

The Police Officers Journal



VOLUME 25, NUMBER 3 • SUMMER 2015



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PUBLICATIONS

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New location, events, savings, featured at Annual Conference

— By Richard Weiler, Director



This year's Annual POLC/GELC Labor Meeting & Seminar is anything but a repeat performance. The conference is taking on a new look from a change of location to different events, providing something for everyone to participate in and all at a more affordable price.

The 2015 conference will be held Thursday, Aug. 27 to Friday, Aug. 28 at West Bay Beach, A Holiday Inn Resort, in Traverse City. The resort features newly remodeled rooms, amazing lake views, a patio bar and grill and indoor and outdoor pool areas.

Normally there is a \$50 registration fee per person to attend the conference, but this year the POLC is waiving that cost for all attendees and providing complimentary breakfast both days and complimentary lunch on Thursday. The golf outing price has also been reduced from \$50 to \$35 per person.

Guests arriving the night before the seminar will be treated to a special Beach Reception Meet & Greet from 8:30–11:30 p.m. at the resort Wednesday, Aug. 26 on beautiful West Grand Traverse Bay. Guests can partake in cocktails while relaxing on the beach and enjoying a game of Baggo. Another opportunity to relax will be available at the hospitality room from 8 p.m. to midnight Aug. 27. Labor Seminar topics include: Aflac, Cops Trust and Blue Cross/Blue Shield insurance; Arbitrator's View; Negotiations – 312 – Fact Finding; Critical Incidents; Legislative Updates; and Economic News and Views.

The 18th annual POLC Golf Outing, a four-person scramble, will be held at a new location as well. Mistwood Golf Course in Lake Ann, provides a diversion for POLC annual Business meeting attendees with tee off at 2:30 p.m. Aug. 27. Mistwood is known for its bent grass putting greens and enjoyable course layout. The 27-hole Championship Golf Course was designed for every level of player to be challenged.

For those who are not interested in golf, a first ever Libation Tour has been organized from 3:30-6:30 p.m. Aug. 27. The POLC is picking up the entire cost of transportation to a local brewery, winery and distillery.

See pages 8-9 to register for Conference, Golf Outing and Libation Tour.

Tour attendees will be pleased to see the POLC's support of an establishment run by a former Police Bomb Squad Commander and an American Veteran who served in the Navy and Army. "It's because of this service in the military and on the police force that the company looks to communicate an authentic sense of honor, emphasizing the life-long bonds of friendship and respect often found within veteran com-

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Bravo Zulu Brewery is one of the Libation Tour stops.

Waze traffic app threat to Police

— Excerpted from CBS News and The New York Daily News

Sergeants Benevolent Association head Edward Mullins of New York sent a letter to Google CEO Larry Page demanding the company disable a feature of the mobile app Waze that lets users report locations of parked police vehicles and officers.

Waze is a combination of GPS navigation and social networking. Fifty million users in 200 countries turn to the free service for real-time traffic guidance and warnings about nearby congestion, car accidents, speed traps or traffic cameras, construction zones, potholes, stalled vehicles or unsafe weather conditions. They are also able to alert other drivers to the location of police officers.

The police icon appears on the app's map and when a user clicks on the cop, the lapsed time since the icon was posted pops up on the screen. "In using technology like Waze to publish or disseminate information, Google must recognize that the police icon is just a tool that, like any other, can be used for good or bad purposes," Mullins states in the letter.

Mullins also threatened legal action in the letter and demanded a meeting with Google officials. Mullins said killer Ismaaiyl Brinsley, 28, had the app on his phone Dec. 20, 2014 when he executed two New York Police Department (NYPD) officers. Brinsley posted a screenshot from Waze on his Instagram account along with messages threatening police. Investigators do not believe he used Waze to ambush the officers, because police say Brinsley tossed his cell phone more than two miles from where he shot the officers. Police have said they believe Brinsley randomly found Officers Wenjian Liu, 32, and Rafael Ramos, 40, in Brooklyn before fatally shooting both of them and then himself.

"I don't know if he was going to use the app and I'm not casting aspersions on Google for that," Mullins said. "But how could they not know the atmosphere this creates by keeping it out there?"

The National Sheriffs' Association is also campaigning to pressure Google Inc. to turn off the feature that could put cops in danger from would-be police killers who can find where their targets are parked. The trade organization recently criticized Google's software as hampering the use of speed traps.

"The police community needs to coordinate an effort to have the owner, Google, act like the responsible corporate citizen they have always been and remove this feature from the application even before any litigation or statutory action," said Sheriff Mike Brown of Bedford County, Virginia, who also serves as the chairman of the National Sheriff's Association technology committee.

Waze spokeswoman Julie Mossler said the company thinks deeply about safety and security. She said Waze works with the NYPD and others around the world by sharing information. Google declined to comment. "These relationships keep citizens safe, promote faster emergency response and help alleviate traffic congestion," Mossler said.

Nuala O'Connor, head of the Center for Democracy and Technology, a Washington civil liberties group, said it would not be appropriate for Google to disable the police-reporting feature. "I do not think it is legitimate to ask a person-to-person communication to cease simply because it reports on publicly visible law enforcement," she said. She said a bigger concern among privacy advocates is how much information about customers Waze shares with

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Race raises money for First Responders Memorial

Law enforcement and the public are invited to participate in Heroes on the Hines, a half marathon and 5K race, in honor of fallen First Responders, on Saturday, Oct. 3, 2015.

Registration starts at \$29 for the 5K and \$49 for the half mara-



thon for runners who register by Sept. 3. Costs increase as the race date approaches so register early. All proceeds are used for the long-term maintenance and upkeep of the First Responders Memorial, located at the corner of Hines Drive and Haggerty Road in Plymouth Township.

First Responder divisions will have the opportunity to create their own teams for camaraderie and competition. Individuals will be invited to sign-up on their own. Visit <http://www.heroesonhines.com> for more information and click on the Registration tab to register. ♥

Postmaster: Please send returns and all other communications to the Law Enforcement Education Program Business Office: 667 E. Big Beaver Road, Suite 205, Troy, MI 48083.

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Executive Editor, Gary Jablonski
Production staff: Diané E. Bertoli,
Jennifer Foley

Triple your donation

State matches funds to build law enforcement memorial

— By Jennifer Foley, POJ Editor with excerpts from Michigan Law Enforcement Officers Memorial Monument Fund Commission



A number of fundraisers have been held and are being scheduled. For an up-to-date listing of upcoming fundraisers, please visit the MLEOM Facebook page at <https://www.facebook.com/pages/Support-the-Michigan-Law-Enforcement-Officers-Memorial-Monument/118637674832356>.

