



# The RAPSheet

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

## Body Cameras

By Joseph Andalina

This will be a continuing issue in every state, but here is a sampling of concerns. Many in law enforcement want body cameras because they believe that it will reduce complaints from citizens at least by half. Well, that’s what “they” say, anyway. But it could be true.

To verify that claim, it’s going to take a few years to validate. However common sense dictates that it should reduce beefs of what an officer said or didn’t say or who pushed whose buttons first. Many, however, feel that body cameras would divert other resources from officers as you have to pay for them, monitor them, and store the data. And of course lawyers exist to tell you that you really didn’t see what your eyes saw. It’s called advocacy! But I’ll say that in the case of the ex-NFL Houston Oiler player Lamar Lathan who claimed a Pearlwood PD officer pulled a gun on him, terrifying poor Lamar, the dash

cam showed that Lamar was not being truthful. A body cam may have prevented the beef in the first place.

Here in Illinois, as I have written before, is the new bozo law recently passed that states police officers writing traffic tickets will add an additional \$5 to the ticket to pay for the cameras. So let’s get this straight. The cops are now revenue generators for the legislators, mayors, and chiefs to pay for the cameras that will ultimately be used to fire your arse if you say or do something someone considers controversial and complains to the brass. Isn’t this what the press and Department of Justice has been arguing against — cops being used as rev-



enue generators? The press, I believe, will ignore most bad behavior from citizens but not from you. And what will they salivate over? Anything that makes you look not so good and will generate headlines. Does anyone see the irony or hypocrisy of this? But the press and politicians are praising this law. I’m not getting this at all.

If all of you fine officers reading this just use your discretion and just write necessary citations or warnings, you enhance the opportunity to avoid being investigated and accused of writing crappy tickets for revenue that towns need to pay for these cameras. Now what, Mr. Mayor?

Be careful guys and gals. This is another tactic by politicians to use you as revenue collectors. And since there

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# Chaplain's Column

By: Thomas Ross

## Metropolitan Alliance of Police

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**MAP Chaplain**

Deacon Thomas Ross

215 Remington Blvd  
Suite C

Bolingbrook, IL 60440  
630/759-4925

630/759-1902—fax  
e-mail: [mapunion@msn.com](mailto:mapunion@msn.com)

[www.mapunion.org](http://www.mapunion.org)

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I was thinking how much I watch the price of gasoline and tend to top off when I see a good price, I guess expecting it will be higher tomorrow. It's a new learned behavior based on the current state of life. I thought about that same analogy of topping off and filling up our lives with some old advice in these tough times. Recently I read an article from a clergyman titled "Practice for Life." In part, he wrote about the numerous practices and preparation we all perform in the sports arena and how vital that is to accomplishing to be the best we can be in our sports lives.

But how about LIFE itself? How do we practice and prepare for everyday life?

He talks about how we need to look at Values, Integrity, Principles and FAITH should be a strong part of our "Practice of Life." How we "TOP OFF" our life lessons in the practice and preparation for life does influence how we live and teach our children. He offers some practical advice:

- Remember, we are visitors on earth and our stay is short and our departure is unknown.
- Speak quietly, kindly and without pushing opinions or advice. God gave us two ears and one mouth to use in proportion.
- Take small account of might, wealth and fame for they soon pass and are forgotten.
- Treasure SILENCE, when you find it, use it for quiet reflection.

- Life is cause and effect: sooner or later we face the consequences. We are shaped by the choices we make. Commitments are more important than self-interest.



Seems like good advice for this journey of life. With the current HYPE surrounding your careers, one cannot lose sight of how important it is to remain on top of your game.

I recall doing a ride along with an officer who had this wonderful quality of controlling situations. His technique was simple; he spoke below the tone of those he contacted. It took awhile for them to catch on but usually they were drawn into his technique without realizing his method. If not, he did have another gear he could slip into if needed and he was always ready to gear up, so to say. I pass it on as it is something I desire to use in my contacts with others who want my scalp maybe after a difficult subject homily. Oh yes, it does happen, even in Church! I and many others worry about the escalation of emotions we are seeing played out in your world. I think they forget who they call for help when they dial 911! As they say, when others are running out from danger they pass you as you enter towards the danger. Know that most citizens ARE supporting you in your work. It is a very small number who want to manipulate situations

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# Chief's Follies

By: Joseph Andalina

## Anthony Wiener ain't got nothing on this dude

The City of New York has agreed to pay \$1.25 million to settle a sexual harassment claim by three female police officers.

Apparently their supervisor, a lieutenant in the Bronx, was accused by the three officers of groping them, exposing himself, showing porn videos and photos of himself and making comments of — wait for it — sexual comments! Ewww! Then the moron retaliated against them when they rejected his childish and possibly criminal advances. Ewww!

He did other stuff, too, but this just shows that there is something very, very wrong about him. And he was hired and promoted. By whom? Of course the lieutenant denied it all but since has retired when the city would not represent him as more information became available. Like groping and touching and texts of male genitalia. These are shameful allegations. Should be no surprise that the brass would run away from one of their own.

One of the exchanges on the deposition to the lieutenant was this:

Q. *Did you consider it appropriate to send a picture of a penis to your subordinates?*

Lt.: *No.*

Q. *Do you believe it is a violation of the NYPD harassment policy as you know it.*

Lt.: *I am not sure.*

All I can say is...ewww. Sicko. Check your G.O.'s to see if sending photos of genitalia is banned in your department.

