

# The Police Officers Journal



VOLUME 26, NUMBER 1 - WINTER 2016

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## Legislative issues that impact public safety in 2016

— By Richard Weiler, Director



**A**s the legislature took their leave for the holidays, a number of issues affecting public safety were under way for 2016 and beyond. Here are a few of the larger issues to be addressed this year:

**Road Funding:** The Governor signed a number of bills into Public Acts that were all tied into one another to fix our depleting roads over a five-year period. This process took six months longer than anticipated. The bills amend at least seven various statutes and the following is a short synopsis of their content:

- First, the legislation increases the gasoline tax and diesel fuel tax from 19 cents per gallon and 15 cents per gallon, to 26.3 cents per gallon effective Jan. 1, 2017. Effective Jan. 1, 2022, taxes on motor fuels will be adjusted by inflation on an annual basis.
- Second, effective Jan. 1, 2017 registration fees for passenger and commercial vehicles will go up by 20%. Hybrid and non-hybrid electric vehicles will also see an increase in registration fees depending on weight commencing Jan. 1, 2017.
- Third, individual income tax revenue will be earmarked to the Michigan Transportation Fund. In fiscal year 2018-19, the earmark begins at \$150 million and increases to \$325 million in 2019-20 and for the years of 2020-21 and beyond the earmark increases to \$600 million. The question is what area of the state's budget will be depleted to pay for this transfer of funding? That we will have to wait to see.
- Other changes include an automatic trigger to reduce the income tax rate if General Fund growth exceeds 1.452 times the rate of inflation commencing Jan. 1, 2023. The legislation also increases the maximum amount of the homestead property tax credit beginning in the 2018 tax year and requires the maximum credit to be adjusted annually by inflation beginning in 2021. Further, in the 2018 tax year there are other changes to the homestead credit designed to increase the amount of the credit or number of individuals eligible to claim it, or both. All of these changes to road funding take effect April 1, 2016.

**SB 218:** This is a bill that the Labor Council through our legislative arm, Michigan Association of Police Organizations (MAPO) sponsored. This bill amends the current Public Safety Officers Benefit Act to include health care benefits for spouses and children of a public safety officer either killed in the line of duty or totally and permanently disabled. The medical plan coverage would be comparable to the medical plan offered to retired State Police Troopers. Coverage would cease when the surviving spouse becomes eligible for Medicare or should the survivors already have comparable coverage through another source or retirement system offered by the state. The Medical benefit plan would cover expenses for medical, optical and dental benefits, including but not limited to, hospital and physician services, prescription drugs, and related benefits. This bill has passed the Senate and has been stalled in the House due to the Road Funding bills. This is a priority for 2016.

**Affordable Health Care Act:** Our national affiliate, National Association of Police Organizations (NAPO), for the last four years has lobbied to change or elevate what is known as the "Cadillac Tax." It finally came to pass in the new Omnibus

*Continued on page 5*

## Officer deaths rise slightly in 2015

— Excerpted from National Law Enforcement Officers Memorial Fund (NLEOMF) 2015 Law Enforcement Fatalities Report

**L**aw enforcement fatalities nationwide rose by four percent in 2015, with 124 federal, state, local, tribal and territorial officers killed in the line of duty, according to preliminary data compiled and released by the National Law Enforcement Officers Memorial Fund (NLEOMF) in their 2015 Law Enforcement Fatalities Report.

Of the 124 officers who died this year, 52 died in traffic-related incidents, 42 were killed by gunfire and 30 died as a result of other causes. Traffic-related incidents have been the leading cause of officer deaths in 15 of the last 20 years.

Gunfire was the second leading cause of line of duty deaths (42), but was 14 percent lower than the 49 who died as a result of gunfire in 2014. Traffic stops resulted in seven of those shooting deaths, more than any other category of felonious fatalities in 2015. Two of those officers, Benjamin Deen and Liquori Tate of the Hattiesburg (MS) Police Department, were gunned down in a traffic stop they conducted on May 9.

Ambush attacks against officers were the second leading cause of shooting deaths, accounting for six fatalities. Among them was Harris County (TX) Deputy Sheriff Darren Goforth, who was shot 15 times in an unprovoked attack after filling his marked cruiser up at a local gas station on Aug. 28.

"Each year as we issue this fatality report, we are reminded of the vital service and supreme sacrifice given by our nation's law enforcement officers," said NLEOMF Chairman and CEO Craig W. Floyd. "There has been a lot of criticism and second-guessing directed at law enforcement this past year, but we must never forget that 124 officers gave up their lives for our safety and protection. Another 900,000 officers put their lives on the line every day. We owe all of those men and women a huge debt of gratitude."

### Key Data as of Dec. 28, 2015

**Traffic-related incidents** (52) were the leading cause of officer fatalities, a six percent increase over the 49 traffic-related deaths in 2014. Of the 52, 35 were killed in car crashes, 11 were struck and killed outside of their vehicle and six officers were killed in motorcycle crashes.

**Firearms-related incidents** were the second-leading cause of officer deaths at 42, a 14 percent decrease from the 49 of officers shot and killed in 2014.

**Traffic stops resulted in seven deaths**, the leading felonious cause of deaths among officers in 2015. The other leading categories of felonious deaths were ambushes (6), investigating suspicious persons or activities (5), disturbance calls (5), attempting arrests (4), inadvertent shootings (3), robbery (3), unknown (3), transporting suspects (2), burglary (2), investigative activity (1), and tactical (1).

**Of the 30 officers** who died due to other causes in 2015, 24 were caused by job-related illnesses, including four who died of illnesses contracted as a result of their rescue and recovery work following the Sept. 11, 2001, terrorist attacks; two fell to their death; one officer drowned; one was electrocuted; one was beaten to death; and one officer died in an aircraft crash.

**More officers were killed** in Texas (12) than any other state in 2015; followed by Georgia (11); Louisiana (9); and New York and, California, with six each. Eight agencies experienced more than one officer

fatality this year, including Puerto Rico Police Department (5); Texas Department of Criminal Justice (3); Colorado State Patrol (2); Harris County (TX) Sheriff's Office (2); Hattiesburg (MS) Police Department (2); Kentucky State Police (2); New Jersey State Police (2); and New York City (NY) Police Department (2).

**Four correctional officers** were killed in the line of duty in 2015. Six of the fallen officers served with territorial agencies; three served with federal agencies; and two served with tribal agencies.

**Nine of the 124 fatalities** were female officers, which was more than twice as many as 2014. On average, the officers who died in the line of duty in 2015 were 41 years old and had served for 12 years.

