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2022 VOLUME 3

RAPSHEET

MAP SUPPORTS

WORKERS'
RIGHTS
AMENDMENT

NOVEMBER 8, 2022, THE "WORKERS' RIGHTS AMENDMENT"
TO THE ILLINOIS CONSTITUTION IS ON THE BALLOT.





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MAKE THE CALL

First responder mental health resources directory

- **MAP EMERGENCY NUMBER:** 1-630-905-0663
- **CRISIS TEXT LINE:** Text BLUE to 741741 (free, 24/7 and confidential)
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- **COPLINE:** 1-800-267-5463
- **FRONTLINE HELPLINE:** 1-800-676-7500 (first responder call-takers)
- **CIST (Critical Incident Support Team):** 1-866-535-1078

PRESIDENT'S POST

KEITH GEORGE



The three “Rs”—“Reading, Riting and Rithmetic” was the saying when I was growing up and attending school in the 1960’s. Yes, I know, that makes me old! Now, the 3 R’s, at least in today’s law enforcement profession, are Recruitment, Retention, and Respect. Sadly, according to chiefs and mayors it’s only two Rs... Recruitment and Retention. Nevertheless, we all agree recruitment and retention are problems not only in Illinois, but across our nation. I, however, contend it should be 3Rs, adding Respect to the list. I add Respect for many reasons, but truly I believe the third R would assist us with many of our recruiting and retention issues.

It is rare in our industry the stars align. For the first time you have management and labor agreeing on workplace conditions and more importantly job market conditions. Today, both labor and management are able to jointly identify some of the major challenges our industry faces both locally and nationally. Recently, the Illinois Association of Chiefs of Police (“IACP”) conducted a recruitment and retention survey. Over 239 agencies responded, including 184 municipal agencies. Executive Director Ed Wojcicki conceded, “it is rather suddenly much harder to retain and recruit officers in our police agencies... now we have both quantitative and qualitative data.”

Moreover, the survey identified some interesting facts. Several of which I will republish here. Although we may agree on the challenges we face as an industry, we will most likely disagree on the root cause for the numbers they published in their survey. Here are just a few interesting points:

Resignations and retirements increased by 29% in 2021 from 2020. Of that number, 65% were resignations and 7% were due to retirements. IACP also identified an anticipated 846 retirements or resignations in 2022.

60% of reporting agencies reported they are not fully staffed. 20% reported they are more than 10% understaffed.

Agencies reported they have significantly lower numbers of candidates taking police exams compared to years prior to 2020-21. The decline ranged from 40% to 70% of the candidates applying for vacancies. Of the candidates taking the exams, the agencies reported significant reductions in the quality and quantity of candidates. Agencies reported hiring 895 officers in 2020-2021, of those hired, almost half were lateral hires.

Agencies also reported a much higher “wash out” rate of new candidates which began during the background phase of the hiring process. The new Safet-T Act will only compound this issue in several areas. For example, a candidate who successfully completed a diversion program may automatically be disqualified from state certification. The Safe-T Act, which contains decertification/licensing processes, will no doubt adversely impact recruitment numbers moving forward. Depending on how this is used by police administrators, we may see additional resignations and retirements for officers who decline to place their future in an unknown system of judgement and review.

Echoing these same realities, the Illinois legislature has also acknowledged these challenges. In doing so, on May 10, 2022, the Illinois General Assembly passed Public Act 102-0755. This statute creates a recruitment and retention fund to be afforded to units of local government in recruiting and retaining law enforcement officers. After signing the legislation into law, Governor Pritzker acknowledged, “the strain put on first responders and the difficulties associated with attracting and retaining officers.” Furthermore, he recognized, “the challenges and stresses presented by a career in law enforcement and offers retention incentives and recruiting funds to preserve force numbers.”

Though management and labor are in agreement on these realities, I firmly believe if it was just a retention problem, management would not be nearly as concerned. When you add the recruiting problem, it gets their attention. That, coupled with the fact that almost half of the new hires are lateral transfers, really gets their attention. Why? Because agencies are stealing officers from one another. And believe me, chiefs and mayors hate that scenario, not to mention it creates competition in the industry..

Adding the third R—Respect, would go a long way in repairing the recruitment and retention problem. If our officers received the respect of the community they serve and police managers, I believe you would not see the large number of early retirements and resignations.

At times, we feel underappreciated, underpaid, and over worked. Nevertheless, each and every member of this Union has always performed as a consummate professional. We have watched all of you demonstrate restraint, skill, and kindness to each other, and the public. Both victims and suspects are lucky to encounter each of you. EVERYONE gets treated fairly and receives the highest level of service. Because of your tremendous efforts, victims are protected, assailants are stopped, and abusers are removed. You do all of this while respecting the rights and privileges of every citizen. All of you should be proud!

More important, without all of you, that runaway would never be found, that displaced person would never get a ride to a shelter, and that hot cup of coffee each of you has paid for out of your own pocket, would never get purchased for those down on their luck. In situations filled with chaos, you are the voice of calm and reason.

Stay healthy and safe!!

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.

MAP SUPPORTS WORKERS' RIGHTS AMENDMENT



Yes!

And you should too!

