

The Police Officers Journal



VOLUME 24, NUMBER 4 • FALL 2014



On the inside:

Longtime POLC lawyer loses battle with cancer – Pg. 3

21 LEEP Dream Scholars awarded – Pg. 4-6

Police use military weapons, surplus – Pg. 8-9

New Executive Committee member – Member News

Law Enforcement Education Program (LEEP®)

Send Address Changes to:

667 E. Big Beaver Road, Suite 205,
Troy, MI 48083.
(248) 524-3200 • FAX: (248) 524-2752
www.leepusa.com

L.E.E.P. Programs: (800) 451-1220
POLC membership: www.polc.org

EXECUTIVE COMMITTEE

CHAIR: Paul C. Combs

Berkley Public Safety Dept.

VICE CHAIR: Brett D. McGrew

Berrien County Sheriff's Dept.

Collin Birnie

Flint Police Dept.

Rick Bleich

Muskegon Police Dept.

Mike DeKam

Grand Rapids Communications

Scott Eager

Battle Creek Police Dept.

Jeff Gormley

Bloomfield Hills Public Safety Dept.

Steve McInchak

Gibraltar Police Dept.

Thomas Wilk

Macomb County Community College

DIRECTOR, Richard Weiler

Detroit PD (Retired)

PUBLICATIONS

Fred LaMaire

2014 conference speakers highlight latest issues

— By Tom Zulch, POLC Legal Staff

The POLC/GELC Annual Labor & Meeting seminar was successful in updating bargaining members about important information affecting negotiations, health care, insurance and retirement investment options.

POLC/GELC attorneys Tom Zulch and Brendan Canfield along with Research Analyst Nancy Ciccone presented a panel explanation and open discussion on how the Labor Council handles and prepares for Act 312 arbitration and Fact Finding. Preparation should begin at the start of negotiations. Ciccone, through Labor Council Representatives, can provide external comparables of each department on any issue including wages, overall compensation, health care and pension. She stressed it is important to know how the negotiating department compares with similar departments throughout the negotiation process. The help provided by the local negotiating team and POLC Representatives are key to a successful outcome, the panel stated.

While Act 312 and Fact Finding remain difficult with the rebounding Michigan economy, positive results for the Union are slowly increasing. James Spalding, Supervisor of Mediators for the Bureau of Public Relations, gave an overview of Act 312 and Fact Finding decisions over the past year. Although some raises have been granted for Act 312, they average 1% while Fact Finding is less. From Spalding's perspective, as the economy slowly gets better some entities will receive modest gains.

Related to Act 312, Jim Curan of Karoub Associates, lobbyist for the Labor Council, gave an update on the continued attempt to carve out Act 312 eligible units from Public Act 54 of 2011. PA 54 eliminated retroactivity and step increases plus pushed increases in health care costs on the employee upon expiration of the contract. The governor approved legislation to exempt Act 312 employees from PA 54.

The 2014 health care update was presented by Diane VanEck of Blue Cross/Blue Shield. She discussed the effect of the Affordable Care Act (ACA) on employers with fewer than 50 total employees and the upcoming implementation for groups 50 to 100. Insurance plans are being changed to comply with the four tiers of the ACA. Plans groups currently have will not be available and overall there will be a reduction of coverage as most officers have better plans than the best under the ACA.

Continued on page 3



2014 Michigan LEEP Dream Scholarship winners (from left) Meleigha Schimmoller, Matthew Poublon and (from right) Megan Stacey and Bradley Duck Jr. with POLC Director Richard Weiler (right center) and Executive Committee member Tom Wilk (left center).

POLC's first attorney loses his cancer battle

— By Jennifer Foley, POJ Editor

John Lyons will be remembered as a "giant among his peers," according to Richard Weiler, Police Officers Labor Council (POLC) Director.

Lyons unexpectedly passed away only a year and a half after he retired as general counsel for the POLC. Instrumental in making the Labor Council what it is today, the loss was felt by many.

"He really did not have an equal," Weiler said. "In all my years working on behalf of organized labor, he was the most efficient lawyer I have ever met. He was all business working hard for the clients whom he represented."

Lyons died July 29 at the age of 78 after a recent diagnosis of mesothelioma, a rare form of cancer almost always precipitated by exposure to asbestos.

"For me John's passing was a shock even though I knew the day was coming," Weiler said. "You can't work, travel and socialize with the man and his wife, Jean, and not miss him. I respected the man for his devotion to family, his immense skills as a lawyer, and his loyalty to this organization. John was a mentor to me and my friend."

Lyons went into semi-retirement from the POLC in 2013. He remained on labor arbitration panels for Wayne County and the University of Michigan and was a State of Michigan fact finder post retirement. He continued to work for the POLC as needed.

He began serving as the first general counsel for the POLC in 1972 while maintaining his own law office as John A. Lyons, PC. His legal career includes serving as labor attorney for Ford Motor Company's national bargaining team in the 1960s before becoming Assistant Oakland County Prosecutor from 1967-1971, where he worked with many police officers while prosecuting criminal and civil cases. "That's where he got the insight of police – how they think, how they work," Weiler said.

Lyons shifted his efforts to representing police unions and negotiating their contracts. Officers came to respect his work and became clients of his law firm after he left the prosecutor's office



John Lyons retired from the POLC in January 2013. As the first POLC attorney, he was instrumental in bringing in new members.

to become a private labor attorney.

"All his police clients he had come over to us," Weiler said. "He was definitely instrumental in making the Labor Council what they are today because of his foresight and intuition on police matters and labor matters. First of all he understood cops, then he understood labor."

Weiler recalled an Act 312 case in which he thought an agreement had been reached only to have opposing counsel renege. "The case went forward and John tore into the employer's witnesses, catching witnesses not being truthful. At the close of the hearing, John told opposing counsel exactly what he thought, only like he could do. We won all issues!"

"I considered him a friend," said Labor Rep. Rob Figurski said. "If you had questions, he always took the time to help you out with something. He'd always have some kind of story about his past when he was a labor attorney in Detroit to kind of illustrate his point. He's going to be missed."

In the 1980s, Lyons hired attorneys to work for the POLC, which now has its own legal staff.

Lyons is survived by his wife of 54 years, Jean, and their five children and six grandchildren. His family asks contributions in his memory be made to the Detroit Rescue Mission, 150 Stimson St., Detroit, MI 48201; The Salvation Army; or MESO Foundation at info@curemeso.org. ♥

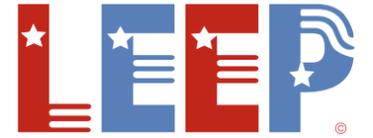
2014 Conference *From page 2*

Joy Rybicki encouraged all units or individual members to obtain disability insurance from AFLAC. Disability insurance provides money for off-duty injuries. If an off-duty disability causes a worker to be off for a long period of time, without insurance they would either have to use their sick or vacation time or go without pay. Rybicki is available to speak to any interested bargaining unit or group.

