top pay for a Police Officer to \$47,860.

- Increased Prescriptions to \$15/\$30, with reimbursement for drugs not available as generic.
- Increase the 'opt-out' for employees who waive health coverage from \$300 annually to \$2,000
- Provide the POAM's SVS optical plan with \$100 reimbursement for out of pocket costs.
- Tuition reimbursement increased to \$1,500 annually per person.
- Allow retirees to purchase dental coverage through the city.
- Effective July 1st, increased multiplier to 'Junior officers' MERS pension plan from 2.25% to 2.5% with employees contributing 1% towards the cost.

Negotiating team consisted of local officers Dale Hall, Brian Worden and were assisted by POAM Business Agent Jim DeVries.

Negotiated

Cassapolis POA

Duration 2 years 3-1-05 through 2-28-07

Wage increases

2005	4%
2006	4%

- Eliminated clothing allowance and replaced with employer paying cost for all uniforms.
- Provide a foot wear allowance of \$150 annually and a \$200 plain clothes allotment.
- Increased vacation at the 10 year level to 14 hours per 28 day cycle.
- Changed court time from 3 hours straight time to 2 hours at time and one half.
- Eliminated health insurance premium co-pays in the first year, second year premiums co-pays kick in if the rates exceed 5% over the 1st year, or nothing if any other employees are not required to pay.

Negotiating team consisted of local president Don Obermesik, assisted by POAM Business Agent Jim DeVries.

Negotiated

Rochester Command

Duration 07-01-05 through 06-30-08

This recently formed association has just negotiated their first agreement.

Wages

12% over top patrol base pay

- Longevity pay initiated
- Compensatory time negotiated
- Increases in sick leave
- Pension improvement from MERS B-3 to B-4 utilizing the best three of the final 10 years

Local negotiating team consisted of President Mike Mancini, Vice-President Dave Wenzel and were assisted by POAM Business Agent Mark Zacks.

Negotiated

Cadillac POA

Duration 3 years.

Wage increases

1 st year	2.5%
2 nd year	2.5%
3 rd year	3%

- Sick time pay out increased from 50% of 1080 hours to 50% of 1248 hours.
- Added one holiday and increased longevity at all steps by approximately 25%.
- Medical insurance prescription co-pay changed from \$15/\$30 to \$10/\$40.
- New employees hired after 7-1-06 will have a \$50 single coverage (current is \$25), and a \$100 for 2 person and family (current is \$50) monthly premium co-pay for medical insurance.

Bargaining team consisted of Tony Crawford, Dave DeForest, Jason Straight and were assisted by POAM Business Agent Jim DeVries.

Negotiated

Edwardsburg/Ontwa Township

Police Officers, Sergeants, Clerks and Dispatchers

Duration 3 years 4-1-05 through 3-31-08

Wages

2005	3%
2006	3%
2007	4% top pay for a Police Officer to \$40,830

- Sergeants increased from 50 cents per hour to \$1.00 per hour above top paid police officers.
- Longevity, employees with 15 years or more receive an additional \$200 in their IRA account.
- Comp-time bank increased from 80 to 100 hours.
- Training will be offered equally to all members of the department.
- Increase the hours for the annual departmental meeting from 6 to 8 with all hours being paid.
- Contract re-opener to discuss health care coverages.

Local President Brian Robinson was assisted by POAM Business Agent Jim DeVries.

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