

# THE RAP SHEET

Metropolitan Alliance of Police

Winter 2007

## Three kinds of lies **Part I: An overview of lies**

By: *Joseph Andalina*



**T**hat harbinger of Americana, Mark Twain, popularized a saying originally attributed to the 19th century British Prime Minister Disraeli, that there are three kinds of lies that people tell: “Lies, damn lies, and statistics.” Over the centuries, they have both been proven correct.

We are going to use that quote to take a look at how people lie and why and how it relates to police work. But while it’s just not for cops and correctional officers, (although the lies that cops may be accused of telling is considered much worse) *we* are what has prompted me to pen the next few essays. You see, lying and the attempt to lie is universal in its applications to the human experience. But when it comes to cops and the lie, chiefs, the press, the public literally gasp for air. You know your chiefs and their feelings on lying. “If you lie to me, officer,

I can’t condone or forgive that.” “I can tolerate almost anything but lying.” “Lying will only get you in deeper trouble, so just come clean.”

My gosh, where have you heard that before? Let’s see, how about mom? And dad? Maybe a grandparent or two? And of course, your matronly aunt may have said that, and your teacher, the principal, your clergyman, and those of you lucky enough to have gone to a Catholic school when they actually had nuns teaching, may have heard that from them, also.

Although none (excuse the pun) of the sisters (as we called them) gave a crap if you lied or not. You still got whacked with the 18 inch ruler. Some of them actually had notches in their rulers. Some had notches on notches. Yep, I saw them myself and felt the wrath of a few of them in third, fourth, fifth, and especially seventh grade. And I am not lying here!

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Priests have also been known to ask if you are lying if you are from a religion that provides the opportunity to confess your “sins.” I remember one asking me over and over if “that’s all you did since yesterday, son? Surely you committed a few venial sins. This is Chicago, you know.”

Ask any kid, especially your own when they get caught in the act of lying if they are telling the truth. Any four-year-old is wise enough to know that if I tell the truth, I’m going to get it. So they evaluate the odds, pretend they haven’t a clue and deny. The kid that just pilfered a cookie, ran into the street, or got into something they know darn well that they shouldn’t

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Winter 2007

# Chaplain's Corner

By: *Chaplain Tom Ross*

**D**omestic Trouble: We have heard a lot about it lately in the Police Family. Like ANY and ALL marriages, we need to work on our relationship, not just sometimes, but always. If there are problems in the marriage, they just don't go away—they need to be resolved and that only happens if TWO people work towards the resolution. This topsyturvy lifestyle of law enforcement officers can place unusual stresses on families and spouses. Police spouses must often assume the roles of their absentee mate, rearrange agendas to fit offbeat duty schedules, or simply learn to function independently. Job commitments and pressures sometimes foster breakdowns in communication between spouses, often locking police spouses out of the picture. Faced with these stressed, feelings of isolation and frustration often mount and set the stage for marital discord as police spouses live the lifestyle of "married singles!"

Divorce rates among law enforcement personnel parallel those of other high-stress professions such as doctors and lawyers. Surveys of police officers continually reflect estimates of divorce rates as high as 75%!

There's no question about it, this is a very difficult lifestyle there is a lot of stress involved that families of non-police officers are not exposed to. But in general, shifts, overtime and holidays are the ones that bother spouses the most. When spouses first go on the job, spouses need to learn quickly how to cope with the offbeat hours, and being alone!

As the world around them functions "normally," police families often find themselves unable to participate. Invitations must be declined, holidays are postponed, and families divide when one member must work while the rest of the world plays. Schedules. Child care, home and social obligations, and recreation may become solo activities for the



police spouses, as they attend functions and makes household decisions while their mate sleeps off the effects of a midnight shift. Police spouses must learn to handle everything from childcare to auto repair...alone.

Special occasions are what really bug many spouses as they just don't look forward to sitting down to a Thanksgiving dinner or the kids' birthday parties without them. And sometimes it feels like the spouse is raising their family alone. Having three of our family in Law Enforcement and Fire Service and with the demands of Church ministry, we learned years ago that family celebrations work best when we are together. So for example, our family celebration of Christmas is when everyone can be off and we can be together. So we move our Christmas celebration to fit the schedules. This year we are celebrating on Sunday, December 23rd.

Emotional distance is often a side effect of the stress they encounters on the job. While dealing with trauma, danger and violence on a daily basis, they must uphold their professional demeanor and stifle feelings of anxiety, anger and frustration, a technique that often trickles into their off-duty personality. Further, in an effort to protect their loved ones from graphic reality, they may shut down certain lines of communication, excluding their spouse from a large and important part of their life.

After going through a difficult situation at work they may get very quiet and go off into a world of their own, or, they become super busy around the house to work off that nervous energy. It could be a kind of therapy for them, but some spouses don't realize that and start to feel left out.

They are called to handle everyone else's major problems, then when they come

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# Chief's Follies

By: Joseph Andalina

## #1 Prologue

Your humble writer dedicates this issue of the Follies to Assistant Village Manager David Strahl, of Mount Prospect.

He allegedly, in conversation with others, expressed his displeasure of possibly seeing a news item concerning his municipality in the *MAP Rap Sheet*, which he referred to as "Andalina's rag."

Now our union, a few of our Board members, our newsletter, and I have all been called much, much, worse by the lickspittles masquerading as public officials and we wear such epithets as a badge of honor.

However, I'm very saddened by this eruption of emotion. It has caused a feeling of deep solicitude in your president. Let me explain how I feel. Remember back in 1994 when OJ was on trial. The judge hearing the case, Judge Ito I believe, came to court one day and gave a long, passionate speech on how he was "wounded" that some media people, defense attorney or other deep thinker said something nasty about his wife. I can't recall what it was, maybe someone called her an old rag; I don't know.

Anyway, Judge Ito was wounded and everybody had to hear about it. Never mind that OJ was on trial for butchering his wife and her friend in a devastating and bloody manner. This obviously played no importance here until the judge got his say on how wounded he was that someone bad-mouthed his wife. I guess he wanted his day in court, too!

Well, me, too, darn it! I, too, am wounded. Andalina's rag. Unless he was talking about some sort of musical rhythm in a two-four time melody devoted to me, otherwise known as "ragtime," what else could this be but a sorrowful utterance of contempt and distaste for "our" periodical by our friendly

Mount Prospect Village Manager.

Well, I don't recall if Judge Ito ever got "unwounded" or if he recovered, but I will. In fact, I will feel much better after you all read my first entry into this issue's *Chief's Follies*. So I'm dedicating it to Mr. Strahl, Assistant Village Manager of Mount Prospect. To slightly change the jingle of a beer commercial: "This Rag's for You!"



