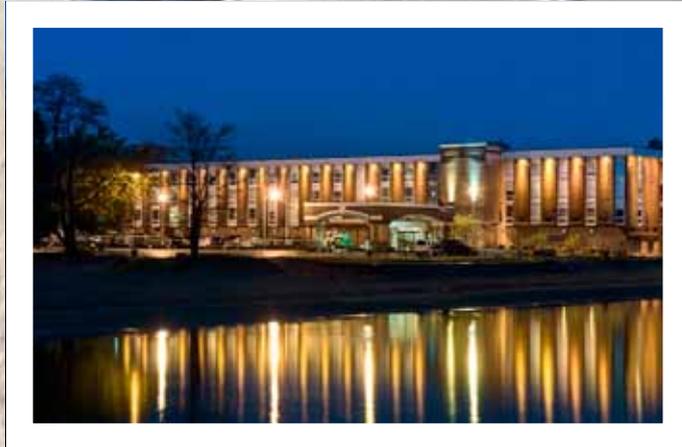


The Police Officers Journal



VOLUME 26, NUMBER 4 • FALL 2016



**2016 Annual
POLC/GELC
Meeting &
Labor Seminar**



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Conference enjoys growing success

— By Robert Figurski, Director



The 2016 Annual Police Officers Labor Council/Governmental Employees Labor Council (POLC/GELC) conference drew an even larger crowd than last year when attendance climbed significantly following a change of venue and expanded features.

The two-day conference was held at West Bay Beach, a Holiday Inn Resort in Traverse City on Thursday, Aug. 25, and Friday, Aug. 26. In addition to the Annual POLC/GELC Golf Outing, the increasingly popular Libation Tour and two hospitality receptions, the highlight of the conference was guest speaker Will Aitchison.

Aitchison is a nationally known author and attorney who has, over the course of his career, worked with over 150 law enforcement and firefighter labor organizations across the country. He is a veteran of hundreds of collective bargaining negotiations and arbitration hearings, and has handled FLSA litigation involving tens of thousands of public safety employees. His books are widely used as references by public safety employees throughout the country, including: *The Rights of Law Enforcement Officers; Interest Arbitration; The FMLA: Understanding the Family & Medical Leave Act; and The FLSA – A User's Manual.*

Aitchison traveled from Portland, Oregon to speak about numerous topics including: national developments of the Supreme Court; Congress and labor issues; employer regulations of cell phones and other employee equipment; body camera programs; police and fire wage increases; the evolution of key procedural rules of discipline; and fitness for duty issues just to mention a few. His informative and interesting three-hour presentation captivated audience members who left far more educated on key labor issues and opened the way for further discussions amongst members.

U.S. Health & Life Vice-President Louis Lapiana updated members about the latest trends in health care. His presentation was extremely informative in regard to upcoming changes in the health care industry.

Our favorite financial advisor, Leon LaBrecque, CPA, CFA, JD, addressed stock market issues. LaBrecque said it is always good to invest in the market during downturns in the economy when individuals are buying low with a higher return later. As usual, he recommended everyone put as much of their hard-earned dollars into a 457 employer-sponsored plan as well as provide for their children by getting into a college fund program, which provides tax credits. LaBrecque and his staff can be contacted at (248) 641-7400 or visit www.ljpr.com/g&h.

The first day of the conference concluded with a golf outing held at Mistwood Golf Course in Lake Ann. For those who did not want to golf, the popular Libation Bus Tour was offered again and was sold out this year with stops at Hop Lot Brewery, Blackstar Farms Winery and Northern Latitudes Distillery.

The second and last day of the conference included Labor Council business, presentation of Outstanding Service Awards to Ryan Chapko, who accepted for himself and on behalf of his cousin Garret Chapko; LEEP Dream Scholarships Awards; Retirement Awards to former Executive Committee President Paul Combs and Labor Representatives Frank Klik and Ken Nash; and election of Executive Committee members. (See related Journal articles in Member News) ♥

Firearms deaths, ambush-style killings spiked in first half of 2016

— Excerpted from National Law Enforcement Officers Memorial Fund (NLEOMF)

Overall law enforcement deaths were up eight percent during the first half of 2016, but firearms deaths spiked 78 percent and ambush-style killings jumped 300 percent compared to the same time period last year, according to the National Law Enforcement Officers Memorial Fund (NLEOMF).

NLEOMF issued its 2016 Mid-Year Law Enforcement Officers Fatalities Report on July 27, 2016 containing preliminary data through July 20, 2016, which revealed that 67 law enforcement officers were killed in the line of duty in 2016. Firearms-related fatalities increased to 32 in the first half of this year from 18 during the first half of last year. Of particular concern, 14 officers were shot and killed in ambushes.

"Each day some 900,000 men and women work to keep our communities safe, and we owe each of them a debt of gratitude," said NLEOMF President and CEO Craig W. Floyd. "All American citizens should be outraged at the number of officers who have been targeted, shot and killed this year. Public safety is a partnership. Thankfully, the vast majority of Americans clearly support and appreciate the vital role law enforcement plays in our society. So, now is the time for all law-abiding citizens to partner with law enforcement in support of safe communities."

Former U.S. Attorney General John Ashcroft, who was appointed Chairman of the Board of Directors of the National Law Enforcement Officers Memorial Fund in September, said preventing these ambushes is among his chief concerns.

"The recent growing disrespect for the rule of law demonstrated in some American communities troubles me greatly, and it should not be ignored," Ashcroft said. "The Memorial Fund is working to strengthen the bond of trust and respect between law enforcement officers and our citizenry, and those efforts are needed today more than ever. Forty-one officers have been shot and killed already in 2016," he said in September. "Fourteen of those firearms-related deaths were the result of ambush attacks, including five in Dallas and three in Baton Rouge. We must end this sense-

less violence before more lives are lost. This effort is one of the Memorial Fund's top priorities, and it has my full commitment."

Ashcroft is taking over the leadership role from Floyd, who relinquished the chairmanship role in March, but continues to serve as the organization's President and CEO.

Other key facts in the report are:

- Circumstances of other firearms-related deaths included: seven officers killed stopping a suspicious person and five officers were killed while executing a tactical arrest or high-risk warrants. Four officers were killed while attempting to arrest suspects and two were slain while handling or transporting prisoners.
- Traffic-related incidents were the second leading cause of officer fatalities, with 24 officers killed—a 17 percent decrease over the same period last year (29). Thirteen officers were killed in automobile crashes involving another vehicle; five were struck while outside of their vehicle; four officers were killed in motorcycle crashes and two officers were killed in single-vehicle crashes. The two single-vehicle crashes are a 78 percent decrease from nine during the same period last year—an early indication that progress is being made reducing these preventable deaths.
- Eleven officers died due to other causes such as job-related illnesses in the first half of 2016, compared to 16 officer deaths during the same time last year—a 31 percent decrease. Heart attacks were the cause of six officer deaths; two officers fell to their death; one officer died in an aircraft crash; one officer was beaten to death; and one officer drowned.
- Texas led all states with 13 officer fatalities; followed by Louisiana with seven officer deaths. California, Colorado, Florida, Maryland, Michigan, Ohio and Virginia all lost three officers thus far in 2016. ♥

A copy of the full report, "2016 Mid-Year Law Enforcement Officer Fatalities Report," is available at www.LawMemorial.org/FatalitiesReport

Law provides health care for families of fallen

— Excerpted from media reports

The surviving family members of Michigan first responders who die in the line of duty will qualify for up to five years of state-paid health insurance under legislation signed into law by Gov. Rick Snyder.

