

THE RAP SHEET

Metropolitan Alliance of Police

Spring 2007

To Define or Not to Define

By: Joseph Andalina

We all know how difficult it can be to negotiate a contract with your employer. But do you realize that many politicians and PD brass are working to minimize contract gains and benefits, ultimately destroying workers' rights? They want to take the wrecking ball to public service benefits, putting at risk affordable health care, retirement, and your pension.

If they could, your defined pension benefit, which guarantees you a pension at age 50 with 20 years of service would disappear and be replaced by a defined contribution.

Simply, it means that whatever you put into your pension during your length of service and how you invest it at age 50 with 20 years in the barn is what you would get when you retire. So if you put your money in an Enron type investment, guess what, Charlie Brown? You just lost it. Gone. Since we don't know the ethical standards of many stock market advisors such as "Grabbit & Run," we are at their mercy when investing our own pensions.

Terminator 1, 2 and 3 (otherwise known as the "Governator") tried to implement this sort of program in California. The unions beat him down. Are we strong enough to do this in Illinois, because the idea has been floated in Springfield by various politicians? MAP has fought against these bills in Illinois in the past. Are other unions doing the same? Big business and big deals pervade government just like in the private

sector, so you must monitor them all carefully.

Recently the Chicago Tribune printed a story involving the at that time Cook County president Bobbie Steele and the pension she just received. Appointed to the top spot from her commissioner post, (which pays significantly less than the president's post) she opted out of going back as a commissioner now that a new president has been elected and she decided to retire. The point here is that by retiring as the president of the Cook County Board, she is going to haul in a much bigger retirement package. She says that by law she is entitled to take the higher pension even though she was an appointed president for just four months. The law says your pension is based on your salary on the last day of your employment. Normally this is a good deal intended for



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those individuals who actually put in their time in a position. But this has all the trappings of just another political perk in this incident. But I guess it's okay because she's the boss—right?

It is not unheard of for chiefs, like the dude in Schaumburg, to retire from the PD and then get his old job back under a different title. This means he can pull in not only his pension, but a new chief's or "director of something or other" salary added to his retirement. But I guess it's okay because he's the chief. How many grunts are getting these sweet deals or spikes in their salaries the day before they retire? None that I know of.

Double dipping? Doesn't sound too ethical to me either, for Bobbie Steele or Chief Whatshisname, but it's legal. So in response to the Steele incident,

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Chaplain's Corner

By: *Chaplain Tom Ross*

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Spring 2007



Happy Spring (ALMOST!) Not a bad winter overall, for Chicago! Since our last newsletter, MAP experienced the tragic loss of Metra Officer Tom Cook, killed on duty last

September 27th. In the midst of that horrible loss, you should know that your MAP union was there, present to the family and coworkers that night and the days after. That is just one of the things MAP does for its members and their families. We continue to remember the Cook family as they move their life forward. We will remember Tom and all others who have given their lives in service in May as we attend Police Memorial services in our communities.

So from the days of winter we get ready to go full throttle into the family activities of spring. Baseball is just around the corner and our family schedules will again be put to the test. As we push the limits of what is possible to attend with all the schedules, do not forget to take some family time—dinner together, quiet time without TV, video, iPODS, cell phones, etc, etc.

I found this article about parenthood that is worthy of our review. Sometimes in the midst of the hectic days, we may forget or miss some of the lighter side of being parents. So some thoughts that might seem familiar. ENJOY.

Stay safe, enjoy some time off. Thanks for what you do for us.

Peace and God Bless

Parenthood

If it was going to be easy, it never would have started with something called labor!

Shouting to make your children obey is like using the horn to steer your car, and you get about the same results.

To be in your children's memories tomorrow, you have to be in their lives today.

The smartest advice on raising children is to enjoy them while they are still on your side.

The best way to keep kids at home is to give it a loving atmosphere—and hide the keys to the car.

The right temperature in a home is maintained by warm hearts, not by hot heads.

Parents: People who bear infants, bore teenagers, and board newlyweds.

The joy of motherhood: What a woman experiences when all the children are finally in bed.

Life's golden age is when the kids are too old to need baby-sitters and too young to borrow the family car.

A child outgrows your lap, but never outgrows your heart.

God gave you two ears and one mouth.... so you should listen twice as much as you talk.

Adolescence is the age when children try to bring up their parents.

Cleaning your house while your kids are at home is like trying to shovel the driveway during a snowstorm.

Oh, to be only half as wonderful as my child thought I was when he was small, and half as stupid as my teenager now thinks I am.

Adolescence is the age at which children stop asking questions because they know all the answers.

No wonder kids are confused today. Half the adults tell them to find themselves; the other half tells them to get lost.

Kids really brighten a household; they never turn off any lights.

[Author unknown]

Chief's Follies

By: Joseph Andalina

This month's selections include some bizarre behavior by the heavyweights who call themselves "chiefs." We also have new local entries, illustrating a never-ending supply of leaders who go out of their way to appear in our highly rated column.

#1 Andy in Wonderland: Part I — Grillgate

With morale reported at an all time low in Romeoville, a sergeant on a beautiful sunny day last spring noticed that he had a full compliment of bodies on his shift. No one called in sick due to health or mental problems, and so in appreciation for all the hard work his shift had accomplished, a barbeque was set for that evening at the PD.

Another sergeant popped for all the supplies and the officers were told that if the shift got busy, the cook-out would be cancelled. If you got a call, you had to go as they would be considered "10-6" (in-service) while "mangiano" (eating).

A small grill was set up at the barn and various officers and others grabbed some chow when not on any calls. Sergeants, officers, and dispatchers all took part of the repast and felt appreciated for this small morale-boosting cook-out. No calls for service went unanswered and the area was policed clean.

Well, not completely as the grill was left out and later spotted by the eagle-eyed chief. The chief, who apparently does not like cook-outs, ordered a lieutenant to look into the matter.

After speaking to some of the organizers of the barbeque, the information was relayed to the big boy, who subsequently initiated a full-out internal investigation of the cook-out.

The department internal security (or spy) system, called "rapid eye" was utilized to document a minute by minute account of this

barbeque. At the end of this grueling internal of who authorized the cooking of hot dogs and brats at the PD, the lieutenant recommended written reprimands.

But the head sausage, who was "chillin" on the grillin" said no, no, no, to the reprimand. He wanted someone to be, well, "basted over the coals" regarding this outdoor luncheon. Either he found out that someone actually put ketchup on a Chicago-style hot dog, or because he wasn't invited to the "Grilling with Bobby Flay" party, against the wishes of everyone, two sergeants received one-day suspensions for neglect of duty.

