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Fellow members:
We embark on the New Year with great challenges, great opportunities and great initiative to further address and improve working conditions for the members of the Metropolitan Alliance of Police. We must build on our continuing growth and confidence in the necessity of organized labor. Despite the continued possibility of the U.S. Supreme Court making life more difficult for public-sector labor unions, our union continues to thrive due to our members’ need for collective bargaining.

Most members express their unconditional support of MAP. They also understand the need to work with administration, local government and the state legislature to protect our benefits, increase wages and defend their rights. We also understand the urgency to provide increased access to mental healthcare for first responders, a challenge we are addressing in the pages of this and every issue of the MAP RAP Sheet.

Success is not just winning for our union but winning for our profession. We maintain a highly trained and successful group of public safety labor attorneys to support our mission. Entering 2020, we have much to be positive about.

We have added more than 10 new chapters in 2019, bringing MAP to more than 5,000 members. We have increased membership despite the U.S. Supreme Court’s attempt to gut our police unions though the Janus vs. AFSCME ruling, permitting public employees to receive benefits without having to pay their fair share.

But our members continue to understand the value of belonging to an organization which provides professional representation in an ever-changing, complex profession. While non-members might get benefits mandated under the contract, they do not receive the protections of union membership, like having an attorney respond to a critical incident or officer-involved shooting.

In 2019, MAP became more politically active than ever, including networking with other public safety labor unions to advocate for or against legislation that acutely affects our members. By working with other unions, we have been able to achieve improvements in Springfield and fight against the state government power and money grabs.

Unfortunately, MAP was the last union totally opposed to the consolidation of police pensions into a single, Springfield-controlled fund, and alone we were unable to stop it. MAP and other police unions were able to get the governor’s office to improve the makeup of the consolidated board to be governed by a majority of active and retired police officers.

Moving forward, we must remain vigilant in our fight against continued consolidation of pension funds. We know the state legislature has grabbed the investment authority. However, we need to guard against elected officials trying to take away local control over benefits administration, including determination of disability and retirement benefits. We must fight all attempts by the Illinois Municipal League and its cohorts to seize administration of our pensions.

Conversely, improvements at the Illinois Labor Relations Board and proposed amendments to the Illinois Labor Relations Act create optimism. This includes a path for supervisors to become union members and to possibly include 9-1-1 operators among first responders. We believe the state legislature will support these and other upgrades during 2020.

Internally, the MAP legal team continues to support improved collective bargaining agreements for members filled with wage increases and other benefits. A call to the MAP emergency number – 630-905-0663 – can access our attorneys who can respond promptly to a member who has been involved in a critical incident, including officer-involved shootings.

MAP’s legal team is working tirelessly to address discipline actions threatening our members.

The addition of our analyst Al Molinaro has been well received by our members and attorneys. Al has developed a database of collective bargaining agreements, interest arbitration decisions, grievance arbitrations, salary increases, health benefits comparisons, town-by-town demographics and municipal budget comparisons to assist with contract negotiations. His exceptional insight and research assists members with obtaining and retaining excellent wages and benefits.

As we look ahead to 2020, MAP will continue to do the right thing and make the best decisions for our members, even when those decisions seem less than popular. We will fight for the little guy as we always have. We will continue to respond to critical incidents promptly and professionally. We do it better than any public safety labor union in Illinois. Officers involved in critical incidents universally praise MAP’s support and advocacy on their behalf.

At this time of year, it is imperative to reinforce advice about how members can better do their jobs, protect their jobs and prolong their careers. First and foremost, stay away from social media. There will be plenty of time to post and tweet when you retire. Additionally, never minimize the benefit of using your professional resources. Remember, you have to call or we cannot assist you. Use the power of your local chapter and MAP. You are not alone. You have 5,000 brothers and sisters who have your back.

As always, our members must be smart and safe. Almost every action is recorded either on video or audio. In most situations, when the full version of the incident is provided, our members are vindicated. Our members need to remain vigilant and remember that the majority of the population they serve appreciate the work they do and fully supports the officers in their communities.

I wish you a safe, happy and prosperous new year!
Pitfalls of a DIY contract

Probably like many of you, I enjoy watching DIY shows on home renovations. Like some of the people on those shows, I consider myself a handy guy around the house. I have an awesome set of tools and figure I can handle most projects on my own. Quite often, I am wrong and need to seek professional help. In most cases I run to my neighbor, who is a professional carpenter. On electrical issues we both can pull wires, hook up fixtures and the like. But when it comes to running wires into a 220-volt fuse box, neither of us is a fool; we hire a licensed electrician.

As a rule, MAP leadership does not control the bargaining process. Instead, chapters govern themselves. This includes determining bargaining priorities, chapter leadership and whether to use a MAP attorney during bargaining.

As a chapter, you should consider your collective bargaining agreement (contract) as your fuse box. As chapter representatives, you should take similar care and caution before messing with your fuse box and deciding to undertake a DIY contract.

One of the many advantages of belonging to MAP is having one of our experienced labor law attorneys assigned to your chapter. Your attorney is responsible for arbitrating your grievances, representing you in disciplinary matters and serving as your chief negotiator during bargaining. He is your licensed professional.

Most of our contracts coincide with the employers’ fiscal year and expire on April 30. Typically, we start receiving questions in January about negotiating contracts without attorneys. We get calls from chapter representatives saying that they have been approached by the chief, mayor, manager, finance director or other official: “Management says they would like to negotiate the new contract without attorneys.”

They may call it “interest-based bargaining”; this request always comes from the employers. They go on to explain that getting attorneys involved creates hostility, makes talks take longer and costs money, which takes away from what they can offer you. The only accurate truth in their claim is that it costs them money to pay their attorney. Your attorney costs are already paid for by your monthly dues.

MAP highly recommends you use your assigned attorney to negotiate your contract. If your chapter decides not to do so, MAP will not stop you. However, keep the following in mind:

- The collective bargaining agreement is between MAP and your employer. Any talks you have with the employer must be “off the record.” You can come to an agreement in principle on a subject but cannot tentatively agree to anything. Only your MAP attorney or an official from MAP can formally agree to a contract issue.

- Even though your employers say they are not using an attorney, they are. Not only do they have their attorney on speed dial, but a lot of managers are attorneys. And even if they aren’t, they have been involved in many more contract negotiations than you have. They are more skilled than you. That’s why they want you in the room without your professional negotiator.

- On many occasions, what they convince you is a good deal or legally required is not. It rarely works, and more times than not our attorneys have to finish the negotiations. And because the attorney was not present during the initial discussion, the process generally must start over from the beginning.

- Technically, rank does not apply while you are acting as a union representative. We all know that this is not always true. Your bosses will be at the negotiation table, which by nature is intimidating. One of the major functions your attorney provides is to keep your bosses from “pulling rank” and intimidating you. I have personally been at negotiation sessions where our members have been threatened and our lawyer had to set the boss straight.

Our attorneys are up to date on bargaining trends, arbitration awards and developments in the law and have the skills to know where to find a deal. A lot of the time, chapters base their bargaining strategy on their last contract. However, things change every year. By engaging in DIY bargaining, the chapter does so without the benefit of up-to-date information.

If you still decide on participating:

- You must contact your MAP representative and inform him or her of your plans. Your MAP representative will have our analyst compile the comparable information you will need.

- Contact your assigned MAP attorney and representative to work on a general bargaining strategy and initial proposal. I promise management is doing this.

- Remember that MAP requires specific language on several issues. These issues include officer-involved shootings, fitness-for-duty examinations and employee discipline. Your MAP representative will assist you with it.

If you are successful, the agreement must be reviewed and tentatively agreed to by your MAP attorney. After that, it will be reviewed and signed off on by the MAP president. This will need to be done before it goes before your village board/city council for their vote.

Once again, I would like to recommend against self-negotiating your collective bargaining agreement. You pay dues for the benefit of a MAP attorney. Our attorneys have negotiated numerous collective bargaining agreements. They are very skilled at doing so.

Much like on DIY TV shows, the professionals make it look easy. By virtue of your membership in MAP, you are empowered to bargain a contract. It is the most important thing you do as a chapter.

Any damage done can take a generation of members to undo. Some damage can never be undone. Similarly, lost opportunities are commonly lost forever. Your employers will be using their attorneys during the process. You should use your MAP attorneys — you’ve already paid for them.

Richard Tracy has been on the MAP Board of Directors since 2001, serving first as secretary and now vice president. His law enforcement career began in 1976 as a cadet for the Harper College Public Safety Department. He served as a dispatcher for the Illinois Department of Law Enforcement and then the Hoffman Estates Police Department. In May 1980, he was sworn in as a police officer in Mount Prospect. He served as the Mount Prospect union president or vice president until his retirement in 2008.
An officer involved in a shooting has been at home, on paid administrative leave. He says he followed my advice to not comment about the shooting, even to his closest friends at work.

We have spoken or texted a few times since we parted ways in the hospital parking lot. I have kept him in the loop about developments. For instance, predictably, the officer’s drug test came back clean.

