Your Pension...Making it Count

MAP takes action to keep pension consolidation from hitting members’ retirement funds
# Illinois Cops - 2019 Regional Training Calendar

## Sponsored by
Spartan Tactical Training Group, LLC

<table>
<thead>
<tr>
<th>April 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>13 – 14 2-day Dynamic Room Entry Handgun Certification Course</td>
<td>McHenry, IL.</td>
</tr>
<tr>
<td>Hosted by: Alpha Range Tactical Training Facility</td>
<td></td>
</tr>
<tr>
<td>15 – 17 3-day High-Risk Warrant Service / Fugitive Apprehension Course</td>
<td>Detroit, MI.</td>
</tr>
<tr>
<td>Hosted by: Dept. of Homeland Security funded program</td>
<td></td>
</tr>
<tr>
<td>18 – 19 2-day Tactical Raids Force-On-Force Scenarios Course</td>
<td>Detroit, MI.</td>
</tr>
<tr>
<td>Hosted by: Dept. of Homeland Security funded program</td>
<td></td>
</tr>
<tr>
<td>27 – 28 Martial Blade Concepts: Defensive Knife Skills Level 1 and 2</td>
<td>Bridgeview, IL.</td>
</tr>
<tr>
<td>Hosted by: Bridgeview Police Department</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>May 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>04 – 05 2-day Low-Light Handgun Strategies &amp; Tactics Course</td>
<td>McHenry, IL.</td>
</tr>
<tr>
<td>Hosted by: Alpha Range Tactical Training Facility</td>
<td></td>
</tr>
<tr>
<td>14 – 16 3-day Tactical Shotgun Instructor Certification Course</td>
<td>Urbana, IL.</td>
</tr>
<tr>
<td>Hosted by: Champaign Police Department (IL.)</td>
<td></td>
</tr>
<tr>
<td>18 – 19 2-day Basic Patrol Rifle Certification Course</td>
<td>Mt. Carroll, IL.</td>
</tr>
<tr>
<td>Hosted by: The Site Training Facility</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>June 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>10 – 12 3-day High-Risk Warrant Service / Fugitive Apprehension Course</td>
<td>St. Louis, MO.</td>
</tr>
<tr>
<td>Hosted by: Dept. of Homeland Security funded program</td>
<td></td>
</tr>
<tr>
<td>13 – 14 2-day Tactical Raids Force-On-Force Scenarios Course</td>
<td>St. Louis, MO.</td>
</tr>
<tr>
<td>Hosted by: Dept. of Homeland Security funded program</td>
<td></td>
</tr>
<tr>
<td>29 – 30 2-day Advanced Tactical Handgun Certification Course</td>
<td>Eagle, WI.</td>
</tr>
<tr>
<td>Hosted by: Walworth County Sheriff’s Office (WI.)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>July 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>20 – 21 2-day Basic Patrol Rifle Certification Course</td>
<td>Muskego, WI.</td>
</tr>
<tr>
<td>Hosted by: Waukesha County Sheriff’s Office (WI.)</td>
<td></td>
</tr>
<tr>
<td>27 – 28 2-day Advanced Tactical Rifle Certification Course</td>
<td>Muskego, WI.</td>
</tr>
<tr>
<td>Hosted by: Waukesha County Sheriff’s Office (WI.)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>August 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>06 – 07 2-day Tactical Speed Shooting Handgun Certification Course</td>
<td>Eagle, WI.</td>
</tr>
<tr>
<td>Hosted by: Walworth County Sheriff’s Office (WI.)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>September 2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>14 – 15 2-day Dynamic Room Entry Rifle Certification Course</td>
<td>Mt. Carroll, IL.</td>
</tr>
<tr>
<td>Hosted by: The Site Training Facility</td>
<td></td>
</tr>
<tr>
<td>28 – 29 2-day Dynamic Handgun Combatives Certification Course</td>
<td>Racine, WI.</td>
</tr>
<tr>
<td>Hosted by: Racine County Sheriff’s Office (WI.)</td>
<td></td>
</tr>
</tbody>
</table>

---

**Contact Information**

Spartan Tactical Training Group – (708) 990-4367

www.TeamSpartan.com
Substance Abuse, Addiction, Gambling, Mental Health and PTSD Care

Sometimes the Helpers Need Help

Have Drugs, Alcohol or Gambling Become Your Solution?

Since 2001, FHE Health has provided the highest quality of care to our First Responders. From medical detox through clinical outpatient support, we provide the opportunity for a better life.

888.353.6152
CALL 24/7
100% CONFIDENTIAL
FHEHealth.com
There are many examples of folks we can call True Believers. Most notably, one tends to think of True Believers in the realm of religion.

But there are others: alien abductions, Tom Cruise and Scientology. Cubbie fans and, of course, political entities like Elizabeth “Pocahontas” Warren, Trump and Hillary.

Actually, Trump isn’t really a True Believer. He doesn’t care. He’s in it for his ego. He’s like my cat, Leo. Leo’s sister is loving, affectionate and generally trainable. Leo? He doesn’t care. I should rename him Donald. But I digress.

For our purposes, I am referring to all of the men and women and other inspired genders who seek to become police officers. As they dream of joining the ranks of Copland, most of us begin as True Believers. It is most noble and admirable.

I’ve known many a cop, however, whose motive for joining the rank of blue was anything but true believing. They joined for the pay; the pension; on a lark; the freebies; and other unmentionable dastardly motives.

But most of us are True Believers! I was one of them in those last years while growing up in Chicago neighborhoods. Starting off in Little Italy, I had very few encounters with cops because I wasn’t old enough to commit any crimes and nobody called the police for anything. Italians handled their own problems. Vito, Nick and Joe “Fatboy” were there to handle your every need. Just like Santa, or maybe Krampus. But I digress once more.

My initial decision to be the fuzz started as my family rose up the ladder and moved to various locations in the city — moving on up, just like “The Jeffersons.”

At that point, I got to meet our fine men in blue. Sometimes, because I would pilfer a softball from Sears — who had the money to buy one? I usually escaped because I was the shortest and fastest. But once caught, a nice policeman let me go with a warning and $2 to buy a ball. A true hero, in my eyes...saved me a whipping, too.

Another time, two officers took me home to my parents. My pissed-off pop would talk to our neighbor, Frank, an Irish copper who lived next door. I was usually let free — much to the delight of the officers, who didn’t have to deal with this little Sicilian jerk. Bless you, Frank.

The cop thing was strong in my mind, along with being an
astronaut or veterinarian. Always loved the stars and animals but reality set in pretty quickly, as I grew in age, if not stature.

First, the astronaut thing went out the window as soon as I discovered that I could get seasick on a horse. And while animals are my soul, the math requirements to be a vet didn't agree with me. Never could quite figure out if I didn't have the aptitude for math so I was uninterested, or I was interested but never developed the aptitude. Sigh.

So police work it was. And in my high school years, I kept my nose clean, or at least didn't get caught doing anything exceptionally shady. I turned into a True Believer.

Seeing so much bad out there and suffering to humans by other humans really touched and bothered me. I figured I could make a difference and just wanted to help others and be a part of something big for my community, whatever that may be. So I took some tests after turning 21.

I suddenly realized that I had quite a hill to climb, as I was below the height limit. In those days, like at Riverview Park or Disneyland, you had to be yeah big and if your head didn't reach the stick, you couldn't ride.

After a few years of me trying, Bolingbrook PD advanced beyond the prejudice of short people and I got hired. Never was I happier (until I met the blonde, of course). I put on those blues — so proud. I then went to the swearing in at the chief's office with the village clerk. No audience, no fanfare, no photos, just the clerk, me and the fat-ass chief.

They swore me in, I took my oath and I was a legitimate copper. Then the chief told me (as I've written before), “We shouldn't have hired you, you're too short.” My smile disappeared and I mumbled something like, “You mother—er.” No, actually, that came later. I mumbled, “Well, sir, I'll do my best. You won't regret it,” and left very disillusioned.

But my fellow boys in blue were happy that I had made it. I had been “riding along” before swearing in, knew the cops and was well received. They all told me: “Screw him, he's an Adam Henry.”

He turned out to be much worse — a hypocrite. I shook it off, hit the road and enjoyed my time on the street. Then, he (the chief, that is) sent me to a tri-county narcotics unit. He didn't have to deal with my “attitude” any longer. That made both of us happy. There is much more to this transfer from Mr. A.H., but it's not important all these years later. Under a new boss and other jefes I made detective, where I stayed until my retirement in 1999.

I believe I did well, helped many citizens, solved many crimes, never got a reprimand or suspension and held myself to the standards, ethics and principles of policing. I was a True Believer, even if my subsequent chiefs and a lot of the lower brass hated my guts. Poor me.

I started MAP so long ago — 1982 — and believe me, it did not ingratiate me to the numerous chiefs that followed. Other chiefs, local politicians and most of the brass were not my friends, either. I won't go into all that BS, however uncomfortable it was.

I maintained balance with police work and my budding union, which grew into the powerhouse it is now. I am proud and content with my contributions to both careers. I was, and am, a True Believer in police work and unions.

But I see what police officers have to go through now. The constant criticism from inside the barn, lack of support, general demonization by the press and public and the danger that not only is inherent in the job but exacerbated in today's distrust of police.

All a false narrative by a vile left-wing press that is quick to condemn police for any action that doesn't see us run and hide from danger. It's all a rather condemning politicization now.

Policing is dangerous. Always has been. But now, I feel it is much worse. The people we dedicated our lives to have turned on us like last week's turkey legs — rotten and unhealthy.

The press investigates us for reasons that are unclear. Maybe because of our social power. Maybe because of our wages and pensions. Maybe because we wrote them a ticket. Maybe to sell papers by stoking the fires. Pick one or add one; it's up to you.

Politicians and police have turned into fearful leaders with no collective backbone. They all take classes now on how to throw their patrol officers under the bus. The days of chiefs who would occasionally stand up to the public and support you are no more. If I'm wrong, let me know. I would love to change that paradigm.

Without appreciation from the press, public, local politicians and yes, inside the barn, it's difficult for cops to be True Believers.

We become jaded when the wrongdoings of a very few paint all police with the broad brush of corruption. And when the emphasis of many departments is on revenue, like red-light cameras, useless tickets — both movers and parkers — and unnecessary arrests, cops start to wonder what went wrong.

We are supposed to be helpful to society, not piss them off. Yes, many people deserve their tickets and arrests and punishment is just, but we should not be revenue producers for greedy governments. Just sayin'.

But the worst of it is still the brass, the administrators who can bring down morale as fast as Carmelo Alvarez can knock your ass to the canvas.

Supporting and backing your officers is the single most important thing to an officer's morale and commitment to True Believing. With it, all goes smoothly. Without it, morale dives into the abyss.

Cops will be hesitant to engage, reluctant to have contacts or instances that will put them on YouTube forever. They will most likely disengage.

Don't troll me, people. Well, go ahead and troll me. I don't care and will never see it. Sticks and stones and all that garbage.

And that's the final kicker: Facebook, Twitter, Instagram, Tumblr and YouTube are all dangerous to a cop's health. It keeps hate alive and provides an opportunity for the brass to ding you and the press and public to wound you.

Get off social media and enjoy less hassle. The brass should do that, too, but again, they are beholden to defend themselves from never-ending criticism and because the mayor says so.

