

The Police Officers Journal



VOLUME 27, NUMBER 3 • SUMMER 2017



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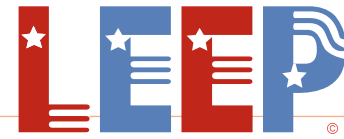
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Several new units join POLC – Member News

POLC/GELC welcomes new board members – Member News

LEEP Award recipient passionate about law enforcement

— By Jennifer Gomori, POJ Editor



Ryan Nicley was having a hard time deciding if he wanted to be a police officer or a teacher. He listened to advice to pursue the latter, but after a couple years in college he knew he made the wrong choice.

“Coming out of high school it was either teacher or police officer. I listened to some outside opinions and I let that influence me,” Nicley said. “I was headed towards education. It wasn’t until my sophomore year of college I realized it’s not what I wanted to do.”

“The material didn’t interest me anymore. I wasn’t enjoying class,” Nicley said. “I had to ask myself where I see myself 10 to 15 years from now. I had to make the change to what I was passionate about, what I like to do. I’m very happy now.”

He hasn’t second guessed himself since, taking two unpaid internships — one in Grand Blanc Township and the other in Shelby Township to get some experience; completing his bachelor’s degree in Criminal Justice at Oakland University (OU); and graduating Macomb Police Academy May 16, 2017.

One of the internships was a requirement for graduation and after graduating OU, Nicley decided to seek an internship near his hometown. “I wanted some more experience and I wanted to see what goes on close to home, so I applied and got accepted to Shelby also,” he said.

When POLC/GELC Executive Committee member Brian McNair presented the \$2,000 LEEP Award during the graduation ceremony, he was very appreciative.

“I was working up until I started the academy at a gym in Shelby Township. I saved up enough money to support myself through the academy and I had some support from my parents also,” Nicley said. “I ultimately did have to quit with the time commitment.”

“I wasn’t aware that it had doubled this year, but I think that’s terrific,” Nicley said of the LEEP Award. “Being able to apply the scholarship to further my training it’s not only going to help out now, but I’ll put aside money for equipment I will need once I am hired. Some of the departments do require that you buy your own equipment. I would rather be safe than sorry.”

Nicley was chosen for the award among other pre-service candidates in his class

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Photo by Steve Berry
Police Officers Labor Council Executive Committee member Brian McNair (left) presents Macomb Police Academy graduate Ryan Nicley with a LEEP Award at the May 16, 2017 graduation ceremony.

LEEP Award ‘tremendous help’ to Mott police academy graduate

— By Jennifer Gomori, POJ Editor

Garrett Guest left his job to successfully complete the Law Enforcement Regional Training Academy at Mott Community College. So when he was given the Law Enforcement Education Program (LEEP) \$2,000 Award, he couldn’t have been more thankful.

“I quit my job before I started the academy,” Guest said of his position at Sherman Williams in Grand Blanc. “I wanted to focus completely on the academy. Looking back on it, I definitely couldn’t have worked. (The academy) was 12 hours a day and you’re just so beat by the end of the week. You need the weekend to recover. The only times I would’ve been able to work was on the weekends.”

“The fact that I got this award is a tremendous help. I don’t know when I might find a job,” Guest said. “It’s nice to be recognized and helped out.”

Most police academy cadets do not work due to the long days at the academy. For those sponsored by a police agency intent on hiring them, this is not a major hardship. But for Guest and other non-sponsored cadets, making ends meet while attending can be a challenge.

The LEEP Award is given twice yearly to graduates with the highest overall achievement, who have not been sponsored by any police agency. To qualify, the cadets had to pass the MCOLES certification test and meet MCOLES employment standards to become certifiable as law enforcement officers in Michigan.

Guest, 22, was presented the Award by POLC Executive Committee member Collin Birnie during the May 4 graduation ceremony. Guest obtained his associate’s degree in Criminal Justice from Mott and bachelor’s degree in Criminal Justice at Ferris State University.

In addition to his degrees and academy training, Guest gained experience in police work through ride-alongs and as a volunteer Reserve Officer.

“When I was in college, I became a Reserve Police Officer with



Photo courtesy of Mott Community College

POLC Executive Committee member Collin Birnie presents a \$2,000 LEEP Award to Garrett Guest during the Law Enforcement Regional Training Academy graduation ceremony May 4, 2017.

Frankenmuth and have been doing that for 2-1/2 years,” Guest said. “I went through a reserve academy and I would assist certified officers.”

His father, Kyle Guest, is a retired Genesee County Sheriff’s Department Sergeant, who is working as a Richfield Township Police Officer. He had been working part-time for Richfield Township Police while employed full-time with Genesee. Guest said his dad retired after 20 years of service with Genesee, but wasn’t ready to leave his law enforcement career. So when a full-time position opened at Richfield, he applied.

“He’s got a couple more years left and then he’s going to hang it in for good,” Guest said.

Guest is looking for police work in Genesee County, hoping to follow in the footsteps of his father. ❤️

Nicley *Continued from page 2*

of 41 based on his overall performance. “He was near the top in almost every category and he was extremely mature and carried himself very well,” said Macomb Police Academy Director Raymond Macksoud. “He was self-motivated. He didn’t have to be told things twice and performed all the tasks above average.”

Nicley, 23, graduated in the upper third of the class academically and has been interviewing for police work. “I think his greatest attribute is his maturity and his ability to complete tasks without having to be prodded,” Macksoud said. “He never had to be

corrected for anything. His overall character is competent and strong — the type of person you’re going to reward.”

He’s been traveling around the state visiting different areas and applying for jobs. “I interviewed with Chesterfield during my time in the academy and I didn’t get the position, but I was able to learn a lot interviewing,” Nicley said. “My next step is applying for the Macomb County Sheriff’s Office and Royal Oak Police.”

One thing Nicley knows for sure — he made the right career choice. “The team and the family atmosphere, it’s motivating for me knowing I have other people counting on me to do my best,” he said. ❤️

Law Enforcement Education Program (LEEP®)

Send Address Changes to:

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

L.E.E.P. Programs: (800) 451-1220
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Published by The Dale Corp., (248) 542-2400
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Investigation continues as Norton Shores Officer laid to rest

— Excerpted from media reports

Norton Shores Police Officer Jonathan Ginka was laid to rest following an honor guard funeral May 16, which included hundreds of officers and civilians.

