But no longer, here in good old Illinois and I believe California and New York.

That’s right — it is illegal to mandate ticket quotas for police officers in these venues. But that doesn’t mean municipalities in many jurisdictions are happy about it. Mayors and politicians, for sure, cannot count on that revenue, which can be quite lucrative. And police chiefs and lower echelon brass can’t use tickets as a barometer any longer to target your productivity, to lower your evaluations, or even discipline you.

I’m sure many of you can recall your sergeant’s mantra that “what do you mean you couldn’t find anyone to write up in an eight-hour shift?” Well, I could but all my stops were little old ladies or gorgeous bods. What could I do? Never a good reason for your supervisor, so you just said, no, unfortunately no one on the roads today violated the law while I was watching, Sarge!

I know some supervisors who demanded two movers plus a few parkers a shift, and one arrest a week. If you didn’t, you got chewed out, got a demerit, and your coffee and potty breaks were denied. And then your evaluation would suffer, leading to a counseling form from your watch commander. The brass would put on their sad “Emmett Kelly” face and you would be shunned in the hallway, latrine, and at roll call. (Thank God for small favors!)

But only when the brass was around, because they didn’t want to get a bad evaluation either, especially around sergeant test time.

And really, isn’t that why some coppers wrote so many damn tickets? It was a mark to reach the chevron plateau. Bring in the tickets, brought in the money and made your leaders smile because they thought that would make the chief and the mayor smile.

Oh, of course some officers actually believed that tickets were always necessary for those who shunned the UVC no matter how useless the actual ticket was. They just enjoyed writing a ticket.

Like I cop I knew once who gave a 78-year old lady an obstruction of vision ticket because she had a Jesus Christ statue on her dashboard. Yep,

Continued on page 7
How did we come to be who we are today? Maybe writing this after celebrating Mother’s Day with our kids stopping over to be with Mom and sharing memories of their lives as they grew up has me thinking the influence we had on their lives.

As the son of Irish immigrants, I look back and see how my parents, uncles, aunts, and family friends molded me into adulthood. You see, know it or not, we are all formed in the discipline, principles, politics and faith of our family. In a way we take this all in and choose the best of what we see and experience into our own lives.

With that background, we added the academic study of our field and the professional training to qualify for the position we hold. Having this background, we then pass on to our children the best of ourselves as they learn and grow. As infants, our children depend on us for everything they need in life and in a sense they inherit our attitudes, opinions and politics, for we are their heroes as they grow and learn. Then sometime around their teen years they begin to assert themselves and we are not always their heroes. The good news is that as they grow into adults and have their own family, they understand more of our role in their formation and are thankful for all we did for them.

Looking back, we taught them the gifts of applying love, generosity, and patience into their lives. We explained compassion as an incredible human action that God has given to us, which is unlike sympathy, pity or “feeling sorry” for someone. Compassion comes from the heart.

When we are touched by another’s compassion, we often see the face of God. If we feel authentic compassion for another, we cannot stop ourselves from moving toward them to alleviate their pain.

Maybe having these gifts moved you towards your dedication to the field of Law Enforcement. Then your training has emphasized some particular skills necessary towards guarding your life in the performance of your duties: being in control of situations, having a keen eye to spot trouble, reading people, and maintaining your safety in all situations. Those qualities are different from the grocer, butcher or sales associate.

Sometimes these life skills of policing take a dominant front to the skills we took into our lives from our family. Somewhere there is a balance of applying your life skills into your job. Some would call that community policing. Our human skills of patience, council, generosity and compassion should be a part of each of our lives.

Stay safe.

PEACE

Chaplain Tom Ross, Sr
sligo8@wowway.com

Chaplain’s Column

By: Thomas Ross

Have you ever danced with the Devil in the pale moonlight?

It applies to more than just the Joker in the Batman movie sphere. The meaning is more of an idea that a person can make an exorbitant amount of mistakes and maintain an immorality within oneself. It’s like I know this is bad but I’m doing it anyway. Or like the Devil made me do it.

And this seems to fit the image of John Jacobson, 68 years of age, the village president or mayor of Hebron, IL. Earlier this year, he was arrested when officers were called to his residence for an overdose — his.

While being rescued, police saw drugs and paraphernalia in plain view. They later found cocaine, crack pipes, Chace Boys, and a weapon. He was later charged with UUW, no FOID, possession of a controlled substance, possession of ammunition, and drug paraphernalia. He bonded out after posting 10 percent of a $25,000 bond. But wait, there’s more.

Mr. Jacobson also faced drug charges, then offer to reduce them if the people paid a fine. I know, you’re asking what I thought. How the hell did these guys think they could possibly get away with this? And we wonder why the public just doesn’t trust us anymore.

