



# The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Summer 2015 Issue

## It ain't like it used to be

By Joseph Andalina

There was a time when cops were very much respected by the public. I've written before that even in the academy, before most of you reading this were born, police instructors would come in and tell all of us starry-eyed recruits how good the public treated them.

Half-price meals, free movie tickets (before VHS and DVDs), a discount at various hardware or lumber shops. A friendly wave or handshake. Businesses took care of you — a bottle of your favorite Scotch for the beat cop at Christmas, and a free meal at your favorite burger joint on your birthday. Of course, that could turn after a traffic ticket was issued, but



then there was not the push to write everyone and your mother a citation. There was no law passed like there was this year, preventing ticket quotas. The revenue stream and desire by political types is pretty much a recent phenomenon, so that wasn't normally that big of a deal as long as you wrote a few and your sergeant was smiling. Tickets were usually reserved for the exceptionally mouthy. And as I've said before, just as a side note, cops hardly ever wrote another brother or sister. Warnings were just fine, if at all.

Yeah, there would be times that your Sarge would tell you your numbers are low, but the desire to legally steal money from the public via the police is a relatively new form of taxation. There were no red light cameras, either. To get a mover, a real, live mustachioed policeman had to be there. Or a fine lady could issue that paper. But they lived and breathed, and a human personally handed the offender a ticket.

And what can prove this revenue point better than these red light cameras? Millions of bucks streaming into city and village coffers. And

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cops have supported it because the brass and mayors ordered it. Police and business linked to the devil that is revenue for cities.

It might just be trending away from this sort of governmental theft. But I say that quietly, as we have attorneys teaching various communities how to get around the new Illinois law forbidding ticket quotas. They are developing policy or PIP (personal individual performance) programs to side-step the law. Let's change tickets or citations to "stops." Force a cop to make stops rather than tickets, and the same effect will occur. We will get those citations if the number

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# Chaplain's Column

By: Thomas Ross

## Metropolitan Alliance of Police

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Once again this week we lost another officer Killed in the Line of Duty. Omaha Officer Kerrie Orozco's death brought tears of network anchors and news writers on TV as we heard her story of life. A wife, mother and officers, she spent off shift hours with a number of community organizations including her coaching a baseball team. She was involved with her community and was striving to make it a better place for her family.

New York Police commissioner Bratton remarked at a police funeral "We remember what it means to take the Job. No other profession will give you as much, or sometimes, take as much. The Job can reward you like no other, but one day it might demand from you everything in return." He further stated "I found myself wondering "why do we always lose the good ones? Until I realized: it's the law of averages. Almost all of them are the good ones. Our cops are people just like Wenjian and Rafael. They, too, share a belief in what's possible and a desire to serve.

I am sorry to say we will continue to hear the stories as we lose officers to the wave of violence that exists. My point here is to not only point to them as good family; husbands and wives and parents, but the fact they were not just good cops but involved community members. Devoted to their jobs but contributing to imagine a better community.

To most citizens, you are role models and with that image you can contribute so much from your professional life and everyday background to the success of

any project. We are all called to give of our God-given talents towards a better life for not only our family but the community.

It's not an easy balance, as I try to live by a set of priorities of Family, Job, and Church. If you are involved, wonderful. If you have not found involvement, look around and I am sure you will recognize the need that attacks you.

As to current events in the area of policing, I encourage you to continue being professional and true to your oath of office. Back each other so everyone goes home at the end of shift.

Stay safe, be good to each other and God Bless

Chaplain Tom Ross, Sr  
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# Chief's Follies

By: Joseph Andalina

## PIP and MOU's

Personal individual performance and memorandum of understanding. A good agreement or not, especially as they apply to the ticket quota laws?

I do not think so, and I include this in our Follies as a number of police agencies have adopted these agreements in an effort to dance around the new law.

My thoughts are that they really are a subversive tactic to force you, the beat cop on the street, to make more traffic stops in the hopes that "stop them and the citations will come."

Now I realize that agencies may take issue with the PIP moniker, so okay, let's call it a memorandum of understanding, or a contract modification, or a new way of doing things. However, when you have a new expectation of work volume, initiative, performance expectations, or a point structure assigned to activity on your particular shift, the red flags should come up. The activity with point structure that lead to performance evaluations usually will be traffic stops, (changed from citations) premise/vacation checks, DUIs, on-view contact card file, stop and frisk or suspicious persons, and of course, various types of arrests.

So in order to evaluate you if you're below, average, or exceeds average, and it relies on a point structure as to the above criteria, it's a smoke and mirror trick.

Before the new law on quotas, administrations could come right out and say you need "two movers" a day. Can't do that now, but if you want to get promoted, you sort of know you'd better at least meet standards on this point calculation.

If the "traffic stops" have more point value than others, you know you will make them and the hope is that the revenue stream shall continue because you are probably going to continue to issue citations. They know it and you know it. And that's what this is about. The brass know it but they are cowering behind mama's apron, especially after the Department of Justice called out Ferguson, MO cops for using the police to obtain revenue by ticket and cheap arrest tactics, or what is known now as "money tickets."

Sort of defeats the purpose and makes an end around the quota law which is why numerous police agencies have been instructed by law firms on how to get around the law. But that's what some of them do and if your agency willingly coughs up the dough to feed the sharks, they will gladly take it. But they won't take the blame if the heat gets turned up — you will.

