



# The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Spring 2016 Issue

## From clinical to emphatic to warrior to fetal to wuss

By Joseph Andalina

### *The stages of police work as seen by this curmudgeon*

Back in a day long gone, I was in the academy, learning the ropes of the gentle art of being a policeman. Five weeks of class, self-defense, and a week of range and you were ready to meet the crowd. (Technically I was on the street, badge, gun and gear two full weeks before they sent me to training. But that was then and this is now.)

The emphasis was on taking a rather “clinical” approach to policing. It was pounded into you to do your job. Don’t get involved with the feelings you encounter from the citizens you meet. It will only complicate your efforts to police the public. Don’t get overly involved in any emotional aspects of people.

It was “just the facts, ma’am, just the facts” just like that silly Dragnet TV

show back whenever. Yes, “they” (whoever “they” are) wanted you to be respectful — but don’t take any crap, it will only lead to visions of you being weak.

In fact, in my clouded memory, I can remember one of our instructors telling us that he, in a potentially violent encounter with an irate citizen, told the suspect “The only thing between you and me right now is...” and he inhaled air with emphasis, and I just took that away. Of course, the meaning was, now we dance.

I can see you saying that now, right? But that’s how it was. When I finally completed my testing, “they” (there it is again) outfitted me with a .357 Magnum (actually, I bought it) but



only gave you a .38 caliber ammunition, because it was less frightening to the public. So you got a cannon but had to use it as a peashooter. You also had a nightstick, a sap, and hillbilly clubs (“your arms).

No Glocks, no 9’s, no Sig-Sauers, no asp, pepper, or Tasers. And you were lucky if you got a backup. (As a side note, I loved that sap. What a nice thing to prevent loud-mouthed behavior. We even had a little pocket in our green pants to hold it, too! But I digress.) So we handled it. It was fun.

Then about 10 years later, “they” sent you to training where the emphasis

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# Chaplain's Column

By: Thomas Ross

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Hello to 2016. Let me start with some old business. A suspect has been convicted in the murder — no execution — of Metra officer and MAP member Thomas Cook almost 10 years ago on September 27, 2006. MAP was there that night with Tom's brother Bob and his brother and sister METRA officers. A long road to justice, but now it is finally settled and solved.

Being aware and being smart in every activity you are involved in has to be prominent on your mind as you turn out every day. With all of this attention on Law Enforcement, how do you face the job we as citizens have hired you to do as First Responders? Let me suggest you do it with teamwork on the street, in dispatch and in the jails. In simple terms scripture says we need to be good to one another. Life experience tells me one way to do that is to encourage those new to the field and help them with the learning curve necessary to succeed. In any endeavor, experience is always important and critical to learning our trade. If you are new to the field, look to those who will lead and teach in times of crisis. For those who have the knowledge and experience, what better way to care about another then to share yourself to better another and improve their future. Learning is never out of vogue as we all can benefit from the experience of a new situation.

Look forward to Spring and Summer and spending time with family and friends. Remember National Police Week-May15, find time to remember those who have given the ultimate

sacrifice so we may enjoy the freedoms we enjoy. Find time for Faith too, as we all need to recognize we are not in this alone.

Stay safe, back each other up and remember the goal is always to return home safe every day.

And on a personal note, our condolences to President Joe Andalina and his family for the death of his mother Evelyn. May she rest in Peace.

Peace

Chaplain Tom Ross Sr  
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### Words of Wisdom: Yesterday... Today... and Tomorrow

There are two days in every week about which we should not worry and be kept free from fear and apprehension.

Yesterday with its mistakes and cares, its faults and blunders, its aches and pains. Yesterday has passed forever beyond our control. We cannot undo a single act we performed; we cannot erase a single word said. Yesterday is gone.

The other day is Tomorrow with its possible adversities, its burdens, its large promise and poor performance. Tomorrow is also beyond our immediate control.

Tomorrow's sun will rise, either in splendor or behind a mask of clouds - but it will rise. Until it does, we have no



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# Chief's Follies

By: Joseph Andalina

## Falling on the mayor's sword

Maybe the chief in Harvey really feels that his mayor is not involved in corruption. I don't know. But I do know after we did a piece in the Follie's last issue on the mayor, calls were received by MAP and the attorney for the chapter by the chief. He didn't like the article — even though it wasn't about him or his department. I actually wrote that he has good cops there who have exhibited much bravery when called upon.

Nonetheless, the chief complained. MAP's attorney told him he had better things to worry about than this story. How true.

In a December 26, 2015, editorial by the Chicago Tribune they say...(there are) more blemishes on a mayor who seems untouchable. Why?"

Last September aldermen for the City of Harvey collected 1,000 signatures from citizens asking for independent officials to look into allegations of corruption in Harvey. They feel there is "rampant lawlessness" of public leaders in Harvey.

The Trib itself has raised many issues on corruption over the last two years in Harvey. Sheriff Tom Dart has also asked the US Department of Justice to follow up on many problems that have come to light in this city. And the chief in Harvey is complaining about MAP's article?

See what I have been saying about mayors and chiefs? Chiefs should not be defending mayors with the allegations that exist there or anywhere. But they feel obligated to do so.

I hope that sword isn't too sharp, Chief.

## Rahm, we hardly knew ya

Well, actually we know him well enough. He gets a lot of press lately. I won't speak for any Chicago coppers, but my view from my Ivory Tower spies a guy who is a hypocrite and can't get it together. And possibly a liar.

He certainly has demonstrated the fine art of using cops as scapegoats. He was pretty wishy-washy to law enforcement before "that video" came out a year after it was taken. It was disturbing how much he and his slithering and sycophantic staff denied a cover-up.

