

The Police Officers Journal



VOLUME 25, NUMBER 4 • FALL 2015

On the inside:

**17 LEEP Dream Scholars
awarded – Pgs. 4-6**

**3,000 new Michigan
corrections officers
sought – Pg. 3**

**POLC member awarded
for outstanding
service – Pg. 7**

**South Lyon Command
helps apprehend
bank robber
– Member News**

Law Enforcement Education Program (LEEP®)

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PUBLICATIONS

Fred LaMaire

Conference new location, many speakers a huge hit

— By POLC Legal Counsel Tom Zulch and Director Richard Weiler



The 2015 Annual Police Officers Labor Council/General Employees Labor Council (POLC/GELC) conference found the Council at a new venue with a significant increase in attendance and newly added events. The two-day conference was held at West Bay Beach, a Holiday Inn Resort, in Traverse City, Thursday, Aug. 27 and Friday, Aug. 28, 2015. Besides the usual Golf Tournament, a hugely successful Libation Tour was added for non-golfers and a welcome reception greeted those who arrived Wednesday night.

Both days commenced with complimentary breakfast and Thursday attendees had a complimentary buffet luncheon. This year's conference started out with a labor seminar on Aug. 27 and ended with the business portion of the meeting on Aug. 28.

Tom Schneider, Executive Secretary of COPS Trust, made a short presentation on an excellent alternative to Blue Cross. Schneider talked about tailor making health care plans for the needs in various locations. The Trust also offers dental plans through Delta Dental of Michigan and vision plans through U.S. Health & Life utilizing VSP network, one of the nation's largest vision plans. COPS Trust specializes in providing health care insurance to public safety employees at great rates. Members can call COPS Trust Troy office at (248) 524-0454 or visit www.copstrust.com.

Nationally known Arbitrator Mario Chiesa provided his view on the grievance and arbitration process. Chiesa stressed that not only stewards must know and follow their contract, but employees should also have a general knowledge of what's in the four corners of the document. When writing a grievance, the who, what, when and where are to be known as soon as possible to prevent subsequent surprises. Time limits must be adhered to and past practice must involve numerous occurrences and not a couple isolated events. Investigate, gather the information, and always talk to your staff rep and/or POLC attorneys for guidance.

POLC/GELC Legal Counsel Tom Zulch and Brendan Canfield were joined by Research Analyst Nancy Ciccone to discuss the effect of PA 54 of 2011 on negotiations; the differences between Act 312 and Fact Finding; eligibility for Act 312; and the role of bargaining unit members for pre and post negotiations. When a contract expires, PA 54 provides no retroactivity, employees pay health insurance increases, and there are no step increases. Act 312 eligible employees (police, fire and dispatchers) are now exempt from PA 54 due to POLC efforts. All other employees are subject to Fact Finding. Internal comparables on any issue are now more important and demands must be drawn up prior to the first bargaining session. With advance notice, Ciccone can provide comparables prior to the first bargaining session for wages, insurance, pension and other mandatory bargaining subjects. Prior to going to Act 312 or Fact Finding, the case must be mediated. Following mediation and 15 days after an arbitrator is selected, the parties of a 312 or a Fact Finding have a phone conference to discuss hearing dates, dates to exchange exhibits and rebuttal exhibits. Last best offers for Act 312 must be submitted prior to the first hearing date while last best offers for Fact Finding are determined by the parties. A 312 hearing must be held 180 days after the telephone conference while a Fact Finding

Continued on page 8

Michigan Department of Corrections offers training academy to boost job applicants

— Excerpted from media reports

With an average of 70 Michigan Corrections Officers retiring on a monthly basis, the Michigan Department of Corrections has re-opened its state-funded training academy in an effort to prepare 1,000 applicants this year and a total of 3,000 Corrections Officers over the next three years.

"In the 1980s there was a big hiring surge and those people are hitting retirement age," said Michigan Department of Corrections Director Dan Heyns. "We can't have too many vacancies in the institutions."

The department opted to close its community college training academies — at which recruits are responsible for paying about half of the roughly \$4,000 tuition and were offered jobs only at the end of training. The colleges weren't graduating enough recruits to meet hiring demands.

Now the academy tuition is fully paid by the state and recruits are hired as soon as they begin their 16-week training.

Michigan prison staffing shortages are causing remaining officers to work long hours, costing the department \$45 million in overtime last fiscal year.

Corrections trainees will benefit from a constantly evolving curriculum, which is



developed with input from inmates, guards, lawyers and prison officials from around the country. "We're relentless in trying to find a better way to do that job," Heyns said.

The first academy began in April and graduates were assigned to prisons in the Lower Peninsula at a starting wage of \$16.32 per hour, progressing to \$25 per hour over time.

"We didn't have any trouble filling the slots," Heyns said. "We offer an opportunity for young people for a good career."

The biggest challenge for these new officers is becoming aware of inmates tricks, said Lauren Shelly, POLC local union alternate for Shiawassee County Corrections.

"You have a lot of people with experi-

ence that know how the inmates play their games and try to hide stuff," Shelly said of retiring staff. "It's going to take (new hires) a few years to learn that. (Prisoners) try to get things they want, like drugs and stuff that's not allowed."

No individual convicted of a felony or domestic violence will be hired. The MDOC is particularly interested in hiring military veterans and their training may satisfy the educational requirements, said MDOC spokesman Chris Gautz. ♥

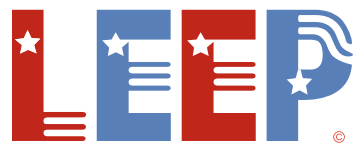
For future academies and more information, contact the Michigan Department of Corrections, Recruitment Section, P.O. Box 30003, Lansing, MI 48909, Phone 517-335-6711 or toll free 888-820-7129 or visit www.michigan.gov/correction



The POLC Executive Committee gathered for the Annual Conference in Traverse City in August. The Committee includes from rear left, Chairperson Paul Combs, Mike DeKam, Scott Eager, Jeff Gormley and front from left Tom Wilk, Vice Chairperson Rick Bleich, Steve McInchak and Collin Bernie.

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awards \$17,000 to public safety scholars nationwide

— By Jennifer Foley, POJ Editor

Seventeen top students interested in public safety careers, including five repeat winners, will receive \$1,000 college scholarships to encourage their pursuit of law enforcement/public safety careers by the professional public safety officers of the Law Enforcement Education Program (LEEP).

In its eleventh year, LEEP has awarded some \$140,000 in Dream scholarships to students showing a demonstrated interest in public service/law enforcement careers. The non-profit public safety group's scholarship program is made possible by a growing list of national supporters. Students from 11 states received 2015 LEEP Dream Scholarships:

MICHIGAN

Bradley Duck, Jr., of Battle Creek, MI. A Grand Valley State University student, he was awarded his second LEEP Dream Scholarship. He is a member of Grand Valley State Men's Lacrosse Club. He was dual-enrolled at Kellogg Community College while in high school. He was on the football, lacrosse, wrestling, and baseball teams, was a Ski Club member and received an Academic Letter. He volunteers with the Det. Lavern Brann Memorial Golf Outing and Pennfield Rocket Football Association. He is using his \$1,000 LEEP grant to pursue a degree in Criminal Justice and plans to become a police officer like his father, a 26-year Battle Creek Police Department veteran.



