

The Police Officers Journal



VOLUME 25, NUMBER 1 - WINTER 2015

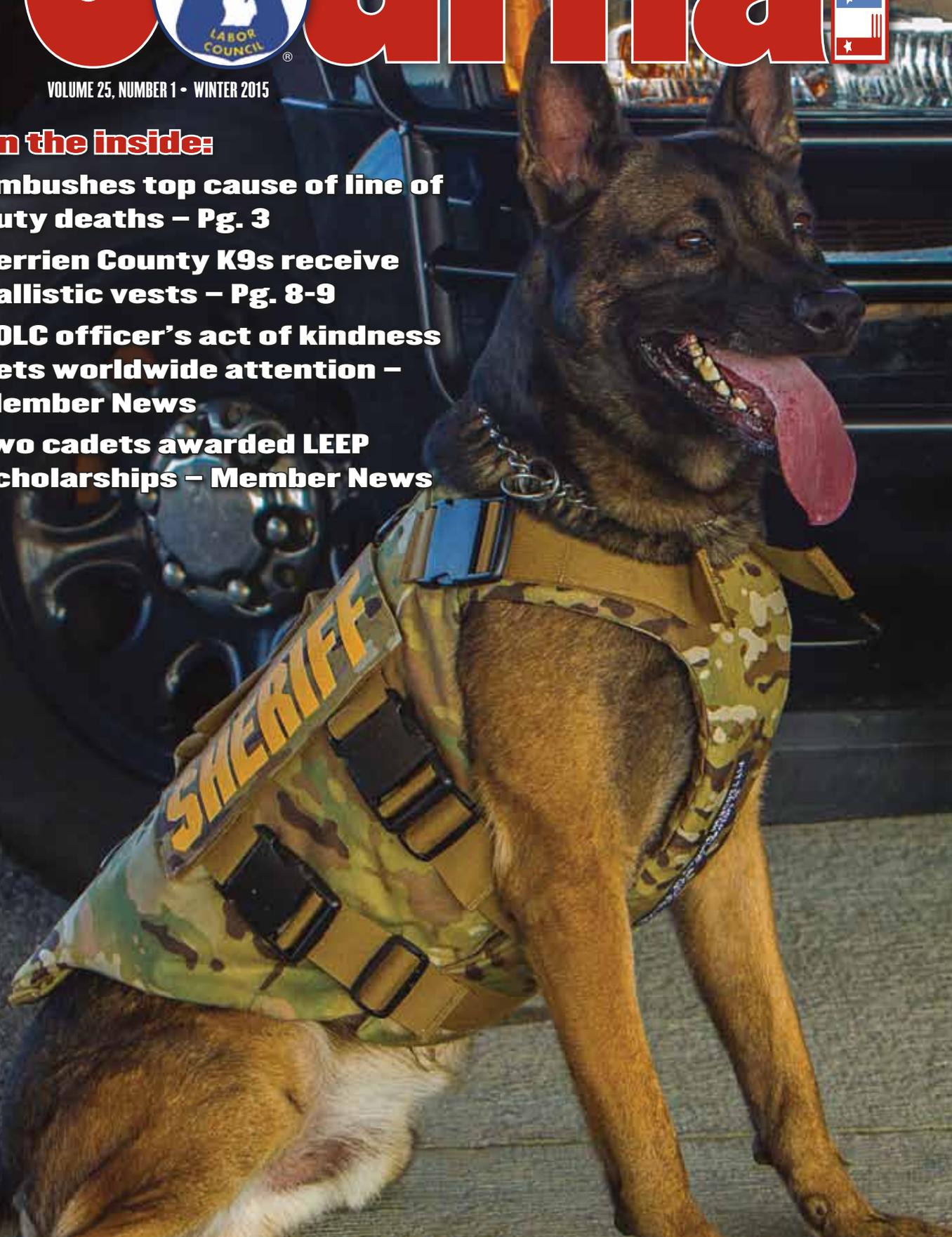
On the inside:

Ambushes top cause of line of duty deaths – Pg. 3

Berrien County K9s receive ballistic vests – Pg. 8-9

POLC officer's act of kindness gets worldwide attention – Member News

Two cadets awarded LEEP scholarships – 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

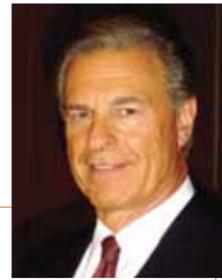
Detroit PD (Retired)

PUBLICATIONS

Fred LaMaire

Body Cameras — Will they be mandated?

— By Richard Weiler, Director



I don't have to elaborate on recent events that have captured the national media's interest lately concerning arrests made by police and their outcome. It seems the media and certain groups have focused on police having body cameras as a means of recording interaction between officers and the public. In their view, body cameras would have shown that police actions were not warranted in these cases.

Well the same was said when police vehicles were equipped with cameras. Those cameras, in fact, have sustained officers in their actions.

Term-limited State Rep. Tom McMillin (R-Rochester Hills) introduced HB 5970, which mandates body cameras. That proposed bill, as written, died in December without a hearing. This issue, however, by no means will be going away.

To show how some uninformed legislators view this matter, I will recap what HB 5970 stated. Remember, this legislature is not alone in some of these views. Here's what this proposal includes: law enforcement officers are required to wear body-worn cameras and record the events that occur while they are on duty, continuously recording, and making their best effort to record interactions with individuals. One may temporarily stop recording when engaged in a personal matter, personal conversation, or using the bathroom.

The proposed legislation goes on by saying the officer shall read, agree to, and sign a written waiver of consent and acknowledgement of the requirements of this act and related policies of the agency one is employed by. When it's practical to do so, the law enforcement officer should notify individual(s) they are being recorded. Further, when entering a residence under non-exigent circumstances, law enforcement officers are to ask residents if they want to be recorded. The legislation requires officers to record or not record per these wishes.

Departments are to retain camera recordings for two weeks unless the following occur: (a) incident involves use of force, (b) detention or arrest of an individual, or (c) a request for the recording is made. In those cases, the video and audio must be retained for three years.

The employing agency is to post on its website its policies relating to this issue as well as requests for retention for recordings and copies of recordings. For criminal prosecutions, if evidence shows more time is needed than prescribed for record keeping, then it can be retained for a longer period of time. Individuals whom may request copies of a camera tape include; individual subject of the recording, person who's property is seized or damaged, legal guardian for an individual, attorney representing an involved individual — in short it appears any person can request a recording! This failed legislation also states if a law enforcement agency cannot produce the recording in connection with a criminal or civil action, it is a presumption that the recording would corroborate the defendant's facts!

Finally, any law enforcement agency may make a request for the State Police to cover the cost for purchasing equipment or any other expense incurred to implement this act. Good luck there!