Then after he backed "his" hand-picked chief, he threw him under the bus. Of course he did. Dog doo-doo always runs downhill, especially when the public and press are on your tail!

And you grunts out there should never forget that fact as this doo-doo will always roll down to your level to save the brass.

Then all the calls for him to resign and his refusal to do so. As crime envelopes his city, he supports the cops, then can't figure out why crime

is rising. he doesn't support them. Then he calls his employees in law enforcement fetal, inferring that they are afraid to do their job.

And just recently he vows to rid the "cancer of police abuse" from his minions. Really? Sure there are cops who step over the line and even without the press' untrue characterization of unions protecting cops, last time I looked they still get fired.

But due process first, Mayor. Cops get due process like any other American.

Almost every cop you will ever meet will help you and has integrity and the desire to be that centurion they all dreamed of. But the mayor thinks we are fetal and a cancer.

Alas, it is apparent that those we serve and protect don't always treat us in kind. Rahmmy only makes it all worse. It is another reason why mayors are slowly taking over our Hall of Shame in the *Follie's*.

## Let us count the ways

Like in how many ways a chief can appear in the newspaper. Well, the Rockford Register — [www.rrstar.com](http://www.rrstar.com) — has run at least 15 articles on their chief, Chet Epperson.

Recently, 276 out of 286 union mem-



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# Legislative News

by: Joseph Andalina

The Illinois Mayors League, or IML, is up to their old tricks again. They have their legislative plan, which they are now calling “Moving Cities Forward.” Every time politicians want to move forward, you can bet your booty it will not benefit public employees.

Among their current nine proposals “to make cities GREAT again” (my quotes) are that they get their non-general revenue money (from the state) during a budget impasse so it will keep these monies out of the political process, which means they get theirs no matter what. Nothing like keeping it out of the political process, is there?

They want to lower the threshold for Home Rule status from 25,000 people to 5,000. They say they need this for taxing changes and licensing regulations among other “nefarious” reasons (quotes mine).

Notice they did not say lower your taxes or licensing fees. You caught that, right?

And of course, the old binding arbitration rule appears again as usual. The IML says the fiscal reality must be applied to arbitration. So if they don't have money due to golf courses, real estate deals, airports, lack of casinos, extensive pork barrel assignments, trips to India or China, downtown dinners, escort services, or trips to Disney World, they need to ensure that an arbitrator takes into account this fiscal responsibility.

They want (wait for it) non-elected arbitrators to take into consideration their fiscal health, life support, or just skip that line item because it may hurt the city, before making an award during a contract impasse that will benefit their employees.

So what's with the non-elected arbitrator crap? None of them are. So

what do they want, election arbitrators? So much for taking politics out of the arena.

They also object that a 2 percent raise is like a 4 percent raise if they can't afford it. I didn't do well in math, but by that logic they show they are dumber than I was.

But the IML is always trying to ax binding arbitrations, even though 50-70 percent of the time it gives them their way anyway. They just want the dice to be loaded in their favor when they shoot craps.

Other reforms? Just a snippet. Local control of prevailing wages. Someone please explain that. They want workers' comp reformed. That's so you don't get any if you're injured.

They say they are working for solutions. But ask yourself — for whom?

# MAP Golf Outing



The 21st Annual MAP Golf Outing has been secured at The Links of Carillon in Plainfield again this year.

The event will be on [Monday, June 20th](#) with a shotgun start at 12 noon. The cost will once again be \$110 per golfer which includes golf, the cart, lunch, three drinks on the course, and a buffet dinner with a three-hour open bar.

# Chief's Follies

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bers cast ballots for a “no confidence” vote against Chet. They are not happy and have expressed their dissatisfaction with how Chief Epperson handles discipline and grievance issues. There are upwards of 27 grievances filed by the local, most concerning discipline.

The chief to some may appear heavy-handed, or possibly the discipline he distributes is inequitable. In our experience at MAP, that is the major reason for upheaval. You know, the chief likes you, he goes easy. Doesn't like you, then you get zinged.

One headline out of many: *Rockford police chief Chet loses bid to block union inquiry.* Apparently a domestic violence call allegedly led to a complaint to the Rockford Police and Fire Commission by union members when the chief told the homeowner “Don't let them in” and “Tell them to go away” (meaning the police). He apparently was helping a civic leader who was the object of the call by telling him not to cooperate with his own officers.

The officers who handled the call believe their own chief obstructed them from doing their sworn duty. So in order to defend himself and block the officers/union inquiry, he hired that long-term legal eagle, Thomas McGuire, to squelch the complaint. Our chapter in Barrington Hills is very familiar with this lion of the law.

Another headline: *Who's the Boss? episode on tap for Rockford top cop Epperson.* The reporter reiterates that the union believes Chief Epperson has

undermined the authority of his office by telling the homeowner basically not to cooperate with the police and gives some details of the incident.

The paper states that “the court hearing is one more embarrassing episode in the long feud between (Chief) Epperson and the police union.

They also state that the proceedings do nothing for public confidence and that attorney McGuire should get to the point and stop wasting the court's time and the taxpayer's dime! Apparently, in what we find as typical McGuire speak, he is stumbling through by explaining that the chief does not answer to the commission so the hearing doesn't need to be held. He lost that argument.

Another story related how an ex-Deputy Chief who is retired testified in a hearing that Chief Chet obstructed the domestic violence investigation. She states Chief Chet ordered her to tell her officer to “fix” his report because the chief didn't agree with the officer's version of events involving the incident in question. Hmm, not nice coming from your own chief, is it?

And another headline, again from the Rockford Register: *Chief, chief, who's got a chief?* They write old Tom McGuire must think Rockford is some kind of hick town whose officers don't know how to appoint a chief.” Check out the article for details. And to be fair, they don't call him old — I did. But I'm old, too, but not as old as this fellow who was an instructor when I was in the academy a century ago.

