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2024 VOLUME 2

RAPSHEET

MAP Joins the Fight to Fix Tier 2



WORKING FOR AN EQUITABLE RETIREMENT FOR ALL PUBLIC EMPLOYEES





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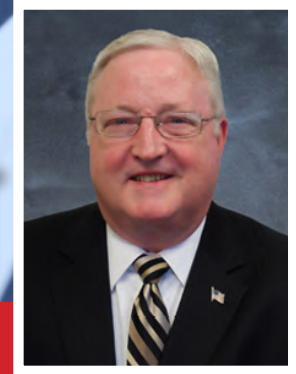
MAKE THE CALL

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)
- **NATIONAL SUICIDE PREVENTION HOTLINE:** 1-800-273-TALK
- **COP 2 COP:** 1-866-COP-2COP
- **SAFE CALL NOW:** 1-206-459-3020
- **SERVE & PROTECT:** 1-615-373-8000
- **SHARE THE LOAD:** 1-888-731-3473
- **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 R. GEORGE



In 2024, MAP has hit the ground running. MAP and our Coalition of Frontline Police Officers (“Coalition”) have been instrumental in fostering legislation in Springfield. Through our lobbyists and local politicians, MAP has put forth 3 major bills as part of the Coalition. These bills are the direct result of feedback we have received from our members, Board of Directors, and our labor attorneys. MAP and the Coalition have introduced and drafted legislation beneficial to our members. MAP actively monitors legislation, including any proposed amendments, along with conference committee reports. MAP participates in discussions with stakeholders involved in legislation directly or indirectly affecting our members’ pensions.

With respect to this legislative session, we have some interesting proposed legislation to announce. First, MAP drafted legislation designed to eliminate the abuse our members have experienced from unscrupulous chiefs. It came to our attention, police chiefs were terminating our members who had been injured on duty, after their Public Employee Disability Act benefits had been exhausted. Second, MAP has proposed language to permit police sergeants to unionize. As you may know, many frontline police supervisors are precluded from collectively bargaining. This bill ensures working police officers have the same collective bargaining rights as other public sector employees. MAP is effectuating this effort by changing the Illinois’ Labor Relation Act to bring the Act into greater harmony with the Workers’ Rights Amendment of the Illinois Constitution. Lastly, we have introduced an arrest quota bill which will eliminate police managers from placing an emphasis on quantity over quality. This bill adds arrests to Illinois’ existing citation quota ban. This legislation eliminates evaluating our members through an excel spreadsheet and forces management to evaluate our members on their performance as law enforcement professionals.

Most recently, Illinois’ House of Labor contacted us to join the current, “We Are One” movement. We Are One was instrumental in protecting public pensions for our members. Today, We Are One is currently focused on modifying, if not eliminating, the Tier 2 pension system. MAP, along with the AFL-CIO, AFFI, Teachers Unions and other unions are attempting to address the glaring problems with the Tier 2 pension system for public sector employees. The We Are One movement has already garnered the attention of Springfield, including Governor Pritzker. As in the past, expect a vigorous public relations campaign which will include television commercials, mailings, and requests for our members to contact their local legislators. We will continue to keep you updated and informed as we move forward.

Please know, you may be contacted and asked to file witness slips for various bills as they move forward in Springfield. Your efforts in the past have clearly gained the attention of our lawmakers in Springfield. We will need to continue those efforts if we want to have an impact and change necessary to assist our members in the future. We are actively involved in the political process on your behalf. It is important to note, MAP does not endorse any particular “party.” Rather, MAP supports and champions issues important to police officers, correctional officers, and telecommunicators. Our mission is to advocate on behalf of the needs and desires of our members.

Finally, MAP takes its responsibility to our members very seriously. Our team has been involved with the tragic on-duty death of DeKalb County Deputy Musil, providing immediate resources and financial support for her family. We will continue to stay involved providing whatever assistance we can moving forward.

Be 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.

**WE
ARE
ONE
ILLINOIS**

A CALL



MAP members can raise their voices to reform Tier 2 pensions. It's all about fairness, fixing, and fusion.

The We Are One Illinois coalition is ramping up its voice this year and is highly focused on a strong solidarity of all its members statewide to reform Tier 2 pensions.

"The coalition is made up of many of the public sector unions in the state and the goal is to generate change now," states Jake Lewis of SJL Communications, who serves as Lead Communicator for the effort.

The Metropolitan Alliance of Police is one of its coalition members. To seriously make an impact on fixing Tier 2, it will take the involvement of MAP members to join the cause and make a difference. It's time now to bond with fellow union members across the state and contact State legislators to fix the broken system. Fellow Tier 2 members working along side Tier 1 members, doing the same job, are being treated in an inequitable manner. Why?

The "We Are One Illinois" campaign was first created in 2009-2010 to fight against pension cuts but hasn't been active since 2014. According to Lewis, the current effort is focused on fixing Tier 2, which includes any public employee hired after January 1, 2011 because the Illinois General Assembly severely diminished pension benefits to them compared to Tier 1 employees.

A week of action was held during April 15-18, 2024 to bring this issue to the forefront again.

We are One Illinois members were asked to tell lawmakers to support Illinois' dedicated public workers and fix Tier 2. Retirement income for a host of these workers is not keeping up with inflation and many do not receive Social Security benefits.

For the renewed We Are One Illinois campaign, Lewis notes it was successful with a strong start. "During the week of action, public employees from around the state sent more than 55,000 letters and made more than 5,000 calls to state legislators," he said.

TO ACTION

Public employees received a sample letter to send to their legislators as a guide with an opportunity to personalize their messages and make their voices heard. The letter served as a reminder of the unfairness of “Tier 2” created in 2010 and the subsequent separate lower pension benefits for the public employees hired after 2011, over the fierce opposition of a coalition of unions representing public sector workers.

Lewis notes that since then, “legislators have refused to act to fix the inequitable system they created, at a huge cost, to our members and the communities they support.”

He adds, “We Are One Illinois will continue to raise the issue of fixing Tier 2 pensions through the summer and fall, and we hope to see legislation emerge in the fall of 2024 or winter of 2025.

This action is the first step to push legislators in Springfield to ensure that all public sector workers have a fair, secure retirement after their service, and allow us to recruit and retain the essential workers who keep Illinois running.”

Solidarity and support is needed by MAP members to fix the broken two-tier retirement system.

Let your voices be heard.