KEITH KARLSON DIRECTOR OF LEGAL, LEGISLATIVE AFFAIRS

On November 8, 2022, the “Workers’ Rights Amendment” to the Illinois Constitution is on the ballot. If passed, it would add “Section 25. Workers’ Rights” to “Article I-Bill of Rights” to the Illinois constitution. We ask you and your families to advocate and vote to create a constitutional protection of collective bargaining rights. Not long ago, we were extremely close to losing our right to bargain.

We have written extensively about the SAFE-T Act. MAP successfully battled back the most punitive attacks on working police officers contained in this omnibus legislation. An early iteration of the SAFE-T Act included a gutting of collective bargaining rights for police officers.

Initially, legislators proposed eliminating officers’ ability to bargain over all non-economic subjects of bargaining. That would include discipline, internal investigations, body armor, shift trades, hours of work, and virtually every term and condition of employment other than salary and overtime. In response, MAP became a founding member of the

Coalition of Frontline Police Officers. Our representatives testified in Springfield, where we actively lobbied to protect our members’ rights. Trade unions and the firefighters’ union supported us in this fight.

In simple terms, Illinois’ police officers came very close to losing their collective bargaining rights. Perhaps more than any other group of public employees, police officers need a constitutional protection of their bargaining rights. With this background in mind, MAP offers its full-throated support for the Workers’ Rights Amendment.

The Workers’ Rights Amendment would enshrine workers’ collective bargaining rights in our Illinois constitution. Let me plainly dispel some of the lies spread in the ongoing and widespread misinformation campaign conducted by anti-worker groups.

First, a vote for the Workers’ Rights Amendment will not require a constitutional convention. It is simply a vote to amend the Illinois Constitution to include a right for workers to collectively bargain. It addresses a single issue, it does not jeopardize any other rights

protected by the Illinois Constitution.

Second, anti-worker groups claim this Amendment creates an economic burden on Illinoisans. Widely established economic data demonstrates collective bargaining rights expand the middle class and enhance quality of life for most citizens. Similarly, employees who have a voice in the workplace tend to be more invested in their workplace.

Most important, once part of the Illinois Constitution, the Workers’ Rights Amendment will protect our members’ collective bargaining rights from misguided and vengeful legislation targeting police. Our police officers have faced unfair attacks in all forms. The Workers’ Rights Amendment provides an essential tool in defending against and preventing wrongheaded assaults on police officers.

Supporting the Workers’ Rights Amendment protects you, your families, and your ability to meaningfully bargain working conditions. Essentially, this amendment protects those who protect everyone else. Please remember to VOTE YES for the Workers’ Rights Amendment this November.

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.



*MAP
Union*

STEWARDS TRAINING SEMINAR

**OCTOBER
4TH, 2022**

**THE SEMINAR WILL BE HELD AT
THE BOLINGBROOK
CHAMBER OF COMMERCE**

**201 Canterbury Ln. Suite B,
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MAP representatives and MAP attorneys will provide our annual educational seminar to provide the tools and knowledge necessary to effectively represent your members.

TOPICS SCHEDULED TO BE INCLUDED

- Understanding the SAFE-T Act
- Bargaining economic and non-economic issues in today's economy
- Critical Incidents and the role of Chapter Representatives
- Grievances/Unfair Labor Practices/Formal Internal Investigations
- MAP's Expanded Legal Defense and Benefit Package
- Worker's Rights Amendment

Check in begins at 8:30 and the seminar will begin promptly at 9:30 and conclude at 4:00. Lunch will be provided.

**THE DEADLINE TO SIGN UP IS
TUESDAY, SEPTEMBER 27TH.**



TO SIGN UP, USE THIS LINK (OR QR CODE): [TINYURL.COM/MAPSEMINAR2022](https://tinyurl.com/MapSeminar2022)

ANNUAL MAP GOLF OUTING

LINKING TOO



GREAT GOLF, CONVERSATION AND FOOD HAD AT THE 26TH ANNUAL MAP GOLF OUTING

PHOTOS PROVIDED

Whether you're an avid golfer, someone who occasionally visits the links or a complete newcomer hitting the little white ball around the course for the first-time, you fit in well among great company at the 26th annual Metropolitan Alliance of Police (MAP) golf outing.

"I've been to the outing several times now and it's one of the best outings I've been to," said Scott Hugo, a detective with the Lemont Police Department. "The weather was beautiful. Our golf was nothing great, but nothing terrible. MAP does a great job and everyone at our table won something in the raffle from Cubs

tickets to a 65-inch TV."

Hugo teamed up with Jason Boyer, also from Lemont, along with James Truhlar from the Lockport Police Department and Dennis Brinkman from the Woodridge Police Department.

"It's very important to get time away and to see other people," Hugo said. "It's a good day to catch up and have a good time."

Playing for the third time in the annual MAP outing, Village of Glenwood Police Officer Glenn White used the day to de-stress and enjoy the company of his group as well as the other players.

"It's a good escape, and a lot

of the time you're talking about the crazy stuff you've seen in your town, but that's not the only thing," he said. "We talk about a lot of topics, from sports to how policies are up north compared to down south. It's just a good release where you can have a good time and reconnect and meet some other people."