Ginka was traveling south on Henry Street just south of Ross Road when his cruiser crossed over the northbound lane, left the road and struck a tree, according to police. His vehicle was traveling 46 mph and didn't brake until the last second, according to a news release from the Michigan State Police. Ginka, a POLC member, died as a result of the crash reported at 2:32 a.m. May 10. According to the release, preliminary findings from the investigation, which included analysis of data recorders in the patrol cruiser, are as follows:

- Speed was not a factor in the crash. The speed limit is 35 mph on that stretch of roadway.
- Ginka was wearing his seatbelt.
- Ginka took his foot off the accelerator and applied the brake just prior to the collision with the tree.
- His car left the road and traveled 145 feet in two seconds, before hitting the tree.
- Ginka was not responding to a dispatch call at the time of the crash.

The 34-year-old was extricated from his cruiser before being transported to Mercy Health Partners Hackley Campus where he was pronounced dead. The roof and door had to be removed to free Ginka, the news release states.

POLC Labor Representatives John Stidham and Jason Owen represent Norton Shores Command and Patrol. "The Police Officers Labor Council wishes to extend our deepest sympathy to the family of Officer Ginka and to the Norton Shores Police Department," said POLC Director Rob Figurski. "The tragic loss of Officer Jonathan Ginka affects every member of the POLC and he will remain in our thoughts and prayers. Officer Ginka will never be forgotten."

His brothers and sisters in blue came together for his funeral which included bag pipes and a large procession of police motorcycles and cruisers from throughout the state escorting the hearse containing Ginka's casket to Laketon Township Cemetery. The Sheriff's and Municipal Memorial Assistance Response Team (SM-MART), an initiative of the Michigan Sheriff's Association, orga-

"The tragic loss of Officer Jonathan Ginka affects every member of the POLC and he will remain in our thoughts and prayers. Officer Ginka will never be forgotten."

Photo courtesy of Norton Shores PD

Norton Shores Police Officer Jonathan Ginka was killed after his police cruiser struck a tree May 10, 2017.



nized the hundreds of law enforcement officers coming to the fallen officer's funeral, said Terrance L. Jungel, former Sheriff of Ionia County and retired Executive Director of the Sheriff's Association. "It's an honor for us to be able to do this," Jungel said. "When we bleed, we all bleed blue. When there's a tragedy in the family, we all come together."

Officers stood in formation, white-gloved hands folded in front of them, in the Prince of Peace Catholic Church parking lot in Laketon Township. Detroit Police and Fire Pipes and Drums began a bagpipe procession with members of Ginka's department leading other officers into the service. "He was a great guy and I love him and miss him," said Officer Matt VanHall of the St. Louis (Mich.) Police Department, who has known Ginka for the past eight years. "Everyone loved him."

"(Ginka) never hesitated to extend his hands to people around him, especially the ones in need," the Rev. Peter Vu said in his homily.

Ginka graduated from fire school in 2005 and began his public safety career with the North Muskegon Fire Department. He earned a bachelor's degree in Criminal Justice from Grand Valley State University, following the path of his brother, Patrick, a Military Police Officer. Ginka served with Norton Shores Police for the past 10 years. His short career was marked with awards and a desire to serve, said Norton Shores Police Chief Jon Gale at the funeral. "I want to thank Jonathan for his service," Gale said.

Working as an undercover Drug Enforcement Officer with West Michigan Enforcement Team, Ginka looked like a tough guy, but was remembered for his sense of humor, love of community and family. "He always had a smile on his face and a big heart," said Muskegon County Sheriff Michael Poulin. "He was a real likable individual and well-respected in the law enforcement community."

Continued on page 15

Drive to succeed makes OCC Academy grad easy choice for LEEP Award

— By Jennifer Gomori, POJ Editor

Oakland Police Academy graduate Joseph Martinez hasn't wasted a single opportunity to prepare himself for a career in law enforcement, so it's no surprise that the Law Enforcement Education Program (LEEP) Award recipient was hired before he even finished the academy.

Martinez, who was one of three \$2,000 LEEP police academy award graduates this spring, was hired by Southfield Police Department as a cadet while he was still in the academy. On June 19, just three days after graduating, he was sworn in as a full-time Police Officer.

"Southfield hired him halfway through the academy," said Oakland Police Academy Director David Ceci. "It is unusual because they picked him up and put him on the payroll too. There were multiple agencies that were moving pretty quick on him. He's a pretty sharp candidate, he's young and smart. It was just a matter of time before someone picked him up."

However, unlike other cadets who are hired and have their police academy paid for by the agency who hired them, Martinez paid his own way through Oakland Police Academy. "I applied for the (Southfield) cadet program last July (2016)," Martinez said. But instead of waiting to hear back, he applied and was accepted to Oakland Police Academy. "My rationale was if there were something like a hiring freeze at least I'd already be in the academy and that would open me up to other agencies as well. They wound up circling back around and hiring me in April. My duties as a cadet were to attend the academy."

Martinez, 23, was awarded during the June 16 graduation of 33 cadets. "Academically he was the highest of his class, and in overall performance, he was one of the highest," Ceci said. "He is diligent and an extremely hard worker. Joe is just a thoughtful and all around good guy. I think he will do well at his new agency."

Martinez had to wait to enter the academy as a non-sponsored cadet. When he graduated from Eastern Michigan University (EMU) in 2014 with his bachelor's in Criminal Justice, he was only 19 years old.

"You have to be 21 in order to sponsor yourself through a police academy," Martinez said. So he continued to gain experience and education. From 2012 to 2014, he worked as a student administrative assistant at the EMU Police Department. "I worked at Concordia University as a Campus Safety Officer from May 2014 until Feb. 2017, right before I went to the academy. Then, in 2016, I graduated from Eastern Michigan with a Master's of Public Administration ... to better well round myself and prepare myself for a career

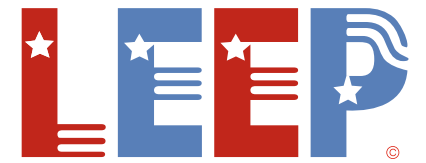


Photo courtesy of Keith Tolman

POLC Executive Committee member John Huizdos (left) presents the \$2,000 LEEP Award to Oakland Police Academy Cadet Joseph Martinez during graduation June 16, 2017.

in law enforcement."

