



The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Summer 2013 Issue

The media and you

By Joseph Andalina

A few years ago I was invited to speak on a panel for graduating sergeants and lieutenants for Northwestern University at a Police Staff and Command seminar. Also on the panel with the standard high-brow chiefs was a television reporter.

The brass and I actually got along, as I can be quite charming when I need to be. Maybe not George Clooney charming, but charming nonetheless.

The same could not be said of the command audience and the television news reporter. The tension was palatable between the two. A couple of questions ensued and the mistrust, in my opinion, stemmed from the

police brass not trusting the reporting in that sometimes it seemed anti-cop



or biased from the media. Can't say I could disagree and watched with interest as the banter went back and forth.

The media guy responded that the police did not share information, basically did not always offer the truth, and at times avoided questioning. I could see both arguments, but agreed with my higher ranking counterparts in that the media was sometimes rude, obnoxious, and at times seemingly wanted to “trap” cops into statements. There are nuggets of truth in both concerns.

It was and always has been quite true that the media types will do what they can to cultivate sources and a story. Even if it appears at times that they just make up crap. After all, the presses have to roll.

Can't feed your family on ink, and editors do want something to put in the paper, especially if it has something to do with bleeding. Outside of politics, crimes stories are a big hit. If the wind is blowing with a story on some police misconduct, error of judgment, or someone got an extra whack with your “asp” (a metal nightstick), then the press will

hover like a 6-year old soccer player on that ball. All sense of balance disappears with those micro soccer players and with the press, too.

Something horrible always draws flies in our business, and with the media, also. If a cop is in the midst of the story where you can make him or her look like a mean-spirited thug, then you can bet your butt the press will be leaning that way. It's hard to stomach—but that is their job.

Most cops are literally shocked with the press' desire to smear you that they

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Chaplain's Column

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MAP Chaplain

Deacon Thomas Ross

215 Remington Blvd
Suite C
Bolingbrook, IL 60440
630/759-4925
630/759-1902—fax
e-mail: mapunion@msn.com
www.mapunion.org

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By: Thomas Ross

This month I thought I would CROW a bit about Police Chaplaincy. After 22 years in this field, I have a point of view of how important it can be in the life of a police agency.

How is your Police Chaplaincy program? Do you use them? Have you found them helpful in your duties? Chaplains are available to assist the agency in making death notifications, provide assistance to victims, assist at suicide incidents, serve as part of a department's Crisis Response Team, counsel officers in areas such as Stress Management, Post Shooting, Burn-Out and generally be available for council to all members of the agency.

Organized police Chaplaincy has been around for these past 40 years, finding its initial roots in Chicago in 1973. An early group of clergy of various faiths had the vision to organize into an organization that could train, support and certify clergy for Chaplaincy duties. From those humble roots, they have emerged into the ICPC (International Conference of Police Chaplains) that your humble author joined in 1991 in Des Moines, IA. Let me share some thoughts on this wonderful ministry.

It is a real privilege to be a police chaplain. You are involved in the most sacred moments of people's lives. You are able to bring peace where there is violence, justice where there is injustice and order where there is chaos. As police chaplains we pride ourselves on confidentiality and availability. We are there 24 hours per day, 365 days per year to bring God's saving love, saving grace and saving hope to those in need. We try to do all of this in a

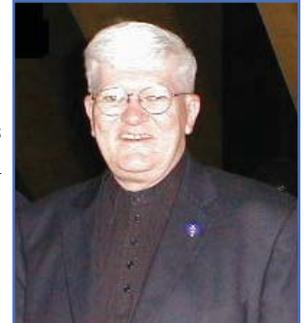
nonjudgmental ways without ever trying to 'sell' religion. As a police chaplain we experience things that may only have heard about and then we see things that, like you, will stay with us the rest of our life. We see and experience more in one year than most people will see and experience in a life time.

In the same way we have more opportunity to do good for others in one year than most people will have in a lifetime. Law enforcement is a profession where heroism is expected and seldom rewarded. Police and chaplains are human problem solvers. When people are in trouble they call the police. When the police are in trouble we would hope they call the chaplain.

I am, along with thousands across the nation, privileged to serve in this role for my community. I encourage you find time and place for your Chaplain program and take advantage of their experience to be an aid in your agency's mission.

Thanks for listening. Remember Police Week in May. Take time to remember all who answered that final call with their lives. Stay safe. God Bless

Chaplain Tom Ross
sligo8@wowway.com



Chief's Follies

By: Joseph Andalina

Whoever said chiefs are the sensitive type?

Recently, the *Chicago Tribune* printed a long story on Chief David Greathouse of Waukegan and the comments he made after three of his officers committed suicide since May of 2011.

Days after his third officer took his life, the chief felt it necessary to send an email in response to an inquiry to his entire department that said the suicides had nothing to do with pressures of police work and were related to the officers' "weakness."

He added that the suicides were about personal choices, selfishness, and weakness. But he said he was working to stave an "epidemic" in his department.

If that email contributes "working" on this problem, maybe he needs to attend some sensitivity training. Or spend a few hours with folks who have a mental illness and who are suicidal. Maybe he would see then that these people's pain is so great that suicide becomes their only option sometime in their mind and it is not a "weakness" but a very real problem.

Police psychologists in the article said that the Chief's message was not what the officers needed to hear. Feeling pain and seeking help doesn't mean an officer is weak. And this is a constant problem, isn't it? Feel a bit down? Want to tell your boss? Better not, they will

consider you weak.

Some of these officers may have had other issues as the article reports and you can't blame police work exclusively. But as you all know who do this job, the work can definitely bring you down a notch after one experiences all the pain and frustration that this work can bring.

