



The RAPSheet

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

Quotas were us!

By Joseph Andalina

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

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

I'm sure many of you can recall your sergeant's mantra that "what do you mean you couldn't find anyone to write up in an eight-hour shift?" Well, I could but all my stops were little old ladies or gorgeous bods. What could I do? Never a good reason for your supervisor, so you just



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said, no, unfortunately no one on the roads today violated the law while I was watching, Sarge!

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

Some keister-kisser officers would point their finger at you and in hushed tones, would call you "slacker," "lazy," or just plain old "loser."

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

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

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

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

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Chaplain's Column

By: Thomas Ross

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

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

With that background, we added the academic study of our field and the professional training to qualify for the position we hold. Having this background, we then pass on to our children the best of ourselves as they learn and grow.

As infants, our children depend on us for everything they need in life and in a sense they inherit our attitudes, opinions and politics, for we are their heroes as they grow and learn. Then sometime around their teen years they begin to assert themselves and we are not always their heroes. The good news is that as they grow into adults and have their own family, they understand more of our role in their formation and are thankful for all we did for them.

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

for someone. Compassion comes from the heart.

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

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

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

Stay safe.

PEACE

Chaplain Tom Ross, Sr
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Chief's Follies

By: Joseph Andalina

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

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

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

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

But wait, there's more.

Mr. Jacobson also faced drug charges during his 2013 campaign for mayor. A crack pipe in his car was found during a traffic stop. He also had a DUI. Also, while a custodian at McHenry County College, he had been receiving and forwarding photos of naked children and adults using their email system. He was let go from his janitorial job.

His hubris extends to the fact that he still believes he can do this job as village president despite this whole sordid mess.

And while some want him impeached, one citizen said what the mayor does in his own time doesn't matter — he just wants his water bill to go down.

This is a new one

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

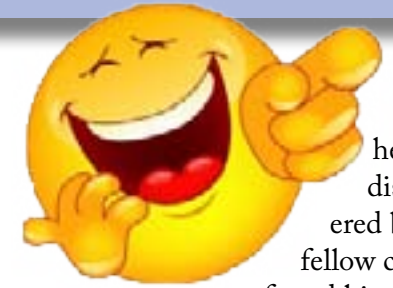
Mr. Coleman the pervert would pull these women over, have them follow him to the PD where he would lock them up in a room and expose himself to them among...other "things."

I do not know what to say.

There's no place like home

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

After he emailed his employer that he was resigning after 16 years in law enforcement, it was discovered that he was embezzling over \$20,000 out of his mama's bank account without her permission. Apparently she suffered from dementia. It doesn't say how



he was discovered but his fellow cops found his sudden resignation suspicious.

Nice son, eh?

While the sheriff was shocked at this behavior, he maintained that Cook did a fine job while a cop there.

Better check the County's finances, fellows.

A good working team is vital in police work

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

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

He wore a paper crown

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

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Legislative News

by: Joseph Andalina

Illinois

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

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

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

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

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

More on Rauner

In case you have been sleeping, it is important that you understand one of his abiding principles in his so-called “Turn Around Agenda.”

Among the most scandalous is that he wants to give local municipalities more flexibility in contract negotiations. What this means is that he wants cities to be able to exclude “certain” topics from collective bargaining, including wages and benefits. And soon he may introduce legislation to tax your pensions during retirement.

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

But this isn’t anti-union, is it?

Beware, folks. If he gets his way, bye-bye contract. How does minimum wage policing sound to you?

Gas tax per mile

A pending proposal by our Democratic Senate leader never got off the ground. In light of diminishing gas tax revenue because of more fuel efficient cars, a proposal was thrown out there to make motorists pay a tax per mile based on 30,000 miles per year at 1 ½ cent per mile.

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

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

Some interesting new laws for 2016

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

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

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

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Chief’s Follies

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child molester.”

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

What a bum.

Mayors are people, too!

