## New sheriff

## Michael Bouchard wastes little time organizing department



morale was a crisis. But during his interview Monday before the Vacancy Committee — charged under state law with naming a

New: Oakland County's new sheriff, Michael Bouchard, started his first week on the job and is busy trying to get things in order – his style.

murphyse-homecomment
Michael J. Bouchard wasted
little time reshaping the shoriffs
department to his image.
His first staff meeting was 10
a.m. Tuesday, less than 20 hours
after being unanimously selected
to replace the late John F.
Nichols, who died Dec. 18.

University to celebrate

African-American month

"My message (to staff commanders) is to work together," said Bouchard, who cited sugging morale as his top concern as head of the 915-member shoriffs department.

Morale likely suffered, Bouchard told reporters, when some people within the department—uncertain about who would succeed Nichols — felt they had to choose sides.
"That was natural," Bouchard said, once it became obvious the sheriff's health was failing and somebody would likely be named to replace him.
Bouchard didn't think sagging

successor to Nichols — Bouchard anid boosting morale would be his number one priority if selected Oakland's 4ist sheriff.

Thomas E. Quisanberry, a major and chief of staff within the department, Tuesday said it was misleading to refor to a "morale problem" within the department. "People were uncertain and uneasy," he admitted, particularly when it became obvious Nichols wouldn't finish its term.

"People were afraid," he said, "and they were worried about

"People were afraid," he said,
"and they were worried about
change, But I don't think there
was a merale problem. If there
was a merale problem, if spec.
Tuceday's staff meeting had
gone a long way toward eliminating any anxioties, he said.
'The sheriff apoke briefly with
each of us, and he assural everybody there would be no drastic
change. It was very upbeat.

"The sheriff also made it very
clear he is in charge," said
Quisenberry, a Rochester resident.

clear he is in charge," said Quisenberry, a Rochester resident.

Capt. Michael McCabe characterized the meeting as a "get to know each other" session. We didn't discuss any big policy issues. But he put everybody at easa by telling them to continue doing the job they were doing."

When the Vacancy Committee voted for Bouchard, after about 20 minutes of deliberation, one of those who applauded vigorously was Undersheriff Henry Buffa, probably the leading candidate behind Bouchard—in part because of a letter from Nichola who urged "support" for his efforts to become Sheriff of Oakland County.

Buffa applauded Bouchard even though it put his future in doubt. 'I have no job," he told reporters. 'Tim going back to clean out my office.

Bouchard said he expects to name his undersheriff by the end of the week. While he said he would not exclude Buffa as a

possible candidate, others said the new sheriff would likely pick his own person as second in com-mand — possibly Quisenberry, the department's chief of staff, or Gopt. Barnett Jones, head of the protective services division, who lives in Lake Orion.

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Actually Bouchard didn't wait
until Tuesday to address his
announced goal of bolstering
morale. Within hours of resigning from the State Senute to
become sheriff, Bouchard accepted an invitation from a few command officers to get together for
an adult beverage at Drinka
North, a restaurant near the
county complex.

North, a restaurant near the county complex.

"There were some toasts, and there was a lot of jubilation and relief," said one of the revelers. "Jubilation at Bouchard being the new sheriff and relief that the process was over."

While Bouchard said easing tensions was a priority item, he also emphasized that his will be a unique management style. Nobody can copy John Nichols, he said, "and I won't try. I have my own style. Not better or worse, just different."

Among the goals listed by Bouchard is addressing over crowding in the jail — possibly

by expanding the boot camp, the highly successful and often imitated program established by his predecessor.

"The boot camp has facilities for 60 imnates," Bouchard noted, "while the typical class has about 30 imnates." Perhaps the department can find a way to maximize those unused beds, the new sheriff said, for Oakland imnates of for nonviolent priceiers from other counties. : :

Political considerations — on at least Bouchard's knowledge of the political system — played a role in his being named the new shoriff, said Prosecutor David. Goreyca, chair of the Vacaney. Committee charged under state law with the task of picking without successor. "But it was a small part," he said.

Other committee members-were county Clerk G. Williams. Caddell and chief probate Judge. Eugene Arthur Moore. "It make, you proud to realize there were-so many diverse and highly quar-ified candidates willing to serve,"

But Sen. Bouchard was the most qualified of all, he said.

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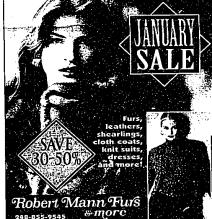
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