Do I believe cops are still True Believers? Yes, I do, but stats show a lack of recruits in articles from across the country and policing venues. That it's tougher to attract great candidates is a reality. And the suggestion to lower qualifications to become a cop, academically and chemically, to me is a nonstarter. Like that is going to help. I guarantee that will do more to lessen the chances that the next crop of cops will be True Believers.
Despite all the influences that make the job more difficult every day, police officers must continue to believe that they make a difference every day. 

The Park Forest Police Department recognized several members who went above and beyond the call of duty to earn awards of valor.

MAP has hired retired first responder Al Molinaro to create a database of information that will give all units a distinct edge in collective bargaining.

The MAP Rap Sheet series spotlighting its powerful legal team continues with profiles of three members of its vaunted team. Raymond Garza, Mark McQueary and Chris Potthoff each come from different backgrounds to give the MAP legal team a diversity of expertise that uniquely serves members.

MAP leaders joined other public safety unions on March 28 in Springfield to meet with elected officials and discuss pension consolidation. Several advocacy groups are once again floating the idea that consolidation could be a windfall for the state and pension fund members.

The MAP Rap Sheet is a quarterly publication dedicated to law enforcement and criminal justice professionals in the state of Illinois. ©2019 MK Publishing, LLC. Reproduction of any part of this magazine without express written permission is prohibited. Reader comments and editorial submissions are welcome, but neither the Publisher (MK Publishing, LLC) nor the Metropolitan Alliance of Police assume any responsibility for the return of unsolicited material. The Publisher manages and controls all advertisement relationships and ultimately retains the right to accept or reject any advertisement. The acceptance of advertisements by Metropolitan Alliance of Police does not constitute an endorsement of the product or services advertised. The Publisher and the Metropolitan Alliance of Police, nor any of their officers and/or employees, make any warranty, express or implied, including the warranties of merchantability and fitness for a particular purpose, or assume any legal liability or responsibility for the accuracy, completeness, or usefulness of any information, apparatus, product, or process included in any written or submitted content or in any advertisement. The views and opinions of any advertiser or third-party article contributor do not necessarily state or reflect those of either the Publisher (MK Publishing, LLC) or the Metropolitan Alliance of Police, and are not used for advertising or product endorsement purposes. The MAP Rap Sheet, its Publishers and/or the Metropolitan Alliance of Police assume no financial responsibility for errors in advertisements.
Blue HELP aims to reduce number of suicides within the ranks

Peace to you all.

Unfortunately, we once again have experienced a mass shooting in Aurora, Illinois, taking the lives of five and wounding five officers and one civilian. We are in awe of the heroism displayed by the teams of officers who braved the unknown to avert any other loss of life. We pray for their healing of both body and mind.

Our hospital responded with a call to minister to some of the injured. We waited for hours before learning that the incident was stabilized. Looking back, we are amazed at the number of law enforcement who responded and worked together to end the threat. We say, “Well done.”

I read an article recently on a subject that is a quiet one within law enforcement: suicide within the ranks. In the Chicago Police Department in 2018, there were four officers who took their lives. But nationwide, the numbers were higher than those killed in the line of duty.

Blue HELP, a Massachusetts-based nonprofit run by active and retired police officers, medical professionals and victims’ families, compiled and released the grim data this week. According to the organization, at least 159 officers took their own lives in 2018 — the same number of suicide fatalities it tracked in 2017, and 19 more than in 2016. By contrast, the estimated number of law enforcement officers who died in the line of duty last year was 145, according to an annual report released by the National Law Enforcement Officers Memorial Fund.

This is tragic and something we all should be aware of in our dealings with one another. Blue HELP provides a hotline at 1-800-267-5463 or text 741741. These may be numbers we want to write down and pass on if we suspect someone may be overburdened by issues in his or her life. The organization offers a trained ear to listen along with help and understanding because they are founded by and for law enforcement.

Locally, most agencies provide services through their health plans. And your chaplain core is always available to talk and listen. Help is out there; all we need to do is reach out.

Spring began March 20, so we got through another Chicago winter. Easter is around the corner. Hopefully, you’ll find time for family, friends and faith. God bless, stay safe and watch over each other.

Note: MAP recommends Safe Call Now to our members. Safe Call Now gave a presentation at one of our seminars and provides excellent service. Call 206-459-3020 or visit www.safecallnow.org.

Peace!
Chaplain Tom Ross
sligo8@wowway.com
Democrats and police unions eroding?

A recent commentary says just that — in California.

The mutual back-scratching of labor and Democrats has been embedded in that state’s political nature for decades, but not anymore. Recent legislation that has been initiated has eroded this partnership.

SB 1421 requires that law enforcement release all disciplinary records of all forms of alleged or real misconduct, especially shootings. So, the sealed records on misconduct cases that cops have long experienced are no more.

The blanket exception that police experienced after using deadly force is gone, whereby the cop’s actions were inaccessible if the officer had a reasonable fear of death or serious harm.

Legislation also has been proposed to change that philosophy to the standard of using deadly force only when “necessary.” Police bitterly oppose this bill because really, the public’s necessary is not necessarily our necessary. They are also great at Monday morning quarterbacking.

The truth is independent quasi-party nonsense as it exists now. The question now is will the Democratic Party continue to honor its historical police/political alliance?

Can it happen here?

Pension code amended to expand felony divestiture to survivors

Illinois Pension Code Section 5 (Sections 2-156, 3-147, 4-138, 5-227, 6-221, 7-219, 8-251, 9-235, 10-109, 11-230, 12-191, 13-807, 14-149, 15-187, 16-199, 17-149.1 and 18-163): No survivor benefits will be paid out to anyone that has a felony conviction that relates to, in any way, the service of the member from whom the benefit results. This legislation might as well be known as the “Joe Gliniewicz Law” or “G.I. Joe Law.” As many may remember, Joe Gliniewicz was a Fox Lake police lieutenant who committed suicide in what appears to have been an elaborate scheme to thwart a law enforcement investigation into Gliniewicz and his wife’s misappropriation of funds. Gliniewicz’s widow may receive his police pension.

Police chiefs IMRF participation window closes

Illinois Pension Code (3-109.1): On or after Jan. 1, a person may not elect to participate in the Illinois Municipal Retirement Fund (IMRF) with respect to his or her employment as the chief of police of a participating municipality, unless the chief had time in the IMRF before Jan. 1.

Mandatory training regarding sexual assault

Illinois Police Training Act Section 5 (15 a-5): On or before Jan. 1, 2021, law enforcement agencies must revise and implement policies regarding incidents of sexual assault or abuse to be consistent with these guidelines. (b-5): On or before Jan. 1, 2020, the Attorney General, Illinois Law Enforcement Training Standards Board and Department of State Police will revise guidelines to include responding to victims who are younger than 13 at the time that sexual assault or abuse occurred.

Mandatory mental health training

Illinois Police Training Act, aka Sam’s Act: Addition of mental health awareness training to coincide with the already regulatory crisis intervention training. The board must now create a course around mental health issues, including the history, signs, symptoms, treatments, medications and potential interactions those with mental health issues and their families may have regularly. Training must include de-escalating potential crises.

Commission on Police Professionalism created

Section 5, the Uniform Peace Officers’ Disciplinary Act, Section 7.5 (New): The Commission on Police Professionalism. The commission consists of Senate and House of Representatives members and active duty police officers, the director of the state police, Chicago police superintendent, director of ILETSB and directors of organizations representing sheriffs, chiefs, sworn law enforcement officers, sworn Chicago police and sworn Illinois State Police. The commission will receive support from ILETSB. The commission will review training and certification processes; duties; standards for badges, shields and identification issuances; officer-involved shooting investigation policies; use of force and misconduct policies; and licensure.

Employers must reimburse expenses

The Illinois Wage Payment and Collection Act, Section 9.5 (New): Employers must reimburse employees for necessary expenses and losses incurred by an employee within the scope of employment that must be submitted within 30 calendar days, unless an expense policy allows for additional time. This does not apply if an employer already has an employee reimbursement policy or if he or she failed to follow the policies of an existing reimbursement policy. This law should be addressed during upcoming bargaining.

And the hits just keep on coming

The press is calling, again. Calling for the dismantling of your pension/retirement. And they just won’t stop.

In their way of thinking, the Illinois budget woes and all taxpayer problems emanate from your overly generous pensions. They rail and moan and will endlessly attempt to convince the public to pass laws through legislation to bring you a 401(k) investment for your pensions, provide new methods of retirement plans for new hires and, of course, roll back your 3 percent COLA adjustment that all retirees enjoy at this time.

There is no doubt that Illinois’ debt is bad — so is the federal government’s — but we all keep working, don’t we? The press keeps saying that the taxpayers will save and the future will be bright. But no taxpayers will get any money back in their pockets. Politicians will just spend it and police officers will suffer pension reductions.

Here’s what the press editorial says, speaking to Illinois legislators: “If there is one thing you accomplish in the next two years, let it be an answer to the runaway public pension mess that’s been the albatross around Illinois’ neck for a decade.” They add that the pension debt is the worst of Illinois’ problems.

I believe it’s wise that members and officers know where the problems lie, and who the “frenemies” are. We must fight to preserve our retirement.

If you don’t personally, nobody will.
To our past fellow MAP Board member Andrew Diakoumis, who recently lost his father. Our deepest sympathies, Andy.

Taking “shots” at cops seems to be the new thing. We especially mourn Illinois State Trooper Christopher Lambert, who was killed while assisting with an accident on I-294 in Illinois.

We offer our condolences to the family and friends of Mary Jo Lewandowski of Wescom.

And we send our sympathies to the family of LaSalle County Sheriff’s Deputy Brian Underwood.

Condolences to the family of retired Mount Prospect Police Officer Michael Barrett.

Our sympathies are with all the families of police officers who have lost their lives since the beginning of the year. This could be a bad year for cops.

On Feb. 15, a workplace shooting occurred in Aurora, Illinois. Five Aurora officers were injured and five civilians lost their lives. The responding officers showed again why this profession is so noble. When it’s crunch time, there is no hesitation on the part of officers to run into danger to keep people safe. We know of two DuPage County deputies who received heroism awards for their courage: Eric Kory and Timothy Garlisch.

Unions rethinking universal healthcare

When Alexandria Ocasio-Cortez originally spoke of Medicare for all, the big unions jumped right on the bandwagon.

Then Bill de Blasio, the mayor of New York City, said that he was on board to have lawmakers introduce a bill making the city provide healthcare to all their residents. Is everyone happy?

Well, guess the hell what? It suddenly occurred to the unions that maybe this isn’t such a good idea after all. It is kind of obvious that if this occurs, then unions could no longer negotiate healthcare. Uh-oh!

That means that no benefits could be improved upon, since they would not be subject to bargaining. No more collective bargaining, arbitration-eligible benefits. What the...?

Unions are finally realizing that city governments could offer wonderful insurance now, and “Glory be,” take them away whenever the urge strikes them. Well, that’s special. Maybe Medicare for all and the Great Healthcare Hope isn’t such a good idea after all.

Dumb is as dumb does.

Some death penalty news

Jayme Closs is the 13-year-old who was kidnapped by Jake Patterson last year in Wisconsin, after being forced to witness both of her parents being shot to death in the head. Jayme escaped after being held captive for 88 days.