Since this term-limited legislature and their types in the media and elsewhere are people we have to deal with, it is imperative we communicate our concerns with legislators prior to any more body camera bills being introduced. There are privacy, legal, and cost issues that were not addressed in HB 5907. Stay tuned . . . those issues will be brought out by us! ❤️

Ambush attacks lead line of duty police deaths

Firearms-related fatalities spiked 56 percent

— Excerpted from National Law Enforcement Officers Memorial Fund (NLEOMF) and National Association of Police Organizations (NAPO)



Law enforcement officers are under attack for simply being in the business of fighting crime and the number of officers killed in ambush-style attacks in 2014 evidences that trend.

Officer fatalities in the U.S. rose 24 percent in 2014, reversing two years of dramatic declines in line of duty deaths, based on preliminary data compiled and released by the National Law Enforcement Officers Memorial Fund (NLEOMF). But even more disturbing is the fact that ambush-style attacks were the number one cause of felonious officer deaths for the fifth year in a row. New York City Police Officers Wenjian Liu and Rafael Ramos were shot to death in December while sitting in their marked patrol car. With the shooting death of Tarpon Springs (FL) Police Officer Charles Kondek, three officers were murdered in less than 24 hours.

"With the increasing number of ambush-style attacks against our officers, I am deeply concerned that a growing anti-government sentiment in America is influencing weak-minded individuals to launch violent assaults against the men and women working to enforce our laws and keep our nation safe," said NLEOMF Chairman and CEO Craig W. Floyd. "Enough is enough. We need to tone down the rhetoric and rally in support of law enforcement and against lawlessness."

Fifteen officers nationwide were killed in ambush assaults in 2014, matching 2012 for the highest total since 1995. According to the NLEOMF report, 126 federal, state, local, tribal and territorial officers were killed in the line of duty this year, compared to 102 in 2013.

The National Association of Police Organizations (NAPO) sent a letter to President Barack Obama and Attorney General Eric Holder requesting their public support of police officers. "Until and unless you reverse course and take action against these killers and the violent and lawless mobs that support them, unless and until you are just as swift in effectively protecting our police as you have proved to be in doubting them, there will be more officers killed," wrote NAPO President Thomas Nee. "Both of you men have pledged your strong support for law enforcement. Now more than ever our men and women in uniform need that support to be shown in a very open way."

The number of officers killed by firearms in 2014 (50) was 56 percent higher than the number killed by gunfire in 2013 (32). Forty-

nine officers were killed in traffic-related incidents this past year, an 11 percent increase from 2013. Of these 49 officers, 35 were killed in automobile crashes, nine were struck and killed outside their vehicle and five officers were killed in motorcycle crashes.

Twenty-seven officers died due to other causes, including 24 who suffered from job-related illnesses — such as heart attacks — while performing their duties; one officer was strangled to death; one drowned; and one officer was killed in a fire-related incident.

In 2011, officer fatalities spiked to 171, which led to a number of new initiatives and policy changes aimed at promoting law enforcement safety. The result was a sharp decline in line-of-duty deaths to 123 in 2012 and 102 last year — the lowest fatality figure since 1944. The deadliest year ever for law enforcement was 1930 when 300 law enforcement officers were killed in the line of duty. The deadliest single incident was the terrorist attack on Sept. 11, 2001, resulting in 72 officer deaths. There are more than 20,000 names of officers killed in the line of duty inscribed on the National Law Enforcement Officers Memorial in Washington, DC, dating back to 1791.

During the past year, more officers were killed in California (14) than any other state; followed by Texas (11); New York (9); Florida (6) and Georgia (5). Six officers killed in 2014 served with federal law enforcement agencies; two served with correctional agencies; two were tribal officers; and one was a military officer. Three of the 126 fatalities were female.

"We issue this report each year as a stark reminder that some 900,000 sworn law enforcement officers go out each and every day putting their lives on the line for our safety and protection," Floyd said. "These brave men and women are willing to lay down their lives for us. The least we should do is honor and remember their service and sacrifice, support their families and do all that we can to make it safer for those who continue to serve." ❤️

The statistics released by the NLEOMF are based on preliminary data compiled and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2015. For a complete copy of the preliminary report on 2014 law enforcement fatalities, go to: www.LawMemorial.org/FatalitiesReport.

Employees cautioned about LEIN system misuse

— By Jennifer Foley, POJ Editor

Police officers and dispatchers are well versed in the legal use of the Law Enforcement Information Network (LEIN) system and know misuse of it is a crime and can result in discipline, termination and even criminal prosecution.

According to PA 163 of 1974, “A person shall not access, use, or disclose nonpublic information governed under this act for personal use or gain.” It also states, “A person shall not disclose information governed under this act in a manner that is not authorized by law or rule.” That statute establishes a policy council within the Michigan State Police (MSP) that writes LEIN use policy and rules.

But while Employers are required to train officers and dispatchers in the correct and legal way to use the system, it is not uncommon for employers to make light of the illegal use of LEIN, said POLC Labor Attorney Brendan Canfield.

POLC Labor Attorney Tom Zulch, a former Berkley Police Officer, recalls spending about 10 minutes taking a LEIN test after reviewing the answers. He said this easy-going attitude could lead employees to falsely believe a violation of LEIN use will not have serious repercussions. “No one’s going to fail that test going in - it’s not taken seriously, but when there is a LEIN violation the employer might take it seriously suddenly,” Canfield said.

A person who “intentionally violates” LEIN laws or policy “is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$500 or both.

“In many instances, when there’s a LEIN violation, many employers understand that the LEIN violation, despite being technically a criminal misdemeanor, just isn’t that big of a deal. The employer might give the employee a slap on the wrist with a written reprimand,” Canfield said. “The officer should know some LEIN violations

are a big deal, but sometimes people violate LEIN on accident.”

He explained that a driver could ask if his license is suspended and if the officer looks it up to do him a favor, the unwarranted LEIN use could be used against the officer. This is especially true when an employer is looking for a way to discipline an employee. Canfield said sometimes employers use LEIN violations coupled with other allegations and rule violations to terminate employees.

“The problem is that there are cases where an employer wants to retaliate against an employee,” Canfield said. “In these instances, the employer might trump up even a relatively innocuous LEIN violation, done with intent to harm or harass anyone, to make them seem much more serious than they are. Employers then might go on a fishing expedition and search years of the employee’s LEIN inquiries to look for additional violations.”

“One employer might just give you a slap on the wrist for it,” however, Canfield said, “If you’re in the midst of an employer trying to get rid of you, they will tack that on to try to fire you or they’ll give you more discipline than you really deserve for that.”

Another problem that can arise is an inexperienced arbitrator may uphold these violations because of testimony from MSP representatives at disciplinary arbitrations. The employer is required to notify MSP if they become aware of a LEIN violation and MSP determines whether there is a LEIN violation. “The employer will ask questions and MSP will say stuff like it’s a criminal violation to make it sound as bad as possible,” Canfield said. “The lesson is that, even though LEIN training may not be taken seriously by the employer, that doesn’t mean the employer won’t suddenly take the LEIN rules very seriously to support discipline.”

