



The Deputy



The Oakland County Deputy Sheriff's Association

March, 2006

Volume 2006 issue III

Steve Grandetti, Secretary

UNITED WE STAND

The next General Membership Meeting will be held on Tuesday April 25, 2006 at our union hall, The meeting will begin at 1600 Hrs. Any agenda items must be submitted to the Secretary in writing 7 days prior to the meeting.

The O.C.D.S.A. Annual Summer picnic will take place Saturday July 15, 2006 the picnic will be held at Groveland Oaks Park, We will be at Paradise Island. For any food suggestions please contact Deputy Mark Myers, Main Jail day shift. There will be more information on this and other summer events in the next issue of The Deputy.

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

This issue of The Deputy includes a letter written by one of our members. Any member wishing to have their thoughts or feelings printed in The Deputy must make the request and supply a copy for review. Every attempt will be made to accommodate members but all letters must be first approved.

A few members have recently written letters to members critical of me. I will not respond directly to the letters, as it is the right of any member to voice criticism of their president. I have been President of the OCDSA for over three years now and all members have had an opportunity to formulate their own opinions of my leadership. I will not waste space trying to convince others of what they should think or believe. I will however take some time to reiterate my thoughts and what I believe.

I believe that a strong association is vital to all members. We all work in an environment that requires us to deal with people in all forms. We may be required to use force against others and at the same time, we are required to observe their rights and even care for them. Other people always dictate our actions whether it is the decisions made by a criminal or the instructions of a command officer. We must always make the proper decision while considering such things as the law, policies and procedures, general orders, and constitutional rights. The career that we have chosen demands that we have proper representation. The issues we face demands that we have strong representation. No member can be guaranteed that they will not need representation. Remember, others dictate our actions.

The current executive board is working hard to provide the highest level of representation. We started years ago by taking control of our

association by changing our legal structure and fighting off attempts by the Sheriff's Office to manipulate the actions of your elected board members.

I am not surprised that many of the most vocal critics once had control over the direction of this association. We are still feeling the affects of their leadership. Our rights must be aggressively protected or we will continue to see our members abused. Those members that think my language is to strong or that I am attacking the Sheriff's Office should talk with Kurt Harrison, Ann Horseman, Mary Young, Jane Boudreau, Chuck Young, Lawrence Dudley and many other's.

I was recently denied a seniority right to a location I had requested. Captain Molinar stated, "You will never be assigned a substitution while you are president". When I asked under sheriff McCabe about the denial, he referenced current unfair labor charges and pending grievances. I got the message.

Sheriff Bouchard denied my basic contractual rights due to my position as a union president. This is just another reminder of their desire to interfere with the direction of our association.

The future of our association is very bright. I am very encouraged by the gains we have made by standing together. I expect our current negotiations will produce a fair contract that will forever impact all members of the OCDSA. Thanks again for your support and patience.

Gary McClure

OAKLAND COUNTY SHERIFF'S DEPT.
BENEFIT FOR THE HANDICAPPED
1ST ANNUAL GOLF OUTING (SCRAMBLES)

WEDNESDAY MAY 24TH
LIBERTY GOLF COURSE, CLARKSTON, MICHIGAN

**Don't Miss
the Fun !!**



Registration: 8:15 a.m. – 8:45 a.m.
SHOTGUN START 9:00 a.m.
ENTRY FEE: \$125.00 PER PERSON (In advance)
18 holes of golf, cart, lunch, beer on the course,
Prime Rib Dinner, 2 drink tickets, & PRIZES

Name of Players	Phone
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

Register your team w/check (\$500.00) payable to: "O.C.S.D. Benefit for the Handicapped Golf Outing" by May 12th 2006

Remember we are charged for "no shows" so please mail advanced payment to:
Doris Clarkson – 3030 Dixie Hwy, Waterford, Mi 48329

Hole Sponsors (\$200.00), Cart Sponsors (\$50.00), silent auction items and prize donation would really help! Call Jamie (248) 618-9262 – we will pick up!!

Prizes given for (1st, 2nd, & 3rd) place, longest drive (men & women) closest to the pin (men & women). We will also be having 50/50, silent auction, and Skins (\$20.00) per team.



The Deputy



WHAT IS THE P.A.C. FUND

Over the past several months, you may have read on the website a request for a donation to the P.A.C. fund or I may have asked you to personally donate. I want to thank all of you that have donated so far. We have received over 100 signed forms. Invariably, one of the questions I am asked is, "What, exactly, does the PAC fund do and why can't you take it out of my union dues?" The Political Action Committee (PAC) fund is money that we as a union use to support political candidates that we believe have a sincere desire to hear the concerns of law enforcement. We use this money to donate to a candidates political campaign. Many of the golf outings we have sent our members to are political fund raisers and we have to use PAC funds to pay for the. Due to legislation that was enacted to reform campaign contributions, a union can no longer just write a check to a political candidate. There must be consent from the member to use his/her money in this fashion. It must be separate from their union dues and their contribution must be registered with the state. Angie Marrone has done an excellent job of ensuring that our compliance with the rules governing PAC are in good standing.

