



The Deputy



The Oakland County Deputy Sheriff's Association

May, 2005

Volume 2005 issue V

Steve Grandetti, Secretary

UNITED WE STAND



The OCDSA new Union Hall, located at 581 Kennet Rd. in Pontiac. A special "Thank you" to the Building Committee, headed by Treasurer Dave Curtis and assisted by Deputy Charlie Rash. A open house along with our General Membership Meeting will be held on May, 31 2005.

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 want to start by congratulating all OCDSA members on the purchase of their new hall. This is truly a milestone in our history. The new hall will allow us to set roots in the ground that will serve members for decades to come. A special thanks to Dave Curtis and Charlie Rash for their efforts in securing our hall. They both worked very hard to make this happen in a way that was beneficial to all.

Discussions are on-going regarding the possible absorption of the City Of Pontiac police and fire dispatchers. The City of Pontiac would save money by contracting with the Sheriff's Office for dispatching services. An agreement would mean the hiring of approx 18 current Pontiac dispatchers. I am hopeful that the Pontiac dispatchers are able to make a decision that will benefit them and their families.

Captain Molinar recently advised me that Sheriff Bouchard has approved a new Impulse brand protective vest. The vest is a level II that is an upgrade from our current level IIA vest. The weight reduction is primarily the result of a soft ballistic plate instead of the metal plate currently used. It is hoped that the lighter weight will encourage all officers to use the soft ballistic plate.

Members who are issued a protective vest should check with command if you feel your current vest needs replacing. Most protective vests are good for only 3 to 5 years of use.

I was also advised that Sheriff Bouchard has approved the purchase of 200 new X26 Tasers. These new tasers are smaller and will replace the larger ones currently in use. Some additional training will be necessary prior to the new tasers being issued.

Sheriff Bouchard has also approved Garrison belts. These belts are worn over the shoulder to support the weight of our gun belts. Captain Molinar advised me that the belts are equipped with a breakaway snap for safety. He will soon advise officers how to obtain the belt.

The Oakland County Deputy Sheriff's Association is looking at a very bright future. We have a very affordable new hall that will serve our needs for decades to come. Our finances are healthy and we are standing together with a renewed sense of solidarity.

Members need to realize that the OCDSA is facing major battles such as health care costs and retirement benefits. We must stay strong, focused, united and have a vision for the future.

Gary McClure, President OCDSA

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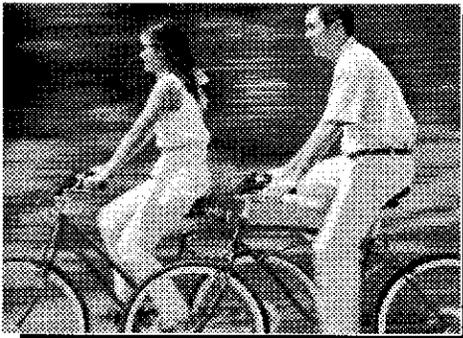
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The Deputy



Vice President Jon Peters

HELLO:

CONTRACT NEGOTIATIONS: Well we have been meeting regularly and the talks have been somewhat productive. Our exploration into a pension plan for our members has yielded "possibilities". We will continue to inform you as to our progress. I recently attended a retirement/pension conference and I came away with some valuable information regarding pension plans and defined contribution plans.

DISPATCH: Your dispatchers continue to need your support. Staffing levels are still creating issues that can only be addressed by command. According to dispatch the new radio setup has stopped most of the interference on the air.

SGT. EXAM: Good luck to all who participated in the recent testing. Remember if you get the promotion don't forget you're roots both as a deputy and as a member of a union.

UNION PAC FUND: I know we all just had a dues increase but please consider making a contribution of any amount to this political fund. Angie Morrone 248-613-0137 will take a call and your money if you are interested. These donations help your union reach out and touch our local and State officials in a way that nothing else can.

RETIREMENTS: Jamie Allen will be leaving us in late May and she will be missed. Jamie has agreed to continue to work as our retiree Coordinator and we thank her for her efforts for this Association.

Well, be safe and be United. Jon Peters.