There are more than 20,000 names of officers killed in the line of duty inscribed on the National Law Enforcement Officers Memorial in Washington, DC, dating back to 1791. Over the past decade (2005-2014) the average annual number of officer fatalities has been 145. The deadliest year on record was 1930 when 300 law enforcement officers were killed in the line of duty. The last time officer fatalities dipped below 100 was 1944. ♥

*The statistics released are based on preliminary data compiled by the NLEOMF and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2016. For a complete copy of the preliminary report on 2015 law enforcement fatalities, go to: [www.Law-Memorial.org/FatalitiesReport](http://www.Law-Memorial.org/FatalitiesReport).*



# Obama jeopardizes police by making them return military weapons

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

In the wake of increasing mass shootings and terrorist attacks, President Barack Obama's administration is taking back some of the military weapons the government has been allowing police to use since 1997.

"These things are useful tools and the President taking them away will put more officers in jeopardy and at risk of harm or even death. I don't know how he can sleep at night knowing his actions will have those repercussions," Rep. Mike Rogers, R-Ala., told FoxNews.com. Rogers, who sits on the House Armed Services Committee, said he is working on next year's National Defense Authorization Act to try and get the equipment back in the hands of law enforcement in 2016, something police unions will be lobbying for as well. "It's offensive to law enforcement to take this back and to imply that it is being abused by law enforcement," Rogers said.

Obama issued Executive Order 13688 in January 2015 after the 2014 riots in Ferguson, Mo., amid concerns about the "militarization" of the police. The equipment, which is supposed to be returned between October 2015 and April 2016, includes armored tracked vehicles, weaponized aircraft and vehicles, .50-caliber firearms and ammo, bayonets, and camouflage. "We've seen how militarized gear can sometimes give people a feeling like there's an occupying force, as opposed to a force that's part of the community that's protecting them and serving them. It can alienate and intimidate local residents, and send the wrong message. So we're going to prohibit some equipment made for the battlefield that is not appropriate for local police departments," Obama said.

Sheriffs using the program said the main focus of the initial backlash — the armored tracked vehicles — are purely defensive vehicles that save lives in crisis situations, and double as rescue vehicles



Photo courtesy of Allegan County Sheriff's Department

*Allegan County Sheriff's Sgt. Cory Hunt touted the benefits of having armored vehicles and other free military weapons in 2014, but now President Barack Obama is taking some of them away from police.*

in areas with rough terrain. "The intimidation thing, that really resonates — the only people that are intimidated by those are the people that should be intimidated by them," said Allegan County Sheriff's Sgt. Cory Hunt. "The people we're responding to protect are not intimidated by those. That is a welcome scene arriving. Fortunately, we do not have any tracked armor vehicles, ours are wheeled. But, for those departments with only tracked vehicles, they are losing a valuable resource."

Hunt recounted how his department was able to save an armed man having a standoff with police from freezing to death. Allegan County Sheriff's Deputies drove their armored vehicle up to the man in a tree-lined area and were able to safely see him without getting shot. He was lying in a ditch filled with snow and water suffering from hypothermia. "Without that piece of equipment, that person would've died that day," Hunt said. "These are game changers as far as tactics go and part of

that is because of their presence. If the presence of an armored vehicle intimidates a suspect into a safe and peaceful resolution, that is a great outcome."

Referring to the mass shooting in San Bernardino, California, Dec. 2, 2015, Hunt said these vehicles are a resource that can't be replaced by regular police equipment. "I wasn't at that community center in California, I don't know what they felt, but I can only make a logical assumption they were very happy to see those pieces of equipment roll up," Hunt said, adding they are incredible barricades used to shield people as they are evacuated.

The 1033 Defense Department program authorizes the Pentagon to send excess military equipment to local law enforcement agencies at no cost. Supporters say it saves money for local agencies, strengthens those agencies and allows the U.S. to get a second use out of existing equipment.

"I do not know why tracked vehicles

were banned instead of wheeled vehicles," Hunt said. "They're not the perfect vehicle for what we need," however, he said, "You watch the news - you see the police model of armored vehicles. These trucks cost hundreds of thousands of dollars. These smaller departments can't afford them. In the meantime, we use what we can get our hands on that offers us the ballistic protection that everyone's looking for."

Oakland County Sheriff Mike Bouchard told FoxNews.com about an active shooter holed up in his house shooting out of the windows, hitting nearby homes. Bouchard said his department used an armored vehicle to evacuate residents from houses, while also protecting police from being shot. During the siege, over 500 rounds of ammunition were exchanged. "There's no question that saved lives," said Bouchard. "We have letters from people we evacuated saying 'we don't know what you could have done to save us without that armored vehicle.'"

The equipment is being used in a manner consistent with police work. "(Obama's) verbiage calls these tanks. These aren't tanks. There is no offensive weaponry mounted on a tracked armored vehicle in any police department. These are big safe boxes," Bouchard said.

Hunt said grenade launchers are not being used by police to launch grenades, but

rather pepper spray or chemical munitions and Bouchard laughed about the recall of bayonets. "No police department charges up the hill with bayonets on their rifles," Bouchard said, adding his department lost 16 bayonets used primarily for honor guards, funerals and other ceremonial purposes. They were also kept in trunks for use as wire cutters, including cutting the seatbelts of car crash victims.

After interactions with hundreds of locals viewing the armored truck, Hunt said only a couple people questioned the need. But after explaining it's free, already paid for by taxpayers' dollars, and the ballistic protection benefits, those two individuals left with a different perspective. "I believe those that support police use of military vehicles are a quiet, vast majority," Hunt said. "It allows us to get into scenes we previously may have not have been able to get into. It's really easy to look at the active shooter, the gun violence, where (the armored vehicle is) going to save a person's life, but there's still the natural disaster element. There is going to be a day when that snowstorm, flood or tornado comes and we can fill that with necessary relief supplies and get those to people."

However, civil rights groups, like the American Civil Liberties Union (ACLU), support the move. "Through this ban, the President has taken a critical step towards rebuilding trust between police and the

people they have pledged to serve," the group said in a statement when the ban was announced in May. "Grenade launchers, high-caliber weapons, armored vehicles — this equipment never belonged in our neighborhoods."

"In the wake of Ferguson, some police departments are losing valuable equipment," Hunt said. "This is tragic as it seems some of the facts from Ferguson have been misrepresented. These decisions will directly impact the safety of some police officers and the public they serve."

"It is interesting that this discussion comes up right in the middle of the California (mass shooting) coverage," Hunt said. "Is this a call by some that maybe the police do need this equipment? You're starting to see a little turning of the tide. I can't tell you how many times I heard people talk about the wonderful work of the police and the media talking about how they eliminated these threats."