“There’s always the threat that the

State Police has the authority to pull the LEIN system from the department. That’s part of the statute, but like in one case where we got a reduction, the State Police admitted they’ve never pulled anybody’s LEIN system,” Zulch said. “It would completely interfere with any of the work they’re trying to do, but there’s always that threat. The chiefs like to point that out when they discipline but it’s not reality when it comes down to it.”

POLC LEIN CASES

An Oakland Community College Officer searching for a student wanted on a felony warrant went to a class where the student was expected to show up. The student was not there so the officer mentioned to the professor that the student had a felony warrant and he should advise them if he shows up for class. “That’s releasing LEIN information to a third party,” Zulch said. “You would think you’d want to warn a professor,” however, Zulch said, “It’s a violation.”

The OCC officer was given a suspension, which the POLC grieved and it was later reduced to a written reprimand.

An employee of the Allegan County Sheriff’s Department was terminated for LEIN violations, which occurred several years prior. The 18-year Deputy Sheriff received written reprimands and suspensions for various violations. She was accused of running nine LEIN checks over several years on a friend of hers who wanted to make sure he had an accurate application for military purposes. The officer also ran LEIN checks twice on the man’s girlfriend.

“What she did was she knew the guy but ran a criminal history. She didn’t hide it,” Zulch said. “They didn’t find out until four or five years after she did it and they still fired her. They had other issues with her and she had quite lengthy discipline.

The LEIN violation was the main charge that everything surrounded.”

A Saugatuck-Douglas Police Officer had his 14-day suspension reduced to a 7-day suspension without pay and benefits by an arbitrator. The officer was suspended because he ran a LEIN check on a friend of his brothers after the man in question left a note threatening suicide. The man was missing and he was tracked to the shores of Lake Michigan and there was concern he had drowned himself. His brother was also concerned that his friend

may have had some warrants for his arrest and didn’t know if he could get into trouble by being in the man’s presence. The officer ran a LEIN check on the suicidal man and found out a LEIN was already entered because he was a missing/endangered person and potentially armed. He also discovered there were no outstanding warrants for his arrest, which the officer notified his brother about.

The arbitrator ruled that since the officer disclosed LEIN information to a third party, his “actions violated state law and the em-



Brendan Canfield

Tom Zulch

ployer’s policy.” However, the arbitrator said, “He clearly was motivated by humanitarian objectives. Stated another way, he did not access the LEIN out of idle curiosity, but rather to go to the aid of a man who was threatening suicide.” ♥

Unions support mandatory seat belts, body armor

— By Jennifer Foley, POJ Editor, with excerpts from Labor Relations Information System (LRIS)

Saving police officers lives is what prompted the nation’s largest police unions and a national coalition of police chiefs to make mandatory the use of body armor and seat belts for all law enforcement agencies.

The accord, the first of its kind between labor and law enforcement leaders, was reached in November amid reports that large numbers of officers die in shootings and traffic accidents without the basic protection of bulletproof vests and seat restraints.

Despite the fact that traffic-related incidents were the leading cause of officer deaths in 13 of the past 15 years, according to the National Law Enforcement Officers Memorial Fund, about half of officers do not regularly wear seat belts.

During the past three decades, 42 percent of police killed in auto accidents were not wearing seat belts, according to a National Highway Traffic Safety Administration review. Law enforcement officers wear their seat belts about 50 percent of the time, well below the 86 percent rate of compliance among the general public.

In fatal shootings, 36 percent of officers killed from 2003 to 2012 were not wearing

body armor, according to FBI statistics.

“It is our responsibility to do everything we can to reduce officer fatalities and improve safety,” said Philadelphia Police Commissioner Charles Ramsey.

Ramsey, president of the Major Cities Chiefs Association, which represents the largest agencies in the nation, said the agreement is a breakthrough in law enforcement labor relations that has been years in the making. Officers’ union leaders needed assurance death benefits would not be withheld as part of sanctions in cases where officers failed to comply with mandatory armor and seat belt policies.

“NAPO supports this because, simply stated, more officers will stay alive through wearing their body armor and seat belts. It is important to emphasize, however, that ‘mandatory use policy’ does not equate to ‘zero tolerance enforcement’ nor does it equate to ‘mandatory punitive discipline,’” said National Association of Police Organizations (NAPO) Executive Director Bill Johnson. “NAPO was concerned because the federal law which provides for death benefits to state and local officers’ survivors, the Public Safety Officers Benefits Act (“PSOB”) says widows and

orphans can be denied benefits if the deceased officer contributed to his or her own death by gross negligence or reckless behavior. It had been reported to us that the U.S. Department of Justice (DOJ), which administers the PSOB, was considering the driving behavior of deceased officers in their decision whether to award death benefits to survivors. The U.S. DOJ also had put in place a requirement that local agencies which used federal dollars to help purchase body armor had to adopt a mandatory wear policy. These actions led NAPO to strongly and publicly advocate for an explicit policy statement that the failure to use seat belt or body armor would not deprive the officer’s survivors of their death benefits.”

A rising number of agencies have already implemented mandatory policies. Those rules have been met with resistance from some officers, who say armor is too uncomfortable, especially in hot weather, and seat belts slow their movement in and out of patrol cars, easily becoming entangled with utility belts and holsters.

“A culture has developed in policing that just being an officer means that you don’t

Continued on page 11

Police departments around nation are having trouble filling ranks

—By Jennifer Foley, POJ Editor, with media excerpts

Reductions in wages and benefits and the looming threat of layoffs have caused many considering careers in law enforcement to take a second look at their options.

During a National Association of Police Organizations (NAPO) labor and management roundtable discussion in November, law enforcement leadership discussed the latest trend of young people not viewing policing as a long-term career goal partially due to the lack of compensation and benefits.

Large police departments in Los Angeles, New York and Chicago are working harder at recruitment and drawing fewer applicants. In Seattle, Washington applicants dropped more than 90 percent. A decade ago, there were 3,000 applicants for 10 openings with the Seattle Police, according to the department. Now there are 1,000 applicants for 70 positions.

In smaller cities like Leesburg, Virginia, the number of applicants to the police department has dropped 90 percent over the past five years, and Reno, Nevada, which reported a decline of 50 percent since 1997. According to the International Association of Chiefs of Police, the median starting salary for a new officer is \$39,000; in smaller departments it is just \$30,000 to \$32,000. Rick Baily, the city recruiter in Reno, where a new cop earns \$34,000 a year, says he emphasizes the lower cost of living and less stressful work to prospective recruits, but he admits it can be difficult to convince them.

“Cadets feel there’s a greater likelihood of job security in larger agencies,” said Charles Craft, Macomb College Manager of Basic Police Training.

In Michigan, since property taxes are tied to funding for municipalities, the cutbacks were staggering with the economic recession, which began in 2007. Now with the economy on the rebound, last year 600 law enforcement positions in Michigan

went unfilled, according to a 9and10news.com article.

“The positions are open but the wages are still down,” said POLC Executive Committee member Tom Wilk, Macomb College Police Department Captain. “Here in Michigan the further north you go, the lower the wages because there’s not the tax base. The old serve and protect is old school — I still believe in that, but the younger people now want wages and benefits and you can’t blame them.”