## #2 Deja Moo *The feeling you've heard all this bull\*!@ before, or how to get nothing for \$120,000*

In July of 2006, a Mount Prospect officer injured his shoulder in a very minor car accident. The injury required surgery to repair a torn tendon. After rehab the officer was cleared to return to work by his doctor on December 5, 2006.

The police chief at the time was Richard Eddington, with John Dahlberg being the deputy chief. The Chief did not believe the accident could have caused the injury and concluded the officer injured the shoulder while weight lifting. The chief believed the officer lied about the injury so the village would pay for his surgery. The chief apparently based his conclusion on expert doctors and a former Ford Motor Company biomechanical engineer.

The officer was placed on administrative leave and formal charges were filed against him asking for his termination on December 29, 2006, at which time MAP came on the scene. He was suspended without pay by the Fire and Police Commission a short

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# Local Board Elections

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

## LaSalle County

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# MAP Elections

## Majority Petitions

SEECOM 27-0

## MAP Wins!



# Legislative Corner Federal Court Clarifies Comp Time Rules

by Richard J. Reimer, Esq. Keith A. Karlson, Esq.



On September 11, 2007, police officers won a key victory in federal court. In Heitmann v. City of Chicago, 2007 WL 2739559 (N.D. Ill. Sept. 11, 2007), Federal Magistrate Judge, Sidney I. Schenkier, held the City of Chicago violated the Fair Labor Standards Act ("FLSA") by refusing to grant police officers compensatory time ("comp time") because of financial concerns.

The FLSA governs the substance and procedures of how workers are compensated for overtime. The FLSA has several special rules for police officers and firefighters. Compensatory time is one of the areas of the law where police officers are treated differently than other American workers. It is important to note, the FLSA sets minimum standards for how employees will be compensated for overtime. Generally, collective bargaining agreements can add more protections than the minimal safeguards afforded by federal and state law.

A review of the FLSA's history and purpose is helpful. In 1938 Congress, to address concerns of workers working long hours, enacted the FLSA. The FLSA requires employers to pay workers time and half for any time worked over forty hours. Some courts considering the FLSA have concluded Congress, by enacting FLSA, intended "to create the incentive to hire more workers, not

overwork the existing workforce." In 1985 the U.S. Supreme Court made this rule applicable to state and local entities. See Garcia v. San Antonio Metropolitan Transit Auth., 469 U.S. 528 (1985). On the heels of Garcia, Congress amended the FLSA to ease its impact on state and local government. One way they did so was by allowing local and state government to award comp time "in lieu of overtime compensation." 29 U.S.C. §207(o) is the statute authorizing such schemes. Since 1985 the arguments about comp time have become common fodder for labor-management disagreement.

Heitmann v. City of Chicago, was the latest salvo in an ongoing struggle of officers have waged over how comp time is administered. The case centered on whether it was legal for the City of Chicago to refuse its officers, sergeants, lieutenants, and captains leave to use comp time when doing so would force the city to incur additional overtime liability. The court held, in part, financial hardship is not a suitable reason for denying overtime. The case hinged on the interpretation of Section 207(o)(5) of the FLSA. Section 207(o)(5) states:

An employee of a public agency which is a State, political subdivision of a State, or an interstate governmental agency-- (A) who has accrued compensatory time off authorized to be provided under paragraph (1), and (B) who has requested the use of such compensatory time, shall be permitted by the employee's employer to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt the operations of the public agency. 42 U.S.C. 207(o)(5).

In Heitmann, Officers argued they were entitled to use comp time on dates in the future selected by them. The officers also argued financial cost is not an undue disruption of the department's operations. The city argued the dates the officers requested off is irrelevant to when comp time is granted.

In his opinion, Judge Schenkier explained why the city's argument was unpersuasive. "First, the regulations say that financial concerns are not a legitimate basis to deny a request for compensatory time. Second, there is no evidence that awarding the specific dates requested would require paying replacements overtime more often than awarding time off on amorphous dates chosen by the City." The judge further held, "Finally, we find our interpretation of the statute to be the most consistent with common sense. In the real world, people do not ask for time off in a vacuum. They ask for specific dates for specific reasons: such as birthday, a wedding, a funeral, a party, or a vacation."

It is important to remember, the employee still has an obligation to give the employer reasonable notice of the day when he/she wants to use his/her comp time. "For example, people who ask for the day off on the very day they want to take time run the very reasonable risk that such a request will be denied, because it was not presented with reasonable notice." The court held a collective bargaining agreement can define the amount of notice needed prior to comp time being used.

The applicability of Heitmann to M.A.P.'s members depends on several factors. One important factor to consider is the language in the Chapter's collective bargaining agreement regarding comp time and how it is to be

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# Chief's Follies



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time later until his termination hearing which began on February 12, 2007.

The chief's first witness was a doctor who reviewed the surgical report and concluded the damage involved was old. Under cross examination the doctor reluctantly admitted there was new damage that might have been caused by the accident. Sounds like game set and match for the officer. Things did not get any better for the chief but he kept trying.

The next witness was the biomechanical engineer who drove from Michigan to Mount Prospect in an Audi, presumably "driving" up any mileage fee. The engineer was not allowed to testify. It seems the chief's attorney gave him the transcripts of the testimony previously given in the hearing. The commission ruled he violated the witness exclusion motion made by our attorney, Joe Mazzone. As you all know, that is a big no-no in any kind of hearing. It's sort of like...cheating.

Things were not looking good for the chief's case. The officer offered to take a five day suspension for the accident in order to end the charade. The chief declined the offer and the hearings continued. A short time later Chief Edington left Mount Prospect for Evanston and John Dahlberg was promoted to chief.

The commission hearings continued into April. Because of the time involved the commission put the officer back on the payroll and reinstated his benefits until the conclusion of the process. Everyone at this point knew the officer would not be fired. If the commission was going to terminate him they would not reinstate his pay.

Chief Dahlberg was given opportunities

to end the hearings and accept a deal. He refused and the termination hearings proceeded.

MAP called only one witness, the surgeon who actually did the surgery. This is probably the surgeon the chief should have spoken to *before* declaring the officer a liar. The surgeon testified there was old and new damage to the officer's shoulder. He believed the new damage was the result of the collision.