## Another mayor and bad behavior

Cook County Sheriff's office performed an audit of Harvey, Illinois and its city policy. The city cannot account for up to \$100,000 in collected towing fees. Nobody knows where that went. It could be in someone's pocket.

Many items in the audit were of interest besides the above. One found that the city owes more than \$7.3 million to its police pension fund after neglecting to make payments for nearly a decade. But in truth, there are a lot of mayors and municipalities guilty of this. Shouldn't surprise any of us.

But maybe the most telling of mayoral abuse is the allegation that the mayor directed a federal policing grant to be used to buy a \$51,000 SUV for his use — despite the grant being earmarked to buy two cruisers his administration said were badly needed for patrol.

If true it is not a nice thing. The Harvey officers are a hardworking group of cops. Very brave, who work in a tough and hostile environment. They needed that equipment and it is shameful that tools to help them do their jobs are misdirected.

It starts with the leadership and when

they don't lead, it hurts us all. Mayors seem to think they have a license to do what they please. Makes us all look bad in my book.



## The biggest douche in the Galaxy\*

Who else deserves this title but the Sheriff Richard Loff of Richland County, South Carolina? You know, the so-called leader of the county where one of his deputies, who is now his ex-deputy because of the video that shows the deputy depositing an unruly teenager from her desk to the floor. He then whips her over to get her handcuffed and arrested.

The teacher and an administrator could not control the unruly teenager and called for the school resource officer to remove her. And he did. So now he is being investigated by the Department of Justice because she is black and he is white. He is accused of being a racist, a black women abuser, and probably being a Republican.

So the sheriff fires him and states that he "wanted to throw up" after viewing the video. Whaaat?

Of all the blood and guts out there he wanted to hurl over this? My, my, my, how weak-kneed he must be. But then he states he "hopes the com-

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# Legislative News

by: Joseph Andalina

The Fall Veto season began as we were going into production. Some of the issues under review are — yes — pensions. Rauner “The Bruce” is still pushing his agenda to reduce, destroy, or change the collective bargaining process in Illinois and your pensions. Remember Rauner’s Big Plan is to allow local governments to opt out of their prevailing wage and collective bargaining contracts.

It’s a waiting game with the governor and the Democrat controlled House and Senate to see who blinks first. And the budget is tied into this stare down.

Also on the fall calendar are tax credit issues, appropriations, same-sex marriage, Mary Jane for medical use, mini-

mum sentencing reforms, minimum wage increases and free museum days and other important stuff according to our politicians. (Actually you can go to a local dispensary now to get your own Columbian Gold.)

Reminds me of the writing of James Madison in the Federalist 10 papers written so long ago:

*“Enlightened statesmen will not always be at the helm.”*

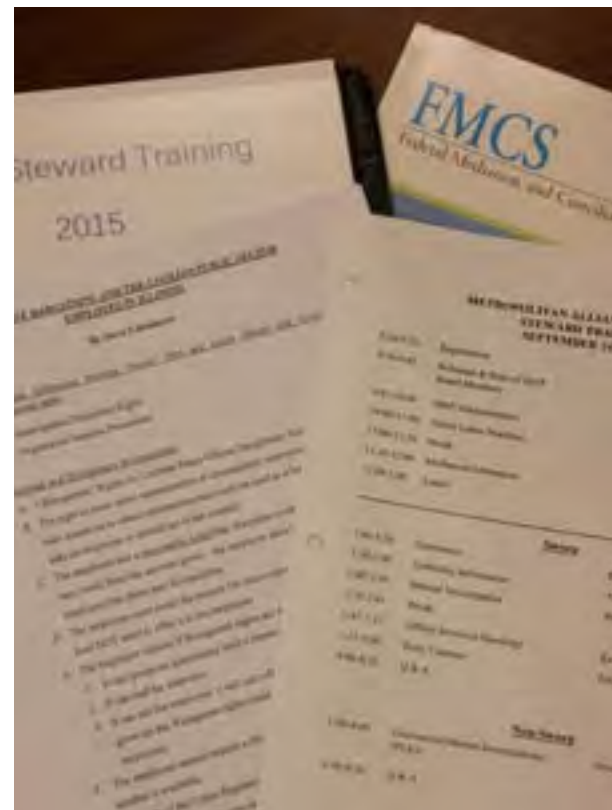
Do you think he predicted the future here in Illinois? I do.

Only a year or so for all this utter political nonsense to stop for the next presidential race. God save us all.

# MAP Union Steward Training Seminar

The Metropolitan Alliance of Police had our union steward training seminar on September 24, 2015, at Benedictine University in Lisle.

Topics were well received by the attendees. Presentors included MAP Board members and MAP attorneys. Also a presentation was given on Unfair Labor Practices by members of the Illinois Labor Relations Board, and a mediator discussed mediation and arbitration.



# Chief’s Follies

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munity remains clam.” Ahh — that’s what’s up here. Afraid of riots. Screw your people again, as usual, and toss ‘em under the bus.

Where have we seen this before?

Civil rights groups want him prosecuted and all charges dropped against the student. Overkill, dudes. The sheriff also says he wants the students to film his officers, praising them for their videos. He wants the citizens to police the police — hormonal, temperamental human teenagers. Talk about blowing chunks!

There are 31,000 school resource officers. Maybe this will “tickle the dragon” so to speak as cops should reconsider this assignment.

Cops have been called upon to deal with fights, students disrupting classrooms, and other incidents that teachers used to handle. Think, people. Teacher calls you; you respond; you get involved; you get fired; teacher off the hook. But even though he got axed, over 100 students at the school walked out in protest over how the deputy was treated. Nice gesture to be sure.

