

The Police Officers Journal



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IN GOD WE TRUST

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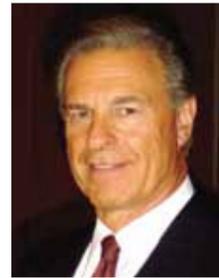
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LEEP gives awards to police academy high achievers

— By Richard Weiler, Director



The Law Enforcement Education Program, better known as LEEP, is a non-profit 501 (c) charity, which is a separate organization from the Police Officers Labor Council. The POLC formed LEEP, but money for the charity is derived from the general public and not by dues from locals and or individuals.

The charity funds many programs: *Kids, Don't Go With Strangers, Kids Fingerprinting, Students on Sobriety, 911! Your Friend*, LEEP Dream Scholarships, which are scholarships awarded to aspiring college students whom wish to become public safety officers, and LEEP Scholarship Awards which are given to police cadets in Michigan's approved police academies.

In 2013, LEEP awarded a record number of Dream Scholarships, providing 21 aspiring law enforcement graduates nationwide with \$1,000 awards. The charity further donates money to other charities. What I want to point out here is the LEEP Scholarship Awards to those Michigan non-police department sponsored police cadets. Those scholarship winners are chosen by the academy staff and awarded to pre-service cadets with the highest overall achievement.

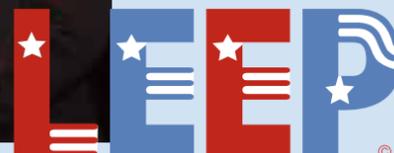
I attended two such awards this past December. The first scholarship was presented at Macomb Community College's Macomb Police Academy on Dec. 11, where pre-service Officer James D. Morgan was given the \$500 LEEP Scholarship Award by POLC Executive Committee Member Tom Wilk. Morgan did so well in the academy that he was given a conditional offer of employment with the Port Huron Police Department on the same day he graduated the academy. The second LEEP Scholarship Award occurred Dec. 13 at Oakland Community College's Oakland Police Academy. I presented that award to Police Officer Candidate Ryan M. Addis.

Congratulations to both worthy men as they will make good officers. In both of these academies, which totaled 70 cadets, only 11 were pre-sponsored by a law enforcement agency, which means their academy tuition was paid by the agency planning to hire them after graduation.

Both academies have a job placement of over 60 percent, so good luck to all future law enforcement officers! ♥



POLC Executive Committee Member Tom Wilk (left) awards Macomb Police Academy graduate James D. Morgan with a \$500 LEEP Scholarship Award.



Law enforcement deaths drop to lowest level in six decades

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

Law enforcement officer fatalities dropped to the lowest level in six decades this year and firearms-related officer deaths haven't been this low since the 1800s, according to preliminary data in an annual research bulletin published by the National Law Enforcement Officers Memorial Fund (NLEOMF).

According to the report, 111 federal, state, local, tribal and territorial officers were killed in the line of duty nationwide in 2013, the fewest number of fatalities since 1959 when 110 officers died. Total deaths this year were down from 2012 when 121 officers made the ultimate sacrifice.

Traffic-related incidents were the number one cause of officer fatalities in 2013, with 46 deaths. However, firearms-related deaths declined significantly at 33 deaths — a 33 percent drop from 2012 and the lowest number since 1887 when 27 officers were shot to death. Thirty-two officers died due to other causes, including 14 who suffered heart attacks on the job.

Two years ago, officer fatalities spiked to 169, which led to new initiatives aimed at promoting law enforcement safety including: an increasing number of agencies requiring officers to wear bullet-resistant vests; formation of the National Officer Safety and Wellness Group by the U.S. Department of Justice; and the VALOR

program, launched by U.S. Attorney General Eric Holder, to prevent violence against officers through training and help officers survive violent encounters when they do occur. Since 2011, all categories of officer fatalities have dropped 34 percent and firearms-related deaths have declined 54 percent.

Data as of December 29, 2013:

- Traffic-related deaths declined 4 percent in 2013 (46) compared to 2012 (48), including 31 officers killed in auto crashes, 11 who were struck outside their vehicles, and four in motor-cycle crashes.
- The 33 firearms-related fatalities include seven officers who were shot in ambush attacks; six while responding to a disturbance call; five who were conducting an investigation; three while responding to domestic disturbance calls; three during traffic stops; three while responding to robberies in progress; and three while attempting to arrest a suspect. Two officers were inadvertently shot and killed and one was killed during a burglary in progress.
- Of the 32 officers who died of other causes, 18 were caused by job-related illnesses; six fell to their death or died as a

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Macomb Police Academy graduate awarded LEEP scholarship and job on graduation day

— By Jennifer Foley, POJ Editor

Macomb Police Academy graduate James D. Morgan was doubly honored on his graduation day, Dec. 11. He received a \$500 Law Enforcement Education Program (LEEP) Award for outstanding overall achievement and was offered a job as a police officer.

POLC Executive Committee member Tom Wilk presented the award to the 22-year-old. The LEEP Award is given twice yearly to graduates with the highest overall achievement who have not been sponsored by any police agency.

"All around he was just an excellent cadet so much so that the day that he graduated he was contacted by the Port Huron

Police Department and given a conditional offer of employment," said Charles Craft, Director of Macomb Police Academy.

"We were very happy for him. Twenty-two years old is awful young, but he was very mature, very focused, and did a great job. That's why we selected him for that award."

To qualify, Morgan had 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.

Morgan served as a cadet with the Port Huron Police Department after graduating from Capac High School. "As he was going

to school he was really, really drawn to that type of work," Craft said. "It fits his personality. He's a very disciplined young guy. Some people really thrive in the environment of being a police officer."

Morgan obtained his associate's degree in Criminal Justice from St. Clair County Community College, graduating in June 2013. He graduated from the police academy fourth academically and was one of the highest scoring students in overall achievement based on tests and skills assessments.

"He's one of those students that he just seemed to take to the whole thing," Craft said. "He understood it well. He fit in quickly. He adjusted to academy protocols." ♥

Law Enforcement Education Program (LEEP®)

Send Address Changes to:

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

L.E.E.P. Programs: (800) 451-1220
POLC membership: www.polc.org

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Macomb County Community College

DIRECTOR, Richard Weiler

Detroit PD (Retired)

PUBLICATIONS

Fred LaMaire

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Jennifer Foley

Social media tools provide police tremendous bang for the buck

— Excerpted from *C.O.P.S. Office: Podcasts and NAPO*

Social media has changed the way everyone communicates, and for law enforcement it can enable officers to reach many more members of their communities to help prevent, stop and solve crimes. But many police agencies do not know how to properly leverage this technology.

“This is a fundamental shift in the way things work,” said Lauri Stevens of LAW S Communications, which provides training in law enforcement social media use. “The agencies that think there’s a choice anymore as to whether they participate and use social media will soon be left in the dark and that’s happening really, really fast. I think many, maybe nearly all, police executives and managers still don’t understand how profound this change is.”

