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Guikema, Dave Oral History Interview: History of Law Enforcement in Holland

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Oral History Project 2002  
Joint Archives of Holland  
Holland Police

Interviewee:  
Capt. Dave Guikema  
(Edited)

Conducted by:  
Matthew Nickel  
11 June 2002

ABSTRACT: (Topics Appear in similar order of Transcript)  
Guikema’s roles and duties for HPD, Role of an Evidence Technician, Family, Career Path,  
Attraction of Holland and HPD, Community Involvement, Changes in HPD since hire, Field Training program, Hiring, Gradual Change of HPD, Events that Changed HPD, Challenges:  
Gangs and Technology, Diversity as a Challenge, HPD Scrutinies, Rewards of working for HPD,  
Community within the HPD, “Choir Practice”, Casual Effectiveness of HPD, Job’s influence of Standards and Philosophies, Victim Services Unit, Responsibilities of VSU, VSU’s Effect on Policing, Canine Unit, Canine Responsibilities, Situations Requiring the Canine Unit, Dogs’ Handling and Care, History of the Canine Unit, Education and Training of the Canine Unit, State of the Occupation: Holland Police.
MN: So you are captain of the patrol division and you oversee the canine unit, is that correct?
DG: The whole patrol division is what I oversee, and that includes the canine unit.
MN: And Victim Services?
DG: And Victim Services.
MN: Could you state your name and rank, and your roles and positions at the Holland Police Department.
DG: Previously?
MN: Previously would be great, too.
DG: Okay, my name is David Guikema; I am captain of the patrol division. I started here on September 7th of 1972, after graduating from Michigan State University. I worked here in patrol as a patrol officer, as an evidence technician, as a police dispatcher, and was promoted into the detective bureau, and during my assignment there I was transferred to West Michigan Enforcement team, which is a cooperative departmental narcotics enforcement group. Worked for that and was promoted back onto the road as a road supervisor, and was later transferred in charge of the traffic unit, and subsequent to that, after Chief Kruithoff was made chief, his position opened and I assumed that position as captain of the patrol.
MN: Could you describe the role of an evidence technician?
DG: Basically the evidence technician is assigned as a backup car in many instances to support our area cars and that type of thing, but their primary training and purpose of the unit is to provide evidence collection. Expertise. And they do, and I did photography, plaster casts of footprints, tire prints, collection of tool marks, fingerprints, and that kind of thing.

MN: Do you have a family?

DG: Married and I have three boys.

MN: How old are they now?

DG: Right now they are 26, 24, and 22.

MN: Great. I am curious, how did you get into police work originally?

DG: I was considering my graduation from high school and wondering what I wanted to do with my life and I just happened to have heard about a cousin of mine who had just recently been hired onto the Granville Police Department (I grew up in Grand Rapids), and I thought, that sounds kind of interesting, so my mother was a widow and she knew a couple of people that she could contact, so she arranged meetings with them, and we discussed the occupation and the difficulties of it and the good things about it as well, and then made the decision to pursue that. So I applied for, at that time they had the draft, this was Vietnam era, so I applied for a two year deferment, and enrolled in Grand Rapids Community College or JC, junior college at that time, and completed the two years there and really enjoyed that experience, and I had friends who intended to go on to Michigan State in other areas other than law enforcement, and I decided that I wanted to do that as well. So I applied to Michigan State, was accepted there and then the draft board
said, "you asked for two years, you got two years, so we are going to draft you." So I was sent down to Detroit for a physical, ended up being rejected due to a minor heart murmur, so I went on to Michigan State and graduated there, and then basically applied to different departments, and was very fortunate as I now know and have known for years, fortunate to have been hired in Holland. I like it here.

MN: What is it that's so great, people really have high regard for the Holland Police Department, what do you think it makes it so great here?

DG: The city itself? Or the department?

MN: Well, both the department as well as the city.

DG: I guess, if I look at my attraction to the city, obviously when I started here thirty years ago it was a different community. It was not nearly as diverse although there was a substantial Hispanic population, not nearly as diverse in other areas as far as Asian population, or the black population. So it was a kind of a Dutch community, which being a Guikema, I was comfortable with that. [Laughter] And you know it was very friendly and small, one thing that I used to comment about that any place you needed to get in Holland you could be there in five minutes. And I like that. Good schools, it was a good place I thought for my kids to grow up, and a good place to work. I like the atmosphere of being near the lake and that type of thing as well. I liked it here, and decided that this was the place I wanted to be. There were a number of times where people thought that I, because of various things, thought that I might leave to go to another department someplace else, but I always like it here. The quality of the people here is really what makes this department in my mind special. We have a really good group of
people here. And it is not like we have not had hard times or difficult people who have come and gone, but that happens everyplace, all in all, it is a really decent group of people who want to do well for the community, they don’t have some vindictive stripe to them or something like that. So that has really been a plus, and on top of that is the support of the community has really been significant. In some areas, you may work in another city or another county or whatever, and you don’t have the luxury of the full endorsement of the public, that are by and large behind you. They support you, they hold you in some degree of high regard and that doesn’t always occur in every place, so that is kind of pleasant too and we have had support in general from the political system in the city that has been very supportive too. It has been good.

MN: I see you guys all over, officers and it seems like you are very much a part of the community, do you think that the community gets involved as well in what you do or takes interest? It seems like there is a bond between the police and the community that does not always happen in every city.

DG: I think, part of it I think is the relationships, there was a time that everybody had to live in the city that worked here [at HPD], and yet there was also was a group who wanted to live in the city regardless. Now that requirement is gone. We have people who currently live in like in Wyoming, and Zeeland, and Rockford, and travel in. You lose something I think, with that. This now becomes a place to work. Now those people still have good contacts with people that they encounter on the street, and all those kinds of things, but you don’t live in the situation, or you don’t live with the people that you police, if you will, that kind of thing, so I
think you lose a little bit there, but I think that we have adequate time I think for
contact with the public and most people here because they get in this line of work,
rather because they enjoy people, and they like having contact even with people
who are, it is not always a favorable contact or anything like that, but they like
speaking with the residents, and all this kind of thing too. And as far as the
residents and the community joining with us, there is some of that, but a lot of it is
issue driven. Say for example you are going to have a neighborhood meeting, if
there is an issue going on in that neighborhood that is significant to a large
number of people who live there, they’ll be there. If there isn’t anything really
hot going on, and you set up a meeting, you will have a very small attendance,
because if it is not an issue, “hey I have got better things to do” so, and everybody
is busy, that is understandable.

