



# The RAPSheet

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

## Doing it right

By Joseph Andalina

Well, as we wind down this year's orbit around the sun, we are still waiting to see how it all goes in the Illinois General Assembly with pensions and workers' rights. The national elections are over and we retained Barak Obama as president. Let's hope he can do it right and get this country out of the mess we have been in.

We have a mixture of parties in state and local positions, but we are stuck with many who still want to grab your cash and retirement as a general fix for the stuff our political finest have screwed up. We can only hope they will do it right, but it is Congress, so all bets are off.

But something that hasn't changed is also the way public employees, espe-

cially cops, are treated by their chiefs or political leaders. Oh yes, there are a few out there, chiefs that is, who have not "lost the face of their fathers."



These few will probably never appear in our Chief's Follies, because while they maintain their mission, direct their department, maintain order and discipline, they do it the right way. You hear that in baseball a lot from retired players who give speeches at Cooperstown, or in media interviews. They praise the ballplayers who came before them as doing it right.

The right way can be used as a metaphor in many other venues of sports, and police work, too. Be true to your oath. Comply with the law. Set an example. Be honest and try to help. "Do it the right way."

But that's where the analogy stops. Police work is much more dangerous and complicated even though hitting a 100 mph fastball being thrown at your head in front of 40,000 screaming fans can be intimidating.

But I digress.

A lot of chiefs and mayors are just vindictive. You're going to get beefs in this job if you're doing your job right. It comes with the territory. But if you piss off the wrong person or have an error in judgment, or you are punished because you sent an errant email to your peers that your chief and mayor don't like, then the hell with you and you doing it right. Goes for squad car

### Table of Contents

Chaplain's Column	2
Chief's Follies	3
Legislative News	4
Golf Outing	6
Member News	9
Contract Corner	10
Chapter Elections	11
Bits n Pieces	11
Merry Christmas	14
Guns-n-Hoses	14



# Chaplain's Column

By: Thomas Ross

## Metropolitan Alliance of Police

### Board of Directors

Joseph Andalina  
**President**

Keith George  
**Vice President/Treasurer**

Richard Tracy  
**Secretary**

Raymond Violetto  
**Director**

John Holiday  
**Director**

John Ward  
**Director**

### Chief Counsel

Joseph Mazzone  
**Co-Counsel**

Richard Reimer  
Steven Calcaterra

### Additional Counsel

Ronald Cicinelli

Chris Potthoff

Keith A. Karlson

Jerry Marzullo

Jeffrey Goodloe

Anthony Polse

Raymond Garza

Karen Zajicek

### Legal Advisor

Jeffery Ortinau

**MAP Chaplain**

Deacon Thomas Ross

215 Remington Blvd  
Suite C  
Bolingbrook, IL 60440  
630/759-4925  
630/759-1902—fax  
e-mail: mapunion@msn.com  
www.mapunion.org

No part of this newsletter may be copied or reproduced without the express written permission of MAP.

# Chief's Follies

By: Joseph Andalina

## #1. It's inordinately taxing to be such a "boob."

Internal complaints against former Chief of Police Robert Jones of Gurnee recently came to light. As has been reported, the ex-chief who retired with a \$139,000 severance package (see—again, it's not us grunts who get these perks!) was facing sexual harassment inquiries and allegations of using on-duty employees for personal errands.

The details were obtained by the press during an open records request, because of course, village officials must have forgotten to report them. Transparency is good, but not when it's embarrassing. The investigation was dropped once the old man retired.

The mayor called the chief's infractions "just core employee handbook violations." As the boss, I have now instructed MAP's legal staff to utilize such a defense the next time some copper thumps a bad guy. "But Chief, it's just a core handbook violation!"

Or if a copper tells a risqué joke or two on any village-owned communications device. Gee, Mr. Mayor, look it up. "It's just a core handbook violation," nothing more. How about a \$139,000 severance package and we forget the whole thing?

When documents were released alleg-

ing allegations of misconduct, er, no "just core handbook violations," the village blocked out all names, details of many accusations, and most references to employee gender. My, such secrecy with "just core handbook violations!"

Apparently one of the "core violations" was that while in the female secretaries' area, he read some type of joke in a passionate voice after asking if anyone had heard of Harlequin romance novels. The joke increasingly got more sexual in nature, according to the complaint. Too much testosterone for this old guy.

Another time when the easily excitable chief saw a female employee in civilian clothes rather than in uniform and after asking why, he allegedly said "Well, I have a suggestion on what you can wear: heels, nylons, garter belt and anything else is optional." (Now the report did not say it was a female, so I am guessing, otherwise the ex-chief could be more than just a boob. Excuse the pun.)

Other "core violations" were having employees type up a baseball line-up for him, do his Christmas shopping, chauffeur him around and other such mundane tasks, all during work hours.

To top it all off, he was rude and demanding of everyone. Gee, hard to believe a chief could be rude. But he is gone and some officials to their credit, want to release these blocked out sections asking what they are hiding. Okay, what's stopping you? What are



who readily admit they are wrong when in similar circumstances and I hear they usually thank you for the ticket! I give you all credit for working through the fog of truth and sorting out fact from fiction. Just another part of the JOB.