\*with apologies to South Park.

*Editor: See our website for President’s Opinion on the firing of this officer.*

## One last time

Ex-chief and IACP leader Tim Swanson has been here a few times due to his criminal behavior and series of

denials of same.

Swanson is serving a 27-month sentence in federal prison after he pleaded guilty earlier to felony charges of fraud and pocketing money in a police helicopter program while the chief of Countryside and as an employee in Kankakee County.

In a 5 – 0 vote, the Countryside Pension Board decided to revoke his pension. He argued that he deserved to keep getting his pension because his “misdeeds” were of an individual nature and had nothing to do with his job as a chief.

However, the Board differed, citing that his job as chief was critical to his ability to commit the fraud. And he owes a lot of money in restitution, too.

A sad ending for a once highly praised career. But as a famous TV cop once said, you do the crime, you do the time.

## They forget the face of their father \*

Chiefs and sheriffs, that is. Forgetting where they came from. Leaders for seemingly their own vindictive nature who refuse to give badges to retired cops or deputies. It is an on and off problem and I always shake my head in dismay.

After all we go through, to be denied the link between you and your department by our chiefs. Facing a very angry public and press, the dangers of

the road and the stress and then your boss piles it on by refusing to give you a retirement badge (even if you pay for it). It’s demeaning and wrong.

The chief in Willow Springs has recently done this to Officer Rizzo, who retired from that agency. But hey, you can read it here in Officer Rizzo’s own words.

“I have been a full time Police Officer for approximately 17 years. I was hired full time by the Village Of Posen and served 8 years. I applied for a lateral transfer to the Village Of Willow Springs and served 9 years. The difference was out of pocket \$55,000 which was paid in full over three years of payments. My years of service were transferred over. Over the past several years of my career I had some medical issues. I had two complete hip replacements, a colectomy which consisted of the removal of 14 inches of my colon, arthritis and carpal tunnel in both hands and several other issues. After each issue I returned to full time duty.

Recently, my hands became worse and I could not fire my duty weapon or maintain all the duties of a Police Officer. I struggled with this decision for months and decided that it was unfair to the public, my fellow workers, and myself so I applied for a non duty disability through my Pension Board. This decision was the most difficult decision of my life. I really enjoyed my job and anyone that worked with me or knows me will gladly tell you how devoted I was to the job.

The process took several months and

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# Updates on the Death Penalty

by: Joseph Andalina

Since we last wrote about this controversy, a couple of interesting things have occurred.

If you recall last issue, I wrote about the two pieces of garbage who killed a family in Connecticut after torturing them. Both a-holes received the ultimate penalty for torturing, raping, and killing a mother and her two daughters and beating the father, leaving him for dead.

Shortly after the trial and sentencing, the governor and legislature abolished the death penalty going forward for “new” murderers, but not for these two jerk-offs and others convicted or sentenced before this bill was passed. But others on death row claimed that it was unfair that they would not be spared and filed litigation. A judge (must be a liberal) ignored the callous and inhumane behavior of these two and agreed with the plaintiffs that they should be spared as all the others were — after all, it was only fair!

Ignore the screams, the tears, fear, and the heinous way they slaughtered this family. But it’s not fair that the killers were given the ultimate penalty? So they live on for the dumbest of reasons and can re-live their deeds over and over while they laugh at the idiots who spared them. The human race is sick. And so are some in the judiciary who think it’s okay to spare these devils out of fairness.

A country that gets it: Chad, Africa. I know, I know, who cares, nobody

wants to go there with no Wi-fi. Those who live there peacefully want to leave. Especially since it’s home to the monsters who have created Boko Haran.

Over a year ago, Chad drew praise from rights and amnesty groups for a law that abolished capital punishment. But then last summer some wised up in government and after capturing 10 of the most evil of Boko Haran, put them in front of a firing squad. At some point you have to find a fit punishment for a group that kidnaps hundreds of girls, rapes, kills them and their families, and selling others into slavery.

Bang bang. They are gone. Guaranteed those 10 will kill no more.

Acton, Illinois Democratic State Senator Bill Haine plans on filing a bill to bring back capital punishment. He was a top prosecutor in Madison County for 14 years. Obviously he “gets it.”

Maybe this will help stalled HB4059, sponsored by Representative John Cabello, Edward Avecedo and others who last year sponsored legislation to bring back “Old Sparky.” I applaud, trumpet, and emphatically approve these efforts. Nothing like bipartisan support. (Actually it’s to bring back the lethal injection, but I liked “Old Sparky” better. It has pizzazz.)

And do we need more proof than the

murders in Chicago by gang members for bringing back the death sentence? Killing each other, kids they think are gang members, cops, old folks, and innocent bystanders, including many, many children by their ruthless, don’t give a f--- attitude.

Another bunch of slime that lethal injection would absolutely prevent them from killing another innocent child.

Cruel and unusual punishment some may cry, and the constitution prevents it? No, it doesn’t. Lethal injection is not cruel and unusual. Ripping out your tongue, castration, and being run over by a steamroller is cruel and unusual.

Our founding fathers did not abolish death penalties. We had the death penalty on the books from the late 1700’s through the middle of the last century. They know what I and many others know. Rabid skunks must die.

*Editor: But what really ties my knickers in a knot? The fact that government wants to eliminate the death penalty in order to save inhumane murderers while the #1 cause of deaths in the world is democide — or simply death by government. Governments alone have killed over 290,000,000 people. And that’s governments in all manners, including ours.*

# Body Cameras

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are no longer quotas in Illinois, you can easily avoid being used as a pin cushion by your chief or sheriff.

