

OFFICIAL MAGAZINE OF THE METROPOLITAN ALLIANCE OF POLICE



the

2025 VOLUME 1

RAPSHEET



**Social Security Fairness Act
Signed into Law**



MAP OFFICE:

235 Remington Blvd., Suite B
Bolingbrook, IL 60440
630-759-4925
mapoffice@mapunion.org

SHAW MEDIA
est. 1851

www.shawmediamarketing.com

JOHN HOLIDAY
Editor

LAURA SHAW
Project Manager

TRICIA WALTER
630-345-0066
twalter@shawmedia.com
Local Sales Manager

TERESA SPENCE
Designer

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IN THIS ISSUE OF THE RAP SHEET

3 PRESIDENT'S POST

4 SOCIAL SECURITY FAIRNESS ACT

5 BOARD OF DIRECTORS

6 MAP CHAPLAIN'S CORNER

10 ANNUAL GOLF AND DINNER OUTING

11 FIX TIER TWO UPDATE

12 CONTRACT SUMMARY

14 DID YOU KNOW

16 WHAT HAPPENS TO YOUR FIREARMS

18 MEMBER NEWS

22 MEMBER MILESTONES

25 BENEFITS AT A GLANCE

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



As we close the books on 2024, the Metropolitan Alliance of Police (MAP) stands proud of the advancement and accomplishments we achieved on behalf of our members. 2024 has been a year marked by active engagement in crucial legislative battles, tireless support for our members, and a continued commitment to enhancing the welfare of our law enforcement professionals. Here is a summary of MAP's most notable efforts and accomplishments over the last year.

A cornerstone of MAP's work has been our active involvement in the legislative process, particularly through our partnerships with coalitions that champion law enforcement issues in Springfield. MAP continued its leadership role in the Frontline Coalition of Police Officers. Towards that end, we continually collaborated with other law enforcement organizations to advocate for policies and laws supporting the safety and well-being of our members. Additionally, we remained a principal member of the We Are One Coalition, focusing on the critical issue of pension reform, specifically working to Fix Tier 2 pensions for our members.

A significant victory this year was our successful push to address the pension language in Article 3 of the Illinois Pension Cod. In particular, we fought hard to obtain advantageous language regarding officers who are injured. Thanks to MAP's advocacy, we secured important changes ensuring injured officers are not unfairly penalized when it comes to being able to return to work, as well as their retirement and pension benefits. This was a critical win for MAP members. This is a clear example of our commitment to securing long-term protection for our members, both during their careers and in retirement.

In addition to our legislative efforts, MAP has remained steadfast in its commitment to supporting our members during difficult and high-stress events. Over the past year, we have responded to numerous critical incidents. In doing so, MAP always prioritizes the protection of our members' rights. Whether responding to critical incidents, such as officer involved shootings, administrative investigations, or situations requiring immediate legal assistance; MAP has been there to provide the guidance, support, and advocacy necessary to help our members navigate through the most stressful events.

We understand the emotional and professional toll these incidents take on our members. We continue to provide the resources and legal support our officers need to ensure they are positioned for the best possible outcomes during and after an incident. MAP's team has

worked tirelessly to ensure each officer's rights are protected, and that they have the resources necessary for the best possible outcome.

The core of MAP's mission remains the defense and protection of our members. Throughout the year, we have continued to stand firm against efforts to undermine the rights and benefits of our members. From negotiating favorable contract terms, to providing legal support during disciplinary proceedings, MAP has been an indispensable advocate for our members. After a long two-year legal battle, which involved filing for a Temporary Restraining Order, Unfair Labor Practices, and hearings in front of the Illinois Labor Relations Board, MAP was instrumental in getting the Harvey Sergeants reinstated after the mayor unilaterally demoted them back to the rank of patrol officer. Based upon our zealous advocacy, they were reinstated with full pay and benefits.

Our commitment to defending officers has never wavered, and we remain dedicated to standing up for those who risk their lives every day to serve and protect our communities. Through our continued efforts, we have guaranteed our members are equipped with the support they need to go to work each day.

