



# The Deputy



## The Oakland County Deputy Sheriff's Association

February, 2005

Volume 2005 issue II

Steve Grandetti, Secretary

### UNITED WE STAND

The 4th Annual  
D.A.R.E. Basketball  
Game:  
The Huron Valley  
School Teachers VS  
The Oakland County  
Sheriff Deputies  
Monday, April 11, 2005  
5:30 p.m.  
Milford High School  
Field house  
Admission: \$3.00  
Raffle and Silent  
Auction Come watch  
the Deputies beat the  
Teachers.  
Games prior to the  
game.  
Special Guest  
appearance by Ronald  
McDonald

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

There are many good things to report in this newsletter. Our contract talks are proceeding well and I am encouraged by recent negotiating sessions. We are meeting regularly but there is still much to accomplish. We are still committed to bringing members a fair contract with retirement being our primary focus.

I recently met with Sheriff Bouchard. I appreciated the opportunity to talk with him and I am hopeful that he found the meeting beneficial as well. I used the opportunity to thank him for his efforts on behalf of the crisis in Dispatch. He recently hired an outside expert to study our dispatch center with the hopes that solutions could be found to many of the problems that exist. The Sheriff made sure that this expert met with everyone including members of the executive board. I was very impressed with many of the thoughts and ideas that he shared with us. I am looking forward to his final report and the opportunity to work with The Sheriff's Office to implement positive changes.

Undersheriff McCabe and I have been trying to arrange our schedules so we can meet and discuss some issues of importance. Sincere Dialogue between the both of us are very important to all members of the Oakland County Sheriff's Office. I am confident that we will meet soon and move beyond many of the issues that currently exist.

I want to thank the many members that continue to offer their encouragement and support to the executive board. The goals of this executive board have not changed. We are committed to representing every member, whether it be in negotiations, a grievance or

discipline hearing. The unity and support of our members is very helpful. We have a very bright future and all members can be proud of this department and your association.

We are all saddened with the untimely death of Deputy Tony Martin. Our thoughts and prayers are with his family and friends. Many of our members felt the loss in a deep way as he was truly loved by many who knew him. He clearly enjoyed and appreciated life more than most. We are all reminded again that what matters most in life is not necessarily what we strive to create but what already exist. We are all truly blessed to have known Tony and we are truly blessed to have each other.

We were all comforted knowing that Tony had a reserve officer riding with him who did everything he could to assist him. The Oakland County Deputy Sheriff's Association salutes all reserves and we appreciate all that you do to assist officers.

The By-laws committee has been meeting regularly. I have attended a few of the meetings and members are being well served. I appreciate their commitment to this association and its members. Members will be asked to vote on proposed changes to many parts of our association by-laws. These proposed changes are an attempt to adjust our by-laws to our growing membership.

We always have room for any member who wants to help move our association forward. If your interested, call me or an executive board member for further details.

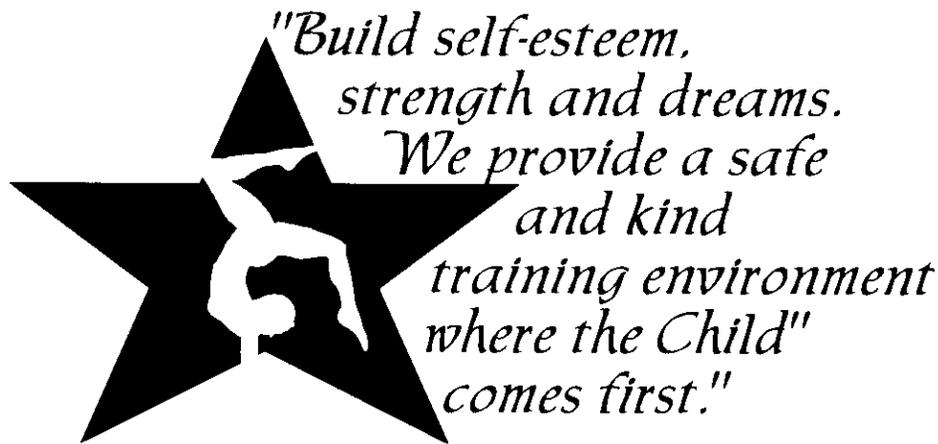
Gary McClure, President O.C.D.S.A.

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See you there!