Among White's foursome was a first-time player who was as enthusiastic in trying to hit the ball as he was in getting a chance to meet new people.

"He loved it, especially getting to meet with some of the MAP guys like (President) Keith George and (Treasurer) Richard Tracy," White said. "Since you're on the course

G GETHER



there's often time, especially when you're waiting on a hole, to talk to others about where you work and to bounce ideas off of each other."

While Woodridge Police Officer Tom Hogan is blessed with a famous golfer's last name, his game pales in comparison to Ben Hogan, who was one of only five players to win all four majors. Regardless, he tries to attend the MAP outing every year because it's such a great event and he was blessed to be at The Links At Carillon in Plainfield on June 20.

"For the most part, this is my yearly golf outing," he said. "I'm by no means a golfer, but I have my own clubs and shoes and stuff. MAP does a great job and we've been lucky because the weather has been in our favor."

While a long day on the course has some outing golfers heading for home after sinking their final putt on No. 18, folks tend to stay late at the MAP outing.

"It shows how great of an event it is because usually at a golf outing the night starts tapering off around dinner," Hogan said. "Here the room was full of guys and most

stayed until the last prize. It was absolutely a complete success."

Bolingbrook Police Officer Jenna Swendsen is a lifelong golfer so getting a chance to play a sport she loves in a social setting among her peers was simply awesome.

"I was luckily able to get to golf and our foursome had a great mix," she said. "I'd say we took each other's (shot) 25% of the time so everyone contributed for sure. We had a great time. I love this outing. MAP does a great job in streamlining so you're able to have an enjoyable day of golf and socializing."

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MAP CHAPLAIN'S CORNER



Last time I wrote about the use of social services getting involved in active incidents of domestic cases. Happy to report a local department has now implemented a pilot program. I will follow this development and report in the future the results of this pilot as this is a step in the new direction of policing,

This time I want to address the topic of STRESS. First a common definition, Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand. In short bursts, stress can be positive, such as when it helps you avoid danger or meet a

deadline.

For me as a retiree my days are very stress free except sometimes it's hard to quickly remember the day or date as it seems to all run together. Seriously it's so laid back our days are filled with watching the world revolve around the news and keeping up with our health and various doctor's appointments to stay healthy. I read a lot more now on my phone app and find relaxation comes through the immersion into the stories. But for you still working, STRESS surely is a part of your everyday life. The demands and challenge of today's policing is filled with so many negative reports on the news stories and this whole crazy concept of Defund the Police filling the political sphere of

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life today.

So how would one face STRESS after a day's work? It could be a cold one or a six pack. A glass of wine or a bottle, it could be going online to catch up with what is happening or going deeper into the bowels of the web. So, I am sure you recognize none of these are the answer except in moderation. Finding time to decompress as no one want to bring the STRESS of your day into your family life. Finding a solution that works for you is important and only you know what works.

Some thoughts. Find time to talk it out with family, maybe concentrating on the most stressful call (skipping the ugly parts) and

the one call that maybe brought a smile to your face. Yes, everyday there has to be one call that will go into your memory bank. How about going online to find inspirational sites that help recall all the good things we have in this life around us. I always recall riding along and this one officer goal was to do a traffic stop and have the citizen say thank you for the ticket and somehow, he accomplished his task. Another thought is to consume yourself in a hobby that you can find true relaxation. I have always said GOLF is one of those where quickly you forget the world and are now chasing that little white ball and that is all that matters. Or maybe it's finding an online course of interest on a subject you

can find improvement.

The short answer is STRESS needs to be addressed otherwise it will down the road consume you in both your job and family life. If you realize that inside your life now, then seek professional help through the job or community resources but seek help as it will not go away by itself. Help is available!

Hope this helps. Time is flying by. Find time for family and faith remember is just a step away. Be careful out there and THANKS for answering the call to serve your community.

Chaplain Tom Ross, Sr.
sligo8@wowway.com

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- Family and work-related matters
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Dr. Robin Kroll, owner and
clinical Director of BRAVE Police
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is board-certified Police and
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Being Brave Together

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CONTRACT SUMMARY

Updates from our attorneys about collective bargaining agreements for MAP members.

JERRY MARZULLO

■ PARK RIDGE

- 3 year contract
- 2.25%, 3.85%, 4.5% 4.5% full retro
- \$200 to \$1000 increase in specialty pay depending on assignment

■ CENCOM 9-1-1 DISPATCH

- 3 year CBA
- 1%, 1%, 1.5% with a new top out step of an additional 3% on top of the COLA increases.
- Increased sick leave bank from 800 hours to 968 hours
- Removed residency requirements
- Changed vacation accrual to earn monthly and use within same year and not in arrears
- Added in more vacation hours for 20+ year employees
- Up to 50% of vacation hours carry over to next year
- Added vision insurance option
- Minimum of 30 min OT increments from previous 15 min OT increments
- Increased CTO pay from \$1/hr to \$2/hr

