

'Performance standards' called quotas

By Casey Hans
staff writer

The Farmington Police union supports proposed state legislation banning traffic ticket quotas, a representative of that group said last week.

The spokesman — who asked not to be named — said what the Farmington Department of Public Safety calls "minimum performance standards" are actually quotas, and that officers have written more tickets since the policy took effect last fall.

Ticket and arrest quotas are part of an eight-category performance evaluation done every four months for each officer.

"They don't call it a quota," the spokesman said, "but if we don't get the amount, we're subject to discipline." No officer has been disciplined since the new evaluation policy took effect.

In an earlier report, Farmington Public Safety Director Frank Lauffoff said using the ticket-writing in combination with other work performance was a fair measure of production. He said several departments in Michigan are considering using the same evaluation process, including those in Oak Park and Roseville. Both Lansing Township and St. Clair County already use the evaluation system.

We measure production for a lot of things," Lauffoff said. "There's a level of expectation that any employer should expect."

"THERE'S A direct relation in traffic enforcement to the number of accidents," Lauffoff said.

Legislation prohibiting any type of traffic ticket quota was proposed in late April by state Rep. Perry Bulard, D-Ann Arbor. He said 90 percent of the Michigan departments

have quotas — quotas that are taking officers away from time spent fighting crime.

On Oct. 1, the Farmington department started a new evaluation procedure that included monitoring the numbers of tickets written for both speeding and radar violations and for arrests, according to the Farmington Police Officers Association and Lauffoff.

The change was made to take the subjectivity away from the review process. The eight items measured allow a balance in the system, Lauffoff said. "Using tickets written as a single (review) source — I agree

that's wrong," he said. "It can't be just that."

Although the association membership agrees with the revamped evaluation system, even calling it "improved," the ticket and arrest quotas are still an issue, the spokesman said.

"OFFICERS ARE going out there and instead of driving through subdivisions, they're going up and down Grand River and Farmington Road," the spokesman said. "People used to get a lot more warnings than we're giving now. The officers tell me they feel bad sometimes writing tickets."

The police union filed a grievance

when the changes were proposed, and the "minimum performance standards" in these areas were lowered, the spokesman and Lauffoff said.

Before September, there was nothing in writing giving officers "minimum performance standards," the union spokesman said. "The commanders used to monitor it."

Of the change, Lauffoff said: "The courts have said . . . (evaluation) systems have to be objective and formulated off what the officer does. Its purpose is to provide a better system for the employee and a better service to the community."

ACCORDING TO information from the union, the new guidelines require officers to write more than 105 tickets in a four-month period before an evaluation to rate at the top of the 0-4 scale.

They have to write an additional 45 or more "non-hazardous tickets," such as equipment violations on vehicles, to remain at the top rating.

The union spokesman said current numbers are not based on an average of what has occurred in past years as reported earlier, but on the number of tickets and arrests during the previous year.

Options are reviewed for kindergarten

Continued from Page 3

gardeners was a "logical conclusion because of the district's space problem."

At Ealy, the kindergartners are housed with the community education department and other related programs including day care. The 11 sections of kindergarten involve 233 students, 258 including those in a pre-primary special education program.

The district has committed to another year of the centralized program, then will review it, Pendergrass said.

KINDERGARTEN TEACHER

Ren Smith said the centralized situation has worked well, but the classrooms are not as big as a traditional kindergarten room, and the older elementary children are not there to be role models. He believes the district will return to traditional elementary kindergartens after next year.

Pendergrass concurs that "role models are missing. I don't know how we can circumvent that." They have an active parent organization at Ealy that helps with the safety issues raised by the lack of fifth graders on hand.

One of the advantages both staff and administration have seen in

West Bloomfield is the positive staff development influence that has permeated Ealy's teaching staff.

"There's a lot of interchange which makes for enrichment," Pendergrass said. "Professional dialogue is much easier."

As a teacher who previously worked as the lone kindergarten teacher in an elementary building, Smith agreed the centralized setting was "great" for staff development.

At another Oakland County school district, shifting of student populations will allow kindergartners to return to elementary from an early childhood center this fall.

A spokeswoman for the Avondale schools said kindergarten has been centralized to some degree for the past three years and totally centralized during the current school year, because of "growth in the district."

We May Be Able To Reduce Your Health Insurance Costs . . .

Individual or Group

Founded 1938

American Community Mutual Insurance Company
Home Office - Livonia, Michigan

Call:
Health Insurance Administration, Inc.