As we move into 2025, MAP will continue to be a force for change and a voice for law enforcement professionals. Our work in Springfield is far from over, and we will remain dedicated to advocating for legislative solutions that improve the working conditions, safety, and retirement benefits for our members. The fight for better pensions, greater protections, and improved resources will continue to be at the forefront of our efforts.

In addition to our advocacy work, MAP will continue to focus on supporting our members during their most challenging moments. With each new year, comes new opportunities to strengthen the protections and benefits of those who dedicate their lives to public service. MAP will be there every step of the way.

Finally, 2024 was a year of significant progress for MAP. Through our legislative efforts, support during critical incidents, and ongoing legal defense of our members' rights, MAP has proven, once again, that we are the staunch voice of our members in their local departments, as well as in Springfield. We look forward to another year of advocacy, support, and progress as we continue to fight for our members. MAP will continue to focus on supporting our members during their most challenging moments.

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.



Social Security Fairness Act

By James McNamee, President, Illinois Public Pension Fund Association (IPPFA) and Daniel W. Ryan, Project Coordinator, IPPFA

OVERVIEW. There are big changes ahead for most Illinois law enforcement officers following adoption of the *Social Security Fairness Act* in January 2025. This legislation significantly changes and increases the Social Security benefit available to most retired Illinois police officers. This article presents an overview of how Social Security works and how these new changes will positively affect your benefits.

SOCIAL SECURITY BASICS. Retirement income is often thought of as a “three-legged stool,” the legs being pension, Social Security, and personal savings. Your police pension is a solid leg. For most of you, the personal savings part is your public employee deferred compensation plan at work. That’s a great way to save.

Regarding Social Security, benefits are payable in one of four forms:

Retirement benefits from a worker’s own record of Social Security earnings.

Spousal benefits from a spouse’s record while the spouse is still alive.

Survivor benefits from a spouse’s record after the spouse has died.

Disability benefits if you can no longer work.

As far as what you will receive from Social Security, it varies. Most Illinois sworn police personnel are *not* in Social Security during their public safety careers - but some are – including county deputies outside of Cook County and some municipal police from smaller towns. If you are in Social Security, you’ll receive the same level of Social Security benefits payable to private-sector workers with similar earnings over their careers.

If you are not in Social Security at the police station, you are still eligible for benefits based on the wages you earned before, during (part-time) or after you retired from public service. In order to qualify, you must attain so-called forty (40) “credits” under Social Security. A credit in 2025 is attained if you earn \$1,810 and you can

earn up to four credits each year. So if you work roughly 40 calendar quarters or 10 years in non-police work, you will receive a benefit from Social Security. Note that the \$1,810 is an indexed amount - it was lower in past years and will be higher in the future.

Are there special formulas for people with public pensions outside of Social Security? Up until January 2025, the answer to this question was “yes.” Social Security benefits that an Illinois first-responder might receive were impacted by two Social Security provisions. The Windfall Elimination Provision (WEP) changed the formula for under your own Social Security earnings record. The purpose of that formula was to blunt the effect of the progressive nature of the Social Security formula (the formula uses a higher percentage of earnings when calculating the benefit of a low-income worker). But in 2025 the WEP provision was repealed. Every retiree in American now has Social Security benefits calculated using the same formula.

And the Government Pension Offset (GPO) previously reduced the benefits that a person with a pension from work outside of Social Security could receive from a spouse’s record. Generally a retiree may receive his or her own Social Security or 50% of their spouse’s benefit, whichever is higher. Under the GPO, that Spousal benefit was reduced by 2/3 of a pension from work outside of Social Security. This essentially eliminated the Social Security benefit a retired Illinois police officer could receive as a spouse. But the GPO was repealed in the new federal legislation. So now any retiree in the country can receive a Spousal benefit if that benefit is higher than his or her own earned Social Security.

