

The RAPSheet

Metropolitan Alliance of Police—News, Views and Events • Fall 2012 Issue

Whatever it is, I'm against it

By Joseph Andalina

Horse feathers! Yes, in the comic world of Groucho Marx and his boys, this simple statement reflected their view of government, academics, and high society.

We certainly agree on the government angle, what with all the “sky is falling” prognostications bantered about by all those elected officials or others in high places. And they are all being hyped by the news media, especially print, and the tax civic groups who all beat on the same drum, or is it a dead horse?

What are they beating against, you ask?



Well, for starters, pensions are unsustainable. Pensions are being borne by the taxpayer, Government is bloated. Too many employees who make too much money; too many employees who can't be fired. Too many employees on the public dole. Employees having their pensions spiked, speared, and shish-ka-bob'd.

If governmental mayors don't act now to “save” our pensions, it might not be there for the employees in 20, 30 or maybe even 50 years. Pensions are on a downward spiral, just like social security and Medicare. Medicaid is doomed. Unemployment rates for the public sector are half that in the private sector. The private sector is suffering. The public sector is flourishing. We are bad. They are good.

Union membership is floundering in the private sector. It is rising in the public. Franklin Roosevelt was against public sector unions. So was Samuel Gompers. Maybe Bert and Ernie, too. I know Mickey the Mouse was, or at least his maker was.

The nation must go like Wisconsin or Indiana or like some southern right-to-work states. It is all unsustainable! Can you hear the far right, center right, Tea Party right, and yes, some Democrats, too, shout “unsustainable?”

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Horse feathers, I say.

I could go on and on with this as the blatherskites on the telly and in the media drone on and on about the terrible state of affairs we find ourselves in. And it's all probably the fault of the public sector workers and their “thuggish” unions.

Sagacious our press isn't and that's sad. They did have some fine moments and some try to be fair but mostly it's lost in the effort in keeping the story and the sell going. That sell is not only newspapers, but the influence they muster to change public policy.

Pension reform demands a priority on current obligations because communities are on the verge of insolvency. Civic groups and politicians have vowed to oppose all pension sweeteners. Increase public sector employee contributions. Force police pensions



Chaplain's Column

By: Thomas Ross

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Last time we discussed the role of the Blue Line in your jobs and family life. How did that work out? Did your spouse read the column? Did you talk about it as a couple? Have you made some changes to your couple communication because of it? Well, if any of the answers are a NO, I would be happy to get your e-mails telling me where I went wrong and we can dialogue from there.

As promised, we now want to talk about the kids and the effects of the Blue Line in their lives. As a clergy person with a family, there are some amazing similarities between preacher's kids and officer's kids. I have been in ministry for 32 years and have six children, so I think I have a perspective on the subject. At ordination, we had children who ranged in age from an infant up to the age of 13 years of age.

The first things to realize for clergy and cops is that want it or not, they both live in glass houses that are examined by the community. Both are expected to be a cut better than the average kid. And both probably feel their parents are too strict!

The overprotective attitude of the officer/parent can cause an enforcement of overly strict rules on the children. Quite often, the spouse ends up as a mediator between the demanding cop/clergy and the reactionary kids. It has happened that sometimes the kids react by pushing the envelope of good behavior, and in some cases even breaking the law to prove they are not an extension of the religious family/police department.

In one police family I worked with, this tension with job and kids led to a fam-

ily breakup. A teenage son was getting into trouble and not obeying the parents. The officer/father had been overly protective and demanding of the child.

The tension reached volatile proportions. Finally, the husband said to his wife, "Either I go or he goes. You decide." The mother, in tears said, "I can't kick him out. He's only 15." With that, the officer left home and moved out. Now, that is the extreme and should have never gotten to that point. It should have led to family counseling as a method of intervention and not a family breakup. For you see, the best gift we give our children is the gift of a strong couple relationship. With that base, all else will fall into place. Then we need to admit we need the help of one trained in this area and not back off from embarrassment or pride. None of us is perfect and we all need help at one time or another. Isn't that why you became a cop? I entered clergy to serve God and his people but that does not mean I am an expert in all areas.

Above all else, our kids need to be treated like any other child. They must be allowed some freedom to be themselves and form their own identities, especially as they move into the teen years. My family, thank God, turned out to be contributing adult members with careers they enjoy and contribute. And I find this true for most clergy and police families because I think we found the proper balance between our vocation and parenting.



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Chief's Follies

By: Joseph Andalina

Every three or four years, we reprint our primer on what it takes to appear in our favorite column as indicated by you, our loyal readers, the Chief's Follies.

Actually, it only takes a chief, mayor, or some other higher up to act like a "jackass" to make it into the Follies. If they do something really stupid to you or others at your PD or do something egregious of a management or criminal nature that also qualifies.

That's the simple part. But for all of our future contributors who always remain anonymous as long as the below rules are followed, you need to understand how the "participants" are nominated.

We don't want made-up stuff, or someone having an axe to grind. If the object of your desire is not true, then this comes back at you and the rule of anonymity is lifted. So far that hasn't happened. That's because there are so many chiefs out there who just continue to do stupid things and act in a stupid manner, no one HAS to make anything up.

So on with a recap of MAP's rules on how to send your chief or other applicant to the Follies.

As we follow the yellow brick road for another adventure in Oz, please remember a few points. Here at the friendly MAP office, we get a lot of requests for various chiefs, deputy chiefs, superintendents, and other

worldly types to be cast in our Follies.

