

The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Spring 2013 Issue

Another year of pension nonsense

By Joseph Andalina

The battle for public opinion has been won by those who are eagerly trying to destroy your pension.

However, the battle is still going on within our legislature. As you know, the veto session came and went without a “pension fix,” or rather, a dismantling of many public sector employees’ retirements.

The “lame duck” session came and went, too. That’s where Governor Quinn, some Democrats, many Republicans, and some tax oversight groups, one after another, continued their grass roots efforts to change pensions.

Newspaper after newspaper, editorial after editorial, pounded out the same mantra as appeared in various newspaper story headings: *“Fix Pensions Now;” “Tough Road to Pension Fix;” “Pension Crisis: Particular Abuse of the Taxpayer;” “Pension Mess Now all the Rage in Springfield.”*

Need I say more? The latest reports really tried to put on the pressure to fix—which actually means screw over — workers’ pensions by January 9, 2013. Those wanting a “fix” tried really hard to get legislators to vote in anything to show movement. And over and over, that movement was change the benefit, or raise the age to retire to 67, and freeze COLA payments for five to six years and apply a minor increase only on the first

\$25,000 of a retiree’s pension. Do the math and figure out what a three-percent max COLA is on \$25,000. Exciting, isn’t it?

What a joke that is. These media personnel and some of the legislators, and I would guess most mayors could give a flying you know what about you having a sustain-

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able retirement where if you wanted a Starbucks, you could actually buy one. Or purchase some magazines, maybe even have cable TV to watch Center Ice hockey.

So in the final days, they threatened and pressured to fix the crisis by claiming that not doing so would threaten education funding, Medicaid, mental services, and other programs. All in need to be sure, but you don’t steal from the workers who are in one sector and give to another to make a service work. That’s not a fix, that’s robbing Peter to pay Paul. But okay, what do I know?

And in return for all this sharing, retirees would get “new guarantees” that the state would make its required pension contribution. How comfort-





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Chaplain's Column

By: Thomas Ross

Funny how we might have been influenced into our careers by TV series we watched growing up. Now I'm not talking about me, as TV was just starting out when I grew up, but I am talking about some of my boys. They watched EMERGENCY—Station 51 from L.A. and ONE ADAM 12. So two of them became cops and one a fireman. Then there was the voice of Dispatch telling the fire and police what the call was and where should they go. So maybe that portion influenced today's dispatchers? Of course, I never thought about it at the time.

Real life kicked in during the early 90's as I checked with area law enforcement agencies when approached at a clergy association meeting. Then it happened: with one son in policing and one in fire service I joined my local Police Department as a Police Chaplain and began a series of training and I was off to my career. I quickly saw and heard the dispatchers work their talents and even did some ride alongs in the dispatch center to see firsthand how they performed their duties. And I began to appreciate their world as I saw them answer 911 calls, dispatch them and go on to the next situation. Like the patrol officers, their lives go from 0 to 90 in a split second as they hear the cry for help, and yes, sometimes the terror in the words they hear.

Over time I've come to a greater understanding of and appreciation for those who handle dispatch and 911 calls. A tremendous amount of training is now required before touching a headset. The stress can be incredible, especially when there are a slew of calls and then there is always the big one. Could be a shooting,

people injured, or worse an officer involved shooting. And for a time, that's all they know—officer involved! You see, they are the ones who send you to these emergency calls and while you are enroute they check the address for priors or any other information they can give you so you are armed and ready, because they care. They are the ones checking your status—CODE 4?



Then there's being out of the loop. You'd think that communicators would be included in communications about where calls end up, but not so all the time. I encourage chaplains with whom I work or train to become familiar with dispatch, know their personnel, and fill them in on a call's final outcome when they might not know. As is understandable, communicators want to know what happened since they were involved, and being left hanging can cause frustration, hurt, and disenchantment with those on the street or in charge.

I am really pleased that dispatchers are invited to take part in Critical Incident Stress Management defusings and debriefings following traumatic incidents. It is a long overdue recognition that they too are involved and affected.

If my recollection is correct, communicators are honored during a special week in April, so it is time I recognize them in my column and encourage you all to recog-

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Chief's Follies

By: Joseph Andalina

#1. What's in a name?

What's up with these terms that chiefs seem to be using lately? Like incompetent, as in incompetent police officer. Really—incompetent? Chiefs and their bottom-feeders have been known to refer to their officers as incompetent “prior” to formal interviews on allegations of misconduct? This absurd terminology seems to be occurring more as chiefs try to learn proper grammar and how to compose a sentence that makes sense.

A couple of examples: Crystal Lake chief, notifying an officer that he must appear for a formal interview, stated that “(the officer) may have been neglectful and/or incompetent in the performance of his duties while investigating...(an incident).”

If the officer was either neglectful or incompetent, the alleged misconduct can “degrade, discredit, or bring discredit” upon the entire department and the department could be impeded in reaching its goals.

Really, Chief, all of that? Is the nature of the alleged misconduct paramount in the degradation of the entire department? Criminal activity, maybe. But using ones' discretion to take action or not, or even making an error in judgment in my worldly opinion does not make an officer incompetent. Words hurt, Chief.

The chief goes on to explain that the officer could be charged and seek his removal, discharge, or suspension in excess of three days, or be boiled in oil—Chief's discretion—to atone for the “incompetent” behavior. Okay, maybe I'm exaggerating, but really again, Chief, do you have to start out by inferring that your officer is incompetent or could be?

Could it be a mistake? Can your officer be neglectful and not incompetent? Can you be careless and not qualified at the same time? Splitting hairs, am I? Maybe so, but I would rather see chiefs spell out allegations of misdeeds by citing the specific actions and forget the name calling and the application of a tag that most certainly can prejudice the officer.

Anyone at any given time can be neglectful and be so without malice. Incompetence in a trained police officer? I don't believe so.