The holidays are coming and I realize it's tough to be working while the rest of the family is together. It is always amazes me coming home from Church on Christmas Eve that just about every business is closed except you and fire. I always think of you in those moments and am thankful for your service and being available for that one big call that might come. Same for the dispatchers answering calls and thinking of your safety as you respond. I've told you before but it bears repeating, due to my Church work and the work schedules of three of my boys in public service, holidays are when we are all off and can be together as a family. I hope you do the same.

Enjoy Thanksgiving, Christmas and New Years. Find time for expressing your faith and being thankful for all we have in our lives.

Stay safe, watch out for each other and thanks for choosing to Serve and Protect.

God Bless.  
Chaplain Tom Ross, Sr  
sligo8@wowwway.com



you hiding?

Could this be more "core handbook violations?" and yes, do explain why "core handbook violations" are worth a \$139,000 severance package? Amazing that a chief can act like a "boob" and get such a big payoff. But nothing surprises me in the land of the tiny brained folks.

## #2. Another "core-handbook" violation?

Last August, the Roselle Village board censured Trustee Terrance Wittman. He reportedly was involved in a "heated" public argument with the head of the Taste of Roselle commissioner. The folks who put on the Roselle outdoor festival had to close the fest early due to a violent storm that damaged a tent. The fire department deemed the tent dangerous and could not be repaired.

The trustee, however, was not taking the word of his fire and public works department. Mr. Trustee went into a screaming fit and his language was re-

Continued on page 5

by: Joseph Andalina

**A** slow end of summer for legislative related items. Oh, sure, I guess I can find some laws to satirize but I'll save that for next time.

But our Governor did kill the bill for gambling expansion. No slots in horse racing tracks, or a bunch of new casinos in Illinois, including in Chicago, where no doubt the current mayor is not happy. Casinos single-handedly can make a huge dent in any municipality's liabilities. But Quinn probably knows, besides the poor saps who would lose their paychecks in front of the gaming tables, there are a lot of "ethical" issues to be ironed out.

Like, how do you stop public officials from mucking up all that revenue that may come in from these games of chance that are not really, since they are all rigged to some degree for the house.

But it has been reported the rejection of more casinos and their related accoutrements could cost Illinois a balanced budget, the loss of horse racing and major losses in agri-business related to the house racing industry. Billions of dollars could be at stake that gambling revenue could resolve.

Yep, it could be a quick fix and why not when there are already 10 other or so casinos in Illinois? On the other hand, Illinois politicians can't fix their spending woes with all their casinos, so adding more probably won't help, either. Just more waste and calls to Gambler's Anonymous.

Then, as usual, is the pension problem. The press never stops. The bashing of state workers, pensions, teachers, benefits, and retirement is endless. One only hopes that nothing gets done in the Fall Veto Session in late November and cooler heads will avoid rash decisions and wait until next year! Something like the Cubby faithful might say. And while writing this, the Senate leader, John Cullerton (D) states he is doubtful that any pension legislation could get passed before 2013. That's good, but we must wait and see if the Fall Session comes and goes with no changes.

Then there is the very interesting maneuvering of the Democrats and Republicans over the entire pension deal. Also, the Democrats versus Democrats can raise an eyebrow or two, too!

Lots of jockeying for position in the teachers' and other state workers' pensions and retirement issues. The House Speaker and others want to shift costs of pensions to local school districts. Mayors and Republicans are aghast at that suggestion. The municipalities would be responsible for these payments but the state would be free of them. Some good points to be made on this switch. Can't wait to see how this pans out.

Also intriguing is the Democrat's take on Quinn's commitment to reform pensions—I don't think they know whether they should "fish or cut bait" as the saying goes. But I think Mr. Madi-



gan is a smart guy who sees that Quinn is vulnerable. Quinn is a gadfly past his prime and has made some serious errors with unions, employees, and legislation.

And if Quinn really still has a speed dial to God and if he's messing with the Speaker, he may need to make that call. I can forecast some serious maneuvering for another candidate from the Democratic ranks to challenge our incumbent as all this intrigue makes life miserable for our governor. We'll have to see if she, ah, err, he, or another steps up when the time is right.

Recently articles in major media lament the fact that Democrats are concerned about Quinn's chances for re-election in 2014. His viability is up for grabs, it seems. There is most certainly a feeling of dissatisfaction with him among many.

So if anyone does step up to challenge him, it could be because Governor Quinn has forgotten where he came from with the party of Labor.

Continued from page 3

portedly "abusive, disrespectful, and offensive." The commissioner yelled back, but the damage was done. The trustee, as a public figure, says he lost his "cool" and let his passion lead him down that road—I guess the road where he got pissed off and started yelling about the fest being shut down. Some folks can't stand to see the lights go out and the party over.

Also, does it surprise you that a local politician could be abusive, disrespectful, and offensive? It doesn't say if Mr. Trustee was imbibing stronger stuff than soda, so we won't bring that into the picture. But I have personally seen politicians at other jubilees, fests, or other village functions act like "village idiots" and mostly it involves drinking some fire water. When you mix fire water with an ego and petulant behavior, you may get abusive, disrespectful, and offensive behavior. But maybe he really was just upset that the "festing" was ending and he couldn't handle it, and went off with help from the devil "who made him do it" as the late comedian Flip Wilson might say.

Politicians, being the ego-centric people that some are, can be abusive, disrespectful, and offensive without some Captain Morgan when they get annoyed with us common folk or their own underlings.