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

Well, it didn’t sit well with Monee Mayor Jay Farquhar, who was also coaching the game. Mr. Manly Mayor says “there had been a number of

unusual calls by the umpire.” Well, like what, dare I ask?

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

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

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

Holy baseball, Batman — kind of

overkill!

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

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

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

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

Quote:



What is life but to dream and do?

- Margaret Gebrke
1883-1978

A few minutes with the boss

by: Joseph Andalina

Memorial Day

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

I recently was sent an e-mail which featured a seven minute plus video from the Gary Sinese Foundation, WWII Museum and American Airlines honoring our WWII vets. Pull it up and be grateful to all who served in that brutal war. <https://www.youtube.com/watch?v=l3P15s4zWNQ>

There is much to say about the valor of our heroes who served and died, and those who came back and silently made America what is it today. Tom Brokaw was spot on when he said these people were our greatest generation.

It brought tears to my eyes as I remembered my dad, who served in the US Coast Guard. At 16 years of age he enlisted, as many immigrant Italian families had nothing and saw a chance to serve this great country. He later saw "action" in the Pacific Theatre at Okinawa. As a survivor he came back home and lived a life of normalcy. Or so we the sons and daughters of WWII vets thought.



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

Take a look at the book Unbroken by Laura Hildebrand to learn more of these camps and the misery Americans in these camps went through. Tojo was captured after the war; charged and tried for his war crimes. He was subsequently hanged.

My dad, like many never forgot what his fellow Americans went through. I could see the torture on his face and watched as he fought back tears — something I'd never seen before.

Later, Alzheimer's robbed him of his memories but the war lingered. Memorial Day was popular with my dad. I missed these barbeques after he passed and our discussions later in the evening, just him and me killing off some primo scotch.

It also reminded me of the friends I lost in Viet Nam. Wayward fellows, like me, who fought and died, friends who treated me nicer than most people I have ever met.

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

Vita é bella

Quotas were us!

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I'm sure that ticket saved a lot of lives and taught "Aunt Bee" a real lesson. Really, what would Sheriff Andy do here?

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



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

Few made any kind of DUI arrests and few were the prosecutor who didn't automatically reduce DWI (as it was called then) to reckless driving. You couldn't get a conviction against the laborer or chicken farmer because back then in many a county, that was who made up the jury and as one juror

once told me, "I told my wife Mildred that I couldn't find him guilty because I was worse than he was last weekend."

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

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

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

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

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

her off when the public complained. Yay!

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

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

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

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

And look for Illinois legislators to try to make up the loss of revenue. Case in point — to pay for purchases of body cameras, they passed a law in 2016 to add a \$5 surcharge to every ticket written. So to buy a body camera that the public demands, violators get socked with a \$5 hit when the nice policeman writes them up. Kind of sad

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Quotas were us

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when you think about it. But dollars have to come from somewhere. And it's harder now with anti-quota laws. But legislators always find a way to get your money.

Many cops fight back when pushed into a corner under the guise of other manufactured code names for quotas like "productivity," "career goals," or "performance based." I believe in 2013, Los Angeles government paid out over \$6 million to settle lawsuits filed by cops who accused the police department and the city of putting in secret quota systems in order to affect more issuance of traffic citations.

But it is obvious to this dinosaur that the public's view of policing is in need of change. They want less aggressive

policing and the officer's role is shifting to playing more nice-nice.

Quotas may avail officers to "harass" the folks in order to get revenue, or make criminals out of petty offenders so say some liberals. I say you can't win. All I really want you to do is not be a scapegoat for the chief or the mayor, because they will not be there for you when the beef comes in for writing tickets that can be deemed as quotas.

Times are a' changing, but the elimination of quotas for once and for us is a good thing.

Vita é bella

Legislative News

Continued from page 4

tion. But there is one more noteworthy police related bill being proposed.