How many of you death penalty opponents want to shelter this monster for the rest of his life? Just asking.

Halted execution

Blaine Milam’s January date with the executioner was halted. One for the death penalty nosebleeds, but hopefully only temporary.

He killed his girlfriend’s 13-month-old child by striking her with a hammer and biting her to death in order to exorcise a demon. That was back in 2010.

He’s been given a reprieve because some a-hole offered the excuse that he was a victim of being “intellectually disabled.” I guess the manual says that if you’re freaking stupid, you get a pass.

Here are the brutal details: The baby suffered 18 rib fractures, multiple skull fractures, bite wounds and evidence of sexual assault. The injuries were so severe and heinous that the local medical examiner could not pinpoint an exact cause of death.

Thirteen months old.

On a kinder note

DuPage County Sheriff’s Deputy Chris Obrochta discovered a fire in an animal shelter in his county. The brave deputy took immediate action and saved 30 dogs. While many still perished, his actions warrant a shout-out from this animal lover and many like me.

Thank you, deputy.
BY MITCHELL KRUGEL

Members of the Metropolitan Alliance of Police (MAP) raided Springfield on March 28 ostensibly to prevent a literal theft by a group of heavy-hitting perpetrators still in the planning stage. What’s in the works is not as precarious as the wrongdoing that beat cops, detectives and tac team officers face every day. But for MAP members, the action from a mob known as the Pension Reform Working Group could be significantly heinous.

A score of $155 million reportedly has been targeted. That $155 million would be the rake if the more than 650 public safety pension funds throughout Illinois were consolidated, as state government is being asked to do. That would be the cost of transitioning the more than $14 billion in assets from those individual funds into one mega account, a tab that could take up to 10 years to recover. Such a withdrawal would hit all MAP members in terms of ensuring that their pensions will be sufficiently funded when they reach retirement.

So a task force of MAP leaders, chapter pension fund trustees and union attorneys specializing in pension matters ventured to the state capital on March 28 to talk to state senators and representatives about keeping the Illinois Municipal League and other special interest groups from pilfering members’ retirement accounts. It was an act of prevention consisting of meetings like the one MAP Treasurer Ray Violetto and others had with State Senator Michael Hastings, whose district includes a bevy of chapters.

That conference lasted approximately 90 minutes during which MAP provided data to educate about how much consolidation could cost pension fund members. Discussion also illuminated how consolidation could be a front for management to get a hold of the funds and give them to out-of-state cronies to invest.

“The whole idea of making the trip was to provide information that isn’t being provided to elected officials by some of the interest groups trying to change our funds,” explained Violetto, who is also the president of Tinley Park MAP Chapter 192 and president of the Tinley Park Police Pension Fund. “They had to get the full side of the story from all the parties involved and understand the need to keep all the money local with the people who have a vested interest in the long-term security of the funds.”

MAP in-house attorney Keith Karlson and co-counsel Richard Reimer were part of the lobbying team that made the rounds to educate a number of elected officials in Springfield, including imploring them to loosen investment restrictions that are limiting the ability to maximize fund assets. Jim McNamee, president of the Illinois Public Pension Fund Association (IPPFA), which is the primary education provider for public pension fund trustees, joined the fray.

A retired police officer, McNamee wanted to make a definitive statement to all in Springfield who needed to be reminded that, in this case, possession is ten-tenths of the law.

“They keep on forgetting that it’s not their money. It’s the fund participants’ money,” McNamee declared. “The stakeholders need to have a right and say in their system. These
systems have been around for years. We’re telling them it ain’t broke. It might need a tune-up, but it ain’t broke.”

The case for local control

First responders in Illinois are part of an elite group of public employees who manage and control their pension funds and have been doing very well in the process. The funds are regulated by Articles 1, 3 and 4 of the Illinois Pension Code. MAP members are part of Article 3, in which the funds are locally financed in municipalities with a population greater than 5,000 and less than 500,000 employing a full-time police department. Firefighters are governed by Article 4.

The state establishes benefit levels, determines employee contributions – 9.91 percent of salary for police officers – and sets the local pension board composition. The 650-plus Article 3 and Article 4 funds are administered locally by a board that includes two active employees, one retiree and two employer representatives. The board then hires its own investment managers and determines its own investment strategy. The board also selects other important professionals, including attorneys, accountants and actuaries.

All trustees go through annual training, much of it from the IPPFA. The tutelage covers many topics, including ethics and how to choose investment advisers.

Conventional wisdom suggests that a board of locally accountable trustees who are participants in the retirement system can keep politicians from intervening to manipulate investment decisions. Representation by those who stand to lose the most if the system is manipulated has always been successful and honest public policy.

“This is money for us when we retire, so we should have a vested interest in how this money is managed for our future,” Violetto submitted. “We have quarterly meetings and keep a very staunch line on investments – what we can legally invest in and searching for the best advisers to manage our money.”

Being personally vested in the fund apparently spawns from two substantive aspects of serving as a police officer. The majority of police officers in Illinois do not get Social Security, so the pension is their sole source of retirement income. And the pension is what they signed up for when they decided to do a job that requires putting their lives on the line every day.

Local police and fire pension funds have consistently outperformed applicable investment benchmarks, and in doing so have saved taxpayers millions of dollars. Additionally, Illinois courts have ruled that Article 3 and 4 participants are guaranteed a benefit. But they are not guaranteed adequate funding.

Therein lies one of the conundrums with consolidation. Since 1996, the state has determined pay-in percentages known as pension ramps, which have contributed to the shortfalls some funds are battling.

“Ramps function like a balloon mortgage,” Karlson reasoned. “They artificially depress contributions now. Principle contributions eventually are made up, but there is a loss of investment return. That creates a burden on taxpayers down the road.”

To show how ain’t broke the current system is, IPPFA commissioned an independent study by the Anderson Economic Group LLC of Chicago on several aspects of pension funding. At the high level, the study showed that pension funds are well-managed and have exceeded their investment goals.

“That part is really good news,” McNamee emphasized. “The bad part is that, for years, cities weren’t funding us appropriately. So it’s disingenuous because the group that wasn’t doing its job is leading a charge to take away the assets from the people whose fund it is and put it in this pool.”

The case against consolidation

Given all this evidence, wouldn’t it be criminal to consolidate Article 3 and 4 funds? Following the Pension Reform Working Group recommendation to consolidate or the Illinois Municipal League proposal to transition approximately $14 billion in assets from numerous funds into one investment portfolio would make about as much sense as the Bears re-signing Cody Parkey.

The Anderson Economic Group estimated the transition costs could reach $155 million. The same study found that it would likely take 10 years for pension funds to recover from the
costs and lost investment opportunity.

In the wake of the Anderson study, the IPPFA published reasons for opposing consolidation. Those observations included:

- Consolidation poses a particularly high risk if the transition occurs during a period of stock market growth and the local pension funds miss out on the resulting gains from their existing investments.
- Economies may suffer when the local banks and asset managers who handle individual pension funds are set aside in favor of larger, out-of-state investment firms that would likely handle the consolidated pension fund.
- Not a single Illinois police or fire pension fund trustee has been indicted, convicted or censured for impropriety in the administration of pension funds. Compounding the risk of consolidation, Illinois’ state-run pension systems have a record of ethical and legal infractions substantiated by convictions. Illinois’ statewide pension funds cannot claim the same unimpeached ethical history.

“We had to provide information that isn’t being provided to the elected officials by some of the interests groups trying to change our funds.”

MAP Treasurer Ray Violetto

- Currently, the Illinois funds’ administrative work is largely performed by volunteer trustees. If consolidated, these administrative tasks will be performed by professional state employees, who will cost the state more money in overhead.

“Consolidation has been the No. 1 issue for the Illinois Municipal League, and they’re saying they can reduce costs and get better returns because they are trying to get control of our money,” McNamee warned. “There is a huge level of misunderstanding. This consolidation thing is not a panacea. All they’re doing is adding a layer. Management has always wanted to control our money.”

MAP contends that if state government really wanted to address a pension issue of importance, it should look at easing some of the arbitrary restrictions on investing. According to McNamee, state statutes keep pension trustees from investing in a prudent and responsible manner, limiting some funds’ investments to consist of up to 90 percent fixed income.

That has left the gains stagnant for the past several years. Think of it this way: If you were well into your retirement years, you would never want your investments to be limited to just 10 percent in equity. There would be almost no way to live on that.

“MAP is really concerned with the actuarial methodology by which pension funds are funded,” Karlson reiterated. “It’s not economically feasible and it becomes a direct liability of the municipality. Taxpayers should be pretty angry at that. Pension actuaries need to make a determination to fund according to a normalized system without the ramp and with open amortization. We need to eliminate the balloon mortgage and expand investment authority.”
The Anderson study showed that if the state eased investment restrictions, in 10 years a fund of less than $2.5 million would increase from a 5.1 percent annual return to 6.7 percent. A fund of $5 million - $10 million would increase from 6.9 percent to 7.3 percent.

Do the math. For the $10 million fund, that’s an additional $4 million over 10 years.

“We can’t think of it as investing in a 401K. We are investing for the benefit of generations of employees,” McNamee reminded. “Changing the actuarial assumptions would reduce the funding issue for the cities. That’s what we have wanted all along.”

“The case for taking action

MAP leaders went to Springfield to make the case against consolidation and for easing investment restriction. The contingent included Vice President Richard Tracy and board member Michael Martin. Other law enforcement unions such as the Illinois Police Benevolent and Protective Association and the Association of Professional Police Officers also joined the lobbying activities.

Legislators who took meetings with MAP received a packet of information resembling a small volume of an encyclopedia. Additionally, the meetings consisted of MAP members presenting information about what goes into managing a local fund and why it’s much more prudent than farming it out to a big investment company.

“I do believe that some of the senators and the reps are somewhat knowledgeable of what’s going on,” Violetto commented. “We had to provide information that isn’t being provided to the elected officials by some of the interests groups trying to change our funds.”

As a result of the visit, Karlson submitted that the “likelihood of this stuff passing was reduced.”

IPPFA is also working on introducing legislation that would give local funds more investment authority. The meetings with legislators were an opportunity to offer an overview of how pension funds are doing system-wide. Apparently, there were several elected officials who did not know that, system-wide, they are around 55 percent funded and that loosening the restrictions would be the ticket to reach the goal of 90-percent funding.

So when they left Springfield, there was a feeling that almost everybody MAP talked to was receptive and willing to listen.

“But it’s an ongoing information engagement for us,” McNamee professed. “We have to keep everybody engaged. I would urge all police officers to talk to your local legislators and let them know this is your money. The system is not broke. It’s been proven by the studies. They need to loosen the restrictions so we can do our jobs. Anything else would cause disruptions, additional costs and unforeseen circumstances.”
The effect of public pensions on Social Security benefits

Retirement income is often thought of as a “three-legged stool,” with the legs being pension, Social Security and personal savings. For most state and local workers, the personal savings is their public employee-deferred compensation plan at work. The pension leg is, of course, very strong. As far as Social Security, it’s a mixed bag.

Some law enforcement personnel in Illinois participate in Social Security at work, but most do not. For those who do, Social Security is a full, strong leg in their retirement plan. For those who do not, their Social Security benefits will be a lot lower, since their professional career is spent outside the system.

Who’s in and who’s out?

