



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
MICHIGAN EMPLOYMENT RELATIONS COMMISSION
BUREAU OF EMPLOYMENT RELATIONS
RUTHANNE OKUN, DIRECTOR

MIKE ZIMMER
DIRECTOR

**INDEPENDENT EXAMINER'S VERIFICATION OF
UNION EXPENDITURES COVERSHEET**

MERC ASSIGNED REGISTRATION NUMBER: R 000225

NAME & ADDRESS OF LABOR ORGANIZATION:

Police Officers Association of Michigan
27056 Joy Road
Redford, MI 48239

EXPENDITURES SUMMARY*:

AUDIT PERIOD (12 months): 1/1/15 through 12/31/15

Collective Bargaining Costs: \$ *

Contract Administration Costs: \$ *

Grievance Adjustment Costs: \$ * * See attached report

NAME, TITLE, ADDRESS & PHONE NUMBER OF INDEPENDENT EXAMINER:

MRPR Group, P.C.
One Northwestern Plaza, 28411 Northwestern Highway, Ste. 500
Southfield, MI 48034 (248) 357-9000

LABOR ORGANIZATION DESIGNEE: (For questions or other information regarding the content of the attached submission)

Name: Frank A. Guido

E-mail: fguido@poam.net

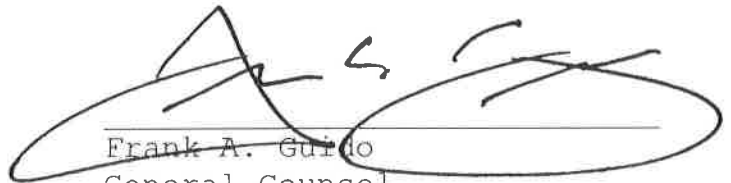
Phone: (313) 937-9000

ATTACH THIS COVERSHEET TO YOUR INDEPENDENT EXAMINER'S VERIFICATION BEFORE
SUBMITTING TO MERC BY E-MAIL TO: unionaudits@michigan.gov

*The exclusive bargaining representative shall also file a declaration identifying the local bargaining units that are represented. Local bargaining units identified in the declaration filed by the exclusive bargaining representative are not required to file a separate calculation of all expenditures.

VERIFICATION

Attached hereto is the Independent Examiner's Verification of Expenditures attributed to the cost of collective bargaining, contract administration and grievance adjustment for fiscal year 2015 for the Police Officers Association of Michigan.

A handwritten signature in black ink, appearing to read 'Frank A. Guido', is written over a horizontal line. The signature is stylized and somewhat cursive.

Frank A. Guido
General Counsel
Police Officers Association
of Michigan

POLICE OFFICERS ASSOCIATION OF MICHIGAN

POAM

**INDEPENDENT AUDITORS' REPORT
ON APPLYING AGREED-UPON PROCEDURES**

FOR THE YEAR ENDED DECEMBER 31, 2015



INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES

Board of Directors and Management of the
Police Officers Association of Michigan Redford, Michigan

We have performed the procedures enumerated below, which were agreed to by the management of the Police Officers Association of Michigan, solely to serve as a verification of the calculations utilized by the Police Officers Association of Michigan in its POAM service fee calculations as of December 31, 2015. Police Officers Association of Michigan management is responsible for the POAM 2015 service fee calculations. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the management of the Police Officers Association of Michigan. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Our procedures and findings are as follows:

CATEGORIZATION OF MEMBERS' DUES AND SERVICE AGREEMENTS

We were presented the categorization of members' dues by unit included in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, utilized by the management of the Police Officers Association of Michigan as the basis for its 2015 service fee calculations. Management represented that the members' dues by unit for POAM 2015 service fee calculations were based on the Reviewed Financial Statements for the Year Ended December 31, 2015. POAM members' dues are as follows:

Report of Financial Disclosure - POAM	\$ <u>3,174,853</u>
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1. We reconciled the members' dues and service agreements by unit reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, Report of Financial Disclosure - COAM for the Year Ended December 31, 2015, Report of Financial Disclosure - TPOAM for the Year Ended December 31, 2015 and Report of Financial Disclosure - SA for the year ended December 31, 2015, to the total members' dues and service agreements reported in the Reviewed Financial Statements for the Year Ended December 31, 2015.