This way the citizens will continue to be simply ATMs that mayors can use for spending and not raise taxes. This ultimately will just make people hostile to us and ask yourself, if this is contractual or in a MOU, if you fail to meet these standards, are you writing your own poor evaluation and can you be subjected to discipline? Food for thought.



My sergeant should and would know if I'm doing my job and I will write citations based on my discretion and if the citizen deserves it.

I refuse to take in revenue for the mayor and I won't be fooled by semantics to not realize what is really behind this — money. And of course to give you a whack if you suddenly find yourself in disfavor. So keep a wary eye on the money wolf in sheep's clothing.

## No badge of honor here

Fresno, California Deputy Police Chief Keith Farber shocked city fathers after his arrest on federal drug charges.

He was recently arrested for conspiracy to distribute and/or possess with intent to sell Oxycodone, heroin, and marijuana.

The arrests stem from a year-long investigation by the FBI and ATF that included considerable surveillance and videotape.

And one wonders why our trust in the leadership of law enforcement is eroding.

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# Legislative News

by: Joseph Andalina

On a federal level, President Obama vetoed a bill passed by the Republican Congress who tried to block the National Labor Relations Board (NLRB) from streamlining the process for union elections.

Obama, as any union supporter does, feels that government should not make it harder for workers to join a union in the workplace.

Let's hope "Rauner the Bruce" here in Illinois takes a look at this and ceases his efforts to control, limit, or destroy labor in Illinois.

Also on a federal level, an NLRB rule was implemented that shortens the amount of time between when an election is called and when it is held, eliminating the 25-day waiting period. Employers will also have to make available workers' emails, addresses, and phone numbers.

On a state level, we all know that "Rauner the Bruce" is attempting to dismantle unions in any way he can. He is a nasty republican, in the image of his self-cited hero, Scott Walker in Wisconsin.

Despite the conservatism of many in law enforcement, he is not good for public sector workers. He will do what he can to muck up your pensions, benefits, and wages, all the time swearing that he is not anti-union and wants to set Illinois right by acquiring your money one way or another.

But I would be stunned that after all the speeches he has given on pensions and his legislation and lawsuits, all designed to diminish your (law enforcement, teacher, firefighter, etc.) benefits, that you could come to any other conclusion that he is bad for us.

While he hasn't said, like Quinn, that he was put on this earth to fix the pension crisis, he sure is taking over that role.

So now at press time we have received word from the Illinois Supreme Court that Rauner's appetite to eat your retirement benefits has failed, and the justices overturned Quinn's law on reducing pensions to state public employees in a unanimous decision. Super yay!

Another good thing is that many local municipalities have "turned down" or rejected Rauner the Bruce's "turn-around agenda." This advocates the dismantling of collective bargaining due to unfunded liabilities (whatever that truly means), and pensions as we currently know them, and right-to-work zones, workers' comp, and other issues beneficial to law enforcement.

The implementation of "employment zones" or right-to-work zones is designed only to weaken unions of their right to collect dues. All other reasons given by Rauner in his manifesto is simply misdirection, if not outright garbage.

The dog and pony show of "prevailing wage" and workers' comp issues went to the wayside, too. In my opinion, the only thing he forgot to add to turn-

around was "and bend over." And we all know what would be coming next.

But the turnaround agenda is being ignored. Politicians are afraid to buck their workers and citizens. If they catch you sleeping, however, be careful. Much of what is in the agenda they want — the destruction of your local municipal pension — if Rauner gets his way.

Don't believe me? Well, here it is straight from the Du Page Mayors and Managers Conference Contingency List:

## **Amend the Illinois Labor Relations Act to Create a Level Playing Field for Labor Arbitration and Collective Bargaining**

The Illinois Labor Relations Act should create a level playing field for collective bargaining and labor arbitration. Municipalities are at a severe disadvantage during collective bargaining and interest arbitration, resulting in significant costs to taxpayers. Arbitrators should be required to take into consideration the interest and welfare of the public and the financial ability of the unit of government to meet costs with current revenue streams. The Act should also be amended to establish additional standards that prevent minor issues and unreasonable positions from being taken to arbitration. Furthermore, minimum manning should be eliminated as a mandatory subject of collective bargaining.

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# Chief's Follies

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## **Ask the Mayor**

I wish it wasn't always about the mayors, but it usually is. They walk and talk, and the chiefs and lower politicians walk in lock-step. Whatever bozo ideas or words come from their mouths, their lackeys always fall on their sword. They are like dogs, tongues hanging out and tails wagging.

They take their roles as chief executives way too seriously. And only the unions seem to disagree with them and fight, whether overtly or covertly.

Y'all have seen the abomination that was the Baltimore riots last April. No need to go over it all. Bits of it are referenced in accompanying articles here and written about ad-nauseum in other venues.

But the mayor's words and actions in Baltimore were so egregious they cried out to be included here. She said, before the real rioting started, that she held back her police from stopping protestors because she wanted to give them space to protest and "to destroy." She said it openly and without hesitation as it was played over and over on the telly.

After the riots started and the burning, looting, and violence began, she actually blamed the media (of which I am not a fan of either) for slanting her words. She adamantly stated that she did not say what we all heard her say.

She is either dumb or very dumb. Or

maybe just very, very dumb.

Then it took her hours to call for the National Guard and impose a curfew the next day. Maybe one would think that the curfew should have been implemented immediately. But maybe she wanted to give the looters time to protest, destroy, and find a way to get back home.

And while 15 officers were injured, that first night and TV showed them being pelted with concrete slabs, bricks, and other stuff that hurts. The cops held back and didn't meet force with force. These people would have killed cops and danced on their corpses — but no pushback from cops came.

