



# The Deputy



## The Oakland County Deputy Sheriff's Association

January, 2006

Volume 2005 issue I

Steve Grandetti, Secretary

### UNITED WE STAND

The Next General Membership Meeting will be held on February 28, 2006 at 1600 Hrs. 581 Kennett Pontiac.

The by-laws committee will be mailing a vote to all members by February 15, 2006. If you do not receive a ballot in the mail, please contact Pat Weir or any by-laws committee member. This is a very important vote please take time to review and vote on all 3 items.

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

Let me start out by thanking the many members who were able to attend our special negotiations meeting. It was clearly the largest attendance of any meeting I have been involved in as your president. We took a lot of pride in discussing the status of our negotiations and having an opportunity to take questions and comments from those in attendance. This meeting represented another milestone in the history of our association, as this was the first official meeting in our new association hall. Our new hall will serve this association and its members for decades to come. We continue to see the benefits of standing together and choosing our future rather than hanging on for the ride. Your executive board will continue to make ourselves available for any questions you may have.

We recently received the arbitrator's decision concerning the increase in co-pays for our retiree's. The arbitrator ruled against us in every way possible. I will be writing further on this in the future along with scheduling a special meeting for retiree's and those interested. I will be glad to answer any questions concerning this issue prior to the scheduled meeting.

Many members have been contacting me regarding the unsafe staffing levels in corrections. The executive board has been concerned for some time about the manpower levels in Southfield, Greenan, work release, Circuit Court and the Main Jail. We all understand and accept the inherent risks of our profession but no one should be exposed unnecessarily. If there were a need to cut back then we would prefer other choices that are available, not cutting the front line officers. Perhaps some fat could be cut or some officers reassigned from less essential duties.

I recently spoke with Major Eader about some cuts concerning classification and the kitchen officer. He assured me that the changes were intended to free up manpower for other areas. He promised to review the changes if it is determined there is not enough officers to function safely.

During these dangerous times, I want to encourage all members to be extra cautious. A sense of pride and duty dictates that we try to make up the shortage by working harder. This could increase your risk of danger. Work smart and take care of each other. I would encourage members to continue to advise your executive board of your concerns and problems associated with these dangerous situations.

Some recent events cause me to remind everyone to be careful when using any county computer. Everything that goes into the computers is preserved forever. What is entered or accessed five years ago could come back to harm you today.

We continue to negotiate for a new contract with some all day sessions planned. We are still working on numerous economic proposals with the County and we have unresolved contract language that involves the Sheriff's Office.

We are still making progress and I remain hopeful that fair-minded people can reach a fair agreement.

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

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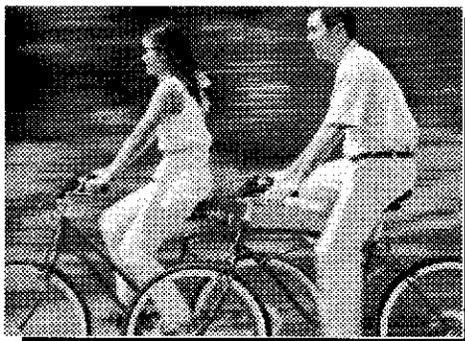
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# The Deputy



## Chief Steward Tim Rowbotham

RETRO PAY CONFUSION: I have been made aware of some confusion over what was said by Atty Rodger Webb at the Jan 10,2006 Contract meeting. Two (2) separate issues were discussed regarding Retro-pay.

1. Recently during Contract negotiations the County and Sheriff's Office gave the OCDSA several Counter proposals, one of which was a proposal of No Retro-pay for this Contract. It should be understood this is just a proposal and Not a final offer.

2. Next Rodger discussed a Grievance that we filed in 2004 regarding employee's that had Resigned or Retired during the 2001-2003 contract period and were denied Retro-pay for time worked during that period. This grievance is currently awaiting the Arbitrators decision. As you can see these are 2 different issues, and hopefully this will clear up any confusion over what was discussed.

IMPORTANT REMINDER! Please remember that OCSO Command cannot change your shift hours to avoid paying Overtime. This applies to everywhere in the Sheriff's Office IE: Boot Camp, Southfield, Dispatch, Traffic, Patrol services, Main-Annex, or anywhere else in the OCSO. During the 2001-2003 Contract Negotiations Tom Eaton ordered then Undersheriff Quisenberry and Capt McCabe to stop the practice of changing OCDSA Members shift hours to avoid paying Overtime immediately and forever.

OVERTIME AND LEAVE DAYS ISSUE: We continue to have a lot of confusion about this issue and I will try to clarify what happens in these circumstances.

Example is an OCDSA member that works the Aft shift 3-11 had called in sick on a Thursday, but that member had already been scheduled to work the Dayshift OT on Fri and was able to do so, and they also worked their Fri Aft shift. Afterwards the member was told by the Sgt that per County policy they would be paid 8hrs straight time for the Fri Dayshift, 8hrs straight time for the Fri Afternoon shift, and be paid 8hrs pay for Thur. They then would not be charged a sick day (PLV) for Thursday. This might look like the member is losing out by not being paid overtime for Fri Dayshift, but in fact they are benefiting from this policy. Ironically if the County did pay overtime and charge you the sick day it would save them 4 hrs of pay.

Here is an example of what happens in this situation:

Current County Procedure:

Thur 3-11	Fri 7-3	Fri 3-11	
Sick pd 8 hrs	pd 8hrs	pd 8 hrs	PLV
bank 144 hrs			

Member is paid 24 hrs pay with No loss of PLV hrs, net 24hrs.