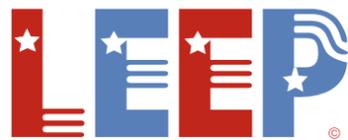
Snyder said the law is "unquestionably the right thing to do."

Formerly known as Senate Bill 218, the legislation was sponsored by Republican Sen. Wayne Schmidt of Traverse City. It ap-

plies to survivors of fallen police officers, firefighters and publicly employed paramedics and is retroactive to Oct. 1, 2015. The health care coverage is comparable to coverage provided to retired state police officers.

Senate Bill 218 won approval 35-0 in the Senate and 99-6 in the House. The POLC, in conjunction with MAPO and Jim Curran

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awards scholarships to record number of students nationwide

— By Jennifer Gomori, POJ Editor

This year, a record number of top students interested in public safety careers will receive \$1,000 college scholarships to encourage their pursuit of law enforcement/public safety careers by the professional public safety officers of the Law Enforcement Education Program (LEEP). Twenty-two scholars, including repeat winners Ryan Ferguson and Austin Lynema of Michigan, New York resident Philip Grella, Evan Guin of Tennessee, and Lena Illig of Alaska received awards.

In its 12th year, LEEP has awarded some \$162,000 in Dream scholarships to students showing a demonstrated interest in public service/law enforcement careers. The non-profit public safety group's scholarship program is made possible by a growing list of national supporters. In all, seven Michigan students and students from 14 other states received 2016 LEEP Dream Scholarships totaling \$22,000:

MICHIGAN

Mason Averill, of Grant, MI. The Ravenna High School graduate and Walker Police Explorer completed Michigan State Trooper Academy. He was in the Criminal Justice Program at Muskegon Area Career Tech Center and Muskegon Citizen's Police Academy. He was in marching band and received All Academic Soccer, Football and Track honors. The Varsity Soccer Team Captain was awarded Most Valuable Player, All District, All Region, All Conference and All State Honorable Mention. The National Honor Society member was Most Improved Player, Varsity Track. He is using his \$1,000 LEEP grant to pursue a degree in Criminal Justice at Muskegon Community College. He plans to attend Michigan State Trooper Academy or transfer to Ferris State University to complete a bachelor's degree in Criminal Justice.



Photo courtesy of David Millar
2016 Michigan LEEP Dream Scholars (from left) Jacob King, Austin Lynema, Mason Averill and Jenna Klokkert were honored with their scholarship awards at the annual conference.

Blake Erickson, of Roscommon, MI, is a Roscommon High graduate. He participated in Gerish Township Police Community Emergency Response Team (CERT), American Legion State Police Training Program, Boys State Citizenship Training Program, Roscommon County Youth Advisory Council (YAC), and Michigan State Police Trooper Camp. He was a Roscommon Little League Umpire and LINK mentor for children with Autism. He received certificates for Criminal Justice knowledge and outstanding academics; a Perfect Attendance and Academic Excellence Awards for Public Safety/Protective Services Program. He will use his \$1,000 LEEP grant to study Criminal Justice at Lake Superior State and plans to become a State Trooper or attend law school.



Ryan Ferguson, of Battle Creek, MI, is using his second \$1,000 LEEP grant to study Criminal Justice at Kellogg Community College. The stepson of Battle Creek Police Sgt. Jim Martens attended Michi-

gan State Police Kiwanis Club Career Law Enforcement Academy, Law Enforcement Orientation Program and received a Letter of Commendation from Battle Creek PD for assisting in a fatal car crash. He volunteered with Battle Creek PD Emergency Response Team, Hero Day and Trunk or Treat; summer youth basketball; and Notre Dame religious retreat. He was on Pennfield High Varsity Football and Basketball teams, All City Football Team, and honorable mention for All Conference Football Team. He plans to become a Battle Creek Police Officer.



Victoria Gunst, of Ira, MI. A graduate of Anchor Bay High School, she participated in an early college internship with the City of New Baltimore and Warren PD Forensics Department. She attended four autopsies, recreated a crime scene on computer, bagged and documented evidence and learned about domestic



crimes. She was active in wind ensemble and Squad Leader in marching band. She received an All-Academic Award, Sportsmanship Award for track & field, and a superior rating from the International Federation of Music for piano playing. She volunteers at a long-term care facility and plans to use her \$1,000 LEEP grant to pursue a Criminal Forensic Biochemistry degree at Northern Michigan University.

Jacob King, of Sterling Heights, MI, wants to become a third generation Police Officer. His father and grandfather were employed with Fraser Police and now his dad, Mark King, is a Van Buren Officer. He also received \$14,000 in scholarships for his baseball skills and excellent grades. He was Class Vice President, Pep Club Chairman, Baseball Team Captain and participated in basketball and various musical groups. He taught Vacation Bible School in Connecticut. King is using his \$1,000 LEEP grant to pursue an associate's degree in Fire Science at Volunteer State Community College and a Criminal Justice degree at Spring Arbor University.



Austin Lynema, of Zeeland, MI, is using his second \$1,000 LEEP grant to study Criminal Justice at Grand Valley State University. A certified EMT, he is Commander of Grand Rapids Police Explorer Post #1871 and a Holland Public Safety Cadet. The former Walker Police Explorer completed Michigan State Police Student Trooper Academy. He received a Holland Junior Police Academy Instructor's Award and Excellence in Achievement for Careerline Tech Center EMS program. The former President of Health Occupation Students of America plans to become a Police Officer and later a Federal Agent.



Jenna Klokkert, of Fennville, MI, graduated with a 3.9 GPA at Hamilton High School. She completed Public Safety and Security Services classes at Careerline Tech Center and received academic awards for her high GPA and class performance. She participated in high school basketball and is described as a classroom leader and has worked several jobs to help support herself. She plans to use her \$1,000 grant to pursue a degree in Criminal Justice at Grand Rapids Community College. Her career goal is to become a CSC Detective or Victim's Advocate.