Vice President Stacey Grandison

There is now a link on the website for training information. Check out www.ocdsa.com, click on training. From this location you are able to download a training request form and also look at Oakland Community College and Oakland County training that is available. To request training fill out the training request form, attach any class information and forward to your immediate Sergeant. If you have further questions regarding available training feel free to contact Sgt. Boudreau.

I have been hearing of a lot of anger and frustration over the Forensic Lab Specialist II opening in the crime lab. For those of you not aware, this position is now being opened to the public. The position is an open competitive job announcement. The OCSO has taken away the opportunity for those of us that have dedicated years to this department, taken the courses the county requires and some have taken more than the required courses just waiting patiently for the job opportunity they have been seeking. However, this is not enough, you must now have work experience without this you are suddenly disqualified. This is a slap in the face to the dedicated Deputies that currently serve the County.

The next Oakland Police Academy graduation is June 10, 2005 at the Royal Oak Campus.

Stacey Grandison, V.P. Corrections

Oakland County Deputy Sheriff's Association, Summer Picnic

Saturday July 16, 2005

Groveland Oaks, Paradise Island

12:00-1700 Hrs.

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The Deputy



Chief Steward Tim Rowbotham

INTERNAL AFFAIRS: Recently we had an inmate suicide in the Annex on the Midnight shift. While attempting to rescue this inmate several Deputies were injured. After Internal Affairs Command, Upper shift Command, and OCDSA Rep Bill Kucyk arrived on scene these officers wanted to get medical treatment. They were denied the medical treatment for almost 3 to 3 1/2 hrs while they wrote out their reports. I wonder if the deputy was having chest pains would they have also been denied treatment until they finished their report? I feel these Deputies should have been given the proper medical treatment first then they could complete their reports with no harm to the investigation. If the Sheriff's Office does indeed care about it's employee's they will make sure nothing like this ever happens again, and stop treating their employee's worse than they would treat a Criminal.

ESCAPE RISK: With the recent change to having the male inmates dress out in their civilian clothes in the Annex, All deputies should be Very Alert. The concern is that a Dressed out inmate could blend in with the Many civilians that travel the halls of our jail unescorted on a daily basis. It then would be fairly easy for these inmates to slip out through the Visitation area. This change was done to relieve some of the burden on the old carousel in the laundry area, but seems to create other more serious problems.

ANNEX 2G JAWS PROGRAM: Recently the OCSO started an inmate treatment program called JAWS in 2g in the Annex. When they did this they emptied out the pod and then transferred inmates from the Main Jail blocks into the pod. It has been discovered that many of these inmates had been single cell housed, or had Threatened Deputies harm, or had multiple incidents of misconduct etc. Most have Drug, Mental and/or Alcohol problems and Never would have been housed in the Annex before this program. Since the program has started we have had at least 1 and maybe more instances of an inmate being transferred back to the Main for misconduct only to be transferred back to 2g within a day or 2. This has caused other inmates to be disrespectful to Deputies and say if you send me to the Main I'll just be back in a day or 2. This completely undermines the Deputies ability to maintain Control and the safety of the pod, and has created a Very unsafe environment. Recently in a meeting with some of the staff that are running this program Deputies were told that they should not be so strict with these inmates and understand that their mental problems etc will cause them to misbehave, this is unacceptable in a pod where a single Deputy is out with 64 of these inmates. The OCSO should realize that this pod is no longer a 1 person assignment and needs to be staffed with at least 2 or more Deputies to properly maintain control and the safety of all involved. This appears to be a Revenue driven program and some of that money needs to be spent on providing a proper staff level (Deputies).
TIM ROWBOTHAM CHIEF STEWARD, 248-830-1555

The Phobia & Fears of Deadly Aggressions: Part 3

I sank to the level of my training, instead of rising to the level of an aggressive incident and I survived. That's what I wrote in the last newsletter. Follow with me as I take you on a short ride of what I mean.

July 2001 I just finished refueling the patrol car. I was still assigned to the A/E Team's S.C.O.P.E. Program and working the day shift. As I waited to pull onto County Center Drive East near the gas pumps, an old beat up two-door car that you and I would refer to as a "felony stop" passes in front of me. The driver and front seat passenger were not wearing their seat belt and the two rear passengers made eye contact with me and sank into their seats below the level of the window out of sight. How could I resist, they caught my attention.