Another example: MAP recently was engaged in arbitration for a member in Westchester who was suspended by the chief for just cause for unsatisfactory work performance where again, the issue of incompetence raised its ugly head.

Along with failing to perform certain duties and among other adjectives, the chief labeled the supervisor in question as incompetent. So our member got a day in the box. MAP's grievance committee approved an arbitration of this case based on the fact that it was with-



out just cause and was excessive punishment for the incident that occurred. We were not too keen on the incompetent moniker, either.

While the chief/village labeled the supervisor as incompetent, the arbitrator disagreed (not disputing the allegation), but on the issue of deciding the conduct as being incompetent. While the village stated that the supervisor's actions were incompetent, the allegation did not contend the supervisor is incompetent or has been incompetent over time. So one may ask, when do you become incompetent? My answer is when the chief says so, of course.

The suspension was sustained on the basis that the supervisor did not do what the chief had directed. So was the grievant incompetent because the grievant failed to carry out “proper order” work assignments or instructions? The arbitrator, after much discussion, was persuaded that the basis for the village's decision to discipline was failure to carry out the chief's directions as noted above and not a matter of incompetence.

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Pension Reprieve

by: Joseph Andalina

Well, as y'all probably know by now, the "lame duck" session of our Illinois General Assembly did the right thing. They held off so-called pension reform despite Governor Quinn, who has stated he was put on this earth to resolve this pension issue.

Big ego, one might say. Don't you love these guys who have a direct Progresso soup can to God? They also laughed in the face of "Squeezy the Python," Quinn's other effort besides God to reform our pensions.

Kind of ironic, isn't it? Quinn, God, and a serpent? Too weird even for me.

But "Squeezy" is still at the Capital with no word as to what his fate might be. I'd say banish him and Quinn from Springfield, just like Adam and Eve in the Garden of Eden. Well, the Capital is no Eden, and all similarities end with a snake in both venues.

They also ignored the machination of a very devious press who pulled out all stops in a relentless effort to embarrass, goad, and force legislators to dismantle all public sector workers' pension, as well as those who are currently retired.

Such shameless jealousy. I want to ask these hypocrites, so-called journalists, and editors, what did teachers, cops, firefighters, correctional officers, public works people, and the myriad of other government workers do wrong?

Yeah, we know that the big boys, superintendents, police chiefs, mayors and the like get pay spikes. They double dip,

get hired back to lucrative jobs after retirement and generally scheme the system. But it's not the grunts for the most part.

So what did we do wrong?

What proportion of public sector workers did not respond to a call for service? Someone ignore a robbery in progress, a domestic, or a CDP?

Did some firefighters refuse to put out a blaze, not put an IV in your arm, or didn't comfort a citizen in an auto wreck?

Public workers shovel snow on your driveway? Did a correctional officer refuse to watch over any number of demons in Dante's Inferno, otherwise known as a prison?

Someone let me know why the press and our political so-called leadership continue to devalue government workers. Well, we know at first they tried to hide their sins of causing this problem in the first place. Next, they confessed and admitted it was their fault, but said the greater good means we have to fix the fact that they cheated us and the citizens, so you public employees have to take the fall. And by the way, they say, we are really helping you. They twisted their evil thinking around, so now they are helping you to preserve the pension systems. It was all done for our benefit! Yikes! But the press? Are they really that stupid? Yes, that's a rhetorical question; it needs no answer. They fell for this scam by municipal and state leaders hook, line, and sinker.

So the "lame ducks" passed on giving Governor Quinn, the Republicans, some twisted Democrats, and a very slanted press their pound of flesh. They rightly passed on knee-jerk legislation just so Quinn could prove why the Good Lord put him here.

And they didn't allow the press to gloat over their #2 reason for a newspaper's existence—to influence public policy. #1 is to make money, of course. Something they want to keep quiet in order to make it look like they are helping everyone. Strife sells papers. It spreads public discourse for the sake of influence pandering.

Now it's up to the new legislators. While I personally do not feel they will all eventually come out on our side, at least the pressure to be applied will give them a few months to thoroughly analyze the effect this whole shameful sordid story will have on the livelihood of public sector employees.

Keep writing and calling your Illinois representatives. It's our only hope.

Editor: *As the new legislators have been sworn in and they mingle with the old guard, we expect a plethora of bills to be introduced, assigned, to committees, discussed, dumped, or passed.*

More on that in our next Rap Sheet. But for now, a timely piece on pensions, written earlier as an opinion on our website. Pensions for the foreseeable future as in our immediate post, is always an item for discussion.

Chief's Follies

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So remember, MAP's other concern here was that the charges deemed our member to be incompetent. And as the arbitrator upheld the one-day suspension, he added a modifier concerning the suspension.

It was changed to show that grievant was suspended for failure to carry out the chief's direction and was unacceptable based on policy, but does not include that the sergeant was incompetent. MAP won the war on words.

So wise up, chiefs. Stop inferring that your officers/supervisors are incompetent. Yes, there are "failures to communicate" some errors in judgment and mistakes. Your people hired these men and women, trained them and promoted them. They are not incompetent. For some of you (and chiefs can make mistakes, too) you want to see incompetent? Look in the mirror.

#2. Two chiefs under the influence?

(A) Police chief Johnny Lewis Holmes was collared last December for drunken driving—again! This time, he almost struck another vehicle. When stopped and asked to do a field sobriety test, all he could say was "Oh. Wow." Oh wow is right!

After failing the test, he voluntarily blew and the results were a .19. Pretty bad as chiefs go, for sure!



But there is more. He was also ticketed for disobeying a police officer. It was rumored that he exclaimed "Oh no." Then he was tagged for failure to stop in which he may have said "Oh crap."

