

The Police Officers Journal



VOLUME 25, NUMBER 2 - SPRING 2015



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New POLC website allows members to see what the Labor Council does for them

— By Richard Weiler, Director



POLC members are going to see what the Labor Council does for them in a newly redesigned, visually appealing format when they log on to www.polc.org.

Lively photos, graphics and lead-ins to articles are featured throughout the Homepage allowing users to scroll through the latest issues that impact them. The interactive site is modern and user friendly throughout, providing a pleasing yet informative website experience.

Member Benefits and union Success Stories are front and center on the Homepage with eye-catching graphics and design. So eye catching, in fact, members may even think their eyes are deceiving them.

Different article links to Member Benefits and Success Stories appear each time the web page is refreshed or logged into. This allows visitors to see a full range of discounts for products and services as well as multiple union Success Stories, which highlight significant legal awards on behalf of POLC members as well as positive things members are doing for their communities.

Click on the Member Benefits section to see the many reasons why belonging to the POLC is beneficial to its members. The POLC fights for the rights of its members from individuals undergoing unjust discipline to protecting entire departments from being replaced by alleged "less expensive" alternatives. Members can also see how they can save some green through their union membership.

Accessing www.polc.org was never easier as the improved site is mobile friendly. Union representatives and members can quickly access the site on their phones or tablets for information when they are out and about. The complete site will appear on their devices as it has been condensed specifically for mobile use.

Other new features include:

- A section for GELC members.
- An expanded and updated Frequently Asked Questions section, which features a Right to Work section.
- A new archiving system available on each website page for ease of access. This new system provides a permanent place for older articles cataloged by year, allowing them to be removed from the main pages without disappearing entirely from the site.
- A Contact Page, located at the top of the site, which allows members to send messages or questions to union leaders via email. Individual website pages also provide POLC's mission statement as well as the address and phone number.

Check out the sleek new POLC site regularly for updates to legislative issues, events, member news, benefits and more whether you are in the office or on the go. Member comments are always appreciated. Just click on the Contact Us page and send us an email. ❤



National Police Week 2015

May 4 – Michigan

Monday, May 4: 22nd Annual Michigan Peace Officers' Candlelight Memorial Service – 7 p.m. east steps of Lansing State Capitol, 100 North Capitol Avenue.

May 5-16 — Washington D.C.

Tuesday, May 5: 21st Annual Blue Mass – 12:10 p.m. at St. Patrick Catholic Church, 619 Tenth Street, NW (10th & G Streets). Call (202) 347-2713 or visit www.saintpatrickdc.org/bluemass.shtml

Saturday, May 9: Annual National Police Week 5k – 9 a.m. 601 4th Street, NW, adjacent to the National Law Enforcement Officer Memorial. www.nationalpoliceweek5k.com

- Corrections 24th Annual Wreath Laying Ceremony – 10 a.m.-noon at National Law Enforcement Officers Memorial. Honoring Corrections Personnel who have lost their lives in the line of duty. Ceremony followed by an Honor Guard Competition. www.mwco.org/calendar/

Sunday, May 10: 20th Annual Law Ride & Wreath Laying Ceremony – Line up begins at 6 a.m. with ride at 9:45 a.m. from RFK Stadium, 19th and East Capitol St., NE to National Law Enforcement Officers Memorial for wreath laying and presentations 11 a.m.-noon. www.lawride.com or email Sylvester Barnes at jd-pbk1@yahoo.com

Sunday, May 10 - 16: National Police Week Retail Center opens 9 a.m. 309 E Street (Corner of 4th and E Streets, NW - Fellowship Hall of First Trinity Lutheran Church), one block from the Memorial. www.nleomf.org/programs/policeweek/retail-center/

Tuesday, May 12: 22nd Annual NAPO TOP COPS Awards Banquet – 6:30 p.m. JW Marriott Hotel, 1331 Pennsylvania Ave., NW. Advanced registration required. Contact Elizabeth Loranger at (703) 549-0775 or info@napo.org or visit www.napo.org

- Police Unity Tour Arrival Ceremony – 2 p.m. National Law Enforcement Officers Memorial. Email Jimmy Waldron at info@policeunitytour.com or visit www.policeunitytour.com
- NCIS/HQMC Wreath Laying Ceremony – 10-11 a.m. National Law Enforcement Officers Memorial. Contact Cheryl Seesman at Cheryl.l.seesman@navy.mil or (571) 305-9065.

Wednesday, May 13: 27th Annual Candlelight Vigil – 8 p.m. National Law Enforcement Officers Memorial. Take Metro Red Line to Judiciary Square. (202) 737-3400. Register to watch the live Vigil webcast on May 13. http://support.nleomf.org/site/PageNavigator/2015clv_Event_Home.html

- National Association of Police Organizations (NAPO) Legislative Seminar – 9 a.m. JW Marriott Hotel, 1331 Pennsylvania Ave. NW. Advanced registration. Contact Elizabeth Loranger at eloranger@napo.org or (703) 549-0775.

Thursday, May 14: 13th Annual Steve Young National Honor



Cover photos courtesy of National Law Enforcement Officers Memorial Fund.

Guard Competition and Pipe Band Competition – 8 a.m. Grant Statue on west side of U.S. Capitol. Email Ken Roske at roskek@aol.com

- Standing Watch for the Fallen Flag Ceremony – 3 p.m. Presentation of state and departmental flags, commencing the honor guard rotations.
- National Police Survivors' Conference – 9 a.m.-4:30 p.m. Hilton Alexandria Mark Center in Alexandria, VA. Advanced registration required. Email cops@nationalcops.org or call (573) 346-4911. www.nationalcops.org
- 21st Annual Emerald Society & Pipeband March and Service – 4:30 p.m. assemble at New Jersey Avenue and F Street, NW. Begin March to National Law Enforcement Officers Memorial at 6 p.m. Contact Joseph J. Keenan at (732) 754-7051. www.nclees.org
- Philly to D.C. Memorial Run – Depart May 12 from Philadelphia Navy Yard. Arrival at noon at National Law Enforcement Officers Memorial. Run to honor fallen officers. Contact Jim Harity at (610) 633-2685.
- Shomrim Society Memorial Service – 9 a.m. National Law Enforcement Officers Memorial. Contact Chief Jay Gruber (202) 500-8647.
- National Police Challenge 50K Relay – 8:15-11:30 a.m. U.S. Secret Service Training Center, Laurel, MD. Contact Dierdre Henry, Race Director at npc.50@verizon.net or visit www.secretservice.gov/npc50/

Friday, May 15: FOP/FOPA Wreath Laying Ceremony – 2:30 p.m. National Law Enforcement Officers Memorial. (immediately following ceremony at U.S. Capitol)

- 34th Annual National Peace Officers' Memorial Day Services – 11 a.m. West Front, U.S. Capitol. Wreath Laying Ceremony immediately following Memorial Service at the National Law Enforcement Officers Memorial, 400 block of E Street, NW. www.policeweek.org or contact Andy Maybo at vice-president@dc-fop.org or Linda Hennie at 1shennie@aol.com

Saturday, May 16: National Police Survivors' Conference – 9 a.m.-4:30 p.m. Hilton Alexandria Mark Center. Advanced registration required. Email cops@nationalcops.org or call (573) 346-4911. www.nationalcops.org ❤

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POLC officer shot, union protects officers involved in shootings

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

With four POLC members tied to three separate officer-involved shootings and one POLC officer shot all at the beginning of this year, the POLC has been working hard to support its members through the investigations.

Officers who use deadly force in the course of their jobs are subject to criminal investigation. As such, they have the same rights as a criminal defendant and it's the job of the POLC legal staff to maintain the officer's due process rights.