While police budgets nationwide are being slashed, social media provides a low cost avenue to produce results. Social media sites are free and only require basic

startup costs of a smart phone and Internet access. However, police should not underestimate the time it takes to get it done the right way to achieve maximum benefit, Stevens said.

Conversations on social media provide law enforcement an inside view of events and the chance to achieve positive results. “Any time something is happening in real life, whether they’re dealing with a shooting or a protest or anything like that, there’s a virtual scene,” Stevens said. “There’s a conversation going on and if they’re going to ignore that, it’s to their own peril because that virtual scene is always affecting the real-life situation.”

Criminals use social media to their advantage, so it’s imperative for law enforcement to use the same technology. Terrorists communicate with each other and identify and groom individuals to join them through social media. The day after the Boston Marathon bombings, the Massa-

chusetts State Police asked for photos, videos or other observations from the crime scene. Citizens provided more than one million images and over 1,000 hours of video footage to authorities, including the images of the two bombers. Those images were posted on the FBI website, leading to tips on their identities and personal histories. “It boils down to crowd sourcing,” Stevens said. “The ability to source potentially tens of thousands of potential witnesses all at once is very powerful.”

Criminals use the Internet site craigslist.org to sell items they’ve just stolen. Police departments in turn can use craigslist.org to work with victims to essentially “buy back” their stuff. Setting up sting operations — meeting at a gas station or parking lots — police are succeeding in locating and reclaiming the goods and making arrests on the scene.

Posting vacation or business plans in advance allows burglars to know exactly

Police agencies can use social media a variety of ways.

when a home will be unoccupied, but many don’t realize that posting things from their phone while they’re away from home also alerts criminals to their whereabouts since GPS data attaches the users location to the post.

To combat these and many other crimes and encourage public involvement, police agencies can use social media a variety of ways:

Public relations: Facebook is used to provide information on press conferences, most wanted individuals, traffic updates, major crime events, threats to critical infrastructure, awards ceremonies and more. This allows law enforcement to get out their mission, vision and what they stand for while disseminating important public safety information.

Community outreach: The purpose of

using Facebook, Twitter and other forms of social media is to engage the residents as much as possible. A recent study by Accenture found 88 percent of citizens want to help police solve crimes and hear more from their police department.

Soliciting crime tips: With 86 percent of Americans owning cell phones and 45 percent with Smart phones, “tips” apps allow residents to send anonymous tips. The combination of mobile technology with social media is changing the way everybody communicates, even criminals. An average of five billion text messages are sent per day.

Recruitment: Social media is used to recruit employees, volunteers and citizen academy attendees. It allows for a larger audience than in-person meetings and the cost is far less.

Investigations and crime solving: Notices and photos can be posted on social media sites, helping to locate missing persons and identify suspects. Citizens can

share crime tips, photos and videos of crime scenes. Now Twitter, YouTube, Facebook, Instagram, Myspace and more can be ordered by a court to produce previous statements, even if they’ve been deleted. Subpoenas, court orders and search warrants can all be obtained from electronic evidence.

SOCIAL MEDIA TRAINING

LAW S Communications offers LAW S Academy, which focuses primarily on law enforcement training in social media use. Police departments can host a course in exchange for a free tuition package. For more information, email lauri@lawscomm.net or call (978) 764-9887.

Training is also available through Social Media, the Internet, and Law Enforcement (SMILE) Conference and several articles on law enforcement social media use can be found at Connected Cops blog. Visit SMILEConference.com and ConnectedCops.net for more information. ♥

Detroit bankruptcy pension ruling could set national precedence

— Excerpted from *The New York Times and Detroit Free Press*

Detroit’s bankruptcy threatens pensions of current and retired Detroit Police officers and firefighters and for families who have lost their loved ones to line-of-duty deaths it is a blow that seems particularly cruel.

In a ruling that could reverberate far beyond Detroit, a federal judge held that Detroit could formally enter bankruptcy and the city’s obligation to pay pensions in full was not untouchable. Judge Steven W. Rhodes dealt a major blow to the widely held belief that state laws preserve public pensions, and his ruling is likely to resonate in many other American cities where the rising cost of pensions has been crowding out spending for public schools, police departments and other services.

Rhodes made it clear public employee pensions were not protected in a federal Chapter 9 bankruptcy, even though the Michigan Constitution expressly protects them. “Pension benefits are a contractual right and are not entitled to any heightened protection in a municipal bankruptcy,” said Rhodes, who sits in United States Bankruptcy Court for the Eastern District of Michigan. “This once proud and prosperous city can’t pay its debts. It’s insolvent. But it also has an opportunity for a fresh start.”

“No bankruptcy court had ruled that before. It will be instructive,” said James E. Spiotto, a municipal bankruptcy lawyer with the firm Chapman & Cutler in Chicago.

Appeals were expected with at least

one union filing a notice of appeal and other unions and pension fund representatives considering contesting the outcome. The ruling allows Detroit Emergency Manager Kevyn D. Orr to proceed with a formal plan for starting over — a proposal to pay off only a portion of its \$18 billion in debts and to restore essential services, like streetlights, to tolerable levels.

Many municipal workers and retirees said any pension cuts would be crushing. “The impact of this is going to be catastrophic on families like mine on fixed income,” said Brendan Milewski, 34, a De-

“No bankruptcy court had ruled that before. It will be instructive.”

troit firefighter who was seriously injured in an arson in 2010 and said he received a pension of \$2,800 a month from the city. “Retirees are going to be put out of house and home. They’re not going to be able to afford a car, food or medicine.”

“This is one of the strongest protected pension obligations in the country here in Michigan,” said Bruce Babiarz, a spokesman for the Detroit Police and Fire Retirement System. “If this ruling is upheld, this is the canary in a coal mine for protected pension benefits across the country. They’re gone.”

Judge Rhodes rejected arguments by unions and other opponents that the bankruptcy filing was the result of secret and unconstitutional decisions made by Gov.

Rick Snyder and others. He agreed with opponents of the bankruptcy that the city had failed to make “good faith” attempts to negotiate with creditors, but said that such negotiations had been “impracticable.” The judge said federal bankruptcy law trumps state law when it comes to protections for public employees’ pensions, making the pensions of 23,000 retirees fair game. But while Rhodes said pensions could not be treated differently from other unsecured debt, he said the court would be careful before approving any cuts in monthly payments to retirees.

“It sets a bad precedent for cities that are under economic distress to look at doing the easy thing: to attack the workers and attack the retirees,” said Lee Saun-

ders, the president of the American Federation of State, County and Municipal Employees.

Experts said the decision seemed unlikely to prompt a rush of bankruptcy filings by cities, but was likely to give cities more leverage over pensions in negotiations before bankruptcies. Detroit has included \$3.5 billion in unfunded pension liabilities in its larger mound of debt, and city lawyers say it can simply no longer afford its pension plan. “There’s not enough money to address the situation no matter what we do,” Orr said. “We’re trying to be very thoughtful, measured and humane about what we have to do.” Detroit unions, Detroit’s Pension Board, and their actuaries dispute this figure as inflated. ♥

Police seek support for mentally ill offenders

— By Jennifer Foley, POJ Editor, with excerpts from NAPO Washington Report and 60 Minutes

With many state run mental health facilities shutdown, an increasing number of mentally ill people are being arrested to protect society and themselves from harm.