"The supportive words from the public and the media will go a long way toward policy decisions that impact police officers' ability to perform their jobs," Hunt said. "Some media reports are not always so supportive of police actions and their words of support or non-support are very powerful. I hope this issue will be looked at thoroughly and that necessary equipment will remain available to those who need it." ♥

## Weiler (continued from page 2)

Appropriations bill signed by the President. This bill was implemented so the government would not face a shut down at year's end. This "Cadillac Tax" was to be levied on health care plans sponsored by employers starting in 2018 whose plan values have an aggregate worth that exceeds \$10,200 for single coverage and \$27,500 for family coverage. That tax would be assessed to the employee. Although NAPO would like an outright repeal of this tax, a two-year delay in its implementation signals that the Administration and Congress are more receptive to a repeal down the road.

**Right to Work:** Finally this past summer, the U.S. Supreme

Court in a California case, *Friedrichs and Christian Educators Association International v. California Teachers Association*, agreed to hear the Right to Work issue. If the court agrees with *Friedrichs*, Right to Work would be imposed on all public employees, which includes public safety. Currently in this state, only public safety employees are exempt from Right to Work. Michigan's Attorney General filed an amicus curiae 'Friend of the Court' brief in support of *Friedrichs* (supporting Right to Work). I hope no one is surprised about that! This issue will be decided shortly after the winter. ♥

# Knightscope offers robotic crime prevention

— By Jennifer Foley, POJ Editor

He has a vision to improve public safety and former Ford Motor Co. executive William Santana Li is not going to let a failed venture to build a high-tech police car line slow him down. Just six months later, he began showing the prototype of the K5 robotic crime fighter.

Santana Li and former Texas police Officer Stacy Dean Stephens announced Carbon Motors in 2009 and began marketing the E-7 police car. By June 2013, with \$21.7 million in liabilities and \$18,976 in assets, the company had filed for bankruptcy despite having over 600 police agencies making 24,442 reservations for E-7s. The plant was located in Connersville, Indiana and the one and only car built was auctioned off.

"It's ill advised to seek financing through the federal government. I think that was our biggest lesson," said Knightscope VP of Marketing and Sales Stacy Stephens. "The only hurdle to full scale production was the loan." He said the loss of funding from the advanced technology vehicle loan program affected major automakers as well. "A lot of people lost out on the demise of that program. It still exists, but to

my knowledge nothing is going on with it," Stephens said.

Santana Li, chairman and CEO of Knightscope, has been busy getting exposure and reaching out to investors for the K5 since December 2013. Knightscope's long-term vision is to predict and prevent crime and its K5 Autonomous Data Machines provide advanced anomaly detection as a starting point to get there. The K5 uses a "combination of autonomous technology, robotics and predictive analytics to provide a commanding physical presence while gathering important real-time on-site data with its numerous sensors," according to a Knightscope press release.

The sensors allow the K5 to see, hear, feel and smell. It features 360 degree video; records audio; navigates using lasers; uses LiDAR to feel its way around and make a 3D map of the area; and smells with sensors to detect carbon monoxide and smoke. In the future, this smell will be honed with sensors that pickup radiation, chemicals, weapons of mass destruction and airborne pathogens.

The K5 also has people detection abilities, such as identifying a person in a restricted area. Attempts to relocate or

tamper with the unit will be met with a red alert to the Knightscope Security Operations Center (KSOC). The unit will emit an ear-piercing alarm with video recording of the event, available as evidence to aid in prosecution. All the data is immediately encrypted and uploaded to the Cloud. The machines, which are similar to an automotive-grade product, are fortified against damage.

Designers ensured the K5 was aware of its surroundings to protect people as well. "It has ultrasonic sensors that stop the machine if someone runs up to it or steps in its way," Stephens said.

Knightscope's mission is to reduce crime by 50 percent in outdoor environments at corporate campuses, shopping centers and universities. By March 2015, Knightscope had its first customer. Two customers Knightscope is at liberty to disclose are Qualcomm, a global semiconductor company out of San Diego, and Silicon Valley's Northland Controls, which designs the security systems for a number of very large corporations like Apple, eBay, and PayPal.

"Tedious and monotonous monitoring will be handled by the K5 leaving the strategic, hands on activities to security personnel," according to the press release.

If the unit recognizes an issue, the K5 will turn on all of its sensors to allow the entire community to review the data and contribute to real-time information. "If we get a hit, the machine then pushes that alert to KSOC, a browser-based user interface, so customers can see everything the machine sees. It's an audio and visual alert that says, 'hey something is wrong here,'" Stephens said. The K5 has many capabilities including license plate recognition, which it can run against a database, and photo location of vehicles. Based on the information, the user can determine if they need to deploy a human security guard or

police officer to the scene.

As of November 2015, there was significant customer demand with 104 customers on a wait list. "We design, we engineer, we test, we build and deploy all in-house," Stephens said. "We're hyper focused on Silicon Valley and Northern California for the first 18 months so we can provide the best possible customer service experience. Having the ability to serve the customers is of the utmost importance and we want to be able to respond to customer needs very quickly."

Stephens said he learned the importance of promptly being able to help the client when he was an officer trying to get a light bar fixed on his patrol vehicle and ended up going to five different companies to solve the problem. "If something goes wrong we are the ones to answer the customer. There is only one throat to choke and it is ours," he said.

K5s are offered at \$6.25 an hour per machine. "We don't deploy less than two machines to any location. You want the robots to be able to keep an eye on each other so if someone attempts to defeat one or if one is charging . . . you still have the second one actively patrolling," Stephens said.

Subscriptions are available for one, two or three years of outdoor perimeter protection. The rental includes everything needed to maintain the security system: service maintenance upgrades, charge pad and user interface. "They're most effective and most useful when they're operating 24/7," he said. "We provide everything as a service because of how fast technology evolves - the minute you put something out, it's almost obsolete. Now we can provide customers with upgraded service."

## FUNDRAISING & FUTURE USES

Stephens said over \$13 million has been raised for the venture with a number of



Knightscope created the K5, a robot used for crime prevention and detection. The first K5's were deployed in 2015. They are currently being marketed for outdoor venues, such as college and corporate campuses in the Silicon Valley area, but the company plans to use them for many purposes nationwide.

strategic corporate and private investors. In October and November, Santana Li participated in many activities to promote Knightscope including: the Global Silicon Valley (GSV) Pioneer Summit; Stanford University "Drone Swarms: The Buzz of the Future"; National Venture Capital Association at the Corporate Venture: Doing it Right Summit, at Plug and Play Tech Center in Sunnyvale; and the Carnegie Mellon University Silicon Valley Distinguished Lecture Series.

In the future, Knightscope will be pursuing use of the K5 in schools, hotels, auto dealerships, stadiums, casinos, law enforcement agencies, seaports and airports. "The one we have now, the K5 is for ADA (Americans with Disabilities Act) compliant areas with wheelchair access. Beyond that we are looking at a K7 four-wheel version for off road type areas, capable of navigating large speed bumps and curbs. Once the K5 is successful there's no reason why we can't look at bigger and smaller machines," Stephens said.