ALASKA

Lena Illig, of Anchorage, AK, was awarded her fifth LEEP grant. A former University of Alaska (UAA) Army ROTC Cadet, she is active in UAA Emerging Leaders Program, organizing justice events on campus. She works at Aviation Medical Services of Alaska and Planned Parenthood of the Great Northwest. A volunteer with Anchorage Police Search and Rescue Team and a rape crisis hotline, she completed Anchorage Police Citizens Academy and graduated Alaska Military Youth Academy. She participated in police ride-alongs and served as an underage buyer for Alcohol Beverage Control Board in Anchorage. The Ambassador of the National Guard Youth Foundation, Illig is using her LEEP grant to pursue a Criminal Justice degree at the UAA. She plans to work her way up to the U.S. Marshals or FBI.



ALABAMA

Steven Carlton of Cordova, AL, was Treasurer of Cordova High Student Government Association and Cordova Football Team



Escort and Security through Cordova Police. He was hired as a part-time Dispatcher and Jailer with Cordova Police, helped implement Cordova Police Explorer program, and volunteered with Walker County Marine and Water Rescue. He was Cordova Police Explorer of the Year 2015 and completed several law enforcement certifications. He was in Beta Club, Future Business Leaders of America, Family, Career and Community Leaders of America, Alabama High School Ambassador, and was dual enrolled. He volunteered over 6,000 hours in Jasper Police Explorers, serving as Sergeant, Lieutenant and Captain. He is using his LEEP grant to pursue a Criminal Justice degree at University of North Alabama and plans to become a Police Officer.

ARIZONA

Kyle Hartsuck, of Oro Valley, AZ, graduated with a 3.15 GPA from Canyon Del Oro High School. With over 515 volunteer hours through participation with Oro Valley Police Explorer Post, he received The President's Volunteer Service Award. He is a Lieutenant with Oro Valley Police Explorer Post, which he has been a member of four years. He was a teacher's assistant in his former English class and has been taking guitar lessons for years and completing an Advanced Guitar class. He is using his LEEP grant to pursue a degree in Criminal Justice with a minor in Teaching at University of Arizona.



CONNECTICUT

Erin Daly of Seymour, CT, graduated Platt Technical High School with a 3.3 GPA. She is a member of the Hotchkiss Hose Fire Department and Seymour Ambulance Association volunteer. She plans to be a volunteer EMT



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LEEP Scholars*Continued from page 5*

while attending college and playing on the girls' soccer team. She is a Skills USA Competitor and active volunteer and as Team Captain for Relay for Life. Daly was Class of 2016 President and Event Coordinator, Student Council member, Girls Soccer Team Captain; Student of the Month for Electrical and Academics; New Haven Register Athlete of the Week; and received several soccer honors and is school record holder in all time soccer goals. She plans to use her LEEP grant to pursue a Criminal Justice/Police Science degree at Albertus Magnus College and become a SWAT Team member.

FLORIDA**Delaney Henderson**

of Satellite Beach, FL, graduated Eastern Florida State College with a 4.0 GPA and Associates in Arts degree. She is co-founder of SafeBAE and Ambassador and Speaker at PAVE (Promoting Awareness/Victim Empowerment), both sexual violence prevention organizations. She conducted a survivor's summit on students' rights and is working with the White House's 'It's On Us Campaign' to prevent sexual violence. She received a 2015 Citizen of Courage Award. She was on cheerleading squad, recreational soccer team, Christian Service Club, Environmental Service Club and the softball team. She held fundraisers for a children's cancer organization and was social chair of her sorority. She plans to use her LEEP grant to pursue a degree in Criminal Justice at Florida Atlantic University.

**GEORGIA**

Faruq Lawal of Cartersville, GA, earned a 3.4 GPA at Georgia Highlands College and a Criminal Justice degree. He is looking for work as a Security Guard and his career goal is to become an Immigration Lawyer. He's worked as a certified nursing assistant at Amicus Homecare since 2013, earning Best Employee of the

Month three times. He is a Foundation Camp Counselor, Fellowship Christian Athletes Leader and Habitat for Humanity volunteer. He won the Spirit Award as Brother 2 Brother Vice President at Georgia Highlands. He was Football Team Captain, a Spanish Club member, Track Leader and on the basketball team. In college, he was Debate Group Leader, football team mascot, and earned a Who's Who in American Junior Colleges Award. He plans to use his LEEP grant to pursue a degree in Public Policy and Management at Kennesaw State University.

ILLINOIS**Austin Leggett**, of

Ringwood, IL, graduated Richmond-Burton Community High School with a 3.64 GPA. He completed Introduction to Fire Science, Emergency Medical Responder and EMT-B courses. The Boy Scout Senior Patrol Leader is working on achieving Eagle Scout; has been Captain of Fire Explorer Post 1800 since 2015; and was in Venture Crew 190. A member of Science Club, marching band and concert band, he received the President's Award for Educational Excellence, Student Ambassador and Student of the Quarter for Fire Fighting, Perfect Attendance, Principal's Award of Excellence, and FEMA certificates in: Introduction to Incident Command and Introduction to National Incident Management. He plans to use his LEEP grant to pursue a Fire Science degree at McHenry County College.

**INDIANA**

Samantha Newby, of Charlestown, IN, graduated Jefferson High School with a 4.17 GPA. She completed Criminal Justice Investigation Program at Prosser Career Education Center. She was a member of Colorguard, Winterguard, National Technical Honor Society, and Skills USA, placing third for CSI in 2015 and 2016 and serving as the team photographer. She volunteered at Grand Nationals—Bands of America,

Parkview Concession Stands and field day activities at Riverside Elementary. She plans to use her LEEP grant to pursue a Criminal Justice degree at Indiana University Southeast.

KENTUCKY**Revel Lewis IV** of

Frankfort, KY, graduated Walnut Hill Christian Academy with a 3.82 GPA. A Frankfort Law Enforcement Explorer, Lewis was District 6 Kentucky Junior Historical Society Rep., Eagle with four Palms, Junior Assistant Scoutmaster with Boy Scouts of America (BSA) and Rolling Hills Bible Junior Camp Counselor. He received National Ranking in Competitive Powerlifting; was in Churches of Christ for Scouting; earned awards for: BSA Arrow of Light and Order of the Arrow; preaching; debate; Explorers first place in Bomb Threat and Active Shooter, Unknown Call, High Risk Warrant and High Risk Stop; Outstanding Kentuckian; Kentucky Admiral; and Kentucky Colonel. He volunteered with Reforest Frankfort. He is using his grant to pursue a degree in Criminal Justice and Bible Studies at Ohio Valley University.



Photo by Hannah Elizabeth Photographie

Erik Vokoun, of LaGrange, KY, has a

3.8 GPA at Ohio State University (OSU) and graduated Saint Xavier High School with a 4.0 GPA. He helped start a Law Enforcement Club, attended a Career Job Shadow Day at the FBI Field Office, was a Kentucky Governor's Scholar, President of International Thespian Society and Saint Joseph of Arimathea Society, peer leader, and a tutor. He received Rotary Club Unsung Hero Award, Principal's List all four years, and was involved in Leadership Committee of Ryken Service Club, Chemistry Club, band and orchestra. He is Beta Theta Pi Fraternity Ritual Chairman; Lector, Retreat Leader and Eucharist Minister at St. Thomas More Newman Center; and in OSU Honors and Scholars Program. He was a member of Ohio State

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2015 LEEP Dream Scholar hired into hometown police department

—By Jennifer Gomori, POJ Editor

Brian Hintz is a newly hired Police Officer, but he already has a good grasp of the benefits of being a POLC member.