CATEGORIZATION OF MEMBERS' DUES AND SERVICE AGREEMENTS - (Continued)

A summary of the reconciliation is as follows:

Report of Financial Disclosure - POAM	\$ 3,174,853
Report of Financial Disclosure - COAM	417,227
Report of Financial Disclosure - TPOAM	533,909
Report of Financial Disclosure - SA	<u>641,013</u>
	<u>\$ 4,767,002</u>

Per Reviewed Financial Statements – Members' Dues and Service Agreements \$ 4,767,002

CATEGORIZATION OF EXPENSES

We were presented the categorization of expenses by unit reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, Report of Financial Disclosure - COAM for the Year Ended December 31, 2015, Report of Financial Disclosure - TPOAM for the Year Ended December 31, 2015 and Report of Financial Disclosure - SA for the Year Ended December 31, 2015, utilized by the management of the Police Officers Association of Michigan as the basis for its 2015 service fee calculations. Management represented that all the calculations and allocations utilized for the 2015 service fee calculations were based on the Reviewed Financial Statements for the Year Ended December 31, 2015.

A summary of the reconciliation is as follows:

Report of Financial Disclosure - POAM	\$ 3,238,352
Report of Financial Disclosure - COAM	416,092
Report of Financial Disclosure - TPOAM	543,692
Report of Financial Disclosure - SA	<u>644,774</u>
	<u>\$ 4,842,910</u>

1. We compared the expenses categorized by management as either POAM, COAM, TPOAM or SA above to the Reviewed Financial Statements for the Year Ended December 31, 2015 for the purpose of verifying that all expenses reported as POAM, COAM, TPOAM or SA were reported on in the Reviewed Financial Statements for the Year Ended December 31, 2015.

We found no exceptions.

2. We reconciled the chargeable, non-chargeable and exempt expenses reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015 to the total expenses reported in the Reviewed Financial Statements for the Year Ended December 31, 2015.

CATEGORIZATION OF EXPENSES - (Continued)

A summary of the reconciliation is as follows:

<u>Per Report of Financial Disclosure - POAM</u>	
Chargeable expenses	\$ 2,877,258
Non-chargeable expenses	203,451
Exempt expenses	<u>157,643</u>
	3,238,352
<u>Per Report of Financial Disclosure - COAM</u>	416,092
<u>Per Report of Financial Disclosure - TPOAM</u>	543,692
<u>Per Report of Financial Disclosure - SA</u>	<u>644,774</u>
Grand total	<u>\$ 4,842,910</u>
<u>Per Reviewed Financial Statements - Total Selected Expenses</u>	
Total selected expenses	<u>\$ 4,842,910</u>

We were presented the categorization of expenses by unit reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, utilized by the management of the Police Officers Association of Michigan as the basis for its 2015 service fee calculations. Management represented that all the calculations and allocations utilized for the chargeable, non-chargeable or exempt expenses were based on the Reviewed Financial Statements for the Year Ended December 31, 2015.

A summary of the detailed expenses (See Exhibit A - Attached) utilized in the Report of Financial Disclosure - POAM for the year ended December 31, 2015 is as follows:

CHARGEABLE EXPENSES	
Personnel expenses	\$ 1,942,953
Professional fees	380,444
Operating expenses	50,718
Membership expenses	292,545
Administrative expenses	<u>210,598</u>
	2,877,258
NON-CHARGEABLE EXPENSES	203,451
EXEMPT EXPENSES	<u>157,643</u>
Total	<u>\$ 3,238,352</u>

3. We compared the expenses categorized by management as either chargeable, non-chargeable or exempt above to the Reviewed Financial Statements for the Year Ended December 31, 2015 for the purpose of verifying that all expenses reported as chargeable, non-chargeable or exempt were reported on in the Reviewed Statements.

We found no exceptions.

CATEGORIZATION OF EXPENSES - (Continued)

4. We performed a matching of the amounts in all of the individual expense classifications reported on in the Reviewed Financial Statements for the Year Ended December 31, 2015 to the individual expense classifications of the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

We found that amounts reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, agreed in total by unit to the Reviewed Financial Statements for the Year Ended December 31, 2015 for each of the individual expense classifications reported. We also determined that the basic description of the expense presented in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, was comparable in nature to the expense reported in the Reviewed Financial Statements for the Year Ended December 31, 2015.