He got his master's degree paid for by the university by working as a graduate assistant in the political science department. He also interned as a Student Volunteer with the United States Drug Enforcement Administration (DEA) from July 2015 to January 2016. "I completed this internship at the DEA, in the Detroit Metro Airport field office. I assisted with office operations and investigations as requested," Martinez said.

Martinez also prepared himself in high school as a dual-enrolled student at Washtenaw Technical Middle College. "I had 90 college credits completed and I was able to transfer all those to Eastern Michigan University," he said. "I graduated with a high school diploma and three associate's degrees." He has associate's degrees in Criminal Justice, Liberal Arts and Occupational Studies.

Having a couple friends interested in law enforcement sparked Martinez to join Washtenaw County Deputy Sheriff's Office Explorers program from 2010-2015, participating in ride-alongs and meeting people in the field.

"I really liked (the Explorers) a lot, which caused me to pursue the coursework I did in high school," he said. "I found out people in my classes thought similar to the way I did. It caused me to pursue it even more and develop a passion for it." ❤️

2017 Annual POLC/GELC Meeting & Labor Seminar

Wednesday – Friday,
Sept. 20-22, 2017



3575 N. US-31 South,
Traverse City, MI 49684

Attendance limited to registered delegates and invited guests only

RESERVE ROOMS by Sept. 6, 2017 to receive POLC/GELC discount:
Call 866-962-9653

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



Seminar Sessions

- Featured Speaker Will Aitchison discusses negotiations, critical incidents, legislative updates and more
- Health Care
- Economic News & Views

POLC Business Meeting

- LEEP Outstanding Service Awards
- LEEP Dream Scholarship awards
- POLC Business Agenda
- POLC Board and Officers elections



LIBATION TOUR



For those interested in an alternative to the golf outing, a Libation Tour will be available from 3-7:00 p.m. Thursday, Sept. 21, 2017 with stops at Brewery Terra Firma, Bonobo Winery and Traverse City Whiskey Co. Call Nancy Ciccone at (248) 524-3200 before Sept. 8 to reserve your spot so ample free transportation can be provided by the POLC/GELC. Members are responsible for the cost of drinks.



The Crown Golf Club - Championship Course provides a scheduled diversion for attendees of the Police Officers Labor Council annual Business meetings in Traverse City, on Sept. 21, 2017. Reserve your spot now.



Come join us for a outdoor Cocktail Reception, Entertainment & Bonfire, 8:30-11:30 p.m. on Wednesday, Sept. 20 and Hospitality Room 8:30-11 p.m. Thursday, Sept. 21.

2017 Delegate Registration: Annual POLC/GELC Meeting & Labor Seminar



ARTICLE V (By-laws) DELEGATES TO ANNUAL MEETING

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

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

Thursday, September 21, 2017:
7:15 a.m. – 1:30 p.m.

7:15-8:15 a.m. Complimentary Breakfast
12:45 p.m. Complimentary Lunch

Friday, September 22, 2017:
8-9 a.m. Complimentary Breakfast
– Conclusion

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

Name of your unit and its current enrollment.

Number of delegates allowed

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

_____	_____
_____	_____
_____	_____

This registration must be returned before Friday, September 8, 2017 to:
Police Officers Labor Council • 667 E. Big Beaver Rd, Ste. 205 • Troy, MI 48083-1413

20th Annual POLC/GELC Golf Outing

Four-person Scramble (Limited to first 100 golfers)

The Crown Golf Club - Championship Course, Traverse City, Michigan
Thursday, Sept. 21, 2017
Tee-off time: 2:00 p.m. (Shotgun Start)

Cost: \$35 per person

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

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

RETURN REGISTRATION FORM: Make checks payable to POLC/Golf

Golfer's Names

Phone # and Department Name

_____	_____
_____	_____
_____	_____

This registration must be returned before Friday, September 8, 2017 to:
POLC/GELC Golf Outing • Police Officers Labor Council • 667 E. Big Beaver Rd., Ste. 205 • Troy, MI 48083-1413

Flick looks forward to advocating for members

— By Jennifer Gomori, POJ Editor

Jackson Police Sgt. Jennifer Flick has taken on many roles in her career and labor representation has been a key part of every transition.

She became a Jackson Patrol Officer and POLC member in 1994. She joined the local FOP Lodge 70 as a board member from 1995-2001. During that time, she became a Field Training Officer (FTO) and served in the Honor Guard. By 2001, she was promoted to Sergeant and became FTO Coordinator and supervised the multi-jurisdictional team JNET, coordinating confidential drug informant and undercover officer buys from 2004-2006.

"I have been with the Jackson Police Department for 22 years and have been a Sergeant for the last 16 years," Flick wrote in her candidacy letter for the Executive Committee. "Ever since I completed my field training, I became an active member of my organization. I started out as a Treasurer of our local Fraternal Order of Police and attended state conferences. I have assisted my members with filing grievances and helped shape policy to protect all members of the union."

She was promoted to Sergeant in 2001 and has held various local union board positions. Flick was instrumental in getting command staff switched over to POLC in 2007, sharing her positive experiences as a POLC-represented Patrol Officer.

Flick, who graduated with honors from Grand Valley State University with a bachelor's degree in Criminal Justice in 1993, kept improving her law enforcement knowledge by obtaining a master's degree in Public Administration from Western Michigan University, graduating with honors in 2002; and graduating from Northwestern School of Police Staff and Command at Northwestern University in 2006.

Educating others is just as important to Flick, who has served as Adjunct Faculty teaching Criminal Justice courses at Jackson Community College since 2012. The colligate professor teaches students entering fields such as probation, parolee, corrections and criminal justice.