He also got a citation for no proof of insurance, which could have resulted in "Oh, man!" He also got a write up for improper lane usage. Let's see, maybe he said "Oh fudge." And then finally one more ticket for illegal transportation of alcohol and I wouldn't want to print a possibly last exclamatory statement.

It was reported that he was also arrested in March of 2010 for DUI. Both times were by the same department. Driving in this town could be bad for a chief in Robbins. (By the way, only kidding

about all the exclamations—except for the first one—for all of you who may be new to my satirical style.) And yes, the chief stepped down and retired in early January. Oh, boy!

(B) This second entry shows Chief Frank Wolfe of McCook being stopped by the police after driving his van into a rail yard in mid-October 2012 in another jurisdiction. It was reported that he appeared to be intoxicated but was outside of his van when located.

No evidence was available to charge him, so someone from his department was called to pick him up. The chief later admitted to having four or five drinks earlier that day and he took a wrong turn into the rail yard. Chief says he made a mistake. He also got very, very lucky.

The mayor of McCook docked him three days' pay because he admitted being involved "in the incident." Mayor says Chief is an honest guy. He got lost and confused and maybe appeared drunk. Mayor doesn't know.

But we all know, don't we? Especially his cops on the street who have to work for this guy. He has been known for being, how should I say, domineering and condescending, kind of like most chiefs.

Back to the driving maybe-under-the-influence, but got lucky incident. The officers under his command probably would not have received a three-day suspension by this chief if it were they who were stopped by another police

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Reimer & Karlson LLC Pension News

By: Keith Karlson

Each year, the FBI publishes the Law Enforcement Officers Killed and Assaulted (“LEOKA”) report. Per the FBI, the FBI’s newly released statistics for 2011 show a spike in officers who were killed by criminal conduct. 72 officers were killed due to criminal conduct in 2011. That’s on the rise as compared to 41 in 2008, 48 in 2009, and 56 in 2010. With that solemn thought in mind, there is no time better than the present to discuss survivor benefits for officers killed in the line of duty. This article aims to provide a basic overview of the State benefits available to survivors of municipal (non-sheriff) police officers who are killed in the line of duty.

The State of Illinois provides three (3) statutory sources for benefits provided to survivors of municipal police officers killed in the line of duty. Those benefits are afforded under: (1) the Illinois Pension Code; (2) the Public Safety Employees Benefits Act; and (3) the Line of Duty Compensation Act.

Illinois Pension Code

First, the Illinois Pension Code provides 100% of the officer’s salary to a survivor. Under the Pension Code “survivors” include the officer’s spouse (including officers who are civilly united), minor children, adult dependent disabled children, or dependent parents. Eligibility for these benefits is determined by the Board of Trustees of the Pension Fund to which the deceased officer belonged. During the hearing, the survivor seeking benefits bears the burden of proving their entitlement to benefits. The survivor is entitled to basic due process during the hearing, including the right to be represented by counsel, present evidence, cross-examine witness, and make arguments.

Public Safety Employee Benefits Act (“PSEBA”)

Second, the Public Safety Employee Benefits Act (“PSEBA”) provides benefits that are helpful to survivors. To be eligible, the officer’s death “must have occurred as a result of officer’s fresh pursuit, or the officer’s response to what is reasonably believed to be an emergency, an unlawful act perpetrated by another, or during the investigation of a criminal act.” If

eligible, the survivor’s spouse is entitled to the following benefits: (1) the employing municipality must pay 100% of health insurance premium for officer’s family; and (2) the officer’s children are entitled to free tuition (up to 120 credit hours) at a State supported institution (including technical school, public community college or state university).

Line of Duty Compensation Act

Third, the Line of Duty Compensation Act provides for lump sum benefits to survivors. If an officer dies within one (1) year of sustaining injuries in the line of duty, his/her family may be eligible for benefits under the Line of Duty Compensation Act. If eligible, the survivors will receive up to \$10,000 for burial expenses. The survivors will also receive a \$259,038 lump sum benefit. Even if occasioned by an act of duty, survivors of officers whose death was caused by their own intoxication or willful misconduct are ineligible. The Attorney General bears the burden of proving the officer’s death was caused by intoxication or willful misconduct.

This article is a very basic overview of some of the benefits available to those left behind when an officer makes the ultimate sacrifice. Please do not read this to be an exclusive list of benefits afforded to survivors. Other benefits may be available from the federal government, employers, private charitable organizations, insurance attained via collective bargaining, and other sources. Should an officer be killed in the line of duty, please contact your personal household attorney. MAP may be able to obtain some answers, also. Contact your MAP representative for some assistance in a time of need.

Keith Karlson is one of MAP’s top affiliated attorneys, who with partner Rick Reimer, provides their expertise in various legal, labor, and pension issues.

They can be reached through the MAP offices, or direct at their firm, Reimer and Karlson LLC, in Hinsdale, Illinois. Their website: <http://www.rklaborlaw.com>

Chief’s Follies

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jurisdiction. They most likely would not be cops anymore.

Some believe he is above the law with this incident and are unhappy with the punishment he received.

But like the mayor says about Frank: “He is a stellar police officer and Viet Nam veteran. Wolfe has been an officer in one form or another for more than 30 years.”

Maybe it’s time to retire Frank and spare your people any more embarrassment. Take note of the chief’s entry above. But hey—he is still a stellar guy. The mayor says so, so we all know it must be true.

#4. IACP president’s suspension

Timothy Swanson, chief of Momence, employee for Kankakee County Sheriff, and president of the Illinois Association of Chiefs of Police has been suspended. The Chicago Tribune recently reported that there has been a long-running criminal investigation into the chief’s actions.

Apparently the chief was partners with a convicted felon in running a helicopter aid program and branched it out into a side business. Issues have been raised on the chief for being paid unqualified grant money for equipment, misspending, insider deals, as well as other “extensive wrongdoing.” The

helicopters were loaned to the chief’s program by separate state and federal authorities. Not anymore. All flying apparatuses have left the building.