While law enforcement was consulted for development and use, Stephens said, "I regretfully admit that law enforcement as a whole is technology adverse. We need to first provide this technology in a more

public domain so they can see how it will help them."

He said the K5 could fill in the gaps left by agency vacancies. "One of the reasons we started down this path is because we in law enforcement are suffering greatly in head count," Stephens said. "We looked at this as a force multiplier — additional intelligence in areas where agencies are seeing a spike in crime. It's no different than putting a marked police car on the side of the road. We envision putting a robot in an area and providing smart eyes and ears for public safety professionals. It's basic police academy use of force — having a commanding presence — in the form of a robot that immediately captures the attention of those around it."

Stephens said by adopting new technologies law enforcement will be better equipped to fight the criminals who are using technology to their own advantage. "Given the continuing volatility around the world, Knightscope is working on one of the most important technologies coming out of Silicon Valley," Stephens said. ♥

For more information visit [Knightscope.com](http://Knightscope.com) at [www.knightscope.com](http://www.knightscope.com)



## NAPO supports Justice Department push for two-person patrols to reduce ambushes

— Excerpted from National Association of Police Organizations and media reports

**W**hile police ambushes have held steady at about 200 a year since a decline in the early 1990s, the number of fatal attacks is on the rise, according to an Office of Community Oriented Policing Services (COPS), Department of Justice report on ambushes and violence against police officers.

The study examined ambushes of law enforcement officers between 1990 and 2013 with 62 percent occurring on officers working in a single-officer patrol vehicle. The second highest was on two-person patrols at 24%. However, the report states that it cannot conclude that the majority of officers were ambushed due to the fact that they patrolled in single-officer vehicles as a higher percentage of officers in general patrol in single-officer vehicles.

The report found a direct correlation between violent crime and ambushes against police, which it defined loosely as both premeditated traps and spontaneous but unexpected attacks. It described ambushes as assaults on police that are executed by surprise, from a position of concealment, and with overwhelming force.

National Association of Police Organizations (NAPO) believes single-officer vehicles are targeted because they patrol alone and make for easier attacks, not just because there are more single-officer patrol units than multiple-officer patrols units. Given the significantly high percentage of officers ambushed while working in single-officer patrol vehicles, NAPO strongly supports agencies using as many two-person units as possible for the sake of officer safety. NAPO continues to call on the COPS Office to prioritize its hiring grants for agencies that institute a policy of two-person units for all patrol shifts and patrol assignments. While this will not prevent all attacks, as the data in the report illustrates, it will deter many and thwart others that might still be attempted.

Factors that lowered the risk of police ambushes were higher education levels among police recruits and the use of cameras mounted on police cars, which provide a deterrent on both officer and citizen behavior, the report said.

The number of surprise assaults on police was still far lower than in the 1990s, when ambushes peaked one year above 500. But the recent increase in officer deaths due to ambushes has officials concerned.

“In an era of strained community relations and struggles with police legitimacy, violence against police is of particular concern,” said Ronald L. Davis, director of community-oriented policing at the Justice Department.

### YOU TUBE EFFECT

Police departments in urban areas have come under new scrutiny over their use of force against young African-American men

since the shooting death of Michael Brown in Ferguson, Mo., in August 2014.

This perception has taken its toll. FBI Director James B. Comey said police officers might be responding to concerns of being video-recorded by being less aggressive, allowing violent crime to increase. The White House and others quickly discounted that assessment.

However, law enforcement officers nationwide are concerned that video recordings of their interactions with the public are being used to show them in a negative light, creating a “YouTube effect” that impacts how they do their jobs. As civilians whip out their cell phones to record and later share police interactions on social media, officers say they feel under attack when videos are posted online that capture a confrontation but misrepresent the entirety of the exchange.

“Am I going to be the next one who is put on display for doing an honest job?” said Lt. Gary Vickers of the Newark, New Jersey, Police Department, who represents police management through the Superior Officers Association. “It really dictates how a police officer reacts today.”

Austin Police Chief Art Acevedo said those videos are often devoid of context that would better explain the officers’ actions and can fuel negative perceptions of a department.

“We always knew we were being second-guessed,” said Sgt. Louis Dini, secretary of the Suffolk County Police Department’s Superior Officers Association. “But now even when you explain what you did, you are thought of as lying.”

“We had such great public support right after 9/11, and today that support is gone,” said NAPO President Michael McHale. ♥

*The full report, Ambushes of Police: Environment, Incident Dynamics, and the Aftermath of Surprise Attacks against Law Enforcement, is available at <http://ric-zai-inc.com/Publications/cops-p340-pub.pdf>*



## Member News

### Longtime union steward, police sergeant appointed to POLC Executive Committee

**A** longtime POLC union steward and officer was appointed as the newest member of the POLC Executive Committee in October.

Brian McNair has been with the union since 1999, holding various local union positions with two separate POLC-represented police departments. He was Hazel Park Police Officers Association Secretary and most recently served as Chesterfield Police Command Officers Association Union Steward and Past President, Secretary and Vice President of Chesterfield Police Officers Association.

“I have been involved in several contract negotiations, mediations, arbitrations, and several discipline mediations and arbitrations,” McNair wrote in a letter to the Executive Committee. “Unfortunately I have been involved with critical incidents that involved the union (shooting and in custody death).”

Other union experiences include grievance procedures, unfair labor practice hearings with Michigan Employment Relations Commission (MERC), a political action committee, and several police millages.

McNair graduated from Macomb Police Academy and was immediately hired by the City of Hazel Park Police Department. He currently works as a Chesterfield Township Police Sergeant assigned to road patrol. His prior positions include the traffic bureau, directed patrol unit, evidence technician, accident investigation and reconstruction, and community relations officer.

McNair obtained a Bachelors of Leadership in Public Safety from Baker College and a Masters of Science in Administration from Central Michigan University, graduating with high honors from both. “Currently, I am an Adjunct Professor in the Criminal Justice Department at Baker College, Clinton Township campus, and an Adjunct In-



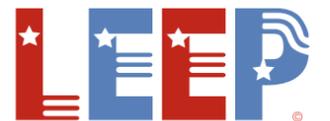
Newly appointed POLC Executive Committee member Brian McNair.

structor in Law Enforcement at Macomb Community College Criminal Justice Training Center,” McNair wrote.

McNair is married with two children. In his free time, he can be found at his son’s karate or daughter’s gymnastics events. ♥

### POLC offers free seminar aimed at reducing line of duty deaths

— By Jennifer Foley, POJ Editor



**R**educing line of duty deaths to below 100 a year is the goal of the Below 100 national campaign and the Police Officers Labor Council (POLC) and Law Enforcement Education Program (LEEP) are joining forces to host a FREE seminar for POLC members and any other police departments interested in attending.