The press and the media all questioned this and one lonely cop, when asked why not, simply stated "Ask the mayor."

Ask the mayor. Sounds right, but he should have said to ask the bozo in the circus running things.

## **A crook by any other name is still a crook**

Last April, a federal judge sentenced a former state lawmaker to five months in the calaboose for accepting a \$7,000 bribe.

Judge Sharon Johnson said of Representative Derrick Smith-D of Chicago that he and politicians "just don't get it." And the prosecutor echoed about the corrupt politicians, saying

"they're not getting the message." And they were talking about the never ending line of political types trying their best to go to jail by participating in corrupt endeavors. At this rate, I would guess that the federal prison system will have a wing dedicated only to corrupt Illinois legislators.

Smith was accused of accepting 70 \$100 bills for supporting a day care center application for a \$50,000 grant. The whole thing was fictitious and centered around an FBI sting, and this legislator took the bait and the cash.

You may remember Smith became the first representative expelled from the state House in over 100 years, after his arrest in 2012 due to this bribe, which he denied.

He actually got re-elected in 2012, but was canned for good after his conviction. I think this says more about the fools who elected him again rather than the fool who committed the crime.

## **Snoop who?**

If you're a cop in Texas and Snoop Dog walks up to you and requests a photo of you and him, don't do it.

An officer there did just that and Snoopy posted it on Instagram with the caption "Me and my deputy dogg." The cop was then ordered to undergo department counseling. Apparently many departments have general orders about photo shoots with the big dog because of his criminal drug back-

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# Legislative News”

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## Reform Municipal Public Safety Pensions

It is vital that the Legislature acknowledge the growing municipal public safety pension crisis. Reform of future accruals of benefits is essential, but the legislature is awaiting direction from the Supreme Court. Additional reforms which can be enacted now include removal of the compliance and penalty provision of Public Act 96-1495 and consolidation of police and fire pension funds.

## Eliminate Prevailing Wage

The state should protect small businesses and reduce local project costs for taxpayers by eliminating Prevailing Wage requirements. Additional, the state must refrain from imposing “responsible bidder” requirements as they would greatly burden smaller, often local, contractors and taxpayers.

## Amend PSEBA

PESBA was originally created to supply health insurance benefits to public safety employees who suffer catastrophic injuries in the line of duty. However, the system is frequently used to provide duplicate benefits at the expense of taxpayers even when recipients are able to secure alternative, gainful employment with health benefits. The federal definition of “catastrophic injury” must be adopted to ensure that taxpayers are no longer needlessly overcharged.

## Reform the Workers’ Compensation Act

Incremental changes to the Illinois Workers’ Compensation system have increased the burden on taxpayers to a level that is both unfair and unsustainable. Reform is necessary to create a fair workers’ compensation claims system that gives employers equal standing in the review and adjudication process and revises the payout amounts to avoid duplicate or excessive payments for injuries.

Pay particular note to the Labor Arbitration agenda to stack the deck against labor in these hearings, and of course the desire to re-tool your local municipal pension. This would have followed most assuredly if Rauner and his evil cabal had won at the Illinois Supreme Court level on state workers’ pensions.

Don’t underestimate Rauner the Bruce and his minions. They are anti-union and he (they) could care less if you ate dog food in your old age as long as the taxpayers save money (which never works) and they get re-elected.

But there will be no taxes back in the people’s pockets. I have heard not one word of how much they would get back because you know what I know, and that is they will find another way to steal it from you. Those taxes they saved by stealing your pension would go to the debt the politicians incurred by not making pension payments. It would be like you making double pension payments.

But if you must support these anti-cop

pension folks, may I suggest IAMS grain and gluten free chicken filets dog food rather than Alpo. It has a fresher, cleaner aroma and I hear it can be very tasty.

But with the positive ruling by all the courts, culminating with the Illinois Supreme Court, the idea that the state can strip contractual retirement guarantees disappears. What was also gratifying was the Supreme Court putting the blame for this mess directly at the feet of the politicians by not investing the proper amounts in the pension system, not cutting spending, not making proper payments or adhering to the correct accounting principles to give the pension funds a shot at stability and growth. And finally, that they tried to blame the recession, poor performance from investors, Donald Duck, and Fibber McGee and Molly instead of their own mismanagement.

Politicians like Bliss, Nekritz Cross, Quinn and their ilk all closed their eyes to the hardship they would cause public servants as they retired. Senate president John Cullerton surfaces as a voice of reason as he predicted this outcome. But the cabal, in their efforts to do something, sold the press and a gullible public a crock of you-know-what.

So it’s over for now. But Rauner the Bruce will continue to find and explore other possibilities to reduce benefits. The big battle has been won, but I don’t think the war is over.

Stay tuned..

# It ain’t like it used to be

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of mandatory stops is being enforced. Or your supervisor will eventually “hint” to you that a sergeant test is coming and surely some of those “stops” could be citations.

In some cases, the brass expects this to be in the form of a Memorandum of Understanding, or a Memorandum of Agreement. (See *Follies* for a bit more.) You know, where you actually agree in writing to this nonsense. Opens up the door to pressure and possibly even discipline if you don’t live up to the terms of the agreement.

If a cop’s daily activity for the most part is about discretion, I would say these tactics violate this trust. Mandatory stops are not to see if you’re working. It’s to maintain revenue for administrations who are fearful of raising taxes. Better the flat-foot gets beamed and takes the fall rather than the politicians who only care about re-election.