The chief, after sending his email, expressed the thought that he too was going through an anger stage of grieving after going to the third funeral. He acknowledges that you should never respond/send an email when you are grieving the loss of a friend.

Okay, I'll give him that. He's human, too and it's not my job to beat him up over this. He has to face his officers at his department. It is their job to beat him up, forgive him or show some sensitivity to him that he really did not show to them.

How horrifying!

A short time ago in the peaceful, tranquil hamlet of Hoffman Estates, a village trustee living and working in the Shire, ah, no, I mean Hoffman Estates, received an anonymous letter.

Well, the letter may have come from a member or members of the police department. That happy place where police officers try every day to keep the town safe from Orcs, Nazgûls, and



Sauron, preventing the Shire, oh, I mean Hoffman Estates, from becoming Mordor.

The letter relates that for several years police officers in the Shire, oops, Hoffman Estates were not receiving annual evaluations, even though the Police and Village Manuals mandated them. But as is the norm, chiefs and politicians only are about order, policies, etc. when it affects them or they want to "tag" someone with a suspension, termination, or public flogging.

Most of the cops didn't think of it as a big deal apparently, as they felt that the evaluations were piling up in the brass' office and would one day see the light of day. Even though many officers had gone as long as seven or eight years without an evaluation, the magic is strong in the Shire, no, wait, Hoffman Estates, and one day, like in the movie "Field of Dreams", if you write it—it will come.

Well, the all-seeing eye of "Brass" realized it was promotional time and while officers were waiting for their

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Legislative News

by: Joseph Andalina

Pensions are still the big news of this legislative session.

But first, let's talk about the 11th Commandment that no one seems to obey. Thou shalt not gamble. Okay, okay, I know it's not a commandment, but it should be. More people break that than the 5th, 8th, and even the 9th. Yeah, go ahead and look them up if you don't believe me.

So on two fronts here in Illinois—since they can't raise the gas tax any higher and our income tax has already doubled, the politicians are always exploring new ideas for tax revenues. Raising taxes are always at the forefront. Tobacco and alcohol are givens. Maybe pop and 3 Musketeer bars someday, but for now, it's wherever you can add a nickel or two. So some in the legislature are dreaming of the taxes that enhanced gambling might bring.

A recent newspaper article reports in a by-line: "Reversal of fortune for video poker." Y'all remember that, don't you? How the Illinois legislators approved video poker in bars and the like to bring in more greenbacks.

Well, to make a long story a bit shorter, while video poker was allowed most of the suburban towns continued to ban it. For all kinds of sentimental, religious, and other reasons that politicians fear. But over the last eight months or so, about 50 or so towns dropped the bans, allowing the games to be played.

The report states that the VFWs, bowling alleys, and American Legion Halls

are clamoring for the games to bolster bottom lines in a sluggish economy. Public officials have acknowledged this reality that business and VA organizations have "ratcheted up the heat!"

Oh really? Blame the vets for gambling, huh? The mayor of Wood Dale, whose town also reversed the ban, said "Let's face it, everybody loves the VFW and the Legion." They're respected by the community and the people backed them up. So be it.

Yeah, sure, just like the Olympics. Let the games begin!

But what does the state and local government get for allowing the people to "So Be It?" Well, last December, Illinois gamblers bet \$23.2 million on video poker. Profits per establishment after taxes was \$8,838, but some bars made upwards of \$35,000.

But bottom line, the state takes 25 percent of video poker revenue—the local government gets 5 percent. The rest goes to the establishment and the owner of the machines. And you thought that months ago when all these suburbs banned the games they were doing it out of the sense of "We don't want no P-O-O-L in our town." See the Music Man (movie) if you don't get the analogy.

One more thing on gambling. On March 5, 2013, Governor Quinn vetoed the larger than large gambling bill. Two-year old legislation that would have allowed more casinos and slots at Arlington Heights is off the table. But

as Senator Terry Link of Waukegan stated, gambling is likely to come up again this year.

And even though the governor, to his credit, wants safeguards, ethics and the like, he still is okay with video poker games as their profits will pay for his various construction plans from his 2009 legislation.

Here in Chicago and its suburbs of Illinois, where there is a will, there is a way.

Pensions

Yes, still on the table. Lots of posturing between legislators, mayors, civic groups, unions, mayors, the press, and of course, whining mayors.

Everyone looking out for themselves but hiding behind the taxpayers. Well, I say we are all taxpayers. So we all get a bite at this apple.

It's how to resolve the pension mess that gets everyone on board to avoid a lawsuit by the unions. That's the 500 pound gorilla in the room, because after all is said and done, if any new law isn't constitutional, litigation will most certainly follow.

But the nitty gritty of destroying your pensions boils down to a few possible bills. State Senator John Cullerton and our Squeezy the Python Governor seemingly support giving retirees an option: Pick a less generous pension, which means less cash in annual COLA boosts, but keep state offered healthcare

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Chief's Follies

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interviews, they were handed a pile of past-due evaluations and were told to sign them in order to proceed with the testing procedure.

But apparently there were no current evaluations to keep the process going. That would bring the time frame of no evaluations to about five years as reported in the press. So the trustee read the letter, which was a good thing. Cops just can't come out of the squad car and voice their dismay at how crappy things can be at their department.

To do so would cause the chief or mayor or some hired hatchet man to exclaim, as King Leonidas did at Thermopylae in 480BC when the 300 Greek Spartans faced off with a hell of a lot more Persians in a well-documented Last Stand, "Have a good breakfast, men, for we dine in Hades (tonight)."