During our exchanges, the officer confirmed that he had been to a counselor referred to him by MAP. He said the counselor was more helpful than he had expected. After a couple nights of poor sleep, he is starting to return to his routine.

Sitting at home is making him “stir-crazy.” To give him something to do, he has volunteered for more of his kids’ activities. His “honey-do” list is shorter than it has been in a while.

Nonetheless, vivid, invasive thoughts of the shooting reoccur. He knows that what happened was not up to him — the attacker chose his own fate. But the officer wishes things had ended with nobody being hurt; however, he understands that was not possible.

I received a copy of the squad car video depicting the shooting. I reviewed it with MAP representatives and other MAP attorneys. We agree there was a legally justified use of force.

The lives of the officer and others were in jeopardy when, during a traffic stop, a man came out from the driver’s side of the car. The driver's gun was raised, as if to point at the officer. The officer fired multiple shots, disabling the offender.

The video and accompanying audio depict the officer’s call for an ambulance and supervisor. The officer then immediately runs to the attacker to administer first aid. A backup officer and supervisor arrive shortly thereafter. Local paramedics come.

The officer is then seen pacing around the scene. A supervisor takes his gun for evidence, and it is immediately replaced by the supervisor. The officer is then taken by ambulance to a local hospital (different from the hospital where the offender was taken).

The group of reviewing representatives and attorneys agree this was a legally defensible shooting. The officer had no choice.

In the meantime, I learn that the attacker died. In legal terms, this makes our analysis somewhat easier. The officer no longer has to worry about securing the conviction of a dangerous criminal. I call the officer and ask him to come to MAP headquarters in Bolingbrook. He moves around his schedule and meets me that afternoon.

In Bolingbrook, we make small talk and pour some coffee. The officer is joined by his local chapter president and the MAP board member assigned to his chapter. He then walks me through his memory of the events as they unfolded. Some details are as clear as day, other details are not mentioned. We then talk about whether he wishes to give a voluntary statement. Every officer’s initial impulse is to give a statement.

I talk with him about the legal implications of giving a live statement. We talk about the state’s attorney’s office and the manner by which they process officer-involved shootings.

I explain that the national trend is against providing voluntary statements. There is little legal upside to providing a voluntary statement. Based upon this conversation, the officer agrees it is in his best interest to not provide a voluntary statement. The officer says he does not want to watch the video. So, we do not.

I speak with the investigator from the major crime task force. I explain we will not be giving a statement. I further explain there is no distrust of the investigators. However, we live in a different world than we did 10 or even five years ago. Now, police officers need to remember that they are citizens, too. They have rights just like any other citizen.

I explain that if he is ordered to give a statement by a boss in his department, my client will give a statement. The investigator explains he has no interest in taking a compelled statement because it cannot be used in a criminal case against the officer. I tell the investigator I understand his position. I wish him well and conclude the call.

I then send a follow-up email to the investigator. It reads:

“Detective, my client is eager to cooperate with your ongoing investigation. As this matter arose out of my client’s duties as a police officer, and out of respect for the chain of command, my client will meet with you and offer a statement once he is ordered to do so by a superior officer. Once that order has been issued, I will contact you to arrange for a time when you can meet with my client at my office.

Sincerely,
Keith A. Karlson.”

After that, the officer was never asked to give a statement. For the first couple of months, I exchanged texts with the officer. Over time, the officer went back to work and is having a great career.

The MAP OIS protocol has been developed over the years by MAP attorneys who have handled hundreds of shootings. It is also based upon relevant training and research.

MAP employs many attorneys; only a few respond to shootings. Most of those attorneys are certified Force Science Analysts.

If you or a member is involved in a critical incident, immediately call the MAP emergency pager at 630-905-0663. We will have your back — even at 2 a.m. on a Tuesday.
In February 1955, the Los Angeles Police Department conducted a contest to come up with a motto for its police academy. The conditions of the contest stated: “The motto should be one that in a few words would express some or all the ideals to which the Los Angeles police service is dedicated.”

“To protect and to serve,” the winning entry submitted by Officer Joseph S. Dorobek, became the police academy’s official motto and was kept front and center of officers in training to reinforce the aim and purpose of their profession.

With the passing of time, the motto received wider exposure and acceptance throughout the department. On Nov. 4, 1963, the Los Angeles City Council passed the necessary ordinance and the credo was placed alongside the city seal on the department’s patrol cars.

This interesting history led to a number of agencies establishing mottos to express their individual goals. Maybe you can recall your academy motto? At the time I am sure it was very impactful in your training, but how does it apply to your world today?

Most of us do not have jobs with mottos attached, nor do we take an oath of office for our positions. These mottos set a direction for your professional career. Protect and serve was simple and to the point — to be a guardian of your citizens’ lives and property while serving and encouraging the community to be its best.

Most citizens do not see your displayed motto; they only see the uniform and badge and perhaps do not understand that you serve the citizens under a code of honor.

They see how the media highlights the negative side of policing when something goes wrong by a rogue actor, but they do not see the everyday actions you take to uphold your code of conduct. That is the side of law enforcement that needs to be emphasized, and you do that day in, day out by being the best in your community. Please keep that in mind as you serve in this position, which has called on you to be one of the few and proud.

Thanksgiving, Christmas and New Year’s celebrations are in the rear view. Thanks to all who served us during the holidays on the road, in dispatch, lockups and the many civilian support staffs. Now, we face winter with high hopes, as we can see the light of spring ahead.

Always find time for family and your faith. Be good to one another, and stay strong. We are with you.

Peace to you all.
Chaplain Tom Ross Sr.
sligo8@wowway.com
Marijuana legalization and its impact on public safety employment

As most of you are aware, on Jan. 1, recreational cannabis became legal in the state of Illinois. In addition to passing the Cannabis Regulation and Tax Act (Cannabis Act), the Right to Privacy in the Workplace Act (Privacy Act) was also amended.

Under the Cannabis Act, employers can adopt a zero-tolerance policy for the use, possession and distribution of cannabis in the workplace. (See 410 ILCS 705/10-50.) Simply stated, employers can discipline employees who show up to work impaired or who have cannabis in their possession. Employers can also continue to drug test employees under the Cannabis Act.

In this new environment, the employer must demonstrate that the employee was under the influence of cannabis when he or she came to work. By itself, a positive test result would likely be insufficient to prove impairment because cannabis remains in one’s system long after the stage of impairment. Competent testing is not readily available to prove when an individual ingested cannabis. As such, if cannabis remains in the employee’s system because of off-duty use, the employee cannot be disciplined.

Illinois also amended the Privacy Act, affording additional protections to Illinois employees. Under the Privacy Act, it is illegal for an employer to discipline an employee for using products legal under state law, such as alcohol, tobacco and, as of Jan. 1, cannabis. To avail oneself of this protection, the use must be off-duty, outside of the workplace, and occur at a time when the employee is not on call.

Just wait…there’s more.

One question MAP has received as a result of this legislation: Does the passage of these acts prevent police officers from using cannabis off duty and when not “on call?”

On Dec. 4, 2019, Governor Pritzker signed Public Act 101-0594. This law specifically prohibits the off-duty use, possession, sale, purchase or delivery of cannabis by off-duty police officers, probation officers, correctional officers, firefighters and paramedics, unless expressly permitted by the employer. However, “an employer may not take adverse employment action against an employee based solely on the lawful possession or consumption of cannabis or cannabis-infused substances by members of the employee’s household.” In the event this section conflicts with any applicable collective bargaining agreement, the CBA controls.

Finally, nothing in this section prohibits or limits the right of the union to collectively bargain over this subject matter.

Despite the legalization of cannabis, police officers, correctional officers and probation officers are prohibited from using cannabis off duty, unless expressly allowed by the employer. Conversely, nothing in the law prohibits civilian employees or telecommunicators from off-duty use when not “on call.”

However, and I cannot stress this enough, check your existing policies and collective bargaining agreement. Under the Labor Act, “any collective bargaining contract between a public employer and a labor organization executed pursuant to this act shall supersede any contrary statutes, charters, ordinances, rules or regulations relating to wages, hours and conditions of employment and employment relations adopted by the public employer or its agents.” 5 ILCS 315/15. In short, your collective bargaining agreement controls.

As a word of caution, employers may be able to discipline civilian employees under an existing policy that prohibits employees from violating “federal law” or an existing collective bargaining agreement that prohibits the use of cannabis.

Notably, Section 10-50 of the Cannabis Act states in relevant part: “Nothing in this act shall limit or prevent an employer from disciplining an employee or terminating employment of an employee for violating an employer’s employment policies or workplace drug policy.” 410 ILCS 705/10-50 (emphasis added). This is an evolving area; proceed at your own risk.

At a minimum, I think it is imperative to incorporate language into each agreement protecting each member from discipline for the use and possession by members of the employee’s household. Involuntary ingestion in this ever-changing environment will likely become a genuine issue for law enforcement employees and their unions.

If you are a civilian chapter, take note of any policy changes by your employer. Ask management what, if any, policy changes are coming.