On May 15, 2007, a little more than six months after the officer was denied the opportunity to return to work, he was cleared of all charges by the Fire and Police Commission. Instead of allowing him to return, Chief Dahlberg put him back on administrative leave while he considered an appeal. We were all wondering if he would remain on paid leave for the next two to three years while the chief's appeal worked its way through the Cook County courts. Eventually the village decided not to appeal the commission's ruling.

On May 30, 2007, MAP attorney Joe Mazzone talked to the Assistant Village Manager. The assistant offered to allow the officer to return to duty if he signed an agreement to retire and walk away when he reached 20 years on the job. Obviously the assistant was told what to do with his offer.

The next day the officer was advised he would be returning to full duty on June 11, 2007, more than seven months after he could have returned.

MAP filed a Freedom of Information request with the Village asking for the costs involved. Here is a few of the highlights:

The Chief's attorney fees—\$36,059

Fire and Police Commission attorney

fees—\$13,323

Fees paid to doctors—\$13,050

The total of all fees paid for attorneys, experts, transcription and other related costs: \$78,508.

The officer was kept off the job for seven months when he was capable of working. The village paid the officer at least \$41,000 dollars and received no work from him. That's \$119,508 spent by the village for nothing. The \$119,508 is probably very low for the total cost. There is no way to calculate the payroll hours spent to investigate the matter by the police department or the overtime the village had to pay because the shift was short an officer. So when all is said and done, \$120,000 for nothing.

The epilogue:

In a peculiar twist, the officer involved was recently selected as a recruiter for the department. From a liar and someone who should be fired to someone sent out to recruit new police officers all in less than a year. Go figure!

**#3. Save yourself the trouble, Chief, and just guillotine them all.**

Chief Ponpat Chayaphan (yes, that's common spelling) of Bangkok, Thailand, has come up with a new way to discipline errant officers. A pink armband with a Hello Kitty on its face and a pair of linked hearts.

If a cop parks illegally, shows up late for work, or drops a piece of litter, he will be ordered to wear the armband. This is the new humiliation of the week as the old one, a plaid colored armband, didn't

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# Three Kinds of Lies

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have, denies—or rather, lies. It's safer. Like that kid in the movie *A Bronx Tale* said, "I took a shot, Dad" (at lying).

For example, many years ago when my wife and I bought our new home, one of my daughters sat angelic-like in front of the tube coloring with magic markers. A few moments later, I noticed her frantically trying to clean something up. I went over to my little darling and noticed a big X in orange marker on a blue colored rug. The ensuing conversation went something like this:

"Carla, what is this?"

"What is what?"

"This marker on the floor."

"What marker?"

"This X in orange marker on the rug."

"Looks like two lines crossing each other to me."

"Don't get smart. Did you do this?"

"Do what?"

"Put orange marker on the rug."

"No."

"Then who did?"

"Maybe Gina did" (her sister)

"Gina is upstairs."

"Wasn't me."

At this point, I called down "the blond." I thought it was time for good cop/bad cop. Carol Ann, I said, (exasperated to show my kid how disappointed I was that she had the gall to lie right to my face), look at this!

Still, all efforts to get our little angel to confess went nowhere. She just knew she was in deep at six-years old and wasn't going to cave. She knew early the idea of "plausible deniability" and that there was actually the chance that we would buy the fact that maybe Gina did it!

If she copped out, she knew she was had. Well, the little angel got punished

for the act and for lying, but I won't say how—some crazy ultra-liberal from California may show up to have me arrested.

As for Carla—she never did own up. Now she has her own kid and Grandpa Joe is buying her daughter a set of magic markers for her next birthday.

Well that was a long, roundabout way of demonstrating that even those young waifs sometimes decide that lying is the best option because maybe, just maybe, the problem will go away. Just like adults do—all the time. Even cops.

Maybe your wife has asked what you were up to after a long night out with Johnnie Walker and she wants to know where you were all night, or why you smell like Giorgio perfume.

And then of course there is your boss, especially in police work and in our correctional facilities. All of us have or had a "big cheese," "head honcho," "top banana," "el jefe," "il padrone." They are asking you

all kinds of questions as to why you did what you did or didn't do on a variety of issues. Bosses are always doing that. Can't trust us grunts to walk and chew gum at the same time.

And to go along with "Der Führer," are all the little wannabes. (Or is that wallabies? Little furry things hopping around on two legs, jumping when the big kangaroo says jump.)

All these lesser Roman type generals will echo this stuff about lying. A lot of them I know and worked with have lied through their smiling little teeth when on the street about one thing or another (and you know who you are, don't you?) but when the chevrons appear, they forget all of their misdeeds. It's their pursuit of "happiness" that allows them to take pleasure in the repartee; "Officer, tell me the truth during this interview and I'll pass it along to the chief that you were honest. Maybe he'll go easy on you."

Oh really? You've been lying your whole life and now I'm supposed to trust you with my most innermost lies, er, I mean, feelings? You want me to cry, too, don't you? I can see it now. Yeah, DC, my supreme leader, I can see you going to

the chief after you take the tooth-picks out from under my fingernails.

"Chief, sir," he will say, "I used minimum force to extricate a statement from that hobbit masquerading as a police officer. He started bawling like he

(she) was at the Barbara Walters Oscar interviews. I've got him, chief. Now that we do, what are we going to do? Let him stew for a while?" Bring him up on charges, send him home, go to the mayor, make him clean the latrine, what, Chief, what, what? Can I wash your socks, now, Chief?"

Just threaten the poor copper with a review by those adoring fans of the mayor,

**"Officer, tell me the truth during this interview and I'll pass it along to the chief that you were honest. Maybe he'll go easy on you."**

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# Chief's Follies

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work. Officers who received them didn't return them and took them home as badges of honor. (That's the way, guys!)

The new armband is designed to make the cops feel "guilt and shame" so they won't repeat whatever offense they committed in the first place. The chief said the kitty is a symbol for little girls, so the macho cops won't like it. He says the police are now scared. (Hmm, I'll bet they are.) "It will be very embarrassing," said Chief Common Spelling, "to walk around with Hello Kitty on your arm." (Not if you wear an armband of Ozzy Osbourne on your other arm biting off the head of a bat, with him saying "you're next, Kitty.")

Anyway, the interesting thing here is that Pong whatshisname says armbands are for misdemeanor offenses. Stronger measures could be next for corruption and extrajudicial killings. What the...? Are there killings in Thailand that you can be involved in as long as they are not extra? Holy don't send me to Thailand, Batman.

Well, in closing, the brass doesn't have a plan if the officers make off with the pink armbands as well. I guess they can just say that "the dog ate my kitty"...or something.