■ HARWOOD HEIGHTS CIVILIANS

- 3 year contract
- 2.25%, 2.25%, 2.5% with full retro on all hours worked

■ DARIEN

- 4 year CBA - Minimum of 13% over 4 years to a maximum of 16% over 4 years depending upon inflation in years 2-4 with full retro on all hours worked
- Changed OIC pay from flat rate to 7% of Sgt pay.
- Codified 12 hour shifts

- Lunch from 45 minutes to 60 minutes paid
- Increased pensionable Holiday stipend to include all detectives and specialty teams officers
- Creation of a 115 Trust plan for post retiree healthcare
- Increased uniform allowance by \$50 per year for every year of CBA
- Increased pay for extra duty detail assignments from \$30/hr to \$37.50/hr
- Reduced time to top pay for Sgt longevity from 5 years to 2 years

GARY DEUTSCHLE

■ CRYSTAL LAKE

- 2022-2023 - 3%
- 2023-2024 - 3.25%
- 2024-2025 - 3.5%
- Increase in Vacation in Years 5-20

■ GILBERTS

- 4 yr contract
- 3% each year of CBA
- Sgts 4% over top patrol
- Increase in sick time from 8 to 12 hrs per month

■ ALGONQUIN CIVILIANS

- 5 yr contract
- 3.5% now Merit increases
- Increase in hours all categories

■ LAKEMOOR

- 4 yr contract
- 2022 – adjustment to base starting salary
- 2023 - 2024 2.5%
- 2024 – 2025 2.5%
- 2025 - 2026 2.5%

KEITH KARLSON

■ BUFFALO GROVE

- 2 year CBA
- Cannabis language
- Wage increases pursuant to contractual matrix
- Covid vaccination and masking incentive program
- Updated Call back language
- Annual \$400 Crisis Intervention Team training stipend

STEVE CALCATERRA

■ GRUNDY CO CIVILIANS

- 4 year contract
- 2021 2.5%
- 2022 wage restructure up to 24% depending on grade
- 2023 – 3%
- 2024 – 3%

MARK MCQUEARY

■ ELGIN COMMUNITY COLLEGE

- 3 yr contract
- Step wage scale – top out in 5 years
- Insurance costs reduced by 2%
- Compensatory bank increased from 40 hrs to 60 hrs
- Increase vacation time after 20 yrs to 200 hrs

JOHN GAW

■ RIVERWOODS

- 3 yr contract
- 3.5% each year plus \$500 signing bonus upon ratification
- Additional 24 hrs holiday time
- Additional longevity – One day per each 5 years seniority
- Added FTO pay
- Added OIC pay
- Increased damaged property replacement

IN CASE OF EMERGENCY

If you are involved in a critical incident or need to contact MAP for any emergency, call 630-905-0663.



Benefits AT A GLANCE

ON DUTY CRIMINAL DEFENSE PLAN

MAP will offer assistance to officers who are criminally charged with an offense that occurred within the scope and in the performance of the member's official law enforcement duties.

LICENSING DECERTIFICATION REPRESENTATION

This coverage extends our current administrative legal defense coverage to the State's new Law Enforcement Review Panel and the Law Enforcement Training Board's new decertification authority. This includes actions by sworn officers on and off duty. MAP has a dedicated team of attorneys who will represent our members through all phases of the decertification process.

FREE COLLEGE

You and your family members* can work toward an Associate's Degree, Certificate, or Bachelor's Degree completely online, for FREE. You will not have to pay for tuition, fees, or e-books.

DISABILITY INSURANCE

The MCL has partnered with SSDC Services Corp. (SSDC), a national advocacy firm specializing in Social Security Disability Insurance (SSDI) benefits and Medicare coordination. SSDC identifies whether you or your dependent(s) are eligible for SSDI benefits and early Medicare and becomes your Advocate for filing and obtaining these benefits.

ALLSTATE ROADSIDE ASSISTANCE

Your MAP/Legal Defense membership is your ticket to free membership in Allstate Roadside Services, which provides free towing, flat tire repair, jump starts, lockout assistance, and fuel delivery.

OFF DUTY LEGAL ASSISTANCE

When an unexpected legal or family situation arises, you have access to a range of free and heavily discounted services and advice from experienced lawyers and judges.

MAP MEMBER DISCOUNT PROGRAM

Save big with exclusive offers on a wide variety of merchandise and services including:

- Vehicles • Groceries • Electronics
- Clothing • Restaurants • Health & Home Gifts • And so much more!

LIFE INSURANCE

You now have free life insurance just for being a MAP member, along with the option to purchase up to \$250,000 of additional coverage at the lowest rates possible. All of this with no medical exam, and no questions asked during the open enrollment period.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Through your MAP membership, you now have free coverage with the option to purchase up to \$250,000 in additional

coverage for accidents that result in fatality, paralysis, or the loss of a limb, eyesight, hearing, or speech.

CREDIT UNION

BANKS ARE FOR PROFIT, CREDIT UNIONS ARE FOR PEOPLE.

Our credit union exists solely to serve our union members by providing financial products on the most favorable terms we can afford to offer - and that is what we do best.

ACCIDENT/ILLNESS INSURANCE

Accident Insurance pays you benefits for specific injuries and events resulting from a covered accident.

Critical Illness Insurance pays a lump-sum benefit if you are diagnosed with a covered illness or condition.