North Hodge, MI — the Assistant Police Chief Greg Coleman of Jackson Parish Sheriff’s office was recently arrested and charged with six counts of malfeasance in office. He is accused by five women of committing sex acts against them.

Mr. Coleman the pervert would pull these women over, have them follow him to the PD where he would lock them up in a room and expose himself to them among other “things.”

I do not know what to say.

There’s no place like home

William Cook was a sergeant in the Pinckney, TN sheriff’s office and a part-time chief in a nearby county.

After he emailed his employer that he was resigning after 16 years in law enforcement, it was discovered that he was embezzling over $20,000 out of his mama’s bank account without her permission. Apparently from 2011 through 2015 they would arrest folks on false charges, then offer to reduce them if the people paid a fine. I know, you’re asking what I thought. How the hell did these guys think they could possibly get away with this? And we wonder why the public just doesn’t trust us anymore.

A good working team is vital in police work

In White, GA, a police chief and his subordinate patrol officer were arrested for false arrests and imprisonment of citizens. Also tacked on were charges of theft by extinguing and violation of their oaths.

Apparently from 2011 through 2015 they would arrest folks on false charges, then offer to reduce them if the people paid a fine. I know, you’re asking what I thought. How the hell did these guys think they could possibly get away with this? And we wonder why the public just doesn’t trust us anymore.

He wore a paper crown

The crown of Speaker of the House of our US government. Third in line for the presidency. Now nothing more than, according to US District Court Judge Thomas M. Durkin, a “serial
**Legislative News**

by: Joseph Andalina

Our men and women are busy at work not putting a budget to work that has been absent in Illinois since last July. Soon it will segue into its second year. And you know a lot of vendors in the state are not getting paid, and services are cut because our own governor, "Rauner the Bruce" insists on his reform agenda being accepted by the Democrats which would totally destroy unions, collective bargaining, and contract negotiations. Yet he insists he is not anti-union. Some people can lie with a straight face.

The Chicago Tribune asks if he is anti-union or pro-taxpayer. Really? You have to ask? But the Trib is, with few exceptions, anti-union. The excuse is always the taxpayer, but I’ve yet to see where the taxpayer gets any relief for the transgressions of the political establishment. Rather their sentiment hurts all the public service workers who are, if anyone cares to ask, taxpayers too.

Rauner is pro-business and anti-union. Somewhere, somehow, it came to be that you can’t be for and against the same thing at the same time. Eric Zorn of the Tribune is one voice grumbling Rauner with an “F.” Among other noteworthy examples, he reports that Rauner has “failed on jobs, on human services, on pensions, on the debt, and on the deficit.” “He has failed to build consensus and bipartisan trust, and on the deficit.” “He has failed to build political momentum”… among other failures.

True, both sides need to negotiate, but when the anti-union governor insists on dismantling the Democratic Party, they are going to dig their heels in, too. God bless our House and Senate leaders. It’s not easy, but it’s a stand for labor and, well, democracy.

The Plutocrat in the general’s office is digging a deeper hole in Illinois government than all of his predecessors. Stay tuned.

**More on Rauner**

In case you have been sleeping, it is important that you understand one of his abiding principles in his so-called “Turn Around Agenda.” Among the most scandalous is that he wants to give local municipalities more flexibility in contract negotiations. What this means is that he wants cities to be able to exclude “certain” topics from collective bargaining, including wages and benefits. And soon he may introduce legislation to tax your pensions during retirement.

He also wants to give elected officials, like mayors, more control over staffing, discipline, time off (comp), seniority, and current “prevailing” wages. That means alter and tear up existing contracts. And he wants government to be able to use contractors when they feel like it.

But this isn’t anti-union, is it? Beware, folks. If he gets his way, by-bye contract. How does minimum wage policing sound to you?

**Gas tax per mile**

A pending proposal by our Democratic Senate leader never got off the ground. In light of diminishing gas tax revenue because of more fuel efficient cars, a proposal was thrown out there to make motorists pay a tax per mile based on 30,000 miles per year at 1½ cent per mile.

It’s always something. What about putting speed cameras on highways where they could tag you for a ticket for going three miles over.

Well, people went ape-shit over the pay-per-mile and it’s not going anywhere — for now. Somehow the politicians will find a way to get their little hands in your pockets one way or another. That’s what you have to do when you don’t like anything. Go ape-shit crazy.