SB2758 was introduced by many a Democrat (kind of disappointing) that amends the Uniform Peace Officer's Disciplinary Act (UPODA). It provides that a sworn affidavit or other legal documentation is not required to file a complaint against a police officer (currently, a sworn affidavit is required).

It removes the provision referring unsupported complaints containing false material information to the State's Attorney office.

Yeah, you got it — one more chance to bag a cop with anonymous and unsubstantiated bull crap. Now would be a good time for you to go ape-shit!

And one more thing

While Illinois politics is going to hell, our fine legislators have agreed on one thing. The "pink tax" of 10.25 percent on feminine hygiene products would be totally remanded and would make contraception more affordable.

The Senate overwhelmingly approved and the House, at this writing, is expected to also vote aye. I wish there was a product we could tax to cleanse our legislators.

I believe to make up this lost future revenue they will probably tax your pensions. But with the negative bs that comes from our fine legislators, be ready to fight — go apeshit!

Bits n Pieces

Thoughts and Prayers

Our condolences to the family of **Linda Simpson** of Bolingbrook on the loss of her mother.

The Best of Us

Mount Prospect Investigator Alison Trevan was bestowed with 2015 "Officer of the Year" honor last March for solving a Link Card fraud case totaling over \$900,000.

Runners-up were Investigator **Mike Landeweer** and **William Ryan**, along with Officer **Nick Mauraganis**.

Congratulations to all.

New on the MAP

Clarendon Hills recently voted the FOP out and MAP in as their bargaining agent.

Cortland PD just signed Majority Interest Cards to affiliate with the MAP.

Thank you, brother and sister officers, for your trust in us.

Death Penalty Blues

In the random acts of violence, chaos, and unpredictable evil come these gems.

Last May, Tracy Czaczkowski, her husband, and two children were coming home from a family trip in the Wisconsin Dells until they were met by three a-holes in a Chevy Blazer on I90/94 where if you, like a lot of us, have driven that highway many times. It's safe, rural, and scenic.

But the serenity was broken when

Zachary Hays opened up on the family as it passed them and put three bullets into the vehicle. One struck Mrs Czaczkowski in the neck, where she died the next day in the hospital.

The suspect had his two worthless brothers in the car with him at the time of the shooting. All three were apprehended after a very brave witness followed the car and police were able to apprehend the mutts in question.

All three slugs were arrested after cops put a couple of holes in the shooter. He will live. One brother was charged with possession of a firearm by a felon. The other one with "expelling bodily fluids on a police officer." (What the hell?)

So a mother shot and killed, and for what? Because they passed their car and had tinted windows? Worth saving this piece of garbage? I don't think so.

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

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

Can you spell b l o o d b a t h?

The scene must have been horrible. This is beyond incredible evil. A motive is not known, although there is some speculation on that note.

Now that police have found these devils, family members to boot, my God, anyone want to put in their hat for bringing the "needle" back to Illinois? I vote aye. Because these devils are at least 75 stab wounds short of any salvation in my book.

But wait, there's more!

Who wants to spare this a-hole?

A 37-year old man was recently charged with murdering and dismembering a Rentoo, Washington woman and mother of three.

She met her killer, who admitted he is "not a normal person" on line a month before. On this last date, he took her to a Seattle Mariner baseball game and when they got back to her place, he killed her and cut her up in pieces in her bathroom.

He put her head, arm, and a hand in a recycling bin, and put other body parts in nearby trash bins. Police found blood and flesh in her plumbing and a 15-inch pruning saw near the tub.

John Robert Charlton is in jail on a \$2 million dollar bond. He has a criminal record in six states and his parents are terrified of him. His ex-girlfriend says he's a mean drunk. And that's what he says. He got drunk and doesn't remember. Always an excuse.

