



The Deputy



The Oakland County Deputy Sheriff's Association

January, 2005

Volume 2005 issue I

Steve Grandetti, Secretary

UNITED WE STAND

Dear Members of the
Oakland County Deputy
Sheriff's Association,

I want to take this opportunity to thank all of you who had the confidence in me to reelect me to the Oakland County Retirement Board as one of your elected employee members.

I won the election for the retirement board position thanks to all your work and support. It is appreciated so much. I appreciate all of your help, your time, your consideration, and votes in making that become a reality. I sincerely appreciate all that you have done.

I really want to thank everyone. I couldn't have won without your support.

I will continue to be that employee representative for you into the future!

Sincerely,

Margaret Birch

Notice: The sole purpose of this newsletter is to serve the MEMBERS of the Oakland County Deputy Sheriff Association. All articles submitted are subject to editing for length and content. The views expressed in the editorials are not necessarily those of the O.C.D.S.A



The President Gary McClure

I would first like to thank all members who voted in the recent executive board elections. Many election records were made due to the tremendous interest and participation from members. An aware and engaged membership is vital to a progressive union.

I also want to personally thank those members who supported me. Two short years ago I decided at the last minute to run for President. As many others, I certainly had opinions about the direction our association was headed. Some members questioned my motivation and credentials for pursuing the top spot on the executive board. I won the election by a narrow margin and quickly went to work. Since then, many members have had a chance to taste real representation and they apparently liked it. I interpret the results of the recent election as a strong endorsement for the executive board to stay the course. I understand my duty as President of the OCDSA. I look forward to the challenges of the next two years and I will continue to put members interests first.

I first need to address the December "Message from the Sheriff" that was sent to all Oakland County Deputy Sheriff's Association members. I will start by addressing Sheriff Bouchard directly. Your email mentions that my executive board has been "bizarre to deal with" and we" inflame others by way of false rumors or written communication". Your email reflected just how out of touch you are with my members and with this executive board. I would urge you to point out any "false rumors or written communications" that has come from me or any member of my executive board. I will openly apologize for any communication that is not truthful. Will you do the same in regards to your command staff? The OCDSA lawfully

exists to represent Oakland County Deputy Sheriff's. The current OCDSA board has a duty and responsibility to our members. We will not allow anyone to interfere in our association's affairs. You have never given this executive board an honest opportunity to work with you. Your administration has tried to keep my executive board on a short leash in order to limit our ability to properly represent our members. We are certainly "bizarre" when you compare us to prior boards that abdicated their responsibility. This board will be around for two more years because the membership has voted overwhelmingly in favor of just that. It is wrong for anyone in your administration to try to interfere with our elections. We are not liars and we are not the ones running this agency down.

Contract talks are still proceeding but are starting to slow down. In an effort to jump start the talks, your negotiating team has filed for mediation. It is our hope that mediation will move the talks along and re-focus all involved. We still have some economic proposals to make including our retirement proposal. The County is joining with us to gather information necessary in order for us to fashion a proper retirement proposal. Your executive board intends to hold a meeting for all members once we have submitted our retirement proposal. We want all members to understand our proposal and how it may relate to their particular circumstance. The meeting will likely be in February and we will let you know. Do not confuse the January 20th retirement meeting for the one I just described. On January 20th, our retiree's are invited to the Knights Of Columbus Hall on Maybee Road in Clarkston.

(Continued on page 5)



The Deputy



Chief Steward Tim Rowbotham

OCDSA EXECUTIVE ELECTION: I want to Thank all those members that voted in the recent Executive Board Elections, we think it was a record response and appreciate your involvement. I want to Thank the Election Committee (Don Pebbles, Mike Houck, and Jeremy Hendley) for their hard work in handling the Election. It was suggested and we are thinking it's a good idea, that with the growth of our association our bylaws need to be corrected to allow more election committee members perhaps 1 per hundred members. I also want to Thank the membership for electing me to continue as your Chief Steward. I am honored to serve you and will continue to work hard with the E Board to meet your needs. We had some sad news during the night of the vote count when we were notified of the passing of former OCSO Deputy David Rhines, when this happens so young it really makes one think.