Her emphasis on education extends to union members. "I think education for our members is key. I want to continue to have resources available to them," she said of steward training and the annual POLC/GELC conference. Education helps members at work and even at home, she said, through information about things such as wills, trusts and methods of saving for retirement. "Everybody's situation is a little bit different. If we can help educate members, it lets them make better decisions in their personal and professional lives."

With all those irons in the fire, one would think Flick was too

busy to take on additional tasks. But clearly the second female board member in the history of the POLC has a lot of motivation. Flick has attended the annual POLC/GELC conference, steward seminars, and spearheaded fundraising in honor of fallen POLC Officer James Bonneau of Jackson PD.

"To date, over \$50,000 has been raised, which has established a perpetual scholarship at Lansing Community College (LCC) Police Academy for new recruits and the Officer James Bonneau Child Advocacy Fund in Jackson to assist children who are victims of crime," she wrote.

Bonneau, who was killed in the line of duty in 2010, attended the LCC Police Academy and Flick was one of his supervisors at Jackson PD. "His parents selected me to be their escort officer (for National Police Week 2011)," Flick said. "Having that honor bestowed on me, I said, 'I am going to do what I can to keep his legacy alive here and let his parents know they'll always be a part of our family.'"

Flick said Bonneau's love of children was evident. "Jim had . . . a weak spot in his heart for children. He talked to his parents about cases (he had worked) involving children. It just hit him harder. We made the determination to start the advocacy fund to assist children affected by crime."

The Child Advocacy Fund assists the Children's Advocacy Center of Jackson County, where children of crimes can be interviewed by individuals specifically trained to make the experience less traumatizing. "It's a much softer setting. There's a two-way mirror where the prosecutor and police officers get to listen and watch and they're only interviewed one time," Flick said, adding that without the center, children may be interviewed multiple times by Health and Human Services, police and the prosecutor.

The Advocacy Fund also assists organizations who help sponsor children going on mission trips, performing other community service and even grandparents raising grandchildren.

Flick is replacing retired Executive Committee Chair Rick Bleich, whose term expires in September 2018. "I'm excited to be on the board. I think it helps diversify our board," Flick said, adding that she was pleased to help represent female members of the unions.

"I've been involved in my local unit and I wanted to take that next



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Career long POLC member joins Executive Committee

— By Jennifer Gomori, POJ Editor

John Huizdos remembers the days when he was a rookie and didn't fully understand the many issues officers face. But once he started to experience those issues himself, he decided the best thing to do was get involved in the Union.

"I can't sit by and let other guys here do the work that I benefit from and that's how it started," he said of his involvement in the POLC.

A Bloomfield Township Police Officer for the past 23 years, Huizdos has been a POLC member since his first day on the job in 1994. He's served the union on the local board starting as Secretary in 2004, being elected to Treasurer in 2007 and nominated and elected President in 2014, a position he holds today.

"I have been involved in every contract negotiation since 2004," Huizdos wrote in his application letter to the Executive Committee. "My entire career has been with the POLC," Huizdos said. "I have assisted in reviewing department policy, as well as providing representation to my brothers and sisters who have come under the focus of discipline."

Huizdos received a bachelor's degree in Criminal Justice in 1991 from Wayne State University and graduated Macomb Police Academy in 1993. He has taken numerous law enforcement training courses through Bloomfield Township Police Department.

He has worked patrol, traffic, investigations, and Major Case Assistance Team (MCAT) from 2012 to present, earning Unit Commendation Awards from Troy Police in 2016, his department in 2015, and a Troy Police Department Merit Service Award in 2015 all for homicide investigations. MCAT is a collaboration between several Oakland County law enforcement agencies.

"It is a unit activated if any jurisdiction has a major crime," Huizdos said. "I and another detective are temporarily assigned to the (police) department where the crime takes place and we help them investigate."

Huizdos' work was honored by Bloomfield Township in 2016 and 2005 when he received Officer of the Year Awards. In 2001, they gave him a Meritorious Service Award for locating the driver in a hit and run accident. "The only evidence we had was the pieces of a front turn signal light. We identified it as a certain vehicle and tracked down the owner and found out who was driving the car based on those pieces we found at the scene," Huizdos said.

Huizdos was appointed by the board to fill the remainder of retired Committee Member Tom Wilk's term, which expires September 2017. "They've (POLC) been good to us my entire career," Huizdos said. "I've been on the executive board in Bloomfield for a long time and I thought, 'How can I give back to the POLC?' I wanted

to contribute more in general to the POLC."

He has successfully negotiated several contracts with Bloomfield Township and said negotiations have been very amicable. "I think I can talk to people and relate to people," he said. "I like to put myself in someone else's shoes before I make a decision or fight for something. I see

where they're coming from, how we can make it equitable."

Large legislative issues Huizdos is ready to tackle include the fight for retiree benefits and keeping local control of communities.

"I think that we're under attack from Lansing and the legislation over our benefits, and pay and retirees benefits. To me it's important to address that and continue to fight for that," Huizdos said. "We aren't the highest paid profession. We are compensated through our retiree healthcare and pension. It's my future — I don't want to sit on the sideline while other people fight for me."

Huizdos said it's also important to fight on behalf of communities to keep them in control of local decisions instead of allowing the state government to make the choices for them.

"I don't like the fact that government is going to impose their will on all the municipalities of the state in one fell swoop," Huizdos said. "Each municipality is different. They have their own set of issues, problems and own set of good things. The state just assumes they know better than all these municipalities. It drives me to say, 'Mind your own business. Let them manage how they're going to manage and keep your nose out of it.'"

Huizdos likes to give individuals and towns credit for dealing with their own problems in the ways that best suit their community. "You might as well just consolidate everybody into one major state police department who's just assigned to different areas. What may work in one town doesn't work in another town," he said. "The citizens may want things a certain way in their town, that's why they live there."

He admits an Emergency Manager may be needed to straighten out municipalities in significant debt, however, he said, "Most people can think on their own. We can figure it out; we don't need

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Genesee Township Patrol joins POLC to turn around losses

— By Jennifer Gomori, POJ Editor



At one time Genesee Township Patrol had 30 full-time Officers, but when the recession hit, the Township laid off full-time staff and replaced them with part-timers at huge hourly wage and benefit reductions.