Jake Lewis

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MAP CHAPLAIN'S CORNER

By Rev. Tammy Roach

Basking in the Sun

It's 7:00am and as I look out my dining room window (my make-shift office of the day), I am in awe of the view. The grass is green, the leaves are budding, the squirrels (who like to taunt my dogs) are running on the fence, and our cardinal couple is at the bird feeder preparing to welcome their new family. I am reminded of the awesomeness of spring, bringing new beginnings, new life, and a renewed sense of hope after a long dreary winter.

I love to get outside first thing in the morning; it is part of my daily rhythm. Soon after getting up, I start my first cup of coffee, and head outdoors to toss a red (or blue) rubber ball to my highly dependent golden retriever who cannot do her morning 'business' without this first retrieval. All year round (yes, you heard me)...all year round, I step outside my door in my bare feet and walk to my lawn so I can feel the earth below my feet. I take in the wonder of creation, engage with several intentional breaths, and pray. Even in the midst of winter with the ground well below freezing, sometimes with a dusting of snow, I make this ritual a priority. This practice helps me feel grounded, reminds me that the world is so much bigger than my sphere of control, and keeps me connected to our Creator. While this is a spiritual practice for me, there are also both physical and mental/emotional benefits of starting your day with the first rays of light and from spending time in nature. When we start our day with the first morning light, we help regulate the hormones which impact our circadian rhythm, ultimately resulting in a better night's sleep. In addition, by intentionally going outside in the morning to expose yourself to sunlight you are taking purposeful action to increase your daytime alertness and your mood. Early morning sun exposure is also a great way to help

your body produce Vitamin D, a nutrient that supports bone, muscle, and blood vessel health as well as healthy brain functioning.

In addition to the benefits of early-morning sun exposure, being in nature has additional health benefits. Studies show that time in nature decreases anxiety and negative thinking, and overall feeling of stress; generally, the more time spent in nature the less physical and mental health issues one experiences. This is true whether you are enjoying the green space of summer or the white space of winter. Hence, my own year-round habit of getting outdoors, in my bare feet, first thing in the morning.

How can you make the time to get your own 5-20 minutes of first light exposure every day? First, you can try exercising or walking outdoors – start your day with a brisk 20 minute walk or a leisurely reflective meander through your neighborhood. You could also sit outside (or the sunniest room in your house) to eat a healthy breakfast. This would also be a good time to sit in your favorite outdoor chair and journal, read, or pray. It takes just 5-10 minutes on a sunny day or 15-20 on a more cloudy day to reap the benefits. It does take commitment, but small changes can make a difference that will impact your sleep, your mood, and your overall health and well-being.

Rev. Tammy J. Roach
(AKA Tammy, Pastor Tammy,
or Chaplain Roach take your pick)

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**WALK
WITH US**
TO PREVENT SUICIDE
JOIN OUR COMMUNITY



American
Foundation
for Suicide
Prevention

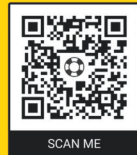


OUT OF THE
DARKNESS
Community Walks

Out of the Darkness Chicagoland Walk

Saturday, September 14, 2024
9:00 AM | Montrose Harbor - Chicago

Register or Donate at:
afsp.org/chicago



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For more than 50 years, Lewis University's Department of Justice, Law and Public Safety Studies has equipped public safety officials to achieve their highest professional and educational goals.

"Choosing the Public Safety Administration program at Lewis University was a pivotal decision in my career," said Hillside Police Chief Dan Murphy. "The program stood out for its comprehensive approach, combining rigorous academic coursework with practical, real-world scenarios. Faculty members, who are seasoned professionals in the field, brought firsthand insights that were invaluable."

Murphy continued, "The PSA program prepared me for the challenges of being a chief executive in public safety. It taught me to navigate high-pressure situations with a focus on ethical decision-making and community engagement, ensuring that I could lead effectively while fostering trust and inclusivity."

Lewis University's Criminal Justice and Public Safety Administration programs are designed to be challenging, rewarding, and accessible to those who have dedicated their lives to serving and protecting others. A Master of Science in Criminal Justice provides students with the theoretical foundation to identify and carry out the industry's best practices. The Master of Science in Public Safety Administration is uniquely designed for aspiring leaders who wish to explore the principles of organizational leadership through the lens of experienced public safety executives.

"Our M.S. in Criminal Justice and M.S. in Public Safety Administration programs are nationally ranked for their quality, value, and accessibility. Courses are taught by high-ranking law enforcement practitioners and premier scholars in their fields of study," said Retired Police Chief Shanon Gillette, who serves as an assistant professor and director in the public safety administration program.

After retiring from his work with the Downers Grove Police Department, Gillette said it's an honor to give back to the profession as an instructor at Lewis University.

"We are here to serve those who have dedicated their professional lives to serving others," Gillette said.

Lewis University has a proven track record of preparing police officers to serve in the highest ranks of their profession. More than 60 chief executive officers have graduated from Lewis University's Criminal Justice and Public Safety Administration programs, including Buffalo Grove Police Chief Brian Budds who earned a master's in public safety administration.

"The PSA program exposed me to both proven and experienced leaders within our profession," Budds said. "The program also enhanced my network and provided incredible professional and personal resources to prepare me for current and future leadership challenges."

Lewis University programs are designed with respect to the demanding schedule facing law enforcement professionals. Lewis University offers an eight-week, accelerated course format and students can earn their master's degree in as little as one or two years.

"The PSA curriculum was designed for public safety professionals, classes were accessible for working adults, and I had the opportunity to network with other like-minded professionals," said Kurt Bluder, retired police chief who served in La Grange and Downers Grove.

Lewis was recently named the No. 1 school for veterans in Illinois. Qualified veterans can enroll in our justice programs tuition-free.

"Lewis University is proud to be a Yellow Ribbon institution, and we are committed to ensuring our military veterans receive the benefits they have worked so hard to earn," Gillette said.

First responders receive a 20 percent tuition discount. Lewis University demonstrates its respect for first responders in a variety of other ways, including deferred tuition billing that allows qualified students to pay their tuition up to six weeks after the conclusion of each course so students can coordinate payment with their employer's tuition reimbursement benefits.



FOR A
BETTER
WORLD



ADVANCE YOUR CAREER IN CRIMINAL JUSTICE OR PUBLIC SAFETY!

Through the personalized attention of our faculty, Lewis provides students with a focus on critical thinking skills, an in-depth knowledge of the **criminal justice** and **public safety systems**, and the issues they face today. Upon graduation, you'll be equipped with the leading-edge knowledge and skills to find your opportunity to soar and impact your world for the better.