Before we add a name in our credits, the chief or significant other must audition. That means he must have "acted" in such a manner as to be included in our Star Walk of Fame. Acting can be construed as doing something impossibly stupid (like crime or deviant sexual behavior), or saying something impossibly stupid. (There is, as Howard Cosell might say, "a plethora of this type of behavior).

But wait! Do you all know who Howard Cosell was? Aw, never mind.

So we've got acting stupid or saying something stupid. We also have "these boots were made for walkin'" category; such as a chief or mayor who walks all over you just because he can. Disrespecting you by rubbing your face in the mud or embarrassing you for no reason other than to show superiority is always a candidate for a top story in the Follies.

We also have those little peccadilloes such as lying, cheating, stealing, bearing false witness stuff, you know, the 10 commandment types of sins. There is also the "I really don't want to do this, but I have to screw you over because someone has got to take the fall" type. Then there is inappropriate or inequitable punishment. Like whacking you for 10 days when you should get a reprimand, or punishing you for silly crap. Very, very popular amongst chiefs.

And finally there is the pretty common union animosity, or we hate you because



you went union, filed a grievance, won't kiss my rear-end, hold my towel for me, blah, blah, blah.

I like those kinds. Always makes good copy. Any of the above and a few others will qualify for inclusion in our Halls of Shame.

So remember, they have to audition. Next, it's also got to be true. No fibbing or fudging. Santa will find out and you will get crossed off his list. It's got to be in writing and you cannot be anonymous to MAP. If you write it up, we'll check on it. If it's true, it's got a good chance to be included. If it's published in a paper, internet, or sourced somewhere, it has a really good chance to make our Rap Sheet.

Simply, something has to happen (audition = facts). It's got to be true (verified). You will be kept anonymous by MAP (unless you don't care, and many, many officers feel that way). And it's got to be somewhat interesting, unique, or incredibly stupid.

What won't make it, you ask?

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Legislative News

by: Joseph Andalina

Purple Haze

Chicago passes an ordinance making less than 15 grams of wicked weed punishable by a ticket and not arrest. I had a lot to say about this farcical stance and did so in a July "A Few Minutes with the Boss" essay that can be found on our website. Too long for here. Check it out. Politicians not at their best for sure.

Long lines end law for drain cleaner

Yes, that's correct. Our lawmakers repealed an outlandishly foolish bill last spring that required citizens to sign a log to buy a caustic chemical to unclog your drain. Based on two cases somewhere in Illinois where an icky substance was thrown on someone, legislators (on a seemingly slow day) passed



a law mandating if you wanted to buy some drain cleaner, you had to sign for it wherever you bought it.

So a store had to keep a log book as if you were buying Sudafed, and have someone watch you sign before you could clean your drain. I guess if

someone throws a nasty substance on you, then somewhere in their logs in every store where this product is sold, a perpetrator's name would be recorded. But you would have to know the person in question, and hopefully that they actually were the person who originally made the purchase.

Wow—real police work by our legislators! Well, it would work if the drain cleaner wasn't purchased before the new law passed; you didn't buy it in another state, on-line, or steal it. Lots of holes in this not-so-thought out law. It is not quite like DNA evidence.

But all that resulted was needless paperwork, needless compliance and long lines for nothing. Wiser heads prevailed and the law was dumped. There have been no reports either of people rushing out to buy drain cleaner and throw it at someone as of this writing. So now it has become a lot easier to get your "pipes cleaned."

Victim's Law

Governor Pat Quinn signed some bills in July that enhance some existing laws. Cops must now provide a copy of "victim's rights" within 48 hours of first contact. They must also explain assistance that crime victims might qualify for if they were mugged, thugged, or robbed.

Don't know if it says anything about advising them that if a loved one is killed that the liberal politicians of Illinois have allowed murderers to live forever in our Illinois prisons on their

dime. Don't even ask about the death penalty.

Gangs and R.I.C.O.

Quinn signed a law last July cracking down on crime. It empowers law enforcement to prosecute street gangs as organized crime. Really, that took way too long to implement. Let's see if this makes a dent, but some civil rights group will say cops are just picking on the "disenfranchised."

HB 4081

An exception in eavesdropping statutes allowing the state's attorney to give prior approval for recording people who are involved in drug crimes and related felonies linked to drugs. It should allow more credible evidence to be introduced into criminal trials. Gives local law the same options given to the Feds in the FBI and DEA.

Protections for judicial officers (think judges here).

Prohibits "posts" of personal information knowing that it could pose a threat to the judicial officers or his family.

Hey—what about coppers? Doesn't anyone else think that our families need protection, too? Oh well, guess not.

Quinn and pensions

Okay, Quinn says solving Illinois' pension problems is imperative. He warns his legislators not to go anywhere for the remainder of the summer. He says legislators can't drift through the rest of the summer and not do anything about

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Chief's Follies

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Simple; personal agendas are a no-no. We won't make a chief popular because he investigated you for something you did do. Nor will we include the big boy because he cancelled your day off or changed your off days, or assigned you a different shift or beat.

If it hurts another officer, it won't go in there, either; and obviously, nothing about the chief's wife, kids, or family. They are always off limits.

These are a few rules that are easy to follow. There are more than enough banana brains out there longing for a mention in our Follies. So as Dean used to say; "Keep those cards and letters coming." You know — Dean Martin. Do you all know who Dean Martin was?