"In 2008 and 09, when the recession hit, our township fell victim to revenue cuts and laid off six patrol officers," said Genesee Township Det. Paul Colliver, local union president.

No other township employees were laid off, Colliver said, and their former union filed a grievance on their behalf, but the arbitrator ruled the Township could lay off those employees. The membership immediately lost faith in their prior union. "They laid off six and we had people retire or resign. We had people go to work at other places because they saw what was coming down the pike here," Colliver said.

Those positions remained vacant for a long period of time and some have yet to be filled. With the layoffs and other departures, the township sought part-time replacements reducing their pay from \$27 to \$14 an hour with no benefits. A few of the officers were brought back into those positions as the job market was limited at the time. "They used to make nearly \$60,000 a year with acceptable benefits," Colliver said. "Some of the Officers had to relocate to get better wages. Our unit was reduced to such low numbers that I felt we were looked upon as the bottom of the barrel. We just didn't have the full-time strength in numbers anymore."

"We also felt we had terrible union representation during the attack," Colliver said. Patrol worked independently to recall three of the six laid off based on seniority, he said. Their former union representative, who also represented township secretaries and sergeants, was absent during those efforts.

As the department worked to rebuild and replace full-time officers with part-timers, the membership decided it was time for a change. They joined the POLC, who represents the 14 part-time and six full-time member unit.

"We needed our representative representing us," Colliver said. "We needed a union who would help us re-grow our membership

"The POLC was 110 percent right for us. I did a lot of research of other unions and I saw a lot of positive things with POLC."

and salvage our benefits. Immediately we noticed all the personal treatment (POLC Labor Rep.) Chris Watts gave us. Every other day he was giving us a call."

"The POLC was 110 percent right for us," Colliver said. "I did a lot of research of other unions and I saw a lot of positive things with POLC. The staff attorneys were a large selling point for us. We thought that contracting attorneys from outside was not good for us. We also discovered many Genesee County departments are represented by POLC."

Genesee Township Patrol was impressed with the POLC's ability to get Flushing Township Police Department reinstated after the township decided to contract out police services, disbanding the department. "We witnessed a lot of things they did, especially with the Flushing deal, with POLC fighting for their members and winning," Colliver said.

Cops are like family. They like to stick with the people they know and trust, Colliver said. "You know the bond police officers have. We like that POLC reps are former police officers." He was excited to hear he knew their new representative. "I've worked with Chris and I trained with Chris," Colliver said.

Watts said the objective in negotiations was to preserve employee benefits and improve officer morale, while helping the Township meet their budget goals. "As soon as we voted in POLC, we started on our contract negotiations," Colliver said. "We were up late and Chris was up early calling me. That guy's a machine when it comes to negotiations."

Slashing pension benefits was a big issue the Township was pushing. During a MERS meeting, Colliver said, officials were giving them a negative hypothetical pension situation in an effort to get them to agree to proposed cuts. "Originally, they wanted to see us bridge the (pension) program down, reducing the benefit for everyone including the members who paid into it for several years," Watts said. "They talked about reductions in healthcare for actives and retirees. We were able to negotiate significant changes within the pension system to help with future liabilities while avoiding other proposed cuts."

"The elephant in the room was bad business decisions from earlier administrations who kept pushing the costs down the road," Watts said. "The chickens have come home to roost and the current administration is left to pay off the bill for decisions that were made years back."

Fortunately, the Township Supervisor recognized the value of

Continued on page 11

Macomb County Corrections pleased with first POLC contract

— By Jennifer Gomori, POJ Editor



Macomb County Corrections, a 161-member unit, chose POLC representation in the summer of 2016 and POLC Labor Rep. Hal Telling is already busy showing them just how hard the Union works for its members.

The POLC negotiated a three-year contract with a two percent raise and \$2,100 bonus this year; a two-percent raise and \$1,000 bonus in 2018; and a one percent raise and wage reopener in 2019 based on a class and compensation study performed by an outside company.

"They are going to determine what comparable county deputies make," Telling said. "If they're below the average wage, we're going to try to get them up where everybody else is at."

Macomb County Corrections had not previously been represented by a union. Their contract with the County expired Dec. 31, 2016 and in March 2017 the POLC settled a new one.

"As a negotiations board and executive board we're very satisfied with the service they provided so far," said local union Recording Secretary Chris Conaway.

"They were independent. Now we do everything for them," Telling said. "In the past they just employed an attorney to do the things we do for them. We have attorneys that do the things they need to do and a labor rep with a higher degree of experience than just one of their local guys."

"We just weren't happy with the results," Conaway said. "We wanted more structure, more resources. POLC has a lot more to offer. We were just looking for change."

Before working with the POLC, Telling said, Macomb County Corrections used to have to file grievances without any assis-

tance. "They had to deal with all of that themselves," Telling said. "Now when it's a step three or four, I'm there to assist them with that. The lawyer wouldn't get involved until arbitration or mediation."

Their new contract removes four pay level steps, allowing deputies to receive faster pay increases. "Sixty deputies will receive a substantial wage increase because they removed some of the steps," Telling said.

The sick leave payout upon retirement increased from 50 percent to 70 percent. They received three to five extra Personal Leave Days depending on seniority and an increase in uniform allowance from \$645 to \$1,200 annually for the first year and \$750 annually in subsequent years.

Macomb County Corrections Deputies received an additional three preferred job assignments, having the ability to bid on week-day, daytime shifts. "Deputies with preferred job assignments will know their job everyday when they go into work," Telling said.

"In previous years we hadn't really gained a lot," Conaway said. "This is a great contract. It's one of the better ones we've had in the past 10 plus years. We actually have gains. We didn't lose anything. We're used to always bargaining (in order to) gain something we have to lose something."

"It builds up morale in the department," Conaway said of the POLC bargained contract. "It brings up people's spirits and gives them hope. It's hard to come into work at a place where today you lost something you had yesterday." ♥

Genesee Patrol

Continued from page 10

his employees, Watts said, and helped establish a plan that offers relief in some areas, while maintaining benefits and pay for others. "He worked with me to stop any backward movement and offer some increases in future years," Watts said.