Of course some very bad people would also like to see cops harmed. That will never change. But how we act has. Now we have to be nice to cop killers.

But we generally are a kinder, gentler bunch. Instead of, like in Hill Street Blues, when Sgt. Esterhaus would say “Be careful out there” the mantra now is “Don’t hurt anyone out there” or “Watch out for cell phone cameras.”

While I’m always for treating everyone with dignity, I can’t say it’s wonderful that people don’t fear the police much anymore. I guess that makes me and my old timers bad in some eyes.

Well, the hell with the liberal attitude. Cops have to be safe too, and some fear is good for everyone involved.

Now for all of you who might be sitting there with your mouth open — no, I am not espousing street justice. Remember what I wrote earlier, treat everyone with dignity. But sometimes after some crimes against women and especially children, I wouldn’t feel too bad if some guy fell down and bumped his head.

We have feelings, too, and emotions. In the beginning you were taught in the academy to not get involved on an emotional level with the way people treat each other. Take a clinical approach. Later then they taught you to have empathy. Put yourself in their shoes. Understand poverty even if the poor have iPods and cell phones. Forgive everyone because they never got a new bike. Or live in a ghetto (originally an Italian neighborhood) or were abused as a child.

But listening to the press, today everyone is oppressed — by us. To the people we serve and protect. And the press and politicians fan those flames for their own editorial projections or political agendas. They won’t be happy until cops are giving foot massages to suspects after we chase them.

But the press and the political leaders should have a stake in this and be accountable. Stop blaming

the police because a minority or majority gets killed while acting criminal. All of us should act in concert to reduce racial bigotry and conflicts. But it works both ways. Stay away from the race card, gender card, gay card, rich man, poor man card, religious card, or the multitude of other cards available to explain away bad, very bad, and really bad behavior.

We must have the courage to maintain our dignity while giving it to others. And the press and political fat cats have to be responsible and support the nice policemen and policewomen who for the most part only want to do a good job, feel they have contributed and go home to their families after their shifts.

No, it ain’t like it used to be. Cops face a much more hostile public, culture, and community because of this discordant world we police today.

I used to tell fellow cops it’s not us against them. Now I’m not so sure.

Vita é bella



# Shoot don't shoot"

by: Joseph Andalina

I recently watched a video of the Firearms Training Simulator, or FATS machine. It's a device we all have seen or participated in at one time or another during our careers.

In my time, however, we only had flintlocks, muskets, and blunderbusses as weapons. That illustrates how far the technology has come.

Why after being retired for 16 years would I watch videos of cops and civilians employing the use of the FATS in their training? Well, with the non-stop reporting of police shootings I wanted to revisit the closest thing to the "real thing" and see how people were responding.

For many, it is unnerving to try to figure out when to shoot or not to shoot. This method, while obviously far from perfect, gives you a hint of how cops can actually shoot an unarmed aggressor. Note I said aggressor. And unarmed does not always mean harmless as cops well know, and the press and public seem to forget.

Shooting anyone in the back in other than extreme, urgent and dangerous circumstances just don't cut it. That's why I watched. People get aggressive with items that look like weapons. Phones, forks, shoehorns, toy guns, etc. have all been used in threatening manners and especially in low light situations and can be misidentified. Mix in fear, adrenaline, and a don't shoot situation can easily turn into a shoot scenario. In the FATS network, all shootings are rendered harmless. Not so in the real world.

In the real world, you have that adrenaline, fear, and split second decision making. What kind of crime is this? Am I in danger? Is the public? Multiple suspects? What are the conditions; light, dark, cold, raining? Inside in the closed area? Is the suspect hiding?

But the biggest is still the element of fear and it can be palpable. And it's not just you. It's the suspects and the victims. All driving you to shoot, don't shoot. Is that a weapon? A cell phone? A fork or knife? A bat, pipe, or other instrument of mayhem?

Most of the time cops get it right. Sometimes they don't. People cry that the benefit of the doubt goes to the cops, as it should. But plenty of cops who cross the line suffer for their decisions that lead to a shooting.

And cops, unfortunately, kill people of all races and colors without evil intent, despite what the many radicals out there claim. No one wants to die, especially the cop who must face this every day. And there is no law or training sequence that establishes the fact that a police officer must get shot at first.

I know of many instances where cops who may have let their guard down are no longer with us. A sergeant in Crest Hill that I knew was gunned down after making a traffic stop of a black offender. He opened up the trunk looking for proceeds of a crime and the second suspect popped out, gun blazing, killing the officer.

In Chicago, an ET officer, whose accused killer is now on trial, was executed while processing the scene of a vehicle burglary — of all things to lose your life over.

The owner of the car and the officer were talking when a black individual came over expressing information that could be helpful to the officer.

When the individual learned that the officer got a fingerprint, he shot both the officer and the vehicle's owner, who was also black. He was obviously a suspect, not a witness.

As he fled, he heard one of the victims move, so he went back and shot them both in the head to make sure they were dead. The suspect was a teenager (19 years old) — not a kid — as the press likes to say, who was on an electronic monitoring system and on parole for a prior burglary. Read the story in the Chicago Tribune of April 28, 2015. It is sad and illustrates what happens when you're not ready. The offender was recently convicted for these crimes.

So cops are trained when to shoot or don't shoot. They do the best they can under difficult and near impossible circumstances.

But slugs like this guy don't have to make those decisions. They just kill us, especially when we may not be looking, or lulled into a false sense of security.