Everybody loves somebody, sometime. Aww, never mind.

Now, onto the Follies, but note there are some good chiefs out there still...

#1. You don't bring us flowers anymore.

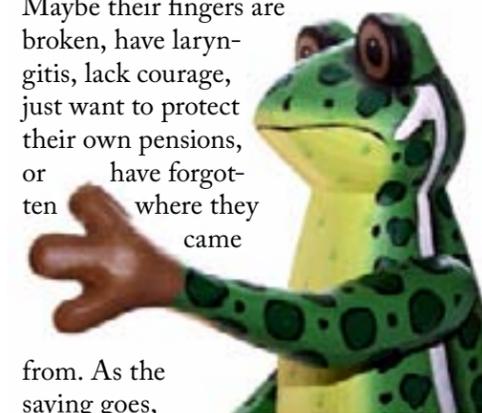
I have been wondering. When was the last time you saw or heard your chief, or sheriff, or anyone else for that matter speaking out to the press or the politicians about your pension?

MAP has written letters to the press. Our website is loaded with objections to

the mayors and politicians asking them to reconsider this effort to dissolve your retirement. Other unions have been active in protecting workers' rights. But what about "the brass?" Or their DC's, assistant chiefs, commanders, or others with scrambled eggs on their hat bills?

Yeah, me too—never. Why is that, do you suppose? Could it be they are afraid to speak out? Got their "cojones" (in the case of male chiefs) surgically removed when they were promoted? Taking the "toady" role to the mayor too literally when told to shut up and do what they are told?

Maybe their fingers are broken, have laryngitis, lack courage, just want to protect their own pensions, or have forgotten where they came



from. As the saying goes, (their) "silence is deafening."

Could be I'm wrong here. Maybe your chief has some grit and has come out in the press or at a board meeting objecting to the abominations which is the erosion of our pensions. If so, I will buy the guy lunch (or maybe just send him a Red Robin gift card for \$10). Please inform me if you know of any, because really, I don't. I want to know and con-

gratulate him/her/them.

It doesn't count if he said he supports you while his sycophants were shining his shoes, in the bathroom, or walking the halls humming to himself. At least that's what he told them to tell you at roll call.

It has to be a bonafide statement, video, text, e-mail, twitter, or passenger pigeon to the press. I want to know that they are not cowards. That the few, the proud, the in-between, can still buck up—support their coppers. Anyone out there? Anyone?

They used to be cops. In the olden days they would throw people out of the station for bitching about us. They would fight the mayor and politicians. Stick up for us grunts—you know, be there for us. At least there were some way back when. Way before most of your time, though. They are becoming extinct, I guess.

This is big. It is our retirement and our pension. It would speak volumes if chiefs in all the larger municipalities in Cook, Du Page, and other counties drove down to Springfield and gave Republicans and Democrats a "what for!" Or simply their opinion not to trash our benefits and pension.

I'm waiting. Waiting...still waiting.

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Legislative News

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the pension problem (that they created). I say let them go, Governor!

Fly to the Vatican, or a trip down the Sonne. The Tigris and Euphrates I hear is great this time of year. There were games to be played in London, and the fishing is always “hot” in the MeKong Delta. And have they seen the Namibian Desert lately? Simply astounding.

Let them visit El Yunkee in Puerto Rico, partake in some cockfighting in the Dominican Republic, horseback riding in Aruba is fun; you can ride in the ocean, too. Greece has some really nice street demonstrations that could entertain our legislators. Haiti still needs bathrooms. Maybe they could help build some. Syria is having some problems. We could use some knowledgeable legislators to talk to Iran about their “nuke” program.

Please let them go, send them to the four corners of the world to do some good. Instead they will have sat in Springfield and argue on what’s the best way to screw over cops and their retirement benefits.

What to do with that unfunded liability that we really don’t believe is unsustainable? They are going to meet some more to see who should pay for retirement cuts for downstate and suburban schools and other state workers.

They will jockey around for wide support from other legislators totally screwing over our summer! If you let them go to the areas around the world that have real problems, they would leave us all alone and everything would turn out just fine. Trust me on this one, Gov.

If they stay here, all us grunt taxpayers will just have to foot the bill for their mileage, meals, and housing while they visit the capitol with their appointed pension committees. Let them go where there is a need as we don’t need them here. We want to enjoy the rest of our summer. And an extended vacation through the fall and next year isn’t a bad idea, either!

Editor: *We will have more pension news next time, as before we went to press, the politicians were waiting for the governor to force them back to work. No further news was available about pensions before we went to ink other than a date of August 17th was earmarked to discuss or vote on some factions of pensions—maybe.*

Chaplain’s Column

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One police psychologist offers this simple advice:

Don’t be a cop, don’t be a friend, be a parent. And someday, if your kid does get into trouble, above all else relate as a parent, not as a police officer. Don’t expect your kid to be different from any other kid just because of you?*

Stay safe out there. Continue to watch over each other. Enjoy the Fall. See you next time. Peace

Chaplain Tom Ross, Sr sligo8@wowway.com

**Thanks to Chaplain Wally Johnson ICPC*

Chief’s Follies

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#2. Chief in Addison is double-dipping

Do I care? Not really. If the man can get another copper gig after pulling the pin, so be it. They have to eat, too. But it makes my point as I’ve said many times—it’s not the cops on the street.