“They are the most dangerous people we deal with,” said Dickinson County Sheriff’s Lt. Derek Dixon, who is an afternoon shift supervisor overseeing roads, dispatch and the guards at Dickinson County Correctional Center in Iron Mountain. “I got stabbed by one of them last winter. We’ve had officers shot at. These mass shootings you see, these are the (mentally ill) people we’re dealing with.”

The violent behavior that can result when mental illnesses are not treated properly with medications and psychiatric help prompted NAPO to strongly support various mental health bills including the Justice and Mental Health Collaboration Program (JMHCPC). JMHCPC provides grants to help criminal justice and mental health agencies work collaboratively toward better outcomes. A Senate Judiciary Committee approved the JMHCPC of 2013 with overwhelming bipartisan support, but Senators Tom Coburn (R-OK) and Mike Lee (R-UT) placed holds on the legislation.

NAPO noted the recent *60 Minutes* story about the impact of the failed mental health system which often results in the mentally ill ending up in jail or homeless. “Some of the old-time deputies, all they talked about were doing Newberry state runs,” Dixon said. “I’ve never done a Newberry (Regional Mental Health Center) run because it was closed by the time I started. A lot of these long-term facilities were shut down due to lawsuits and lack of funding.”

In Michigan, jail officials can request a psychiatric evaluation at a hospital psychiatric ward in lieu of placing individuals behind bars. But that process takes police off the streets for several hours while

they transport the individuals and wait as a determination is made whether they will be admitted to a hospital or sent back to jail, Dixon said. “Often times it’s in the middle of night and it’s a four- or six-hour process to get them evaluated. It’s a drain on the law enforcement communities,” Dixon said, adding there are already fewer officers on the road due to budget cuts. “Our jail will not accept them if they’re not competent. Our judges cannot even arraign that person because they’re not competent.”

Brian Crittenden, Corrections Corporal of Cheboygan County Jail, said sometimes they have no choice but to put the mentally ill behind bars while they await a vacancy at a mental health facility. “You have to take them to the local hospital which is minimal staff and they have to approve it to go to Petoskey. It’s a very complicated system,” Crittenden said.

In 2013, a woman who fired a gun at her adult son and missed was brought to jail even though she needed a mental health evaluation. “Everybody knew she needed help but they couldn’t find a bed,” Crittenden said. “She was safe because she was in jail. The lady in question was wild all weekend. She then stripped off her clothes, urinated, and started lapping it up like a dog. How human do you have to be to say that’s not normal? They’re all caught up in this financial red tape and it was like ‘really it takes this long to get somebody help?’”

“A lot of people will go in-patient for three days a week then outpatient and monitored until they fall off their medication again and become an issue again,” Dixon said. “They have doctors and case-workers, but they’re overworked. People think they’re taking their medications and they are not.”

The closest hospital to Iron Mountain is Marquette General, which only has a men-

tal health capacity around 30 beds, so it’s not uncommon to send people to up to 10 to 12 hours away. “I have to have patrol cars available that we use strictly as transport vehicles for prisoners and mental health patients,” Dixon said. Some individuals are sent to the long-term facility in Saline, but Dixon said it’s difficult to get them admitted into these facilities since it must be court-ordered. “They actually have to have displayed the violence,” Dixon said.

“Every area will have your frequent fliers — people who stop taking meds because they don’t like the way they make them feel. They’re in the middle of the street hollering to the Lord Jehovah at 2:30 in the a.m.,” Dixon said. He was speaking of one mentally ill woman he has dealt with for the entire 17 years of his career. “She’s had some stints where’s she’s been in (the psychiatric ward) for lengthy stays,” Dixon said, adding that one time she had a court hearing, was released and by midnight the judge had her arrested again.

“In the spring, the sun is out and flowers are out and everybody feels better,” Crittenden said, so they stop taking their medications. “You get your depressed people in the fall toward winter.”

Outside support to ensure patients are taking their medicine, eating, bathing, and making sense from day-to-day is key.

WHEN TO CALL POLICE

If the person is refusing help and they feel their family member or friend is a danger to themselves or others, they should contact law enforcement. Police will evaluate them and if a person doesn’t seem competent, Dixon said, “We can take someone into protective custody even if they’re saying they don’t want to do it. We want them to get the help before they hurt someone or themselves.”

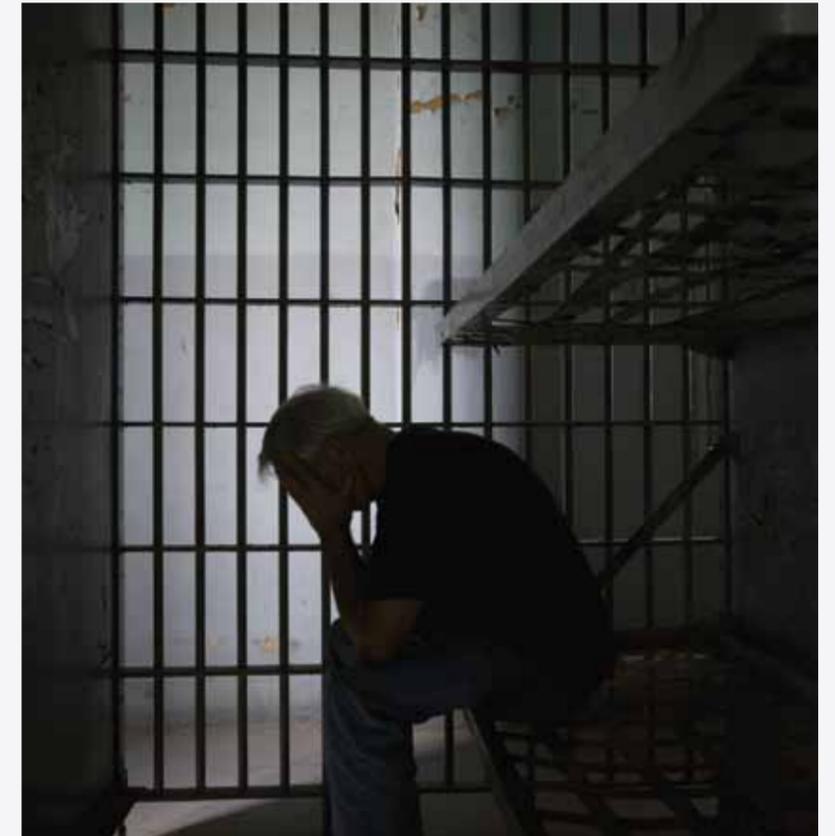
Long-term care is a better alternative for those without support.

“Sometimes the families have tried and tried and tried — they’ve gotten to the point they can’t do it anymore and they end up almost giving up on them. It is very taxing on families,” Dixon said. “There are some people that don’t have that structure outside the facility that they can be trusted to take meds. The danger comes to the public too by letting them free.”