Hintz, 21, was awarded a \$1,000 Law Enforcement Education Program (LEEP) Dream Scholarship in 2015. LEEP is a non-profit, affiliated with the POLC, providing educational programs for the betterment of both the general public and the law enforcement community.

Those funds helped Hintz complete his bachelor's degree in Criminal Justice at Ferris State University, graduating May 7, 2016. Nearly one month later, on June 6, the High Honors Dean List graduate was hired as a part-time Officer with the City of Hart where he grew up and remains a resident.

"When they were telling me, 'we're represented by (the POLC),' that was really cool, I told them I got the scholarship," Hintz said.

Hintz, who was an intern with Oceana County Sheriff's Department, said the Lieutenant there suggested he apply at Hart since they hire part-time. "I talked to the Chief (at Hart) and they hired me," Hintz said. "I'm very happy not to have to move away. I grew up on a farm out in the country. When I got this job in my hometown it was perfect. I can come in at a minute's notice and I'm really familiar with the area so that definitely helped out."

During his first month on the job, the City of Hart Police Chief retired and a full-time Officer was hired into that position. "So that opened up the full-time position," Hintz said. "I applied and two other part-timers applied and I got the position. It just opened up really well because the Chief was retiring and I got done with my training and went right to full time."

Hintz's gratitude for the scholarship showed when he contacted LEEP to share

the good news. "I was just recently promoted from part-time to full-time as a Police Officer for my home town, the City of Hart Police Department in Hart, MI. I am excited to now be part of the Police Officers Labor Council," Patrolman Hintz wrote in an email to LEEP.

"It (LEEP scholarship) absolutely helped out just because of the way Ferris' (police) academy is set up," Hintz said. "It's a whole two semesters so it's longer than some academies. When it's everyday, you really can't have a job on the side. Everything helped so I only have \$3,000 worth of a student loan. You're not so pressured to have your job right away because you don't have to make your payments. I used all my savings and it was able to get me through the last year."

One might think graduating college and the police academy in May 2016 and getting hired and promoted within the next month would be enough excitement for Hintz, but they would be wrong. Hintz also managed to squeeze in a wedding to his hometown sweetheart between graduation and accepting his first job. Brian and Kristynn married May 21.

"We met on my grandparents' farm. We grew up working together," Hintz said. The two only lived two miles apart, but had never met before their first summer on the farm, when they were 16. Kristynn also graduated college in May and is working as a nurse's assistant as she applies for nursing school. "We were engaged before I started the academy," he said.

While Hintz didn't personally know anyone in his family who served in law enforcement, his ancestor, who was Mason County Sheriff from 1899-1903, remains the only law enforcement officer in Mason County ever shot in the line of duty. According to the Ludington Record, on Nov. 29, 1900, Sheriff Henry Cole was called to



2015 LEEP Dream Scholar Brian Hintz was hired into his hometown police department, a POLC unit, just one month after graduating college.

assist in the arrest of dog warden Frank Curtis for assault and battery. Curtis resisted arrest after an Officer, a justice and prosecuting attorney attempted to take him into custody. Cole arrived and he and the Officer moved in to arrest Curtis who then fired his gun. Cole put up his hand and the bullet passed through it, nearly missing the prosecutor's head. Sheriff Cole survived and served a second two-year term.

"I was always interested as a young kid, always drawn to the uniform really looking sharp and helping out the community," Hintz said. "I started taking law enforcement classes in high school and really fell in love with it and as I got more involved knew this is what I wanted to do."

Hintz works nights, four days on, four days off at the small department. "Being the only one on you get so much more experience," Hintz said. "We don't have a Detective. You have to do all your own follow-up on everything. You get the opportunity to be everything. Our Sergeant

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LEEP Scholars

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Service Society and Manager of Development for a homeless program. He plans to use his LEEP grant to pursue a degree in Biology specializing in Forensic Science and a minor in Security and Intelligence.

NEBRASKA

Alexis Hower, of Grand Island, NE, graduated Nebraska Christian High School with a 4.28 GPA. The former American Legion Junior Law Cadet is in Nebraska Army National Guard. She was an undercover underage tobacco and alcohol buyer and went on police ride-alongs. She was Yearbook Editor, Student Council Vice-President, Volleyball Team Co-Captain and Junior Class Vice President. An Early College student, she received Highest Honors for a minimum 4.16 GPA. She was Academic All State in Volleyball, a Letter winner in volleyball, track and basketball, a member of National Honor Society and Fellowship of Christian Athletes. She was a YMCA Youth Volleyball Referee, Sunday School Teacher and Worship Band member. She plans to use her LEEP grant to pursue a Criminal Justice degree at University of Nebraska-Kearney and become a Law Enforcement Officer.



NEW YORK

Philip Grella, of Glen Cove, NY, was awarded his second LEEP grant. The Glen Cove High graduate plans to become a fourth generation firefighter. In high school, he served on the Student Athlete Leadership Team (SALT), Ski Club, varsity football,

varsity lacrosse, Ballistic Travel Lacrosse, All Conference Lacrosse and All Academic Lacrosse. He played on Team Virtue during the Sgt. Major Dan Daly Cup Lacrosse Game. He volunteers with the Glen Cove Police Athletic Lacrosse League and has taught lacrosse to younger students and seventh and eighth grade lacrosse teams. He is pursuing a Criminal Justice bachelor's degree at New York Institute of Technology.



TENNESSEE

Evan Guin of Mt. Juliet, TN, was awarded his second LEEP grant. Guin is an EMT at St. Thomas Midtown Hospital Emergency Room in Nashville. Prior to that, he worked as an Advanced EMT at Lifecare EMS in Mt. Juliet. He is also a Mt. Juliet Volunteer Fire Fighter, receiving a certificate in Basic Firefighting, Firefighting I Live Burn and Introduction to Fire and Emergency Services. He graduated from Mt. Juliet Fire Explorer program; was a member of HOSA-Future Health Professionals from 2009-2014; and was on his high school wrestling team, finishing high 4th in his AAU wrestling weight class. He is using his LEEP grant to pursue a Fire Science degree at Volunteer State Community College.



TEXAS

Rankin DeRonde of Bronte, TX, is a Bronte High School graduate who works with Conservation Fire Team. He earned honors with Future Farmers of America (FFA) in Wildlife ID and Greenhand. He received the 2016 Outstanding Young Stew-

ard Award and Bronte Community Scholarship. He is a City of Bronte Community Baseball Assistant Coach, Special Olympics and local cleanup program volunteer. He was Class President four years, Student Council Class Representative, Varsity Football Team Captain and 2nd Team All District. He was in basketball, band, Project Celebration Class Representative and State Officer for Teens in the Driver Seat. He plans to use his LEEP grant to pursue a Fire Ecology & Management degree at University of Idaho and become a Wildland Firefighter and Captain.

