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One for our heroes

Let’s go to the video exonerating officers and make sure more people see it

BY JOSEPH ANDALINA
PRESIDENT EMERITUS

Police hysteria. That’s what we have in all corners of America. In places like Chicago, Baltimore, South Carolina, and Dallas, it has reached enormous proportions.

Even in North Little Rock, Arkansas, it rears its ugly head. Police there stopped a car with three black men inside. They were treated with respect, and one officer can be heard and seen joking with them via their dashcams. But something spurred the officers’ suspicion, and they continued talking and searching. Charles “C.J” Smith subsequently pulled out a handgun, and he was then shot to death by officers.

But the truth didn’t stop the haters. Predictably, Smith’s family said that he was executed and that while cops had him on the ground, they “already” knew they were going to kill Smith. The friends of Smith said that it’s scary that a traffic stop could turn into an execution.

I’d agree with some of that, but not the execution thing. If not for very alert officers, it would have been three cops executed.

After mounting pressure, the North Little Rock department released the dashcam video. Talk about scary, dude. It’s quite obvious that what it shows pins the blame on Smith. Pull a gun on three cops — what the hell did he think would happen?

But have you seen the video or news stories that reported this and exonerated the officer?

“Cop kills black man.”

You would have seen it over and over on the news. Black man pulls gun on three cops and is killed in a 100 percent self-defense move, and nada, nyet, niente, nothing.

And it’s not picking on black men. Any man or woman could be the subject, but it’s the black connotation that provides the haters with a symphony of racism.

What the video shows, besides self-defense, is that the officers were being polite, friendly and extremely professional. In
this time of prejudice to cops, when folks call for the shooting of police, these officers went far and above professionalism. If you want to feel the force of a Glock, then by all means pull a pistol on a cop. You play like that, you die like that. It’s that simple.

But it doesn’t stop the haters, the cop racists, and the activists who spin their tales of woe. Fortunately, in this incident, a camera does tell the tale.

I am not always an advocate of dashcams and body cameras, but we have reached the point at which they are necessary to protect the integrity of the officers themselves. Times have changed from when we old dinosaurs roamed the streets, looking out for crime. Back then, I wanted the word of officers to be sacrosanct, and I fought for that in my union duties.

And if cameras are to be the way of the world, then there have to be rules — followed by the brass — for their implementation. They have to back us when the cameras show our innocence. They have to back us when the haters come out. They have to back us openly and loudly when the haters belittle us and act like jerks.

In this instance, reports show that the PD had to be pressured to release the dashcam video. Why, I ask? I can only guess. Maybe mayoral votes.

Also, it’s graphic, and so they want it to go away. They think they can convince the haters what really happened. They don’t want to be Chiraq. But wouldn’t releasing the video show what really happened? Maybe they were afraid of upsetting the haters and their agenda. Well, finally it was released, invoking silence from the haters.

Many departments have rules governing when an officer must turn on or off the camera. Only turn it on when it gets hinky. God forbid they show people how they really are when confronted by police, especially the most miserable versions of human beings often found on the mean streets.

Keep that camera whirring during an entire confrontation. Being on candid camera might, just might, create more empathy from the public.

Read that again — I said “might” twice. In reality, an asshole will be an asshole even if God is watching.

And finally, let’s see a reality TV show called “The Assholes Among Us” that shows faces and all genders, races, and political types, as they spout off when confronted on routine traffic stops, domestics, complaints, arrests and other actions that bring out the not-so-refined in our brethren.

When the press, public and politicians actually see how ignorant some folks are when approached by our brothers and sisters in blue, maybe, just maybe the hating, prejudice, and persecution of cops will be reduced.

Read that again. Again, I said “maybe” twice.

Vita e bella.
The Lead Story: Caught on tape
Upon further review, body-cam and dash-cam footage continues to show that police officers throughout the U.S. are doing their jobs the right way. So why doesn’t the public see more of this video? ............................................................ Page 4

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Today, I want to delve into the area of critical stress that we experience, as well as how it affects us. I am sure you have driven by an accident so severe that your stomach drops. Many of us would say under our breath, “It could have been me,” and you get that sinking feeling.

Your jobs — first responders and those who back you up in fire and dispatch — expose you to traumas that most people will never experience. For the most part, we handle these moments, but every now and again a particular one will give you that sinking feeling. Some involve children, and sometimes they might look like your mom or dad. You have now experienced a critical incident stress situation. Your training will carry you through the incident, but afterwards you may feel just a little off, and you are possibly in a PTSD situation.

Back in the 1980s, Dr. Mitchell developed a program for fire responders to aid them in recovering from a critical incident. In the ’90s, this program became the Critical Incident Stress Management (CISM) program and began to be widely used in fire, police and some community incidents. The program is aimed at personnel directly involved in the critical incident — police, fire, dispatch — to help them come together and share their story of the incident. It is not a report, review or critique of the incident. It is discussion of how you saw the incident and how it affected you. It’s a meeting run by a professional CISM group, trained to lead you through the process. The group only includes those personnel who were there — so no, chief, if you were not there, you cannot participate.

The process is confidential. Usually all personnel involved are invited, but sharing is an individual decision. Usually only one meeting is held, soon after the event, and the leaders will give some instructive ways to deal with the post-incident experience. Put simply, critical stress is simply a normal reaction to an extraordinary situation.

I write this to encourage you to participate when invited after a critical situation. It’s also a way to encourage your agency to execute a CISM when a critical situation occurs. Yes, there are personnel costs involved to an agency, but that pales in comparison to the long-term costs of not dealing with stress reactions that could impede staff performance. I see it as a benefit for you, one that you deserve to have offered and one that you need in times of crisis.

This year is off to a violent start, as of mid-February: 11 officers shot and killed. In 2017, we saw a total of 29. Be careful out there — the goal is always to go home to family. Find time to relax and be with your family, and find time for faith. Be good to each other.

Peace!
Chaplain Tom Ross
sligo8@wowway.com
Could be a TV show

David Webb, the former mayor of Markham, was recently indicted on bribery charges. He has been accused of taking part in a $300,000 scheme involving city contracts. The scheme involves payments through shell companies and campaign contributions.

Isn’t that always a piece of the bribe? Maybe a contribution to the old campaign fund. Nothing wrong with that, even if it’s harder to prove the true meaning of the scheme...er, I mean “contribution.”

I’ve known a mayor or two in my day who looks at this as normal fundraising. But you have to have a contractor or vendor come clean before the contributions can be identified as “pay for play.” But I digress.

In this case, a $75,000 check and small cash sums hidden in coffee cups are part of the scam. When somebody hands you a coffee up with lots of dinero in it, and it’s not your birthday, something is brewing — and it’s not coffee.

There was also a $10,000 “bribe” described as a “festival donation.” Hey, who doesn’t like a festival? Then there’s that $75,000 bribe from a construction contractor. Denied, of course, but they and others somehow received $3.7 million over the years in work contracts for the town.

It’s all there in a 25-page indictment charging the ex-mayor and others. Can you look forward to Tony Soprano, Part II in a future made-for-television movie based on a true story?

Don’t tase anyone, bro

All of the yokels involved with making new rules for cops are included in this entry. They are the reason for the sad report issued by the DOJ in paperback form, available at your bookstores now.

And now the cops who face the strokes on the street have new guidelines for tasers. It’s a no-no to tase anyone who is “fleeing from the police.” Under a new use-of-force policy, the foot soldiers are discouraged from using the taser on someone running away and posing no threat. Ostensibly because they could fall down and bump their heads.