**Some interesting new laws for 2016**

We went through some in the last two issues, but two I forgot to mention are:

- Pumpkin is now our state pie because we grow more than anyone in the entire world. (I hate pumpkin pie and prefer lemon meringue.)
- You cannot buy, plant, barter, or grow foreign weeds in Illinois anymore (unless they speak English).

New laws for 2017 are not completely available at this writing as our legislators prepare to go on summer vaca-

**Chief’s Follies**

Continued from page 3

child molester.”

That is what Dennis Hastert will go down in history for. A pervert and pedophile. Also a liar, hypocrite, criminal deceiving and now public outcast.

What a bum.

**Mayors are people, too!**

Yes and that’s why they punch umpires at little girls’ softball games. He was showing that ump who was boss. How dare that ump give seven and eight-year old ladies a chance to have fun. So the girl who apparently struck out was given an extra strike by the evil umpire so she could hit again.

Well, it didn’t sit well with Monee Mayor Jay Farquhar, who was also coaching the game. Mr. Mandy Mayor says “there had been a number of unusual calls by the umpire.” Well, like what, dare I ask?

How many calls can an umpire make to a 7-year old batting? Let’s see now, umm, there are balls and strikes, foul tips, and you’re out. Beyond that, what do I know?

So the thoughtful mayor asked the ump if he was too drunk to know that we are teaching kids the rules (of baseball). Even in golf, we amateurs can have a “mulligan” or two, since we’re not pros. Giving a 7-year old an extra strike is not my idea of a generation gone bad. No mulligans for you, missy!

One thing led to another during this terrific sequence and the mayor, who the other head coach called the aggressor, punched the umpire in the face breaking his jaw in two places.

Holy baseball, Batman — kind of overkill!

Even if the ump grabbed the mayor, you would think the mayor would be intelligent enough to be wise, caring, and gentle, like all other mayors are. (I’m being sarcastic here!)

Anyhow, our UFC man was escorted away from the field and the Will County SAO is investigating.

I trust they will call this bozo “out” for the count.

Editor’s Note: That’s it for now. Can’t stand anymore. Maybe I’ll do some columns on good things chiefs and mayors do. Feel free to send me some ideas.

**Quote:**

What is life but to dream and do?

– Margaret Gehrke

1883–1978

Summertime 2016 Metropolitan Alliance of Police
**Memorial Day**

Last May 30th, as is our custom, we as a nation celebrated Memorial Day. First originated by US Civil War soldiers after that great war in 1868, it was called Decoration Day — a day to decorate the graves of the dead with flowers. Later, soldiers of the North and the South merged and it became Memorial Day. It differs from Veteran's Day in that Memorial Day honors those who died in war, whereas Veteran's Day celebrates all those who served in the military.

I recently was sent an e-mail which featured a seven minute plus video from the Gary Sinise Foundation, WWII Museum and American Airlines honoring our WWII vets. Pull it up and be grateful to all who served in that brutal war. [https://www.youtube.com/watch?v=13P154aWNQ](https://www.youtube.com/watch?v=13P154aWNQ)

There is much to say about the valor of our heroes who served and died, and those who came back and silently made America what it is today. Tom Brokaw was spot on when he said in his late 70s, early 80s where he told stories — only to me, his oldest — of his war years. His dislike was not of Japanese people but of Emperor Hideki Tojo, who was closely associated with the attack on Pearl Harbor and conductor of Japanese POW camps. Take a look at the book Unbroken by Laura Hildebrand to learn more of these camps and the misery Americans in these camps went through. Tojo was captured after the war; charged and tried for his war crimes. He was subsequently hanged. My dad, like many never forgot what his fellow Americans went through. I could see the torture on his face and watched as he fought back tears — something I'd never seen before.

Later, Alzheimer's robbed him of his memories but the war lingered. Memorial Day was popular with my dad. I missed these barbeques after he passed and our discussions later in the evening, just him and me killing off some primo scotch. It also reminded me of the friends I lost in Viet Nam. Wayward fellows, like me, who fought and died, friends who treated me nicer than most people I have ever met.

So while the day has passed, we can remember these heroes, always. And speaking of heroes, Gary Sinise is mine. Vita è bella.

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**A few minutes with the boss**

by: Joseph Andalina

It was only in his late 70s, early 80s where he told stories — only to me, his oldest — of his war years. His dislike was not of Japanese people but of Emperor Hideki Tojo, who was closely associated with the attack on Pearl Harbor and conductor of Japanese POW camps.

Take a look at the book Unbroken by Laura Hildebrand to learn more of those camps and the misery Americans in these camps went through. Tojo was captured after the war; charged and tried for his war crimes. He was subsequently hanged. My dad, like many never forgot what his fellow Americans went through. I could see the torture on his face and watched as he fought back tears — something I’d never seen before.