Leon LeBrecque, CPA, JD, CFP, discussed how the do nothing U.S. Congress has positively affected the country's bottom line by

lowering the deficit – by actually doing nothing. He stressed that those whom have a 457-retirement plan should continue putting away what they can, making sure their portfolios are balanced. He reiterated that Roth IRA's are always a good retirement investment choice. The Roth does not have a provision like a traditional IRA where it is mandatory to withdraw after reaching the age of 70-1/2. When withdrawn, the account holder or beneficiary's money is tax-free since it has been taxed prior to putting money into that account. As always, LeBrecque is available for estate planning or financial advice. ♥

Repeat winners among \$21,000 in scholarships awarded



— By Jennifer Foley, POJ Editor

Twenty-one top students interested in public safety careers, including three 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 tenth year, LEEP has awarded some \$123,000 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. Three students were repeat scholarship winners. Students from twelve states were honored in the 2014 LEEP Dream Scholarship program including seven from Michigan:

MICHIGAN

Bradley Duck, Jr., of Battle Creek, MI. A graduate of Pennfield High School, he was dual-enrolled in high school. He was on the football, lacrosse, wrestling, and baseball teams, was a Ski Club member and received an Academic Letter. He regularly volunteers with the Det. Lavern Brann Memorial Golf Outing, Pennfield Rocket Football Association and delivers Thanksgiving meals to the needy. He plans to use his \$1,000 LEEP grant to attend Grand Valley State University. He plans to become a police officer like his father, a Battle Creek Police Department veteran.



Cory Ellis, of Interlochen, MI. A Lake Superior State University student, he was awarded his second LEEP Dream Scholarship. He is a Grand Traverse Metro Firefighter and EMT and Grand Traverse County Emergency Telecommunicator. He is a former Grand Traverse Safety Officer and East Bay EMT. The Ingleside High graduate



Lena Illig (right) with Law and Order: Special Victims Unit actress Mariska Hargitay.

was on the baseball team, a science tutor/mentor, vice president of his church youth group, and an Eagle Scout. He plans to use his \$1,000 LEEP grant to pursue a Fire Science degree and a career as a fire chief or fire department administrator.

Janice Gilger, of Mattawan, MI. A graduate of Mattawan High School, she interned at multiple police departments and 7th District and 36th Circuit courts. She participated in American Legion Student Trooper Academy, earned first place in 2013 South West Michigan Police Skills Competition, and was named Student of the Year and First Assistant Squad Leader at Van Buren Technology Center Law Enforcement program. The Shop with a Cop volunteer plans to use her \$1,000 LEEP grant to attend University of Louisville and become a Michigan State Police Trooper.



Sean Herp, of Cedar Springs, MI. A graduate of Cedar Springs High School, he was a member of the West Michigan Law Enforcement Explorer Post #2043, Metro High School Police Academy and completed

the Kent Career Technical Center Criminal Justice program. He was President and Vice President of his class, a Student Senate Board Member and National Honor Society Cabinet Member. He participates with Relay for Life and Elves and More, delivering bikes to inner city children. He plans to use his \$1,000 LEEP grant to study Criminal Justice at Ferris State University.

Matthew Poublon, of Reading, MI, is a graduate of Reading High School. He completed the Criminal Justice Program at Hillsdale Workforce Development & Technology Center. He was on the high school football, basketball, and baseball teams. He was in



Varsity Club and coached Jr. Pro Basketball. He was awarded Student of the Year in the Criminal Justice Program and the President's Education Award for Outstanding Academic Excellence. He plans to use his \$1,000 LEEP grant to attend Jackson College. His career goal is to become a corrections officer.

Meleigha Schimmoller, of St. Charles, MI, is attending Delta College.

She graduated Swan Valley High where she was dual enrolled. A Law Enforcement Advisory Committee Junior Member at Saginaw Career Complex, she 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 plans to use her \$1,000 LEEP grant to pursue a degree in Criminal Justice. Her career goal is to become a Michigan State Police Trooper.



Megan Stacey, of Hudsonville, MI, is a graduate of Hudsonville High School. She completed Metro High School Police Academy. She was on the competitive cheer team, sideline cheer team and received Varsity Letters for each



team and an Academic Varsity Letter. She served as We the People Committee Member, a government debate club, and is a regular donor and volunteer with Michigan Blood. She plans to use her \$1,000 LEEP grant to attend Grand Rapids Community College Police Academy. Her career goal is to become a police officer.

ALASKA

Lena Illig of Anchorage, AK, has been awarded her third LEEP Dream Scholarship. She is attending University of Alaska and works at Aviation Medical Services. She is an on-call volunteer with Anchorage Police Search and Rescue



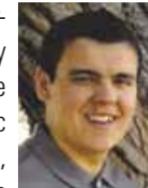
Team and a member of their Citizens Academy. She graduated Alaska Military Youth Academy, is a Crisis Hotline volunteer for Standing Together Against Rape, and was an underage buyer for Alcohol Beverage

Control Board in Anchorage. She has certification in many law enforcement and emergency medical procedures. She plans to use her \$1,000 LEEP grant to pursue a degree in Criminal Justice and become an Alaska State Trooper.

CALIFORNIA

Karen Alvarado of Van Nuys, CA, is a Los Angeles Valley College student and College Sheriff's Department Cadet. She works security for McRoberts Agency. She received a certificate in Criminal Justice from UEI College, Van Nuys Campus and received certificates in Security Guard Skills Training, Terrorism Awareness Training and Identity Theft. She volunteered at New Directions for Youth helping students obtain their high school diplomas. She plans to use her \$1,000 LEEP grant to pursue a degree in Criminal Justice and become a gang unit police detective.

Jared Ardon of Moreno Valley, CA, is a graduate of Victory Academy. A Moreno Valley Police Explorer Sergeant and Moreno Valley Fire Explorer graduate, he has assisted with traffic control, DUI checkpoints, gun and human remains searches, K-9 Mock Trials, and ride-alongs. He is HAZMAT and Community Emergency Response Team certified. An avid volunteer, he received an outstanding service award as a Police Explorer and a Moreno Valley Community Service Award. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice and Political Science at California Baptist University and become a SWAT team member.



COLORADO

Anna Sippel of Englewood, CO, is a Chaparral High School graduate. She completed multiple FBI recruitment programs and interviewed an FBI Public Affairs Officer for a school project. She was a Peer

Counselor, AP student, and on JV and Varsity swim teams. She volunteered in many capacities for Franktown 7th Day Adventist Church and at Parker Adventist Hospital. She was also a Navajo Mission volunteer and associate. She plans to use her \$1,000 LEEP grant to pursue a degree in Criminal Justice and Psychology. She plans to work for the FBI in behavioral sciences.

MARYLAND

Mark Wright of Catonsville was awarded his second LEEP Dream Scholarship. At Stevenson University, he is a member of Criminal Justice Student Association, Environmental Club, and ASIS International, a security organization. He volunteered with Baltimore County Public Library Summer Reading program, Rites of Passage mentor program, and NASA Inspire space program. A Sigma Alpha Pi, National Society of Leadership and Success member, he tutors Criminal Justice students and is a Howard County Youth Police Academy graduate. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice.



MASSACHUSETTS

Alexander Gordon of Dorchester, MA, is a graduate of Landmark School. Diagnosed with dyslexia, he supports other students with learning challenges. He has volunteered with many environmental projects and started My Reading Buddy Program for three and four-year-olds that needed reading support at Ellison Parks School. He worked as a Counselor in Training at Chestnut Hill Creative Arts and Sports Camp and rode a specially designed bike to deliver fresh produce to inner city



Continued on page 6

LEEP Scholars

Continued from page 5

areas. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice at Curry College and become a Boston police officer.