Chicago police and most of the so-called “downstate” police covered under Article 3 of the Illinois Pension Code are not in Social Security. County sheriff personnel outside of Cook County, small towns in the IMRF and some downstate Article 3 departments are in Social Security. It’s all governed by a deal that was cut with the federal government and Illinois back in the 1950s. So, three cops stopping for a drink after a regional training session may have different pension structures: downstate or IMRF or SLEP pension and in-or-out of Social Security.

What if you are in Social Security at the police department?

Members who participate in Social Security at work receive the same benefits as any private sector worker. Don’t believe rumors to the contrary. You and your employer paid into the Social Security system for all of your wages and you receive the same benefits as everyone else.

What if you are not in Social Security at the police department?

If you are not in Social Security at your career department, you are still eligible for benefits based on any time you worked before, during (part time) or after you retire from law enforcement. In order to qualify, you must attain 40 credits under Social Security. A credit in 2019 is attained if you earn $1,360, and you can earn up to four credits each year. So, if you work roughly 40 calendar quarters, or 10 years in non-police work, you will receive a benefit from Social Security.

Now, that benefit will not be very high. You can’t spend 30 or so of your highest salaried years outside of Social Security and expect to get too much of a benefit. For a hypothetical officer with a modest career before law enforcement, no Social Security earnings for 30 years and then 10 years of work after police retirement, I come up with an estimate of $500-$600 per month. It could be lower or higher, depending on earnings.

Special formulas for people with public pensions outside of Social Security

There are some formulas that specifically affect Illinois police personnel who earn a pension outside the Social Security system. One is the Government Pension Offset (GPO) (Publication 05-10007). This offset reduces the benefit a police retiree might earn from his spouse’s record, not his own Social Security record. In Social Security, a person normally can be paid a benefit from their own earnings history or half of their spouse’s benefit, if that would be higher. So if Ward is receiving a Social Security benefit of $2,000, and his wife, June, is entitled to $700 from her own earnings record, June will actually be paid $1,000 per month (half of Ward’s benefit).

But a retired Illinois police officer who has a pension from work outside of Social Security will see any Social Security benefit he might receive from his spouse’s earnings record offset by two thirds of his public pension. This essentially eliminates any benefit off of a spouse’s record.

Another formula is the Windfall Elimination Provision (WEP) (Publication 05-10045). The Social Security formula is progressive in nature. This means that low-income workers receive a higher rate of their wages replaced than do higher-income people. Certainly, your police pension or IMRF/SLEP system does not work this way. A deputy chief with 30-plus years of service receives the same 75 percent downstate pension rate as a patrol officer with the same service.

Under Social Security, a person who works a career as a hotel maid gets a higher percentage of her wages reflected in her Social Security check than the high-paid management consultant. The rich guy’s Social Security check is most certainly higher than the hotel maid’s; maybe his $2,800 to her $900. But the percentage of earnings being paid is much higher for her; maybe 70 percent of inflation-adjusted wages to the rich guy’s 30 percent.

This progressive formula is the reason the government felt the need to put in WEP. A retired cop is not a low-income worker, but the Social Security computer would see him as one when it looks only at his Social Security wages. But the government does not want to pay him at the 70 percent rate, so the WEP formula moderates his payment down, toward the 40 percent level, commensurate with other fulltime workers covered under Social Security.

Is all of this fair?

I’d have to say yes, this is fair. The spouse benefit is there for people who did not work or worked very little while supporting their family in other ways. A retired police officer really isn’t entitled to this benefit. So GPO shuts that down.

And while the hotel maid gets a $900 payment from Social Security and the retired police officer gets $450 for the same earnings, she in effect is receiving a bonus due to her overall near poverty-level income. The retired officer is simply not in the same situation.

To learn more, go to ssa.gov or Google and download the two-page publications noted above concerning GPO and WEP.

You also can visit our website, IPPFA.org. Click on education, and then click on PSfit: Public Safety Financial Independence Training. There, you will find a video presentation by me and a full text chapter on this subject.

Takeaways

If you are in a department covered by Social Security, you receive the same benefits as anyone and neither GPO nor WEP applies to you. If you are outside of Social Security, you will still receive a benefit from Social Security for any non-police work, as long as you earned 40 credits.

Daniel W. Ryan is a project coordinator with the Illinois Public Pension Fund Association (IPPFA). He is a retired municipal treasurer and union benefit administrator.
Metropolitan Alliance of Police
24th Annual
Golf & Dinner Outing
The Links at Carillon
21200 S Carillon Dr, Plainfield
Monday, June 17, 2019
Noon Shotgun Start (11 am check in)
Dinner reception starts at 5:15 pm

Entry fee: $110 per player for greens fees, golf cart, lunch, buffet dinner, drinks, with a raffle to follow dinner. $40 dinner only.

Payable by: June 3, 2019. Space is limited. **FIRST PAID, FIRST RESERVED**

<table>
<thead>
<tr>
<th>Name*</th>
<th>Dept/Phone</th>
<th>T-shirt Size</th>
<th>Dinner Only</th>
<th>Amt Pd</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>M</td>
<td>L</td>
<td>XL</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total

**What to do:** Send this form and a check payable to MAP.
Our office: 215 Remington Blvd Suite C Bolingbrook, IL 60440
Questions? Call us at 630/759-4925. E-mail: mapunion@msn.com

*First name on the list is the primary contact.
Check-in is on an individual basis, which starts at 11:00am.
*Thank you for your payment!*
Uncommon Valor in Park Forest

Annual awards recognize officers for going above and beyond

BY ERIKA WURST
PHOTOS BY JAMES PINTO

For 15 years, the Park Forest Police Department has recognized greatness among its officers during the annual Honors Ceremony. Held Jan. 26 at Freedom Hall, the high level of performance did not disappoint.

With tales that included an officer ditching his duty belt to dive to the bottom of a 10-foot pool to save the life of a drowning victim; numerous attempted suicide saves; and continued efforts to take guns off the street, there was no shortage of valor and teamwork to be lauded.

Awards included Officer of the Year and Medal of Valor recipients who went above and beyond the call of duty.

“It’s the time of year to be able to recognize the officers from lowest seniority to the highest,” Park Forest Chapter 660 President John DeCeault said. “Officers are recognized among their family and their peers. It really means a lot to these officers.”

The ceremony gives officers a chance to see and appreciate the great things happening in all divisions of the department. From patrol officers to sergeants, detectives, records clerks and civilians, it’s the combined effort that makes a department what it is.

The vastness of that collaboration is tangible every year at the Honors Ceremony, when the entire department gathers together in the same room. That’s a rare occurrence, DeCeault said, because there are four different patrol shifts, different records department hours and different detective hours, not to mention family and social obligations that prevent everyone from being in the same place at the same time. On the day of the ceremony, that changes.

Even on-duty officers take a moment to stop by the venue,
The Medal of Valor was awarded to Commander Lloyd Elliot, Sergeant Julius Moore, Officer David Habecker, Officer Charles Karl and Richton Park Police Officer Ryan Dahlberg.

stand in the back and take part before scurrying off to answer a call. “It’s a good time to get together and recognize everyone from bottom to top,” DeCeault said.

Detective Sergeant Darin Studer received the Officer of the Year Award. He served in both a leadership and investigatory role in the Investigations Division. “His example was representative of the ideal in policing in 2018,” his nomination read.

Last year, Studer took part in several criminal sexual assault investigations, including a case that led to an adult being charged with predatory criminal sexual assault after victimizing a child. An October investigation resulted in an offender being charged with sex assault after repeatedly victimizing an acquaintance. In this case, Studer’s detailed work, including a search warrant for the suspect’s DNA, made prosecution possible.

“Detective Sergeant Studer, a Marine Corps veteran and longtime member of the Park Forest Police Department, has proven himself to be a solid, dependable supervisor and investigator whose work ethic inspires others,” the nomination read.

In addition to Studer, many other officers were honored during the ceremony.

The 2018 Meritorious Service Award — given for services rendered in the line of duty where the officer, because of his or her initiative, diligence and perseverance, performs a difficult act where a crime is prevented, life saved, property protected or criminal apprehended — was presented to Detective Alex Bregin, Commander John Sweitzer, Sergeant John DeCeault, Detective Commander Lloyd Elliot, Detective Sergeant Darin Studer, Sergeant Paul Morache, Detective Justin Rimovsky and Detective J.P. Garrity.

The Medal of Valor Award — given only in exceptional cases where an extraordinary hazardous duty is performed by an officer who risks his or her life in doing so — was presented to Commander Lloyd Elliot, Sergeant Julius Moore, Officer David Habecker, Officer Charles Karl and Richton Park Police Officer Ryan Dahlberg.

The Honors Ceremony pays tribute not only to police but also citizens who have been crucial to public safety efforts during the course of the year.

Citizens like the resident who helped thwart a multi-state identity theft ring by noticing packages being delivered to a vacant house, and a man who fought off two vicious dogs from attacking his neighbor’s child, were recognized for their contributions to public safety.

“Realistically, the crimes we solve may not get solved without good witnesses,” DeCeault said. “We like to recognize as many of these people as we can.”
How an off-duty West Dundee cop saved his nephew’s life

It was any family’s worst nightmare. One moment, Paul Shipley was enjoying an event with relatives at a Bolingbrook hotel pool on Jan. 5. The next, he heard screaming and saw his unconscious 5-year-old nephew being pulled out of the water.

Shipley, a West Dundee police officer, sprang into action and immediately began performing CPR with help from a nurse who was also on the scene. The boy had been underwater for more than a minute and wasn’t breathing, Shipley said.

A week later, the boy had made a full recovery. “It’s my instinct that just kicked in,” said Shipley, who has been in law enforcement for 14 years. “It was automatic. I knew I had to get to him, and I knew what I needed to do. There wasn’t a second thought.”

Bolingbrook authorities took over administering lifesaving techniques on the boy when they arrived at about 7:43 p.m. at the Holiday Inn, 205 Remington Blvd., Lieutenant Anthony Columbus said. The boy was resuscitated and taken to a hospital, where doctors have since determined that he shows no signs of long-term damage, Shipley said.

Shipley now is being hailed as a hero by his fellow officers and leaders of the West Dundee Police Department. But he credits his quick thinking to the department’s extensive scenario-based training in lifesaving techniques and equipment. “As Officer Shipley knows, officers are never fully ‘off duty’ and swear an oath to ‘serve and protect,’ which is a 24-hour-per-day commitment,” said Lieutenant Anthony Gorski, the department’s training supervisor. “It is no surprise that [Shipley’s] training kicked in and he acted correctly and without hesitation to save this precious young boy’s life.”

Shipley says a handful of important lessons came out of the near-tragic experience: Always keep an eye on children in the pool; make sure that those who can’t swim are wearing flotation devices; and learn and practice CPR so that it can be used effectively in a crisis.

But all Shipley’s family members have been thinking about is how thankful they are that his nephew survived. “I’m just tremendously grateful,” Shipley said. “I’m very happy for the outcome.”
MAP adds Molinaro to help play the numbers game in collective bargaining

BY MITCHELL KRUGEL

Digits, data points and documentation accumulate in Al Molinaro’s hard drive like a kid running 10 years of allowance through the coin counter at the bank. In his new role as an analyst for MAP, he has spent the past few months collecting a reservoir of facts, figures, evidence and wisdom to help show you the money.

