



The Deputy



The Oakland County Deputy Sheriff's Association

February, 2006

Volume 2006 issue II

Steve Grandetti, Secretary

UNITED WE STAND

**The 5th Annual DARE
Basketball game—**

**D.A.R.E.-Drug Abuse
Resistance Education
The Oakland County
Sheriff's Office
VS**

**The Huron Valley School
Staff**

DATE: March 30, 2006

Time: 6:00 P.M.

**Place: Milford High School
Field House**

**Cost: \$3.00 dollars
admission**

**There will be door prizes, a
raffle, a silent auction,
refreshments and Ronald
McDonald.**

**All proceeds will go
to Highland's DARE
Program.**

**Thanks..Deputy Kim Potts-
DARE Instructor**

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

Respiratory protection program

Last summer most members were required to fill out a medical questionnaire as part of respiratory protection program. The questionnaire caused concern among many due to the information it required and how the information might be used. The executive board entered into discussions with all parties involved and it appears that we have reached an agreement that addresses our concerns. The Sheriff's Office will be providing new forms for those members involved and the old forms will be destroyed. The new form will not need your social security number but will instead only require your employee ID number. All information provided by our members will be strictly guarded by concentra for their use only.

State Of Michigan Court Of Appeals Decision (Docket No.210754)

I am sure that many members will be interested in a recent unpublished decision concerning the Macomb County Professional Deputy Sheriff's Association. The decision has to do with the Macomb County Road patrol deputies choosing to separate from the corrections officers and then demanding that they be allowed part of the assets of the association they left. The Court Of Appeals has ruled that the road patrol officers are not entitled to any of the assets of the association as they voluntarily separated. The full written decision is available from any of your executive board members. This decision should put to rest the rhetoric of a few that would seek to split our association and its assets.

Staffing levels in Corrections

I continue to receive numerous calls from officers concerned about the lack of staffing in Corrections. I am collecting data on injuries and incident involving officers and inmates. It is very disturbing to realize how overstretched the corrections officers are. There is a real and unnecessary risk that officers and inmates are exposed too. It is very apparent that those person(s) who allow these conditions to exist are not exposed themselves. Safety and security should not be predicated on the hope that inmates will choose to do the right thing. We have a long list of injuries to officers and escapes that should remind us all that inmates are never predictable. It's puzzling why we would send resources to a terrorist attack in New York and Hurricane Katrina but not to our understaffed work area's. It is my opinion that the first priority of the Sheriff's Office should be the safety and security of inmates and staff. Not the personal and political agenda's of a few.

Dont forget to
visit our web site
www.ocdsa.com



The Deputy



Vice President Stacey Grandison

Recent staffing shortages have been running rampant around the Corrections Division, particularly in the Main Jail. So-called “non-budgeted” positions are being eliminated when there are not enough positions to cover the emergency hospital watches as it is. This facility has a minimum staffing for each shift and Deputies are constantly pulled from their assigned positions to handle other duties such as the Kitchen detail, hospital watches, and booking. Pulling these Deputies is a security/safety risk not only for the Deputies but the inmates also, and should there be an escape it becomes a security and safety risk for the public. Tickets issued to inmates have more than doubled and Deputies have told me it is because there is more stress associated with shortages of man-power therefore resulting in more job responsibilities in the same eight hours which no-longer allows for a “heart to heart” chat with the inmate and patience from the Deputy becomes limited. As we all know if you are stressed and on a time constraint, you rush through things. Rushing ahead of yourself leads to mistakes, which leads to discipline, which all comes back to you. Obviously, we all have to follow any orders that are given and I would never advocate to anyone not to follow orders. However, do your duties safely and only as quickly as you are capable of, follow the policy, double check your work, and pass on what you can not complete to the next shift. We can and should only be responsible for our own duties and not the duties of two deputies and remember when you make a mistake because you were assigned to a duty without proper training you will still be held accountable for your actions; my advice to all of you is to document all shortages and anything unusual. Contact your Sergeant if you are understaffed and let them handle the situation or order you how to handle it properly. Remember....C.Y.A.