SOLIDARITY: I want to Thank several of our Past OCDSA Presidents for their testimony in a recent Arbitration case (Retiree Medical). Thank You to Larry Liggett, Walt Blackmer (Both Retired), Tom Cavalier, and Tom Poulin. Please thank them for their Solidarity in helping, and remember this is the basis of a true Union (Solidarity). I also want to Thank Former OCDSA member Michelle Chojnowski for testifying at the recent Retro-pay Arbitration, for those that know her she is now a Metro park Police Officer.

CHRISTMAS PARTY WITH SANTA: The Christmas with Santa party was an even bigger success this year (it's 2nd yr) and we hope to make it better next year. Many of our members children got to meet and play with each other, get a great picture with Santa, and have some great food. Thank You to all those who worked to make it successful, please keep it in mind for next year and if you have any idea's to improve it please let us know. I hope you All have a Great and Safe Holiday season.

STAFFING ISSUES: I had a meeting on Fri 1-14-2005 with both Major Eader and Major Shields, we talked on many things of concern and that included the recent cutback in the jail. They explained to me that the OCSO has been catching hell for the Huge amount of overtime money spent in 2004. Everyone knows there are many causes of that, but the Board of Commissioners are making CFO Dale Cunningham explain in detail what it was spent on and this has brought to light the fact that they have manned many Non-budgeted positions such as showers, extra positions in the Annex, etc. This puts the Sheriff in a position where he has to react to the Commissioners concerns as they have control over his budget. As a result of this the OCSO has been forced to stop manning the positions not in the budget., at least for now. The same thing

happened recently in Dispatch when they stopped manning the extra positions they use during the summer months to cover Parks, Marine Div patrol etc. We certainly will continue to monitor this, discuss it with the Major's so they know of our concerns and if necessary take whatever action we are able to do to keep you safe.

OCDSA WEBSITE WWW.OCDSA.COM <<http://WWW.OCDSA.COM/>>. The new OCDSA website is up and running, and I encourage you to visit it and sign up so you can see the info on the Forums. Deputy Tucker has done a great job on it and we will continue to add to it as time goes along.

Tim Rowbotham Chief Steward 248-830-1555

Deputy Dix Special Casual Day

On December 16th the Sheriff's Office authorized a special casual day and earmarked the funds raised to assist Deputy Dix. As many of you know Deputy Dix was off work recently and there have been some issues with his not getting short-term disability. When I heard of this casual day it was decided that this was a perfect occasion to utilize some of the funds raised through the "Garfat Memorial Fund". The Fund donated \$1000.00 to the special casual day. For those of you who are not aware of what the "Garfat Memorial Fund" is, Last July we sponsored a Motorcycle ride to start the fund. The fund is to used to assist Police Officers, Firemen, Civilians, or their families in times of need or accident or crisis. Connie Garfat, Deputy mike Winkler, and myself oversee the fundraisers and the Memorial Fund itself. We were so overwhelmed with last year's turnout that we decided to make it an annual event. This year's tentative date will be Saturday July 16th. We will be gathering at the Fallen Hero's memorial here at the complex and doing a Police escorted motorcycle ride. At the end of the ride we will have at least two bands, food and beverages. If you want to attend but don't have, or don't want to ride in the event, it is a come as you are party afterwards. Please plan on attending this year. Last year a good time was had by all, and the funds raised will definitely be appreciated by those in need.

Thank You,
Sgt. J. A. Clark



The Deputy



Vice President Jon Peters

I would like to say Happy New year to all and also a thank you to all especially to all my brothers and sisters in Oxford you supported me and put up with me and I thank you. It was a busy 2004 filled with accomplishments for this union membership. We are growing in strength and direction because of the hardwork you as a membership deserve and demand. It has been impressed upon me by your President that the rights and needs of this membership are paramount in everything that I do. I respect that and will continue to employ that in my every day dealings with you the membership and with Command. The Sheriff recently put out an e-mail using words like bizarre and lying. I am offended by this and ask the Sheriff to reconsider the charges he makes toward this Union. I ask the Sheriff to point out Bizarre and lying. Is Bizarre representing you. Is Bizarre asking for our members to be paid for there Ordered attendance at a swearing in ceremony, what about being told to write out a statement as to why you did not attend the swearing in ceremony, or what about the Ryder cup fiasco! Is lying telling you the members what is going on. Ask a dispatcher about the life they lead in dispatch with a Commander who offers the solution of "if you don't like it here leave". These are the men and women who watch our backs! Lets continue to support them. This upcoming year I will be again be asking that our shotgun racks be replaced, I will be asking that a more functional uniform for the Road Patrol be implemented. I will ask that the Sheriff clarify the use of the AVL system and I will also work with any consulting firm for dispatch. I will continue following up on the part-time Deputies issue and the effects on our membership. I will be working with our DSAM reps more, our Commissioners more, and I hope our Command more. I will attend any meeting that real issues can be resolved. I will ask all of you to remain United, Strong, Hard working and Diligent. I will continue to work on the Contract. We will have filed for Mediation at this point attempting to let the County know we are ready to move on this Contract. Expect your Union Officers to do a great Job representing you. Remember it is never too early or too late or "no big deal" always call one of us any time.