ALLOCATION USED IN THE CATEGORIZATION OF EXPENSES

We were presented by the management of the Police Officers Association of Michigan with the basis of all allocations utilized in the categorization of expenses detailed in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015, as chargeable, non-chargeable and exempt.

1. We tested all computations involving allocations of payroll and related charges as provided to us above.

We found no differences.

2. We tested all computations involving allocation of subcontract services as provided to us above.

We found no differences.

3. We tabulated all specifically identified expense items categorized as non-chargeable by the management of the Police Officers Association of Michigan in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

We found the totals agreed to the amounts reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

4. We tabulated all specifically identified expense items categorized as exempt by the management of the Police Officers Association of Michigan in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

We found the totals agreed to the amounts reported in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

SERVICE FEE CALCULATION

Management presented us with the following calculation of the service fee as detailed in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015:

a. Total chargeable expenses	\$ 2,877,258
b. Total non-chargeable expenses	<u>203,451</u>
c. Total chargeable and non-chargeable expenses	\$ <u>3,080,709</u>
d. Service fee amount equal to (a) / (c) =	93.40%
e. % of total representing non-chargeable expenses equal to (b) / (c) =	6.60%

1. We tested the totals presented in (a) and (b) to the categorization of expenses as presented in the Report of Financial Disclosure - POAM for the Year Ended December 31, 2015.

We found the totals to agree.

2. We tested the mathematical accuracy of the service fee calculation as per (d) above and found it to be correct.

We were not engaged to, and did not, conduct an audit, the objective of which would be the expression of an opinion on the specified elements, accounts or items. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the Board of Directors and management of the Police Officers Association of Michigan and is not intended to be and should not be used by anyone other than these specified parties.

M R P R Group, P.C.
MRPR Group, P.C.

Southfield, Michigan
May 19, 2016

POLICE OFFICERS' ASSOCIATION OF MICHIGAN
REPORT OF FINANCIAL DISCLOSURE - POAM
EXHIBIT A
FOR THE YEAR ENDED DECEMBER 31, 2015

MEMBERS' DUES \$ 3,174,853

A. CHARGEABLE EXPENSES (EXPENSES ATTRIBUTABLE TO CONTRACT, NEGOTIATION, CONTRACT ADMINISTRATION AND GRIEVANCE ARBITRATION)

PERSONNEL EXPENSES:

Full service representatives and professional staff wages	\$ 1,004,158
Office staff wages	178,030
Executive board wages	230,216
Fringe benefits (including vacation and postretirement benefits)	269,410
Workers' compensation insurance	2,532
FICA	102,926
MESC and FUTA	2,682
Pension expense (including administration)	<u>213,090</u>
Total	2,003,044
Less – 3% personnel expenses allocated to exempt	<u>60,091</u>
Total personnel expenses	1,942,953

PROFESSIONAL FEES:

Legal (staff attorneys/retained attorneys)	362,299
Accounting expense	22,734
Research expense	<u>7,177</u>
Total professional fees	392,210
Less – 3% legal expenses allocated to exempt	<u>11,766</u>
Total professional fees	380,444

OPERATING EXPENSES:

Utilities	8,387
Repairs and maintenance – building and grounds	23,821
Depreciation and amortization	5,449
Property taxes	<u>13,061</u>
Total operating expenses	50,718

MEMBERSHIP EXPENSES:

Delegates meeting	22,279
Executive board meetings	2,413
Education and other dues	8,043
Administrative meetings	14,509
Arbitration	53,693
Travel (local and overnight)	152,050
Servicing	32,422
Publication and subscriptions	<u>7,136</u>
Total membership expenses	292,545

POLICE OFFICERS' ASSOCIATION OF MICHIGAN
 REPORT OF FINANCIAL DISCLOSURE - POAM
 EXHIBIT A
 FOR THE YEAR ENDED DECEMBER 31, 2015
 (CONTINUED)

