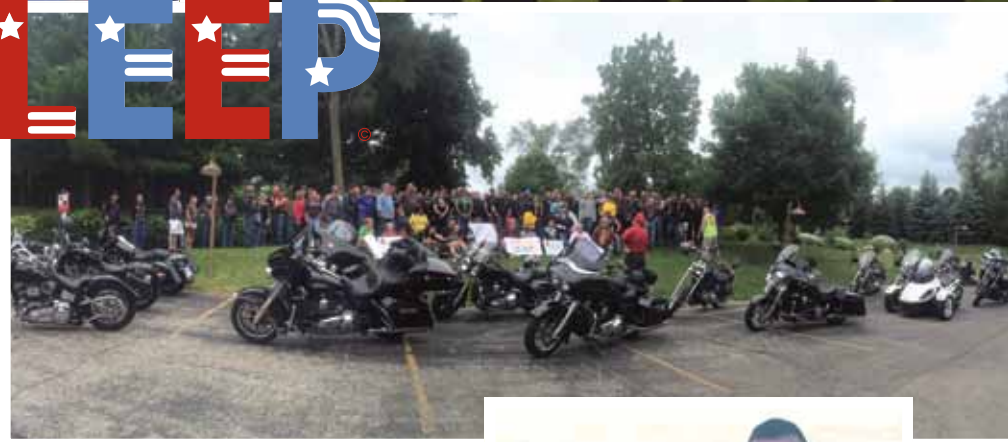


The Police Officers Journal



VOLUME 27, NUMBER 1 - WINTER 2017



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PUBLICATIONS

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Many legislative issues impact public safety in 2017

— By Robert Figurski, Director

Looking ahead, as the legislature returns from holiday leave, a number of issues affecting public safety are being considered or are being enacted.

RETIREE HEALTH CARE AND PENSION REFORMS: Legislative assaults on public employee benefits will continue. Gov. Rick Snyder has proposed a task force to recommend proposals to him on addressing unfunded liabilities in retirement benefits for local government employees.

Retiree health care will be at greater risk than pension benefits. While 401(k) for new hires could be mandated for public education employees, there did not seem to be the same level of interest in applying it to public sector employees. However, we must continue the fight to save the benefits we have worked for our entire careers. We earned them, and in many cases, sacrificed raises or diverted other benefits from our paychecks into our pension and retirement benefits.

AFFORDABLE CARE ACT/REVENUE SHARING: If Congress and the Trump administration eliminate the Affordable Care Act, the State of Michigan could be on the hook for a huge financial obligation for Medicaid. If the General Fund is tapped to cover the obligation, any chance of possible increases in revenue sharing could be affected.

CHANGES TO MCOLES: Effective Jan. 2, 2017, police officers are “licensed” and not “certified” by MCOLES, reported Tom Zulch, POLC Labor Attorney and Representative on MCOLES board. PA 289 of 2016 made the anticipated switch to licensing to match other Michigan professions. The change in name has no effect on current officers’ status.

The new law expands the list of criminal adjudications of guilt that shall result in the revocation of a Michigan law enforcement license. As excerpted from state law, the license is revoked if the officer is adjudicated as guilty of any of the following Michigan misdemeanors, or their equivalents in any jurisdiction outside of Michigan:

- Any violation of a law punishable by imprisonment of more than one year.
- First Offense of assaulting an individual without a weapon and inflicting serious injury, without intent to commit murder or to inflict great bodily harm.
- First Offense of Domestic Violence without a weapon and inflicting serious injury, without the intent to commit murder or to inflict great bodily harm.
- Second Offense of Domestic Violence.
- Stalking.
- Misdemeanor possession of drugs, except marijuana.
- Misdemeanor use of drugs, including marijuana, regardless of a medical marijuana card.
- Second Offense operating while intoxicated/drugged within seven years.

An adjudication of guilt does not require a conviction and includes an order of probation for a first-time domestic offense; an order of probation for a first-time controlled substance offense; an order of probation under the Holmes Youthful Trainee Act; and pleas under advisement where a court delays sentence after a plea establishing guilt is entered, including no-contest pleas.

PA 289 of 2016 also addresses standards for obtaining a new Michigan law enforcement license for those seeking to become a police officer. Requirements include education, prohibited criminal adjudications, valid driver’s license, physical ability, hearing, vision, psychological fitness and more. ♥

Firearms leading cause of LOD death increase, ambushes continue to rise

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

It’s a simple equation, yet many fail to realize when police officers are targeted and killed, we are all in danger. In 2016, officer duty deaths were the highest they’ve been in five years and deadly ambush attacks reached a 20-year high.

“All of these tragedies remind us in very stark terms that America’s law enforcement professionals are facing clear and growing dangers on our behalf. And, when our police officers are at risk, we are all at risk,” said Craig W. Floyd, National Law Enforcement Officers Memorial Fund (NLEOMF) President and CEO, following ambush attacks in the fall.

Line of duty deaths increased 10 percent to 135, up from 123 in 2015 and firearms-related incidents were the leading cause of death in 2016, according to the NLEOMF in their preliminary 2016 Law Enforcement Fatalities Report.

Sixty-four officers were shot and killed across the country. This represents a significant spike — 56 percent — over the 41 officers killed by gunfire in 2015. Of the 64 shooting deaths, 21 were the result of ambush-style attacks — the highest total in more than two decades. *(Subsequent to the report being issued, another officer was killed in 2016 bringing the total to 136 and 65 shooting deaths.)*

Ambush attacks against officers began to crescendo in 2015, but hit a new high in 2016 causing the NLEOMF and law enforcement officials nationwide to call for the media, elected officials, community leaders, and law abiding citizens to come together to create a partnership where trust can be found among each other.

“Public safety is a partnership and, too often, the service and sacrifice of our law enforcement professionals is taken for granted,” Floyd said. “We must never forget that 900,000 law enforcement officers nationwide risk their lives every day for our safety and protection. And, this year, (136) of those men and women did not make it home to their families at the end of their shift. As we begin the new year, let us all resolve to respect, honor, and remember those who have served us so well and sacrificed so much in the name of public safety.”

Eight multiple-shootings claimed the lives of 20 officers in 2016, tied with 1971 for the highest total of any year since 1932. Those incidents included five officers killed in ambush attacks in Dallas, Texas and three in Baton Rouge, Louisiana spanning 10 days in July.

“It is beyond my comprehension that... law enforcement officers are the subject of assassinations. It is unacceptable,” said

Of the 64 shooting deaths, 21 were the result of ambush-style attacks — the highest total in more than two decades.

John Ashcroft, Chairman of the NLEOMF Board of Directors. “We must stop the scourge and slaughter of our law enforcement officials around the country. The fallen have fallen in order to preserve the rule of law, and we must sustain it or we repudiate the sacrifice that they made.”

Line of duty fatalities were the highest since 2011, when 177 officers died. Michigan was among the deadliest states in 2016.