Yep, that's how it sometimes goes in police departments, especially in quaint little hamlets like the Shire—no, Hoffman Estates. So sometimes it's good to send so-called anonymous letters. People have to know.

But not long after, the spin started. The chief had an excuse. They always do. Their excuses are almost always acceptable. We unimportant people? Usually our excuses just fall on deaf ears.

So their chief is making it a priority now to get the evaluations done and the trustee said it would have been done with or without the cop's letter. The evaluations also were not solely the

chief's responsibility as he has a lot of other stuff going on. And of course, the village manager of the Shire, ah, sorry, Hoffman Estates, throws in his two cents with the "There was a backup because of the elimination of five supervisor positions in the department due to budget considerations."

So whose darn fault is this then? Are you saying that this failure to follow departmental and village guidelines was due to layoffs or concessions and that reduced manpower actually affected the department, even though some officials may have said that the elimination of these positions would not affect the efficiency of the Shire PD—oops, Hoffman Estates Police Department?

Isn't that what they all say when cutting positions? No, cutting manpower never affects the efficiency of any particular department. See, I saw the administrator's lips move there. Well, the best stuff to come out of here is that the mayor stated that reading an anonymous letter aloud in public was "one of the most horrifying spectacles" he's witnessed at a village board meeting in 32 years. I guess he was irritated by the trustee who read the letter. Maybe because he is running for the current mayor seat, too.

That usually brings on "horrification" when a mayor has to run against someone. Just ask the mayor of Bolingbrook that question. But reading a letter is horrifying? I saw a guy a few years ago on the telly walk into a village hall meeting with a firearm and try to shoot

the politicians. Now that was horrifying. Scary, too.

So Mr. Mayor, your horror at a letter read aloud just doesn't cut it. As one officer put it: What if an officer failed to turn in a years' worth of reports until confronted with it, then dumped them all on the brass' desk?

Double standards? Quite possibly even in the Shire where the officer also said the evaluations are now flowing in like the tide on a moon-lit beach in the tropics.

Do they think about the consequences?

The Chief of Confluence, Pennsylvania recently posted a picture of him and his muscles and his tattoos, while posting with a lady with a bare midriff and a belly button ring.

Oh yeah, with a gun in one hand and another tucked into her pants.

Some people were disturbed by the image on the chief's Facebook page and one has to wonder why cops and chiefs think this sort of stuff is a good idea, and how does this stuff get leaked if Facebook is supposed to be private?

I tell cops all the time—for years now—that nothing is private: e-mail, texting, and everyone has a phone camera. You're just asking for reprisal when you post garish, lewd, or suggestive photos

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Reimer & Karlson LLC Pension News

By: Richard J. Reimer

DOI Cites City of Harvey for Not Properly Funding its Pension Funds

On February 20, 2013, the Illinois Department of Insurance (“DOI”) issued a Notice of non compliance to the City of Harvey, pursuant to the provisions of 40 ILCS, §5/1A-113 of the Illinois Pension Code. The DOI concluded the City failed to properly fund its Police and Fire Pension Funds as required by the Pension Code. In the Notice of non compliance, the DOI alleges the City of Harvey failed to make the required municipal contributions from 2007 through 2012. The DOI found the City of Harvey owes the Police and Fire Pension Funds at least \$10,043,072.00. The effect of the City’s failure to fund the Harvey Police Pension Fund, has left the Harvey Police Pension Fund 65% funded, and the Harvey Firefighters’ Pension Fund only 40.5% funded.

The Notice of non compliance requires the City to provide the DOI with written evidence of any remedial action it takes to the DOI concerning the funding issue. Within thirty (30) days from the date of the Notice of non compliance. In the event that the City fails to provide such written evidence, the DOI may issue administrative orders requiring the City to appear and show cause for its non compliance.

The statutory authority, which enables the DOI to issue a Notice of Non Compliance and assessment of potential penalties lies in a little utilized provision of the Pension Code, §5/1A-113(d). After a hearing, the DOI can order the City to comply. In the event that the City fails to comply within a prescribed time period, the DOI is empowered to assess a civil penalty of up to \$2,000.00 against the City, for each instance of non compliance. In the event that the penalties are not paid within thirty (30) days of the assessment, the DOI can refer this matter to the Illinois Attorney General or the Cook County States Attorney to file a civil action on behalf of the People of the State of Illinois.

Police and Fire Pension Fund Trustees should welcome the DOI’s actions and hope that this trend continues. The DOI’s actions may be a powerful new tool in the fight with Municipalities that have blatantly ignored the requirement to properly fund their Police and Fire Pension Funds. What, if any, impact the DOI’s actions will have on these municipalities remains to be seen. Reimer & Karlson’s attorneys will continue to monitor this important development. Updates regarding this case will be posted on Reimer & Karlson’s website www.rklaborlaw.com

Bits n Pieces

New on the MAP

Petitions and elections are pending for South Holland and Harvey Patrol.

MAP WINS!

Cook County Social Service over AFSCME

Mundelein: MAP wins 40-0 on a majority petition over Teamsters, who dropped out of the election

MAP items for sale

MAP will have a new updated wearables page soon, which will link you to a site where you can purchase MAP clothing and other exciting gear. Look for postings in the near future!

MAP Golf Outing

Don’t forget to mark your calendars for the 19th annual MAP Golf Outing on June 7th, 2013!

Chief's Follies

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on your Facebook page. Be sensitive to others, because they probably won't be to you.

Do you all remember ex-Congressman Anthony Weiner with this whitey-tighty crotchshots? Can grown men really be this stupid? Well, yeah.