The big cheese opined that these two fine supervisors effectively "shut-down" the operation of the police department for an hour because cops and dispatchers were eating together, like in the Last Supper, but without the wine. (Note—there is no evidence that the PD was in reality shut down, but chiefs do think that way, or do they make this stuff up?)

It was also stated that officers should have been rotated through the barbeque instead of all coming in at once. It was also learned that a patrol officer (who are all banned from being in dispatch) sat with a dispatcher in the radio room to ensure calls were not stacked. (We all know how chiefs do not like a patrol officer to sit with a dispatcher, don't we— especially if they like each other.) The police and fire commission, who obviously were not invited to the cookout either, sided with the chief on this one and supported the time off.

We at MAP think advising the good-deed-doers on how the next cookout should be



Elections

Winfield

MAP 15

No union 0

MAP WINS!

South Barrington

MAP 10

No union 0

MAP WINS!

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Legislative Corner

by Joseph Andalina



It's a new general assembly in Illinois for 2007. The 95th to be exact, and with this legislative session, MAP has intro-

duced three new Senate bills.

The first is SB1301, sponsored by Senator John Cullerton and John Millner, which will amend the Illinois Public Labor Relations Act to provide binding contract arbitration for emergency support staff. As you know, this bill was introduced last year. While AFSCME and the AFL-CIO tried to kill this bill early, MAP and our supporters successfully had the bill passed out of committee and brought out just short of the Fall Veto Session.

AFSCME and the AFL-CIO were able to get our bill pushed aside for their own selfish reasons. They told us they want their police and other dispatch groups to be able to "strike" rather than have bind-

ing arbitration for contract impasse and disputes. Makes no sense to us here at MAP, since most public employees can't strike, nor do they wish to do so, as it only hurts the citizenry.

AFSCME, when asked, could not or would not provide any information on how many of their units have been led on a strike in the public employee sector by their locals. I feel that they avoided answering because they probably haven't had any strikes by telecommunicators in Illinois.

So we feel it's about the money; they don't want to pony up the dough it takes to go to arbitration. Maybe they like their units to be in a "take it or leave it" mode. Everyone pretty much knows that civilian support personnel are not going to strike. Six or seven people in a unit would surely lose their jobs, so therefore they are forced to take the employer's offer without a fight. Maybe AFSCME likes it that way.

If I'm wrong here, kindly let me know. I'm willing to bet that you, the civilian emergency personnel, would rather have

binding arbitration at impasse, rather than the right to strike. Again, if I'm wrong, please let me know.

We will be contacting all of our emergency support staff shortly for a letter writing campaign to inform our legislators that this is a legislative benefit that you want, need, and will support. Check our website for future announcements on this issue.

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MAP has also introduced two bills to benefit our members at the Cook County Department of Corrections. SB1152 will provide benefits to any county correctional officer who suffers a heart attack or stroke as a result of the performance of duties.

SB1153 will provide annuity benefits (pension) to county correctional officers equal to that of county sheriff officers.

Both bills were sponsored by State Senator John Millner.

More information to follow in updates on our website.

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Chief's Follies

Continued from page 3

conducted would have been the proper thing to do by the chief. But alas, he found it necessary to take a positive and make it a negative. We see that all too often.

We have also learned that he is contemplating banning all references to the Iron Chef and the Food Network in general when on any property of the Romeoville Police Department. No more tea parties at the PD when the Mad Hatter is in charge, either.

Part II: There will be no more saluting

Now this is just stupid. But stupid is as stupid does, I guess.

Back in September, a detective-sergeant at Romeoville with 30 years on the job passed away of cancer-related complications. He had just retired three years earlier and was not quite 55-years old.

This fine police officer was laid out at the wake in full dress uniform. As fellow officers were lining up outside the chapel in order of rank, an officer asked if they should salute at the casket. The commander-in-chief belted out no! There will be no saluting. Everyone started murmuring why not, and confusion spread if saluting was reserved only for ex-military police officers or line of duty deaths.

Well, I personally have been to a few funerals for police officers for line of duty and other deaths. I've seen saluting at all these funerals and have never heard anyone prohibit the act, or condemn this very moving form of respect to a fallen colleague.

Well, I'm happy to report that a majority of the officers saluted anyway. Bravo,

guys, bravo. The officer's name who passed away will be omitted here out of respect for him. His fellow officers should know that we feel that they honored him appropriately. They made the uniform he was wearing as he was laid to rest mean something.

The sad thing here is that the chief and this policeman started within a year of each other in 1972 and 1973. You would think that working together for 30 years (among the mud, the blood, and the beer) and that three short years after retirement that one would succumb to such an insidious and devastating disease that the top brass would find somewhere in their hearts the decency of giving this good man his final goodbye by a respectful salute. Sad.

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More next time with Andy in Wonderland.

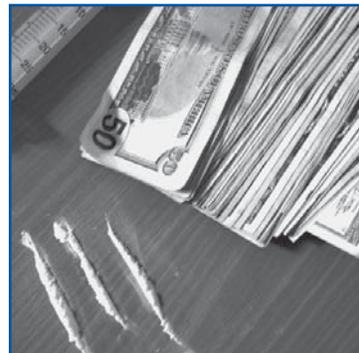
#2 If you can't use it, resell it

In Roanoke, VA, the sheriff and other officers in his evil cabal were recently charged in a scheme to resell drugs seized from criminals.

Henry County Sheriff H. Franklin Canell was quoted by investigators as saying the only way to acquire wealth is to "be a little crooked and not get caught."

Well, after eight years of selling cocaine, steroids, Mary Jane, and other drugs confiscated by the department and resold to the public, these guys did get caught.

No word if the Sheriff



thinks that the only way you can learn to enjoy backdoor sex is by going to prison.



#3 And Justice for Justice

A recent news blurb tells us that the ex-mayor of Justice just got three years in the joint for bankruptcy fraud and was ordered to make \$58,000 in restitution.

You have to wonder if a couple of other current mayors will be wearing pin-stripes this time next year.

#4 Shocking, isn't it?

A recent federal lawsuit between a police employee and the county sheriff adds a bizarre moment to our Chief's Follies.

An employee, Jo Dean Nuchols, sued her boss, Sheriff James Berrone of Blount County, TN.

She sued him for substantive due process, which means that a public employee can sue an employer when denied employment in a manner which "shocks the conscience of the court."