The wait to build the Michigan Law Enforcement Officers Memorial (MLEOM) Monument just got shorter thanks to a law providing matching funds for every donation made up to \$2 million.

Gov. Rick Snyder signed the law for the monument, which will celebrate and honor

the lives of law enforcement officers who died in the line of duty while serving Michigan residents. Some 570 Michigan law enforcement officers have been killed in the line of duty as of April 2015.

By October 2014, the MLEOM Commission raised \$250,000 and the state kicked in the first installment of the 2 to 1 match, adding another \$500,000 to the pot. With \$750,000 set aside, the Commission is working to raise another \$750,000. If they achieve their goal, the state would give the Memorial another \$1.5 million in matching funds.

"I'm sure the thinking behind that was that we need \$3 million to build the Memorial," said Lin Emmert, vice chairperson of Michigan Law Enforcement Officers Memorial (MLEOM) Monument Fund Commission. "If we earn \$1 million of that, the state will give us \$2 million for a total of \$3 million."

Design plans for the memorial are complete, but a construction date is undetermined until further funding is raised. "This monument will memorialize every member of law enforcement who swore to protect and serve Michigan citizens and lost their life in the process," said Kathy Cole, chair

of the MLEOM Commission. "I look forward to breaking ground on this important memorial monument that will honor the lives of those brave men and women."

The memorial site is located within the Michigan Capitol Park, at the corner of Allegan Street and Butler Boulevard, and directly south of the Vietnam Memorial, near the state Capitol building.

The architect, David Milling of David Milling & Associates, is making adjustments to the original plans as they consider the site. He plans to install a small version of a glass panel for testing in the near future and then a full-size panel to see how it lasts through next winter.

"A positive result of the delay in fundraising over the years is that technology has improved in glass and in LED lighting which we're excited about," Emmert said. "This is all about building a monument that will endure."

Tax deductible donations can be made online by visiting the Michigan Law Enforcement Officers Memorial Monument website at www.mleom.org and clicking the "How to Donate" link in the navigation panel on the left. Then click on the "Mich-

Continued on page 15

Academy graduate transitions from pastor to police officer

— By Jennifer Foley, POJ Editor

At 44-years-old Matthew McPhillips is not your typical Macomb Police Academy graduate, but the church pastor's drive to become a law enforcement officer was inspiring to his fellow cadets and staff alike, earning him the honor of a \$1,000 Law Enforcement Education Program (LEEP) Award.

"He was incredibly highly respected by his fellow cadets and also by the staff here. He received a part-time job before he graduated," said Charles Craft, Director of Macomb Police Academy. "He's looking to get into full-time law enforcement work and I think he would be an asset to any department based on his level of maturity. He just has a great perspective on life and incredible people skills."

The Senior Pastor at Grace Life Baptist Church in Clyde, Michigan was hired by Yale Police Department before his graduation in May 2015. POLC Labor Rep. Frank Klik presented the LEEP Award to McPhillips. The LEEP Award is given twice yearly to graduates with the highest overall achievement who have not been sponsored by any police agency. To qualify, the cadets had to pass the Michigan Commission on Law Enforcement Standards (MCOLES) certification test and meet MCOLES employment standards to become certifiable as law enforcement officers in Michigan.

"His church supported him in his pursuits and he's continuing to serve the church and working part-time as a police officer," Craft said. "But after he was in the academy a while, he thought he would do better if he was full-time law enforcement."

The transition may seem awkward at best to most, but McPhillips has been waiting and preparing himself for this day. He served in Desert Storm as a member of the U.S. Army, 82nd Airborne Division, stationed in Germany, and he worked as a

dispatcher for Port Huron Police Department from 1998-2000.

"Through some friendships, he became interested in law enforcement, went to St. Clair Community College and got an associates' degree in Criminal Justice," Craft said. "It took a period of years to get that degree."

"When I got out of the military in 1996, my original plan was to go into law enforcement. I love law enforcement," McPhillips said. "It seems natural to do. It doesn't feel like a job. The academy wasn't even really hard."

McPhillips got married and three children later; he became involved in Grace Life Baptist Church in 2002. "I was working with teenagers at our church and we had some issues take place with leadership and that's when I stepped in full time to help with that transition," he said.

McPhillips earned his degree in theology in 2005. "I didn't plan on being a minister this long," he said. "I thought I'd do this for a few years, save money for the academy. Next thing I know here I am 12 years later. The church still wants me to stay as Senior Pastor in charge of teaching," which he said is a possibility.

He has participated in a lot of civic events, running the church food pantry, volunteering to clean up an old cemetery in St. Clair County, and serving as a juvenile probation mentor.

McPhillips related well with the other police academy cadets, who looked up to him as a leader, Craft said. Academically he was above average in every skill including firearms, driving and first aid. He was even under consideration for the MCOLES Outstanding Performance Award.

"He did a fabulous job. He's a very disciplined, mature individual," Craft said. "The most impressive thing was his day-to-day conduct in the academy. He embraced the



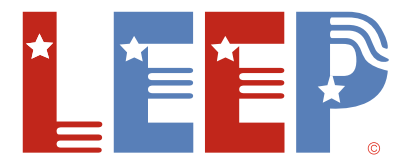
Photo courtesy of Macomb Police Academy
POLC Labor Rep. Frank Klik (left) presents Macomb Police Academy graduate Matthew McPhillips with a LEEP Award.

training. People gravitated towards him and he became an informal leader."

McPhillips was the class speaker at graduation and is a tri-athlete planning to compete in the Ironman Competition in October in Maryland.

"He's incredibly physically fit," Craft said. "He was in a training program for this Ironman Competition, going to that at night after academy. He's a unique cadet to say the least."

"He's really grasped how to balance the concept of huge debate in law enforcement, 'Are we warriors or guardians? Our position is we are both.' He knows how to be very tactically sound but yet he understands how to deal with people," Craft said. "He's very intuitive about the job. Maturity certainly helps sometimes. I think the agency going to hire him will get a great influence on the other officers and he will represent the officers well in the community." ♥



Hillsdale County Deputies unite in competition at World Police & Fire Games

— By Jennifer Foley, POJ Editor

Hillsdale County Sheriff's Sgt. Bill Mosher is a long-time participant in the World Police & Fire Games (WPF) and this year three of his co-workers joined him.

