

Joe Duncan

New team needs the support of all police officers

Retirement – President Marty Bandemer and Sergeant-At-Arms Cheryl Smith retired with nearly 80 years of joint service for the Detroit Police Department. During the 14 years of Marty’s administration, much was achieved (for example, 20 and out; set up the DROP at 20 years; permitted 25 percent of sick pay to be rolled into final average comp and other pension improvements.) Currently, every benefit in our contract, including what Marty’s administration achieved, is under assault. Marty’s administration took the DPOA from near insolvency to solvency and left the DPOA with a fully paid building. His administration took great pride in the District Officers of the Year, creating the Officers of the Year booklet that fully funds the event. I know Marty and Cheryl are thankful for permitting them to represent Detroit Police Officers and remain available to assist the DPOA in any way they can. We wish Marty and Cheryl the best in their retirement years.

As a result of their retirements, the DPOA Board of Directors consistent with the DPOA Constitution and By-Laws, nominated and elected me interim president without opposition. Bernie Cybulski was elected First Vice President by the Board of Directors and Linda Broden was elected to fill the Sergeant-at-Arms position. There will be an election for a full term of all DPOA officers in October of 2012.

I thank the Board of Directors for their vote of confidence. I am working with the new team of officers to deal with the extraordinary crisis that faces Detroit police officers. We will need the support of all Detroit police officers as we encounter the battles that are most certainly ahead.

My Background – For those of you that don’t know me I will give you my background. I was hired by the Detroit Police Department in November of 1977. Once I graduated from the academy, I was assigned to the then Second Precinct where I worked in patrol until I was laid off in October 1979.

I was laid off from the Department for five-and-a-half years and recalled in April 1985. I was then assigned to patrol in the Seventh Precinct. After two months, I was reassigned to Special Operations working the thirty series. For the most part, I worked within the Seventh Precinct in plainclothes, but for a very short time I worked Executive Protection assigned to protect a Colombian Judge in exile.

While working, I was awarded several Department citations, two lifesaving citations and numerous Department commendations.

My union experience started at the Seventh Precinct being elected as the Union Steward on platoon three in 1998 and to the Executive Board in August of the same year. In 2004, I was appointed to the Grievance Committee and assigned to the Association office. I remained a steward and Executive Board member. When the position of Secretary Treasurer was vacated by Richard Weaver in 2007, I ran for the position and was defeated by the current Secretary Treasurer Donna Latouf. I remained in the Grievance Committee unable to run for steward. With the retirement of Tim Smith in 2008, I ran for and was elected to finish his term. In 2010 I was reelected in the District and then reelected to the Executive Board by the Board of Directors. With the retirement of Vice President Paul Stewart in June of 2011, I was affirmed by the Board of Directors as the Sergeant-At-Arms to replace Cheryl Smith, who became Vice President.

My Committee appointments are as follows: Chairman of Constitution and By-Laws; Co-Chairman of the Entertainment Committee; a member of the Editorial Board, Membership Services and the DPOA Scholarship Board. I have and continue to serve this Association to the best of my ability.

Bargaining – The DPOA has met with the city on a number of occasions. We have dealt directly with the mayor and his representatives. We have repeatedly told the mayor that Detroit police officers are overworked, understaffed and outgunned. The mayor has been told that any comparison with other major departments across the country clearly establishes that Detroit police officers are already among the lowest paid. We have continued to point out that the city within the last six months reached an agreement with the DPOA which contained major concessions. At no time during the bargaining over the current contract did the city ever indicate or intimate that more concessions were needed. In fact, the city “bragged” to the media about the DPOA/city agreement which was reached without Act 312. The city acknowledged the contract provided for substantial concessions which will save the city millions of dollars. Your DPOA bargaining team is holding tough but needs your continued support.

The city is using the threats of layoffs and an emergency manager to get the concessions they want. The DPOA has also requested information regarding “best practice” money which the state should be providing to the city due to the DPOA concessions made in the recent collective bargaining agreement. To date the DPOA has received no response. We have had the National Association of Police Officers make a request on behalf of the DPOA to Governor Snyder for a meeting regarding safety issues related to the emergency manager law. NAPO has also, as requested by the DPOA, sent a letter to U.S. Attorney General Eric Holder asking for the Department of Justice’s input regarding the constitutionality of the emergency manager law. Those letters appear on Page 10.