He apologized, but the commissioner says it has no meaning. Good for him; these people always think an apology resolves their abusive, disrespectful, and offensive behavior. It doesn't.

So the village censured him, but Mr. Trustee didn't vote in favor of his own censorship, voting only "present." Me thinks that this alone is proof of a disingenuous apology. Censure yourself, my man. It is the cowboy thing to do.

The commissioner wanted him to resign, but really, this may be nothing more than a "core handbook violation." Because as they censured him for his "nasty honey badger behavior" (look it up on YouTube for this bit of sarcasm) where he didn't respect his fire and public works decision, they thanked Mr. Trustee for his apology, stating



that they "hope we never visit a spot like this again, for all our sakes." What the...?

But that's about the best you can do when a politician violates a "core handbook violation," and it really isn't in the category of a \$139,000 severance package. Thank goodness!

## #3. Mr. Mumbles

Boss Hogg strikes again! At a past Village of Bolingbrook council meeting, a newly ratified contract between MAP and the Village of Bolingbrook for our Civilian Chapter #522 was discussed.

The mayor, mumbling through his explanation of the contractual agreements, reportedly said the contract was between them and the Metropolitan Area Union or something like that, according to what was conveyed to us. He went on, musing that he doesn't know what's going on with all his employees (paraphrasing) because the only ones not unionized now are his department heads and a few others.

With his disdain for unions showing, he added that maybe the Illinois General Assembly (legislators) will do something about this (union thing) next year. Typical angst demonstrated by local politicians over union contracts. Some want so desperately for unions to go away so they could go back to the long gone, faraway days of involuntary servitude. Instead of embracing a chance to work with employees to bring out their best and compensate them accordingly, it's almost always a battle, and they now pray before the altar of general assemblies for a miracle.

This particular negotiation went on for a lengthy time, fighting the village, another union, attorneys, and the pre-requisite delays and hearings. But finally,

Continued on page 7

# Golf Outing 2012

MAP's annual golf outing took place on June 1, 2012. We had a sell-out crowd, and the weather cooperated beautifully. Thanks to all of our sponsors, golfers, and guests for dinner. A great time was had by all!



# Chief's Follies

Continued from page 5

an agreement was hammered out with both sides avoiding arbitration.

Then, like now, comes the inevitable wiseass remarks. But that's okay, because your humble writer has been known on occasion to be a wiseass himself. Like now, for example.

But in response, all is well. MAP forgives Boss Hogg for not knowing our name. It's really fine. As you can see,

I, too, get confused on the old mayor's real name, as illustrated above. I am almost certain his name is not Boss Hogg. So we can consider this repartee as tit for tat—even Steven—quid pro quo.

Then there is his umbrage over the whole town being unionized. D'oh! What does that tell you, Mr. Mayor and your ilk? Maybe that is the only way your employees can get a fair shake is to go union. Get a voice and a level playing field. What does that say about your leadership? That's why we have three separate chapters in your town, and other unions have the other groups.

My word, I like you guys; you're good for our business. Keep up the fine work alienating your employees.

And as far as a change in collective bargaining laws in Illinois next year? You can only wish. Isn't going to happen. This isn't Wisconsin and such off the cuff comments, if conveyed in this manner as reported, only seems to show your absolute contempt and lack of acceptance of your employees' values.

Only you can change the relationship and I don't really think that you or your board will be interested in doing that any time soon. So feel free to mumble on and on...

## #4. Hypocrites

MAP fundraises, just like numerous other labor agencies, associations, or groups in Illinois. Just like the Du Page County Sheriff's FOP lodge, Illinois Association of Chiefs of Police, FOP Troopers' Lodge #41, FOP of Illinois, ICOPS, IPA, Illinois State Crime Commission, and many, many others. All are listed and many others on the Attorney General's website.

Some file with the Attorney General's office, but don't list their fundraisers, and some may not file at all. MAP files, is registered and did not dream up fundraising. Fundraising has been here long before MAP and is a viable method of raising funds for any organization's agenda.

The above are just some of the law enforcement agencies on record. Others in the private sector do the same: veterans groups, medical, rescue animals, etc. You get the picture.

But some chiefs and mayors do not like MAP's fundraising. They fight us constantly because they know we actually use the funds to offset members' dues, and for our contract bargaining, legal defense, and other MAP programs.

We do not fundraise for kids, sports programs, fingerprint kits, etc. We use our funds to help cops, law enforcement, and civilian groups in our union.

But places like Burr Ridge not only object to our fundraising, but lie about it, too. Goes back a long way. It doesn't appear they like us, as we currently represent their sergeants. So they spew out innuendos and falsehoods. But people and businesses still make ad purchases or donations because they understand this is a labor versus management thing. Most of us are labor, so people get the gist of this.

But Burr Ridge carries it all to the extreme, making allegations about MAP's fundraising, but they seem to have no problem "begging" their citizens for donations. But ahem, they call it a "wish list" and they say that "from time to time residents and businesses appreciate village services (and) offer to make a donation." So in response the village has created a donation program and "wish list" which identifies specific areas of need. We curious folks at MAP would like to see their donor list from average citizens who actually give to these programs. Has the Village of Burr Ridge registered their wish list activities?