The POLC was able to secure a three-year contract with a bonus of \$500 in year two and a three percent wage increase in the third year. A wage re-opener was agreed upon if the Township decides to put officers back on 12-hour shifts. Detectives received up to \$300 more for clothing allowance annually. Most importantly, Colliver said, were the losses they avoided.

"They were really pushing for this to become a part-time police department," Colliver said. "We were trying to take care of the

(full-time) guys that did come back from layoff, while keeping the interests of part-timers in mind. The previously laid off guys had to cash out their MERS time and several other things just to survive. It's been a long six years. It's been a brutal battle for us."

"They wanted to take a whole list of additional things from our contract and delete them," Colliver said. "Chris did a phenomenal job of keeping his composure and fighting for us. We finally have the voice we were looking for. POLC came to the table and secured a good contract."

Watts said the township is a busy place with thousands of police calls made annually. It's also a lower income area, which reduces the amount of money brought in through property taxes. "They need police out there," he said. "The Union and the City must work together to figure out how to continue to provide a much needed full-time professional service at a sustainable cost." ♥

Sanilac County Dispatchers reorganize, then switch unions

— By Jennifer Gomori, POJ Editor



Sanilac County Dispatchers were in the same bargaining unit as Sanilac County Deputies for years, but when the County decided to reorganize public safety, they sought their own representation.

The Dispatchers decided against staying with POAM, which represents the Deputies, opting to join the POLC instead. “They were carved out and made into their own separate unit,” said POLC Labor Rep. Scott Blackwell, however, he said, “They could’ve stayed with POAM.”

“I’ve been here almost 17 years and we’ve always been with POAM,” said Connie Smith, local union president. “We separated from the Sheriff’s Office on July 1, 2016 and became our own department. That is the direction the County wanted us to go in.”

But it was the dispatchers’ decision to change representation after hearing what POLC had to offer. “We were just looking for something a little bit different,” Smith said. “We had sat in a meeting with POLC and we liked what they had to say. I liked the more one-on-one care with Scott (Blackwell). One of the big reasons (we switched) is there is a lawyer to help fight your battle if needed.”

The POLC recently settled a three-year contract for the 10-member group with pay raises. Smith liked the fact that the seven full-time and three part-timers are receiving the same benefits as other county employees. “We received a wage increase and a pretty well-rounded contract for us,” Smith said.

Blackwell said some structural changes in the contract were

“One of the big reasons (we switched) is there is a lawyer to help fight your battle if needed.”

needed to provide similar benefits to Dispatchers. “They don’t need a boot allowance,” Blackwell said.

Smith was pleased the POLC was able to find a way to turn benefits they didn’t need into income. “We got longevity pay in lieu of equipment and cleaning allowance,” Smith said. Based on the number of years worked, that pay ranges from \$300 to \$700 annually.

“We just incorporated that with the longevity pay, not losing money by separating,” Smith said. “Our goal was to really stay status quo when we separated.”

One of the ways the POLC prevented them from losing money was fighting for their Defined Benefit (DB) pensions. The Employer wanted to take away DB pensions from existing employees and replace them with Defined Contribution (DC) plans, which are invested in the stock market. Blackwell fought for the group’s existing DB pension retirement plan and saved it. “Their pension did not change,” Blackwell said.

He was also able to ensure retirement benefits for new hires. New hires after Jan. 1, 2017 will be placed into DC retirement plans. ♥

Supervisors take command of their union representation

— By Jennifer Gomori, POJ Editor



When Nathan Smith was promoted to a Sergeant with Sanilac County Command five years ago, he noticed the lack of union representation with everything from communication to contract negotiations.

“I was President of the Deputies Association. When I came to Command, I did not get any service,” Smith said. “We didn’t feel like we were getting anything from our rep. The last contract we put together with no assistance from our labor rep. We went without a contract for two years.”

So when the POLC met with Sanilac County Public Safety groups in late 2016, Smith, now President of the Command unit, and other command staff wanted to hear what they had to say. “The Deputies invited us to attend. They weren’t happy with the service they were getting either,” Smith said. “We ended up switching and they didn’t yet. They were able to get a different rep.”

Smith said his group was impressed with the research and comparables POLC provided; the option to join Cops Trust for health coverage; and the available legal staff. “It’s nice to hear your labor attorneys are involved in arbitration and mediation,” he said. “It moved very quickly after our meeting. A week after I met with them, we had all of the cards back with everybody but one voting to change (unions).”

The 14-member group was represented by Command Officers Association of Michigan for nearly three decades. After switching to the POLC, not only did they get a responsive labor representative in Scott Blackwell, he helped them settle a three-year bargaining

agreement with wage increases each year from 2017-2019.

“They got two percent raises all the way across the board,” Blackwell said, adding that the POLC represents both Corrections and Road Supervisors.

Under the current contract, they also added a Detective Sergeant position with a \$1,800 stipend in January and July every year for the increased responsibilities. Health care coverage expanded for new hires, whom now have the option of two-person as well as single coverage.

Blackwell also worked to save current employees pension plans, which the County attempted to take away. Existing Employees will remain in the Defined Benefit plan, if the County can fully fund the pension system, while new hires will be placed into a Deferred Compensation plan with the Employer contributing 7 percent of hourly wages.

“It’s hard to keep people here,” Smith said, so having the assurance when Employees get promoted to Command positions that they will not automatically lose their pension benefits goes a long way. “They would transfer into our unit with what they had,” Smith said.

“We’re very pleased with the services that have been provided us so far,” Smith said. “Scott’s done a wonderful service for us. I was in touch with him constantly, which was a nice change. Even the comparables we got from him were great. We had to do all that ourselves in the past.” ♥

Southfield Patrol brings 100 new members to labor organization

— By Jennifer Gomori, POJ Editor

Southfield Patrol joined the POLC this year, adding 100 new members to the organization, following years of dissatisfaction with their former union.

Southfield Police Association was operating as an Independent group. However, the new unit was affiliated with and continued to operate under a POAM contract, which expired June 30, 2017. They chose the POLC to represent them beginning in January 2017 with six months remaining on their former contract. This allowed the POLC to begin acting on their behalf in all labor matters prior to negotiating a new contract.