While enrollment isn’t down at Michigan police academies like it is in other parts of the country, the number of pre-service cadets is limited. “What people don’t realize is, in the entire state of Michigan, regional police academies only graduate about 600 pre-service cadets a year,” Craft said. “You have all those police departments really competing for those people.”

The big three police academies: Oakland, Western Wayne at Schoolcraft Community College, and Macomb graduate close to 200 of them. “I’m still seeing a lot of really great recruits coming here, but certainly you eliminate the pool of great applicants when you cut back on pay and benefits,” Craft said. “They forget how important it is that we get really good people in this job. Private industry has accepted that fact that you have to pay good to get good people.”

STRINGENT REQUIREMENTS

Candidates must pass demanding physical and psychological tests, have a drug-free history, and pass a rigorous background check. Many departments administer polygraph tests and have been raising requirements for new recruits, now requiring two to four years of college or military service, when previously a high school diploma would have been sufficient. The Seattle Police Department has doubled the number of hours of academy training for recruits in recent years.

“By the time they get a four-year de-

gree, they’re going to go someplace else,” Wilk said. “When you cut their benefits and don’t reinstate them people are saying, ‘I can’t go to work there; there’s not enough money.’”

And some 20 percent of those who do apply have significant background issues preventing them from getting the job, Craft said. “It’s a very cursory background check here at the academy level, but agencies typically have standards much higher than that,” Craft said. “Personally, I think the standards need to be high, especially when you’re considering what we’re asking them to do. When you’re going to entrust your home and family to somebody, you want that to be a good person. Once the police officer is on the job and they’re vested it is very, very difficult to let someone go.”

INCENTIVES

In recent years, many officers have opted to take early retirements, leading to a large exodus in many cities that have little to offer future officers. The Los Angeles Police Department’s last major recruitment drive took place over 20 years ago, and those officers are now eligible for early pensions. The department estimates it loses five police officers a day to retirement, out of its force of 9,400.

“In a lot of your departments, when they start losing benefits, they retire to keep their benefits (under the old contract),” Wilk said.

Many cities are getting creative with incentives to entice future police officers and retain existing ones.

Albuquerque, New Mexico has lost almost 19 percent of its police force, 200 officers, over the past 4-1/2 years and police officials are warning potential retirements could cause a 25-year low by May 2016. To combat that trend, the City Council decided to give officers bonuses for every year they postpone retirement. The proposal provides \$6,000 or \$12,000 to officers who postpone retirement for a year,

depending on their tenure.

Albuquerque Mayor Richard Berry is a vocal supporter of the proposal, which will go to him for final approval. He said City Hall could lose 200 more officers to retirement over the next two years; a potential loss he says is driven by coming changes to New Mexico’s government retirement system.

In South Bend, Indiana, there were some 16 empty officer positions in October. To fill those positions, the city is offering up to \$750 in a tiered payment system based on college education. An officer could receive an additional \$100 every year after he or she signs a contract with the department. Any active duty officer can also receive \$500 for recruiting another officer to South Bend. Current police officers will also be receiving pay increases to help with retention rates.

“We haven’t gotten to the point here in Michigan where we see those kinds of incentives being paid here to people, but it’s incredible the number of recruiters coming in here and what our placement rates are,” Craft said of the 90-percent rate last year. “When I first came here in 2010, we couldn’t find jobs for people. Now many of these cadets are having multiple job offers.”

Wilk said job security is an incentive and recruits should look to municipalities that have recently passed a millage for police funding. “If your tax base isn’t there, you’re hurting,” Wilk said. “If you don’t pay, you’re not going to have anybody.”

Craft said departments with defined benefit (DB) contribution plans and retiree healthcare have the upper hand. DB plans take the number of years worked multiplied by a certain percentage to come up

with an individual’s pension amount. “Many departments have eliminated retiree healthcare. All pension systems have been scaled back tremendously,” Craft said. “(Applicants) gravitate toward ones with more secure traditional pensions.”

Those that cut back may see immediate gains, but long term losses, Craft said. “It relieves them of any legacy costs, but I am still convinced it will have a detrimental effect on law enforcement in the long term,” Craft said. “You’ll get what you pay for eventually. We’re going to find a lot of job jumping.”

PRE-CERTIFIED, A THING OF THE PAST?

Most agencies have stopped sponsoring cadets, who were pre-hired by departments after background checks and had their police academy training paid in full by

Continued on page 11

Newark residents told not to call police

— Excerpted from NJ.com

Don’t call police with complaints of simple assaults, criminal mischief and harassment. Take it to court instead. That’s what Newark, New Jersey residents are being told to do in an effort to keep more officers on the streets.

In an Oct. 23 memo, Chief Anthony Campos informed officers that they should refer any victim complaining about these and other minor offenses to file complaints in municipal court, rather than creating a formal report themselves. The strategy was instituted “in order to streamline operations and make better usage of police resources” Campos wrote in the memo.

Union President James Stewart Jr. called the policy “another example that we don’t have enough cops out on the street to get the job done. It’s the administration trying to do they best they can with the manpower they have.”

Stewart said the department’s roughly 800 officers struggle to keep pace with calls during their shift, sometimes causing residents complaining about break-ins or other disturbances to wait hours before speaking with an investigator. “We just keep losing guys. Nobody is ever added,” he said. “There’s not too many places, I don’t think, where you call the police and they show up and just refer you to somebody else.”

The measure also covers disorderly persons offenses such as improper behavior and offensive language, as well as complaints about bad checks and false information provided to police. The new procedure allows for exceptions for any crime that involves domestic violence or could constitute the level of an indictable offense.

In a statement, the department said the practice of referring certain types of com-

plaints to court was “not new” and instituted in order to keep more officers actively on patrol. “We are not curtailing complainants’ wishes to file complaints at the precinct level but are affording perspective complainants the opportunity to fast track their complaints by filing themselves,” according to the department.

Mayor Ras Baraka and other officials have acknowledged a need for more police officers. Baraka has removed officers from specialized units and behind desks and put them out on the streets and added 35 new officers in September. He recently announced a proposal to cut overtime, detective stipends and other payments to hire 65 new officers, but the idea has sparked a debate between Baraka and the Union, which is renegotiating its contract with the city. ♥

Berrien K9s are among first to receive ballistic protection armor

— By Jennifer Foley, POJ Editor



Photos by Berrien County Sheriff's Lt. Steve Campbell
Berrien County Sheriff's Department K9 team includes from left Deputy Thomas Dyer with K9 Pokky, Deputy Jason Haskins with K9 Rico and Deputy Brandon Crosby with K9 Nero.

Berrien County Sheriff's Department is leading the way to making their K9s safer by providing their police dogs with life saving ballistic vests.

The Berrien County Sheriff's Department K9 unit is part of a nationwide effort to equip the animals. Nero and Pokky got their ballistic vests through a \$335,000 Groupon Event program to provide 350 police dogs with the bullet and stab protection. The vests, which cost \$950 and are sized to fit individual dogs, were received in November.