The top cops have increasingly embraced the use of tasers as an alternative to shooting people. I think roll call dictum went something like this:

“Don’t shoot them, bro, just tase them.”

It’s soon to be changed to “Don’t shoot, don’t tase,” and “Run, Forrest, run.”

Such a joke.

So now the department advises grunts not to shock people who run away or are intoxicated, or they could fall and suffer a
head injury.

Let's take this step by step:

**Don't tase if running away:** Really? All criminals and slime-balls run. Now everyone will. Steal a purse — run. Swipe a can of beer — run. Possess a blunt — run.

**Sneaker sales will definitely go up.**

**Don't tase if intoxicated:** You, the cop in blue, are now a breathalyzer. You must now judge whether the person you want to tase is over the limit of intoxication. He or she must be under 0.8 blood alcohol while running before you can tase. Maybe the brass is thinking that if the suspect is plastered, sooner or later he or she will fall. A suspect falling while drunk because you, the police officer tased him or her, will only get you suspended or worse.

Buona fortuna with that.

**Don't tase if someone can fall:** I must confess that I am definitely confused on this one. Maybe I am old and confused normally.

But someone tell the bozos upstairs that the whole idea of tasing someone is that they will fall down if they are running, fighting or resisting.

This is my advice to cops on covering your rear with this one:

Yes, sir, I tased a fleeing mugger only after I determined by my internal alcohol detector that he was not over the legal limit and not intoxicated. I then pursued him until he reached a grassy area and then I tagged him. I truly believed that by doing this, he would be able to withstand any pain entering his body, shocking him, and in no way did I ever think on God's green earth that he would fall.

And if he did, he would be saved by the grassy area that he fell on, protecting his wittle weenie head from injury.

It could work.

**More on Chicago and discipline**

Under extreme pressure by a cop-hating public, the press, the mayor and Quentin Tarantino, the City last year replaced an informal process of penalty review and discipline with a 47-page paper called the “Matrix and Guidelines” (short version of the original title to this nonsense). It's a table that establishes penalties and ranges of discipline that one must suffer if a particular rule is violated by cops on the street, or at their desk, or supervising.

This dovetailed with the U.S. Department of Justice's aforementioned 161-page book of numerous anecdotes of “unsubstantiated conduct” that they said was occurring in the ranks of our finest at the Chicago PD. What this means...I don't know!

The Chicago police union filed an unfair labor practice claim with the Illinois Labor Relations Board, and an administrative law judge upheld the charges that the Matrix violated the City's obligation to bargain changes under the law.

After a long review of the facts, the judge ordered the City of Chicago to “restore the status quo date,” to rescind the Matrix and disciplinary action imposed by using the Matrix, and to bargain such subjects during the collective bargaining process. Unsubstantiated conduct be damned, I say.

The City must make whole each member who suffered a loss due to a penalty at 7 percent per annum.

This one turned out to be sort of a Jolly Folly.

Until next time, practice using your taser defense. This crap can happen anywhere to any police officer.
Yes, we all know how dangerous bobcats are. We all know how they are taking over neighborhoods and mutilating chipmunks and house sparrows.

In fact, I saw two of them in my yard over the winter. No, wait — those were my two cats, Mary and Leo. A sister and brother act rescued from Indiana. Tiger tabbies, but I thought they looked like bobcats. Has anyone actually seen a bobcat?

Under the Illinois Department of Natural Resources (IDNR) and Governor Rauner the Bruce, the state will allow you to slaughter 1,000 of these remarkable creatures this year, up from 500 in 2017. Really, bobcats are a problem here.

Lots of stuff happening in Illinois, but let’s remove all the bobcats running around killing people, carjacking, all while trying to prevent us from collecting our “exorbitant” pensions.

An IDNR official recommended that if you see a deer in the road and you can’t stop, don’t swerve — hit the deer. He says you could go in a ditch, hit a tree, roll your car or go into the other lane.

All true, but why not just slow down in forested areas, or be alert for Bambi? No, they can’t tell you that, because nobody listens. Speed is essential for roads that go through forest preserves.

I have two friends who have hit deer. One is OK but totaled his car. The other one hit the deer, which went up over his hood, onto his windshield, and through it—hitting and killing him instantly.

Kind of a Hobson’s choice, I think.

Thirty-five thousand Illinoisans are registered to blow mourning doves out of the sky. They are way more dangerous than bobcats and can be a hazard to vehicles, when cars start to fly.

You can kill 15 a day for many days. Do the math: 35,000 hunters times 15 doves a day. That’s a lot of feathers. It’s also a biohazard, as all that blood and guts can cause global warming as they float through the air.

Kill ’em all, but if you try to keep one as a pet, you become a criminal under the Migratory Bird Act. The IDNR says there are 62 million doves out east. No one knows how many are here. If the doves are smart, they will go west. Go west, young bird.

Officials say doves are prolific breeders, too.

So that settles it — kill them all. No one should breed that much, keeping all the fun to themselves, unless you’re a rabbit.

Not the fat genetic defects found at Mariano’s; the real tough guys found in the wild. Strutting across the fields of Cantigny or the Arboretum.

More than 15,000 birds were harvested this past season. “Harvested,” like it’s a corn crop — no, they blew them up with shotgun pellets.

Benny Franklin, who wanted the old turkey to be our national symbol, is rolling over in his grave.

Too many bobcats, deer, doves and turkeys around. At least the turkey has a whiskey named after it.

Happy hunting, friends.

The State of Illinois is continuing its detective work on a single Asian carp found north of the carp barrier. Obviously, they want to keep the fishie out of the Great Lakes before it becomes a prolific breeder. As you know, when reading the above on mourning doves, you cannot be a prolific breeder in Illinois —
unless you’re a rabbit or that innocuous little birdy.

So the IDNR is seeking all the knowledge it can find on that one little fish, which is dead now. They are awaiting the results of an autopsy. Someone should tell these people that autopsies are for people, necropsy is done on animals. I don’t know what it’s called on fish — maybe filleting!

Politicians can’t figure out how to fix the pension problem, so they have used millions of dollars in order to have fish sticks for dinner.

**Jaws not in Illinois rivers**

Political types and the IDNR want to assure us that there are no sharks in Illinois rivers, ponds, or the big tunnel — only alligators.

No, really, you’re safe — even though bull sharks have been found in the Mississippi and a few dead ones on occasion in Lake Michigan.

The only sharks to be found here are in three-piece suits or fashionable pantsuits at the capitol.

**More legislative hypocrisy**

The U.S. Supreme Court agreed to hear arguments in the *AFSCME v. Janus* labor fair share dues case on Feb. 26. Republicans like “Rauner the Bruce” have already predicted a win due to the conservative nature of the court. One can only pray that he is wrong.

The president has also come out in favor of the government’s political attack on unions. Katie, bar the door if unions should lose. Next will be right-to-work municipalities.

A decision is expected in June in the AFSCME case. The right-to-work issue does not have the attention of any courts at this time, but it’s coming if AFSCME loses.

**The fox guarding the henhouse**

Illinois lawmakers are allowed to pick which harassment cases their own ethics panel would investigate. In order to initiate an investigation, the new inspector general to has to ask the Legislative Ethics Committee for permission. If the commission votes it down, the inspector cannot pursue the case.

Why am I not surprised? New legislation is expected to be introduced to fix this loophole.

**One more wonder from our lawmakers**

Illinois pensions are still in the crapper. There is $85 billion in the pension markets, and it’s still in trouble. Please, find us a money manager. Ben Stein, where are you?