Southfield facility continues to have problems without any staffing increases. They are overcrowded in their holding areas with new arrests and inmates for court. The Deputies are forced to use a segregation cell as a female holding cell when the two front holding cells are full of male inmates. We all know how friendly people are when they are jammed into small spaces with smelly people, no place to sit, no place to sleep, this just asks for problems.

The Auburn Hills complex routinely goes below minimums to execute transports to and from the main jail. This also occurs when inmates have to be taken out to the hospital. Then main jail no longer relieves Deputies at the hospital, therefore causing a Satellite facility to go below minimum for an extended period of time and also only allows for one deputy at the hospital with the inmate.

Circuit Court tripled the number of trials in January from the past two years. We routinely run out of deputies to do court calls and average of three times per day. This means judges call for inmates

and we have no deputies to take them to court. I commend Lt. Zeeman for his recent quest to increase the deputies at Court Services; your attention to the recent staffing problems has been greatly appreciated by those assigned to Court Services.

The OCDSA has filed safety grievances in the past on Southfield, Work Release and Frank Greenan unfortunately nothing seems to be corrected. We are currently investigating our options regarding the main jail and the incident that resulted in an injury to a Deputy due to inmate overcrowding and insufficient manpower.

All bump slips will be due by March 1, 2006 at 1600 hours to your division Captain. Bump will take effect on April 1, 2006.

I recently spoke with Dave Pegg. For those of you that do not know, Dep. Pegg was recently medically retired. Dep. Pegg was in the Defined Contribution retirement system and he highly recommends that we each research the benefits of supplemental disability insurance for our individual needs. He will receive what he accumulated in his defined contribution and workers compensation disability because the injury was on the job. However, if you are injured off-duty you will not receive that benefit and you may or may not qualify for Social Security Disability. I encourage all of you plan for you own financial and family needs should something happen on or off duty. Dave would like to hear from any of you, he says it's a lonely world out there once you leave the Department, his email address is dpegg@twmi.rr.com.

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 \$48.50

D-2 \$54.26

Communications agent \$40.36

Communications Supervisor \$43.80



The Deputy



Vice President Jon Peters

The Secretary Steve Grandetti

Hello:

DISPATCH: As many of you know dispatch switched to the same schedule as the road patrol recently. I continue to appreciate the change in leadership in dispatch. I realize that the dispatchers have issues they feel have not been addressed but dispatch concerns have consumed this board's agenda both at the negotiation table the boards table and the general memberships meetings for several years. I feel strongly that the changes that they have realized are directly related to the efforts of this board. We still have plenty of work to do with them and for them. The Sheriff has not filled two shift leader positions. They are undergoing physical changes to the dispatch center as well and this is and will affect our dispatchers.

CRIME LAB: I've been told by Kent Gardner they intend on hiring at least four people for the lab I believe that two may be clerks and two may be fingerprint techs. I urge anyone interested to contact Major Shield's for the qualifications for entrance into the lab.

STATE OF THE COUNTY ADDRESS: Nancy Pearson, Deb Percival and I recently attended the State of the County address. Thanks to our friends County Commissioners Dave Woodward and Dave Coulter for the invitation I was encouraged by our County Executive's address, and have been reassured that this County is one of the best in the Nation. Mr Patterson has surrounded himself with professional people and in his words empowered them to execute their plans. The County continues to enjoy the coveted triple AAA bond rating. Mr Patterson stated in his address that this County is the closest thing to the "promise land" that we are ever going to see in our life time. It was moments before this that he announced his "health care savings account" for all new employees. I guess Mr. Patterson meant his promiseland because this savings account is a joke. Mr. patterson and everyone prior to hiring in 2006 will have some type of retiree health care benefits but all new hires will be stuck with a 401 retirement plan, and a 401 health plan. That is a lot of "hope and luck" for retirement. Thanks but no thanks Mr. Patterson.

PAC FUNDS AND CONTRIBUTIONS: Thanks for all your support in this endeavor we need these funds for all of our futures. Please those of you who have 'nt dontributed yet to do so. If you have any questions regarding "why" we need this money contact any board member or Angie Morrone.

Thanks,

Jon Peters, Days Rochester Hills, 248 830 1551, 24 7 365...

The January 31,2006 General Membership was held at our new union hall, This was our first General Membership Meeting since taking full ownership. All of the Executive Board was present except Alternate Chief Steward Dave Bach, who was working.