TAX PREPARATION SERVICES

We have partnered with the HMHF Group to offer affordable and secure tax preparation services. Save time and money over doing your taxes yourself or going with another firm.

FINANCIAL PLANNING

We have partnered with Megent Financial to provide our members in good standing with FREE financial planning services. Megent Financial can guide you along your financial journey, helping you take steps to achieve the growth you want and the protection you need.

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OAKTON COMMUNITY COLLEGE POLICE



The relationship between college campus police officers and their charges is an incredibly important one. These particular officers are more than just peacekeepers, they are a shoulder to cry on, a human to connect to, and a protector for those in need. Union President of chapter 795, Officer Tom Dattilo, and Officer Glen Blaylock of the Skokie campus detail what it means to be an Oakton Community College police officer.

“Our main responsibility is the safety of everyone in the college,” says Dattilo, “Most of our duties involve opening doors and handling any issues that come up, whether it’s a theft, or a medical issue.” Officer Blaylock elaborates on the department’s main responsibilities. “We deal with a lot. We protect staff, students, and other faculty members so there are a lot of individuals. We do a lot of safety escorts, lock outs, and jumpstarts. We do get involved a lot with our local municipalities.”

“We also do more than you think with community policing,” says Dattilo, “We do a lot with students suffering from stress and different concerns. We’ve had students come to us with anxiety, having a real anxiety attack, and we talk it out with them. We work with them to get things settled or calmed down.”

For these officers, campus policing is a much quieter speed in a career that is known to be highly demanding and active. “Campus policing is a different type of policing compared to where I came from before,” says Blaylock, “The call volume is not as large, but we are a police department, and we need to take care of people – we focus primarily on our students, our building, our teachers, and our staff. Those are some of our core

responsibilities.”

Campus policing can be a great fit for officers that are retired or, in Officer Blaylock’s case, looking for a schedule that better suits their family’s needs.

“A lot of municipalities don’t give you insurance after you retire,” says Dattilo, “If people are retired in their fifties and sixties they don’t want to just sit around and do nothing. I really think people enjoy the job and they still love to help people, but the same risks are there.” Officer Blaylock lauds the department’s family friendly scheduling. “In my case, it helps me with childcare,” says Blaylock, “Our days off are phenomenal and it’s hard to get that anywhere else. We do have weekends off and we do have holidays off with pay. You are still the police, and everyone here has a large spectrum of experience.”

During the pandemic, Officer Blaylock trained in car seat installation and implemented a program for the college upon its completion. “I’ve done numerous installs as we have a childcare center at the Skokie campus,” says Blaylock, “Long story short, I inspect and help install car seats for anyone in the community. I do have car seats I give away for those in need. That’s a big program advertised across the college and sometimes I have a lot of appointments. The hospitals don’t necessarily have that for you.”

Oakton Community College Police continue to stay up to date on training and stay involved in various community events throughout the year. “We do get thank you notes from staff and students for the help we’ve given,” says Dattilo, “People actually respond to us like people and not like separate entities. They take the time to write a card and give it to us which is very thoughtful.”



OFFICER TIM JONES CONTINUES HIS RECOVERY WITH THE SUPPORT OF FAMILY AND FRIENDS

In the midst of an inspirational recovery process, Officer Tim Jones – who was critically injured in the line of duty in 2016 – continues to make leaps and bounds, motivating his friends, family, and fellow officers every single day. Longtime friend, Officer Kyle Rodriguez, updates Officer Jones’ recovery efforts and highlights the fundraiser they will aim to put on annually in Jones’ honor.

“The fundraiser is a seven-on-seven flag football tournament at the end of August, and all our proceeds go to Tim Jones,” says Rodriguez. “The first time we had the event, we had sixteen total teams. We’ve had a lot of good feedback on it. You don’t see that many fundraisers with flag football, you mostly see golf outings and other, different events.”

It has been a few years since they have been able to hold an event in Tim’s name due to the pandemic. “The first time we did it was back at the end of October in 2019 and obviously with the pandemic, we didn’t want to proceed forward with it at that time,” says Rodriguez. “Our goal is to have this as an annual event and continue to grow it. At the end of the day, fundraising is one of the biggest things for us.”

Officer Rodriguez met Tim in High School and has remained close friends with him ever since. “I’ve known Tim

since our freshman year of high school, we grew up together, played football together and ran track together,” says Rodriguez, “He’s one of my best friends and we’ve known each other for a very long time. If it were to happen to anyone else, Tim would be the first person to jump in and take the reins and do what he could for the other person.”

Tim’s dad, retired Police Chief William Jones, has a deep pride in his son’s recovery and tenacity throughout this challenging time. “His journey has been about prayer, faith and determination,” says Jones, “His recovery has been nothing short of a miracle. Everything that the doctors and surgeons said he would never do, he makes it his business to “push through” and prove them wrong. Anyone that knows my son, knows that my son is extremely competitive and stubborn. My family and I are extremely proud of his “stubbornness” to not give up.”

The entire policing community draws on the strength Officer Jones continues to display with every milestone he accomplishes toward his ultimate goal of rejoining the police department. “Tim’s the type of guy whose character is second to none,” says Rodriguez, “He’s a role model to others and I try to live that way in support of him. If you are having a hard time, whatever it may be, you can use Tim’s motivation and his inspiration for yourself.”