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**Quotas were weus!**

I’m sure that ticket saved a lot of lives and taught “Aunt Bee” a real lesson. Really, what would Sheriff Andy do here!

Sometimes it is all so ludicrous I have to shake my head. But as I’ve said before, if any officer really believes in all these tickets, then bless their “wittle” hearts.

Keep on writing, boys and girls, keep on writing. They are the same centurions who write other cops, too. Something this old warthog could never quite get his head around, unless, of course, someone was injured or they were really toasted. But for some of you with their jows agape, remember it was a different time then. It just didn’t happen. And who am I to judge if that was right or wrong anyway? Go with the flow and give a copper a break was my mantra.

Few made any kind of DUI arrests and few were the prosecutor who didn’t automatically reduce DWI (as it was called then) to reckless driving. You couldn’t get a conviction against the laboror or chicken farmer because back then in many a county, that was who made up the jury and as one juror once told me, “I told my wife Mildred that I couldn’t find him guilty because I was worse than he was last weekend.”

Of course, times have changed and only real bad people drink and drive now. Cops, firemen, state attorneys, judges, doctors, politicians, and sports figures never, ever do that, right? Of course not!

But I digress. It is good and just that we write tickets. And I do believe that, as long as it is not demanded of us by our chief or we are told to do it. Last time I looked cops still carried firearms and had discretion. And as long as it is up to us with no pressure to conform to arbitrary rules, quotas, and expectations, tickets will always have value.

But when performance is based on response times, tickets written or arrests and contacts, you are not using your discretion. And just like body cameras, which the public and the press now demand, they are demanding cheap stops, contacts, and tickets when quotas are in place.

With or without quotas, it is the perception that cops write tickets because they have to. And the public feels they suffer and believe you are a debt collector. Fines and costs. And write those babies under a local ordinance and not state codes so the village gets all the revenue.

Sound familiar? Sure it does. Some of us would tell the public who is behind the tickets — the mayor of course. Something that would really piss him/her off when the public complained. Yay!

But that is in response to quotas or career development plans, or some other medieval personal performance plan, and not because someone actually deserved the ticket.

So politicians finally relented because they want to be re-elected. Legislators chocked down the idea to outlaw quotas in response to the public who turned on them like wild hyenas on a dead zebra.

Proof? Why pass a law on quotas, or the perception of them, if quotas in some form do not exist? And now in some jurisdictions, villages hire attorneys to find a way around quotas by changing the terms, or trying to get the cops/union to participate in performance evaluation criteria. So the politicians change the law to look good to the public and then hire law firms to help get around the very same law. Only in politics, brother.

It’s tempting for cops to participate. My chief wants my input. Sure he does, because if you are open to it you can’t complain, dispute, or grieve it later. Visions of sugar plums will surely turn to prunes. Don’t do it!

And look for Illinois legislators to try to make up the loss of revenue. Case in point — to pay for purchases of body cameras, they passed a law in 2016 to add a $5 surcharge to every ticket written. So to buy a body camera that the public demands, violators get socked with a $5 hit when the nice policeman writes them up. Kind of sad.
when you think about it. But dollars have to come from somewhere. And it’s harder now with anti-quota laws. But legislators always find a way to get your money. Many cops fight back when pushed into a corner under the guise of other manufactured code names for quotas like “productivity,” “career goals,” or “performance based.” I believe in 2013, Los Angeles government paid out over $6 million to settle lawsuits filed by cops who accused the police department and the city of putting in secret quota systems in order to affect more issuance of traffic citations. But it is obvious to this dinosaur that the public’s view of policing is in need of change. They want less aggressive policing and the officer’s role is shifting to playing more nice-nice.

Quotas may avail officers to “harass” the folks in order to get revenue, or make criminals out of petty offenders so say some liberals. I say you can’t win. All I really want you to do is not be a scapegoat for the chief or the mayor, because they will not be there for you when the beef comes in for writing tickets that can be deemed as quotas. Times are a’changing, but the elimination of quotas for once and for us is a good thing. Vita è bella

And one more thing

While Illinois politics is going to hell, our fine legislators have agreed on one thing. The “pink tax” of 10.25 percent on feminine hygiene products would be totally remanded and would make contraception more affordable. The Senate overwhelmingly approved and the House, at the time of the shooting. All three were apprehended after a very brave witness followed the car and police were able to apprehend the mutts in question. All three slugs were arrested after cops put a couple of holes in the shooter. He will live. One brother was charged with possession of a firearm by a felon. The other one with “expeelling bodily fluids on a police officer.” (What the hell?) So a mother shot and killed, and for what? Because they passed their car and had tinted windows? Worth saving this piece of garbage? I don’t think so.