A. CHARGEABLE EXPENSES (EXPENSES ATTRIBUTABLE TO CONTRACT NEGOTIATION, CONTRACT ADMINISTRATION AND GRIEVANCE ARBITRATION – (CONTINUED))

ADMINISTRATIVE EXPENSES:

Office supplies and expense	24,474
Postage	12,129
Insurance	4,545
Telephone and communications	42,686
Depreciation and amortization	23,671
Lease office equipment	19,284
Equipment maintenance	43,879
Website expense	33,518
Other administrative expense	8,303
Mortgage interest	4,622
Total	217,111
Less – 3% administrative expenses allocated to non-chargeable	6,513

Total administrative expenses 210,598

TOTAL CHARGEABLE EXPENSES **\$ 2,877,258**

B. NON-CHARGEABLE EXPENSES (EXPENSES FOR POLITICAL OR IDEOLOGICAL ACTIVITIES)

POLITICAL ACTIVITIES:

Delegates and other meetings	\$ 79,903
Service	45,710
Travel	32,642
Staff Functions	38,683
3% administrative expenses allocated from chargeable fund-raising (expenses not charged to dues – expenses are charged to income derived from fund-raising activities)	6,513

TOTAL NON-CHARGEABLE EXPENSES **\$ 203,451**

POLICE OFFICERS' ASSOCIATION OF MICHIGAN
 REPORT OF FINANCIAL DISCLOSURE - POAM
 EXHIBIT A
 FOR THE YEAR ENDED DECEMBER 31, 2015
 (CONTINUED)

**C. EXEMPT EXPENSES (INCOME, NOT DERIVED FROM DUES,
 UTILIZED TO FUND LISTED EXEMPT ACTIVITIES)**

Political activities:	
Lobbying/legislative consultants	\$ 46,807
Legislative meetings	5,041
Travel for political functions	28,011
Office supplies	63
Delegates meetings	1,892
Professional fees	4,077
Office staff	347
Service	489
3% personnel expenses and professional fees allocated from chargeable activities	<u>70,916</u>
TOTAL EXEMPT EXPENSES	\$ <u>157,643</u>

NOTE – Income net derived from dues includes:

Fund-raising – net	\$ 25,569
Legal (civic criminal plan)	179,899
Investment loss – net	(120,764)
Other	29,843

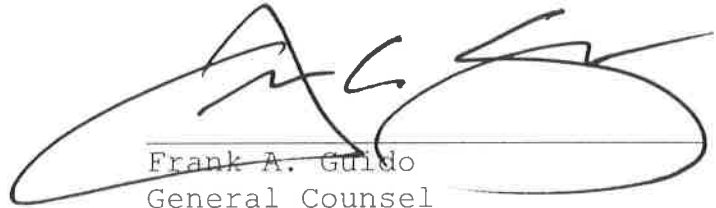
SERVICE FEE CALCULATION: ADVANCED REDUCTION OF DUES METHOD

Total chargeable expenses	\$ 2,877,258
Total non-chargeable expenses	<u>203,451</u>
TOTAL CHARGEABLE AND NON-CHARGEABLE EXPENSES	\$ <u>3,080,709</u>
% of Total representing chargeable expenses	93.40%
% of Total representing non-chargeable expenses	6.60%

SERVICE FEE AMOUNT IS 93% OF THE MEMBERS' DUES DEDUCTION AMOUNT

DECLARATION

The Police Officers Association of Michigan hereby declares that it is the certified and/or recognized collective bargaining representative for the local bargaining units identified in the attached list, and that the filed verifications of expenditures applies to the identified local bargaining units.

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Frank A. Guido
General Counsel
Police Officers Association
of Michigan