The current chief in Addison, Tom Hayden, found his golden parachute. After 30 years on the job and making \$140k when he made chief, he will retire and get re-hired as the Director of Police (just like they did in Schaumburg a few years back with their chief). He will be paid \$136,000 a year, plus his police pension, which totals \$241,000. Nice work if you can get it.

The mayor put his spin on the hiring—see various news outlets for cute quotes—but the Illinois Pension Institute calls it “pension abuse.” “It’s a clear example of governments bending over backwards to take care of one of its own and pushing the concerns of taxpayers’ aside.” Well, not exactly, unless you’re taking care of us grunts and hiring patrolmen back to a high paying job. No, not as a bailiff, CSO, dog catcher, or records clerk. But the IPI did say one of their own. The average copper is not one of their own.

These big perks are only for the chiefs, and mayor’s buddies and other superintendent-like people. That’s what the press gets wrong or never clarifies. These doors are not open to you, only to those who should know better.

The city manager in Naperville who was once a captain, I believe, also got recently hired as a chief from the city manager job he held will get his considerable parachute, too.

It’s not them that irritates MAP. It’s these (and not these two guys particularly) but chiefs in general who will not speak out on our behalf to voice their opinions on our pensions that the press, the public, and the politicians are vigorously trying to dismantle.

The top rung sits pretty high while we slide down further, wondering when our retirement will be on the last rung. People believe through misinformation that is we, the coppers, who get spiked pensions, sick-time buyouts, and double dipped pensions as chiefs, superintendents, or other big money making positions do.

If you, the beat officer, get this perk, let me know. I’ll be waiting. Waiting...still waiting.

#3. Could be a Jolly Folly.

You know a good thing for chiefs and others high on the Ponzi scheme scale when you see it. A recent article in the Chicago Tribune discusses the Village of Lakemoor and their new hiring practices for police.

Lakemoor (a MAP town) recently hit a census watermark where a police and fire commission was mandated and new procedures for hiring cops were implemented.

Before this occurred, as is the norm, the Village Board made all hiring decisions. They accepted only certified officers as candidates, the standards were not as stringent and vetting was not the norm according to the article. The chief says hiring was “done at will and at whim.”

He further went on to say that “the nice thing with the testing is it takes it out of the hands of elected officials.”

Well, that’s refreshing to admit even if he didn’t know what he was saying about how politicians truly are. At a will and a whim and maybe even for some free golf or tasty vanilla ice cream cones. (Not Lakemoor people, mind you, but some politicians in general.)

Now they will consider candidates who are non-certified and provide the training, as all new recruits would receive. But hiring certified cops is not a bad way to do things, either, but it is nice to give a strapping young man or woman a chance for a career in law enforcement. So that’s a good thing for any new recruits to be associated with our venerable veterans in Lakemoor.

But what surprised this old dinosaur is that the chief states he is focusing on “customer-based” policing. He believes that this “will (create) officers who are less argumentative and antagonistic and more helpful.” Well, that took some guts to say. Customer-based policing. That’s relatively a new concept. (Maybe not new-new, but a recycled spin-off from neighborhood policing. Sort of a spin-off concept like The Jeffersons was a spin-off from All in the Family.)

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Whatever it is

Continued from page 1

into IMRF funds (Oh, God!) Merge police and fire funds. (Oh God II!)

Screw over benefits for workers no longer working due to injury, because shhh—someone “might” be cheating. Change pension boards because currently they are controlled by beneficiaries of the pension system. You know, current or retired cops or firefighters.

Mayors only get two appointees. Two are elected by the members, and one is elected from the retiree/disabled list. Municipalities want to be in control.

The whine in the cheese is that municipalities should have majority representation on pension boards and not all us “grunts” so they want to legislate more power over you. Horse feathers, once more.

But local, state, and county governments also have sought concessions in contracts. Give backs, pay freezes, insurance increases, furlough days, right arm, status quo, left arm, increased steps and once in a while, a leg to boot.

Contracts for the most part have nothing to do with pensions unless you’re a teacher or state employee. But if you don’t give and give, then the mayor and his band of feckless supporters will just lay you off. Threats will get the boys going, they think.

Lose your job or give back what we fairly negotiated. And even if you concede wages, there are no guarantees that layoffs won’t rear its ugly head in six months to a year.

After all, real estate is bad, no one is spending any money, the feds are watching every nickel, we need more money to send the mayor to China to promote a sister city in some province in the first sector of the second quadrant near the Great Wall.

So give it up for the mayor and the citizens who are suffering, unemployed, at wits end, who don’t have much maybe in Naperville, Wheaton, Oak Brook, Darien, and other fine suburbs.

We are all hurting. Since all of these unemployed people who lost their job gave up looking or don’t want to work because that’s too time consuming and really because they all chose not to be a public sector worker because the money and the benefits at the time were so much better in the private sector, we, as those who chose to be public sector workers when few wanted to be, should all flagellate ourselves, cry mea culpa and give, give, give back to our elected officials so they can be...well, re-elected once again.

That’s it—bail them out for all their lack of foresight, diverting of pension payments for other frivolous agendas, ineptness, ignorance, and political expediency. Yeah, that’s the ticket, as John Lovitz might say. I say horse feathers.