"I think it's important that officers know they will have contact with a POLC attorney as soon as we can get in contact with you (either by phone or in person)," said POLC Labor Rep. Mike Woronko, an attorney who handles officer-involved shootings for the union on the west side of the state. "I interview them to make sure use of force was justified. Once I know the facts and I know that these guys did what they were supposed to do, I follow them through the



Courtesy of Wyoming Police Department
Wyoming Officer Frank Hartuniewicz was shot in the line of duty. He survived his wounds.

investigation, whether writing a report or being interviewed. It's normal to be put on paid administrative leave until the prosecutor's office can make a ruling."

OFFICER DOWN

Wyoming Officer Frank Hartuniewicz was shot Jan. 29, 2015 while investigating a domestic assault complaint. Kentwood Det. Russell Mazarka and Wyoming Police Officer Kelli Duimstra returned fire, shooting the suspect, who later died. All three POLC officers involved in the shootings were placed on paid leave.

Wyoming Police responded to a domestic assault complaint at 232 Himes St. SE about 3:15 p.m. Wyoming Police Chief James Carmody said the suspect, Alan James, and his wife had been drinking. According to a press release, James' wife called 911 and reported her husband had gotten his guns out, loaded them, and was planning to go outside.

"He was having a mental breakdown," Mazarka said. "He was a recovering alcoholic. His wife was diagnosed with ovarian cancer. It put him over the edge. He believed ISIS was coming after him that day and he believed it was the end of the world. His wife called hoping to get an ambulance."

She attempted to get James to put down his guns and exit the home but he would not comply and she went outside to talk with police. James exited the home out a back door about 3:40 p.m. armed with multiple loaded weapons and immediately began shooting at police. He shot Officer Hartuniewicz in the mid-section above his belt and below his bullet-resistant vest as he stood on the other side of a fence, according to the release.

Two officers returned fire. James scaled a fence and ran to Abbie Street, while continuing to shoot at random and at police. A resident on Abbie Street suffered minor

injuries when a stray bullet entered his home and grazed the side of his body. Two residents said James tried to enter their homes, but the doors were locked. Another man was walking near the scene with his 3-year-old niece and heard police make announcements that they were outside the house, according to news reports. He then heard gunshots and hid under a car with the girl.

As the situation escalated, some 91 officers responded to the scene including the Michigan State Police, FBI, Wyoming, Kentwood, Kent County Sheriff's, Grand Rapids, Grandville and East Grand Rapids, Russell said.

The suspect was confined by police on Abbie Street, where he again fired at police. "There was a perimeter around his house. After he shot Frank Hartuniewicz, he made out of his backyard and started going behind the houses and randomly shooting at houses and trying to get into peoples residences. He ended up coming up from a residence with a shotgun, fired a round at a vacant cruiser and that's when we opened fire on him. He walked out in the middle of street and he fired the round. We yelled at him to drop his gun and he turned toward us with a shotgun. We started firing. He ran toward a house and tried to get away," Mazarka said.

Mazarka fired 8 rounds and Duimstra fired 3 rounds, shooting the suspect once in the chest. It is unknown which bullet hit James as it passed through his body and was unrecovered, according to the release. James was transported to a hospital, where he underwent surgery, but was taken off life support nine days later.

POLC'S QUICK RESPONSE

"About two minutes after the shooting I contacted union president Sean Degrove and he responded to the scene within 15 minutes," Mazarka said. Woronko was at

the scene within an hour. "We rely very much on the union stewards for their initial contact with the officers," Woronko said.

"Mike dealt with Wyoming first because they had officers shot and they were the primary officers involved. I was sent home shortly after the shooting," Mazarka said. "He kept in phone contact with me and he helped me with the shooting report that I submitted and with the lawyers. They reviewed it and said it was proper."

"The funny thing about Mike Woronko is when I was in the police academy he was my first criminal justice instructor," said Mazarka, who attended Grand Rapids Community College Police Academy. "Then I had my first officer-involved shooting. It kind of came full circle."

Within a week Mazarka had his investigatory interview with Michigan State Police. Woronko was present. "They took my official statement. Mike reviewed all the questions beforehand and made sure they

were proper. I was cleared two weeks later by the prosecutor," Mazarka said.

Duimstra was also cleared of any wrongdoing and both returned to work in late February. Hartuniewicz remains on leave as he recovers.

Prosecuting Attorney William A. Forsyth ruled the officers' actions were legally justified. "At the time that Det. Mazarka and Officer Duimstra began to shoot at James, they did so in self-defense of others; he had pointed his gun at them," Forsyth wrote in his conclusion. "Because of James' unwillingness to drop his gun and surrender and the extreme risk he posed to the community, the officers were also legally justified in continuing to shoot at him as he fled north toward 233 Abbie."

Mazarka feels like the POLC prepared him well for officer-involved shootings, training him on what to do and what not to do. "I've had 21 years to prepare myself and all the training I've gone through," he

said. "I've attended POLC conferences many times and I've gone through officer-involved shooting training. This is the first one where I've had to shoot someone, but I was involved in prior ones where I've been backup. All my training helped me respond appropriately and quickly."

Woronko has also kept in touch with Hartuniewicz, who was released from the hospital on the evening of Jan. 29 after undergoing surgery for a gunshot wound. "Imagine you're bleeding all over the place and thinking the worst," Woronko said. But Hartuniewicz was fortunate because the bullet went through a wood fence before hitting him. "When it strikes the officer it then fragments and it doesn't penetrate fully the way it would if it was an intact bullet," Woronko said. "It strikes him and doesn't damage any vital organs. The doctors examined him and removed as much of the bullet fragments as they could and sent him home." ♥

POLC officer comes to aid of downed officer, another saves his partner's life

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

POLC's three officer-involved shootings this year all involved suspects who shot a police officer and/or attempted to shoot police officers. The Union's legal staff has been quick to respond and ensure members have the representation they need following these critical incidents.

"What we asked officers and stewards to do is . . . don't stop being police officers just because you're involved in a shooting. You still have to try to give enough information so other officers can secure the scene or complete their investigation," said POLC Labor Rep. Mike Woronko, an attorney who handles officer-involved shootings

on the west side of the state. "We don't tell them they have to remain silent. We train our stewards on what you should tell officers who are involved in shootings."

POLC OFFICER RESPONDS TO OFFICER DOWN

The first POLC police officer-involved shooting of the year, like the Wyoming incident, involved another officer being shot by a suspect. Two Swartz Creek Police officers could receive commendations for stopping an armed man suspected of shooting Flint Township Police Officer Michael Schuyler Jan. 23.

Nick Paul, a POLC Officer from Swartz Creek Police Department, came to the aid

of Schuyler, who was shot in the arm while trying to arrest a suspect on several misdemeanor warrants. Officer Paul, a 12-year veteran, responded to a radio call with his partner Officer Terry VanKeuren Jr. Officer Schuyler said he was fighting with the suspect near the Hometown Inn, located at G-3277 Miller Road in Flint Township. Schuyler next radioed he had been shot by a black male driving a red Pontiac Montana Van. Schuyler, who also took a round to his bullet resistant vest, is expected to recover fully.

Paul spotted the van around 10:30 p.m. and pulled behind it with his lights acti-

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POLC Officer*Continued from page 5*

vated. The van stopped and then reversed striking the marked police car and trapping Paul in his patrol vehicle. The suspect, later identified as 55-year-old Christopher Aaron Washington of Flint, jumped out and ran back towards Paul shooting a handgun. Paul returned fire through the driver's side window. The suspect approached within 10 feet exchanging fire with Paul and then retreated towards his van.

Paul and VanKeuren located the wounded suspect on the ground beside a vehicle. He had dropped his handgun after being struck with six rounds. He was cuffed and transported to the hospital and is expected to recover.