127 E. Main St.
Northville

349-8680

ONE HOUR PHOTO

onehour moto-photo

23346 Farmington
474-9444

50% OFF COLOR PROCESSING WITH THIS AD

****\$150.00 REBATE AIR-CONDITIONING Carrier SALE**

1. HIGH EFFICIENCY
2. LOW SOUND LEVEL
3. 5 YEAR COMPRESSOR WARRANTY
4. 5 YEAR COIL WARRANTY
5. EASY SERVICE ACCESS
6. HIGH EFFICIENCY MOTOR

INSTALLED AND RUNNING FOR AS LOW AS
\$1250

EXPIRES JUNE 1, 1987

TRU TEMP
Heating & Cooling, Inc.

Garden City Canton Twp. Farmington
427-6112 981-5600 477-5600

Your Video Store

FERRIS BUELLER'S DAY OFF

PARAMOUNT PICTURES PRESENTS
A JOHN HUGHES FILM - "FERRIS BUELLER'S DAY OFF" - MIA FARRAR - ALAN RUCK
Music Score by JIM KOPPELMAN - Lyrics by PAUL WELCH
Executive Producer MICHAEL UPPHOF
Produced by JOHN HUGHES and JOHN HUGHES PICTURES
Written and Directed by JOHN HUGHES

\$79.95

Beta VHS

Now available at:

WABE-TV 2700 Highway 24
Farmington 1700 Highway 24
ANN ARBOR 2700 Highway 24

CUSTOM DECK EXPERTS

Let us help you design a deck to compliment your home and satisfy your outdoor needs.

We feel that pressure treated Ponderosa Pine is the best material for the job. It's treated to a .40 retention. It has a better appearance, less waiting and less splitting than Yellow Pine.

Lumber is guaranteed for 30 years.

Free Design Service

Free Delivery Within A 70 Mile Radius

MURRAY'S SERVICE CENTER
Sales - Service - Installation

High Performance Speakers \$199.00
From For Cars, Trucks & Vans

Maxon RD11 Radar Detector Better than an Escort

Carphone

Installed **\$799** with antenna

ALPHASONIK

11 Clarion JVC MITSUBISHI

41843 Grand River • Novi • Mon-Sat 10-6 • **348-4420**

Petland... truly a new breed of pet store.

SPECIAL - TAME BABY GREY COCKATILS \$29.99
Baby Hand-Fed Blue Fronted Amazon \$59.00

SPECIAL - COCKER SPANIELS \$249.99

SPECIAL - ALL TROPICAL FISH BUY 2 AT REG. PRICE GET 1 FREE - ALL FISH UNDER \$5.00

In Bloomfield Town Square
2135 Telegraph • Bloomfield Hills
338-6464

Hours: Mon.-Fri. 11 a.m.-9 p.m.; Sat. 10 a.m.-9 p.m.; Sun. Noon-5 p.m.

H.A. SMITH

Lumber & Supplies
28575 Grand River (near 8 Mile)
Hours: Monday-Friday 7:30-5:30; Saturday 8:00-4:30
474-6610 or 535-8440

Everything in Treated Lumber

SAVE 83% The Great Cover-Up

The "Tiffany" Collection VERTICAL BLINDS

| DISCOUNT | 83% | 83% | 83% | 83% | 83% |
|-------------------|-------|-------|-------|-------|--------|
| MACRAME'S | | | | | |
| SUEDES | | | | | |
| STRINGS | | | | | |
| LAMINATES | | | | | |
| VINYLS | | | | | |
| ALUMINUM | | | | | |
| 78" x 84" | 15.95 | 18.75 | 22.40 | 27.60 | 35.84 |
| 112" x 84" | 24.75 | 29.70 | 35.64 | 43.92 | 57.60 |
| 118" x 84" | 44.50 | 53.79 | 64.63 | 79.92 | 103.68 |
| 87" x 84" | 17.50 | 21.00 | 25.80 | 32.25 | 41.40 |
| File 15" Downfall | 20.10 | 24.52 | 29.84 | 36.84 | 47.28 |

• Over 150 Designer Styles To Choose From
• Other Custom Sizes Available At Equal Savings

TIFFANY 1" MINI BLINDS

| WATERS UP TO 10" | 23" | 26" | 28" | 34" | 42" | 48" |
|------------------|-------|-------|-------|-------|-------|-------|
| 42" | 15.95 | 18.75 | 22.40 | 27.60 | 35.84 | 44.52 |
| 48" | 17.50 | 21.00 | 25.80 | 32.25 | 41.40 | 51.12 |
| 54" | 18.75 | 22.50 | 27.60 | 34.50 | 43.92 | 54.72 |
| 60" | 20.10 | 24.52 | 29.84 | 37.44 | 47.28 | 59.04 |