Jon Peters, Vice President Protective Services

www.ocdsa.com

Vice President Stacey Grandison

I would like to begin by congratulating the entire Executive Board on their reelections and give thanks to all of the supporters. It is tremendous to see the loyal following the Association has developed over the past two years. Obviously, the Executive Board is not absent mistakes. I have made mistakes along the way and learned from them. We each learn new things on a daily basis. L. Rodger Webb is a fantastic attorney and his passion for solidarity is incredible. Thank you Rodger for all the advice and guidance you have given us the last year and a half.

The entire Board has received questions regarding being able to be paid for the inconvenience of attending the "Swearing in" ceremony on January 3, 2005. The OCSO is refusing to pay those that had to attend while off duty. The OCSA believes this is a violation of the Fair Labor Standards Act and believes that all are entitled to receive three hours minimum call out pay being that we were all ordered to attend. If you are one of those affected please contact one of your Executive Board members and we will give you the proper paper work you need to complete.

On January 6, 2005, Jon Peters and I attended the Oakland County Commissioners evening meeting. We took this opportunity to mingle a bit with some of the Commissioners. We had brief discussions with Greg Jamian, Tim Melton, Chuck Moss, Jeff Potter, George Suarez, and David Woodward. We hope to use the political arena to address some of our issues. Deb Percival and I hope to be meeting with some more Commissioners later in the month of January.

I have heard of some concerns regarding the Automatic Vehicle Location system. It seems that this can be a wonderful tool for law enforcement. However, you should exercise your common sense and watch where you go and how fast you get there. Likewise, please think about the cell phone use within the jail. Do not create a situation in which others feel compelled to "ban" the phones. We are all blessed with common sense and we have to use it. I understand the Nextel's have become a dependency within the jail. Most Deputies use the direct connect more than the radios. It would be a shame to lose this tool. Those that work within the jail never know on a day to day basis where they will be assigned, sometimes at the hospital, and it is difficult for family members, schools, or day-care to contact us should an emergency arise. We need to have access to our phones.

As always we extend our hand to any members new and old that would like to get involved. Do we have any future politicians that

(Continued on page 5)



The Deputy



A Message from the Sheriff



Sheriff Bouchard

Dear Deputy Sheriff's Association Members:

First, I would like to wish each of you a very Happy New Year. As I have stated previously, one of my focuses and goals for this year is to work on ways we can communicate more freely and openly to make sure complete information is disseminated, rumors dispelled and issues are addressed. I have always had an open door policy and effective communication with you has always been and will continue to be a priority.

On that note, as most of you already know, the Sheriff's Suggestion Box is now available to you for your comments and suggestions as they relate to making our work environment more positive and efficient. I encourage you to submit your ideas to sheriffsuggestionbox@co.oakland.mi.us. Please be sure to include your name and contact information so that I may follow up with you with any questions.

Also, by now you have already received a copy of the first edition of "The Oakland Star", a new publication of the OCSO that will inform you of news and events at our Office, in addition to highlighting items of interest. If you have an announcement or you would like to submit an article for consideration, please feel free to contact Mandy Ford, OCSO's Community Liaison, at (248) 858-1947, or email her at forda@co.oakland.mi.us. This publication is for everyone and I encourage your comments and suggestions.

Two brief reminders:

- With our deputation process now completed, most of you have probably already noticed the difference in our new ID cards with regard to the Non-MCOLES certified deputies. After a suggestion was made to me by one of our Corrections Deputies, I worked out a way to have the word "special" removed from the Non-MCOLES certified Deputies' ID cards. Now they read "Deputy Sheriff", where MCOLES certified Deputies' ID cards read "Deputy", and respectively, certification numbers are located on the back of the card for MCOLES certified Deputies. Please note that Non-MCOLES Deputies will still need a CCW permit to carry weapons off-duty.