But are all of their claims true or just a prime example of unexpected economics? Is this really just dismal drivel by forecasters of doom to just as I’ve said, seek a bailout of their malfeasance?

In a world where each of us tries to balance our wants and our needs, our employers have chosen to demonize their employees, largely by forming public opinion against us through their use of the press and other public outlets that influence the people by following the cattle into the chute. And they do this when much of the information is or generally can be wrong.

The *Police Pay Journal* recently published an article on the “Big Lie—Pensions are bankrupting us.” In it, they talk about a time in the 90’s when per capita crime rates actually declined by 40 percent. Pay, crime, pensions, and the economics of policing are all wired together.

Police departments were improved. Training expanded, entry requirements were raised and turnover rates in departments were low. Retirement ages were reduced, resulting in younger and more fit police officers. While pundits attempted to claim that crime was reduced as a result of economics and this may have had some impact, when “you work in the jungle of deviants as police officers do, you quickly learn that criminals do not read the Wall Street Journal.” “They do not react to reasoning, (but rather) force and containment.”

Witness the reality of crime in Chicago. More murders, more shootings, more attacks on decent folks and tourists. A mayor and police superintendent, not looking to economics to quell the violence, but to, yes, force and containment. Tougher on gangs, more cops flooding crime areas, etc.

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Member News

New Members

Carpentersville Civilians

Judith Gurney

CenCom

Jenifer Dosch
Antoinette Doss
Taryn Ganatos
Heather Hobbs

Crest Hill

Felipe Flores

DeKalb County

Timothy Boyd
Jonathan Jursich
Daniel Nudera
Antonio Watson

DuPage County

Scott Mrkvicka
Steven Stutts

Homewood

Robert Hyma

Lake Forest

Matthew Jakob
Misako Rivera

Lake in the Hills

Michael Gnuechtel

LaSalle County

Joshua Holman
Jeffrey Koetz
Samantha Kromm
Michael Reppin

Matteson Sgts

Kenneth Arvin

McHenry Co

Magdalena Drabczynski
Grant Haven

Metra

Latanja Agee
Kirby Ball
Anthony Beattie
Joseph Bovio
Annette Bubalo
Ruben Gomez

Robert Larson
Roland Pace

Montgomery

David Gray

NEIU

Pablo Castro
Carlos Collazo

NIU

Emily Baert
Anthony Vinz

NWCDS

Brittany Collins
David Madonia

Oak Lawn

Luke Sevening

Orland Park

Maria Conway

Oswego

Kevin Perna

Palos Park

John Winter

Schaumburg

Mozale McHenry

Streamwood

Sara Magnuson

Wescom

Sarah Rauter

Western Springs

Ryan Postal

Promoted

Arlington Hts

Charles Buczynski
Joseph Pinnello

Burr Ridge

Ryan Husarik
Luke Vulpo

Carpentersville

Giacomo Accomando

Carpentersville Civilians

Eric Langlo

Crystal Lake

Thomas Kotlowski

DuPage County

Thomas Hellman

Elk Grove Village

Daniel Burke

Fox River Grove

William Halasz

Grundy County

Brett Black

Paul Clampitt

Joshua Slattery

Matteson Sgts

Michael Jones
Paul Jordan

Montgomery

Elizabeth Palko
Jeffrey Ricedorf

Norridge

Dave Disselhorst

NWCDS

Brian Staunton

Oswego

Shane Yackley

Park Forest

Devin Strahla

Round Lake

Drew Stephans

Schaumburg Command

Dawn McDermott
Kristine Provenzano

Westchester Sergeants

Jeff Mersch

Woodridge

Anthony Johnson
Ken Ostarello

Retired

Addison

Barry Muniz

Arlington Hts

Thomas Regas

Carpentersville Civilians

Gloria Vasquez

Crest Hill

Joel Thuringer

DuPage County

Thomas Hellman

Grundy County

Terry Bitner

Homewood

Paul Poninski

ISTHA

Mary Ann Capitan

ISTHA Calltakers

Karen Persons

McHenry County

Kathryn Jasper

Metra

Donald Russell

Morris

Eric Washburn

Schaumburg

Michael Conjura

Westchester

Brian Chmara

Welcome Back!

Carpentersville

Civilians

Derek Neuman

Contract Corner

Richard Reimer Bensenville

Three year agreement. 3% increase to all steps on 5/1/12, 5/1/13, and 5/1/14.

Court stand-by pay went to two hours of pay from one. Uniform allowance increased by \$120 for patrol and \$100 for detectives. Residency expanded from 25 miles from the station to the State of Illinois

Steve Calcaterra Minooka

Vacation increased, adding "steps" in between so the officers don't wait as long to increase vacation time.

President's Day added as a holiday. Sick Leave to increase max to 960 hrs (from 320). Increased accumulation to 12 hrs per month for officers on 12 hr shifts. Now requires doctor's note after 3 sick days in a 3 month period for 3 months following the 3rd event.

Funeral leave language is more beneficial to officers and no longer can be denied to employees with less than 60 days service. Personal time no longer requires 72 hrs notice. Minor uniform changes. Seniority clarification.

New wage scale; initial increase varies from 0.5% - 2% for the first year of a 3-year deal. Subsequent increases for next two years are approx. 0.5% per year. No increases to wage scale for topped out officers or sergeants. New longevity pay added first year of CBA to begin after the 8th year of service, valued at \$0.08 for each year completed and added to the base rate of pay. For example, a 20 year officer will add \$1.60/hr. This longevity incentive is not limited by the number of years of service.