POAM ASSOCIATIONS

Assoc

19th District Court Employees Association (Dearborn)
20th District Court Employees Association (Dearborn Hts)
33rd District Court Supervisory Employees Association (Woodhaven)
54B District County Employees Association
Adrian Police Officers Association
Albion Public Safety Officers Association
Alcona County Central Dispatchers Association
Alcona County Deputy Sheriffs Association
Allegan City Police Officers Association
Alma Police Officers Association
Almont Village Police Officers Association
Alpena County Deputy Sheriffs Association
Antrim County Corrections Officers Association
Antrim County Deputy Sheriffs Association
Arenac County Deputy Sheriffs Association
Bay City Police Officers Association
Bay County Corrections Officers Association
Bay County Deputy Sheriffs Association
Benzie County Central Dispatchers Association
Benzie County Corrections Officers Association
Beverly Hills Public Safety Officers Association
Birmingham Police Officers Association
Blackman Township Police Officers Association
Branch County Deputy Sheriffs Association
Branch County Dispatchers Association
Bronson Police Officers Association
Buena Vista Township Police Officers Association
Burton Police Officers Association
CCE Central Dispatch Authority Association
Cadillac Police Officers Association
Calhoun County Deputy Sheriffs Association
Calhoun County Dispatchers Association
Canton Township Police Officers Association
Capital Region Airport Authority Police Officers Association
Cassopolis Village Police Officers Association

POAM ASSOCIATIONS

Assoc

Center Line Police Officers Association
Central Michigan University Public Safety Officers Association
Chelsea Police Officers Association
Clare County 911 Central Dispatchers Association
Clare County Corrections Officers Association
Clare County Deputy Sheriffs Association
Clinton Township Police Officers Association
Clinton Village Police Officers Association
Crawford County 911 Dispatchers Association
Crawford County Corrections & Clerical Association
Crawford County Deputy Sheriffs Association
Croswell Police Officers Association
Dearborn Dispatchers Association
Dearborn Heights Communications Officers Association
Dearborn Heights Police Officers Association
Dearborn Police Officers Association
Detroit Emergency Medical Technicians and Paramedics Association
East Detroit Police Officers Association
East Grand Rapids Public Safety Officers Association
East Lansing Police Officers Association
Eastern Michigan University Police Officers Association
Eaton County Deputy Sheriffs Association
Ecorse Police Officers Association
Emmet County Corrections Officers Association
Farmington City Public Safety Officers Association
Farmington Hills Police Officers Association
Flint Township Police Officers Association
Frankfort Police Officers Association
Franklin Village Police Officers Association
Fraser Public Safety Officers Association
Garden City Dispatchers Association
Garden City Police Officers Association
Genesee County Deputy Sheriffs Association
Gladwin County Deputy Sheriffs Association
Gladwin County Dispatchers Association

POAM ASSOCIATIONS

Assoc

Grand Blanc Police Officers Association
Grand Blanc Township Police Officers Association
Grand Traverse County Corrections Officers Association
Grand Traverse County Deputy Sheriffs Association
Gratiot County Deputy Sheriffs Association
Greenville Public Safety Officers Association
Grosse Ile Township Police Officers Association
Grosse Pointe Farms Public Safety Officers Association
Grosse Pointe Park Public Safety Officers Association
Grosse Pointe Public Safety Officers Association
Grosse Pointe Shores Public Safety Officers Association
Grosse Pointe Woods Public Safety Officers Association
Harper Woods Public Safety Officers Association
Hillsdale City Police Officers Association
Howell Police Officers Association
Huron County Central Dispatchers Association
Huron County Deputy Sheriffs Association
Huron County Sheriffs Department General Unit Association
Huron Township Dispatchers Association
Huron Township Police Officers Association
Huron-Clinton Metro Authority Association
Imlay City Police Officers Association
Ionia County Corrections Officers Association
Ionia County Deputy Sheriffs Association
Ionia Public Safety Officers Association
Iosco County Police Officers Association
Iron County Trial Court Employees Association
Isabella County 911 Dispatchers Association
Isabella County Corrections Officers Association
Isabella County Deputy Sheriffs Association
Jackson County Deputy Sheriffs Association
Kalkaska County Deputy Sheriffs Association
Kent County Law Enforcement Officers Association
Lake County Corrections Officers Association
Lake County Deputy Sheriffs Association