- Administrative Services has been authorized to issue the gently used Class A uniforms we currently have in stock for our D1s. Those Deputy 1s wishing to receive an additional 2 Class A uniforms are invited to report to the Uniform Room on Tuesday, February 1, between 5 a.m. and 5 p.m. They will be distributed on a first come, first served basis and there is no guarantee your size will be available. I do hope this will ease some of the burden created by these ongoing budget issues.

Again, have a great 2005, and as always, thanks for your dedication to professionalism and excellence. Stay safe.

Sincerely,
Michael J. Bouchard
Oakland County Sheriff

If you have any articles or announcements you would like published. Please forward them to me at velma1215@aol.com. Note: all articles are subject to editing for content and length, Thank you. Steve Grandetti-
Secretary OCDSA

www.ocdsa.com



The Deputy



The President, continued from page 1

The primary purpose of this meeting is to speak about the medical co-pay increase and the response so far by the OCDSA. Rodger Webb will bring all in attendance up to date on our on-going efforts on behalf of retiree's. All OCDSA retiree's and current members are invited.

Your executive board has filed a grievance on behalf of those members that were forced and Ordered to attend the searing in ceremony and were denied pay. There will also be a federal lawsuit filed under the Fair Labor Standard Act. Members are urged to contact a board member if you were not paid for your time. Most members were paid as they were on duty. Those that were ordered to attend should also be compensated.

Members will soon be given a chance to contribute to our Pac fund. This fund contains monies that is used to support political candidates. I am urging all members to donate money to our Pac fund. The only way that this fund can grow is if a member gives money and identify's it as a Pac contribution. Our association needs to be aggressively involved in the political process. All decisions that affect us our made by politicians. We are poised to leap into the political arena like never before. There are strict laws governing political contributions and we must have donations from members to comply. Any donations will be deducted from your pay once a month. You can cancel or increase your donation at anytime. Please consider donating a few dollars a month to the OCDSA Pac fund. Please watch for the enrollment form.

An arbitrator has just returned Lawrence Dudley back to work. Lawrence will be receiving all his back pay minus four weeks. The arbitrator's decision was very lengthy and supported the association on all the issues we raised. My thanks to Rodger Webb for an outstanding job in representing this association and Deputy Dudley.

The next few years are sure to bring many unforeseen challenges. There is sure to be many blessings and there is sure to be heartaches. It is my sincere hope that all members of the Oakland County Sheriff's Office will share in the blessings and that we will come together in the times of grief.

Gary McClure, President O.C.D.S.A.

Vice President Grandison, continued from page 3

would like to get their feet wet? How about any members that like to help those in need? Are there any future contractors or builders on the horizon? Your services can always be used within the DGR, CBF, the By-laws Committee, or the Building Committee.

For those of you that do not yet know, the OCDSA web site is once again available. The web address is www.ocdsa.com. If you have any suggestions of things you would like to see on this site contact an Executive Board member and we will see what we can do.

Do not forget to put in a current Letter of Interest for any positions you may be interested in. You might just get it!

Stacey Grandison, Vice President Corrections

MEMBERSHIP RIGHTS: You should never be ashamed of using your legal or constitutional rights. Two of the most significant are Weingarten and Garrity.

WEINGARTEN: You have a right to have a union representative at any interview with a commanding officer which might involve disciplinary action. You must ask for representation.

GARRITY: These concern potential criminal matters and you should assert: This statement, oral or written, has been required as a condition of my employment and may not be used for any other purpose without my expressed written consent/waiver of any constitutional or other legal rights, which are hereby preserved.



The Deputy



The Secretary Steve Grandetti

First of all I would like to thank the membership for the stellar turnout for the 2005-2006 Executive Board Election, with over 79% of the membership voting this was one of the highest turnouts in membership history. I am very grateful to be given the opportunity to serve as your Secretary. I would like to also thank the Election Committee Don Pebbles, Mike Houck and Jeremy Hendley for their long hours served counting the ballots.