Heed my warnings here. Only bad stuff will come out of this for you in the long run. Many cops also feel that body cameras would limit their discretion on the street. I tend to agree.

Policing is a tough job. Can I still stop a person who looks suspicious, or do I have to make up a reason to comply with body camera protocol? And what is the protocol? Turn it on when the chief says so and turn it off by the same rule?

I once defended a female officer who was called on the carpet by a chief after a woman complained formally that “the officer was staring at me in a gas station parking lot.”

Really? Yes, it’s true. The officer was exonerated after we convinced the chief that watching people is a cop’s job, especially if suspicions arise. Would a body cam of a cop staring at a person make international news? How exciting!

Well, it seems farfetched I know, but ask yourselves, will body cameras in fact limit you from doing your job? And heaven forbid — what if I have to cuss someone out. Trust me, it all sounds bad on tape when a cop drops an f-bomb, even though we know it reinforces the point to most offenders that you are f’n serious if they don’t comply. Just look at the Sandra Bland case. Politicians and the press castigated the cop for stopping her for failure

to signal. Then they went apolectic when he threatened to “light her up” with his taser if she didn’t comply. And is it possible that the brass or press can edit bad behavior on the offender’s part to make you look bad for political expediency? Conspiracy theory? Yeah, maybe. In reality, the officer wrote a legitimate ticket and did not light her up. But he did sound kind of ornery.

Strong rhetoric is vital in serious policing. Sometimes it is the only thing that dirtballs understand, besides your asp, pepper spray, and taser of course. Most cops realize that body cameras will be used as a disciplinary tool by the boss. He or she could whack you for minor infractions all day long.

Another factor is that citizens most likely are not going to cooperate if you are wearing cameras. Gangbangers and generally all around bad guys do not like snitches — okay I mean witnesses. This can be a major drawback for cooperation. So you will constantly turn on and off the machine, which provides the opportunity for others to raise the “editing” question. You can’t win.

Then there is the possibility that cameras will record police protocols in areas of traffic accidents and crime scene investigators. Do you want all that blood and guts and your investigation tactics recorded for the general public and Channel 7 News? Does the public need to know how you investigate? They can get that from CSI.

How do you deal with data stor-

age, monitoring, and the FOIs for all film by the press and public and the attorney prosecuting you for the chief? There are already websites out there requesting all footage from body cameras considered to be in the police domain, so they can post it right to YouTube. Who pays for that?

And will cops take their time to calls, fearing a backlash from the cameras? Will GOA – UTL be the new mantra for nuisance calls like loose dogs, homeless people, and animal carcasses in the street? Will it increase response times so cops don’t have to put up with the setups that will unavoidably come?

While I agree there is some transparency with cameras and it may provide for better behavior by citizens and suspects which can lend itself to dispute resolution, there are still questions of safety. It makes cops hesitate, ultimately resulting in harm in a few instances already.

Most cops I believe will be pessimistic whether body cameras will make them safer. Many will be warned more about the camera and how their actions will look, and they may second guess their decision making. But I think in this day and age, many police officers will accept them if it ultimately demonstrates that they acted honorably. But it did not stop Lamar from lying about what happened while on a dash cam.

Finally, does your chief, sheriff, mayor, alderman, and local political types really want this exposure to the public?

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# Body Cameras

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The highest percentage of stuff is simply mundane and potentially has the ability to interfere with policing that should not be open to non-law enforcement personnel.

Detractors of course will spin the transparency issue and the public's right to know and all that garbage, but we all know that the more information you give the press and public while doing your job only distracts with your ability to keep them safe and catch the bad guys. It's early in the game, but as we say in Italia:

*I successo quello che doveva succedere* (and what is meant to happen will happen).

Stay safe.

And one more thing to consider. I recently read that the ACLU and other anti-cop fools have expressed a desire to lobby police chiefs and others not to allow police officers involved in shootings or other violent encounters to have access to the body camera video "before" the officer writes his/

her reports.

This certainly smacks of them trying to "get you" if your memory is comprised slightly due to the stress involved or if the report deviates in any way from the video. Be mindful of this. It could mean your career or leave you open to prosecution to feed the sharks.

"You can observe a lot by watching"

— Yogi Berra

# Chaplain's Column

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against you.

Finally, be good to each other. Watch out for each other and stay safe. I leave you with a quote from Mother Teresa, something for the Practice of Life.

"Without patience, we will learn less in life. We will see less. We will feel less. We will hear less. Ironically, rush and more usually mean less." - Mother Teresa

May you and your family have a Blessed Christmas and a New Year of hope.

PEACE Chaplain Tom Ross, Sr  
sligo8@wowway.com



## Have a great 2016!

# Two minutes with the Boss

By: Joseph Andalina

## Going too far — again

A recent article in the newsletter of the Illinois Policy Institute once again shows how "the right" politically thinks of law enforcement.

A comment on Lt. G.I. Joe in Fox Lake, according to the author, left him shaking his head when the truth about this officer "faked suicide" came out. Most of us would agree. In fact, two weeks after the incident, sources told me "they" were thinking suicide and that Lt. Gliniewicz was being investigated. I looked at it as heresy until more information came in, but I bet any investigator looking at the scene knew it wasn't a murder. But at the behest of someone, the facts took a long time to come out.

Many others in Copland and I just knew we were going to take a hit. While again, we should always wait for the facts to come out, my humble opinion is that the brass dropped the ball here. Suicide in the absence of better evidence should always be considered. And the public does have a right to know if there are homicidal killers out there.