As I turned on the overhead lights of my patrol unit, the car continues to travel at a slow speed; the driver is not stopping. This was not a chase, for all I knew they could have been lost on the complex. My gut tells me they wanted my attention but now they were sorry I took the bait. Both the driver and front passenger keep looking into the mirror, the rear passengers return to an up right sitting position and turn as they look at me. I could see the driver in his mirror and I could almost see him say the words "Damn" as he puts both hands on the steering wheel.

The car turns onto Court Tower Blvd toward the County Court House from County Center Drive, still moving slowly. As I started reaching for the radio to call out the stop, the car in question turns without signaling onto the North parking near the Circuit Court Probation Building and stops abruptly. Just then the front seat passenger leaps from the car. The car mike falls from my hand as I attempt to get a good position should things hit the fan. My heart went from 70 beats a minute to 140 beats in a flash; something wasn't right, but what? My gut feeling was telling me the front seat passenger might have been a decoy for someone else in the car. God, this traffic stop was happening so fast, I couldn't slow things down. I felt I didn't have control of the stop.

Many things were going on within my brain, one of which brought me back to my former drill instructor speaking to my boot camp platoon in 1972. Slow down, breath, focus and react to my training drilled into me, he would say. The breathing instantly slowed as I attempted to take deep controlled breaths, which seem to slow the heart down. I am starting to sink into my training; all of this happens in a matter of seconds. I am ready for any aggressive level that develops.

The passenger puts his hands up in the air and starts turning in a dance-like circle near the front passenger door. Without thinking as the traffic stop began, I had angled my patrol car away from the suspect vehicle. I had good cover from the driver and passenger. Without thinking consciously, my handgun was already out down along my leg. I don't think the passenger standing out of the car observed me pull my gun out.

Continued on page 10



The Deputy



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.

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The Deputy



The Secretary Steve Grandetti

The April 26, 2005 General Membership Meeting was held at the Association Office. All of the Executive Board Officers were present, L. Rodger Webb P.C. was also present. President McClure reported that meetings with Under Sheriff McCabe are going well, and weekly meetings scheduled for the future. President McClure also reported on the Association's need for a part time employee to assist the Executive board and all of our committees. Chief Steward Rowbotham reported that the Harrison arbitration was completed and the retiree arbitration was scheduled for 04/27/05. Rowbotham also reported on 2 new grievances, 1. 05-0005 Performance evaluations. 2. 05-0006 The forensic lab job posting to the public. C.B.F. President Mike Hall reported on new ads in "The Deputy" and on one grant made to a family in the Orion area. Deputy Ken Parker reported on the By-Laws committee, their next meeting is scheduled for 05/02/05, the By-Law committee is hopeful to have a vote for several changes soon.

There were 3 agenda items, the first was to donate \$1000.00 to the Rochester Hills Summer of 05 fireworks, after open discussion a motion was made and unanimously passed by the Executive Board. The second agenda item was for the OCDSA training budget, this motion was tabled until the May 31, 2005 meeting to give Treasurer Curtis time to put together a proposed budget for training expenses. The last motion was to allow up to \$300,000.00 for the purchase of a union hall, this motion was unanimously passed by the Executive Board after much open discussion.

The May 31, 2005 General Membership Meeting will be held at our new location 581 Kennet Rd. in Pontiac. As of the print of this newsletter there are 5 agenda items.

1. Phone solicitation (M.P.I.) monies to be allocated or dedicated to charitable causes.
2. Hiring a part time employee for OCDSA and committees.
3. Office supplies, current and future needs.
4. Weingarten and Garrity Rights, there will be legal counsel present to assist members with any questions or concerns.
5. DSAM 2005 Golf Outing.

The May 31, 2005 will be the last scheduled meeting until September 27, 2005. The General Membership has an open invitation to attend any of the Executive Board meetings, on the second Tuesday of every month during the summer months. If there is a urgent agenda item during the summer break, please send it to me. The OCDSA By-Laws permit the President to call for a special meeting.