A search of Molinaro’s self-grown database returns megabytes of collective bargaining agreements, interest arbitration decisions, grievance arbitrations, salary increases, health benefits comparisons, town-by-town demographics and municipal budget comparisons. It all adds up to intel that can create an edge for MAP units when they go to the table to negotiate new contracts.

The idiom that “knowledge is power” never had as much power as the information Molinaro is compiling for MAP attorneys to use when they collectively bargain.

“The management side loves to point out that the union is unreasonable with its contract proposals,” explains Molinaro, a retired firefighter who spent 26 years with the Maywood FD and 26 years on his union’s bargaining committee. “What we’re trying to do is offset (employers’) arguments with a lot of data, and present proposals that not just say, ‘We deserve this,’ but to show they can pay police officers what they truly deserve.”

In his time with Maywood, Molinaro worked his way up to leading contract negotiations for his unit, which is part of the Service Employees International Union (SEIU). After retiring, Molinaro went to work for the SEIU.

He left SEIU in 2009, when MAP Co-Counsel Richard Reimer reached out to Molinaro to join his firm and assist with public safety collective bargaining. Molinaro also had the opportunity to work with noted labor attorney Joel D’Alba, who has spearheaded contract negotiations for the Illinois State Troopers and the Chicago FOP.

Under that tutelage, Molinaro began to further his data collection system. During the past five years, he has added to that wealth of information by filing Freedom of Information Act requests and doing website searches to gather collective bargaining agreements from some of the more than 400 municipalities in the Chicagoland metropolitan area.

Last year, MAP contacted Molinaro, and he helped a couple of staff attorneys prepare for their contract negotiations. When he became MAP’s analyst, his goal was to compile a library of information that can be easily accessed.

“We have a lot of information readily available to go forward pretty quickly,” Molinaro confirms. “We’re really trying to do this from an analytical point of view and provide the attorneys data to give them better background.”

That background features data that reflects how MAP representation includes units in largely populated areas in Cook, Lake, DuPage and Will counties, as well as expansion into smaller units in areas of Grundy County. There is information about a multitude of communities in proximity to MAP units.

Among the data points of interest is basic analysis going back a year or two before each unit’s contract has expired or will expire. The analysis looks at wages during various points in a career for all units – cop-based pay at 10, 20 and 30 years, among other increments.

When crafting contract proposals, chapters will be able to look at what at least three other bargaining units in proximity or of similar size are getting as far as annual percentage increases. So if a 3 percent increase is the high-water mark, a unit can go to the table with evidence of how other municipalities are making a 3 percent increase work.

Molinaro characterizes the database as an asset to flourish in 21st-century negotiating. The database includes several points that each municipality reports annually and can be used to determine comparable information – or “comps” – between towns. Some of these points are:

- Total general revenue for a municipality.
- Population.
- Equalized Assessed Value (EAV) – the value of taxable properties in a town.
- Total sales tax for a municipality.
- Median household income.
- Median value of owner-occupied units.

“Employers who argue that our proposals are unreasonable often come back with proposals that are equally unreasonable,” Molinaro clarifies. “We don’t want somebody to say, ‘You’re wrong.’ We want to be able to say, ‘Show me why you are wrong.’ You don’t want to be in a position that you’re out of line, and this data can provide that kind of information.”

Molinaro adds that the database has been constructed with an eye on units having to go to interest arbitration when negotiations with the employer reach an impasse. Arbitrators historically ask for the type of information Molinaro is collecting, so it’s another asset to stay ahead of the game. He is looking at arbitration awards over the years to track the comp and economic data most arbitrators follow.

So the addition of such an experienced analyst will enable MAP units and their negotiators to play the game of “money-ball” that collective bargaining has become.

“It is an adversarial situation, and we want to win,” Molinaro concludes. “We just need the tools to do it. And this database is another tool.”
Ray Garza comes from the other side. Some have even called it the dark side. But because of his past experience, Garza has become a force as an attorney for the Metropolitan Alliance of Police.

From 2004 to 2010, Garza headed the labor unit for the Illinois attorney general’s office in Chicago. The office handled wage-and-hour cases, and Garza’s six-person team represented employees who had to sue their employers for money they were owed. His cases ranged from the million-dollar variety down to $250.

“That $250 was just as important. That was somebody’s grocery bill,” confides Garza, who has been serving MAP since 2010. “It was very rewarding to help people who were owed money.”

After getting his law degree from Northern Illinois University in 1997, Garza spent some time in private practice doing bankruptcy and family law. He joined the AG’s office in 2002, initially working in the tort litigation unit for two years before moving into labor law.

Labor law has proven to be a labor of love. He is able to pursue his passion of helping the working woman and man as part of representing MAP chapters in contract negotiations, arbitrations, mediations and disciplinary matters.

“Sometimes, the working person doesn’t have a voice,” he reasons. “As attorneys for the union, we can give them a voice, help them through the process and help them bargain on an equal playing field.”

When he was at the AG’s office, Garza handled several cases involving Illinois state troopers. Through one of those cases, he met MAP Chief Counsel Joe Mazzone, who inquired if Garza would be interested in working with the union.

Mazzone motivated Garza to come over from what he called the dark side. Garza brought a perspective the union did not really have until he came on board in 2010.

“It helps me when talking with opposing counsel because I know where they are coming from,” he explains. “I know their marching orders because I had those same marching orders. That’s something I hope I bring to the table when representing my chapters.”

Within the past year, Garza has partnered with Keith Karlsson, MAP’s in-house counsel, to form Karlsson-Garza LLC, a law firm that has great expertise in representing officers when they are on the hot seat. They term these discipline cases that could lead to suspension or termination as the “career death penalty.”

And whether it’s a discipline case, contract negotiation or even an arbitration, Garza has forged a style that has become a real force for MAP members.

“I’m not going to jump on the table and scream at the other side for the sake of doing it,” he says. “But I will assert myself and my clients’ rights aggressively. If having to tangle means firmly stating my position, I’m going to do that.”

Chris Potthoff wanted to be a Fed. When he was a student at the University of Illinois, U.S. Department of Justice recruiters came to campus and he inquired about how to become a federal law enforcement officer.

Only one problem. The justice department has a perfect color vision requirement. Potthoff had a mild touch of color blindness. When he mentioned he was going to work in law enforcement, recruiters indicated that waivers were given to well-qualified candidates.

“They asked if I could fly a plane or a helicopter or if I spoke one of a select number of foreign languages. Or if I had a law degree,” Potthoff recalls. “I figured I could do the law degree.”

As soon as he got out of the academy and started with the Palos Hills Police Department in 1998, Potthoff began attending the John Marshall Law School. When he was getting near the end of law school in 2002, he started the application process to become a Fed.

“When I asked about the waiver, they told me they didn’t do that anymore,” Potthoff continues. “When 9/11 happened, they had so many people willing to step up
Mark McQueary saw the opportunity to become an attorney as an extension of being a union representative, and really as an extension of serving as a police officer.

McQueary is a lieutenant with the Bolingbrook Police Department, where he has served for 19 years, and is president of MAP Command Chapter #4. He also serves as a MAP attorney, and his dedication to his third profession manifested when he used all of his vacation and holiday time to study for the bar exam after graduating from The John Marshall Law School.

He passed.

“When you have opportunities, you have an obligation to pay it forward, and a great way for everyone to do that is to get involved in the local union,” McQueary advocates. “It’s an opportunity to fight for benefits, pay, time off and for your family. All of us have an obligation to give back to the union because it supports our members. It’s about the collective.”

McQueary seems to have followed a pay-it-forward path beginning when he worked part time for the Crestwood PD while attending college. He then worked as a community service officer in Orland Park and Orland Hills before coming on with Bolingbrook.

This career path led him to pursue law school 10 years after completing his undergrad and master’s in public safety administration at Lewis University.

“I spent some time working in court, and I always found the law very fascinating, especially with regard to employee rights and employee benefits,” McQueary explains. “I realized that if you really want to advocate for employees, you need a law license. So I decided to give it a try. If I liked it, I would continue with it. As soon as I got to school, I loved it.”

After graduating from law school, McQueary went to work for MAP Co-Counsel Richard Reimer, initially doing police pension work. He expanded into collective bargaining, employee discipline and handling unfair labor practice complaints on behalf of MAP members.

He has become particularly invested in the discipline matters, partly because of his desire to be a problem solver and partly because he likes the opportunity to put checks and balances on department administrations. He also likes the opportunity to advocate for a fellow MAP member who might hesitate to stand up to a chief for fear of retribution.

“It’s like the old ‘Hair Club for Men’ joke: ‘I’m not only the president. I’m a client, too,’” McQueary says. “I know what members want from their attorney – hard work, dedication and, more importantly, good information. The game changes when a member can walk in with an attorney who will advocate for their behalf.”
Updates from our attorneys about collective bargaining agreements for MAP chapters

Keith Karlson

**Lemont**
- Three-year collective bargaining agreement
- Wage increases:
  - Year one: 2 percent
  - Year two: 2.25 percent
  - Year three: 2.5 percent
- $1,500 annual longevity starting at year 11 (indexed to wage increases)
- 25 cents per hour night shift differential pay
- Improved officer-involved shooting language
- Clarified drug and alcohol testing procedures
- Improved “just cause” protection during challenges to discipline
- Making 12-hour shifts mandatory as opposed to optional at management’s whim
- Expansion of employer-provided equipment
- Improved jury duty language
- Improved vacation scheduling language
- Streamlined grievance processing
- New contract language regarding the review and use of employee surveillance (e.g., squad car cameras, body cameras, station cameras, audio recordings, etc.)
- Fairer fitness-for-duty examination language (requiring mutually selected impartial examiner)
- Status quo on healthcare

**Buffalo Grove**
- Two-year collective bargaining agreement
- Wage increases:
  - 2.53 percent in year one
  - Second year to be determined based on agreed matrix of comparable
- Improved officer-involved shooting language
- Status quo on insurance coverage language

**LaSalle County Corrections**
- Five-year collective bargaining agreement
- Wage increases:
  - Year one: 2 percent
  - Year two: 2 percent
  - Year three: 2 percent
  - Year four: 2 percent
  - Year five: 2.75 percent
- Equity adjustment: $2,500 added to all steps 10 years and over
- Lowered years-to-top out by two years
- Improved dental, vision and life insurance coverage
- Increased health insurance opt-out benefit
- Additional specialty-pay positions
- Increased rank-differential pay
- Clarified temporary assignment language
- Clarified overtime procedures

**Raymond Garza**

**Lockport**
- Wages: 3 percent increase for each year of the contract beginning July 1, 2019 to June 30, 2023
- Status quo on health insurance contribution (Chapter members currently make no health insurance contributions)

**Momence**
- Added language: Employees working a holiday shall receive their normal 80 hours per pay period plus two-and-a-half times their rate of pay for all hours actually worked on a holiday
- Full-time employee wage increases:
  - Retroactive to May 1, 2018 – 5 percent
  - May 1, 2019 – 5 percent
  - May 1, 2020 – 4 percent
  - May 1, 2021 – 4 percent
- Part-time wages: $18 per hour