This tortured line of reasoning stems from McGuire's argument that the Police commission has no authority over the chief. A de-facto argument based on the idea that the chief is the chief just because he is doing his job. And his bosses are the Rockford mayor and council members, even though the Police and Fire Commission has a long history of appointing chiefs.

If nothing else, this illustrates who falls on whose sword where a mayor becomes involved, because they, obviously, are backing the chief.

And last, but not least, the Register writes that the defense team led by old lion-hearted was outmaneuvered at Chief Epperson's disciplinary hearing. Another interesting story you should check out.

There is so much more. Look it up at your leisure. And to be fair, there are two sides to each story. The people involved have different versions and probably most fervently believe that their interpretation is the correct one.

But this whole sordid deal demonstrates two things:

1. That chiefs should not interfere with police work in a matter such as this, especially in their own departments and:
2. There are two sides to every story; the chief's and the cops', and then there is the truth. And I believe that lies with the honest efforts of the police officers.

# Whose due process?

by: Joseph Andalina

A recent article in *Police* magazine discusses some of the changes the Black Lives Matter crew want made to policing.

One of their activist supporters claims that over 1,000 people are killed each year by cops and nearly sixty-percent were unarmed. She doesn't frame this claim with a valid source and it's a statistic that anyone with any brains would know is a lie.

The actual average killed by police in the entire USA from 2009 through 2012 was 1,491 people, which averages out to 372 a year. And 61 percent were white males, 32.2 percent were black males, 3.2 percent other races and 3.2 percent women. A far cry from 1,000 a year.

But it's a narrative the press has picked up and won't let "die," please excuse the pun. This stuff gets repeated ad-nauseum to the glee of those who just don't want the police on their tail.

Do normal people really want the police to follow the mantras they propose? Stuff like:

- Having the police not enforce "minor crimes" especially in minority neighborhoods. You know, drug sales and use, petty thefts, criminal damage to property, weapon possession, okay, that's a good one, so the gangsters are free to carry illegally until they actually shoot someone, and prostitution. None of these would ever lead to major crimes, would they? What's



a little illegal firearm use, or drug sales among friends?

- They want the limiting of force. Well, who doesn't? Just comply, don't commit crimes, listen to the nice police officer and don't resist. Bingo! Force is automatically reduced.
- They want police departments to represent the ethnic neighborhoods of the community they protect. While on its face I think this is unrealistic and stupid, I have to admit that I have proposed this for many years, but not for the reasons they want.

Recruit and hire black cops for black neighborhoods, Latino, Chinese and most white people. Italians don't care; they take care of themselves and mostly don't whine. Irish, too.

And while I think the proposal won't work — it is the only way the hatred for white cops will stop. If more black or Latino or Swedish kill their own ethnic groups, who's going to gripe?

- Cops should all wear body cameras. Discussed that last issue and I'm pretty even on it except

when mayors and their ilk wants cops to write tickets and add a \$5 surcharge to pay for them because the politicians want the cops to become revenue generators.

- No more quotas. We have it here in Illinois but the squeeze is on for the revenue generators (see above) and of course, if you want stripes you'd better write tickets.

And I still see coppers hiding, using radar and enforcing the law. Some officers will never understand the "cheap" tickets will always pave the way for the public to hate us.

But what can you do? If you like to write tickets, bless your heart.

- Don't want the militarization of police? Good luck with that. With ISIS and other whackos at your front door. Who you going to call? We need more tanks. We have to deal with the insane killers and gangbangers so I want as much equipment and more fire power than the bad guys!
- There are other points that the Black Lives Matter and other bandwagon groups demand and support. But this is my favorite — "fair" police contracts. There are many a "law professor" who argues for the same thing. Gee, I wonder what that is about. I think that means they do not want any protections for officers in allegations of misconduct. They want to know a cop's history of discipline and no more being paid while on

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# From clinical to emphatic...

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on patrolling and dealing with the public was "empathy." Put yourself in their shoes we were instructed. Show compassion, that you care, discuss sad movies or TV shows like *Lassie* or *My Friend Flicka*. And it's okay to cry. Really? Yes, show the softer side of your badass self. It's not them against us.



Okay, let's try it. That led to actually more fisticuffs when I tried to empathize with a drunk guy who came after his family with an axe. Then it was "Lizzie Borden you ain't asshole" Back to the clinical approach. If the bad guys saw you crying, then you'd be dying. Thought you were seen as an easy mark.

But there is a place for empathy because after a time you could see there were a lot of grieving sad folks out there. But empathy is more in the milieu of detectives than patrolmen/women. We detectives have more time between coffee breaks to fine tune our Andy Griffith attempts at being nice.

And that lasted a long time in between major tragedies of course. Then 9/11 came along in 2001 and we became Warriors. Flags flew. Jingoism

was everywhere.

Cops and firefighters were the bravest of the brave. People loved us. Politicians too, and the press. They couldn't praise us enough, especially when it helped to sell newspapers and get the mayor re-elected. "They" actually trusted us with weaponry to keep everyone safe. They trusted the nice police officer. Then over the course of a few more years, everything changed.

A combination of democrats, bad politicians, bad hiring practices, lack of training and a public that got PC and whining down to a science to get their way, accompanied by political elements that saw they could use cops as scapegoats for their nefarious deeds and voila, we became stigmatized and pariahs. I'm still trying to get a handle on this.

Cops were now persona non-grata. They started to have more problems with the public. An unruly public made it hard for one warrior to know who was friendly and who was dangerous. Some cops got sloppy, some fearful, and the citizenry became more distrustful. Cops were shot. Bad guys were shot. People shot at each other. No one knows who shot whom. Who started it?