NAMED THE #1 BEST FOR VETS PRIVATE SCHOOL IN ILLINOIS

Lewis University is proud to be a partner in the Yellow Ribbon GI Education Enhancement Program which allows qualified post-9/11 veterans to enroll in more than 100 approved education programs at Lewis University.

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Benefits AT A GLANCE

For all MAP dues paying members in good standing

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.

RIGHT TO BEAR DISCOUNT

Right To Bear promotes freedom and the safe and legal usage of firearms by law abiding citizens. They protect responsible gun owners that are forced to use their firearm in cases of self-defense.

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.

IN CASE OF EMERGENCY

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



In Memory of Deputy Christina Musil

A single mother of three and a veteran, 35-year-old DeKalb County Sheriff's Deputy Christina Musil tragically passed away in the line of duty when her squad car was struck from behind on May 28 in Waterman. Deputy Musil was transported to the hospital where she later succumbed to her injuries.

Deputy Musil was known to be a friendly and professional first responder, beloved in her department and the community. She was an Illinois Army National Guard Military Police Afghanistan War veteran and had been with the Sheriff's department for the past five years.

Deputy Musil's funeral procession from the coroner's office to the funeral home included an incredible number of units from near and far, all present to pay their respects and ensure safe transportation. Our thoughts and prayers go out to Deputy Musil, her children, family and friends.

Illinois Concerns of Police Survivors Inc. (C.O.P.S.)

Like many families affected by on-duty tragedies, Deputy Christina Musil and her family were supported (and continue to be supported) by the Illinois C.O.P.S. Inc. organization. Vice President and active law enforcement officer with Oak Brook Police Department, Mike McTighe, is passionate about maintaining their immeasurable support to all families and coworkers affected by law enforcement deaths.

"Illinois C.O.P.S. started 20 years ago," he says. "It was started by a group of survivors who realize that there is no better healing than what you get from somebody who understands you. A lot of people during a time of loss say, 'Oh, I understand.' On the law enforcement side, they saw that a lot of people didn't understand what they were going through. There's a big misconception that people who sign up for law enforcement chose this. And yes, although we do know that, we don't plan to get killed in the line of duty."

The surviving widows started the organization 40 years ago, nationally, with the state of Illinois establishing their branch about 20 years ago. "It started as a grassroots movement for everybody to just find a way to connect to each other," says McTighe. "And here we are today. We cover anyone that has suffered from a line-of-duty death."

Illinois C.O.P.S. currently offers 16 hands-on programs. "We call them hands-on programs because they're weekend getaways for each category of survivors, so you have widows, siblings, spouses, extended family, coworkers and, unfortunately, groups dealing with suicides, as well. We have 16 hands-on programs throughout the year, along with trauma and law enforcement classes that we connect survivors and coworkers for a weekend getaway to reflect and get the healing they need."

One of McTighe's favorite programs is their Kids Camp. "It is near and dear to our hearts," he says. "It's held up in Wisconsin and it involves all the kids across the nation who've lost a loved one to a line of duty death and may range from as young as four all the way up to 15." Kids can receive an opportunity to heal with their peers and realize they are not alone.

McTighe wants fellow officers to know their organization is ready to take care of them and their families should a tragic loss occur. "You're not alone in this fight," he says. "There's a group of us that are out here who have been through this, they will assist you in any way, shape or form. We are a group that will do anything for any of our brothers and sisters. We do not try to take over anything, we just come in to assist and help guide everyone through it. I want you to know there's a group out there that's going to come in and help with things we hope we never have to. But unfortunately, we know that's a reality."

To find out more about their various programs or how to help support Illinois Concerns of Police Officers Inc., visit www.ilcops.net.

CONTRACT SUMMARY

JOSEPH MAZZONE

■CREST HILL SERGEANTS AND PATROL OFFICERS

- 5 year deal 5-1-22 to 4-30-27
- Wage Increase: 3% retroactive to 5-1-22, 4% retroactive to 5-1-23, 3.5% 5-1-24, 3.5% 5-1-25, 3.5% 5-1-26
- New 15 year step was added to each contract
- Increase in longevity: \$350 after 6 years, \$650 after 18 years, \$950 over 18 years
- Court time increased to minimum of 3 hours paid time
- Compensatory time accumulation increased to 80 hours
- President's Day was added to holiday pay
- Emergency Bereavement leave increased
- Insurance contribution increased. 12% current, 13.5% 5-1-24 and 15% 5-1-25 and thereafter
- Retiree's Insurance was maintained and codified
- Officer Involved Shooting protocol was added to contract along with the incorporation of video, photographic, audio, GPS and other recorded surveillance of an employee being reviewed by the employee prior to any submission to interrogation

FRANKFORT SERGEANTS

- Contract 5-1-23 to 4-30-27
- Wage Increase: Initial wage increase of 3.75% increase 60 days after ratification retroactive to 5-1-23, 3% 5-1-24, 3% 5-1-25, 2.95% 5-1-26
- Work schedule and work hours modified along with roll call show up. Provide for 8 hour/modified 12 hour work shift and 10 minute show up for roll call paid at straight time.
- Discipline to be included in the grievance procedure
- Matter in which off-duty details of employment shall be posted
- Incorporate the Illinois Paid Leave for All Workers Act into the contract
- Increase vacation accrual
- Increase travel and meal expenses
- Officer Involved Shooting protocol, blood not taken without search warrant

WINNETKA

- Contract 1-1-23 to 12-31-25.
- Wage increases of 3.5% 1-1-23, 3.5% 1-1-24 and 3.5% 1-1-25
- Minor changes to vacation accrual and use
- Changes to sick leave annual buyback
- Changes to funeral leave enhancements consistent with Village policy
- Changes to allow for Family Medical Leave the use of sick, comp and personal time in order at

the employee's discretion.

- Increases in physical fitness – financial incentive.
- Lock in contribution for medical insurance with 12.5% contribution for the duration of the contract.
- Lock in in and out of network co-pays and prescription program.
- Codify the arbitration of discipline.

RON CICINELLI

■OAK LAWN DETENTION AIDES

- 3 year contract
- 3.75%; 3.50%; 3.50%
- Extra sick day – total of 5

ADDISON

- Contract 4 yrs – 11/1/2023 to 10/31/2027
- Wages - 2023 = 3%, 2024 = 3%, 2025 = 2.25% AND 2026 = 2.25%
- Compensatory time increased from a max of 44 hrs. to 60 hrs.
- Payout of unused sick leave – added an additional payout for employees with 25 continuous years at 88% of a max of 120 hours.
- Sick leave payout – added to compensate employees who voluntary separate in "good standing" regardless of years of service. Every full year of service = 1% payout of unused sick time.
- Officer Involved Shooting – language added to the CBA – No blood draws unless a valid court order or warrant.
- Removal of "Waiver" language regarding potential demand(s) to bargain, if necessary.