MINNESOTA

Riley Verbrugge of Luverne, MN, is a graduate of Luverne High School. The Rock County Sheriff's Office Reserve Deputy's father is Rock County Sheriff. He enlisted in the South Dakota Air National Guard as a Security Forces Specialist and participated in Minnesota State Patrol High School Summer Camp. The Student Council member and Deacon at Presbyterian Church (U.S.A.) participated in Minnesota Legion Boys State. He plans to use his \$1,000 LEEP grant to pursue a Law Enforcement degree at Alexandria Technical and Community College and become a Minnesota State Trooper.



MONTANA

Benjamin Reed of Joliet, MT, is a Montana State University student. A member of the Joliet Volunteer Fire Department, he completed various fire-fighting 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 Administration. His career goal is to become a Firefighter and Emergency Medical Technician.



NEW YORK

Jordan Chaulk of Uniondale, NY, is a Lutheran High School graduate. He is Lieutenant for Nassau County Law Enforce-

ment Exploring, participating in crowd control, security and fundraisers. A Boy Scout Patrol Leader, he is a Youth Assistant for Ministering at Grace Lutheran Church. He educated the community about substance abuse and participated in National Preparedness Month exercises. He plans to use his \$1,000 LEEP grant to pursue a degree in Criminal Justice – International Justice and Security from New Haven Henry C. Lee College of Criminal Justice and become a federal agent.

Kayla Mancusi of Mahopac, NY, is a Mahopac High School graduate. She was a Sergeant of Putnam County Sheriff's Cadet Program and Judge of Putnam County Youth Court. She received the Putnam County Youth Award, is a Concerned Residents of Carmel/Mahopac member, a YMCA Camp Combe Counselor and Teen Leader, and Lakeview Elementary PTO volunteer. She served as Freshman Orientation Program Leader and Peer Mentor. She plans to use her \$1,000 LEEP grant to pursue a degree in Sociology with a concentration in Criminal Justice at Siena College.

PENNSYLVANIA

Cody Schaeffer of Pine Grove, PA, is a Pine Grove Area High School graduate and North End Fire Company volunteer firefighter. He completed Bucks County Community College firefighting courses, receiving certifications in fire science, basic vehicle rescue, water rescue, HAZMAT ops, exterior firefighting and fire ground support. He works for United Parcel Service (UPS) and earned state certification in carpentry. He plans to use his \$1,000 LEEP grant to pursue a Fire Science degree at Harrisburg Area Community College and become a career firefighter.



TENNESSEE

Tiffany Denton of Jefferson City, TN, is a Jefferson City High School graduate. As Secretary and President of Skills USA, she won a \$2,000 scholarship for taking

third place in crime scene investigation in 2014. She took criminal justice classes and was a member of Jefferson County Patriot Shooter trap club. She volunteered with Shop with a Cop, Heroes Supper, and Fraternal Order of Police Lodge 61. She plans to use her \$1,000 LEEP grant to pursue a Criminal Justice degree at University of Tennessee at Chattanooga and work as a detective and then for the FBI.



Brandon Stanfill of Williamsport, TN, is a Columbia Central High School graduate. He is a City of Spring Hills 9-1-1 Telecommunicator and former Mount Pleasant Volunteer Firefighter and Dispatcher. He was Drill Commander of Navy Junior Reserve Officers Training Corps, Columbia Police Department Law Enforcement Explorer Assistant Chief, and Maury Regional Medical Center EMS Explorer. He plans to use his \$1,000 LEEP grant to complete certification courses for Emergency Fire, Police and Medical Dispatcher at APCO Institute Online University. His career goal is to become a firefighter.



TEXAS

Daisey Fuentes-Martinez of Dallas, TX, is a Moises E. Molina High School graduate. A Dallas Police Explorer, she directed traffic and crowds and assisted with police training exercises. She was on the wrestling and volleyball teams in high school, earning awards for most improved and best offense player. She is a member of Education is Freedom, a community service program promoting college education. She plans to use her \$1,000 LEEP grant to pursue a degree in Criminal Justice at Sam Houston State University. Her career goal is to work in the FBI or DEA. ♥



Firearms deaths spike 56 percent

— Excerpted from National Law Enforcement Officers Memorial Fund (NLEOMF) Law Enforcement Officer Deaths: Mid-Year 2014 Report.

Law enforcement line of duty deaths for the first half of 2014 increased 31 percent overall compared to the same time period last year and firearms deaths spiked 56 percent.

"We have seen significant declines in officer fatalities the last two years," said National Law Enforcement Officers Memorial Fund (NLEOMF) Chairman and CEO Craig W. Floyd. "The sharp rise in officers killed by gunfire – many in ambush-style attacks – as well as a significant increase in fatal on-duty heart attacks reminds us that much more work needs to be done to improve officer safety and wellness."

Sixty-seven officers were killed in the line of duty with firearms-related fatalities on the rise and traffic-related deaths remaining the leading cause of fatalities. Twenty-six officers were killed in traffic-related incidents, a 37 percent increase over the same time period last year. Twenty-five were killed by gunfire and 16 died due to job-related illnesses and other causes.

Investigating suspicious persons or situations was the leading situation involving fatal shootings, with six officer fatalities; followed by ambushes with five officer fatalities.

While deaths due to other causes remained the same as last year at 16 total, job-related deaths, such as heart attacks, increased 62 percent in the first half of 2014 with 13 officer fatalities compared to eight during the same time period last year.

States with the leading number of officer fatalities were California at eight and four in each of the following states: Florida, New York, Texas and Virginia. ♥

For a copy of the full research bulletin, "Law Enforcement Officer Deaths: Mid-Year 2014 Report," visit www.LawMemorial.org/ResearchBulletin.

Snyder fixes P.A. 54 for some!

— By Richard Weiler, Director

A bill, which reverses many of the negative financial effects of Public Act 54 for Act 312 employees, has been signed by Gov. Rick Snyder. Public Act 322 of 2014 allows Michigan Police Officers and Firefighters to receive full wages and benefits when agreed upon during contract negotiations.

Public Act 54 of 2011 amended the Public Employment Relations Act. This Act prohibited public employers from granting any wage increases beyond the expiration of the contract, including traditional step increases. Additionally, employees had to pick up any increases in health, dental, vi-

sion, prescription, or other insurance benefits under the contract that occurred after the expiration date.

Two identical bills regarding exempting only Act 312 eligible personnel from those provisions were introduced. The first bill, HB 5097, was introduced late last year. The House did not move on the issue, so the Senate introduced SB 850 prior to the summer and subsequently passed the bill. On Sept. 24, 2014, the House revised language in their bill and then passed the measure. The Senate concurred with the legislation.

The Governor had previously stated that

if any of those measures passed he would sign it. The Michigan Municipal League opposed the legislation, even though in 2011 when PA 54 was introduced, they remained silent.