And in September, an article actually appeared in the Chicago Tribune where Burr Ridge officials are asking the residents for help. They say they came up with the plan after seeing the Village of Riverside do this earlier. Interesting—is this the new wave of the future for towns?

Continued on page 15

Continued from page 1

transmissions, memos, and texts, too. And forget about Facebook postings or tweets. You are asking for a day in the box with expressing your opinion on social media.

We even have chiefs going after cops who have been injured on the job and after some time seek their termination. I find this hard to figure as if the officer is injured and there is no dispute to this, what is the problem? Oh, did I mention that some terminations are sought even when the injured officers have filed for a pension? One may say—What? Chiefs say: I need to replace the cop on the street who is injured so I must get an able-bodied officer out there. And the only way in his dim brain is to threaten and force the injured cop out.

It seems kind of disingenuous with many officers being cast aside by layoffs. How come I don't see these chiefs arguing with their mayors to avoid layoffs so they can have a full complement of officers to work the street? It seems that the brass do the dirty deed for their own nefarious purposes. No protesting for them when it comes to layoffs, but look out if you're injured on the job. All of a sudden, they need to replace you and if you don't go, they will seek your termination.

Maybe the pension is taking too long and this is a tactic to get the copper to leave and not linger. It's beside the point to these chiefs that cops who are thinking of filing for a pension go through a tough time. This, after all, is the job that most of us really love. It is hard to say goodbye. When the only

choice is to "pension out," it takes time to clear your head and accept defeat.

Then you need doctors, including the pension board's, to stipulate on any given disability. That takes time. Then there is the fact that the disabled police officer is really hoping that time is on his side and he can come back to work.

Isn't that doing it right? Giving it all you have to come back to work? Is there interference from the politicians, the mayor, or the workman's comp insurer to push the officer out?

That's what bothers me with these cases as I have learned time after time that many chiefs cannot make a decision without approval from their masters. Or maybe they are being told what to do from the get-go and some chiefs must do what they're told regardless of the fall-out. Protect you? Fat chance from most of them.

Being a rebel is no longer in the chief's vernacular when it comes to bucking the officials. And what about some chiefs getting their knickers all stretched out when a cop voices his opinion, sends an email, or uses their computer to vent some real or perceived transgression as I referred to earlier? I see a lot of that, too.

Free speech is not always free for police officers. I have done essays in the past on this issue. When you run your lips expect to get hit! And if you use your fingers, then expect the ruler to come out and your knuckles to be whacked.

Yes, we need to maintain order but what bothers me is that even if the verbal rant or communication is true, there is always a chief or some higher up who hates to hear the truth. When that comes, a day in the box or a reprimand will also be in your future.

Most likely it's a politician or two that seeks retribution and advises the chief that he/she had better do something about this. We don't need any rank and file guys giving out their opinions on



anything. Heaven forbid that the truth gets out or an opinion is proffered.

Well, it's okay as long as the cop doesn't criticize some sort of policy, rule, regulation, or whim of their higher-

Continued on page 12

# Member News

## Addison

Timothy Johnston  
Marlin Markiewicz  
Bradley Riley

## Arlington Hts

Adam Plawer

## Bartlett

Gzim Selmani  
Laura Swan

## Bolingbrook

Steven Ficek  
Joseph Gruben

## Carpentersville Civilians

Tracy Devita  
Patrizia Faso  
Sharon Hartwig  
Jessica Kuzma  
Steven McLeary  
Mark Opels

## CenCom

Charisce Anderson  
Tia Chinn  
Iilir Hasani  
Matthew Presley

## DuPage County

James Buoy  
Donald Krause

## Du Page Co Forest Preserve

Vicente Hernandez

## Elk Grove Vlg

Daniel Doherty  
David Johnson  
Gregory Jones

## Grundy Co

Aaron Cory

## Hickory Hills

Brian Nelligan

## ISTHA

Joanne Sloan  
Leanne Zerebny

## Lake Forest

Stephanie Bong  
Matthew Jakob

## Lake in the Hills

Michael Gnuechtel

## Minooka

Francisco Renteria

## NIU

Nancy Abraham  
Henry McDavid  
Anthony Rosa

## NIU Security

Amanda Krpan  
Emily Ann Vandusen

## NWCDS

William Brumfield

## Oak Forest

Adrian O'Donnell  
Craig Zelhart

## Orland Park

Kerry Kelly-Valan  
Naser Zayad

## QuadCom

Liana Montgomery  
Katrina Clancy

## Round Lake

Ricky Tinsley

## Round Lake Park

Kenneth Coppes

## Schaumburg

Douglas Larson  
John Reich

## SEECOM

Sarah Tepper

## South Barrington

Adam Puralewski

## St Charles

Russell Haywood

## Tinley Park

Richard Porcaro

## TriCom Central Disp

Bethany Acri  
Dean Kellum

## University of II

Andrew Blum  
George Deiters  
Michael Kotz  
Nicole Martin  
Aaron Murauskas  
Johnathan Officer