In Cheboygan, police will sometimes make an appointment with mental health and let them go if it’s not a criminal offense, Crittenden said. One mentally ill man was spouting profanities at Wal-Mart. “Most of the time they’re of a public disturbance type of nature,” Crittenden said. Police took him to get a mental health appointment and three days later before he’s gone to his appointment he was yelling at the TVs in Wal-Mart and getting more violent. “A couple days later they get arrested because they cause a more serious threat and then at that point we don’t have any beds available,” Crittenden said. “It’s not a fast process. It takes time to get it done anyway even if you are going to your appointments.”

Dixon said there are success stories where people come to the police station to apologize for their behavior and let police know things are going better. “It does happen, but if you don’t have the structure it’s not going to happen,” Dixon said.

Long-term care is a better alternative for those without support. “They’re not getting the help they need in jail and they are too much of a danger for others,” Dixon said. Both officers agreed more public awareness and funding for mental health facilities is critical. “I don’t think people realize how much it affects all of us,” Crittenden said. “How the finances aren’t there for anybody right now. That’s why they closed so many facilities.” ♥



MENTAL HEALTH CALLS

Some incidents Dixon recounted include:

- In Houghton County in 2013, a mentally ill man broke a door down and bludgeoned an elderly woman to death.
- Years ago, Dixon and his partner visited a man’s house who was calling 911 and repeatedly hanging up. He came running to the door with a rifle because he thought police were going to kill him. His plan was to ambush officers so he wouldn’t be killed himself.
- “We had a gentleman yesterday who was hearing voices and seeing people outside his door,” Dixon said. He fired a rifle out his door and was sent to the long-term facility in Saline for a year.

Some incidents Crittenden recounted include:

- Arresting a man recently for making bomb threats to his former employer after he got dismissed from his job. “He was seeking mental health help already,” Crittenden said.
- In 2012, Crittenden was booking a man who had a criminal history, including molesting a 9-year-old. “Within minutes I could tell there was something wrong,” Crittenden said. “He flat out would tell you everything he did.” After going off his medications, he was sent to a mental health facility to be re-evaluated. “Our main thing is when it comes to actual crimes they can be violent. That’s our concern,” Dixon said. “The other stuff we deal with — is more ‘what’s wrong with that person’ type calls. We sometimes chuckle about it, but really there’s nothing funny about it,” Dixon said, recalling a woman who was wearing underwear over her clothing while driving through red lights.

Bankrupt Carbon Motors auctions off sole high-tech police vehicle

— Excerpted from media reports and Carbon Motors Corp.

After all the hype about a high-tech car line designed solely for police use, Carbon Motors auctioned off the only vehicle it ever built at its Connersville, Indiana plant.

In a bidding war Jan. 23 that took mere minutes, the car fetched \$74,000 — or \$87,320 with the 18 percent auctioneer's commission included. A Wisconsin online bidder placed the winning wager. None of the dozen or so curious onlookers who showed up in person at Key Auctioneers Indianapolis location bothered to bid on the car. There were online bidders from 17 states. No officials from Connersville stopped by.

Jeff Doner, vice president at Key Auctioneers, said the car is the oddest item the company has sold in its 10 years in business. He had no idea what sales price to

The E-7 was supposed to be the first car of its kind — a vehicle built especially for law enforcement.

expect. "I thought the price was cheap," said Connersville Mayor Leonard Urban, "though the car was worthless, because you don't have a VIN number and you can't use it on the street. Still, I thought it would bring in more, really."

Earlier, Urban said the city should get the car in exchange for its investments. "It ought to be given to the city of Connersville to auction off so we can recoup some of what we gave them," Urban said. "Or it ought to be in a museum here." Asked what the display description would say, he answered: "Lesson learned."

Carbon Motors was granted permission from a federal bankruptcy court in Indianapolis to auction off the E-7 vehicle. The company filed for Chapter 7 bankruptcy in June, listing \$21.7 million in liabilities and \$18,976 in assets.

Over 600 police agencies made 24,442 reservations for the E-7 after the company toured the country making stops in 25 states to promote sales. The auction of the E-7, with a top speed over 150 mph, will help repay private creditors, including BMW, which provided the vehicle's platform, and Troy, Mich.-based Inteva Products. Those suppliers say Carbon Motors owes them more than \$3 million combined.

But those creditors don't include the Indiana Economic Development Corporation, which gave the company \$2 million in grant money, or the city of Connersville, which

awarded Carbon Motors \$5 million through a regional grant program funded with riverboat casino revenue from Lawrenceburg, Indiana. That's because government officials put few requirements on the grant money, and later waived some of those requirements. The regional grant program has since become part of an FBI criminal investigation, though the bureau has not identified any targets.

Some of the \$7 million in public grant money was spent on upgrades to the building Carbon Motors leased from the city, but most of it was spent on vehicle engineering, salaries for company executives, and travel expenses that included stays at high-end hotels across the country, according to an *Indianapolis Star* investigation. It also paid \$11,500 to a Connersville councilman as a "contract employee," even as he voted on issues related to the company.

Carbon Motors was founded by former Ford Motor Co. executive William Santana Li, and former Coppel, Texas police officer Stacy Dean Stephens. In 2009, they announced their decision to locate their start-up in Connersville, a city that had been ravaged by factory closings. Thousands of the city's 13,000 residents gathered to welcome Carbon Motors, but the company never built another car and the 1,300 jobs

it promised never materialized.

Then-Indiana Gov. Mitch Daniels, who supported the project, and Li, the company's CEO, have blamed the failure on the U.S. Department of Energy's rejection of the company's request for a \$310 million loan.

The E-7 was supposed to be the first car of its kind — a vehicle built especially for law enforcement.

The futuristic car has a built-in touch-screen computer, a 360-degree video and audio surveillance system, shotgun mounts, suicide doors, spotlights built into the side mirrors, and twin turbo-charged six cylinder diesel engines that can propel the car from 0 to 60 mph in 6.5 seconds. It even has a weapons-of-mass-destruction detection system, according to a news release from Key Auctioneers.

The prototype, created solely for sales purposes and not to be driven on public streets, was marketed to "very well-mon-



The sole E7 police vehicle went on the auction block in January to help Carbon Motors pay off creditors after filing bankruptcy.

eyed collector car enthusiasts," Key Auctioneers said in court filings. Late-night talk show host Jay Leno expressed interest in the car, said Henry Efrogmson, Carbon Motors' bankruptcy attorney.

Bankruptcy protection shields Carbon Motors from lawsuits against the manufacturer. Three former executives filed a lawsuit against the company earlier this year for \$600,000 in deferred wages. ♥

Film gives accurate account of law enforcement dangers



The makers of *Heroes Behind the Badge* have released a second documentary detailing the true-life crime saga of men and women in law enforcement.

Heroes Behind the Badge: Sacrifice & Survival highlights the stories of two officers who paid the ultimate price and three severely injured officers battling through the painstaking process of recovery. All of the officers were shot in the line-of-duty, some multiple times. One was shot nine times and miraculously survived.