Ryan Ferguson, of Battle Creek, MI. A graduate of Pennfield High School, he is the son of Battle Creek Police Sgt. Jim Martens. He attended Michigan State Police Kiwanis Club Career Law Enforcement Academy, completed Law



LEEP 2015 Dream Scholars (from left) Meleigha Schimmoller, Brian Hintz, Bradley Duck, Jr. and Austin Lynema were awarded at the POLC/GELC Annual conference.

Enforcement Orientation Program and received a Letter of Commendation from Battle Creek PD for assisting in a fatal car crash. He volunteered with Battle Creek PD Emergency Response Team, summer youth basketball programs and participated in Notre Dame religious retreat. He was on the 2014 All City football team and received honorable mention for All Conference football team. He plans to use his \$1,000 LEEP grant to pursue a Criminal Justice degree at Kellogg Community College and become a Battle Creek Police Officer.



Brian Hintz, of Hart, MI. A 4.0 GPA student at Ferris State University, he is a paid-on-call Walker-ville Fire Fighter. He completed Fire Fighting I & II certifications, HazMat Awareness & Operations at Oceana County Fire Academy and is certified in CPR and First Aid. His community service includes: helping build and maintain homes for the elderly; church projects; and youth group. He will use his \$1,000 LEEP grant to study Criminal Justice. He plans to work as a sheriff's deputy

and part-time fire fighter or for a public safety department.

Austin Lynema, of Zeeland, MI, is a graduate of Zeeland East High. He is a Walker and Grand Rapids Police Explorer and Holland Public Safety Department Cadet. He completed Michigan State Police Student Trooper Academy and received an Instructor's Award at Holland Junior Police Academy. He was awarded Excellence in Achievement at Careerline Tech Center's EMS program. He played high school baseball and was President of Health Occupation Students of America. He will use his \$1,000 LEEP grant for a Criminal Justice degree at Grand Valley State University to become a police officer and later a federal agent.



Taylor Moore-Hutton, of Grosse Pointe Park, MI. A graduate of Grosse Pointe South High School and Michigan State Police American Legion Post, he was JV Team Captain of the lacrosse team. He was a lacrosse



coach for junior teams, a tutor for middle and elementary school students, and received several academic awards. He plans to use his \$1,000 LEEP grant to pursue a bachelor's degree in Intelligence and Criminal Justice at Mercyhurst University. His career goal is to become a local, state or federal officer and work in National Intelligence.

Meleigha Schimmoller, of St. Charles, MI, is a Top Scholar in the Criminal Justice Program and member of Phi Theta Kappa International Honor Society at Delta College. She was awarded her second LEEP Dream Scholarship. She was a Law Enforcement Advisory Committee Junior Member at Saginaw Career Complex, attended Michigan State Police Youth Leadership Academy and the District of Kiwanis Michigan State Police Career Academy. She worked at the Juvenile Detention Center and Saginaw County Jail. She is using her \$1,000 grant toward becoming a Michigan State Police Trooper or working for the Department of Corrections.



POLC Executive Director Richard Weiler presents Meleigha Schimmoller with her scholarship.

Megan Stacey, of Hudsonville, MI, has a 4.0 GPA at Grand Rapids Community College, where she is President of Criminal Justice Club. She was awarded her second LEEP Dream Scholarship. She is an intern at Grand Rapids PD and a decoy for Michigan Liquor Control Commission. She completed Metro High School Police Academy. She received Varsity Letters in cheer and an Academic Varsity Letter. She has donated over a gallon of blood to Michigan Blood. She plans to use her \$1,000 grant to pursue a degree in Criminal Justice and become a police officer.



ALASKA

Lena Illig of Anchorage, AK, received her fourth LEEP grant. She is attending University of Alaska and works at Aviation Medical Services and Planned Parenthood of the Great Northwest. Ambassador of the National Guide Youth Foundation, she is an on-call volunteer with Anchorage Police Search and Rescue Team and former member of their Citizens Academy. She graduated Alaska Military Youth Academy, is a Standing Together Against Rape Crisis Hotline volunteer, and was an underage buyer for Alcohol Beverage Control Board in Anchorage. Certified in emergency medical procedures and police protocols, she is using her \$1,000 grant toward a degree in Criminal Justice and to become an Alaska State Trooper and then a U.S. Marshall or FBI agent.



ARIZONA

Jose Romo Moreno of Tucson, AZ, is an Amphitheater High School graduate. He was a Tucson Police School Resource Officer Student Assistant, President and Treasurer of Avid Club, Amphi Avid Male

Student Role Model in 2013 and 2014 and he took AP honors courses. He coached Amphi and Western Little Leagues and volunteered with Special Olympics through Tucson Police. He participated in police ride-alongs and organized a Christmas Toy Drive. He will use his \$1,000 LEEP grant to pursue a bachelor's degree in Criminal Justice at Brown Mackie College. He plans to become a Pima County Corrections Officer and then a police officer or federal agent.



CALIFORNIA

Stephanie Fidomski of Antelope, CA, is a 4.0 GPA Center High School graduate, ranked 11th in her class of over 300. The Sacramento Police Cadet received 9-1-1 dispatch training. A multiple Renaissance Award winner, she was Key Club Leader, a member of California Scholarship Federation Club, Anime Club, a church food bank volunteer, and on the cross country and JV softball teams. She plans to use her \$1,000 LEEP grant to pursue a Sociology degree at Sacramento State University. She plans to become a police detective or FBI agent.



KENTUCKY

Tyler Madden of Louisville, KY, is a graduate of Pleasure Ridge Park High School. He has a 4.0 GPA in the College of Justice & Safety at Eastern Kentucky University, where he's on the Dean's List and President's List. He was Team Captain of his high school varsity football team and received awards for: Team Captain, Defensive Player of the Year, Defen-



Continued on page 6

LEEP Scholars

Continued from page 5

sive Lineman of the Year, and Greater Louisville Football Coaches Association All-District Teams. He helped collect clothing and held yard sales to raise money for the needy and delivered items to the families. He plans to use his \$1,000 LEEP grant to pursue a degree in Occupational Safety with a minor in Criminal Justice.

MARYLAND

Charles (Alex) DeHaven of Frederick, MD, is a Tuscarora High School graduate and Frederick County Sheriff's Office Explorer. DeHaven was Class Captain in his Criminal Justice I course and Class Leader in his Criminal Justice II class. He completed the Criminal Justice Program at Frederick County Schools Career & Technology Center (CTC). He was Captain of his high school football team, he volunteered as Tuscarora Football Kids Camp Counselor, received a Varsity Letter and JV and Varsity Coaches Award for football and made the 2014 All Academic Football Team. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice at Mount St. Mary's University.