The December 28, 2004 General Membership meeting was held at the Association office located in Clarkston, All of the elected officers along with L. Rodger Webb P.C. were present. The only agenda item was submitted by Deputy Nancy Pierson. This was to add a third position to D.S.A.M. This is at a cost of \$1,500.00 yearly. The motion was approved 7-0. There was also discussion on several pending grievances.

On Thursday January 6, 2005 the membership received an e-mail from Sheriff Bouchard. In this letter the Sheriff cites "due to increasing inmate population being housed in our main jail, annex and satellite facilities within the next few day a new policy will be implemented". The next week Policies and Procedures #168 was implemented. I am sure all of you have read this, and are aware that members are no longer allowed to bring their duffle bags, back packs or any other carrying pack into the jail. One of our members stopped me in the hallway and opened his duffle bag to show me the contents, there was a flashlight and spare batteries (just in case of power failure), some canned food (just in case of being forced to work 16 hours), a notary stamp (to notarize prisoner paperwork), a C.P.R. breathing mask (in case a fellow officer was in need), emergency phone numbers (to arrange baby sitting in case of being forced to work 16 hours), the report writing manual issued to all Deputies, to be used a guide line, There were many more items, all issued or required by the Sheriff's Office in order for a Deputy to do his/her job efficiently. This member posed the question "how is this new policy going to help with security due to over crowding". I did not have an answer for him, most members have come to their own conclusions as to the meaning of this policy. This policy also states members shall not watch television, with televisions in the command Sgt, Corrections Sgt and Corrections Lt. offices, this same member asked me how can Sheriff Bouchard implement this policy and provide televisions in these areas. Perhaps these questions and many more like them should be sent to the Sheriffs suggestion box. I am sure they will be given the proper attention.

In closing, I would like to remind all members who were forced in for the swearing in ceremony to contact their union representative to put in for over time pay.

Steve Grandetti, Secretary

Alt Chief Steward David Bach

I would like to thank all of the OCDSA members who took part in the Executive Board election. When I say "those who took part", I mean those who ran for an Executive Board position, the Election Committee and those informed voters who returned their ballots. By each OCDSA member becoming interested and informed, we have become a stronger union. Not everyone can be on the Executive Board and not everyone is able to make the general membership meetings. But by each member discussing topics, expanding their knowledge and taking action whenever they are able, our union will continue to grow in a deeper system of brotherhood and sisterhood which will benefit us all.

The OCDSA website is up and running. Please visit the site at WWW.OCDSA.COM. You need to register on the website before you will be able to post any messages. Tucker has made the website very user friendly and we kept the website very basic so as to make navigating the site easy. I look forward to hearing from you.

I would like to take the time to congratulate the Sheriff on his first issue of the Oakland Star. I found the articles interesting and informative. The information contained within helps to reduce rumors and misinformation which can cause confusion and strain.

I would also like to thank the Sheriff for taking the "Special Deputy" off the front of the new ID cards. I know this has been a topic for years and I appreciate the Sheriff taking the time to address our concerns on this issue. Yes it is still on the back of the card but when you now present your card, you don't get that question of "what does Special Deputy mean?"

Bump is coming up. Soon you will see your bump slip in your mail boxes. Slips will be due back by March 2nd and will take effect April 2nd. Remember this is shift bump and not location bump so make sure you fill your sheets out with this in mind.

David Bach, Alternate Chief Steward

It is the responsibility of each and every O.C.D.S.A member to ensure he or she is paying the correct amount for their union dues. If any discrepancy is found please contact Dave Curtis (Treasurer) ASAP. 830-

1547

D-1 \$30.70

D-2 \$34.50

Communications agent \$23.65

Communications Supervisor \$25.20



The Deputy



The Treasurer Dave Curtis

C.B.F.

I would like to start by thanking all of you who voted in the O.C.D.S.A. elections. It was a great turn out and a tremendous show of support. I will, as always, continue to do my very best in protecting and building your money.

As many of you are aware we have never had a union dues increase. Our by-laws call for our dues to be approximately double what they currently are. Keeping the dues at the current amounts we will never be able to grow or expand our union services to you, the members. With inflation everyone recognizes that the associations legal fees, rent, utilities, office expenses, printing cost, and many other expenses have increased since the inception of the O.C.D.S.A., yet the dues still remained the same. Yes, we have over \$650,000.00, but keep in mind that over half of that money was earned from the phone solicitations in the early nineties before Federal guidelines and requirements came into play. The dues and phone solicitation funds we take in currently is stretched to cover our monthly expenses. If we ever want to add more positions on the O.C.D.S.A. to serve our members and/or construct a building of our own then a dues increase would be needed. We need to decide whether we want to continue to grow or just to maintain and exist.