WISCONSIN

Michaela MacDonald of Watertown, WI, graduated with a 3.96 GPA from Crestview Christian Academy where she was dual-enrolled. She was a finalist in the National Merit Scholarship Program. Her school activities include two high school piano competitions, piano ensemble, Tae Kwon Do, achieving orange belt; and archery. She is a member of Watertown Community Band, choir, orchestra and children's ministries. She volunteers at Bethesda Thrift Store; works as a gardener at a local produce farm; janitor at church; and an office assistant for Camp of Champs non-profit wrestling camp. She plans to use her LEEP grant to pursue a bachelor's degree in Business Management with a minor in Criminal Justice and Spanish at Maranatha Baptist University. Her career goal is to be a Police or Parole Officer. ❤️



Visit www.leepusa.com for more information about LEEP programs.

LEEP Dream Scholar *Continued from page 7*

is our firearms instructor."

Hintz has also served as a paid on-call Firefighter for Walkerville Area Fire and Rescue for the past two years.

"My advice to (2016 Dream Scholars) would be never expect that something might not happen," Hintz said. "I got my job here part-time and thought there was no way I'd get a full-time job. Then, a month later, I got hired as a full-time Officer. Just work as hard as

you can and do the best possible job as you can and you'll get all the opportunities you want. If you show them you're doing a good job, your management will recognize that."

If 2016 Dream Scholars don't get hired full-time right away, Hintz said, "Always try to get that good reference because management is not out to get you, most of the time at least. They want to see you succeed, but you'll have to put in the hard work." ❤️

Former LEEP Scholar follows dream

— By Jennifer Gomori, POJ Editor

When Nick Kehoe got his first job out of college, his parents, Tim and Dawn Kehoe, sent a Christmas letter to their family and friends letting them know he was taking the first step in his career. They also notified Law Enforcement Education Program (LEEP), thanking them for his Dream Scholarship. "LEEP, this is a letter I mailed last year to our family and friends. I thought you may like to see what your Scholarship helped accomplish. Nick received a LEEP Scholarship in Traverse City in 2010. Thank you, he is living his dream."

"The night we picked him up at school to go to Traverse City he had the biggest grin on his face," Dawn Kehoe said. "That's the fanciest hotel he'd been in and it was because they were honoring him."

Kehoe, a former Macomb County Sheriff's Department Explorer and Boy Scout, was a Supervisor with the Green Coats at Michigan State University (MSU), a college security team working special events. Kehoe received his Criminal Justice degree at MSU, but his goal was to graduate with a job.

"He achieved that goal on May 2 when Gulfport offered him a job," Dawn Kehoe wrote in her Christmas 2014 letter to friends and relatives. "When we saw him the next day at his graduation, he wore the biggest smile on his face and was walking on Cloud 9—he was graduating with a job . . . 1,070 miles from home!! We moved him to Gulfport on June 13, and he was sworn in as a Police Officer June 23 (2014)."

Law enforcement seems to run in the Kehoe family as Nick's grandfather, great uncle and cousin were all Officers. But Kehoe never got to know any of his grandparents as they all had passed away by the time the only child was born.

"He finally has the siblings he always wanted," Dawn wrote in her letter. "One of them invited him over for Thanksgiving and the Chief is taking him to midnight



Nick Kehoe celebrates his police academy graduation with his former Michigan State Instructor Dr. Charlie Scheer (left) and his boss, Gulfport Police Chief Leonard Papania (right).

mass. Wouldn't Grandpa Joe be happy!"

Grandpa Joe was Tim's father, Joseph Kehoe, who was a Detroit Police Officer (1947–1972) after returning from WWII. He was an Officer during the Detroit riots. Joe's younger brother, Thomas Kehoe, exposed Nick to police work as a Macomb County Sheriff Reserve Officer in the Bicycle Division from 2006-2012. Dawn credits their extended family with being there for Nick as he was growing up.

"Tom was like a mentor for Nick because he didn't have grandparents. He took him under his wing," Dawn said. "Nick hung out with him and they did bike races together." Thomas's grandson and Nicks' cousin, Jeremy Kehoe is a part-time Officer with the Almont and Dryden Police Departments.

Nick's love of law enforcement led him to develop close ties with fellow 2010 LEEP Scholar Joshua Champine, who was also pursuing a Law Enforcement degree at MSU, and one of his college instructors, former MSU graduate student Dr. Charlie Scheer. Champine was unable to become a Police Officer due to health issues, but the two remain friends to this day and Scheer helped get Kehoe's career started.

"I had a teacher at MSU who came down here to teach at the University of Southern Mississippi," Kehoe said. "He did a research paper and he used the Gulfport Police Department in the paper and said

they are really great."

Scheer highly recommended Kehoe to Gulfport's Police Chief Leonard Papania, and the interview turned into the Chief taking him out to lunch and dinner and showing him around town. Nick was hired and the department sponsored his time at a police academy in Mississippi. Two years later, Nick is on a SWAT team and has been promoted as a Field Training Officer. "They go to house parties and picnics together. He's really tight with a lot of Officers down there," Dawn said.

Kehoe enjoys the variety in his work. "I'm on night shift so some nights we have nothing and some nights we have nonstop stuff. You can go from being bored out of your mind to a shooting," Kehoe said.

He advises 2016 Dream Scholars to "Have an open mind and be prepared to move if they need you to." Kehoe said Scholars should be mindful of their behavior outside of the classroom as well. "People are always watching on social media. If you get drunk at a college party, people are going to know about it," he said.

Kehoe would eventually like to become a U.S. Marshal. "I am just taking my time; I need experience," he said. Besides the weather agrees with him and so do the people. "The people are more respectful here of police," Kehoe said. "The department is great also." ❤️

POLC, LEEP to be awarded for raising over \$200,000 for Gilda's Club

— By Jennifer Gomori, POJ Editor

Police Officers Labor Council (POLC) Rep. Will Keizer turned his love of motorcycles into a fundraising event that brings in tens of thousands of dollars for cancer patients and their families every year. This year, Gilda's Run topped everyone's expectations with a record number of riders and funds raised for Gilda's Club Grand Rapids.

About 160 riders on over 100 motorcycles participated in the July 9, 2016 scenic drive through Ottawa and Kent counties, sponsored by the POLC and Law Enforcement Education Program (LEEP). By Keizer's calculations, they raised over \$22,000, including a \$5,000 donation from LEEP. However, he is pretty well convinced that the number is closer to \$24,000 because there are some Gilda's Run donations that can't be tracked.

"We have a 100 percent rate of return," Keizer said. "Every dollar that comes in

goes to Gilda's. A lot of people will write a check and send it directly to Gilda's." But they don't mention the donation is made because of the motorcycle run.