Texas had the most officer fatalities with 17, followed by California with 10, Louisiana with nine, Georgia with eight, and Michigan with six. One of POLC’s own, Wayne State University Officer Collin Rose, was among those who made the ultimate sacrifice in 2016. Rose was shot in the head by a perpetrator he was questioning about a crime. (See related story, page 4)

Traffic-related incidents were up 10 percent from 2015. Fifty-three officers were killed on roadways in 2016 compared to 48 in 2015. Of the 53 traffic-related deaths, 28 died in automobile crashes, 15 were struck and killed while outside of their vehicle, and 10 were killed in motorcycle crashes. Prior to 2016, traffic-related incidents had been the number one cause of officer fatalities in 15 of the last 20 years.

Eighteen officers died from other causes in 2016, including 11 who died from job-related illnesses — mostly heart attacks — while performing their duties. Other causes included beatings (3), a drowning, a fall, an aircraft crash and a stabbing.

Six federal law enforcement officers died in the line of duty in 2016, along with four from the U.S. territory of Puerto Rico and one tribal officer. Six of the fallen were women. The average age of death was 40, and the average length of service was 13 years. ♥

There are 20,789 names of officers killed in the line of duty inscribed on the National Law Enforcement Officers Memorial in Washington, DC, dating back to the first known death in 1791. The statistics released are based on preliminary data through Dec. 28, 2016 compiled by the NLEOMF and do not represent a final annual total 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 2016 Law Enforcement Fatalities Report, go to: www.LawMemorial.org/FatalitiesReport.



Wayne State K9 Officer will be missed by many

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

Wayne State University (WSU) K9 Officer Collin Rose rode in the Police Unity Tour twice with his co-worker and friend WSU Investigator Chris Powell. The two were planning a third ride in the spring of 2017. It was going to be a big year for Rose, who had just accepted an offer on his home, planned to move into a bigger home and marry in the fall. But all his dreams and plans were taken when a gunman killed him the day before Thanksgiving.

Rose was shot in the head Nov. 22, 2016 after stopping a man on a bicycle suspected of criminal activity just blocks away from the university in Detroit's Woodbridge neighborhood. "He was called on a stop at 6:31 p.m. and when the (backup) officers arrived at 6:34 p.m., they found him," said his former POLC co-worker Tory Tederington, now an Oakland County Sheriff's Deputy.

"It's still a little surreal. I was at work and my younger brother, who is a paramedic in the City, called and said something's happening at Wayne State and when Chris (Powell) picked up the phone I could hear the sirens going," Tederington said. "He was running to get Collin's fiancée to take her to the hospital."

"They got him (to the hospital) as quick as they could," Powell said of backup officers. "I went into auto pilot mode. I said to myself, 'I've got to get to her.' I knew the last thing he wanted was some local coming in knocking on the door. She was able to sign off on a few things and then we called his parents and got them a police escort from Lansing to the hospital. I stood up to a good

number of people who wanted to hold a prayer vigil — I said 'We aren't doing anything until his parents get here.'"

Tederington, who worked with Collin from 2011–2015, rushed to the Hospital. "I stayed at the hospital until 2 a.m. They did emergency surgery to help control some of the swelling," Tederington said. "I got the information around 5 p.m. that they expected him to pass. It ended up the bullet was far more fragmented than expected and bleeding was not controllable. He died at 5:45 p.m."

"The tragic loss of Officer Collin Rose affects every member of the Police Officers Labor Council, the community, and, most of all, his family and fellow comrades at the Wayne State University Police Department," said POLC Director Rob Figurski. "Officer Rose will remain in our thoughts and prayers. He will never be forgotten."

THE CASE

DeAngelo Davis, 31, of Detroit was originally arraigned on murder charges in the death of Rose. However, charges were dismissed and he was released.

The reward for information leading to an arrest has been increased several times. Originally at \$5,000, the total reward increased to \$105,000 as of publication time, according to media reports. Anyone with information about the crime, including recovery of the gun used, should contact Detroit Police Homicide, 1-800-ATF-GUNS, 1-800-SPEAK-UP or the Federal Bureau of Investigation at 1-312-965-2323. Information can also be sent to the ATF via the mobile app Reportit, available in both Google Play and the Apple App Store, or by visiting www.reportit.com. All calls and tips to the ATF will be kept confidential.

Rose, 29, a graduate of Ferris State University, is the third WSU officer to be shot on duty. "We've had three officers shot in 50 years," said Powell, President of the POLC local. "Collin is the first fatality. I promised Collin I would go to every trial date and every court date."

The two prior shootings also occurred off campus. WSU officers are commissioned Detroit Police Officers and patrol about six square miles surrounding campus and are the primary response. "The overwhelming majority of our activity is in the surrounding area, trying to keep a bubble around the campus property. We wanted to keep the whole midtown area nice and safe," Tederington said.

POLICE UNITY

Rose, Tederington and Powell participated in the Police Unity Tour to raise awareness for officers killed in the line of duty. So it's especially heartbreaking that Rose also was killed on duty, like Powell's friend and police academy classmate Jim Bonneau, a Jackson Police Officer and POLC member who died March 9, 2010 from a gunshot wound during a struggle with a man wanted

for domestic violence. "I've been doing this (supporting fallen officers) since Jim died," Powell said. "Collin jumped right into it with me and we went to over a dozen funerals together. I was his first training officer and we just had an immediate friendship."

Rose and Tederington joined Powell in May 2013 for their first Police Week in Washington D.C. "We saw all the Unity Tour folks and it sounded like a worthwhile cause and something we wanted to do," Tederington said.

The three began fundraising for the 2014 tour, a 300-mile trek from New Jersey to Washington D.C. Powell and Tederington participated in the May 2014 event, but Rose had to drop out when he was asked to stand in a wedding during the same time period. Rose did the bulk of the fundraising for the team that year and proudly rode in 2015 and 2016. "Collin and I just really started to hit the ground running for fundraising this year," said Powell, who is fundraising for Collin's 2017 spot and is seeking a memorial replacement to ride with him. "This would've been his third ride."

Rose and his narcotics detection dog named Clyde, a Rottweiler he trained and certified, were frequently used during residential search warrants by Detroit Police and raids by the ATF. He also handled an Explosives Detection Vapor Wake K9 named Wolverine, a German Shorthaired Pointer. Both dogs were on patrol with him the night he was shot.

Wolverine was named in honor of late Detroit PD Officer Patrick Hill, a former University of Michigan football player. Hill died in 2013 from a shooting on Linwood near Leslie. "Hill was a Task Force Officer working with the ATF when he was shot," Powell said. "Collin, with having a dope dog and bomb dog, was an unofficial ATF dog handler. He helped them out with every one of their raids."

The ATF recently recognized Rose and Clyde with a plaque for their efforts which led to the federal prosecution of nearly two dozen violent offenders, Powell said.

"All the ATF guys came to the dog naming ceremony for Wolverine," Powell said. "I was so proud of his accomplishment. He loved working with dogs — it was a dream come true for him."