Steve Grandetti, Secretary OCDSA

The Treasurer Dave Curtis

YOUR NEW UNION HALL

Congratulations you are all now owners of 581 Kennet Road, Pontiac! The 8,000 square foot building sits on 4.5 acres of land. It seats 250 people in a dividable banquet room, with a commercial kitchen, 6 offices, and a large meeting room. This building appraised for \$5000,000.00 less than a month ago. After many days of negotiations we were able to purchase the building for \$270,000.00.

The extra acreage affords OCDSA the ability to grow with it's membership. We will be sharing this building with the Vietnam Veterans until they find a new building or Jan. 1, 2006, which ever may come first. I would like to thank the building committee, especially Deputy Rash for all of the hard work he put into the purchase of this building. Charlie has spent numerous hours on the phone with the owners of this building and put countless miles on his vehicle by running paperwork back and forth. Also to Ken Parker who referred us to Barry from Bretton Inspections. Bretton Inspections was able to give us a very thorough inspection with just a days notice and at a discounted price. His inspection showed the building has been maintained in excellent condition since built 10 years ago. (See his ad in the OCDSA newsletter).

Please join your OCDSA Executive Board at the May 31st, General membership meeting at your new union hall for an open house to show off the building and it's amenities. Please bring your families as there will be food and beverages provided.

OCDSA Summer Picnic

I cannot say enough good things about this event. It's July 16th this year. If you have to burn a vacation day to attend it's well worth it. Bring the family to Groveland Oaks Park for the day to enjoy, food fresh from the grill, face painting, a magic show, the water slide, paddle boats, sno cones, cotton candy, swimming, and a toy for every child. All of these activities and your admission to the park are FREE! There is also a raffle with tons of cool prizes and a silent auction put on by the Children's Benevolent Fund. The picnic runs from 9AM to 6 PM with food and activities all day so no matter what time you show up you can enjoy the fun. Be sure to look for the flyers in the coming weeks.

New K-9 Officers

Congratulations to Deputy Rodney White who is the new Corrections K-9 Deputy. This has been the dream for a lot of Officers who work and have worked in the jail. To finally see it become a reality is terrific. With this K-9 going through the facilities on a regular basis the narcotic use in the corrections areas will decline quickly. I can even see the need for a second dog sometime in the future. Also congratulations to the new patrol dog handlers Deputies Herold, Roddy, Loken, and Garrison. Welcome to the Unit!

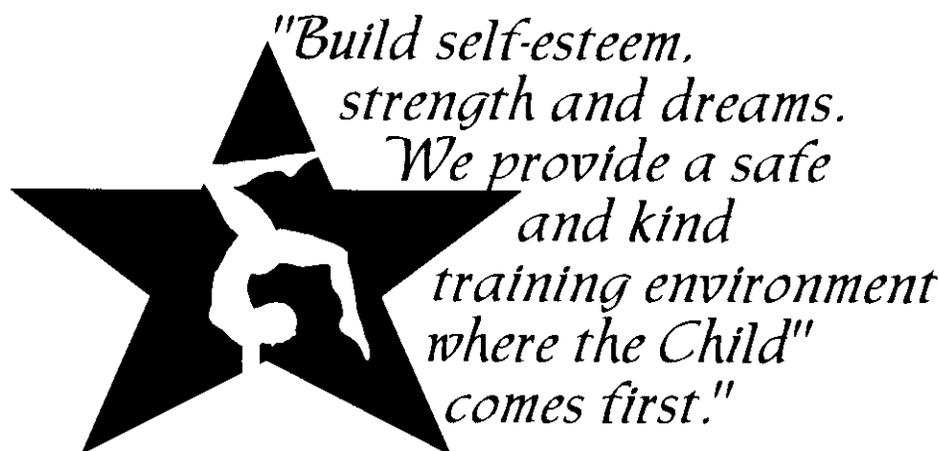
Dave Curtis, Treasurer OCDSA

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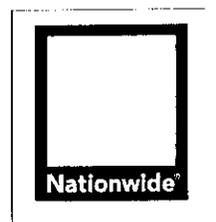
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The Deputy



The Phobia & Fears of Deadly Aggressions:

Part 3

Continued from page 5

I ordered the passenger back into his front seat. He stands there not moving and questions my order of returning to his seat. Something was wrong I just couldn't pinpoint what it was. I knew I didn't get time to call out the stop and no one knew where I was and/or what mess I was getting myself into. The suspect passenger drops both his hands. I could not see through the glass window to the other side to see what he was doing with his hands. My breathing was still in check and I was focused. I saw his arms moving around, my choices were to either call on the radio or stay focused on the suspects. Three seconds go by and I hear something hit the black top pavement. I knew what made that sound from my past training. It was a gun hitting the pavement.