Remember, she has three young kids. Life imprisonment to save a soul,

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Contract Corner

Joseph Mazzone

Des Plaines Sergeants:

Two year contract, 01/01/15 to 12/31/16. Wages 2.5% 1-1-15, 2.5% 1-1-16

Modification to the indemnification language to comply with Union request. Maintain status quo despite City's request for reduction in numerous benefits.

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

Winnetka:

3 ½ year contract from April 1, 2015 to December 31, 2018

Wages 1.75% for 8 months of 2015, then 2.5% for 2016, 2.5% for 2017 and 2.75% for 2018.

Maintain status quo on numerous issues in which the Village wished to reduce benefits. Maintain 12 hour shifts for the duration of the contract.

Increase in vacation time. Increase funeral leave for death of spouse or child.

Obtain benefit for Field Training Officer pay. Increase uniform allowance. Maintain contribution for insurance, 11% for single, 11% for single + 1 and 12% for family coverage for the duration of the contract. Lock in co-pays for prescription costs for duration of the contract. Establish VEBA Plan

John Stroger Hospital Sgts

Four-year contract 2012 – 2017. 1% 6-1-13; 1.5% 6-1-14; 2% 6-1-15; 2% 12-1-15; 2.25% 12-1 16 and 2% 6-1-17.

Modification to insure more overtime to sergeants. Obtain retirement stars

for all retired sergeants Obtain new police identification identifying officers as Police Officers. Increase in uniform allowance.

Richard Reimer

Bensenville

3% annual across the board wage increases for each year of the agreement. The term of this agreement is from 1/1/2016 through 12/31/2018.

New Detective on call pay of \$75 per 7 days on call

Carpentersville Officers.

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

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

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

One hour straight time pay for each 8 hours serving as Field Training Officer from 4 hours comp time for each 160 hours. New Canine Officers.

Changed the date members must submit their shift preference. Provides for bargaining in the event the employer provides body cameras to officers

Matteson Police Sergeants

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

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

Warrenville Officers

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

Clarifies suspension days administered in hours. Clarifies employees who attend training for less than a full shift, must complete the shift or use benefit time to cover the time.

Clarifies the amount of time earned based on the circumstances. Clarifies the method for contacting employees to offer overtime assignments

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

Warrenville Sergeants

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

Clarifies employees who attend training for less than a full shift, must complete the shift or use benefit time to cover the time

Clarifies the amount of time earned based on the circumstances. Clarifies the method for contacting employees to offer overtime assignments

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

Contract Corner

Includes leather coats into items which are permitted to be cleaned

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

Ronald Cicinelli

NEIU (Arbitration Award)

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

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

Vacation time: Increased benefit to: 0-1 Years of Service = 96 hours; 1-3 Years = 240 hours; 3-5 = 288 hours; 5-8 Years = 336 hours; 8+ Years = 384 hours

Health insurance: Agreed to be determined and provided by the Department of Central management Services. Sick Time: as per the State Universities Civil Service System

Uniform Pay = Quartermaster, plus \$500 per year for cleaning.

Dwight

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

Holidays: 10 paid holidays at 12 hours of straight pay plus one and one-half (1 ½) times regular rate of pay; and, in addition to this "holiday pay," an officer shall be paid twelve (12) hours of straight pay for the actual holiday benefit.

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

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

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

Chris Potthoff

NIU Security

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

Changed equipment lists to included items preferred by employees.

Limit university ability to subcontract and furlough security guards.

Added protections to vacation selections and approval procedure.

Gary Deutschle

Streamwood Village Hall Employees:

Sick Leave-Increase in Sick Pay out in excess of 240 hours from 25% to 50%.

Temporary Replacement Pay (Working Up a classification) increase from 4% to 15%.