The chief here really should have known better. But his actions have caused him to be placed on unpaid administrative leave. The mayor, however, says "In the winter, people get a little, what you call, cabin fever, you know. And they do goofy things."

Okay then. Store this excuse the next time you want your brass to buy into something you know may not go over well. It was cabin fever, Chief. I've been locked up in that squad for so long I got a little "goofy."

Yeah, I bet that would work just fine.

Some chiefs must like it here

The chief in Westchester has made our Happy Follies once again, in fact, in two issues in a row! She really wants to be famous, I guess, in the hallowed halls of shame.

Some chiefs never get it. That is, in how to treat their officers, staff, and how to work with the union. We all want peace, a good wage, and respect. But some of our leaders are either naïve, have big egos, or are power hungry. They try to win by flexing muscles,

intimidation, or coercion.

We are not saying which is which in this instance, but some in her department continue to believe and report that their Big Kahuna intimidates, coerces, and harasses union members. She does not seem to support or endorse any union activity. That's okay, but you can't change the rules, Chief. It no work thataway.

For instance, she has tried to discourage grievances by telling grievants that members are not allowed to initiate a grievance unless the entire union votes to do so. Aah, no, Chief. Not true.

She also insists that only a union negotiator can forward a grievance. Aah, no, once again, your Excellency. She has also tried to prevent one of our MAP Board members, who is our liaison to Westchester from attending Westchester grievance step hearings. That went nowhere also, and the brass backed off of that not well-thought out idea.

She allegedly, according to reports MAP has received, recently singled out union members as attempting to cause chaos throughout the PD. Well, we all know that the only chaos that exists in any police department are generally caused by the police chiefs and their sycophants.

There were also reports that the chief was suggestive of how powerful she could be by inferring that the promotional advancements can be made or broken by her, presumably by her friendship with commissioners or by

using her 10 chief's points. Jeez—where have we heard this sort of claptrap before? Almost everywhere. Please, Commissioners, do away with chief's points.

There was a lot more on grievances and unions. Actually, too much for the Follies. Typical demeanor by a chief who just doesn't get it and believes that they can interfere with a member's rights to have a union.

They just don't like the level playing field. When they cannot dictate how grievances are heard or they outright deny them, some, like apparently this chief, become intimidating, threatening, and dictatorial. At least that is what some in this department are feeling and conveying.

And it is such an overload of baloney that MAP's assigned attorney to Westchester filed a ULP against Westchester on March 1, 2013. The basis of the ULP involves this intimidation and harassment over specific grievances and alleged statements made by the current Big Cheese.

MAP will post the ULP on our website to allow our readers to see how this shaped up and hopefully instruct other chapters on how not to take this unethical behavior.

Sensitivity truly appears to be lacking in Westchester.

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The Media and you

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are left speechless. When the media shows interest in you as an object of their disaffection, it can be very, very disheartening. But they owe you nothing. If you step in it, they will come. It's something you have to know and accept.

Aside of the doo-doo mess, the press also wants to know everything that you know, you think you know, or want to know about the latest murder, rape, robbery, gang members, because again, they have a job to do.

And no, it's not just their obligation to report the truth, as a famous media person once said to a group of our detectives in a criminal case—but to report the news. And the news as you may well know can go either way.

That's kind of hard for cops to hear, with all the oath taking we believe in and swear to. We uphold the truth. That's a lot different than the media mantra, although I truly believe that most do want to tell the truth. What they want most of all, especially with the image of that "cigar smoking Perry White" newspaper editors as in the Superman comics breathing down their necks—is a story!

News equals story. Don't forget that. So when they come to your door, don't be perplexed when they ask you the who, what, where, and why questions. But cops speak a different language. It's this "person of interest." "I proceeded to..." "I used the amount of force necessary to affect the arrest." "The perpetrator had

a shiny black object in his hands." "The offender possessed a white, powdery substance." There's also "That's all the information I can give at this time." "I can't divulge any information." "My chief won't let me say anything." All that jargon sends reporters apoplectic. Really, they don't write like that; why do we talk like that? Because the less you say, the safer you are! But the press doesn't care; they just want something to write. They are always voraciously hungry!

I guess the way we speak is okay in court when some dumb-ass defense attorney (no, they are not all dumb asses, only the ones handling your suspect's defense) when questioning you. Then we are forced to speak like this for proper courtroom courtesies.

So reporters want you to speak plainly and truthfully and they want tidbits, a scoop, or something interesting. They don't want to hear that "While on routine patrol, I was dispatched to the high crime area. Once I arrived, I exited my cruiser. I observed a male victim prone on the ground with a bag of a white powdery substance contained therein. There was a reddish substance on his chest pooling on the ground. I believed that the victim had expired. I then observed in my peripheral vision a subject fleeing in a northwesterly direction, then changing course and running at a rapid pace north by northwest, and then reversed himself continued in position away from me, holding what appeared to be a large firearm. My partner, who can outrun anyone, captured the person

of interest who may or may not be the actual perpetrator."

Really, people? That's what you want the reporter to write? You have to work with them a little. Sometimes you can't tell them anything for obvious reasons. Like:

- We don't really know anything
- Next of kin needs to be notified
- It's a coroner's case
- There are things only the offender knows so we can't divulge anything
- The detectives are still at Dunkin Donuts (No letters, please. I was in the bureau for over 20 years)
- The chief is still sleeping
- The mayor has a hangover
- Blah, blah, blah

The idea sometimes with the press is tell them all that you can safely without mucking up your case. Or tell them nothing and direct them to your supervisor, who is trying to hide. They don't really want to connect the dots.