Likewise, the GPO reduced any potential benefit for a survivor. Typically, a surviving spouse can collect 100% of the late spouse’s Social Security. But prior to 2025 such a benefit was reduced by 2/3 of a police or fire pension. With the repeal of the GPO, that reduction no longer exists.

So the answer to the question at the introduction of this section is

Big changes for Illinois police

"no." There are no longer any special provisions of the Social Security law that impact a Social Security benefit that will be received by a retired Illinois police officer or firefighter.

What does this mean for the typical Illinois police officer? For those of you who are in Social Security in your public safety career your benefits were never impacted by any special provisions of Social Security and that continues to be the case.

For those outside of Social Security for their police career, these new changes are substantial. As far as a benefit earned on your own record in Social Security, it is difficult to estimate the impact on your increased benefit. Everyone's situation is different. In an average case, benefits will likely be increased by several hundred dollars a month, possibly as high as \$600. The best way to determine your future benefit is to register an account at ssa.gov and use the features there to run estimates. Right now there are "warnings" in the Social Security Statement section that refer to the WEP and the GPO. Those are no longer applicable and can be ignored.

Further, you are now eligible for a Spousal benefit (1/2 of your spouse's benefit) if that will be higher than your own Social Security. The impact of this change will vary greatly from person to person. You are also fully eligible for a Survivor benefit if you survive your spouse and her or his Social Security benefit is higher than yours. But remember, if you receive a Spousal or Survivor benefit, you give up your own.

What about retirees who are already receiving Social Security? The *Social Security Fairness Act* is retroactive to December 2023. For those of you who are not yet collecting Social Security, their systems should be able to manage your application when you apply in the future.

For those of you who are already collecting, it will take time for the Social Security Administration to re-calculate your benefits and make retroactive payments. IPPFA's estimate is that it may take as long as two years. In the meantime, Social Security has the following information on their website (which will likely be updated in the future): <https://www.ssa.gov/benefits/retirement/social-security-fairness-act.html> :

If you have previously filed for Social Security benefits and they are partially or completely offset, at this time, you do not need to take any action except to verify that the Social Security Administration has your current mailing address and direct deposit information if it has recently changed. Most people can do this online by accessing their personal Social Security account without calling or visiting a Social Security office.

If you have not previously filed for Social Security benefits, you are receiving a public pension and you are interested in filing for benefits, you can file for benefits online at ssa.gov or schedule an appointment.

A lot of people who are already on Social Security are interested in how much of an increase they will receive. For them, it is not possible to go to ssa.gov and do an updated estimate, since they are already in "pay status." Like the active employees, the benefit increase could be several hundred dollars. It would be higher if the person had higher Social Security earnings but not high enough to trigger formula features that reduced the impact of the WEP. And everyone's potential gain from Spousal benefits will be different. So in the meantime, try to be patient and let Social Security work through it.

Takeaways. Personnel who are covered by Social Security (county sheriffs, IMRF towns and some Downstate/Suburban police and fire) have the same level of Social Security benefits as similar-earning workers in the private sector. Chicago, Cook County and most Downstate-Suburban sworn personnel who work outside of Social Security still receive a benefit from Social Security for any non-police they earned 40 credits. Your benefits will be fairly low in that you worked most of your professional career outside of Social Security. However, your formula for the calculation of benefits is now the same as every other worker (i.e. improved) and you are now potentially entitled to both Spousal and Survivor benefits.

IPPFA has updated our book series to include a new chapter on Social Security as well as updates on deferred compensation. Those books at the *IPPFA Retirement Guide* and the *Chicago Police and Fire Retirement Guide*, both available on Amazon.com. We also have additional information at our IPPFA TV site on YouTube. Visit there for a presentation on the *Social Security Fairness Act*.