There were 5 agenda items, the first was for the O.C.D.S.A. to sponsor 2 members to attend Police Officers Week, which is held in Washington D.C. after open discussion from the floor, a motion was made to table this agenda item until the February General Membership Meeting. The next item was concerning O.C.D.S.A. membership with D.S.A.M. this item was sent to the floor for open discussion, there was no motion made. The next item was for the O.C.D.S.A. to sponsor a hospitality room for the February 6, 2006 D.S.A.M. meeting. After open discussion a motion was made by myself with a second from Chief Steward Rowbotham to sponsor a hospitality room for the meeting which will be held in Troy, not to exceed \$1,500.00 all were in favor and the motion passed 5-0. The next motion was union hall rules and regulations, open discussion was held and there was no motion made. The last item was union hall renovations, there was much open discussion and a motion was made by myself with Vice President Grandison support to approve 20,000.00 to finish union hall renovations. This motion passed 5-0

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

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



From our Members

The Wednesday training day has been reinstated in dispatch. It began on January 11, 2006. It was welcomed by all in dispatch. The importance of training cannot be stressed enough. Day shift started their training with a lesson on JAMS and a tour of the jail. The group I participated in was taught JAMS by Deputy Banny and the tour was conducted by Deputies Bolden and Aginaga. I want to thank these deputies for their time and insight. I was very impressed with the information taught to us by Deputy Banny. He was very helpful and knowledgeable. The technology available to us these days is astounding. Deputies Bolden and Aginaga gave a wonderful and thorough tour of the jail. I have a newfound respect for all corrections officers and the highly technical jobs you do every day. I was impressed by the professionalism and courteous nature of all the deputies we encountered. I would like to extend the same invitation to all those who work in the jail to visit dispatch for a tour. We would welcome you with the same open arms and gracious manner that we received. I think it is important for everyone in this department to realize what ever job encompasses. Dispatch has made a lot of changes in just the five years I have been with the department. There are 41 budgeted dispatch positions. We currently have 39 dispatchers working. We dispatch for twelve townships, two cities and one village. We dispatch for the complex, marine, parks, traffic, animal control and all the TAC channel details (motorcades, special details, DTE theater events, Meadowbrook theater events). We do all the dispatching for Oakland Community College Public Safety on all five campuses. We monitor Inter-City and All Patrol. We dispatch for nine fire departments. In the year 2004 our center answered over 440,000 calls (the total call volume for 2005 was not readily available). In 2005 we created over 134,000 police dispatch cards and dispatched 10,070 fire runs. It is astounding the amount of volume this center can handle. ON a busy weekend in the summer it is not unheard of to have 1 radio dispatcher listening to 70 deputies on the road. We are EMD (Emergency Medical Dispatch) and EFD (Emergency Fire Dispatch) certified and have to re-certify every two years. We have to complete 36 hours of continuing education every two years. Each call we take is eligible for quality assurance review and we are scored on the call by a Quality Assurance Supervisor who assigns a percentage to that call based on compliance with the programs. Our center is striving for everyone's scores to be above the 90th percentile for these calls. We are immensely proud of the job we do. I believe our dispatch center is the best in the state in terms of skill level. I know there has been some contention because dispatch is requesting to get paid the same as a DI. This is not an "us vs them" mentality on our part. It does not and should not demean the DI's to be paid the same as your talented dispatchers. Our jobs are completely different and should not be compared. However, we don't think the disparity in wages between the two jobs is warranted. I am trying to become more involved in

our union and my job. I have gathered several comparisons between county and city department corrections officers and dispatchers. I have not found any other department that has such a significant difference. In many cases the yearly salary is less than \$2000 in difference. In some departments the dispatchers are getting paid more than corrections officers. We just want equality. There are several dispatchers who would consider staying in dispatch for the long haul if this were the case. However, with the current difference in wages, many dispatchers are gearing up to transfer to corrections. I believe we need to do what we can to keep these talented well-trained dispatchers in dispatch. I think this would make negotiating a contract easier as well. Whatever pay scale negotiated for DI's could incorporate dispatch. With the changing times I think that our department, union and members should recognize the highly technical and skilled team that dispatch has become. If anyone has any questions please feel free to contact me. Until bump I work day shift in dispatch. Thanks you for your time,
Melissa Garrard