Over the years, many of you have stated you'd like to help but are not interested in attending fund raisers. This board has arranged with the county to allow for a payroll deduction. What we're asking is that each member consider at least \$2-\$5 a month. If all 750 members were involved, that would be upwards of \$1500 a month. I believe we could make a positive impact and go a long way to getting our concerns voiced.

We all understand that each elected official is there to serve his or her electorate, but there are Commissioners, State Reps. and Senators that we have established good relations with and they actively support our law enforcement concerns. We want to support those candidates and we do that with PAC funds. The Department of Government Relations is keeping track of voting records and continuing to make your concerns known to our elected officials but we need your support to further expand the good name of the OCDSA (the dedicated men and women who go out and do the job)! Please consider a payroll deduction of \$2 a month or more. If you have any questions or need a payroll deduction form please e-mail me at piersonn@ocdsa.com. Thank you for your help.

In Solidarity

Nancy S. Pierson

DGR State Coordinator

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

Chief Steward Tim Rowbotham

CONTRACT NEGOTIATIONS UPDATE!!!

Since we had our Jan 10,2006 Contract meeting with the membership, we have had several all day negotiation sessions with the County and Sheriff's Office. These were held on Jan 19, Jan 30, Feb 13, Feb 28, Mar 20, and we will have one on Mar 28 and on Apr 3rd. These meetings have been productive, although not as much as we would like to see.

The Negotiation team meets after each negotiation session to analyze the progress made and to set the goals for the next session. We continue to meet with experts to gather information needed to make sure we have everything needed to deal with the high priority issues. The most common question I (ROBO) have been hearing lately is "When might we get our retro pay", this is an important issue, especially with the rising cost of living. But please remember how equally important a livable pension, single contract, seniority rights, and health care are to all of us. We continue to focus on those contract goals you the membership have indicated are a priority and we Greatly Appreciate your continued support in this negotiation process.

President G McClure

Vice President J. Peters

Vice President S. Grandison

Chief Steward T. Rowbotham

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

MACOMB COUNTY RELEVANT TO OAKLAND COUNTY??

I am confused that the Macomb County subject which was spoken of in the February issue of The Deputy was displayed by Deputy McClure to “put rhetoric to rest”. First of all, the decision with regards to the asset issue in Macomb County is about as relevant to this department and the decision that their Corrections division is not 312 eligible. However, Deputy McClure has a history of only comparing our department to others when it tends to benefit his agenda. How many times has he told Corrections deputies that Macomb County and other county Sheriff’s Department conflicts and court decisions do not compare to our department because “we are unique” in what we have.

Second, there was never any rhetoric to split this association or its assets. There was a petition taken up by me due to all the complaints that several members were discussing. When I brought the complaint to the board, I was told that I could not speak for all of the Road Patrol members and that I would need to bring the petition to the board in order to prove how many members (specifically) were concerned that they were not being represented fairly.

There is no question that Road Patrol is 312 eligible and it was a valid complaint that it was possible that the Road Patrol would be forced to take concessions that were not necessary should Corrections not be 312 eligible. So, therefore, there were several members on Road Patrol that wanted this question answered. If it turned out that Corrections are 312 eligible, then that would be wonderful for everyone. However, if it turned out that the Corrections positions are not 312 eligible, then we were asking that the Road Patrol have their contract negotiated for under a separate umbrella within the same association. If you look at the UAW which Deputy McClure also seems to compare us with, you would discover that there are several umbrellas or locals as they are called under the same association. There are several different types of careers and they are negotiated for separately. It does not mean that anyone is thought of less than the other. It simply forces negotiators to address the different needs in each special area which could possibly benefit Corrections and Road and Dispatch in the future. Yes, we are stronger in numbers. No one was looking to separate, we were simply trying to get a question answered and had Corrections been found to not be 312 eligible than we were seeking our own local. NOT OUR OWN UNION. Nobody wants to split this union. We are looking for a way to carry on and expand this union. The majority of the people in corrections will eventually work their way out to the road. If you are a corrections officer and you plan to expand your career, then you should look at what your goals are and seek to improve where you are headed. If you are a Corrections officer and plan to stay in an entry level position, then

you should seek to improve things in your area without being bitter with those who are seeking to improve others.