Chief, who was president of IACP, was suspended from those duties but might be holding his grip onto his other gigs at Momence and Kankakee. Last November, he resigned his position with the IACP because they were going to investigate him for ethical violations.

Once he resigned, an IACP rep stated the investigation would be halted but added basically that if Swanson wants to come back, the ethics investigation would commence. Nice way to cover the lack of any ethics investigations. Sweep, sweep.

These people seem to take care of their own. How much do you want to bet he doesn’t want back in? And just to leave this on a positive note, federal and state officials confirm that numerous investigations into Swanson are still ongoing.

Comforting, no? More hot cocoa, anyone?

#4. Even chiefs have domestic troubles

Dolton’s top cop got back to work recently after the Illinois State Police took his service weapon following a domestic dispute he had with his girlfriend. An Order of Protection was taken out on the chief but a judge

terminated the order and the chief was back at work after two weeks.

The dispute contains basic he said, she said; he did, she did activities. Sometimes it’s hard to tell. But as the media reported, the police chief has a “tumultuous history.” He has had the top cop spot in Dolton, Harvey, and Dixmoor, but has been forced to resign numerous times. He was even once charged with official misconduct.

I won’t go into all the details here, but if you care, there is enough public record information on him. It’s all so redundant with chiefs, isn’t it? Being the big cheese doesn’t seem to bring any integrity to the chair, does it?

#5. What can \$53 million buy you?

I’ve written about her before, but she is incredible. Rita Crundwell, ex-comptroller in the town of Dixon, Illinois was a public official. She was responsible for supervising the quality of accounting for the town. Yeah, that’s what I said.

She pilfered \$53 million fat ones from the town while employed there. So what can \$53 million buy you? Well, here’s a few things. A chandelier made up of old revolvers and spurs. In-ground swimming pool. Baby grand piano. Top of the line leather sofas to fit into two country estate homes. Custom built, too. A 62” telly — one of many.

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Pension nonsense

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ing! Are you comforted? How about some hot cocoa to go along with that comfort?

In their newsletter, one citizen civil group even tried to put the “hooks” to Quinn trying to intimidate him to push any kind of legislation through to “fix” the system. So while I had earlier read about the \$85 billion underfunded pension funds they state “As you know, Governor, under new accounting standards, the state’s five pension systems are ... going to be underfunded to the tune of \$200 billion or more.” New accounting standards? Whose accounting standards? Yours? Really, I feel oh-so-safe now. And comforted. Any cocoa left?

I won’t even try analyzing this. I know you can see the propaganda here. In the same report, the question is asked, “How about fixing the pension systems and lowering taxes so that ordinary Illinoisans can save for their own retirement and their own children’s college education?”

Read again on what I just said about robbing Peter to pay Paul. I guess we aren’t ordinary and because we are not, we deserve to have our pensions diluted so ordinary citizens can have part of our retirement. Well, when I read that, I wrote some friends, “I have a mirror in my house. When I can bear it, I look in the mirror and see a pretty ordinary guy staring at me.”

The point here is that the press, the citizens’ groups, and mayors have gone



“psycho” trying to get our pension radically changed. Oh, that will fix everything. Apparently not, as even the lame duck legislators, as they left Springfield and who the press counted on to screw you, didn’t think the time was right.

They, and some leaders in Springfield, know that the time to fix this, if it really needs fixing, is in the next General Assembly starting next month. So there is some hope for us non-ordinary citizens to get a fair deal.

I think the courts will eventually be very busy as unions seek redress through the judicial system if our pensions are indeed diminished. That probably is our best hope in the long run. But it is up in the air now where it all will lead. Whether its conscious, personal convictions, public relations, or politics, government leaders both Democratic and Republican want to change the way the pension systems will work.

Sure, we all know that it is the failure of government to fund the pensions, the terrible economy with its recession, and

the lack of any investments paying off as they once did that are the cause of this pension breakdown.

But it matters not as governments fear bondholders, municipal mistakes, bankruptcy, hiding their ineptness, and of course, losing elections. I read somewhere that even the guru of gurus when it comes to investing, got out of the municipal bond business.

This lowers bond ratings and reduction of capital means you have to blame something. It’s gone beyond the crocodile tears of our mayors and governor. It is now also about cutting losses to investors.

We have all read about the deep cuts in wages, benefits, and pensions in cities like Detroit, MI, and Stockton, PA, as well as other cities in sunny California. Too numerous to mention. Out east and here in the Midwest, there are also problems aplenty. One of the problems is credibility. Can you trust your political leaders to tell you the truth? Will they show you the proof, and not just count out more sad numbers by Tax Institutes, Civic Clubs, and internal accounting (which I never have faith in). After all, just look at the ex-comptroller of Dixon, Illinois, Rita Crundwell’s credentials! Maybe that’s what the tax group meant when they said new standard accounting practices; cooking the books.