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


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The Deputy



Chief Steward Tim Rowbotham

STAFFING CUTS IN MAIN JAIL/ANNEX: Well as you can tell the Executive Board is deeply concerned over the recent outrageous Main Jail/Annex staff reduction by the Sheriff's Office. It seems to be an extreme contradiction to reduce staff when just this past summer the Sheriff's Office in press articles about the jail overcrowding said assaults on OCSO Deputies were on the increase. And as VP Grandison also noted Deputies have had to write a great deal more tickets to inmates. I have noticed that the Criminal charges of inmates housed in the Annex are a lot more serious and violent than they were just 5 yrs ago. This also means inmates with more serious and violent charges are being moved from the Annex to the Auburn Hills and Southfield facilities. It is not uncommon to have an inmate transferred directly from K-Block to the Annex. We will be writing a grievance and looking for any other legal avenue we have to correct these staffing issues. I also am pleased to hear that Lt Zeeman has been working hard to correct the staffing problems that have long existed at Circuit crt. I only wish the Sheriff's Office would go to the County seeking more staff in the corrections facilities, that is what Sheriff Nichols did many years ago. As a result of him asking for more staff the County had the Staffing study conducted which resulted in an even larger increase of staff than the Sheriff requested.

28 DAY OVERTIME CALENDERS: Since I have received some phone calls about this recently, I want to remind everyone how it works. The deadline to turn in your 28 day overtime calendar is five (5) days before the Sat effect date, ie: no later than Mon.

If you turn it in later the Sgt may put it in the back of the book, which means they won't call you until after asking everyone else with a sheet that was on time. Each location should have a future book and you can always turn your sheet in before the deadline.

DSAM WEBSITE, ETC: While attending the DSAM (Deputy Sheriff's Association of Michigan) Executive Board meeting in Troy this weekend, I learned that DSAM now has their own website www.DSAM.org. Although it is still under construction you can go to it and sign up as a member, they have Forum's started just like on our site and you will be able to read their magazine The Star. Several important topics were discussed the attacks on Act 312 (Started to help out the City of Detroit), the attacks on our Garrity rights. Another interesting thing that was discussed was the subject of what is being done or not done with the \$12 booking fee across the State. As the law was written the Corrections training council was to determine the proper uses of these monies, but it seems that some Sheriff's are currently unwilling to follow the guidelines and say they will spend the money as they please.

Alt Chief Steward David Bach

History: a chronological record of significant events often including an explanation of their causes.

I had the pleasure of being able to attend a class titled Police Officer Survival Techniques which was taught by Chief Barnett Jones at OCC last month. Chief Jones started the class by talking about the history of law enforcement and why it is so important. After all, "Those who have not learned from the past are doomed to repeat it." This holds true for officer safety, after all, that is why we view so many dash camera tapes of officers who have gotten into dangerous situations. We view the history of what past officers have had to endure so as we can learn from their mistakes and successes.

Each one of us has a history here at the Sheriff's Office. Each one of us has experiences, both good and bad, that makes us who we are and the Sheriff's Office not just a star on the wall. At the union meeting reference the contract, I looked around and saw the faces of Deputies who have been here at the Sheriff's Office for 10, 15 and 20+ years. The stories these Deputies could tell you. Stories from the jail, the road and from the bar. I hope these Deputies pass on their history so that we can learn and grow from them. Here is an example: At WRP Supv. Shafer showed us her Class A skirt she used to wear. That's right, a Class A duty skirt that she wore while working the jail. She also showed us her hat she was required to wear while also on duty in the jail. I remember when all of our leather gear was cordovan, not black. In some ways I miss my old .357 and the caprice classic.

From now on I am going to keep a better track of my history here at the Sheriff's Office. Reports of major incidents that I write I will keep. I will take pictures of both myself and my co-workers on and off duty. Sgt. Tomko once said "The days go by slowly but the years fly by." We need to keep records for ourselves and for future Deputies.