Finally, I would advise each member to review the relevant provisions of their current collective bargaining agreement and employment policies. Each chapter should consider making a demand for impacts and effects bargaining to preserve its members’ rights. This topic should be addressed in successor collective bargaining agreements.

As always, please consult with your individual MAP attorney if you have specific questions. MAP will continue to keep you apprised of any developments in this area.

Mark McQueary, an associate attorney with Reimer and Dobrovlny P.C., is part of the Metropolitan Alliance of Police legal team. In 2000, he began serving as a full-time police officer with a municipal agency. During his career, he has worked as a patrol officer, field training officer, gang tactical unit officer, detective and sergeant. McQueary currently serves as a lieutenant/patrol watch commander. The information provided in this column does not, and is not intended to, constitute legal advice.

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.

Mark S. McQueary, ESQ.
Updates from our attorney about collective bargaining agreements for MAP chapters

**Joseph Mazzone**
**Hoffman Estates**
Three-year deal: 2019-2021
- Wage increases of 2 percent, 2.25 percent and 2.5 percent.
- Eliminated Fair Share pursuant to U.S. Supreme Court ruling.
- Increased court time from four hours to five hours.
- Health insurance contributions at 12 percent and then 13 percent for remainder of contract.
- Eliminated pay differential between two pay tiers. All officers will have the same top-out pay level.
- Modified MOU on 12-hour shift (Appendix A), making the alteration or elimination of the 12-hour shift a grieveable circumstance.

**Winnetka**
Four-year deal: 2019-2022
- Wage increases of 2.25 percent, 2.5 percent, 2.5 percent and 2.5 percent retroactive to Jan. 1, 2019.
- Full retroactivity to Jan. 1, 2019.
- Eliminated Fair Share.
- Modified posting of the schedules to no later than four weeks prior to the start of a shift and online for all officers to review.
- Creation of four seniority shift bids for the four-hour shift.
- Creation of Team Shift assignments. Four officers will now be able to bid by seniority for annual 12-hour shifts.

**Crest Hill Patrol and Sergeants**
Four-year deal retroactive to May 1, 2018
- Wage increases of 0 percent, 1 percent, 1.5 percent and 2 percent.
- Increases probation period from six to 18 months.
- Increase in meal compensation.
- Creates stipend for evidence custodian.
- Increase in vacation time.
- Holidays scheduled on actual day of holiday, not city-observed days.
- Expand funeral leave to include aunts and uncles.
- Grandfather all current employees in for compensation for education. (Future employees will not get educational pay.)
- Tradeoff for wages and the elimination of educational pay is insurance for retired officers according to the following:
  - Employees with 20 years of service or 50 years of age: city will pay 50 percent of their retiree insurance.
  - Employees who retire at the age of 55 or older with a minimum of 20 years of service: city will pay 75 percent of HMO plus-1 or 90 percent of the HMO single program until the employee reaches Medicare eligibility.
  - Employees who retired on or before Dec. 31, 2019: city will pay 75 percent of HMO plus-1 insurance coverage or 90 percent of the HMO single until Medicare eligibility.
  - In the event the retired employee would like to participate in any other city offered plan, the employee shall be eligible and shall pay the difference between that plan and the HMO plus-1 plan.

**Jerry Marzullo**
**Northwest Central Dispatch**
- Four-year contract.
- 2.5 percent wage increases per year.
- Increased ability to remove discipline after three months.
- Increased vacation time at Step 8 (216 to 240 hours) and Step 9 (240 to 264 hours).
- Implemented sick-leave reduction incentive for two additional days off if steps are met.
- Decreased time limit requirement to request vacation time from 21 days notice to 10 days notice.
The life and death of the .40 S&W

On April 11, 1986, the FBI was tracking two serial bank robbers in South Florida’s Miami-Dade County. Agents ended up ramming the perpetrators’ car, leading to a violent confrontation with suspects William Russell Matix and Michael Lee Platt.

Platt and Matix were eventually killed in the shootout. FBI agents Ben Grogan and Jerry Dove were also killed, and several agents were wounded in the incident.

Within a four-minute span, 125 rounds were fired. Platt was struck 12 times; Matix, six. Despite Matix and Platt receiving multiple shots, they fought on and continued to wound and kill agents.

Three agents were armed with Smith & Wesson 9mm handguns. Six agents had revolvers. It was ultimately determined that a 9mm round entered Platt’s arm, traveled into his torso and stopped short of his heart, causing his death. However, Platt inflicted serious harm after being shot.

This incident was a turning point in how the FBI viewed armed confrontations. In response, the FBI pioneered modern ballistic testing in an effort to determine the equipment’s effectiveness in various scenarios.

FBI research and testing covered many aspects of ballistic performance. Up until the Miami-Dade shootout, bullet expansion was the primary consideration for effectiveness because it transferred bullet energy to the target. Penetration was a lesser consideration, as it wasn’t thought to be any kind of obstacle to penetrate 10-12 inches. At the time, 10-12 inches of penetration of a target facing a shooter squarely was considered adequate.

After research on the Miami-Dade shootout, FBI experts determined that penetration of 12 inches minimum to 18 inches maximum was ideal. The research showed that potential obstacles like windshields, car doors and other body parts could interfere with the bullet’s effectiveness and penetration depth. Ultimately, the FBI concluded that the performance of the 9mm round in use was inadequate.

The FBI initially went to the 10mm round, using the model 1076 Smith & Wesson. The 10mm pistol round was developed by Jeff Cooper, founder of the American Pistol Institute, which later became the Gunsite Academy. The 10mm was developed in 1983.

Because of its increased muzzle energy, Cooper considered the 10mm round to be a better cartridge than the .45 ACP. A smaller diameter bullet would allow for more rounds in a similar-size magazine as a .45 ACP; the increased muzzle energy would equate to more lethality.

At the time of the Miami-Dade shootout, the 10mm was thought to be the most lethal, practical semi-automatic handgun cartridge you could use, but it had not been thoroughly vetted yet.

In its current form, the 10mm is a powerful cartridge requiring a larger magazine width than the shorter 9mm handgun magazines in use. A larger magazine width translates to a larger grip. The power of the cartridge along with the larger grip gave agents with smaller hands and less experienced shooters difficulty controlling the heavy recoiling pistols, making multiple follow-up shots difficult.

Additionally, the Smith & Wesson pistols had reliability issues when not gripped properly. The FBI hand-loaded 10mm ammunition to what essentially is the current .40 S&W’s ballistics, making the pistols more controllable. The pistols still faltered in reliability, but the .40 S&W was born.

Smith & Wesson developed the new cartridge based on the FBI load. The new .40 S&W was a smaller cartridge that could be retrofitted to smaller frame 9mm handguns on the market. Some 10mm purists called the .40 S&W short and weak. But the .40 S&W proved to be a capable caliber with excellent penetration and good expansion.

With the FBI not having a supply of reliable 10mm handguns and the Glock 22 .40 S&W not available yet, the FBI issued Sig P226 and Sig P228 pistols in 9mm. The FBI had agents use a 147 grain subsonic hollow point available to them at the time and in use with FBI SWAT in their submachine guns.

Ballistic performance of that round was effective based on their new testing, and the round was very accurate. The .40 Glock 22 then became available and was the issue sidearm of most field agents.

Since the Miami-Dade shootout, projectile performance has been steadily improving.

The following are some of the FBI’s justifications for a return to the 9mm:

• With the development of bonded bullets like the Speer Gold Dot, Hornady Critical Duty, Winchester PDX1 and numerous others, current 9mm ammunition offerings are giving similar or superior performance to premium .40 S&W and .45 ACP projectiles tested by the FBI;
• The majority of FBI shooters are faster and more accurate with 9mm;
• There is little to no difference in wound channels between premium 9mm ammunition and ammunition through to the .45 ACP;
• 9mm handguns can carry more ammunition. This is important because 70-80 percent of LEO shots are missed in shooting engagements;
• 9mm handguns have lower recoil than .40 S&W, making for better shot strings/follow-up shots;
• 9mm ammunition is cheaper than .40 S&W or .45 ACP and most other law enforcement calibers.

The FBI is the premier law enforcement agency in the country and has immensely talented technical staff and agents. Where the FBI goes, the rest of law enforcement follows. The FBI believes in better projectiles, not the stopping power myth.

Regardless of what gun or caliber you carry, there is no magic bullet — it’s all about shot placement. Practice like your life depends on it.

Andrew Nelson is a law enforcement shooting instructor, veteran 25-year police officer, NRA life member and maker of the best grilled cheese sandwiches.
The sharp ringing of a phone pierced the room. With no time to waste, Jerry Winterstein at Northwest Central Dispatch sprang into action.

“9-1-1, what’s your emergency?” he declared with a ferocious confidence that comes from 28 years on the job.

His proclamation was met with a terrified scream from a young boy. Winterstein quickly adapted the mindset of a detective, with his keyboard, a level tone and split-second decision-making at the ready. These are the skills and equipment dispatchers utilize during every single shift. He was equipped to be the first, first responder the boy would interact with that day.