Mosher powerlifted in the games, held June 26 to July 5, 2015 in Fairfax, Virginia, winning another gold medal in his age group, 55-59. He benched 127.5 kilos or 279 pounds and pulled 205 kilos equivalent to 451 pounds. He was also awarded gold in his age group in the 2013 games.

Deputy Nate Lambright competed in Freestyle Wrestling in the 86-kilo weight class senior division; Sgt. Todd Moore competed in Indoor Rowing; and Deputy Gavin Albright competed in Bowling.

Mosher has talked to his co-workers for years about how much he enjoys participating in WPF and has shown them pictures of his international travels. This year the event was held in the United States making it easier for all three to attend for the first time.

"Our sports are on different days. We're going as a group, but we're traveling separately and competing on separate days," Mosher said.

• **Powerlifting:** Mosher, 56, who has been with his department since 1985, competed in the Bench Press and Deadlift events. His background in strength training spans 24 years. He has completed the USA Weightlifting Sports Performance Course, ISSA Personal Trainer certification, and is a member of the Association of Oldtime Barbell and Strongmen (AOBS). Mosher has competed in previous Police and Fire Games at Stockholm, Sweden in 1999; Barcelona, Spain in 2003; Quebec City, Canada in 2005; and Belfast, Northern Ireland in 2013.



Photo courtesy of Hillsdale County Sheriff's Department

(From left) Hillsdale County Sheriff's Deputy Nate Lambright, Sgt. Bill Mosher and Sgt. Todd Moore, along with Deputy Gavin Albright (not pictured) participated in the World Police & Fire Games this summer in Fairfax, Virginia.

"I did it as an amateur sport to get stronger," Mosher said. In 2013, he competed in the 50-54 age group, taking gold in the WPF held in Belfast, Northern Ireland. Mosher has received three gold medals and one bronze medal in his event over the years. The POLC member was featured in the December 2013 issue of *Milo*, a journal for strength athletes.

"If you can't go to the Olympic Games and if you're a full-time police officer or firefighter, you can go and compete (in the Police and Fire Games)," Mosher said.

• **Freestyle Wrestling:** Deputy Nate Lambright, 32, began wrestling in 1990. He studied five martial arts and teaches women's and men's self defense. A Hillsdale County Sheriff's Road Patrol Officer since 2007, he is owner/operator of Control Tactics Consulting, where he is a defensive tactics instructor certified in ground and knife defenses.

"Lambright has been wrestling for a long time, since he was a child," Mosher said.

"Sgt. Mosher has bugged me for the 8 years I have been here due to my martial arts background. I wanted to do it for him, he's getting closer to retirement," Lambright said. "I told him I was doing it, then

he decided to do it (again), then my other partner decided to join, then my other partner. It's been kind of a chain reaction in the department."

To prepare for the games, Lambright trained with wrestling coach John V. Major, a member of the U.S. Olympic Greco-Roman wrestling teams as an alternate in 1972 and 1976. Major, who served as Lambright's personal trainer at the games, won bronze medals at the World Greco-Roman Wrestling Championships in Russia in 1973 and Montreal in 1975. A Hillsdale physical education instructor since 1988, Major has coached 29 Michigan high school State champions and 97 Michigan high school All State wrestlers and nine high school All Americans.

Major is Lambright's former high school wrestling coach and best friend's father. "I've known Coach Major since I was in sixth grade — I've wrestled since I was in second grade," Lambright said. "Obviously he's like another father figure to me. I went with him when he was inducted into the National Wrestling Hall of Fame."

• **Indoor Rowing:** Sgt. Todd Moore, 35, has been active in CrossFit for two years. CrossFit is a core strength and

conditioning program involving functional movements that are constantly varied at high intensity. He has been training for the indoor rowing event under Matt Young at CrossFit Timoro in Jonesville, Michigan. Moore, who played basketball while attending Hillsdale Community Schools, has served as the district's basketball coach for the past 8 years, presently coaching freshmen at Hillsdale High School.

"In CrossFit we row and that's where I got introduced to rowing," Moore said.

Moore, who also serves as an Evidence Technician and member of the Narcotics Team, served as the local POLC union president of the Non-Supervisory bargaining unit before he was promoted recently to Sergeant.

"Sgt. Mosher has talked to us a lot about him going to different games and I've always thought it would be fun and now it's in the United States so it's a lot easier," Moore said, adding that it's difficult with a wife and children to go on an overseas trip. "It's not even about going to win, it's just about going to have fun, to meet people from all over the world in law enforcement and on the fire side of it."

• **Bowling:** Deputy Gavin Albright, 30, has participated in state bowling competitions, taking 5th place in high handicap in 2010. A work injury to his shoulder sidelined him for two



years, but with his high game score of 299, just one pin short of a perfect game, Albright took his talent to the games.

"My wife kind of pushed me to compete in the games," Albright said. "I talked about how the other coworkers were doing it, and she saw bowling on the website. She said if it fell on my days off, I should go. Honestly, it just ended up falling on my days off so I was able to have the time off."

The Road Patrol Deputy worked on the Sniper Team for his department from 2009 to 2012 and has been with the department 10 years.

The games were expected to draw 12,000 athletes from 70 nations competing in 60 different sports. The biennial event is for serving and retired police, fire, prison and border security officers to promote physical fitness and sport as a means for officers to improve their overall fitness, reduce stress, and increase their professional abilities.

"A lot of the officers don't even know the games exist," Mosher said. "It's important for anyone working in public safety to be in some kind of condition so you can respond. I want to be remembered as someone who supported people to be fit and strong and develop body as well as minds."

"Our Department fully supports the efforts of these employees in training for and competing in the Police and Fire Games," said Sheriff Stan W. Burchardt. "In the field of Public Safety, it benefits both our organization and community to have our employees participate in meaningful physical training. These efforts result in the employees being better able to respond in emergency situations. They are looking forward to the games and consider it a privilege to represent the County of Hillsdale. The employees are traveling and competing entirely at their own expense."

The games involve all kinds of events including firearms and sports that the hosting country specializes in such as hockey for Canada. "It's good to go to the games to meet people from other countries and be exposed to different people and cultures," Mosher said.