MONTANA

Benjamin Reed of Joliet, MT, is a Montana State University student. A member of the Joliet Volunteer Fire Department, he earned various firefighting certifications and FEMA courses. An active volunteer with his church, he was President and Vice President of Carbon County Shooting Sports Club, President of Carbon County Archery Club, President and Treasurer of Rockville Ramblers 4H Club and a ranch hand at World West Sire Service. He plans to use his \$1,000 LEEP grant to pursue a degree in Fire Science and Business Ad-



ministration. His career goal is to become a Firefighter and Emergency Medical Technician (EMT).

NEW YORK

Philip Grella of Glen Cove, NY, is a Glen Cove High School graduate, who comes from a long line of fire fighters. His father is First Assistant Chief of Glen Cove Volunteer Fire Department and his grandfather and great-grandfather served as Chiefs of their fire departments. A former Glenwood Junior Cops Captain and Lieutenant, he is Captain of Glen Cove Fire Department Explorer Post. With nearly 300 hours of community service, he served on the Student Athlete Leadership Team, Ski Club, varsity football and lacrosse, Ballistix Travel Lacrosse, All Conference and All Academic Lacrosse. He will use his \$1,000 LEEP grant to pursue a Criminal Justice degree at New York Institute of Technology. He plans to become a federal agent.



TENNESSEE

Evan Guin of Mount Juliet, TN, received a degree in Advanced EMT from Volunteer State Community College. Guin works for Life Care EMS in Nashville as an Advanced EMT Specialist and Volunteer Fire Fighter for Mt. Juliet Fire Department. He's a Mt. Juliet Fire Explorer graduate and received certificates in Basic Firefighting and Firefighting I, Live Burn, and Introduction to Fire and Emergency Services. He was a member of HOSA-Future Health Professionals for five years and on wrestling teams for nine years, finishing high fourth in his AAU wrestling career. He plans to use his \$1,000 LEEP grant to pursue a degree in Paramedics at Ball State Community College and become a fire fighter and EMT, following in his older brother's footsteps.



TEXAS

Austin Kahil of Canyon Lake, TX, is a Canyon Lake High School graduate. He received All-District Academic Honors and Achievement and All-State Academic Achievement awards. He earned three Varsity Letters, was the Varsity Football Captain and Varsity Track Captain. He coached and mentored pee wee football players at Canyon Lake Recreation Center. A Bible Boot Camp and Back Yard Bible Camp Counselor through Hill Country Bible Church, he volunteered at Canyon City Animal Hospital and Comal County Sheriff's Department doing maintenance. He works in security at WhiteWater Amphitheater and is a member of several community service and religious groups. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice and Wildlife Management at East Texas Baptist University.



WYOMING

Austin Holcomb of Cheyenne, WY, graduated Laramie County Community College with a Criminal Justice degree. She graduated from Cheyenne Police Department's Citizen Police Academy, went on police ride-alongs and attended physical and K9 training. She is a member of Phi Theta Kappa Honor Society and Advanced Citizens Police Academy. She played high school basketball and volleyball and competitive softball. She was a coaches' assistant for Cheyenne summer basketball and girls softball. She plans to use her \$1,000 LEEP grant to pursue a Criminal Justice bachelor's degree with a double minor in environmental and natural resources and political science at University of Wyoming. She plans to become a Front Range area police officer. ♥



Swartz Creek Officer honored with LEEP Award for saving another officer

— By Jennifer Foley, POJ Editor

Swartz Creek Police Officer Nick Paul was chosen for the Law Enforcement Education Program (LEEP) Outstanding Service Award for bravery and dedication to his profession. Officer Paul was presented with the award at the 2015 Annual POLC/GELC Meeting & Labor Seminar on Aug. 28, 2015 for his heroic efforts in saving the life of a fellow officer.

"It is my opinion no officer is more deserving of this award," wrote POLC Labor Rep. Hal Telling in his nomination letter. "Nick Paul displayed courage under fire, professionalism and a sense of duty and responsibility to the public and his fellow officers."

On Jan. 23, 2015, Flint Township Police Officer Michael Schulyer made a traffic stop around 10:30 p.m. on the 3200 block of Miller Road near the I-75 interchange. After the red van pulled into the Hometown Inn parking lot on Miller Road, Schulyer approached and the 55-year-old driver immediately exited the van and assaulted the officer. While struggling, Officer Schulyer radioed for assistance. The suspect pulled a .40 caliber pistol from his waistband and shot Schulyer three times, twice in the arm and once in the torso. Schulyer fled for cover while returning fire and radioed in that he had been shot.

Officer Paul heard the radio call and immediately drove to the scene removing his gun from his holster and placing it in his lap. He was the first backup officer on the scene, arriving within 30 seconds. Ignoring considerable danger to himself, Paul did not wait for additional units.

He pulled into the parking lot and maneuvered his police vehicle behind the van. The van then backed up into the patrol vehicle and the suspect exited the vehicle, pistol in hand, and began firing at Officer Paul as he approached the patrol vehicle. Unable to exit his vehicle, Paul returned fire and a gun battle ensued within a distance of 15 feet.

"I had my gun in my right hand and had my window down," Paul said, adding his seatbelt was off. "He was on me so fast, but I was ready for him."

When the suspect retreated toward the van, Paul exited his vehicle and replaced his magazine. Not knowing the status of the suspect or Officer Schulyer, Paul proceeded forward without regard for his safety.

"I was thinking 'I can't let this guy get too far away.' I knew there wasn't anyone in position," Paul said. He wanted to avoid having to track down an armed gunman who was running around town and could later ambush police. "I was thinking about perimeter. Initially, when I got out of the car I didn't know I hit him."

As Officer Schulyer continued to supply information via radio



POLC Executive Director Richard Weiler (right) presented Swartz Creek Police Officer Nick Paul with the LEEP Outstanding Service Award for 2015 at the POLC/GELC Annual Meeting & Labor Seminar in August.

from the adjacent parking lot, Paul focused on making the arrest. "I carry with me a tourniquet and a quick clot bandage," Paul said. "He continued talking and putting out information when I was pulling in. I went from going to help him, knowing he was ok, to 'now I got to go stop this guy before he gets out on the road.'"

When Paul came around the backside of the van, he observed the suspect laying in the fetal position near the front of the van. Paul secured the suspect's weapon and was assisted by a second backup officer making his arrest.

A K-9 handler, Paul's dog, Ike, was in the backseat during the shootout and luckily neither partner was shot.

Investigation later revealed Officer Paul had struck the suspect six times. The suspect did survive. Paul's patrol car was struck at least seven times, including the front door post on the driver's side, windshield, and several bullets to the driver's side spotlight and front of the car. The second backup officer's vehicle also sustained bullet holes to the front of the vehicle, indicating as Paul moved forward the suspect continued firing.