**Blue Island**
- Wage increases:
  - 2.5 percent retroactive Jan. 1, 2018
  - Effective Jan. 1, 2019 – 3 percent
  - Jan. 1, 2020 – 3 percent
  - Jan. 1, 2021 – 3 percent
- Holidays will be paid out at 12 hours instead of eight hours
- Corporals and sergeants will be given $500 wage adjustment on top of the COLA increase for each year of the collective bargaining agreement
- FTO stipend: $1 increase per hour as FTO
- Detective stipend: $15 per hour for 24 hours a detective is required to be on call

**Gary Deutschle**

**Streamwood PD Civilians**
- Wages
  - $8,362 market adjustment to starting pay for 2019 and 2 percent raise
  - 2.5 percent raise for 2020
  - 2.75 percent raise for 2021
- Language changes to post-retirement healthcare plans
- Deleted fair share
- Added language about the Affordable Care Act Cadillac Tax (if it comes to be)

**Streamwood Village Hall Civilians**
- Wages
  - Market adjustments for entry pay ranging from $7,679 to $11,865
  - Cost of living raises on top of that:
    - 2019 – 2 percent
    - 2020 – 2.5 percent
    - 2021 – 2.75 percent
- Deleted fair-share references
- Added pro-rated personal days for part-time employees
- Clarified vacation language
- Reduced step-up pay percent (but with the raises, it’s actually more money per hour)
- Added Affordable Care Act Cadillac Tax language (if it comes to be)
- Clarified step placement upon promotion
- Increased incentive program dollar amounts
SAY I LOVE YOU... even in death

REGISTER YOUR LIFE INSURANCE ON GRANDMAMASLIST.COM

Whether you’re a police officer, a firefighter, a paramedic, an emergency medical technician, or any other kind of emergency responder, you serve society bravely and valiantly by working a job that might often put you into life threatening or dangerous situations. As much as we hate it, the worst can happen, and if you end up losing your life, it’s important to make sure the people you love are well taken care of.

You have protected your family by purchasing life insurance. Now take the next step by registering with Grandmama’s List, so that your love and legacy will live on. Register your life insurance policy on: Grandmamaslist.com or by calling 877-277-1909 today.
Welcoming New MAP Members

23rd Judicial District/DeKalb County
Savannah Ilenikhena
Carly Mayer

Algonquin
Rodney Brown
Michael Randall
Trevor Wogsland

Alsip
Jack Goldsmith

Arlington Heights
Andrew Mendez
Carlo Montella

Bartlett
Kayla Baseley
Kyle Denson

Blue Island
Eric Herrera

Bolingbrook
David Schurr

Bolingbrook Civilians
Terri Bracy

Carpentersville
Raffaele De Pinto
Anna Kocheulova
Damian Wilk

Carpentersville Civilians
Candace Cowan
Cassandra Gasca
Thomas Segreue
Samantha Wosik-McGill

CenCom
Christine Axtt
Craig Rosenbaud

Clarendon Hills
Devean Pech

Coal City
Nicholas Mazzone
Kady Suddenger

Crete
Nathaniel Yarborogh

Crystal Lake
Brian Harvat
Andrew Serrato

Darien
Candice Klein
Marshall Meyer

DeKalb County
Jennifer Bailey
Nicholas Sanzeri

Des Plaines
Aid Kurtovic

DuPage County
Peter Catalano
Christopher Jordan
Anthony Kermend

DuPage County Forest Preserve
John Denius
Jeffrey Logan

DuPage Forest Preserve Rangers
Kevin Baeker
Elizabeth Cash
Nadia Saracco
Tyler Zbilskit

Dwight
Alex Butts

Elgin Community College
Rollin Hamelberg

Genoa
Timothy Hoffstead

Gilberts
Martin Griffin

Harvey
Richard DeLeon

Hickory Hills
Ricardo Brambila

Hoffman Estates
Timothy Kubat

Homewood
Rocco Giannelli
Thomas Rodigher

Huntley
Massimiliano Eberle
James Hunt

ISTHA Telecommunicators
Jessica Jamrock

Johnsburg
Jordan Fox
Joshua Prokuski

Kane County
Andres Ortiz
Luke Weston

Lake Forest
Daniel Blaul
Lauren Larsen
Steven Sheets

Lakemoor
Nicole Gaborek

LaSalle Corrections
Kristi Koetz

Lisa
Jacob Aszman
Joshua DeBoer
Logan Godar

Lockport
Ronald Blaha

Jesus Reyes

McCook
Joseph Odeh

McHenry County Court Clerks
Maureen Drolan
Julissa Perez

Metra
Jonathan Cook
Andy Favela
Philip Fortier
Eric Gonzales
Philip Harris
Malori Morris
Luis Santana
James Urquiza

Minooka
Shallyn Pera
Jamie Picha

Morton College
Edison Cevallos

Mount Prospect
Ryan Cannon
Caitlin Donegan
Bobby John
Andrew Lee
Rachel Richardson
Bradley Wadman
William Wagner

Naperville
Michael Rimdzius
Gregory Schubrych
Matthew Wagner

New Aurora
Ethan Majerus
Matthew Nordstrom
Michael Robinson

Northern Illinois University
Edward Bowie
Cordell Curtis
Justin Donohoe
Erick Howland
Ryley Martin
Andrew Sotomayer

Northwest Central Dispatch
Francesca Kubica
Jessica Ramirez-Sieja

Orland Park
Nathan Hooker

Oswego
Tim Laurenzo
Lewis Trotsky

Palos Park
James Van Howe

Park Forest
Regis Bowers

Plainfield
Katrina Silacz
Seth Stillwell

Prospect Heights
Wilberth Blanco
Tyler Farina
Daniel Savas

Quadcom
Matthew Sachtleben

Riverwoods
Benny Martinez

Romeoville
Stuart Jarom
David Karwowski

Roselle
Jonathan Bernstein
Alexander Mullany
Ryan Polito

Schaumburg
Anabel Rangel

Seneca
Kenneth Sangston

Streamwood
Douglas Robertson

Tinley Park
Austin Andrews
Dominic Manzolla

TriCom Dispatch
Meagan Froehlich
Cassandra Liebe

University of Illinois Security
Tommorah Buchanan
Shawn Cousins
Anthony Hathaway
Sandra Henderson-Willis
Brandon Holloway

Warrenville
Daniel Demereckis

Wescom Dispatch
Joseph Trevillian

Westchester Sergeants
Mark Borkovec
Brian Lamphere

Wheaton
Chad Fedler
Kamila Nawrot
Sara Niedbala

Will County Management Association
Robert Platos

Woodridge
Zachary Duffield
Celebrating Promotions

Arlington Heights
Timothy Jaspar
Petar Milutinovic
Brandi Romag

Buffalo Grove
Douglas Shipman

Carpentersville Sergeants/Lieutenants
John Galason

DuPage County
Kevin Farley
David Kaczowski
Donald Krause
Samuel Martinez
Robert Toerpe
Tiffany Wayda

DuPage Forest Preserve
Giuseppe Capece

Hanover Park Sergeants
William Weil

Hoffman Estates
John Bending
Alvaro Fernandez

Kane County
Christopher Peeler

Metra
John Geraty
Daniel Lorek

Mokena
Joseph Ballantine

Morris
Steve Huettemann

Oak Lawn
James Hunt
Daniel Kinnane

Park Forest
Todd Beilke

Prospect Heights Sergeants
Jesus Duron
Mark Porlier

Riverwoods
George Pfutzenreuter

Roselle
Robert Gates

Schaumburg Command
Shawn Green

South Elgin
Brett Czechowski

Steger
Gerald Ruff

Streamwood
Doug Knoll
Robert Wojtowicz

Tinley Park Sergeants
Melissa Bonarek

Will County Management
Mark Kendziora
Michael Shaughnessy
Jeremy Viduna

Honoring Retired Members

Arlington Heights
Gerald Captiotti
Peter Hamrick
Sally Ward

Blue Island
Michael Elton

Buffalo Grove
Rollin Hamelberg
David Halverson

Carpentersville
Robert Drews
Grant Gerleman

DuPage County
Robert Dubeck
Jonathan Pugsley

Chicago State University Command
Charles Steward

Clarendon Hills
Todd Helms

Cook County DCSI Deputy Chiefs
Jesse Loggins Jr.

Carpentersville Sergeants/Lieutenants
John Kreitzer

Elk Grove Village
David Struwing

Hanover Park
Edgardo Lopez

Harvey Sergeants
John Rizzi

Hoffman Estates
Joseph Dombos

Lemont
Tony Camardo

McCook
Craig Tokarski

Metra
Kevin Brice

Northern Illinois University Dispatch
Dawn Johnson

Oak Lawn
Arthur Macaitis

St. Charles
Marlin Sheets

Streamwood
Joseph King

Tinley Park
William Ringhofer

Villa Park
David Subject

Wheaton
Robert Krolikowski

Will County Management
Jeffrey McKenzie

Newly elected chapter board members

Bartlett
Jason Amore
Vicky Anderson
Pat Carey

Crystal Lake
Mike Jedlicka
Adam Danowski

Genoa
Jessie Muth
Ryan Baxa
Dom Collins

Indian Head Park
Lou D’Attomo
Kris Gardner
Jacob Temple

Lockport
Chris Neyhart
Dave McDaniel
Andy Ganger

Kurt Majzner
Brian Burr

President
Vice President
Secretary

President
Vice President
Secretary/Treasurer

President
Vice President
Secretary
BY MITCHELL KRUGEL

The call for “huddle up” with arms stretched high and hands slapping could be a preamble to a sports team getting ready to play, or a celebration of a groundbreaking class project or even a family reuniting after many years. Or a moment in a Chicago Police district to register the completion of another safe tour.

At the Rosecrance Florian Program for Uniformed Service Personnel, it’s a culmination of another day of sobriety – one in 28. A simple but emotional and fortifying huddle at the end of the day captures some of the culture and camaraderie that permeates the beat, the district or the academy and promotes the fraternalism that makes Florian such a successful treatment option for officers embarking on recovery from addiction.

The Florian Program is housed in a designated unit at the Rosecrance Harrison Campus near Rockford and offers a full continuum of residential and outpatient services. Law enforcement agencies throughout Illinois confidentially refer officers needing addiction treatment to this 28-day, first-responders-only program that addresses substance abuse and mental health issues while offering coping skills and building resiliency.

“One of the guys just came up to me, shook my hand and said, ‘Thank you for creating this program,’” shares Dan DeGryse, the Florian Program director who served as a Chicago firefighter for 27 years and coordinated CFD Local 2’s employee assistance program for 14 years, as he guides a tour of the seven-unit, 95-bed facility. Florian is housed on the third floor and has many of the trappings of a police department or firehouse.

“He had been in treatment two or three times, but he said there was something missing,” DeGryse continues. “We have walked in their shoes here. We have the trust that comes from having your back. From a staff perspective, we bring those men and women here into a brotherhood that gets them connected with people they can trust.”

Anybody who has ever experienced the trust and sanctity of a huddle knows what’s inside: a team, of course, a group that makes individuals believe anything is possible and that no matter what, there will always be backup on every play, every day. The Florian Program has flourished with such a concept, and it makes all those who come through believe that addiction can
be overcome and mental wellness can be achieved, one play at a time, one day at a time.

One of those plays recently came from Florian’s entry in the monthly Rosecrance art contest called the “Surrender Flag.” The three-dimensional painting was a group project featuring a man popping off the canvas holding an American flag. The Serenity Prayer is transcribed on a gold platter. And a series of numbers – 3-3-3, 1-1-1 and 5-5-5 – is at the top.