Amid the background of the child wailing, the thumps of fists hitting a woman reverberated in Winterstein’s ears. His heart raced against the controlled force of his voice. After getting the location and what was happening between the little boy’s father and mother, Winterstein assured that he was doing everything he could to attend to him.

His rapid-fire job requires round-the-clock intensity, but just five minutes after the initial ring Winterstein’s part of the response was finished. As soon as he sends out the necessary information to get officers ready to roll, he has to keep moving forward, with no knowledge of what happens to his callers in the aftermath.

“You want to reach through the phone and help people, but you can’t,” he said with a sigh. “You just go on to the next call.”

Without Winterstein on the line that day, there’s no telling what would have happened to that young boy. As a 9-1-1 telecommunicator, he performed a potentially lifesaving act. But more than that, he rescued a child in crisis mode, using only his words and knowledge as salve for the terror that was happening on the other end.

This is the vital work of dispatchers on
the front lines of response. From Northwest Central Dispatch to CenCom E9-1-1 to Tri-Com Central Dispatch and any of the dozen dispatcher chapters MAP represents, they’re there to be the first hope to deal with danger.

“I can’t tell you how many times in my career a police officer has come in and said, ‘I could never do this,’” Winterstein said, chuckling. “It’s gone from us being scribes to us being able to actually make a difference before the police and fire department get there.”

How they serve

Being on the front lines of response is no easy job. Every eight- to 12-hour shift requires specific skills and aptitude. Telecommunicators are tasked with taking an average of 200 calls each shift and must figure out critical information to send the necessary people and resources to the scene.

“I feel like a lot of people that do our career are honestly built for it,” affirmed Emilee Whittaker, a dispatcher at CenCom E9-1-1 that serves departments in the Northwest suburbs. “I mean, once you’re in the moment, it’s easy. You just focus on making sure that one person or that group of people is safe.”

Most dispatch calls begin with simple questions: “Where is your emergency?” “What is your emergency?” “Are there any weapons?” From there, dispatchers suit up with their equipment to grind through the mental Olympics of saving a life: “What happens if the situation escalates?” “What are the next steps?” “How can I comfort my caller?”

And times are changing. Every day, the role of a dispatcher becomes more vital within first response. When Cathy Ryan at Cook County E9-1-1 started 25 years ago, she dispatched with a pen and paper and worked off an analog phone. Now, the technology is staggering. Today, Ryan can give CPR instructions while looking up additional information.

“It was a different world dispatching then,” Ryan recalled. “Your hands were tied. You’ve only got your voice and what you’re talking to them [with] to keep them on the line.”

Luckily, that’s no longer the case. With new knowledge to help stop bleeding, deliver a baby or administer Narcan to thwart a narcotic overdose, telecommunicators truly have become the gatekeepers until emergency services can reach the scene. A successful response relies on a dispatcher’s unbelievable know-how and ability to communicate effectively for dispatching agencies.

It’s nothing like what’s portrayed on TV. Especially when venturing through the darkest moments of someone’s life.

The toll of confronting a crisis

It was quiet three years ago at Tri-Com Central Dispatch, the center that serves St. Charles and surrounding jurisdictions, when Andrew Kunstler got the call that remains etched in his memory. The devastation is a flicker of darkness that comes back to haunt him in the quiet moments.

He had received a mix of emergency and nonemergency calls throughout his shift, which is a familiar routine. The up-and-down is a frustrating and necessary part of the job. But when Kunstler went on the line for his next call, nothing could have prepared him for the horror on the other end.

He was sprinting in the blind, not wasting a second. Before he knew it, Kunstler was voice to voice with a man who had just murdered his two children. Shocked by such a devastating admission, he refused to lose his cool.
Suddenly, he heard a gunshot on the other end of the line. The man had shot himself. Kunstler was the only witness. He hesitated for just a moment, wondering, “Is this really happening?” Then, his instinct to aid in the aftermath kicked in against his racing mind.

“After all the training you get, you know, you just make everything happen,” Kunstler recalled. “Realize that life goes on and there’s evil in this world. We’re doing the hard job to help people that are unfortunately submitted to this evil.”

That evil within this honorable profession definitely comes with its fair share of challenges. Confronting tragic events on a daily basis can be an excruciating process that wears on the psyche. Traumatic moments stick in your memory. The calls that are the hardest typically involve children.

When Kunstler went through the shooting experience, he had to work hard not to bring his anger home and take it out on his wife and young daughter. And after every shift, he still works to leave it at the center. It’s like a secret code dispatchers have — similar to other first responders, sometimes the only ones they can turn to are in their own line of work.

Brian Tobin, a dispatcher at E-Com Dispatch Center in Glenwood, worked in construction before becoming a dispatcher 10 years ago. For him, leaving the mental and emotional demands of his job before he gets home can be excruciating. When that happens, he talks with his dispatch sisters and brothers to release the crushing emotions that attack every day.

“If you think about it too much, you’ll just beat yourself up,” Tobin relayed. “A lot of people in dispatch don’t really talk about calls, or if something’s bothering them. It’s something I noticed right away.”

The personalities behind the voices are real people with their own personal traumas, and they’re the ones who carry the burden of some of the worst moments of people’s lives.

“I had the hardest jobs in construction — the heaviest, the dirtiest,” Tobin recalled. “In my opinion, it was monkey work. It was easy. But this is very difficult. Not just the job, but this job goes home with you.”

But when your calling rings, you an-
swer. The first response pantheon relies on those who answer.

**The first of the first response pantheon**

Like most first responder callings, being in dispatch requires a commitment to saving lives. It’s what makes the intensity worth it.

For Katrina Clancy at QuadCom 9-1-1, which serves the northeastern part of the state, dispatch is more than just a calling. It runs in her blood. When she says that the team she works with is family, she means it — her father, stepfather, mother and sister are all telecommunicators. And her brother is a cop. When she can have the backs of the officers she works with as the first, first responder, it feels like an extension of her own family.

“We drive each other crazy,” Clancy said, laughing as she referenced some of the first responders she sends out. “Some of them are legitimately family, but I would treat the other ones the same way.”

That mutual respect and trust between agencies and dispatch is crucial to success. With dispatchers being the first line of response, they have to make sure the people receiving the information can trust their veracity.

“We’re the people that they talk to first,” Winterstein said, with a particular emphasis on how he helps save lives. “I think I can speak for almost every dispatcher that we all feel we’re an important link in the whole chain, whether it be police department, fire, emergency/medical.”

Every day, Winterstein gears up with his own version of equipment, just like everyone else in the first response chain. He taps into his detective skills. He straightens his keyboard. He speaks in a level tone. He ignites split-second decision-making. Every day, he equips himself to be the first, first responder people get to talk to.

What he does is vital to the process. He goes from talking through a parking complaint to delivering lifesaving CPR instructions to working through a domestic. Sometimes, it only takes moments to save a life. Telecommunicators are ready at the ring of a phone to put on their gear for you.

“I’m a different person now,” Whittaker declared. “You get those callers that once they see the ambulance pull up and once they see the officer’s eyes, when they say, ‘Thank you,’ or even just, ‘Thank you for staying on the phone,’ you know that you’re doing something right.”

And then it’s on to the next call.

QuadCom dispatch trainee Melissa Powell takes a call. I can speak for almost every dispatcher that we all feel we’re an important link in the whole chain, whether it be police department, fire, emergency/medical.”

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And then it’s on to the next call.
Standing-room only attendance at the West Dundee Village Board meeting.

A celebration of the valor and courage of police officers that put down separate bloody and potentially more bloody threats. Standing ovations recognizing milestones for the West Dundee Police Department.

A night of pomp and circumstance that will take place annually.

“It’s going to be the heritage of this department, hopefully for years to come, to carry on this tradition of awarding meritorious and commendable acts by our members,” proclaimed West Dundee Police Chief Tony Gorski.

The village gathered to honor West Dundee Sergeant Dan Haines and Detective Nate Herman for what they humbly described as examples of what police work really is. At the village’s Nov. 4 board meeting, Herman received the department’s Medal of Valor and Haines was honored with the Medal of Courage, a new award given to officers who achieve “a highly unusual accomplishment.”

Herman was honored for his actions as a sniper with the Kane County SWAT Team. The team responded to a call of a 52-year-old man armed with a rifle and shotgun outside firing rounds in South Elgin in July.

After firing at the South Elgin officers, the subject barricaded himself in his apartment. The SWAT team negotiated with the man for hours before he suddenly emerged from his darkened apartment vestibule and shot three team members with a shotgun.

Buckshot had three of the SWAT team members incapacitating them. From his sniper position more than 30 yards away, Herman fired one shot and ended the threat.

“Detective Herman’s extreme patience, heroic decisions and impeccable accuracy prevented the further injury and/or loss of life to officers and citizens that were in harm’s way of this armed suspect that night,” Chief Gorski complimented.

Haines had no idea of the courage required when he responded to a call of a suspect armed with several knives who had invaded a Sleepy Hollow home on the afternoon of April 8. He had sexually assaulted a 19-year-old woman and stabbed her. Haines also found that her 17-year-old brother had been stabbed when they fought off the man.