More than 200 new laws take effect in 2018; none, however, will fix the vexing problem in Illinois. But they will surely make additional criminals with these new laws.

**Another surprise**

Soon, students will legally be allowed to play hooky from physical education (PE). HB0440 was introduced by Representative Jeanne Ives (R, Wheaton). She was just defeated by the Bruce guy in the 2018 gubernatorial primary. The law would amend the current school code that PE “may” rather than “shall” be provided to students.

Since many school districts don’t have the space or the money, they can cut out gym class (as we called it) with the use of waivers.

Y’all think kids are fat now? You just wait, mister! ❤️
The Olympics have passed. Some of you love it: the “joy of winning, the agony of defeat” sort of thing. In my useless opinion, it’s become political, satirical and comical. Oh, the athletes all want to win and try hard, but the soap and sob stories get in the way.

And these warriors of the snow do pretty well for themselves, making the sacrifices for doing what they want to do for a living very worthwhile.

Unless, of course, you’re looking at Larry Nassar, the devil himself. Those kids have and always will have grit to endure that and push beyond to perform at the highest level.

But most of this: Zzz. Snore.

The best thing I have ever seen about ice skating is the Sumo wrestler doing his signature “baby bird” move in those Geico commercials. Now, that is exciting.

Watching an ice-dancing routine, I fell asleep. A triple axel routine is named after a Norwegian skater, a move that a Viking originally performed on a British head during their raids and conquest of that country. Then I believe it had something to do with an “axe to the ankle.”

And, then there is the mighty toe loop routine, or the flip, or the Lutz. Strong stuff I’m sure. And of course, the Salchow. If I can’t pronounce it or spell it, fuggedaboutit. But people breathlessly watch it like a three-car accident with injuries, only there’s commentary. It goes like this — “She just toe-looped her Lutz while she flipped on her axel and fell on her Salchow!” And, “She had a wardrobe malfunction.”

Give me the fat guy and the baby bird. On top of this wildly entertaining stuff, there is no NHL hockey in these Olympics. Has-beens and youngsters now compete like it’s 1980. “Miracle on ice” stuff? I guarantee that ain’t happening. That’s once in a lifetime, and the thrill is gone this year. Except for the women who went for gold and finally got another one. Great game, and their pride shines.

So I don’t watch anymore, especially after reading about the dog farms in Korea. Yeah, they keep and breed dogs in concentration camps so folks can eat them.

Just like we do with cows, chickens, and pigs here. (Full disclosure, I have been a vegetarian for 35 years, so I don’t eat any of that stuff.) To each his own. But dogs? Rin Tin Tin, Lassie, Benji, Eddie, Skip and Marley are all rolling over in their graves.

It’s not enough to say “All dogs go to heaven” so it’s okay. It’s not. So you go in and see that a St. Bernard goes for however many yen a pound. The dog is slaughtered, and you get your St. Bernard flank steak. Even Andrew Zimmern would be shaking his head — maybe. But like he says... “If it looks good, eat it.” But somehow a gutted Old English Sheepdog would not be on his menu. So, no Olympics for me, and this whole dog meat thing put the remote in my back pocket.

But wait...another Norwegian, Johannes Høsflot Klæbo, just won the men’s individual sprint in cross-country skiing. See, they ain’t done taking over the world.

In closing, you may ask what in the hell this has to do with cops, labor or pensions?

Not a damn thing! ❤️
Policing is a dangerous job. We all know that. Even those who dislike us, like politicians, the press, the black activists, Rahm, some local mayors, and celebrities. All in their own little universes, and they do nothing but whine, condemn and spout off about us — until they need us, of course.

But we continue to protect and serve all the a-holes among us. And frequently, we become victims of the most horrible who roam the streets.

Case in point: Luis Bracamontes, an illegal alien and a simply horrible human being. In 2014, he killed Deputies Danny Oliver and Michael Davis Jr. in a Motel 6 parking lot in Sacramento, California.

He is on trial now, and everyone, including Bracamontes and his attorneys, admits his guilt. They are looking for an insanity plea, which the judge denied because, according to the defense, you must be insane. As all of us in law enforcement know, to be a cop-killing homicidal a-hole, you’re just a cop-killing, homicidal a-hole. Simple stuff.

Bracamontes has repeatedly admitted that he shot both officers, and in open court with a friendly smile, says stuff like this: “I wish I had killed more of the mother-—!” And, “I will break out soon and I will kill more, whoever gets in front of me, there’s no need for a f---ing trial.”

He, in his brilliance, has also told the judge to get f----d and made threats to the jurors and the families of the slain officers.

They should take him out and hang him just because the families had to endure hearing this from this devil’s disciple. He is undergoing two trials simultaneously: one for guilt and one for the death penalty.

And remember, he is an illegal immigrant. He shouldn’t be here. It’s the ongoing fight that shouldn’t ever be a question, but is, for the most part, hidden by the media.

No, most illegal immigrants are not a-holes, but this one most certainly is.

It’s time for all the pension groups to bond together and be wary of another continuing dilemma dreamed up by politicians.

While not new, Daniel Biss, a Democratic candidate for governor who lost in the primary on March 20, said that the state’s budget problem and our pension system are awful. Remember, he is not a friend of labor, as his party, with other lawmakers like Elaine Nekritz and Pat Quinn, really tried to dismantle your pensions. You would think he was a Republican with his constant desire to ruin your retirement, as promised by the Illinois constitution.

Biss admitted in a Chicago Tribune article that in 2013, he and others passed a flawed law which was intended to reduce debt. This law was canned in 2015 by the Illinois Supreme Court. Thank you, jurists. He believes that there was obsessive hysteria about it a few years ago. Yes, there was, and he and others of his ilk were part of the hysteria.

Biss advocated that consolidating pension systems is one way to cut costs. He said Illinois has 628 different pension systems. Every community has two: one for police and one for fire employees. He said they all are served by the same investment legal consultants. He said that we have allowed politically connected consultants to put their hands in these 628 pension systems.

Well, Mr. Biss, who allowed that, and how can politically connected legal consultants be stopped? You’re all politicians, and that’s what you all do. You people wrap your tentacles around everything. You people are all part of this pension problem.

Allowing the merger of well-funded pension systems with underfunded ones is just stupid. If the pension boards get away from politics and hire the best investors, they will do just fine. It’s when politicians break their promises, divert funds and payments, and don’t follow the rules that there’s trouble.

When the chicken farmer lawmakers (no offense to real chicken farmers) are allowed to have investors, it all gets that much worse. He also wants to allow buyouts for pension plan participants. Not sure what that really means.

And in closing, he advocates a graduated income tax. A bad idea that will just get them into your pockets to steal more of your money.

Like I said — be wary.
A collective effort dedicated to improving life on the job led the Metropolitan Alliance of Police to become a historic law enforcement labor union

Come through this door and into Joe Andalina’s kitchen, his garage or his basement. Ideas to procure better wages and working conditions for police officers are floating between Andalina and his fellow founding father, Joe Mazzone. Here’s where the Metropolitan Alliance of Police embarked on its remarkable run.

Look behind this door and discover how back in the early 1980s it was possible for rank-and-file officers – the heart and soul of any department – to fight back against management continually trying to dictate their rights. Behind this door, Andalina and Mazzone – two way-above-average Joes – worked side by side to create the articles of incorporation for the Metropolitan Alliance of Police and improve the lives of thousands of police officers.