In 2017 the World Police & Fire Games will be held in Montreal, Canada; and in 2019 in Chengdu, China. For more information on the games, visit www.2015wpfg.com ♥

Please feel free to contact Bill Mosher at b.mosher@co.hillsdale.mi.us with any questions about the games.



Photo courtesy of WPF

Hillsdale County Sheriff's Sgt. Bill Mosher, pictured here winning a gold medal for power lifting at the 2013 World Police & Fire Games, won Gold again at the 2015 games in Fairfax, Virginia.

2015 Annual POLC/GELC Meeting & Labor Seminar

Thursday – Friday, Aug. 27-28, 2015



615 E. Front St., Traverse City, MI 49686

Attendance limited to registered delegates and invited guests only

**RESERVE ROOMS by July 26, 2015 to receive POLC discount:
Call 800-888-8020 or Direct: 231-947-3700**

Questions? Call the POLC Office: 248-524-3200



Seminar sessions POLC Business Meeting

- Health Care
- Negotiations - 312 - Factfinding
- Critical Incidents
- Legislative Updates
- Economic News & Views
- LEEP Outstanding Service Award
- LEEP Dream Scholarship awards
- POLC Business Agenda
- POLC Board and Officers elections



LIBATION TOUR



For those interested in an alternative to the golf outing, a new Libation Tour will be available from 3:30 to 6:30 p.m. Thursday, Aug. 27 with stops at Bravo Zulu Brewing, Left Foot Charley Urban Winery, and Traverse City Whiskey Company. Call Nancy Ciccone at (248) 524-3200 by Aug. 14, 2015 to reserve your spot so ample free transportation can be provided by the POLC. Members are responsible for the cost of drinks.



The scenic Mistwood Golf Course in Lake Ann provides a scheduled diversion for attendees of the Police Officers Labor Council annual Business meetings in Traverse City, Aug. 27-28, 2015. Reserve your spot now.

18th Annual POLC Golf Outing

Four-person Scramble (Limited to first 100 golfers)

**Mistwood Golf Course
Lake Ann, Michigan**

Thursday, August 27, 2015

Tee-off time: 2:30 p.m. (Shotgun Start)

Cost: \$35 per person

Includes 18 holes with cart (non-refundable)
Reservations guaranteed only when golf is paid in full.

Mistwood Golf Course - Golf attire is required by the course; all golfers must be in a collared shirt, walking shorts or long pants. Denim jeans or denim shorts are NOT permitted. NO tank tops, NO tee shirts, NO spikes.

2015 Delegate Registration: Annual POLC/GELC Meeting & Labor Seminar

**Thursday, August 27, 2015:
7:30 a.m. – 1:00 p.m.**

**Friday, August 28, 2015:
9:00 a.m. – Conclusion**



ARTICLE V (By-laws) DELEGATES TO ANNUAL MEETING

SECTION 1. Each participating bargaining unit in the Labor Council shall be entitled to one (1) delegate to the Annual Meeting for each ten (10) members or major portion thereof in their unit, provided however, that each participating unit shall have at least one (1) delegate.

SECTION 7. Any delegate from a bargaining unit that is delinquent in payment of dues shall not be admitted or seated at the Annual Meeting.

There is no fee to register this year. Please fill out and return this registration form.

Name of your unit and its current enrollment.

Number of delegates allowed

List names of all unit delegates here: (Please type or print neatly)

_____	_____
_____	_____
_____	_____

This registration must be returned before Monday, August 3, 2015 to:
Police Officers Labor Council • 667 E. Big Beaver Rd, Ste. 205 • Troy, MI 48083-1413

RETURN REGISTRATION FORM: Make checks payable to POLC/Golf

Golfer's Names

Phone # and Department Name

_____	_____
_____	_____
_____	_____

This registration must be returned before Friday, August 14, 2015 to:
POLC Golf Outing • Police Officers Labor Council • 667 E. Big Beaver Rd., Ste. 205 • Troy, MI 48083-1413

Fruitport Police Officers buy car seat for family in need

— Excerpted from media reports

Two Fruitport Township Police Officers went the extra mile to help out a family in need, instead of ticketing a driver for transporting an infant unrestrained, and one of those POLC Officers has been honored twice for saving someone's life.

Officers James Hodges and Jason Pavlige were responding to a February call from a McDonald's employee who reported a couple who came through the drive-thru service window with a baby unrestrained in an infant safety seat.

The POLC Officers quickly located the couple and pulled over the vehicle. They found a 10-month-old baby sitting freely on her mother's lap in the passenger seat of a car.

The officers could have given the driver a ticket, but instead they put their money together, and while Pavlige stayed with the family, Hodges went to the Wal-Mart on Sherman Boulevard and bought the family a car seat.

"Through roadside questioning, it was determined that the family did not have a car seat for the infant and did not have money to purchase one," according to a written statement from Fruitport Township Public Safety Director Ken Doctor. "Several viable options were discussed regarding obtaining a car seat."

A Wal-Mart employee then alerted Doctor to the kind act by the officers. In a letter to the officers, Doctor said: "This certainly goes above and beyond what is expected of you in serving our community. It reflects the care and compassion of the officers serving Fruitport Township. Sincere thanks for representing our department so well and providing, great service to the community. Keep up the good work."

The humble officers weren't expecting



Officer Jason Pavlige

Photos courtesy of Fruitport Township Police Department



Officer James Hodges

any recognition.

"This is why you become a police officer ... you're here to help people, whether it's buy them a car seat or just by talking to them," Pavlige told Fox17 News. "We got that incident solved and we moved on to the next one."

Hodges told Fox17 that the unidentified family had just moved to the area and didn't have the funds to purchase a car seat, nor any friends or family in the area who could bring one to them. So, the officers took matters into their own hands by not only buying the car seat, but installing it in the family's vehicle and giving them instructions on how to properly use it, ABC News reported.

"It's just part of what police officers do on a daily basis," Hodges told ABC News.

OFFICER HAS HISTORY OF SAVING LIVES

This isn't the first time Pavlige has been recognized by his own department. The 10-year veteran received a life-saving award in 2009 from Police Chief Paul Smutz during a Fruitport Township Board

"This is why you become a police officer ... you're here to help people."

meeting. Officer Pavlige and Grand Haven resident David Wingate Sr. each received the "life saving award" since both had administered cardiopulmonary resuscitation on a man who apparently had a heart attack Nov. 3, 2009 while golfing at Fruitport Golf Course, Smutz said.

