



## **POLICE OFFICERS ASSOCIATION OF MICHIGAN**

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September 16, 2016

### Open Letter to All Macomb County Deputies and Dispatchers:

After meeting with some of your Executive Board members, we have committed to the following:

POAM will meet with your Executive Board to discuss all issues surrounding representation and make any changes in personnel and/or protocol that are necessary.

Although we have done it many times, POAM will make a representative available 100% of the time for any employer interview where exerting your "Garrity" privilege is necessary. We have conducted numerous seminars on the subject, but will do an exclusive training seminar for Macomb County Sheriff Department employees. There is a complete library of information on "Garrity" and critical incident protocol at [www.poam.net](http://www.poam.net).

I believe there has been a communication breakdown between your local association, the members and POAM. We have every resource at our disposal combined with a support staff of experienced professionals that have re-dedicated our efforts to make the Macomb County Deputies and Dispatchers Association a strong, thriving union. I also believe that your local board has been hesitant about asking for certain services, beyond your business agent. Every group in our family should feel comfortable and entitled to call the POAM President, General Counsel or myself on any issue – no matter how big or small the situation is. Starting with this letter, POAM will be more "hands on" as it relates to your local association and we have already initiated programs to improve communication and encourage members to take full advantage of our services.

Like nearly every collective bargaining unit in the state the last few years, your pay raises have been disappointing. The past two years POAM has secured raises and/or benefit improvements in almost every contract we have negotiated. If the County falls short of our mutual expectations in the upcoming contract, the most experienced Act 312 professionals in Michigan will present your economic proposals to an arbitrator. POAM will assist your bargaining committee in developing and scoring a bargaining issue survey beforehand, with every member having input.

Thank you for your membership over the years, and your consideration in the future.

Respectfully,  
*Ed Jacques*