And on the incredible evil table is this tidbit out of Chicago.

Early this year, a family of six was absolutely butchered. A 50-year-old woman was stabbed 45 times in her head, neck, chest, and stomach. A 10-year-old boy suffered 11 stab wounds to the torso. A son and daughter of the 50 year old woman were also beat and stabbed to death. And shot. The father was also stabbed 10 times. All suffered from defense wounds to the hands, fingers, and arms. Can you spell b l o o d b a t h?

The scene must have been horrible. This is beyond incredible evil. A motive is not known, although there is some speculation on that note. Now that police have found these devils, family members to boot, my God, anyone want to put in their hat for bringing the “needle” back to Illinois? I vote aye. Because these devils are at least 75 stab wounds short of any salvation in my book.

But wait, there’s more!

Who wants to spare this a-hole? A 37-year-old man was recently charged with murdering and dismembering a Renuto, Washington woman and mother of three. She met her killer, who admitted he is “not a normal person” on line a month before. On this last date, he took her to a Seattle Mariner baseball game and when they got back to her place, he killed her and cut her up in pieces in her bathroom.

He put her head, arm, and a hand in a recycling bin, and put other body parts in nearby trash bins. Police found blood and flesh in her plumbing and a 15-inch pruning saw near the tub. John Robert Charlton is in jail on a $2 million dollar bond. He has a criminal record in six states and his parents are terrified of him. His ex-girlfriend says he’s a mean drunk. And that’s what he says. He got drunk and doesn’t remember. Always an excuse. Remember, she has three young kids. Life imprisonment to save a soul.

Continued on page 14
Contract Corner

Joseph Mazzone
Des Plaines Sergeants:
Two year contract, 01/01/15 to 12/31/16. Wages 2.5% 1-1-15, 2.5% 1-1-16. Modification to the indemnification language to comply with Union request. Maintain status quo despite City’s request for reduction in numerous benefits.

Lock in 12% contribution for PPO and 7% contribution for HMO for duration of contract along with prescription costs. Maintain sick leave incentive.

Winnetka:
3 ½ year contract from April 1, 2015 to December 31, 2018. Wages 1.75% for 8 months of 2015, then 2.5% for 2016, 2.5% for 2017 and 2.75% for 2018. Maintain status quo on numerous issues in which the Village wished to reduce benefits. Maintain 12 hour shifts for the duration of the contract.

Increase in vacation time. Increase funeral leave for death of spouse or child. Obtain benefit for Field Training Officer pay. Increase uniform allowance. Maintain contribution for insurance, 11% for single, 11% for single +1 and 12% for family coverage for the duration of the contract.

Lock in co-pays for prescription costs for coverage for the duration of the contract. Obtain benefit for Field Training Officer pay. Increase uniform allowance. Maintain status quo despite City’s language to comply with Union request. Maintain 12 hour shifts for the duration of the contract.

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Lock in co-pays for prescription costs for duration of the contract. Establish VEEBA Plan

John Stroger Hospital Sgts
Four-year contract 2012 – 2017. 1% 6-1-13; 1.5% 6-1-14; 2% 6-6-15; 2% 12-1-15; 2.25% 12-1-16 and 2% 6-1-17. Modification to insure more overtime to sergeants. Obtain retirement stars for all retired sergeants. Obtain new police identification identifying officers as Police Officers. Increase in uniform allowance.

Richard Reimer
Bensenville
3% annual across the board wage increases for each year of the agreement. The term of this agreement is from 1/1/2016 through 12/31/2018. New Detective on call pay of $75 per 7 days on call

Carpentersville Officers.
May 1, 2016 to December 31, 2019. Wages increased by 1.75% on 5/1/2016, adjusted 2.25 % on 1/1/2017. Wage reopener for the final 2 years on 1/1/2018.

The “base salary” becomes the “Patrolman with Educational Incentive” this is slightly more than a 5% increase than the “Patrolman” designation in the prior contract.

Clarification to vacation scheduling. Pro-rated Personal Days for the 1st year of new hires. Retirement pay increased from $40 per year to $50 per year; the net effect is to increase the maximum benefit from $800 to $1000.