MN: Kind of going back, what exactly brought you to the Holland Police Department?

DG: Well, I got hired. [laughs] Basically, what I did when I was about to graduate
was I made application to a number of departments in the state, but when I really
kind of shopped the long approach, I concentrated on the Lakeshore. You know,
no particular good reason, I was not a big boater or anything like that, not a big
sportsman, but you know, I just picked, I’ll shoot along the lakeshore at lake
Michigan. So I sent a lot of applications out, and I got the most positive response
from Holland, at that time, when you made application, they encouraged you to
come here an take a test at city hall, they encourage you to have an interview with
the chief, and that was the most, direct participation that I received from any
community. Mostly, just send an application, fill it out, we’ll file it maybe we
will call you and maybe we won’t. So this one really showed some direct interest, and of course at that time, Chief Lindstrom, was a Michigan State grad, and I thought well that’s a good thing too! [Laughs] So what I ended up doing is after I made an application here, and had my first interview, I came by every month just to see how things were going. There was a lot of hiring going on at the time. He was a fairly new chief, and he was doing some major changes in the department. Some people were leaving; a lot of people were coming. Fortunately I got picked up after my third visit here, third or fourth visit.

MN: You talked about some big changes going on, how have you seen the department change since you were hired?

DG: Well, a lot of different ways I guess. I think the educational level of employees has going up significantly, most people here has a four year degree, some have an associates degree, some have pursued there masters, Lisa Bancuk for one just recently graduated with her masters from Grand Valley. I think that has been a big change, because if you look at a lot of the people, who are retiring now, they basically had a high school education and maybe some military or something like that, so it is a little bit different. The equipment, the technology has just been phenomenal. Just phenomenal. When you think back to when I started here, of course some of these things were choices that they made, but our cars had four channel radios, and no air-conditioning, no radio AM/FM radio if you will, So communication was pretty limited, but it worked for us, it was what we had so it worked. We had just moved into a new building, which is this one, which is about to be replaced within the next couple of years. That was a pretty significant
change for here, there was a lot of tendency towards specialization, and we basically worked in the opposite direction of that over a period of time, since I have been in this position and the chief has been in his position, I have kind of worked with others to broaden everybody’s experience so that they don’t get into narrow niches that they can’t function in other areas, and that has happened and that is not a good thing. So we like a broad perspective, like when people have had a lot of different experiences, I think it keeps people fresh, and they enjoy that, they enjoy change, they enjoy learning. So those have been big changes, and of course with cars and things and now with computers in the cars, the things that are in there now, would be like reading a Dick Tracy comic back then and saying “yeah, right, as if that will ever be” and there is a lot of stuff that is here. We can look at a computer screen in the car, and we can bring up a map of the city that we can narrow right down to the shapes of houses, and with their address right in them so you can find those areas, and you can flip over to a photograph, an airial photograph of the area that was made so you can get a pretty clear picture of a major incident, if you are going to know what’s around it, and what kind of structures are there, and we have policies and procedures that are right there on the car computer that you can look at, ordinances, and other things that you can look up, and of course all the dispatching goes through that terminal too, so it is quite a significant change.

MN: A lot of resources then.

DG: Lots.
MN: With this change over history, you talk about a Dick Tracy, are there any Dick Tracy figures, are there any individuals in the department over time who have been instruments of change in the department?

DG: I think Chief Lindstrom was probably the most significant... change agent so to speak. There have been others, I think everyone has ideas and I don't think anybody has really looked at someone and said well, that was their idea or that was this idea. We have done some changes that I have been a part of that I have been really happy with and one of the biggest things I guess was I often felt, when I started here I think I probably rode around with somebody for a week and then they basically said “hey, you are on your own, if you have any questions call the sergeant or talk to somebody” or whatever and that was pretty much it. I don't think I really felt like I knew the job very well until I had been here like three years. It was a slow process. Detectives were much more distant. It wasn't that interchange of information that we have now, as much back then. It was a little more difficult to kind of break in and feel comfortable and get through the crustiness of all this stuff. At some point I was frustrated by that and began working with some others on developing a training list of things to do, to teach people when they came here. And then we heard about Field Training Associates, which is a field training program for new officers, so we did some research on that and I was sent with Andrea Pinner to the FTO training school and that was when we first found out what that was all about, and we got some really good stuff, we thought, from a guy by the name of Bruce Sokolove and his partner Dave Lock. We then from that developed our field training program and sent
others for training other officers and what that means is that we use, we develop
our book of what people needed to be trained in. We basically take the new
recruit and put him in with three different officers for, right now it is four weeks
on a stage. So their first stage is four weeks, and the second stage is four weeks,
and the third stage is four weeks. So they are with three different field-training
officers during that time and during that time their participation in the actual job
goes from zero to 100% at the end. And then at the end they have a fourth stage
which is called the Shadow Stage, and in that, we have the field training officer
who rides in regular street clothes with the trainee and basically just observes.
These people are evaluated through the whole process and in its last two to four
weeks, they are doing the whole job and the field training officer is not even
identified as an officer because he is riding in street clothes and all he does is
observe that they are doing what they should be doing and that they are doing it
right. And so it has been a real significant way to train people. At this point, I
think 50% of our road personnel have been through the field training program and
it has been real beneficial. It has also, I'll admit, has weeded out some people who
were not capable to the level that we needed them to be at. So it has the intention
is to educate, but it also identifies those who just aren't able to succeed at it. And
we ask them that they resign or we would administratively relieve them of their
position. It has been done on a very up front, honest basis, it is not a surprise to
them, they know they are struggling with it, so they, it has never been difficult, it
has only happened three times but, for the field training officers and myself who
are involved in it, it is difficult to have that happen, to say that to somebody, it is
just not going to work out. One of the interesting things about that whole thing is that we got our instructions from Bruce Sakolove and just recently we ended up hiring his son Adam. It is not like this is a small program because Bruce is from the east side of the state and he goes all over the place and he teaches at other states and all over Michigan, and so it was really kind of significant for us to have Adam apply here, for us to hire him, to run through his Dad’s process, and his Dad was probably his biggest cheerleader, but also his biggest critic. So it was difficult for Adam to get through it but he persevered, and so it is kind of neat to see his son working here. That is kind of cool.

MN: Does that happen a lot, do families father, sons or daughters come through the department a lot?