As most of you are aware, the state treasurer reported that the city was in financial stress and so advised the governor. The governor has appointed a financial review team which is a prerequisite step in the Act 4 process to the appointment of an emergency manager. An analysis of the state treasurer’s review of the city of Detroit’s finances indicates the city’s failure to file plans required by the state; and a host of examples of the city’s poor financial management which impacts whether federal grant money is provided. It’s clear that Detroit police officers are being asked to pay for the city’s gross mismanagement over the years.

Despite the city’s position regarding concessions, the DPOA bargaining team has reviewed various options which will be discussed with the city to determine if we can bring closure to this matter. Any option would have to be agreed to by the membership.

The DPOA has and will continue to meet with the city in an attempt to address the crisis. However, we should make no mistake that Detroit police officers are in the fight for their economic lives and the future of our Association. I plan to be in every district, precinct, unit and section to answer any questions and discuss any concerns you may have. We need to stick together.

Bernie Cybulski

Here’s a little review to help avoid fatal errors

Happy New Year, hopefully this year with Gods blessings will be a safe one for the Detroit Public Safety community. While speaking about safety, here are the 10 most fatal errors that have killed experienced police officers. Please take the time to review them.

1. **YOUR ATTITUDE** – If you fail to keep your mind on the job while on patrol or carry home problems into the field you will start to make errors. It can you or your fellow officers their lives.
2. **TOMBSTONE COURAGE** – No one doubts that you are all man or all woman. But in any situation, where time allows, wait for back-up or request back-up. There are few instances where alone, unaided, you should try to make a dangerous apprehension.
3. **NOT ENOUGH REST** – To do your job, you must be alert. Being sleepy or asleep on the job is not only against regulations, but you endanger yourself, the community and all your fellow officers.

4. TAKING A BAD POSITION – Never let anyone you are questioning or about to stop get in a better position than you and your vehicle. There is no such thing as a routine call or stop.

5. DANGER SIGNS – As a police officer, you will get to recognize “danger.” Movements, strange cars, warnings that should alert you to watch your step and approach with caution. Some times we feel the back of our hair stand up. Know your beat, your community and watch what is “out of place.”

6. FAILURE TO WATCH HANDS OF A SUSPECT – Is he or she reaching for a weapon or getting ready to strike you? Where else can a potential killer strike but from his or her hands.

7. RELAXING TOO SOON – The “rut” of responding to false alarms that are accidentally set off. Walking in and asking if the place is being held up. Observe the activity. Never take a call as routine, or just another false alarm. It’s your life on the line.

8. IMPROPER USE OR NO HANDCUFFS – Once you have made an arrest handcuff the prisoner properly and see that the hands are safely cuffed. Seventy percent of all injuries happen during handcuffing.

9. NO SEARCH OR POOR SEARCH – There are so many places to hide weapons that your failure to search is a crime against fellow officers. Many criminals carry several weapons and are prepared to use them against you.

10. DIRTY OR INOPERATIVE WEAPON – Is your weapon clean? Will it fire? How about the ammo? What’s the sense of carrying any firearm that may not work?

Based upon investigations of hundreds of law enforcement officers line-of-duty deaths, these TEN DEADLY SINS were found to be the major cause of useless unnecessary deaths. Will you make one of these errors today or have you done so already.

New faces are at the helm of your association. We will strive and continue to move this association forward in the coming year. We all need to come together in these difficult times. Finally, I wish to thank the Board of Directors in electing me to serve as your Vice President. I will continue to serve you to the best of my ability.

Until next time, “Let’s all be safe and go home at the end of our shifts.”

Donna Letouf

New leadership team has many years of experience

May 2012 bring us good health, peace, prosperity and happiness.

Congratulations to President Marty Bandemer and Vice President Cheryl Smith on their retirements.

Welcome to the newly elected officers following elections at the Board of Directors Meeting on Dec. 31, 2011:

Joseph Duncan – President

Bernie Cybulski – Vice President

Linda Broden – Sergeant at Arms

All 3 have many years of experience at the association by working in the Grievance Committee and as members of the Negotiation Team. I look forward to facing the challenges in the year ahead with you.

2011 Income Taxes

A reminder to officers who will itemize their deductions when filing their 2011 income taxes: save the pay stub of your December 30, 2011 pay.

On this stub you will find the year-to-date total of the following:

- DPOA union dues (Code 44010)
- Initiation Fee (Code 47010). Applies to new hires.
- Total charitable contributions made throughout the Department.
- Gross annual earnings.
- Federal, state, and city income tax amounts withheld.

Those hired after March 1986, MEDC deductions should amount to 1.45 percent of your earnings contributed to the Medicare system. This should be brought to the attention of your tax preparer.