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MAP CHAPLAIN'S CORNER

By Rev. Tammy Roach

Winter Musings on Belonging

Usually by the end of January (which it is at the time of writing this article) I am ready for Spring, but this year I feel differently about the doldrums of winter. Since moving last summer, I have a new appreciation for the change that each season brings and the vast opportunities to see things from a new perspective. Living in the middle of wooded terrain, I'm up close and personal with the inevitable rhythms of nature; from the leaves on the trees (or lack thereof) and the hours of daylight (and darkness) to the patterns and sounds of wildlife animals as they seek to find food, and shelter, and a mate to continue the circle of life. I'm finally used to the deep darkness that envelopes our home after the sun goes down and find myself delighted when the brightness of the moon and stars permeates the darkness and shines light into our living room at 1:00 a.m. Everything, including the recent alignment of planets, seems clearer out in the country without hindrance of street lights or headlights passing by our home every few minutes, and without the sounds of traffic and sirens.

Now that it is winter and there are no leaves on the trees, I can see deep into our backyard and can marvel at the fallen trees and underbrush that I am not privy to in the summer months. I can watch the myriads of birds seeking sanctuary around readily filled feeders, squirrels scurrying about burying their nuts in the backyard, and, if I am patient and let my eyes adjust, I can watch the herd of deer traveling silently through my backyard as they seek food and attempt to stay ahead of their predators.

I have to say, however, that the best part of the birds is the Bald Eagles that have made Cornerstone part of their winter home or at least their feeding ground. Never before have I wanted so desperately for another deer to fall victim to a hunter who could not track it onto the CRC property...food for the fodder. It's a small price to pay to witness the majesty of the Bald Eagle soaring above the sky and staking its territory over fresh meat. Have I gone mad?

One would think that with all the stillness and space there would be a propensity for feelings of isolation, but I've found

the opposite to be true. Living out here in the middle of nowhere is a spiritual gift...one in which I experience greater connectedness...to myself, to others, to nature, and most importantly to God. There is a greater sense of belonging as I'm immersed in nature and seek to intentionally connect with others in mutually supportive relationships.

According to a Mayo Clinic Article written by Angela Theisen, a psychotherapist in Wisconsin, a sense of belonging is "fundamental to the way humankind organizes itself." She shares that we cannot separate the importance of a sense of belonging from our physical and mental/emotional health, and I would add to that, spiritual health. Without a sense of belonging people tend to be more depressed and anxious, while those who experience a sense of belonging are better able to manage stress, are more resilient, and cope more effectively with the challenges of life. Further, when we have a healthy sense of belonging, we feel as if we are part of something bigger and more important than ourselves, which in turn can influence our behaviors, beliefs, and attitudes.

Belonging is a universal human need. It's a result of being part of a tribe of people who understand your experiences; it's the brotherhood that results from being part of a community who share a common goal...in your case, protecting and serving the larger community. A sense of belonging, however, does not always come naturally; it needs to be fostered. In part, it's this truth that prompted us to purchase property and develop it into a retreat center for first responders and their families. Through Cornerstone we hope to facilitate this greater sense of belonging that comes from the experience of nature and relationships; Cornerstone is about connection...to family, to nature, to higher power, to resources, to hope. We can't wait to see you there!

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

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Metropolitan Alliance of Police Annual Golf & Dinner Outing



The Links at Carillon
21200 S Carillon Dr, Plainfield
Monday, June 16, 2025
Noon Shotgun Start (11 am check in)
Dinner reception starts at 5:15 pm

Entry fee: \$125 per player for greens fees, golf cart, lunch, buffet dinner, drinks, with a raffle to follow dinner. \$45 dinner only.

Payable by: Cash or Check by June 3, 2025. Space is limited.
FIRST PAID, FIRST RESERVED

First/Last Name*	Department / Phone	Dinner Only	Amount Paid

Total _____

What to do: Send this form and cash or check payable to MAP

Our office: 235 Remington Blvd Suite B Bolingbrook, IL 60440
 Questions? Call us at 630/759-4925 E-mail: mapoffice@mapunion.org

*First name on the list is the primary contact.
Check-in is on an individual basis, which starts at 11:00am.

Thank you for your payment!