DG: Really not. Its kind of, it is almost, it is hard to call it discouraged, but in a way it is to avoid any concerns about nepotism or something like that. We really avoid hiring relatives and that type of thing. It has been discouraged. The chief had his nephew apply here, he would have been a great officer, he works for Norton Shores right now. He does a great job; they love him up there. He would have fit in really well but it would have been his first hire, Chief Kruithoff’s first hire to hire a Kruithoff, but it really would have looked peculiar and, there would have been a level of concern. We had a sergeant here who’s son applied here too, but he ended up working for East Grand Rapids. There again, it was just kind of discouraged because of the issue, the questions that arise on that, you really want to be as above board as you possibly can.
MN: With change coming, going over the years, were there any particular events, for example you talked about the field training program going in, are there any other kinds of events that are real turning points or stages in the development of the Holland Police to this point?

DG: Most of what I have seen has been somewhat gradual, and really not a significant sudden turning point I wouldn’t say. Nothing like some earth shattering event that occurs that just changes everything here, and you know policing is what it is and will be, 80% of the job that we do would be pretty much what has been going on for years, and years and years, it is the technology that does change some of it, and of course it is the character of law violation that you adapt to. And I guess as far as if you are looking at, maybe a significant event I guess would be in my mind probably the beginnings of gang activity here. That was probably fairly significant where it was really a wake up call as to how we work, how we had to change for that, but a lot of what if you are working with whether it is gangs, or whether you are working with organized groups of crime, I don’t want to call it organized crime because I am not talking about a Mafia thing. Just groups of people who get involved, whether it’s just destruction or groups that get involved in break-ins, or armed robberies, you have to adapt to what changes around society. I guess one of the biggest changes we had here was just adapting to gangs here, and you know, it is not like we are south central LA or anything like that. But we have our problems, and I’d say probably the summer of ’98 was the toughest with the firebombings and things like that, I mean it was really, really really personal to people here, and very threatening to people in the community
and things like that, so it was something we had not really seen that I am aware of ever. So that took some adaptation and it took a little while to marshal the resources the way they had to go. One of the things that I think at that time too, we were involved in community policing and we made some significant changes as we have gone through that to. Because I mean with community policing the numbers change, the goals that we are participating in it, and the perspective of others of it, and now we have done another transition to team policing and I was a part of that too and that to me was one of the special things that I was involved with and presume will go on for a long time after I am not here. But then again, it may not, I don't know. But we did some, a lot of significant changes as far as redistricting the whole city, assigning people to teams, rather than rotating them to different areas, and that was one of the things that came to light, if you have a significant problem like gang activity or something of that nature in a specific area, if officers are being rotated around to different districts. One night it's their problem, and it may not be their problem again for another week. So it is never really dealt with, well it's dealt with, maybe not as forthrightly as it could be. What we have right now are people who are assigned to those districts and they work that district every time they work unless it is overtime or something like that. Ordinarily they come in and they work that district, so they become much more intimately familiar with the businesses there, the residents there, the problems that are there, the problem people that are there, the quality of life issues, the traffic things that are going on, so that they can then, it is not something that is going to be there tonight and gone tomorrow, it is going to be
there every time they work. It is more of a problem solving approach, recognizing what the problems are, trying to be creative and seeking solutions with those that are involved in the problem and addressing it.

MN: What other challenges have there been that you have faced as a department? Gangs seems like the really significant one.

DG: Yes, it is. And there again, technology has been a challenge as well. Because you get a lot of people who, and I know I am not someone who is very familiar with computers or anything like that, I do what I do on it, because that is what I need to know. But I think that was a difficult thing for people to transition into all that kind of stuff, it has not always been, and even if you look internally with the personalities here, things have not always been smooth, we have had some problems that we have had to address, and those have been difficult, and sometimes the most aggravating and trying and stressful, of anything here. More so than working on the road. Because it's people you work with, and those have been really trying things for people, but we work through them and I think as we have gotten to where we are now, I think things go from a period of stressfulness to a period to solid comfort, and good health and reduction of stress and all that kind of stuff, but it just happens. People don't always get along.

MN: Do you think there, well, because Holland has been progressively growing more diverse, do you think there have been challenges within the diversity, the growing diversity of Holland’s population?

DG: To some degree I think there is. Because... like for myself, I grew up in a Dutch Christian Reformed family, an intact family until my dad died, and my brothers
and my sister, all have been happily married, and we have these certain things that
being what we are and who we are and what we do, but for me or someone from
my background to understand another culture, you can think well “I can, they are
just, they are Spanish, and they speak Spanish” but there is so much more to it.
Until you really, it is something I’ll never understand, what their culture is, and
they will probably never understand mine, entirely. But I think, we have had
significant exposure, to people who work here with us, because we are a fairly
diverse department, we have, probably the most diverse department for our size,
in the whole of western Michigan. And I think that has been real beneficial for
us. So you get a level of trust and understanding, an you start to recognize that
while this person may be causing a ruckus or breaking the law in one way or
another, you can’t assume that it is because he is part of this ethnic group or race
or what have you. I think there has been some, it has really been a good
experience here because of the diversity, and I think most people don’t have an
axe to grind against any particular group or anything like that, it is more
individuals, it is not that we have not been accused of racial discrimination, it
would be ridiculous to say we have not been accused of that. We investigate all
those things, we interview all the parties, talk to everybody, and we make the
determination whether we think so or not. Then it happened, and of course our
advantage is that we know the people who work here, and I think we understand
what they’re, and quite often people don’t understand what police work is about
why we do what we do. In many cases we have, I have had complaints, because I
handle a lot of the complaints against officers, and in a lot of times I have had it
already where they didn’t understand the process, and once the process was explained to them, they were much more accepting of it, and understood why, what was done and why it was done.