One hour straight time pay for each 8 hours serving as Field Training Officer from 4 hours comp time for each 160 hours. New Canine Officers. Changed the date members must submit their shift preference. Provides for bargaining in the event the employer provides body cameras to officers

Matteson Police Sergeants
Effective dates are May 1, 2015 through April 30, 2018. Wages: 5-1-2015, 2%; 5-1-2016, 2%; 5-1-2017, 2%

Clarification to Court Time. Clarifications to overtime to cover full or partial shifts. Altered the years of service for Longevity Pay

Warrenville Officers
May 1, 2015 to April 30, 2019. Continue to follow the comparable community analysis to determine wages, the increase for 2015 amounted to a 1.2% across the board increase.

Clarifies suspension days administered in hours. Clarifies employees who attend training for less than a full shift, must complete the shift or use benefit time to cover the time. Clarifies the amount of time earned based on the circumstances. Clarifies the method for contacting employees to offer overtime assignments.

Clarifies requests or 2 or more consecutive shifts will not be unfluid denied. Defines amount of holiday pay for officers not in the patrol division

Warrenville Sergeants
May 1, 2015 through April 30, 2019. Sets the minimum pay as 5% above the top base of a Corporal or Detective. Continue to follow the comparable community analysis to determine wages, shortens the time for training based on withholding a step increase from 6 months to 3 months.

Clarifies employees who attend training for less than a full shift, must complete the shift or use benefit time to cover the time. Clarifies the amount of time earned based on the circumstances. Clarifies the method for contacting employees to offer overtime assignments.

Process for selecting days begins January 1st from April 30. Clarifies requests or 2 or more consecutive shifts will not be unfluid denied

Includes leather coats into items which are permitted to be cleaned

Sets an understanding for working 12 hour shifts and the 84 hour work period

Ronald Cicinelli

NEIU (Arbitration Award)
3-year contract to June 30, 2017. Wages: increased to a 3% increase July 1, 2014; 3% increase July 1, 2015; 3% increase July 1, 2016

Holidays: Per the State Universities Civil Service System, Two personal days. Comp Time: Before 2012 = 480 hours; after 2012 = 240 hours.

Vacation time: Increased benefit to: 0-1 Years of Service = 96 hours; 1-3 Years = 240 hours; 3-5 = 288 hours; 5-9 Years = 336 hours; 9+ Years = 384 hours

Health insurance: Agreed to be determined and provided by the Department of Central management Services. Sick Time: as per the State Universities Civil Service System Uniform Pay = Quartermaster, plus $500 per year for cleaning.

Dwight
3-year contract – Expires March 31, 2019. Wages: 2016 2% increase; 2017, 2.5%; 2018, 3%

Holidays: 10 paid holidays at 12 hours of straight pay plus one and one-half (1 1/2) times regular rate of pay; and, in addition to this “holiday pay,” an officer shall be paid twelve (12) hours of straight pay for the actual holiday benefit.

Three personal days, Comp Time: Max. of 24 hours

Vacation Time: After 1st year= 5 days; 2nd to 5th year= 10 days; 6th to 12th year= 15 days; 13th to 18th year= 20 days; 19th year and later = 25 days.

Health Insurance: The Village will continue to pay all premium costs for the employee and the employee shall continue to pay all premium costs for any dependents.

Chris Potthoff
NIU Security
Immediate $1 per hour increase plus additional cost of living increases at the same rate as other university staff (Retro Pay included)

Changed equipment lists to included items preferred by employees.

Limit university ability to subcontract and forall security guards.

Added protections to vacation selections and approval procedure.

Gary Deutsch

Streamwood Village Hall Employees:
Sick Leave-Increase in Sick Pay out in excess of 240 hours from 25% to 50%. Temporary Replacement Pay (Working Up a classification) increase from 4% to 15%

Wages: 2.5% for all three years across the board and a 3.6% increase at the lower steps of the pay scale.