The suspect was charged with numerous life felonies and awaits trial on the charges. There were warrants out for his arrest at the time of the shootout.

Officer Schulyer has a long road to recovery and has endured numerous surgeries but is alive because of Officer Paul's heroic actions. ♥

Study shows deaths for 2015 in line with first half of last year

Sixty-four law enforcement officers were killed in the line of duty in the first half of 2015, a 3 percent increase over the 62 officers killed in the first half of 2014, according to a report issued by the National Law Enforcement Officers Memorial Fund.

Traffic-related fatalities were once again the leading cause of officer fatalities, with 30 officers killed in the first half of 2015, a 20 percent increase compared to the same period last year. Job-related illnesses also increased from 13 deaths to 16, a 33 percent rise.

On a downward trend, however, were firearms-related deaths. Unlike the increase in recent years, firearms-related fatalities dropped to 18, compared to 24 in the first half of 2014, a 25 percent decrease.

"While I'm concerned to see an increase in traffic-related fatalities — many are often preventable deaths — it's encouraging to see a decrease in firearms-related fatalities," said Craig W. Floyd, NLEOMF Chairman and CEO. "This report reminds us that much more work needs to be done to improve officer safety and wellness in our country."

- Of the traffic-related deaths, 21 officers were killed in automobile crashes; 13 died in multiple-vehicle crashes (an increase from eight last year during the same period); and eight were killed in single-vehicle crashes, the same number as during the first half of 2014.

"This report reminds us that much more work needs to be done to improve officer safety and wellness in our country."

- Heart attacks topped the list of job-related illnesses at 10; three officers died from injuries related to Sept. 11, 2001 investigative activities; two died from injuries sustained while attempting arrest; and one died from an injury sustained during a training exercise.
- On the decline, firearms-related fatalities include: four officers shot and killed during a traffic stop compared to two last year; three were shot and killed in ambushes; two were killed while investigating suspicious persons or circumstances; and two were inadvertently shot and killed. Additional circumstances are included in the 2015 Mid-Year Law Enforcement Officer Fatalities Report.
- More officers died in the line of duty in Texas, 7, than any other state, followed by Georgia, Louisiana and Mississippi, each with five peace officer fatalities. Four officers were killed in Alabama during the period. ♥

A copy of the full report "2015 Mid-Year Law Enforcement Officer Fatalities Report" is available at www.LawMemorial.org/ResearchBulletin.

Annual Conference (continued from page 2)

hearing is left up to the parties. Decisions on an Act 312 occur 30 days after briefs are filed, while Fact Findings have no time limit. Act 312 decisions are binding, while Fact Findings decisions are not. As the economy has recovered there has been an increase in Act 312 and Fact Finding cases.

Staff Representative Mike Woronko, also an attorney, led a panel discussion on critical incidents with Zulch and Canfield. POLC attorneys can be reached 24 hours a day, 365 days a year to assist members with officer involved shootings and other critical incidents. When involved in a shooting, call your local representative who will in turn call their POLC representative. The POLC representative will call legal counsel. Do not give a statement or discuss the incident with anyone until meeting with the POLC representative and/or legal counsel whom will come to the scene to advise members. Officers have the protection of Garrity v. New Jersey. They must give enough information for the safety of others, but should not give a full account without an attorney involved. Stew-

ards can assist by separating an officer involved in the incident, contacting the POLC and remembering there is no attorney client privilege between the steward and the officer. When under criminal investigation, never give a voluntary statement and always invoke your right to legal counsel. Studies have shown it is best to wait 48 hours after a critical incident to give a full statement.

James Curan, Karoub Associates, gave an update on legislative matters. On the table is a petition to determine whether marijuana is legalized in the state of Michigan. Other issues are SB 92 & 93. These bills concern the makeup of MCOLES as well as codifying various existing laws MCOLES operates under. Senate Bill 92 gives POLC a permanent seat on the commission opposed to a Governor appointment now.

Jeff Rubleski of Blue Cross and Blue Shield discussed a new trend caused by the Affordable Care Act where management is moving from providing a specific health care plan to providing a dollar amount the employee can use toward a plan. It is believed

Member News

Quick answers, great recommendations prompt Shiawassee County Corrections to join POLC

— By Jennifer Foley, POJ Editor

Shiawassee County Corrections Officers were represented by the Teamsters for about four decades, but when the going got tough they watched as five of their 22 members got going to layoffs they feel could've been prevented with the right union representing them.

"There was a millage for our Road Patrol and it didn't pass, so five of our guys got bumped out," said Lauren Shelly, local union alternate. "Our Teamsters union rep said he couldn't help us and that we should get someone else. The same union rep represented Command Staff, Road Patrol and Corrections. Five Road Patrol Deputies came into the jail and five of our lowest Corrections Officers were laid off. We felt that we were not getting fair representation due to this."

The Corrections Officers unit joined the POLC in July, a half year before their contract was set to expire Dec. 31, 2015.

"We called POAM also to talk to them about switching unions and they said we

could not switch unions until near the end of our contract," Shelly said. "When we talked to (POLC Membership Services Representative) Lloyd (Whetstone), he said you have a 3-1/2 year contract and MERC (Michigan Employment Relations Commission) doesn't recognize any contract over three years. Anything over that, you don't have to be stuck in your contract. So we decided to go with POLC."

The ability to get into a different union sooner coupled with great recommendations from other units led Shiawassee County Corrections to join the POLC. "I actually helped recruit most of them," said POLC Labor Rep. Hal Telling of the five new units he represents that recently joined the POLC. "Shiawassee County was not happy with the Teamsters."

"I talked to two different people that I knew. One said they had POLC and went to POAM and went back to POLC," Shelly said. "They said that the POAM rep signed the contract even though they all voted no. That was big red flag. I talked to another person

that was represented by POAM and he told me that their rep told their unit that he, the rep, could agree to a contract even if the group did not vote for it."

"We liked the fact that they (POLC representatives) were adamant if we have an in custody death, the attorneys would come out," Shelly said. "We had two in custody deaths last year and no one from Teamsters came to the jail or even called concerning the deaths. It's nice to know there will be someone to help us out if we ever need it."

Joining the POLC before their contract expired also gave the group a leg up on negotiating. By September they were already giving Telling their list of desires for the new contract.

"We would like to keep our MERS multiplier at 2.5%. Based on news articles, the County Commissioners are going to try to reduce our multiplier to 1.5% and we obviously would like raises," Shelly said. "We haven't had a raise in the last 8 or 9 years."

Unions will soon be negotiating the dollar amounts instead of the health care plan. The employer will provide several options where the health care money can be spent. The new BC/BS product is called Glide Path. Employees can take their health care budget and apply it to the product menus offered by the employer through Glide Path. This will allow employees to better control their costs by addressing their specific health care needs instead of one plan fits all. Rubleski also reviewed the Cadillac Tax, which is coming January 2018 unless Congress changes it. If single coverage health care costs \$10,200 or family coverage costs \$27,500, individuals would pay a 40% excise tax over those amounts. The intent of Congress was to cap employer's plan sponsored costs and have individuals share more of the costs, which could drive down health care costs in the long run.