# The Deputy



## Vice President Jon Peters

Hello: I recieved notice that bump will take place on 3-9-05. Please remember to turn in your bump slips, if you need one Stacy or I can send you one. It has been a busy but productive month. I heard from many of you about the swearing in ceremony, about the use of "synopsis" entries, about yearly evaluations and how they are calculated. I've heard that Captain Molinar is taking a more active role in these evaluations. Gary, Judy Markos and I met with a consultant from Geo Comm out of Minnesota last month regarding dispatch. The consultant spent several hours fielding questions, concerns and giving us open honest and informed answers. Summer is fast approaching and I'm confident the Sheriff's office can move swiftly to prevent a repeat of last years overtime crisis in dispatch. I am confident they will. I urge all of you if you are ever involved in a traffic crash with a County vehicle to impress upon the "crash investigator" (Sgt.) your version of the crash. Be specific and thorough. This is coming from the crash review board hearing. Details details details. This is invaluable in the process. We recently met with the County about new "gas masks". They will be a process to get a new one but they say they are a much better mask, more info to come. Negotiations are progressing, we continue to impress upon the County our desire and intent to put the Merit book into our Contract, they continue to resist. I am confident we will persevere in the end. I continue to hear nothing but praise for our membership, citizens, County Commissioners, and your Command staff. I am proud to know you, work with you and work for you. I saw many of you at Tony Martins ceremonies, Tony would have been honored to have us attend I'm sure. I know his family was, he will be missed.  
248-830-1551,24/7/365

Jon Peters

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

## Vice President Stacey Grandison

I would like to inform everybody of some useful information regarding jury duty. There seems to be a lot of confusion for us about the payment for these services. The Courts pay jurors based on the time of service, basically if you are discharged from duty prior to lunch you are only paid for a half day of service and if you are discharged from duty after lunch you get a full day of pay. Administratively you are placed on day-shift (regardless of your permanent shift) for the day you need to report for jury duty, therefore if you only serve a half day you need to contact your Commanding Sergeant for further instructions. If you serve only a half day and do not report in to complete the day shift you will be docked four hours of leave. If you serve a full day of jury duty, you will be compensated as such. Remember to bring in your check for jury duty service.

Contract negotiations have been moving along. We had some very productive meetings in the month of January. We have gone back to the many proposals regarding the Merit System and began discussing in depth so we can reach an agreement in "principle" and then proceed further. The OCDSA has filed for mediation and we will continue to meet for negotiations.

I am happy to say welcome back to Lawrence Dudley, the OCDSA was successful in his arbitration and he has been reinstated. There are three arbitrations scheduled in the first week of March and we hope to see those guys back in brown soon also!

It's that time once again. Bump slips are due to your Division Captain by March 2, 2005 @ 1600 hours. The bump will take effect on April 2, 2005. Those people on STD must have a date to return to work prior to April 2, 2005. There are new slips being used for Corrections, if you have any questions please ask your Sergeants or a Union Representative.

There is nothing I can say on this issue that will please everyone. I will say that this topic was discussed between Major Eader and Gary McClure prior to the announcement. The Major did approach the Union because he did not want this to feel like an attack or something negative. He did express the need and desire for training for those assigned to the Corrections Division. Apparently there are patterns of forced overtime with the current schedule and it is believed that some of this will be eliminated with the new schedule. As far as the Friday/Saturday and Sunday/Monday options being eliminated I was told this is because of scheduling difficulties. There has been a lot of concern over the rotating days off schedule. Some people like the idea and some people are vehemently opposed to the idea. I believe the only fair way to decide this is vote and let the majority's win. I believe that will allow the voices of both sides of the issue to be heard.

Stacey Grandison, Vice President Corrections



# The Deputy



## A Message from the Sheriff



*Sheriff Bouchard*

Dear Deputy Sheriff's Association Members:

I want to take a moment to acknowledge the very sad and difficult tragedy that has occurred at our Office with the untimely passing of Deputy Anthony Martin. It is always painful to lose someone in your family, especially when it is so unexpected. As I gathered with others at the Royal Oak Township Substation, I was moved hearing of his humor, proficiency, love for his family, friends and his job. Our thoughts and prayers are with Deputy Martin's loved ones as they cope with this heartbreak.

I am relieved to inform you that a call to the federal Public Safety Officers' Benefits (PSOB) Program confirmed our assertion that Deputy Martin's death, while on duty, should qualify for death benefits. The initial feedback from the PSOB was favorable and they will be mailing us a Claims Guidance Package. I also would like to thank Pam Newsom for her efforts in this regard. We have also made application to the State of Michigan for line of duty death benefits under the state's program.