With the general election right around the corner, on Nov. 4, I am glad that at least some public employees will get some relief from anti-labor legislation passed in 2011. This piece of legislation, at least for Act 312 eligible employees, makes one of the many wrongs a right.



Exclusive Aflac insurance offered to POLC/GELC union members

An exclusive arrangement with Aflac is now available to POLC/GELC members.

The Aflac programs, including Disability Income Protection, are available without employer involvement.

For information on how Aflac could be a fit, contact Joy Rybicki or Anna Wierenga in the Grand Rapids area by calling (269) 792-9806 or (616) 889-9325.

Aflac program highlights include around the clock 24-Hour Accident Indemnity Advantage; Hospital Protection plan, including Maternity coverages; Personal Sickness Indemnity; Dental, and Life plans.

A custom program can be tailored to fit individual needs regardless of current employer-provided benefits. Individual or family coverages are available. ♥



Police obtain free military weapons, surplus to improve public safety

— By Jennifer Foley, POJ Editor with excerpts from Detroit Free Press

Anyone who questions police use of military weapons and equipment should watch video coverage of a Feb. 28, 1997 Hollywood, California bank robbery when multiple police officers and civilians were shot, said POLC Labor Rep. Frank Klik.

Klik, a retired Warren Police Officer, said police around the country became acutely aware of how outgunned they had become. “They wounded 11 officers and five citizens before it was over and these guys were completely clad in body armor,” Klik said of the 45-minute shootout at a Bank of America. “The body armor was not defeated. The officers were way outgunned. Whenever I hear people talking about why officers shouldn’t have these weapons it just boggles my mind. These guys were just throwing lead everywhere.”

Police went to a nearby gun store to obtain high velocity rifles. In the end, one robber took his own life and the other was shot several times and died of his wounds. “The moral of the story is it made police departments start looking at changing their theory on weapons,” said Klik, a federally licensed firearms dealer for 20 years and firearms instructor since 1976.

After that shootout, the federal govern-

ment began the military surplus program. “There is undoubtedly a need for having military style weapons,” Klik said. “There have been many shootings documented where people take 40 hits and they’re still moving, especially people on drugs. People have this thing in their mind that when people get shot they go down. If they’re on drugs, there’s a real good chance they’re not going down.” Klik said mentally ill individuals also can take a lot of shots before they succumb to their wounds.

More than 8,000 agencies participate nationwide in the federal surplus program, according to Defense Logistics Agency, which oversees Law Enforcement Support Office (or 1033) program in Battle Creek. More than \$4.3 billion worth of gear has been transferred to law enforcement agencies nationwide since the program’s inception in 1997. The 1033 program is one avenue for agencies to obtain military gear. Others include: Homeland Security and Justice Assistance Grants, which have provided billions for weapons purchases over the last decade.

Police say they need military weapons to combat drug dealers, mass shooters and terrorists. Armored vehicles can be used against barricaded gunmen, to evacuate

citizens in emergencies and quell riots, while high-powered automatic rifles keep police from being outgunned by bad guys.

“Now there are so many nutcases out there running around attacking schools and churches and you have to be prepared to respond,” Klik said. “You can’t just rely on a SWAT Team that might take 45 minutes to get there. The original first responder must be able to respond to the situation. You can go from sitting there having a cup of coffee to being in a shoot-out in seconds.”

FREE MILITARY SURPLUS

The list of items available to police range from guns and armored vehicles to office supplies and digital cameras. Any item used by the military that is no longer needed is made available through the program to police and it’s all free of charge. The only cost police agencies incur is for the maintenance of those items. “They either give the stuff away or they scrap it,” said Chief Kenneth Giles of Saugatuck-Douglas Police Department.

“There’s a lot more involved than just weapons and armored vehicles,” said Bridgeport Township Police Chief David Duffett. Some of the items his department acquired are desks, office furniture, locking file cabinets for evidence, digital cameras, laptops, tools, and an air compressor for cleaning weapons and inflating patrol vehicle tires.

“One thing I try to get through to my board is a lot of these items have already been paid for by residents through their tax dollars,” Duffett said. “A lot of this stuff, because it’s free, it’s things we couldn’t normally budget for.”

Photo courtesy of Allegan County Sheriff’s Department

Allegan County Sheriff’s Sgt. Cory Hunt stands in front an armored Humvee, which can be used not only to save the lives of police officers, but the public and even criminals.

Allegan County Sheriff’s Department has acquired many different military surplus items. “We outfitted several things in our new jail,” said Allegan County Sheriff’s Sgt. Cory Hunt of medical beds, body scanners, office furniture, shelving and more. “It’s basically unused government equipment. It doesn’t have to be all guns and trucks. We’ve acquired training aids, CPR dummies – you name it and we get it through this program. The only thing we’ve ever had to pay for is shipping.”

“These were tax dollars spent by the federal government to build this equipment,” Hunt said. “As a taxpayer in Allegan County, I think it’s my job to get this stuff for our county. They’re what we can get our hands on free of charge and adapt to our use.”

MILITARY VEHICLES

Due to the record-breaking snowfall last winter, Bridgeport Township Police couldn’t always get their patrol vehicles through the snow covered roadways. “We ended up in a predicament last year where we had to use one of our DPW four-wheel pickups to respond to calls and a parks and rec four-wheel pickup,” Duffett said. “We got one Humvee and the only reason we got that after last winter was for the four-wheel drive capability. They say this winter is supposed to be even worse. “The unarmored vehicle is not used for normal patrol, but rather inclement weather, off road search and rescues, and parades.

Saugatuck-Douglas Police acquired two Humvees to travel across beach areas, which include sand dunes, when there are suspected drownings or to pursue suspects on the sand or along trails. “We can load up and be down there in 10 minutes,” Chief Giles said. “Instead of taking 10 trips with a mule, we can do it all in one.”

“I used them a couple times last year just to get around in and make sure everybody was safe,” Giles said of the record-

breaking snowfall. “Sometimes they close the freeways in the winter. We used to go out by snowmobile. (The Humvees) can transport people if we had to get them out of something. They’re more for emergency use than anything. They’re not for patrol or SWAT.”

Allegan County Sheriff’s Department obtained one unarmored Humvee, one armored Humvee, and a fully armored Mine Resistant Ambush Protected (MRAP) vehicle. “That is one of the things that brings controversy because that thing is absolutely ginormous,” Hunt said of the MRAP SWAT patrol vehicle. “It is used for ballistic protection plain and simple.”

The non-armored Humvee is used as a transport truck for people and equipment or for use in emergencies. “The secondary use (for all three vehicles) is they’re obviously available for any sort to natural disaster – tornado, flood, and the snowstorms like we had last year,” Hunt said. “It’s a four-wheel drive vehicle that can go through anything. We’ve had portions of roadways shut down for blizzards and cars stranded there for hours or days.”

Humvees are also a great public relations tool for parades and emergency vehicles exhibits. “What we found is people just flock to them, especially the kids,” Hunt said. “It’s a great experience for us to interact with the public on a positive note.”

PROTECTING POLICE & THE PUBLIC

Military weapons and vehicles are reforming police tactical responses, improving safety for both officers and the public. “We have these things to protect officers, however I can specifically tell you, they not only protect officers, they protect the bad guys,” Hunt said of the armored Humvees.