Apparently the chief's behavior towards his employee led to the suit when he fired her for speaking to his wife over something he was doing. What, pray tell, could that be? Simple. The sheriff was alleged to be having sex with another female subordinate in the sheriff's department who was not his wife. Yep, hard to believe, isn't it, those

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Define or not define

Continued from page 1

a Trib columnist calls for the abolishment of all public sector pensions and suggests or advocates that all public employees get a 401(k) and invest their own money. No more guaranteed 50 percent of salary as a retirement benefit for all of us honest public employee grunts who put in our 20 years and got to the ripe old age of 50. With this suggestion, there is no guarantee of a specific pension and minimum age to collect.

You could conceivably never gain a serviceable pension, allowing you to leave at age 50 with 20 years of service. You could be 60 or 65 and still have nothing.

This is nothing more than an appeal for the deferred benefit that “Arnold” in California tried to force-feed to unions, and which seems to be cropping up in the press and late night newscasts. Lots of people are jumping on the bandwagon to take your time-honored defined benefit retirement from you.

So when the press buys into this mess, we have a problem, brother. Typical now of the rich and conservative, and the far left to try to take away our middle class pensions. Wouldn't it be better to go after those who abuse the system? Or is it necessary that they throw out the baby with the bathwater?

This is just shameful. These reporters care nothing about your retirement. That you would sacrifice your life if necessary seems to fall on deaf ears. That you work shift work—the constant change messing up your health is unimportant.

Working nights, days, mids, holidays, weekends, and on your kids' birthdays, oh well, no one is forcing you to do that. This pension we have now helps even

out all of the above negatives in our job. It evens out the financial playing field for the poor pay that a majority of us receive. And contrary to what many people believe, the pay for police, and especially correctional officers, is still crappy in most agencies.

It is a positive thing to do for public service employees who far and away give much to their communities. The politicians and big brass may benefit from many of the shenanigans involving pensions, but most of us just do our 25-30 years and receive the pension we deserve. No spikes in pay on the last day of service, no consulting job, no double dipping for me—how about you? I didn't think so.



Some of these media types and our employers would be happy to see your guaranteed pension taken away. Why—so they don't have to pay into it with taxpayer's money. Not that many pay the maximum anyway. Many municipalities have found ways to reduce the matching benefit that you pay into. Just because your employer reduces their allotment or borrows on it to pay their city or state bills, is that our fault? No, but it's a quick fix for municipal or state problems. It is also a PR gimmick. They can tell voters how they have reduced their taxes by eliminating pension contributions. Think most people will care? Think again when it's the old “reduce your taxes” or “pay for the coppers' pension.” And, of course, a lot of the press are just plain jealous of our pensions. Well, I say then become a cop and see how thankless the job really is. The pension repays us for the negatives, stress, and heartache.

Is this particular newsmen's suggestion to just give you a 401(k) going to fix the problem or just ultimately screw over cops, firemen, and teachers? The dialogue is starting to overhaul your pension and it won't be a good renovation.

Three states: Indiana, Kentucky, and Missouri, had their governors destroy and eliminate collective bargaining for their state employees upon their election last year, on their very first days in office. Our pension benefits could be next in many states.

You must be aware of this openly hostile attack on your job. Big businesses are raking in the cash while cutting health insurance, pensions, and other benefits for private workers. Governments are making the dough, too, but crying poor mouth. They would like to do the same in the public sector. Look at DuPage County for example. They have a \$470 million budget, but are seeking more than \$2.5 million in additional taxes. They want less operational spending and want to lay off 60 workers. There will be reductions in all department and programs, but essential services will be retained at reduced levels. (What kind of double speak is that? Just how are essential services retained at reduced levels? Oh, I forgot, you do much more work for the same pay you got last year.)

No new programs, less grant funding and get this—no cost of living raises for employees! Has the DuPage County Board volunteered to reduce some of their six-figure wages? Anyone? Anyone? I think not. As a matter of fact, they all raised their pay. The sheriff himself got a \$15K pay raise while we fight for equitable raises for his employees. Well, those employees who are members of MAP will certainly be less affected by this since we do have collective bargaining rights. But others? They certainly look screwed to me.

And that is why the county had fought

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Chief's Follies

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chiefs and sheriffs, bastions of moral turpitude that they are, could be engaged in hanky-panky outside of their marriage.

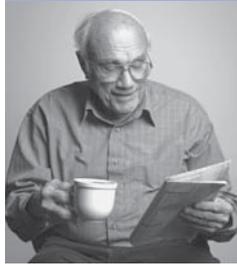
Well, Nuchols was a friend of the chief's wife, also. In brief, the two women had conversations on some aspects of the sheriff's shenanigans. The chief called in Nuchols with two other officers present and presented her with an audio tape of Nuchols' conversation with the sheriff's wife. The sheriff then fired Nuchols because she called his wife. The sheriff then allegedly threatened Nuchols that if she told his wife about the audiotape, he would one: burn her house down, two: set her dog on fire, and three: there wouldn't be a member of her family left. (I guess that means alive—ooooh!)

Here's a pillar of the community if ever I saw one. Go ahead and set the poor dog on fire because you got caught in someone else's knickers.

Anyway, the court ruled against the suit, saying the chief's alleged conduct did not "shock the conscience." Apparently to shock this court, you have to have allegations of excessive force or physical brutality. I don't know about you, but setting my dog on fire, as well as my house and inferring that none of my family members would be left, kinda sorta shocks this old man. They stated that there may be a course of action for the state tort of "outrageous conduct" but not in this federal court. Maybe that means that she could sue him in state court.

Remember, if your chief or sheriff threatens you harm, your dog or your family, it could be outrageous but it generally is not shocking. We could have told you that.

#5 Free Delivery



Apparently the chief of McCook likes his newspapers. Enough so that he has put out a note to everyone on a particular shift to make sure that he has a Sun Times newspaper left for him every morning and a suburban paper on Wednesday and over the weekend. And he wants everyone to make sure it's done.

The good chief also wanted to know if there is a cost involved. Sure, chief, we at MAP can tell you that newspapers still cost money. Most of us here, as part of our daily information gathering, are not too lazy to go out and buy our own papers.

No word, however, if he wants the cops to iron the newspapers so he doesn't get ink on his fingers.

#6 The things you can do when you're 6'3", tattooed, and 300 pounds

The police chief, the mayor, and a councilman in Snyder, OK all resigned their jobs last fall over the chief's wife posting her nude photos on the internet.