ENGAGED

Another dream come true was his engagement to Nicole Salgot. "Collin and Chris did the Unity Tour and their girlfriends drove down and met them in D.C. on May 12, 2016," Tederington said. "Then Collin proposed at the Rose Medallion at the Memorial."

"He was so looking forward to D day after being a bachelor so long. I'm getting married Labor Day weekend and they were supposed to get married in October," Powell said.

Powell and Tederington were there for Salgot following Rose's death. "Collin had this thing every year called Friendsgiving," Tederington said. "He'd have friends over to the house and play games



Officer Rose, left, and Wayne State University Investigator Chris Powell rode together in the Police Unity Tour.

and have food. This year he already had all the food."

"We had a good turnout for that and we were up with her until 1 in the morning," Powell said.

Salgot and Rose volunteered with the Detroit Dog Rescue and, among the dogs in the house, were three Rescue dogs, two family dogs, two police dogs, and another he was training to potentially sell to an area police department. "He was blessed with a take home car so they were looking for a place with a good amount of land for the dogs and a pole barn," Powell said.

Wayne State plans to retire Clyde to Nikki, Powell said. "We did a final sniff of Collin's clothing with him. It was pretty tough to see. The dogs were locked in the car for six hours after the shooting and heard the shots. It was important for them to know he wasn't coming home."

MANY MEMORIALS

In November, several memorials were held in Rose's honor:

- The Detroit Lions and Detroit Red Wings each held a moment of silence before their home games.
- Woodbridge Homeowners Association held a silent candlelight vigil walk through the neighborhood at Scripps Park at Grand River and Trumbull in Detroit.
- A candlelight vigil at the Undergraduate Library on Wayne State University's campus with a moment of silence at 6:31 p.m., the time Rose was shot.
- Powell and a dozen co-workers were among the 138 who participated in "Ride for Collin," a 16-mile bike ride from Ingham County Sheriff's Office.
- Detroit Dog Rescue sponsored a fundraiser at Tony V's Tavern near campus for Salgot. Over \$20,000 was raised to offset her living expenses while she attends veterinary technician school.

SERVICES

On Nov. 26, the hearse carrying Rose's body traveled from Ann Arbor to Kaul Funeral Home in Clinton Township with a long pro-

Continued on page 6



Wayne State University K9 Officer Collin Rose E.O.W. 11-23-2016

Donations in honor of Rose can be made to:

www.gofundme.com/officercollinros
memorialfund

Team Wayne State Police Unity Tour
<http://tinyurl.com/TeamWSUPD>

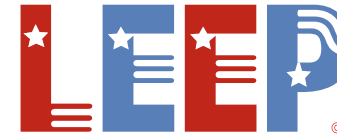
Vested Interest in K9's www.vik9s.org/

Project Paws Alive, Inc.
projectpawsalive.org/

Brotherhood for the Fallen
brotherhoodforthefallen.org/

Detroit Dog Rescue
detroitdogrescue.com/

LEEP, POLC honored as Community Partners



— By Jennifer Gomori, POJ Editor

It's hard to imagine what a roller coaster ride 2016 was for POLC Labor Rep. Will Keizer, from raising the bar to the highest level yet for participation and fundraising during Gilda's Run in July, to training another POLC Labor Rep. to take over organizing the annual event he founded, followed by the unexpected passing of his father in October. Gilda's Club Grand Rapids representatives were by his side for each of these milestones, so it only seemed fitting to share a fourth milestone with them.

On Nov. 15, 2016, Keizer accepted a Community Partner Award bestowed upon Law Enforcement Education Program (LEEP) and the POLC during Gilda's Night of Gratitude at Thousand Oaks Golf Club in Grand Rapids. Gilda's Club provides emotional support to cancer patients and their families.

Keizer attended the event with his widowed mother, Diane and his wife, Amy less than a month after his dad, Bill, 81, lost his battle with stage 4 lung and bone cancer. Keizer, who helped support this organization for 16 years, for the first time found himself on the inside receiving services with his dad.

"In early October, my son, my father and I went to Gilda's to explore what was there for us, as dad had been diagnosed with cancer. On Oct. 20, my father passed away, but this ride will continue in his memory," Keizer said when accepting the award.

He shared how Gilda's Run got its start in July 2000, after he went for a motorcycle ride with a group of 10 people and they talked about making it an annual event. "We discussed making it a charity event and I remembered a new organization that popped up on Bridge St. Hill that I had been hearing about. We decided to pass the hat and all kicked in twenty bucks... and Gilda's Run was born," Keizer told the audience. "This fundraising event became an annual rite and we get riders from all over the Midwest who have adopted this Run as their "must-do" summer thing. My folks were always supportive and proud of this fundraiser."

The Community Partner Award is given to an organization that exemplifies what it means to support Gilda's Club through innovative fundraising concepts and being genuine ambassadors of Gilda's Club. "We are thankful for those who are committed to support thousands of children, adults, families and friends facing a

cancer or grief journey," said Wendy Wigger, president, Gilda's Club Grand Rapids. "We want to celebrate their impact and share our deepest gratitude for their continued support."

In all, Gilda's Run has raised over \$200,000 for the charity. "We pick out three or four organizations that have done extraordinary things above and beyond the call of duty," Daryl Vogel, Gilda's Club Vice President of Development said earlier. "We believe it's way overdue and (the POLC & LEEP) are very deserving of it."

"The Police Officers Labor Council and Law Enforcement Education Program have adopted this Run as an avenue to further our commitment and give back to our community. We are very proud and honored to receive this award. Thank you," Keizer said.

The Night of Gratitude was aptly named as Gilda's Club helps families cope during very difficult times. "Overall the event was a complete success and Will did a magnificent job keeping it together with Diane, his recently widowed mother, in attendance," Vogel said. "The comedian after the awards did a great job of sending the audience home in good spirits."

Famed Saturday Night Live Comedian Gilda's Radner, the Club's



Photo courtesy of Gilda's Club of Grand Rapids
(From left) Michael Bohnsack, Gilda's Club of Grand Rapids Trustee and Gilda's Club Grand Rapids President Wendy Wigger present POLC Labor Rep. Will Keizer with the Community Partner Award.

namesake, is the motivation behind the laughter. Her brother, Michael Radner, was also honored at the event with the Spirit of Gilda Award for supporting Gilda's Club Grand Rapids through openly sharing the mission of cancer and grief support with their friends, colleagues, and the community. ❤️

K9 Officer Missed

Continued from page 5

cession of law enforcement vehicles from Wayne, Oakland and Macomb counties led by WSU Police. "The really impressive part was on the way from Ann Arbor, a lot of the overpasses were manned by firefighters and police saluting," Tederington said. "That was the very humbling part of the whole day."