Waiting as long as they did and then "dumping" on the officer and his family with so much bad stuff has left us all in a vulnerable position. We are taking the hit when warnings should have been given much earlier. But why do that when leadership can just throw the cops under the proverbial bus? And I believe they did that, not only to the public but to the "grunts" out there giving their time to find non-existing killers.

Case in point is the aforementioned article. The author states that adminis-

tration "scuttles around covering their butts and saying he (Lt. Joe) was never really all of that good of an employee anyway." And he points out some of Gliniewicz's bad behavior and that it is an accountability problem. Can't argue with that, but they throw that out at the same time they announce his suicide? Bad timing, or just CYA by the brass again?

Where this gets dicey is that he stole from the taxpayers, too, says the article. Really? With the Illinois Policy institute, I guess it's always about the taxpayers.

Even with our pensions, they tout the taxpayers being screwed as they wish our pensions to be cut, sliced, and diced. Even though it's the politicians who screwed those taxpayers, they want law enforcement to foot the bill. They forget we are all taxpayers and some of us want the politicians to take the brunt of the bad press and the costs.

Cozying up to the taxpayers rational I feel was unnecessary. But then the author ravishes us once more by spouting out that it's hard to fire a government worker and that it's even harder to fire a "unionized" government worker, meaning Lt. Joe of course. If they only fired him all would be okay. We don't know if he was unionized and it's up to administrators to fire someone — not unions. Is it that complicated for some folks to figure that out?

What a crock. As you all know, those employees in law enforcement get disciplined or fired when the few bad ones surface. Bad cops always get weeded out. In fact, it looks like this was go-

ing to happen to Gliniewicz that very morning. Otherwise, why kill yourself as he did to avoid the embarrassment, the guilt, and possibly prison?

Some media outlets just pile on and this article is just in poor taste. He goes on to say that unions advocate "due process" for their members and he scoffs at that by reporting "Do you really think workers sit around in the breakroom and say, I sure hope Sally's due process rights are protected? No, he says they just hope she doesn't lose her job."

And what's wrong with that? Depending on circumstances, unions do hope to provide due process and ensure that a worker's rights are afforded. Because we all know how unfair a chief and his skills in various police commissions will act.

He thinks all unions are too powerful. No, we provide an opportunity to a worker to have a defense, just like any other person in America. Some of his other statements are just pure garbage.

Unions are not the devil — unless you are a far right winger like many who want to bring us down to "begging" and not "bargaining." It's bad enough that the left wing loonies are changing the landscape for law enforcement. Now the right wants us to have not only pay cuts, benefits cuts, and pension cuts, but be held to the unknown standards of the workplace, whatever that means.

And using the sad story of Lt. Gliniewicz is not the forum for dissing cops. So they can all go fly a kite as far as I'm concerned.

Vita é bella

# Contract Corner

## Joseph Mazzone

### Oak Lawn Police

1-1-15 to 12-31-18, wage increases of 1%, 2.5%, 2.5%, 2.5%.

Arbitration of any disciplinary action of more than five days.

Revised holiday pay. Significant changes to vacation scheduling.

Locking in vacation schedules. Also significant changes to time off requests locking in more guaranteed approvals for time off.

Officers are now guaranteed vacation requests when selecting vacation and not just before the actual vacation date.

When calculating the hourly rate they will include the educational stipends along with annual salary.

Modifications to specialty assignments compensation to comply with I.R.S. regulations. Provide for semi-annual bidding for specialty assignments.

Residency of 50 miles from Village Hall with a one time bonus of \$6,500 upon moving into the Village for at least three years.

### Wheaton Chapter

5-1-14 through 4-30-17, wages 2%, 2.5%, 2.5%. The first 2% is fully retroactive to 5-1-14; the second 2.5% is fully retroactive to 5-1-15, and the last 2.5% will be effective 5-1-16.

Parameters were set for how an officer might lose seniority. Added personnel file provision persistent with the Statute

Modifications to disciplinary process to make it more transparent to the officers and provide for a MAP

attorney.

Modification of grievance procedure to provide for grievance of discipline.

Codification of an annual shift bidding procedure.

Clarify overtime compensation to include any hours outside of a scheduled work day or on a scheduled day off.

Verification of use of compensatory time. Definition of overtime hours, computation including funeral leave, holidays, vacation, personal leave, sick leave and comp time off are considered hours worked.

OIC Pay. Modification of maternity leave to follow all State and Federal Statutes. Modify sick leave use to be compliant with FMLA requirement

Modify requirement for physical certificate/physical exam upon return to work. Provide for payments to ICMA Retirement Health Savings Plan. Codification and clarification of sick leave buy back

Major changes to vacation scheduling

Changes to insurance. Lock in PPO contribution and HMO contributions at 12% of premium for the duration of contract. Allow for provision of dental benefits if provided to other City employees.

Changes to uniform allowance, providing for purchase of body armor

### Steven Calcaterra

### Barrington Hills

Wages: 2015, 2%; 2016, 2.25%; 2017, 2.50%

Expanded the potential authority for part-time officers, but placing greater

limits on the number of part-time officers that the Village may employ.

Clarified past practice rights of the officers. Reduction in the amount of notice required for the use of benefit time.