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PLAYING CATCH UP

JERRY MARZULLO, MAP GENERAL COUNSEL

Recently, I have come across, more and more, the concept of “playing catch up” in conjunction with discipline. This does not usually happen with more experienced officers. Still, for our newer officers (let’s call it five years and under), I have experienced multiple instances of being late to the party. This means that Officers have either a) Already given statements and, implicitly, waived their rights under a Supreme Court case called Weingarten or, b) Officers have already submitted To/From statements to their supervisors or, c) An officer has gone through the entire disciplinary process and comes to the Union for the first time asking “What can we do about this?”

The State of Illinois is, thankfully, a robust public employee collective bargaining state. To that end, Officers in this State operate under strong protections regarding Union representation. Our bargaining unit members need only know two things, and we can take it from there—first, their rights under Weingarten. They only need to know that as a bargaining unit member, that member has a right to Union representation. But they need to ask for it! Therefore, whenever anyone in management wishes to speak to a member regarding a potential discipline issue, that member should ask for Union Representation. It is that easy! However, one would be surprised to know how many

bargaining unit members knowingly or unknowingly waive this incredible right and protection and move forward without representation.

Demanding Union Representation immediately slows the process down. And this is a good thing. Not slowing the process down in terms of gumming up the works; instead, slowing the process down gives the affected member subjected to the questioning the ability to express their thoughts and recall what happened with the support of their advocate. It allows for the formulation of strategy. Once statements are made, one cannot put the horse back in the barn; at this point, the horse is well beyond off to the races. Once statements



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are given without the benefit of representation, or good representation, those statements are now part of the record, and the unalterable path is starting to take shape.

Does the right to Union Representation extend to written statements? Absolutely it does. Before submitting ANY To/ From on an incident, contact your Chapter Rep immediately. If your regular MAP attorney and Director are unavailable, someone will review it and help. Submitting things without the benefit of help and support from your Union is never, ever a good idea. Again, many of you reading this will find all of this elementary, which is a good thing. But I know of at least three instances in the past couple of months where I tried to put the horse back into the barn.

Second, a simple working knowledge of the Uniform Police Officer Disciplinary Act is essential, coupled with the basic requirement of that Act. Basically, in a nutshell, any potential discipline for up to 3 days is an informal inquiry, and anything over three days is a formal interrogation. Depending upon where things are going, the Act has different requirements. Formal Interrogations are just that, formal. They require more stringent notice and protection requirements, as they should. Finally, in conjunction with the Act, the most basic of advice: DON'T LIE. Do not lie, do NOT lie. By the way, don't lie. The battlefield is littered with the bodies of those that lie. Arbitrators all state that it's not the initial incident they are upholding termination for; It's the underlying lie. They hate lying, hate it. You have the right to counsel and union

representation at all times; use them to explain your actions and put your efforts in the best positive light.

From your attorney's point of view, we always are upfront with the Officer in any situation. A reasonable officer will understand the proceedings and the decisions to protect an officer in a bad situation. We temper an officer's expectation by explaining the likelihood and implications of a bad outcome and whether this case should even go to arbitration in the first place. Sometimes, this process entails telling the officer that a one-day suspension, based on the circumstances, is something they should seriously consider. There will also be times when this process involves telling the officer that it is likely that termination will be upheld, so let's work on preserving work history and negotiating some payments and benefits so the officer may move on to greener pastures. Every officer has a family, bills, and (up until now) a career. Explaining the realization that their career may be over can be the most challenging (and heartbreaking) part of the process for an attorney.

In the end, public employees in the State of Illinois have a seat at the table. You have rights and powers within your grasp, and the concept of "It's never going to happen to me" should not be a part of your thinking. Know your rights and take some time off from your favorite app for just a moment to read Weingarten and the Uniform Peace Officers' Disciplinary Act. Be vigilant and knowledgeable, and initiate your rights to ensure the best possible outcome. Please be safe on the street, and thank you for keeping our families safe.

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MAP MEMBER

MILESTONES



Northlake Police Department Text and Tacos event

Riley School invited the Northlake Police Department to attend their Text and Tacos event this past April. Participating students got to take home free textbooks and, of course, tacos! Three members of the Northlake Police Department had a great time connecting with all the kids.

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It is our absolute honor to celebrate a legend and wish him a healthy and happy retirement. We do hope you will join us for food, fun and a "10-42" (ending tour of duty ceremony- scheduled to begin at 3:30 p.m.)

~ Matteson Police Department Family ~



Matteson Police Sgt Tom Johnson's retirement

After a whopping 44 year-long career starting in 1978, Sgt Tom Johnson retired May 20 of this year. Metropolitan Alliance of Police thanks Sgt. Johnson for his service and wished him joy in the next chapter of his life.