And it means nothing really about race when you get right down to it. Cops are led to shoot all kinds of

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# Shoot don't shoot

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people, and people of all colors shoot all kinds of cops. It's only the race hustlers and media who make this more than it is and what it is; cops protecting all of us and trying to do their jobs in order to make a living, go home and enjoy life.

But you never know.

And since I wrote this piece, another New York officer was shot and killed by a piece of puke who had a gun, and two officers in Mississippi were executed during a traffic stop.

One hopes they didn't delay because of this anti-cop mentality being spewed by the press and politicians coddling criminals.

It's a reminder that one does not have to be shot at first before you take the deadly aim. I believe since January 1, 2015, at least 44 cops have been killed all in the performance of their duty and at least 10 or more by gunfire.

The Department of Justice and local government bodies supporting the creeps among us have investigated and ordered consent degrees finding fault with everything police over the years.

There is this insane effort to reform the police. But to do what? Not enforce the law?

How about putting out consent degrees to the politicians and ignorant leaders to get the community to

comply with the law? Really, what does government want the police to do? Should we do our jobs, or just let criminals do what they want to appease the wicked among us?

And if you don't believe the Department of Justice is a problem, consider this: At Freddie Gray's funeral in Baltimore, the Department of Justice sent three representatives.

When Officer Brian Moore from New York was shot in the face, do you know how many representatives the Department of Justice sent?

If you guessed zero, you win the prize.

## MAP Seminar

### SAVE THE DATE

MAP Union Steward Training Seminar

Attention MAP sworn and civilian chapter union stewards. The Metropolitan Alliance of Police has set our annual union steward training seminar for **September 24, 2015**, at Benedictine University in Lisle.

Topics will include rights as a collective bargaining unit, privileges during discipline hearings, Garrity and Weingarten rights, identifying contract violations and applying the grievance process, negotiating and enforcing your contracts and more.

Lunch will be included. Further details will be provided in the near future or call the office for additional information.



# Contract Corner

## Joseph Mazzone

### 23rd Judicial Circuit

Contract 12-1-13 to 11-30-17. Wage increases for the years of the contract are anywhere from 3% to as much as 6.5% per year as a result of the implementation of a Step and Grade system over a previously existing Merit Pay System.

Modified recognition to include all job descriptions, modified hours of work, specifically paid hours off, to be consistent with other County employees.

Locked in health insurance contributions with locked in increases, implemented set policy for flex time

### Waukegan

Contract 5-1-13 to 4-30-16. 2% wage increase 5-1-13, 5-1-14 and 5-1-15. \$1400 signing bonus, inclusion of retroactivity• Addition of Dental and Vision Insurance.

Increase in Uniform Allowance. Modifications to Overtime pay, modifications to vacation and holidays earned

## Steve Calcaterra

### Oswego

Wages retroactive. May 1, 2014, 2.5%; May 1, 2015, 2.5%; May 1, 2016, 2.5%; May 1, 2017, 2.9%

Increase in FTO compensation to \$35/day, increase in on-call officer compensation to \$75/week

Officers can cash out compensatory time upon request. Holiday time compensation to be issued on separate check

Sick leave accumulation increase to 1200 hours. 25% of up to 1040 hours

of sick time can be used for post-employment health insurance

Survivors of dependents of a deceased officer with less than 20 years of service may participate in Village insurance plan

Established shared sick leave bank

Insurance costs as follows:

Effective until May 1, 2015:

10% of the Cost of coverage

Effective May 1, 2015:

PPO 15% of the Cost of coverage

HSA 10% of the Cost of coverage

Effective May 1, 2017:

PPO 17.5% of the Cost of coverage

HSA 12.5% of the Cost of coverage

In addition, for those employees electing HSA coverage, the Village will make contributions to the employees' health savings accounts as follows:

January 1, 2016: \$2000 for single coverage, \$4000 for dependent coverage.

January 1, 2017: \$1800 for single coverage, \$3600 for dependent coverage.

January 1, 2018: \$1500 for single coverage, \$3000 for dependent coverage.

## Ron Cicinelli

### Crete

Three year contract expires in 2017.

Wages: 2.75%, 2.5%, 2.5%

Vacation Time: Less than 1 year, 52 hours; after one year, 104 hours.; six to 10 years, 130 hours; 10 to 20 years, 160 hours; 20 years or more, 200 hours. Holidays: 10 days

Sick Time: four hours for each full bi-weekly pay period (i.e., 104 hours, or 13 days, per each 26 pay periods per year).

## Oak Lawn Civilians

This is a four year contract with an expiration of 2018. Wages: Freeze for the first year, 2.0%, 2.2%, 2.5%

Holidays: 14 holidays. Vacation Time:

One to four years, 12 workdays; Five to nine years, 16 workdays; 10 to 14 years, 20 workdays; 15 or more years, 24 workdays

Health Insurance: Beginning 01/01/15 Employee to pay 10% of base HMO plan. As of 01/01/16 Employee to pay 12.5% of base HMO plan. 01/01/17 and 01/01/18 Employee to pay 15% of the base HMO plan (me too clause)

Sick Time: 1 sick day per month; 12 sick days per year, comp time: max of 136 hours

## Steger

Three year contract expires in 2017.

Wages: 2.75%, 2.85%, 3.0%

10 holidays. Vacation Time: 0-2 years, one week; 2 to 5 years, 2 weeks; 5 to 10 years, 3 weeks; 10 to 20 years, 4 weeks; over 20 years, 5 weeks

Health Insurance: For the period of 2014 to 2015 each covered employee shall pay status quo from previous contract. For period 2015 to 2016 each covered employee shall pay 12.5% of each annual insurance premium charge for said coverage. For 2016 to 2017 each covered employee shall pay 15% The Village agrees that the base is to be capped to an increase not to exceed 7.5% each year over the present year's premium.