The mayor and councilman resigned over the criticisms of the chief. He apparently resigned over the dozens of citizens who complained to the city and the State's Attorney, who recommended that an obscenity investigation begin as related to his wife's naked photos on the internet. The chief could not see how

this whole thing could benefit his department, so he resigned. (Yeah, I guess I could see how one could feel that mama posing nude on the department's computer system would not generally benefit the department. Well thought out, chief, well thought out.)

The wife called this a witch hunt but removed the photos. Others expressed their desire to have more respectable people in office and that the chief, his wife, and his supporters should go where this behavior is more acceptable.

The chief said he has had long discussions with his wife over this, but does not tell her what to do. He added "If there is somebody that thinks they can control her, have at it. I have tried for 11 years and haven't been able to."

Well, I guess that sums it up just fine, brother. Anyone with a tattooed wife at 6'3" and 300 pounds would have trouble controlling her, too.

oooo

See you next time at the Follies.



New Member News/Promotions

Addison

Danny Owens

Algonquin

Kyle Neamand

Algonquin Dispatch

Amy Koehler

Bartlett

Derek Bansley

Bolingbrook

Brigitte Buitron

James Burke

Nicholas Keedy

Christina Meadows

Jason O'Hara

Ramon Orejel

Daniel Smetters

Antonio Tucker

John Tuttle

Jeffrey Weber

Braidwood

Lauren Ribilotta

Carpentersville

Abdiel Acevedo

Edward Acot

Joseph Gutierrez

Alan Webb

Carpentersville Civilians

Mary Jane Deranco

Christobal Maciel

Channahon

Andrew McClellan

Mark Stoustek

Mike Youkam

Cook Co Dept of Corrections

Aziz Abdelmajeid

Rick Aguirre

Hernan Alvarez

Marvin Anderson

Debra Baltimore

Michael Barkhou

Shonda Barnett

Rogelio Borjas Jr

Kiphoge Botley

Arnulfo Bravo

Michelle Brown

Alyssa Brown

Erica Bryant

Rogelio Casas

Teresa Cleveland

Michael Coleman

Steven Cruz

Konstantinos Davlopoulos

Anna Dejesus

Nicholas Derango

Sergio Diaz

Monique Dixon

Christopher Dreyer

Tracey Edwards

Benito Enriquez

Alejandro Escamilla

Robert Fisher

Michael Franklin

David Friend

Michael Giannos

Gioacchino Giovanneilli

Lakiesha Green

Emil Hageline

James Hardwick

Donald Harris

Tiffany Harris

Joseph Harry

Toya Harston

Joseph Hawker Jr.

Carmen Hernandez

Joseph Hilburger

David Houle

Devan Hunter

Umberto Ingargiola

Krystal Ivory

Printiss Jones

Miroslaw Kielian

Matthew Koedyker

Jason Krawczyk

Nicholas Lantini

Joseph Larkin

Jennifer Leachman

Ida Lewis

Valerie Lopez

Rubin Lopez

Tariq Lucas

Jasmine Lugo

Rachel Magsino

Eric Martinez

James Mc Eldowney

Michael Mcauliffe

Kia Mccray

Melissa Medina

Jeal Micheraux

Adam Murphy

Timothy Murray

Mahogany Murray

Brian Myers

Jonahthan Myslinski

Edwin Nelson

Brian Nyberg

John O'Brien

Sunny Perales

Catherine Perry

Parrish Phillip

Jay Pon

Nachaka Porter

Teryka Powell

Samone Redd

Scott Rice

Leonard Rocco Jr

Jeffrey Rumbaugh

Benjamin Sanchez

Lawrence Sanchez

Yesenia Sanchez

Carmelo Santiago

Delphia Sawyer

Joshua Sheahan

Anthony Singletary II

Jason Smith

Felicia Sparkman

Angela Streeter

Jerzy Szalanski

Keith Taylor

Audy Torres

Alicia Uribe

Jose Valdovinos

Pamela Vazquez

Jason Vazquez

Fernando Villanueva

Jaime Villanueva

Michael Ware

Vicki Wash

Rickey Washington

Terrence White

Elonda Woods

Roosevelt Young

Gregory Young

Crest Hill

Justin O'Brien

Crete

Paul Howey

DeKalb County

Steven Johnson

DesPlaines

Martin Reutimann

Elk Grove Village

Meredith Heyland

Hoffman Estates

Kevin Doherty

Anthony Hanna

Sean Kenost

Adam Marak

Leo Monroy

William Rublev

James Thomas

Lake in the Hills CSO

Adriana Mendoza

LaSalle County

Matthew Moore

Lisle

James Eccardt

Jayne Tragesser

Lockport

Andrew Ganger

Shaun Kelly

Alan Nesbitt

Metra

Raul Arevalo

Tony Bielkunski

Eric Harlstron

Curtis Smith

Shawn Sproles

Northern IL Comm Cntr

Timothy Baker

Edward Stanton

Northern IL University

Donald Rodman

Oak Lawn Dispatch

Staci Braziel

Justin Haubenreiser

Angela Schmidt

Orland Park

James Berthold

Mark Kenn Jr

Christopher Losordo

David Ziolkowski

Palos Hills

Dorothy Boss

Romeoville

Thomas Dorsey

New Member News/Promotions

Tinley Park

Bryan Szmusiak

University of IL

Miguel Cortez

Daniel Esquilin

Juan Gutierrez

Stephanie Kriegermeier

Justin Wooden

Western Springs

Kingsley Church

Danielle Harlow

Will Co Mgmt

David Adams

Promoted

Bolingbrook

Joseph Brick

Kenneth Teppel

CSU Sgts

Calvin Robins

Elk Grove Village

Brandon Bos

Lake Forest

E Scott Mose

Lemont

Gregory Smith

Daniel Tully

Metra

Ross Fuller

Mervin Howard

Pete Logalbo

Andrea Logan

Bryan Mack

Oak Lawn

Glenn Brothen

Joseph Garrett

Orland Park

Scott Sinko

Troy Siewert

Retired

Crystal Lake Sgts

Michael Floress

DesPlaines

Larry Burton

Richard Czyzewski

William Marzano

Hoffman Estates

Craig Brif

Metra

John Kielczynski



POLICE BENEFIT



**METRA POLICE OFFICER THOMAS A. COOK # 976
KILLED IN THE LINE OF DUTY**

September 27, 2006.