POLC Attorney Tom Zulch immediately responded to the incident helping Paul complete his departmental report and returned later to assist with the State Police interview.

Zulch and Brendan Canfield are POLC's in-house full-time labor attorneys, who work in Troy. Support legal services are also provided by Peter Sudnick and John Goldpaugh.

Washington has been charged with 14 felony charges, including two counts of assault with intent to murder, two counts of Carrying a Concealed Weapon and Resisting and Obstructing a Police Officer related to the incident that left both Washington and Schuyler hospitalized with gunshot wounds.

Swartz Creek Police Chief Rick Cloinger said he conducted an internal investigation and determined Paul and VanKeuren "did as they were trained, and acted within the policies and procedures of this department."

Cloinger said the officers returned to work in February after prosecutors

"Why he decided to pull a gun on this cop, we don't know."

cleared Paul of any wrongdoing in connection with the shooting. Schuyler remains on paid administrative leave recovering from his wounds.

EATON COUNTY OFFICER SAVES PARTNER

According to State Police, three Eaton County Sheriff's Deputies responded to a call at about 7:30 a.m. Feb. 17 of a car in the ditch in the 3600 block of Canfield Road in Eaton Rapids Township, just west of Eaton Rapids.

Lt. Joe Thomas of the Michigan State Police – Lansing Post said deputies responded to a call for a potential OUI call. When deputies arrived, they found a vehicle off the road, on the shoulder. An armed man got out of the vehicle, and started shooting at the officers.

Eaton County Deputy Tad Schwartz, a 15-year veteran, and 17-year veteran Theresa VanDorpe fired shots, ultimately killing Lundy, who was pronounced dead at the scene, according to media reports.

"Two officers approached this car and I don't think the suspect knew the second officer was there and so he gets out of the car and turns to the recruit, the new guy. He draws a gun on this kid and he says 'don't fucking move' and those are the last words he uttered in his earthly life – the guy's partner lit him up," Woronko said, adding Deputy Recruit Chris Cunningham had only been with the department about three months.

VanDorpe arrived as backup a few minutes later and assisted in securing the scene.

"Tactically they were really sound," Woronko said of the partners. "One guy was the contact officer and the other guy was the cover officer. The cover officer's got to have your back and that's exactly what happened. If you're going into a gunfight you don't turn your back on another guy with a gun."

None of the three deputies involved were hurt. They have since been placed on administrative leave pending comple-

tion of the investigation. "State police are doing the investigation," Woronko said. "Why he decided to pull a gun on this cop, we don't know."

"That's part of our investigation of what that individual was doing there and hopefully we can backtrack from that individual's activity prior to this incident happening as to what led them to be in that ditch," said MSP Detective 1st Lt. Sean Furlong. "We're going to look at video, statement from the officers; right now we're trying to piece together the sequence of events."

That suspect, 32-year-old Matthew Lundy of Charlotte, was listed as a probation absconder, on a malicious destruction of property charge. He also served time for home invasion and drug charges involving cocaine and meth.

POLC SUPPORTS OFFICERS

Woronko and other legal staff members attended a Las Vegas training seminar in October on officer-involved shootings. "In addition to our own experience, we're getting trained by other lawyers," Woronko said, adding one of the speakers had been to 1,500 officer-involved shootings. "(POLC Labor Rep.) Will Keizer and I have issued a stewards protocol on what to do and we've distributed it in training over the last six to eight years," Woronko said. "They can keep it in their briefcase or on a clipboard so when this sort of thing happens it's right there at their fingertips. It's what you should be doing and how to help the officer and advance the investigation while your POLC attorney is responding to the scene."

"Having attorneys on (the west) side of the state has increased our response time to these things," Woronko said. "I'm able to go to the department if I have to, even to Battle Creek. Just having the coverage around the state is something the POLC has done that other unions haven't."

Woronko added that legal services are not just for officer-involved shootings. They are also for any legal or criminal issues that might arise with an officer being investigated. ♥

Member News**Labor Rep retires, takes on new Membership Services position***— By Jennifer Foley, POJ Editor*

POLC Labor Rep. Lloyd Whetstone does not know what it means to retire – though he's done it twice.

The longtime POLC Labor Representative hired on immediately following his retirement from Flint Police Department in 1998. This time around, he officially retired as a Labor Representative in April, however Whetstone had already started another POLC position in January.

Whetstone did cut back from full-time to part-time as he transitioned to his newly developed position in Membership Services.

His job, which focuses on the east side of the state and in northern Michigan, includes recruiting new units to join the POLC, assisting with labor seminars, assisting labor representatives, setting up events, and attending legislative meetings, such as Michigan Association of Police Organizations (MAPO) meetings. Fred LaMaire handles Membership Services on the west side of the state.

Having never really retired, Whetstone brings decades of experience to the new position and stayed on to train his replacement, POLC Labor Rep. Hal Telling. (*See related article.*)

"We started reviewing files to find out when contracts expire and sent letters out to units," Whetstone said. "Now I'm getting letters together for contracts that expire in December."

He is also making follow-up calls to see which units may be interested in a visit from union personnel to talk about the benefits of joining the POLC. When those cold calls turn into scheduled visits, Whetstone is aided by the POLC legal staff, Director Richard Weiler and labor reps, who answer questions about POLC services. "I get a lot of support from our attorney staff willing to dedicate their time to get out and do what they do," Whetstone said.

Whetstone was pleased to receive phone calls from individuals he hadn't even sent letters to. "I've had calls from reps who had contact with people interested in changing unions," however, Whetstone said, "I think there's just a need to recruit - to get our name out there. Our members should call their reps or call me if they think there's a bargaining member that wants to change representation," Whetstone said, adding individuals can also contact Executive Committee members too.

Whetstone, 65, began working as a police cadet in December 1969 with the Flint Police Department. The department sponsored his Police Academy training in 1973 and hired him that same year. He served 28 years with the department, 25 of those as a sworn officer. Whetstone has been involved in labor relations since 1985 when he was a Local Steward and past President of the Flint Police Officers Association. He continued in that capacity until October 1990 when he was promoted to Sergeant. Whetstone transitioned to serving the POLC as President of the Flint Police Sergeants Association from 1992 through his retirement in January 1998. During his career with the Flint Police, he worked frauds, homicides, robberies and on the Executive Protection Swat Team. He even served as an arms instructor.

The same month he retired, Whetstone hired on as a labor representative, serving the POLC 17 more years. Whetstone was encouraged to apply for the job when former POLC Labor Rep. Rich Ziegler announced his departure to become a state mediator. Whetstone said it was the second time he was approached by the Labor Council to work as a labor representative. Back when he was President of the patrol unit, he was asked. "We had 23 years retirement," he said of the minimum require-



POLC Labor Rep. Lloyd Whetstone retired from his position but hasn't left the POLC. He is now in Membership Services.

ment at Flint Police Department. "I stayed 28 years . . . The rep job opportunity came up and I took it."

Whetstone doesn't see Michigan's new Right to Work law as an obstacle to gaining new members and retaining old ones. It doesn't apply to Act 312 public safety personnel and for those it does apply to, like GELC members, he hasn't seen an issue. "As a whole, I don't think it's really affected us," he said. "I don't think we've even had many people not want to pay their dues."

Whetstone's advice for his replacement, Hal Telling . . . "I told him get a great big bottle of Tylenol," Whetstone joked. "And I told him we're a service-orientated business and if you don't service your employees they will go someplace else. Have your cell phone turned on and answer it and deal with problems as they come up."