This membership needs to stop thinking with their emotions and start thinking strategically. Yes, we do have power but when you put people like Deputy McClure in control of it, you will find that power can blow up in your face and destruction will be the outcome. I want McClure to succeed. I just don’t see how it is going to happen. How can you work in a place where you despise your boss and you print it in the paper on a monthly basis. If this department is such an awful place to work, please, find another job. There are many of our members who love their job and love the people they work with including command officers. We have over 1200 people working in this department. Do you honestly think that everyone is evil and vindictive? This is a great place to work. You just have to deal with the idiots as they come and go.

We send resources to terrorist attacks and hurricane tragedies because we as humanitarians and sworn officers are willing to put our own safety at risk to help the citizens who need us. That is why Law Enforcement was created. We put our own safety at risk in making a simple traffic stop. When you are alone, on the street, in the middle of the night stopping a car load of people, safety and security goes right out the window. You have yourself to rely on and your training to keep you safe. Political gain is a way of life in any and all forms of business. Everytime our children tell us “that’s not fair” what is the response? Life is not fair. Deal with it. It is sickening to read McClure’s articles month after month diminishing the awesome and positive work that our members have been involved in just to get his digs at command. His attacks are always at the expense of our own membership.

Deputy S. Locher

Note: This article was published at the request of Deputy S. Locher

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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OCDSA Member



The Deputy



The Treasurer Dave Curtis

With Michigan's economy, easy access to credit cards, and quick home refinances I thought the following article may be helpful. As many of you know one of the best ways to pay off high interest debt is to borrow against your deferred comp. or retirement balance. Most allow you to borrow up to 50% of your balance with any interest paid going back to you. The key to success with this strategy is to stay out of high interest debt once you have paid them off.

If ever a question please call me Dave Curtis Treasurer OCDSA.

5 Step Guide to Get Out of Debt

According to recent figures from the Federal Reserve Board, the average U.S. household owes almost \$20,000 in credit card and auto loan debt. Among households that carry balances on their credit cards, the average credit card debt is approximately \$12,000.

Getting into debt doesn't take much effort. A Christmas shopping trip here, a vacation there, and an unexpected car or home repair can easily get you into debt. Credit card companies are making it easier than ever too, with the never-ending stream of credit card offers, "courtesy" balance transfer checks, and extremely low introductory interest rates.

Unlike getting into debt, getting out of debt will probably involve a lot of effort and patience. But take heart, because for most people, it is doable. In this 5 step guide to getting out of debt, we will provide you with general, practical advice on how to get out of debt and avoid bankruptcy. To get out of debt successfully, you should (1) freeze your credit; (2) evaluate your budget; (3) reduce your interest rates; (4) snowball your payments; and (5) reward yourself.

Step 1 - Freeze Your Credit

Just like a plumber must turn off the water to fix a leak, the first thing you must do to fix your debt problem is attack the source: your credit cards. You need to quit using credit, NOW. Do whatever it takes to make you quit: cut up your credit cards, bury them in a hole, or just plain freeze them. (Studies show it's rather inconvenient to make impulse purchases when you have to chisel your credit card out of a block of ice.)

By putting your credit cards out of commission, you're on the road to getting out of debt. Without the ability to use your credit cards, your debt can't get any worse than it already is. This first step may sound obvious, but it's what stops most people from successfully thwarting debt.

With a good pair of scissors, step one should only take a few minutes.

Step 2 - Evaluate Your Budget

Now that you've discovered that plastic can be rather hard to cut, your next step is to evaluate your budget. (If you're still trying to figure out how to freeze your credit cards in a block of ice, just go ahead and cut them up.)

Take a few moments to add up all your sources of income. Now, add up all your mandatory expenses (mortgage/rent, groceries, utilities, taxes, etc). Subtract your expenses from your income. That figure is the amount of money you have available to you to pay off your credit card debt.

Now dig out your credit card statement(s) for the most recent month. Add up the minimum payments for each card. If your minimum payments are less than the amount you have available to pay off your debt, congratulations — you can get out of debt.

If your minimum payments are more than you can afford, you must find a way to afford them. There are only two ways to do this: cut your expenses or increase your income. Go through all your expenses and find ways to cut back. Do you really need all those premium cable TV channels? Make your own meals instead of eating out. Living with the bare necessities won't be fun, but it's what you'll have to do it until you can pay off your credit cards. Consider getting an additional job to pay off your debts.

If there's no possible way you can make the minimum payments for all your credit cards, stop reading this article and go get expert help.

Step 3 - Reduce your interest rates

It's no secret that the competition between credit card companies is intense. Just look at all the advertising. All this competition benefits you, the consumer. You can use it to your advantage to lower your interest rates, which could take substantially shorten the amount of time it takes you to pay back your debts.