Wingate, who was also golfing that day, noticed the man golfing ahead of him was "on the ground ... and unresponsive," Smutz said. He administered CPR until Pavlige arrived and took over the lifesaving efforts until medical personnel arrived.

"Consequently, this individual lived," Smutz told the township board and the many people who attended the meeting.

This was not the first time Pavlige saved someone's life. In 2007, he was honored for reviving a man who collapsed at The Lakes Mall, Smutz said. ♥

— As reported by the POLC/GELC Legal Staff

ARBITRATOR REVERSES RULE THAT LED TO OFFICER'S TERMINATION

An Arbitrator ruled the special "authorization" a Wyoming Officer had to receive to take time off was being used as a discipline method instead of a mere restriction. This ruling will be used to support the Officer in his claim seeking reversal of his termination.

The Officer signed a perpetual last chance agreement (LCA) with the Employer without the POLC's input in May 2007. The LCA required the Officer to obtain "authorization" whenever he left work prior to the end of his shift.

In April 2014, the Officer accidentally wiped an epoxy on or near his eye while woodworking. The epoxy caused an allergic reaction and he called off sick for training the next day. He obtained authorization from his lieutenant to use the sick day, however, he decided to attend the training anyway when his condition improved. During training, his condition worsened and he called off sick sending a text and leaving a voicemail message for the lieutenant, who did not respond. He also told a fellow officer to notify the lieutenant in person, which the fellow officer did.

The City began an internal investigation under the premise the Officer didn't obtain "authorization" under LCA to leave work early. As a punishment, the City later issued additional restrictions on leave time including: requiring a sick slip; limiting vacation hours to 10-hour blocks; requiring vacation time to be approved prior to posting the schedule; and reporting any absences directly to the on-duty supervisor, which is contrary to the parties' practice.

The POLC filed a grievance contesting the restrictions as discipline. The Employer argued it was not discipline, but the Arbitrator ruled the actions were discipline and the Employer lacked just cause to impose them.

This ruling is critical for the Officer because the Employer terminated the Officer for taking a vacation day after the vacation schedule had been posted. Since the Arbitrator ruled the Employer lacked just cause to impose that rule, the Officer should have an easier time reversing his termination. The POLC sent a letter to the Employer stating they should return the Officer to work with back pay and full benefits. If no response is received, the POLC will represent the Officer in the termination hearing.

Annual Conference (continued from page 2)

munities of law enforcement, firefighters, military, and first responders as well as patriotic professionals and hard working blue collar adults," according to Bravo Zulu Brewery's website.

Interested members should contact Nancy Ciccone at (248) 524-3200 by Aug. 14 so ample transportation can be provided. Members are responsible for the cost of drinks.

A 50/50 raffle will be available for everyone to participate in this year, not just those who attend the golf outing. Raffle tickets will

POLC PREVAILS ON SEVERAL ACT 312 ISSUES IN STURGIS

The POLC prevailed on several contract issues in Act 312 arbitration for Sturgis Patrol, including wage increases and retroactivity of wage increases.

Sturgis Patrol went to Act 312 arbitration based on four City issues the unit would not accept during negotiations. Without agreement on these issues, wages were undecided for the three-year agreement covering 2014-2017.

The first issue proposed by the City changed the 25 and out provision in the defined benefit pension to 25 years and age 55 for new hires.

The Union status quo last best offer was awarded as the pension is nearly fully funded and on average, officers would have to work an additional four years to obtain their full pension. Since the City contribution was capped for new hires at 16.2%, there is no City liability beyond that future amount.

The second City proposal made all officers wait until age 55 to be granted retiree health care. The Union status quo last best offer was also awarded. New hires since 2008 do not receive retiree health care. On average, officers would have been without health care for four or five years under the City proposal.

The Union position was also awarded on a third City proposal, citing language following the Affordable Care Act. The Union was not opposed to most of the language, but would not accept wording that the City could change or discontinue health care with 60 days notice. The Union position, avoiding the hurtful language, was awarded.

The fourth City proposal to remove the Maintenance of Conditions clause in the contract was upheld.

The final issue of wages, ended with the Union prevailing on two of the three years of the contract. The City offered 1.5% for each year of the contract with no retroactivity. The Union countered with 2.25% the first year; 2.5% in year two; and 2.75% in year three.

The Union position was awarded in the first and second years including retroactivity. Sturgis Officers shall receive an increase in wages of 2.25% with retroactivity in 2014; 2.5% with retroactivity in 2015; and 1.5% in 2016. ♥

be sold at the Beach Reception, Golf Outing and Labor Seminar. The grand prize winner will receive 50 percent of the money raised. Other prizes include two Baggo games complete with POLC logos, valued at \$129.95 each, golf bags and other golf accessories.

A special thank you goes out to Michael A. Curis, Jr. of Curis Companies, Inc. of Detroit who sponsored the conference hospitality events and provided members with free admission to the conference this year. ♥



POLC proven track record attracts several new units

Hazel Park Police choose POLC over FOP

Hazel Park Police thought the grass was greener on the other side three years ago when they left the POLC for representation by the Fraternal Order of Police (FOP) — they were wrong.

“We had another labor unit and we bounced them because of a litany of issues,” said Joe Lowry, Hazel Park Police Officers Association President. “We kind of had a brain fart and we thought we could catch lightning in a bottle with the other group and that wasn’t the case.”

The 27-member group voted unanimously to return to the POLC about a year ago and contract negotiations are ongoing under the direction of POLC’s new Labor Rep. Hal Telling. The contract expires June 30, 2015.

“We went with POLC because we had a relationship with them before and it worked,” Lowry said. “Contract negotiations have started and it’s going well.”

Telling has made a seamless transition representing the group, formerly represented by retired Labor Rep. Lloyd Whetstone, who is now serving in POLC’s Membership Services. “Lloyd was good and Hal seems to be fulfilling everything Lloyd has done with us. The city appreciates Lloyd’s professionalism,” Lowry said.

“I’ve been a police officer for 17 years and, all but three of them, we’ve been with POLC,” Lowry said. “We weren’t getting what we desired (from the FOP). Hopefully July 1 we’ll be working under a brand new bargaining agreement.”

POLC provides equal time to small departments

Huntington Woods Public Safety Department is small, but it doesn’t mean they don’t deserve the same representation their larger counterparts receive.