"This kind of work tends to be more proactive and law enforcement is more reactive than proactive," he said. Whetstone gave the example of contracts expiring in 60 to 150 days. That's when the units need to be contacted to sign cards to change their representation. "People start negotiating contracts in January when contracts expire in June," he said. ♥

Labor Rep leaves, passes along wisdom decades in the making

— By Jennifer Foley, POJ Editor

When POLC Labor Rep. Ed Hillyer retires June 1, he will take with him over three decades of experience, but what he leaves behind is a wisdom he is more than willing to share with his replacement.

“Try to learn about every situation as much as you can,” Hillyer said. “Talk to the employer. Don’t make any assumptions on either side whether it be the grievant or employer. If you can have a good relationship with the employer, you can resolve things a heck a lot more easily than if it’s a constant adversary. I think when I leave both sides of the table will say ‘I didn’t agree with Ed all the time, but at least I enjoyed working with him.’”

He will miss his coworkers and the variety of work he handled as a Labor Representative. “You never know when the phone goes off what the question is going to be. I’m going to miss that ongoing contact with police officers everyday,” he said. “That will take a little bit of adjustment to not voice my opinion.”

It seems fitting that Greg Huggett will take his place. Huggett served many years with the POLC and was Chair of the Executive Committee before he retired. (*See related article.*)

Hillyer is finishing 10 years as a POLC Labor Representative in addition to the 10 years he served with the Executive Committee, from 1995 to 2005, serving as board Chairperson four years. He also held positions with the POLC as a Grand Rapids Police Association Steward, Secretary/Treasurer, and President for 17 years. He has attended national seminars on labor relations, police officers rights, Family Medical Leave Act, Americans with Disabilities Act, contract negotiations, grievance processing, and

police officers involved in politics.

Hillyer served 27 years as a Grand Rapids Police Patrol Officer working roads from 1978 to 2005. “I spent my entire career at Grand Rapids, was a Detective a couple years, in charge of Senior Volunteer program a couple years, and served on the Code Enforcement Team,” Hillyer said. “I was also a Public Information Officer for Grand Rapids Police.”

“My goal was to give the POLC 10 years (as a labor representative),” Hillyer said. “By the time I took my time with Grand Rapids and the previous job – it pretty much amounts to about 40 years and that was, I figured, long enough. My wife’s and my goal is to be retired by age 60.”

Hillyer will turn 60 the day before he retires and his wife, Sue, will be joining him in retirement from her position of 36 years as an emergency room registered nurse at St. Mary’s Hospital in Grand Rapids this fall. “We’ve been fortunate and have that opportunity,” Hillyer said of their joint retirement plans. “We’re going to sell our house here in Michigan and we bought a 40-foot fifth wheel. We have a home in Sun City West, Arizona. It was also one of our long-term goals to retire in Arizona. We have family there and some friends.”

When the housing market went south a few years ago, the Hillyers decided it was the perfect time to purchase their Arizona home. They will be snow birds, living in Arizona in the winter months and in their fifth wheel in Shelbyville RV Resort in Michigan in warmer temps. The couple will spend their retirement taking trips on their motorcycle, visiting their grandchildren in Michigan, taking up some new hobbies, and possibly working seasonal part-time jobs.

“We’ve always kept our schedules kind



Ed Hillyer is retiring as a POLC Labor Representative in June.

of separate so one of us was with the kids as they grew up,” Hillyer said. “We wanted to raise our kids ourselves. Some of those things we haven’t had the opportunity to do with each other.”

Hillyer enjoyed serving on the Executive Committee. “I always remember working with that group of guys on the board and trying to keep the organization a professional one,” he said. “I have a lot of respect for Rich Weiler. Here’s a guy who’s been with them from the very beginning and is still there.”

“Fred (LaMaire) was our Labor Rep and President of the Grand Rapids Police Officers Association,” Hillyer said. “He always kept encouraging me to get involved. He’s been my mentor for over the last 30 years. He always supported me and helped me with everything I’ve done.”

Hillyer said Fred has a knack for dealing with controversial issues with the employer while still maintaining a good working relationship. “Fred always had that ability to be able to walk into the chief’s

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New POLC Rep will make himself available to members after hours

— By Jennifer Foley, POJ Editor

Hal Telling is accustomed to juggling more than one job at a time so an expected heavy workload in his new position as POLC Labor Representative doesn’t concern him. In fact, while some people are off duty when their workday ends, Telling is not one to delay response to union members in need of answers.

“When I get something that needs to be done, I get on it right away,” Telling said. “When I was a Detective Sergeant, I was constantly getting calls when I was off duty and that doesn’t bother me. I really enjoyed trying to help others and being involved. In this job, I’ve found that policemen work 24 hours a day. I get calls and emails after 5 p.m. and I don’t wait until the next day to respond to them. I respond to them as soon as I get them. Most people, when they have a question, they want the answer as soon as possible.”

Telling is expecting to negotiate about 10 contracts this year alone. So he got started training Jan. 1 for the position he took over full-time this April when POLC Labor Rep. Lloyd Whetstone retired and moved into his new role with the union in Membership Services. (*See related article*)

Telling began his career at the Genesee County Sheriff’s Department in 1982 and got involved with the union there right away, working on the Genesee County Sheriff’s Department Executive Board. While still at the Sheriff’s Department, he took a part-time position with the City of Flushing Police Department in 1983. He left the Sheriff’s Department and became a full-time officer in Flushing in 1985.

In 1988, the City of Flushing elected Telling as an Alternate Steward for the POLC bargaining unit and Chief Negotiator of contracts. He also served as President of

the local union. “I’ve negotiated all the contracts for the City of Flushing from 1988 until I retired,” Telling said. “I actually got into it because I wanted to be the one controlling my own destiny. I feel like it’s an area where I can help other people. Police officers these days are a little bit maligned and I think they need somebody to advocate for them.”

Telling also worked as a part-time Patrol Officer and high school Resource Officer for Mt. Morris Township (another POLC unit) from 1987-89. He worked as a Patrol Officer, Detective, Sergeant, and Acting Chief before retiring as a Detective Sergeant from Flushing in 2011. After retirement, Telling became a 67th District Court Officer in Flushing from 2011 to 2014 and worked part-time for Genesee County Parks Department.

With his extensive labor background, Telling knows a lot of police officers and plans to connect them with POLC Membership Services. He will also be working hard to get retiree healthcare back on the table.

“The problem is municipalities are looking for a way not to provide retiree health care in the future. I think there are ways to put a fixed cost on the benefit and still be able to provide a level of the benefit to the retiree,” he said. “People have a calling to go into public service. You know at the end of the line you’re going to have benefits and healthcare and then when you have three to five years to go they pull the rug out from under you. You’ve worked your whole life for that and then what do you do?”

It’s important for Telling to change the misperception of police these days that they are out to do harm, rather than protect the public. “Some people actually believe

if you get stopped by police, the officer will just pull out a gun and shoot them,” he said. “With the climate being the way it is in this country, policemen actually need someone to advocate for them. That’s another reason I feel I can do a good job.”

Short-sited municipalities are losing quality employees and Telling is prepared to show them why better benefits and pay will not only help them attract, but keep good employees. “Probably 10 years ago when I was hiring police at Flushing, there was an overabundance of applications and now you can’t get applications,” Telling said, adding many municipalities are paying low wages and have reduced benefits. He cited the City of Flint, one of the most violent cities in America, where starting pay is about \$15 per hour. “If you do get a good employee, they’re going to go elsewhere as soon as they have some experience,” Telling said. ♥



New POLC Labor Rep. Hal Telling vows to help members after hours.

Member News

Longtime POLC leader returns as Labor Representative

— By Jennifer Foley, POJ Editor

POLC members will be seeing a familiar face around the southwest side of the state. New POLC Labor Rep. Greg Huggett, who retired from the POLC nearly two years ago, is ready to put his years of experience to work again for union members.