A public viewing was held at Ford Field Nov. 30. Masses were Dec. 1 at St. Joan of Arc Catholic Church in St. Clair Shores and Dec. 2 at St. Ann Catholic Church in Augusta. Rose was laid to rest at Resurrection Cemetery in Clinton Township. Rose is survived by his fiancée, Nicole Salgot; parents Randy and Karen Rose; brother, Curtis; grandmother Margaret Rysz; grandfather Clifford Rose; several aunts, uncles and cousins; Salgot's parents and siblings; and his dogs. He will be missed by many friends and his family in blue.

"So many people were at the hospital that we worked with," said Powell, who was a pallbearer at Rose's funeral. "It was just so cool to hear the stories. There were not enough hands on that coffin for everybody that mattered to him. There's such a void."

Rose was posthumously honored by being promoted to Sergeant in the K9 unit and his coworkers are honoring him as well. "I know I'm definitely going to be at Police Week (2017) when they read the roll call," Tederington said. "I have been and I will continue to be doing work for Gift of Life. He would be damn proud, so that's something that helps for me."

"It's not fair what happened," however, Powell said, "There are plenty of memories I'll never forget. That's what I'm clinging to now. There is too much good that he brought into my life as a friend for me to be angry." ❤️

Fundraisers help Officer's family

Money is being raised for the family of Wayne State University Police Officer Collin Rose, who was killed in the line of duty in November 2016. Several fundraising events are being organized and Collin Rose End of Watch (E.O.W.) items are being sold. Commemorative Challenge Coins in honor and memory of Rose are being sold for \$15 each and wristbands are also available at <https://www.thinblueline.com/products/remembering-officer-collin-rose-eow-11-23-16>

"We wanted to have a keepsake for people and have money go to them," said Wayne State University Local POLC Union President Chris Powell.

A 30-mile memorial bicycle ride is planned on Rose's birthday April 1, 2017; and a golf outing July 24, 2017.

See coins graphic on page 7 to order. For more fundraiser information, visit www.polc.org or contact Investigator Chris Powell at eb5148@wayne.edu

LEEP doubles Dream Scholarship awards

— By Jennifer Gomori, POJ Editor

The Law Enforcement Education Program (LEEP) has been giving out scholarships to students with a demonstrated interest in public service/law enforcement careers for the past 12 years, awarding a record number of applicants last year. In 2017, LEEP will further its commitment to supporting future public safety employees by doubling the amount awarded per student!

LEEP is proud to announce it has increased Dream Scholarships from \$1,000 to \$2,000 per applicant selected.

Over the years, LEEP has awarded approximately \$162,000 in scholarships to students across the nation pursuing careers in

public safety and all of its related fields including: Law Enforcement, Police-Fire Dispatch, Corrections Officers, Firefighting or Emergency Medical Technicians (EMT).

Last year, 22 worthy applicants were chosen for Dream Scholarships. The funds are sent directly to the college or institution each student is attending to further their education in these fields.

Anyone interested in applying for a LEEP Dream Scholarship should visit www.leepusa.com and click on the Scholarships & Awards tab to download and complete an application. Applications and accompanying documentation must be received no later than May 1, 2017. ❤️

Cost is \$15.00 per coin
Send Payment to Chris Powell at 6050 Cass Avenue Detroit MI 48202-3424
or Pay via PayPal at www.paypal.me/wsuchris112

Shipping is included in the coin cost but local pickup is preferred to maximize donation to his survivors.

Collin James Rose 1987-2016
Wayne State University Police Department
End of Watch 11-23-2016



Commemorative Challenge Coins in Honor and Memory of Collin Rose

POLC continues to make gains for reinstated Flushing Township Police

— By Jennifer Gomori, POJ Editor

POLC representatives took a proactive approach to settling a new contract for Flushing Township Police. They negotiated and settled a bargaining agreement early with township officials, ensuring a steady transition with a newly elected board taking over in January 2017.

Flushing Township Police contract will expire March 31, 2017, but the POLC opted to get negotiations underway before the end of 2016, while the existing board they've been working with the past several years was still in place.

"All seven board members are newly elected so there was some uncertainty as to their thoughts or plans for the police department so we negotiated a five year contract before it expires to give the community some assurance that they're going to have police protection and give the officers some job security as well," said Det. Mark Bolin, local union vice president.

"We're very grateful that we negotiated five years and received some very good enhancements and we're all very happy with it," Bolin said. "It had been several years since we had got an increase in our wages."

Their new contract, which begins April 1, 2017, heads off future potential problems for retirees by eliminating an Employer cap for the Defined Benefit (DB) pension. "Looking down the road it was

"We're very grateful that we negotiated five years and received some very good enhancements and we're all very happy with it..."

"We're kind of like the poster child of what could've been had we not won our arbitration."

imperative to get that cap removed because we have since went to a Defined Contribution (DC) pension for new hires. That cap could've certainly come back to haunt us," Bolin said.

"We didn't want to go to the DC for new hires, but it seemed like it was in everybody's best interest," Bolin said. "All the full timers right now have DB. They had a cap on our DB, so we negotiated future hires going to a Defined Contribution for the future cap removal on employees."

With the department being so small, Bolin said, the cap on Employer contributions could have put an enormous financial burden on current hires. He gave an example of the five-member department having three retired officers collecting pensions.

"With a cap on the Employer, it would require the employees to pay the difference," he said. "If you and I quit paying our Social Security today, they (Social Security) would stop paying tomorrow. We were banking on new hires constantly contributing to the fund. If they don't rehire people, the funding would become lopsided and it would require individual employees to pay a lot into their pension."

There's no question POLC representatives are looking out for Flushing Township Police's future. The Union pulled out all the stops in 2012-2013 to get the unit reinstated as a police force after the Township disbanded their department. Officers were awaiting an Act 312 arbitration hearing in February 2012 when the former township

board suddenly laid off the department, voted to eliminate the collective bargaining agreement, and approved a contract with Genesee County Sheriff's Department. The layoffs were grieved based on their contract, which requires layoffs be due to "a limitation of funds."

Township attorneys cited falling revenue and unfunded liability as reasons for the layoffs and claimed there was a substantial cost savings by contracting with Genesee. However, POLC Labor Attorney Tom Zulch proved funds were available due to a police millage, which pays 100 percent of department costs. He also proved the Sheriff's Department was more expensive. The Arbitrator's ruling stated the layoffs were in violation of the collective bargaining agreement because there was no limitation of funds to warrant them.

The January 2013 arbitration win allowed the POLC to get the department reinstated with backpay to February 2012, less any money they gained from working other jobs during the layoff period. The POLC then negotiated a new four-year, nine-month contract with Flushing Township on behalf of the Officers and Sergeants.

"We couldn't be happier with POLC and we have certainly received and fielded a lot of calls regarding POLC and put good recommendations in for them," Bolin said. "We're kind of like the poster child of what could've been had we not won our arbitration. Things could've been a lot different for a lot of places and it was a key decision that prevented a lot of other places from following suit." ♥



Arbitration

— As reported by the POLC/GELC Legal Staff

LEUTENANT RETURNED TO WORK, RANK

A Romulus Lieutenant was reinstated to his previous rank as Lieutenant and his suspension was reversed after the POLC filed an arbitration on his behalf.