Either way, 2016 was a record setter for the non-profit providing free emotional and social support to men, women and children with cancer and their families and friends. "We're usually around 120 to 125 riders. We normally fit in a single parking lot. We completely filled that lot and we completely filled the overflow lot and that's the first time that's ever happened," Keizer said.

He attributes this mainly to the weather, which was sunny in the high 70s with a light breeze. "The weather helped and I think that was a big thing," Keizer said. "You'll get the hardcore 70 (riders) no matter what, but to get those numbers up, you've got to get the fair weather riders."

LEEP, POLC RECOGNITION

Try as he might not to take any credit, Keizer spearheads this event and the POLC and LEEP are being recognized for extraordinary fundraising over the years during Gilda's Night of Gratitude Nov. 15, 2016 at Thousand Oaks Golf Club in Grand Rapids.

"We pick out three or four organizations that have done extraordinary things above and beyond the call of duty. And this year we wish to award the Police Officers Labor Council and Law Enforcement Education Program with the Gilda's Community Service Award," said Daryl Vogel, Gilda's Club Vice President of Development. "It is an award for innovative fundraising. POLC and LEEP have crossed the \$200,000 mark in 16 years. We believe it's way overdue and (they) are very deserving of it."

"It was an incredible surprise and tremendous honor," said Keizer. "This will be the first time I've ever gone to a recogni-



Photos courtesy of Gilda's Club Grand Rapids

Gilda's Run participants gather at Kosciuszko Hall in Grand Rapids for the fundraiser ride supporting Gilda's Club Grand Rapids.

tion dinner for Gilda's Club. It's never been about me. It's always about raising money for this organization. The only reason I'm going this time is to represent POLC and LEEP."

PASSING THE BATON

"Since the motorcycle run has been operating for 16 years, and since Will will be stepping down this year, we thought this was a good year to give the award," Vogel said. "Klink (as Keizer is known to friends) has been marvelous about it. Klink is very, very special to us and we've asked him to be on hand to receive the award."

While Keizer doesn't plan to retire for a couple more years, he wants to make sure Gilda's Run is in good hands. So he's been training POLC member and Allegan County Corrections Officer Jason Owen to run the event. "Jason's working closely with me and honing his skills as a Rep as well," Keizer said, adding that he's also worked with retired POLC Rep. Ed Hillyer and current Rep. Greg Huggett. "Hopefully one day he will be a Rep with POLC."

"I wanted to get all these irons I have in the fire handed over before I retire. I'll be available if needed. I just want to ensure a nice smooth transition," Keizer said. "I have 16 years invested and I don't want

this to collapse when I walk away."

Having the last year Keizer organized the Run be the best year ever just seemed fitting. "The place was just overrun with the roar of thunder and then all the bikes go silent and they all congregate on the hillside and we thank them and we share a few nuggets about Gilda's," Vogel said. "It's the coolest event for this neighborhood that you've ever seen. Sometimes it's accompanied by a police escort in and out."

"I think we're still the single biggest third party fundraiser," Keizer said.

CANCER BATTLE

And then something brought his family even closer to Gilda's Club.

"We just found out my father, Bill, has cancer. And for the first time we took him there as a member. It's been 16 years of work and now I sit there as a club member not just a fund raiser," Keizer said in September.

The 81-year-old was complaining of shortness of breath and severe hip pain, which turned out to be a fracture from the cancer. "It was a real shock because he is really an incredibly healthy guy. He has lung and bone cancer and it's stage 4 and he's still up and walking around," Keizer said in September.



Gilda's Club member and volunteer Dawn Porter dons a hat reminiscent of Gilda Radner's hairdo. Radner, a famous Saturday Night Live comedian who passed away from cancer in 1989, is Gilda's Club's namesake.

Bill Keizer passed away October 20, 2016, but gave his family comfort before his passing. "He's very firm in his faith and believes in the Lord and he knows there is more for him to do in God's Kingdom," Keizer said.

As Gilda's Run grows, it appears Keizer's work is inspiring others to be angels here on earth. ❤️

Gilda's Club is a non-profit 501(c)(3) corporation. For more information on Gilda's Run, contact Will Keizer at klink132@comcast.net or (616) 648-3551.

POLC board members run unopposed



Photo courtesy of David Millar

From Left: Kyle Culbertson, Mike DeKam, Brian McNair, and Rick Bleich.

Four of the nine POLC Executive Committee members ran unopposed for re-election by the union membership during the 19th Annual POLC/GELC Meeting & Labor Seminar Aug. 26, 2016.

Re-elected for two-year terms were Rick Bleich, Muskegon Police Department and Mike DeKam, Grand Rapids Communications. Brian McNair, Chesterfield Township Police Department and Kyle Culbertson, Berrien County Sheriff's Department, were elected to their first two-year terms. Due to vacancies, McNair was appointed to the Executive Committee in October 2015 and Culbertson was appointed in March 2016.

Executive Committee members then re-elected Rick Bleich as Chairperson, and Steve McInchak, of Gibraltar Police Department, as Vice Chairperson, both one-year terms.

Conference attendance was up about 25 percent compared to last year, which also had a rise in attendees. See conference column, Page 2, and full board back cover.

Zeeland PD returns to POLC for improved communication, better representation

— By Jennifer Gomori, POJ Editor



It's been over a decade since Zeeland Police were represented by the Police Officers Labor Council (POLC), but when they became dissatisfied with their union representation they decided to talk to the POLC again to see what they could do for them—and they weren't disappointed.

"We sought them out and we got a hold of the local guy, (POLC Labor Rep.) Will (Keizer), who met with us and gave us a presentation and we were sold on it after that," said Zeeland Police local union President Brian Breuker. "We were looking for more communication, more than just the contract. Will is very open and quick to respond. He's easier to get a hold of and we weren't just another number because we were a small department and we wanted better representation."

Zeeland left the POLC about 12 years ago, just before Breuker was hired as a Zeeland Officer, and during that time POAM had been representing the department.

"We weren't happy with the other (union representative) because we only heard from the guy every 3 years when it was time for negotiations," Breuker said. "We're a department that just doesn't have discipline issues at this point. We'd have to get a hold of him and ask him to do negotiations. With Will, we can text him. The other guy was just hard to communicate with."

The eight-member group was beginning to feel like a small fish in a very big pond and Keizer showed them that, with POLC, unit size does not equal time communicating with members.

"He was very honest," Breuker said of Keizer. "It seems like a professional organization that cares about its members no matter

how small the department. I think we felt kind of forgotten or not important with the other union. He told us how each department, no matter how small, has a voice in their union."

That voice was heard and Zeeland joined the POLC in May via a Michigan Employment Relations Commission (MERC) election and Keizer went straight to work, negotiating a good contract for the unit in the spring, which included wage increases, an extra step giving higher seniority members an additional pay increase, a pension increase, and more money towards higher education.