Insurance increased to: 2016, 7.5%; 2017, 15%

Establishment of Village funded disability program for time period until an officer's pension is awarded

Established tuition reimbursement at \$4000/year (\$10,000 during career)

Clarified maintenance of benefits clause applies to mandatory subjects of bargaining

### Orland Park

Five year contract. Wage increases: 2014, 2.5%; 2015, 2.4%; 2016, 2.4%; 2017, 2.4%, 2018, 2.4%.

Comp Time: Increase to 140 hours cap with agreements on earning and using comp time. Tuition Funding: makes half of available tuition funding from the Village for MAP 159 members.

Performance Evaluation: Clarifies the number of citizen contacts required per year for members. Increases to the longevity scale, educational incentive, specialty pay and uniform allowance

Increases to insurance contribution rates and deductibles. Insurance contribution rates remain at fixed rates

Post Shooting Incident: adds a post-shooting provision for a cooling off before interview or interrogation.

Clarifications to the police department short term disability program regarding tax applicability and automatic payments.

# Contract Corner

## Keith Karlson

### Northlake Police

Initial M.A.P. contract, three year term. Wages 2.5% across the board increases to 1/1/2014, 2.5% across the board increases to 5/1/2016, and 2.5% across the board increases on 1/1/2016.

Clarified sick leave buyout at retirement.

### Jerry Marzullo

### Norridge:

5/1/15, 2.25%; 5/1/16, 2.25%

Guarantee to hire four more officers Ability for new hires to have PPO insurance (formerly HMO insurance only insurance offered to new hires). Status Quo on free HMO insurance for current officers. Codified work schedule into the contract that cannot be changed without bargaining. Kept subsidized post-retiree health care

### Lake in the Hills

Three-year contract 2.25%, 1.75%, 1.75% for wage increases.

Off duty compensation if contacted by employer, increase minimum court time pay.

Minimum two hour court standby pay in addition to above increase, \$2,000 annual stipend for task force officers in addition to overtime pay for task force hours worked. Minimum travel time compensation for off-site training.

No change to health care.

Two hours minimum comp time for OIC working a different shift, \$1,500 per year longevity bonus in addition to COLA's for all officer's who reach

top step (no longevity in contract previously).

## Chris Potthoff

### ISTHA

Four year agreement, starting wages increased by 2% per year. All steps at 6 years and above increase by 3%, 3%, 3%, 2.75%.

Increased training pay to \$2 per hour, per trainee (maximum 2 trainees).

New interpretation pay stipend (\$300/year)

Eliminated mandatory doctor's note for sick leave and restrictions on personal day usage when sick leave falls below a certain threshold.

Paid Parental Leave of 4 - 6 weeks for both parents. Reduced eligibility for insurance for new hires.

Non-financial changes were made to:

Lunch and rest periods (equalized rest periods when working longer than 8 hours)

Scheduling overtime (equalization on a monthly basis and procedure for unscheduled overtime)

## Gary Deutsche

### Mc Henry County Clerks

2.25% for each of 4 years, if county board approves a wage increase greater than 2.25% the chapter will get higher raise.

One time \$1.00/hour for Court Specialist I. One time \$500 payment to Court Specialists 2/3s

Additional personnel off during court holidays. Funeral Leave Language clarification Insurance in line with rest of county.

# Local Elections

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

## Darien

Nick Skweres *President*  
Austin Jump *Vice President*  
Jason Norton *Treasurer*  
Jeff Simek *Secretary*  
Dave Milazzo *Sergeant-at-Arms*

## Harvey

Javier Magana *President*  
Thomas Kant *Vice President*  
Marquis Stuart *Secretary*

## Lockport

John Arizzi *President*  
Chris Neyhart *Vice President*  
Patrick Ellanson *Secretary*

## Morris

Doris Noll *President*  
Paul Burke *Vice President*  
Derek Zumdahlen *Secretary*

## River Valley

Bret Jerkaitis *President*  
Brandi Shortley *Vice President*  
Tamara Smith *Secretary*  
James Gallagher *Member-at-Large*

## Wheaton

Dave Schatz *President*  
Jerry Zywczyk *Vice President*  
Dede Magnier *Treasurer*  
Lary Smith *Secretary*  
Tim Magnier *Sergeant-at-Arms*