The former Sergeant was promoted to Lieutenant in August 2014, but there was no training to transition from one job to the other. After some concerns about his management of staff over a year later, the Director of Public Services demoted him to Officer and issued a 30 working day suspension without pay.

The Lieutenant was ordered to attend a Director's Hearing in October 2015 where he was ordered to answer questions about a laundry list of allegations of unsatisfactory performance. This list included allegations that the afternoon shift, which the Lieutenant supervised, led the department in use of force incidents and the Captains had to discipline this shift more than other shifts. The Employer also alleged the Lieutenant failed to document problems or take action with a probationary dispatcher. The Employer also alleged he failed to report a harassment complaint the Dispatcher made against the Director and a Captain. POLC Legal Staff Representative Tom Zulch described the allegations as "a fishing expedition of vague accusations by the Employer."

The Employer imposed the demotion and 30-day unpaid suspension after the Hearing. The penalty was likely enhanced because the Lieutenant stated he did not trust the new Director nor the Captains during the Hearing, according to Zulch.

The POLC fought this extreme discipline, and in an effort to settle the matter without arbitration, City officials altered the demotion from Patrol to Sergeant during the grievance process. The Union pushed the demotion and 30-day suspension to arbitration and sought the discipline be removed from his record and that he be made whole for any lost benefits, including wages, insurance, Holiday, Vacation and Sick pay, pension benefits and seniority.

Of all the allegations brought against the Lieutenant, the Arbitrator ruled there was just cause to prove only a single charge of not documenting the problems with the Dispatcher. All other allegations were dismissed by the Arbitrator.

The Arbitrator also noted the Lieutenant attended a staff meeting while on vacation to discuss the problems about the Dispatcher with his Captain and a Training Sergeant. They agreed to return the Dispatcher to training and the Lieutenant was ordered to provide a report on the Dispatcher's performance. He never compiled the report. On the day he returned from vacation, the Dispatcher resigned. The Arbitrator concluded the Lieutenant had no work time to write the report prior to the resignation.

For this infraction, the Arbitrator gave the Lieutenant a written

reprimand. All other allegations were dismissed and the Lieutenant was reinstated to his Lieutenant position and was to be made financially whole.

PENSION CAP DISPUTE

An Unfair Labor Practice (ULP) against the POLC was dismissed after an Administrative Law Judge (ALJ) and MERC ruled that a pension issue could be brought to Act 312 arbitration as the Union had done.

The issue was over whether the Employer's pension contribution could remain capped.

Van Buren Township Command Officers were paying over 14 percent toward their pension. It was projected that in about a year, the bargaining unit could be paying over 20 percent toward their pension.

During contract negotiations, just prior to the submissions of last best offers, the POLC and Van Buren Township began the Act 312 arbitration process and the Employer's pension cap was an issue. The Employer objected and filed an ULP because the Union tried to include the pension cap in the 312 arbitration. The Employer claimed the Union demanded to bargain over an issue prohibited by the contract moratorium language.

The ALJ and MERC ruled that past pension moratoriums or waivers are only valid if they have a specific end date. Without a date, a moratorium does not survive the expiration of the contract. Therefore, it was found the POLC did not commit a ULP.

The ruling led the parties to negotiate a new contract, which includes Employees' pension contributions capped and the Employer's contributions uncapped. The new agreement was reached without having to complete the 312 arbitration, which had been on hold pending the outcome of the ULP.

DISPATCHER/CLERKS BENEFIT FROM POLC

The POLC didn't represent Van Buren Township Dispatcher/Clerks at the time, but they had every reason to join the POLC after the Union went to bat for them, helping them distinguish their jobs from that of other township clerical employees.

The Dispatcher/Clerks, who were previously unorganized, sought representation by POLC. The POLC had two choices, to form a unit with other unrepresented township clerical staff or to be accreted into the Van Buren Township Patrol Unit, which was already represented by the POLC.

Since the group had dispatch job requirements and the other clerical staff did not, they opted to seek to become part of the Patrol Unit. In a case heard before Administrative Law Judge Da-



Continued on page 11

Bleich retires as Chairman of Executive Committee, hopes to return to POLC

— By Jennifer Gomori, POJ Editor

Rick Bleich has learned a lot spending nearly a decade on the POLC Executive Committee and the knowledge he has gained about officers' rights is something he hopes will bring him back to work for the POLC in the future.

Bleich retired from Muskegon Police Department Dec. 30, 2016 after serving nearly 25 years and reluctantly said his farewells as Executive Committee Chairman earlier that month.

"I'm going to miss police work in general and the best part of police work is the camaraderie that you have with your fellow officers and on the board," he said. "We have a new (POLC) Director and I'm excited about where the POLC is going at

this point. I'm disappointed that I had to give up my slot."

But he is willing to wait to come back to the POLC when the time is right.

In the meantime, Bleich said, he is open to offers and may seek a part-time position for a local area department. The married father of four is planning to stay close to home over the next couple years while his daughter is still in high school. "I still like to hunt and fish and Michigan is a good place for that," he said.

On the Executive Committee since January 2007, Bleich served as Vice Chairman and was elected Chairman in 2016. He was also Chairman of the Grievance Committee when he retired, a position

he's held since 2012.

"Being on the Grievance Committee, you learn a load of stuff because you're in there with the lawyers and learn what the arbitrators are thinking from past decisions," Bleich said. "You learn how the arbitrators think, what our lawyers are thinking — what makes a good case and what doesn't. We're usually there four to five hours. We go over each case individually and discuss whether or not we think we can win it and go from there. We scrutinize every case, and if there's a possibility of us winning, we're going to go with it."

Bleich, a Patrolman when he retired, was formerly on bicycle patrol in the Community Policing Bureau, and served as a

Detective and a D.A.R.E. Officer. He was also past Secretary/Treasurer and President of the local union, serving on the local board from 2000 until a few years ago. A former Marine, he worked for Melbourne Police Department in Florida from 1990-92. Bleich is a former member of Roosevelt Park City Council and has been on the Muskegon County Child Abuse Council Executive Board for the past two years. Prior to that he sat on their advisory board.

His recommendation for whoever becomes the next Chairman and the new Executive Committee member: "Basically continue on the path that we've chosen in the past three months," Bleich said. "We want to increase recruitment, which (Executive Director) Rob (Figurski) and (POLC

Labor Attorney) Tom (Zulch) are diligently working on. I think recruitment is very important and they're doing a good job. The bigger your organization is, the better your organization is."

Bleich is pleased with the changes the Committee has been making, such as the annual POLC/GELC Conference, which will move to Great Wolf Lodge in September 2017. "We have some things on the burner and things are going forward and I'm feeling pretty excited about it," he said. "I've enjoyed my time on the Executive board. I've learned a lot and met a lot of great people. The guys on the board now have a good grasp of where we need to go and I'm sure they'll keep it pointed in the right direction." ♥



After nearly a half century of public service, Wilk retires

— By Jennifer Gomori, POJ Editor

Tom Wilk definitely found his calling in law enforcement, spending 49 years protecting and serving others and the POLC benefited from his steadfast commitment to improving the situation for those working in law enforcement.