As you have read, Rita was recently indicted for stealing, embezzling, and misappropriating about a cool \$53,000,000 from the town. Yes, folks,

Member News

Bolingbrook

Bradley Kurtzweil

CenCom

Lindsay Lyon

Chicago State Univ

Carla Kimber

DeKalb Co

Van Bomar
Craig Diefenderfer
Holly Hays
Ryan Nalezny
Kevin Noe
Misty Odom
James Stevenson
Renee Strociek

DuPage County

Veronica Webster

East Dundee

John Haase

Elk Grove Vlg

Juan Andrade
Daniel Johnson
Matthew Stencil

Fox River Grove

Matthew Schumann

Glenwood

Thomas Harrison
Kristina Nutting

Hanover Park

Timothy Allen
Daniel Cortese
Theodore Crawford
Joseph Guidice
Gordon Hendry
Andrew Lawler
Oscar Morales

Hawthorn Woods

Michael Rossini

Hickory Hills

Jessica Martinez

Homewood

Michael Kozlowski

Johnsburg

Kevin Del Re
Vincenzo Lamontagna

Lake Forest

Stephanie Bong

Lakemoor

Jesus Carrillo

LaSalle Co

Charles McConnaughay
Justin Rick

Lisle

Benjamin Bowman
Art Postupaka

Moraine Valley

Steven Dadonna
Shari Sutter
Jorge Velez

Naperville Sgts

David Pastrick

Norridge

Panagiotis Giannakopoulos
Michael Pichardo

Northeastern Univ

Isaac Franco
Daniel Pack

Oswego

Kristyn Chmielewski

Park City

Glenn Walker

Peru Dispatch

Jennifer Hunter

Plainfield

Michael Doornbosch

Prospect Hts

Jason Rogers
Christopher Skeet

Southcom

Lisa Holt
James Jachymiak

St Charles

Russell Haywood

Tricom

Victoria Muller

University of IL Chicago

Michael Kotz

Wescom

Andrew Gatz
Lori McLaughlin

Promoted

Des Plaines Sgts

Charles Akin
Jeff Jacoby

Homewood

Richard Sewell

Elk Grove Village

Timothy Kienfeldt
Paul Syverson

Lake Forest

Michael Lange

Lakemoor

Rodney Erb

Round Lake Supvs

Kraig Kapusinski

St Charles Sgts

Daniel Kuttner

Univ of IL

Gerald Jenkot

Wilmington

Richard Juster

Retired

Algonquin

Nicholas Corso

Cook County Dispatch

Kathleen Kenny

DesPlaines

John Marquardt

DuPage Co

John Gillenwater

Elk Grove Village

Thomas Sturgulewski

Grundy Co

Eric Halpin

Hoffman Estates

Harry Moore

Lake in the Hills

Michael Shafer

LaSalle Co

Julie Hogan

Naperville Sgts

Gregory Bell

Niles

David Pekosh

Norridge

Gary Wojciechowski

Roselle

Michael Krueger

St Charles Sgts

Brad Griffin

Tricom

Linda Byrne

Good Luck Military Leave

Mt Prospect

Thomas Follmer

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Contract Corner

Joseph Mazzone Mt. Prospect Patrol

2012-2016. Wages: 0%, 2%, 2%, 2%. Increase special assignment pay to \$38 per hour. Previously called for forfeiture of time due. Those monies will now be paid to the officer. Expansion of covered persons in funeral leave benefit.

Reduction of purge of personnel file to 18 months from date of incident. Modification in payments of insurance. Most increases were put off until the end of the contract. Relaxing of the rules for the personal physical fitness testing program. Clarification of uniform allowance for new employees.

Increases is CPO pay from \$2400 to \$3400, \$2400, \$2600, \$2600 and \$2800 respectfully. Maintain maximum out-of-pocket rates.

Roselle

2013 through 2015. Wages are 2%, 2% and 2%. Maintain sick leave buy back without reduction for current employees by grandfathering employees hired after January 2013 outside of this benefit to a slightly reduced benefit

Insurance costs were limited to a 10% employee contribution for the duration of the contract

Woodridge Patrol

Effective 5-1-12 to 4-30-15. Wages are 2%, 2% and 2%.

Cleaned up and preserved permanent shift language. Status quo on health insurance. Village wanted to go to 20%, but we maintained 15% on contribution. Increased specialty assignments with a traffic officer. Modification to physician certificate requirement. Incorporated canine officer agreement into the contract.

Richard Reimer Lisle

Three-year agreement; effective 5/1/12, 3%; 5/1/13, 3%; 5/1/14, 3%, across the board salary increases

Keith Karlson Justice

Three-year contract: 1%, 2.5%, 2%. Arbitration of discipline. Contractually mandated minimum staffing and total compliment of full-time Unionized officers. Improved grievance language to expressly allow for class, group, and joint grievances;

Fixed indemnification language. Increased vacation time carryover from 120 hours to 204 hours. Maintained health insurance contributions. Required Village to provide official credentials to retired officers. Increased maximum sick leave accrual from 180 to 204. The Village is required to provide new body armor every five (5) years or less.

Steven Calcaterra

Homewood:

Wages: 2010: 2%; 2011: 2%; 2012: 2.5%; 2013: 3.0%; 2014: 3.0%. Insurance: 80% Village, 20% Employee. Uniforms increased to \$800/annual quartermaster. Officer In Charge (OIC) increased to 1 hour overtime per shift.

Funeral Leave definition expanded. Compensatory time now permits payout quarterly at employee request. Grievance Procedure election for discipline

Morris PD:

Acting Shift Commander increased to \$1.50/hr. Wages: 2012: 3%; 2013: 3%; 2014: 3%. Board of Fire and Police Commissioners can no longer increase disciplinary suspensions on appeal and must now

consider "just cause" standards.

Modifications regarding sick leave use, secondary employment and investigations concerning officers. Insurance contribution remains at 0% for employees for life of CBA

Western Springs Sgts:

Modification to emergency/bereavement leave. Wages 2012: 2.75%; 2013: 2.75%

Elwood PD

Wage reopener for 2012: 2.0%

Woodridge Civilians:

Wages: 2011: 2%; 2012: 2%; 2013: 1.75%; 2014: 1.75%. Disciplinary grievance procedure. Establishment of 8.5-hour, 10-hour and 12-hour schedules. Establishment of comp time option (140 hour cap). Shift bidding by seniority. Establishment of vacation selection by seniority.