## New on the MAP

Streamwood Civilians  
*Election pending*

# Member News

## 23rd Judicial District

Jesslyn Truesdale

## Alsip

Vincent Gonzalez

## Bartlett

Neal Fuchs

## Carol Stream

## Sergeants

Diane Wells

## CenCom

Jonathon Hutchins

Nikki Wilhelm

## Cook Co SSD

Alma Gonzalez

## Crystal Lake

Algirdas Sindaravicius

## Darien

Erica Hernandez

Matthew Rundell

Luke Somogy

## DeKalb Co

Timothy Brann

Jacob Gilroy

Jesse Gloria

## DuPage Co

Jasen Beymer

Gianvernice Carbral Rivera

Sandy Green

Robert Larson

Jennifer Mainer

DeShawn Smith

## Elk Grove Vlg

Eric Guzik

Anatoli Mironov

Amy Petruski

## Fox River Grove

Joseph Fiore

## Hanover Park

## Civilians

Gabriela Wantuch

Josh Ziemer

## Homewood

Dennis Leaks

## Huntley

Ryan Gregorio

## Lake in the Hills CSO

Sally Hansen

Lamar Summers

## LaSalle Co

Jared Dunning

## Lemont

Justin Jansma

Lauren Quattrocchi

## Matteson

Domonic Bates

Paul Fotopoulos

Stacey Vanderkam

## McHenry Co Clerks

Jennifer Cashin

Kellie Kleitsch

Autumn Van Wazer

## Momence

Kevin Corely

Jason Martin

## Naperville Sgts

Bernard Keegan

## NEIU

Rafael Hernandez

## NIU Dispatch

Milan Nelson

## Oak Forest

Derek De La Cruz

## Orland Park

Dennis Leuver

## Park Forest

John Rasmus

## Southcom

Lauren Etchinson

## St Charles

Jennifer Bresnahan

Dagoberto Jacobo

Luis Vargas Alvarado

## Steger

Jonathan Bass

## Streamwood

Sean Stretch

## Tinley Park

David Chadek

## TriCom Dispatch

Matheus Alves

Travis Bennett

Emily Karnick

## Villa Park

Kyle Corbett

## Warrenville

Erick Gutierrez

Ryan Newtoff

Ronald Zawacki

## Waukegan Sgts

Montague Hall

## Winfield

Aleksander Barylowicz

## Winnetka

Brian Powers

## Woodridge

Brandon Hood

## Promoted

## 23rd Judicial District

Michael Vendetti

## Algonquin

James Sowizrol

## Arlington Heights

James McGrath

## Buffalo Grove

Robert Broussard

## Carol Stream

## Sergeants

Michael Zochert

## Cook Co Telecom

## Supvs

Matthew Carlson

## DesPlaines Sgts

Scott Moreth

## DuPage Co

Sharon Reed

Curt Townsend

## DuPage Co Forest

## Preserve

John Denius

Krist Schroeder

## East Dundee

Michael Governale

## Hanover Park Sgts

Todd Carlson

Kathleen McClaughry

## Homewood

Patrick Siemsen

## Huntley

Joseph Willard

## Naperville Sgts

Kathleen Anderson

## Orland Park

Raymond Kelly

## River Valley

## Detention

Bruce Graham

## Schaumburg

William Morris

Patrick Quane

## Streamwood

Shawn Taylor

## University of Il Chgo

Russell Mankunas

Aaron Murauskas

Johnathan Officer

Monika Staeva

## Villa Park

William Lyons

## Waukegan Sgts

Robert Beach

## Retired

## Bartlett

John Neidlinger

## Bensenville

C Dexter Marks

## Carpentersville

Stephen Whitcomb

## DesPlaines

Craig Zettek

## DuPage Co

David Kotovsky

Robert Lee

## Hanover Park

## Civilians

Henry Czepczynski

Patricia Novak

## Hoffman Estates

Steven Anderson

## LaSalle Co

Randall Carmean

## Lockport

David Cullen

## McCook

Mark Elslager

## Metra

Joseph Gbur

Lynden Williams

## Naperville Sgts

William Davis

## Niles

Lisa Heene

## Romeoville

Scott Stutler

## Schaumburg

Maureen Cairns

Kenneth Feeley

## Schaumburg

## Command

Gary Darrow

Jon Plimpton

## Tinley Park Sgts

Kevin Schultz

## Univ of IL Chgo

Craig Moran

## Wheaton

Eric Paul

## Winfield

Jeffrey Hunger

# Chief's Follies

Continued from page 5

while this was taking place the Village changed Police Chiefs. I was introduced to Chief Peter Kokkinis and a new Public Safety Director Jon Murray. I never had any contact with either and the transition seemed to go well. They were both informed of my situation. They both were very receptive and both agreed with my decision. As a matter of fact Chief Kokkinis told me in his office that "he would get me a nice big fat retirement badge and ID".

The time finally arrived and I officially retired on Feb 12th 2015. I was asked by Director Murray if I could attend all my court cases (with no pay) hand in my star and ID, and my medical insurance was terminated. I fulfilled everything that was asked of me. I met with Chief Kokkinis to hand in my credentials and asked him if he would order my badge and ID. He responded by saying that he never said that, and I would not qualify for a star or ID due to my disability. He stated that he read it somewhere and he would get back to me. I was devastated, and even offered to pay for my own retirement badge and ID.

Several months later on August 24th 2015 I received an e-mail from him in reference to information obtained from the Illinois Retired Officer Concealed Carry (IRROC) After reading the information it was determined

that this Safety Act of 2004 #112-239 does not pertain to me. I never intended to apply for concealed carry. I retired because I could not fire a gun. I do not own any handguns anymore and are not intending to purchase any. I have contacted several Police Chiefs, several attorneys, and IRROC concerning this matter and all stated that the information received does not apply to me. I was told by an (IRROC) supervisor, Mr. Kenton Manning that the Chief could contact him at any time. So I sent the Chief an E-mail (begging him to reconsider) and explaining what I was told and that I never intended to apply for (IRROC) and would sign anything he wanted, he never replied.

While waiting for a response I met with the Mayor of Willow Springs, Alan Nowaczyk. I explained to him my situation, he requested my cell number and said that he would look into it and get back to me either way. He never replied. I guess he didn't have time, but you know it's funny he seemed to like me when I wrote his Village millions of dollars in truck fines. I never had any issues with the Chief, Jon Murray, or the Mayor. I do not understand why this is happening or to what benefit does it affect the village.

I feel that this so called Chief has ruined my career. This is an injustice,

I devoted 17 years of my life to serve and protect and this is what I get in return from a Chief who lied to me and a Director who agrees with me but cannot do anything for me. Both of whom I actually never worked for. I earned that Badge and ID, you're not giving me nothing Mr. Kokkinis!"