From these ambitious, unwavering and heroic beginnings, a groundbreaking, ahead-of-its-time labor union of the police by the police grew from representing one department in 1983 to 175 chapters in 35 years. Like Lewis and Clark, combined with a little of the Wright brothers’ it-can-be-done determination, Andalina, MAP’s first president, who served for more than 30 years, and Mazzone set out on a bold, unprecedented, outrageously successful mission to promote the enhancement of police labor contracts and provide due process for law enforcement members.

Since then, the Metropolitan Alliance of Police has boldly gone where very few police unions have dared. For 35 years, a willingness to fight for what’s right at all costs with no fear, and a dedication to serve and protect each individual member has put this sublime, transcendent organization on the map.

“I don’t think there is much quit in us. We keep hammering and hammering until we get what we need,” Mazzone recites as the mantra for how MAP has made its name. “When MAP was formed, cops were pretty much going to employ- ers with their hats in hands asking for money. Joe Andalina had a pretty clear vision of what was wrong, and a lot of people shared that vision.”

How a groundbreaking police union was built includes implementing the ingenious philosophy of assigning one member of its high-powered team of labor lawyers – most of whom are former police officers – to represent each chapter in bargaining and discipline matters, as well as pledging a rapid response time to any inquiry or incident. Following the legacy of its founders, MAP has blazed a trail with the impact of Sir Edmund Hillary or Neil Armstrong and truly opened doors that had been previously thought
insurmountable.

“We’re here to enhance the image of all police officers and give them the peace of mind that somebody has got their back,” maintains MAP President Keith George, who took the reins from Andalina in 2016. “We have seen a lot of bigger unions that take the money but don’t take care of their members. We know we’re only as good as the last contract we negotiated or the last legal defense.”

**Drawing a MAP**

Contracts? Collective bargaining? Legal defense for members? None of that was even thought possible in the late ’70s and early ’80s.

Consider the working conditions police officers were victims of back then when cops vying for fair treatment from employers was known as collective begging: In a profession that requires 24-7 staffing, police were being told what days to work, what shifts to work, what holidays to work and not having any say in their work environment.

“They were at the beck and call of their employers,” explains Mazzone, who knew that life all too well as an officer with the Romeoville Police Department in the 1970s. “We came along in the right place at the right time. MAP was created to run some interference for cops with their employers.”

Andalina had been involved with unionization when he worked at the Bolingbrook PD in the early 1980s and battled for some improved compensation and working conditions with that department. He called his good friend, Mazzone, who helped incorporate a nonprofit organization that would become the Metropolitan Alliance of Police.

“They certainly did a bold thing,” applauds MAP Vice President Rick Tracy.

Here’s how bold, how ahead of its time the formation of MAP became: The Illinois Labor Relations Act that gave public employees the right to organize, collectively bargain and arbitrate wasn’t passed until 1985.

Here’s how cutting-edge MAP emerged in the evolution of labor relations for law enforcement officers:

“Before that, that wasn’t any case law. We kind of made a lot of the law,” Mazzone notes. “There were no arbitration decisions we could rely on. We were doing most of that.”

By breaking the groundwork for putting benefits in writing so they couldn’t be changed arbitrarily, MAP led the way to make it acceptable for cops to be rep-

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### MAP Makers

**Meet the members of the Metropolitan Alliance of Police Board of Directors**

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resented by a labor organization. In cementing the business model, Andalina recognized that legal defense would be needed to support rights gained in collective bargaining to ensure recourse against arbitrary disciplining by bosses.

As a result, MAP began to beef up its legal staff, opting for attorneys who had migrated into the legal profession following a career in law enforcement. Andalina built up the MAP executive board, initially drafting George, his colleague from Bolingbrook, and when the leadership group increased to seven, the union went through a growth spurt heading into the 1990s.

“We hired more people to keep the contact and communication open with the chapters,” cites Jeff Ortinau, a former board member and attorney who continues to serve as a MAP legal adviser. MAP started to catch the attention of units with smaller numbers – six, eight or 10 members – that bigger unions didn’t seem to have time for. Not only did that fit the MAP model of providing individual, personalized, customized attention, but, “We were cheaper, and we could do a better job,” George asserts.

In 1999, the 3,000-member Cook County Correctional Officers unit signed on with MAP, which George assesses legitimized the organization as player in the Chicagoland area. But even though that enabled MAP to double its membership, the addition of that chapter (which has since left) didn’t prompt a desire to go big-time and vacate the core principles.

“I remember we were talking to a department about coming aboard and they asked, ‘How can you provide so much for that little amount of money?’” George recalls. “We joked, ‘We can charge you whatever you want.’ The reason we are able to do it is that the whole process is so streamlined. We don’t have a big office. We don’t drive Escalades. We negotiate your contract and protect you when you get into trouble.”

The groundbreakers

As a Bolingbrook detective, Joe Andalina probably exuded a real-life version of Norman Buntz from “Hill Street Blues,” the first TV cop role played by actor Dennis Franz, who could have been a real-life MAP member had he become a cop in his native Maywood. As a union leader, Andalina was significantly more dapper than Buntz but no less intimidating at the bargaining table.

He had several uncompromised convictions that motivated his representa-

The MAP board, including President Keith George (head of table) provides the personal attention that has attracted so many members to join.
Personalization meant that when members called the office about a concern, they would be able to speak to someone in the know. That someone was often Andalina. He wanted members of the MAP board to be personally involved, which meant calling the chapters they were assigned to even if it was just to make sure they were OK and acting as liaisons between the chapter and its assigned attorney.

To Andalina, being on the same page with the members was of the utmost importance and that meant making sure they were getting everything they wanted and needed. And that was throughout the chapter’s contract period and beyond.

“Of all the people I’ve ever met, Joe Andalina has done more to help law enforcement officers in Illinois,” Ortinau observes. “All the threats he got from bosses in his department, he never let them set him back. He was a fighter from the beginning.”

Working as union partners from the beginning, Andalina and Mazzone were labor’s original Law and Order. Tracy remembers the Joes meeting officers in his department at a Jake’s Pizza in Mount Prospect in 1992 to talk about leaving their current union and joining MAP. It wasn’t just what they said; it was how they said it.

“They were talking like cops,” Tracy describes. “That’s what got the membership behind them.”

Andalina was simpatico with Mazzone because he was the same kind of fighter. Mazzone provided impetus to respond to unfavorable decisions by taking them to the appellate court, and he did all of that work back then pro bono.

“Nobody was getting paid,” Ortinau states. “They were just trying to put something together to benefit the guys in blue.”

Fruits of their labor

The measure of the mountain MAP has scaled can be found in the 10-year battle the DuPage County Sheriff’s Office has waged to prevent union representation of the patrol, jail and court deputies. Mazzone estimates the county has spent millions arbitrating and litigating, going to the appellate court a couple of times and even the Illinois Supreme Court once.

Mazzone has accrued nearly 60 volumes of exhibits in this case, which has become a defining response for MAP. It defines the trademark aggressiveness from the union and the loyalty to its members.

“These guys rely on us,” the MAP chief counsel reports. “We take that kind of a job very, very seriously.”

The DuPage County accord follows the types of stories that made the rounds in courthouses and training sessions where officers throughout DuPage, Cook, Lake, Will, Kane and McHenry counties would hear about the benefits members of MAP departments were getting. Andalina, Mazzone and George would meet with them at libraries, local schools and restaurants to elaborate on these benefits.