Or did "they" see an opportunity for the bad among them to be worse? To blame law enforcement for racism, belligerent-ism, and other -isms? But politicians saw us as scapegoats. An easy fix. Blame the fuzz. Yeah, that's the ticket.

A new era of crime was launched

despite claims of reduction. But all of us know what bs that is. Statistics are never reliable. It depends on who us collecting them, their plus, minus polls and who is skewing the results one way or the other.

Murders have picked up as you know, and cops are under fire everywhere whether it is deserved or not. We, as the mayor of Chicago has reiterated, have become fetal. Cops, he says, don't want to do their jobs. They are backing off.

Well, what the hell did you expect, Rahm? Beat us up, throw us under the bus, make enemies out of your chiefs, take the bad guys' sides over the good guys, and make the sheer act of being a good cop an occupational hazard and who the hell wants to do their job? And I ain't even bitching about our pension problems.

Morale is gone in many agencies, recruitment is down, and pretty soon there could be many more bad people in our profession, further dragging us down. When law enforcement becomes eroded of candidates, rookies and veterans who care, the good ones will find employment elsewhere.

And then we will reach the final stage — wussy policing.

This is the final act where cops will ride through their shifts with the windows rolled up, the AC or heat full blast, listening to Bob Dylan singing *Like a Rolling Stone* (not my choice, mind you. I would prefer *Can't Get No Satisfaction* or maybe Sinatra's *That's Life*).

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# From clinical to emphatic...

Continued from previous page

Cops will apologize — constantly. Tickets and arrests will become a thing of the past as politicians can't stand up to whiny lawbreakers. And yes, revenue will go down and the politicians will become apoplectic and blame the police for that, too! Cops will learn how to make balloon toys for the kids and carry pre-packaged marijuana laced brownies for the public. Want some munchies?

While some will resist being whipped and flogged by the city council and the press, who can't find anyone else to blame for their bias and malfeasance, some cops will take it because it's a steady paycheck and keeps you off the soup line.

Buy maybe I'm thinking too deeply here and am too worried about the profession I love. But it's either that or it will become like a scene in the movie Robocop I, II and III.

Oh how I long for a simpler time, a time with less strife and hatred among all. I say bring back the old days — saps and all.

Hope you're all having a great New Year. Don't worry about a thing.

# Due Process

Continued from page 6

leave. And for you to be tried, convicted, and flogged on the spot.

I wrote about the due process in another article, but that's what they want for themselves. They don't want it applied to police officers.

So while there are more demands being made with nothing to support them than leave us alone to commit crimes and not be harassed no matter how stupid it all is, the press and politicians looking for a rabid dog to kill continues to either support the lie, report the lie, and defame those upon who when called always answer.

Yep, there are a few bad cops out there, but has not anyone heard of bad doctors, lawyers, dentists, real estate people, politicians, newspaper and TV pundits?

They get weeded out. Always do. But they all get due process except the police. They get scapegoated.

Vita e bella

*Editor: Want one more? They also want an end of mass incarceration and an end of the prison industrial complex (good luck with that one). And of course, they want all political prisoners released. What do you want to bet that on the list are cop killers? Just saying.*

# Bits n Pieces

## Thoughts and Prayers

Last January I lost a very sweet friend, **Jackie Simpson**, at the young age of 33. I have known her since she was 8-years old. Her sudden passing has shocked her parents and family.

Life is so unfair. She leaves behind two precious little girls, her partner, and her loving parents and brothers.

Goodbye my friend. I will miss you.

Another friend of ours also lost his battle with lung cancer.

**William Reynolds** passed away late February. His wife Annie was a long time Bolingbrook Police employee and a great friend of MAP. Our condolences to her and their family.

## 2016

Let's hope it's a good one for all. We sure could use it.

## Weapons of Mass Destruction

1. Last fall, a first-grade student, age six, was sent home from Our Lady of Lourdes elementary school for pretending to shoot an "imaginary" bow and arrow. He violated their zero-tolerance policy of "imitated violence." I guess they, as the father said, that the school was unable to distinguish between a credible threat and a little boy pretending to be a Power Ranger. School officials seem to have more than their share of ignoramuses.

2. A young girl was sent home

from school because her Wonder Woman lunch box depicted a violent character. We thought Wonder Woman was a hero.

3. In Tennessee, a boy was threatened with suspension because he came to school with a military style haircut like his soldier brother. And there are intelligent people teaching our youth in Tennessee.

4. A Texas 7th grade student was told to cover up his Star Wars t-shirt because it violated the school's policy of "symbol oriented towards violence." He had a Storm Trooper holding a blaster. Is this PC gone rabid? Star Wars. Heaven forbid he wasn't wearing a shirt that pictured Abbott and Costello meet Dracula!

## More reasons for a death penalty

Last fall in Indiana, a young pastor's wife, pregnant I might add, was raped and shot to death in her home during a burglary. The three assailants saw her husband leave the home and broke in and assaulted her, stole her ATM card and killed her and her fetus. They left the 15-month old sleeping in his crib unharmed. He and his cohorts were also charged with another murder where he bragged about shooting a Mexican but he only had 10 bucks. He also got pinned with another rape and many burglaries. He is 18-years old.

If this happened in Illinois, the killers' lives would be spared. They would receive a life sentence. But this happened in Indiana, where the death

penalty survives. I keep saying there is a reason to have it as the ultimate punishment, and this is one damn good reason. I read however that the SAO is still considering the death penalty. Really? What's to consider?

## Reptile News that is good for your soul

The Black Pine Snake was recently listed as a threatened species on the Federal Register on November 5, 2015. Here I am holding one at a reptile show. What a beauty! Just in case anyone was concerned.