**Please join all Tom's friends at a fundraiser to
benefit his wife and two children.**

Friday, April 20, 2007 3 to 11 pm

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Merrionette Park, IL

ADULTS ONLY PLEASE

Donations can also be sent directly to the Thomas Cook Benefit Fund
C/O M B Financial Bank, 475 West 162nd St, South Holland, IL 60473

**mb financial
bank NA**

For more information on the Thomas Cook Benefit :

t c b

www.thomascookbenefit.org

Contact: Frank Manfredo at (312) 735-9206 for more information.

To define or not to define

Continued from page 6

their cops to prevent them from being unionized for so long. They want to put them in the tank, too. Without a union the employee is forced to eat what the county serves them. And the buffet table just doesn't look that appetizing.

But what really stinks here, besides DuPage County looking to deep-six employees' wages, is the idea in their minds that it is okay to do this while maintaining the county's cash reserves at what they term "a reasonable and prudent \$28.6 million." So they have the money—it's just not for you. It's for them. They are showing themselves the money. And of course, they will say they need it for emergencies... to the tune of \$28.6 million.

I say cut into that reasonable and prudent \$28.6 million and give some to the cops who make living in DuPage County a "reasonable, enjoyable, and safe place to live."

Governments, as good as some can be, will still lie and abuse you to put through their agendas. And I firmly believe that you, the law enforcement officer, does not hold a high place in that agenda.

MAP fights for our members in discipline, grievances, and in contracts. But the fight is broadening. Employers in governments think that you are so happy to be a cop, correctional officer, telecommunicator, CSO, records clerk in an established setting that provides a steady paycheck that they don't think you are listening or watching what is going on.

They don't think you are aware because they distract you with promotions, bonuses, merit wages, or other juicy carrots. Or they just count on your youthful exuberance to hide the fact that you should be concerned that in 20 years you won't have a pension? That's for the old dogs to worry about. Well, people, worry

about it — now! The governments where some of us work will just tell you to keep doing what you are told and ignore that man behind the curtain. If you do, they will just take away your ruby slippers and you'll never get to Kansas. Where is Toto when we need him to expose this charade? You have to pay attention as a governmental employee as to what they are planning to do with your future.

MAP has taken this fight to another level with our lobbyists and forays into the state legislatures. It's more time and more expense, but for us to be successful in preserving what you all enjoy in wages and benefits, we must take that step forward.

Don't be led astray when your employers grouse and harp about the union fighting them, or about why MAP arbitrates contracts, or why we file grievances and ULPs. Ignore them when they try to turn you away from an officer or telecommunicator who has been disciplined with unfair or inequitable punishment. If they can ostracize him or her from the rest of the employees, they will, and then they won. They want to silence you to prevent you from sticking up for your own.

When they cry about your union's fundraising because someone has to answer the phone to respond to the inquiry realize this is done to alienate you from your union.

Real problems in fundraising are quite rare for any union or local association. People complain about fundraising no matter what union or local association is doing it. Don't ignore it—check into it—but remember, it is a vital and necessary part of keeping your dues low and providing the benefits, expertise, and clout that is needed to fight for you. This is true, especially in Springfield where

the real battlefields are beginning to be drawn and for you to be a player like all the other special interest groups clamoring for the mayor's attention.

Remember that some complaints about fundraising are no different than someone complaining about your driving, you being R.U.D.E., your sarcasm, or other similar beef that someone makes personal and your chief wants you to be made an example of. You must realize that the politicians and brass are just whining because they want to make you poor and powerless.

So be involved. Be active. Apathy will kill your local chapter and your benefits. Help us hold your politicians accountable. Raise your voice. Keep active with MAP in our year around legislative activities. The change that is going to be detrimental to our profession will be slow. They think that you are asleep. Don't let them think that.

Check our website and newsletters for information about our most current political fights. Write letters. We need bold, improved action from you to make these politicians, mayors, chiefs, or others accountable who would undo your health care, wages, pensions, and other life supporting benefits and take them away from you while racking up millions for their pork barrel projects, schemes, and golf lessons. In particular, this pension problem is not going to go away. It will rear its ugly head in the future once more.

This pension reform thing needs to get out and talked about. It is your very livelihood which is at stake

Stay safe.

Next time we'll finally finish our R.U.D.E. expose with Part 4 – the Letter E—Errors in Judgment.

IAD—Things to Remember

By Andrew M. Diakoumis

At some point and time during our careers we may be ordered to go to Internal Affairs to answer an allegation of wrong doing or defend some course of action you have taken while doing your job. Whatever the reason you are in IAD it can be an unnerving situation. This article is being written as a guideline for you to consider if you ever find yourself in IAD answering questions.

Representation: The first thing you should know if you are ordered to participate in an “Internal Affairs” investigation is that you have a right to representation. In fact, one of the first questions you should ask is whether this matter is administrative or criminal. If it is an Administrative investigation, it is your right to have your Union Representative present (even if you are still a Probationary Officer). If it is a criminal Investigation, it is your right to have an attorney present. In either case, it is *your* responsibility to invoke your right to representation **before** you make any statements. **Remember: You must verbalize this request.** For example: “I realize that I must cooperate with this investigation and I am prepared to do so. However, prior to making any statements, I am requesting the presence of my Union Representative/Attorney.

Understand the question: Be sure you understand the questions you are being asked *before* you attempt to give an answer. You can not possibly give a truthful and accurate answer unless you fully understand the question. If you don’t understand the question, say so and ask the investigator to repeat the question.

Don’t guess: If you don’t know, say you don’t know and leave it at that.

Tell the truth: Honesty is the best policy. Consider this: lying or giving a false statement can be grounds for your termination.

Speaking with your Union Representative/Attorney: At anytime during the interview, you may request to speak to your attorney/ union rep in private. Also, your representative can interrupt the interview to clarify a question or to object to confusing or intimidating tactics.

Take your time: As unnerving as the IAD interview can be, be sure to take your time. Give the question the amount of thought that it requires, so that you can understand it and formulate your response. This will also allow time for any objections that your attorney/ representative may have to the question asked.

Answer the question: Answer only the question that you are asked. Do not volunteer additional information! Remember, additional charges can be brought against you based on your answers given during questioning.

Beware of questions involving distances and time: When you are making an estimate, make sure the investigator understands that you are estimating. This will surely be understood if you state “I would estimate that time to be...”

Do not lose your temper: No matter how hard you are pressed—do not lose your temper. Also consider this: Is it possible that the investigator is “egging me on” in an attempt to make me lose focus and respond improperly. If so, losing your temper may play right into the investigator’s hand.