Leon LaBrecque, CPA, CFA, JD, addressed the stock market's recent big downturn due to the Chinese economy. LaBrecque said it's good to invest during downturns when individuals are buying

low with a higher return later. He recommended everyone put money away in a 457 employer-sponsored plan as well as provide for your children's security by getting into Michigan's college fund program, which provides a tax credit at year's end. LaBrecque and his staff can be contacted at (248) 641-7400 or visit www.ljpr.com/g&h.

In addition to normal Council business, the conference agenda included: Outstanding Service Award Presentation, LEEP Dream Scholarship Award Presentations, Recognition Awards to recently retired Representatives Ed Hillyer and Lloyd Whetstone and Election of Executive Committee members, all of which are separate articles in this edition of the Journal.

SAVE THE DATES! The 2016 POLC Annual Conference returns to Holiday Inn West Bay Beach Resort, within walking distance to downtown Traverse City, Aug. 24-26, 2016. Come relax on the waterfront, expand your Union knowledge, and make contacts with your fellow Union members and POLC Staff. ♥

Fast and thorough South Lyon Police work leads to bank robber arrest

— By Jennifer Foley, POJ Editor, with excerpts from news media

A Lieutenant, Sergeant and Officer with South Lyon Police Department were awarded certificates of merit for their quick and diligent work, which resulted in the apprehension of the suspect in the Vibe Credit Union armed robbery in August.

Lt. Chris Sovik, Sgt. Doug Baaki, and Officer Audra Baker were recognized for outstanding performance of duty under unusual or difficult conditions. The three were awarded for unusual thoroughness, conscientiousness, determination, and initiative during a South Lyon City Council meeting.

A robbery in South Lyon is definitely an unusual circumstance. “Within the city, this is the third one we’ve had in 24 years,” Sovik said.

The POLC represents South Lyon Command Officers, who were key in identifying and locating the suspect who walked into Vibe Credit Union with a limp and passed a note to the teller which read, “act natural, give me \$20K and I have a shotgun in my pants,” police reported. The teller told him the bank didn’t have that much money and handed him the money she did have, a little over \$8,000. The suspect took the money, took back the note and left the bank. No one was harmed.

The trio quickly collected and disseminated the information to the public and proper authorities. Officers immediately obtained video surveillance of the 9:04 a.m. Aug. 12 robbery and Lt. Sovik posted the picture and information about the suspect and vehicle used in the robbery on the South Lyon Police Department Facebook page. By 12:40 that afternoon, Sovik received a tip from a source.

“Facebook has been a great tool for us during investigations. Someone recognized him,” Sovik said. “This guy has seen the suspect on occasion in the apartment complex and knew his parents lived there. (The



Photo courtesy of South Lyon City Councilman Joe Rzyzi
South Lyon Police Lt. Chris Sovik, Sgt. Doug Baaki and Officer Audra Baker were recognized for their efforts in the apprehension of a bank robber.

tipster) said, ‘he was driving that teal, two-door Explorer with rear bumper damage you’re talking about.’”

The tipster directed police to an apartment complex where Randolph’s parents live. Police were able to positively identify him as the person in the bank video and found the glasses and hat he wore during the robbery at the parent’s apartment.

“He has an apartment in Wixom and his mother and stepdad live in South Lyon and he comes to visit them because he’s not working,” Sovik said.

“We had the information 9 a.m. on Wednesday – by 9 p.m. we had a positive ID of the suspect,” Sovik said. “We had the hat and glasses he wore. Audra and Doug were key in questioning the parents and matching a picture (of the suspect) on his stepfather’s (cell) phone. Doug was very instrumental in positively identifying the suspect. Audra, using her business contacts and confidential sources, confirmed the owner of the Explorer and positively identified the suspect.”

Lt. Sovik provided the FBI and Oakland

County Violent Crime Task Force with the suspect’s name and possible locations. “We turned it over to the FBI and they had surveillance on him for two days and wanted to make sure it was a good time to take him into custody without anyone getting harmed. He was captured in Detroit two days later by Oakland County Sheriff’s just outside his girlfriend’s mother’s house.”

Brian Randolph, a 23-year-old Wixom man, was arrested and about \$3,200 was recovered from the vehicle he was driving. Lt. Sovik obtained a full confession from Randolph, who is charged with one count of bank robbery and one count of armed robbery, both punishable by up to life in prison. He is being held on a \$500,000 bond.

SAD STORY

“He basically claimed the reason he did it is because his daughter has cancer of the eye,” Sovik said. “They didn’t have insurance. The mother forgot to sign back up with the state after she turned one year old.”

Brailynn Randolph of Wixom goes to

chemotherapy every four weeks, as she battles retinoblastoma, a form of eye cancer. “I’m not sure what he was thinking at that point, but at the end of the day the only thing I can think about is him trying to take care of his child,” the girlfriend told 7 Action News of the bank robbery.

“The only thing he kept telling me is I want to be the man I’m supposed to be. I want to provide for my child,” Randolph’s aunt told 7 Action News of the unemployed father.

But police found receipts and expensive items inside the rental car he was borrowing from his aunt when he was arrested. In addition to the \$1,500 Randolph told police he spent on rent, he said his girlfriend bought some items from a Gucci store. The

Gucci bag found in the vehicle contained a \$190 shirt and \$160 pair of slippers, both fitting the suspect. A pair of green camouflage Nike LeBron basketball shoes was inside the car without a receipt and Sovik said he also purchased \$950 Chanel women’s tennis shoes from Saks Fifth Avenue in Chicago the day after the robbery.

News media told the story of the robber trying to help his daughter who suffers from cancer and funds for the family started pouring in. “Their Go Fund Me page just exploded after this came out,” Sovik said. “This news information came out not knowing we found Gucci and Saks Fifth Avenue in the car.”

The Go Fund Me account, when last checked, was over \$47,000 with a goal of

\$50,000. For more information, go to <http://www.gofundme.com/f41itg>

Police also found out Randolph’s mother and stepfather bank at the credit union and this wasn’t his first attempted crime there. About five months earlier, Randolph took one of his stepfather’s personal checks and tried to cash it at the credit union. The employee refused to cash the check when he noticed Randolph’s signature did not match his stepfather’s. A bank official called the account holder. “His stepfather said he told the bank not to cash it,” Sovik said.

Randolph’s pre-trial date was scheduled for 1 p.m. Nov. 4, 2015 before Oakland County Circuit Court Judge James Alexander. ♥

Small units receive equal representation with POLC

— By Jennifer Foley, POJ Editor

Clio Department of Public Service (DPS) may only have two members, but that doesn’t mean their union representative should fail to respond to their requests. Police Officers Labor Council (POLC) representatives know the importance of meeting small groups needs in a timely manner and that’s why Clio DPS is now a POLC unit.