## #4 Ssssssss

Last September, the *big* news in Burr Ridge was the fear that a *big* boa

constrictor was on the loose. The police were forced to warn residents about a *big* snake wandering about the village. County cops actually went door-to-door warning residents of a *big* seven-foot boa constrictor on the loose. (My oh my!)

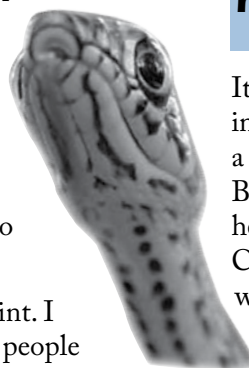
The *big* snake was reported by a citizen who saw it coiled on a driveway. It may have been a small driveway that made the *big* snake look even *bigger*. But I doubt that because this is Burr Ridge, where everyone but the corporals and sergeants have *big* money and *big* houses.

Anyway, the lady filmed this *big* snake and sent it to the media which caused the police to be "deluged" with phone calls from residents who were panicking, according to Chief Herbert Timm.

Now we must question Herb's interpretation of "deluged" with phone calls. He has said that of MAP's fundraising when he reports he has been receiving lots, many, numerous, a bunch, too many, quite a few, more than a couple, and the village manager is pissed by the calls. Or at least that is what our members, past and present, in Burr Ridge, have reported to MAP on occasions during our annual campaigns.

Trouble is, we could never get a straight response. How many calls constitute many? Inquiries or complaints? Who are the complainants? No answer—hello? So we must take issue with "deluged." How many calls, Chief Timm, equal a deluge? Inquiring minds want to know.

Anyway, back to the point. I find it kind of odd that people



were truly terrified of a snake on a driveway. But you never know.

Maybe the village manager can get an ordinance passed keeping *big* snakes out of Burr Ridge; especially on driveways where the paparazzi can take their photos, causing "panic" in the streets and a "deluge" of phone calls. Anyway, the Fish and Wildlife Service came in and said the *big* snake was only a fox snake, which is indigenous to the area and quite harmless.

The chief's response: "But with the size of it, it does scare you a little bit." Oh Timmy, Timmy, Timmy, are you panicking to the public? My children have played with our pet fox snake and never seemed scared. Yes, they can nip but are usually quite placid. (not my kids—the snake!)

Most people really over estimate the length of snakes, alligators, taxes, and yes, a deluge of phone calls for whatever reason.

My advice to the chief? Do what Steve-O would do. Next big snake on the loose, just go out, grab it by the tail, and exclaim, "What a ripper. A real beauty" and "Crikey—snakes rule!"

## #5 Bolingbrook —C'est moi!

It means "it's me." A recent long article in October's *Chicago* magazine paints a not-so-rosy portrait of the Bully of Bolingbrook, or Boss Hogg, as I've heard some call him—Mayor Roger Claar. A guy, in our humble opinion, who believes himself to be the "king" and can do no wrong in Bolingbrook.



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the police and fire commission. Imply you are going to suspend him, terminate him, cut off his pinkies, humiliate him in front of dispatch, castrate the lug (only for men), and fry him in oil? You are forcing the man or woman to tell a little white lie or two. Everyone involved in this sort of torture knows the noble officer has just denied biting the apple. Now the DC (or IAD guy) thinks, "I've got them. They're lying." After dumping the chief's garbage and cleaning his bathroom, the DC tells the chief what the copper did. The old man will bellow, "BUT DID HE LIE?" They forgot that you called in late because you overslept or you left your portable radio at your girlfriend's and didn't have time to get it before shift or you failed to move that inmate out of the day room on time. "BUT DID HE LIE?" That's all that's important to them. Even if the alleged offense is nothing as



most are, the brass get all excited if they can whack you for stretching the truth a wee bit.

See, generally, this is all that matters. Chiefs don't care what you did (unless of course it's criminal or an egregious act like hitting upon his secretary and succeeding where he's been failing

miserably for years). What he does care about is you lying or even thinking about lying. Lying to a father figure violates their sense of entitlement as your superior, your mentor, your king of hearts. Who is your daddy, Officer?

And they will whine and wail in abject surprise if they think you lied, even just a teensy, weensy bit. Even if they have nothing on you but suspicion because one of their cabana boys whispers sweet nothings in his ear about seeing you at Cubs park on TV when you were supposed to be home delirious with Dengue fever. (Yeah, go ahead and look it up, it is an illness. I had it once. My bosses were so scared that they didn't even call me for fear that it would spread through the phone lines if by chance I answered the phone.)

So what's the problem? Lying is bad. That is the reality here. It can violate trust. It makes you less than honest. Lying makes you untruthful, unreliable, and well, a liar. If you do it on the stand in court, it's called perjury. Can go to the Big House for doing it in front of a judge. Not a good thing. And if you are religious, it's called a sin. A big one, too, because it is in the 10 commandments. Thou shalt not bear false witness against thy neighbor." No lying. It's right there—#8—possibly a mortal sin, which is worse than a venial sin. Think back, all you Christians. It will come back to you.

Is lying like "coveting" your neighbor's wife? That's #9, a biggie, too. (Know any chiefs or other big brass who have "coveted" someone else's wife and lied about it? (I do, and you'll hear about that lie later.) Lots of people are not truthful when discussing "coveting" someone's wife or your partner's wife, so they lie. Better to be safe, not sorry.

But it's still a sin, not a crime. So maybe it's okay. But it can't get you fired. Live today, confess later. Does anyone ever lie about "coveting." Is that lie okay? I don't know, you tell me, or rather what does your brass or mayor say about it? Anyone? Anyone?

How about "coveting" your neighbor's goods? Like, I really, really, like the Mayor of Bolingbrook's Jaguar, especially if he got it for free out of campaign funds. Wish it were mine. No, that's #10 on the commandment list—another biggie. But no crime; it's okay to deny envy or lie about it.

Did you take a candy bar from a vending machine in the cafeteria without paying because it just fell out? That's number 7. Thou shalt not steal. It's also theft no matter what the amount. If you found the candy bar outside the machine, or a gas card in a public lot or dumpster and someone beefs you, you could say "I did it. I found it. It's mine." A minor sin maybe, but is it a minor crime? Should I lie or 'fess up and say I goofed? How serious is it? Or does it matter? Is it a sin, a crime, and a lie? Should the chief forgive you? Does it truly taint a good career? Should it ruin one just starting?