Avoid joking and wisecracks: An IAD investigation is a serious matter—treat it as such.

Additional statements: – At the end of the interview you may be asked if you have anything you wish to add. Most situations should not require anything additional. However, this would be a good opportunity for you to consult with your union representative or attorney.

In closing, become familiar with your contract. It’s your responsibility to protect your rights. I’m going to say this again because it’s worth saying again. You must verbalize your request for representation. IAD is not going to have a representative on standby waiting to represent you.

Keep these guidelines handy in case you’re ever summoned to IAD.

Case Law Review

Police Pensions and Administrative Review

By Jeffery Ortinau, Legal Advisor

Most police officers don't start thinking about retirement until they have been on the job for many years and start reaching the age where the body or your mind starts to slow down. Reality starts to set in. You start reading up on the pension code, and start talking to the "retired officers" about making the big decision to pull the pin. Most police officers know when that time is about to come. I know I did, and I never looked back after 27 years on the job. It was time.

Most officers know that in order to start receiving a pension, you must have 20 years of service and reached the age of 50. Then, with 20 years on the job and age 50 or over, you receive 50% of your salary attached to your pay at the time you leave service (or your last year's salary, whichever was greater). For every year after 20, add 2.5 % until a maximum amount of 75% after 30 years of service. If you stay working after 30 years, the take home pay difference between the pension that you could be receiving and your salary being paid by the department is almost the same. Why would anyone stay working after 30 years on the job?

Most police officer's pension is based on whatever salary is negotiated in their collective bargaining agreement. We know that over-time, holiday pay, court pay, etc., is not pensionable. However, certain benefits are included for the purpose of determining what your pension will be. Some of those benefits are longevity pay, specialty pay, educational pay, or senior patrolman pay, etc. These creative increases should be thought about when negotiations are taken place with your department. Sometimes the junior officers fail to look into the future and only

think about what they want now. The senior officers are looking for the future. Remember, sooner than later the junior officer will be the senior officers, and they will benefit from those additional pay increases, which will affect your pension amount upon retirement.

Now, along come the chief or some upper brass that try to increase their pay right before retirement by some creative methods. They get the mayor or village board to give them some big pay raise for all the hard work they did (or at least thought they did) over the years. However, these "pay spike" are illegal. The Pension Boards should be reviewing and determining what the final pay was at the end of an officer's career. I believe you will find the following case law interesting reading. If you have any questions or comments, I can be reached at 630/420-2081 or Map.Legal@sbcglobal.net.

Sedlock v. Board of Trustee of the Police Pension Fund of the City of Ottawa, Third District No. 3-05-0736 (Aug. 22, 2006).

Summary: Pursuant to the relevant provisions of the Illinois Pension Code, the city's police pension board had the authority to determine what a police officer's salary was for the purpose of calculating the officer's future pension fund amount because the board was statutorily required to do so. Therefore, the trial court properly dismissed plaintiff's complaint for declaratory judgment to order the board to find for a specific amount because the board did not reach a final and appealable order.

Facts: Daniel Sedlock retired as chief of police of the City of Ottawa on Sep-

tember 8, 2003. Sedlock's salary, as chief of police, was \$64,000 until the city council of the City of Ottawa amended his employment agreement on August 5, 2003, to increase his annual salary to \$84,338.31. The increase in his salary took effect on September 1, 2003, one week before his retirement. The Police Pension Fund (PPF) of the City of Ottawa set a public hearing to be held on October 28, 2004, to consider what the final salary determination should be for calculating the future retirement pension of Sedlock.

Under section 3-111 of the Illinois Pension Code (the Code), a police officer shall receive a pension of one-half of the salary attached to the rank held on the last day of service. 40 ILCS 5/3-111(a). (West 2004). Pursuant to the Code, "salary" means the annual salary, including longevity attached to the police officer's rank, as established by the municipality's appropriation ordinance, including any compensation for overtime which is included in the salary established, but excluding any "overtime pay," "holiday pay," "bonus pay," "merit pay," or any other case benefit not included in the salary so established. 40 ILCS 5/3-125.1 (West 2004).

On October 5, 2004, Sedlock filed a complaint for declaratory judgment, requesting that the court enter an order finding that the PPF has no authority under the Code to make a final annual salary determination in any sum other than the amount of \$84, 338.31. The PPF filed a motion to dismiss, claiming that the circuit court did not have jurisdiction over the subject matter of the complain because there was no actual controversy

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Letters from members

Coal City Chapter #186

Dear Joe:

Words can't explain how pleased I am to finally be a member of MAP. As Crosby, Stills, Nash & Young stated, "IT'S BEEN A LONG TIME COMING."

As you know we've been waiting for this day for over 10 years. Police personnel that are fortunate enough to be members of a union do not realize sometimes how lucky they really are. Work without one and believe me they will appreciate the rights and benefits that the union provides. For our first contract I feel we did exceptionally well. Am very pleased that MAP stood behind us for the long struggle that we had to endure. Most people would have given up years ago. I realize that we are a small department and do not add that many more people to your membership. I for one have been waiting for years to be able to say, "yes, I am a proud member of MAP."

I would also like to state what an outstanding job that Steve Calcaterra did for us. Steve stuck with us through the entire negotiations and did one hell of a job. Steve explained every step of the process in obtaining the first contract. Steve always made himself accessible to myself and the rest of the negotiating team. Am sure that he's happy it's completed and that I will not be calling him three or four times a week. If the rest of the MAP staff are as dedicated as Steve is, we are in very good hands. As you're well aware, Steve also had dealings with good old Nick Sakellariou. Again, thanks for all your time and support and I'm looking forward to negotiating the second contract.

Wm. Jersey Klegman

Lisle Chapter #87

On behalf of Lisle Chapter #87, I would like to express out thanks to you, your Board of directors, and your staff for all the support you have given us. We recently completed our contract "negotiations." As you know, we did not simply reach a negotiated agreement. We spent over 18 months without a contract, and went through mediation with no movement from the Village. Even after we started the arbitration proceedings our Village would not budge on economic issues. It was not until after the Union presented its case in chief before the arbitrator, gave two full days of testimony, thousands of documents, and many exhibits, that a deal was finally offered by our Village.

When we started negotiations, our salaries were the lowest of all our comparable communities. Even worse, we lagged behind the average salary by almost five thousand dollars annually. With this new contract we will correct those deficiencies. The new contract will apply 22% salary increases across the board over four years. We will close the gap and reach the average salary of our comps by May of 2008.