Watch your mailbox for zero-percent or low-interest interest balance transfers, and read the fine print. Most of these offers are only for a limited period of time. If you see a good offer for lower interest-rates, don't hesitate to take advantage of it. Just make sure you read the fine print, and are aware of any fees or restrictions.

You can also negotiate with most credit card companies for a lower interest rate. Always remember that you have the upper hand; they make more money by keeping you as a customer with a lower interest rate than they do if you leave. Call your credit card's customer service and calmly explain that you have a better offer from a competitor. Tell them that you would love to keep their card, but unless they can reduce your interest rate, you will be forced to transfer your balance to that other card. If the customer service representative is unwilling or unable to lower your rate, ask to speak to their supervisor.



The Deputy



Another popular option for reducing interest rates is debt consolidation. Debt consolidation usually involves paying off your credit cards with a low-interest home equity loan. If you own your own home and have lots of equity built up, you may wish to consider debt consolidation. Some of the benefits of debt consolidation home equity loans include the ability to deduct the interest on your income taxes (with limitations) and amortization of your debt over a longer period of time. Always consult with a financial expert before opening a home equity loan to consolidate your credit card debt. Some experts believe that it is inadvisable to trade your unsecured credit card debt for secured debt against your home. Debt consolidation has an added psychological benefit: it is easier to make one large payment than numerous small payments, even if the total amount is the same.

Step 4 - Snowball your payments

In step 2, you calculated how much money you can use each month to pay off your debt. You should first pay the minimum on all your cards. After paying the minimum, any money you have left over to pay down your debt should be sent to the card with the highest interest rate. This is mathematically the fastest and cheapest way to pay off your debt.

Once you've paid off your highest-rate card, send that extra money beyond the minimums to your second highest-rate card. Once you've paid off that card, send your leftover money to the third highest-rate card, and so on. You should see why this technique is called "snowballing." As you pay off your debts, the amount of money you send to the high-interest card builds up like a snowball.

Here's an example: Let's assume you have \$1,000 a month to pay off your credit cards. Also assume that you have three credit cards, each with a \$250 minimum payment. The interest rate for Card A is 10%, Card B is 15%, and Card C is 20%. You should send the \$250 minimum to Card A @ 10%, \$250 minimum to Card B @ 10%, and send the remaining \$500 (\$250 minimum + \$250 leftover) to Card B @ 20%.

Once you pay off Card C, you'll send \$250 to Card A as before, but now you'll send \$750 to Card B. When you've paid off Card B, you'll send the entire \$1,000 to Card A, which had the lowest interest rate.

Step 5 - Reward Yourself

With all the scrimping and scrounging for money, it's easy to get discouraged. To avoid getting discouraged and giving up, set some reasonable goals or milestones for your debts and give yourself a reward when you meet those goals. For example, take yourself out to dinner each time you pay off a credit card completely. If you only look at the numbers, the extra rewards won't get you out of debt any sooner. But if the luxury of rewarding yourself makes the difference between continuing with the plan or giving up, go for it

Alt Chief Steward David Bach

"We are what we repeatedly do. Excellence, then, is not an act, but a habit." Aristotle

How often do we strive for excellence? We walk around the halls at work and see words of wisdom posted on the walls which are supposed to inspire us to strive for excellence in everything we do. I enjoy cliché words of wisdom as much as the next Deputy but after years of hard work and dedication to following my training and following P&P, I will subscribe to that which Aristotle has stated. Excellence comes from hard work and dedication to following our training and P&P. By repeatedly adhering to what we have learned, and also by continuing to learn more, we create the excellence within ourselves which is displayed in our work performance. Thinking about excellence and just looking at a poster that says "Strive for Excellence in Everything You Do" is not enough. Excellence comes from hard work. Excellence comes from dedication to your training and adherence to P&P. Excellence is something that needs to be on your mind at all times, only then does it become habit forming. Once something becomes a habit, it becomes much easier to continue. Everyday I see Deputies and Dispatchers work hard at excellence. I see it in their actions and hear it in their voice over the radio. I challenge all Deputies and Dispatchers to make excellence a habit. After all, "Excellence, then, is not an act, but a habit."

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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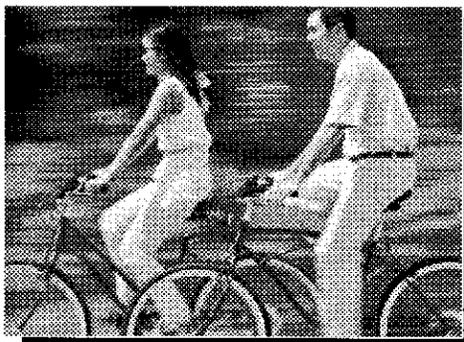
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