The conversations would begin with questions about money, insurance and discipline. Then they would hear about things that needed to be fixed. And MAP would win them over by advancing the benefit of having attorneys to represent the unit and file the unfair labor practice grievances that officers used to be afraid to evoke.

“Because we had no fear of being suspended, when we met with the chiefs, we could say whatever the hell we wanted,” Mazzone specifies. “And, typically, we do.”

Adds George: “We called it ‘good cop, bad attorney.’ That has leveled the playing field and has probably been our No. 1 recruiting tool. Giving the attorney a wide berth can sometimes be a more expensive way to do business, but it has provided a better level of service and helped the organization continue to grow.”

MAP advocates that an attorney representing a unit is superior to the business agent that comes with membership to the Teamsters, FOP or other labor unions. And because its attorneys are mostly former officers, they not only understand the phone call coming at 2 a.m. but know how to respond to the officer-involved shootings or critical incidents that precipitate those calls.

There have been times when members arrive at the hospital as part of the protocol following such an incident to find their attorneys waiting. And the MAP lawyers are usually there before a department or municipal or county interrogator.

“It’s an important sense of relief for the member when the attorney takes control of what’s going on,” George reiterates. “That stuff is priceless and that’s what they pay for. It’s like car insurance. You hope you never need it, but when you need it, you hope you have the best you can have.”

For 35 years, MAP has been promoting its product door-to-door. With all that experience, here is what’s behind Door No. 1:

“They sit down and explain everything and if they know they are right, they fight it out,” confirms Detective Henry Cunningham, a 23-year member of the Bolingbrook unit. “They are continually in contact, even when there is nothing wrong, making sure everything is OK.”

So much passion, dedication and representation compel members to keep coming through that door. For as thousands of police officers have come to experience, it has led to good places.
Metropolitan Alliance of Police
23rd Annual
Golf & Dinner Outing
The Links at Carillon
21200 S Carillon Dr, Plainfield
Monday, June 18, 2018
Noon Shotgun Start (11 am check in)
Dinner reception starts at 5:15 pm

Entry fee: $110 per player for greens fees, golf cart, lunch, buffet dinner, drinks, with a raffle to follow dinner. $40 dinner only.

Payable by: June 11, 2018. Space is limited. FIRST PAID, FIRST RESERVED

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What to do: Send this form and a check payable to MAP.
Our office: 215 Remington Blvd Suite C Bolingbrook, IL 60440
Questions? Call us at 630/759-4925. E-mail: mapunion@msn.com

*First name on the list is the primary contact.
Check-in is on an individual basis, which starts at 11:00am.
Thank you for your payment!
The attraction of the annual Metropolitan Alliance of Police Golf & Dinner Outing can be felt when emcee – and president – Keith Georgelaces the post-links dinner and raffle with his unique comedic stylings. Or when seeing the raffle prizes that offer tickets to some of Chicago’s most coveted sports events. Or by the no-wait proficiency of the beverage service.

The golf outing – which celebrates its 23rd edition on June 23 at The Links at Carillon in Plainfield – has built a following that features members, friends, business owners and even government officials coming back year after year after year. Many have come for all 23 years, and they keep coming without hesitation because the entertainment, the revelry and the bonds of MAP have made the golf outing an annual holiday in the spirit of Fourth of July, Thanksgiving and perhaps Super Bowl Sunday.

“I play every year, and I’m terrible,” reveals Bolingbrook Detective Henry Cunningham, who has been a member for 23 years and been to every MAP Golf & Dinner Outing.

“It’s a great event because of a lot of good camaraderie and a lot of good connections,” Cunningham continues. “Its roots are so strong. It’s like our union in that it helps everybody keep in touch with everybody.”

The growth of the golf outing has emulated the growth of MAP. In 1996, the event was born not out of a goal to raise money, but as an optimum way to get members together. Just like the way the organization gained traction in departments, word of mouth about the good time taking place on a Friday afternoon in June at Carriage Greens Country Club in Darien spread far and wide.

Members came and brought friends who supported police. Sponsors who supported MAP also came and invested not only in the outing, but in those who attended it and the organization that made it one of its signature events. Like the union, every penny generated from the outing was invested back into the outing.

For many years, the outing was played on a Friday afternoon with the thought that players would bring their spouses for dinner and dancing after golf.

“But guys found it a little bit easier to get Monday off,” George reports. “So we moved it to the Monday after Father’s Day, figuring guys could get a little leftover sympathy to come out and play.”

That day has become like the Monday following the Super Bowl. Cunningham relates that when word of the outing date comes out, members from Bolingbrook
quickly organize to get the day off from work. Some participants just book the day well in advance. That has led to participation like the Bolingbrook Civilians chapter, which now sends two foursomes of players — one female and one male — because they don’t want to miss what the outing offers.

“We get a lot of bang for the buck,” explains Linda Simpson, president of the Bolingbrook Civilians chapter. “It’s very reasonably priced. They take great care of us. They have fantastic raffle prizes all the time, and they have beverage people around all the time, so we never have to wait.”

Every year, more than 150 golfers come for the outing, and the dinner afterward swells to approximately 200 attendees. Cunningham details that each year he sees members coming from more and more MAP chapters. That is in addition to members from other unions. State’s attorneys have been known to show up as well.

Beyond the golf and the camaraderie, the marquee attractions include the prizes and the emcee. George reports that in addition to the flat screen TVs featured in the raffle, this year’s bounty includes Cubs and White Sox tickets and an upper box seats package for the Crosstown Classic Cubs vs. Sox. And a high-end firearm will be part of the raffle.

There are also a number of golf clubs to be had, some of which go to the winners of the men’s and women’s longest drive contests, closest-to-the-pin competition and other usual golf-outing games.

“There are so many great putters and drivers that you get to pick what you want,” notes Simpson, who has posted the longest drive a couple of times and walked away with some new clubs.

Great prizes are raffled off each year, including televisions and tickets to Chicago sports events.

The post-golf dinner is also a signature part of the event.

And though George confesses that he wouldn’t mind if somebody took over the hosting duties, nobody really wants that.

“He’s a pretty good roastmaster,” says Rick Tracy, MAP vice president. “It’s really a great part of the event.”

Throw in the opportunity to have a good cigar on the course or to hang out and catch up after the dinner, and the outing really plays out more like a family reunion. It all happens at a venue that Golf Digest includes on its “Best Places to Play” list.

“It’s a good excuse to ride in a cart and smoke a cigar,” Tracy adds. “If you hit the ball straight, it’s a bonus.”

In the end, though, the attraction really is how the event has advanced to make all those who participate want to come back year after year.

“It is kind of like a reunion,” Simpson confirms. “The golf outing captures the way MAP represents its members.”
The 2018 Fields RAM Truck custom build especially for the Chicago Police Memorial Foundation!

Proud supporter of the Chicago Police Memorial Foundation and all Law Enforcement Officers

See Ron Allen or Roberto Lopez
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for Special Law Enforcement Pricing

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Baby boy makes quick appearance with the help of Addison Police

An Addison mother says she’s grateful for a 911 operator and a police officer who helped her deliver a baby boy, who arrived much faster than anticipated.

The woman’s mother-in-law called 911 but was so “discombobulated” that she initially gave the wrong address, said operator Tiffany Williamson. Williamson verified the address, then gave instructions to the baby’s grandmother, who relayed them to Officer Maria Reyes, the first to arrive at the house.

“He opened up, his arms came out and he was screaming. He was loud,” Reyes said. “I knew that was a good thing. I think I was as scared as Mom was at the time, but it was so exciting.”