"I have not heard of any other agency by us that have these vests for the dogs," said Sheriff's Deputy Brandon Crosby.

The "Occasions" campaign for Groupon Grassroots to outfit police K9s with bullet and stab protective vests ran February 15th through March 5th, 2014. Vested Interest in K9s Inc. was the nationwide non-profit organization and charity partner selected to participate. All vests will be embroidered with the sentiment, "In Memory of K9 Rocco, Pittsburgh Police Department," the K9 who died in the line of duty in January 2014.

"My understanding is this was a grass-

roots effort in memory of a K9 in Pittsburgh who died there," said Berrien County Undersheriff Chuck Heit.

Crosby heard about the vest program while training at Vohne Liche Kennels in Indiana. Crosby is the K9 handler for Nero, a 3-year-old Belgian Tervuren from the Czech Republic trained in the detection of explosives, tracking, and apprehension.

"Our plan is just to train the dogs with the vests on and see how they respond," Crosby said. "I want to be able to do detection stuff with him too so he's comfortable wearing it. I want him to be able to find the bombs and not be distracted by the vest."

Pokky, a 4-year-old Belgian Malinois from Holland, is trained in the detection of narcotics, tracking, and apprehension. Pokky is currently partnered with Deputy Thomas Dyer. The department has a third K9 dog, Rico, an 8-year-old Belgian Malinois, who they hope to procure a vest for in the near future.

"They had said down the road they may be able to supply a vest for our third canine as well," Heit said. "This was a grant by charitable organization. It's kind of a neat deal."

Heit said some people argue the vests are not effective. "Obviously a dog goes in head first," Heit said. "Some people argue they can get shot in the head."

But Heit and Crosby said the same argument can be made for police officers and ballistic vests are very effective in saving their lives. "We don't typically wear helmets," Crosby said of police officers. "and for all intents and purposes the dogs go in head first, but when (officers) go into these situations our heads are unprotected."

Besides, Crosby said, the dog has to have its nose and mouth unencumbered to do its job. "If somebody does shoot at our dog, we train for that at the kennel."

Officers will have to monitor how well the dogs handle wearing the vests in warmer weather. "They may not have (the vests) on all the time," Heit said.

Crosby said the vests would not be used for typical patrol work or crowd control, but rather in situations where police are tracking someone or searching a building. "It kind of inhibits their movement," Crosby said. "It's one of those things we're going to have to experiment with because training will be the telltale sign in the summer-

time. We will most likely use them in situations where we know someone's inside building and don't know if they're armed." But when someone is running from a traffic stop, the vests might not be put on because time is of the essence.

"I'm going to use it in more situations where I know there is a threat and a real possibility of my dog getting injured," Crosby said. "We have our own tactical response team. There are situations we send the dogs into that are dangerous. Rather than send a team of guys, we send a dog with better hearing, vision, smell and they're faster than us and they can make the situation safer for everybody. We can send the dog and give him the protection. We want our dogs to be just as safe doing their jobs as we are." ❤️

Vested Interest in K9s Inc. a 501c(3) organization is still accepting donations through their website: www.vik9s.org and via mail P.O. Box 9 East Taunton, MA. 02718. There are an estimated 30,000 police dogs throughout the United States. Through private and corporate sponsorships, Vested Interest in K9s, Inc. provided over 1,100 law enforcement dogs in 39 states with protective vests since 2009. A 2015 color calendar is also available for \$15.00 with proceeds going to providing K9s with vests.



Deputy Brandon Crosby with Nero.



Nero sports his new bullet and stab resistant vest.

Pokky wears the ballistics vest honoring a K9 killed in the line of duty.

Officer's act of kindness gains worldwide notice in media

—By Jennifer Foley, POJ Editor with excerpts from fox17online.com and Detroit Free Press

Emmett Township Department of Public Safety Officer Ben Hall was just doing what officers all over the country do everyday when he opted to buy a booster seat for a woman instead of handing her a ticket. But unlike other officers who don't receive public recognition for their acts of kindness, news of this POLC officer's good deed has spread worldwide.

"We have had 80,000 hits on our Facebook page and 300 comments," Emmett Township Lt. Tony Geigle said. "We have had calls from Tennessee, Chicago, Denmark and the United Kingdom."

Hall has been contacted by the "Ellen DeGeneres Show" and information about his traffic stop has been on NBC's "Today" show and "Nightly News," CNN and Fox. Hall even did a radio interview with a Detroit station. "I have never seen anything

to this extent," Geigle said.

Hall, 31, was alerted to a woman driving a vehicle with a child not properly restrained in a booster seat Oct. 3. He saw the vehicle drive past him and pulled the vehicle over and spoke with the child's mother, Alexis DeLorenzo and her 5-year-old daughter, who was in the backseat wearing just a seatbelt.

"When I spoke to (DeLorenzo) she was very forthcoming and knew that the child should be in a booster seat," Officer Hall said. "She admitted that she was wrong and that she had recently fallen on hard times." She said her car was repossessed and the car seat was inside and the holding agency would not return it to her. DeLorenzo, whose husband was recently diagnosed with cancer and is not working, said she could not afford to buy another one.

"I knew right away that I wasn't going to write a ticket," Hall said. "That solves nothing. This young mother already has enough financial difficulties. A ticket doesn't get the kid a booster seat."

Normally, a law enforcement officer may refer the individual to traditional aide services, but since it was a Friday night and those agencies were closed for the weekend, Hall took matters into his own hands. He asked the mother to meet him at a nearby Walmart in Battle Creek where he bought the girl a booster seat.

Hall said memories of children killed in accidents contributed to his action. When they were choosing a seat, Hall said, "She (the daughter) ran up to it and hugged it and said I like this one. It was the easiest \$50 I ever spent."

"He could've given me a ticket; he could've done a million different things,"

DeLorenzo said. "But instead he did something to help me. He made it possible for me to make sure my daughter is always safe. That to me is priceless."

DeLorenzo said she typically borrowed booster seats from friends. "I pulled a different shift that day, he (Hall) was pulling overtime. Normally I wouldn't pick my daughter up," she said. "If you look at all the circumstances about why we met that day, there's something bigger there."

"People often misunderstand or don't realize that actions like this happen more frequently than what you realize," said Emmett Township Police Chief Mike Olson. "He weighed everything out and asked, 'Is it better to write her a ticket or ensure the child's safety.' I thought it was a well thought out decision."

"It was something that police officers do a thousand times a day across the country and 99 percent of them have no recognition," Hall said. "I'm certainly not the first and I guarantee not the last."

Hall recounted the stories of a police officer in Denver who bought an elderly lady a door and installed it after her house was broken into and a New York Police Officer who bought a homeless man a pair of shoes. He wondered why his act of kindness received so much attention until he received a call from a fellow officer.