LOCAL ELECTIONS

MOKENA CHAPTER #732

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FIX TIER TWO UPDATE

In early January, the Illinois General Assembly concluded its lame-duck mini-session (the few days of legislative action before newly elected members are sworn in) without taking action on Tier 2 pensions.

That's disappointing, but the We Are One Illinois coalition has always known that winning pension fairness won't be easy. And while we recognize that some elected officials and powerful interests will never support us on this issue, others are sympathetic to the need to improve Tier 2 benefits but have concerns about the cost.

Those cost concerns make it increasingly clear that pension improvements must be accompanied by new revenue to ensure that the state can pay its bills. Going forward, we will not only continue to urge support for our Fair Retirement and Recruitment Act, but to find and advance revenue-raising options as well.

For now, know that your voice is making a difference. Thanks to you and all the members of We Are One Illinois coalition unions, we've taken big steps in the past year:

In April, our week of action resulted in nearly 60,000 emails and 5,000 phone calls to legislators.

We held multiple webinars to educate union members, attracting thousands of participants.

We hosted seven town hall meetings in September that saw thousands of attendees and dozens of legislators come together across Illinois.

We packed the Illinois State Capitol with more than 3,000 rally goers in November.

We provided testimony from both coalition leaders and rank-and-file members at legislative hearings last summer and again last month.

And earlier this week, we directed more than 6,000 phone calls to legislators demanding action.

Now we'll take that momentum and move forward during the spring legislative session. No matter what, this issue won't go away—we won't stop fighting for a decent retirement for public employees.

Your continued support is crucial. Please keep speaking out, talking to your lawmakers, and staying up to date with the We Are One Illinois coalition as we continue this fight. Your engagement is what keeps us going and makes our efforts effective. We value your commitment and look forward to continuing this journey with you.

**WE
ARE
ONE
ILLINOIS**



IN CASE OF EMERGENCY

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FIX TIER TWO COSTS

- Lawmakers **MUST** fix Tier 2 because Tier 2's lesser benefits make it hard for schools, cities and state and local governments to hire and keep the teachers, first responders, nurses and other public employees they need. That creates staff shortages that result in larger class sizes, slower emergency response, longer waits for services and diminished quality of care for people who need it. Fixing Tier 2 means investing in a stronger state with better services for all.
- We have always known that fixing Tier 2 will require identifying resources and efficiencies to pay for this critical investment in the future of our state. It is important to keep in mind that these costs are spread out over the course of decades and will not immediately impact the state's budgetary situation.
- The We Are One Illinois coalition is ready to work with lawmakers and other stakeholders to find solutions to ensure we fix Tier 2 in a fiscally responsible manner, whether through refinancing debt, finding efficiencies in the pension systems or identifying new revenues.
- The state's financial issues are not caused by public employee pensions, but rather by our broken revenue structure that fails to meet our financial obligations. The We Are One Illinois coalition stands ready to work with lawmakers to help find comprehensive solutions to the state's challenges, both within the pension systems and beyond.
- However, we also know that the longer we wait to address these issues, the more expensive they become. Plus, failing to fix Tier 2 will compound the severe worker recruitment and retention problem in Illinois, further damaging the public services we all depend on.
- Lawmakers **CANNOT** do nothing. Inaction will result in a violation of federal Safe Harbor rules which could have untold financial consequences for state and local governments, plus the continued crisis of not enough teachers, firefighters, and other public servants our communities need and inadequate retirement savings for those who give their working lives to serve.
- No one is more invested in the financial health of Illinois' pension systems than the public employees who will rely on those systems in retirement. We look forward to engaging with lawmakers on this important topic to chart a path forward during the Spring session.