John O'Leary  
Zachary Pentek  
Amanda Schmitt

## Wescom

Kathleen Craven  
Kelli Scholp

## Western Springs

Ryan Postal

## Woodridge

Matthew Hofner  
Karl Jurgens

## Promoted

### DeKalb Co

Andy Sullivan

### Des Plaines Sgts

Michael Holdman  
Scott Moreth  
Louis Wittmer

### Elk Grove Village

Kristen Julian

### Lake Forest

Martin Blitstein  
Dwight Davis

### Lake in the Hills

Michael Boyce

### Matteson Sgts

Stephen Majda

### Metra

Carl Cicero  
Joseph Cistaro  
Daniel Lorek  
Sonya Smith-Mattox  
Shawn Sproles  
Sharlene Tucker

### Mount Prospect

Nicholas Mauraganis  
Naperville Sgts  
Thomas Kammerer

### North Aurora

Ryan Peat

### Park Forest

Scott Sheets

### Villa Park

Robert Yannotti

### Westchester Sgts

Jeff Mersch

## Retired

### Addison

Daniel McCubbin

### Bensenville

Bruce Nichols

### Cook Co DSCI Deputy Chiefs

Miller Boles

### DeKalb County

Bob Strausberger

### DuPage County

Karen Lueck

### Lake Forest

Robert Zacher

### Northeastern II Univ

Randy Smith  
Donna Higgin  
Dwight Pearson  
Elbert Reeves

### Orland Hills

Thomas Hilton

### Park Forest

Richard Oldenburg

### Roselle

Taras Haliw

### Schaumburg

Michael Petrey

### Streamwood

Michael Miller

### Westchester

## Good Luck

### Arlington Hts

John Sullivan

### Genoa

John Klink

### Orland Park

Matthew Osthoff

## Welcome Back

### Huntley

Christopher Merrell

# Contract Corner

## Joseph Mazzone Bolingbrook Professionals

First contract, effective 5-1-10 to 4-30-15  
Wage Increase: 5-1-10 2%, 5-1-11 2%, 5-1-12, 5-1-13 and 5-1-14 me-too clause.

Locked in all classifications. Right to arbitrate the creation of and compensation for new job classifications

Incentive pay for foreign language speakers. Longevity pay retroactive to May 1, 2010.

Arbitration of grievances, grievance of disciplinary matters, fair share, union Indemnification, disciplinary for good cause. Travel and clean up payment. Time and a half for consultations outside of work hours, by telephone or other electronic means. Cell phone reimbursement.

## Norridge

Effective 5-1-12 to 4-30-15, wage increase: 3%, 2.25%, 2.50%. Locked in rotating 4/2 work schedule. maintained perfect attendance incentives

Medical contributions 11%, 11% and 12% for 2012, 2013 and 2014 calendar years. \$2,000 reimbursement from Village to employees (\$1,000 for single, \$1,500 for employee plus spouse and \$2,000 for family). Maintain 0 contribution for HMO insurance. Maintain retirement coverage

## Lockport

Effective 7-1-11 to 6-30-15, wage increase: 2.5% each year. Change in Step 3 of grievance procedure. Locked in the calculation of hourly rate based on 2080 hours

Maintained longevity pay, increase compensatory time to 128 hours accumulation, maintained retiree insurance, maintained educational benefits, maintained no cost health insurance

## Stroger Hospital Sergeants

Effective 12-1-09 to 11-30-12. Wage Increase:

6/1/09, 1%:                      6/1/10, 1%:  
12/1/10, 0.5%:                6/1/11, 1.5%:  
12/1/11, 2%:                    6/1/12, 2.5%

## Winnetka

Effective 4-1-11 to 3-31-15. Wage Increases:

2011: Increase all steps by 1.50% across the board on April 1, 2011; 2012: Increase all steps by 1.00% across the board on April 1, 2012; Increase all steps by 1.25% across the board on October 1, 2012; 2013: Increase all steps by 1.00% across the board on April 1, 2013; Increase all steps by 1.50% across the board on October 1, 2013; 2014: Increase all steps by 1.00% across the board on April 1, 2014; Increase all steps by 1.75% across the board on October 1, 2014.

Increase of \$100.00 in Investigator pay 4-1-13, implementation of 12 hour shift for 1 year trial period.

Increase in uniform pay. Set Firearms Incentive Pay at \$125 per year.

## Des Plaines Sergeants

Effective 1-1-11 to 12-31-14. Wage Increase: 1.75%, 2.0%, 2.25%, 2.25%.

Arbitration of discipline, two steps added to pay plan. minimum of 3 hours for Court Pay. Change in Longevity Pay, 2% increase in health insurance

## Richard Reimer Addison

The three-year agreement is for 3% across the Board for each year, plus a \$3,000 one time market based equity adjustment effective 11/1/13 to step 9. All other provisions to remain status quo.

## Steve Calcaterra Carol Stream Sgts

Three-year contract. Established a 4 step wage scale. 3.0% retroactive to 05/01/11: 2.0% 05/01/12: 2.25% 05/01/13

Discipline may be challenged through the grievance process. Established shift assignments by seniority. Defined 12-hr work shifts. Nine holidays annually, 24 hrs. personal leave annually.

## Bartlett

Three-year agreement. 2% 5/1/12; 2.5% 5/1/13 and 3% 5/1/14, full retro.

## Warrenville Sergeants

Wages; market based equity adjustment provided for in CBA, if Chapter is under the median of agreed upon comparable communities, automatic increase to median or 50th percentile, uniform allowance increase from \$250 to \$1500. On call compensation increased from 1 to 2 hours and an additional 40 hours of benefit time based upon new parity with patrol officers CBA. Warrenville was a results of "interest based bargaining".