EARLVILLE

- 3 Year contract
- Wages: 2024 = 6.5%; 2025 = 4%; 2026 = 4%
- Part-Time Police Officers' wages increase to \$2.00 less than Full-Time Police Officers' wages.

KEITH KARLSON

■BOLINGBROOK SERGEANTS & LIEUTENANT

- 3-year contract
- Established 3.25% "Certified Supervisor Pay"
 - 2023 Top Sgt with Certified Supervisor Pay moves from \$149,317.12 to \$156,861.23
 - 2024 Top Sgt \$163,578.81
 - 2025 Top Sgt \$170,171.04
 - 2023 Top Lt with Certified Supervisor Pay moves from \$160,672.03 to \$168,789.84
 - 2024 Top Lt \$176,018.26
 - 2025 Top Lt \$183,111.81
- Established mandatory minimum training and probation for sgts

- Substantial increase in healthcare premiums
- Improved injured on duty language.
- Obtained shift bid by seniority language.
- Improved definition of stale discipline
- Excellent officer involved shooting language.
- Increased hours for sick leave buyout from 480 to 696 hours.

RAYMOND GARZA

E-COM 9-1-1

- 2-year contract
- Wages: Retro to May 1, 2023, 6%; May 1, 2024, 4%.
- \$5,500 signing bonus.

JERRY MARZULLO

■HARWOOD HEIGHTS CIVILIANS

- 3-year contract
- Wages:
 - May 1, 2023 - April 30, 2024 - 4% (full retro on all hours worked)
 - May 1, 2024 - April 30, 2025 - 4%
 - May 1, 2025 - April 30, 2026 - 4%
- Increase in weekly standby pay from \$100/week to \$137.50/week
- May take vacation time in 4-hour increments (previously one-day increments)
- A \$200 bonus will be added to each member's HSA plan.
- Uniform allowance from \$700/yr to \$850/yr in 2024, then \$925/yr in 2025
- Lead Community Service Officer to receive an additional stipend on top of base salary of \$3,600 year
- Annual payment of \$500/yr for every year a member opts out of health insurance.

JOHN GAW

■BARTLETT

- 2-year CBA
- Wage increases of 4% and 4%
- Arbitration of Discipline.
- Elimination of waiver of right to bargain mid-term.
- Established court stand-by pay.
- Improved performance evaluation pay by \$250
- Established ability to grieve performance evaluations relating to pay
- Body armor reimbursement increased from \$650 to \$900

MICHAEL BUTLER

■HARWOOD HEIGHTS

- Three Year Agreement: 4%, 4%, 4%.
- \$250 increase in the uniform allowance (from \$900 to \$1150 per year).
- Specialty pay for NIPAS (\$2,275 per year).

IN CASE OF EMERGENCY

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

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

- Increase in person court overtime (from two hours to three hours).
- Minimum payment for Zoom court appearances (two hours).
- One time bonus payment of \$200 into the HSA plan.

FOREST PRESERVE OF DUPAGE COUNTY MAINTENANCE WORKERS

First Union Contract

- Three Year Agreement: First year (increase varied by chapter member based on the member's position in the previous Salary Step Plan. One chapter member received a 34% salary increase in the first year of the MAP Agreement) second year 3%, third year 3%.
- Reduction of Steps to reach Top Pay reduced from twenty-seven down to thirteen.
- Uniform Allowance increased to \$625.00 per year.
- \$200 equipment stipend.
- Arbitration of Discipline.
- Eight-hour workday with paid meal break (previously eight and one half hour work day with unpaid meal break).

HANOVER PARK CIVILIANS

- Three Year Agreement: 2.5%, 2.5%, 2.5%.
- \$1,000 equity adjustment added to all pay bands, at all steps.
- Additional \$6,000 equity adjustment added to the Social Worker, Accreditation and Grants Manager, Property Custodian, and Code Enforcement Officer pay bands.
- Record Clerk and Record Aid pay band is eliminated and these positions are moved into the Community Service Officer pay band (a higher salary pay band).
- All employees receive \$200 added to their base salary.
- Training Officer pay (one hour for each day spent training, at 1.5 times the regular hourly rate) for all employees assigned to train probationary trainees.
- Community Service Officers will be issued body armor.

MOUNT PROSPECT POLICE

- Three Year Agreement: 3.7%, 4%, 4.5%.
- One-time Employee Retention Bonus 2% of Base Pay.
- Additional Longevity Step added at twenty-five years (\$1200).

- Increase in Investigator, Evidence Technician, Interpreter and Drone Operator pay.
- Establishment of Community Engagement Pay (\$500.00 annually).
- Increase from time and one half to double time for working eight premium holidays.
- Safe Driving Day off if not involved in an at fault crash during the calendar year.
- Increased flexibility in use of Vacation and Personal Time.

MOUNT PROSPECT SERGEANTS

- Three Year Agreement: 3.7%, 4%, 4.5%.
- One-time Employee Retention Bonus 2% of Base Pay.
- Additional Longevity Step added at twenty-five years (\$1200).
- Shift assignments based on seniority.
- Increase from time and one half to double time for working eight premium holidays.
- Safe Driving Day off if not involved in an at fault crash during the calendar year.
- Increased flexibility in use of Vacation and Personal Time.

ISPFCU

Your Law Enforcement Credit Union

Enjoy no loan payments for 120 days and get up to \$500 cash back with an ISPFCU Summer Fun Loan!

- * No loan payments for 120 days on all title-secured loans including Auto, Motorcycle, Boat, and RV Loans*
- * Cash back bonus of 1.50% of the total loan amount, up to a total of \$500!*

Don't delay! Let us help you enjoy your summer by not worrying about making a loan payment and by putting some extra cash in your pocket! Apply online at www.ispfcu.org or call us at 800-255-0886 with any questions you may have today!

* Special applies to new non-ISPFCU loans. Cash back bonus will be 1.50% of the loan proceeds up to a maximum of \$500. Cash back bonus will be credited to the Regular Share Savings Account of the primary borrower within 5 business days of the loan closing date. Cash back bonus is considered dividends and may be reported on IRS Form 1099-INT. ISPFCU reserves the right to bill the member for cash back bonus if the loan is paid off within 180 days of account opening. Indirect loans are ineligible. Offer subject to change without notice. 120 day payment deferment is available for qualified borrowers with limited term. Fixed loan rate of 6.99% equals payments of \$19.80 for 60 months for each \$1,000 borrowed.