Incentive Program for Evaluations-increases to $900,$750,$500

Streamwood PD Civilians:
Wages: 2.5% for all three years

Incentive Program for Evaluations-increases to $900,$750,$500

Comp Time Balance increase to 80 hours

Summer 2016 Metropolitan Alliance of Police
### New Members

**Arlington Heights**
- Christopher Tatman

**Bartlett**
- Eric Schultz

**Bensenville**
- Lucas Grice

**Cook Co Dispatch/VS**
- Cristian Campos
- Zachary Greene
- Roselio Lopez
- Tatsanina Nelson Ward

**Metropolitan Alliance of Police Summer 2016**

#### New Members

**Arlington Heights**
- Christopher Tatman

**Bartlett**
- Eric Schultz

**Bensenville**
- Lucas Grice
- Andrew Henderson
- Kevin Pendl

**Maywood Sgts**
- Joseph Escamilla
- McHenry Co Clerks
- Elizabeth Arrigoni

**Metra**
- Vashan Hale
- John Kasperski

**Momence**
- August Lebeau

**Moraine Valley**
- Randall Guinn
- Martin Knolmayer

**NEIU**
- Emmanuel Brambila
- Coriama Beltran
- Nicole Susner

**NIU**
- NIU Dispatch
- Lori York

**NIU Security**
- Alvato Cartman
- Donald Mullin
- Neiche Rush

**Norridge**
- Adam Meza
- Thomas Wysocki

**Oak Lawn**
- Robert Carroll
- Gabriel Ferrer
- Richard Turek

**Orland Park**
- Ricardo Brambila

**Oswego**
- Nicholas Orsodini

**Park City**
- James Mock

**Park Forest**
- Charles Karl
- Ryan Purdy

**Prospect Heights**
- Michael Coglianese

**River Valley Detention**
- Melinda Tucker

**Roselle**
- Agnieszka Wajda

**Round Lake**
- Daniel Botsberman
- Jeremy Cooper
- Alex Fayta

**Seneca**
- G. Higgins

**South Holland**
- James Dubish

**Southcom**
- Breanne Schmitte
- Kendace Anderson Myers

**St Charles**
- Meghan Kelly
- Michael Redmann

**Tinley Park**
- Jeffrey Graves
- Justin Rzeszutko

**Wescom**
- Renee Degand
- Kimberly Hermes

**Wheaton**
- Timothy Green
- Gregory Hayward
- Samuel Kasman
- Michael Sterkowitz

**Will County Mgmt**
- Tom Omiecinski
- Richard Todd

**Winfield**
- William Conzcz
- Winnetka
- Jennette Ryan

**Woodridge**
- Matthew Schneider

**Promoted**
- Arlington Heights
- Gary Kaminsky
- Bolingbrook Civilians
- James Farrell
- Crystal Lake
- Daniel Porzezinski
- DeKalb County
- James Burgh
- Carolyn Parnow

#### Des Plaines Sgts
- Joan Penze
- John Rice
- Dan Shanahan

#### DuPage County
- Thomas Hoffman
- Elk Grove Village
- Sheza Garrison

#### Hanover Park
- Matthew McDonnell
- Hazel Crest
- Adam Grant

#### Maywood Sgts
- Dennis Diaz
- Montgomery
- Greg Mayyou

#### Mt Prospect Sgts
- Jack Brogan

#### Orland Park
- Wayne Lee

#### South Holland
- Michael Lane
- Streamwood
- Dana Gallagher

#### Tinley Park
- Michael O’Hern
- UIC

#### Hoffman Estates
- Rebecca Kowski
- Vine Scaccianoce

#### Indian Head Park
- Guseppe Daizovi

#### LaSalle County
- Rodney Damron

#### Naperville Sgts
- Thomas Galahue

#### Romeoville
- Eric Larsen

#### Schaumburg
- Ronald Berbash

#### Will County Mgmt
- Daniel Schaeflein

#### Good Luck/Military
- Arlington Heights
- John Sullivan

#### Welcome Back/Military
- Crest Hill
- Joel Steen

### Member News

**New Members**

**Arlington Heights**
- Christopher Tatman

**Bartlett**
- Eric Schultz

**Bensenville**
- Lucas Grice
- Andrew Henderson
- Kevin Pendl

**Maywood Sgts**
- Joseph Escamilla
- McHenry Co Clerks
- Elizabeth Arrigoni

**Metra**
- Vashan Hale
- John Kasperski

**Momence**
- August Lebeau

**Moraine Valley**
- Randall Guinn
- Martin Knolmayer

**NEIU**
- Emmanuel Brambila
- Coriama Beltran
- Nicole Susner

**NIU**
- NIU Dispatch
- Lori York

**NIU Security**
- Alvato Cartman
- Donald Mullin
- Neiche Rush

**Norridge**
- Adam Meza
- Thomas Wysocki

**Oak Lawn**
- Robert Carroll
- Gabriel Ferrer
- Richard Turek

**Orland Park**
- Ricardo Brambila

**Oswego**
- Nicholas Orsodini

**Park City**
- James Mock

**Park Forest**
- Charles Karl
- Ryan Purdy

**Prospect Heights**
- Michael Coglianese

**River Valley Detention**
- Melinda Tucker

**Roselle**
- Agnieszka Wajda

**Round Lake**
- Daniel Botsberman
- Jeremy Cooper
- Alex Fayta

**Seneca**
- G. Higgins

**South Holland**
- James Dubish

**Southcom**
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- Kendace Anderson Myers

**St Charles**
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- James Farrell
- Crystal Lake
- Daniel Porzezinski
- DeKalb County
- James Burgh
- Carolyn Parnow

### MAP Union Steward Seminar

**Attention MAP sworn and civilian chapter union stewards**

The Metropolitan Alliance of Police has set our annual union steward training seminar for September 15, 2016, at Benedictine University in Lisle.