## Ronald Cicinelli Genoa

Four-year contract. Bargaining Unit employees receive a 2% increase to their current base wage rate effective May 1, 2012 and for each year of this collective bargaining agreement.

Vacation time: One to six years, 80 hours; six to 10 years, 120 hours; 10 to 20 years, 160 hours; 20 years+, 200 hours. Personal days: officers with more than one year of service, shall be credited with 24 hours personal leave per year.

Weapons Purchase Program: Each officer shall have the ability to borrow money from

# Contract Corner

the City of Genoa for the purchase of a weapon once each fiscal year. The amount borrowed may not exceed \$1,000 per year and it shall be paid in full within one (1) year. Upon payment in full of the weapon, the weapon shall be the Officer's property and shall not be returned to the City of Genoa upon separation from the City. No more than one weapon may be purchased through the program per officer per year and only one loan may be in place at any time per officer. The City may modify or cancel this program at any time with 30 days notice.

Officers serving as FTO's shall be entitled to one hour of OT, with the option to use as comp time for each day training.

## Harvey Sergeants

Four-year contract. 2010, 0%; 2011, 2%; 2012, 3% ; 2013, 3%. Minimum of 3 hours court time. Twelve sick days per year. Maximum of 200 days of sick leave shall be accumulated; only 145 days may be used for retirement benefits. Three days bereavement.

Vacation: 1-4 years: 10 days. 5-9 years: 15 days. 10-14 years: 20 days. 15-19 years: 25 days. 20+ years: One additional day per year to a maximum of thirty (30) vacation days.

Longevity Leave: Any member who has nine (9) or more consecutive years of service with the Department will be eligible for longevity leave, calculated at the rate of one day of leave from duty for each year of service, up to a maximum of ten (10) days. Longevity leave does not apply until the member has completed ten (10) full years of service and may not be accumulated beyond one (1) calendar year.

Medical/Hospital/Dental Insurance: status quo.

Extended Sick Leave: Full time Sworn Police Sergeants shall be entitled to paid extended sick leave or disability leave

Three personal days per year, \$60K Life Insurance policy. Longevity pay rates: starting 5th year, 2% : 10th year, 4% , 15th year, 6% : 20th year, 8%.

For those Sergeants in Longevity steps, the above yearly percentage increases will be added to their present base pay.

Specialty Pay: Detective, \$2,000 yearly: Juvenile Ofc, \$2,000 yearly: SOU Detective, \$2,000 yearly: K-9 Officer, \$2,000 yearly and one hour comp time or one hour pay per day at the Officers discretion. Bilingual Officer, 2 times the hourly rate for hours worked when off duty, plus one (1) hour minimum added to the hours worked. Field Training Officer (FTO) one (1) hour comp straight time while training. Watch Commander, \$2,000 yearly.

Stand-by-Pay Where the employer requires a Sergeant to remain on stand-by, available for work, and when the Sergeant's movements are so substantially restricted.

Light Duty Assignments are available for sergeants injured on duty.

# 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*

# Elections

Hanover Park Civilians

## MAP Wins Majority Petition

# Bits N Pieces

## Correction:

As much as he would like to be, Eric Washburn from Morris is not yet retired. MAP apologizes for the error.

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

# Doing it right

Continued from page 8

ups. When that happens, you will see a stretched out interpretation of some general order that centers on the officers diatribe being “inappropriate.”

Inappropriate to whom? Did the brass ever really look at the communication as perhaps being true or some modicum of truth being viable? Even if the chief does think so, he might get prodded by town mayors to find something to hit the cop with. So they spin it as a “discrediting communication” and usually it becomes what I like to say is a catch-all allegation for and “what we have here is a failure to communicate” — the old “conduct unbecoming” crap. Really, anything you do that the chief or mayor doesn’t like—that’s what it is. It’s pettifogging at its best. And that goes for many a general order, too. Brass doesn’t even have to open their mouths to appear underhanded.

Brass will always argue that the way to do it right is to shut up and take it. Roll over and kick me some more. Mistreatment should be suffered in silence. If you feel hoodwinked and deceived, send your request “up the chain of command.” God forbid, do not explore an opinion even if it is angry. The brass will bring out their “weapons of factual destruction” to humble or destroy you.

And what I believe strange is that most chiefs don’t have a problem with free speech (unless you’re blasting them, of course) but if it’s a village policy that you disagree with, it could be the mayor is burning the chief’s feet to get him to whack you because the politicians are offended. So doing it right is to do

nothing for some of the “padrones” in police work.

An example of “failing to communicate” just took place in Winfield. MAP is fighting for two chapters of command and patrol to not only negotiate successor contracts, but to save all of their jobs, too.

As you may have read, the mayor and others want to disband the police department and contract with Du Page County for police services.

Some council members are pro-police, the community is, and the press seems to be for keeping the village together. I did not know where the chief stood—until recently.

In a continuous war of words between politicians whose desire to repair the roads has taken priority over about 20 coppers, the village as many are wont to do, shelled out lots of taxpayers’ money to an agency that would evaluate every facet of the police department to see if it should stay or it should go.

The Village of Winfield, seemingly ready to deep-six their police force hired a consultant firm for many thousands of dollars to “advise” them. Now we know most often that this is



their “trump” card to do what they most likely had their minds made up to do.