My gun was out and in front of me as I pointed it at the suspects. The suspect's eyes kept looking back and forth at me, and at the item that hit the pavement. If he went for that handgun I was ready to shoot him and cover the other suspects in the car still seated. I sank to the level of my training. I was grounded; I didn't over react or under react. In the background, in my line of fire was the County Child Care Center. I knew I had to change my line of fire.

As I moved around to get a better position I see a small handgun on the pavement with the hammer cocked back ready for a firefight. I order the passenger suspect to the ground away from the sight of the handgun. This guy wanted to put me in a box and send me back to my family, and he lost! Little did I know all the probation officers in the North Office Building had observed what was going down, had called 911 for help, and rushed out with their guns drawn. Reflecting back now, I'm glad I didn't see all those probation guys in street clothes pointing their guns in my direction behind me. Their desire to help and stand by until my backup units arrived was reassuring, but I would have messed my drawers, for sure, not knowing who they were at first, and pointing guns towards my direction.

My gut had said, felony stop, but little did I know how true my gut feeling would turn out to be. The 19-year-old passenger suspect was running a juvenile gang out of Pontiac. The juvenile gang had conducted robberies and turned the money and handgun back over to this 19-year-old suspect. My suspect was already on probation out of the circuit court and that's why he was on the County Complex in the first place, to see his probation officer. To validate this incident I will enclose the incident number for your review, 01-78277.

You took a journey through my eyes as I saw it and the sensations within my heart and soul with the last three articles I have written. I want you all to know how critical training is for us, and how training must change as our community changes. Back in 1976, when I first started with Oakland County, who ever would have

thought I might have to make a commitment to shoot someone, let alone a 10-year-old child. In the "old school" academy that I attended, they said I'd probably pull my weapon out of the holster once or twice in my career, but never shoot anyone. We train to stay within department policy and to get a legal remedy of an incident, but we need a debriefing system in place for all officers and dispatchers to recover from a distressful and/or deadly aggression incident. We must never forget our dispatchers in the debriefings.

We need to train co-workers and supervisors how to recognize the signs, not just guess because that's the way the old school of doing things use to be. The County Health Division has a Crisis Response Team, but why have they been such a secret to the common officer and dispatcher? Why haven't we trained with the Health Division so we can respond to our own? We need to be supportive and not isolate our co-worker. After the incident I was pumped up after discovering the hammer was pulled back with a round in the chamber, and the magazine was full.

Those at the scene, command and co-worker never offered to debrief with me about the incident. Deputy Dave Kettlewell was the only one to stay behind and ask me how I was coping after the incident and stood by to help secure the handgun and suspect. We need to work together, including our brother and sisters in command. The war is on in the streets; it shouldn't be within the law enforcement family. Leaders in the union and/or management must take the lead: if not, then we as the grunt employees must take that lead, because next time you might be the one needing help.

You should ask yourself, who will come and support and render aid for you? Do you want it be the person who tells you to get over it? Do you want it to be the person who reviews your incident as a Monday morning quarterback? If we are like the protective sheep dog guarding the herd, I hope it is another sheepdog that comes to our aide protecting us from the wolf pack. Sometimes our law enforcement family can be as dysfunctional as the family calls we respond to.

On Tuesday, May 3rd, 2005 Mike Hall and I met Lt Col Grossman in Flint, Michigan while attending the Bulletproof Mind Seminar. Grossman is so popular that every seat was taken and I even heard there were officers waiting on a stand by list trying to get into the seminar. The Flint seminar cost was \$100.00 per person. At the end of the Flint seminar, officers stood up and gave a standing ovation. You could feel the electrified air as each person left that seminar pumped up. When Bay City PD found out Grossman was coming to Oakland County this November, a Bay City sergeant

Continued on next page.