I have talked to several members who said that they would not mind an increase in dues as long as they saw something more than the summer picnic and Christmas lunch in return, and I agree. I have done some research and found that we could construct a union hall for about 1.5 million dollars. This hall would be approximately a 6,000 square foot building. It could accommodate several offices for the O.C.D.S.A. staff and meeting rooms along with a members area offering pool tables, a bar, TV's, and card tables and a full service gym which could be put on the other half. This would save members on gym membership fees. All areas would be accessible to you 24/7 with a key-card.

The idea of a hall with a banquet room was kicked around but it would increase the cost another 2.5 million dollars. I think a gym would be more beneficial to our members than a banquet hall that could be rented if and when one was needed. This is all still in the discussion stages. There is a forum on our web page for ideas on a new union hall. Please leave me your ideas, thoughts, and questions or just call me at my number below.

Dave Curtis,
O.C.D.S.A. Treasurer
248-830-1547

Happy New Year to everyone. I hope your holidays were good. It's hard to believe it's 2005 already. It doesn't seem that long ago we were all so worried about Y2K.

As you know, the Union officers were all re-elected to new 2 year terms. I believe we can look for some changes in our union under the leadership of President McLure. Several of those changes are likely to involve us and the CBF. As I have reported previously I have had a couple of preliminary conversations with Gary about where the CBF will fit in his vision for the OCDSA. I expect now that the election and the holidays are behind us we will be having more meetings and starting to make the ideas reality.

In the meantime, we must carry on with the business of the CBF as usual. For us that means FUNDRAISING. I know I sound like a broken record on this issue but we are failing in our mission. As of today we are dangerously low on funds. We would be hard pressed to make two grants right now. We desperately need to raise some funds. I am open to suggestions as to how. To date, not one of us has sold an ad for the newsletter, me included. I am very disappointed in this group for that. We have the potential to have some easy and regular income from these ads, yet not one of us has bothered to sell any. It's hard for me to believe we each couldn't come up with a couple of business owners to sell to. We really need to get on this or any other fundraiser you can think of. Of course, keep in mind that just thinking of it is not enough, we then need to pull it off.

We can be proud of the 2 grants made at Christmas. With the first we partnered with the dispatchers and Open Door to provide Christmas to a single mom and 2 young children. She was very appreciative and they wrote a very nice thank you note. The second grant was made at the request of Deputy Mark Hickson from Rochester Hills/Mids for a woman who had some recent medical problems and was out of work. Our grant made it possible for her children to have a Christmas.

This is what we are about. This is why we are a part of the CBF. We have the potential to do so much more, we just need to fulfill our potential.

I will keep you up to date on any changes and developments. Please let me know if you have any fundraising ideas. Also, get out there and sell some ads!

As always, I appreciate your support.

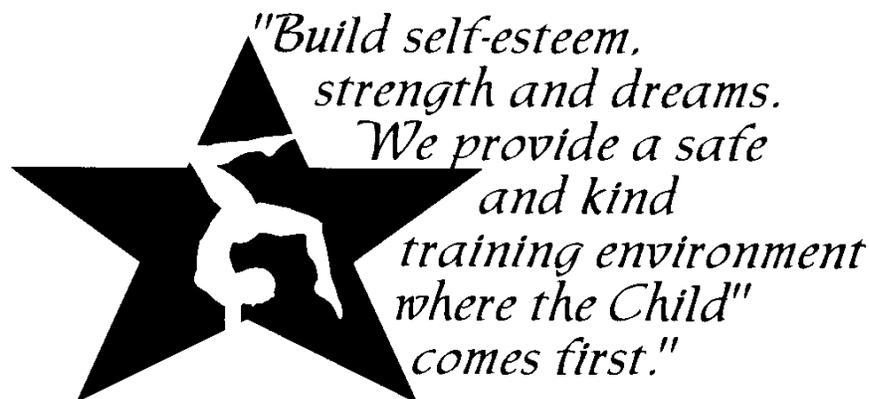
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See you there!