The film highlights New York City's 9/11 Memorial site, where many officers died on that fateful 2001 day, and 2012 National Police Week ceremonies in Washington D.C. where the fallen are honored annually. The names of the 2012 fallen officers are listed at the end of the film by state along with their end of watch dates.

Narrated by Law & Order's Vincent D'Onofrio and directed by British Academy Award winning filmmaker Wayne Derrick, the documentary is a tribute to heroes of law enforcement and will provide audiences with an accurate portrayal of the dangers these

brave men and women face everyday. "*Heroes Behind the Badge* aims to change the way the public perceives law enforcement and to help create greater understanding and respect for the dangerous job they do," said Bill Erfurth, retired Miami-Dade Police Lieutenant and President of Modern City Entertainment, the film production company.

Fifty percent of the net proceeds from the sale of either the original *Heroes Behind the Badge* or the newly released *Sacrifice & Survival* DVD and Full HD Blue-ray will support the National Law Enforcement Officers Memorial Fund (NLEOMF). Officers can spread the word by liking Heroes on Facebook at <https://www.facebook.com/heroesbehindthebadge> or following on Twitter: <https://twitter.com/heroesbtb> ♥

To purchase the DVD for \$20 or the Blu-ray for \$27: visit NLEOMF's online store at <http://www.nleomf.org/officers/heroes-behind-the-badge/>. Officers interested in organizing a film screening in their area should email: screenings@heroesbehindthebadge.com

Police deaths drop

Continued from page 3

result of a fall; two drowned while attempting to assist victims during a flash flood; two were stabbed to death; one was killed in a helicopter crash; one in a boat-related accident; one by an explosive device; and one officer was electrocuted.

- During the past year, more officers were killed in Texas (13) than any other state; followed by California (10); Mississippi and New York (7); and Arkansas (6).
- Nine officers killed in 2013 served with federal law enforcement agencies; nine with correctional agencies; and four were female.

"The only good news is zero deaths, but this very significant drop in law enforcement fatalities the past two years is extremely encouraging," said NLEOMF Chairman and CEO Craig W. Floyd. "Our organization, in partnership with others, is working hard to create a new culture of safety in law enforcement that no longer accepts deaths and injuries as an unavoidable part of the job. This year's officer fatality report is strong evidence that this intensified effort to promote law enforcement safety is making a difference." ♥

The statistics released by the NLEOMF are based on preliminary data compiled and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2014. For a complete copy of the preliminary report on 2013 law enforcement fatalities, go to: www.LawMemorial.org/ResearchBulletin.



NAPPO helps advance legislation

NAPPO continues to make headway with legislation that benefits law enforcement officers. Here are some of the latest victories and initiatives:

Bulletproof Vest Partnership (BVP) (S. 933, H.R. 988): The BVP Grant Program Reauthorization Act of 2013 was advanced by a Senate Judiciary Committee to the Senate for consideration on Aug. 1 by a 14-3 vote. BVP matches 50 percent of the vest cost to police agencies nationwide to provide lifesaving bullet-resistant vests to law enforcement officers. Over the past decade, this vital program has protected nearly a half million officers. While many officers are protected by bullet-resistant vests, an alarming number of small departments are not afforded this same protection due to budget constraints. Fully funding BVP will help ensure all of America's officers are provided with the lifesaving protection they need. The legislation extends the life of the BVP program through 2018.

Mandatory Social Security cover-

age: NAPPO has been fighting a move to reform tax legislation making Social Security coverage mandatory for newly hired state and local government employees. The likely consequences of the mandate include reduced benefits, lower salaries or frozen cost-of-living increases. The current system of pension funds is working well and paying benefits for law enforcement and fire safety workers. Adding presently non-covered public safety workers will not fix the basic problems of Social Security, according to NAPPO, since new workers will eventually have to be paid.

National Blue Alert (S. 357, H.R. 180): A Senate Judiciary Committee passed the National Blue Alert Act of 2013 on Sept. 19 by a 15-3 vote. The bill would create a nationwide alert system to quickly apprehend violent criminals who have injured or killed police officers before they can harm anyone else. The House of Representatives passed identical legislation in May 2013 by a vote of 406 to 2.

Public Safety Cooperation Act: NAPPO is working to reintroduce the Public Safety Employer-Employee Cooperation Act to extend collective bargaining rights

to public safety officers. Alaska recognizes collective bargaining rights for all public employees. The legislation would afford the same rights to allow all public employees to collectively bargain over wages, hours, and working conditions.

Officer Sean Collier Campus Police Recognition Act (H.R. 2235): NAPPO supports this bill which would amend the Omnibus Crime Control and Safe Streets Act of 1968 by adding campus police officers to the Department of Justice's Public Safety Officers' Benefits Program. The program provides death and education benefits to survivors of fallen law enforcement officers, firefighters and other first responders, and disability benefits to officers catastrophically injured in the line of duty. This bill would be retroactive to April 15, 2013, the date of the Boston bombings. MIT Officer Sean Collier was shot dead April 18 allegedly by accused Boston Marathon bombers Tamerlan and Dzhokhar Tsarnaev as they attempted to steal his gun while fleeing police. ♥

Please visit www.napo.org to see NAPPO's recently launched new website for more information.

Battle Creek PD gathers toys for needy, makes Halloween safer

— By Jennifer Foley, POJ Editor

Battle Creek Police Det. Stephanie Estree spent years looking at partially filled boxes left in the police station briefing room for Toys for Tots. Last year she decided to make sure they were filled.

"I said 'You know what, we need to do something about that,'" Estree said. "Last year Officer Scott Marshall and I said we'll do a toy drive and the department really came through for us."

Battle Creek Police assisted the U.S. Marine Corp. Toys for Tots program by providing a SWAT truck to stuff with toys for the second annual event at the station. Estree said donations were down from last year, but she's using it as a learning experience. "We filled probably nine (3-foot tall) boxes which is a significant amount, but last year we filled 15. I was kind of a little disappointed this year," Estree said of the Nov. 22 drive. "I think the problem was we had the drive the week before Thanksgiving. I don't know if people were in the shopping spirit yet." Next year, they'll hold the drive after Thanksgiving.

"I'm really proud of the department and the community for stepping up and donating," Estree said. "Every year we'll learn from the previous years and make it better."

Boys ages 12 to 14 are particularly difficult to shop for, so officers used the \$230 in cash donated this year to purchase Axe cologne gift sets for them.

Sgt. Yancairo Nunez, from the Marine unit in Springfield, said about 80,000 toys are collected and distributed in Calhoun, Ka-

The event was so successful; the department's regular Halloween safety candy check wasn't needed.

lamazoo, Branch and St. Joseph counties each holiday season. Rows of boxes of toys are in a warehouse near the Marine base and volunteers are packing requests from individual families and through organizations in the four counties, where all the toys are distributed. He said several companies, including Toys R Us, Meijer Inc. and Kellogg Co. are corporate sponsors but many of the toys come from individuals donors. Department of Human Services donated 20 toddler walking push toys during the Battle Creek drive.