MN: Does the Holland Police, are there any kinds of scrutinies or any kinds of stigmas that the community has, because you talk about misunderstandings, but is there anything to that nature that the Holland Police that you face or have to overcome as a department? [End Tape I Side A]

DG: Again, very general, it has been a very supportive community across the board, and so I have not seen any significant concerns by the community. One of the things that did arise at one point, was when we had some schedule things that we had done with community policing officers, and there was a bit of a ruckus and I don’t know how deeply based this concern was or whether it was just vocal by a small group or whatever, I don’t really know. Whatever the case they were concerned about the lack of contact with their community police officers, because if they were working days, and this person is working during the day and would come home in the evening, would not be able to have contact with what they considered their community police officer. That is one of the things we went to, that’s one of the reasons why we switched to team policing as well, is that we wanted them to have the contact around the clock, so it didn’t feel like well, I can only talk to this one person, we want them to feel free to contact or speak with whoever is on the team that is working that area. We even have provided an email address that they can send questions, inquiries, or concerns or whatever and a voice mailbox that they can send direct to their team if they like to do that. But
if you talk on the smaller scale, I think we have had some conflicts with people who felt their family is targeted or something like that. Now they may, they could think that they are targeted because of maybe one in the family has been having some problems with us and then we have contact with another or another, and they feel that “you are just focusing on us.” And sometime that has been along racial lines, but not always. And if we, in order to do our job and to do it well, we may know things from information that we receive that we are unable to prove. Yet we can’t just ignore it and say because we can’t prove it that it is not there. So if we have individuals who we know are involved in violence or drug trafficking, or whatever, and we feel very comfortable with the information that we have, although we cannot prove it other than with an informant or something along that line, but the informant has proven to be very reliable and there are other things that point that this is the honest truth. We will work as hard as we can to figure out how to convict this person if we can do that. And of course if somebody is getting pulled over more than what they want to because we are taking a good hard look at them because of their activity, they may feel that we are focusing on them and sure, they are right, if they are the problem, we are going to be focusing on the problem. We are not going to put our head in the sand and say well, unless it fall out in front of me, I am not going to do anything about, and if you operated that way, you would not have the, well you see in some communities with an open market of drugs in some areas of the street. Well, we don’t have that and we are not going to put up with that and it is not that other
communities are necessarily putting up with it, maybe it is bigger than what they can handle, but we really try to stay on top of that kind of stuff here so.

MN: We have talked a while about some of the challenges, I am curious, what are some of the rewards of being an officer in the Holland Community?

DG: I think their again, it is the community support, I think is a reward, I think it has been a, I have been compensated fine, you don't get into this business to be rich, but yet, I have not lived in poverty either, because of it. So there are some rewards in that way. The rewards also of being able to work with really good people, and having good relationships, and being able to have fun at work. It is not like it is a drudgery, or anything like that, it is not like it is always fun, but in general it is enjoyable to work here, good days and bad days, but you have that every place. You probably don’t have that. [Laughter]

MN: No, not at all. Just for the record boss!

[Laughter]

DG: Yeah, that’s right it's on tape! But I think those have been real positives, and what is offered in this community, it is remarkable just for the size of it, I mean if you look at the parks that are here, the services that are available, look at the library, I mean that is really nice, the aquatic center, I mean that rivals a lot of stuff around here now, if we had an area center, that would have been nice too but that is not going to happen, but now maybe with Hope College and their arena and that type of thing, I think that will really be, and when you look at people who have had an impact on what at one time was a threatened downtown too when the mall first came in, and different major marketing people moved out to the malls
and things, and the downtown was going to look like it was going to collapse. You know you have people like Edgar Prince and Haworths, and all those other folks that did well here, and they poured it right back into the community and had really challenging and unique ideas that I think had a significant impact on this town too. It was never a, to my knowledge at least, never a community that was threatened financially, so that has been a real plus too. So that you did not feel like well, I mean I know there was a time, and we only had one person laid off and that was Randy Terpstra, and then it was not long and then he hired back, and I don’t know if an opening came up or somebody retired or what the circumstances were, but that was the only time anybody was laid off. To me that was somewhat of a reward as well here, to have that certainty of employment. For people who job hop, because they want to, that’s fine, but that is just not me. And I like the stability. So that was a great comfort to me too. And of course like everybody here, at first what you feel that you are the highest number on the serial number list, if something happens financially, the economy takes a downturn, I may lose my job, so it is very comforting when you get those few other people that get hired behind you and you don’t have to feel that way.

MN: I am curious, within the police department, what kind of community, I am sure that there are bonds that are built between individuals or groups of individuals, could you talk about the community that is built within the department?

DG: Yes, it does, it happens here. I’ve got probably my best friend from here who no longer works here but I met him here, and he and his wife and myself and my wife we still get together, but it seems to be kind of an aged group thing. There
are people who are older who hang around the younger crowd and this type of thing; it is not like it is not, taboo or anything like that. No, nothing like that, but it is just the tendency as well, you have these similarities because you have this history together, you started together, you went through all this other stuff together, and so, we used to, when I was younger, we used to look at guys my age and say wow, when are those guys going to retire. And now we know that the younger people are looking at us and saying when are those guys going to retire. So it is kind of along age and intersect lines I think a lot. But a shift can have some real cohesiveness and that’s fun. We used to… when I was on the road and stuff like that we would get together, I don’t know if you have read the Joseph Wambaugh books at all?

MN: No.

DG: But he was a cop in Los Angeles and he wrote stories about police work out there and some of there were pretty risqué if you will, and of course it was California, so you just got to accept it, oh okay that’s California. But whatever the thing, he had a book called *The Choirboys* and I read that book, and of course I saw things in there that I recognize and I understood and I could just read that book and laugh out loud and I don’t do that with a lot of books, I may snicker at something humorous, and they made a movie of that as well I believe, but anyway, my brother-in-law who is a psychologist, he also read the book and he looked at it from a different perspective so he was disgusted with it and he would not even finish it. So I thought that was kind of interesting, but anyway, one of the reasons they were called the choirboys was that they would have a choir practice which
meant after work they would get together and have a few beers and have a good
time together, and we did much the same thing, and so that is what we called it,
we called it we were going to have a choir practice after work. So we would get
together after work so, get off at two in the morning and we would go to
somebody’s house and we would have a couple of beers and just talk and listen to
music or do whatever, and had a great time. I remember going to one guy’s
house, we stayed there till five in the morning, he had a big box full of old 45s so
we just sat around and playing name that tune. [Laughter] And we had a great
time, so those kinds of things are really fun, but as you get older and the kids, and
the you know, and then of course then you, maybe you get into a position where
you are not doing shift work or something like that so you lose that, but that was
really kind of neat, that cohesiveness of a shift, everybody pitching in and helping
each other, and that’s I guess that’s one thing other that I recognize here of the
desire of people to just kind of help each other out, to see where the gap is and to
fill it. So it is kind of neat to see that.

MN: So people step us a lot and take the initiative.

DG: You don’t have a lot of slackers that just, I mean I am sure you do, maybe it’s a
bigger department or something where people could get lost in it, but you don’t
see that much here.