POLC Executive Director Richard Weiler was instrumental in getting west side and east side seminars set up so officers on both sides of the state could attend. Executive Committee Chairman Paul Combs brought the program to the attention of the Executive Committee after attending a Below 100 seminar. Combs wanted to share the life saving message with other members of the POLC and officers statewide.

Nationwide, officer deaths have not been below 100 since 1943. The vision and mission of Below 100 is to permanently eliminate preventable line of duty deaths and injuries through innovative

training and awareness via presentations, social media and webinars on identifying the leading causes and current trends in preventable line of duty deaths and injuries.

According to the website, “In 1974, the all-time high year for officer deaths, 278 were killed in the line of duty. Innovations in training, emergency medicine and vehicles, as well as developments of ballistic armor, all contributed to bring this number down. We’ve averaged about 150 officers killed per year in the last ten years. Together, we can bring that number to below 100.”

The movement promotes making officers accountable when they make mistakes that in the future could cost them their lives. “Often a private word with a misguided officer is all it takes to correct his or her misperception,” the website states. “Below 100 is committed to providing you the tools and resources you need to make a culture of safety thrive throughout your department.”

Continued on page 12

## Two academy grads earn LEEP awards

— By Jennifer Foley, POJ Editor

Law Enforcement Education Program (LEEP) Award winner Julian Lee had already been hired into a full-time position with Chesterfield Township Police Department by the time he graduated Macomb Police Academy.

The 24-year-old received a \$1,000 LEEP Award for his leadership abilities and initiative when he graduated Dec. 9, 2015. He started working for Chesterfield Township Dec. 21.

“He served as our platoon leader, which means he was appointed cadet leader,” said Macomb Police Academy Director Charles Craft. “He was just an all around outstanding cadet.”

Livingston County Sheriff’s Department Corrections Officer Alex Capra, 26, also received a \$1,000 LEEP Award during his graduation from Mott Community College Law Enforcement Regional Training Academy (LERTA) Dec. 23.

“He works for Livingston County Sheriff’s Department, but he put himself through the academy. He is not sponsored,” said David Livingston, Training Director at LERTA. “He’s a Corrections Officer

there, but you have to go to academy to get certified to work the road.”

POLC Executive Committee member Tom Wilk, Macomb College Police Department Captain, presented the \$1,000 award to Lee and POLC Executive Committee member Collin Birnie presented Capra his award.

The LEEP Award is given to graduating cadets at Michigan police academies in the metro area with the highest overall achievement who have not been sponsored by any police agency. To qualify for the LEEP Award, the cadets have to pass the Michigan Commission on Law Enforcement Standards (MCOLES) certification test and meet MCOLES employment standards to become certifiable as a law enforcement officer in Michigan.

### MACOMB GRADUATE

Lee received A’s in the academy, excelled in physical training, and mentored other cadets. “He won the physical training award for conditioning and leadership,” Craft said. “He handled a lot of issues himself within the academy, assisting fellow cadets with issues and problems. He was

just really a great liaison between cadets and the academy.”

“I like being a role model,” Lee said. “I do an Out Of Bounds ministry backpack and hike through my church. I definitely like working with the youth and teaching them there’s more than just Xbox and the four corners of your house.”

Lee was asked by Macomb Township Christian Life Church’s pastor to help establish the program in which adults mentor youths, teaching them to fish, hike, backpack, build fires and other life skills. “I always like doing public service work,” Lee said, adding there’s been great feedback from families involved.

Lee served four years in the Army, being deployed to Afghanistan twice, before being honorably discharged in 2013. He has a background that made him a good candidate to lead others.

“We look at every class for somebody with a fair amount of life experience that can serve . . . Even though he’s only 24 years old, he’s an incredibly mature guy,” Craft said.

Lee was in charge of having cadets

**“Winning that award was just a blessing, especially with a baby on the way. It helped my family financially,” Lee said.**



POLC Executive Committee member Tom Wilk (left) presents Macomb Police Academy graduate Julian Lee with a \$1,000 LEEP Award.

show up for morning training with their uniforms in proper condition, and communicating scheduling issues with them. He made sure they adhered to their work details and flag details, using his military background to train them how to properly fold the American flag.

“We had a class of 41 cadets and it saves us the trouble of having to go to all of them and tell them things,” Craft said. “Also in that role, a lot of the cadets will confide in him issues they may not want to confide in full-time staff here. They do a lot of little things we ask them to do and it’s a leadership position.”

Lee earned an associate’s degree in Law Enforcement from Macomb Community College.

“I’m not surprised he excelled here. He’s a very self disciplined person and I think he greatly enjoyed life in the military,” Craft said. “In the civilian life, the closet you’ll get to it is police work. He enjoys working with people and that’s a skill and trait that will draw you to this job.”

“I didn’t know what I wanted to do when got out of the military,” however, Lee said, “I didn’t want to do the same day to day activities.”

After a ride along with Chesterfield Township Police, Lee knew police work was his future. He wants to show teens the great things officers do to help their communities through service programs like Shop With A Cop, Out of Bounds and more. “I’m hoping to change the public perception of police officers,” Lee said. “Law enforcement works for them. Being a police officer is a life of service. When you pull over kids, you don’t want kids to think cops are bad. We don’t want them to be afraid of us.”

Lee is going through several major life changes all at once. He found out just before graduation that his wife was expecting their first child and the couple was busy looking for their first home by the end of the month as he started his new job. The LEEP Award couldn’t have come at a better time.

“Winning that award was just a blessing, especially with a baby on the way. It helped my family financially,” Lee said. “I have an amazing wife that works who actually supported me though the whole academy. I wouldn’t be able to do it without her.”

### MOTT GRADUATE

Capra has been waiting three years to pursue police work. “My dad and my grandpa were both policemen and I got in the (Corrections) career with a goal that hopefully they’ll put me through the academy,” the Livingston County Sheriff’s Department Corrections Officer said. However, Capra said, academy funding depends on finances and right now the county is expanding the jail, adding 200 beds.

Capra is applying for the only open patrolman position in his department along with 60 other applicants. “I put myself through (the academy) knowing an opening would be coming up,” Capra



Alex Capra received a \$1,000 LEEP Award during his graduation from Mott Community College Law Enforcement Regional Training Academy (LERTA) Dec. 23, 2015

said. “If you’re certified you can apply for it.”

He stood out among his peers having earned top honors among the 22 recruits in his graduating class.

“The LEEP Award goes to the highest academic score of a non-sponsored academy recruit. He got the highest class academic average,” Livingston said. “He got the Top Gun award for being the best shooter. He’s conscientious and he always was the last one to turn his tests in. He did what was asked of him. He was just a good recruit.”

“I didn’t even know such a scholarship existed,” Capra said. “Whenever I take tests, I try to do my best. It was good to hear that all my efforts worked out.”