Hunt recounted a call for a barricaded gunman outside of his home with a shotgun, who was intoxicated and threatening suicide. Hidden in a tree-lined area in a

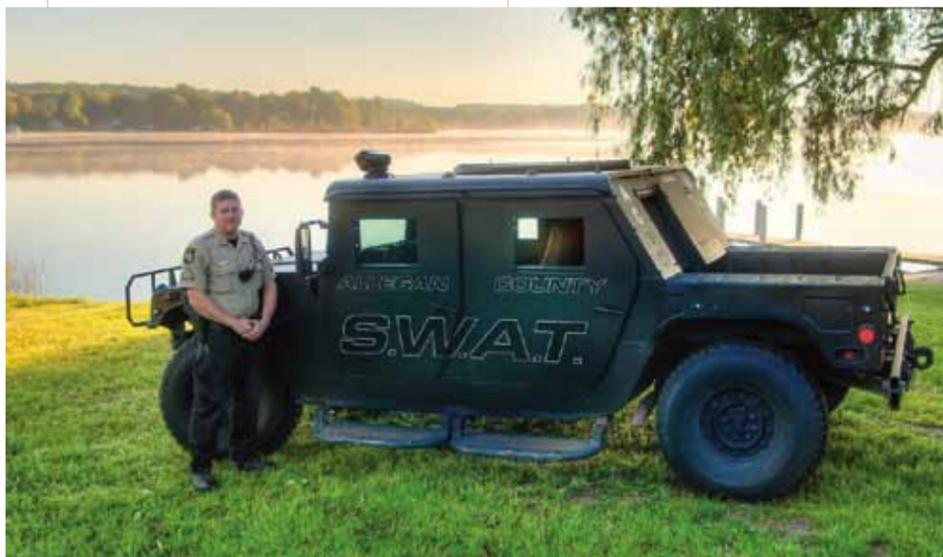
ditch filled with snow and water, police could not see him from a distance. “This guy starts shooting off rounds, not at anyone. He’s faking a suicide,” Hunt said. “He fell down like he shot himself.”

The officers drove the armored truck up to the gunman and found him lying in the ditch hypothermic. “Otherwise we would’ve stayed back,” Hunt said, referring to officers protecting themselves from gunfire. “We got him to the ER. His blood alcohol was five times the legal limit. He would’ve died there in that ditch.”

“I’ve talked to people all over the country that acquired these things and armored vehicles just completely change the game,” Hunt said. “It’s a completely different statement when you stand outside in an armored vehicle and tell them to come out. These things are incredible in changing the mind of the suspect, convincing them to give up.”

The accuracy of military weapons can also prevent innocent individuals from being shot. “When I was on the road 20 years ago, the most prevalent long gun was a shotgun,” Klik said. The problem with shotguns, Klik said, is while they are very effective close range, the pellets spread out and anything after 25 yards can get sprayed. “A lot of officers wouldn’t use the shotgun because at a distance they were not sure where the pellets would end up.”

Many agencies today use M4 weapons loaded with a magazine which fires as quickly as officers can pull the trigger. “Almost every agency is putting assault rifles in their cars,” however, Klik said, these guns are not fully automatic. “(Full automatics) are too uncontrollable and you’re responsible for every round you fire,” however Klik added, “There’s no smart bullet out there that’s only going to hit bad guys.”



Arbitration

— As reported by the POLC/GELC Legal Staff

DEPUTIES RECEIVE PAY RAISES

Barry County's Sheriff's Deputies are receiving two pay raises this year as a result of a Stipulated ACT 312 Arbitration award. The POLC attempted to negotiate a wage reopener with the Employer in 2014, but when the Employer refused to negotiate the POLC sought arbitration on the matter and won, said POLC Labor Rep. John Stidham.

The ACT 312 arbitration panel issued the following Stipulated Award for the three-year contract, which expires Dec. 31, 2014:

- 1% wage increase effective on the date of the award (Jan. 23, 2014).
- 1.5% wage increase effective Oct. 1, 2014.

ARBITRATOR RESTORES OFFICER'S POSITION

An Arbitrator restored a Belding Police Officer, who was dismissed from his job following an off-duty altercation, to his position.

The POLC filed a grievance on the Officer's behalf after the long-term Employee of the City of Belding was discharged for a physical confrontation with a man who verbally accosted him, used racist terminology, and knocked the hat off his head prior to the altercation.

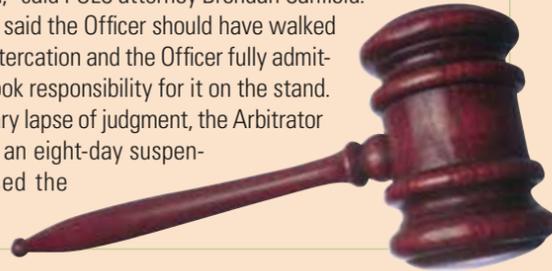
The Employer cited multiple rule violations for the discharge including: failing to report the incident to the Chief of Police; being intoxicated during the altercation; and withholding criminal information from the Sheriff's Deputy who came to interview him for disorderly conduct.

The Arbitrator dismissed all three charges. The Arbitrator stated the City has no rule requiring Employees to report incidents to the Chief and the Chief knew about the fight the night it occurred and never confronted the Officer. The Arbitrator rejected the intoxication charge based on testimony of the Officer and his friends that he remained sober. The Arbitrator added the Deputy who spoke to the Officer much later that night had no foundation to state whether he was intoxicated at the time of the fight. No policy violation was found regarding withholding criminal information. The Officer readily spoke with the Deputy about the incident, but declined to provide the names of his friends, write a statement, or allow his injuries to be photographed. The Arbitrator concluded the Officer had no duty to provide information because the Deputy informed him there would be no criminal charges since several other parties involved refused to cooperate.

"I believe the order is also illegal as applied to this case; the City cannot force Grievant to waive his Fifth Amendment Rights against self-incrimination," said POLC attorney Brendan Canfield.

The Arbitrator said the Officer should have walked away from the altercation and the Officer fully admitted to this and took responsibility for it on the stand.

For this momentary lapse of judgment, the Arbitrator gave the Officer an eight-day suspension and reversed the discharge. ♥



New POLC Executive Committee member knows how to get things done

— By Jennifer Foley, POJ Editor

Newly appointed POLC Executive Committee member Jeff Gormley of Bloomfield Hills Public Safety Department knows how to get things done.

Gormley — local union president and lead negotiator of Bloomfield Hills Command unit — was involved with the POLC Officers union from September 1998 to August 2012, serving as lead negotiator when he was promoted to Sergeant. He has served with the POLC Command union group since August 2012.

"I've always been involved. I enjoy finances and numbers and I just try to find creative ways to make things better for the groups, which I've been pretty successful at," Gormley said.

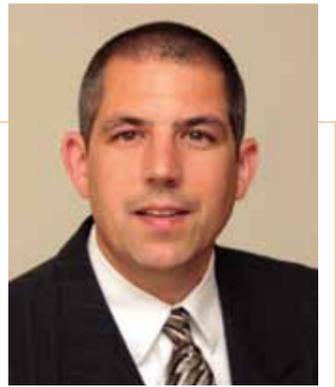
POLC Director Richard Weiler agrees. "I negotiated the last contract with Jeff. He knows how to get things done. He's pro-POLC 100 percent."