The 3-3-3 is said to be the angel’s number symbolizing aid and encouragement, that the angels are nearby to help and reassure. According to the Florian residents who made it, the 1-1-1 is a sign that the gates of opportunity are open. As for the 5, well, they said that represents freedom, and three 5s amplifies its power to indicate a change is coming.

The Surrender Flag could be an expression coming out of any district. But here, it’s an expression of one of Florian’s most important healing powers.

“Our theme is ‘life’s waiting,’” confirms Rev. James Swarthout, directory of clergy and alumni relations for Rosecrance. “They get their joy back here. They find they have a right to have joy.”

The joy of Florian comes from residents getting a whole-body experience. There is community time at the beginning and end of each day, when first responders convert their connection into understanding and support for each other. Art therapy is a favorite, and each resident usually creates his or her own mask that is a metaphor for what has led them here and what can heal them. By the end of the 28 days, they will shed the masks and be prepared to go back to their lives, their families and their jobs.

Daily fitness and yoga sessions work on making backs, necks, hips and knees better and heal some of the injuries that could have led to overmedicating and contributed to addiction. The yoga is led by Matt Larson, who calls his sessions “YogaMatt.” There is also a nutrition center that ensures residents get the right food in their bodies.

And multiple individual and group therapy sessions each day address topics like symptomology management, anger management, vicarious trauma, relapse prevention and sober leisure.

“We address many of the stigmatized issues in a comfortable and safe place to talk about them,” clarifies Erica Gilmore, a clinical medical health counselor and addiction counselor at Rosecrance, who is also the Florian Program coordinator. “They strive day to day, and if they feel like they can’t do it, they pull each other up. I love the camaraderie in this unit.”

The Florian staff includes more than a dozen counselors who have worked as first responders. One of the Rosecrance chaplains is a U.S. Army reservist. One of the differentiators that compels agencies to send officers here for treatment is that it is by first responders for first responders.

“It’s not just about the facility; it’s about the staff,” DeGryse declares. “People come here to work because it is the place to work, not a stepping stone. Our leadership has been here for more than 15 years, and we have created the sense that we’re going to treat our residents like family.”

A small display in one of the unit’s vestibules shows ornaments of life as a first responder and reminds that these are friendly confines. Police and fire patches from departments across the country form a wallpaper of comfort. They have been posted here by the more than 300 uniformed personnel from 20 states who have gone through the Florian program.

Every first responder who completes the 28 days receives a special Rosecrance St. Florian challenge coin. They are “coined out” in a special ceremony as they head to their families and their jobs. A support network for post-program treatment is designed to get them to 90 meetings with others in recovery in 90 days and connects them to an alumni network of support. It is, of course, all confidential, and data shows that anybody who stays with the program for a year has better than a 50 percent chance of full recovery.

“With the people they get to meet here, they realize they were very good at their jobs, but the addiction got in the way,” DeGryse reasons. “We ask them if they want a better quality of life and show them what that looks like.”
As an orthopaedic surgeon, the discovery of platelet-rich plasma (PRP) and stem-cell regenerative medicine treatments has dramatically improved my ability not only to treat patients successfully with arthritis and tendon injuries such as a rotator cuff tear, but to do so without surgery. I established the non-profit 501(c)(3) Foundation for Orthopaedics and Regenerative Medicine (www.theforem.org) in 2003 to carry out clinical research in this area and also to educate the public about what is available.

Advances in regenerative medicine treatments are putting us on the road to real cures for autoimmune diseases, neurodegenerative diseases and cancer, among other health concerns. These are arguably the most important medical advances since the discovery of penicillin and antibiotics in 1928. Below, I will briefly go through some basic facts and term definitions.

**Autologous mesenchymal stem cells.** These are your own stem cells which are used to treat you. They are always your best option for treatment, as they are completely safe. They are nearly painlessly harvested from your bone marrow or fat in a short office procedure. Embryonic stem cells are no longer used.

**Allogeneic stem cells.** These would be stem cells from someone else. They are less effective, less safe and more expensive — so we never use them.

**MSC immunomodulation.** MSCs do not actually become new tissue, but rather they signal your immune system to heal itself using your own growth factors. They also quell inflammation and can render arthritic joints pain-free.

**Amniotic fluid/cord blood.** Although often represented as a stem cell treatment, in fact no stem cells are involved when these are used in doctors’ offices. They have growth factors which can help, but they often cost $5,000 or more and are no more effective than PRP treatments, which we provide at a cost of $550.

**PRP injection.** Platelets have growth factors and anti-inflammatory cytokines that work like stem cells. They are obtained from a simple office arm blood draw. We have performed more than 3,000 such injections with excellent results, primarily for arthritis and tendon injuries.

**Avoidance of rotator cuff surgery.** We are publishing a series of 52 patients with partial rotator cuff tears who had failed therapy and were surgical candidates. After PRP injection, none needed surgery, no tears progressed, and almost all had excellent results. Similar results are seen with Achilles and patellar tendinitis, as well as tennis elbow.

**Avoidance of joint replacement.** We have a 90 percent success rate avoiding joint replacement for patients with moderate arthritis with PRP and stem cell treatment.

**Incredible safety.** After more than 3,000 stem cell and PRP treatments, we have had no adverse events. Treatment can be performed even if a patient is on blood thinners, there are no side effects or pain, and the cost is minimal. We use it primarily for back and neck disorders and have had frequent success when all other treatments have failed. Laser needle probes in joints were shown to improve the effect of PRP in a study that we conducted and then presented at two international meetings in the last six months.

**Drug avoidance.** We use no pharmaceutical drugs but do prescribe evidence-based nutritional supplements based on our research. These include boswellia, glucosamine, curcumin and pycnogenol, which are often quite helpful. Cortisone kills cartilage and tendon cells and predisposes to infection, so we never use it in joints or tendons.

**Low-level laser light.** Red and near infrared laser light (powered below the level at which lasers generate heat) produce light energy that is picked up by mitochondria in cells, causing increased energy production and accelerated healing. Treatment takes 30 minutes, there are no side effects or pain, and the cost is minimal. We use it primarily for back and neck disorders and have had frequent success when all other treatments have failed. Laser needle probes in joints were shown to improve the effect of PRP in a study that we conducted and then presented at two international meetings in the last six months.

**Finding clinical trials for other diseases.** Many physicians are unaware of the amazing stem cell treatment paradigms now available, so it’s up to you to be proactive in reaching out to find them. We are happy to be of help.

Here’s how you can search: Go to www.clinicaltrials.gov and check off “recruiting.” Put the disease name in the first box and “stem cell” into the second. Limit studies to the U.S. initially. Then click “search.” (There is also a unique study identifier number which will find the study directly.)

Examples of important new treatments: We think these are particularly noteworthy. Go to www.clinicaltrials.gov, put in the study identifying number listed below in the “other terms” box, and you will be directed to the trial.

- Multiple sclerosis: NCT03280056
- ALPS (Lou Gehrig’s disease): NCT03799718
- Glioblastoma: NCT03548571
- Scleroderma: NCT01445821 and NCT01413100
- Parkinson’s disease: NCT02452723
- Also check out www.scripps.edu/Loring, where studies are to start late in 2019.

For more information, check out our newsletter/blog, “Advances in Regenerative Medicine.” Every month, I write about exciting new treatments in regenerative medicine. For example, an upcoming article will describe a Stanford-trained plastic surgeon working in Nicaragua who is treating diabetics with gangrenous black feet with stem cells and restoring circulation to turn them pink.

Dr. Chadwick C. Prodromos performs world-class knee and shoulder surgery, cutting-edge PRP and stem cell treatment for arthritis and sports injuries. His medical practice website is www.ismoc.net. Contact him at 847-699-6810 or ortho@ismoc.net. His practice accepts all insurance plans and his staff members are very experienced with workers’ compensation.
Daily nutrition for the police

The average schedule of a regular individual is Monday through Friday from 9 a.m. to 5 p.m, which allows a regular dietary intake of three-plus meals a day. In the police world, this may not be the reality. With an irregular work schedule coupled with long hours, officers find it difficult to keep a consistent meal schedule. This article will focus on what options an officer has to manage healthy eating habits while on duty.

Cooking. Preparing meals is a strategy I encourage all of my clients to try. There are benefits to this practice, as you will learn and enhance cooking skills, as well as save money by having your meals ready when on duty. To make it a bit more fun, prepare meals with your significant other accompanied by music, and use that as bonding time. You can create an atmosphere where it’s more enjoyable and less of a chore. Since schedules can be irregular, try to pick a day or two in the week where you can cook for yourself.

Ordering pre-prepped meals. This method can be more costly than cooking at home, but it might be a wise choice if time is limited. There are many options out there that offer weekly pre-planned meals already cooked and packaged. Other companies give you the ingredients and the recipes so you learn how to prepare them. Most catering companies have vegan, gluten-free, paleo and keto planned meals so everyone can benefit. You will be saving time and controlling portion sizes while obtaining essential nutrients.

Preparing protein shakes or smoothies. This can be a quick option of making a shake for any time in the day. There are healthy recipes out there, and all you need is a blender or a shaker with the metal spring ball inside. This is a better alternative than the coffee and bagel or doughnut. As we all may know, getting an initial boost from sugar will be short-lived and result in the body feeling fatigued at some point. Your shake can last throughout part of your day, as you can drink small portions at a time. The shake may help control your hunger cravings throughout the shift and can also save you money.

Bring snacks. Having snacks on the go or at the office will also help control your cravings and give you the energy you need to get through the day. Now, “snacks” doesn’t mean Doritos, candy bars or doughnuts. Snacks should consist of plain nuts like pecans or almonds, dried fruit like cranberries or plums, vegetables like carrots and peppers cut into thin matchsticks, coupled with broccoli and cauliflower. Other options include having fruit such as apples, bananas, blueberries or blackberries in your car.

In my previous article, “Chin-up,” I encouraged you to make a plan for workouts and nutrition. Writing things down in your calendar will help gauge your time and sort out your availability to cook, prepare or order meals online. Take the small, manageable steps necessary to improve and control what you eat.
In this increasingly connected world, you must take proactive steps to safeguard your personal information. Online channels such as the internet and mobile banking, and tools such as social networks, have become a part of our daily landscape. Here are some recommendations for mitigating your risk:

1. Be vigilant in reviewing your financial statements and monitoring your transactions. A good habit is to monitor your financial accounts at least once a week.
2. Never leave your computer, tablet or mobile phone unattended when using internet banking, mobile banking or other financial services.
3. Once you have completed your internet or mobile banking session, log off to ensure that the session is completed.
4. Lock your computer or mobile device whenever you plan to leave it unattended.
5. Don’t use publicly available information to create your online banking password. Things to avoid include common names or phrases, birthdates or Social Security numbers.
6. Never reveal your passwords to anyone.
7. Change your passwords periodically.
8. Never click on links or applications that you receive in an email, as this is a common way that viruses, malware and malicious software are installed. If you get an email with links purporting to be from your financial institution, call the institution to verify that the email is legitimate before proceeding.
9. When using the internet, verify use of a secure session (“https://”) rather than “http://”) in your browser’s address bar. This means that the data being transmitted between your browser and your financial institution’s system is securely encrypted.
10. Install anti-virus and anti-malware software.
11. If you have a mobile device such as a smartphone or tablet, ensure that you install software capable of remotely wiping the device should it get lost or stolen.
12. If you suspect that your device is lost or stolen, notify your mobile carrier and suspend your service.
13. Do not “jailbreak” your iPhone or “root” your Android to avoid unintentionally opening backdoors for malicious software.
15. Be aware of the types of information you post to social networking sites. Ensure that you know who your “friends” are on such sites, and do not accept friend requests from unverified parties. Use privacy settings on social networking sites.
16. Take advantage of internet and mobile banking alerts. Once you set up the alerts you need, your financial institution’s system will notify you of unusual login activity on your accounts.
17. Your checks and financial statements contain private information. Request electronic statements and use online bill pay whenever possible to reduce your paper trail.
18. If you suspect fraudulent activity or have doubts about the authenticity of a site or communication you have received via any medium, contact your financial institution immediately.