"I did a lot of traveling, a lot of hunting, fishing, motorcycle riding," Huggett said of his brief retirement, which began in March 2013. "I got bored last year and went back to work for the Calhoun County Prosecutor's office as a Criminal Investigator."

Huggett worked that job from February 2014 until Jan. 2, 2015 when he returned to train for the Representative position. "It

was fun, but this job . . . is such a better fit for me and I couldn't be happier," he said.

Huggett served the POLC 20 years, spending 16 years on the Executive Committee from 1997 to 2013. He served as Grievance Committee Chairman and was on the Finance, Public Relations and Publication committees. His many accomplishments include: getting a member of the POLC appointed to the Michigan Commission on Law Enforcement Standards (MCOLES) board; expanding the Law Enforcement Education Program (LEEP); balancing the POLC budget; and bringing the attorney staff in house.

He began his career at Pennfield Town-

ship Police Department and worked for Albion Department of Public Safety from 1986 to 1988 when he joined the Battle Creek Police Department. He served as Secretary of the Battle Creek POLC Non-Supervisory Unit in 1992 and was a Sergeant when he retired in 2013.

Huggett has been keeping in touch with POLC leaders awaiting the opportunity to return and serve the membership again. "I've been in contact with (Director) Richard Weiler since I retired and been in contact with some of the other reps," he said.

When Labor Rep. Ed Hillyer decided to retire June 1, it was the perfect opportunity since Hillyer's units are on the southwest side of the state where Huggett re-

sides. (*See related article.*) "Greg is working with me and other west side reps and learning different aspects of the job," Hillyer said.

"I'm looking forward to the interaction with all the different groups," Huggett said. "I've been involved with the POLC since 1994 at the local or state level. I've attended a lot of conferences about educational opportunities with the union. I've learned a lot from reps that I've had interactions with as far as what I think are the good traits and not so good traits. And having been on the Executive Board I got a feel for what the members want."

As a former Executive Board member, Huggett heard from labor reps, the board,

the Director and members about what people expect out of the organization and also what they expect out of the reps. "I think a lot of the members don't feel like the unions do anything for them," he said. "A lot of them don't realize what is going on behind the scenes with MAPO etcetera, keeping the membership informed. Personally, I would like to see some more informative, educational meetings for the local units that aren't able to get to the state conference," he said. "I think people are less intimidated in a less formal setting with a smaller group." These meetings would help local stewards better understand how they are supposed to conduct business, he said. ♥



Photo courtesy of Mosaic Media

New POLC Labor Rep. Greg Huggett speaks during the POLC/GELC Conference in 2012. He served on the POLC Executive Committee for 16 years.

Body Camera bills lack police perspective

— By Richard Weiler, Director

Police worn body cameras are an issue that since the events in Missouri, have taken on a life of their own.

Last December, a term-limited Michigan legislature introduced body camera legislation, which died in that session. Now, once again, that legislation has resurfaced with a second House Bill also being proposed.

House Bill 4229 mirrors last year's bill, which mandates all uniformed officers wearing the device and only turning it off for personal needs or when requested to do so by the person whom the officer is talking to! This proposal goes on to say officers are to sign a waiver and agree to wear the device. Employing agencies are to place on their web sites policies pertaining to body cameras along with storage dates for retention purposes and how and who can apply for copies (almost open ended). Should a police agency not be able to produce the requested copies for a criminal prosecution or civil action there is

a presumption that the recording would corroborate the version of the defendant. Finally, all costs to a local police agency can be forwarded to the Michigan State Police for reimbursement.

The second House Bill 4234 is to be known if it passes as the "Law Enforcement Body-Worn Camera Privacy Act." This proposal cites a private place where one can reasonably expect to be safe from casual or hostile intrusion or surveillance and should an officer make a tape in such a place that tape is exempt from the Freedom of Information Act (FOIA). This proposal further identifies who can request any tape with specified time lines and any ongoing criminal or internal investigation is exempt from FOIA requests. The police agency is to keep a record for 30 days unless there is an ongoing criminal/internal investigation, and then the recordings are to be kept for three years. Finally, no presumption is to be made against the police agency or officer if a complaint is made

after the 30-day period. In any event these issues will be monitored.

In another development, Taser International, one maker of body camera devices, has come under scrutiny for its hiring of former chiefs of police after their departments have bought their products and paying for some of their travel expenses. Naturally there is no correlation, so some of them say.

Neither piece of legislation is well thought out nor were law enforcement officials consulted prior to their introduction. If legislators want to pass body camera legislation it only makes sense for them to discuss the issue with law enforcement officials to get their perspective on officer rights, privacy and procedures. Without inside knowledge of the issues related to body cameras, how can legislators craft bills pertaining to them? ♥



Labor Rep Continued from page 8

office and have that conversation and when that conversation was over, and you may have argued and some tempers may have flared, it was still over," Hillyer said, adding that the old philosophy of making demands in contracts is a thing of the past. "No more walking in slapping things on the table," he said. "Both parties would sit down and discuss the issues instead of just 'bam this is what we want.' Certainly it has helped in the last several years with the economy being what it is."

He said the new Reps have their work cut out for them. "The toughest part of this job has been literally the last three or four years with this economy and what Lansing has done to change the rules and interfere with the bargaining table. They inserted themselves into the bargaining table, which I don't think they had the right to do. But Governor Snyder pushed those things," he said.

When the legislature decided to tax pensions, Hillyer said some people decided to leave the state rather than pay. A friend of his who recently retired from a high ranking position with the DEA was planning to retire in Michigan. "He put his land up for sale and he went down to Texas now so his pension can't be taxed," Hillyer said. "They were going to build a house here and in winter go someplace else. If you multiply that by how many people do that in the future, that's money that's gone. That would help a local business." ♥

POLC offers free training to west side stewards

POLC local stewards on the west side of the state are invited to attend a free spring Steward's Seminar. The seminar will be held from 8:30 a.m. to 2 p.m. on May 8, 2015 at the Lake Township Hall, located at 3220 W. Shawnee Rd., Bridgman, MI.

Berrien County Sheriff's Deputies and Sergeants are hosting the discussion which will include the following topics: Supplemental insurance provided by AFLAC; a health care update by Blue Cross Blue Shield; pension options through Municipal Employees' Retirement System (MERS); Officer involved shootings/deadly force; body cameras; and steward responsibilities.

Donuts and coffee will be served for breakfast and lunch will also be provided. Contact your POLC Representative to register today. ♥

Save the date for NAPO seminar

Leading Police Unions: A Practical Seminar for Union & Association Leadership and NAPO Roundtable Discussion will be held Oct. 21 – 23, 2015 at the Grand Hyatt in San Antonio, Texas.

NAPO is in the process of confirming topics and speakers for the seminar. A formal agenda and registration packet will be forwarded in June. In the meantime, any questions or suggestions for topics should be sent to Bill Johnson at bjohnson@napo.org or by contacting him at (703) 549-0775. ♥

Contract Settlements

—As reported by POLC Labor Representatives

Albion Public Safety Command Unit

- **New one-year agreement** expires Dec. 31, 2015.
- **Wages:**
1% effective Jan. 1, 2015.
- **Contract language:** Changed CBA article numbering system from Roman Numeral to Arabic system of (1, 2, 3, etc.) and made language gender neutral.
- **Manning & Safety:** Employees are allowed up to one hour on-duty time for physical fitness activity break period per shift. The City will make reasonable accommodations for these break requests. Due to the on-call nature of the job where it is impossible or impractical for Employees to take this break until an urgent aspect of the job has been performed, under these circumstances an Employee's Supervisor has the right to determine when the break may be taken. Increase plainclothes assignment allowance from \$550 to \$600 annually and other clothing or boots allowances from \$450 to \$500 annually.
- **Health Care:** The bargaining unit members agreed all plan provisions should remain the same except for prescription drug copays, which increase from \$15 to \$20 generic/\$30 to \$60 preferred/\$60 to 50% (maximum of \$80 to \$100) non preferred after deductible is met. Employees continue to pay 10% of monthly premium.
- **Retirement:** An Employee who has achieved the conditions required for normal retirement as defined by the Act 345 Plan, and who has retired in good standing with the Employer, may purchase their service weapon from the City at the time of their retirement for \$25.
- **Bargaining Team:** Kurt Etter and Michael Kolassa aided by POLC Labor Rep. Ed Hillyer.