So the powers trying to suck up to Sheriff John in Du Page to get him to take over Winfield’s policing needed these consultants to give them a ringing endorsement to hire Du Page County. But that didn’t happen. The consultants gave an honest appraisal and only gave options including to maintain the force as is, disband, or make cuts to save the department.

Now an important point here is that the cops in Winfield first heard about this in December of 2011. Concerned Winfield cops brought this up to their chief, who said she would look into it.

In April of 2012, the chief finally decides to let the department know about the study and disbandment of the police. MAP also has negotiations going in with two MAP chapters (patrol and sergeants) with the village. Because of

Continued on next page

# Doing it right

Continued from previous page

negotiation problems related to the plan to disband, MAP filed ULPs in May. Now we didn’t know where the chief actually stood on this or whether she was going along with the PD’s dissolution. We never really know where they stand, do we?

Later, one of our sergeant members was approached by a Winfield trustee to see if he or other members had any ideas on cost savings to save the PD. The trustee asked him for ideas and to put it on paper. He complied and notifies the trustee and the village manager.

Our member submitted his proposal that actually contained cuts, but not to the chief who was out of town, thinking a vote was coming by the trustees to disband, so he felt he should get going as time was of the essence. But afterwards, the village manager got pissed, and soon the chief, ostensibly because she did not know of the report beforehand.

But the one trustee and village president felt that his proposal “just saved the police department.” The cop’s proposal was added to the agenda but the village manager sent out an email blasting the trustee and the officers on the proposal being “inappropriate.”

More emails go back and forth, and the village manager, with the chief, seems to be insulted that this proposal would go to the board.

There were additional maneuvers by the brass that were unnecessary and a few days later the sergeant and a police officer from Winfield were given Notices

of Interrogation hand delivered by the chief to their homes. Wow, this must be a biggie.

So the chief, as is wont that chiefs do either with or without input from the mayor order the MAP member to be interrogated so she could force them to talk to “divulge privileged and confidential information via a formal interrogation.”

In order to prevent this interrogation, because MAP learned that the not-so-fine chief was going to order them to report discussions with the union—which is a big no-no and basically confidential—MAP filed a Federal lawsuit against Chief Stacy Reeves and the Village of Winfield.

Frankly, as our Winfield MAP attorney, Rick Reimer, stated, “any discussions between the cops and the union is none of her business.” Reeves whined to the press that she did not see the whole report, or approve the report, review the report, or have input. So that tells you a bunch here. The chief must have had a “wedgie” over her being out of the loop.

Our guys were simply trying to be a part of the solution where disbanding the police department was a matter of public concern. MAP felt, as did the police, that the chief’s methods were designed to harass, intimidate, and retaliate, with the intention of suppressing expressions of opinion by our members. There is so much more, and you can read the subsequent Settlement Agreement on our MAP website.

Oh yes, after we went to court a few days later asking for a TRO, the judge gave the parties an opportunity to work this out. The Chief and the Village subsequently changed their minds about the interrogation and the investigation. They rescinded the notices and promised not to discipline the chapter members in question over this blarney.

MAP then agreed to dismiss the lawsuit as the members were now safe from a chief who seemingly abused her power to retaliate against two cops who were really doing it right, and this was accomplished in the Settlement Agreement. They wanted only to save their police department. You would think the chief would have agreed. Doing it Right is apparently not in her ethical beliefs in this instance. It took a federal lawsuit by MAP to get the Village and the chief to do it right.

Many chiefs have fallen from grace because they just can’t or are not capable of doing it right. And doing it right should be a part of our mantra in policing, like it is in baseball, politics, or bridge building.

All too often, the concept falls short. Our MAP attorney, Keith Karlson who handled the lawsuit relates, “Our two members should be celebrated as champions of their fellow officers’ rights. They really did show some balls on this one” (by standing up for their rights).

MAP was there for them and proud of them. We like to think that MAP is Doing it Right, too!

# Merry Christmas, but look out for the Grinch

by: Joseph Andalina

**M**erry Christmas, but look out for the Grinch. This is supposed to be a happy essay.

Christmas is upon us and in my older age, I enjoy it more and more. As a youth, my siblings and I got the presents. Then it was my children. And now it's my grandkids...and of course, "the blonde" who continues to put up with me.

There are huge religious implications for the Christian world in celebration of the birthday of our Savior. But I hope all the non-Christians can enjoy the spirit of the holiday, even though they do not have the same symbolism. It is, after all, widely commercialized and who doesn't like the joy associated with the season and the gift giving?

So enjoy the holiday, whoever you may be. Happiness should not be restricted to one holiday, so whatever you believe—peace. And that is going to be a hard sell this year.

There is a storm on the horizon. Maybe not like what Sarah Connor sees at the

end of Terminator, but this one is real and doesn't have any cyborgs. Humans themselves are scary.

In our political world, our leaders have not been leading. Too busy hating each other's "party." The power grab is never-ending, it seems. They can't seem to fix the economic disaster that has been with us now for a half-decade. The demonizing of public sector workers and cops in particular is amazing and continuous. Many of us who have been around the barn for a while are simply shocked how far our star has fallen since 9/11.