Matt Wiseman is the director of marketing at ISPFCU – Your Law Enforcement Credit Union. Membership in ISPFCU is open to all Illinois law enforcement employees and their families. Join ISPFCU today at www.ispfcu.org. Matt can be reached by email at mwiseman@ispfcu.org or by phone at 800-255-0886.
### Map Collective Bargaining Chapters

<table>
<thead>
<tr>
<th>23rd Judicial Circuit Court Clerks Addison</th>
<th>McHenry County Court Clerks Metra</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addison Consolidated Dispatch Center</td>
<td>Mokena</td>
</tr>
<tr>
<td>Algonquin</td>
<td>Momence</td>
</tr>
<tr>
<td>Algonquin CSOs/Dispatchers Alsip</td>
<td>Minooka</td>
</tr>
<tr>
<td>Arlington Heights</td>
<td>Montgomery</td>
</tr>
<tr>
<td>Barrington Hills</td>
<td>Moraine Valley College</td>
</tr>
<tr>
<td>Bartlett</td>
<td>Morris</td>
</tr>
<tr>
<td>Bensenville</td>
<td>Morton College</td>
</tr>
<tr>
<td>Bensenville Sergeants</td>
<td>Mount Prospect</td>
</tr>
<tr>
<td>Blue Island</td>
<td>Mount Prospect Sergeants</td>
</tr>
<tr>
<td>Bolingbrook</td>
<td>Mundelein</td>
</tr>
<tr>
<td>Bolingbrook Civilians</td>
<td>Naperville Citizens</td>
</tr>
<tr>
<td>Bolingbrook Sergeants/Lieutenants</td>
<td>Naperville Civilians Unit 2</td>
</tr>
<tr>
<td>Bridgeview</td>
<td>Naperville Sergeants</td>
</tr>
<tr>
<td>Buffalo Grove</td>
<td>New Lenox Sergeants</td>
</tr>
<tr>
<td>Burr Ridge Sergeants/Corporals</td>
<td>Niles</td>
</tr>
<tr>
<td>Carpentersville Citizens</td>
<td>Norridge</td>
</tr>
<tr>
<td>Carpentersville Police</td>
<td>Northlake</td>
</tr>
<tr>
<td>Carpentersville Sergeants</td>
<td>Northlake Sergeants</td>
</tr>
<tr>
<td>CenCom E-9-1-1</td>
<td>North Aurora</td>
</tr>
<tr>
<td>Channahon</td>
<td>Northeastern Illinois Campus Police</td>
</tr>
<tr>
<td>Chicago State</td>
<td>Northern Illinois University</td>
</tr>
<tr>
<td>University Police</td>
<td>Northern Illinois University Security Officers</td>
</tr>
<tr>
<td>Chicago State</td>
<td>Northern Illinois Telecommunicators</td>
</tr>
<tr>
<td>University Sergeants</td>
<td>Northwest Central Dispatch</td>
</tr>
<tr>
<td>Clarendon Hills</td>
<td>Oak Forest</td>
</tr>
<tr>
<td>Coal City</td>
<td>Oak Lawn</td>
</tr>
<tr>
<td>Cook County DCSI Deputy Chiefs</td>
<td>Oak Lawn Detention Officers</td>
</tr>
<tr>
<td>Cook County Dispatch Supervisors</td>
<td>Olympia Fields</td>
</tr>
<tr>
<td>Cortland</td>
<td>Olympia Fields Civilians</td>
</tr>
<tr>
<td>Crest Hill</td>
<td>Orland Park</td>
</tr>
<tr>
<td>Crest Hill Sergeants</td>
<td>Orland Park Supervisors</td>
</tr>
<tr>
<td>Crete</td>
<td>Oswego</td>
</tr>
<tr>
<td>Crystal Lake</td>
<td>Palos Hills</td>
</tr>
<tr>
<td>Darien Police and Sergeants</td>
<td>Palos Park</td>
</tr>
<tr>
<td>Darien Police Civilians</td>
<td>Park City</td>
</tr>
<tr>
<td>Des Plaines</td>
<td>Park Forest</td>
</tr>
<tr>
<td>Des Plaines Sergeants/Lieutenants</td>
<td>Pingree Grove</td>
</tr>
<tr>
<td>Dekalb County</td>
<td>Plainfield</td>
</tr>
<tr>
<td>DuPage County Patrol/Court Services</td>
<td>Prospect Heights</td>
</tr>
<tr>
<td>DuPage County Coroner</td>
<td>Prospect Heights Sergeants</td>
</tr>
<tr>
<td>DuPage County Forest Preserve</td>
<td>Quadcom Dispatch</td>
</tr>
<tr>
<td>DuPage County Forest Rangers</td>
<td>River Valley Detention Center Supvs</td>
</tr>
<tr>
<td>Dwight</td>
<td>Riverwoods</td>
</tr>
<tr>
<td>E-Com Dispatch Center</td>
<td>Romeoville</td>
</tr>
<tr>
<td>East Dundee</td>
<td>Romeoville Sergeants</td>
</tr>
<tr>
<td>Elgin Community College</td>
<td>Seneca</td>
</tr>
<tr>
<td>Elwood</td>
<td>Southcom</td>
</tr>
<tr>
<td>Elk Grove Village</td>
<td>South Barrington</td>
</tr>
<tr>
<td>Fox River Grove</td>
<td>South Elgin</td>
</tr>
<tr>
<td>Frankfort Sergeants</td>
<td>South Holland</td>
</tr>
<tr>
<td>Glenwood</td>
<td>Steger</td>
</tr>
<tr>
<td>Grundy County Civilians</td>
<td>Streamwood</td>
</tr>
<tr>
<td>Hanover Park</td>
<td>Streamwood Civilians</td>
</tr>
<tr>
<td>Hanover Park Civilians</td>
<td>Streamwood Village Hall Civilians</td>
</tr>
<tr>
<td>Hanover Park Sergeants</td>
<td>Tinley Park</td>
</tr>
<tr>
<td>Harvey Patrol</td>
<td>Tinley Park Sergeants</td>
</tr>
<tr>
<td>Harvey Sergeants</td>
<td>Triocom Dispatch</td>
</tr>
<tr>
<td>Hawthorn Woods</td>
<td>University of Illinois Villa Park</td>
</tr>
<tr>
<td>Hazel Crest</td>
<td>Warrenville</td>
</tr>
<tr>
<td>Hickory Hills</td>
<td>Warrenville Sergeants</td>
</tr>
<tr>
<td>Hoffman Estates</td>
<td>Waukegan Sergeants</td>
</tr>
<tr>
<td>Hoffman Estates Sergeants Homewood</td>
<td>Waukegan Lieutenants</td>
</tr>
<tr>
<td>Huntley</td>
<td>Wescom Dispatch</td>
</tr>
<tr>
<td>Indian Head Park</td>
<td>West Dundee</td>
</tr>
<tr>
<td>ISTHA</td>
<td>Westchester</td>
</tr>
<tr>
<td>ISTHA Call-takers</td>
<td>Westchester Sergeants</td>
</tr>
<tr>
<td>Johnsburg</td>
<td>Western Springs</td>
</tr>
<tr>
<td>Justice</td>
<td>Western Springs Sergeants</td>
</tr>
<tr>
<td>Justice Sergeants</td>
<td>Wheaton</td>
</tr>
<tr>
<td>Kane County Peace Officers</td>
<td>Wheaton Sergeants/Lieutenants</td>
</tr>
<tr>
<td>Lake County Sergeants</td>
<td>Will County Management Association</td>
</tr>
<tr>
<td>Lake County Lieutenants</td>
<td>Willow Springs</td>
</tr>
<tr>
<td>Lake County Correctional Sergeants</td>
<td>Wilmington</td>
</tr>
<tr>
<td>Lake Forest</td>
<td>Winfield</td>
</tr>
<tr>
<td>Lake in the Hills Police</td>
<td>Winfield Sergeants</td>
</tr>
<tr>
<td>Lake in the Hills Dispatch/CSOs Lakemoor</td>
<td>Winnetka</td>
</tr>
<tr>
<td>LaSalle County LoSalle County Correctional Officers</td>
<td>Woodridge</td>
</tr>
<tr>
<td>Lemont</td>
<td>Woodridge Civilians</td>
</tr>
<tr>
<td>Lemont Sergeants</td>
<td>---</td>
</tr>
<tr>
<td>Lisle</td>
<td>---</td>
</tr>
<tr>
<td>Lockport</td>
<td>---</td>
</tr>
<tr>
<td>Matteson Matteson Sergeants Maywood Patrol Maywood Sergeants McCook</td>
<td>---</td>
</tr>
<tr>
<td>Roselle</td>
<td>---</td>
</tr>
<tr>
<td>Round Lake</td>
<td>---</td>
</tr>
<tr>
<td>Round Lake Park</td>
<td>---</td>
</tr>
<tr>
<td>Round Lake Supervisors</td>
<td>---</td>
</tr>
<tr>
<td>St. Charles</td>
<td>---</td>
</tr>
<tr>
<td>St. Charles Sergeants Schaumburg Schaumburg Command SEECOM</td>
<td>---</td>
</tr>
<tr>
<td>Seneca</td>
<td>---</td>
</tr>
<tr>
<td>Southcom South Barrington South Elgin South Holland Steger Streamwood</td>
<td>---</td>
</tr>
<tr>
<td>Streamwood Civilians Streamwood Village Hall Civilians Tinley Park Tinley Park Sergeants Triocom Dispatch</td>
<td>---</td>
</tr>
<tr>
<td>University of Illinois Villa Park Warrenville Warrenville Sergeants Waukegan Sergeants Waukegan Lieutenants Wescom Dispatch West Dundee Westchester Westchester Sergeants Western Springs Western Springs Sergeants Wheaton Wheaton Sergeants/Lieutenants Will County Management Association Willow Springs Wilmington Winfield Winfield Sergeants Winnetka Woodridge Woodridge Civilians</td>
<td>---</td>
</tr>
</tbody>
</table>
Communities need leaders during a crisis. Become one.

Chicago needs emergency managers who can combine boots-on-the-ground experience with the vision and strategy to lead their communities during a disaster. With a Master of Science in Threat and Response Management at the University of Chicago, you can:

- Balance work and graduate school in our part-time program
- Take cutting-edge classes in topics like cyber security and infrastructure protection
- Learn from leading practitioners, scientists, and researchers

Explore more at graham.uchicago.edu/rap