MN: I am curious because you talk about the choir practices as a mini tradition
amongst a unit. Are there any departmental traditions at the Holland Police
Department?
DG: Traditions. I don’t know there are so many things that kind of go with the job that are traditions I guess. I can’t think of anything off hand that would be some kind of tradition we have. There are so many things that are regulated as it is with the uniform and all that kind of, and of course the para-military, and I use that very loosely, structure here, and I am not big into titles and all this kind of stuff, everybody knows who everybody is and what their job is, and that is a good way to work I think, rather than, I know that in an area department somewhere here, they have a briefing and when ever the sergeant I think walks in everybody has to stand up. Well we don’t do that. We have a very casual briefing, they go over their area books, they share information on that and they discuss things, and they have a few laughs, and a cup of coffee and they hit the road, it takes 15, 20 minutes, but it is informal at this point. Now the new building, I imagine it is going to be informal again, I have seen briefing rooms where its almost like a classroom where you have people sitting at desks you have a podium up there, and ours has always been around kind of like a table, and nobody is, I mean everybody knows who the sergeant is, there is not an issue with that, but everybody can pitch in, so there is a lot of communication and I think that is vital to a police department, is the communication that goes on. And a lot of it the informal stuff.

MN: Has the job influenced you in any ways in maybe standards or philosophies over the years?

DG: Well I guess [pause], I guess when people were angry with me I never took it personally, because it is just the uniform, it is just the job, and I am not going to
take it personally. It is hard because you do take it personally. [Pause] Run that by me again, let me think that through one more time.

MN: Over the years, has your position in the Holland Police Force influenced your standards or you philosophies?

DG: Okay. Another thing I think is, maybe I have always had it, I don’t know. I think some of the standards and philosophies you have draw you to this job. I think most people here have an expectation of accountability. Particularly more of others than themselves. [Laughter] In some ways I think they, I think our understanding is that, my understanding is that if, no matter what the circumstance in general, if people make a choice, they are responsible for that choice. I don’t like to see things diluted just because someone has been drinking or, that is the choice they made, and maybe that impacted them in their second choice, but never the less they started that whole ball rolling, so I do hold accountability as kind of important, I think I have learned more and more, that relationships are more important than anything, and I am not saying that I was, I think I have developed to be more outgoing over the years, a lot say from high school, or even college. I think the job effects you in how you are not as reluctant as some people might be just to stick your nose into something, because you are used to it, it is what you do. Where some people might be reluctant to approach somebody in some thing, I think that most people here have kind of, it is a choice if they want to, it is not a reluctance, well I am not going to get involved in this because I am not working or because my family is here or whatever, but in most cases I think that they will, just because they are accustomed to getting
themselves involved, because they just do. And you are not so reluctant to approach somebody, and not necessarily confront them, and talk with them, and I think that the other thing is that I have learned is that there is always two sides, so don’t make a judgement just because you just heard one side, and therefore I know what is going on now. That is a big fallacy, so, I think, we don’t tend to hold grudges against people that we have contact with or something like that, obviously if they have done something heinous it is different, but we understand that peoples lives are not storybooks and they are not easy and they have been through a lot and it affects them and it affects their perspective on how they grew up and what they were taught and all these kinds of things so you learn to accept a lot from people what some others might hold up their nose and not accept because you know where they came from, and you know what they have been through and that kind of thing, so I think that changes how you respect people or how you relate to people and how you don’t make a snap judgement, I think that some people tend to do that when they have a narrow perspective on what life is all about, and it has always been kind of controlled in their area that they worked or lived or whatever. I think you see in this job a lot of different things, and you know that hey, sometimes it is not their fault, they can’t help that, it is how they were raised, whatever, it is unfortunate because you see generations, I mean I have been here 30 years, so you do see a generation of people you had a problem with, and now we are seeing the next generation with the same thing all over again. I think it’s too bad. So I guess another, I guess along that line, I feel a
greater appreciation for how I grew up, and how I was raised and standards that
my parents set and all that kind of stuff.

MN: I am curious about the Victim Services, could you describe generally what the
Victim Services Unit is?

DG: Sure. This started out a little over five years ago, close to six years ago. The
Director of Hospice, Judy Zylman, and Judy had the opportunity, well she has a
friend of her’s who lived in Germany, and Judy’s friend from Germany was in
California on vacation when her husband suddenly had a heart attack or
something and died. And so here friend was over there in a foreign country with
nobody and she just, all she wanted and she called her and talked to Judy, and
Judy wanted to just pack up on a plane and go over there and be with her. And
then she found out well my friend so and so is here. Well what do you mean your
friends so and so? Well, it was a lady who was working with something like the
Victim Services Unit, who was called in to be with her and to just be supportive,
just to be her friend, to help her through the confusion and the struggles, and
comfort her with the emotions, and that was it. Short term, not long term, just to
be there for her. Judy thought that was just the coolest thing in the world, and so
she got a group of people together, and I ended up being one of them, and we met
over at Hospice, and kind of kicked it around and told them about it, and that is
when I told them that Ottawa County already had a victim service unit that was
very similar, so then we had Del South, who is a Lieutenant at the Ottawa County
Sheriff’s Department, and he came down, spoke with our group about his group.
So that is when we found out about what it was all about and how it worked and
everything, and so we then progressed through the system, and we ended up doing
interviews, and taking on volunteers, it think we had about 16 or something like
16 or 17 volunteers. And we sent them, or we arranged for training through the
Michigan Sheriff's Association and Lori LaCrosse came down here and did the
training, and it was a broad brush approach to a lot of different things, but I mean
we were in funeral homes and we went to the morgue and to the hospital and we
listen to people from Hospice on death notifications and grieving and all kinds of
stuff, and so then once that was done we started our program here and basically
what they do, is they are on call in teams of two, and what they do is they are on
call for like a twelve hour shift for a week. By twelve hours I mean like 6 AM to
6 PM for the whole week. And then another team is on from 6PM to 6AM for the
whole week, and then if there's, I mean maybe, they can be called out for any
number of things. Do you remember the Pereddie's shooting? They were called
out for that, we have had death notifications, all kinds of those, fires, major
accidents, suicides, industrial accidents. Different things, so what they do is that
when we go, and the only way they are called out is by, generally speaking, is by
the Police or the fire department. So when we would get there, and say we had to
make a death notification, we are called, maybe we are called by some department
out of state, saying you know their daughter was killed here in this accident, we
need someone to tell them. So maybe it occurred in Alabama, and the people live
in Holland, so they send the message up to us, we talk with them, and we have to
tell them that their daughter or their father or whoever, had died. We would like
to be able to spend time with them, and do all those things, but some people are
good at that and some people aren't very good at it. And some people feel very uncomfortable doing that. So what we would normally would do in a circumstance like that is we would call the Victim Service Unit, the team would come out, we would meet here (police station) with an officer, and go to the residence, the officer would then make the notification and tell them what happened, and then the Victim Service Unit volunteers would just be there for on the spot helping, helping the grieving, helping make phone calls, make coffee whatever, just to kind of help them get through this at the start till they can get other support there whether it is family or their church, clergy or what have you. So generally speaking they are probably involved on an incident anywhere from an hour to four hours. There have some that have been longer but then they sometimes involve some transportation issues and things like that. Generally speaking it is very short term but it is on the spot when somebody really just needs somebody to be there with them. They don't have all the answers but there is somebody who will hold them and talk to them, calm them, cry with them, whatever the case, and that has been really kind of neat. Sometimes it is more accepted than others, in cultures it differs there a little bit too, because you know we don't, we have had some cultural diversity training and things like that but you just don't make that bridge that easily. So we get other people involved from other churches and things like that. But it has been a really neat program I think.