But sometimes with all the precautions being taken, you are still going to get burned by the print mafia. Not only do you have to educate the press sometimes, you have to educate yourself about the press.

Find out who the reporters are in your area rags, and who their editors are. Learn their deadlines. Call them back when they call you. Read the paper's editorials, and know that reporters generally don't write them. Other gran-

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Member News

Alsip

Kevin Hayes

Arlington Hts

Andrew Flentge
James Walsh

Bensenville

Aaron Ruiz

CenCom

Patrick Crown
Dawn Dahlke
Joe Mastrototaro
Kristin Schroeder

Crest Hill

Heidi Speckman
Von Stein

Chicago State Univ

Joseph Bourgoyne
Dione Merriweather
Nelson Perez
Candice Weisinger

DeKalb Co

Steven Parsons

DuPage County

James Zeigler

Fox River Grove

John Pikrone

Grundy Co

Eric Halpin

Hawthorn Woods

Anthony Cortez

Hoffman Estates

Matthew Fesemyer
Scott Melzer
Daniel Stopka

Lake in the Hills

Michael Domagala

Lakemoor

Jesus Carrillo

LaSalle Co

Jaime Booth
Justin Cogdal
Gregory Higgins
Aaron Hollenbeck
James Podnar
Adam Smick

Lockport

Stephen Boe
Curtis Hohenbery

Metra

Keith Hale
Hector Pena
Danny Zapata

Montgomery

Jenny Rizo
Annette Siwy

Moraine Valley

William Tobias

Morris

Tristan Borzick
Mark Wanderploeg

Mount Prospect

Breton Murray

Niles

Kelly Dolan
Christopher Koch

Norridge

Zachary Zage

Northeastern Univ

Todd Feingold
Tricia Garcia

Northern IL Univ

Junelle Bennett
Brian Gerken
Raynaldo Hernandez
Robert Williams

Northern IL Univ Security

David Vandusen
Ronald Walker

Orland Park

Eugenio Locullo

Park Forest

Michael Matutis
Mario Tello
Christopher Widen

Plainfield

Jason Rogers

Prospect Hts

Milorad Derman
Kevin Lange
Mark Pufundt
Mike Smith

Romeoville

Daniel Ponzi
William Wiebel

Roselle

Ryan Forrest

Seecom

Elizabeth Sparks

South Elgin

Robert Lehan

St Charles

Eric Jannusch
Timothy Ocasek
Robert Vicicondi

Villa Park

Bart Banaszewski
Eric Haimann
Joseph Martinelli

Warrenville

Shannon Ryan

Winnetka

Mark Strzelec
Jeffrey Tyson
David Welch

Woodridge

James Roin

Promoted

Addison

Roy Selvik

Des Plaines Sgts

John Hutson
Chester Zaprzalka

Hoffman Ests Sgts

Carl Baumbert
Anthony Wanic

Niles

George Alexopoulos
Tom Fragassi

Prospect Hts Sgts

Mark Porlier

Westchester Sgts

Mark Borkovec

Retired

Addison

John Hanna

DeKalb Co

Katherine Christensen

DuPage Co

Ron Daccardo
Robert Soucek

Elk Grove Village

James Campbell

McHenry Co Clerks

Linda DeYoung

Oak Lawn

Brian Duffy

Oak Lawn Civilians

Aarafa Payne

Romeoville

Larry Vinson
Richard Juster

Contract Corner

Steven Calcaterra **Westchester Patrol**

Contractual change to 8.5 hr work shift with 5-3/5-2 work schedule. Wages: 2011 2%: 2012 2%: 2013 2%

Health insurance 10% employee contribution, uniform allowance at \$850/year

Ronald Cicinelli **Romeoville**

Three-year contract. Extra Detail and Duty Pay. Extra detail pay increased from \$33 to 2012=\$38, 2013=\$39 and 2014=\$40

Stipend Section: (new) Range Officer shall receive an annual \$600 stipend, (new) Traffic Sergeant shall receive an annual \$600 stipend, (new) Evidence Technician shall receive an annual \$600 stipend.

Wages: 2% pay increase for each year.

Fitness Personal Day: One extra personal day per year for passing the physical fitness test.

Uniform and Equipment: Increase from \$50 to \$100 for loss of personal property

Basic Work Schedule: Codified 8, 10 and 12 hours shifts

Chris Potthoff **Channahon**

The bargaining team was put in a tough position from the start. The other employees and bargaining units in the Village, including the Police Sergeants had either given concessions, or had received no wage increase in years. Their Chief was the former Chapter president and their former Chief was the Village Administrator. Layoffs appeared to be an option and the least senior member of the department

was on the negotiation team. In short, the Employer was asking for concessions and the bargaining team wanted to maintain the otherwise good working relationship. Ultimately though, they did not give much to the Village and they received some new benefits in exchange for a 0% increase in the first year. Here is what changed:

- Three-year agreement
- No layoffs for first year.
- 0% 3% 2% for wages. (Not a wage freeze—officers still received their step increases)
- Creation of a holiday bank that functions like comp time for holiday pay hours only.
- Contractualize a shift bid process
- Increase sick leave bank by 480 hours.

Jerry Marzullo **Cook County MAP 261:**

Job responsibilities grievance pending with potential two grade pay level increase for telecommunicators. Grade pay level increase for vehicle maintenance workers with increased job responsibilities. 2.25% wage increase effective 1/1/11 and 3.75% wage increase effective 6/1/12.

Southcom Dispatch:

Added New Years Eve for Holiday Pay. Strict reverse seniority for layoffs. Carry-over of vacation days to the following year. Increased specialty pay from \$1.00 per hour to \$2.00 per hour.