Michael Rizzo

*\* Steven King in his Dark Tower novels, meaning integrity and where you came from.*

*Editor #1: Be a good guy, chief. Dig deep and have a heart. We know you have one. Give Officer Rizzo his badge. Be one of the good ones!*

*Editor #2: Another end of a "what fresh hell" this is for a variety of people in leadership. See you next time.*



# Bits n Pieces

## Thoughts and Prayers

For **Mary Moricoli**, a MAP chapter representative for the McHenry County Court Clerks, who passed away November 4, 2015.

## Adam-12

Martin Milner, the veteran partner of the duo Officer Pete Malloy and Jim Reed passed away on September 6th at age 83. Many say Adam-12 was the best police show ever. It certainly, in my mind, illustrated the bond between partners.

And for all you old dinosaur cops out there — you know you watched it.

## Like no other

Even if you don't follow baseball, everyone knows Yogi Berra. His passing last September was sad, even though he had a wonderful life of 90 great years.

One of my favorite Italians, and a Yankee everyone could love.

"Always go to other people's funerals. Otherwise they won't go to yours." — Yogi

## Tarantino — Village Idiot

And yes, that's the language he speaks — idiot. Hard to believe what comes out of the mouths of morons. Cop hater that he seems to be. Saw him on a news show and the more he spoke, the dumber he sounded.

Here's a guy that makes extreme violence his main commodity. Take his Kill Bill movies. More violence and

bloodshed that one could imagine. I think Uma Thurman stopped killing after 34,232 victims. Best part of the movie is when the Black Mamba bit Michael Madsen directly in his kisser. But I digress.

So cops all over the country are boycotting his movies. Good idea. Hurt him here because no one will boycott overseas where he makes most of his money.

To demonstrate what an ignorant hypocrite he is, I heard that 13 days before he gave his cops are murderers speech he called the police to his mansion to assist him with a trespassing or vandalism issue. Great — let's demonize cops after you call them for help. What else is new with celebrities?

He's an idiot.

## Love this

... but don't try it on any of your tickets to the public!

A federal judge in New York (odd, I thought for sure this would come out of California) upheld the 1st Amendment right to use cuss words when you pay your speeding ticket.

William Barboza was arrested and jailed when he wrote the F-word and changed the town of Liberty to Tyranny on his payment form.

Remember that the next time you write someone an f'ing ticket. There are some strange ones out there. But when you come to think of it, the guy paid, so who gives a flying f---? I guess this is free speech, but if you

wrote something on the ticket, guess who would be in hot water?

## More reptile news you can use

Okay, I know many of you cringe at a reptile story, especially one that covers snakes. But I like the slithery, slippery serpents. Yes, I do.

This issue we report on a giant python discovered in the Florida Everglades. Might be the second largest one caught — 18 feet long! Holy wrap yourself around my neck and squeeze Batman!

Big boys of this size can weigh more than 150 pounds and kill, eat, and digest most everything — even you! Some estimate up to 100,000 of these fellows are on the loose in Florida. Recent state sponsored hunts regularly only capture less than 100. So where are they hiding?

If there are 100,000, they need to be diminished as everything else that lives in the Everglades will soon be gone and then they will be in your yard looking for your dog.

Then they may evolve to handle cold weather and move northward, devouring everything in its path. It could be an answer to Chicago's gang problem, now that I think of it.



# Bits n Pieces

## Reserve officers

A Michigan law in the Court of Appeals has ruled that a reserve police officer is not a cop. Most are not law enforcement certified and this could be a major wrench in the growing trend of towns having reserves instead of cops. Doesn't appear you can be ticketed or arrested by a reserve officer.

## Policing in 2015

In India the police detained a parrot because a woman believed her stepson trained his bird to swear obscenities at her whenever she came over to his house, just to aggravate her. I believe the creature's name was Polly.

Cops said they brought the parrot in and had the woman confront it — the parrot. But the parrot clammed up, saying nothing. The parrot was released after a long attempt at getting a confession.

But afterward, the parrot contacted a lawyer and they are suing the cops because while in custody, the cops denied food and water except for a few crackers...

## Web site

Check out our new web site which is up and running, [mapunion.org](http://mapunion.org). We're



also on Facebook, <https://www.facebook.com/mapunion/>

## MAP events

Our 2015 golf outing and MAP training seminar were a huge success. We'll see you there in 2016.

## Weapons of mass destruction

- Never mind that we have atomic bombs, hydrogen bombs, big tanks, or heavy weaponry. Now in the USA we want to ban magazines that hold 10 rounds of ammo!

- In a significant move to make our schools safer comes this beauty. We all know in Chicago a 9-year old boy was recently assassinated. Young people are being killed in record numbers. But in Jackson Heights Middle School in Oriedo, Florida, they have the answer.

A 10-year old girl was given a detention for giving her friend a hug. Yes, a hug. While schools in Illinois are allowing a guy who believes he's a girl to change in a girls locker room where his plumbing most assuredly reveals his nature, Florida administrators see hugging as a transgression needing punishment. So for a simple display of friendship, administrators saw fit to

punish the wee lassie for this abominable act of kindness.

Maybe parents and kids need to tie the intellectuals who were offended to a chair and force them to watch a group hug.

But for that they would probably call out the National Guard.

In Italia, we have an idiom for this: "Mondo cane," or the world is f---ed up!

Remember, in some schools, kindness is not to be tolerated.

## Happy Holidays

On behalf of your president, the MAP board, staff, and legal people, we hope for a very, very Merry Christmas and a safe New Year.

Look for more great stuff from MAP as the word enters a new orbit. God is good.



## Quote:

Be in love with your life. Every minute of it.

— Jack Kerouac



# Collective Bargaining Chapters

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