"He said something that will stick with me the rest of my life: 'For whatever reason, they have chosen this to highlight law enforcement,'" Hall said the officer told him. "This attention is no longer about me; it's about law enforcement and the chance that we can have a positive image."

"There's so much bad press in the news lately, people need something to look forward to," DeLorenzo said. "I initially called our local newspapers to get him recognition."

She also posted a statement on the Emmett Township Facebook page. "This officer has changed my life, not just because he purchased a car seat for my 5 year old,



Photo courtesy of Walmart
Emmett Township Police Officer Ben Hall bought a car booster seat for a woman he had pulled over when she told him she couldn't afford it.

but because he has opened my eyes and has given me hope."

"If I can change the perception of the view of law enforcement at least to those two people," Hall said, "I think that's the biggest compliment someone can give me. It's a humbling experience." ♥

A little known fact about PA 322

—By Jennifer Foley, POJ Editor

HB 5097 (amended to PA 322) was hailed as a victory for Act 312 employees, allowing Michigan Police Officers and Firefighters to receive full wages and benefits agreed upon in contract negotiations. However, public safety unions have identified a little known fact, which could change the outcome for some.

The rules change a bit when an employer opts out of PA 152, the Health Insurance Contribution Act. That Act requires employers to choose between paying 80 percent of health care costs while employees pay 20 percent or the Hard Cap, in which employees pay the cost that exceeds the cap established by law to purchase health insurance.

PA 54 of 2011 amended the Public Em-

ployment Relations Act, which had 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, vision, prescription, or other insurance benefits under the contract that occurred after the expiration date.

PA 322 **exempts** Act 312-eligible employees from those provisions and allows employees to bargain for retroactive application of a wage or benefit increase after the expiration of the contract.

The exception comes when an employer opts out of the Health Insurance Contribution Act. In those cases, Act 312-eligible employees are responsible for the cost of health insurance benefit increases after

the collective bargaining agreement expires. However, employees would only have to pay up to what the limit would be under 80/20 or the Hard Cap – they would not pay more than the higher of the two.

POLC Labor Attorney Tom Zulch said this exception would not impact most Act 312 employees since the majority of Michigan employers opt into the 80/20 or Hard Cap.

"If a group opts out and the contract expires employees will pay more for health care if there is an increase in cost," Zulch said. "You are still responsible, but instead of an 100 percent increase, you would pay 20 percent."

Zulch added that the POLC could negotiate to reduce that cost increase even further by seeking retroactivity for wage and benefit increases. ♥

Body Armor *Continued from page 5*

have to wear a seat belt," said Chuck Wexler, executive director of the Police Executive Research Forum, a law enforcement think-tank that helped bring labor and police leaders together. "We need to agree that seat belts and body armor save lives. I think we can actually cut officer fatalities in half."

Houston has the mandatory rules and failure to comply results in a loss of two days' pay. Death benefits, however, are not tied to sanctions. "In those (death) cases, I do not believe in punishing a family that is left behind," said Houston Police Chief Charles McClelland. "With this agreement, enforcement will be up to individual departments, but that enforcement must have consequences."

"NAPO favors an incentive based system, as opposed to punitive discipline," Johnson said. "We believe officers will be more likely to always wear their seat belt and body armor if, they receive a small but meaningful bonus in pay, or if the survivors benefits are increased for their families if the officer, G-d forbid, dies in the line of duty but had their seat belt and/or body armor on." ♥

Filling Ranks *Continued from page 7*

those departments. Now the vast majority of agencies in Michigan require future officers to complete police academies before they are hired.

"I retired from Troy Police in 2009 and we were still sponsoring people," Craft said. "Subsequent to my retirement, they switched over. The last five years in this area, I'm not aware of anybody that will hire you off the street and sponsor you to go to police academy with the exception of a (person training to become a) paramedic, firefighter and police officer."

Craft said creative solutions are needed to boost law enforcement numbers. "To me there are a number of solutions that don't return us to the old systems we had, but yet provide some security to the officers," Craft said, referring to hybrid systems, combining reduced defined benefit plans and 401k's.

Making public safety funding based upon property taxes is a poor system, Craft said. "One thing that gets me is when you look at public safety, 'why should the quality of public safety be tied to the economics of the community?'" he asked. "A city like Detroit has a huge need for police officers and can't afford it." ♥

Kent County officials meet to formulate Ebola response plan

— By Jennifer Foley, POJ Editor with excerpts from mlive.com

While first responders around the nation are concerned about their preparedness in responding to patients who have contracted the deadly Ebola virus, officials in Kent County are taking action.

In October, Kent County leaders brought all the key players together to coordinate an Ebola response to provide patients with immediate care while protecting those who provide that care. Representatives of the Grand Rapids city manager's office, Grand Rapids Police Department, Grand Rapids Fire Department, the Kent County administrator's office, Kent County EMS, Spectrum Health, Mercy Health Saint Mary's, and Metro Health Hospital met to formulate a plan which includes a primary central contact person, proper safety equipment for first responders, and specific procedures.

Kent County officials are re-establishing the Metropolitan Medical Response System, designed to coordinate response to a mass casualty incident. The system is funded by a grant from the U.S. Department of Homeland Security. The funds ran out in May, but the program will be continued, said Lisa LaPlante, health department spokeswoman.

"Knowing who to call before an emergency helps us provide the most successful response we can," said Greg Sundstrom, Grand Rapids city manager.

Local officials say they are monitoring outbreaks in West Africa of Ebola, a severe and often fatal disease. Those at highest risk are health care workers and family and friends of a person who is infected.

"We're blessed to have people in those positions that take their duties seriously and would rather be proactive instead of reactive," said POLC Executive Committee

member Mike DeKam, a Grand Rapids Dispatcher. "I applaud their quick action and their decisions. All of our dispatchers are very concerned about making the responders aware of the dangers to which they're responding. An Ebola patient can potentially be just as deadly as a man with a gun."

As a member of the bomb squad, Grand Rapids Police Lt. Mike Maycroft conducts weapons of mass destruction and hazardous materials training. He represented his department at the meeting. "Obviously we look at the worst case scenario," Maycroft said. That could be a person who just came back from Africa and exhibited symptoms but was refusing help, was wanted on a warrant, or involved in domestic violence. "The entire police department is going through Ebola preparedness training," he said. "We have the proper personal protective equipment and are reminding our officers, through refresher training, how to utilize what we have — including the proper way to disinfect yourself."

"We would never take a prisoner who might have Ebola to jail," Maycroft said. "We discussed with EMS and dispatch how they would even dispatch over the air without causing alarm or concern."

They set protocol based on questions they needed to answer such as whether the disease is airborne, waterborne, or transmitted by contact only. "A lot of it was just getting educated and making sure we were all on the same page. The biggest risk for contracting Ebola is contact with bodily fluid," Maycroft said. "It's still extremely rare. The reality is the flu is probably going to kill 30,000 people this year. Ebola hasn't killed anyone who contracted it here in the U.S."