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Equal Housing Lender

DID YOU KNOW

If there is a question you would like MAP to answer, please email John at Jholiday@mapunion.org.

The information provided does not, and is not intended to, constitute legal advice; instead, all information, content, and materials available on this site are for general informational purposes only. You should contact MAP to obtain representation with respect to any particular legal issue related to collective bargaining and your union rights.

1 What are grievance timelines under a collective bargaining agreement, and why are they important?

Answer: Grievance timelines under a collective bargaining agreement are the specific periods within which a grievance must be filed and processed through various stages of the grievance procedure. Following these steps under the CBA is crucial so that you preserve the right to have your grievance heard at arbitration and you do not allow the Employer to file any jurisdictional defenses to your grievance. You should review and know the procedures in your CBA. Some grievance language requires advancing the grievance in writing; some procedures require that the grievance be advanced to specific employer representatives, and all grievances have time limits for the advancement to the next step of the process. Should you fail to follow those timelines, the Employer could, and most likely would, raise a jurisdictional defense that because you failed to advance your grievance within the required time limits, you have waived your right to proceed to final and binding arbitration. Good labor lawyers have nightmares regarding the failure of their members to follow grievance timelines, and many a "good grievance" has never seen the light of day because the procedural requirements of the timelines were not followed.

WATCH YOUR TIMELINES AND FOLLOW YOUR PROCEDURES!!!

IN CASE OF EMERGENCY

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NOW?

By: MAP Labor Attorney Jerry Marzullo

2 What is regressive bargaining, and why should I care?

Answer: Regressive bargaining in labor union contract negotiations refers to a situation where an employer or Union offers terms that are less favorable than those previously offered during the course of negotiations. This can involve moving backward on issues such as wage increases, benefits, or other conditions of employment. Regressive bargaining often leads to charges of an Unfair Labor Practice. The labor relations system in Illinois is designed to funnel the parties TO an agreement, not AWAY from one. If an employer or a Union makes regressive proposals, it may indicate an intention not to reach an agreement, which could be considered bad-faith bargaining. For example, if an employer had previously proposed a certain percentage of wage increases and then later offered a lower percentage without a reasonable explanation, this could be seen as regressive bargaining. Therefore, with each proposal, from initial to final, the Union bargaining committee needs to take good care in how these proposals are crafted to avoid such a charge, and our members need to be educated on proper bargaining techniques to get to a deal.

3 Why won't my employer give me all the evidence it has against me during an initial investigation for potential discipline?

Answer: Because they don't have to. There is no requirement that your Employer give you all of the evidence it has obtained while investigating you for discipline. The employer can ask you questions, then interview witnesses, gather outside evidence, and then bring you back in to ask you MORE questions. Look at it as a game of football. The employer is on "offense" investigating you. Once they have made their determination on whether or not they are going to discipline you and, if so, what discipline they mete out, it is then the Union's turn to go on "offense" and challenge the proceedings. Be truthful in your responses to the Employer. Many a labor battlefield is littered with the bodies of those who thought they could lie and get away with it. (Please, don't lie).

Common Mistakes Titling Financial Accounts

It used to be so simple. We went to the bank, filled out some paperwork, got a passbook and checkbook, and then had bank accounts.

Now, of course, we rarely, if ever, see the inside of the bank, and if we do, all the desks and offices are empty. We are the only ones in line, and it looks like everyone went to lunch and left the doors open.

We don't just have a bank account but investment accounts in many different formats. Many do it on our phones if we transact business, deposit, pay a bill, or send someone money.

All this financial account variety and technology can lead to common and often costly mistakes.

CHECKING ACCOUNTS

If you primarily use your checking account for direct deposits to pay bills and keep a small balance, the account can be titled in your name. The account title can also include the name of your spouse, adult children, or another person for the convenience of easy access to assist you.

- However, if the balance is significant, and you have other beneficiaries in the event of your death, you should not add a person to the account. You may have that person share the account balance in the event of your death. However, they might die with you or shortly after you do, and the account ends up in that person's probate estate. You also expose the account to their creditors and lawsuits.
- You might trust the person to follow your wishes, but their spouse or someone else might have different ideas to justify keeping the funds. Remember, at your death, those funds became the property of the joint title holder.

SAVINGS ACCOUNTS

The same is true for savings accounts. You are better off transferring all savings accounts and checking accounts with a balance of more than a few thousand dollars into a **Living Trust** for the security of transfer to your chosen beneficiaries upon your death.

- Remember, your *Living Trust* estate plan should include Financial Power of Attorney documents, allowing your agent to access your accounts during your life if necessary. So, there is no need to risk adding that person to your accounts.
- Often, people use TOD beneficiaries for these and other accounts. While effective in avoiding probate for those beneficiaries who are not minors or disabled, TODs do not provide the beneficiary with the asset protection of a *Living Trust* if the beneficiary is sued, divorces, or becomes disabled.

TAX DEFERRED ACCOUNTS

Tax-qualified accounts should never be transferred to another name or a Trust name. Doing so would trigger a taxable event.

- The accounts should name a spouse as the first beneficiary and alternate beneficiaries aged 18 (or older if you don't want them receiving all that money at 18) and do not have a disability. In those cases, your *Living Trust* should be the alternate beneficiary.

MINORS AND EDUCATION ACCOUNTS

Many parents and some grandparents open custodial savings accounts for children under age 18, called *Uniform Transfers to Minors Act (UTMA)* accounts. The same applies to **529 college savings accounts**, such as **Brite Start** or a similar plan.

These accounts require a custodian. *If one custodian dies, the account can end up in probate.* They should always have two custodians, either the other parent or another person. If not allowed, your *Living Trust* should provide for a successor.

YOUR LIVING TRUST POLICE DISCOUNT

Offer a **1/3 reduction of my fees** to all police officers and staff, MAP members, and their family members.

If you have property, investments, or bank accounts in your name at the end of your life or incapacitation, they risk probate.

- A Will = Probate. The rule is that no one can legally sign your name. Therefore, all assets in your name are subject to the Probate process, which averages 18 months and is costly.
- A *Living Trust* avoids Probate.
- Your financial accounts, life insurance policies, and deferred compensation accounts can name your *Living Trust* as beneficiary, subject to essential tax considerations.
- A *Living Trust* estate plan includes *Health Care and Financial Power of Attorney* documents, as well as a *Last Will and Testament*.
- A Will is necessary for guardianship of minor children. It also transfers assets in your name out of Probate.
- A *Living Trust* contains a *No Contest* provision and beneficiary *Asset Protection* clauses.