When lying is so common, do you get special dispensation for one tiny fib that grew out of stupidity or not thinking? We shouldn't lie in the first place but as you all know, it's easier said than done when the "lion" is staring you right in the face. And if I don't lie, is it going to be okay? Are you going to get jacked over no matter what? Maybe I should try to squeak by. It is a tough, tough call for lots of reasons. The number one reason is because no one wants to get caught, especially by the brass. If I could get a fair shake, maybe I wouldn't

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# Chief's Follies

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It has always appeared to some of us who know the guy that it is his way or the highway. Some of us, and I speak as yours truly, never bought into his crap, nor would I kow-tow to his brutish tactics or ministrations.

I did not have enough room in this issue's *Follies* to discuss this article, but I do plan on an analysis of that in our next issue.

It is hoped, however, that by that time the long term investigation that keeps the mayor crying and nervous over his public works scandal and broader business practices will be over and that just maybe that "shy, chubby kid in a crew-cut" all grown up now will be possibly facing the dour stare of US attorney Patrick Fitzgerald, as some indictments have already been issued. Stay tuned.

# Legislative Corner Federal Court Clarifies Comp Time Rules

Continued from page 4

requested (e.g. timing of request, timing of response, etc.). If your Chapter's members are unreasonably being denied dates they have requested off, they should contact their Union leadership to discuss the option of filing a grievance. Our firm is hopeful this decision will prove to be a helpful tool in resolving the ongoing struggle officers face when they seek to use the comp time they have rightfully earned.

*Editors Note: Contact MAP if you have issues in your chapter on comp time rules as described. We will put you in contact with our attorney staff to assist in resolving those matters.*

# Bits n Pieces

Our web site has been redesigned! Please check it often as the content will be updated on a regular basis. If there's anything you would like to see up there, contact MAP. Check out [www.mapunion.org](http://www.mapunion.org)

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**Hank Bauchwitz**, retired from the Bolingbrook PD, was a long time MAP member and recruiter until he moved to Utah a few years back. He send his thoughts on a variety of topics in *Life after Retirement*. You can read his take on just that at our web site [www.mapunion.org](http://www.mapunion.org)

.....

Department of Corrections Officer **Joe Fiorentino** was crowned champion of the NAGA-Midwest Grappling tournament in September. See more on Officer Fiorentino on our web page.

# New Member News/Promotions

## **Addison**

David Baquero  
Piotr Bartyzel  
Jeff Felcan  
Anselmo Garcia  
Patrick Glomb  
Eric Pantoja  
Marcus Rivera  
Cristobal Soto  
William Thompson

## **Algonquin**

Joshua Latina  
Jose Pelayo

## **Algonquin Dispatch**

Laurie Price

## **Bensenville**

Christopher Heppert  
David Irving  
Jason Mandziara

## **Bolingbrook**

Lindsay Adcock  
Robert Boehnke  
Brandon Gentry  
James Musil  
Shiretta Pool  
Andrew Sraga

## **Carpentersville Civilians**

Brian Kowalkowski  
George Mattern

## **Crest Hill**

Joseph Locasto  
Henry Tough

## **Cook Co Dept of Corrections**

Darleen Aleo  
Tamara Anderson  
Gail Baikie  
Patrick Brown  
Walter Brown  
Patricia Brown-Conley  
Victoria Calderon  
Norman Coleman  
Kurt Dailey  
Lisa Davis  
Pater Debski  
Constantino Dimas  
Erick Duran  
Thomas Flannery Jr.

Phoebe Flores  
Trevor Hapanionek  
Ricky Hernandez  
Faliata Holman  
Solodine Jackson  
Beverly Jones  
Maximilian Labriola  
Brian Marrs  
Keith McLendon  
Joel Mierles  
Taylor Morales  
Donald Penman  
Berneta Pollard  
David Salmon  
Fernando Silos Jr.  
Casmir Strugielski Jr  
Gridsada Sungkapan  
David Tanis  
Michael Tassone  
Michelle Turnage  
Joseph Vertucci  
Bettina Washington

## **Cook Co Dispatch/EM/Veh Svcs**

Timothy Bergel  
Jessica Roche  
Julie Duffy  
Erik Baker  
Catherine Mellett  
Toya Harper  
Tiffany Woods-Collins

## **Crete**

Christopher Stabosz

## **Crystal Lake**

Brian Rossow  
Shannon Swanson

## **DeKalb Co**

Michael Emmer  
Monica Hutt  
Rebecca Scott  
Kimberly Stiles

## **DesPlaines**

Steven Dickson

## **Grundy Co**

Anthony Cheshareck III  
Ashley Doglio

## **Hanover Park**

Jason Harden

## **Highwood**

Marco Tosi

## **Hoffman Estates**

Keith Baker  
Joseph Martinelli

## **ISTHA**

Michele Bullio  
Jenny Phillips  
Shanona Sutton

## **LaSalle Co**

John Armstrong  
Joseph Hoffman

## **Lockport**

John McDaniel

## **Metra**

Fernando Alonzo  
Angelia Amos  
Joseph Cusentino  
Martin O'Connell  
Michael O'Neill  
Michael Parilli

## **Morris**

Tracey Steffes

## **Mt Prospect**

William Francis  
Richard LaBarbera

## **Naperville Sgts**

Steven Mochstetler

## **Niles**

Matthew Beyer  
Peter Daoud  
Vince Lombardo  
Anthony Scipione  
Brian Zagorski

## **Oak Lawn**

Edward Tamborino  
Brian Williams

## **Oak Lawn Dispatch**

Christopher Doeseckle

## **Orland Park**

Nicolo Cannella  
Joseph Slewoski

## **Plainfield**

Jillian King  
Patrick Sheehan

## **Romeoville**

Brett Murawski

## **Roselle**

Andrew Brandt  
Robert Gates  
Bryan Maculitis

## **Seneca**

James Herzog  
Dale Long

## **Tinley Park**

Russell Borrowdale  
Douglas Dwyer

## **Warrenville**

John Muchowski

## **Wescom Dispatch**

Christine Cvitanovichi  
Jakiera Howard  
Pam Kost  
David Fernandez  
Domingo Kaller  
Brian Gallop

## **Woodridge**

Anthony DiCianni  
Maciej Makowski  
Robert McKimson  
Daniel Murray

## **Promoted**

### **Addison**

Roger Saran

### **Bolingbrook**

Jeffrey Drabek  
Kristen Swienton

### **Channahon**

Jeffrey Wold

### **Crystal Lake**

Dean Lisi

### **Chicago State Univ**

Marcell Sawyer

### **Hoffman Estates**

Darin Felgenhauer

### **Lisle**

Timothy Dempsey

### **Lockport**

Vernon Elgas

### **Mt Prospect**

Ryan Kane

### **Northbrook Commanders**

Scott Dunham

# New Member News

## **Oak Lawn**

Richard Kerrigan

## **Oak Lawn Dispatch**

Kathleen Hansen

## **Orland Park**

William Kinsella

Brian West

## **Plainfield**

Anthony Novak

Kevin McQuaid

Jennifer Norton

## **Schaumburg Command**

Gary Ciccola

Kurt Metzger

John Nebl

## **Retired**

## **Mount Prospect**

Ken Lee

## **Schaumburg**

Festus Cloonan

## **Will Co Mgmt**

Kenneth Vitek

## **Woodridge**

Larry Bice

Robert Valenta

## **Military/Good Luck**

## **Oak Lawn**

Daniel Miller

## **Woodridge**

James Guerra

# Three Kinds of Lies

Continued from page 8

be tempted to lie. But history tells me I won't, so you lie—just a little.