"It's such a terrible disease and the

problem is you've got to start treating it right away when you first develop symptoms," Maycroft said. "Africa doesn't have the needed medical personnel, supplies, and advanced care we have in the United States."

He said African customs regarding the dead include close contact with the bodies, including cleaning them and kissing them. "Then it spreads to the families. It's extremely sad," said Maycroft, adding the key is educating Africans about proper protective equipment and gear when handling the dead. That requires U.S. medical workers traveling overseas to help them.

"It's really that cooperation between everybody to make sure the ultimate goal is to get that patient the appropriate medical care because the faster you do that the better chance they have to survive," Maycroft said.

It's up to hospital staff to diagnose the patient as being at risk for having contracted Ebola. Then Kent County Health Department and Centers for Disease Control (CDC) are called if it's a positive diagnosis to provide guidance to health care workers. "We can't diagnose people on the street. When they get to the hospital, a blood sample goes to Lansing," Maycroft said. "If that test is positive, a second test needs to be conducted by the CDC."

Once a case is confirmed, communication is key to track down the individuals exposed to the patient. For example if someone living in an apartment complex contracted Ebola, he asked, "Does that now become a HAZMAT scene and who do we put there to secure it?" If an infected person is extremely violent and officers had to fight to subdue that person, they considered what type of protective gear they would wear and how to put it on and

Continued on page 15

LEEP helps academy cadets pay for training

— By Jennifer Foley, POJ Editor

With long, physically rigorous hours and day and night training, most police academy cadets find it's just too difficult to work while completing academy training.

The Law Enforcement Education Program (LEEP) has been making it easier on non-sponsored officers by providing scholarship funds.

The LEEP Award is given to graduating cadets at Michigan police academies in the metro area with the highest overall achievement who have not been sponsored by any police agency. Two awards were recently given to academy graduates.

Macomb Police Academy graduate Edward Jacques, 27, is the most recent LEEP Award recipient. POLC Executive Committee member Tom Wilk, Macomb College Police Department Captain, presented Jacques the \$1,000 scholarship at his Dec. 10 graduation. The award was recently doubled to provide more funding for worthy candidates.

Jacques is a Marine Corps veteran, who entered the Corps in 2004 right after high school. He was deployed to Iraq and served in active combat four years. Upon his return, he completed an Associate's Degree in Criminal Justice at Baker College.

The Memphis, Michigan resident received the award for all around excellent performance, said Macomb Police Academy Director Charles Craft. "He finished 5th in the class (of 34) academically with a final average score of 91. He just did an outstanding job in all of our skills assessments."

To qualify for the LEEP Award, the cadets have to pass the Michigan Commission on Law Enforcement Standards (MCOLES) certification test and meet MCOLES employment standards to become certifiable as a law enforcement officer in Michigan.

Jacques became a squad leader in the academy. "He was just a key member of the class. He interacted well with his fellow cadets and the instructors thought a lot of him," Craft said. "Obviously his military service and the amount of personal discipline he brought to the program and his maturity stood out. He's very dedicated. He worked hard every day. He had a great attitude. I think he displayed to me all the attributes I thought are necessary to be an outstanding police officer."

Jacques is interviewing for positions and going through background investigation. "As bright as he is and physically fit and as determined as he is," Craft said he should have no problem finding an assignment. "I will give him a great recommendation."

Newly hired Southfield Police Officer Dennis Tallon II also received a LEEP Award. POLC Executive Board President Paul Combs awarded the 25-year-old Oakland Police Academy graduate a \$500 LEEP scholarship at his June 20 graduation.



POLC Executive Committee member Tom Wilk, who is Macomb College Police Captain, presents Macomb Police Academy graduate Edward Jacques with a LEEP Award.



POLC Executive Committee Chair Paul Combs presents Oakland Police Academy graduate Dennis Tallon II with a LEEP Award.



Tallon earned the highest overall achievement in his graduating class. "Testing figured into it. His peer evaluations fitted into it," said Oakland Police Academy Director Dick Tillman. "Classmates evaluate each other in communication, appearance and leadership. He did very well in his peer evaluations."

Tallon completed a Bachelor's Degree in Criminal Justice at Madonna University in 2013 and earned a certificate of completion in Homeland Security and Private Security from Madonna. "I've been in martial arts since I was 4 years old. That really got me into the law enforcement state of mind and I've also been a personal trainer so fitness is a huge part of my life," Tallon said.

Tallon was hired by the Southfield Police Department as a cadet on Sept. 29 and sworn in as an Officer on Nov. 7. "In Southfield they hire officers from the cadet program first then you get promoted to officer," Tallon said. "I was not sponsored while going through the academy, but they do sponsor candidates. Police Chief (Eric) Hawkins started as a cadet back in 1990. I was very impressed with the department." ♥

Contract Settlements

Arenac County 9-1-1

• **New three-year agreement** expires Dec. 31, 2017.

• **Wages:**

- 2% effective Jan. 1, 2015.
- 2% effective Jan. 1, 2016.
- 2% effective Jan. 1, 2017.

• **Fringe Benefits:** Any change in Employee's level of longevity shall take effect on the anniversary date of employment.

• **Health Care:** Any full-time Employee hired after Jan. 1, 2011 shall be eligible for single subscriber coverage only. After one year of continuous service, the Employee shall be eligible for two-person or family coverage. This is an improvement in the contract, which previously stated new Employees could not get coverage for their family members.

• **Bargaining Team:** Carrie Stodolak and Dawn Tola aided by POLC Labor Rep. Ken Nash.

Iron Mountain Police Lieutenants Association

• **New three-year agreement** expires June 30, 2017.

• **Wages:**

- 2% effective July 1, 2014.
- 1.75% effective July 1, 2015.
- 1.5% effective July 1, 2016.

• **Fringe Benefits:** Added pallbearer to funeral leave. Added two sworn officers for all transports when traveling outside of Dickinson County. With the Police and Fire Chiefs retired, a Director of Police and Fire Services positions may be added or a Chief for each Department, as well as an assistant. That assistant would be a First Lieutenant if the Police Chief position is filled or a Deputy Director of Police Services if a Director of Police and Fire Services is made. The Lieutenant assigned to the position will receive \$3,750 a year, divided into quarterly payments, for said assignment. Vacations are frozen at 30 days after 20 years of service.

• **Health Care:** Insurance changed from Hard Cap to Employer paying 80% and Employee paying 20% of premium costs.

• **Retirement:** Increase Employee's contributions by .25% effective July 1, 2015 for a total of 6.75%. Increase Employee's contribution by .25% effective July 1, 2016 for a total of 7%. The Deferred Retirement Program (DROP) program was extended through this contract.

• **Bargaining Team:** Mike Mooney and Ed Mattson aided by POLC Labor Rep. Ken Nash.

Ontonagon County Sheriff's Department

• **New three-year agreement** expires Nov. 30, 2017.

• **Wages:**

- \$35 per hour increase effective Oct. 1, 2014.
- \$35 per hour increase effective Dec. 1, 2015.
- \$35 per hour increase effective Dec. 1, 2016.