MN: Do Victim Services volunteers, do they ever have responsibility on the scene?

DG: Just of the person. I should clarify too that, you may have somebody, say that there is a husband and wife in an accident, the husband is injured badly, she is
not, she's distraught, the victim that they take care of is the wife who is
distraught, they do not have anything to do with the medical issues, any of that
stuff. That person is taken care of by the firefighters and the ambulance personnel
and then ultimately by the hospital. So they are there for the victims that weren't
really the direct victims, but the indirect victims, the people who are suffering
emotionally, someone who has witnessed a shooting or something like that. Like
the Pereddie thing too. Here is somebody whose fellow employee is killed by a
shotgun. I mean that's just, you know I mean, you can't comprehend it. And so
they were with some of these kids who ultimately were found to be part of the
problem, so they began to recognize that. They can key on things that this just
isn't right and brought it to the other's attention and this is an unusual response to
this kind of situation. And they thought I think these people were involved with
them, and so that happens too.

MN: What kind of effect has the Victim Services Unit had on policing?

DG: I think it was something that took a while to get accepted. I think sometimes
officers, supervisors, may think, you know we can handle this, or they will be
okay, or this or that, and it takes a little experience with it to find out how
beneficial it is to both the department and the individual that is suffering.
Because for the department they can't really afford to keep the resources there,
because they have other things to do, or if it is a crime scene they have evidence
to collect, witnesses to interview and this type of thing. It is a really beneficial
thing that frees up officers in that way so that they don't have to spend as much
time, and the job is done more effectively as far as taking care of the victim.
MN: Could you also give an overview of the Canine Unit?

DG: Sure, this has been probably more of a struggle over time, for a canine unit, but we had people who were very interested in it. I would say Scott Jeffery, Paul Moorland, and Rob Brewer, during my time here have kind of picked up the ball and put stuff together and really encourage it and try to make it happen. But I'll have to admit, that when I took this position and was promoted into this job, the last thing I needed to do was find something else to do, to work on, to put together and all this and I know that they would have done it, but it took me and it took the chief a while to get where we had to be before we felt comfortable taking on that. That in addition to the fact that Ottawa County had an up and running dog program that was very active and they wanted us to draw from them. And Allegan County had a dog program. So we felt that, well there really are canine available, and they are more than willing to help us, we have a very good relationship with both departments, and work well together, so we really felt that that might be good, well different people including some supervisors think that we need our own. We need a quicker response and we need this and that. And part of the study committee that brought about some changes after '98 and '99, one of their recommendations was a canine program and so as it worked out it was kind of neat. We had Tim Beelen, an officer here, I don't know if you ever met Tim?

MN: No.

DG: Tim had a traffic stop on a guy that had cocaine he just picked up in Muskegon for his own personal use and all this, but he was driving a, shoot what was it...
don't even know what it was, a Lamborghini or something; it was a very very
ing expensive foreign sports car, a Ferrari, that is what it was. It was a Ferrari,
beautiful car, [End Tape I Side B] and if a vehicle is involved in a drug arrest, it
can be confiscated, and it was. They can dispute the confiscation, but he did not.
He was obviously a wealthy person from Grand Rapids with a place out here, and
so he basically kind of gave up the car. So we had this car, and after going
through all the processes, and all that stuff, the legal stuff, the car was ultimately
sold at auction for I think a hundred and thirty thousand dollars. So that gave us a
real good boost, to have, now when you have money like that, that can only be
used for the purposes for drug enforcement or something along that line, it has to
be related to, it could be drug education, it could be funding the WEMET or
something along that line, or anything else used in drug enforcement, well,
canines, that is one of their major roles is drug enforcement. We had money to
draw from and yet, we were also challenged by the city manager to raise some
funds ourselves, because we really believed we could. We had a broad-based
fundraising campaign, and we are not used to doing that, we are a police
department with a tax base and 'here's your budget' kind of a thing. But we
really took it as a challenge, and it was really kind of a unique way for everyone
to work together and that, but we had everything from cans that were out there to
collect coins or bills in, in stores, restaurants, all over town. And they went into
schools too, so then even if some kid could drop a quarter in there he knew he was
part of it, he helped fund these canines so it was kind of neat that way. We had
golf outings we had this and that, and we had some major donations, West
Michigan Office Interiors did a demo, they invited a bunch of people who could afford to give donations, and we did a demonstration there, and then we had a kind of barbecue or something out there. And so that was kind of cool to do and then we got some donations out of that, we ended up I don’t know, making about thirty-four thousand dollars or something towards the program and these dogs are not cheap, but the guys who were really interested in it, there were four of them on the committee developed the whole process of the canine selection and where to get the canines from to how to pick the canine handlers, to policies, procedures to use, to you name they had it all and they put it together in a nice book on how to do all this, and it basically covered everything. So it really made things much simpler for us. The toughest part was picking handlers, and of course that caused some, you know to somebody ‘oh boy, that’s just, that’s what I want to do, if I could do anything in the world, that is what I want to do, I want to be a canine handler’ and if you don’t get selected, it is a bitter pill. Some took it very well and some didn’t take it too well. And it took a while to get past that. So that was probably the toughest part of that whole thing, but we have two very good handlers, Paul Moerland and Scott Doza. Scott started out with a German Shepherd, a very large, very aggressive German Shepherd and it didn’t work out, Scott did not feel like he was comfortable with the dog, the dog was more running Scott, than Scott was running the dog, he could not relax and do his job because he was not sure what the dog Arno was going to do. So we ended up turning that one back and he got a Belgian Melanois in replacement, and it’s just the perfect dog for Scott. A bundle of energy, just like he is, and just likes people,
likes working and just like Scott, it is like his alter ego. [Laughter] So they really work together neat as a team. It is really fun to watch them and some of these dogs you will see, you will walk by the car and they sound like they will jump through the glass, barking and roaring and stuff like that but Herrand, his dog that he has right now, and he will just push his neck against the cage so you can reach in there and scratch him. Yeah, he was really a nice dog.