It's those politicians again who need to blame somebody for their absolute uselessness, corruption, and ineptness. Does anyone really argue about this? Is there a disagreement here?

Our global economies are a mess. Countries are falling apart and the hatred in some areas against the USA does not have to be repeated. Unemployment is a disaster. Stock market financials are in dire straits. Free expression is being debated and questioned

and the beat goes on and on with little relief in sight.

Again, on local levels, the politicians are threatening to dismantle a tried and true pension and retirement system. As I've said, the put downs to police and public sector unions are constant. The coming years and months will be troubling to many and can get much worse.

I don't know if politicians can make your life better. But I know you can. It's up to you to do so. Make it a friendlier, safer world in the areas that you can. It starts with the individual, the family, a neighborhood, and within our profession. It's a great time of year to start, too.

Maybe together the storm predicted by so many won't be a hurricane or another kind of disaster like the East Coast recently endured. At least, let's hope not.

Merry Christmas. Happy Holidays from MAP, our Board and staff. And a Great New Year, too.

Vita è bella

# Chief's Follies

Continued from page 7

There are dozens of items on the Burr Ridge "wish list" that apparently they would like their residents to pay for. Among them—a new patrol vehicle, a portable breathalyzer, and even a cordless saw according to the Tribune article.

So if you go to burr-ridge.gov, right under some more MAP bashing, they have their procedure outlined where you donate stuff or money to the village.

Click on it and you can sign up and donate to "general Village expenses" or "department progress" or the "wish list." Among the above mentioned, they are asking for about 75 various items, programs, and projects that would benefit the village because of the kindness of their residents.

Some highlights:

- Christmas lights—\$500 to \$5,000 donation
- Safety harness—\$800
- Navistar 4900 type two-ton dump truck—a measly \$155,000
- Police vehicle decals—\$60 per car
- Light bars for police—\$3,000
- CALEA annual fee—\$4,530
- Radio communicator replacement—\$170,000

If none of the above floats your boat, there's always:

- Replacement tree—\$250
- Emerald Ash bor-er treatment—\$22,800
- Police academy—\$5 to \$5,000
- Digital camera—\$500
- T-shirts—\$550

Plus, a donation for a \$500,000 I-55 Burr Ridge interchange. Does your

name get on a road sign?

Really? All we ask for is ad purchases in our yearbook and some minor residential donations for our contract bargaining, legal defense of cops and MAP programs. It benefits our members and is only once or twice a year, while their "giving" appears to go on year round. And they say our fundraising efforts are wrong? As I say, can you say hypocrites?

But really, for all of you have an extra cordless drill to give to the Burr Ridge politicians, or \$150,000 you have lying around in a shoebox that you're not using to donate to one of their programs, feel free to give. This honey badger does not care.

## #5. Maybe Burr Ridge is on to something

Front page news in an area paper stated: "Roselle starts funds for Fourth" with a sub-line of "Officials launch fireworks fundraisers."

It's a new campaign to raise money for Roselle's 4th of July fireworks. They want to raise \$25,000 to cover next year's explosions. All but one trustee voted for the idea. They say many residents were disappointed that last year's display was cancelled due to budget problems. So they say some on the board received suggestions to go to the public for the funds. Hmm, really?

Officials have cut the budget, cut spending and forced layoffs. (But MAP knows they had enough money to fight the union on organizing and contract negotiations in the past.) So Roselle now wants \$15,000 by March from its

residents/businesses to get a firework's vendor and the full \$25,000 by the end of June to secure a contract. Any monies collected not used for the campaign will be saved for 2014.

And if 2014 goes bust, the display will be cancelled and funds will be used for a special event commission for various "other" Roselle activities. No, don't give the money back, use it for "your" special events. How lovely. Just pony up the money, folks, and the sky show is all yours!

So all you coppers out there, Roselle will accept donations, even in person. Hand your trustee a buck or two, send dollars by mail, or online. Credit cards are also accepted but a convenience charge will apply. Go to [roselle.il.us/fireworks](http://roselle.il.us/fireworks) to give. And give big—fireworks are more important than jobs. Oh, look, a bomb bursting in air while an employee is out of a job.

The idea to ask the public to fund their village programs and promotions seems to be growing. Just like the Illinois Association of Chiefs, whose chiefs complain about MAP, use their own telemarketer promoters to raise funds, the villages have caught on. But they have the advantage—they can go directly to the source (citizens) and avoid the contractual middle-man/fundraiser.

Nice, isn't it?

**Editor:** *Another Follies comes to a close. There is so much more, but maybe between these folks and those mentioned in our main piece, we've covered some of the dumb, hypocritical or not-so-nice things some of our leaders are guilty of. See you next time.*

# Mark your calendars for Guns-n-Hoses

**O**n March 30, 2013, the 12th annual Guns-n-Hoses game will be played at the Allstate Arena. The first Guns-n-Hoses game was played in 2002 in order to benefit a firehouse in New York. Since 2002, the Guns-n-Hoses games have raised over \$300,000 for various charities in the Chicagoland area. This will be the final year for these particular Guns-n-Hoses teams.

The charity proceeds will go to the Wounded Warrior Project. The Guns-n-Hoses is a well established tradition, and a way you can show your support. Check the [www.skatinbacon.com](http://www.skatinbacon.com) web site for additional information.

# Collective Bargaining Chapters

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