Allegan County Corrections Command

- **New one-year agreement** expires Dec. 31, 2015.
- **Wages:**
1% effective Jan. 1, 2015.
- **Health Care:** Employees chose from the following plans: BCBS PPO \$500 singles/\$1,000 two persons or family with Employer covering 70% of costs after deductible; PPO \$250 singles/\$500 two persons or family with Employer covering 80% of costs after deductible; or PPO HSA \$1,300 singles/\$2,600 for two persons or families with Employer covering 100% of costs after deductible. The Employer shall deposit into the Employee's HSA account the excess of the applicable Employer contribution above the costs for medical, dental and vision benefits (based on the illustrative rates determined by the third-party administrator for that year.) The excess shall be split into 26 equal deposits made through regular payroll commencing the first pay period after Jan. 1, 2015. The Employer's annual contribution for dental and vision benefits shall be equal to 5% of the Employer Medical Contribution. The 2015 Employer dental and vision contribution shall be as follows:
Single: \$5,992.30 X .05 = \$299.62
Double: \$12,531.75 X .05 = \$626.59
Family: \$16,342.66 X .05 = \$817.13
The Employee shall pay all costs for medical, dental and vision benefits (based on illustrative rates determined by the third-party administrator) in excess of the applicable Employer contribution set forth above.
- **Bargaining Team:** Burt DeBoer aided by POLC Labor Rep. John Stidham.



Allegan County Road Patrol Command

- **New one-year agreement** expires Dec. 31, 2015.
- **Wages:**
1% effective Jan. 1, 2015.
- **Health Care:** Employees chose from the following plans: BCBS PPO \$500 singles/\$1,000 two persons or family with Employer covering 70% of costs after deductible; PPO \$250 singles/\$500 two persons or family with Employer covering 80% of costs after deductible; or PPO HSA \$1,300 singles/\$2,600 for two persons or families with Employer covering 100% of costs after deductible. The Employer shall deposit into the Employee's HSA account the excess of the applicable Employer contribution above the costs for medical, dental and vision benefits (based on the illustrative rates determined by the third-party administrator for that year.) The excess shall be split into 26 equal deposits made through regular payroll commencing the first pay period after Jan. 1, 2015. The Employer's annual contribution for dental and vision benefits shall be equal to 5% of the Employer Medical Contribution. The 2015 Employer dental and vision contribution shall be as follows:
Single: \$5,992.30 X .05 = \$299.62
Double: \$12,531.75 X .05 = \$626.59
Family: \$16,342.66 X .05 = \$817.13
The Employee shall pay all costs for medical, dental and vision benefits (based on illustrative rates determined by the third-party administrator) in excess of the applicable Employer contribution set forth above.
- **Bargaining Team:** Mike Larson, Cory Hunt, Chris Kuhn aided by POLC Labor Rep. John Stidham.

Barry County Deputy Sheriff's

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
1.5% effective Jan. 1, 2015.
2% effective Jan. 1, 2016.
2% effective Jan. 1, 2017.
* Increase salary "top-out" from three years to five years. No reduction to any current Employees.
- **Fringe Benefits:** Employees continue to accrue full benefits for 12 months while on Workers Comp.
- **Bargaining Team:** Janette Maki and Joel Funk aided by POLC Labor Rep. John Stidham.

Barry County Central Dispatch

- **Wage Re-opener for contract which expires Dec. 31, 2015.**
- **Wages:**
35 cents across the board effective Jan. 1, 2015.
- **Bargaining Team:** Blayne Frye and Eric Mulvaine aided by POLC Labor Rep. John Stidham.

Benton Charter Township Patrol Officers

- **New five-year agreement** expires Dec. 31, 2019.
- **Wages:**
2% effective Jan. 1, 2015.
2% effective Jan. 1, 2016.
2% effective Jan. 1, 2017.
2% effective Jan. 1, 2018.
2% effective Jan. 1, 2019.
* \$1,000 signing bonus.
- **Fringe Benefits:** Limit Vacation and Comp Time Bank payout for final average compensation to 240 hours. Court Time minimum wages increased from two hours to three hours overtime. Sick Leave reduced

from 180 days to 150 days with no cash out prior to retirement. New hires accumulate Sick Leave of 6.5 hours January through November and 8.5 hours for December.

- **Health Care:** Increase Employee premium share from 9% of premium to 12% in 2015; 14% in 2016; 16% in 2017; 18% in 2018; and 20% in 2019. New hires will pay 20% of premium share.
- **Retirement:** No retiree health care for new hires. Increase Employee pension contributions from 6.5% to 7.5% in 2015; 8.5% in 2016; and 9.5% in 2019.
- **Bargaining Team:** Robert Fuller, Bruce Modigeu and Scott Kreiner, aided by POLC Labor Rep. John Stidham.

Dickinson County Court House & County Employees

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
1% or a minimum of \$500 effective Jan. 1, 2015.
1% effective Jan. 1, 2016.
1% effective Jan. 1, 2017.
- **Manning & Safety:** Right to Work wording added to the contract.
- **Fringe Benefits:** Sick bank cap for current Employees is 100 days and 75 days for Employees hired after Jan. 1, 2015. After reaching the maximum amount of sick days, Employees hired after Jan. 1, 2015 may trade four sick days for one vacation day, up to three times a year. Five days of Employee's choice, with authorization of Department Head, will be granted as a holiday. This is an increase from four days. Airport Employees required to be on call shall be compensated at the rate of \$6 per day.
- **Health Care:** Effective Jan. 1, 2015 Simply Blue Health Savings Account Plan with deductibles of \$1,300 for singles/\$2,600 for two-person or family and 20% co-insurance up to \$1,000 for singles/\$2,000 for two-persons or family. Prescriptions are \$10 generic/\$40 formulary/\$80 non formulary. Traditional Plus Dental Plan 7 at 100% preventative/75% for restorative/50% oral surgeries, bridges and implants with a total payment of \$1,500 for orthodontics. Non-standard Blue Vision covers eye exam, glasses or contacts every 12 months. Employees shall pay 20% of premiums. The Employer will fund 100% of Health Savings Account for the term of this contract.
- **Retirement:** Current Employees will remain on MERS B-4 Plan. Former U.P. Labor members pay 6.15% by way of payroll deductions. Former AF-SCME members pay by payroll deductions 5.4% in 2015; 5.8% in 2016; 6.15% in 2017. These two groups were combined into one unit after the last negotiations. New hires after Jan. 1, 2015 will be on a MERS B-2 Plan and contribute 5% by way of a payroll deduction.
- **Bargaining Team:** Sue Ellis, Amy Laitila, Travis Barlock and Will Verley aided by POLC Labor Rep. Ken Nash.

Dickinson County Sheriff's Command

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
1% or a minimum of \$500 effective Jan. 1, 2015.
1% effective Jan. 1, 2016.
1% effective Jan. 1, 2017.
- **Fringe Benefits:** Overtime shifts to be filled by full-time members of the bargaining unit. If a regular shift runs into overtime, shift premium to be paid until the end of that shift. Sick bank cap for current Employees is 800 hours and for Employees hired after Jan. 1, 2015, the cap is 500 hours. Comp Time will be limited to 80 hours for Employees hired after Jan. 1, 2015. Vacation Time is 20 working days after 12 years of service instead of 15 years of service. Personal Time increased from three to four days.