You're going to have to pay the piper somewhere along the line, you know. Some may lie because it appears at the moment to be a good idea. Later, you may regret it. You can deal with what you did later, but right now the IAD is on my case.

On to the bigger potential for lies. How about battery? Big one in the news recently. But I'm not talking about cops who are drunk in bars and abuse their authority by beating up small Polish blond women. I'm talking about the spur of the moment reaction you make when you are really scared or under stress.

As a cop, you slap the crap out of someone trying to arrest someone because they robbed a convenience store. A suspect flees; high speed chase, endangers everyone's life. He wrecks the car, takes a shot at you. You subdue him. He spits in your face. You lose your temper and strike him passionately on his nose once, while wearing sap gloves—well, maybe twice. Now if you're on TV, all anyone sees is you slapping Mr. Crimi-

nal. Not the same as picking on a five-foot blond, but it still looks bad.

Now your commander watches the news and cringes. Your chief is now beating his dog because the mayor is calling, wanting you hung up by your Buster Browns for making his town the story on Channel 7.

So what do you do now as you await what is surely coming? You rationalize, maybe fictionalize and most definitely minimize your behavior emphasizing the bad guy's behavior because as you know it doesn't matter. All that matters is the nice policeman is seen slapping some poor homicidal maniac.

So you don't worry about the sin because surely it's a minor sin. Couple of Hail Mary's and Our Father's, and I'm off the hook. Surely it's not battery because emotions ran high. I was defending myself and my chief has got to see that.

But the chief; hahahahahah (maniacal laughter). He is doing a slow burn. Stupid copper. Puts me in a bad spot. I need to get the truth out of this grunt. He lost his temper—that's very un-professional. Makes me look like I'm a

leader of barbarians. Maybe he'll even lie to me.

I'll sic my IAD people on him. Bend him, squeeze him until he pukes. Lie to him, boys, if you have to just to get him to cop out to some misbehavior so I can throw him to the sharks (media) circling the PD this very moment. I'll spin it to the guys later that we can't condone stepping over the line.

So the cop lies. And the brass lies. And why do we do that?

Because it works.

And we will continue on with damn lies and statistics in future issues and discuss why all three do work.

**Editor's note:** *Remember, this is not an endorsement to lie, but in a small way it shows how rampant lying is in all walks of life. Remember, lying works, otherwise "evolutionary" speaking, we wouldn't do it.*

*Yeah, that's it. It's not my fault; I'm not lying. It's an evolutionary trait, like chimps using tools.*

*So you think anyone would buy that?*

See you next time with Part II on "Damn lies." Stay safe.



# Chaplain's Column

Continued from page 2

home; their own family issues seem so minor. It's hard for them to change from one world to another so quickly. Spouses realize they try, but some spouses feel like "the last one on the totem pole."

Most police spouses agree that though benefits are abundant, the stresses are profound.

"There's no question about it, this is a very difficult lifestyle," says police wife Irene Schreiber, whose husband Paul is a detective in the Suffolk County Police Department. Mrs. Schreiber joined the Suffolk County Police Wives Association and served as the group's president for three years, gaining insight into the problems that police spouses face.

Mrs. Schreiber says she learned that there are proven coping strategies that can help alleviate the feelings of "single parenthood" for police spouses. "If we spend too little time working on our relationships, it takes its toll, so it's important to keep at it."

Her suggestions:

- Make time; make dates to be together. You did it before you were married, so just do it again. Reserve special times to be together. It could be exciting. And set aside a 'family day', even once a month, so that the kids can spend quality time with both parents.
- Keep busy when he's not available.

Clubs, school, church, hobbies, exercise, rap sessions, visits, anything that interests you, can turn empty hours into positive time.

- Turn off the bedroom phone. White noise (the soft steady drone of an air conditioner for example) can serve to drown out daytime sounds while they sleep, making your job as keeper to the silence easier. Also, uninterrupted sleep makes him a happier mate, a benefit for you.
- Have Saturday night on Wednesday. Invite friends for supper or early evening coffee and cake midweek so you'll have a chance to socialize together.
- Keep the lines of communication open but respect their solitude. Remember that both may be therapy that helps to keep the marriage healthy.
- Celebrate special occasions on alternate dates. Make arrangements to coincide with their schedule. Friends and relatives are often quite cooperative and supportive.
- Join a support group. Sharing concerns and ideas helps reduce feelings of isolation, increases coping skills, and can provide companionship at needed times.

As we end this year and head into the holidays, I wish you and your family

the very best. My prayer for a peaceful, happy and holy Holiday, be it Christmas, Hanukkah or Kwanza. Allow the holidays be a time to celebrate with family and friends the great gifts we each enjoy in our lives, especially the gift of faith.

This Christmas end a quarrel. Seek out a forgotten friend.

Dismiss suspicion, and replace it with trust.

Write a love letter. Share some treasure. Give a soft answer.

Encourage youth. Manifest your loyalty in word and deed.

Keep a promise. Find the time.

Forgo a grudge. Forgive an enemy.

Listen. Apologize if you were wrong.

Try to understand. Flout envy.

Examine your demands on others.

Think first of someone else.

Appreciate. Be kind; be gentle.

Smile. Laugh a little. Laugh a little more.

Deserve confidence. Take up arms against malice.

Decry complacency. Express your gratitude.

Kiss the ones you love. Welcome a stranger.

Gladden the heart of a child.

Take pleasure in the beauty and wonder of the earth.

Give thanks! Speak your love, Speak it again.

Speak it still once again.