Increased eyewear and eye exam replacement by \$50.00 per year

Wages: Initial \$700.00 signing bonus, 2% effective 5/1/12 2% effective 5/1/13 2.5% 5/1/14 2.75% 5/1/15

No changes to 10% employee contribution

to health insurance until 2015-2016 then increase only to 15%. 25% sick time payout at retirement for unused sick time (previously zero). If employees use 50% or less of all available sick time then each employee gets an annual \$500 bonus.

North Suburban Dispatch

Wages 1.5% 7/1/12 1.5% 1/1/13 1.75% 1/1/14 2.0% 1/1/15. Wage and health insurance severance package for any laid off employees (up to 12 weeks of wages and 3 months of health insurance)

Orland Hills Patrol and Sergeants:

Added arbitration of discipline where there was none previously. Purging of all GPS related discipline from bargaining unit members personnel files. Minimum number of full time officers per shift guaranteed. Increased uniform compensation to \$700.00 per year. Decrease in bargaining unit member premium contributions from 18% to 16%. Wages: 2009-2010, 2%; 2010-2011, 2.5%; 2011-2012, 2.75%; 2012-2013, 2.75%; 2013-2014, 2.75%; 2014-2015, 2.75%

Mc Henry County Court Clerks

Wages effective 12/1/11 3% effective 12/1/12 2.75% effective 12/1/13 3%. Guaranteed minimum of comp time and overtime for weekend Court appearances. Either/or Clause as follows: a) If the County conducts a wage study and implements the findings for increased wages to bargaining unit members then the HMO premium cost kicks in effective 7/1/13; or, b) If the County does not conduct the study then there is no increase to the HMO premium cost and insurance stays status quo.

Anthony Polse

Seecom

3.5% raises for first four steps of the scale. 3.0% raises for the last five steps.

Supervisors get 3.25% for the first four steps of the scale, followed by 1.5% for the last three steps.

Remainder is status quo.

Fox River Grove:

4.0% increase across the board and an eight year step plan implemented, retro-active wages to May 1, 2011.

Part time officers can be used for a maximum of 2,500 hours per year.

Full-time officers have right of first refusal on overtime except in emergency situations.

Status quo on vacation time and accrual.

Discipline arbitration on any suspension over five days or discharge. Board of Fire and Police Commissioners (BFPC) retain jurisdiction for suspensions up to five days, but the BFPC loses its authority to increase the discipline if appealed.

FTO pay additional \$1.00 per hour.

Status quo on insurance.

\$800 uniform allowance.

Quote:

Satire is traditionally the weapon of the powerless against the powerful. I only aim at the powerful.

*-Molly Ivins
(me, too!-Editor)*

Congratulations to all of the officers who have been recently elected to their local boards

Villa Park

Louis Easton

James Cihak

Ed Zorich

President

Vice president

Secretary

Check out our website for more MAP news and President's Opinion column.

New information is also posted on our Facebook page.

The Media and you

Continued from page 8

diose self-important people of their ilk do that job.

When you understand what an editor is thinking by reading his/her stuff, it's much easier to get them to understand you! What's better, having the press come to your barn or to be ignored? Hmm, maybe I'll have to think about that one.

When you're ignored, the brass will find some press release to get them interested. So cultivate the cub, seasoned, and veteran reporter.

And remember, TV guys are a horse of a different color. They have time constraints and have to fit your nervous self in 10-15 second sound bites. That's why in dealing with the moving picture people, you need one or two media cops who can say "these, them and those" instead of "deese, dem and dose."

Either way, you're sometimes going to get burned, toasted, and fricasseed. You will get misquoted. Stuff gets turned around and you will look like an idiot. It happens all the time—don't lose any sleep over it. Your lesson is to learn how

to deal with it. That will preserve your sanity.

Remember, you should be quoted correctly. Make sure you are before the reporters leave your area of vision. Make sure that what they wrote is accurate and truthful. Make sure they treated you with respect and you did the same to them. And if they really screw up—demand a correction and/or retraction. You will get it.

Now, not being a naïve sort, I will say that most of the reporters I have ever spoken to were fair. It's the editors who chop up the story, the quotes and change the direction of the story for the most part. But the old ways are a-changing. Sometimes it is the reporter who has forgotten their journalistic standards.

About a year ago, I spoke to a reporter about some shenanigans a police official in a high place was involved in and a story appeared imminent. The reporter said, Joe, I've been wanting to do a story about this for a long time. He gave every indication that he wanted to pursue the story, especially since he

called me. He closed the interview with – I'll call you in a week to go over some details before he could print the story.

Twelve months later and counting, I'm still waiting. And obviously no story ever appeared. I don't think a call is forthcoming. Did he lose interest? Editor find it not worth printing? Or in a highly political atmosphere, did higher-ups kill the story? Could be.

In short, whether you choose to ignore the siren call of a reporter is up to you. Be prepared to answer for your decision making. But try not to get burned. It is very easy to do when dealing with the press. Be prepared, be honest, be respectful.

Reporters and cops have a lot in common. Trust can build easily but we both have jobs to do. Know your facts, know your answers, know your media and keep in mind that an ounce of prevention can make dealing with the press a walk in the park on a nice, warm, sunny afternoon.

Or not.



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See the complete flyer at mapunion.org under MAP events!

Legislative News

Continued from page 4

or keep your current retiree benefits and give up health insurance.

Cullerton believes that offering a choice can make this program constitutional. I doubt it, but what do I know. Big problems here for those who want to eat our pensions is that the amount of savings is unknown with this legislation.