## Food Police

Federal Food Police dictate to schools what food can be served. Since then, food tossed in the trash is up 56 percent and kids are smuggling in salt shakers and black marketing potato chips.

## Words can hurt

A 9-year old in Florida, a 4th grader, was threatened with sexual harassment charges because she told a fellow

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# Contract Corner

## Richard Reimer

### Addison

Three-year term 2015 to 2018

Equity range adjustments of 1.2% to each pay step with annual across the board increases of 2.5% each year (3.7% actual across the board increases.

Christmas Eve increases from a 1/2 day to a full day holiday from 2016 on.

### Carpentersville Sergeants

Term 5/1/2015 to 12/31/2017

5/1/2015, 3% across the board increases, 5/1/2016, 3% across the board increases, and 5/1/2017 1.5% across the board increase.

Side Letter regarding Retiree Health Savings Plan

### Matteson

Three-year term 2015 to 2018

2% across the board increases on 5/1/2015, 5/1/2016, and 5/1/2017

Modified the years eligible for longevity.

### Bartlett

Three-year term, 2015 to 2018

Co-payment reimbursements extended through the term of this agreement sun setting when it ends.

2% across the board increase on 5/1/2015, 2.5% across the board increases on 5/1/2016, 2% across the board increases on 5/1/2017, 1% across the board increases on 11/1/2017.

### Steven Calcaterra

### McCook

Wages full retro, 2014, 3%; 2015, 3%;

2016, 2.5%; 2017, 2.75%; 2018, 3.0

Probationary period removes leaves of absence from probationary period

Overtime now calculated on time over 80 hours per pay period from 160 per 4 weeks

Modifications to overtime call in rules

Breaks increased to 15 minutes from 10 minutes

Improved rules on shift trades

Improved rules on vacation selection

Clarification on rules for sick leave use

Village to provide body armor

### Metra

Wages full retro:

\$3,000 sign on bonus

Reduction in the number of years to top wage (18 months instead of 6 years)

2013, 3.2%; 2014, 2.5%; 2015, 3.0%; 11/15, 4.2% for Officers and Sgts, 3.5% for Lts. 2016, 3.0%; 2017, 3.5%; 2018, 3.5%

Healthcare premium cost sharing per month:

2013: \$100; 2014:\$125; 2015: \$150, 2016: \$175; 2017: \$200; 2018:\$230

Supplemental retirement pay by employer

Range Instructor, Defensive Tactics Instructor and Electric Control Device Instructor added as specialties

Increased specialty pay to \$0.50/hr

Added compensatory time option up to 80 hrs.

### Homewood

Wages full retro: 2015, 2.0%; 2016, 2.0%; 2017, 2.5%; 2018, 2.75%;

2019, 3.00%

Court time increased to 2 hours overtime for local court

Established rules for call out procedures

Village will budget \$10,000 per year for tuition reimbursement

Uniform allowance raised to \$1000/yr

Health insurance opt out increased to \$125/per paycheck

Training reimbursement required for new employees who resign within two years of hire date

### Peru Dispatch

Wages: 2015: New work schedule includes 4 hours of overtime per pay period, resulting in an annual increase of approx. 5% for the first year of the CBA. 2016, 2%; 2017, 2%

New rules established for overtime procedures

Clarification for sick leave payout rules upon separation

Establishment of 12 hour shifts

Health Insurance rates at 85/15% for 2014, 80/20% effective 2017

### Westchester Sgts:

Wages full retro:

Adjusted by \$750 per year in addition to 2012, 2.0%; 2013, 2.0%; 2014, 2.5%

Election of grievance arbitration instead of Board of Fire and Police Comm'

Uniform allowance increased to \$850 2013, \$875 thereafter

Work scheduled changed to 8.5 hour days (5-2, 5-3). Establishment of overtime rules

# Contract Corner

## Grundy Co. Civilians

Initial contract.

Established just cause disciplinary procedure/arbitration Established set work weeks of 37 1/2 hour and 40

hr weeks depending on classification Established compensatory time option for overtime Vacation leave set at 2-5

weeks annually depending on seniority Thirteen holidays annually Sick leave at 8 hours per month, 50% payout on

retirement Health Insurance at 8-11-13% employee contribution depending on level of coverage if participating in health care screening Wages established with various increases depending on placement

2014: 2-10.25%; 2015:1.5 - 5%; 2016: 1.5 - 5%

2016: 1.5 - 5%

2016: 1.5 - 5%

2016: 1.5 - 5%

## Jerry Marzullo

### Cook Co Social Services

6/1/13 1%; 6/1/14. 1.5%; 6/1/15, 2%; 12/1/15, 2%; 12/1/16, 2.25; 6/1/17, 2%. Full retro pay.

Ability to use two personal days in quarter hour increments. Streamlined PPO and HMO Health plans

### Darien

Wages: 2014-2015 2.5% wages; 2015-2016 2.75% wages; 2016-2017 2.75% wages; 2017-2018 2.5% wages. Full retro on back pay

Insurance: 2014-2015 15% of premium; 2015-2016 15% of premium; 2016-2017 17% of premium; 2017-2018 18% of premium

### Harvey

6/1/13-5/31/14 2% wages; 6/1/14-5/31/15 2% wages; 6/1/15-5/31/16

2% wages; 6/1/16 - 5/31/17 3% wages.