Reyes visited the family in the hospital and delivered presents for the other children. Addison Police will install a car seat for the new baby in the next few days, the department said on its Facebook page.

Thoughts and prayers for a lost brother

There is sadness at the Bolingbrook Police Department: Officer Steve Alexander, star #1126, his mother, father and brother were killed in a car accident this past December while attending a funeral in Ireland. Steve was 49 years old and the father of two young girls.

Our condolences go out to his family, friends and fellow officers. Steve was as nice a man as you will ever meet.

On April 26, the Bolingbrook PD is hosting a benefit for an education fund for Steve’s daughters. The event will run from 6 to 11 p.m. at the Bolingbrook Golf Club. For information, call 630-226-8620 or 630-346-1933.
West Dundee officer honored for saving 2-year-old boy

Sarah Neeley has replayed the morning of Sept. 9 over and over again in her mind, each time reliving the panic she felt when her 2-year-old son, Becket, was found at the bottom of a friend’s pool in West Dundee.

While friends called 911, her husband, Robert, pulled the toddler out of the water, and Sarah immediately started performing CPR. She had completed no more than three rescue breaths when Officer John Scheffler ran into the backyard, scooped up Becket and began the techniques that helped save his life.

Scheffler, a 20-year veteran with the West Dundee Police Department, was honored during a village board meeting his quick response and deep concern for Becket, now 3, that Saturday morning. He received the village’s esteemed Lamplighter Life Saving Award, which was started by Village President Chris Nelson and is reserved for employees who demonstrate great acts of heroism.

Scheffler was about three blocks away when he was dispatched to the house on South Street at 9:36 a.m. He got to the scene within 90 seconds, raced to the backyard and checked vital signs on the unresponsive toddler, who was lying on his back, according to village documents.

Becket’s airway was clogged with vomit, Scheffler said, so he swept out the toddler’s mouth with his finger, sat him up and patted his back to get him to expel the vomit and water. Scheffler then ran with Becket to the front of the house to wait for an ambulance and wrapped him in a blanket.

“The society we live in is very quick to condemn the actions of first responders,” Scheffler said. “When somebody presents you with a commendation for your actions, it makes it that much more special.”

Officer John Scheffler gets a round of applause after receiving West Dundee’s esteemed Lamplighter Award for saving the life of a 2-year-old boy who fell into a pool.

Nelson honored as
South Elgin Officer of the Year

Officer Andrew Nelson has received the 2017 Officer of the Year Award for South Elgin.

Chief Jerry Krawczyk presented the award, stating, “Officer Andrew Nelson has served the village for over 20 years. He’s one of the first to respond as a backup officer. He is an outreach for community policing and is a very active officer with the most arrest and citations for the 2017 year, which included providing information to investigations and helping to reach out to the community businesses’ point of contact.”

He also added, “Officer Nelson is always there to assist in any way possible. He encourages other officers on his shift to get out and meet the community through contacts, service calls and traffic stops. He can always be counted on to help others within his department.”
This message goes out to all of our MAP chapters: One of our own has a child who is extremely ill, and both she and her family are suffering right now. To learn more about Olivia Brandt and understand the seriousness of her malformation, read her story at https://www.youcaring.com/olivia-brandt-620281.

Most of our members have children, and when times are tough, it’s an opportunity for us to rally around our MAP brothers and sisters. Please help this family by going to Olivia’s YouCaring page and making the biggest donation that you can.

The Brandt family thanks you for your generosity.
Tampa Police have caught the serial killer who terrorized the city in the fall of 2017. Howell E. Donaldson III was arrested and charged with the murder of four innocent people who were just out for evening walks.

He is obviously a rotten human being. If convicted, there is little doubt that he will face “the needle” sometime in the future.

Tampa Mayor Bob Buckhorn said the past months were a struggle between good and evil, and the night that the killer was arrested was the beginning of when justice will be served. And the process will continue when this man rots in hell.

Well said, Bob.

He also reportedly told his cops to “bring his head to me, alright?”

Even better, Bob.

Bob also said “I want the process to take its place. If he is found to be guilty, he should die, it’s that simple.”

The prosecutor in this case, after quiet reflection and review of the murders, has decided to seek the death penalty for the killer. Glad to read that, but what struck me as strange is his reasoning:

“The death penalty is for the worst of the worst, crimes that are far more egregious than the typical murder.”

What, exactly, is a typical murder?

**Ex-priest gets life**

Buried in the obituary section (no pun intended here) was a story of an 85-year-old former priest. John Feit was arrested and later found guilty of the rape, bludgeoning and suffocation murder of 25-year-old Irene Garza back in 1960. Ms. Garza went to Father John for confession. Instead of receiving confession, she was raped and murdered. Hard to get one’s arms around this one.

Father John was convicted a few weeks prior to Ms. Garza’s visit for attacking another young woman in the church. He was fined $500 for that crime. How he was able to get free and do this again, we shall never know. Then he got life in prison for this murder committed so long ago. But we all know what he deserves, priest or not.

**Say goodbye to the devil**

Manson is dead. Glory be, his evil reign has ended, I hope in pain and agony. Maybe he contemplated an eternity of suffering. He certainly deserves it.

As good as it is to see this evil person “morte,” the thing to remember about these infamous killings is that even though Manson ordered them, the horror that erupted at the Tate and LoBianco scenes was not Charlie’s.

What you saw those nights was the disorganized butchery of Tex Watson and the other monsters who assisted him in his brutal acts those nights.

They all need to die — hopefully in prison, where their last miserable breaths will leave them. One hears, however, that some are still trying to obtain parole.

If that happens, it’s another example of how life in prison does not actually mean life in prison. And to make this all even more bizarre, Tex has fathered four children while in prison.

**Reptile lives matter**

The continuing column piece you all love. While in Florida I’ve discovered these beauties:

A 17-foot, one-inch python was recently captured and killed in the Everglades during their annual python hunt. Yep, a record in Florida for Burmese pythons. A fearsome creature to be sure, capable of killing a full-grown man.

**Snake hunting business is booming.**

Due to more than 100,000 Burmese pythons and small numbers of rock, reticulated, and Indian pythons found in the south Everglades, a new business is developing to rid the land of sun and Disney of these serpents.

For $8 and hour and $50 a snake ($25 more if the snake is longer than four feet), it is providing jobs for the brave who like to get their hands around snakes.

It is appealing to many military veterans. The “So Big and So Bad Swamp Apes” are now in business. That’s the name of the snake hunters’ company — not Donald Trump.

**They always come back.** When people purchased their homes in the south Florida community of Pembroke Pines in Cobblestone, the purchase agreement stipulated that there were a lot of snakes in the area. Situated between a wetland and canal, it just goes to show that developers will sell you anything. And if you build it, “people will come.” And they did.

Last fall, many citizens canceled Halloween — because the snakes are just not snakes, they are venomous snakes.

Cottonmouths or water moccasins are the most prevalent invaders. One man has killed more than 100 cottonmouths in his community over the last two years.

“Holy don’t sink your fangs in me, Batman!” Like I said, people bought the houses anyway.