“Southfield voted as a group to leave the POAM and to come with us,” said Lloyd Whetstone, POLC/GELC Membership Services. “A majority of their members wanted to leave POAM. They

have a separate service agreement with us to enforce their current agreement.”

POLC Labor Rep. Chet Kulesza said POAM didn’t want to release the group from paying their union dues before the contract expired. “POAM will not relinquish them, but they did relinquish the fact that we can bargain with them,” Kulesza said in April. “We can do everything for them, except get dues from them.”

Kulesza said Southfield Patrol was impressed with the attention they received from the POLC, something they were lacking from their former union.

“They felt they weren’t getting the service they deserved,” Kulesza said. ♥

Flick *Continued from page 8*

step and be more involved at a state level, especially with all that’s going on through the legislation changes to benefits, pension, and healthcare. I’m trying to keep law enforcement and public safety a desirable career with what’s going on,” she said.

“The POLC has done an outstanding job of protecting our members, promoting positive relationships between law enforcement and the public, and being fiscally responsible,” she wrote in her letter.

“I wanted a stake — I didn’t want to be one of these people that just complain about the contract,” she said of her 16 years of negotiations experience. “I wanted to play an active role in negotiating for my future and my department.”

Union negotiations have allowed Flick to better understand the entire picture when it comes to management making budget decisions. She said the goal is to try to “effectively work out a compa-

“The POLC has done an outstanding job of protecting our members, promoting positive relationships between law enforcement and the public, and being fiscally responsible.”

table agreement so we all feel like we are achieving some of our own goals but not giving up too much. We’d all love to have a retirement package with full health care with C.O.L.A. and we only put in two percent (of pension).”

Flick is able to understand management’s dilemmas, but also knows what is happening today may not occur in the future when the contract is still in effect. “Part of that is forecasting. You have to be mindful of what’s coming forth and plan accordingly,” she said. ♥

Contract Settlements

— As reported by POLC/GELC Labor Representatives

Brighton Patrol

- **New two-year agreement** expires June 30, 2019.
- **Wages:**
 - 2% effective July 1, 2017.
 - 2% effective July 1, 2018.
- **Fringe Benefits:** They receive 10 minutes of overtime pay per shift per Officer for shift prep time.
- **Retirement:** New employees who hired after July 1, 2017 will receive 3.5% payment into HSA instead of retiree health care.
- **Bargaining Team:** Mike Arntz aided by POLC Labor Rep. Scott Blackwell.

Clay Township Dispatch

- **New three-year agreement** expires July 1, 2019.
- **Wages:**
 - 2% effective July 1, 2016.
 - 2% effective July 1, 2017.
 - 2% effective July 1, 2018.
- **Fringe Benefits:** Add Veteran's Day as a paid Holiday for a total of 10 paid Holidays.
- **Bargaining Team:** Pat Pokorny aided by POLC Labor Rep. Scott Blackwell.

Clay Township Patrol

- **New three-year agreement** expires July 1, 2019.
- **Wages:**
 - 2% effective July 1, 2016.
 - 2% effective July 1, 2017.
 - 2% effective July 1, 2018.
- **Fringe Benefits:** Add Veteran's Day as a paid Holiday for a total of 10 paid Holidays. Convert Vacation days to Vacation hours, rounding up to 12-hour shifts so Employees don't have partial vacation days. Vacation hours are computed using a formula divisible by 12 so that Officers can take full days off.
- **Bargaining Team:** Paul Smith and Mike Brockley aided by POLC Labor Rep. Scott Blackwell.

Macomb County Corrections

- **New three-year agreement** expires Dec. 31, 2019.
- **Wages:**
 - 2% effective Jan. 1, 2017 plus a \$2,100 bonus.
 - 2% effective Jan. 1, 2018 plus a \$1,000 bonus.
 - 1% effective Jan. 1, 2019 plus a wage reopener based on class and compensation study.

- * Removed four pay level steps to allow for faster pay increases.
- **Fringe Benefits:** Three additional preferred job assignments to bid on weekday and day shifts; three to five extra PTO days depending on seniority; increase uniform allowance to \$1,200 for first year and then from current \$645 to \$750 annually.
- **Retirement:** Sick Leave payout increased from 50 percent to 70 percent of time accrued.
- **Bargaining Team:** Union President James Crabtree, Vice President Brian Pingilley, Sgt. at Arms Dennis Felsner, Chief Steward David White, Christopher Costanzo and Secretary Chris Conaway aided by POLC Labor Rep. Hal Telling.

Sanilac County Command

- **New three-year agreement** expires Dec. 31, 2019.
- **Wages:**
 - 2% effective Jan. 1, 2017.
 - 2% effective Jan. 1, 2018.
 - 2% effective Jan. 1, 2019.

*Agreed to \$553 lump sum payment for previous health insurance settlement, instead of being rolled into hourly wage.

- **Fringe Benefits:** A Detective Sergeant position was added and that person will receive a \$1,800 stipend in January and July every year for the increased responsibilities.
- **Health Care:** New hires, after Jan. 1, 2017, will not only be able to have single subscriber coverage, they will have the option of two-person medical, dental, and vision coverage. While new hires do not have family medical coverage, if existing Employees get promoted, they will retain their full benefits including family medical insurance.
- **Retirement:** Existing Employees will remain in DB plan, if the County can fully fund the pension system. New hires, after Jan. 1, 2017, will be placed into a Deferred Compensation plan with the Employer contributing 7 percent of hourly wages.

- **Bargaining Team:** President Nathan Smith, Vice President Ryan McConachie and Steward Ron DuBois aided by POLC Labor Rep. Scott Blackwell.



Sanilac County Dispatch

- **New three-year agreement** expires Dec. 31, 2019.
- **Wages:** Pay raises are based on a wage study and average out to 2% per year of the agreement.
- **Fringe Benefits:** Receive longevity pay annually as follows in lieu of equipment allowance and cleaning allowance provided in previous contract with deputies:
 - \$300 per year with at least 5 years of service.
 - \$500 per year with at least 10 years of service.
 - \$600 per year with at least 15 years of service.
 - \$700 per year with at least 20 years of service.
- **Retirement:** Existing Employees will continue on the DB plan, despite Employer attempts to eliminate it. New hires, after Jan. 1, 2017, will be placed into a DC plan.
- **Bargaining Team:** President Connie Smith, Vice President Michelle O'Bea and Treasurer Rikki Tschirhart aided by POLC Labor Rep. Scott Blackwell.