Arbitration of Discipline. 2.5% rate of pay for premium holidays. Increased sick leave accumulation from 60 to 200 days. Insurance 95%-5% premium for single, 83%-17% premium for family. City paid tuition for all police training classes (even non-mandatory)

## Gary Deutschle

### CenCom

Wages: 5/1/15, 1.0%; 11/1/15, 1.0%; 5/1/16, 1.0%; 11/1/16, 1.25%; 5/1/17, 1.0%; 11/1/17, 1.25%

Increase in training pay from \$.75 an hour while training to \$1.00 an hour

Language clarifications on shift bidding, shift trades, meal breaks, uniforms and court

Insurance: 2015 is 17% of premium, 2016 is 19%, 2017 is 20% of premiums for PPO/HMO. HRA is: 2015 18%, 2016 is 21%, 2017 is 23%. Three tiers in individual and family coverage

# Local Elections

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

## Crystal Lake

Phillip Lloyd Mietus *President*  
Kenneth Ekkinge *Vice President*  
Steve Trapp *Treasurer*  
Kim Shipbaugh *Secretary*

## Elk Grove

Edwin Medina *President*  
Gary Rosko *Vice President*  
Dan Johnson *Secretary*  
Shaun Berens *Treasurer*  
Mike Jedlink *Sergeant-at-Arms*

## Lockport

Christopher Neyhart *President*  
Dennis Ivanich *Vice President*  
Patrick Ellanson *Secretary*

## Minooka

Ken Briley *President*  
Chris Chiaventone *Vice President*  
Erik Larson *Secretary*

## Mount Prospect

John Juhl *President*  
Brian Floyd *Vice President*  
Rich La Barbera *Secretary*  
Lee Schaps *Treasurer*

## Steger

Thomas Lacheta *President*  
Jordan Lane *Vice President*  
Thomas D'Anna *Treasurer*  
Harley Lackey *Secretary*

## Western Springs

Ken Lena *President*  
Ryan Postal *Vice President*  
KC Church *Secretary*

# Member News

## **23rd Judicial**

Ashley Gregory

## **Alsip**

Terrence McMahon  
Vince Van Schouwen

## **Arlington Hts**

Justin Boisvert  
Andrew Gatz  
Jacob Howard  
Michael Migliorigi  
Anthony Padiyara

## **Bartlett**

Nicholas Gray

## **Bolingbrook**

Jamel Pankey

## **Bridgeview**

Joshua Brander  
Christopher Pell

## **Carpentersville**

Ignacio Cervantes

## **Carol Stream Sergeants**

Donald Cummings

## **Carpentersville Civilians**

Raymond Jablecki

## **CenCom**

Rebecca DeBartolo

## **Cook Co Disp/Veh Svcs**

Patrick Barbella  
Brandon Caruso  
Travis Crosby  
Rachel McConologue  
Jessica Modlin  
Erika Rodriguez  
Richard Tyson