Oswego Police Officer Hayes and Officer Vargas Save Driver from Fire

Oswego Police Officer Vargas and Officer Hayes came upon a vehicle with its engine on fire. Both officers immediately went to the vehicle and pulled out the passengers and then proceeded to extinguish the fire. The officers placed the occupants at a safe distance before administering lifesaving procedures and first aid. The Oswego Fire Protection District arrived on scene and finished safely putting the fire out. Paramedics took the two passengers to the hospital and no one else was hurt. Unfortunately, one of the occupants, the driver, was charged with a DUI after being found driving under the influence.



Naperville Snow Cone Social

The community of Naperville got together with NPD police officers to share community conversation and spread joy to attendees. In conjunction with Naperville Police Foundation and SnoProblems, Little Italian Pizza, Mediterranean Oasis Grocery & Carry Out, Food Plus Convenience Store, Naperville Community Television, and B'nChingon taco catering, the event was a huge success!



Mundelein Cops and Bobbers

Cops and Bobbers is annual event at the Mundelein Police Department, providing a safe environment for community outreach and fun every year. With over 300 participants fishing with cops this year, it was a massively successful turnout! Participants of the fishing derby also received a free t-shirt, free raffle prizes and free entry.



Special Olympics Torch Run for Mundelein and Des Plaines PD

The Torch Run is long distance and benefits the Special Olympics of Illinois. Mundelein PD had the time of their lives running for a great cause this past June!

MAP MEMBER

MILESTONES



Braidwood Sgt. Jack McCasland's retirement

Braidwood Sgt. Jack McCasland celebrates his retirement. Metropolitan Alliance of Police thanks Sgt. McCasland for his twenty years of service and wishes him well as he moves on.



Oswego Police Distribute Dick's Sporting Goods Donations

Working with the local Dick's Sporting Goods, the Oswego Police Department helped distribute equipment throughout the Oswego community. Officer Garcia and other officers handed out balls and frisbees, spreading joy and fostering connections.



Oak Forest Sgt. Greg Okon's retirement

Oak Forest Sgt. Greg Okon is retiring this year. Metropolitan Alliance of Police thanks Sgt. Okon for his service and wishes him the best as he moves on to the next chapter after his career.



Naperville honors fallen officers with Police Week ceremony

Members of Naperville Police Department's Honor Guard traveled to Washington DC in order to support Police Week which included a dedication to fallen officer by candlelight vigil. Honor Guard members placed a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery



Channahon Police Officers complete Murph on Memorial Day

Navy Seal Michael Murphy sacrificed his life in Afghanistan and has since inspired the “Murph workout” every Memorial Day consisting of a one-mile run, 100 pull-ups, 200 push-ups, 300 squats, and ending on another one-mile run. Members of the Channahon Police Department came together this past Memorial Day to complete the challenge and honor Navy Seal Michael Murphy’s sacrifice.

Elk Grove Village Police Officers’ Life Saving Award and Fire Chief Award

On May 1, 2022, Officer Johnson and Lowry of the Elk Grove Village Police Department showed up to an unresponsive subject inside an unmoving vehicle. Officer Johnson evaluated the subject and realized he wasn’t breathing. A civilian helped Officer Johnson remove the subject from the vehicle onto the ground where Johnson began to administer CPR. In the midst of Officer Johnson’s lifesaving measures, Officer Lowry came on scene and hooked the subject up to an Automated External Defibrillator with assistance from Fire Chief Mikel. The emergency room doctor pointed out the quick response by Officers Johnson and Lowry, as well as Chief Mikel, directly resulted in the subject’s survival.



Mundelein Police Department participates in Safe and Smart Camp

Mundelein Police Department officers participated in the Safe & Smart Camp, taking kiddos on Police Department tours, showing K9 demos, completing obstacle courses and sharing a pizza party. The kids and officer had a blast!



Peace Officers Memorial Observance

Naperville Police Department participated in the Peace Officers Memorial Observance, a ceremony that recognizes those who have given their lives to service and their communities, including officers who continue to provide peace and protection.

MAP MEMBER

MILESTONES



Carpentersville Police Department Special Olympics Polar Plunge

Carpentersville Police Department had Officers McDonnell, Valzano, and Burroughs attend the Polar Plunge event to benefit the Special Olympics held in Carpentersville. The Special Olympics is a massive sports organization for children and adults with physical and intellectual disabilities.

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Officer Quinn of Northlake Police Department Attends Touch-a-Truck Event

On May 11 of this past year, Northlake Officer Quinn participated in the Touch-a-Truck event at the Manheim Early Childhood Center. Kiddos were encouraged to explore the inside of Officer Quinn's squad car as she answered a monumental number of questions.

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Arlington Heights Police Department

PUTTING IN THE WORK FOR THE BETTERMENT OF THEIR COMMUNITY

On a bitter cold, early winter morning around midnight, a group of Arlington Heights police officers ran into a burning building to save those left inside. Union president of chapter 510, Officer Dan Bell, recalls the heroic efforts of his fellow officers on a night where temperatures dropped dangerously close to zero.

"It was a massive structure fire at an apartment building in town and the officers just ran into the apartment complex, knocking on doors," says Bell, "One of the officers on scene saw a potential suspect and ended up stopping the guy. The officers did a fantastic job and the firefighters put it out – there were no casualties."