Gilberts:

May 1, 2010 - April 30, 2015. Work Schedule changing to 12-hour day, with an 84 hour bi-weekly period, to include 4 hours overtime per pay period.

Comp time program expanded, FTO pay added at 1 hour OT per shift. Sick leave increased to 8 hrs per month. Ability to dispute discipline through the grievance procedure instead of Board of Fire & Police Commissioners

Wages: 2010, 2%; 2011 2.5%; 2012, 2.5%, 2013, 2.5%; 2014, 3.0%

Johnsburg:

May 1, 2010 - April 30, 2014. Change "corporal" to "sergeant." Limit usage of part time officers.

Comp time program created, Ability to dispute discipline through the grievance procedure instead of Board of Fire & Police Commissioners. Standby pay clarified. Sick time usage changed from 4 hour minimum to 15 minute minimum.

Sergeant pay set at 8% greater than top patrol officer. Wages: 2011, 0%; 2012, 0%; 2013, 5%

Ronald Cicinelli Wilmington

This is three year contract, expiring 04/30/2014.

Wages: 2%; bonus of \$1800 on 5/1/12; 2.75%, 3%. Personal days: 24 calendar hours per year

Health Insurance: The City shall provide the option of HMO, HSA, and PPO insurance to all employees covered by this agreement. For any employees hired before

01/01/2012, the employee will not pay any contributions for HMO or HSA insurance and there will be a 15% employee contribution if he chooses a PPO.

Vacation Time: For employees hired before 01/01/2012: After one year of employment, two weeks; 6-9 years, 3 weeks; 10- 14 years, 4; 15 - 24 years, 5 weeks; 25+ years, 6 weeks. For any and all new employees hired after 01/01/2012, the new vacation schedule shall be as follows: After one year of employment, 2 weeks; completing 5 years of service, 3 weeks; completing 10 years, 4 weeks; completing 14 years, 5 weeks; 24 years, 6 weeks.

Nine holidays; Sick Time: accumulate 96 hours/calendar year; sick leave max of 960 hours. If don't use sick leave for 6 months, get a personal day. Comp Time: changed from 240 to 40

Northeastern IL Univ

This is a new MAP Chapter. This four-year contract expires 04/30/2014. Wages: 1.5%-1.5%-2.5%-2.5%

Holidays, vacation time, health insurance, and sick time are per the State Universities Civil Service System. Comp Time: 80 hours; two personal days.

Indian Head Park

This is three year contract. The expiration is 04/30/2015. Wages: 2.5% - 2% - 2%.

Nine holidays, Vacation time: Length of continuous service: Less than 5 years, 80 hours; 5 - 9 years, 120 hours; 10 - 19 years, 160 hours; 20 + years, 200 hours

Health Insurance: HMO offered; officers pay 10%. Sick Time: accrued at 8 hours/month. Comp Time: 80 hours. Personal Days: 16 hours

Contract Corner

Hickory Hills

This is four year contract, expiring 04/30/2016. Wages: 2%, 2%, 2%, 2.25%

Nine holidays. Vacation Time: 2-4 years, 10 days; 5-9 years, 15 days; 10- 15 years, 20 days; 16 years +, 25 days. Sick Time: can accumulate up to 240 days. Personal Days: 24 paid hours per calendar year

North Aurora

This is three year contract, expiring 05/31/2015. Wages: 2%, 2%, 2.25%

Twelve holidays. Vacation Time: 0 - 6 years, 2 weeks; 6 - 14 years, 3 weeks; 14 - 19 years, 4 weeks; after 19 years, 5 weeks. Health Insurance: same as rest of Village. Sick Time: max of 60 days; 1 day earned/month. Comp Time: Max of 40 hours, rolled over year to year. Personal Days: 2 personal days.

Keith Karlson

Sugar Grove

Wage increases of 1.75%, 2.25%, and 2.5%.

Arbitration of discipline. Improved indemnification language. The contract now allows for class grievances.

Overtime offered in seniority order. Shift bid by seniority. Vacation scheduling by seniority. Rotating days off. Casimir Pulaski Day is now a holiday. May 1, 2014, members can accumulate 540 hours of sick time (an increase from 480). Increased funeral leave time.

The Village is now required to purchase new body armor for officers on a 5 year rotating basis. Sideletter resolv-

ing ongoing grievances and resulting in a cash payment to members.

Jerry Marzullo

Carpentersville Civilians

Added layoff and recall language into the contract (there previously was none).

Extra personal day. Birthday holiday becomes a floating holiday. Increased percentage of accrued sick time to be paid into a new pre-tax Health Savings account at retirement.

0%, 2%, 1% wages with full retro (matches sworn police and fire wages). Holiday pay at time and a half for part-timers. Grievance Mediation of discipline (no discipline language previously). Added multiple previously non-union Village positions to the bargaining unit.

McHenry County Civilians

Wages of 3%, 2.75% and 3% full retro.

The allowance for an affected employee to place an official rebuttal letter in their file regarding oral warnings and written reprimands in addition to their arbitration of discipline rights.

The bargaining unit members can now take personal days in succession with vacation days or holidays (this was not allowed before).