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

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

Streamwood PD Civilians:

Wages: 2.5% for all three years

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

Comp Time Balance increase to 80 hours

New Section-Training Pay-1 Hour Pay for each shift spent training a new employee

Local Elections

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

Algonquin

Tom Murray *President*
Jim Langanis *Vice President*
Patty Miller *Grievance Officer*
Brandon Pump *Secretary*

Homewood

Brian Beauchamp *President*
Tom Johnson *Vice President*
Darren Easter *Secretary*
Joe Keblusek *Treasurer*

Lake Forest

Mike Hughes *President*
Mark Long *Vice President*
Ben Grum *Secretary*
Conrad Christensen *Steward*

Lisle

Jim Eccardt *President*
Chris Loudon *Vice President*
Chris Venice *Secretary*
JD Arnold *Treasurer*
Andy Pogvara *Sergeant-at-Arms*

Metra

Joseph Kresch *President*
Joseph Bovio *1st Vice President*
Eric Harlston *2nd Vice President*
German Salamanca *Sec/Treas*
Michael O'Neil *Board member*
Steven Calcaterra *Board Member*
Raymond Garza *Board Member*

Member News

New Members

Arlington Heights

Christopher Tatman

Bartlett

Eric Schultz

Bensenville

Lucas Grieco

Patrick Scanlon

Cook Co Dispatch/VS

Cristian Campos

Zachary Greene

Rogelio Lopez

Tatanisha Nelson Ward

Lizandro Oliva

Isreal Trujano

Donald Wright

Crystal Lake

Stephanie Hofer

DeKalb County

Christopher Ciaciura

Tiffany McCall

Des Plaines

Daniel Alonso

Steven Birch

Nicole Martin

James Martinez

Michael Mimp

Jennifer Nelson

Kevin Zerbe

Du Page County

Sean Callahan

Gail Owens

Raymond Snisko

Michael Williams

Grundy Co Civilians

Amy Balding

Hanover Park Civilians

Philip Hernandez

Hoffman Estates

Corey Chereck

Michael Pietkiewicz

Daniel Post

Homewood

Michael Chmielewski

John Rasmus

Justice

Joseph Pavlik

Lake Forest

Paul Daizovi

Adrian People

Lakemoor

Christopher Adolf

LaSalle

Michael Renner

Lockport

Daniel Brice

Andrew Henderson

Kevin Pendl

Maywood Sgts

Joseph Escamilla

McHenry Co Clerks

Elizabeth Arrigoni

Metra

Vashaun Hale

John Kasperski

Momence

August Lebeau

Moraine Valley

Randall Guinn

Martin Knolmayer

NEIU

Emmanuel Brambila

NIU

Coriama Beltran

Nicole Susner

NIU Dispatch

Lori York

NIU Security

Alvato Cartman

Donald Mullis

Neiche Rush

Norridge

Adam Meza

Thomas Wysocki

Oak Lawn

Robert Carroll

Gabriel Ferrer

Richard Turek

Orland Park

Ricardo Brambila

Oswego

Nicholas Orsolini

Park City

James Mock

Park Forest

Charles Karl

Ryan Purdy

Prospect Heights

Michael Coglianese

River Valley Detention

Melinda Tucker

Roselle

Agnieszka Wajda

Round Lake

Daniel Botterman

Jeremy Cooper

Alex Fayta

Seneca

G. Higgins

South Holland

James Dubish

Southcom

Breanne Schmitz

Kandace Anderson Myers

St Charles

Meghan Kelly

Michael Redmann

Tinley Park

Jeffrey Graves

Justin Rzesutko

Wescom

Renee Degand

Kimberly Hermes

Wheaton

Timothy Green

Gregory Hayward

Samuel Kaufman

Michael Sterkowicz

Will County Mgmt

Tom Omiecinski

Richard Todd

Winfield

William Cozzens

Winnetka

Jennette Ryan

Woodridge

Matthew Schaefer

Promoted

Arlington Heights

Gary Kaminsky