**Parting thoughts**

Lois Arbanas of Arlington Heights, a super centenarian of 100 years, recently passed away. She wrote a poem to her daughter:

“I shall offer you this sacred promise, when I come home in God’s embrace, whenever you call on me, I will still be present to you, for neither death or the grave can break the bonds of love that we on earth once knew.”
Welcoming New MAP members: February 2018

Addison
Adam Mokrzycki

Bartlett
Max Peunte

Bolingbrook
Nicholas Christopher
Sergio Pimental

Buffalo Grove
Jonathan Officer

Carpentersville
Roxana Duran
John Paul Reese
John Schram

Carpentersville Civilians
Morgan Davenport
Margaret Plass
Sandra Tegel

Channahon
Albert Distefano
Michael Liebermann

Clarendon Hills
Luis Calderon
Madeline Pacella

Coal City
Casey Roth

Cortland
Martin Griffin

Crete
Anthony Konvalinka

Crystal Lake
Joshua Beveridge

Darien
Jason Jairala
Gabriela Williams

DeKalb County
Lucas Chambers
Tyler Gussnell
Hayley Hopkins
Jared Johnson

Des Plaines
Adam Sweeney

DuPage County Forest Preserve
Nicholas Kusta

Elk Grove Village
Jonathon Herman
Connor Marchetti

Grundy County Civilians
Victoria Hordosi

Hanover Park Civilians
Edyta Barnes
Christopher Senese

Harvey
Jose Carranza
Brian Kuzma
Cardia Little
Jose Torres

Hawthorn Woods
Donald Rathje

Hoffman Estates
Ryan Kent
Nicole Lowden
John Onorad

Homewood
Lawrence Garrett

Huntley
Adam Castellanos
Jerry Kepler

Indian Head Park
Nicholas Ispas

Johnsburg
Jennifer Tiess

Lake in the Hills
Kyle Olsta

Matteson
Kendrick Hawkins

McCook
Tamarah Efein

METRA
Abdallah Abdelhamid
Jennifer Bulinski
Robert Carreno
Teresa Esqueda
David Harris
Stanley Rodriguez
David Urbaniak

Minooka
Steven Carrabotta
Michael Rooney-Osborne

Mokena
Bradley Klag
Moriah Peterson

Moraine Valley College
Daryl Bernard
John Golden
Michelle Stewart

Morris
Michael Bober II

Mount Prospect
Frank Gentile

New Lenox Sergeants
John Bosman
Michael Jurka

Northeastern Illinois University
Dexter Johnson

Northern Illinois University
Jeremy Jorgensen

Oak Lawn
John Farrar
Kevin Lackey
Anthony Parmigiani
Alexander Robles
Mark Tadla
Mark Walsh

Olympia Fields
Lauren Sheehan

Orland Park
Mathew Mrowca
Julio Oliva
Gordon Przislicki

Park Forest
Vanessa Guana

Romeoville
Nick Szalinski

Roselle
Zachary Finkelstein
William Hilger
Fred Menges

Schaumburg
Shawna Davis
Christian Gibbs
Patrick Treacy

SEECOM
Siovhan Blau
Trevor Wilhelm

South Elgin
Andrew Devleeschouwer
Theodore Floros
Jane Santiago

South Holland
Anthony Falco
Daniel Grady
Megan Jol Norris
Joseph Santacaterina

Streamwood
Michael Carey
Garrett O’Keefe

Streamwood Village Hall Civilians
Christine Brannigan
Nick Hanson

Tinley Park
Thomas Bondi

Tricom Dispatch
Elizabeth Bellizzi

University of Illinois Chicago
Justin Sobus

Villa Park
Ilir Bekteshi
Connor Frakes
Ernesto Perez

Western Springs
Taylor Ficke
Joseph Hass

Wilmington
Luis Castro

Woodridge
Patrice Gonzalez
Nicholas Panko
Arlington Heights
Russel Mandel
Petar Milutinovic

Clarendon Hills
Zach Finfrock

Crest Hill Sergeants
Anthony Rossetti

Fox River Grove
Michael Miller

Elk Grove Village
Michael Carlson

Harvey Sergeants
Marcus Patterson

Hazel Crest
Derry Pierce

METRA
Michael Cioni
Randall Guinn
Dion Kimble
Krystof Szkluk

Orland Park
Charles Barth
Northern Illinois University Sergeants
Joseph Przybyla
Alan Smith

Park Forest
John Sweitzer

St. Charles Sergeants
Michael Griesbaum
Cory Krupke
Charles Pierce
Brett Runkle
Streamwood
Patrick Silver
Warrenville Sergeants
Christopher Maxwell
Will County Management
Daniel Jungles

Darien
Kara Foyle-Price

DeKalb County
Jeff Dallner

Naperville Sergeants
Jim Sakelakos

Round Lake Park
Joseph Segretti

Schaumburg
John Baughman
Michael Carroll

St. Charles
Timothy Beam

Tinley Park
Perry Dubish

Woodridge
Jerald Symonds

Lakemoor
Kevin Lyons: Chapter Rep
Eric Francke: Chapter Rep

Moraine Valley
Francisco Arteaga: President
Charlie Hoskins: Vice President
Martin Knolmnayer: Representative

Mount Prospect Patrol
Jon Juhl: President
Miguel Martinez: Vice President
Bill Ryan: Treasurer
Chris Berg: Secretary

Streamwood
Peter Woosley: President
Ryan Ruthenberg: Steward
Matt McLean: Steward
Collin Klein: Steward
Steve Sachen: Steward

Honoring Retired Members

Chapter Elections

Congratulations to officers who have been recently elected to chapter boards

Lakemoor
Kevin Lyons: Chapter Rep
Eric Francke: Chapter Rep

Moraine Valley
Francisco Arteaga: President
Charlie Hoskins: Vice President
Martin Knolmnayer: Representative

Mount Prospect Patrol
Jon Juhl: President
Miguel Martinez: Vice President
Bill Ryan: Treasurer
Chris Berg: Secretary

Streamwood
Peter Woosley: President
Ryan Ruthenberg: Steward
Matt McLean: Steward
Collin Klein: Steward
Steve Sachen: Steward
Updates from our attorneys about collective bargaining agreements for MAP chapters

**Rick Reimer**

**Bolingbrook Police**

The parties negotiated to impasse resulting in the following summary of the arbitration award of Dennis McGilligan:

**Wages:**
- 2.5 percent on May 1, 2015
- 2.5 percent on May 1, 2016
- 2.5 percent on May 1, 2017

Employee contributions toward health insurance increased as follows:
- May 1, 2015: 3 percent increase
- May 1, 2016: 13 percent increase
- May 1, 2017: 10 percent increase

Included Appendix E, the side letter modifying retiree health insurance contributions and establishing the ad hoc committee as the party to control future negotiations regarding funding.

Expanded residency to 30 miles from the intersection of Illinois Route 53 and Briarcliff Road.

**Keith Karlson**

**Buffalo Grove Police**

Two-year term maintains the process for determining annual wage increases, which netted increases of approximately 3 percent on Jan. 1, 2017 and 2.5 percent on Jan. 1, 2018.

The parties agreed to eliminate a PPO option for coverage for 2018 and included a vision benefit.

**Mount Prospect Police**

- Clarification to midnight shift work day.
- Clarification to day and afternoon shift schedules.
- Compensatory time paid out in February instead of March.
- Clarification to holiday pay.
- Sick leave up to six days may be used to care for family members.
- Member contributions to healthcare updated.
- Member contributions to prescription drugs co-pays updated.
- Modified drug and alcohol testing to a “reasonable and articulable” suspicion standard.

For a three-year term, wage increases:
- 2017: 2.4 percent with market adjustment to top pay of $500.
- 2018: 2.35 percent with market adjustment to top pay of $550.
- 2019: 2.35 percent with market adjustment to top pay of $600.