"The guys that are topped out in the pay scale all get a 5 percent increase because they're adding an extra step. We added one more year for seniority to help retention for the guys who have been there for a while and we all got 5 percent raises with that," Breuker said, adding that the City also provides up to a 1 percent bonus citywide.

"This is a talented bunch working in a beautiful up-and-coming city," Keizer said. "They have a smart, professional administration who properly trains, supports and works with them, so they typically do not have disciplinary issues. They struggled with a lack of communication with their previous representation. My commitment to them is that we provide legal/legislative updates, health care trends and other police labor news that will assist them in educating and advancing their expertise and proficiency in their positions. These Officers are a superb addition to the POLC family and I look forward to great things from them!"

See Contracts in Member News section for the latest Zeeland Police Contract.

Former POLC/GELC staff honored



Photos courtesy of David Millar

Recently retired Executive Committee President Paul Combs and retired POLC/GELC Labor Representatives Frank Klik and Ken Nash were honored with awards for their service. At left, Paul Combs accepts a recognition award from POLC/GELC Director Robert Figurski. At right, Figurski and Klik share a memory from their time working together as Labor Reps.

Cousins awarded for saving woman from icy waters

— By Jennifer Gomori, POJ Editor with excerpts from *The Argus-Press*

Cousins Ryan and Garrett Chapko have a lot in common growing up with identical twins as fathers and working for the same police department. Now they are being recognized for their efforts to save a woman's life.

Corunna Police Officer Ryan Chapko and Corunna Reserve Officer Garrett Chapko worked together to rescue a suicidal woman from icy waters in January, earning them recognition within their department and from the Law Enforcement Education Program (LEEP). The two were chosen for the LEEP Outstanding Service Award (OSA) and received Lifesaving Awards from the City of Corunna earlier this year.

The dispatch call came in Jan. 9, 2016 for a welfare check of a suicidal woman. When they arrived on scene, the Officers made contact with the woman's sister who reported her location and said she had threatened to kill herself.

Garrett Chapko found the woman walking near the Shiawassee River and signaled his partner. "I turned around and went in along the shore by the waterfall and I was coming up behind her," Ryan Chapko said. She saw the Officers, said some choice words, and that she was "going to end it" and then jumped into the frigid water.

"I remember her looking back at me and saying ... 'I'm done.' After that I just watched her start to fade away in the water and I knew I had to do it," Ryan said. He immediately jumped in after her and began searching. "I'm just thinking, 'It's dark, and I don't know if there's a current right now, but there might be. If she gets too far away from us she could be in real trouble.'"

What Ryan didn't think twice about was his own safety. "I knew I had a job that had to be done," he said. "Honestly, I didn't have any concern for myself. I just wanted to get her out of there. If something started happening to me, I knew my cousin would help me out."

Garrett followed Ryan along the shoreline and met him near the water's edge to help pull the woman from the water. "He was helping me locate her and supporting me in case I started going out," Ryan said. "I grabbed her, wrapped my arm around her. I was trying to keep my footing on uneven rocks."

"It all just happened so fast," Garrett said. "I was nervous, but I knew I wouldn't let anything happen to him. He jumped in and I stood on the side so I had his back. When he got a hold of her, I made sure he didn't slip and, when he got closer, I helped bring her out onto the land."

Their teamwork and bravery earned them two sets of lifesaving awards. "I commend Officer Ryan Chapko and Reserve Officer Garrett Chapko for their quick thinking and reactions, not fearing



Corunna Officer Ryan Chapko



Corunna Reserve Officer Garrett Chapko

the frigid water and saving the life of the suicidal female subject," said Corunna Police Chief Nick Chiros, when presenting Lifesaving Awards to the two. "I offer my deepest gratitude and heartfelt thanks. They do the job and do it well. At times they go above and beyond."

"I'm very honored," Garrett said of the City and LEEP awards. "I just do it to help people really, I don't do it for the awards."

"It's not something we're expected to do, it's just something we're willing to do—to put our lives on the line to save someone's life. It's just part of the job," Ryan said. "There are always risks in this job, and we're all aware of it, but we don't like to think about it. When it's all done and over with stuff starts to go through your head. How can I do it different or what if this would've happened?"

SHARED HISTORY & FUTURE

Ryan and Garrett grew up playing cops and robbers together, but both men thought they would end up in military careers. Ryan did work as a Military Police Officer for the Army 58th MP Company in Hawaii. "I started to do the diesel program but my heart wasn't in it," Ryan said.

The 30-year-old was enlisted from 2005-2008 and was honorably discharged due to a herniated disc. "They didn't want me to deploy and further injure myself and be liable," he said.

"Every little kid has that dream," Ryan said. "They're always playing cops and robbers. My goal in school was going into the military," however, after the injury, "I went back to Criminal Justice and got an associate's degree."

Continued on page 14

Arbitration

— As reported by the POLC/GELC Legal Staff

OFFICER'S SUSPENSION REVERSED

A Van Buren Township Officer accused of abusing sick leave and lying, was found not to have committed either of the allegations and had his one-day suspension reversed after the POLC filed for arbitration on the matter.

The long-time Employee requested time off work Sept. 26-27, 2015 to attend an event. The Officer, who had an excellent work record, was scheduled to work those days. He tried to use vacation time and later, a shift trade for the time off. Both requests were denied.

He worked his normal shift the day before the event and testified he felt sick to his stomach. He answered all calls for service, but stayed near his home instead of engaging in active patrol. That day he determined he did not feel well enough to work the next day, Sept. 26. He also called off work Sept. 27.

The Township suspended the Officer for one day, alleging improper use of sick leave and untruthfulness.

The Arbitrator reversed the discipline, concluding his "distress was real" and his actions were "not an abuse of sick leave or a dishonest act."

MERC RULES DIRECTOR POSITION PART OF POLC

The Michigan Employment Relations Commission (MERC) ruled in the POLC's favor when the Union sought to make Van Buren Township's new Deputy Director of Police Operations a unionized position.

The POLC sought the job classification change after the Township eliminated two Captain positions through attrition and later hired the non-unionized Deputy Director, who performs many of the former bargaining unit duties.

The POLC filed a Unit Clarification Petition with MERC to declare the position part of the POLC's Command Unit. MERC granted the POLC's petition, concluding the Deputy Director position shared a community of interest with the POLC's bargaining

unit, given the similarities in job duties and working conditions.

MERC rejected the Employer's argument the Deputy Director is an executive position, a top-level managerial position. MERC noted the Deputy Director does not exercise the type of authority necessary for executive status. Finally, MERC found the Employer's reliance on the confidential exception (meaning the position performs confidential duties for the Employer related to collective bargaining) lacked merit. MERC noted the Township already had three confidential positions and failed to justify the necessity of another, especially given the small size of the department.

The POLC has sent a demand to bargain the wages, hours and terms and conditions of the Deputy Director's position.