- **Health Care:** Effective Jan. 1, 2015 Simply Blue Health Savings Account Plan with deductibles of \$1,300 for singles/\$2,600 for two-person or family and 20% co-insurance up to \$1,000 for singles/\$2,000 for two-persons or family. Prescriptions are \$10 generic/\$40 formulary/\$80 non formulary. Traditional Plus Dental Plan 7 at 100% preventative/75% for restorative/50% oral surgeries, bridges and implants with a total payment of \$1,500 for orthodontics. Non-standard Blue Vision covers eye exam, glasses or contacts every 12 months. Employees shall pay 20% of premiums. The Employer will fund 100% of Health Savings Account for the term of this contract.
- **Retirement:** Current Employees will remain on MERS B-4 Plan. New hires after Jan. 1, 2015 will be on a MERS B-2 Plan and contribute 5% by way of a payroll deduction.
- **Bargaining Team:** Derek Dixon and Scott Metras aided by POLC Labor Rep. Ken Nash.

Dickinson County Sheriff's Corrections Employees

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
1% or a minimum of \$500 effective Jan. 1, 2015.
1% effective Jan. 1, 2016.
1% effective Jan. 1, 2017.
- **Manning & Safety:** Right to Work wording added to the contract.
- **Fringe Benefits:** Overtime shifts to be filled by full-time members of the bargaining unit. If a regular shift runs into overtime, shift premium to be paid until the end of that shift. Sick Bank cap for current Employees is 800 hours and for Employees hired after Jan. 1, 2015, the cap is 500 hours. Accrued Comp Time shall be paid to Employees prior to promotion or changing classifications. Vacation Time is 20 working days after 12 years of service instead of 15 years of service. Personal Time increased from 32 to 40 hours.
- **Health Care:** Effective Jan. 1, 2015 Simply Blue Health Savings Account Plan, with deductibles of \$1,300 for singles/\$2,600 for two-person or family and 20% co-insurance up to \$1,000 for singles/\$2,000 for two-persons or family. Prescriptions are \$10 generic/\$40 formulary/\$80 non formulary. Traditional Plus Dental Plan 7 at 100% preventative/75% for restorative/50% oral surgeries, bridges and implants with a total payment of \$1,500 for orthodontics. Non-standard Blue Vision covers eye exam, glasses or contacts every 12 months. Employees shall pay 20% of premiums. The Employer will fund 100% of Health Savings Account for the term of this contract.
- **Retirement:** Current Employees will remain on MERS B-4 Plan. New hires after Jan. 1, 2015 will be on a MERS B-2 Plan and contribute 5% by way of a payroll deduction.
- **Bargaining Team:** Jon Allen, Jason Conery and Theresa Leffler aided by POLC Labor Rep. Ken Nash.

Dickinson County Sheriff's Road Patrol & Dispatch

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
1% or a minimum of \$500 effective Jan. 1, 2015.
1% effective Jan. 1, 2016.
1% effective Jan. 1, 2017.
- **Fringe Benefits:** Overtime shifts to be filled by full-time members of the bargaining unit and within the classifications being filled first. If a regular shift runs into overtime, shift premium to be paid until the end of that shift. Sick Bank cap for current Employees is 800 hours and for Employees hired after Jan. 1, 2015, the cap is 500 hours. Accrued Comp

Continued on page 14

Contract Settlements *Continued from page 13*

Dickinson County Sheriff's Road Patrol & Dispatch - continued

Time shall be paid to Employees prior to promotion or changing classifications. Vacation Time is 20 working days after 12 years of service instead of 15 years of service. Personal Time increased from 32 hours to 40 hours.

- **Health Care:** Effective Jan. 1, 2015 Simply Blue Health Savings Account Plan, with deductibles of \$1,300 for singles/\$2,600 for two-persons or family and 20% co-insurance up to \$1,000 for singles/\$2,000 for two-persons or family. Prescriptions are \$10 generic/\$40 formulary/\$80 non formulary. Traditional Plus Dental Plan 7 at 100% preventative/75% for restorative/50% oral surgeries, bridges and implants with a total payment of \$1,500 for orthodontics. Non-standard Blue Vision covers eye exam, glasses or contacts every 12 months. Employees shall pay 20% of premiums. The Employer will fund 100% of Health Savings Account for the term of this contract.
- **Retirement:** Current Employees will remain on MERS B-4 Plan and new hires after Jan. 1, 2015 will be on a MERS B-2 Plan and contribute 5% by way of a payroll deduction.
- **Bargaining Team:** Aaron Rochon, Chris Smith and Andy Flaminio aided by POLC Labor Rep. Ken Nash.

East Grand Rapids Command

- **New three-year agreement** expires June 30, 2017.
- **Wages:**
 - 2% effective July 7, 2014.
 - 2% effective July 1, 2015.
 - 2% effective July 1, 2016.
- **Health Care:** All Employees are eligible for Employer's Consumer Directed Health Care Plan (CDHP) with an HRA. The single coverage deductible remained at \$2,000. The family deductible increased from \$2,000 to \$4,000. Employees have a premium contribution of 5% of Cobra rates provided by the carrier. In-network coverage increased from 80% to 100% after the annual deductible is met. Out-of-network coverage remains at 50%. Out-of-pocket maximums are \$2,000 for singles/\$4,000 for families in-network and \$4,000 for singles/\$8,000 for families out-of-network. HRA contributions for singles remained at \$1,000 with rollover maximum balance of \$5,000 and for families increased from \$1,000 to \$2,000 with rollover maximum balance increasing from \$5,000 to \$6,500. There is no change to prescription riders.
- **Bargaining Team:** Eric Smith and Scott Kolster aided by POLC Labor Rep. John Stidham.

Jackson County Sheriff's Communication Technician Typists

- **New three-year agreement** expires Dec. 31, 2017.
- **Wages:**
 - 1% effective Jan. 1, 2015.
 - 1% effective Jan. 1, 2016.
 - 2% effective Jan. 1, 2017.
- **Manning & Safety:** Certified Training Officers will receive \$1 per hour additional pay while training.
- **Fringe Benefits:** Short-term disability will no longer be paid by Employer. Employee may purchase if requested for \$83.20 annually.
- **Health Care:** No change, but should a change be required to meet Affordable Care Act guidelines, then at least one plan shall be substantially equivalent to the current plan.
- **Bargaining Team:** Mallory Fullerton, Kim Haines, Jen Gillespie aided by POLC Labor Rep. John Stidham.

Lenawee County Sheriff's Command Officers

- **New one-year agreement** expires Dec. 31, 2015.
- **Wages:**
 - 1.5% effective Jan. 1, 2015.
- **Health Care:** Changed to Blue Cross "cafeteria style" with five options through the "Glide Path" program. The options vary in deductibles, co-pays and maximum out of pocket expenses. The Employer agrees to pay premiums up to \$6,500 for singles; \$14,700 for two persons; and \$17,500 for families. Each is above the current "Hard Cap" allowance. Some plans cost Employees nothing and others have premium sharing. The Health Care Savings Options allows any excess in Employer's funding to go into Employee's Health Care Savings Account.
- **Bargaining Team:** Jim Craig and Dave Aungst aided by POLC Labor Rep. Duane Smith.