YOUR MAP BENEFITS

Call my office today to lock in your MAP 1/3 reduced rate for a complete Living Trust Estate Plan.

Tom Tuohy has been a police lawyer for over three decades. His father was a CPD detective, and his grandfather was the CPD Chief of Major Investigations and Chief of Cook County Sheriff's Police. You can reach Tom at 312-559-8400, tom@tuohylawoffices.com, or visit his office in **Oakbrook Terrace**. www.tuohylawoffices.com.



Tom Tuohy

IN CASE OF EMERGENCY

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

33% Police and Family Discount for a Living Trust Estate Plan

Tuohy Law Offices has served the police for over 37 years.

Tom Tuohy is the son of a CPD detective and
grandson of a CPD and Cook County Chief

Living Trust Estate Plans Include:

Living Trust
Last Will & Testament
Health Care Power
of Attorney



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MAP

MEMBER NEWS



Montgomery Police

Montgomery Police Officers Lindholm and Karner were presented with Life Saving Awards at the Village Board meeting for their heroic efforts resulting in saving the life of a resident suffering from cardiac arrest. Their quick response and vast training sustained the individual's life until paramedics arrived for hospital transport.



Elk Grove Police

Congratulations to Officer Wells on receiving a Life-Saving Award! This prestigious award is given to officers whose actions save the life of an individual in an emergency. Last month, Officer Wells responded to a medical emergency involving an unresponsive subject. Upon arrival, Officer Wells assessed the situation and administered Narcan, which revived the victim. His assistance in the treatment of the victim allowed for rapid transportation to a medical facility and ultimately saved the person's life.



Bartlett Police

Congratulations to Detective Stephanie Nessling (left), who was selected as Bartlett Police Department's 2023 Police Officer of the Year, Records Clerk Margret Diaz (middle), who was selected as Bartlett Police Department's 2023 Civilian Employee of the Year, and Officer Trevor Wittenbrink (right) who was selected as the Bartlett Police Department's 2023 Spirit Award recipient.



Round Lake Park

Help us wish Officer Maculan and Gunny best of luck on the next 8 weeks of hard training. Today Officer Maculan and Gunny got paired up for their first day of training and are about to create a bond only a K-9 and his handler know. There will be a lot of hard days and long nights for both of them so they need our encouragement. We can't wait to have you both on the street, servicing the residents of Round Lake Park!



Crystal Dibble
Investigator

Michael Dibble
Sergeant

Buffalo Grove

Buffalo Grove police Investigator Crystal Dibble has been named the Rotary Club of Buffalo Grove's Officer of the Year Award. The annual honor is awarded to an officer who has displayed a strong work ethic, integrity, and commitment to the residents of the village



Lake Forest

Join us in celebrating Officer Marina Chernikovich, who was honored as the 2023 Most Valuable Evidence Technician by the Lake County Major Crime Task Force.



Nathan Bruni



Steve Brandenburger



Hanna Nelson

Homewood

The Homewood Police Department is celebrating several promotions/new hires this month. Nathan Bruni was promoted from Detective to Sergeant. Steve Brandenburger was promoted from Sergeant to Detective Sergeant. Hanna Nelson was newly hired as a Records Clerk Supervisor. Congratulations to all!

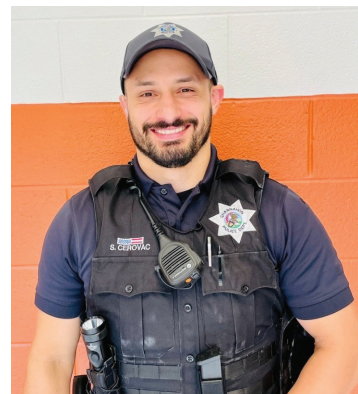
Minooka Police

Members of the Minooka Police Department participated in the Run for Respect 5k at the Minooka High School.



Channahon

Officer Steven Cerovac, School Resource Officer for MCHS South Campus is the recipient of the 2024 William Kennedy Officer of the Year Award. Ofc. Cerovac is a 5-year veteran of the Channahon Police Department. As the School Resource Officer, Steve completed a total safety assessment for the South Campus, ensuring the students and staff are provided the safest learning environment. Through a review of physical measures and administrative practices, Ofc. Cerovac propelled the school to new heights in school safety. Steve also coordinates the Department Polar Plunge Team,



raising thousands of dollars for the Illinois Law Enforcement Torch Run for Special Olympics. Congratulations Officer Cerovac on earning this honor.

MAP

MEMBER NEWS

Polar Plunge

Annually, police departments come together and fundraise for Special Olympics Illinois, an organization dedicated to training children and adult athletes with intellectual disabilities for Olympic sports throughout the year. The Polar Plunge fundraiser is a beloved and popular event for communities and their police departments. Every year, they raise thousands of dollars for Special Olympics while dunking themselves in icy cold water. Thank you to every participant's hard work and passion for the cause.



Palos Heights



Wilmington Police



Morris Police



Tinley Park



St. Charles



Wheaton

Special Olympics Plane Pull at Lewis University



Lockport Police



Elwood Police Department



Minooka Police



Palos Heights

This week the men and women of the department conducted our annual Active Shooter threat training at Palos East School. This hands on training is taught by certified instructors from the department and equips our officers with the knowledge and skills required to quickly end an active threat event. Officers employ Active Shooter threat tactics through dynamic, interactive drills and scenario based training. The training is challenging and keeps our officers prepared for an active threat. A special thanks to the administration and staff from Palos East School for allowing us to train at their facility during spring break.



Alsip Police Awards

Alsip's recent awards ceremony put a spotlight on the dedication and bravery of outstanding officers.