“Clio DPS was very unhappy with their group because their contract expired nearly a year ago and you don’t get raises without a contract,” said the group’s POLC Labor Rep. Hal Telling.

But it wasn’t just the lack of a current contract that bothered local union steward Mark Hubbard, it was the lack of attention they received from their union representative at the American Federation of State, County and Municipal Employees (AFSCME).

“They were not contacting us,” Hubbard said. “I came on Dec. 1 of last year. My

“If I need anything, he’s right there to take care of it. I’ve been pretty impressed with Hal so far.”

co-worker called (the AFSCME representative), but she never returned phone calls. Multiple emails were sent and we didn’t hear anything from her until after we talked to Hal about becoming members of the POLC. It was almost a too little too late kind of thing.”

“I hear from Hal probably once a week or once every other week,” Hubbard said. “If I need anything, he’s right there to take care of it. I’ve been pretty impressed with Hal so far.”

They jointly approved the switch to POLC after Hubbard did a little bit of campaigning since his co-worker is close to retirement and wasn’t anxious to make a change in representation.

“Hal and Lloyd, they were here three

times before (the AFSCME representative) even made an appearance,” Hubbard said. “I said, ‘If this is any indication of what our representation from our union is going to be, it’s going to be good.’”

Clio DPS joined the POLC in March 2015 and Telling didn’t waste any time getting them a new contract.

“We got a guaranteed raise,” Hubbard said. “Instead of having sick, vacation and personal time . . . they just changed it to PTO so you don’t have to give explanations. If you want to take tomorrow off, you just take it off and that’s that.”

Clio DPS received a 2 percent raise for 2015 and 1 percent raise for 2016 for the three-year agreement, which expires in June 2017. Their previous contract had expired in June 2014. Since a year had passed when the POLC negotiated a new contract, the group received a larger pay raise in 2015 to make up for the lack of pay increase in 2014. ♥

POLC personalized service continues to garner new units

Genesee County Central Dispatch seeks POLC's help following major changes

— By Jennifer Foley, POJ Editor

Genesee County Central Dispatch has gone through some major changes in recent months – they doubled the number of calls they handle; their Director passed away unexpectedly; and they switched Union representation to the POLC.

“We just took over City of Flint, consolidating the 9-1-1 center,” said local Union President Todd Somers. “We’ve taken on quite a big chunk of business – doubled calls from 300,000 to 600,000 a year. Our director just passed away a couple of months ago, so it’s been quite a hard couple months for us.”

“We have 800 hours of overtime every two weeks right now,” Somers said of the 48-member unit. “We’re working 120 hours every two weeks. On average, that’s between 20 to 60 hours of overtime every two weeks.”

Central Dispatch consolidated all the townships and cities in the county. “We’re roughly looking at 30 to 40 different police departments and 40 different fire departments and 12 to 15 different ambulance companies that we service,” Somers said. “We have 12 dispatchers on staff per shift. We’re probably one of the larger dispatch stations in the state of Michigan.”

That would be a lot on anyone’s plate. So when the dispatchers had difficulty getting their Union of 20 plus years to respond to their needs, they started looking around.

“Being with the POAM, we had a lot of times where we couldn’t get a hold of a rep,” Somers said. “I’m the Union President and if we needed someone to come down it was hard to do and basically I had to do it all myself. It was time for a change.”

They heard great stories about the POLC from surrounding departments like Swartz Creek Police, Mount Morris Police, City of Flushing Police and Flushing Township Police. It also helped that they knew POLC Labor Rep. Hal Telling from his former days as a Flushing Police Officer, working with their dispatch department.

“We knew of him and how he works and he’s close and if we ever had an issue he could be here,” Somers said, adding that Telling has a good reputation as a rep. “Whenever they needed their rep, he was right there.”

One POLC story in particular really got their attention. In Flushing Township the police department was disbanded and the community was being policed by Genesee County Sheriff’s Department for an alleged significant cost savings. Instead of giving up on the disbanded department, POLC Labor Rep. Lloyd Whetstone and POLC Labor Attorney Tom Zulch rolled up their sleeves and got to

work figuring out how they could get the officers jobs reinstated. They proved the needed funding to run the department was available due to a police millage and there was no cost savings, but rather the Sheriff’s Department coverage would cost the township more money. The Arbitrator’s ruling stated the layoffs were in violation of the collective bargaining agreement because there was no limitation of funds to warrant them.

“They lost their police department and the POLC got their jobs back for them so that was another big deciding factor,” Somers said.

The dispatchers voted unanimously in the spring of 2015 to switch representation to the POLC. “We were in a five-year contract with the POAM and the state only recognizes three-year contracts. So once the three years had passed, we were able to leave,” Somers said.

But the POAM did not give up the unit easily. “I kind of stomped my feet and kicked a little bit too,” Somers said. “What we had to do was once we signed the union card and had a majority then MERC sent ballots and we had to go to the whole group to vote for a change.”

The group’s membership will be growing with plans to hire additional dispatchers and a new Director. “We have a six-month training plan for each person hired here. Even if we hired five people now, we’re still six months away from seeing them on the floor,” Somers said.

Somers said some of the former Flint dispatchers have been hired, but even those with previous dispatch experience will need at least three to four months of training. “The issue is each 9-1-1 center does things differently so we have to train them the way we operate,” he said. “There’s so much nowadays you need to know with police, fire, EMS, and liabilities.”

As the dispatchers overcome the obstacles they face, they now have a reliable union to lean on. “Whenever I call Hal, he handles things right away,” Somers said. “It’s much better than what we had before. Today we had a meeting with the Interim Director and Hal had no problem going in with us.”

Genesee County Central Dispatch’s contract expires in October 2016 and the group will soon begin discussions with the POLC about issues they would like addressed in the new agreement. ♥



GELC offers in-person contact with dedicated local reps

— By Jennifer Foley, POJ Editor

Grand Blanc Administrative Support staff liked the idea of having a full-time union representative who they could meet with, not just talk to on the phone. That’s why the group decided to switch representation to the Government Employees Labor Council (GELC) in February 2015.

GELC Labor Rep. Hal Telling, who also is a Police Officers Labor Council representative, fit the bill.

“Well it’s not that we were unhappy, but our rep was not local and Hal is here. He just seems more accessible and we knew that the Police Command unit had already switched to his group and they were happy with him,” said Elizabeth Hill, local union steward. “We really only had contact with (the former rep) by phone because he also has another full time job and Hal said this was his full time job. Having a local rep that’s dedicated to this as his job just seemed more appealing.”

The seven-member group, which was formerly represented by Police Officers Association of Michigan (POAM), unanimously approved the switch to GELC.

The move has garnered them a tentative agreement similar to the one GELC negotiated for Grand Blanc DPW. Both groups are waiting to see if other City groups support a bond proposal to pay off the Municipal Employee’s Retirement System (MERS) – a measure supported in the two tentative agreements.