Bolingbrook Civilians

James Farrell

Crystal Lake

Daniel Porzezinski

DeKalb County

James Burgh

Carolyn Parnow

Member News

Des Plaines Sgts

Joan Penze

John Rice

Dan Shanahan

DuPage County

Thomas Hoffman

Elk Grove Village

Sheara Garrison

Hanover Park

Matthew McDonnell

Hazel Crest

Adam Grant

Maywood Sgts

Dennis Diaz

Montgomery

Greg Mayyou

Mt Prospect Sgts

Jack Brogan

Orland Park

Wayne Lee

South Holland

Michael Lareau

Streamwood

Dana Gallagher

Tinley Park

Michael O'Hern

UIC

Thomas Hochbaum

Stephanie Murauskas

Villa Park

James Cihak

Winnetka

Miroslaw Kiec

Retired

Buffalo Grove

Robert Pakaski

Crystal Lake

Salvatore Rudolph

Des Plaines Sgts

Carol Dougherty

Du Page County

Matthew Heldman

Michael Petterson

Gordon Shackleton

Hanover Park

Mark Atkinson

Hanover Park Civilians

Michael Van Allen

Hoffman Estates

Rebecca Kaszubski

Hoffman Estates Sgts

Vincent Scaccianoce

Indian Head Park

Guiseppa Duca

LaSalle County

Rodney Damron

Naperville Sgts

Thomas Gallahue

Romeoville

Eric Larsen

Schaumburg

Ronald Beribak

Will County Mgmt

Daniel Schaefflein

Good Luck/Military

Arlington Heights

John Sullivan

Welcome Back/Military

Crest Hill

Joel Steen

MAP Union Steward Seminar



Attention MAP sworn and civilian chapter union stewards

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

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

Bits n Pieces

Continued from page 9

anyone? Or maybe we put this rabid human down asap.

When Farmer's Insurance met the Post Office.

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

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

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

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

Old Hickory out?

Our Federal Treasury is dumping "Old Hickory," Andrew Jackson, from

our \$20 bill. (Look up how he got that nickname. Quite the guy.) He will be replaced by Civil War heroine Harriet Tubman. By now you all know why, and she is quite deserving if you are into this sort of thing.

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

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

Reptile Lives Matter

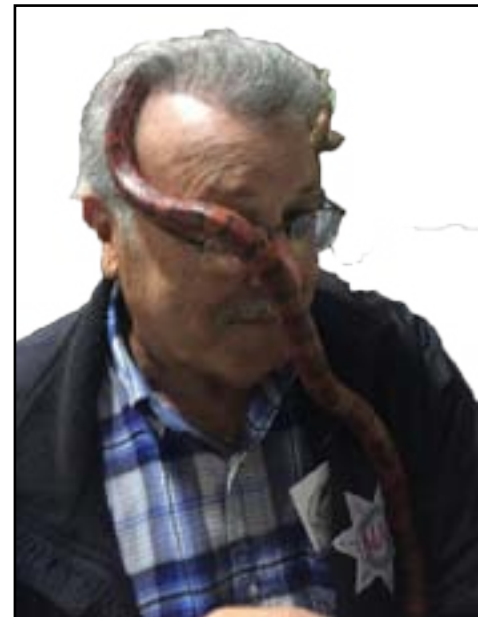
I recently attended Reptile Fest, a great show put on by the Chicago Herpetological Society (CHS) in Chicago. Those of you who enjoy our scaly friends would have loved it. Look it up next year. Help for our slithery friends are always on my agenda.

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

View discretion advised.



A real beauty, a Honduran milk snake



Me with my corn snake pal. I think he likes me.

Help available

There Is A New Meeting Place
In The Suburbs
For Police Officers who are Facing
Life's Challenges and
May be Struggling with Alcohol
and Other Substance Addictions

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

Meeting Time: Mondays at 1:00pm (Beginning Jan. 25)

Meeting Place: Brooktree Health Services
3265 N. Arlington Heights Rd. Suite 303
Arlington Heights, Illinois 60004
224-347-4000



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

Collective Bargaining Chapters

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