- Most Valuable Partner Award - Officer Billal Haleem;
- Leadership Award - Sgt. Hector Puentes;
- Alsip PD Officer of the Year - Officer Jason Slawecki;
- Meritorious Service Award - Sgt. Puentes & Officers Bires, Haleem, Stepanek, Shehadah;
- Lifesaving Awards - Sgt. Tyszko, Sgt. Dollear, Sgt. Puentes & Officers Bires, Klopp, Saele;
- Exceptional Duty Award - Sgt. Dollear and Sgt. Spencer;
- Top Shot 2023 - Officer Forsyth;
- Top Shot in Police Academy - Officer Jusino;
- Top Academics in Police Academy 2022 - Officer Stepanek;
- Top Academics in Police Academy 2023 - Officer Wood



MAP MEMBER MILESTONES

WELCOMING NEW MEMBERS

■ 23 JUDICIAL CIRCUIT/CRT SVCS

DEKALB CO

Samantha Flatter
Amanda Newman

■ ADDISON

Charles Barth
Tomasz Hap
Isaac Luna

■ ADDISON CONSOLIDATED DISPATCH CENTER

Taylor Hawkins

■ ARLINGTON HTS

Thomas Hohenadel
Gary Lynch

■ BLUE ISLAND

Ryan Krell
Thomas Poelsterl
Mitchell Soto Rodriguez

■ BOLINGBROOK

Erik Callaghan
Michelle Depompeis
Vincent Fox
Jace Kennedy
Tony Nguyen
Keenan Scott
Brandon Thacker

■ BUFFALO GROVE

Oliver Sorisho
Drew Stephans

■ CAROL STREAM SGTS

Dannae Pope

■ CARPENTERSVILLE

Strahil Maramski

■ CARPENTERSVILLE CIVILIANS

Evelyn Diaz

■ CHANNAHON

Connor Williams

■ COAL CITY

Kyle Brennan

■ COOK CO DCSI EM SERGEANTS

Edward Cano
Efren Gonzalez
Bryant Mooney

■ COOK CO TELECOMMUNICATION SUPERVISORS

Lauren Chojnowski

■ CRYSTAL LAKE

John Cotter
Roberto Diaz
James Holub

■ DEKALB CO

Bailee Highbarger

■ DES PLAINES PD

Dominic Wistocki

■ DUPAGE CO

Neveed Bhatti
David Blaszczyk
Stephen Kanis
Emily Lotter
David Vega

■ DUPAGE CO FOREST PRES

David Gucciardo
Kyle Mars

■ DWIGHT

Kyle Henson

■ E-COM 9-1-1 CENTER

Samantha Oswald
Christina Pisano
Madeline Tinerella
Gabriella Lacheta

■ ELK GROVE VLG

Jacqueline Shioli

■ GILBERTS

Jonathan Irizaray
Teresa Suchy

■ GRUNDY CO CIVILIANS

Samuel Motter
Alexa Rundle
Misti Sater

■ HANOVER PARK

Alysse Lamz
Mario Meija Cardenas
Michelle Montoya
Michal Ogara
Nirali Patel
Ashlie Swanson

■ HANOVER PARK CIVILIANS

Cassandra Arreola

■ HARWOOD HTS

Anthony Ricchio

■ HAWTHORN WOODS

Ramon Carreno

■ HAZEL CREST

Aurelius Cole
Tylah Lampley
Ervin Thomas

■ HOFFMAN ESTATES

Roman Annoreno
Alexandria Grady

■ HUNTLEY

Erica Brown
Cody Grindley

■ INDIAN HEAD PARK

Steven Ruban

■ JOHNSBURG

Omar Morales

■ KANE CO PEACE OFC

David Kopec

■ LAKE IN THE HILLS

Martin Bogojeski

■ LEMONT

Marcelino Perez

■ LISLE PUBLIC WORKS

Patrick DeGraeve
Andy Guerrero

IN CASE OF EMERGENCY

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

Welcoming new members, celebrating promotions,
honoring retired members and more

■ **MATTESON**

Edward Kasperovich
Peter Morrison
Jalan Walker

■ **MAYWOOD**

Nicholas O'Hara

■ **MAYWOOD PATROL**

Omar Aponte
Zuley Christopher

■ **MCCOOK**

Jaime Calderon
Jenna Calderone

■ **METRA**

Christian Barthelt
Christopher Benn
Roberto Guerra
Edgar Jimenez
Nicholas Kamba
Bradley Knudsen
Felix Rojas
Jose Silva
Andrew Van Durme