Sick Time: full time employees earn nine days per year; max of 480 hours

Part-time employees that work more than 1040 hours, earn 2 days per year;

# Contract Corner

max of 240 hours

Comp Time: max of 120 hours, personal days: 3 days (24 hours)

## Dwight

One year contract expires in 2016.

Wages: 2.5%

10 holidays. Vacation Time: 0 to 2 years, 1 week; 2 to 5 years, 2 weeks; 5 to 10 years, 3 weeks; 10 to 20 years, 4 weeks; over 20 years, 5 weeks

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

Sick Time: Full time employees earn 9 days per year; max of 480 hours

Part-time employees that work more than 1040 hours, earn 2 days per year; max of 240 hours

Comp Time: max of 24 hours; personal days, 3 days

## Indian Head Park

This is four year contract with an expiration of 2019.

Wages: 2.0%, 2.0%, 2.0%, 2.0%

Holidays: 18 holidays

Vacation Time: >5 years, 80 hours per year; 5 to 10 years, 120 hours per year; 10 to 20 years, 160 hours per year; over 20 years, 200 hours per year

Health Insurance: Police officers shall contribute, on a bi-weekly basis, deducted from their wages, ten (10%) percent of the HMO health insurance premium for employee coverage, and ten (10%) percent of the HMO health insurance premium for dependent coverage (spouse and/or child/children), for whichever coverage the

employee elects, and 100% of the dental insurance premium.

Sick Time: Police officers accrue sick leave benefits at the rate of eight (8) hours for each month of employment. A police officer shall have the right to accrue up to 1600 hours of sick leave. Comp time: max of 80 hours

Personal days: 2 days (16 hours)

## Lemont Sergeants

This is three year contract with an expiration of 2018.

Wages: 2.5%, 2.75%, 3.0%

10 holidays. Vacation Time: Time granted depends on an 80-hour or 84-hour shift.

Sick time: Police officers accrue sick leave benefits at the rate of eight (8) hours for each month worked or 8.4 hours for 2184 schedule employees. A police officer shall have the right to accrue up to 2080 hours of sick leave.

Comp Time, max of 180 hours; personal days, 2 days (16 hours)

## Keith Karlson

### Lemont Officers

Four year term. Wage increases of 2.5% retro to 5/1/2014, 2.5% on 5/1/2015, 2.75% on 5/1/2016 and 3% on 5/1/2017

Stipends increased to \$2,000 annually from \$1,500 for detectives and juvenile investigators

Personal holiday hours increased to 42 hours from 32

Uniform Allowance increased to \$1,000 from \$900

## Buffalo Grove

Two year term. Calculated wages

based on contractual formula carried over from the prior agreement which netted a 1.5% increase for 2015, retroactive to January 1.

Clarified the Performance Evaluation Plan

Included MLK as an additional holiday starting 2016

Uniform Maintenance increased to \$1,000 from \$500

## Ray Garza

### Hazel Crest

Contract covers 2014 to 2017. 2.5% Wage increase retroactive to November 2014. 2.5% 2015-2016; 2.75% 2016-17.

Compensatory time credit increased from 60 hours to 80 hours

OIC Pay, a patrol officer who is assigned the duty of shift commander in the absence of a sergeant will receive 1/4 hour straight time pay every 2 hours worked as a shift commander up to 20 hours.

## Gary Deutschle

### Gilberts

Three year contract. Wages: May 1, 2015, 2.5%; May 1, 2016, 2.5%; May 1, 2017, 2.5%

Probationary period part-time Officers language clarification.