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CONTRACT SUMMARY

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

■ STEVE CALCATERRA MOKENA CIVILIANS

- 3 yr contract
- Wages: 2023 3.5%; 2024 3.25%; 2025 3%
- Insurance: 12/88% until 7/2025; then 15/85%
- Personal/ Sick days 13 days per year
- Vacation time: upon hire – 1 wk/ 2 yrs 2 wks/ 3 yrs 3 wks/ 10 yrs 4 wks/ 20 yrs 5 wks

ST. CHARLES SERGEANTS

- 3 yr CBA
- Wages: 2024 4.25%; 2025 4%; 2026 3.75%
- Insurance Benefits – 25% employee contribution
- Vacation – increase of 2-5 hours depending on years of service
- Personal/ Sick days – 8.4 hrs/ month

■ RON CICINELLI EARLVILLE

- Full-Time Police Officers:
 - Starting Pay:
 - \$26.00 per hour (effective 5/1/2024)
 - \$27.04 per hour (effective 5/1/2025)
 - \$28.12 per hour (effective 5/1/2026)
 - Longevity Increases:
 - +\$0.50 after 1 year of service
 - +\$0.50 after 3 years of service
 - +\$0.25 after 5, 10, 15, 20, and 25 years of service
- Full-Time Police Sergeant: Base wage plus a \$3.00 per hour stipend for the rank of Sergeant.
- Part-Time Police Officers: \$2.00 below the Full-Time Police Officer wages.
- Health Insurance: Offered on the same terms and conditions as other full-time City employees.
- Retirement: Provided through the Illinois Municipal Retirement Fund for eligible officers.
- Uniforms & Equipment:
 - \$400 annual reimbursement for equipment or maintenance.
 - Full-time officers receive uniforms, boots, winter coat, bullet-proof vest, and vest carrier.
 - Part-time officers receive uniforms, bullet-proof vest, and vest carrier.
 - Employer provides duty and training ammunition, and maintains patrol vehicles and other equipment.
- Paid Leave:
 - Personal Time Leave: 48 hours annually for full-time employees.
 - Paid Leave for All Workers:
 - 40 hours annually for full-time employees.

- Prorated for part-time employees based on projected work schedule.
- Sick Time Leave: 48 hours annually for full-time employees.
- Bereavement Leave: Up to 4 consecutive shifts for immediate family, 1 shift for extended family.
- Holidays: Designated holidays include New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving (Thursday and Friday), Christmas Eve, and Christmas Day.
- Holiday pay at 1.5 times the regular rate for hours worked on holidays.
- Vacation: 40 hours after 1 year, 80 hours after 3 years, 120 hours after 8 years, 160 hours after 13 years, and 200 hours after 20 years of service.
- Overtime & Call-Back: Overtime at 1.5 times the regular rate for hours over 40 in a work week.
- Court time and call-back pay at 1.5 times the regular rate with a minimum of 2 hours.
- Training/Continued Education: Paid regular wages, mileage, per diem for food, and lodging reimbursement for approved training programs.
- Jury Duty: Excused from work without loss of pay, with jury duty compensation submitted to the City.

NORRIDGE

- Wages:
 - Effective Dates and Increases:
 - 5/1/2023: 3.75% increase
 - 5/1/2024: 3.50% increase
 - 5/1/2025: 3.50% increase
 - 5/1/2026: 3.50% increase
- Annual Salaries:
 - Sergeant:
 - 5/1/2023: \$124,367.41
 - 5/1/2024: \$129,031.19
 - 5/1/2025: \$133,547.28
 - 5/1/2026: \$138,221.43
 - Corporal:
 - 5/1/2023: \$116,635.83
 - 5/1/2024: \$121,009.67
 - 5/1/2025: \$125,245.01
 - 5/1/2026: \$129,628.59
 - Patrol Officer (Year 10):
 - 5/1/2023: \$108,173.20
 - 5/1/2024: \$112,229.70
 - 5/1/2025: \$116,157.73
 - 5/1/2026: \$120,223.26
- Benefits:
 - Clothing Allowance:
 - Annual Allowance: Up to \$800 via a central