“(The City) wants a bond to pay off MERS,” said Tim Kehn, local DPW union president. “They’re waiting for the other groups, like patrol, to see if they’re going to go along with that.”

The three-year Administrative Support agreement, if approved, has a wage and health care re-opener in the third year and would expire May 31, 2018. Their former contract expired May 31, 2015. The agreement includes a \$500 signing bonus, an additional signing bonus, and 2 percent raises in the first two years, Telling said.

If the pension is bonded, Telling said, the fixed Employee contribution of 11 percent will drop to 5 percent, which is a 6 percent savings to each Employee in the tentative agreement. “They’re going to get an additional 6 percent in their pocket plus the raise,” Telling said. ♥

Grand Blanc DPW likes GELC legal representation

— By Jennifer Foley, POJ Editor

Grand Blanc Department of Public Works (DPW) didn’t have a problem with their former union, but the Government Employees Labor Council (GELC) had more to offer and with their contract expiring in May 2015, they thought it was a good time to start fresh.

The DPW group was with Technical, Professional & Officeworkers Association of Michigan (TPOAM) for about six years. “We just thought, ‘Well if we can do better, we’re going to try another avenue,’” said Tim Kehn, local union president.

GELC/POLC Membership Services representative Lloyd Whetstone approached the five-member group, since Grand Blanc Police Command was already a Police Officers Labor Council (POLC) unit. “Our command staff is with POLC and they’re happy with it,” Kehn said. “We really weren’t looking. They came looking for us. They sounded like they had some good things to say so we thought we’d give them a try.”

Kehn was particularly impressed with the legal staff on hand to work on issues that, in some organizations, would not have the same caliber of representation. “One of the things that really appealed to me was the fact they used attorneys to argue grievances rather than just union reps,” Kehn said.

The GELC hit the ground running, negotiating a tentative agree-

ment on behalf of the group. Now they are waiting for other city groups to decide if they will agree to support a bond proposal to pay off the Municipal Employee’s Retirement System (MERS), which was approved in the DPW tentative agreement.

“(The City) wants a bond to pay off MERS,” Kehn said. “They’re waiting for the other groups, like patrol, to see if they’re going to go along with that.”

If the agreement is ratified, GELC Labor Rep. Hal Telling said, “They will get pay raises – 2 percent for the first two years and a \$500 signing bonus. They also get an additional bonus when the contract is ratified and a \$2,000 matching 457 deferred compensation contribution.”

If the pension is bonded, Telling said, the fixed Employee contribution will drop to 5 percent, which is a 4 percent savings to each Employee in the tentative agreement. “That’s an additional 4 percent in their pockets besides the raises,” Telling said. “Basically, it’s like a 6 percent raise for them.”

The three-year agreement has a wage and health care re-opener in the third year, phone allowance for Employees, take home trucks for on-call workers and would expire May 31, 2018 if ratified. ♥

Contract Settlements

— As reported by POLC Labor Representatives

Davison City Police

- **New three-year agreement** expires June 30, 2018.
- **Wages:**
 - 2% effective July 1, 2015.
 - 2% effective July 1, 2016.
 - 2% effective July 1, 2017.
- **Fringe Benefits:** Employees may cash in 80 hours of leave time yearly, an increase from 40 hours previously. Footwear allowance is provided at \$300 yearly. Employees receive Martin Luther King Jr. Day as an additional paid Holiday.
- **Bargaining Team:** Bill Skellenger and Matt Banks aided by POLC Labor Rep. Hal Telling.

Eaton County Youth Facility

- **New one-year agreement** expires Sept. 30, 2016.
- **Wages:**
 - 1.5% effective Oct. 1, 2015.
- **Fringe Benefits:** Eliminate Personal Leave Time, but add equivalent hours to Vacation banks.
- **Bargaining Team:** Kyle Howarth aided by POLC Labor Rep. John Stidham.

Gratiot County GELC

- **New two-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 2% effective Oct. 1, 2015.
 - 2% effective Oct. 1, 2016.
- **Fringe Benefits:** Son-in-law and daughter-in-law are added to the definition of immediate family for purposes of funeral leave.
- **Health Care:** Coverage and Employees' contribution remains unchanged.
- **Bargaining Team:** Amanda LeBaron, Pam Ewait and Tamey Skinner aided by POLC Labor Rep. Mike Woronko.

Grosse Pointe Farms Command

- **New three-year agreement** expires June 30, 2018.
- **Wages:**
 - Increase Sergeants wage differential from 12.75% to 13.75% July 1, 2015.
 - Increase Lieutenants wage differential from 22.25% to 23% above Patrol July 1, 2015.
 - Increase Sergeants wage differential to 14.5% July 1, 2016.
 - Increase Sergeants wage differential to 15% July 1, 2017.
- **Fringe Benefits** Roll annual payouts into base wages: Cost of Living Adjustment, Holiday Pay and Family and Medical Leave Act.
- **Health Care:** Increase health insurance waiver payout to \$3,500 per person if two Employees in the group qualify and \$5,000 per person if three or more qualify.
- **Bargaining Team:** Rich Rosati, George Bloomfield and John Bruno aided by POLC Labor Rep. Hal Telling.

Hampton Township Lieutenants

- **New two-year agreement** expires May 31, 2017.
- **Wages:**
 - 42 cents effective June 1, 2015.
 - Wage reopener effective June 1, 2016.
- **Manning & Safety:** \$80 shoe allowance every two years changed to \$275 per year "clothing allowance."



- **Health Care:** Employer pays 100% of BCBS F Plan. If Employee chooses to stay with a more expensive plan, they shall pay the difference.
- **Retirement:** New hires as of June 1, 2015 shall only receive a \$700 monthly stipend toward the premium for married couples or \$350 monthly stipend toward the premium for single health care coverage.
- **Bargaining Team:** Mike Wedding aided by POLC Labor Rep. John Stidham.

Hampton Township Patrol

- **New two-year agreement** expires May 31, 2017.
- **Wages:**
 - 42 cents effective June 1, 2015.
 - Wage reopener effective June 1, 2016.
- **Manning & Safety:** Eliminate 72 hour notice for shift change. Employees shall receive two hours of Comp Time anytime their shift is changed. \$80 shoe allowance every two years changed to \$275 per year "clothing allowance."

- **Health Care:** Employer pays 100% of BCBS F Plan. If Employee chooses to stay with a more expensive plan, they shall pay the difference.
- **Retirement:** New hires as June 1, 2015 shall only receive a \$700 monthly stipend toward the premium for married couples or \$350 monthly stipend toward the premium for single health care coverage.
- **Bargaining Team:** Brian Dansereau aided by POLC Labor Rep. John Stidham.

Hazel Park Command

- **New two-year agreement** expires June 30, 2017.
- **Wages:**
 - 1.5% effective July 1, 2015.
 - 1.5% effective July 1, 2016.
- *Plus a signing bonus.
- **Fringe Benefits:** Add one Personal Day. Restore Holiday Pay to 100 percent. Employees had agreed to take only 75 percent pay during the previous budget crisis.
- **Bargaining Team:** Bill Hamel and John Collie aided by POLC Labor Rep. Hal Telling.