# Letters from Members

## DeKalb County

Dear Metropolitan Alliance of Police:

I have been a member for a short time and have appreciated the support of MAP. I was previously a member of the FOP and never once did I see the ongoing support, which you provide. I would especially like to thank Joe Mazzone for his advice and counsel, during my time of need. It is very comforting to know there is a "fighter" in your corner, who is willing to go the distance. Once again, thank you for all you do for every member of MAP and keep up the great work.

Sincerely,  
Patrick Lozeau

## Romeoville PD

Dear Joe Andalina:

Long ago I wanted to write a letter regarding the Metropolitan Alliance of Police and Joe Mazzone's involvement in representing police officers. Sorry it took so long.

Things left undone. There are always things, cases, loose ends, letters and jobs to be done. Things are too often put on the back burner, reprioritized by life's circumstances. These last couple of weeks I engaged in a personal debate regarding retirement from the police department. A recent injury, not even job related, brought on the debate. This issue has been brewing for a long time and the injury, a broken left arm, brought it to the surface. It also served to remind me of the last time I received a substantial injury. I wanted to write this not a few years ago but kept forgetting. Now's the time to write it.

On December 20, 2004, my partner in the Tri-County Auto Theft Task Force, Inspector Phil McLuckie, and I came upon a situation in Joliet requiring immediate attention. This situation involved a Joliet Police Officer attempting to arrest a subject for possession of a stolen auto. The situation quickly escalated into use of deadly force against the perp. Within seconds it was all over. I had fired six rounds at the suspect, one of which struck him. Another fellow officer, Inspector Anthony Policandriotes, quickly arrived at the scene. He

reminded me of talks we had engaged in concerning contacting an attorney if deadly force was ever used. He brought me back to my senses and I called Joe Mazzone, our MAP attorney.

Joe is an ex-cop. He worked for Romeoville Police during the 1970's, then with the State DEA. He earned his law degree on the job and then became a prosecutor before going into private practice. After a short while, Joe became a union attorney for cops with MAP.

Within minutes of calling Joe's office, he was on the scene. I mean right on the scene. Just a few days before Christmas and with a family to care for he could have blown me off. He didn't, nor do I think he ever would. Joe's questions' helped me focus and come down from the adrenaline rush. I do not know of too many attorneys or unions that would have responded this way.

I believe that a police officer should always be allowed to speak to private counsel after deadly force is used and before any interviews are conducted. Not that the officer has done anything wrong, but the officer needs one person in his corner to advise him and to be sure he does not speak until he has had time to sort out the mental mess. The Joliet Police conducted the investigation and did so in a very professional manner. Not all departments would follow the same protocol. Some departments have been known to tell the involved officer to write a report before the end of a shift with no regard for accuracy or consistency. Not that the brass doesn't care, it's just that they do not understand human physiology and the complications caused by an intense adrenaline rush.

As I retire, I would like to say thanks to Joe Mazzone for all the work he has done for police. He has been involved in MAP since MAP began and supported MAP in the beginning when the union was just getting started. Again, thanks Joe.

Sincerely,  
Gene Sullivan  
Romeoville Police Detective, retired

# MAP and DuPage County

By Joseph Andalina

Well, here we go again in Du Page County and the Du Page County Forest Preserve District.

Due to the recent 2nd District Appellate court decision on the ILRB's rules and regulations dismissing MAP's petitions in Du Page County Sheriff's Police and the Forest Preserve, MAP met with both chapter representatives to discuss our next step.

As you recall, the court stated that while MAP correctly followed all procedures in gathering cards and submitting the appropriate petitions for both chapters, they ruled that the ILRB's rules and regulations were improper. This was based on the interpretation of the placement of a comma (,) and the meaning of the words "and" "otherwise" and the phrase "in lieu of" in the ILRB regulations. It basically centered on the fact that the ILRB did not demand the filing of "dues authorization cards" from the union with 51 percent majority petition cards which the court feels the rules intended when originally implemented.

The ILRB's thinking on this matter, which we at MAP do agree with, is how can a union (MAP) request and file dues authorization cards on behalf of members where a petition is filed when these card signing officers are not actually a member until the ILRB examines the interest cards, finds that they were collected free of any fraud allegations, and then certifies the chapter as belonging to the union (MAP).

Makes sense to me. Particularly when you realize that MAP does not ever take dues from a new chapter until a contract is signed by all parties or awarded by an arbitrator. It seems like common sense, but the court on appeal by the County and the District in Du Page appealed the ILRB's regulations and actually got the court to go along with the plaintiff.

The ILRB and the Illinois Attorney General's office are appealing this issue to the Illinois Supreme Court for relief. We hope they win because we, too, feel the court erred on the strict construction of those few words and the placement of a comma. Common sense should prevail, but it sure seems lacking in many court decisions.

In the interim, however, MAP met with leaders of both chapters. In Du Page Forest Preserve, members again signed 100 percent of their bargaining cards for a new petition and also signed dues deduction forms. The Du Page County Sheriff's Police and Court Services delivered well over 75 percent of new cards and dues authorization forms.

This was great news in that they realized that we must not

roll over. MAP vows to keep fighting to get them recognized, despite the deep pockets of the Du Page County government. They continue to shell out hundreds of thousands of dollars to fight the organizing efforts of these officers and MAP, even while crying that they are poor and have to cut services for the citizens of Du Page County.

We will be filing more Freedom of Information requests on behalf of both chapters to determine how much the Du Page County Board and District are spending and throwing away on attorneys while misleading the public and the press on how they have no money to pay for law enforcement, the courts, breast and cervical cancer screenings, health care for seniors, and other funding.

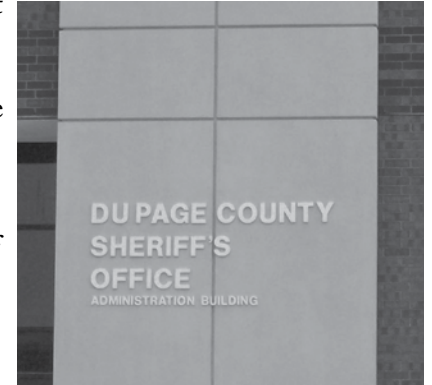
It is a joke. They have contingency and revenue funds but just don't want to tap into them. They would rather save it to fight their own officers and court service personnel. Who knows, maybe they are trying to scare people to agree to tax increases. Seems to be a common thing with government nowadays, doesn't it?