POLC is providing Huntington Woods with that attention. The 11-member unit voted unanimously in February to join the POLC after 22 years with the Police Officers Association of Michigan (POAM).

“I think that we’ve had a long-standing relationship with POAM and over the last decade there was a change in attitude about public safety and union contracts,” said Huntington Woods Public Safety Officer Erick Stiner, local union President. “POAM needed to interact a little more closely than it was. The attention to detail that we were seeking within our own unit was not met. We’re expressing that idea to POLC and they’re assuring us they will be active.”

The group noticed POLC handles several area public safety contracts. “POLC seemed to have a better track record,” said Stiner, who has served as President the past 14 years. “An 11-member unit is not on most people’s radar. As far as me being head of the union, it is the most important part of my career,” he said, also crediting Todd Tyler, union Vice President and Secretary Joe Ajlouny.

An added bonus is POLC’s dues are lower than POAM’s and POLC Research Analyst Nancy Ciccone’s skills really wowed the group. “Her historical research has just been stellar,” Stiner said. “Now that we have her as a research analyst, if she said something is not financially sound we would have a little more confidence that it was researched to the full degree.”

Negotiations for a new contract are underway with the current agreement expiring June 30, 2015. POLC Labor Rep. Chester Kulesza is assisting the group, which desires a four-year contract with a pay increase, equalizing vacation time, a uniform allowance increase, and a consistent promotional process.

“We’ve taken a pay cut to help the city out in their time of need and now it’s time to pay that back,” Stiner said. “We’re asking the City to step in and recognize our sacrifice.”

The group has a high degree of training and continuous education with national accreditation. “We’ve been public safety since 1929. We’re the oldest public safety in the area,” Stiner said. “Residents live here for a reason. It’s a safe community and the residents expect a level of service that we expect to give them.”

Ottawa County dissolves long relationship with POAM

After over two decades with the POAM, Ottawa County Deputies decided it was time for new representation. As of Jan. 1, 2015, the 119-member unit became official members of the POLC following a fall election to switch representation.

“We had a long long time with them, as long as I’ve been here — 16 years — and it was long before that,” said Ottawa County Deputy Brent Brown, estimating the group had been with the POAM at least 20 years. “From what I heard from people they weren’t happy with the representation we were getting.”

Last year, people began organizing to see if the majority of unit members wanted different representation. “I think a lot had to do with our Command staff, which was already with POLC. The experiences they had had, which were good, influenced a lot of people to want to go to them . . . knowing the history they’ve had and how well they’ve been performing for other unions. I know our Command staff was happy and they had no complaints. That was

probably the biggest thing,” said Brown, the local union president.

POLC Rep. Will Keizer has already been working hard for the group, whose board recently went through an election and has only two incumbent board members.

“I can’t say enough about Will. He’s been great especially with all this changeover,” Brown said. “We had to do new bylaws. He’s really been doing well for us. He’s helped us with a couple grievances — one was from a termination on Jan. 6. Right off the bat he’s helped us with that.”

Keizer also helped the new board form committees and with their voting process. “He’s helped us shape our whole board. It was all brand new except for myself and one other trustee,” Brown said.

“I think we’re all excited to be with POLC now and hope to have a long relationship with them,” Brown said.

Bloomfield Hills Dispatch seeks continuity with POLC

Bloomfield Hills Dispatch recently joined their comrades in the POLC. The seven-member unit, formerly represented by POAM, voted unanimously in May to join the POLC. The group had been with the POAM at least 15 years, said Communications Specialist Gary Houghton, the local union president.

“Our Command has always been with POLC since I’ve been here and recently our PSO’s (Public Safety Officers) went back to POLC and the consensus of the group was we all wanted to be in the same house,” Houghton said. “We just thought we’d try this as far as all being on the same page. Mr. (Richard) Weiler gets a great deal of respect when he comes in. Their style looks pretty good to me.”

POLC Labor Rep. Frank Klik represents Bloomfield Hills Dispatch. As the former representative for Bloomfield Hills Public Safety Officers for 10 years when they were originally with POLC, Klik will bring his community experience to the table when the group negotiates their next contract in less than a year. “He’s easy to talk to, very knowledgeable, and I think it’s going to be a good relationship,” Houghton said of Klik.

In the meantime, Klik has handled a potential disciplinary matter. “I had to sit in for a Garrity statement. He was ordered to answer the questions but none of the answers could be held against him criminally,” Klik said of the officer who was given his Garrity rights. “I see nothing coming out of it. I guess you can call it a disciplinary hearing that to me was unfounded.”

However, Klik said it’s important for the union to be present when statements are requested to ensure everything is done properly. If they are ordered to give a statement, he said, Garrity is implied. “All Garrity does is to prevent anything they say from

being used against them criminally,” Klik said, adding their comments are supposed to be used for internal purposes. “We definitely want Garrity implied, and if Garrity is not given, we tell them not to say anything. If they are given Miranda rights, we tell them not to say anything.”

Bloomfield Hills PSOs return to POLC

Bloomfield Hills Public Safety Officers (PSOs) returned to the Police Officers Labor Council (POLC) after a three-year hiatus while they were represented by Police Officers Association of Michigan (POAM).

“We went from POLC to POAM because we felt the grass would be greener on the other side. Upon doing so we found that was not the case and our group would be better represented by POLC,” said Bloomfield Hills Public Safety Officer Chris Furlong, the local unit Vice President. “We felt that we’d get more attentive representation from POLC than other unions. When we called POLC, we were called back. Our issues are taken seriously no matter how small or large. They treated us with the same attentiveness and respect as some of your larger units and that’s important to us.”

The 16-member group voted unanimously in favor of the move to POLC in March. The POLC represented Bloomfield Hills Public Safety Officers for 10 years prior to the recent switch.

Furlong said the PSOs wanted to be with the same union as their Command officers. Bloomfield Hills Dispatch also made the switch to POLC for the same reason. “We like the proven track record of POLC and we liked that we would be aligned with the same unit as the Command unit . . . so that we can better negotiate with the department as a whole,” Furlong said.

The POAM waived election with the understanding they would continue to receive dues until July 1, but their new POLC Labor Rep. Rob Figurski has been busy working for them since March.

“Ever since we met with Rob and (POLC Director) Rich (Weiler) over the winter when we were exploring our options, their attention to detail and professionalism and the ability of getting contact with them and taking the time to listen to us is just vital,” Furlong said.