Pittsfield Township Command Officers

- **New two-year agreement** expires Dec. 31, 2016.
- **Wages for Patrol Sergeants:**
 - 4% effective Jan. 1, 2015.
 - 3% effective April 1, 2015.
 - 2% effective Jan. 1, 2016.
- **Wages for Detective Sergeants:** 5% over the top wage for Patrol Sergeants from the current \$1.25 per hour increase.
- **Wages for Lieutenants:** 9% over the top wage for Patrol Sergeants from the current 4.5% differential.
- **Fringe Benefits:** Longevity changes to \$1,000 at 5 years; \$2,000 at 10 years; \$3,000 at 12 years; \$4,500 at 15 years; and \$5,500 at 20 years from the current 2% of base pay at 5 years; 4% of base pay at 10 years; 6% of base pay at 12 years; 8% of base pay at 15 years; and 10% of base pay at 20 years. In addition to regular holiday pay, Employees would be compensated at 1-½ times their pay for nine instead of six holidays for holidays worked. The new holidays would be Labor Day, Memorial Day and Easter. Increase compensatory time banks from 80 to 160 hours. The Employee shall be paid down to 80 hours every year for excess compensatory time from the current amount of 40 hours. Unused personal days shall be paid out directly to the Employee at 50% of their value or placed into the Employee's 457 Deferred Compensation Account at 100%. Previously the Employee would lose unused days. Employees will be paid educational stipends yearly as follows:
 - Associate's Degree \$850
 - Bachelor's Degree \$1,250
 - Master's Degree \$2,500
- **Manning & Safety:** Any Command Officer assigned a cell phone will receive two additional hours of pay per week from the previous one hour of pay.
- **Health Care:** The level of services will remain the same but the Employer has the right to provide benefits through another carrier as long as there is a national access to providers. The Employer will implement Public Act 152 to determine the cost sharing. Additionally the opt-out stipend will increase from \$1,200 to \$2,500 a year. The Employer will implement a "wellness plan" in which an Employee may receive a maximum incentive of \$600 a year.
- **Retirement:** Future retirees will have the same level of healthcare as the current active members with the agreement that the Employer will pay a minimum of the "Hard Cap" amount for the insurance. New Employees would get a MERS "Hybrid" pension in which they would get a 1.5% multiplier with a Final Average Compensation period of three years and six years vesting. The Employee would contribute 5% of payroll and that total amount would go into a Defined Contribution Plan.

From \$200 to nearly \$200,000 - Gilda's Run makes a difference

— By Jennifer Foley, POJ Editor

A gathering of POLC police officers and their biker friends turned a leisurely weekend ride into a way to raise money and hope for cancer patients and their families.

"A group of 20 Police Officers and Dilleywackers went for a nice long Saturday ride and had a barbeque afterward," said POLC Labor Rep. Will Keizer. "We talked about making it an annual event but we should do something good for the community. We passed the hat and each threw in \$10."

Sponsored by the Police Officer's Labor Council (POLC) and Law Enforcement Education Program (LEEP), Gilda's Run is in its 15th year of supporting Gilda's Club Grand Rapids, a non-profit providing free emotional and social support to men, women and children with cancer and their families and friends.

"We chose Gilda's due to familiarity with the charity in other states," said Keizer, Gilda's Run organizer. "I dropped off \$200 in cash and so began the adventure!"

That adventure has grown fivefold in the number of people participating and raised nearly 100 times the original donation.

"That second week in July of 2000 was the first of many great fundraisers and we are proud of the almost \$200k we have raised for Gilda's Club Grand Rapids!" Keizer said. "Of those original 20 guys, about half still ride every year. But we have added support from the Axemen M/C Chapter 2 (firefighters) and the Warthogs of Gun Lake (Police/emergency services personnel) and this event



has grown to consistently over 100 riders and lots of new friends." Organizers of the motorcycle ride and poker run exceeded their goal of raising \$22,000 last year and would like to raise \$22,500 this year. LEEP traditionally donates \$5,000 annually and the pig roast is expected to draw over 100 additional guests who pay for their meals to raise funds.

Registration is 9-10 a.m. Saturday, July 11 with a continental breakfast followed by The Motorcycle Poker Run for Charity — a scenic drive through Ottawa and Kent counties. Bikers and cagers are welcome for \$30 per person or \$55 per couple. The Pig Roast follows at 5 p.m. Dinner only is \$10. The event begins and ends at Kosciuszko Hall, 935 Park SW in Grand Rapids.

Sponsors can have their business or organization name printed on "15th Anniversary Gilda's Run" shirts for a donation of \$250, either monetary or in donated items. Donations are tax deductible with 100 percent going to Gilda's Club. ♥

TO PARTICIPATE

Pre-register by June 20 and receive a free "15th Anniversary Gilda's Run" long- or short-sleeve shirt by sending checks made payable to: "Gilda's Club Grand Rapids", Attention: Will Keizer, 1293 Oakwood Dr., Jenison, MI 49428. Please include shirt type and size(s). The deadline to become a sponsor is also June 20. Forward a file copy of your logo for the shirt printing and direct any questions to: Will Keizer at klink132@comcast.net or (616) 648-3551. Gilda's Club is a non-profit 501 (c) (3) corporation.

Contract Settlements *Continued from page 14*

Additionally, the Employer would contribute 1% into a qualified 457 Deferred Compensation Plan if the Employee contributes at least 3% of his/her annual pay into the plan.

- **Bargaining Team:** Stewards Sean McCormick, Hank Fusik and Pam Hamilton aided by POLC Labor Rep. Duane Smith.

Tuscola County Command

- **New two-year agreement** expires Dec. 31, 2016.
- **Wages:**
 - 2% effective Jan. 1, 2015.
 - 2% effective Jan. 1, 2016.
- **Fringe Benefits:** Long-term disability changed from premium cap

of \$175 and wage limit of \$1,500 per month to two-thirds of current monthly wage being paid with no premium cap. Effective Jan. 1, 2016, eliminate General Election Day as a holiday and replace it with New Year's Eve.

- **Health Care:** No change to medical. Vision co-payment changed from \$25 to \$20.
- **Retirement:** The Employer may request to re-open collective bargaining agreement to negotiate retirement benefits, which shall not result in a reduction in benefits or increased cost to current Employees.
- **Bargaining Team:** Ryan Pierce and Nate Light aided by POLC Labor Rep. John Stidham. ♥

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

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Outstanding Service Award to honor Michigan's best cops...

Police Officers Labor Council (POLC) members are encouraged to nominate fellow officers for the Law Enforcement Education Program (LEEP) Outstanding Service Award.

LEEP will honor Outstanding Service within the ranks of the POLC membership during the annual POLC conference this summer at West Bay Beach, a Holiday Inn Resort in Traverse City.

Written nominations for the Outstanding

Service Award may be signed and submitted by supervisors or by any member of the POLC, and must be received by June 1, 2015. Nominees must be recognized for events or service beyond normal expectations occurring between May 1, 2014 and May 1, 2015. Criteria should include leadership or community service, as well as valor or bravery.

Complete the entry form below or go to the LEEP web site at www.polc.org/outstanding-service-awards for complete in-

structions and official entry form.

Key to the selection process for the judges will be a short, signed essay on why the nominee should be considered for the LEEP 2015 Outstanding Service Award, along with specific details, supporting materials or reports. Nomination packages should be sent before June 1, 2015 to:

**LEEP Outstanding Service Awards
667 E. Big Beaver Rd., Suite 205
Troy, MI 48083**



NOMINATION FORM

(Attach to signed essay)

Nominee's name and title: _____

Department / unit: _____

Work address: _____ **City/Twp.:** _____ **Zip:** _____

Phone (W): _____ **Phone (H):** _____

Recommended by (name and title): _____

Department / unit: _____

Work address: _____ **City/Twp.:** _____ **Zip:** _____

Phone (W): _____ **Phone (H):** _____

Fax number: _____ **E-mail:** _____

Signature: _____ **Date:** _____