Gormley, 40, was appointed by the Executive Committee to replace former member Shane LaPorte of Jackson Police Department, who retired in July. He will be completing LaPorte's two-year term, which expires August 2015. LaPorte is running for Jackson County Commissioner in the November election.

"I just really think now more than ever police officers need unbelievable representation and I'm trying to be part of it and make things better for all," Gormley said.

Four of the nine POLC Executive Committee members were up for re-election by the union membership during the 17th Annual POLC/GELC Meeting & Labor Seminar Aug. 23. Re-elected for two-year terms were Collin Bernie, Flint Police Department; Scott Eager, Battle Creek Police Department; Steve McInchak, Gibraltar Police

Newly appointed POLC Executive Committee member Jeff Gormley is a Bloomfield Hills Public Safety Sergeant.



Department; and Tom Wilk, Macomb County Community College. The Executive Committee members then re-elected Paul Combs of Berkley Public Safety Department as Chairperson and Brett McGrew of Berrien County Sheriff's Department as Vice Chairperson. McGrew was originally elected for the position in July, when former Vice Chair Shane LaPorte retired. Both leadership positions are one-year terms.

Gormley graduated from Lake Superior State University in 1997 with two Bachelor of Science degrees in Criminal Justice and Fire Science. He worked as a City of Mt. Pleasant Police Officer from July 1997 to September 1998. Gormley has been a City of Bloomfield Hills Public Safety Officer since September 1998.

The father of twin 9-year-olds, a boy and girl, coaches his son's soccer team and FIRST LEGO League, a robotic engineering team which his fourth graders participate in. Gormley said the robotics program is open to kindergarten through high school and is a competition between 20,000 teams in over 70 different countries. Team members learn valuable life skills which will benefit them in any career, he said. "It's all about working as a team," Gormley said. ♥

Save the Dates!

2015 Annual
POLC/GELC
Conference

NEW LOCATION!

Day 1: Thursday, August 27, 2015
Day 2: Friday, August 28, 2015

TRAVERSE CITY
WEST BAY BEACH

A HOLIDAY INN RESORT

615 East Front Street | Traverse City

Newly Re-Modeled Rooms

Amazing Lake Views

Patio Bar & Grill

Indoor and Outdoor Pool Areas



POLC Executive Committee members are, from rear left, Vice Chair Brett McGrew, Mike DeKam, Scott Eager, Steve McInchak, and from front left, Collin Bernie, Rick Bleich, Chairperson Paul Combs and Tom Wilk.

Van Buren County Deputy awarded for quick action to save Muskegon Police Officer

— By Jennifer Foley, POJ Editor with excerpts from National Law Enforcement Officers Memorial Fund

What started out as a routine flight for officers returning from training exercises ended in an emergency landing with a Police Officers Labor Council officer being rushed to the hospital.

Van Buren County Sheriff's Deputy Brian Matthews ordered the quick landing in an effort to save Muskegon Police Officer John Burns who suffered a stroke mid-flight. Matthews's quick decisions and medical aid to Burns enabled the officer to get the drug he needed in time to prevent permanent debilitating damage from the stroke.

Matthews received the National Law Enforcement Officers Memorial Fund's Officer of the Month Award for June for his life saving efforts. "He's like an angel to me. I don't know what I would've done with out him," Burns said. "He's well deserving of it."

"His quick thinking during the in-flight emergency was instrumental in helping to prevent irreversible stroke damage to Officer Burns," said Craig W. Floyd, Memorial Fund Chairman & CEO. "He is most deserving of the Officer of the Month Award."

On March 2, 2013, after completing a

week's training in Arizona, Burns and Matthews were among 19 newly certified Drug Recognition Expert (DRE) trained officers and instructors on a flight back to Michigan. An hour after takeoff, a flight attendant called for a medically trained passenger to assist Burns. "He actually fainted in the back and the flight crew asked if there was a doctor on board and nobody responded so I was looking around and since I'm an EMT I thought I might as well slide back there and see what's going on," Matthews said. "I'm glad it was me because I wanted to help out Burns. My level (of medical training) is much higher than most police officers' training is," said the former firefighter.

Matthews stabilized Officer Burns using the limited equipment he had on hand and assessed Burns was suffering a stroke. Realizing his condition was worsening, Deputy Matthews advised a flight attendant the aircraft should make an emergency landing. "I informed the flight crew we had a severe problem and we needed to get this done," Matthews said. "We were over Iowa when it happened and the nearest airport was in Iowa City, Iowa," but Matthews said they needed to get

Burns to a Level 1 Trauma center so the pilot began searching for one. "You've got to get the meds in people in two hours – the earlier the better. Once the clot is resolved, it helps restore function. It's the same thing as having a heart attack. The longer the arteries are clogged in the heart; parts in the heart will start to die. It's the same with the brain."

The pilot safely landed the plane in Des Moines, Iowa while Matthews improvised an oxygen mask from an overhead compartment mask and kept Burns as comfortable as possible during the landing. Matthews directed another fellow officer to take notes of his assessment to give emergency medical personnel on the ground. "I was sitting on top of Burns so he stayed stable (during the landing) and I flew back into the beverage cart and got bruised up," Matthews said. "When they say put your belt on there's a reason for it. Put your belt on."

"I really felt sorry for the passengers on the plane," Burns said, adding that the plane had to drop 5,000 feet at a time causing some passengers to vomit. "I was in and out of consciousness. All the police came out to meet the plane on the runway and I remember the firefighters carrying me above all the passengers on a sheet, because you can't get the bed down the aisle – it's too wide."

The police blocked off all the roads from the airport to the hospital for the ambulance transporting Burns to a Level 1

Trauma/Stroke facility in downtown Des Moines. He was given Tissue Plasminogen Activator (t-PA), which is most effective when administered within three hours of the onset of symptoms in order to reduce the impact of the stroke. "From 32,000 feet in the air to in the hospital getting the shot was 83 minutes. They took really good care of me," Burns said.

If Deputy Matthews had not taken the quick action in requesting an emergency landing, the plane's next stop would have been Chicago, which would have likely been too late for the medicine to work effectively. Two days after the incident, Officer Burns was walking with assistance, though he still showed signs of the stroke.

Burns said a blood clot moved to the left side of his brain causing the stroke, possibly due to air pressure on the plane. "I have a little bit of peripheral vision loss," Burns said. "Other than that, I'm pretty much back to 100 percent." His recovery took nine months with significant therapy for his leg. "I was standing up talking to a flight attendant when I had the stroke," Burns said. "I tore my quad muscle on my right knee when I went down. If I wouldn't have been going to the gym staying in shape, I would've been in a wheelchair the rest of my life, according to doctors."

Burns spent six days in a Des Moines hospital followed by 2-½ weeks in a Grand Rapids rehabilitation hospital.

"I wanted to send kudos to Des Moines, Iowa police department who helped his family with rides and money and necessities. He was visited by Des Moines police daily while in the hospital," said POLC Executive Committee member Rick Bleich. "They were awesome, that's the best way to put it. They took care of Burns like he was one of their own."