Capra earned an associates degree in Criminal Justice from Mott Community College and is nearly finished with a bachelor’s degree in the same field with a minor in communications at Saginaw Valley State University. He completed his associate’s and the academy while working his Corrections job part-time.

“They were very helpful in working with me to make sure I was able to complete (the academy),” Capra said of the Sheriff’s Department. “It was tough - I was working on the weekends while I was going through academy. I just used my vacation and my comp time to maintain my health insurance.”

Capra said he was surprised and really thankful for the LEEP Award. “Working and cutting back hours was quite hard while I was trying to study,” Capra said. “Everybody (at the academy) worked real hard and it was just nice somebody else was thinking of us.”

Capra is pursuing a patrolman position now and hopes to advance to a sergeant or the detective bureau as his career progresses. ❤️

## Allegan County Deputies help needy families for the past 15 years

— By Jennifer Foley, POJ Editor

Residents of Allegan County might have been wondering why most of the Sheriff's Deputies in their community were walking around with goatees in November and December. The goal was to draw awareness and raise funds for Cops for Christmas.

Every Deputy who participated in the Goatee Challenge contributed \$40 to Cops for Christmas, which provides Christmas gifts to area needy families. Allegan County Deputy Joe Knapp started the program 15 years ago with the help of his former partner, Sheriff's Detective Craig Gardiner.

"My partner and I worked Lee Township and that's a high poverty area — Bloomingdale School District," Knapp said. "We saw a need and wanted to do something. The first year we helped three families. This year there are 10 and we've had as many as 35 families. It just started with the Pullman (Elementary) area and we're doing it countywide now."

"We saw there was a need to bridge the gap between us and the community and give back to those in need," Gardiner said.

Gardiner thought they were doing the community a service, but when it came



Photo courtesy of Allegan County Sheriff's Det. Craig Gardiner

*Allegan County Sheriff's Department personnel participated in a Goatee Challenge as part of Cops for Christmas, a program which provides Christmas gifts for area needy families. Front row, left to right are: Sgt. Cory Hunt, Dep. Thomas Vannest, Dep. Josh Cole, and Sheriff Blaine Kooops. Back row, left to right are: Undersheriff Frank Baker, Dep. Jim Miller, Sgt. Tim Commissaris, Cadet Jesse Post, and Dep. Joe Knapp, Cops for Christmas organizer.*

down to Christmas Eve and they set out to deliver gifts to the families, he said, "We received a lot — we got to see the joy on the kids' faces."

Knapp originally held community fundraisers to support the program but over the years donations dried up and the toy drive brought in more stuffed teddy bears than anything else. So Knapp teamed up with Toys for Tots in Holland and asked his co-workers to do the rest.

"Sixteen-year-olds really don't want a stuffed teddy bear for Christmas," Knapp said. "There are more age specific toys for the teens through Toys for Tots."

"Then I gave families (to adopt) to the dispatch center, the courts — different groups within the Sheriff's Department," Knapp said. "Different shifts would adopt a family and they'd buy all the clothes and socks and shoes. I would get mittens and hats and the toys are from Toys for Tots.

We try to make sure each member of the family gets at least one outfit, hat and mittens, and if needed they get a coat."

This is the first time the Sheriff's Department has held a fundraiser in five years. Some 30 Sheriff's Department employees participated. "The last I knew we were at \$1,300," Knapp said. "The front office ladies said, 'We don't want to grow goatees but we want to donate.'"

Knapp seeks out the families by asking the schools for a list of those in need and then sends those families questionnaires so they can list items they desire. Toys for Tots of Holland provides each child with three toys and stocking stuffers. "The schools basically do everything as far as the setup and coordination of families," Knapp said. "Because I did work in Lee Township for eight years as a Community Policing Officer, they always get at least five families every year. Then I get in contact with them and we deliver the gifts on Christmas Eve."

"I went into the drug unit and Joe picked (Cops for Christmas) up and carried

the torch after the first couple years," Gardiner said.

Members of Knapp's church, Maplewood Reform Church in Holland, provide clothing for the families. "Also, I've got a group of ladies (from church) that make quilts, and each family gets a quilt from them," Knapp said.

"I think the first couple years, Joe and I put out the word, but now it's the whole department involved," Gardiner said.

The deputies buy and help wrap hundreds of gifts. With an average of 10 to 15 families every year, that's about 50 to 60 kids who get three toys each, plus clothing items for all the family members. Cops for Christmas has helped as many as 35 families in one year, with about 100 kids. "The whole Sheriff's Department helps with the program," Knapp said. "There's a core group that have a big wrapping party at my house. It gets a little hectic at my house around Christmas."

"There are so many families in need down there I'm glad Joe expanded it," Gardiner said. "We're all kind of fragmented

the way technology is. It's actually been a really good team building opportunity for our department, bringing everyone together for a good cause. I give Joe all the credit. He's really picked it up and ran with it and built it to what it is today."

Sgt. Cory Hunt, who's on the SWAT Team with Knapp, participated in the Goatee Challenge and helps with the wrapping party. He said the event involves the deputies' wives and their children. "That's a family event," Hunt said. "That's a big effort from a lot of people at the department. We usually bring a dish to pass and we have a little food and get together."

Knapp said Cops for Christmas didn't initially run as smoothly as he thought it would. "Nowadays my wife and five kids are very helpful in the whole process. All my kids come with me on delivery day. It's kind of a family thing I wanted to start." ♥

To help or for more information on Cops for Christmas, contact Deputy Knapp at (269) 673-0500, ext. 4444

### POLC seminar (continued from page 9)

The five key tenets the seminar focuses on are:

- 1) Wear your seatbelt.
- 2) Wear your ballistic vest.
- 3) Watch your speed.
- 4) WIN – What's Important Now.
- 5) Remember: Complacency Kills.

If officers fail to wear their seatbelts at all times while their vehicle is in motion and their ballistic vests while they're on duty, Combs said, that needs to be addressed by their department command staff. "It's about changing policy if need be," Combs said. "With any public contact, you should be protected. It's like anything else, if you get used to it, it's something that comes easy."

Being in the moment is also key. "It's important to focus on what's in front of you instead of what will you do for dinner,"

Combs said. "It's focusing on the now. Nothing is simple. Every contact can turn deadly."

The first free seminar was held Feb. 10, 2016 at the Warren FOP Hall for east siders. The west side seminar is scheduled from 8:30 a.m. to 12:30 p.m. March 11, 2016. Check in and coffee and doughnuts will be available from 8-8:30 a.m. and a buffet lunch at 12:30 p.m. The seminar will be held at Grand Rapids F.O.P. Lodge 97, 1753 Alpine Ave., NW, Grand Rapids, MI 49504. To register, contact Cindy at the POLC office at polc@aol.com or by phone (248) 524-3200. Please provide your name, department, phone number and email address. ♥

Officers are encouraged to attend the free seminar, which is approved for training hours through Michigan Commission on Law Enforcement Standards (MCOLES).