POAM ASSOCIATIONS

Assoc

Lake Orion Village Police Officers Association
Lapeer County Corrections & Clerical Association
Lapeer County Deputy Sheriffs Association
Leelanau County Corrections Officers Association
Leelanau County Deputy Sheriffs Association
Lenawee County Deputy Sheriffs Association
Lincoln Park Police Officers Association
Livonia Police Officers Association
Livonia Police Service Aides Association
Macomb County Deputies & Dispatchers Association
Macomb County Juvenile Justice Center Employees Association
Manistee City Police Officers Association
Marquette County Corrections Officers Association
Marysville Police Officers Association
Mecosta County Deputy Sheriffs Association (Corrections)
Mecosta County Law Enforcement Officers Association
Melvindale Police Officers Association
Memphis Police Officers Association (Part-Time Employees)
Memphis Police Officers Association
Meridian Township Police Officers Association
Midland City Police Officers Association
Midland County Correction Deputies Association
Midland County Deputy Sheriffs Association (312 Group)
Milan Police Officers Association
Milford Police Officers Association
Monroe County Corrections Officers Association
Monroe County Deputy Sheriffs Association
Monroe Police Officers Association
Montcalm County Deputy Sheriffs Association
Montmorency County Deputy Sheriffs Association
Mt. Pleasant Police Officers Association
Newaygo County Corrections Officers Association
Newaygo County Deputy Sheriffs Association
Northfield Township Police Officers Association
Northville City Police Officers Association

POAM ASSOCIATIONS

Assoc

Northville Township Police Officers Association
Novi Clerks & Dispatchers Association
Oak Park Public Safety Officers Association
Oakland University Public Safety Officers Association
Oceana County Deputy Sheriffs Association
Ogemaw County E911 Dispatchers Association
Ontwa-Edwardsburg Police Officers Association
Osceola County Corrections Officers Association
Osceola County Deputy Sheriffs Association
Oscoda Township Police Officers Association
Otsego County Corrections, Dispatch & Clerks Association
Ottawa County Corrections Officers Association
Pinconning Police Officers Association
Pittsfield Township Police Officers Association
Plymouth City Police Officers Association
Plymouth Township Dispatchers Association
Plymouth Township Police Officers Association
Port Huron Police Officers Association
Redford Township Police Officers Association
Reed City Police Officers Association
River Rouge Police Officers Association
Rochester Police Officers Association
Romeo Communication Officers Association
Romulus Police Officers Association
Roscommon County Deputy Sheriffs Association
Roscommon County E911 Dispatchers Association
Roseville Clerical Alliance
Roseville Police Officers Association
Saginaw City Police Officers Association
Saginaw County Assistant Prosecutors Association
Saginaw County Central Dispatchers Association
Saginaw County Corrections Officers Association
Saginaw County Deputy Sheriffs Association
Saginaw County Detention Supervisors Association
Saginaw County Family Division Probation Officers Association

POAM ASSOCIATIONS

Assoc

Saginaw County Juvenile Detention Officers Association
Saginaw Township Police Officers Association
Saginaw Valley State University Police Officers Association
Sanilac County Deputy Sheriffs Association
Shelby Township Police Officers Association
South East Regional Emergency Services Authority (SERESA)
South Lyon Police Officers Association
Southfield Police Officers Association
Southfield Public Safety Technicians Association
St. Clair County Communications Officers Association
St. Clair County Deputy Sheriffs Association
St. Clair County Probate & Juvenile Case Workers Association
St. Joseph County Corrections Officers Association
St. Joseph County Deputy Sheriffs Association
St. Louis Police Officers Association
Sumpter Township Police Officers Association
Taylor Police Officers Association
Thomas Township Police Officers Association
Traverse City Police Officers Association
Tuscola County Central Dispatchers Association
Tuscola County Corrections Officers Association
Tuscola County Deputy Sheriffs Association
University of Michigan Law Enforcement Officers Association
Van Buren County Deputy Sheriffs Association
Van Buren County Dispatchers Association
Vassar Police Officers Association
W. Bloomfield Township Dispatchers Association
W. Bloomfield Township Police Officers Association
Walker Police Officers Association
Walled Lake Police & Dispatchers Association
Washtenaw County Deputy Sheriffs Association
Wayne City Police Officers Association
Wayne County Deputy Sheriffs Association
Wayne County Metro Airport Police Officers Association
Westland Police Offices Association

POAM ASSOCIATIONS

Assoc
Wexford County Corrections Officers Association
Wexford County Deputy Sheriffs Association
Wyandotte Dispatchers Association
Wyandotte Police Officers Association
Ypsilanti Police Officers Association