Wilk retired as Captain of the Macomb College Police Department Jan. 1, 2017 and said his goodbyes to friends and coworkers he's known half his career through that position and his Executive Committee member position with the POLC.

"I think I've been the longest board member and it's just been an honor to serve and a great bunch of guys (to work with)," Wilk said. "We came a long way since I started. I must have done something right — they kept me there so long."

Wilk has served as Vice Chairman and Executive Committee member since 1995. He was Chairman of the Public Relations/Publication Committee when he retired. This is the second retirement for the Vietnam veteran, who served in the U.S. Navy. Wilk was a Sergeant in the Homicide division for Detroit Police Department where he worked 25 years. He served as a local Union Steward in the Detroit Police Officers Association as well as the Detroit Police Lieutenants and Sergeants Association. He retired in March 1993 and began working at Macomb College PD that same month. He's been a Captain there since 2010.

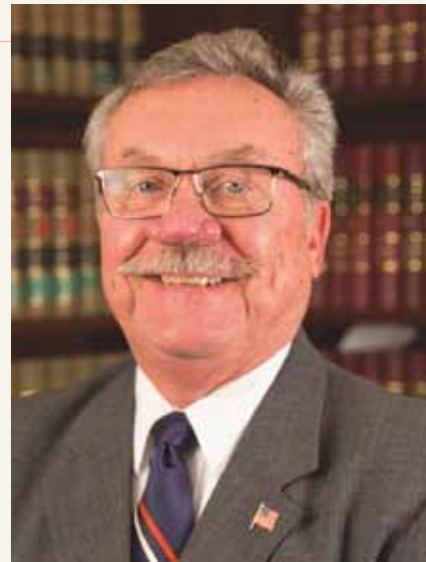
"After I did 25 years in Detroit, I was only 46, so went and got

another job," he said.

His love of the job is evident with his quick smile and joking nature, but as a POLC Executive Committee member Wilk was serious about making officers work environment one where they feel valued. His vision for the Committee in the future is to continue fighting for those who put their lives on the line by giving them the assurance that they and their family members will be taken care of with proper benefits.

"It's a continuous fight for benefits for law enforcement," Wilk said. "The biggest struggle is maintaining where they are. That's the biggest challenge."

Wilk said the POLC has done a great job of preserving benefits for members. "That's one of the biggest accomplishments," he said. Good benefits are not only important for officers, but the community as well. "That's the reason they're short in so many depart-



ments," Wilk said. "They can get better benefits washing cars than being a police officer."

He encourages the board to give more of their time to the members, "... making the POLC a lot stronger than it used to be and giving our members more than other unions."

Wilk leaves behind a legacy for future officers who need assistance paying for police academy. With an Associates Degree in Criminal Justice from Wayne County Community College, he understands the cost of going to academy can be prohibitive for some as they don't have enough time to hold down a job during the time intensive endeavor. That's one of the reasons Law Enforcement Education Program (LEEP) has been giving out awards to area police academy graduates who are leaders in their class.

"I'm the one who started the (LEEP) police academy awards," Wilk said. "That was my brain child. I said, 'We're always giving scholarships to the (college) kids, why don't we start giving it to our own?'"

What started out as a \$500 LEEP Award for one exceptional Macomb Police Academy grad per class has expanded to other area academies and has been raised to \$1,000, and effective 2017, \$1,500.

Wilk will miss the camaraderie and working to make the POLC what it is today. But the married father of three children plans to spend some much deserved time golfing, bowling and cooking.

"I plan to do a lot more traveling with my wife, Barbara of 48 years," he said. "We'll be going to St. Martin in April for Easter." ♥

Arbitration

Continued from page 9

vid Peltz, MERC ruled the Dispatcher/Clerks shared a community of interest with the Patrol Unit. Act 312 eligibility was the deciding factor in the ruling.

The Van Buren Dispatcher/Clerks perform a variety of strictly clerical duties with Genesee County 911 dispatching the majority of calls for the Township. However, the Van Buren Township Police Department also receives citizen calls for service. When that occurs, the Dispatcher/Clerks are responsible for dispatching these calls. The average number of dispatch calls handled on a daily basis was debated between the Dispatcher/Clerks and the Township (from 1.6 a day, according to Township officials, to as many as 6-7 daily, the Dispatcher/Clerks asserted).

Regardless of the actual number of calls, Michigan Employment Relations Commission (MERC) found that handling emergency calls in and of itself constituted a regular and continual part of their job functions. MERC also noted the Dispatcher/Clerks had to be ready to answer emergency calls for service throughout their shift.

The Van Buren Township Dispatcher/Clerks voted to join the POLC and MERC certified the election results Dec. 14, 2016. The Employer did not appeal the MERC ruling. ♥



Clay Township leaves POAM after decades of representation

— By Jennifer Gomori, POJ Editor

Clay Township Police had been with the POAM since they became unionized decades ago, but after recent years of officer complaints, they asked the Police Officers Labor Council (POLC) to show them what they could offer.

"I don't think the guys felt like they were being represented," said Clay Township Patrolman Paul Smith, local union alternate. "I think that might have been their only union since they were established in 1969."

"They weren't being kept involved," POLC Labor Rep. Scott Blackwell said of local union members. "We just don't work like that, we never have."

Smith said they polled local union members and they wanted to see what their options were.

"We hired some officers that had POLC as their union at their old

department and they were pretty happy with the POLC there," Smith said. "We also asked POAM to send a rep. They said 'please stay with us' and nearly everyone voted for POLC."

The 10-member group voted in POLC in April 2016 and their POAM contract expired June 30, 2016. Since Clay Township Dispatch was already a POLC unit and their contract also expired June 30, Blackwell has been working on negotiating new contracts for both groups.

"We are diligently working toward a successful resolution of their contract," Blackwell said. "We are trying to resolve a complicated pension issue. The union is proactively trying to get back to the table and we're taking steps to facilitate that."

"The officers were pretty excited to make the change and they're pretty happy with POLC thus far," Smith said. ♥

37th District Court Employees receive wage, step increases through GELC

— By Jennifer Gomori, POJ Editor

When 37th District Court Employees heard Warren City Hall Employees were looking for new representation, they also sought to make a move. Staying united with other Warren employees was important to them.

"They weren't very responsive to us," said 37th District Court Clerk and local Union Steward Kris Barnes about American Federation of State, County and Municipal Employees (AFSCME) representatives. "We didn't have big problems like City Hall did with them, but they weren't answering our grievances in a timely manner. It took six months. I personally felt we needed to stay with whoever the city (employees) went with so we could have good bargaining power."

The 27-member group voted to join the Government Employees Labor Council (GELC) in April 2016.