## Arbitration

— As reported by the POLC/GELC Legal Staff

### OFFICER'S TERMINATION REVERSED

A Muskegon City Police Officer was reinstated to his position after the POLC filed a grievance on his behalf for being terminated for allegedly stealing a kayak.

The Arbitrator found that the Officer had no intent to steal the kayak and ordered him reinstated to his job with a five-day suspension instead.

The long-term Employee was responding to a missing person's call when the mother of the victim said her mentally and physically disabled son took his kayak on the water and she had not heard from him since. A search for the victim revealed he had drowned.

Since Muskegon County normally handles drownings, the Officer asked the County Sergeant if the County would like the kayak as evidence. The Sergeant indicated he did not. When the Officer told

the mother her son had drowned, he offered to use his personal vehicle to retrieve the kayak on her behalf as the City did not have a vehicle large enough to transport it. The mother replied "Get rid of it" and stated she never wanted to see the kayak again.

The next day the Officer retrieved the kayak from the scene and drove it to his in-laws lakefront home and left it there for area children to play with. The Officer was trying to honor the mother's wishes since the kayak was left abandoned by the road. "(The Officer) specifically said that since something horrible happened with the kayak, 'maybe some good can come out of it,'" said POLC Labor Attorney Brendan Canfield.

The City terminated him for stealing the kayak even after the prosecutor dismissed the charges and other allegations.

The Arbitrator ruled the Officer did not steal the kayak as the County declined it for evidence and the owner told him to "get rid of it." However, the Arbitrator ruled the Officer mishandled the kayak as abandoned property and failed to obey his supervisor's orders to leave the kayak at the scene and ordered the Officer's suspension instead of termination. ♥

## Contract Settlements

— As reported by POLC/GELC Labor Representatives

### Allegan County Road Patrol Command

- **New one-year agreement** expires Dec. 31, 2016.
- **Wages:** 1.5% effective Jan. 1, 2016.
- **Fringe Benefits:** Add New Year's Eve day as a Holiday. Add to Bereavement Leave one day for extended family, which includes: aunt, uncle, niece, nephew, great grandparent, and step and in-law relationships.
- **Health Care:** \$300 lump sum for Wellness Program participation.
- **Bargaining Team:** Sgt. Chris Kuhn, Sgt. Cory Hunt and Lt. Mike Larsen aided by POLC Labor Rep. John Stidham.

### Allegan County Corrections Command

- **New one-year agreement** expires Dec. 31, 2016.
- **Wages:** 1.5% effective Jan. 1, 2016.
- **Fringe Benefits:** Add New Year's Eve day as a Holiday. Add to Bereavement Leave one day for extended family, which includes: aunt, uncle, niece, nephew, great grandparent, and step and in-law relationships.
- **Health Care:** \$300 lump sum for Wellness Program participation.
- **Bargaining Team:** Sgt. Burt DeBoer and Sgt. Jeremy Verslys aided by POLC Labor Rep. John Stidham.

### Bath Charter Township Police Officers

- **New five-year agreement** expires Dec. 31, 2020.
- **Wages:** 3% effective Jan. 1, 2016.  
3% effective Jan. 1, 2017.  
3% effective Jan. 1, 2018.  
2.5% effective Jan. 1, 2019.  
2.5% effective Jan. 1, 2020.
- **Manning & Safety:** Increase Call-in/Call-Back pay from a minimum of two hours to three hours.
- **Fringe Benefits:** Increase Education Incentive from \$900 to \$1,000 for Bachelor's degree and from \$1,000 to \$1,200 for Master's degree.
- **Health Care:** Language change allowing Employer to open and negotiate changes to health care.
- **Bargaining Team:** Officer Michael Laphlan aided by POLC Labor Rep. John Stidham.

### Bath Charter Township Police Supervisors

- **New five-year agreement** expires Dec. 31, 2020.
- **Wages:** 6% above top Patrol Officer wage effective Jan. 1, 2016.  
7% above top Patrol Officer wage effective Jan. 1, 2017.  
8% above top Patrol Officer wage effective Jan. 1, 2018.  
9% above top Patrol Officer wage effective Jan. 1, 2019.  
10% above top Patrol Officer wage effective Jan. 1, 2020.
- **Dispute Settlement:** Arbitrators will be chosen from a mutually agreed upon list by both the Employer and Union. List will consist of two Arbitrators, which will be used on a rotating basis.
- **Fringe Benefits:** Increase Education Incentive from \$900 to \$1,000 for Bachelor's degree and from \$1,000 to \$1,200 for Master's degree. New tuition reimbursement up to \$3,500 for approved courses and maintaining a 2.0 GPA.
- **Health Care:** Language change allowing Employer to open and negoti-

ate changes to health care.

- **Bargaining Team:** Sgt. Gary Smith aided by POLC Labor Rep. John Stidham.

### Barry County Central Dispatch

- **New five-year agreement** expires Dec. 31, 2020.
- **Wages:** .55 cents effective Jan. 1, 2016.  
.50 cents effective Jan. 1, 2017.  
.50 cents effective Jan. 1, 2018.  
.45 cents effective Jan. 1, 2019.  
.40 cents effective Jan. 1, 2020.
- **Fringe Benefits:** Personal Leave Time (of 40 hours per year) may be paid as year end bonus. Unused Vacation hours accumulation increases from 80 hours to 100 hours annually. The meal allowance increases from \$8 for breakfast; \$10 for lunch; and \$20 for dinner to \$10 for breakfast; \$12 for lunch; and, \$20 for dinner.
- **Health Care:** The optical/dental stipend of \$475 increases to \$550 annually. Health care opt-out in lieu of payment changed from a lump sum to 15% of the premium, paid each month.
- **Bargaining Team:** Blayne Frye and Eric Mulvane aided by GELC Labor Rep. John Stidham.

### Boyne City Police Department

- **New three-year agreement** expires April 30, 2018.
- **Wages:** 3% effective May 1, 2015.  
2.5% effective May 1, 2016.  
2% effective May 1, 2017.
- **Bargaining Team:** Dan Mercer aided by POLC Labor Rep. Ken Nash.

### Charter Township of Bridgeport Police Officers

- **New five-year agreement** expires Dec. 31, 2020.
- **Wages:** 2% effective Jan. 1, 2016.  
Wage reopener effective Jan. 1, 2017.  
Wage reopener effective Jan. 1, 2018.  
Wage reopener effective Jan. 1, 2019.  
Wage reopener effective Jan. 1, 2020.  
\* Increase Sergeants' wages to 10% above top paid Patrolman.
- **Manning & Safety:** Equipment allowance increased from \$75 to \$100 yearly.
- **Fringe Benefits:** Increase Vacation Time carryover from 80 hours to 150 hours yearly. Increase Vacation Time hours by restructuring accrual schedule to gain 16 hours to 176 hours maximum at 20 years.
- **Bargaining Team:** Pat Ezel and Officer Brent Green aided by POLC Labor Rep. Ken Nash.