- Another possible bill is one proposed by Elaine “I forgot I was a Democrat” Nekritz, and Tom “It’s expected of me as a Republican” Cross. They simply want to cut your pension in so many ways and make employees pay more towards your retirement. A combo of pension-style retirement plans and a 401(k) style in the plan. Local school districts would also help pay into the 401(k).

Has some backing, but can you believe them and the press? Senator Cullerton, I do not believe, supports this and that can help dismantle this piece of pension legislation. Probably won’t pass muster in a constitutional squabble either. But did I say yet, what do I know?

- Another Democrat and Republican teamed up for this one. Union members pay more into their retirements and the state would be required to pay its full share (like they were supposed to do originally, but now they really, really, really going to pay!).

It seems that some unions could go for this one, but others like us say that we didn’t cause the problem. We paid, you didn’t, so there. But what do I know?

- Other stuff out there. Raise retirement age. Leave COLAs alone. Extend the income tax hike past 2015 to help pay pensions. This sends Tax and Civic groups and some in the press crazy! One can guess that no one wants to keep any tax increase. My view, even if I don’t know anything, is that somehow, some way, our political leaders will find a way to extend this tax increase. This excuse is just as good as the next, I guess.

- All newbies go into a new program or you keep what benefits you have and when any new law goes into effect, you get some kind of 401(k) or defined contribution. But really, this could be a killer for the Democratic party if they do this, because what would be the difference between them and the Republicans?

Think about it. Democrats don’t want to lose union support. So they must tread carefully if they want to stay in control of the Big Seat, the Big House, and the Senate.

Maybe they all just want to see the court’s rule on this and the constitutional question which could bury the whole doomed thing until the next Illinois Constitutional Convention sometime in the future.

But like I may have alluded to somewhere above—what do I know?

By late spring something may pass legislative-wise.

The Budget and Gambling

Illinois needs one by May 31st, so as always, there is still time until the “Fiscal Budget” is due. Fiscal this and fiscal that—gets old, doesn’t it?

But what is intriguing is that the governor in his budget address to legislators two whole days after vetoing a gambling bill now says he is open to the expansion of gambling. Two whole days and he goes from Flip to Flop.

While he spanked legislators for not passing cost-cutting pension bills, he said he would drop his opposition to gambling expansion in order to get a pension deal done.

Quinn suggests that this new revenue could help pay for schools and our pension debt. And of course, on the same day, legislation was filed to promote and expand online gambling, new casinos and slots at the racetrack.

So if anyone can figure these people out, please drop me a line. Inquiring minds want to know!

Editor: At press time, the legislature voted down a pension bill that would have cut cost of living pension increases, raised the retirement age, and 401(k) style plans for teachers, among other things. Similar to what was described above. And then the House turned around and passed a bill eliminating 3 percents annual COLAs to just \$750 on the first \$25k of your pension. Raises retirement age, too. They went on break. We wait for the Senate.

Save the Dates!



True Grit Paintball Tournament

has created the ultimate team building exercise in semi-automatic mayhem for Police and Fire Department personnel, your friends, family, and colleagues. You will compete for bragging rights on who has the toughest paintball squad in the state. Have an amazing time, while assisting various not-for-profit organizations with raising funds for their charitable causes. This event takes place at 2903 Schweitzer Rd in Joliet.

See www.truegritpaintball.com for further information



Chicagoland Motorcycle Safety Expo and Skills Seminar

Three day charity event is benefitting the Make-A-Wish foundation is taking place at the Schaumburg Baseball Stadium. This event will have police and civilian riders competing for the honor of Top Rider.

See further details at the web site www.cmse-il.com



1st Annual MAP Union Steward Training Seminar

MAP sworn and civilian chapter union stewards; mark your calendars for September 26th, 2013. The Metropolitan Alliance of Police is excited to announce our MAP union steward training seminar. MAP representatives and MAP attorneys will be teaming up to provide an educational seminar to provide the tools and the knowledge necessary to effectively represent your membership.

Some topics included will be recognizing your rights while exercising collective bargaining activities, understanding your privileges during discipline hearings, Garrity and Weingarten rights, identifying contract violations and effectively applying the grievance process, negotiating and enforcing your contracts and more. The seminar will be held at The Ashbury's in Bolingbrook with lunch provided. Seating will be limited. Watch for further details and reservations, but until then save the date!

Chief's Follies

Continued from page 7

Just grow up

Another repeat offender. Last issue, MAP Follies entertained a story on chiefs who imbibe and drive. Some get caught and lose their jobs and some manage to hold on because their bosses think they are great guys, I guess. But hey, I don't look for a chief to get axed because he might have been a wee bit tipsy on occasion. It does happen, but little sympathy is shown when a grunt does this.

So we discussed how the chief in McCook took three days suspension from their mayor for a drinking while driving, oh, well, wait, it was standing outside of your car and admitting to the nice police officer that you were drinking—earlier. See the last issue of the Rap Sheet for details.

Well, apparently the chief in all of his finery took exception to the article. He did not deny what we wrote. And how could he? While we were gentle, we only reported what was extensive news coverage on the issue in the media.

And that is what reporting is supposed to do. Report the news. But the chief got a bug up his nose because he wrote a memo on February 19, 2013, to his commanders stating this was for everyone (patrol) but directed to the McCook chapter president (who had nothing to do with anything).

Chief pontificates that in Section 6.4 of the CBA, Bulletin Boards, that it was agreed that the chapter “could use de-

partment mailboxes for union material as long as it was not inflammatory or critical of any officer or employee of the village.” He states there was an article in the MAP newsletter that was critical of him and the mayor.