Comp Time: increase from 40 to 84 hours. Holidays: status quo

Holiday Pay: language clarification

Sick Leave accrual increase to 564 hours

Uniforms: still Quartermaster system with an annual increase of \$50

# Member News

## **23rd Judicial District**

Kathryn Brown

## **Algonquin**

Mitchell Slabinski

## **Alsip**

Ashley Murphy

Shannon Ross

## **Arlington Hts**

Alexandra Ovington

## **Bartlett**

Steven Blaser

## **Bensenville**

Kristian Casillas

Joseph Kurpiel

## **Bridgeview**

Gregory Gomez

## **Buffalo Grove**

Amy Mielke

## **Carpentersville Civilians**

Kevin Bokhoven

## **CenCom**

Carmen Hendley

Ashley Hussain

## **Channahon**

Hawk Haiduke

Michael Klett

## **Cook County Disp/EM**

John Anderson

Adalberto Elias

Kimberly Gouwens

Ruben Rivera

## **Cook Co SSD**

DeJuan Coleman

Robert Eizenga

Janson Frierson

Briana Hackett

Whitney Haywood

## **Crete**

Adam Fitts

Patrick Hoerning

## **DeKalb Co**

Michael Ferro

Sarah Floyel

## **DuPage County**

Marisa Chavez

## **DuPage County Coroners**

Keri Mederich

Vicki Olson

## **Elk Grove Village**

Thomas Kure

Brandon Neuman

## **Genoa**

Victoria Gates

## **Grundy Co**

Vince Santillo

## **Harvey**

Antoine Anderson

## **Hawthorn Woods**

Allison Seubert

## **Hazel Crest**

Malik Matariyeh

Steven Winding

Thomas Zalatoris

## **Hickory Hills**

Scott Chicione

## **Lake Forest**

William Wright

## **LaSalle Co**

Jordan Hubinsky

## **McHenry Co Clerks**

Heather McGaughen

Maria Ortiz

Doreen Ritter

Colleen Sklar

Emily Stack

Rachel Swanson

Jessica Tapia

Mallory Wunschel

## **ISTHA Calltakers**

Cleo Robinson

## **McCook**

Michael Buenik

## **Momence**

Daniel Hall

Zachary Richmond

Zarius West

## **Montgomery**

Michael McCullough

## **Mt Prospect**

Christopher Johansen

Wylie Shaffer

## **Naperville Sgts**

Kory McLaughlin

Scott Thorsen

## **Northern IL Univ Dispatch**

Lee Clark

## **Northlake**

Michael Colatori

## **NWCDS**

Rebecca DeBartolo

Jennifer Delph

Grace Keaton

Joshua Lettner

## **Oak Lawn**

Patrick O'Donnell

## **Oak Lawn Dispatch**

Maria Grana

## **Orland Park**

Rebecca Adamczyk

Michael Benjamin

Erin Czuprynski

Matthew Gruger

Zachary Grutzuis

Ashley Jabczynski

## **QuadCom**

Renee Marino

## **Romeoville**

Joshua Wyatt

## **Round Lake**

Carlos Alva

Matthew DeMarco

## **Saint Charles**

John Mijal

## **Schaumburg**

Todd Kinkade

David Walega

## **SEECOM**

Kathrine Fitzgerald

## **SouthCom**

Shannon Brum-Krilich

## **South Barrington**

Michael Lynch

Paul Madej

## **South Holland**

Omar Aponte

## **Steger**

Alex Farkas

Jordan Lane

## **Streamwood**

Tim Breslin

Alex Homfeldt

## **Tinley Park**

Michael Harmon

# Member News

## **Tri-Com**

Kyle Downey

Emily Leveile

## **Warrenville**

Daniel Borel

## **Wescom**

Maryann Bialas

Ashley Helms

Sarah Stephens

Travis Sunderland

Ruby Williams

## **Western Springs**

Vincent Gismondi

Andrew Weihe

## **Wheaton**

Shane Pysh

Sonesacksith Siripanya

## **Will Co Mgmt**

James Burnette

Joshua Krueger

Michael Queeney

Doug Roberts

Jeff Taylor

## **Wilmington**

Bryan Adams

Richard Santana

## **Winfield**

Vincent Caringella

## **Winnetka**

Theodore Stripling

## **Woodridge**

Steven Larson

Kristian Nikolic

## **Woodridge Civilians**

James McCabe

## **Promoted**

## **Alsip**

Shawn Schuldt

## **Burr Ridge Sgts**

Michael Barnes

## **Carpentersville Sgts**

Jorge Gonzelez

Michael Salvaggio

## **Cook Co Telecom Supvs**

Timothy Bergel

Christopher Lanuti

## **DesPlaines Sgts**

Robert Dvorak

## **Hanover Park Sgts**

Rafal Gniewosz

## **Hoffman Estates Sgts**

Brian Petersen

Scott Reichel

Harry Russmann

## **Lemont Sgts**

Daniel Dykshorn

## **McHenry Co Clerks**

Laura Hart

## **Metra**

Steven Alvarado

H B Berry

Brian Peters

## **Momence**

Jacob Vekemans

## **Morris**

Alicia Steffes

Eric Werden

## **Oak Lawn**

Scott Sucharzewski

## **Park City**

Ken Stoves

## **Park Forest**

Lloyd Elliot

James Varga

## **Winnetka**

Dylan Majcher

## **Retired**

## **Arlington Hts**

Robert Coniglio

William Kirby

Michael Mullen

Scott Velisek

## **Cook Co SSD**

Kathleen Oroni

## **Darien**

William Foster

## **DuPage County**

Timothy Connell

James Kuhn

Tracy Reed

Michael Shehee

Stuart Zeigler

## **Elk Grove Village**

Thomas Groelich

## **Hanover Park**

Anthony Konecki

## **Hickory Hills**

Daniel McCauley

## **McHenry Co Clerks**

Kathleen O'Brien

## **Metra**

Thomas Hermes

Robert Valentine

## **Mt Prospect**

Thomas Follmer

Thomas Nowak

## **NWCDS**

Aviva Boggs

## **Oak Forest**

William Busse Jr

## **Oak Lawn Dispatch**

Charles Martinovich

Carolyn Swiatek

## **QuadCom**

Jennifer Knowlton

## **Steger**

Michael Haskins

## **Wheaton**

Kathleen Sommerfield

## **Will Co Mgmt**

Thomas Dolph

Michael Makay

## **Woodridge Civilians**

Donald Janus

# Chief's Follies

Continued from page 5

ground. What? No Ironman photos with Tony Stark, either?

I don't really understand why cops or anyone rather get themselves in these situations with celebrities. Unless, of course, it's Salma Hayek. That's different. If I can take my picture with her, she could post: Here I am with my Officer Dog, or cute little Sicilian Dog, or my one trick pony dog, or my little Chihuahua, or any other dog she may desire.

But surely, (and don't call me Shirley) this is just brutal. Mandatory counseling for posing for a photo with a popular fellow, regardless of whether or not he is an ideal citizen? I can imagine the counseling interview going something like this.