- Longevity increased by $200 annually for each step.
- Investigator pay increased by $2,000 annually: $1,000 to $3,000

**South Elgin Police**

Three-year term includes:
- Clarification to working outside details.
- Clarification to allow partial shift exchanges.
- Clarification to use of benefit time.
- Increased vacation time at the 20-year anniversary to more competitive 200 hours.
- Added two more paid holidays.
- Modified health insurance coverage and increased employee contributions to:
  - 10 percent on May 1, 2019
  - 12.5 percent on May 1, 2020
- Wage increases:
  - 3 percent on May 1, 2017
  - 3 percent on May 1, 2018
  - 3 percent on May 1, 2019

**Ronald Cicinelli**

**Northeastern Illinois University**

Three-year contract: July 1, 2017 to June 30, 2020 with the following:
- July 1, 2017 to June 30, 2018: 2-percent pay increase effective the date of contract execution.
- July 1, 2018 to June 30, 2019: 2-percent pay increase effective July 1, 2018.
- July 1, 2019 to June 30, 2020: 2 percent pay increase effective July 1, 2019.

In addition: wage adjustments were made to the base pay as follows:
- Jan. 1, 2018: 1 percent
- Jan 1, 2019: 3 percent
- Jan. 1, 2020: 5 percent

Total salary increase of 15 percent.

**Jerry Morello**

**Quadcities**

- Changed shift hours to reflect bargaining unit members’ wishes.
- Went to rotating overtime list.
- Improved layoff language.
- Increased comp time day off usage.
- Increased sick time incentive dollar amounts.
- 4-year contract with full retro pay: 2.25 percent, 2.25 percent, 2.25 percent, 2.5 percent.
- Increased training and acting supervisor pay.
- Added benefit time to HSA retirement insurance plan.

**Willow Springs**

- Removed burdensome sick leave note requirements.
- Desired 12-hour shifts in contract.
- 90/10 split for new hire health insurance.
- 3-year contract with full retro: 1 percent, 1 percent, 2 percent.

**SouthCom**

- Limited amount of time employer can flex a bargaining unit member’s schedule outside normal shift hours and requires 28-day notice of same.
- Language guaranteeing part-timers laid off before full-timers.
- Reduced amount of notice needed to use a vacation day throughout year from 14 days to seven days.
- Increased sick leave incentive bonus to $1,000 per year.
- Codified major illness benefit time usage.
- 4-year contract full retro: 2 percent, 2.25 percent, 2.25 percent, 2.5 percent.

**Mark McQueeney**

**Round Lake Police**

Top pay which increased significantly to be more competitive:
- Additional pay step negotiated.
- 2.85 percent increase for 2017.
- 2 percent increase for 2018, 2 percent for 2019, 2 percent for 2020.
- New step netted seven of 18 officers a 7.38-percent increase.

**Round Lake Sergeants**

Top pay increased significantly to be more competitive:
- Additional pay step negotiated.
- 2.85 percent increase for 2017.
- 2 percent increase for 2018, 2 percent for 2019, 2 percent for 2020.
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In need of a good-looking daily organizer with conceal carry features? Search no further. Approved by the National Tactical Officers Association, the Stinger Sling Pack is compact, durable and ideal for concealed carry with a padded back panel pocket. Measuring in at 12” x 8” x 5.5”, the Stinger can hold 8.65 liters, giving you plenty of room to carry essential gear. The large main compartment has dual pocket sleeves, while the front of the pack features two accessory pockets for quick access. The fully adjustable single-shoulder strap is designed for ambidextrous use and can be adjusted for any comfort needs. A good-looking bag that’s compact, comfortable and functional — that’s what makes Stinger Sling Pack a bestseller.

Colors available: olive drab, black, coyote, digital woodland, terrain digital and Multicam®

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Colors available: olive drab, black and coyote
What every officer needs to know about mental-health treatment

Research has found that most police officers see more trauma in one month than most people do in their entire lives. Thanks to the amount of trauma officers witness, plus the internal politics and external pressures of the police job, not to mention personal stressors, most officers have considerable stress. Officers often get “burned out” and develop poor coping skills and lifestyle choices, which puts them more at risk for developing anxiety, depression, PTSD and other problems. It is important for officers to recognize that officer safety begins with proactive officer wellness, which includes physical and emotional wellness.

Officers who prioritize their emotional wellness, maintain their physical health, have positive relationships and find work-home balance can better enjoy their life, work and eventual retirement. However, officers often believe or are told that they cannot seek therapy as they can lose their job or FOID card, or that it could somehow be used against them in court. Although it is important for an officer to find a therapist who understands police culture, it is also very important for officers to know the truth about mental-health treatment, the loss of FOID and fitness-for-duty examinations (FFDE). The following questions will address many of the fallacies about mental-health treatment for officers:

If I go to therapy, will I lose my FOID card?

No. According to the FOID Act (430 ILCS 65) and Illinois HB 183 (Public Act 098-0063), therapists are not required to report people in outpatient therapy to the DHS FOID Mental Health Reporting System, as this does not constitute "a clear and present danger."

Pertaining to officers, the only time mental-health professionals would ever be required to make a report is if they felt an officer were a "clear and present danger," i.e., if the officer had an active plan to kill themselves or someone else, or if the officer were committed to an inpatient psychiatric unit. Being committed to an inpatient psychiatric unit also requires an officer to be an immediate danger to themselves or others.

If I get a mental-health diagnosis, will I be sent for an FFDE or lose my job?

No. And if you are, you may have a federal lawsuit.

According to the Americans with Disability Act in 2000, it is illegal for an employer to discriminate against you simply because you have a mental-health condition. This includes firing you, rejecting you for a job or promotion, or forcing you to take leave. The employer must have objective evidence that you cannot perform your job duties. The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing these federal laws and may be contacted for violations. A fitness-for-duty exam can be requested only when two requirements are met: there is objective evidence that the employee may be unable to safely or effectively perform a defined job; and there is a reasonable basis for believing that the cause may be attributable to a psychological condition or impairment. The central purpose of an FFDE is to determine whether the employee is able to safely and effectively perform his or her essential job functions, not whether an officer has a mental illness. Many officers (even those who have completed an FFDE) can have a mental-health diagnosis such as anxiety or depression and work full active duty without restrictions.

Will my department find out if I go to therapy?

No. The Illinois Mental Health and Developmental Disabilities Confidentiality Act (740ILCS 110/1-17) and HIPPA 1996 are highly specific that “confidential communication” means any communication made by the client or other persons to the client's therapist providing mental-health services including the patient’s identity. Further, records cannot be disclosed unless there is a written release by the client of such records. (However, if an officer is submitting a claim for worker's compensation or disability due to mental illness, records may be subpoenaed.)

Will my therapy records get subpoenaed for court?

It is extremely rare for an officer's therapy records to be requested by subpoena or court order after police shootings, arrests and the like, as the judicial standard would be to prove “good cause” and “relevant” to the proceedings. The client and the therapist also have the right to refuse and prevent disclosure of their client's records in any civil, criminal or administrative proceedings. However, if an officer is claiming a mental-health condition as a defense, then records may not be confidential.

Carrie Steiner is a licensed clinical psychologist and founder of the First Responders Wellness Center, a private practice full-service agency to meet the needs of police and first responders’ emotional wellness. Dr. Steiner was a Chicago Police Officer for 13 years, Crisis Intervention Team (CIT) leader, peer support member and Chicago Police Academy instructor. If you have questions or concerns, please contact Dr. Steiner at 630-909-9094 or dr.carriesteiner@gmail.com.
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