After the initial attack, authorities say the offender entered a nearby house and held a woman at knifepoint before running away. He was spotted walking through neighbors’ yards, where Haines was one of the first officers to arrive.

A utility worker honked his truck’s horn to alert Haines to the intruder, who was now covered in blood. Haines pursued the man on foot into an undeveloped area, eventually catching up to him.

He weighed his options: firing his gun or deploying his Taser, which meant he’d have to get within 21 feet of the suspect. Using the Taser posed an added risk, Gorski noted, because if Haines misjudged the distance or missed his target, the armed offender would have a chance to turn and attack the officer before he had time to draw his gun.

Haines still chose the less lethal option, closing the gap enough to hit Torres with his Taser. That enabled Haines to disarm the man and put him in handcuffs without injury.

The suspect was later charged with 26 felonies, including attempted murder, kidnapping, home invasion and sexual assault. His greatest act of courage in this response, though, might have been Haines putting the safety of residents above his own to prevent any further harm.

“You couldn’t ask for more from an officer,” Gorski said. “It was very, very dangerous for (Haines), and he kept his cool. He took this man into custody without doing any type of injury to him. It’s just an outstanding, courageous act.”

Haines deflected the credit, giving due to his partner, Sergeant Kyle Ficek, who was first on the scene. And at the awards ceremony, Haines made a special point to mention the actions of Quadcom Telecommunicators Andrew Scifres and Renee Marino in his acceptance speech. He described how despite the chaos from the multitude of phone calls and radio traffic arising from the situation, they were able to calmly dispatch information and direct officers to and at the scene.

“They took in a lot of information and were able to give us the information we needed,” Haines added. “This is really an example of what police work is: when there’s a crisis, when help is needed, everybody comes. That’s what I’m most proud of.”
Metropolitan Alliance of Police
25th Annual
Golf & Dinner Outing
The Links at Carillon
21200 S Carillon Dr, Plainfield
Monday, June 22, 2020
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 8, 2020. Space is limited. **FIRST PAID, FIRST RESERVED**

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**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!
Pulling out all the shops

MAP members shopped ‘til they dropped as part of their annual endeavor to bring holiday cheer to kids and families who might not have otherwise had any. Here’s a look at some of the departments and chapters that participated in Shop with a Cop during this holiday season:

Arlington Heights

Arlington Heights police officers showed their Christmas spirit not only by promoting the department’s annual Toys for Tots campaign, which collected an abundance of toys for children in need, but also by accompanying 10 families for Shop with a Cop. The officers and kids visited a local Target, where youngsters were able to do some holiday shopping and pick out something special for themselves. In the parking lot, officers also oversaw the drive-thru toy drop-off event, where community donations filled a box truck with enough new, unwrapped toys to cover every child on the Toys for Tots list — and allowed each of those children to receive two gifts.

Bolingbrook

More than 70 members of the Bolingbrook Police Department participated in the 21st annual Shop with a Cop, held Dec. 12 at the Meijer store on Boughton Road. Approximately 100 children were given $65 gift cards to shop with officers, members of their families and volunteers from Explorer Post 38.

“Our men and women do a great job with this,” Bolingbrook Deputy Chief Mike Rompa, who organized the event, noted. “We received numerous thank-you cards and emails this year. One kid’s parents had a relapse with cancer and the principal advised that the event turned her spirits around. It only takes one story like this to make us prepare for next year.”

In a challenge to spend as much of the gift card as possible without going over $65, Officer Kendall Schumann won ‘closest to the pin.’ He spent $64.98 with one of the children he escorted.

Lake County Sheriff’s Office

Lake County Sheriff’s Office sergeants and lieutenants made their point during the department’s annual Shop with a Sheriff event on Dec. 17. The program enabled 88 children from Lake County elementary and middle schools to shop for items such as winter coats, footwear and Christmas presents with a uniformed member of the Lake County Sheriff’s or Coroner’s offices. Each child was able to spend up to $100, which was funded completely by donations.

Naperville Sergeants

In early December, Naperville sergeants joined other department officers to take 50 local children shopping. They picked out presents for their families and a little something for themselves.

Maywood

A convoy of Santa’s helpers from the Maywood Police Department and surrounding law enforcement gathered at the Walmart parking lot in Forest Park on Dec. 14 to participate in a magical Shop with a Cop event. Patrol cars from Bellwood, Forest Park, Westchester and Maywood took over the area as officers paired up with children from the community to pick out the perfect holiday gifts for themselves and other family members.
Officers weren’t just standing around on Christmas Eve. They delivered armsful of gifts to the home of a 5-year-old girl who might not have had anything under her tree. The toys were donated by Downs Fitness LLC of Richton Park.

On Dec. 20, Oswego Officers Brandon Dilg and Cassandra Catberro joined members of their department and deputies from the Kendall County Sheriff’s Office to take 22 kids shopping at the Oswego Meijer.

On Dec. 20, the Plainfield Police Department partnered with Plainfield Community Consolidated School District 202 and Oswego Community Unit School District 308 for its 11th annual Shop with a Cop. Since its inception, the Plainfield Police Department’s Shop with a Cop program has raised more than $125,000, enabling more than 340 students to participate.

During the first week of December, Officer Michelle Hernandez, Community Service Officer Kyle Klask (left) and Officer Christopher Murphy of the Round Lake Beach Police Department escorted several kids to the annual Shop with a Cop program.
Declarations about the need to increase mental healthcare for first responders come fast and furious these days. None might be more concerted than what MAP Secretary John Ward heard from close friend and fellow board member John Holiday more than a year ago.

“I remember him saying, ‘I’m tired of my friends dying,’” Ward recalls. “That is something that never leaves my mind.” According to a Massachusetts-based nonprofit that tracks police suicides, at least 228 officers died by suicide in 2019, the highest number the organization has ever reported. According to the Officer Down Memorial Page, 134 officers were killed in the line of duty in 2019. By Jan. 2, 2020, one officer had already died by suicide.

So here we are on the road to mental wellness for first responders, and there are those who wonder if the route to provide enough support and resources is full of roadblocks. In reality, the road to mental wellness is at the intersection of whether officers believe they can get the treatment without risking their jobs and whether they can overcome the shame of making the call for help.

“I’m hearing a lot of conversation about the necessity for officer wellness, particularly suicide awareness. Now, what needs to be done is implementing the conversation,” submits Dr. Robin Kroll, a certified police therapist who runs the Brave Police and Public Safety Wellness Center in Chicago. “If we can get them in for help, they can learn healthy coping strategies as opposed to drinking, drugging, gambling or worse. And when they realize this is OK, they will come back on their own, that it isn’t such a bad thing and that their department introduced them to something good.”

The question, then, seems to be how to walk the walk. First responders need their departments to think of this challenge in terms of maximizing the operating system. They invest in the obvious components: cars, service weapons, vests and such and try to buy the best. But are they investing similarly in their personnel?

Do they understand that the need for mental healthcare is not a statement on officers being broken, but rather it is the new normal? And the conversation needs to validate how addiction is affecting police officers and how raising awareness can relieve some of the stigma that keeps them from making the call.

“I think it’s starting to evolve, but why do they feel that there is no place to turn, that the world is better off without them, that what they’re going through makes them not want to burden anybody else?” Ward asks. “Unfortunately, the environment doesn’t tell them, ‘It’s OK. We’re here to help and we’re not going to let you ruin your life or lose your job.’ Look at how we are demonizing mental health. That just needs to stop.”

Perhaps it is stopping. Or at least slowing down. The International Association of Chiefs of Police (IACP) has made advocating for officers’ mental health a prominent part of its 2020 agenda. Which is a good thing because there are many experts in and around the union, as well as mental health professionals, who argue that stopping the demonization has to start at the top.

From where she sits, police psychologist Dr. Carrie Steiner, a retired police officer who started the First Responders Wellness Center in Lombard, sees more and more chiefs contacting her to see their officers. Many times, the calls come after a critical incident, but more and more they are making a critical request of Dr. Steiner.
“They are insisting on confidentiality. They say, ‘I don’t want to know anything. I just want them to get better,’” she specifies. “I think there is still a lot of false information about getting treatment. I feel more and more departments are interested in wellness programs and getting more accurate information disseminated. I feel like more officers would rather work with someone who is getting treatment than someone who is drinking themselves into oblivion the night before.”

If there is more awareness and discussion about getting treatment and more positive energy from first responders about doing so, then what is keeping more of them from getting help? And what is causing all the stress prompting addictive behavior that leads to the need for treatment?

Dan DeGryse, director of the Florian Program for first responders at Rosecrance in Rockford, believes more discussion has taken place among law enforcement leaders about providing mental health resources and substance abuse treatment for their charges. But he senses that the expectation for first responders to perform at 100 percent all the time has added undue stress to a job where stress levels are already off the charts.

“There’s no room for error and that adds a frustration when you have to be perfect but you cannot be,” reasons DeGryse, a recently retired Chicago firefighter who ran the CFD employee assistance program for 14 years. “When we do make an error, we are not very open about it. We hide it, and over a career that builds up.”