Keep in mind that as of April 7, 2006, the Du Page County Board shelled out over \$337,000 to the law firm of Seyfarth and Shaw, Jim Baird, et. al. Our new FOIs will determine how much more cash these fine lawyers have raked in from the Du Page County Board since that date. We haven't FOI'd the Forest Preserve yet, but the same law firm was hired by the District to fight MAP. We'll get their payouts soon, too.

Check out our web site for the full text of the recent Appellate court case. We are in the later rounds of this "boxing" match and we feel that we will prevail on behalf of our members and ultimately show the hypocrisy of the Du Page County Board and Forest Preserve District leaders.

We all know how this will end, don't we? Yeah, you guessed it; the lawyers for the County will get more billable hours, take more vacations, and load up their firm's coffers while the people of Du Page County get their services cut or taxes increased, and our members will wait a bit more before unionizing becomes a reality in Du Page County.

County government at its best. Stay tuned.





# Thoughts and Prayers: My Brother, Mike

by Joseph M. Andalina

November 20, 2007: I went to visit Michael. When the time came, he wished to be at his home. Today he wanted to show me his new hospital bed that Hospice had just brought over. After playing with all the controls, we watched a show on the Loch Ness monster and talked about his disease.

After many sessions of chemo and blood transfusions, his doctor advised him that there really wasn't anything more they could do. However, Michael, forever fighting, vowed to press on, telling me that "this is my fight now, kid." I don't know why he called me kid, as I'm almost two years older than him, but he usually called me kid when we got together at family gatherings or when we departed. In between, I was Joey. Nobody ever really noticed that he called me kid, but I did.

He asked me if he looked okay because no matter how much he ate, he was losing a lot of weight. I told him that he was quite handsome and before I left I told him to keep fighting. He promised he would do just that.

November 23rd: I was stunned when my daughter called me at my son's hockey tournament to tell me that a priest was on the way to Uncle Mike's house to give him his Last Rites. Since the tournament was in his neck of the woods, 40 miles from where I live (figure that one) I was able to get to his house and witness this sacrament being given to my brother.

How could this be? Is this the brother I was just with who walked and talked, laughed and cried just a couple of days ago?

Cancer is like that.

November 24th – November 30th: I visited Mike every day except one. I could see his life ebbing from him every day. In pain and sedated, he was in an out mentally. Lucid and cogent to some degree one minute, asleep and moaning the next.

Toward the end of the month, I walked into his home and said "Hi, Mikey." He aroused himself, struggled to open his eyes and said "Hi, kid." Nobody noticed, but I did. I was grateful that he still recognized me.

He raised a withered arm and held out his hand to me. I put my hand in his and held it, just like when we were kids and needed each other, as little kids are prone to do.

I held his hand for a while, kissed his forehead, and told him that I loved him. I told him to let go, Mikey, it's okay. You can go. We'll take care of everything.

December 1st: I dreamed of his toy gas station he played with when we were boys. I dreamed we were playing catch and one of our favorite games; running the bases, on the sidewalk in front of our house in Chicago. I dreamed of us horseback riding. He on his Palomino, Mr. Ed, and me on my small bay, King, racing through the fields of Wisconsin. Afterwards lying in the tall grass, laughing and arguing as to who had the fastest horse. They were great times for us.

December 2nd: I got the call in the morning that Mike had died. He kept his vow that he would keep fighting, and did so until he just stopped breathing. One second he was here, then the next he was gone. No time for me to get ready to go, he decided it was time. But he made 10 days after his Last Rites were given to him, but just five months from the time he was diagnosed.

Cancer is like that.

December 3rd: I dreamed of him again—of his passion for fishing. I think that is how I will always remember him. The splash of a big bass to his lure. The pull of that giant Muskie that he always sought in the shallows. The gentle breeze at his face as he waited for that next big strike.

During his illness we planned a week long fishing trip in the spring. Plans that we made that we both knew would never come to pass. Most of you did not know my brother. But as a brother and sister officer, if you do fish, and when you do, whisper a prayer in Mike's name. I would appreciate that. And that is how I will honor him. In the spring, I am going to go fishing.

His name is Michael J. Andalina Jr. He was a few days past his 57th birthday. Rest in peace, little brother, and God speed on your journey.

# More News From Around the MAP

## New Chapters on the MAP

Indian Head Park Police  
SouthEast Emergency Dispatch (SEECOM)

## Arbitrations and Mediations

Hawthorn Woods	<i>pending</i>
Morris	<i>pending</i>
NIU Police	<i>pending</i>
Orland Park	<i>pending</i>
Sugar Grove	<i>pending</i>
Woodridge	<i>pending</i>

## Negotiations in Progress

Bolingbrook  
Bolingbrook Sgts  
Bridgeview  
Chicago State Univ. Sgts  
Cook Co DCSI Deputy Chiefs  
Crest Hill  
Crystal Lake  
Darien Police  
Du Page County Coroners  
Du Page County Forest Preserve  
Du Page County Deputies and Court Services  
East Dundee  
Ford Heights  
Grundy County Sheriff Police and Corrections  
Hickory Hills  
McCook PO & Sgts  
Mount Prospect Sgts  
Park City  
South Elgin Sgts  
Warrenville PO  
Warrenville Sgts  
West Dundee  
Will County Management  
Will County Corrections Management

## Signed Contracts

Carpentersville Sgts  
DeKalb County  
Gilberts  
ISTHA Telecommunicators  
Mount Prospect Officers  
Oak Lawn Civilians  
Oak Lawn Police  
Palos Park  
Schaumburg Command  
South Elgin Police

## Collective Bargaining Chapters

Addison	Hoffman Estates	Orland Park
Algonquin	Hoffman Estates Sgts	Palos Hills
Algonquin Police CSO's & Dispatch	Huntley	Palos Park
Bartlett	IL DOC Investigators	Park City
Bensenville	Indian Head Park	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 and Cpls	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/CSO's	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	SEECOM
Cook Co Correctional Officers	Lemont Sgts	Seneca
Cook County EM/ Dispatch/ Vehicle Service	Lisle	South Barrington
Cook Co DCSI Deputy Chiefs	Lockport	South Elgin
Crest Hill	Matteson	South Elgin Sgts
Crete	Matteson Sgts	Steger
Crystal Lake	Maywood 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
Grundy County	Northern IL Emergency Communications Center	Will Co Corrections Sgt
Hanover Park	Northern Illinois University	Will Co Juvenile Probation
Hawthorne Woods	Northern IL University Sgts	Wilmington
Hickory Hills	Oak Lawn	Winfield
Highwood	Oak Lawn Telecom, CSO's, & Detention Aides	Winnetka
		Woodridge

## Legal Defense Chapters

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