TRUNK OR TREAT

Battle Creek Police also had their first Trunk or Treat safe Halloween candy giveaway this year, which was a huge success. "They were literally lined up all the way down the street. It was raining. It was ridiculously fun and successful and we enjoyed it," Estree said. "We started out with 2,200 pieces of candy and were out in 15 minutes. We rushed to the store and passed out 15,000 pieces of candy. The department's just trying to get more involved with the community. We're going to make both annual events."

The event was so successful; the department's regular Halloween safety candy check wasn't needed. ♥

Honor fallen officer by donating a patch

— Excerpted from Facebook and media reports

Colorado has had its share of natural disasters in 2013 and POLC members can make a difference in the lives of one law enforcement family without ever leaving their homes or opening their wallets.

While devastating and deadly flooding in parts of Colorado marked the end of summer, the season began with one of the most destructive fires in Colorado history. In June, the Black Forest Fire consumed some 500 homes, one of which belonged to Lt. Jeff Jensen of Colorado Springs Police Department. The fire also took something difficult to replace from Jensen's son, Kyle — a collection honoring his uncle, a fallen police officer.

Jeff Jensen's brother, Jared Jensen, also a Colorado Springs Police Officer, was killed in the line-of-duty in 2006. After Jared's

murder, Jeff took Kyle to the Law Enforcement Officers Memorial in Washington, D.C. to honor his uncle. It was there that Kyle met officers from all over the country and decided to start collecting patches from as many departments as he could in honor of his uncle. That collection burned up along with the family's home.

Colorado Springs PD would like to see Kyle's collection brought back up to par, so police officers around the country are being asked to send a patch from their departments. POLC officers wishing to mail Kyle Jensen a department patch should send them to the attention of Adam Romine, Colorado Springs Police Department, 415 E. Pikes Peak Ave., Suite 200, Colorado Springs, Colorado 80903. ♥



Battle Creek Police Det. Stephanie Estree (left) with helpers gather toys for the Toys for Tots program.



U.S. Marines from Springfield collected and distributed the toys for the Toys for Tots program.

Hillsdale Sergeant takes home gold at World Police & Fire Games

— By Jennifer Foley, POJ Editor

Hillsdale County Sheriff's Department Sgt. Bill Mosher has been able to see the world, meet new people and keep physically fit by training for and competing in the World Police & Fire Games (WPFPG). In 2013, he also brought home a gold medal from Northern Ireland in his competition area — power lifting.

The POLC member's accomplishment was featured in the December issue of *Milo*, a journal for strength athletes. "It's quite an honor to be in there," Mosher said.

Mosher began competing in the games in 1997. He got started with power lifting as a method of maintaining his physical fitness in 1993 and that's something he wants other officers to consider doing for themselves. "I did it as an amateur sport to get stronger," Mosher said. "I competed locally for a while and I still do. It's a good event because it's an international competition. If you can't go to the Olympic Games and if you're a full-time police officer or firefighter, you can go and compete."

Over 7,000 competitors from 67 countries competed in WPFPG, the third largest international multi-sport event in the world. The WPFPG is a biennial event for serving and retired police, fire, prison and border security officers to promote physical fitness and sport as a means for officers to improve their overall fitness, reduce stress, and increase their professional abilities. "A lot of the officers don't even know the games exist," he said. "It's important for anyone working in public safety to be in some kind of condition so you can respond. I think if you work in public safety, it's something that you should be required to do on your own. I want to be remembered as someone who supported people to be fit and strong and develop body as well as minds."

"It's the best training I ever had — watching the best trained police do public order from inside a command post."

The games involve all kinds of events including firearms and sports that the hosting country specializes in such as hockey for Canada. Mosher took a break in 2005 since the games were being held in places he'd already visited. "Belfast was the first time I've gone back since 2005," Mosher said. "I definitely wanted to go to Belfast. I was interested in the history and the politics."

The first World Police & Fire Games were held in 1985. In 2015 the World Police & Fire Games will be held in Fairfax County, Virginia USA; in 2017 in Montreal, Canada; and in 2019 in Chengdu, China. For more information visit www.2015wpfg.com "It's good to go to the games to meet people from other countries and be exposed to different people and cultures," Mosher said. "I stayed with a family in Italy from a friend I made in Sweden. There are friendships you can make internationally and I think it changes you, I really do."

While training, he injured his hamstring and re-injured it before the games, but Mosher didn't let that slow him down. "It hurt like crazy on the way over there," Mosher said of the nine-hour flight to Belfast. "I just wanted to go and I didn't know if I'd get a chance to go back."

Mosher has received three gold medals and one bronze medal in his event over the years. In 2013, he competed in the 50-54 age group, taking gold. His winning lift was 473 pounds. "For the age group and hamstring injury it's fair," he said. "On a good day, I can lift more than that."



Photo courtesy of Bill Mosher

Hillsdale County Sheriff's Department Sgt. Bill Mosher stands by the Peace Wall separating Shankill and Fall roads area. He competed in the 2013 World Police & Fire Games in Belfast, Northern Ireland.



Used with permission from WPGF

Hillsdale County Sheriff's Department Sgt. Bill Mosher won a gold medal for power lifting at the 2013 World Police & Fire Games.

The trip was a major learning experience. He learned about crowd control and public order command from some of the most experienced police in the world. The Police Service of Northern Ireland (PSNI) is responsible for a great deal of civil and political unrest due to the unique history and troubles in the region.

Over 50 walls slice through Belfast separating the Unionists (British) and the Nationalists (Irish). On Aug. 9, during the games, there was some civil unrest when Unionists blocked the parade route at a Nationalist Anti-Internment March. "I was able to witness the PSNI response from a command post through the efforts of a police inspector," Mosher said. "These training opportunities are provided to law enforcement officers around the world particularly during the so-called marching season in July of each year. They had deployed some 900 public order police for the disturbance along with aircraft. It was all very high-tech."

"It was a once in a lifetime experience," Mosher said. "It's the best training I ever had — watching the best trained police do public order from inside a command post. It was probably the highlight of my police career to be able to do that." ♥

Please feel free to contact Bill Mosher at b.mosher@co.hillsdale.mi.us with any questions about the games.

Over 7,000 competitors from 67 countries competed in WPFPG, the third largest international multi-sport event in the world.

Arbitration

— As reported by the POLC Legal Staff

DEPUTY AWARDED DENTAL REIMBURSEMENT

A Berrien County Sheriff's Deputy was reimbursed for dental expenses which the Employer originally denied, following a POLC grievance award.

The Union filed a grievance on the deputy's behalf after he submitted receipts for a costly dental procedure and was denied reimbursement by the Employer. The Employer stated the reimbursement request was made too late. According to the Employer, the employee should have sought reimbursement for the dental procedure during the same calendar year in which it occurred.

The deputy had the \$2,308 dental work done in 2010 and due to the expense of the procedure, opted to go on a payment plan with the dentist. Since receipts are required for paid services, the deputy submitted receipts for payments made in 2010 and 2011 and received reimbursement from the Employer. But when the deputy submitted receipts in 2012 for \$772.71, the Employer denied the claim based on the fact that the procedure occurred in 2010.