## **Crest Hill**

Riguberto Cisneros  
Terry Sielken

## **Crystal Lake**

Adam Danowski  
David Lang

## **Darien**

Cory Williams

## **DeKalb Co**

Monika Stawski  
Robin Ulrey

## **DuPage County**

James Buckardt

## **DuPage Co Coroners**

Joshua Gaik  
Kelsey Whitcho

## **East Dundee**

Matthew Masucci

## **Elk Grove Village**

Roger Hendrickson

## **Elwood**

Anthony Lohmar

## **Hanover Park Civilians**

Seth Berlin  
Donna Pasquarelli  
Anais Rosado  
Susan Salvesen

## **Harvey**

Julio Avila  
Richard DeLeon  
Faraj Muhammad

## **Hickory Hills**

Peter Trzeciak

## **Hoffman Estates**

Matthew Galik  
Armando Lopez  
Matthew Park  
Peter Theohasis

## **Hoffman Estates Sgts**

James Thomas

## **Homewood**

Kevin Radtke

## **Huntley**

Christian Ponall  
Heather Rowlett

## **John Stroger Hospital**

Craig Rodman

## **Lake in the Hills CSO**

Nina Jones

## **LaSalle Co**

Joshua Noonam  
Ronald Radnovich Jr

## **Lockport**

James Fox

## **Matteson**

Brian Diaz  
Jerome Ficar

## **McCook**

Jeremy Carr

## **McHenry Co Clerks**

Dominka Bazyl  
Savannah Murawski

## **Metra**

Rocky Chauca  
John Denis  
Gerald Johnson

Robert Lopez

Duane Perry

Krystof Szkiluk

Tina Washington

Erik Zehner

## **Momence**

Ryan Yaeger

## **Montgomery**

Lauren Shipman

## **Morris**

Alexander Turlakes

## **Mt Prospect**

Bartel Giera  
Alexa Kleiss

## **Mundelein**

Justyna Baldan  
Richard Barranco  
Michael Bond

## **Mundelein**

Israel Hernandez

## **Mundelein**

Brian McCourt

Michael Reyes

James Schuldt

Steven Sionelli

Christ Valenziano

## **NEIU**

Kurt Englehart  
Tabatha Okamoto

## **Norridge**

Bartlomiej Borowiec  
David Drwal

## **NWCDS**

Magdalena Espinoza

Robert Jedd

Kimberly Percudani

Mark Percudani

Justin Wolfe

## **North Aurora**

Maggie McGrath

James Redmon

## **Oak Forest**

William Engle

## **Oak Lawn**

Kurt Diestelmeier  
Mathew McDevitt

Matthew Shilney

## **Palos Park**

Nicholas Spurgash

## **Quadcom**

Gina Cortez  
Gayle Young

## **Romeoville**

Jonathan Badowski

Francisco Garcia

Zachary Gruman

James Myers

## **Round Lake**

Luke Zolomowski

# Member News

## **Schaumburg**

Michael Rooshanfekar

## **South Holland**

Ryan Montag

## **Streamwood**

Dennis O'Shea

## **SEECOM**

Matthew Gruenwald  
Audrey Hilligoss

Brianna Ramsey

## **Seneca**

Brian Underwood

## **St Charles**

Joseph Dony

## **South Barrington**

Enrique Palacios

## **Tinley Park**

Kyle Stambaugh

## **TriCom**

Erick Babcock

## **Villa Park**

James Lukaszek

## **Warrenville**

Cassandra McKuras  
Carlo Romero

## **Wescom**

Andrew Benson  
Samantha Harer

Angela Marks

Amanda Reid

## **West Dundee**

Nathan Herman

Paul Shipley

## **Wheaton**

Daniel Hernandez

## **Winnetka**

Aaron Hellwig

## **Woodridge**

Adam Kristof

## **Promoted**

## **Channahon**

Daniel Kostal

## **Crystal Lake**

Mark Szumanski

## **Darien**

Ed Rentka

## **Des Plaines Sgts**

Jeff Jacoby

Colin Johnson

## **Elk Grove Vlg**

Casey Kowalczyk

## **Hanover Park Sgts**

Terrence Sherrill

## **Hawthorn Woods**

Sarah Canada

## **Hoffman Estates**

Kurt Gerlach

## **ISTHA**

Capers Funnyne  
Erika Indelli

## **Justice Sgts**

Ryan Zima

## **Lockport**

John Arizzi  
Richard Harang

## **Maywood Sgts**

Theodore Yancy

## **Mt Prospect Command**

Joseph Garris

## **Norridge**

Dominic Buzzelli

## **NWCDS**

Ariana Kitty

Nathan Krause

Daniel Sacomano

## **Prospect Hts Sgts**

Jim Zawlocki

## **St Charles Sgts**

Steven Bedell

Eric Majewski

## **Villa Park**

James Krupiczowicz

## **Waukegan Sgts**

Edgardo Navarro

## **Wescom**

Kathleen Craven

Krystyna Komperda

## **West Dundee**

James Breon

Tony Gorski

Steve Pirtle

## **Wheaton Sgts**

Brian Gabryel

William Murphy

Jill Uhler

## **Woodridge**

Mark Walters

## **Retired**

## **Algonquin**

Misty Marinier

## **Carol Stream Sgts**

Diane Wells

## **Cook Co SSD**

Scott Elliot

Denise Jones

Lawrence McBride

## **DeKalb Co**

Tony Grum

## **Des Plaines**

James Brown

## **DuPage Co**

Michael Phillips

Maryann Rodrigues

## **Elk Grove Vlg**

Richard Gigante

## **Hanover Park**

Mark Atkinson

## **Hoffman Estates**

David Dahlberg

Donald Kura

James Logan

Mark Petrovich

Gary Sears

## **Lake Forest**

David Cerer

## **LaSalle Co**

Jay Stachowiak

Kevin Swierosz

## **Metra**

George Murphy

## **North Aurora**

John Ithal

Randal Voss

## **Oak Lawn**

Andrew Carroll

## **Park City**

Arturo Cervantes

## **Schaumburg**

David Antes

Leo Reyna

## **St Charles**

Joanne Pawlak

## **Tinley Park**

Timothy Luke

## **Will Co Mgmt**

Mark Fisch

Richard Kowalski

# Bits n Pieces

Continued from page 9

student that “her eyes sparkled like diamonds.” (I like that kid!)

## My idol is

Scott Walker, governor of Wisconsin. That’s according to our anti-union boy-in-chief Rauner “The Bruce.” Sort of diminishes his constant retort that he is not anti-union, does it not?

## Map Wins!

Welcome new MAP Chapter Streamwood Civilians in recent election over Laborers Local 1001

## One more snake thing

Florida is having its annual python hunt. They pay folks in a contest as to who catches the most and the longest Burmese or African python. The government says thousands of the giant snakes are loose in southern Florida.

So far the harvest has resulted in about 75 snakes. Hardly seems worth it. But it is a fair amount of serpents. Too bad they all have to die.

## He who plays with squirrels

The *Fortean Times* reports a woman in Germany called the police to have an aggressive squirrel arrested. It appears that a “riotous rodent” was chasing her through the park.

When police arrived they found the exhausted “decorative rat” and they immediately posted a video of them feeding it.

Got to love those guys.

## Quote:



The more death, the more birth. People are entering, others are exiting. The cry of a baby, the mourning of others. When others cry, the others are laughing and making merry. The world is mingled with sadness, joy, happiness, anger, wealth, poverty.

– Michael Bassey Johnson  
*poet, essayist*

# Chaplain’s Column

Continued from page 2

stake in Tomorrow, for it is yet unborn.

This leaves - Today. Anyone can fight the battles of just one day; it is only when you or I add the burdens of - Yesterday - and Tomorrow - that we break down.

It is not the experience of Today that drives one mad - it is the remorse or bitterness for something which happened Yesterday and the dread of what Tomorrow may bring.

# Eulogy: Evelyn Andalina

*Whisper  
I love you  
to a butterfly  
and it will  
fly to heaven  
to deliver  
your message....*

Our mom lost her 15-year battle with cancer. This insidious disease that affects so many may have won this time, but it did not defeat her. In fact, she thrived for 15 years after first being diagnosed. But when it came back in early January, it did so with a vengeance. At her age, she refused further treatment and chose to pass away at home like Pop did.

But during her initial treatments of surgery, chemo, and radiation, our Dad once commented that Mom was the bravest person he ever met — that he could not have done it.

This was coming from a man who fought in World War II. High praise from a brave man. But cancer is only a small part of her story.

She grew up with five sisters and a brother. She found my dad in 1947, shortly after he returned from war, married, and had the four of us.

Her job was her family. Well, that and vacuuming floors. We teased her incessantly on why she did this. A vacuum was never far from her hands. One of those quirky things about her we will always love.

She was the stabilizing force in the family. Always loving, ready to give

and receive hugs and kisses, not only from my dad and us, but relatives, friends, and babies she would always meet at Costco. Always a demonstrative person, we all knew she loved us.