A perspective from management might be helpful here. Dave Anderson, who just transitioned from being chief of the Lisle Police Department to leading the Benedictine University Campus Police Department, qualifies himself as nontraditional when it comes to identifying the leading causes of depression, anxiety and alcoholism in police officers.

Anderson looks internally to cite favoritism in the promotional process and the way discipline is handled as oft-heard triggers. The secretive nature of internal affairs investigations wrought with the closed-door closeouts of department members appears to be chewing up officers and spitting them out.

“We have toxic organizations with toxic supervisors in many cases,” Anderson voices. “It’s bad enough to be accused of something, but that heightened sense of anxiety that comes from investigations going on, all the time without the union being kept in the loop creates way more pressure on the officers. The whole time this is going on they are expected to be out there making life-and-death decisions.”

As the profession figures out how to process why 46 more officers took their own lives in 2019 than in 2018 and 85 more than in 2016, what to do about it becomes an even more urgent question in 2020. Anderson suggests that the union and administrations work together to establish a culture of help that accentuates how much protection exists for officers who want to seek treatment.

Some of those resources include counseling with certified police therapists like Kroll and Steiner, going to No Cop Out meetings or similar AA-type gatherings and taking advantage of outpatient facilities like St. Michael’s House in Des Plaines, which has an intensive outpatient program where officers can go without having to risk losing their FOID cards.

“One of the things we are striving for is to normalize getting treatment,” submits Ganime Nazif, the program director for law enforcement-specific counseling at St. Michael’s House. “Like diabetes, it’s not something that goes away. You have to maintain sobriety throughout your life, and we need to make the connections that build a foundation for your recovery that you can sustain.”

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If you are feeling stressed, Meeko will throw you a bone
BY MITCHELL KRUGEL
PHOTOS BY DEANNA HUNTER

Have you been there when the trauma and the stress is off the charts, the duty weapon is right there and that thought attacks: “What if I just did it?”

Dr. Carrie Steiner has been there. She had that feeling a couple of times during her 13-plus years as a Chicago Police Officer.

“I definitely have gone through some of those depressed moments on the job when I felt, ‘What is the purpose?’” she confides. “To be honest, every officer has thought, ‘What if I just did it?’ It might be for a half-second. It might be for a couple of days. The thought might linger.”

Steiner worked patrol in some of Chicago’s toughest districts. She had one of those days when her calls included five people being shot, a fire breaking out and a baby falling out of a second-story window.

Steiner knows the mental strain and pain a police officer suffers because she has been there and done that and been there and felt that. And since 2013, the certified police therapist has been helping police officers from throughout the suburbs, and even some who come weekly to see her from Wisconsin and Indiana, get through it and get healthy as part of the First Responders Wellness Center (FRWC) mission.

With offices in Lombard and Mount Prospect, the FRWC has become a venue where police officers learn what it takes to not only get over their trauma but prevent the trauma from leading them to addictive behaviors. Or worse.

The practice is not limited to those who have been through a critical incident or are struggling with mental health issues that lead to drinking, drugging, gambling, extramarital affairs and other behaviors that officers believe are the only way to handle the stress and trauma. Chances are that many MAP members have had the opportunity to sit with Dr. Steiner during one of the wellness checks that agencies and municipalities have been bringing her in to do on a regular basis. During these day-long or multi-day visits, officers find the confidentiality to express their feelings and learn how to strive for better mental health.

“Get help as soon as you think it might be helpful,” Dr. Steiner advocates as the watchwords of the First Responders Wellness Center. “If you’re at a place where you are so distressed, it’s much more difficult to help you. Let’s get ahead of it and be preventative.”

Dr. Steiner emphasizes that mental wellness checks – at her office or your department – need to be like physical wellness checkups. They don’t assume something is wrong but ask how officers are coping with their careers and what kind of coping skills they have built. Think of your doctor counseling that you need to lose five pounds, giving you a few ideas about how to do so and advising you to not keep eating the same way.

Dr. Steiner assures that wellness checks let officers know that they aren’t going to see the boogeyman. It’s their choice. Nothing goes back to the department. It’s not a fit-for-duty eval. The union knows what she’s doing. It’s what mental healthcare for police needs to become, whether it’s through the First Responders Wellness Center or a resource similarly equipped with police psychology expertise and understanding of the police culture.

“I have this one patient who said to me, ‘I didn’t know I could reach out to you and you were the police. If that wasn’t present to me, I never would have reached out to see a therapist,’” Steiner relates. “That is very humbling, but I tell them, ‘It is not me. It is you. I just help lead you there.’”

Steiner’s path that led to the creation of the law enforcement mental health oasis that is the First Responders Wellness Center could have started with her first day on the job. Or that day with the five shootings. Or any of the days she worked with the Critical Incident Team.

But really, it goes back to the last job she had before becoming the police. After getting her degree from Columbia College in film with a minor in dance, Steiner applied those credentials where she could earn a few bucks: as a personal trainer.

Then, she took a job at The Children’s Place, working with kids ages 2-6 who had been badly abused, infected with or affected by HIV or suffering from other serious trauma. One of those abused kids made a particular impact on Steiner.

“I’m thinking whatever person abused this girl should be in jail,” she recalls. “My boyfriend at the time was going to get an
application to go to the academy. He asked if I would get one
with him. I figured, ‘I’m freaking done. I’m going to make sure
these guys go to prison.’”

Fast-forward from taking two post-grad classes to Steiner
getting her doctorate at the Illinois School of Professional Psy-
chology (now Adler University). Fast forward further to 2010
when she was involved in a shooting.

“I had a 6 month old at the time, and I didn’t realize until that
point, it was not just about me. It was about my son not having
a mom,” she confides. “When I had the choice, how could I look
him in the eye? I had the choice of being a police officer and
being shot at or being a psychologist.”

It was an easy choice because even when Steiner was still on
the job and had her doctorate, other officers would ask if she
could help them. She remembers one colleague saying that he
was suicidal and didn’t know who to see.

“I realized I could be helping our own,” she adds. “I realized
that we needed a place where we can send officers that under-
stands the police culture. These are my brothers and sisters,
and hopefully we can help them get better so we don’t lose an-
other one.”

The First Responders Wellness Center is now booked solid
helping the police. One of Steiner’s colleagues is Chicago Po-
lice Officer Robert Casale, who works at the academy and is
a licensed professional counselor. The staff also includes Dr.
Caryn Andrews, a clinical/police psychologist, Lori Seeler, a
licensed clinical psychologist, and Dawn Sage-Chychula, an
M.A. in counseling psychology and an EMT-P.

Officers who come to the First Responders Wellness Cen-
ter know they are going to a place where nobody else has to
know they are being treated. They learn how to apply tactical
breathing used on the shooting range to get through the pain
that comes from repeated exposure to trauma. They learn coping
skills to not just deal with the trauma but get past it. The
center advocates techniques like asking patients to put Dr.
Scholl’s insoles in their shoes as a way to feel grounded when
the post-traumatic stress might bubble up.

“We try to give them a plan of action so they will feel under-
stood,” Steiner explains. “I hope they feel comfortable talking
to another officer. The rewarding part is having an officer tell
me that he wants to help another officer because he knows that
this treatment works.”

The First Responders Wellness Center has become the go-to
place for police officers and Steiner has become a go-to police
therapist. And not just for police.

When a highly decorated Chicago Police Officer took his own
life on Sept. 16, reaction in and around the police community
circulated fast and furious. For distinct interpretation and per-
spective, WLS-TV news turned to Dr. Steiner. The day after the
loss, Channel 7 sent a crew to interview her for a viewpoint as
unique and qualified as there is in first responding.

“Trauma is exponential,” Steiner emphasized for the camera,
as she does whenever illuminating the greatest challenge to the
mental health and wellness of police officers. She reiterates that
it hits every officer from every direction and how that piles on
to induce thoughts of taking your own life.

“When I first got on the Chicago Police Department, the first
day I went to the wake for an officer who committed suicide,”
she discloses. “Everybody said there was something wrong with
him – marital issues, substance abuse, etc. What I realize now is
that trauma impacts us all. You respond to a call where a baby
came out of a second-floor window. And you think, ‘How can I get
rid of that picture in my mind?’ To get rid of the flash of that
baby being dead, you drink, gamble, eat or x, y, z to make your-
self feel better. There’s no way trauma hasn’t impacted that.”

As she concluded her sound bites for Channel 7, Dr. Steiner
looked into the camera and offered an important public safety
announcement.

“Everybody sees the amount of trauma at risk, but officers
are masking their emotions because they are trained to do so,”
she implores. “Prevention is really the key. And the best way to
change the culture is for officers to get the mental health help
they need.”

Spoken like somebody who has been there.
Officer honored with Best of Lemont award

The Lemont Police Department honored one of its most dedicated members in November, as Detective Robert Keane received the 2019 Best of Lemont Police Officer of the Year award. Lemont officers gathered with friends and family at the award ceremony, hosted by the Heritage Corridor Business Alliance. Members of the community and the department joined to celebrate Keane, who is also a school resource officer, for his involvement in the community.