So now the chapter can no longer use the mailbox for “union literature.” He adds: “Find your own way of distributing material and not on department time. Any violation of this order shall be considered disobeying a direct order.”

Well, hmm. First of all, I am grateful that he referred to the MAP Rap Sheet as literature. I must therefore be considered a literary author, up there with Graham Greene, Norman Mailer, Ernie Hemingway, Stephen King and other great purveyors of prose. I am humbled, Chief Wolfe, thank you.

Second, I do not believe the article was critical. I only repeated what was true. If it was not true, please let me and your troops know what the truth is. Being critical does not work here if what was reported was true.

And critical or inflammatory of the mayor? I wrote that the mayor docked you three day's pay. How was that critical? I thought that the mayor did pretty good here. He didn't fire you, but didn't let you off the hook, either.

We also reported that the mayor said you were an “honest guy.” How is that inflammatory, unless you aren't!

We also said that he said you were a stellar guy. Are you not—that is—a

stellar guy? Doesn't seem to me that you are with this knee-jerk reaction of you about our “literature.”

Yeah, I know it was written that maybe you should retire and I was a bit satirical. (See my quote elsewhere in this issue.) But really, Chief, banning that MAP Rap Sheet? Kind of childish, isn't it?

Well, if we put it in a plain brown wrapper and write Playboy on it, would that be okay? No one would know that our Rap Sheet would be inside. Would that fix things between us?

And disciplining a guy for distributing a Rap Sheet on department time? Truly you don't mean that. MAP will defend our member's rights to read our literature whether you like it or not. We are ready to litigate this and go to court if you discipline someone for reading a newsletter. Promise.

In closing, I think we have a crying baby cartoon somewhere.



Oh, there it is! I'll have my staff insert it somewhere between my literary writings and white space.

Gee, folks. These people never stop. Every time I think of stopping the Chief's Follies and doing something different, they pull me back in.

Until next time. Enjoy your Spring.

Collective Bargaining Chapters

Addison	Dwight	McCook	Quadcom Dispatch
Algonquin	East Dundee	McHenry Co Crt Clerks	River Valley Detention
Algonquin CSOs/Disp	Elwood	Metra	Center Supvs
Alsip	Elk Grove Village	Momence	Romeoville
Arlington Heights	Ford Heights	Minooka	Romeoville Sgts
Barrington Hills	Fox River Grove	Montgomery	Roselle
Bartlett	Genoa	Moraine Valley College	Round Lake Police
Bensenville	Gilbert	Morris	Round Lake Supvs
Bolingbrook	Glenwood	Mt Prospect	St Charles
Bolingbrook Civilians	Grundy County	Mt Prospect Sgts	St Charles Sgts
Bolingbrook Sgts/Lts	Grundy Co 911	Mundelein	Schaumburg
Bridgeview	Hanover Park	Naperville Civilians	Schaumburg
Buffalo Grove	Hanover Park Civilians	Naperville Sgts	Command
Burr Ridge Sgts/Cpls	Hanover Park Sgts	New Lenox Sgts	SEECOM
Carpentersville Civilians	Harvey Patrol	Niles Police	Seneca
Carpentersville Police	Harvey Sgts	Norridge	Southcom
Carpentersville Sgts	Hawthorne Woods	North Aurora	South Barrington
CenCom E-9-1-1	Hickory Hills	Northeastern II	South Elgin
Channahon	Hoffman Estates	Campus Police	South Elgin Civilians
Chicago State	Hoffman Estates Sgts	Northern IL Emergency	South Holland
University Police	Homewood	Comm Center	Steger
Chicago State	Huntley	Northern Illinois	Streamwood
University Sgts	IL DOC Investigators	University	Streamwood Civilians
Coal City	Indian Head Park	Northern Illinois	Streamwood Sgts
Cook County Dispatch	ISTHA	Telecommunicators	Sugar Grove
and Vehicle Services	ISTHA Call-takers	Northern IL University	Tinley Park
Cook Co DCSI Deputy	John Stroger Hospital	Security Officers	Tricom Dispatch
Chiefs	Police Sgts	Northwest Central	University of Illinois
Cook Co Dispatch	Johnsburg	Dispatch	Villa Park
Supvs	Justice	Oak Forest	Warrenville
Cook Co Social	Justice Sgts	Oak Lawn	Warrenville Sgts
Caseworkers I and II	Lake Forest	Oak Lawn Telecom,	Waukegan Sgts
Crest Hill	Lake in the Hills Police	CSO's, & Detention	Wescom Dispatch
Crest Hill Sgts	Lake in the Hills	Aides	Westchester
Crete	Dispatch/CSO's	Olympia Fields	Westchester Sgts
Crystal Lake	Lakemoor	Orland Hills	West Dundee
Darien Police and Sgts	LaSalle County	Orland Park	Western Springs
Darien Police Civilians	LaSalle Co Correctional	Oswego	Western Springs Sgts
Des Plaines	Officers	Palos Hills	Wheaton Sgts
Des Plaines Sgts/Lts	Lemont	Palos Park	Will Co Mgmt Assoc
DeKalb County	Lemont Sgts	Park City	Wilmington
DuPage Co Patrol/	Lisle	Park Forest	Winfield
Court Svcs	Lockport	Peru T/Cs	Winfield Sgts
DuPage Co Coroner	Matteson	Plainfield	Winnetka
DuPage Co Forest	Matteson Sgts	Prospect Heights	Woodridge
Preserve	Maywood Sgts	Prospect Heights Sgts	Woodridge Civilians