"We actually had people out here talking to our employees. We had representatives from GELC and AFSCME..." Barnes said. "We were impressed (with GELC) so we brought it back to our employees... and in the end the majority ruled."

"We just settled (contracts with) all three units," said GELC Labor Rep. Chet Kulesza of the Court, General Employees, and Supervisors units. "They were with AFSCME a long time. They weren't getting any service. That was their complaint. They weren't really paying attention to them."

In August, the GELC settled a three-year contract for the Clerks,

which followed the same significant pay increases the Supervisors and General Employees received, with one added bonus. Not only did the group get 7.5 percent raises over the next three years and a 2 percent matching HSA contribution from the Employer, they were also able to advance two of the Court Clerk positions to a higher salary grade.

"We got the same pay raises as the City, increase to the HSA like the City, and they changed our classifications a little," Barnes said. "The two top classifications put an extra slot in and took two (positions) out of the bottom slot so people could move up to higher pay quicker."

Two positions were moved from the entry classification of File Clerk to the two highest paid positions, Clerk One and Clerk Two. This pay scale change, combined with the pay increases, helps 37th District Court Clerks make up lost ground from significant pay cuts made for new hires in 2010. "Before 2010, the starting wage was \$37,500 for File Clerks and went up from there," Barnes said.

File Clerks hired after 2010 started at \$30,000; followed by Typists at \$36,000; Court Clerk One at \$39,000; and Court Clerk Two at \$41,000 before the raises were implemented.

Since Clerk's are promoted based on seniority, Barnes said, "It takes 20 years to get to the top (of the pay scale), so they're making it bigger so they could get there quicker. ♥



Hurley Hospital Public Safety ecstatic about switch to POLC

— By Jennifer Gomori, POJ Editor

Hurley Hospital Public Safety Officers in Flint are raving about their experience with the POLC. The 50-member group voted to become POLC members in April 2016 and it's been nothing short of an amazing turnaround for their unit, said Ken Schehr, the Local Union President.

Formerly represented by POAM, they voted to change representation 90 days before their contract expired June 30. "As soon as we voted in POLC, POAM pretty much dumped us and didn't want our last two months of dues," Schehr said. "They were a nightmare to deal with."

"(POLC Labor Rep.) Hal (Telling) and Lloyd Whetstone and Nancy (Ciccone) all met us and basically presented everything they would do to represent us — how any one of the officers could call Hal at any time. That was huge for us to get to that point and see what you guys had to offer," Schehr said. "I'm from corporate security. The goal is to make the department better, more professional."

Under the POAM, he said that wasn't possible. "It was absurd. Two years without bylaws, without one financial statement, we didn't have meetings, everything was in the dark," he said.

Schehr said the membership was more than ready for a change as most employees felt the POAM was only representing a select few officers. The POAM changed the election time at midnight and the next day when members thought they had 12-hour voting time, they actually only had a two to three hour window to cast their votes. This was how the Union kept some members from having their votes counted.

"They recruited six people they needed that day, gave them board positions and said, 'we had a vote, this is what we're doing,'" Schehr said. "They basically ran the union by keeping everyone in the dark."

When it was time to vote on a contract, POAM waited until two days before Christmas and told members they had a tentative agreement and had one day to review it and vote 'Yes' if they wanted the same benefits. "We had to force a 'Yes' to vote for the contract, whether we agreed or not," Schehr said.

"They were representing a half dozen employees and putting false papers on all the good officers," Schehr said. "Karen (Whitman) and I sent 20 emails giving a dozen or more examples as to how they were picking and choosing (which employees) they support. One of the former (local) union board members used false accusations as a way to intimidate officers and force negotiations with management."

Then, the tide began to turn. Schehr and Karen Whitman were elected to represent the local unit in November 2015 with over 75 percent of members in favor and took office Jan. 1, 2016.

"Myself and my bargaining chair were elected into office and we immediately made the move to POLC," Schehr said. "That was the beginning of the change which really made everybody happy. With me being President, my vote means no more than anybody else's. That's the way it should be."

Now that the POLC represents them, everything has changed... for the better. "We ratified (the contract) by 86 percent votes in favor," Schehr said. "Hal was awesome in negotiations."

Telling led the team, negotiating a five-year contract for the new unit with raises in the first three years and wage reopeners in years four and five. Nothing was removed from their healthcare and retirement benefits.

"They were brought up to market value in the first year," Telling said. "In the second year, they will receive a 1-1/2 percent raise followed by a one percent raise in the third year with a half percent lump sum bonus. The group also received an extra personal day and the ability to convert sick time to vacation if they want."

"After a very large jump to market in our first year, our last two years by themselves were more than double the amount of raises we received over the entire course of the last three-year contract," Schehr said.

"Everybody saw how much more professional they were than POAM. You could see Hal knew everything about union law and healthcare law; we got our best contract ever," Schehr said, adding that the longest contract they ever signed in the past was a three-year agreement. In their first five-year contract, Schehr said, "The first three years we received a higher percentage of raises than we've ever had in three years."

For the first time, they are receiving a clothing allowance. "Now they have a clothing allowance of \$360 for new hires and \$200 for each employee every year after," Telling said. "Part time gets \$180 for clothing the first year, and \$125 each year thereafter."

On the eastern side of the state, Hurley is the most northern trauma center. "We get survival fights daily, our NIC unit is one of the top in the state," Schehr said. "We get every Genesee County inmate (who needs hospital care). It's a very unique hospital and you see the worst there and because of that you need the best security. We're trying to grow and POLC definitely is the place we needed to be to do that."

Not only were employees fed up with POAM, so was the Employer. "We're similar to a police department. For us, our community is the hospital staff and it's also the patients and visitors. Mainly, we work hand in hand with doctors and nurses. I knew you had to build a partnership with management."

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Warren General Employees Local 227, Supervisors leave AFSCME for GELC

— By Jennifer Gomori, POJ Editor

After over 40 years of membership with American Federation of State, County and Municipal Employees (AFSCME), Warren City Employees banned together and formed a mass exodus of over 300 workers.

Warren Employee Supervisors had enough problems with AFSCME to “write a book,” said Dave Klein, President of the Supervisors local union.

“AFSCME wasn’t giving us the support we needed,” Klein said. “They were just difficult to work with. It just piled up.”

So when the 41-member unit began looking for a new union to represent them, they asked for referrals. They received plenty for the Government Employees Labor Council (GELC).

“We were searching for a new union to go to and the President of the Warren Police Association told me about GELC. There were ex-Warren employees that worked with GELC,” Klein said. He was referring to GELC Director Rob Figurski and GELC Labor Rep. Chet Kulesza.

Labor Attorney Peter Sudnick, who represents individuals with Warren PD, GELC and Police Officers Labor Council (POLC), also heard about the problems City employees had with AFSCME and put in a good word for GELC. “That’s how all started,” Kulesza said.

GENERAL EMPLOYEES

Warren General Employees Local 227 followed suit, also dissatisfied with their former union. The largest of the three Warren groups opted to join the GELC in the spring. Both groups were with AFSCME since the 1970s.