OFFICER COMPENSATED FOR LEAVE TIME

A Brownstown Township Officer, who was denied use of a personal leave day on three separate occasions, was paid out for the missed time after the POLC filed a grievance on his behalf.

In early 2015, the Officer signed up to use a personal leave day on Dec. 25, 2015. The Employer posted his shift as overtime, but no other Officer signed up so the Employer denied him the leave day due to lack of minimum manpower. The Officer sought to use the personal leave day two more times before the end of the year. In both instances, no other Officer signed up for the overtime and the Employer denied the leave time.

The POLC filed a grievance alleging the use of personal leave days is guaranteed. The Arbitrator granted the grievance in part. While he did not find the use of personal leave days were guaranteed, he found that since the Officer attempted to use the personal leave day, but was denied, it did not go unused under the collective bargaining agreement. He ruled that the Officer was entitled to be paid out for his unused personal leave day.

Employees may now be paid out for personal leave days when the Employer denies their use. ♥



Contract Settlements

— As reported by POLC/GELC Labor Representatives

Essexville City DPW

• **New three-year agreement** expires June 30, 2019.

• **Wages:**

1% effective July 1, 2016.

1% effective July 1, 2017.

1% effective July 1, 2018.

• **Fringe Benefits:** Personal days increased from four to five days.

• **Bargaining Team:** Jerome Reinke aided by GELC Labor Rep. John Stidham.

Caro City Police

• **New three-year agreement** expires June 30, 2019.

• **Wages:**

3% effective July 1, 2016.

3% effective July 1, 2017.

3% effective July 1, 2018.

• **Fringe Benefits:** Vacation Time selection by seniority increased from two picks annually to four picks annually. Funeral Leave increased from 24 to 36 hours.

• **Health Care:** Change from Employer providing only single coverage to Employer providing family coverage.

• **Bargaining Team:** Paul Strauz and Mike Mitten aided by POLC Labor Rep. John Stidham.

Corunna City Police

• **New three-year agreement** expires June 30, 2019.

• **Wages:**

2% effective July 1, 2016.

2% effective July 1, 2017.

2% effective July 1, 2018.

• **Bargaining Team:** Duane Saylor aided by POLC Labor Rep. John Stidham.

Battle Creek City Sergeants Unit

• **Three-year agreement** expires June 30, 2019.

• **Wages:**

3% effective July 1, 2016.

3% effective July 1, 2017.

3% effective July 1, 2018.

• **Fringe Benefits:** Except for Sick Time, all hours paid will be the same as hours worked for calculation of Overtime. Vacation Time switches to P.T.O. with Employer providing an additional 20 hours annually.

• **Stand By (On Call) Pay:** Clarify assignments that receive one hour of pay per day on "stand by" as: K-9, E.R.T., Lab, Bomb Squad, Gang Unit, SWAT, Detective and Meth Unit.

• **Education Incentive:** Add \$1,000 one-time payment for those currently enrolled or who will enroll in a Bachelor's degree program or higher degree program. Increase Employer's contribution towards a bachelor's degree from \$400 to \$500 annually. Increase Employer's contribution towards a master's degree from \$500 to \$600 annually.

• **Manning & Safety:** Clothing allowance increases from \$635 to \$700 annually. Equipment allowance increases from \$75 to \$125 annually.

• **Health Care:** Employees will pay 20% of premiums and Employer will fully fund deductibles up to \$2,000 for singles and \$4,000 for families through an HSA plan effective Jan. 1, 2017.

• **Retirement:** Change F.A.C. 5 to F.A.C. 3 and increase Employee pension contribution from 7.75% to 11.72%.

• **Bargaining Team:** Troy Gilleylen, Kurt Roth, Todd Elliott, and Brett Weis aided by POLC Labor Rep. John Stidham.

Welcome Back: Zeeland Police Department

• **New three-year agreement** expires June 30, 2019.

• **Wages:**

Add a 4-year step to the three years of steps with a 5% increase for the top step effective June 30, 2016.

Same wage increase as received by non-represented Employees (historically 2-3%) effective June 30, 2017.

Same wage increase as received by non-represented Employees (historically 2-3%) effective June 30, 2018.

• **Education Incentive:** Remove associate's degree \$150 bonus and increase bachelor's degree pay from \$300 to \$400 annually.

• **Retirement:** Employer increases their DC pension contribution from 6% to 8%.

• **Bargaining Team:** Officer Brian Breuker and Officer Tom Mishmerhuizen aided by POLC Labor Rep. Will Keizer. ♥



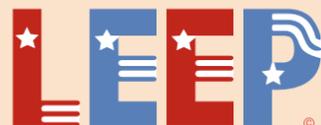
Awarded for Saving Woman *Continued from page 13*

Ryan attended Kellogg Community College Law Enforcement/Police Academy part-time while working a full-time asphalt job. He graduated June 3, 2015. Wanting to work close to home, Ryan applied to Corunna Police Department. "The Chief there gave me the opportunity. I found out they had reserves and Garrett did a ride along and liked it so he got the reserve spot," Ryan said.

Garrett, 24, who also had an interest in law enforcement and the military, joined Corunna as a Reserve Officer in late 2015. His posi-

tion is unpaid volunteer, but it has moved him to pursue law enforcement as a career.

"I really want to get into the State Police," Garrett said. "I'm trying to get into shape and applying to the academy soon. I'm just one of those people that always want to help others if I can." ♥



Law provides health care *(continued from page 3)*

of Karoub Associates, lobbied for this bill's passage. They also continue to lobby for permanently disabled first responders to be covered under a similar bill.

"Public safety officials willingly put their lives on the line for us each day, sometimes paying the ultimate sacrifice for us and their families," said Sen. Schmidt. "It is important that we give back to those families for their sacrifices. Providing health care coverage to the spouses and children of officers who die in the line of duty is one way we can."

Among those who lost their health care coverage in the Detroit bankruptcy were the families of cops killed in the line of duty, like

Sgt. Ken Steil who succumbed in September to gunshot wounds suffered on the job.

"The men and women that I represent don't mind putting it all on the line," said Mark Young, president of the Detroit Police Lieutenants and Sergeants Association. "All they are asking for is that their families are provided for, if they should fall in the line of duty."

Currently, survivors of fallen first responders can get a one-time \$25,000 payment. Providing health coverage could cost the state upwards of \$400,000 per year, according to legislative fiscal projections. ♥

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2016 POLC EXECUTIVE COMMITTEE

The 2016 POLC Executive Committee at the annual conference are: (from left) Jeff Gormley, Bloomfield Hills Public Safety; Kyle Culbertson, Berrien County Sheriffs; Chairman Rick Bleich, Muskegon Police; Scott Eager, Battle Creek Police; Mike DeKam, Grand Rapids Communications; Thomas Wilk, Macomb County Community College; Collin Birnie, Flint Police; Brian McNair, Chesterfield Township Police; and Vice Chairman Steve McInchak, Gibraltar Police.

Photo courtesy of David Millar