Utica Command

- **New four-year agreement** expires June 30, 2020.
- **Wages:**
 - 2% increase in differential above highest patrol wage plus .5% increase, effective July 1, 2016.
 - 2% increase in differential above highest patrol wage plus .5% increase, effective July 1, 2017.
 - 2% increase in differential above highest patrol wage plus .5% increase, effective July 1, 2018.
 - 2% increase in differential above highest patrol wage plus .5% increase, effective July 1, 2019.

** Differential was increased from 13.75% to 15.75%. A .5% increase in wages each year is in addition to any differential increase.

- **Retirement:** Employees can buy generic retirement time up to three years at no cost to the City to retire earlier.
- **Fringe Benefits:** Funeral Leave can be extended up to 3 days longer using available PTO days.
- **Bargaining Team:** Sgt. Greg Morabito and Sgt. Kurt Sharrow aided by POLC Labor Rep. Chet Kulesza.

Utica Patrol

- **New four-year agreement** expires July 1, 2020.
- **Wages:**
 - 1% effective July 1, 2016.
 - 2% effective July 1, 2017.
 - 2% effective July 1, 2018.
 - 3% effective July 1, 2019.

**All part-time Employees will be paid the same hourly rate as full-time

Employees, a substantial pay increase. Since the contract was settled several months after the previous contract expired, part-time Employees received substantial retroactive pay increases to June 2016 and all Employees received pay raises retroactive to July 1, 2016. The City agreed to the part-time wage increase in exchange for having more control over scheduling part-timers as long as they don't infringe on the seniority rights of full-timers.

- **Bargaining Team:** Mike Roberts, Randy Plante and Donna Anderson aided by POLC Labor Rep. Scott Blackwell. ♥

Officer Ginka *Continued from page 4*

In 2006, Ginka married Tricia Michalski, and they had two daughters. He found the long and unpredictable hours of undercover work was taking too much time from his family, said North Muskegon Fire Chief Steve Lague, who considers himself Ginka's mentor. About a year ago, he went back on road patrol and was working the overnight shift when the crash occurred. "His girls were his number one," Lague said. "I'm just so proud of his career, and broken hearted for his family and his two girls."

Patrick Ginka described his brother as a "fiercely loyal" man who never complained. "You'd be hard pressed to hear him say anything bad about anyone," Patrick said during the funeral. "And you'd be harder pressed to find someone with anything negative to say about Jon."

The seven-mile funeral procession included adults and school children lining Ruddiman Drive holding flags from North Muskegon High School/Middle School complex where Ginka graduated and the school district his daughters attend. "I don't think a lot of them have processed it," said North Muskegon High School/Middle School Principal Ken Byard. "I think this will help the process, start the process for a lot of them." He said the school would provide counselors and other support for students trying to understand the death. Officer Ginka went on ride alongs with the school's liaison officer as a high school grad. "Officer Ginka's very ingrained in the North Muskegon Community, that's for sure," Superintendent Curt Babcock said.

"Both my daughters knew him, and I have a lot of friends in the police force," said Laketon Township resident Sue Kuharevicz, who attended the funeral.

Grand Rapids resident Pat Batka has friends working in Grand Rapids law enforcement. "It's scary what they have to go through," he said. "Much respect for them, that's for sure."

Norton Shores Police Honor Guard walked alongside, hands on the hearse as it made its way to the gravesite. The graveside ceremony included three rifle volleys being shot, a bugler playing "Taps," a Michigan State Police helicopter flying over, and the American flag draping Ginka's casket being folded and by the Honor Guard and presented to his family. And then it was time for the final call. A police dispatcher called out a status check three times for Norton Shores Unit 425. When no response came back, she gave the "final call" for Officer Jonathan William Raymond Ginka, badge no. 47384. "He gave of himself, serving his community with courage and valor," the dispatcher said. "The men and women of the Norton Shores Police Department are forever grateful and proud to have served with Officer Ginka. We shall never forget his ultimate sacrifice. Officer Ginka is now secure from his tour of duty . . . He may be gone but he will never be forgotten. Officer Ginka, rest in peace sir, rest in peace."

Officer Ginka is survived by his wife, Tricia and his daughters, Allison and Keira; his parents Steven "Will" and Marcia (Meloche) Ginka; his brother, Patrick (Amber) Ginka; special niece, Zari and special twin nephews, Jack and Will; grandparents, Raymond and Liz Meloche, Baba Ginka; in-laws, Mike and Barbara Michalski; chocha and godmother, Mary Ginka; along with many aunts, uncles, cousins and friends and his family in blue.

In lieu of flowers, the family asks that memorials in Officer Jonathan Ginka's name be directed to the Norton Shores Crime Prevention Fund or the Wounded Warriors Project. ♥

Huizdos *Continued from page 9*

the assistance of government to figure it out."

Huizdos is concerned with the public view of police officers. "The public perception of police officers is not what it should be. I think we've been painted . . . with a broad brush," Huizdos said. "People are less trusting of you based on a couple incidents (involving police), right or wrong. You know what they say . . . perception is everything."

He said officers are people with families and things going on in their personal lives just like everyone else and that gives them the ability to relate to the public and the various issues they respond to. But if people think officers in general are dishonest, Huizdos said, "You're already going in behind the eight ball. It's made the job much, much harder. You get less cooperation now." ♥

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WELCOME ABOARD



The Police Officers Labor Council welcomes the following new units

<u>Unit</u>	<u>Former Affiliation</u>
Burton Command	POAM
Burton Patrol	POAM
Flatrock Command	MAP
Genesee Township Patrol	MAP
Macomb County Corrections	Independent
Missaukee County Administrators	Independent
Sanilac Command	POAM
Sanilac Dispatch	POAM
Southfield Patrol	Independent affiliated with POAM
Taylor Command	POAM
Utica Command	POAM