**Doctor puppet for the sheriff:** Deputy, are you sorry for your sins?

**Deputy Dogg:** Yes, sir, I am. Totally, really, cross my heart.

**DPFTS:** Why did you do this nasty thing causing your boss angst?

**DD:** What is angst, Dr Puppet?

**DPFTS:** Don't play games, Deputy, if you're truly remorseful.

**DD:** Oh yeah, right, I am remorseful.

**DPFTS:** Okay then, what motivated you?

**DD:** Well, truly, when Mr. Snoop Dogg approached me, I thought he was Snoopy dog. You know, from the Peanuts cartoon. Mistaken identity.

**DPFTS:** Oh, I see. That does make sense. The names are similar.

**DD:** Umm, yeah, you can see the resemblance.

**DPFTS:** Yes, but you know that Snoopy is incapable of ingesting that evil weed?

**DD:** Well, he can eat a brownie if it contained some bamalatchee.

**DPFTS:** Point well taken

**DD:** Umm, yeah

**DPFTS:** Okay, you promise never to participate in any similar egregious acts in the future?

**DD:** Umm, yeah. (Eyes moisten and a single tear appears)

**DPFTS:** Okay, my son. You may leave and promise to sin no more. Go in peace.

**DD:** (Stifling a grin) I swear on the head of Cheech and Chong and their future movie careers.

**DPFTS:** By the way, Deputy, can you ask Mr. Dogg if he would send me an 8x10 glossy inscribed to Dr. Puppet, my biggest fan next to Willie Nelson?

**DD:** Umm, yeah. Be happy to. I've been invited on his bus road tour.

*Editor: Another review of folks in power ends. So much more, not enough white space to print them on. More adventures in the land of stupid next month.*

## New on the MAP

John Stroger Hospital Police

E-Comm Dispatch

Niles Sergeants

Orland Park Sergeants

# Chapter Elections

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

### Alsip

Jim Kelly

Dave Wolfe

Len McKinney

*President*

*Vice President*

*Secretary*

### Oswego

Ben Hackl

Chad Dickey

Justin Graver

Bryan Cummins

Rob Sherwood

Anthony Snow

*President*

*Vice President*

*Secretary*

*Representative*

*Representative*

*Representative*

### Steger

Carol Kozinski

Tom Lacheta

Tom D'Anna

Harley Lackey

*President*

*Vice President*

*Treasurer*

*Secretary*

### Wilmington

Kris Hopper

Justin Dole

Matt Kiebles

*President*

*Vice President*

*Secretary*

Election pending vs FOP

Won election vs Teamsters

Election pending vs Teamsters

Election pending

# Bits n Pieces

## News of stupidity

An Idaho fugitive was captured in March after police, who regularly scan Facebook noticed a post by a wanted man inviting his friends to join him at batting practice at a local park. Local police showed up and put an end to his batting practice.

What is with peoples' obsession with Facebook?

Also in March, Indiana House Democrat, Representative Vanessa Suninera, on the House floor openly stated that her Republican colleague, who is white, of raising a racist baby because the baby cried when she approached. She is black. The baby is 18 months old. Who brings up this nonsense? Oh, never mind. She is a politician.

Playing the race card to the extreme. But after seeing her picture, I may have cried, too.

Death penalty, anyone?

Yes, there are some people who deserve it right here in Illinois. Like Grandma, because her granddaughter would not stop crying, stuffed a sock in her mouth, beat her, and for good measure, cut the nine-month old child's throat with a power saw.

Any redeeming qualities to spare her the chair? Or the needle? I didn't think so.

There are many more examples I can give, but we are now a more compassionate state and I don't like to beat a dead horse. But the above was

particularly egregious. And for those of you who are interested, Gallup has polled on the death penalty since 1937. Today's numbers are 63 percent in favor, 33 percent opposed. So the point? Let the people decide the fate of the worst of us, not a politician or newspaper.

Irresponsible, addle headed, and foolish

Like I've said before, we usually don't do fire stuff, but this was unusually stupid. An assistant chief of the Marien, Indiana Fire Department was recently demoted to private. He could have been terminated but hasn't been in trouble before, so he received a break on this particular piece of malfeasance.

His hare-brained activity? For reasons undisclosed in some sort of an issue with a black firefighter, the assistant chief, who is white, tied a rope into a hangman's noose and laid it on a table in front of the firefighter. Particularly painful is that the firefighter's wife belongs to the family of a lynching victim.

The assistant chief accepted his demotion and apologized and said his actions had no malicious intent but tying that particular knot was in poor judgment. Never can figure out how our leaders can do such stupid things. But is that a rhetorical statement?

Couldn't help myself with this one. We all know that cops can get themselves into "hot water" and garner headlines. Here is one that is ludicrous.

A cop in North Carolina is suing Starbucks because he spilled his hot coffee on himself when the lid popped off. He is suing the coffee house for negligence because he burned himself and alleges medical issues and relationship problems with his wife. I won't go there.

And oh, he got the coffee for free. Too much caffeine, I guess, really isn't good for you.

The jury ruled 10-2 that Starbucks did not have to pay the \$750,000 he demanded. Who knows, maybe a burned thigh is worth \$750k. A thigh is a thigh is a thigh.

MAP approves a \$500 line-of-duty disability benefit for his recent duty injury for Michael Donahue of Streamwood PD.

MAP wishes Michael all the best in his future endeavors.

New MAP website just about completed. Keep checking, should be up and running soon.

One last thought for inquiring minds. Who gets the ticket for a Google driverless car?

# Collective Bargaining Chapters

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