Park Forest members get special thank-you notes

Members of the Park Forest Police Department recently received the best gift of the holiday season from students at Illinois Elementary School in Matteson.

Illinois Elementary teacher Ian Holst delivered to the department a large pile of Christmas cards made by students from various grades. Along with wishing officers a happy holiday, the cards thanked them for their service.

Officers read through all the cards and tagged some of their favorites on the department’s Facebook page. Some of the messages they liked included:

“I hope you have a happy, merry, jolly, holly Christmas of 2019.”

“Thank you so much for what you have done, are doing and will do. Not many people will or can do what you do.”

“I hope you have a Merry Christmas and spend time with your family and thank you for making our world safer.”

A note with a purpose

A child delivered a heartwarming note to a Bensenville officer while both of them were at a restaurant.

The young girl walked up to the officer and handed him the note, adorned with a hand-drawn police badge. The officer was touched by her gesture, which acknowledged how they serve the community.

“Thank you for taking care of stuff when things go bad. [You are] the best,” the note read. “When days are bad or slow, you’re always there to make it better!”

Carpentersville officer earns Life Saving honor

Carpentersville Police Officer Jason Nilles joined three others in receiving village Life Saving medals at the Dec. 17 board meeting. Nilles was the first arriving officer to Dundee-Crown High School one month earlier, after a basketball player suffered a sudden cardiac arrest. Two coaches and an athletic trainer were also celebrated for taking quick medical action to help save the young player’s life.

At the meeting, Carpentersville Fire Chief John-Paul Schilling credited the training each of the four received for the positive outcome in what could have been a tragic incident. The large audience in attendance gave Nilles and the others a standing ovation after Schilling presented each with a medal and a plaque honoring their heroic actions.
Northlake officers recognize Quinn

Northlake’s Rebecca Quinn was voted by fellow department members as Officer of the Year. Among her many accomplishments, Quinn helped lead the first-ever Northlake Police Department’s program teaching internet safety to local schoolchildren.

Putting on the armor

Romeoville’s K-9 Spike is now fully protected thanks to a donation of body armor, including a bullet and stab-protective vest.

A $950 donation from the nonprofit organization Vested Interest in K9s Inc. provided the vest, which has a five-year warranty and weighs an average of 4-5 pounds.

Established in 2009, the nonprofit assists law enforcement agencies with providing body armor for K-9 officers. Spike qualified for the donation because he is actively employed with the Romeoville Police Department and is at least 20 months old.

Prospect Heights Officer of the Year does it all

Prospect Heights Police Officer Pardeep Deol earned the department’s highest honor when he was named Officer of the Year for 2019 in December. Although he became an officer in 2017, Deol has served in several roles — from an intern and records clerk to assistant to the chief and community liaison — going back a decade.

In 2019 alone, Deol took part in numerous roles beyond his basic duties. He’s active in the PHPD Youth Outreach Program, the Crime Prevention Unit and as the emergency management coordinator and information technology coordinator. Deol is also involved with the department’s internship and volunteer programs, while pursuing his master’s degree with the Federal Emergency Management Agency.

Officials said at a December ceremony that Deol, who also assists the command staff, continues to make time for volunteering at departmental community events as part of his commitment to Prospect Heights.

Lake County sheriff’s lieutenant honored for career of service

One of the Lake County Sheriff’s Office’s foremost advocates for children retired on Dec. 16 after 23 years of service.

Lieutenant Andrea Usry (center, holding plaque) spent much of her career as a school resource officer, child abuse investigator, detective and the Community and School Resource Team commander.

Usry is moving on to work for a service organization in Lake County.

Tinley Park SALT pours it on for kids with cancer

Seniors and Law Enforcement Together (SALT) of Tinley Park hosted a toy drive for the fourth consecutive year to benefit the Pediatric Oncology Treasure Chest Foundation. This not-for-profit organization offers comfort and distraction from painful procedures for children and teens undergoing treatment for cancer by providing a toy, gift or gift cards from a treasure chest or cabinet.

SALT is an organization that furthers the goals and objectives of TRIAD, a joint venture of the Cook County Sheriff’s Office, the Tinley Park Police Department and the Village of Tinley Park to reduce the criminal victimization of senior citizens. The donation of toys and gift cards will directly benefit children and teens fighting cancer.

“We feel so blessed and honored to have the support of the Seniors and Law Enforcement Together organization,” said Treasure Chest Foundation founder and CEO Colleen Kisel.

SALT coordinator Dina Navas added, “We thought it would be a good idea to help kids with cancer and hopefully brighten their day.”
Western Springs officers team up with local grocer for a good cause

Western Springs officers helped Mariano’s grocery store celebrate its grand reopening with a charitable event to help feed the community. Detective Sean O’Loughlin and Officer Taylor Ficke were on hand to support the store, while other Western Springs officers loaded up shopping carts with food for a Stuff the Squad event. The groceries were loaded into patrol cars and delivered to the St. Cletus Food Pantry in La Grange to help those in need during the holidays.

Officers honored in university history project

Northern Illinois University’s 125th Anniversary Oral History Student Project honored the NIUPD by including them in the endeavor. The event featured oral history interviews from NIUPD officers about their contributions to the history of the university over the past 125 years. A live question and answer session followed the oral history.

Start 2020 off right with an ISPFCU Financial Checkup!

Believe it or not, 2019 has come to a close. Now that a new year is upon us start it out on the right track by taking advantage of a free ISPFCU Financial Checkup! Just as you would have an annual physical exam with your doctor, the start of a new year is a great time for an annual exam of your finances.

With an ISPFCU Financial Checkup we want to help you by looking for ways to save you money on any loans you may have financed at other financial institutions by getting your loans refinanced with ISPFCU at lower rates! Whether you have an auto or motorcycle loan or a home equity loan or credit card, we can help. And if you have several loans we can look at consolidating them giving you the convenience of having just one monthly loan payment.

What have you got to lose? To submit your request for a free ISPFCU Financial Checkup simply visit our website at www.ispfcu.org and fill out the ISPFCU Financial Checkup form or call us at 800-255-0886. After we receive your request a loan officer will be in contact with you to see if we can lower your current monthly loan payments, save you money over the life of your loans, or both! Take advantage of a free ISPFCU Financial Checkup today!

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Welcoming New Members

23rd Judicial DeKalb County
Christopher Hubbard
Nathan Monney

23rd Judicial Kendall County
Alicia Mehnert
Tim Stevens

Algonquin
Fernando Ortiz

Alsip
Dennis Stevens

Arlington Heights
Brian Lacey
Kimberly Mueller
Matthew Williams

Bolingbrook
Anthony Salata

Bolingbrook Civilians
Christo Kelliher
Lynn Wozny

Bridgeview
Hany Salahat
Magdanela Szlas

Buffalo Grove
Nicholas Kreis
Robert Lawyer
Dawid Wojs

Carpentersville
Rosalinda Trujillo

CenCom
Susan Johnson

Channahon
Adam Nelli

Coal City
Joshua Nugent

Cook County DCSI Deputy Chiefs
Carlos Bosques
Marcus Gatlin
Wilson Reyes

Crest Hill
Bryan Barnes
Ryan Teltow

Crystal Lake
Peter Lewandowski

Darien
Paulina Noga

DeKalb County
Eleazar Alcraz
Matthew Federman
Justin Pett

Nicholas Schumacher
Des Plaines
Alex Banda
Joseph Birnoltz
Victor Cieslak
Jonathon Crone
Brian Dillon
Jessica Garcia
Steven Hammar
Reyler Leon

DuPage County
John Hodge
Andrew Kafer
Leonard Leone
Tony Liu
David Murphy
Edward Rose
Steven Swan
Shane Wolverton

DuPage Coroner
Scott Quinn

East Dundee
Stephen Baima

Elgin Community College
James Picardi

Elk Grove Village
James Johnson
David Miller
Dominic Vitale

Elwood
Sean Swabowski

Fox River Grove
Steven Sheets

Gundy County Civilians
Sarah Cain
Lauren Carhart
Danielle Esposito
Julie Lynn Feeney
Leeann Springer
Janet Struck

Hanover Park Civilians
Ashley Ernst
Lela Gunderson

Harvey
Vincent Bonanno
Oreal Gray
Kyung Palmer
Antwon Russell
Fernando Valenzuela
Frederick Washington

Hazel Crest

Aaron Meeks
Hickory Hills
Jacob Jakaitis
Huntley
Joshua Prokuski

Illinois Valley Regional Dispatch
Lindsey Skaggs
Indian Head Park
William Bozek
Steven Ruban
Justice
Erica Kringle
Craig Muchuga
Maciej Walkosz