Arlington Heights is just that kind of police department, willing to sacrifice and put in the work for the betterment of their community. As such, the relationship they foster with the citizens they serve is a healthy and strong connection. "The Arlington Heights Police Department appreciates the community and as far as respect and everything else – we try to give that back to them," says Bell,

"Our relationship with the community is fantastic."

Not only is this police department a good example of public stewardship, but they are also, uniquely, a fully staffed unit. "I know we are one of the only departments in the Chicagoland area that is fully staffed," says Bell, "We aren't short any personnel, which can be attributed to the department itself and how it is run from the administration all the way down to the village and how they take care of us."

Patrol is the main function Arlington Heights as a unit, splitting into three shifts along with a fourth power shift that overlaps halfway into both the afternoon and midnight shifts. "Their function is to be more proactive and go out into areas that have higher instances of crimes like burglaries and things like that," says Bell, "We have our traffic division that has three full time motorcycle officers, and we also have three canine officers as well as an action investigations team and forensic technicians." Officer Bell is a motorcycle instructor, taking part in training many other agencies in the Chicagoland area.

Aside from patrol officers and their

countless invaluable ancillary duties, Arlington Heights is proud to present an active honor guard. "Our honor guard has 8 active members," says Bell, "They do events such as parades, ceremonies or if any request comes in from a sporting event, i.e., the Cubs or Bears games."

Arlington Heights PD also participates regularly in community outreach events and fundraisers. "Our community service bureau does a fantastic job of putting events together," says Bell, "They recently did Kicking with a Cop, a kickball event, and National Night Out – a big one for us. We also just finished the Frontier Days festival and last year we raised almost three thousand dollars for No Shave November."

Bell looks forward to continuing to update the department's equipment and ensuring the unit stays up to speed. "We just got body cameras and new tasers," says Bell, "We are also getting the new cameras for our cars. We're excited to see the new technology that is coming into our police department, so we'll be able to be at the forefront of tech and not be playing catch-up for crime and crime analysis."



FORCED PENSION CONSOLIDATION HELD CONSTITUTIONAL BY KANE COUNTY CIRCUIT COURT

MARK MCQUEARY, DEPUTY DIRECTOR OF LEGAL AFFAIRS

On May 25, 2022, the Circuit Court of Kane County issued its opinion regarding the constitutionality of the law mandating the consolidation of assets of Article 3 and 4 pension funds – Public Act 101-0610 (the “Act”). The court declined to strike down the Act.

The 2019 Act required over 600 Illinois “downstate” police and fire pension funds to combine into two “consolidated” funds. Meaning, one consolidated fund for police officers and another for firefighters. According to the IPPFA, in the aggregate, these funds, in total, manage approximately 10 billion dollars. Here, Plaintiffs consisted of current participants, retirees, and several police and fire funds. Plaintiffs filed a lawsuit to block the combining of assets, maintaining pension consolidation violates the Illinois Constitution by eroding pension benefits.

Specifically, the Court analyzed two counts regarding the constitutionality of the Act: (1) whether the Pension

Protection Clause of the Illinois Constitution protects the voting rights of participants and beneficiaries; and (2) whether the Act violates the Illinois Constitution’s Takings Clause.

Here, the Court concluded it cannot logically extend the term “benefits” to include participants’ and beneficiaries’ voting rights under Illinois Supreme Court precedent. Instead, the Pension Protection Clause has been applied only to public acts directly impacting the value of a plaintiff’s pension benefit. Citing the Illinois Supreme Court, the Court noted “the common law doctrine that holds that courts should not compromise the stability of the legal system by declaring legislation unconstitutional when it is not required is one of the most firmly established in constitutional law and one that the Illinois Supreme Court has applied with diligence.”

Further, the Court also concluded the Takings Clause is not implicated. By way of background, the Takings Cause provides that “private property shall

not be taken or damaged for public use without just compensation as provided by law.” In the instant matter, Plaintiffs alleged the Act diminishes and impairs the pension benefits including but not limited to bearing all the cost of transition, up to \$15,000,000, plus interest. In explaining its reasoning, the Circuit Court concluded the Illinois Supreme Court has previously held the Takings Clause applies only to government action against real property.

In this case, the Takings Clause cannot be tied to real property as required under Illinois Takings Clause jurisprudence. As such, Plaintiffs claim fails as a matter of law. Accordingly, the Circuit Court granted Defendants’ motion for summary judgment and denied Plaintiffs’ cross motion for summary judgment.

On June 1, 2022, Plaintiffs filed a Notice of Appeal in the above matter. As such, this case will be heard on appeal by the Illinois Appellate Court, Second District.

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■ LASALLE CO SHERIFF

Marjorie Myers

■ MATTESON SERGEANTS

Thomas Johnson

■ MAYWOOD PATROL

Dona Market

■ MCCOOK

Eddy Sobkowiak

■ MONTGOMERY

Jon Fritz

■ MUNDELEIN

Scott Clark
Kathleen Smith

■ NAPERVILLE SERGEANTS

Julie Lardino

■ OAK LAWN DETENTION OFFICERS

Lila Carr

■ OLYMPIA FIELDS CIVILIANS

Leslie Delya
Myriam Taylor

■ OLYMPIA FIELDS PUBLIC WORKS

Daryl LoSchiavo

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