“We had a slight disciplinary issue and Rob Figurski took that complaint seriously, and unsolicited he stopped by the station, returned phone calls, initiated contact, which is the exact reason we switched to POLC,” Furlong said. “A lot of times a small issue here wouldn’t even be an issue in a larger department. Rob went above and beyond with the minor disciplinary thing.”

“It’s just part of the job we do for them,” Figurski said.

Contract Settlements

— As reported by POLC Labor Representatives

Coloma Township Non-Supervisory Unit

- **New three-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 4% effective Oct. 1, 2014.
 - 2% effective Oct. 1, 2015.
 - 2% effective Oct. 1, 2016.
- * The Employer will continue to issue paper pay stubs to each bargaining unit member for each pay period until the Township elects to go to a paperless system.
- **Fringe Benefits:** Any bargaining unit member assigned as a Field Training Officer (FTO) shall receive \$1 extra per hour of compensation while performing these duties. An FTO is defined as an officer tasked with preparing a new or returning officer to function as a solo patrol officer. Assisting, coaching or mentoring new or returning officers who are otherwise working in a solo capacity shall not be considered Field Training. Specialized training (i.e. Defensive tactics, preliminary breath testing, etc.) shall not be considered Field Training unless it is conducted by the appointed FTO during the scheduled FTO shift.
- **Health Care:** Effective Oct. 1, 2014, the health insurance plan shall change to Simply Blue HRA PPO Gold 1750 from BCBSM Flexible Blue 3. Effective Jan. 1, 2015, Employee contribution for premium sharing shall increase from 16% to 20% of monthly cost.
- **Bargaining Team:** Raymond Morlock and Matt Walls aided by POLC Labor Rep. Ed Hillyer.

Dogwagiac Patrol Officers

- **New three-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 2% effective Oct. 1, 2014.
 - 2% effective Oct. 1, 2015.
 - 2% effective Oct. 1, 2016.
- * Employees shall recognize the City Personnel Manual for issues not included in this agreement and do not conflict with this agreement or departmental rules and regulations or procedures.
- **Manning & Safety:** The Employer may use staggered shifts to run a more efficient and/or economical department. The staggering of these hours shall not be more than one hour from the regular shift hours.
- **Fringe Benefits:** Sergeants may be issued cell phones to aid in relaying information outside of radio dispatched communications. In-lieu of a city-issued cell phone, Sergeants shall receive \$45 per month reimbursement for the use of their personal cell phone for work purposes.
- **Retirement:** Employees hired after Jan. 1, 1998 retiring from active employment as eligible members of MERS Retirement Plan, shall participate in an Employer-funded post-employment Health Care Savings Program in-lieu of retiree medical insurance. Funds from the program may be used to purchase health insurance from the provider of the Employee's choice or other medical expenses as defined in Section 213(d) of the Internal Revenue Code. The City shall contribute \$38 per month to the program during employment. An Employee who has achieved the conditions required for normal retirement as defined in the DB Plan and Hybrid Plan and who has retired in good standing with the Employer, shall receive their service weapon at no cost.
- **Bargaining Team:** Ryan Murray and Jerid Ostrom aided by POLC Labor Rep. Ed Hillyer.

Dogwagiac Supervisory Unit

- **New three-year agreement** expires Sept. 30, 2017.
- **Wages:**
 - 2% effective Oct. 1, 2014.
 - 2% effective Oct. 1, 2015.
 - 2% effective Oct. 1, 2016.
- * Employees shall recognize the City Personnel Manual for issues not included in this agreement and do not conflict with this agreement or departmental rules and regulations or procedures.
- **Manning & Safety:** The Employer may use staggered shifts to run a more efficient and/or economical department. The staggering of these hours shall not be more than one hour from the regular shift hours.
- **Fringe Benefits:** Sergeants may be issued cell phones to aid in relaying information outside of radio dispatched communications. In-lieu of a city-issued cell phone, Sergeants shall receive \$45 per month reimbursement for the use of their personal cell phone for work purposes.
- **Retirement:** Employees hired after Jan. 1, 1998 retiring from active employment as eligible members of MERS Retirement Plan, shall participate in an Employer-funded post-employment Health Care Savings Program in-lieu of retiree medical insurance. Funds from the program may be used to purchase health insurance from the provider of the Employee's choice or other medical expenses as defined in Section 213(d) of the Internal Revenue Code. The City shall contribute \$38 per month to the program during employment. An Employee who has achieved the conditions required for normal retirement as defined in the DB Plan and Hybrid Plan and who has retired in good standing with the Employer, shall receive their service weapon at no cost.
- **Bargaining Team:** David Toxopeous and David Davis aided by POLC Labor Rep. Ed Hillyer.

City of North Muskegon Police Officers

- **Five-year agreement** expires Nov. 30, 2019.
- **Wages:**
 - 1.5% effective Dec. 1, 2014.
 - 2% effective Dec. 1, 2015.
 - 2% effective Dec. 1, 2016.
 - 2% effective Dec. 1, 2017.
 - 2% effective Dec. 1, 2018.
- * Parties agreed to eliminate the first step to wage scale and change from four to three steps to top wage.
- **Manning & Safety:** City agrees to hire another full-time Officer to be used as an Investigator/School Resource Officer.
- **Fringe Benefits:** Remove Employee's birthday as a holiday. Increase Personal Leave Days from two to three per year. Employees may convert a maximum of 80 hours of Overtime to Comp Time instead of 60 hours per year allowed previously.
- **Retirement:** MERS Hybrid plan was eliminated and members in that plan moved to same DB plan as Employees hired prior to Oct. 1, 2012. Employees hired after Dec. 1, 2014 will be in a DC plan. Employees shall contribute 5% of yearly earnings and Employer contributes 2.5% of yearly earnings. New Employees shall also be enrolled in a 457 plan with a 50% Employer match of Employees' contributions up to a total not to exceed the IRS limit.
- **Bargaining Team:** Todd Friend and Russell Swanson aided by POLC Labor Rep. Ed Hillyer.