MN: So his name is Herrand?

DG: Harrand. H-a-r-r-a-n-d, I believe. They both have little badges with their name on it. Canine Harrand. They work opposite of each other, so Paul Moerland and Grego will work and then Scott Doza and Harrand will work on opposites of evenings, and then they will switch to midnights and work opposite of each other on midnights, so they do the rotation like that. Because their primary need is during the evenings and nights and then they have a training day every Thursday, they do different, you know just to keep the skills up. And they, but they are remarkable. You know the things they would do. But yet the things that you wouldn’t think they would do or that you wouldn’t really think was a possibility, it is remarkable that they can do. We had one deal where one of our new officers, as a matter of fact it was Adam Sokolove was being trained and he was, they were after somebody who had taken off and was running through some brush or something off by Grand Valley’s building over on Waverly road over there and in the process of running through the brush apparently his radio cord hooked and just got yanked right out of his holder and he never even knew that he lost it. And so they got the guy and everything was taken care of, and his radio was gone, so
he thought, I think it is right in this area. They searched and search and search and they could not find his radio, so the supervisor called Moerland up and says, “hey can your dog do an article search?” “Oh yeah, sure.” So they came up there and he just put him on a long lead, there and lets him search an area for human scent and he was going to start the dog and the dog was a little bit tangled up in the line so he was going to get this line straightened out and disconnect him and let him just do the area check, but the dog laid down. “What did he do that for? Well he is monkeying, go on and search.” And he was telling him in German I think and the dog just stayed there. Well the dog indicates by lying down or sitting down. If they find dope they sit down, they don’t start scratching or biting or anything like that, they sit down. “I found it.” Well he laid down. He thought, what is the matter with this dog, well the dog was laying on the radio, he found it. It is just remarkable, because they will put stuff out in the field and they will just have the dog do an article search, and the dog will just start going back and forth and sniff and sniff and he’ll pick it up and bing. And it is really neat to see. The power that they have with their nose, it is remarkable, it is really neat to watch.

MN: So what other kinds of responsibilities do they have?

DG: Oh the canine guys? They do the same thing as everybody, they are in an area car, they are assigned to the general downtown center city area, what ever you call it. And they take calls just like everybody else; they do traffic stops they do everything. The only thing is that if there is a need for canine, they go and if they need to be called in they will get called in, but we have a working relationship with Ottawa County so that if they are off, and Ottawa County has a dog nearby,
we will use that dog, we don’t just drag them in here all of the time. They primarily do the same job that everybody does, it is just they have a dog with them.

MN: So what kinds of situations or what kinds of responsibilities call for the canine team?

DG: We’ll have a, like WEMET, we’ll do a search warrant of a house and they will want them there to search the house because obviously they can find it a lot better than we can poking around through stuff and trying to figure out where anything is. You know what your place looks like, I know what my place looks like and I know that if somebody had to come in and poke through everything I’ve got to try and find something, they would go nuts. But I mean a dog can kind of sniff around and they would pick up that scent, they will search cars, they will search, they had a lady who had I think Alzheimer’s or some form of dementia and her husband wakes up and she’s gone. And he does not know where in the world she is and it, I am not sure on the weather, it was kind of cool that night or pretty cold, so anyway he called and came over there and they had the dog and the dog picked up the scent and ts ts ts ts ts and went to a house where this lady used to have a friend years and years and years ago. And there she was standing by the back door. So, that’s really kind of neat. I don’t know that we’ve ever had much to do as far as lost kids, but something along that line too would be a good use. There was one thing that we had fairly recently I am trying to think of, oh yeah, we had some burglaries that were occurring here on the west side and basically this guy was going into occupied homes, he figured that if the side door into the garage
was open, the door into the garage into the house is going to be open too. That is how he worked it out. And he figured that was the odds, and he was pretty accurate, so he would walk through these neighborhoods, and he would try doors, personnel doors or personal doors into the garage and if it was open he would go in there and then he would open the door into the house and usually that door was off the kitchen and most people kept their wallets or purses in the kitchen. I don’t know if that is your practice, but it is kind of mine and he knew that. So anyway, he had been in a number of these houses and we had a number of breaking or not actually break-ins, but walk-ins so to speak, where people had stuff and some people were sleeping very nearby and was very unnerving to them to know that somebody had come into their home and walked around and looted around in their stuff and left. So anyway, we happened to have on a Sunday morning, as a matter a fact this was when the time changed and we think maybe this is what screwed him up, because he came late when the sun was coming up and somebody saw him and they were in their kitchen and they saw somebody go into their neighbors garage, so anyway, by the time they called, Harrand and Scott were on their way home and he turned around and came back, and it was the end of his shift, the start of dayshift, so he came back and started a track, [begins demonstrating and drawing invisible map on table] and basically, there was a wooded area, and then there were schools back here, and this guy realized he was being tracked, and was basically pushed through there, and he came out by a school, and we had one officer who was getting off night but was in his own pickup truck, kind of slumped down, watching, so he went away from the pickup
truck, and he went to the other side of the school, and here was a cruiser sitting so he didn’t want to go that way so he went back towards the pick up truck, and that was when the officer came out and arrested him. And the dog followed him right, followed his whole route right there. When they went back and did an article search for anything he may have stolen, Scott said they came to this, it was a log or something and he kind of indicated next to this log. So Scott kind of brushed away this stuff and there was nothing there, it was minor. So lets go search some more and Harrand wouldn’t hear none of it, he said “no, right here” and so he said, “no there is nothing there.” Well Harrand started sticking his nose around and he kind of dug around a little bit, and he sticks his head down and comes out with a wallet in his mouth, it had been buried, so it was really kind of neat. It is a remarkable tool.