Health Insurance at 85/15%. Retiree health coverage available. Sick leave accrual at one day per month (1600 max). Uniform allowance \$675 for "hard uniform" and \$475 for "soft uniform"

Ronald Cicinelli Huntley #207

Four-year contract. Wage increase: 2013, 2%; 2014, 2.30%; 2015, 2.60%; 2016, 2.80%.

Court Time: Minimum overtime rate increased from 2 hours to 3 hours; Stand by pay 3 hours straight time for each day on stand-by. Special Assignment Pay: Added Defensive Tactics Instructor and S.W.A.T. Team Member (\$300.00 annual specialty pay for each specialty; maximum \$900.00). Field Training Officer's pay increased from \$3.00 per hour to \$3.25

Contract Corner

Vacation Days increased for employees after completing 20th year: From 25 days to 30 days. Personal Days: Additional 16 hours of personal time awarded after completion of the first year of service. All subsequent personal days awarded on anniversary date.

Officer in Charge Pay: Increased from \$3 per hour to \$4 per hour. New Language: Survivor's Coverage (Medical insurance). The Village agrees that in case of accidental death of bargaining member; a bargaining member's spouse and/or dependants shall receive coverage for up to 12 months. Insurance Costs: Employee Contributions shall increase a total of 10%; spread out over 4 years.

Uniform/Equipment Allowance: Detective's uniform allowance increased from \$500 to \$750.

Lemont Sergeants #33

Two-year contract. Bargaining Unit employees shall receive the following wage changes and increases:

Wage Schedule is modified from 7 Steps to 5 Steps to reach top pay. A starting Sergeant shall receive a 5.27% wage increase for year 2012 and a 2.5% increase for 2013. The Steps increases are now shortened to reach top pay in 5 years. A step 5 sergeant shall receive a 2.5% increase for 2012 and a 2.5% increase for 2013.

Oak Lawn #351

Four-year contract. 2011, 1%; 2012, 2.5%; 2013, 2.5%; 2014, 2.5%. Longevity pay: 10th Anniversary, \$500; 15th Anniversary, \$1,000; 20th Anniversary, \$1,500. All bargaining members who obtained his/her 20th Anniversary date or greater are entitled

to the \$1,500 stipend.

Discipline language now codifies "tenants of progressive discipline" and grievance arbitration for bargaining members facing reprimands, suspensions and termination. Each bargaining member shall receive 4 wellness off per year. Telecommunicators and now CSO's shall receive 1 hour of compensatory time per female prisoner search when required. Educational Compensation Increases: Associate Degree, \$375 annually; Bachelors Degree, \$575 annually; Masters (NEW) Degree, \$875.00 annually.

Raymond Garza Western Springs

Three-year contract, 2011 to 2013. Wage scale: 2.5% retroactive to 04/01/11: 04/01/12: 2.5%; 04/01/13: 2.5%. Discipline may be challenged through the grievance process. Additional 1/2 Personal Day.

Anthony Polse Wescom

\$750 ratification bonus. 3.5% - 3.5% - 3.75% retroactive wages on the top end

Insurance contribution 10% through 2014. Insurance contribution 11% 2014 - 2015. Max yearly increase is \$12.00 for insurance premium and the Union shares in any reduction in premiums. TIC pay up to additional \$1.50 hr. CTO (Trainers) additional \$2.00 hr. Cross-trained get additional \$1 hr and an extra \$1 hr if working out of their normal assignment. Full-time employees get first pick at scheduled overtime (previously p/t people would be used to fill this). 200 hour comp time bank per year (25 days)

Chapter Elections

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

Northeast Central Dispatch

Jerry Winterstein *President*
Bruce Hayer *Vice president*
John Ligety *Secretary*
Patrick O'Sullivan *Treasurer*
Brian Stadtman *Sergeant-at-Arms*

West Dundee

Caryn Andrews *President*
Steve Fletter *Vice president*
Jim Breon *Treasurer*

Check out our website for more MAP news and President's Opinion column.

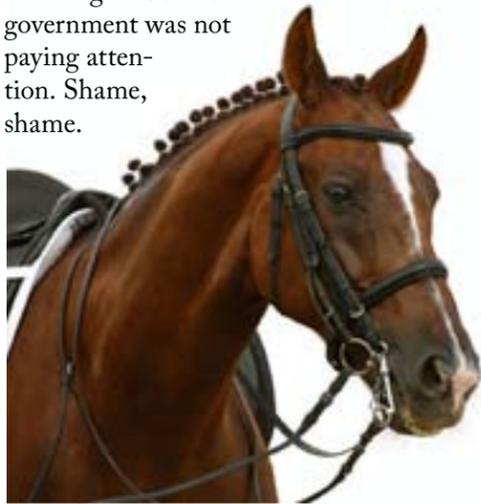
New information is also posted on our Facebook page.

Pension nonsense

Continued from page 8

that is six zero's after the 53! I wonder what Dixon's pension fund looks like.

She used the dough she pilfered over 20 years to enrich herself in the not-so-cheap world of Horse Dressage and other very rich oriented hobbies. One begs to ask how can you steal \$53 million over 20 years without anyone knowing it? Someone in government was not paying attention. Shame, shame.



And that's my problem with believing any assortment of our special interest mayors, politicians, or some police chiefs. When are they lying? Oh yeah, I forgot—when their lips are moving! (See our *Chief's Follies* for more on Miss Rita.)

If you knew when there is a real problem and not just a cash grab, working together can be possible. But alas, one feels in most instances, cops and our contracts are just a means to get you to take back, concede or freeze your wages, benefits and pension to get some of our not-so-noble and hypocritical leaders off the "fiscal" hook.

One must be ever so vigilant. Even now, with Democrats pretty much in charge on the federal level, and truly in charge here in Illinois, there are still a few of them who have truly (as Stephen King might say) "forgotten the face of their father" in that they, too, don't mind screwing you over as they forget where they came from.

Be wary; be vigilant, and always let them know how you feel about them messing with your future retirement.