“They left mainly because they weren’t getting services and we were highly recommended by the police officers union,” Figurski said.

“Members felt that with AFSCME, we weren’t their main priority,” said Local 227 Union President Lee Zumbrunnen. “The members felt that other municipalities seemed to come first and GELC seems to always put us first.”

Zumbrunnen said his 230-member group had trust issues with AFSCME. “A lot of times with AFSCME, we would ask questions and (employees) wouldn’t believe them and think they were trying

“So when the 41-member unit began looking for a new union to represent them, they asked for referrals. They received plenty for the Government Employees Labor Council (GELC).”

to get out of work,” he said. “(Warren Employees) have a lot of faith with GELC and they’ve been happy with them.”

Zumbrunnen, a Senior Appraiser with the City, was impressed when GELC representatives came in to talk to their membership. “The service they said they would give us has been above and beyond what we expected,” Zumbrunnen said. “If there are ever any questions, Rob is always there to help. He calls me right away. The legal team is great — if you have any questions, you call them up and you get an answer. Rob has always kept me in touch with what is going on in Lansing. It’s nice to know they have a lobbyist there fighting for us.”

STRONG BARGAINING PARTNERS

Warren General Employees and Supervisors joined the GELC in April 2016 and had new contracts ratified by the end of June with pay raises each year, two pay raises in 2017, and an increase in Health Savings Account (HSA) contributions. The pay increases over the course of the three-year contract add up to 7.5 percent. The City agreed to match Employee contributions of two percent of their pay into the HSA, an increase over the previous one percent contribution.

“They haven’t been getting pay increases, so they were very happy with that,” Kulesza said.

While Klein said Supervisors received some minor pay increases in 2014-15, prior to that their wages were frozen for a long period time.

ADDITIONAL BENEFITS

Warren General Employees Local 227 received some additional perks in their contract. Their uniform allowance increased from \$110 per year to \$300 annually and new hires in two departments received three sick days and six paid holidays off.

“Some of our Tier 2 (new hire) laborers got additional holidays and sick days,” Zumbrunnen said. “They had none before. Tier 1 already has all these holidays and sick days.”

While they were AFSCME members, General Employees did their best to keep their sanitation and building maintenance departments in tact. Through negotiations, they opted out of holiday and sick pay for new hires to prevent city services from being outsourced.

“So many times it went before council to outsource,” Zumbrunnen said. “Now that we have secured these departments in house, in the future we can work on getting better benefits for these new employees.”



Contract Settlements

— As reported by POLC/GELC Labor Representatives

Flushing Township Police Officers

• **New five-year agreement** expires March 31, 2022.

• **Wages:**

- 2% effective April 1, 2017.
- 2% effective April 1, 2018.
- 2% effective April 1, 2019.
- Wage reopener effective April 1, 2020.
- Wage reopener effective April 1, 2021.

• **Retirement:** Employer previously had a maximum contribution of 15% towards MERS retirement plan and Employees paid 8% plus anything over the Employer’s contribution. The Employees contribution remains at 8%, however, the Employer cap is removed. The Employer is now responsible for anything over 8%. Retirees who opt out of retiree healthcare will now receive an annual \$5,000 opt out payment. New hires will have MERS DC with an Employer matched 5% contribution and 5-year vesting.

• **Bargaining Team:** Louis Cook and Mark Bolin aided by POLC Labor Rep. Hal Telling.

Hurley Hospital Public Safety Officers

• **New five-year agreement** expires June 30, 2021.

• **Wages:**

- Market value to between 3% to 8% depending on employee placement in wage scale effective July 1, 2016.
- 1.5% effective July 1, 2017.
- 1% plus .5% lump sum bonus effective July 1, 2018.
- Wage reopener effective July 1, 2019.

• **Fringe Benefits:** Additional Personal Leave day, ability to convert Sick Time to Vacation Time, annual clothing allowance of \$360 for new hires and \$200 every year thereafter, part-time annual clothing allowance of \$250 for new hires and \$125 each year thereafter.

• **Bargaining Team:** Karen Whitman and Ken Schehr aided by POLC Labor Rep. Hal Telling.

37th District Court

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

• **Wages:**

- 1.5% effective on signing date.
- 1.5% effective Jan. 1, 2017.

- 2.5% effective July 1, 2017.
- 2% effective July 1, 2018.

* Move two File Clerk positions to the higher pay scale classifications of Court Clerk One and Court Clerk Two.

• **Fringe Benefits:** HSA contribution increased from 1% to 2% from Employer and Employees.

• **Bargaining Team:** Steward Kris Barnes, Alternate Steward Nikki Graybill, President Lee Zumbrunnen and Vice President Joe Stone aided by GELC Labor Rep. Chet Kulesza.

Warren Employee Supervisors

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

• **Wages:**

- 1.5% effective July 1, 2016.
- 1.5% effective Jan. 1, 2017.
- 2.5% effective July 1, 2017.
- 2% effective July 1, 2018.

• **Fringe Benefits:** HSA contribution increased from 1% to 2% from Employer and Employees.

• **Bargaining Team:** Dave Klein, Derek Richter, Sandra Jones, Thomas Agrusa and Robert Van Dryden aided by GELC Labor Rep. Chet Kulesza.

Warren General Employees

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

• **Wages:**

- 1.5% effective July 1, 2016.
- 1.5% effective Jan. 1, 2017.
- 2.5% effective July 1, 2017.
- 2% effective July 1, 2018.

• **Fringe Benefits:** HSA contribution increased from 1% to 2% from Employer and Employees. Uniform allowance increased \$110 to \$300 per year. Tier 2 Sanitation and Janitorial Employees received six paid Holidays off and three Sick Leave days. Previously those Employees had no Sick nor Holiday paid time off.

• **Bargaining Team:** Lee Zumbrunnen, Joseph Stone, Scott Krynski, Peggy Fogarty, Pam Roy, Scott Ragdel and Don McCollum aided by GELC Director Rob Figurski.



Hurley Public Safety ecstatic *Continued from page 13*

Telling knew exactly how to build that partnership. “The hospital staff is ecstatic with how the department is run now,” Schehr said. “We got the best contract we have ever had in the history of the hospital. It was a lot of work, but we did it. We rallied the troops and got you guys in, thank God.”

Not only are the benefits better, the department is rejuvenated with more full-time positions and less part-timers with limited availability. During POAM’s reign, the department needed 35 part-timers to fill their rotations since they were down to 21 full-timers. In the short amount of time since the POLC took over, there are

now 27 full-time officers, which exceeds the number of part-time positions.

“We’re getting ready to jump to 30 full-time spots. In the last six months we’ve added six full-time and hopefully we’ll add three more full-time,” Schehr said. “Instead of needing 35 part timers, we’ll only need 20.”

That is a great benefit to the department as a whole. “Now we can keep the part-time that are exceptional,” he said. “It works out for the best because we get to keep the best part-timers to support the full-time staff as it grows.”

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