Our past contracts had been established under FOP and later under PB&PA. This will be our first contract under MAP—and it should be noted that it contains the largest pay increases that we have ever had in our entire bargaining history. Such increases don't come by accident (or municipal generosity). The work and dedication of your staff, especially Attorney Reimer, had made the difference for our Chapter. Please pass on a sincere thank you to all your staff.

John Garw

Lake Villa Chapter 120

Dear MAP:

I want to take this time to thank the MAP organization for the great service provided to the law enforcement community.

I have had your legal representation for over 15 years. Thanks to Attorney Steve Calcaterra and his staff, I was able to obtain my on-duty disability pension. It is very comforting knowing there are people and organizations that have dedicated support to police officers.

Thank you and God Bless the men and women of law enforcement.

Ret. Sgt. Gary Thommes

Winnetka Chapter #54

Chapter 54 Members:

I must share with you my testimonial to the dedication of the legal representation provided by the Metropolitan Alliance of Police today (February 13, 2007). Joe Mazzone answered my prior call for counsel to a suspension hearing with the Chief and Deputy Chief. During a driving snow storm with close to white out conditions, Joe drove the frozen tundra from nearby Joliet to Winnetka. Having shared the nearly impassable roadways with hundreds of hazardous motorists, he arrived composed and ready to provide the insightful professional assistance I needed. The Chief entertained additional facts that were not considered during the initial "fact finding" or subsequent "investigation" (which never rose to the level of an "Internal"). Joe Mazzone delivered and did what needed to be done!

The Chief has yet to indicate his decision. Regardless of what he will recommend, I know that the MAP stood by me and afforded me the opportunity of due process. For this I am grateful.

Patrick Colleran
President

Case Law Review

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between the parties since the PPF had not yet made a determination as to what the salary was and no final appealable decision by the PPF had been made. Sedlock filed a motion to strike the PPF's motion to dismiss.

A hearing was held on both motions, and on May 31, 2005, the court denied Sedlock's motion to strike and granted the PPF's motion to dismiss. First, the court found that it is the PPF's fiduciary duty to determine a police officer's salary when calculating his pension. Then, the court found that dismissal was appropriate because Sedlock was required to exhaust his administrative remedies relief in court.

Issues: The Appellate Court had two issues to resolve. First, whether the PPF has the authority to determine what a police officer's "salary" is under the Code for the purpose of calculating the officer's pension benefit amount. The second is whether, after having answered the preceding question in the affirmative, the trial court properly dismissed the declaratory judgment action for the lack of subject matter jurisdiction.

Holding: The Appellate Court affirmed the Circuit Court's decision.

Analysis: The following is the reasoning behind their decision in affirming the Circuit Court's decision. First, they addressed whether the court had jurisdiction to decide whether the PPF has the authority to determine Sedlock's salary. Generally, a person with a claim from an administrative agency must exhaust his administrative remedies before seeking relief from the judicial system pursuant to the Illinois Administrative Review Law. 735 ILCS 5/3-101. However, the court has recognized several exceptions to the doctrine of exhaustion of administrative remedies, including when the agency's jurisdiction is attacked because a party claims that it is not authorized by statute

to do something it is attempting to do, as Sedlock claims here. Where an administrative assertion of authority to hear or determine certain matters is challenged on its face as not authorized by the enabling legislation, such a facial attack does not implicate the exhaustion doctrine and exhaustion is not required. The rationalization exception is that when an agency's statutory authority to exercise jurisdiction is at issue, no questions of fact are involved. Therefore, the trial court had jurisdiction to decide whether the PPF had the authority to determine Sedlock's salary for the purpose of calculating his pension under the Code.

Next, the Appellate Court considered whether the PPF has the authority to determine Sedlock's "salary." The Appellate Court agreed with the trial court's statutory interpretation that the PPF has the authority to determine what Sedlock's salary is under the Code for the purpose of calculating his future pension. Section 3-132 of the Code provides that, pursuant to section 3-131, police pension fund boards have the exclusive control and management of the pension fund. 40 ILCS 5/3-132. The Fundamental purpose of a police pension fund board is to determine eligibility to participate in the fund. Additionally, the trustees of the fund are statutorily designated as fiduciaries. As a fiduciary, each board member is required to "discharge his or her duties with respect to the pension fund solely in the interest of the participants and beneficiaries and for the exclusive purpose of providing benefits to participants and their beneficiaries. 40 ILCS 5/1-109. The court went on to hold that the board's statutory duties include determining what Sedlock's annual salary should be for the purpose of calculating his retirement benefits. Granting Sedlock's request could result in circuit courts being charged with making salary determinations for thousands of public employees

seeking disability or retirement pensions each year. This is not what the legislature intended. The board is in the best position to determine whether Sedlock's most recent salary included overtime, holiday, bonus, or merit pay.

Next, the Appellate Court considered whether the court properly dismissed the complaint for declaratory judgment. Once the court properly determined the scope of the PPF's authority, there was no actual controversy between the parties since there had been no determination by the PPF as to what the salary of Sedlock was or what his retirement pension will be. Under section 3-128 of the Code, all final administrative decisions of the pension board are judicially reviewable under the provisions of the Administrative Review Law. 40 ILCS 5/3-128. Until there is a final appealable decision by the PPF, any action brought before the court is premature and the court does not have subject matter jurisdiction. Judicial review can only be undertaken where there is final agency determination.. Without a final decision from PPF, there is simply nothing for the circuit court to review. The Appellate court held that the Circuit Court correctly determined that it had no subject matter jurisdiction on the issue of what Sedlock's salary should be. The judgment of the circuit court of LaSalle County was affirmed.

Quote:

With money in your pocket, you are wise and you are handsome, and you sing well, too.

—*Jewish proverb*

Contract Corner

Coal City

In the first year of the contract, the patrol wages range from \$38,380 - \$52,229. The sergeant wages will be \$57,583.

The contract gives the officers an initial wage adjustment, depending on their placement in the wage scale, and a three year contract with raises of 2%, 4% and 4%. Upon the signing of the agreement, each officer will receive a first pay raise (retroactive to May 1, 2006) ranging from \$4,000-\$7,000.

Lemont Sergeants

Contract length May 1, 2005, through April 30, 2009. Pay increases from 14% to 24% over four years. Top out at Step 8 in 2008 is \$87,411. No random drug testing. Agreement on seniority, personnel files, loss and replacement of property. Changes in grievance procedures, holiday pay, sick leave, insurance, vacation, work schedules, and leave of absence language. Received uniform allowance commensurate with rank.