Vita è Bella

Chaplain's Column

Continued from page 2

nize and acknowledge their efforts as part of the team. They are on my mind and in my prayers now.

Blessings upon you who keep us informed, in touch, and alive through your professionalism and skills.

Remember your Police memorial in May and thanks for your service. Be careful out there and look out for each other.

Peace Chaplain Tom Ross
Sligo8@wowway.com

Bits and Pieces

Our condolences to the family of Officer **Thomas Schaeffer**, a police officer in Lakemoor. Tom was our MAP chapter guy and our thoughts and prayers are with him and his family.

Our thoughts and prayers are also with the family and police family of **Sergeant Peter Michaels** from Waukegan, who died suddenly in January. MAP extends our heartfelt condolences.

When the Orland Park Police Department Awards Committee split its vote for the 2012 Officer of the Year, the department decided to bend the rules: It recognized two officers for their outstanding work instead of one this year.

Officers Ron Ahrendt and Doug Kein will share the prestigious title this year.

The two, along with about 30 other officers, were honored during a ceremony held last week at Sandburg High School. Since McCarthy became chief 19 years ago, he said the department has made a point of reminding the officers that they are appreciated and important to the community.

"It's important that we recognize on an annual basis the work our people are doing," he said.

Officers are nominated by other members of the department to be recognized for outstanding work they have performed in the last year. A committee of 12 considers the nominations and casts votes for the awards.

Kein also received one other award during the ceremony, and Ahrendt received three others.

During the ceremony, the department heads recognized officers who in the past year played important roles in bringing criminals to justice, securing public safety and saving lives during medical emergencies.

Life Saving awards were given to **Officers Kenneth Kovac and Robert Piatanesi** who were credited with helping to save the life of a man in cardiac arrest, and Officer Troy Siewert who was credited with helping to save the life of a choking woman.

Huntley **Detective Joe Willard** was recently named McHenry County's Officer of the Year for his work on an insurance scam and recovery of a weapon that had been sold to a gang member. Congratulations to Joe and his department.

Did you read about the squabble involving Denny's Restaurant and Belleville, Illinois cops? Apparently, some on-duty detectives from Belleville were eating at Denny's. They had badges and guns but were not in an obvious uniform.

Some moron in the place saw a gun and complained to management. They manager complained to the detectives and told them to take their guns to his car or leave. No guns allowed. (Have to remember that next time there is a

robbery or drug deal at Denny's. Sorry, I have to leave my gun in the squad. How stupid can some people be, I ask?)

Well, Denny's says the whole thing was a misunderstanding. They didn't know that the guys were cops. Of course the police can eat all the Grand Slams they want. They chief, and you gotta love him — well, maybe just like him — banned all on-duty and off-duty cops from eating at Denny's. "This was an insult, a slap in the face to... all those who proudly wear the uniform and badge, and serve law enforcement."

Yeah, I do like this chief and appreciate the old school support he showed for his people.

His name is **William Clay**, Chief of Police for Belleville.

This one is interesting in a sad sort of way. From American Police Beat, an idiot in a state out east got involved in an argument with his girlfriend. So the moron, who kept a pet python, took out his snake and beat her with it while she bathed in their hot tub. A real snake, folks.

He was subsequently arrested and charged with domestic assault, battery, property damage and cruelty to animals. Girlfriend is okay. Python not so good; found DOA at the scene. Yep, cops see it all.

And no, I didn't make this up, either.

529 College Savings Plans

Are 529 college savings plans a good way to save for college?

Answer: Yes, they can be an excellent way to save for college. College savings plans are established by states and typically managed by an experienced financial institution designated by the state. Each plan has slightly different features.

A 529 college savings plan lets you save money for college in an individual investment account that offers federal tax advantages. You (or anyone else) open an account in your child's name and thereafter contribute as much money as you wish, subject to the plan's limit.

The state's selected money manager takes your contribution and invests it in one or more of the plan's pre-established investment portfolios, which typically consist of mutual funds. Some plans automatically place your contribution in a portfolio that's tailored to the age of your child. (The younger your child, the more aggressive the percentage of stocks. As your child grows older, the portfolio gradually shifts to more conservative investments.) Other plans let you choose the portfolio you want at the time you join the plan, without regard to your child's age. This lets you take into account your risk tolerance and other factors that may be important to you.

College savings plans are popular because they combine many desirable tax features with the ability to use the money at any accredited college in the country or abroad. Your contributions grow tax deferred, and if withdrawals are used to pay the beneficiary's quali-

fied education expenses, the earnings are completely free from income tax at the federal level. Many states also add their own tax benefits, such as tax deductions for contributions and exemption of the earnings from state income tax. However, if a withdrawal isn't used to pay the beneficiary's qualified education expenses (known as a nonqualified withdrawal), the earnings portion is subject to a 10 percent federal penalty and is taxed as income at the rate of the person who receives the withdrawal (a state penalty may also apply).

There are no income limits that determine whether you are eligible to open a college savings plan account—everyone is eligible. And if your child decides not to go to college or gets a full scholarship, the money in the plan can be transferred to a qualified family member without penalty.

But investment returns aren't guaranteed. If your investment portfolio performs poorly, you're still bound by the investment decisions of the plan's money manager, unless the plan lets you change the investment strategy for your existing contributions, which it may do once per calendar year. College savings plans are also free to let you change your investment option for future contributions. If your plan doesn't provide this flexibility, then you are allowed by federal law to roll over your college savings plan account to a different 529 plan (college savings plan or prepaid tuition plan) without penalty once every 12 months.

You are not limited to your own state's college savings plan. Most states allow anyone to participate in their plan. You

may also participate in the college savings plan of more than one state.