"Once I was in the hospital, there were probably no less than 50 officers a day that came to see me from all the departments around Des Moines," Burns said. "The officers collected money during briefings for my family."

Former Muskegon Police Officer Tim Denger, now an Iowa State University Police Officer, was pulled over twice while rushing to pick up Burns' wife and kids to take them to the hospital.

"When they got to Des Moines, the Des Moines police department had already reserved a room at the Embassy Suites for two weeks and paid for everything," Burns said. "They went way out of their way to help me out."

The Memorial Fund's Officer of the Month Award Program began in 1996 and recognizes federal, state, and local officers who distinguish themselves through exemplary law enforcement service and devotion to duty. Deputy Matthews, along with the other Officer of the Month Award winners for 2014, will be honored at a special

awards event in Washington, DC, in May 2015 during National Police Week. In addition, their stories of heroism and service will be featured in the Memorial Fund's annual calendar.

Deputy Matthews has served with the Van Buren County Sheriff's Office for eight years and has over 14 years of experience in law enforcement. He was recently certified as one of only 50 DREs in the state of Michigan. He is currently assigned to traffic enforcement as well as taking on the duties of Traffic Accident Investigator, Crime Scene Technician, and Honor Guard member. He was awarded Van Buren County Sheriff's Office 2012 Deputy of the Year Award.

"As coworkers at the Van Buren County Sheriff's Office, we are all extremely proud of Deputy Matthews being named the June Officer of the month," said Van Buren County Sheriff Dale Gribler. "Deputy Matthews is a fine recipient of this prestigious award and is an officer who gives his absolute best every day in service to his community."

Burns had the opportunity to thank Deputy Matthews when he visited Burns in the rehab hospital and the two had DRE training again in October 2013. ♥

For more information about the National Law Enforcement Officers Memorial Fund's Officer of the Month Award, visit www.LawMemorial.org/OTM.



Photo courtesy of Van Buren County Sheriff's Department

Van Buren County Sheriff's Deputy Brian Matthews' quick action helped save the life of a Muskegon Police Officer who suffered a stroke mid-flight.



WELCOME ABOARD

The Police Officers Labor Council welcomes the following new units

Unit
Hazel Park Patrol

Former Affiliation
FOPLC

Contract Settlements

Clayton Charter Township Patrol

- **New two-year three-month agreement** expires Jan. 12, 2017.
- **Wages:**
 - 1.5% effective Oct. 1, 2014.
 - 1.5% effective April 1, 2015.
 - 1.5% effective Oct. 1, 2015.
 - 1.5% effective April 1, 2016.
 - 1.5% effective Oct. 1, 2016.

- **Fringe Benefits:** Personal days increased from two to three days. The Employee's birthday was added as a floating holiday.
- **Bargaining Team:** Officer Lacy Morse-Lopez and Sgt. Charlotte Brown aided by POLC Labor Rep. John Stidham.

City of Hart Police Officers

- **New four-year agreement** expires June 30, 2018.
- **Wages:**
 - 4.9% effective July 1, 2014.
 - 2.9% effective July 1, 2015.
 - 2.9% effective July 1, 2016.
 - 2.9% effective July 1, 2017.
- **Fringe Benefits:** Overtime will be offered to full-time Officers first.
- **Health Care:** Active Employees pay 20% premium share for Priority HSA Gold 1250 Plan. No Employer contribution to Employee HSA.
- **Retirement:** Employer increases 401A contribution from 5% to 6%. Employee increases 401A contribution from 2% to 3%.
- **Bargaining Team:** Kevin Skipski and Juan Salazar aided by POLC Labor Rep. Mike Woronko.

Hartford Police Officers

- **New three-year agreement** expires June 30, 2017.
- **Wages:**
 - 2% effective July 1, 2014.
 - 1.5% effective July 1, 2015.
 - 1.5% effective July 1, 2016.
- **Health Care:** Active Employees premium share will remain at 15% provided that City continues to opt-out of PA 152 for 2016. Active Employees premium share will be 20% effective Jan. 1, 2017.
- **Bargaining Team:** Phil Lucas aided by POLC Labor Rep. Mike Woronko.

City of Houghton Police Department

- ***** Wage Re-opener**
- **Three-year agreement** expires June 30, 2015.
- **Wages:**
 - 2% effective July 1, 2014.
- **Health Care:** Employer changed carrier to get same coverage at a better rate and City still pays premium.
- **Bargaining Team:** Jeremy Hill aided by POLC Labor Rep. Ken Nash.

Manistee County 9-1-1 Dispatch

- **New three-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 2.5% effective Oct. 1, 2014 plus a signing bonus of \$2,400 on same date.
 - 2.5% effective Oct. 1, 2015 plus a signing bonus of \$2,200 on same date.
 - 2.5% effective Oct. 1, 2016 plus a signing bonus of \$2,000 on same date.
- **Union Benefits:** Right-to-work language added to contract.
- **Fringe Benefits:** Shift differential increased from \$.25 per hour to \$.50 per hour for 7 p.m. to 7 a.m. shift. Personal leave time increased by 12 hours. Holidays decreased by two days (Employee's birthday and Flag Day), leaving Employees with 11 paid holidays.
- **Health Care:** Under PA 152, Employees pay 20% of their health insurance premium.
- **Bargaining Team:** Miranda Nelson, Deb Anderson, Alvin Rischel, Sonja Ratliff and Julie Zajac aided by POLC Labor Rep. Ken Nash.

Marshall City Patrol

- **New three-year agreement** expires June 30, 2017.
- **Wages:**
 - 2% effective July 1, 2014.
 - 2% effective July 1, 2015.
 - 2% effective July 1, 2016.
- **Shift Work:** Remove the six-month trial language for the 12-hour shift work and establish 12-hour shifts from 6 a.m. to 6 p.m. and 6 p.m. to 6 a.m. Officers will be paid 84 hours straight time in a 14-day period. The Director may, at his discretion, change the shift time ahead or back by one hour.
- **Fringe Benefits:** Employees were receiving 96 hours of time for 12 holidays to be used anytime during the year. Change to 144



hours of time for 12 holidays to use anytime during the year. Unused days will continue to be paid out one time per year as eight hours per day for a total of 96 hours maximum. Sick Leave is increased from eight hours earned per month to 8.5 hours per month. Longevity is eliminated for persons hired after July 1, 2014.

- **Bargaining Team:** Andrew Groeneveld and Troy DeKryger aided by POLC Labor Rep. John Stidham.

Marshall City Command

*** NEW UNIT***

- **New three-year agreement** expires June 30, 2017.
- **Wages:**
 - Sergeants will be paid 10% above the top Patrol Officer wage effective July 1, 2014, July 1, 2015 and July 1, 2016.
 - Lieutenants will be paid 19% above the top Patrol Officer wage effective July 1, 2014, July 1, 2015 and July 1, 2016.
- **Shift Work:** Remove the six-month trial language for the 12-hour shift work and establish 12-hour shifts. Officers will be paid 84 hours straight time in a 14-day period.
- **Fringe Benefits:** Employees were receiving 96 hours of time for 12 holidays to be used anytime during the year. Change to 144 hours of time for 12 holidays to use anytime during the year. Unused days will continue to be paid out one time per year as eight hours per day for a total of 96 hours maximum. Sick Leave is increased from eight hours earned per month to 8.5 hours per month. Longevity is eliminated for persons hired after July 1, 2014.
- **Retirement:** Reduce the Employee pension contribution to the MERS Defined Benefit Plan from the current 12.24% to match the Patrol Officer's contribution of 8.79%. The schedule is as follows:
 - 11.24% effective Jan. 1, 2015.
 - 10.24% effective Jan. 1, 2016.
 - 9.24% effective Jan. 1, 2017.
 - 8.79% effective June 1, 2017.
- **Bargaining Team:** Adam Ottjeka and Christopher Ambrose aided by POLC Labor Rep. John Stidham.