Hazel Park Dispatch

- **New two-year agreement** expires June 30, 2017.
- **Wages:**
 - 1.5% effective July 1, 2015.
 - 1.5% effective July 1, 2016.
- **Bargaining Team:** Brian Forrester aided by POLC Labor Rep. Hal Telling.

Hazel Park Patrol

- **New two-year agreement** expires June 30, 2017.
- **Wages:**
 - 1.5% effective July 1, 2015.
 - 1.5% effective July 1, 2016.
- *Plus \$200 signing bonus.
- **Fringe Benefits:** One additional Vacation Day and one additional Personal Day. Restore Holiday Pay to 100 percent. Employees had agreed to take only 75 percent pay during the previous budget crisis.
- **Bargaining Team:** Joe Lowry and Sean Boucher aided by POLC Labor Rep. Hal Telling.

Lapeer City Public Safety

- **New four-year agreement** expires June 30, 2019.
- **Wages:**
 - 3% effective July 1, 2015.
 - 2% effective July 1, 2016.
 - 1% effective July 1, 2017.
 - Wage reopener July 1, 2018.
- **Fringe Benefits:** 2 p.m. to 2 a.m. will be its own shift for purposes of vacation scheduling. City to provide police Union Employees membership to City recreation center.
- **Health Care:** Employees hired after July 1, 2007 will see an increase in matching HSA from 1 percent to 3 percent in years one and two, increasing to 4 percent in year four.
- **Retirement:** Retiree health care benefits will be consistent with the benefits received at the time of retirement.
- **Bargaining Team:** Shawn Broecker and A.J. Wetzel aided by POLC Labor Rep. Hal Telling.

Norton Shores Command

- **New three-year agreement** expires June 30, 2018.
- **Wages:**
 - 2% effective July 1, 2015.
 - 2% effective July 1, 2016.
 - 2% effective July 1, 2017.
- **Fringe Benefits:** Employees filling in for higher ranking jobs for over 30 days shall receive the higher position's pay scale. Life Insurance increases from \$40,000 to \$50,000.
- **Manning & Safety:** Plain clothes allowance of \$750 will be reimbursed twice a year.
- **Retirement:** Employee must have continuous years of service with the City to qualify for MERS pension and post retirement health care.
- **Bargaining Team:** Michael Kasher and Christopher Hare aided by POLC Labor Rep. John Stidham.

Norton Shores Police Officers

- **New three-year agreement** expires June 30, 2018.
- **Wages:**
 - 2% effective July 1, 2015.
 - 2% effective July 1, 2016.
 - 2% effective July 1, 2017.
- **Fringe Benefits:** Up to three days of Sick Time can be used for the care of an immediate family member. Compensatory Time, Vacation and Personal Time may be taken in increments of less than one day (minimum of 30 minutes) at the approval of the immediate supervisor.
- **Bargaining Team:** Todd Swanker and Kyle Neher aided by POLC Labor Rep. Mike Woronko.

Otsego City Police

- **New three-year agreement** expires June 30, 2018.
- **Wages:**
 - 2% effective July 1, 2015.
 - 1% or the Inflation Rate Multiplier, whichever is greater, effective July 1, 2016.
 - 1% or as established by MCL 211.34b and Michigan Treasury, whichever is greater, effective July 1, 2017.
- **Fringe Benefits** Field Training Officers will receive one hour of Comp Time for each shift spent training. After 25 years, Employees receive additional four hours Vacation Time each year. Sick Leave earned over the maximum bank of 760 hours shall be paid at 25% of the value quarterly.
- **Bargaining Team:** Bruce Beckman aided by POLC Labor Rep. John Stidham.

Saginaw County 70th District Court Probation

- **New three-year agreement** expires Sept. 30, 2018.
- **Wages:**
 - 1.5% effective Oct. 1, 2015.
 - 1.5% effective Oct. 1, 2016.
 - 1.5% effective Oct. 1, 2017.
- **Fringe Benefits:** While the Employer requested several give backs in PTO, the Union was able to maintain the status quo.
- **Bargaining Team:** Michelle Slaughter and Stacy Diggs-Davis aided by POLC Labor Rep. Hal Telling.

Swartz Creek City Police

- **Wage Re-opener** expires June 30, 2016.
- **Wages:**
 - 2% effective July 1, 2015.
- **Bargaining Team:** Gregg Racosta and Nick Paul aided by POLC Labor Rep. John Stidham.

Three Rivers Police Supervisory and Non-Supervisory Units

- **New three-year agreement** expires April 30, 2018.
- **Wages:**
 - 2.5% effective May 1, 2015.
 - 2.5% effective May 1, 2016.
 - 2.5% effective May 1, 2017.
- **Fringe Benefits:** Vacation Leave can be used in single-day increments after multi-day or multi-week sign ups are completed.
- **Bargaining Team:** Jason Therrien and Matt Kilbourn aided by POLC Labor Rep. Mike Woronko. ♥



POLC SERVICE AWARDS

Recently retired POLC Labor Representatives Lloyd Whetstone (right) and Ed Hillyer (not pictured) were recognized for their long years of service with the Labor Council. POLC Executive Director Richard Weiler (left) presented Whetstone, now working in POLC's Membership Services, his award during the 18th Annual POLC/GELC Meeting & Labor Seminar Aug. 28, 2015.

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POLC board members re-elected during conference, new features draw crowd

— By Jennifer Foley, POJ Editor

Five of the nine POLC Executive Committee members ran unopposed for re-election by the union membership during the 18th Annual POLC/GELC Meeting & Labor Seminar Aug. 28, 2015.

Re-elected for two-year terms were Collin Bernie, Flint Police Department; Scott Eager, Battle Creek Police Department; Jeff Gormley, Bloomfield Hills Public Safety Department; Steve McInchak, Gibraltar Police Department; and Tom Wilk, Macomb County Community College. The Executive Committee members then re-elected Paul Combs of Berkley Public Safety Department as Chairperson, a one-year term.

For the first time, this year's conference festivities included a Libation Tour for those not interested in attending the Annual POLC Golf Outing. The tour was a huge success, selling out. POLC officials, who provided free transportation, had to get an extra bus to accommodate the crowd. The tour transported 50 attendees



POLC Executive Committee members from left, Tom Wilk, Jeff Gormley, Scott Eager, Steve McInchak and Collin Bernie were re-elected to two-year terms on the board Aug. 28, 2015.

to a winery, brewery and distillery in Traverse City on Aug. 27, while 62 others participated in the golf outing at Mistwood Golf Course in Lake Ann. This was a new course for conference attendees.

A brand new welcoming reception was

also well received, allowing guests to relax and socialize on the Wednesday evening prior to the Conference. In all the Conference drew 40 additional attendees to the new location at West Bay Beach, A Holiday Inn Resort, in Traverse City. ❤️