Note: Investors should consider the investment objectives, risks, charges, and expenses associated with 529 plans before investing. More information about 529 plans is available in each issuer's official statement, which should be read carefully before investing. Also, before investing, consider whether your state offers a 529 plan that provides residents with favorable state tax benefits.

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Chief's Follies

Continued from page 7

A loft office bigger than most homes. Top notch horse breeding and training facility. Four hundred horses, quarter horses, mostly. Did I say 400? Yep!

A sauna by the pool. (And the town of Dixon had to close their public pool for lack of funds.) Let's see, what else?

Lots of custom furniture for both homes. Furs. Lots of doo-dad appliances. Multiple vehicles and a custom-made motor home. Nothing but the best for Ms. Crundwell. \$500,000 in jewelry. Eighty acres of farmland. Another home in Englewood, Florida.

Mirror with hoofs, horns and cowhide designs. A handcrafted custom saddle. Knick-knacks up the kazoo. And much, much more. After all, those 400 horses do eat a lot a hay.

As we went to press, her sentencing date was scheduled for February. She pled guilty.

Fifty-three million in one town by one person over 20 years. Anyone able to call this lack of oversight by Dixon public officials incompetent? Comforting, isn't it?

Editor: Lots of stuff in our seemingly crime issue of the "Chief's Follies." I had to skip the stories on chiefs and double dipping pensions. Another chief's pay soaring under a disability deal and a chief who retired getting hired again as a consultant while collecting his pension. And, of course, some with other criminal type allegations. Well, maybe next time. And these people are, or were, in charge of disciplining us?

18th Annual Golf Outing



CALLING ALL GOLFERS! Yes, folks, that time is quickly approaching. The 18th Annual MAP Golf outing is scheduled for Friday, June 7, 2013, at Carriage Greens Country Club in Darien. Shotgun start at 11:45 am to begin the festivities.

The cost will remain \$100 per golfer, or \$400 per foursome. This will include greens fees, golf cart, steak dinner, drinks and a raffle to follow dinner. Golf only will be \$60 per golfer and dinner only is \$50. The raffle prizes will include flat screen TVs, sports tickets, and much more!

The event sells out quickly, so look for the golf registration at your department or call the MAP office. Remember, **FIRST PAID, FIRST RESERVED!**

Quote:

Politics and culture travel on the same road, or in the same gutter.

—Don McLean

Collective Bargaining Chapters

Addison	Dwight	McHenry Co Crt Clerks	River Valley Detention
Algonquin	East Dundee	Metra	Center Supvs
Algonquin CSOs/Disp	Elwood	Momence	Romeoville
Alsip	Elk Grove Village	Minooka	Romeoville Sgts
Arlington Heights	Ford Heights	Montgomery	Roselle
Barrington Hills	Fox River Grove	Moraine Valley College	Round Lake Police
Bartlett	Genoa	Morris	Round Lake Supvs
Bensenville	Gilbert	Mt Prospect	St Charles
Bolingbrook	Glenwood	Mt Prospect Sgts	St Charles Sgts
Bolingbrook Civilians	Grundy County	Naperville Civilians	Schaumburg
Bolingbrook Sgts/Lts	Grundy Co 911	Naperville Sgts	Schaumburg Command
Bridgeview	Hanover Park	New Lenox Sgts	SEECOM
Buffalo Grove	Hanover Park Civilians	Niles Police	Seneca
Burr Ridge Sgts/Cpls	Hanover Park Sgts	Norridge	Southcom
Carpentersville Civilians	Harvey Sgts	North Aurora	South Barrington
Carpentersville Police	Hawthorne Woods	Northeastern II	South Elgin
Carpentersville Sgts	Hickory Hills	Campus Police	South Elgin Civilians
CenCom E-9-1-1	Hoffman Estates	Northern IL Emergency	Steger
Channahon	Hoffman Estates Sgts	Comm Center	Streamwood
Chicago State	Homewood	Northern Illinois	Streamwood Civilians
University Police	Huntley	University	Streamwood Sgts
Chicago State	IL DOC Investigators	Northern Illinois	Sugar Grove
University Sgts	Indian Head Park	Telecommunicators	Tinley Park
Coal City	ISTHA	Northern IL University	Tricom Dispatch
Cook County Dispatch	ISTHA Call-takers	Security Officers	University of Illinois
and Vehicle Services	John Stroger Hospital	Northwest Central	Villa Park
Cook Co DCSI Deputy	Sgts	Dispatch	Warrenville
Chiefs	Johnsburg	Oak Forest	Warrenville Sgts
Cook Co Dispatch	Justice	Oak Lawn	Waukegan Sgts
Supvs	Justice Sgts	Oak Lawn Telecom,	Wescom Dispatch
Cook Co Social	Lake Forest	CSO's, & Detention	Westchester
Caseworkers I and II	Lake in the Hills Police	Aides	Westchester Sgts
Crest Hill	Lake in the Hills	Olympia Fields	West Dundee
Crest Hill Sgts	Dispatch/CSO's	Orland Hills	Western Springs
Crete	Lakemoor	Orland Park	Western Springs Sgts
Crystal Lake	LaSalle County	Oswego	Wheaton Sgts
Darien Police and Sgts	LaSalle Co Correctional	Palos Hills	Will Co Mgmt Assoc
Darien Police Civilians	Officers	Palos Park	Wilmington
Des Plaines	Lemont	Park City	Winfield
Des Plaines Sgts/Lts	Lemont Sgts	Park Forest	Winfield Sgts
DeKalb County	Lisle	Peru T/Cs	Winnetka
DuPage Co Patrol/	Lockport	Plainfield	Woodridge
Court Svcs	Matteson	Prospect Heights	Woodridge Civilians
DuPage Co Coroner	Matteson Sgts	Prospect Heights Sgts	
DuPage Co Forest	Maywood Sgts	Quadcom Dispatch	
Preserve	McCook		