Rest assured, as you put yourself on the line to serve others every day, I will continue to do all I can to help you and your family in any situation you face.

As stated in a previous message, the Corrections command staff and I have been working on a way to meet our training requirements and needs. Implementing a new schedule is necessary to accomplish all of our goals, number one being increased training that will allow our deputies to be better able to protect themselves and others.

To better serve the Office and its members, and to unify the Office across division lines, the entire Office will start utilizing identical leave days; Monday-Tuesday, Thursday-Friday, and Saturday-Sunday. Wednesdays will be a "Training Day" for both Patrol Services and Corrections. This will allow the Office to better staff the divisions, work assignments and days of the week, when manpower is needed the most. The two divisions will be integrated when the training is identical. This will allow deputies from all Divisions to be trained together and increase the unity and the relationship building within the Office. This change, if approved, would take place effective April 2005 at bump

The Command Staff and I want to serve the entire Office to ensure that all deputies are treated equally and fairly, and they receive the very best training that is offered. We want to continue to be the best trained, most professional Office in the Country, and I believe that this is possible through cooperation, dedication and communication. I have received a number of suggestions in my suggestion box with regard to this change and am grateful for your input and will consider each idea.

The concept of rotating days off for Corrections in the same way Patrol Services presently rotates has been considered and discussed with the OCDSA. I am willing to do this if the OCDSA board desires. This would allow deputies to have weekends four times a year with a four-day break each time they go from Thursday-Friday leave days to Saturday-Sunday days off. At the present time, newly hired deputies will not see Saturday-Sunday leave days until they have 7-10 years of employment without using their vacation, personal leave days or Sheriff's holiday days. If this idea is of interest to Corrections Deputies, you should contact your OCDSA executive board.

On another note, I would like to remind you that award nominations must be in no later than March 1. Any nominations received after this date will be held and submitted for next year. All nominations must be submitted on the new forms along with applicable incident reports, signed by your supervisor and submitted to Kristine McNamara, Sheriff's Administrative Assistant. Any questions should be directed to Kristine ([mcnamarakri@co.oakland.mi.us](mailto:mcnamarakri@co.oakland.mi.us) or 85001) or Lieutenant Tim Atkins ([atkinst@co.oakland.mi.us](mailto:atkinst@co.oakland.mi.us) or 85030).

Also, there has been a new category created: Command Officer of the Year. A person nominated for this award must be a Sergeant or higher and will be presented with a certificate, plaque, and uniform bar by the Sheriff for overall attitude, work record, and image during the entire year. This award will not be presented for a specific incident but for outstanding service throughout the year. The Administrative Order for the Awards Council is currently being updated to include this new category along with other updates and will be forwarded upon completion.

As always, thanks for your dedication to professionalism and excellence. Please remember to be safe.

Sincerely,  
Michael J. Bouchard  
Oakland County Sheriff



# The Deputy



## Chief Steward Tim Rowbotham

OCSO PISTOL MATCH: Well the match is over and as usual many OCDSA members won guns and other very nice prizes. Congratulations to Deputy Tom Mance for winning High Deputy (Duty Gun) and the Commerce Twp sub team for winning the Team prize. I hope next year we get more Teams competing and more of our member's also. I hope to have a list of all the members that won match prizes. Also many of our members won door prizes at the Banquet. Many Thanks to the OCSO Pistol Team for another Great Match.

CONTRACT NEGOTIATIONS: We continue to move forward in our Contract talks. We did file with MERC to have a mediator appointed and they have done so. If the negotiations stop moving forward we will be all set to bring in the mediator. On Fri 2-11-2005 we had a very productive meeting with the County's Pension actuary and we are looking forward to the information they will provide us for negotiations.

MERC: On Feb 1,2005 we spent a very long day at MERC working to resolve a very important issue in the OCSO Crime lab. In the end we feel we achieved a very good agreement that benefits both our members and the crime lab, I want to Thank Deputy Tom Poulin for being there to testify if needed. At the end of this month and into the first part of March we have several Arbitrations along with Contract Negotiations.

OCDSA WEBSITE: The OCDSA website now has the Seniority list as provided by the County for your review. If you feel it is in error, please let your OCDSA Vice President know, so they can look into it.