MN: Very much so. [Pause] Now how are they handled? How are they cared for? The dogs?

DG: Very very well. [Laughter] Scott, the other day was playing with his, and I don’t know if they were woods or what, but anyway he hooked a branch and it went into his skin, the dog, and so he said he didn’t think it was really serious at the time, but he said the dog was really kind of acting unusual that night so he took him to the vet the next day, and the vet said we will give him some antibiotics and he will be fine, but let him have a day of rest. So Scott had taken Harrand for a walk and then he gave the dog to his wife and he got in his car and drove away his cruiser and Harrand just about went goofy because he wants to go to work and he wants to go with Scott and he wants to go to work. Their love is to come and
work. They just love it. So when he saw Scott leave, then he was really bummed about that, but they get great care, and they live at home with the family and they are in the house or they have a kennel out doors, they have both, but I mean they are expected to be in the kennel outside as well as in the house, to be a part of the family and they are treated very well, and we have vet services here that basically donate everything but the cost of the medical supplies they have to use and the equipment because they just want to be a part of this program too. As a matter of fact, the vet service, I dare say which one it is because I don’t remember, but anyway, they got together, and they had a donation dog wash to raise money to raise money to buy a ballistic and knife proof vests for the dogs. So it is not something they were all the time because they would overheat, but in a certain instance or circumstance they would put that on. They have good pet service and they take very good handle, or care of their dogs. They are happy critters. [Laughter]

MN: Do you know anything about the canine unit from years way back?

DG: Just a little bit, you know they went to a military base for training, and I don’t know that much about it, but I think it was down in Missouri, I am not sure, but I think it was down there, and it may have been Fort Leonardwood. But they went down there for training with their dogs down there and to a large degree up to them to get their dogs trained and I don’t know how well that went. I did not have much experience with how effective they were, and you have to understand too that when I started here, dope was not an issue. It was a nothing, it was non-existent, it was someplace else in Haight-Ashbury (San Francisco) and that kind
of thing. So I think they had them as personal protection kind of thing, more than, and I don’t think they were trained in anything but tracking possibly. So they were a different, in a different situation.

MN: What about the education and training, what does it involve for the canine unit?

DG: They go to Northern Michigan K9. Brian Gregory, he is the trainer up there, and I think their training was two weeks, it may have been four, I think it was four. I think was four weeks of training they had up there, they would meet there and get trained on how the dog, how to handle the dog of course and all this kind of stuff, but also on legality and all of that and the responsibilities with the dog. But they meet the dog up there and from then on and they stay in a hotel or a motel up there where they have arrangements with them ordinarily they won’t have animals staying in there, but they will allow the canine guys to stay there. So once they get their dog their dog stays with them the whole time. They have a Veri-Kennel that they keep in their room and the dog will stay in there when they are not in the room or something like that. But that dog travels with them, sleeps with them, works with them during the training and all that kind of stuff and it is a pretty intensive thing and then it is important that they keep the skills up so that is why they do this weekly training and they have a marijuana and cocaine hides that they can use. They keep it in an airtight container, and then the dog is basically driven by his desire to play with a tennis ball. They love to chew. They love to chew on a tennis ball. So that is the dog’s reward and he knows that if he sniffs long and hard enough and he finds something that he is suppose to be looking for that all of a sudden this tennis ball will materialize and he will just be all over that thing, and
he will be happy as a clam because he has got this tennis ball to chew on and it is pretty amazing! [Laughter] So they do regular training on tracking, on bite work, on how to grip somebody and hold them. They don’t just bite anywhere, they generally go for a wrist, and that is what they teach them to do and when they train they have a wrist guard that they use and they put that out, but they can also just use a whole training suit which the person is basically covered in material that they’re not going to get hurt, but the dogs will generally go for an arm and latch onto it, and they are just taught to grip and hold on and to follow the commands of the handler because the handler will tell the dog, he will tell the person, “stop fighting with the dog” and if the person will just stop, the dog will quit, on command. If the person continues to fight or he’s got a gun in his hand or something like that then the dog won’t let go, until the handler tells him to. It is kind of neat because somebody with this wrist thing on, I mean watch it out there, and they get that dog going, and the dog will come charging at them and the handler will holler at the dog to stop and come back and whatever command it is and that will stop and go right back. Even though he would like nothing better than to go and take a bite out crime [Laughter]. It is kind of cool. They have a great deal of control but that is the training, constant training, is required to keep that sharp.

MN: I’ve got just one last question, it is more general, is there anything that may come to mind, is there anything about your experience with the Holland Police or you individually, specifically that, I am sure there are things I have not covered, but is
there anything that you, that you think people would want or need to know if they were researching about the Holland Police Department?

DG: I guess the only thing I could say is that I think a lot of people look at this as a very, parents, if their sons or daughters are interested are worried, that it is a violent occupation and in many ways it can expose you to some of that and I am sure it is different in different communities, different cities and this kind of thing, but it has been my experience that Holland has been a pretty peaceful community in general and I haven’t felt that it was something that I would go to work and would be worried about it and that has been a good thing, a nice thing and we take all of the necessary precautions, all the necessary training so that if there is a bad thing going to happen, that you are at least as best prepared as we can make you and that you can do the things right, but it is just that I never, and I don’t think most people come to work feeling like “yup, this could be my last day” kind of a thing. I don’t think that anybody really feels that way here. It has obviously, I think, it has gotten somewhat worse, with more drugs and more weapons around, I think it has become more of a concern, but still it is generally and in general a pretty safe place to work. My wife rode with me once and there again she didn’t really stay awake at night or be worried about me, I mean she got past that early on, and she knew what I was going to do and it was not an issue, but she rode with me one time and watch me go to a loud party complaint or something like that in a residence in an upstairs apartment and saw me go down at 12 or 1 o’clock in the morning walk down this driveway by myself to the stairway to go up to this apartment to deal with whatever was going on up there. And I think
that was harder on her not knowing, than for me to walk up those stairs and look around and do whatever I had to do. So I think a lot of people would look at what we do with some trepidation, but I think if they walked in our shoes a little bit they would see that this is a pretty good community to work in. In general. And it is not like I have not been banged up a little bit because I have. It is not like have not been put in some fairly nasty situations, but all in all, it has been a good career here, a good place to work. I recommend it to you. [Laughter] I think you would fit right in. So that is all I really have to say.

MN: Thank you very much Dave.

DG: You bet.