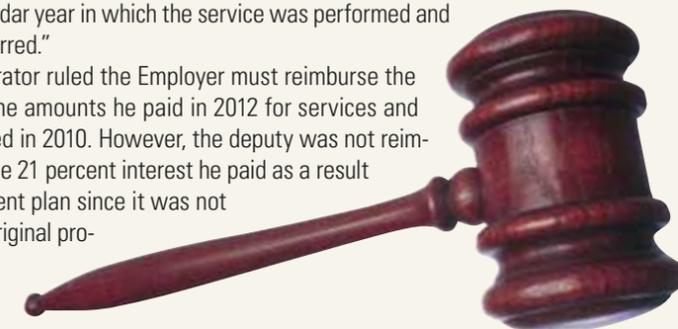
Due to past practice, the Employer allowed reimbursement in 2011 because the request was made a year subsequent to the procedure because sometimes billing and payments are not made until the following year. These reimbursements are applied to the current year's reimbursement maximum. The Employer argued that since the 2012 reimbursement was sought for a procedure which occurred in 2010, it was too far beyond the date of the procedure to qualify for reimbursement.

The union contract states "Receipts must be received no later than the last day of the quarter in which service was rendered. If received after that day, consideration for payment will be delayed until the end of the quarter in which the submission occurs."

The Union argued the collective bargaining agreement establishes two criteria for cost reimbursement. First, the employee must have incurred a cost and second, the employee must have paid the cost. Upon completion of both requirements, the employee may submit the required information for reimbursement.

The Arbitrator ruled in favor of the Union, stating the consequence for late reimbursement submissions is that consideration of payment will be delayed until the end of the quarter in which the submission occurred. The consequence is not the denial of reimbursement on the basis the receipt was not submitted during the same calendar year as the service took place and the cost incurred, the Arbitrator ruled. "The Employer has argued the reimbursement in question can only be rolled over for one calendar year," the Arbitrator said. "... but there is nothing in the contract which prohibits rolling over the opportunity for reimbursement beyond just the calendar year following the calendar year in which the service was performed and the cost incurred."

The Arbitrator ruled the Employer must reimburse the deputy for the amounts he paid in 2012 for services and costs incurred in 2010. However, the deputy was not reimbursed for the 21 percent interest he paid as a result of the payment plan since it was not part of the original procedure. ♥



Contract Settlements

— As reported by the POLC Legal Staff

Allegan County Corrections Command

- **Wage reopener only** on Jan. 1, 2014. This is the second year of an existing contract, which expires Dec. 31, 2014.
- **Wages:**
 - 1% effective Jan. 1, 2014.
 - 3% lump sum calculated from Jan. 1, 2013 through Oct. 25, 2013.
- **Bargaining Team:** Burt Deboer aided by POLC Labor Rep. John Stidham.

Allegan County Road Patrol

- **Wage reopener only** on Jan. 1, 2014. This is the second year of an existing contract, which expires Dec. 31, 2014.
- **Wages:**
 - 1% effective Jan. 1, 2014.
 - 3% lump sum calculated from Jan. 1, 2013 through Oct. 25, 2013.
- **Bargaining Team:** Chris Kuhn, Mike Larsen and Cory Hunt aided by POLC Labor Rep. John Stidham.

City of Battle Creek Sergeants

- **New three-year agreement** expires June 30, 2016.
- **Wages:**
 - 0% effective July 1, 2013.
 - 2.5% effective July 1, 2014.
 - 2% effective July 1, 2015.
- **Fringe Benefits:** Longevity was eliminated, but the value was added to base wage effective Dec. 1, 2013.
- **Health Care:** Change to BCBS FlexBlue 3 HSA, \$2,000 deductible for singles and \$4,000 deductible for two people or family with a pre-fund of \$1,500 for singles and \$2,500 for two people or family for 2014. The HSA will have quarterly payments for 2015 and 2016 paid by the Employer as follows:
 - Jan. 1, 2015: \$125 for singles, \$250 for two people or family.
 - Jan. 1, 2016: "Me-too" clause for any bargained contributions to HSA for other City bargaining units.
 Employees will pay premiums of \$70 per two-week pay period until Jan. 1, 2014, then \$100 per two-week pay period after that.
- **Bargaining Team:** Jim Walters, Matt Robinson, James Martens and Troy Gilleylen aided by POLC Labor Rep. John Stidham.

Capital Region Airport Authority

- **New two-year agreement** expires Dec. 31, 2015.
- **Wages:**
 - Added a new five-year pay step with a 2% wage increase effective June 1, 2014 for all that have reached five years of service.
 - 1% signing bonus for all members Jan. 30, 2014.
 - Wage reopener Aug. 1, 2014 for 2015 wages.
- **Manning & Safety:** Footwear allowance of \$200 every two years.
- **Fringe Benefits:** K-9 officers receive increase from 15 minutes to 30 minutes per day of pay for care and maintenance of canines plus \$200 cleaning reimbursement for handler's home and \$200 for handler's vehicle per year. Change in Holiday Pay from time and half for up to eight hours to time and a half pay for up to 12 hours on New Years Day, Thanksgiving Day, Christmas Day and Christmas Eve.
- **Bargaining Team:** Jason Cotton and Tony Vicari aided by POLC Labor Rep. John Stidham.

Cheboygan County Sheriff's Department Correction Division

- **New two-year agreement** expires Dec. 31, 2015.
- **Wages:**
 - 2.5% effective Jan. 1, 2014.
 - 2.5% effective Jan. 1, 2015.
- **Fringe Benefits:** Veteran's Day is a Holiday.
- **Manning & Safety:** Increase clothing allowance by \$100 for a total of \$450 per year.
- **Health Care:** Right to work language added. Opportunity for employees to invest in Health Care Savings Plan. Maintain current health plan for 2014. Move to BC/BS Glide-Path Menu B #2 in 2015 with the following Employer paid premium caps: Single, \$500 per month; Two person, \$1,150 per month; and family, \$1,345 per month.
- **Bargaining Team:** Brian Crittenden and Brenda Straight aided by POLC Labor Rep. Ken Nash.

Hillsdale County Sheriff's Department Non-Supervisory Unit

- **New three-year agreement** expires Dec. 31, 2016.



- **Wages:**
 - 0.5% effective Jan. 1, 2014.
 - 0.5% effective Jan. 1, 2015.
 - 1% effective Jan. 1, 2016.
- **Fringe Benefits:** Language was changed to comply with Right to Work P.A. 348.
- **Health Care:** Effective Jan. 1, 2014 change from BCBSM to COPSTRUST Variable Premium Plan C with \$5,000 for singles/\$10,000 for two people or family corridor with Employer reimbursing deductibles to \$250/\$500 and co-insurance maximums of \$500/\$1,000. Co-insurance is 90% paid by Employer/10% paid by employee. Prescriptions are \$5/\$40/\$70, \$20 for office visits, and \$25 for ER visits. This change lowers costs of office visits, ER, and prescriptions compared to previous plan. It also lowers monthly 20% premiums paid by employees by approximately \$27/single, \$104/two people and \$134/family. Dental and vision plans are less costly and have better benefits. Overall the Employer is projected to save approximately \$130,000 the first year of the plan countywide.
- **Bargaining Team:** Todd Moore, Kevin Bradley, Kwinn Leva and Jeff Miller aided by POLC Labor Rep. Ed Hillyer.