DEL-MAR 1/4" MICRO MINI BLINDS

| WATERS UP TO 10" | 23" | 26" | 28" | 34" | 42" | 48" |
|------------------|-------|-------|-------|-------|-------|-------|
| 42" | 27.34 | 32.80 | 39.36 | 48.48 | 61.44 | 76.32 |
| 48" | 29.70 | 35.64 | 42.72 | 52.80 | 66.24 | 82.56 |
| 54" | 32.11 | 38.95 | 46.63 | 57.60 | 72.00 | 89.28 |
| 60" | 34.50 | 41.78 | 50.16 | 61.92 | 77.76 | 96.96 |

Now featuring 30% to 40% OFF CUSTOM ORDER WALLPAPER CARPETS

The Great Cover-Up in TIFFANY PLAZA
LUMBER CITY AVAILABLE AT SAME SAVINGS

Professional In-Home Service Available
CLOSE IN AND SEE OUR NEW SHOWROOM
OPEN DAILY 10-6, SAT. 10-6, THURS. 10-6

851-1125

Ray's Landscaping & Nursery Inc.

NATIONAL AWARD WINNERS

We specialize in personalized landscape designing.

Full range of services:

- LANDSCAPE DESIGN
- NEW LANDSCAPING
- RE-LANDSCAPING
- SPRINKLER SYSTEMS
- HYDRO-SEEDING
- LARGE SHADE TREE PLANTING
- LAND BALANCING
- GRASSING
- LANDSCAPE LIGHTING
- WOOD DECKS
- RETAINER WALLS
- TIER
- STONE
- BOLDBERS
- PATIOS
- BRICK
- FLASING
- CEMENT

High quality NURSERY STOCK

Call: 624-6666

WHOLESALE/RETAIL NURSERY
LOCATED 2 MILES WEST OF HAGGERTY ON MAPLE (15 Mile)

GENERAL NUTRITION CORPORATION

NUTRITION & FITNESS CENTER FITNESS SALE

OFFER EXPIRES MAY 2ND 1987

CHECK OUT THIS EQUIPMENT

| | REG. PRICE | SALE PRICE |
|-------------------------|---------------|---------------|
| 10-IN-1 BENCH | REG. \$299.95 | SALE \$249.95 |
| 40" Trampoline | REG. \$29.95 | SALE \$18.88 |
| Exercise Mats | REG. \$9.25 | SALE \$6.88 |
| 4" Lifting Belts | REG. \$16.95 | SALE \$13.88 |
| 6" Lifting Belts | REG. \$19.95 | SALE \$16.88 |
| Steel Dumbbells 99c lb. | REG. 39c lb. | SALE \$16.88 |
| Rummy Firmers | REG. \$19.95 | SALE \$16.88 |

20% OFF ALL GOLDS GYM APPAREL

25% OFF ALL BOLLINGER ANKLE WEIGHTS

LEATHER OR MESH LIFTING GLOVES \$8.95
ON SALE NOW THROUGH 5-31-87

STANDARD EXERCISE PLATES 33 C/LB.
REG. \$24.95 SALE \$22.95
REG. \$24.95 SALE \$22.95
REG. \$24.95 SALE \$22.95
REG. \$24.95 SALE \$22.95

VALUABLE CNC COUPON CHALLENGE
Growth & Training Vita Pak \$17.99
REG. \$22.99 SALE \$14.00
EXPIRES 5-31-87

VALUABLE CNC COUPON
Muscle Builder \$8.99
REG. \$14.99 SALE \$8.99
EXPIRES 5-31-87

VALUABLE CNC COUPON
95% Protein Powder
NO SUGAR - NO STARCH - NO FAT
REG. \$14.99 SALE \$4.99
EXPIRES 5-31-87

VALUABLE CNC COUPON
Carbo Rite \$9.99
REG. \$14.99 SALE \$9.99
EXPIRES 5-31-87

GENERAL NUTRITION CENTERS

Products Available at these locations only
LAKEWOOD CENTER WOODLAND CENTER
RAWSONVILLE RD. AT I-94 PLYMOUTH RD. AT MIDDLEBELT
BELLEVILLE 482-9147 LIVONIA 522-8370