VINYL GLOVES: It has been noted in both our substations and in the jail facilities

the OCSO bought us pat down gloves that say on the box they are only for Food service, (Not medical use). I hope the OCSO is going to swiftly get rid of these gloves and get us the proper gloves that will protect the Health and well being of all our members. Since they are good for food service they could give them to Aramark for their use.

GROVELAND, ROSE, HOLLY TWP'S: If you haven't already heard Gov Granholm has proposed to close the Groveland State Police post and stop the FREE patrol's for these 3 townships. 2 Oakland County Commissioners want to convey to the Legislature that they also support that move. I want to encourage any OCDSA member that lives in Groveland, Holly or Rose Twp's to contact their Local Politicians and support them Contracting with the OCSO. If any OCDSA member has a Relative living in one of these townships please encourage them to also contact their Local Politicians.

TIM ROWBOTHAM CHIEF STEWARD 248-830-1555

**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

The January 25, 2005 General Membership Meeting was held at the Association office. All of the elected officers were present, also present was L. Rodger Webb P.C. There were no items on the agenda. Chief Steward Tim Rowbotham reported on 3 new grievances to be filed, #1 was the swearing in ceremony and those who were ordered in and not paid. #2 was the policy and procedure order #168 "Personal property policy for jail facilities", this is the one that is supposed to help with overcrowding, I still have not seen how this has helped with overcrowding. And #3 was an issue for the dispatch bump. There was also open discussion on the pending contract. As most of you are aware of, Mediation has been filed and your contract negotiation team is moving forward. Treasurer Dave Curtis reported on the building committee, which is up and running. The idea of a new union hall with a members only area is long overdue. The By-laws committee has had several meetings, we are hopeful to be sending out proposed changes on several items in the near future. Deputy Mark Myers is in the early planning stages of our annual summer picnic, if you have any suggestions for food, entertainment etc. please send them to mark. The next General Membership Meeting will be March 29, 2005 at the Association office located at 6621 Dixie Hwy. Clarkston.  
United We Stand:

Steve Grandetti, Secretary O.C.D.S.A.

## Alt Chief Steward David Bach

I would like congratulate Sheila Bowman on her retirement from the Oakland County Sheriff's Office Communications Division. After 28 years of service, she has finally decided to hang up her headset once and for all. There is going to be a cake and punch reception on Wednesday, February 23, 2005 between 0630-1400 hrs at the dispatch center. If you have any questions or just want to call and wish Sheila well, call dispatch at 8-4951.

While Sheila will be retiring after 28 years of service, there is a new group of Deputy's who are just beginning their service with the Sheriff's Office. I would like to welcome the 20 new Deputy's who are currently in the corrections academy. The training unit is gracious enough to allow myself and Vice President Grandison to come in and give a presentation about the OCDSA. During this presentation I give each Deputy a binder with their names on it to keep. Inside the binder is a copy of the OCDSA bylaws, a contract and information on Weingarten and Garrity. Also enclosed are OCDSA stickers for their vehicles, a "Support Your Deputy Sheriff's" bumper sticker, a CBF ruler and pen, a union dues payroll deduction form and a copy of the DSAM newsletter. I review each of these items with the new Deputy's as well as review what I call the 3 most important books they can have. These 3 books are Merit, the Contract and the OCSO Policies and Procedures. I tell the new Deputy's that these 3 books are the most important books they can have when it comes to being an employee with Oakland County. I explain that these books are lengthy and can be confusing at times but we on the Executive Board, along with their fellow veteran Deputy's, will help them with any questions they may have.

At the end of my presentation I give the new Deputy's my speech on booze, guns and women (or men). I explain that improper actions most Deputies commit that end up with the Deputy facing serious discipline somehow usually revolve around booze, guns or women (or men). I explain that the majority of persons who receive serious discipline for their actions comes not from actions committed at work, but from actions they commit while off duty. Everyone remembers what it is like to be a new Deputy and to be on Noons. Everyone remembers what it is like when you get off at 2300 hrs and everyone is meeting up at the bar. I give these new Deputy's examples of incidents that have occurred in the past and what the repercussions were. I want them to learn from our mistakes so as they can have a smooth career at the Sheriff's Office.

I end the meeting knowing that I have given these new Deputy's the information they need to start out on the right foot here at the Sheriff's Office and I also get to meet the new men and women we will all be working with for years to come. Plus they meet and get to know their Executive Board and know that we are here to help them in starting their career here at the Sheriff's Office off on the right foot.

David Bach, Alternate Chief Steward

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