If paid overtime for Fri Dayshift:

Thur 3-11	Fri 7-3	Fri 3-11	
Charged 8 hrs PLV	Pd 12 hrs	pd 8 hrs	PLV bank
136 hrs			

Member is paid 28 hrs pay but loses 8 hrs of PLV, net 20 hrs.  
Therefore you the member are ahead with the Current County procedure

CHIEF STEWARD TIM ROWBOTHAM 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



## Once a Cop Always a Cop

I want to address something that I have seen a lot of officers do from many departments. To you I would suggest that when your shift is over leave the uniform in your locker don't wear it home. Go home to your family anonymously and leave the job behind.

Unlike other occupations an officer has difficulty leaving his responsibilities at work. Obviously there are times when your ability or training is the best around in an emergency, but sometimes consider your family who may be with you in the car or just walking around the store with you when you decide it is time to jump back into the job. Now many of us have done this without thought of our family sitting waiting for us to return. And there could be the time when our children are watching us from the window of the car, and imagine if things went horribly wrong and you were killed. This would be a last thing your family saw, is you die. I can't imagine a more terrible thing for your spouse or kids to see and that memory would be with them forever.

Now imagine one other situation that we all have possibly done. Another driver, thinking he is alone on the road cuts you off. Ok the police hat goes back on incited by a little bit of anger and you are following this fool to close while calling dispatch to get him stopped. As you continue to follow he/she drives more erratically and so do you. "WHY" Is there a reason to put your family at risk? Back off let the on duty officers handle it and take your family home safe.

Now that I hopefully have you thinking everyone who sees you in uniform thinks of you as a police officer no matter what you're training. Now if something goes wrong and you're off duty, who will fall on their sword for you even when you had nothing but the best intentions. I will tell you the union will do what they can but, the "COUNTY" will start distancing themselves from you and the next thing you know you are in court defending yourself from criminal charges for something you tried to stop with nothing but the best intentions. I am telling every officer go home anonymously; know where that line is you don't cross. Obviously when you put on the badge your life is no longer yours. The command staff is always watching, and to credit some of the commanders they remember what it is like to be young and want to do the right thing, but you need to know where that fine line is and don't cross it. So protect yourself and know that you are the only one who truly watches out for you.

The county looks out for the county and you are expendable no matter how well you do your job. So clarify these lines with your union rep and if they don't know I am confident they will educate themselves so they can explain it to you. So for your families sake be ANAONYMOUS!!!!!!

Here is something to remind you how important you are to your family written by an 8 year old.

My dad is a police officer He looks really big and mean But when he picks me high up And I look under his hat I see his smiling eyes

And I know he's the best

Be Safe  
Chuck Young

## The Secretary Steve Grandetti

The December 27, 2005 General Membership Meeting was held at our new union hall located in Pontiac. All Elected Board Members were present, except Treasurer Dave Curtis, also present was our Attorney L. Rodger Webb P.C. There were representatives from all the committees, by-laws Chairperson Pat Weir reported there will be a vote sent to all members soon, requesting review and voting on 3 items. The by-laws committee hopes to have this out by February 15, 2006. The building committee which is chaired by Charlie Rash reported on the renovations and up dates which are currently going on in our new union hall. They hope to have the front office area done in time for our February 28, 2006 General Membership Meeting. C.B.F. President Mike Hall reported on the current and future status of the C.B.F. which looks very promising, they have extra income from the P.M.I. funds which will be put to good use in helping with requests. The D.G.R. representatives Nancy Pierson (State level) and Deb Percivil (local level) reported on past and upcoming events which include the DSAM meeting and the Democratic fund raiser with the Governor.

There was one agenda item, which was for the O.C.D.S.A. to sponsor a state level D.G.R. representative. This motion was open to the floor for discussion. Chief Steward Tim Rowbotham made a motion to accept with the stipulation that all state laws and guidelines are followed regarding P.A.C. funds, Vice President Stacey Grandison made a second on the motion. All of the Executive Board were in favor and the motion passed 5-0. The next General Membership Meeting will be February 28, 2006 at 1600 Hrs.

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

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

  
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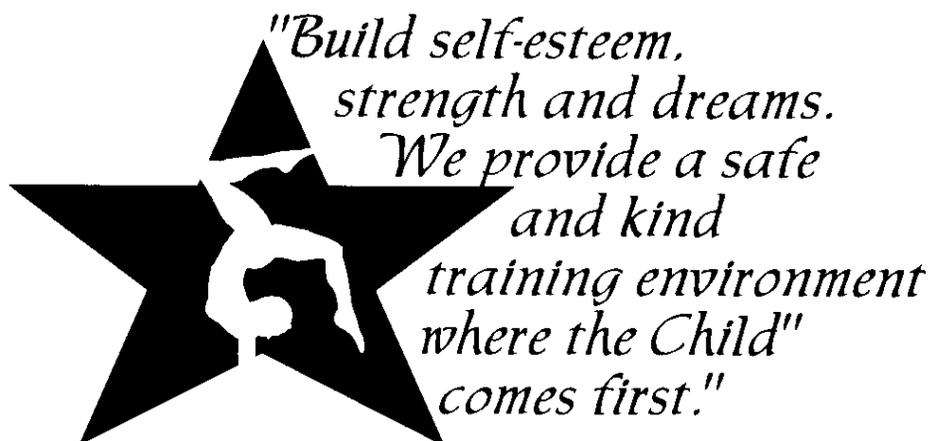
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# The Deputy



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## Need Legal Advice?

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-  INSURANCE CLAIMS (FIRE LOSS, THEFT & CAR)
-  SLIP AND FALL INJURIES
-  DENTAL MALPRACTICE
-  DOG BITES
-  SOCIAL SECURITY DISABILITY
-  WORKER'S COMPENSATION CLAIMS
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**(248) 799-3100**

\*Laurie Goldstein, Esq., is a former Oakland County employee and the proud daughter