Additional comp time up to 2 hours (in addition to an already established minimum of four hours) for Court Clerk's working Holidays and Saturday Bond Court's. 1.5 hours of comp time for working out of class. A provision which allows for either one of the following: Either a further wage increase upon the County's completion of a

Chapter Elections

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

Buffalo Grove

Jerry Stopper *President*
Tara Anderson *Vice president*
Andrea Wiggins *Secretary*
Jim Yester *Sergeant-at-Arms*

Hoffman Estates

Marty Racila *President*
Scott Lawrence *Secretary*
Joe Kruschel *Treasurer*

Metra

George Murphy *President*
Isaac Ash *First vice president*
Larry Geanes *Second vice president*
Joseph Kresch *Secretary/Treasurer*

Plainfield

Mike Boling *President*
Brian Wagner *Vice president*
Rich Meszaros *Secretary*
Zach Zigterman *Treasurer*

Round Lake Park

Audra Bonaroti *President*
Joe Segreti *Vice president*
Kevin MaGee *Secretary*

wage study (in addition to the above wages), or, no increase in the HMO employee percentages to bargaining unit members for the lifetime of this contract.

Moraine Valley

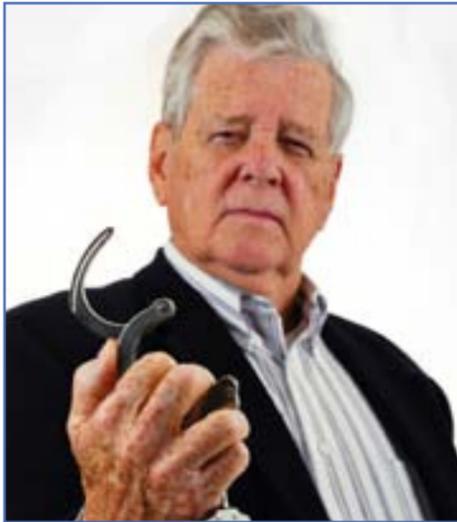
9.5% wage increase over three years with full retro. Status quo on insurance. Arbitration of discipline. Shift differential pay. Emergency school closure pay. Expanded holiday pay. 60 day notice for schedule changes. Layoff and recall provisions. Stipends for specialty pay.

Whatever it is

Continued from page 8

The article proffers the notion that these “reformers” going after your pensions seek to curtail police compensation. And these people, elected or not, by and by have higher annual wages than the police officers. But they cry that “we can no longer afford the payroll.” But...stop the crime.

So they have identified the weakest point in payroll compensation—pensions. The report states cops and firefighters have a “real public image problem.” Ya’ think?



A 75 to 90 percent pension, while in your 50s with over 30 years in the barn looks exorbitant when your social security or your 401(k) has tanked.

But due to government’s inability to make these contributions, they are attacking pensions as too generous and too expensive. But I say if you do the numbers for the average grunt, it isn’t—not for spending all that time in purgatory, combating crime, fatigue,

hatred, illness, depression, the stress of some child’s brains in the street, the work schedule, and the absolute, for the most part, disdain that is levied toward you by the political types.

You’re just a number, a grunt, unless you buckle under and do the man’s bidding. But what I think the article is saying that the attack on pensions is the norm because there is a cost of crime and you have to pay cops in the service to do the job to take the risks.

So where can they save? Pensions, that’s where. It’s hidden and with the abuses that go on among the upper brass, superintendents in the police, fire, and teaching establishments, it’s easier to have a gullible public believe that we are all greedy. Not true.

But this cascade of information from municipalities to the press to the public is believed because when times were good, cities did not pay into pension funds because if the pensions are overfunded or close to it, then towns contribute nada or get an actuarial firm to say they are overfunded and then they can legitimize the reduced contribution.

When the economy does not generate revenue, the stock market plummets, and the real estate venues do not keep up with transfer taxes, building permits and the like, then the towns find themselves in a deep, deep hole.

But as the pension crisis thickened, some towns also sought other concessions, as you well know. So they demanded all that I outlined above.

This union would tell officials—look, we’ll float you the 2 percent raise, pay us back later if we take a one year freeze. Not good enough. No, either you give or we lay off. And they blame the cops for throwing their fellow cops under the (layoff) bus when we said no.

Then we said—why don’t you forget about the \$50,000 firework expenditure, the jubilee, the baby back rib fest, the taste of this, the taste of that, and just pay your cops? The response? They can’t, because they have a contract with those vendors. Oh, I see, those contracts you must keep, but ours mean nothing. Give back or lay off!

Then it was forced furloughs. MAP took one town to court and won, forever ending forced furloughs. Now it’s take a voluntary furlough or it’s layoff. Horse feathers!

We give our chapters the right to vote, and most of them, as painful as it is, vote to lay off rather than lose wages and pension for furlough. It has to stop somewhere; otherwise these insipid politicians will keep bringing that same bucket with the holes to the same well for more give-backs. And if not forthcoming, they will then babble more about layoffs.

So I see two-prong attacks nowadays. Pensions and various forms of wages compensation occurring. You see more and more press reports where they advise this “unsustainability” of pensions is due to politicians failing to contribute when there were supposed to. Now it’s yeah, okay, they admit to contributing to this mess. Shame on them but

Continued on next page

Whatever it is

Continued from previous page

the pensions are still unfunded and too generous, they say.

They support this on a couple of ideas. First, the politicians, by forcing you to take less, contribute more, and work longer, are saving your pension. Yes, boys and girls, mosey on up and get your snake oil. They are ensuring that in 50 years, your pensions will be sustainable at last! Nice of them, isn’t it?