Kane County
Eric Perkins

Lake County Corrections Sergeants
Dante Brown
Michael Dexter

Lake County Sergeants
Scott Morrison

Lake Forest
Ashley Molinari
Sam Sineni
Zachary Styx

Lake in the Hills
Andrew Gazda

Lake in the Hills CSOs
Dylan Villareal

Lakemoor
Brian Howard

Lisle
Brian Travis

Metta
Joshua Dooley
Sefik Halilovic
Ashley Hamlet
James Johnson

Mokena
Courtney Sepolio

Momence
Dominic Duncan
Matthew Monferdini
Treshon Spears
Gabriel Vazquez

Montgomery
Lauren Buzzard

Morris
Alex Vaughn

Mount Prospect
Ryan Burgess
Daniel Chirla
Kevin French
Tyler Johnson
Adam Martynowicz

Naperville Sergeants
Russell Davis

Naperville Civilians Unit 2
Kelsey Whitchelo

New Lenox Sergeants
Timothy Perry

Niles
Stephanie Hofer
Andrew Mendez

Northwest Central Dispatch
Megan Crouse
Maryssa James
Samuel Marshall
Tanos Mihalopatos
Ashley Moorehouse

Oak Forest
Anthony Sanchez
Orland Park
Daniel Durling
Angelo Renardo

Oswego
Zachary Townsend

Park Forest
Tierra Scott

Plainfield
Ryley Martin
Abigail Olson
Charles Passi

Quadcom Dispatch
Eddie Gonzales
Melissa Powell

Roselle
Raymond Braunshausen
Gino Giovenco

St. Charles
Joseph Bonifas
Kevin Comstock
Stephen Mattas
Bradley Schumacher
Noelle Wold

Schaumburg Command
James Robinson

Seneca
K Kowalski

South Holland
Stanton Cruse

Southcom Dispatch
Megan Vandergriff

Tinley Park
Ronald Fugger

Tricom Dispatch
Zachary Damit
Alex Demerett

Villa Park
Aaron Whitchelo

University of Illinois
Adolfo Arreola
Kevin Bitinas
Theodore Floros
Stephanie Molina
Jasmine Willis

University of Illinois Security
Priscella Bowles
Keith Jones

Warrenville
Christina Smicker

Waukegan Sergeants
Brian Maschek
Christopher Rohloff
George Valko

Wescom Dispatch
Mandy Dewhirst
Shelby McGee

West Dundee
Lauren Rickett

Westchester
Michael Goorsky
Andrew Hyland
Yaditza Ramos

Wheaton
Tara Cannella

Will County Management Association
Patrick Jones

Winnetka
Michelle Garner
Logan Jernigan
Daniel Timmers

Woodridge
Kevin Outinen
Patrick Pendergast
Celebrating Promotions

23rd Judicial DeKalb
Jacqueline Hunt

Carol Stream Sergeants
Donald Cummings

Cook County DCSI Deputy Chiefs
Gerard Hill

Crete
Daniel Walz
Christopher Young

DuPage County
Robert Larson
Peter Kockars

Glenview
Ruben Medina

Hanover Park Sergeants
Matthew McDonnell

Harvey Sergeants
Marquis Stuart

Hazel Crest
Jeremy Cala

Hickory Hills
Ryan Bajt
Joseph Clark

Lake County Corrections Sergeants
Richard Clouse

Lemont
David Gentile

Matteson
Raymond Murray

Maywood Sergeants
Eric Dent

Mundelein
Richard Witt

Naperville Sergeants
Sherry Meine

Jason Zbrozek
Oak Lawn
Nicholas Kumke

Oswego
Kenneth Foote

Quadcom Dispatch
Gina Cortez

St. Charles Sergeants
Richard Clark
Robert Vicicondi

Schaumburg Command
Denis Schmitt
Adam Wis

South Holland
Daniel Zeller
Gerald Smith

Warrenville
Jeffrey Downey

Warrenville Sergeants
Kenneth Dawson

Western Springs
Dean Harrison

Winfield
Gerald McIntyre

Honoring Retired Members

Algonquin
Anthony Falbo

Arlington Heights
Christopher Kroezen
Michele Morgan

Bolingbrook
Donald Draksler

Bridgeview
Bruce Logue
Tim Prince

Crest Hill
Benjamin Miller

DeKalb County
Lindie Baumann

Des Plaines
Bridgette Plein

DuPage County
Michael Drugan
Christopher Huelsman
Jeffrey Leonard
LaShauna Taylor

Elk Grove Village
Edward Thomas

Elwood
Randy Lightfoot

Hanover Park Sergeants
Eric Villanueva

Harvey
Anthony Coleman

Hickory Hills
David Wetherald

LaSalle County
John Underhill

Lemont
Brian Schmitz

Matteson
Michael Erickson
Richard Marquis

Moraine Valley College
Mark Gurra

Mount Prospect
David Okon

Mount Prospect Sergeants
Jack Brogan

New Lenox Sergeants
John Bosman

LaSalle County Corrections
Gary Fuchs

Plainfield
Jason Kopek

Prospect Heights Sergeants
Michael Stone

Romeoville
Steven Lucchesi

Schaumburg
Mark Eschel

Schaumburg Command
Paul Christiansen
Michael DeGiulio
Gregory Klebba
Dawn McDermott

Orland Park
Michael Sanders

Plainfield
Joseph Motto

South Holland
Edward Haynes
Earin Land

Winnetka
Michael Garofalo

Newly elected chapter board members

Glenview
Kevin Conroy
Chase Bending
Bogdan Nenci
Robert Frye
Eric Eastman
President
Vice president
Secretary
Steward
Steward

LaSalle County Corrections
Gary Fuchs
Chuck Plaia
Tricia Rossi
President
Vice president
Secretary

THE RAP SHEET ■ WINTER 2020 29
As we begin 2020, I want to highlight an area in which the Homeland Security Training Institute (HSTI) at the College of DuPage has championed the cause for awareness and change. It has to do with the mental health and wellness of all first responders, who hold a special place in our hearts.

First responders are a special group of people. They are the ones who take pride in putting on their uniforms each day because they are doing what they have always aspired to do — help people. They are the ones who respond to a call of a warehouse burglary at 2:30 in the morning, not knowing what they will encounter. They are the ones who perform CPR and pump life into a person who is unconscious and not breathing. They are the ones who run into a burning building without regard for themselves, in order to save anyone who may not be able to get out.

They are the ones who will help a pregnant mother give birth to a healthy baby in the lobby of an apartment complex. They are the ones who need to tell a mother that her child was killed in a car crash in the middle of the night. As the saying goes, when regular folks are running away from a disaster, they are the ones running to it.

Statistics show that police officers and firefighters are more likely to die by suicide than be killed on the job. This is a significant problem. What causes first responders to commit suicide? A complex question, but one we know is related to mental difficulties and stress, especially in that line of work.

The question I ask is, why is it not OK to not be OK in the first responder community? Plain and simple: because of a mental health stigma.

In the past, a stigma would be attached to a first responder if he or she displayed any type of mental health issue. First responders have been unfairly labeled, demoted and even fired for merely bringing up a mental health issue.

This has resulted in first responders suffering in silence and not getting the help they really need. The phrase that comes instantly to mind to describe this attitude is one that a veteran supervisor used to say to me, when I was a young agent, regarding any type of personal or job-related challenge or issue: “Suck it up, son.”

That was the attitude back in the day, and it still permeates the field today. We must work cohesively to end this stigma and provide first responders an open and safe environment and a welcoming culture so that they can talk about their mental health and emotional well-being requirements.

Other occupations have mental health and wellness programs attached to them, so why can’t the first responder community have the same? We need to raise awareness about first responder stress, trauma and suicide and continue to talk about it. These are not one-and-done topics. We need to create a culture where first responders can get the help they need when they are not OK.

Many of these individuals — who are our first line of defense, help and safety — are suffering from invisible, mental wounds. We need to be the ones who respond to them and provide them support, in the same way they respond to and support our communities. They are the ones we need to commit to helping, especially when they reach out for help.

The HSTI at College of DuPage will present the third annual First Responder Wellness and Crisis Intervention Conference on Jan. 14 and 15 from 8 a.m. to 4 p.m. each day. Cost is $95 per person for the entire conference.

Presentations will cover crisis intervention, wellness and health. Attendees will see administrators who have developed a wellness program for their agencies, listen to presenters from the mental health profession, network and connect with crisis intervention experts working in the field and grow from the community of professionals willing to tell their stories.

When a first responder who is going through mental health issues knows that there are others who have dealt with the same types of problems, it offers him or her hope and the realization that he or she also can overcome any issues.

I will provide a presentation from my personal perspective, titled “How to Own Your Life When Life Isn’t Cooperating.” I hope to see you there.

For more information or to reserve a seat, call 630-940-3723 or email bahrr@cod.edu.

Thomas Brady currently serves as associate dean for the Homeland Security Training Institute at the College of DuPage. Prior to this position, Tom served as the inspector in charge of the Chicago division for the U.S. Postal Inspection Service from May 2007 until March 2013.
FIRST RESPONDER WELLNESS AND CRISIS INTERVENTION Conference 2020

Tuesday and Wednesday, Jan. 14 and 15, 2020
8 a.m. to 4 p.m.
$95

Register now!
For more information and to reserve a seat, call (630) 942-3723, email bahrr@cod.edu.

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