Wyoming Command Unit

- **New four-year agreement** expires June 30, 2019.
- **Wages:**
 - 2.25% effective July 1, 2015.
 - 2.75% effective July 1, 2016.
 - 2.5% effective July 1, 2017.
 - 2.25% effective July 1, 2018.
- **Language changes:** Change all reference of Police Chief to Director of Police and Fire Services. Change reference of City to Employer. Update formatting in pension, health care, and dental provision to make it easier to read.
- **Fringe Benefits:** Effective Jan. 2, 2016, Sick Leave will be recorded in a "new Sick Leave bank." An Employee who has a Sick Leave balance on Jan. 1, 2016 shall have Sick Leave hours recorded as "old Sick Leave bank." Employees shall not be permitted to accumulate additional hours in the "old Sick Leave bank" after Jan. 1, 2016. Employees may use "old Sick Leave bank" after exhausting the "new Sick Leave bank." Employees shall receive one hour of pay for each two hours of accumulated Sick Leave in their "old Sick Leave bank" and in their "new Sick Leave

Law Enforcement Memorial

Continued from page 4

igan e-Store" link where you can make a donation. Offline donations by credit card can be made by calling (517) 241-4083 or checks or money orders can be sent to: The Michigan Department of Technology, Management and Budget Financial Services, Cashiering Unit Law Enforcement Memorial P.O. Box 30681 Lansing, MI 48909-8181.

The MLEOM Commission, which organized in 2004, includes four survivors of law enforcement officers killed in the line of duty, a police chaplain, a representative of the attorney general, and a representative of the state treasurer. The Legislature directed the commission to oversee the financing, design and construction of a memorial monument dedicated to law enforcement officers who have died in the line of duty. ♥

For more information on the Michigan Law Enforcement Officers Memorial Monument fundraisers and to donate, visit www.mleom.org

bank" upon termination of employment, retirement or death after 10 years of employment." The "new Sick Leave bank" has a maximum payoff of 200 hours (accumulation of 400 hours or more). Effective Jan. 1, 2016, the maximum payment from the new Vacation bank is two year entitlement. Old bank will be paid in full. Previously three years maximum could be paid out.

- **Health Care:** Allow Employer to explore and offer alternative health care plans. Increase co-pays: Office visit from \$10 to \$20; specialist \$20 to \$30; urgent care to \$100 with maximum of two imaging co-pays per year; optical increase from \$75 to \$130 for replacement of damaged or broken in line-of-duty frames.
- **Retirement:** Effective July 1, 2015 Employees shall contribute by payroll deduction an additional 1% of their gross pay toward the DB pension plan for a total Employee contribution of 4.59%. Effective July 1, 2016, Employees shall contribute by payroll deduction an additional 1% of their gross pay toward the DB pension plan for a total Employee contribution of 5.59%.
- **Bargaining Team:** David Hunt, John McCaw and Joe Steffes aided by POLC Labor Rep. Ed Hillyer. ♥

Traffic App threat

Continued from page 3

law enforcement, since the service necessarily monitors their location continually as long as it's turned on.

Another police union leader Jim Pasco, said his organization has concerns, too. "I can think of 100 ways that it could present an officer-safety issue," Pasco said. "There's no control over who uses it. So, if you're a criminal and you want to rob a bank, hypothetically, you use your Waze."

This is not the first time law enforcement has raised concerns with these types of apps. In 2011, four U.S. senators asked Apple to remove all applications that alert users to drunken driving checkpoints. Nokia removed the sobriety check tracking function of one of the most popular apps, Trapster, according to Trapster founder Pete Tenereillo. Trapster was discontinued last year due to Waze's popularity. ♥

WELCOME ABOARD

The Police Officers Labor Council welcomes the following new units



Unit	Former Affiliation
Bloomfield Hills PSO	POAM
Bloomfield Hills Dispatch	POAM
Huntington Woods PSO	POAM
Grand Blanc DPW	POAM
Grand Blanc Administration	POAM
Genessee County 911	POAM
Clio DPW	AFSCME

**Law Enforcement
Education Program (LEEP®)**
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Troy, MI 48083

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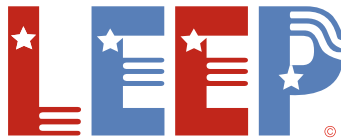
Address Service Requested

LEEP provides free program to share stranger danger techniques with elementary students

Elementary teachers across the nation have the ability to help their students avoid becoming victims of abductions through a completely free program offered by Law Enforcement Education Program (LEEP).

All it takes is one phone call to receive this award-winning public safety program. "Kids, Don't Go With Strangers" presents a crucial child safety message in a non-threatening, highly effective manner designed for younger elementary children. The LEEP program was re-launched with new multi-media materials – including an instructional coloring book and sing-a-long audio CD.

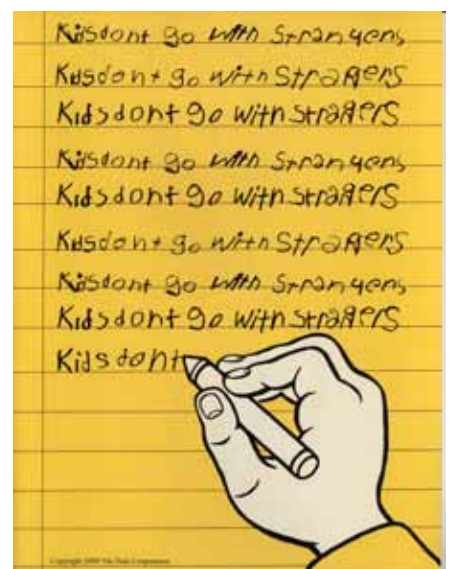
Every year, thousands of non-family abductions are reported to police, most of which are short-term and sexually motivated. These sexual abductions have serious life-long emotional and social implications. About 6 percent of cases involve children being murdered, ran-



somed or taken with the intent to keep. Helping children safely escape when a stranger approaches is the mission of "Kids, Don't Go With Strangers," which was implemented nationwide following a rash of child serial slayings in the 1970s.

Education can mean the difference between a child being abducted and being spared from harm. Administrators are urged to use this free program while supplies last!

Simply make a toll-free phone call to the LEEP Program Office at (800) 451-1220 or mail a letterhead request to LEEP Program Office, 28091 Dequindre #303, Madison Heights, MI 48071 to obtain "Kids, Don't Go With Strangers" materials. School administrators should send the K-1 enrollment count to assure each child receives a color-



ing book and each corresponding teacher gets an audio CD to play in the classroom.

For more information and to listen to the sing-a-long CD, visit www.leepusa.com and click on the "Kids, Don't Go with Strangers" tab. ❤️