Missaukee County Deputies

- **New three-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 2% effective Oct. 1, 2014.
 - 2% effective Oct. 1, 2015.
 - 2% effective Oct. 1, 2016.
- **Fringe Benefits:** Permanent part-time Employees will receive Sick time, Vacation time and Longevity pro-rated by the number of hours worked.
- **Health Care:** Employees' premium share for BCBS PPO4 is as follows:
 - 2014-15: \$20 single/\$40 two-person/\$60 family per month.
 - 2015-16: \$25 single/\$45 two-person/\$65 family per month.
 - 2016-17: \$30 single/\$50 two-person/\$70 family per month.
 Employer pays premium for BCBS dental and vision.
- **Manning & Safety:** Employees will begin a six-month trial period of permanent shift bid by seniority.
- **Retirement:** Employees will receive 20% of the value of accrued unused Sick Leave at retirement.
- **Bargaining Team:** Mike Wiers and Casey Gill aided by POLC Labor Rep. Mike Woronko.

New Buffalo Police Officers

- **New three-year agreement** expires June 30, 2017.
- **Wages:**
 - 3% effective July 16, 2014.
 - 3% effective July 1, 2015.
 - 2.5% effective July 1, 2016.
- **Fringe Benefits:** Approved paid absences, including but not limited to Sick, Vacation, Holiday, Personal, Funeral/Bereavement and Military Leave, Jury and Witness Duty are paid at the employee's regular rate of pay, but are not counted as time worked for purposes of computing overtime. Employer will pay 1-1/2 times rate of pay for all hours worked in excess of 40 hours per week. This does not apply to excess hours worked due to regularly scheduled shift coverage or rotation or to voluntary shift trades with other Employees. Added parent to five days of Bereavement Leave and spouse's grandparents to three days of Bereavement Leave. If an Employee is called into work while on vacation, they will be paid 1-1/2 times regular rate of pay for time worked and have those hours credited back to their Vacation time. If an Employee works overtime on a

holiday, they will be paid 1-1/2 times regular rate of pay, plus their regular rate of pay for those hours worked during the holiday. If they work overtime past the holiday hours, they will be paid 1-1/2 times their regular rate of pay for those hours. The following special units will be placed in the shift schedule by the Chief prior to selection by seniority: Code Enforcement Officer, School Liaison, Marine Patrol and Motor Officer.

- **Manning & Safety:** Training will be paid at 1-1/2 times Employees straight time rate if it causes Employee to work more than 40 hours in the work week schedule. The Employer will not pay travel time to and from the location. Employees shall recognize the City Employee Handbook for issues not included in this agreement and do not conflict with provisions of this agreement or departmental rules and regulations or procedures.
- **Bargaining Team:** Michael Cluster and Jason Grimmatt aided by POLC Labor Rep. Edward Hillyer.

Pittsfield Township Dispatch

- **New two and one half-year agreement** expires Dec. 31, 2016.
- **Wages:**
 - 4% effective July 1, 2014.
 - 3% effective Jan. 1, 2015.
 - 2% effective Jan. 1, 2016.
- **Fringe Benefits:** Longevity changes as follows:
 - From 2% to \$1,000 at 5 years.
 - From 4% to \$2,000 at 10 years.
 - From 6% to \$2,500 at 12 years.
 - From 8% to \$3,000 at 15 years.
 - From 10% to \$4,000 at 20 years.

In addition to regular Holiday Pay, Employees who work on holidays will be compensated 1-1/2 times for nine instead of six holidays. The new holidays are Labor Day, Memorial Day and Easter. Employees will receive pay for time spent in negotiations. Step parents were added to the list of relatives for Bereavement Leave, which can be taken immediately following a death and/or for the funeral.

Employees who are called back to work on an unscheduled work day will have their minimum number of hours paid increased from two to three hours per call back. Maximum Comp Time accumulation was raised from 40 hours to 80 hours annually. Members now have the option to get paid in full for unused Comp Time or down to 40

hours annually. It was previously 20 hours annually.

- **Health Care:** Employer to pay Hard Cap per PA 152. The plan is a PPO with a \$500 single/\$1,000 family deductible, a 90%/10% co-insurance plan up to \$2,000/\$3,000 maximum out of pocket. Co-pay of \$20 for doctor's visits and a \$10 generic/\$40 preferred/\$80 non-formulary drug co-pay. The health insurance opt-out payout increased from \$1,800 to \$2,500 per year.
- **Retirement:** A MERS Hybrid pension for new hires with 60 years of age/25 years of service plan with a FAC of 3 years, 1.5% multiplier and an Employee contribution of 5% that goes to the Defined Contribution portion of the plan. The Employer will match 1% of Employee's 457 Defined Contribution account if Employee contributes 3%.
- **Bargaining Team:** Amy Turri and Chuck Bartenslager aided by POLC Labor Rep. Duane Smith.

Van Buren Patrol and Dispatch

- **New four-year agreement** expires Dec. 31, 2017.
- **Wages:**
 - 1.5% effective Jan. 1, 2014.
 - 1.5% effective Jan. 1, 2015.
 - 2.5% effective Jan. 1, 2016.
 - 2.5% effective Jan. 1, 2017.
- **Fringe Benefits:** Maximum amount of Vacation time was increased from 210 hours to 216 hours per year. Sick time was increased from 144 hours to 216 hours per year. Life insurance was increased from \$40,000 to \$45,000 for Patrol Officers and \$20,000 to \$25,000 for Dispatchers. Short-term disability changed from a maximum of \$400 to \$800 per week and long-term disability changed from a maximum of \$4,000 to \$5,000 per week. Increased the time period the Employer will pay 100% of Employee's wage for worker's compensation injuries from one to two years. Ordered overtime will be assigned first to the least seniority eligible Employee. Personal time cannot be denied to the first Employee requesting a particular shift. Special assignments have to be posted at least 14 days.
- **Bargaining Team:** Adam Byrd, Chris Valinski and Mark Buxton aided by POLC Labor Rep. Duane Smith.

**Law Enforcement
Education Program (LEEP®)**
667 E. Big Beaver Road, Suite 205
Troy, MI 48083

PRSR STD
U.S. POSTAGE
PAID
Traverse City, MI
Permit No. 29

Address Service Requested



BIKING FOR CANCER PATIENTS

The 14th Anniversary Gilda's Run, sponsored by the POLC and LEEP, was a huge success. Over \$22,000 was raised for Gilda's Club Grand Rapids, a non-profit organization which provides free emotional and social support for cancer patients and their families and friends.