Lisle

Settled. Wages of 5.5%, 5.5 %, 5.5%, 5.5% for four-year contract, fully retro. Slight increase in health insurance for single coverage, reduced family coverage premium. May increase 5% over life of contract. Obtained Blue Cross/Blue Shield rather than village self-insured plan. Increase in vacation time from 5-15 years seniority. Holiday, personal, and vacation buy-back if not used within a year.

Minooka

In the first year of the contract, the patrol wages range from \$42,649 - \$58,040. The sergeant wages will be \$67,036.

The contract gives the officers an initial wage adjustment, depending on their placement in the wage scale, and a three year contract with raises of 4%, 4% and 5%. Upon the signing of the agreement, each officer will receive a first pay raise (retroactive to May 1, 2006) averaging \$6000.

Roselle

Four-year contract from January 1, 2005, through December 31, 2009. Wages of 4%, 4%, 3.5% and 3.5% Top out in year seven step. Many rights negotiated for union business, service of general orders, rules and regulations, and administrative time. More rights on discipline. Audio, video or GPS equipment will not be the sole basis for discipline for officers. Sick leave expanded. Maintain caps on health insurance, and status quo on other economic benefits.

Winnetka

Settled. Wages 3.5%, 3.75%, 3.75%. Full retro for three-year term. Increased OIC pay, modified/increased uniform allowance, frozen health insurance contributions, new investigator pay, improved employee discipline protections.

MAP Annual Golf Outing



Where: Carriage Greens

When: Friday, June 8, 2007

Time 11:45 am Tee off/scramble format. Registration starts at 10:30 am

What: Golf 18 holes, cart, lunch at the turn, drink tickets, five-course dinner, open bar, raffle, prizes, and the world-famous Keith George as your MC.

Flyers will be mailed shortly. Call Carol or Sonia at 630/759-4925 to reserve a foursome. You are only guaranteed your foursome when payment is received. It sells out fast, so return the paperwork and payment as soon as possible.

More News From Around the MAP

New Chapters on the MAP

Ford Heights
Hawthorn Woods
Park City
Streamwood

Arbitrations Mediations

Cook Co DOC *Award issued*
Gilberts *pending*
Palos Hills *pending*

Negotiations in Progress

Bensenville
Crest Hill
Crystal Lake
Darien Police Civilians
DuPage County Coroners
DuPage County Forest Preserve
DuPage County Deputies
East Dundee
Ford Heights
Hickory Hills
Johnsburg
McCook PO & Sgts
NIU Police
Oak Lawn Civilians
Oak Lawn Police
Palos Park
South Elgin
Sugar Grove
Warrenville PO
Warrenville Sgts
Wescom Dispatch
West Dundee

Signed Contracts

Bridgeview
Coal City
CSU Police
CSU Sgts
Elwood
Lakemoor
Lemont Sgts
Lisle
Minooka
Montgomery
Niles
Northbrook Sgts
Roselle
Univ. of IL
Wheaton Sgts
Winnetka

Collective Bargaining Chapters

Addison	Highwood	Orland Park
Algonquin	Hoffman Estates	Palos Hills
Algonquin Police CSO's & Dispatch	Hoffman Estates Sgts	Palos Park
Bartlett	Huntley	Park City
Bensenville	IL DOC Investigators	Plainfield
Bolingbrook	ISTHA	Plainfield Sgts
Bolingbrook Sgts/Lts	ISTHA Call-takers	Prospect Heights
Braidwood	John Stroger Hospital Sgts	Prospect Heights Sgts
Bridgeview	Johnsburg	River Valley Detention Center
Burr Ridge Sgts	Justice	Romeoville
Carpentersville Civilians	Justice Sgts	Roselle
Carpentersville Police	Lake Forest	Round Lake Police
Carpentersville Sgts	Lake in the Hills Police	Round Lake Supv
Channahon	Lake in the Hills Dispatch/CSOs	Saint Charles
Chicago State University Police	Lakemoor	Saint Charles Sgts
Chicago State University Sgts	LaSalle County	Schaumburg
Cicero Lts	LaSalle Co Correctional Officers	Schaumburg Command
Coal City	Lemont	Seneca
Cook Co Correctional Officers	Lemont Sgts	South Barrington
Cook County EM/ Dispatch/ Vehicle Service	Lisle	South Elgin
Crest Hill	Lockport	South Elgin Sgts
Crete	Matteson	Steger
Crystal Lake	Matteson Sgts	Streamwood
Darien Police and Sgts	McCook PO and Sgts	Sugar Grove
Darien Police Civilians	Metra	Tinley Park
DesPlaines	Minooka	University of Illinois
DesPlaines Sgts/Lts	Montgomery	Villa Park
DeKalb County	Morris	Warrenville
DuPage Co Patrol/Court Services	Morton Grove Sgts	Warrenville Sgts
DuPage Co Coroner	Mt Prospect	Waukegan Sgts
DuPage Co Forest Preserve	Mt Prospect Sgts	Wescom Dispatch
East Dundee	Naperville Sgts	West Dundee
Elwood	New Lenox Sgts	Western Springs
Elk Grove Village	Niles Police	Western Springs Sgts
Ford Heights	Norridge	Wheaton Sgts
Gilbert	Northbrook Sgts	Will County Mgmt Assoc/ Corrections Sgt
Grundy County	Northern IL Emergency Communications Center	Will Co Juvenile Probation
Hanover Park	Northern Illinois University	Wilmington
Harvey	Northern IL University Sgts	Winfield
Hawthorne Woods	Oak Lawn	Winnetka
Hickory Hills	Oak Lawn Telecom, CSO's, & Detention Aides	Woodridge

Legal Defense Chapters

Addison Sgts	Evergreen Park	New Lenox
Barrington Hills Sgts	Frankfort	Norridge Auxiliary Officers
Belvidere Sgts	Genoa	Northlake
Bensenville Sgts	Gurnee	Palatine
Bolingbrook Civilians	Hampshire	Palos Park part-time Police
Channahon Sgts	Hinsdale Sgts	Peotone
Cook County Canine	LaGrange Park	Roselle Command
Cook Co Correctional Sgts/Lts	Lake County	Round Lake Park
Cook County Sheriff's Police	Lake Villa	South Barrington Command
Cook Co DCSI Deputy Chiefs	Manhattan	Winnetka CSO
Crest Hill Sgts	McCook Civilians	Woodridge Sgts
DuPage County Corrections	Mt Prospect Sgts	