### Cheboygan County Sheriff's Department Corrections Employees

- **New three-year agreement** expires Dec. 31, 2018.
- **Wages:** 4% effective Jan. 1, 2016.  
3% effective Jan. 1, 2017.  
2% effective Jan. 1, 2018.  
Corrections Corporals wages shall be based on 110% of the highest pay



for Corrections Officers. This is a 5% increase from 105% of the highest pay for Corrections Officers.

- **Fringe Benefits:** Add two holidays - President's Day and Martin Luther King Day.
- **Health Care:** New Employees will be eligible to receive health insurance for their spouse and/or dependents on the next enrollment date after four continuous years of services (a reduction from five years).
- **Retirement:** Effective Jan. 1, 2016, retirement program benefits for all new full-time and regular part-time Employees shall be MERS 1.25% retirement at age 60 Hybrid Plan. The County will pay the DB cost of the plan while Employees pay up to 3% into the DC plan. The County will match up to 3% into the Employee's DC plan, unless the total contribution of the County for DB and DC costs exceed 8%. In that case, the County's contribution into the DC plan will decrease to 0%.
- **Bargaining Team:** Brian Crittenden and Mari LeCross aided by GELC Labor Rep. Ken Nash.

### Frankenmuth Police Patrol Unit

- **New three-year agreement** expires Dec. 31, 2018.
- **Wages:** 2.75% effective Jan. 1, 2016.  
2.75% effective Jan. 1, 2017.  
2.75% effective Jan. 1, 2018.
- **Fringe Benefits:** Increase paid time for Holidays worked from regular straight pay to 1-1/2 times straight pay for each Holiday worked. Life insurance increased from \$20,000 to \$30,000.
- **Manning & Safety:** Increase cleaning allowance for clothing from \$200 to \$400. Increase Short-Term Disability from \$600 to \$800 per week and Long-Term Disability from \$5,000 to \$7,500 per month.
- **Employment:** Cap the number of part-time Employees at eight.
- **Retirement:** MERS DB B-4 (with a 2.5% multiplier) Plan bridges to a DB B-3 Plan (with a 2.25% multiplier) effective Jan. 1, 2016. Increase Employees contributions from 5.75% to 7% in 2016; 7.5% in 2017; and 8% in 2018.
- **Bargaining Team:** Sgt. Tony McLaughlin aided by POLC Labor Rep. John Stidham.

### Village of Mancelona Police Department

- **New two-year agreement** expires Dec. 31, 2017.
- **Wages:** \$.50 cents per hour increase, effective Jan. 1, 2016.  
\$.25 cents per hour increase, effective Jan. 1, 2017.
- **Retirement:** Employer increased the amount they will pay towards health care premium to retired employees \$50 per month from \$150 to \$200 for retirement age 55, but less than age 62 with 30 or more years of service.
- **Bargaining Team:** Rod Vesey aided by POLC Labor Rep. Ken Nash.

### Village of Mancelona Department of Public Works

- **New two-year agreement** expires Dec. 31, 2017.
- **Wages:** \$.50 cents per hour increase, effective Jan. 1, 2016.  
\$.25 cents per hour increase, effective Jan. 1, 2017.
- **Manning & Safety:** Boot allowance reimbursed 100% up to \$100 once each year of the contract. Employer will reimburse \$20 per month towards cell phone bill.
- **Bargaining Team:** Craig Hart aided by GELC Labor Rep. Ken Nash.

### Midland Police Command Officers

- **New three-year agreement** expires June 30, 2018.
- **Wages:** 2% effective July 1, 2015.  
2% effective July 1, 2016.  
Wage reopener July 1, 2017.
- **Fringe Benefits:** Education payments of \$1,000 changed from Master's degree to Graduate degree. Sick Leave can be taken in one-hour increments, changed from two-hour increments. Letter of Understanding on Swing Shift Sergeant getting additional 8 hours of Personal Holiday for each four month shift period.
- **Retirement:** Letter of Understanding on Pension Task Force to look into pension and retiree health care program in order to develop strategies for addressing the unfunded liabilities.
- **Bargaining Team:** Christopher Komara, Christopher Wenzell, James Hurd and Matthew Berchert aided by POLC Labor Rep. Ken Nash.

### Muskegon County Central Dispatch Telecommunicators & Supervisors

- **New five-year agreement** expires Dec. 31, 2020.
- **Wages:** 2.25% effective Jan. 1, 2016.  
2.25% effective Jan. 1, 2017.  
2.25% effective Jan. 1, 2018.  
2.25% effective Jan. 1, 2019.  
2.25% effective Jan. 1, 2020.
- **Health Care:** Effective Jan. 1, 2016, the Employee's health insurance contribution will be 15% of the annual premium divided by 26 pay periods in the year. Effective every year thereafter, Employees will pay an additional 1% towards health care costs until the Employer's premium pay reaches 20% or the state mandated caps are met, whichever comes first. Full-time Employees will receive \$500 for singles; \$600 for two-persons; and \$750 for family every two years for vision reimbursement purposes. Optical benefits will be paid on even number years and part or all of the bi-annual reimbursement may be rolled over into the next biannual period. Employer has the right to change any insurance carriers or health care providers so long as the benefits, including deductibles and co-insurance levels, are the equivalent of the current benefits, deductibles and co-insurance levels.
- **Retirement:** The monthly cost of retiree health insurance for Supervisors shall not exceed the sum of \$235. For Employees who retire with 20 years of service and are age 55 or older the stipend shall be \$2,115 annually/\$176.25 monthly. For Employees who retire with 15 years of service and are age 60 or older, the stipend shall be \$1,410 annually/\$117.50 monthly. The stipend will cease when the retiree becomes eligible for Medicare. The monthly cost of retiree health insurance for Telecommunicators shall not exceed the sum of \$200. For Employees who retire with 20 years of service and are age 55 or older the stipend shall be \$1,800 annually/\$150 monthly. For Employees who retire with 15 years of service and are age 60 or older, the stipend shall be \$1,200 annually/\$100 monthly. The stipend will cease when the retiree becomes eligible for Medicare. Central Dispatch will provide \$1,500 matching contribution to DC plan per year to eligible full-time Employees. HSA contributions remain at \$2,000 for single/\$4,000 for double or family paid by Employer.
- **Bargaining Team:** Supervisor Stephanie Stefanich and Dispatcher Rhonda Hart, aided by GELC Labor Rep. Will Keizer. ♥

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