Topics will include rights as a collective bargaining unit, privileges during discipline hearings, Garrity and Weingarten rights, identifying contract violations and applying the grievance process, negotiating and enforcing your contracts and more. Lunch will be included. Call the office for additional information.

### Member News

**New Members**

**Arlington Heights**
- Christopher Tatman

**Bartlett**
- Eric Schultz

**Bensenville**
- Lucas Grice
- Patrick Scanlon

**Cook Co Dispatch/VS**
- Cristian Campos
- Zachary Greene
- Roselio Lopez
- Tatsanina Nelson Ward
- Lizzandro Oliva
- Isreal Trujano
- Donald Wright

**Crystal Lake**
- Stephanie Hoffer

**DeKalb County**
- Christopher Ciaciura
- Tiffany McCall

**Des Plaines**
- Daniel Alonso
- Steven Birch
- Nicole Martin
- James Martinez
- Michael Mimp
- Jennifer Nelson
- Kevin Zerbe

**DuPage County**
- Sean Callahan
- Thomas Heldman
- Michael Peterson
- Gordon Shackleton

**Grundy Co Civilians**
- Amy Balding

**Hanover Park Civilians**
- Philip Herrnøe

**Hoffman Estates**
- Carey Cherek
- Michael Pietkiewicz

**Hoffman Estates Sgts**
- Vincent Scaccianoce

**Indian Head Park**
- Guseppe Daizovi

**LaSalle County**
- Rodney Damron

**Naperville Sgts**
- Thomas Galahue

**Romeoville**
- Eric Larsen

**Schaumburg**
- Ronald Berbash

**Will County Mgmt**
- Daniel Schaeflein

**Good Luck/Military**
- Arlington Heights
- John Sullivan

**Welcome Back/Military**
- Crest Hill
- Joel Steen
Bits n Pieces

Continued from page 9

When Farmer’s Insurance met the Post Office.

Yes, advertising mirrors real life. Many of y’all have seen the insurance company’s TV ad when Farmer’s covers a claim by a delivery guy attacked by a wild turkey. Dumb, of course, but they are all pretty lame nowadays.

But lo and behold, a real life incident was reported recently in New Jersey. A mail carrier was attacked by a flock of wild turkeys as the “birds of Thanksgiving” apparently saying no more mail trucks, surrounded his delivery van.

Mr. Mailman stayed put in the safety of his truck, called the cops and the birds fled with their “turkey baster” weapons upon hearing the police sirens.

The creatures do look kind of alien before they become your dinner, don’t they? We are in trouble when TV mirrors real life. What it shows is that we respond and are ready for anything, and we have seen it all. But you all have to wonder if turkeys are plotting to get even over us humans slaughtering millions for Thanksgiving.

Old Hickory out?

Our Federal Treasury is dumping “Old Hickory,” Andrew Jackson, from our $20 bill. (Look up how he got that nickname. Quite the guy.) He will be replaced by Civil War heroine Harriet Tubman. By now you all know why, and she is quite deserving if you are into this sort of thing.

Not saying anything about the 1860’s look of Ms. Tubman, but in the spirit for all of you who would like a prettier face on our currency, I’m recommending Halle Berry for the 10 spot to replace Hamilton; Scarlett Johansson to replace the father of our country on the $1; and Salma Hayek’s most beautiful face to replace Grant on the $50.

Enough of all of these pasty faced humans on our currency. Let’s make our money great again!

Reptile Lives Matter

I recently attended Reptile Fest, a great show put on by the Chicago Herpetological Society (CHS) in Chicago. Those of you who enjoy our scaly friends would have loved it. Look it up next year. Help for our slithery friends are always on my agenda.

In fact, here are two photos of my new pals below. “Say hello to my little friends!”

View discretion advised.

Help available

There Is A New Meeting Place In The Suburbs

For Police Officers who are Facing Life’s Challenges and May be Struggling with Alcohol and Other Substance Addictions

- Attendance is Voluntary
- Attendance is Confidential
- All Ranks are Welcome to Attend

Meeting Time: Mondays at 1:00pm (Beginning Jan. 25)
Meeting Place: Brooktree Health Services
3265 N. Arlington Heights Rd. Suite 303
Arlington Heights, Illinois 60004
224-347-4000

For questions or inquiries please call Stacy 224-242-5614

Check out MAP’s new website mapunion.org for more good stuff.
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