Sounds like Social Security and Medicare scare tactics, doesn’t it? I guess we are all supposed to be grateful and get down on our knees now.

Second, the taxpayers should not have to foot the bill for our generous pensions. One pundit queried in an article I read, “Do you want a society where the people, whose salaries you pay, make more than those who pay them?” This possibility emanates from the Wisconsin recall defeat by Republicans. But the recall has nothing to do with public sector workers being paid a fair wage. To my fading eyesight, it

is a taxpayers’ issue, too. Politicians have convinced the public that they are footing the bill of these “too generous” pensions if reform does not come. There are many that think this way and will try to get the public against us. (And that is happening as we speak.)

Another great article on fiscal problems, particularly in Chicago, can be found in the *City Journal* Spring 2012 edition by Aaron M. Renn, titled *The Second-rate City*. It delves into the Chicago mess and one can easily tie in suburban, state, and other governments to some of these facts.

Fiscal messes, poor leadership, powerful interest groups (read unions here) corruptions and clout can account for a lot of dread in municipal governments. Unions have to take a seat here and be a part of the solution.

Screaming for more taxes is just stupid in this environment. That’s the best that some unions can do? We are willing to listen to pitches for concessions in some

of our chapters, but only during the beginning of a successor contract—not during one. And the final determining value is what the members vote on. Our members in some instances, when honesty is foremost from government, are willing to help. But not when it’s do it or else. That accomplishes nothing.

There is a lot to be said here, but if municipalities honestly funded their pension programs, the generous contracts we have negotiated/received may not be the target that is now on our collective backs. Yes, we all may need some cultural change as to all of us players at the table to get by hard times.

But lies, innuendos, and demeaning legislation to destroy pensions, collective bargaining, increasing workers’ ages, destroying arbitration processes and other anti-union endeavors will only result on my exclamation of: “Whatever it is, I’m against it!”

Horsefeathers.

Quote:

Today is your day.

You’re off to Great Places!

You’re off and away!

- Dr. Seuss, *Oh, the Places You’ll Go!*



Bits n Pieces

Crystal Lake officers honored

Our "hats off" to the following officers from our Crystal Lake Chapter who were honored at the City Council meeting on June 5, 2012.

On March 15, 2012, around 12:45 am Officers **Ryan Coutre, Jason Duncan, Bill Kitsis, Scott Koertgen, Jeff Mattson, Ed Pulviose, Adam Munaretto, Brian Ros-sow, Dominika Warazniak**, as well as Sergeants Hulata and Richardson, responded to a fire three story multi-unit condo building. Upon arrival they found a fully involved fire and heavy smoke trapping the residents inside. Prior to the arrival of the Fire Department, several officers entered the building, woke up many of the sleeping residents and evacuated them from the building. Other officers remained outside and were able to rescue people from their balconies. Because of the heroic effort of these officers, none of the 26 residents of the complex were seriously injured.

In addition to the Crystal Lake Fire Department, 11 other fire agencies were brought in to fight the fire.

Training program announced

EOtech has announced a Discount Program for professional trainers in Illinois law enforcement. To participate in the program contact **Hank Bauchwitz** at Hbauchwitz@gmail.com.

com or call him at 630-484-0069. Pricing for the program will be provided by Hank once the requirements have been met.

Officers need to provide proof of accredited Range or Trainer status. Approved officers are eligible for multiple products in this program ranging from Holographic sights to Thermal Imaging Equipment.

The application can be found at MAP's website: www.mapunion.org under MAP News and Events.

Hank Bauchwitz, Bach Marketing Group, LLC

Northwest Central Dispatch System takes a No Confidence vote

Recently the members of NWCDS, with the assistance of MAP Board Secretary Rick Tracy, presented management with a no-confidence vote. This chapter continues to illustrate pride and toughness to a management that has failed them.

Rick has an article posted at our website where you can learn about this vote and see how very professional this chapter has been in confronting their issues. Look for the full story at www.mapunion.org News and Events: Chapter News.

Platinum sponsors/golf outing

Our thanks to the Platinum sponsors of MAP's 17th annual Golf outing. Pictures to follow in the next Rap Sheet!

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Chief's Follies

Continued from page 7

Look at the citizen as a customer. The chief is right in a way as he learns to juggle all this para-military mumbo-jumbo with the service features of policing. All too often chiefs are smitten with the para-military theme while engaging the citizens with the old public service routine. We are here to serve. Well, which is it?

Para-military is for pomp and cir-

cumstance which is intertwined with juvenile and neighbor disputes, parking tickets, dog calls, special favors for politicians, and a myriad array of other non-police/military protocols.

After all, it is very un-military that every time you have to smack someone you are automatically a rogue copper. I'm curious to see how this customer-based policing works. If it doesn't, our

members will be calling and we will provide any necessary assistance.

Maybe a new refrain with this type of program will be "You want me to super-size your ticket, sir?"

An abbreviated Chief's Follies but hopefully the entries will have you looking for more dastardly deeds in the next issue.

New on the MAP

DuPage County Sergeants and Lieutenants

Hanover Park Civilians

MAP Elections

Grundy County Consolidated Dispatch
MAP wins in a majority petition

Northern Illinois University Dispatchers
MAP wins in a majority petition

Collective Bargaining Chapters

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