I challenge everyone to take a little time to take record of their life, both on duty and off. We only go but once through this moment in time, take the small amount of time it takes to record it so you never forget it. Keep a journal, take pictures, keep old significant reports. Pass on your life's experiences so your children, your family and your fellow Deputies can enjoy.

www.ocdsa.com

(Continued on page 7)



The Deputy



The Treasurer Dave Curtis

First off I would like to invite everyone to come take a look at their new Union Hall. The Building Committee has done a tremendous job updating the building to suit our current and future needs. I know there have been a lot of members there working on weekends and late into the evening to get it to this point.

Congratulations to newly promoted Sgt. Sean Stoner, your fellow K-9 Deputies will miss you.

As we enter into 2006 make sure you have your letters of interest re-submitted, with promotions, retirements, and transfers come openings in special units.

With the new year comes tax filing. I have attached an article I found that has some very good financial tips. I was told a long time ago "The days are long but the years go by fast" and have found it to be very true. Before you know it you are looking at retirement, don't let it surprise you. The county offers several retirement classes free of charge to employees. We (OCDSA) have a financial planner available at every general membership meeting. Several members have taken advantage of that benefit with positive feedback to the Executive Board.

Checklist: Annual Financial Checkup

Too many people wait until they file their income-tax returns to evaluate the preceding year's finances and plan for the next. You should really begin much sooner, though, perhaps before year-end. This will give you plenty of time to analyze what you have accomplished and to plan for what you hope to accomplish. A checklist of questions might help.

- (1) What are your financial goals? Before you do anything with your money, you should decide how you want to spend it. You should itemize what you have presently, what you need for the year ahead, and what you hope to have ten, twenty, or thirty years in the future.
- (2) Over the past year, have you made progress toward achieving your goals? You should probably compare the performance of your investments to the goals you've established with regard to those investments for the year. The results of this analysis will help you decide whether or not you should alter your investments.
- (3) Are any changes about to occur that will affect either your immediate needs or your long-term goals? A job change, for example, may drastically alter your income and your lifestyle. Other circumstances that may affect your finances might include buying a new house, financing an education, or paying for a wedding. Planning at least a year in advance will help you to adjust to these changes financially.

(4) What can you do to minimize your taxes? A general rule for tax purposes is to defer income to the next year while accelerating deductions for the present year. To defer income, you might postpone selling assets or collecting bonuses, and you might also purchase Treasury bills or other investments that will mature the following year. To accelerate deductions, you might double up on your charitable contributions or invest in a tax shelter.

Quite often people will also make contributions to their Individual Retirement Accounts at the last minute for an additional deduction. However, in the long run it's much better to make your IRA deposits early in the previous year rather than wait until you file your tax return the following year.

(5) Do you need any additional help to implement your plans for the future? A lawyer, an accountant, a stockbroker, or a trust officer can be a tremendous help in any financial matters. If you're not progressing as you would like, or if you find you don't have the time to manage your money properly, you might consider hiring a professional. It could be the one investment that makes all the difference.

As always call me with any comments or concerns,
Dave Curtis
Treasurer OCDSA
248.830.1547

The Chief Steward from page 6

SIMUNITIONS TRAINING FOR ALL DEPUTIES: This year we will be doing something different for simunitions training. We will be combining both Patrol Services and Corrections in our scenarios, which will be held at the Crest center (Simulated city) at the Oakland Police academy. I want to remind everyone that you need to bring your own groin protection (Hard cup) and I highly recommend that you have a thin pair of leather or cloth gloves as it is very common to be shot in the hands. I also want everyone to come mentally prepared to go thru these scenarios in the best tactical manner possible.

TIM ROWBOTHAM CHIEF STEWARD
248-830-1555

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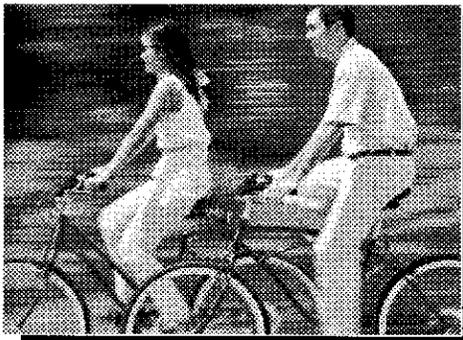
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