■ **MORRIS**

Jace Carpenter

■ **MUNDELEIN**

Brandon Gayton
Mark Kivley
Antonio Korinek
Stephanie Mancilla

■ **NAPERVILLE CIVILIANS**

Bridget Dauksas-Roy

■ **NILES**

George Adamidis

■ **NORTHBROOK**

Amelia Host
Sean Kincaid

■ **NORTHLAKE**

Suheily Lopez

■ **NORTHWEST CENTRAL DISPATCH CENTER**

Michael Berg
Nick Salvatini

■ **OAK FOREST**

David Fox
Francis Pacheco
Ryan Perez

■ **OAK LAWN**

Carter Berg
Jarred Correll
Taylor Fera
Thomas Gleeson

■ **OAKTON COMMUNITY COLLEGE**

Patrick Quinn

■ **ORLAND PARK**

Patrick Gallagher
Liam Moran
Robert Wirth

■ **PALOS HEIGHTS**

Cynthia Sepulveda

■ **PALOS PARK**

Cohen Piechocinski

■ **PARK CITY**

Valdez

■ **PARK FOREST**

Mosa Abughosh

■ **QUADCOM**

Kamryn Figueira
Alexandra Tovar

■ **ROSELLE**

Alexander Montes

■ **SCHAUMBURG**

Nathan Amos
Michael Giambrone

■ **SEECOM**

Allison Cioffi
Breanna Cube
Kimberly Hoschover

■ **SENECA**

Jonathan Kleckner

■ **SOUTH BARRINGTON**

Nicholas Gryzoski

■ **SOUTH ELGIN**

Alexis McMullen
Zackary Saboya

■ **SOUTHCOR DISPATCH**

Emily Krout
Charity Wiley

■ **STREAMWOOD VILLAGE HALL CIVILIANS**

Joseph Cilella
Thornton Patrol
Todd Bennett

■ **TINLEY PARK**

Garrick Enns
Ryan Franczak
Anthony Lefko

■ **TRICOM CENTRAL DISP**

Jennifer Scaggs

■ **UNIV OF IL SECURITY**

Alex Aguayo
Michael Lee
Devon Moore
Dorothy Osbey
Benay Preston

■ **WESCOM DISPATCH**

Jennifer Barta
Lynda Oertel
Jerry Outlaw
Elia Reyes
Katelyn Stewart

■ **WEST DUNDEE**

Tyler Baird

■ **WESTCHESTER**

Ezio Van Pratt



MAP MEMBER MILESTONES

WELCOMING NEW MEMBERS *CONTINUED*

■ WESTERN SPRINGS

Thomas Hostetler
Kenneth Lafin
Scott McClintock
Joseph Merendino
Sean Noonan

■ WILL CO MANAGEMENT

Russell Burroughs

■ WILLOW SPRINGS

Thomas Hoffman
Ruben Rodriguez

■ WILMINGTON

Aaron McMurtrey
Joshawa Ryan
Matthew Sheldon

■ WINNETKA

Robert Lombardo

■ WOODRIDGE CIVILIANS

Margaret Morrison

CELEBRATING PROMOTIONS

■ ADDISON

Steven Kazak

■ COAL CITY

Michael Imhof

■ DEKALB CO

Ryan Pettengell
Des Plaines Sgts
Robert Fitzpatrick

■ DUPAGE CO

Matthew Brewer

■ GENOA

Adam Schuring

■ HOFFMAN ESTATES SGTS

Matthew Jones
William Rublev

■ KANE CO PEACE OFC

Juan Velazquez

■ MATTESON

Paul Fotopoulos

■ MT PROSPECT SGTS

Richard La Barbera
Christopher Rondeau
Ognjen Saric

■ NORTH AURORA

Michael Robinson

■ NORTHBROOK SGTS

William Humphries

■ NORTHWEST CENTRAL DISPATCH CENTER

Matthew Karlesky
David Madonia

■ OAK LAWN

Matthew Atkinson
Peter Hennessy

■ PARK RIDGE

Anthony Raitano

■ PLAINFIELD

Bradley Malcolm

■ PROSPECT HEIGHTS SERGEANTS

Mike Smith

■ ROSELLE

Diana Cantu

■ SCHAUMBURG

Michael Zuhr

■ SOUTH HOLLAND

Megan Norris

■ TINLEY PARK SGTS

William Devine
Jeffrey Graves
Darren Persha
Gregory Schmeckpeper
Keith Sullivan

■ UNIVERSITY OF IL

Miguel Cortez

■ WHEATON SGTS/LTS

Timothy Green

■ WHEELING SGTS

Dorann Swanson

Welcoming new members, celebrating promotions,
honoring retired members and more

HONORING RETIRED MEMBERS

■ BOLINGBROOK

Luis Escobar

■ BUFFALO GROVE

Gregory Schwall

■ CHICAGO STATE UNIVERSITY SGTS / LTS

Wendell Mack

■ COAL CITY

Jason Clark

■ DARIEN CIVILIANS

Steve Highland

■ DEKALB COUNTY

Teresa Kaminski

Jeremy Grubbs

■ DUPAGE COUNTY

Peter Coolidge

■ HANOVER PARK

Tom Langhenry

■ HOFFMAN ESTATES

Brian Petersen

■ LASALLE CO CORRECTIONS

Jerry Rimmele

■ METRA

Howard Toliver

■ MORAIN VALLEY COLLEGE

Robert Wall

■ MT PROSPECT

Brian Moise

■ NORTH CHICAGO SERGEANTS

Bernard Fapso

■ NORTHLAKE

Michael Willner

■ PARK RIDGE

Leonardo Garcia

■ PLAINFIELD

Steven Kaus

■ PROSPECT HTS SGTS

Todd Godair

■ STREAMWOOD VILLAGE HALL CIVILIANS

Deadra Dabrowski

■ WHEATON

Dana Opalinski

■ WILL CO MANAGEMENT

Steve Talmontes

LOCAL ELECTIONS

ADDISON CONSOLIDATED DISPATCH CENTER

President – Christopher Willadsen

Vice President – Sean Milnes

Secretary – Kristina Iazzetto

Treasurer – Will Alvarez

NORTH AURORA

President – David Parr

Vice President – Cody Klingberg

Secretary – Ryder Kern

Treasurer – Matt Johnson

UNIVERSITY OF IL

President – Anthony Robinson

Vice President – Bill Honiotes

Sgt of Arms – Warren Faulkner

Secretary – Dan Lubin

1st Administrator – Kraig Elzia

2nd Administrator – Adam Machalski

Treasurer – Tim Williams



FORCE SCIENCE®

Through high-quality research and training, Force Science advances expert decision-making, superior performance, and honest accountability in public safety.

It was my privilege and honor to recently attend the Force Science Certification Course on behalf of the Metropolitan Alliance of Police (MAP). The course was an intense 40-hour training course put on by Force Science, led by Dr. William Lewinski, Ph.D. Dr. Lewinski has dedicated his career to studying human performance as applied to use of force situations confronted by law enforcement. The stated goal of Force Science is to bring behavioral sciences to officer involved use of force. Topics discussed included principles of biomechanics, the psychology of crisis encounters, human error and memory, vision, and reaction time. Presenters included medical doctors, psychologists, experts in human performance, lawyers, and retired law enforcement.

Each day's session ended with a series of quizzes to reinforce what was discussed in the session. The course was filled with videos and case studies of officers involved in the use of force. What I found most interesting is the amount of research Dr. Lewinski and Force Science has done exploring use of force. Force Science has not left a stone unturned when researching use of force. The following are a few tidbits from the course.

Reaction Time

Force Science advocates for the study of reaction time in use of force situations. They argue reaction time studies have been used prominently in investigating traffic accidents in determining fault and therefore should be used in investigating and analyzing officer involved use of force. Videos were shown and discussed showing different encounters confronted by law enforcement. One encounter discussed was the assailant pointing a gun at an officer and then turning to evade police. Given how little amount time it takes to present with a gun and then turn a full 180

degrees accounts for assailants getting shot in the back unintentionally. One reason offered is that it takes time for officers to stop their actions once they have identified a lethal threat.

Video

One topic of note is the use of video to investigate officer involved use of force. This is critical as we see the advent of body worn cameras (BWC) in law enforcement. Discussion of this topic included the notion that BWC footage does not necessarily capture the officer's true perspective of an event. For example, given the camera angle and lighting, a BWC may capture something not seen by the officer and vice versa.

Memory

As an attorney who frequently shows up on critical incidents, I found particularly interesting the role of stress and exhaustion has on a person's recollection of events. This factors in when an officer gives a statement if any regarding a critical incident.

The course ended with a practical exam covering three (3) case studies discussed in the sessions. Upon receiving the passing grade, I received a certificate of completion bestowing on me the title of Force Science Analyst. Overall, I found the course to be rewarding and beneficial in my work as a MAP attorney. I look forward to applying what I learned for the benefit of our members.

Ray Garza

MAP Staff Attorney

IN CASE OF EMERGENCY

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

MIDWEST COALITION OF LABOR
SHORT-TERM DISABILITY INSURANCE



IT'S HERE!!!

**SHORT-TERM DISABILITY BENEFITS
FOR MAP MEMBERS
OPEN ENROLLMENT
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