Hillsdale County Sheriff's Department Supervisory Unit

- **New three-year agreement** expires Jan. 1, 2016.
- **Wages:**
 - 0.5% effective Jan. 1, 2014.
 - 0.5% effective Jan. 1, 2015.
 - 1% effective Jan. 1, 2016.
- **Fringe Benefits:** Language was changed to comply with Right to Work P.A. 348.
- **Health Care:** Effective Jan. 1, 2014 change from BCBSM to COPSTRUST Variable Premium Plan C with \$5,000 for singles/\$10,000 for two people or family corridor with Employer reimbursing deductibles to \$250/\$500 and co-insurance maximums of \$500/\$1,000. Co-insurance is 90% paid by Employer/10% paid by employee. Prescriptions are \$5/\$40/\$70, \$20 for office visits, and \$25 for ER visits. This change lowers costs of office visits, ER, and prescriptions compared to previous plan. It also lowers monthly 20% premiums paid by employees by approximately \$27/single, \$104/two people and \$134/family. Dental and vision plans are less costly and

have better benefits. Overall the Employer is projected to save approximately \$130,000 the first year of the plan countywide.

- **Bargaining Team:** Jason Stiverson aided by POLC Labor Rep. Ed Hillyer.

Lincoln Township Patrol Unit

- **New three-year agreement** expires March 31, 2017.
- **Wages:**
 - 2% effective April 1, 2014.
 - 2% effective April 1, 2015.
 - 2% effective April 1, 2016.
- **Fringe Benefits:** If an employee chooses to carry and use a cell phone during work hours, they shall receive a stipend reimbursement of \$30 per month. Sick leave credits shall be earned in hours instead of days.
- **Retirement:** Eligible retirees and their spouses may enroll in retiree health insurance through Employer with retiree paying 100% of premium one month in advance. A retiree with "70 points" and 10 years of service or equivalent will be eligible for health insurance. One point is earned for each year of age and one point for each year of service. If retiree dies, the surviving spouse can continue health insurance at 100% of cost payable one month in advance.
- **Bargaining Team:** Ralph Bansen and Curtis Wolff aided by POLC Labor Rep. Ed Hillyer.

Lincoln Township Sergeant Unit

- **New three-year agreement** expires March 31, 2017.
- **Wages:**
 - 2% effective April 1, 2014.
 - 2% effective April 1, 2015.
 - 2% effective April 1, 2016.
- **Fringe Benefits:** If an employee chooses to carry and use a cell phone during work hours, they shall receive a stipend reimbursement of \$30 per month. Sick leave credits shall be earned in hours instead of days.
- **Retirement:** Eligible retirees and their spouses may enroll in retiree health insurance through Employer with retiree paying

100% of premium one month in advance. A retiree with "70 points" and 10 years of service or equivalent will be eligible for health insurance. One point is earned for each year of age and one point for each year of service. If retiree dies, the surviving spouse can continue health insurance at 100% of cost payable one month in advance.

- **Bargaining Team:** Ralph Bansen and Curtis Wolff aided by POLC Labor Rep. Ed Hillyer.

Osceola County Patrol Deputies

- **New two-year agreement** expires Dec. 31, 2015.
- **Wages:**
 - 1% effective Jan. 1, 2014.
 - Wage reopener effective Jan. 1, 2015.
- **Fringe Benefits:** Call-in assignments where the Employer has 36 or more hours of notice of a shift vacancy will be filled by order of seniority. Holiday Pay will be paid in a single "lump sum" in November. The Employer provided life insurance coverage will increase by \$5,000.
- **Manning & Safety:** New \$75 annual equipment allowance (in addition to the existing boot allowance).
- **Health Care:** Active employees will have the option of either a BCBS plan or a Blue Care Network plan with no changes in coverage, 10% co-insurance, and no increase in employee premium share.
- **Bargaining Team:** Richard Kopach and Scott Morgan aided by POLC Labor Rep. Mike Woronko.

Ontonagon County Deputy Sheriff's

- **New one-year agreement** expires Sept. 30, 2014.
- **Wages:**
 - No wage increase.
- **Health Care:** County to opt out of Hard Cap and pay full premiums for health care.
- **Fringe Benefits:** Funeral leave will not be deducted from sick leave. Prior to this

contract, two of the five days came off of sick leave. Meal allowance increases as it is now tied to County Personnel Policy.

- **Manning & Safety:** Sheriff may administer three random drug and alcohol tests per calendar year. Items issued for uniforms and accessories were outdated so these were upgraded to current use and replacements.
- **Bargaining Team:** Matt Weaver and Don Lorendo aided by POLC Labor Rep. Ken Nash.

Saginaw County Sheriff's Sergeants Unit

- **New two-year agreement** expires Sept. 30, 2015.
- **Wages:**
 - 1% effective Jan. 1, 2014.
 - Up to 1% effective Oct. 1, 2014 if Employer's Budget Stabilization Fund is above 5% calculated in .25% increments depending on revenue.
- **Fringe Benefits:** One additional "floating holiday" per year.
- **Health Care:** Employer using Hard Cap per P.A. 152. Employees will pay 10% premiums and anything more than Hard Cap.
- **Retirement:** For all employees still eligible for retiree healthcare, there will be a premium increase of 15% for the retiree's contribution on all levels. Currently retirees pay 5% and Employer pays 95% at the top level. That will change to retirees paying 20% and Employer paying 80%.
- **Bargaining Team:** Joel Sheldon and Craig Irvine aided by POLC Labor Rep. John Stidham.

Tuscola County Sheriff's Sergeants Unit

- **New one-year agreement** expires Dec. 31, 2014.
- **Wages:**
 - 1.5% effective Jan. 1, 2014.
- **Health Care:** No change.
- **Bargaining Team:** Ryan Pierce and Brian Harris aided by POLC Labor Rep. John Stidham. ♥

WELCOME ABOARD



The Police Officers Labor Council welcomes the following new units

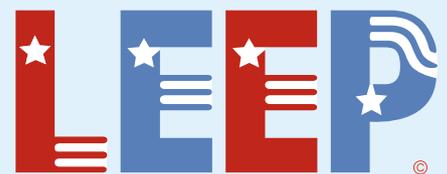
Unit
Mt. Pleasant Firefighters

Former Affiliation
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SUPPORTING SAFETY

Miss Monroe County Breanna Davis (left) and Miss Monroe County Teen Courtney Baumann take a moment from greeting people at Monroe Township Fire Safety Day on Oct. 13, 2013 to talk with LEEP Kids Fingerprinting Program Administrator Tom Jenkins. Jenkins provided parents with a CD-Rom of their child's fingerprints, digital photo, and other pertinent information in locating their children should they ever become missing. ❤️