The Deputy



The Phobia & Fears of Deadly Aggressions: Continued.

turned toward me and asked how many officers he could send to the Oakland County November seminar.

The Bay City sergeant advised Mike and I "We've got officers we want to send, we'll be there". Seating at our November seminar will be limited each day. I've talked with the Sheriff and the training unit and asked them to make Wednesday November 2nd a training day so we can get as many of our employees in to see Lt Col Grossman. If I do not hear back soon, I will be forced to open the remaining seats to other police agencies like Bay City, Westland, Kalamazoo Public Safety, Wayne County Sheriff and others.

When Grossman comes to Oakland County this November the cost to you will be \$6.50 for a meal ticket. I have made arrangements with area sponsors to help with costs. A circuit court judge is so excited about this November seminar he has even offered to help defer any costs for this seminar so you can attend free. Why am I doing this seminar? It is not for the money, if I fall short on sponsors, I am paying for the seminar out of my own pocket. I am not doing this for the fame. I am doing this because I care about our co-workers (including command) and I am proud to work with the best law enforcement officers and dispatchers around. Our employees are second to none. We need to pull together or the pack of wolves will attack us one at a time if we don't. Watch how the "herd of sheep" in the Trooper Morningstar murder case go after the sheepdog. The media print how the bad guy was intoxicated, but no threat to anyone. The family says he was a "lovable", person with "mental problems", who allegedly had been "causing a disturbance" while "ignoring commands to stop" before "lunging at the officer". When was the last time you encountered a lovable intoxicated person who had mental problems that lunged at you? The herd of sheep (media) are talking, BAaaaaaaaaaaaaaa. I can just imagine what would have happen to me if I shot and killed that 10-year-old. Baaaaaaaaaa!

I will conclude with my intent was not to place blame. The blame game does not help us, it destroys us and then the bad guys win. I wanted to bring your attention to something that our peers may go through. Don't think it will never happen to you: that's the way I used to think. I will however, stand by any group, management or union which will start a volunteer organization and offer training that provides a crisis responsive team to our co-workers. My story is only one of many that our peers encounter that we never hear about. I hope I have peaked your interest with my articles. I am not afraid to express my feelings on fears or phobias about officer safety vs. deadly aggressive incidents and neither should you! Thank you for inviting me to write my articles, it was an honor to have you as my reader.

KEITH OVERBY

Thank you!

I know its been a few months now past Christmas and I have tried to get this letter out right after December 2004, but due to unexpected problems I am now sending this to all of you. We would like to take a moment to thank everyone who signed the card that was passed around, taking up a collection.

We were very concerned with how we were going to be able to afford to purchase gifts for our four and a half year old son Chase, who really began to understand the whole concept of Christmas and Santa Clause this year. Two weeks before Christmas, we received our first snowfall and had our Christmas tree up. My son Chase ran down stairs that morning and came back up crying. He was very upset that Santa Clause had forgotten him. Chase had thought that because it had snowed, it was Christmas. This broke my heart, knowing that all of my paychecks were now going toward bills and the mortgage since the loss of my husband's paycheck a month ago and we would not be able to afford to purchase any presents for our son Chase.

We received a telephone call from a close friend and co-worker of Kurt's asking to come over. Kurt was very excited to have someone from work come over to see him. We prepared a nice dinner for him, after the dinner he presented us with a Christmas card. We thought this was not out of the ordinary, however what was out of the ordinary was to see both of us crying with appreciation and gratitude. There were more than thirty signatures in the card with a gift card for Meijer.

We have heard that there are others who were upset that could not sign the card or contribute. Please know this: we are very grateful for every cent that was contributed and the thoughts of wanting to contribute. What you contributed so that our son Chase can have a Christmas was more than enough.

Thank you to the Union for their wonderful support of our family throughout this entire situation. You are a very special and the Department is lucky to have a Board as caring, determined and dedicated to their members as you are.

We can never express how grateful we are to each and every one of you. Thank you so much and god bless you and your families.

Sincerely,

Kurtis, Britt and Chase Harrison.