• **Manning & Safety:** Right to Work language added for Corrections

Officers. Residency wording changed to match current law which states Employees must live within 20 miles of the City or County they work for. Ammunition reimbursement increases from \$100 to \$150 with a re-opener if prices increase.

• **Fringe Benefits:** Longevity for new hires will start upon completion of their tenth year of service.

• **Health Care:** Employees hired after Oct. 1, 2009 have premium cost share reduced from 15% to 10%.

• **Retirement:** Employees hired after Oct. 1, 2014 shall contribute 5% of their wages towards retirement plan.

• **Bargaining Team:** Matthew Weaver and Kenneth Kitzman aided by POLC Labor Rep. Ken Nash.

Ottawa County Deputies & Detectives

*** NEW UNIT***

• **New three-year agreement** expires Dec. 31, 2017.

• **Wages:**

- 2% effective Jan. 1, 2015.
- 2% effective Jan. 1, 2016.
- 2% effective Jan. 1, 2017.

**Re-opener to discuss seniority and retiree health care anytime during the duration of the contract.

• **Health Care:** The 100/80 high plan and 90/70 low plan POS plans would remain at 20% co-pay. High Deductible Health Plan (HDHP) is \$1,300 for singles/\$2,600 for two-person or families with the HSA and has no premium share Employer pays 50% of deductible for 2015 or \$650 for singles/\$1,300 for two-person or families. In 2016 and 2017, the Employer would fund the deductible at 50% of the rate established by the IRS.

• **Fringe Benefits:** Employees required to attend follow-up appointments as a result of covered workers' compensation outside of their normal work hours shall be compensated for all time spent in travel and at appointment. The timing of appointments may result in a change to the Employee's work schedule. Change to vacation lump sum payout upon termination is equal to number of weeks of vacation pay received, but there is no payout upon termination in cases of misconduct. Life insurance increased from \$30,000 with a maximum benefit of \$30,000 to one times the current annual base salary with a maximum benefit of \$100,000. Special assignment pay increases from \$200 per year to \$250 per year in 2017. No Employee shall receive more than a single specialist pay regardless of the number of special assignments. Memorialize understanding of discharge and discipline practices.

• **Bargaining Team:** Det. Eric DeBoer, Dep. Jake Mucha, Dep. Brent Brown aided by POLC Labor Rep. Will Keizer. ♥



Arbitration

MERC UPHOLDS DECISION TO REINSTATE OFFICER

MERC has upheld an administrative law judge's (ALJ) decision to return a Keego Harbor Police Officer to work and provide him with significant back pay following an indefinite suspension in May 2010.

The City of Keego Harbor filed a motion to stay the MERC decision requiring back pay and reinstatement while the matter is being appealed. However, the Michigan Court of Appeals denied the City's motion.

On Sept. 11, 2014, MERC upheld the ALJ's July 2013 decision that the City illegally issued the Officer a 30-day suspension, indefinite layoff and discharge. It also held the initial restrictions on the Officer's law practice were illegal and the Employer illegally refused to respond to the POLC's information request.

MERC, however, reversed the ALJ's decision that the City unlawfully suspended the Officer for five days in October 2009. This suspension was for submitting an overtime request after the Chief ordered him not to and for allegedly sitting outside bars and waiting for intoxicated people to leave so he could arrest them, which the Officer denied doing. MERC said the overtime claim was not protected as it doesn't advance a collective goal; the Officer merely sought to advance a personal claim. MERC also reversed the ALJ's decision the City unlawfully restricted all city employees, who are also attorneys, from practicing law. MERC noted this decision was made by City Council, not the Police Chief.

"They placed restrictions on his law practice. MERC said that was illegal and in retaliation for his union activity," said POLC Labor



Attorney Brendan Canfield. "Then a few months later, they said no one (employed by) the city can practice law."

The Unfair Labor Practice case arose out of the City's retaliation against the Officer for his Union activity. The incidents began in August 2009 with the Police Chief ordering the Officer not to record overtime on his timesheets and threatening he would be charged with fraud for doing so. During an investigatory interview in October 2009, the Chief turned off his tape recorder and began threatening the Officer for his Union activity, a conversation the Officer secretly recorded. The Officer was suspended five days following the interview. In December 2009, the Chief threatened the five-day suspension would stay on the Officer's record since he filed a grievance over the suspension.

In February 2010, the Chief sent a memo restricting the Officer, who is also a lawyer, from practicing law and required him to disclose detailed information on pending cases. The Chief accused the Officer of failing to comply and sought to terminate his employment, telling the City Manager the Officer failed to follow orders. The City Manager did not terminate the Officer, so the Chief gave him a 30-day suspension in April 2010. On May 14, 2010, the Chief suspended the Officer indefinitely after an acquaintance of the Officer stole one of his badges and flashed it at several businesses. The Officer was absolved of any wrongdoing and the suspect was charged with impersonating an officer, however, the Chief did not revoke the indefinite suspension. The Officer was notified he would be laid off July 1, 2010 for economic reasons. ♥

Ebola Plans

Continued from page 12

take it off properly without contaminating themselves. They also considered how long it would take to confirm Ebola and when the patient would stay in the city versus being transported to a regional hospital where they are better equipped to deal with it.

"A lot of times the need isn't for law enforcement," however, Maycroft said, "If we are called, we have to have a plan to get them to EMS, whether they are cooperative or not. Police should carry and wear

double latex gloves and have a thorough knowledge of how to don and doff their Personal Protective Equipment."

"Even though the public may be in fear and panicking, we don't want the officers to feel that way," Maycroft said. "Dispatch has to have knowledge on how to handle these calls." That could involve asking a couple extra questions to rule out Ebola. "Knowledge is power and the quicker you disseminate the appropriate information the safer public safety personnel can be when approaching this situation," Maycroft said.

Signs and symptoms of Ebola include: fever, severe headache, muscle pain, vomiting, diarrhea, stomach pain and unexplained bleeding or bruising.

"I am fairly confident that we have a pretty good plan here in Kent County," Maycroft said. "You learn from Texas, you learn from Atlanta. It's when you try to reinvent the wheel you run into trouble. You can't have anyone who wants to be the head honcho on this. You've got to work together. The primary goal is to get that patient the help they need as soon as you can." ♥



WELCOME ABOARD

The Police Officers Labor Council welcomes the following new units

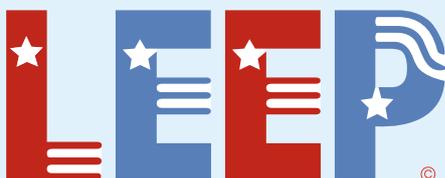
Unit
Ottawa County Deputies/Detectives

Former Affiliation
POAM

**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



MASON ELEMENTARY FINGERPRINTING

Children at Mason Central Elementary School in Erie had their digital fingerprints, photos, and descriptions stored on a CD-Rom through Law Enforcement Education Program (LEEP) Kids Fingerprinting. The CDs were given to their parents for use in case their child becomes missing.