Kind to animals, she and Dad passed on their love of critters to all of us. In later years, not being able to have a dog of her own, she doted on my sister Mary’s dog Shadow, my sister Joann’s dog Maddie, Mike’s dog Fannie, and my dog Sora, who came to see her once a week for years.

She also instilled in us a love of reading and movies, especially “When movies were movies,” the 40s black and white film noir. Mom could talk endlessly about them and her matinee idol Clark Gable.

We went on vacation as kids and later enjoyed her at our hobby farm in Wisconsin. Holidays and family dinners and nights by the pool at home were always done up big.

Mom loved parties and her friends to the utmost.

She and Dad also loved cruising and spent a happy retirement together. And then there was Disney World. She never ceased loving the House that Walt built and visiting with Mickey, Jiminy, and Tink. She also loved the condo they had in Florida, where she was known as the bag lady because she was always collecting seashells.

She and Dad were married for 67 years. They were great years and expressed their love for each other and their children always.

But of all the fine and loving things she did for others, none is greater than the care she gave her beloved husband in his 5-year fight with Alzheimer’s. He may have lost his cognitive thinking, but she kept him calm, safe, relaxed, and as happy as he could be. We can see it was a strain on her, but she refused any other care.

Now that is commitment.

While saddened beyond words, we take solace that she is now in safe hands with God, our beloved father and her husband Mike, her son Michael, granddaughter Chrissy, and other family members who have passed — some long ago, some more recently.

So in these dark days we are reminded of the love she gave everyone and the compassion she had for all living things, especially children.

Her favorite charity was Shriner’s Hospital for Children. Please honor her name with a donation.

She lived a wonderful life. Goodbye Mom. We are proud to be your children.

**Editor:** *It’s difficult when you lose your parents. Not only will you miss those you love and were always a part of your life, but you begin to feel like a parentless child as there is no one now to remember you when you were little.*

# Collective Bargaining Chapters

23rd Judicial Circuit Court Clerks	DuPage County Forest Rangers	McHenry Co Crt Clerks	Roselle
Addison	Dwight	Metra	Round Lake
Algonquin	E-Com Dispatch Center	Momence	Round Lake Supvs
Algonquin CSOs/Disp	East Dundee	Minooka	Round Lake Park
Alsip	Elwood	Montgomery	St Charles
Arlington Heights	Elk Grove Village	Moraine Valley College	St Charles Sgts
Barrington Hills	Fox River Grove	Morris	Schaumburg
Bartlett	Genoa	Mt Prospect	Schaumburg Command
Bensenville	Gilbert	Mt Prospect Sgts	SEECOM
Bolingbrook	Glenwood	Mundelein	Seneca
Bolingbrook Civilians	Grundy County Civilians	Naperville	Southcom
Bolingbrook Sgts/Lts	Hanover Park	Naperville Civilians	South Barrington
Bridgeview	Hanover Park Civilians	Naperville Sgts	South Elgin
Buffalo Grove	Hanover Park Sgts	New Lenox Sgts	South Elgin Civilians
Burr Ridge Sgts/Cpls	Harvey Patrol	Norridge	South Holland
Carpentersville Civilians	Harvey Sgts	Northlake	Steger
Carpentersville Police	Hawthorn Woods	Northlake Sgts	Streamwood
Carpentersville Sgts	Hazel Crest	North Aurora	Streamwood PD
CenCom E-9-1-1	Hickory Hills	Northeastern II	Civilians
Channahon	Hoffman Estates	Campus Police	Streamwood Vlg
Chicago State University Police	Hoffman Estates Sgts	Northern Illinois University	Civilians
Chicago State University Sgts	Homewood	Northern Illinois University Sergeants	Tinley Park
Coal City	Huntley	Northern Illinois University Telecommunicators	Tricom Dispatch
Cook County Dispatch and Vehicle Services	IL DOC Investigators	Northern Illinois University Security Officers	University of Illinois
Cook Co DCSI Deputy Chiefs	Indian Head Park	Northwest Central Dispatch	Villa Park
Cook Co Dispatch Supvs	ISTHA	Oak Forest	Warrenville
Cook Co Social Caseworkers I and II	ISTHA Call-takers	Oak Lawn	Warrenville Sgts
Crest Hill	John Stroger Hospital	Oak Lawn Detention Officers	Waukegan Sgts
Crest Hill Sgts	Police Sgts	Olympia Fields	Wescom Dispatch
Crete	Johnsburg	Orland Park	Westchester
Crystal Lake	Justice	Oswego	Westchester Sgts
Darien Police and Sgts	Justice Sgts	Palos Hills	West Dundee
Darien Police Civilians	Lake Forest	Palos Park	Western Springs
Des Plaines	Lake in the Hills Police	Park City	Western Springs Sgts
Des Plaines Sgts/Lts	Lake in the Hills Dispatch/CSO's	Park Forest	Wheaton
Des Plaines Emergency Communications Center	Lakemoor	Peru T/Cs	Wheaton Sgts
DeKalb County	LaSalle County	Plainfield	Will Co Mgmt Assoc
DuPage Co Patrol/Court Svcs	LaSalle Co Correctional Officers	Prospect Heights	Willow Springs
DuPage Co Coroner	Lemont	Prospect Heights Sgts	Wilmington
DuPage Co Forest Preserve	Lemont Sgts	Quadcom Dispatch	Winfield
	Lisle	River Valley Detention Center Supvs	Winfield Sgts
	Lockport	Romeoville	Winnetka
	Matteson	Romeoville Sgts	Woodridge
	Matteson Sgts		Woodridge Civilians
	Maywood Sgts		
	McCook		