25 Year Membership Rings

Class of 1-12-87

Vivian Berry-Adell, Jeffrey Johnson, Stanley Kropik, Adrian Lawrence, Anthony Lyons, Leslie Pritchett, Craig Thomas, Patricia Williams

Class of 1-19-87

Christopher Gibson, Guadalupe Pizana

Class of 1-26-87

Leonard Barszcz, Luvenia Bryant, Walter Love, Wade Rayford

Class of 2-2-87

Anthony Careathers, Rorey Hampton, Johnnie Rogers

Class of 2-9-87

John Berryman, Malinda Madison, Jacquelyn Thomas Stewart

Martin Bandemer, N'eastern Dist., Retirement
 John Boritche, Tactical Mobile, 10 Year Vested
 Simone Bell, Police Comm. Services, Retirement
 Michael Ferrari, Central District, Retirement
 Rodney Grandison, Firearms Inventory , Retirement
 Wondia Jones, Gang Enforcement, Retirement
 Senora Lee, Assist Chief Office , Retirement
 Rosalyn Merritt, Central District, Retirement
 Jacquelynn Moore, Court Liaison, Retirement
 John Pettit, #6 Pct., D.D. Retirement
 Dammeon Player, N'eastern Dist., 10 Year Vested
 Willie Ridley, Court Liaison, Retirement
 Anthony Robinson, #12 Pct., Retirement
 Frank Senter, Eastern Dist., Resigned
 Tanya Shaw, Central Events, D.D. Retirement
 Cheryl Smith, Comm/Ops, Retirement
 Blanca Vardakis, S'western Dist., Retirement
 LaRon York, Police Law, Retirement

Linda Broden

Be sure to review sick time counseling documentation

THANK YOU FOR YOUR SUPPORT

To the Board of Directors, a special thank you for your overwhelming support for placing your faith in electing me for the position of Sergeant of Arms. I am grateful for the opportunity to serve, and I will not fail you. Also, a special thanks to Mark O'Leary of the Grievance Committee.

FIRST QUARTERLY SICK TIME REVIEW, JANUARY 2012

Please be reminded, the Department is mandated to conduct quarterly reviews for sick time counseling. On Jan. 10, 2012, supervisors will be issuing sick time counseling forms. Some of you will probably be warned, placed on initial counseling, a DPD 350 status, or placed on a continuation of initial counseling or a DPD 350.

The January quarterly review period for the abuse of sick time usage is for the previous three month of October, November and December. If your commander placed you on initial counseling after Jan. 31, it is past the date certain and a violation of the contract. A grievance should be entertained.

Please take the time to review all documentations with respect to your placement on sick time counseling. Remember, you must file a grievance within ten (10) days of the counseling. However, you still have the thirty (30) day time limitation regarding grievance procedures.

Should you wish to challenge your counseling, write a brief description as to what occurred and bring it into the Association office along with the counseling memorandum and the attendance card (DPD350 c) for the previous year and the year in question (2011, 2012) so that the issue could be entertain.

SUMMER FURLOUGH DRAW

Drawing for the summer furlough will be conducted on Wednesday, February 15, 2012, The choice of Furloughs shall be by seniority on a shift basis consistent with the efficient operations of the precincts, districts, and entity.

Per Article 22, of the 2009-2012, collective bargaining agreement, "Furlough Selection and Cancellation," DPOA members have the option of banking or selling one of your two Furlough periods. You may also sell both of your furlough. However, if you elect to sell both of your furloughs one (1) week of that furlough period payment will be paid at the minimum wage. I suggest you read the forms carefully before submitting them to your command. Election to sell your furlough time shall be at the time of the furlough draw. Payment shall be made within thirty (30) days after the furlough draw.

After signing your forms please ensure that you make copies and retain them for your records, we get calls every year in reference to our members not being paid for their furloughs because the paperwork have not been submitted to payroll properly.

SCHOLARSHIP APPLICATIONS

Scholarship Applications became available on Tuesday, Jan. 17, 2012, for the children who are currently in college or in a trade school full time. Additionally, applications are for children that will be graduating high school this year and will be attending a college or trade school in the fall of 2012 full time. Applications can be pickup at the Association Office, Monday through Friday, 8:30 a.m. until 4:30 p.m.

The deadline to return all completed applications to the DPOA office is Monday, April 9, 2012 by 4:30 p.m.

Congratulations to Joseph Duncan on being elected President, and to Bernie Cybulski for being elected Vice President at the Board of Directors Meeting. I wish each and everyone a prosperous, safe and happy New Year.

QUOTE OF THE MONTH:

"Don't waste time grieving over past mistakes. Learn from them and move on."

— H. Jackson Brown Jr