- online store.
- Opt-Out Option: \$675 paid in two installments (May 15th and November 15th).
- Specialty Pay:
 - Detective, Evidence Technician, Juvenile Officer: \$1,350 annually.
 - Multiple Assignments: \$1,950 annually.
 - Field Training Officer: One hour overtime per training day.
 - Canine (K-9) Officer: Adjusted work hours for dog care.
- Health/Dental Insurance:
- Employee Contributions:
 - PPO: 16% (prior to 5/1/2025), 17% (5/1/2025 and thereafter)
 - HMO Tier 1: 12% (prior to 5/1/2025), 13% (5/1/2025 and thereafter)
 - HMO Tier 2: 14% (prior to 5/1/2025), 15% (5/1/2025 and thereafter)
 - Reimbursement for Out-of-Pocket Medical Expenses:
 - Up to \$1,000 (single), \$1,500 (employee + spouse/children), \$2,000 (family).
- Retirement Coverage:
 - Eligibility: 25% of single coverage cost paid by the retired employee, 75% by the Employer until Medicare eligibility.
 - Requirements: 20 years of service, at least 50 years old, request within 30 days of retirement.
- Sick Leave:
 - Annual Accrual: 96 hours.
 - Maximum Accumulation: 672 hours.
 - Buyback: 50% of unused sick leave annually, up to 48 hours.
- Vacation Leave:
 - Accrual Based on Service:
 - From hire: 4 hours/month up to 40 hours.
 - 1 year: 40 hours.
 - 2 years: 80 hours.
 - 5 years: 120 hours.
 - 10 years: 160 hours.
 - 15-20 years: Additional 8 hours/year up to 200 hours.
- Holiday Pay:
 - Personal Time: 80 hours annually.
 - Holiday Work Compensation:
- Regular shift: Time and a half.
- Outside regular shift: Double time.
- Compensatory Time:
 - Maximum Accumulation: 300 hours, with an additional 32 hours for educational/exigent circumstances upon approval.

IN CASE OF EMERGENCY

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

JUSTICE SERGEANTS #61

- Wages:
- Wage Schedule:
- Start to end of 2nd year: \$101,461.00 annually, increasing to \$112,489.00 by the end of the contract term.
- Begin 3rd year to end of 5th year: \$104,010.00 annually, increasing to \$115,315.05 by the end of the contract term.
- Beginning of 6th year: \$109,222.00 annually, increasing to \$121,093.56 by the end of the contract term.
- Additional Compensation:
- Field Training Officer: Additional \$1.50 per hour.
- Detective Division: 8 hours of compensatory time per month.
- Longevity Pay: \$1,040 after 5 years, \$2,080 after 10 years.
- Relief Shift Differential: Additional \$0.50 per hour for relief shifts.
- Annual Stipend for POWER TEST: \$250 for passing the age-adjusted test.
- Benefits:
- Insurance:
- Health Insurance: HMO plan at no cost; PPO plan with employee contribution.
- Life Insurance: \$15,000 for employees, \$7,500 for spouses, \$5,000 for children.
- Dental Insurance: Provided if available to other Village employees.
- Retirees Insurance: 75% premium paid for single coverage until Medicare or age 65.
- Burial Benefit: Up to \$10,000 for funeral and burial expenses for officers killed in the line of duty.
- Death Benefit: One year's salary paid to the designated beneficiary.
- Sick Leave:
- Accrual: 8 hours per month, up to 192 hours.
- Buyback: Up to 50% for employees hired after January 1, 2008, and 40% for those hired after May 1, 2012.
- Vacation:
- Accrual: 132 hours after 1 year, 168 hours after 5 years, 204 hours after 15 years.
- Carryover: Up to 204 hours.
- Holidays and Personal Days:
- Holidays: 10 specified holidays.
- Personal Leave: 48 hours annually.
- Uniform Allowance:
- Monthly Allowance: \$100 for purchase, maintenance, and repair.
- Body Armor: Provided every 5 years or less.
- Reimbursement for Destruction of Personal Property: Up to \$100 for glasses and \$50 for a watch.
- Miscellaneous:

- Reimbursement for Expenses: For Village business outside Village limits.
- Outside Employment: Allowed with written approval, subject to conditions.
- Duty-Related Training: Paid travel time for training more than 10 miles away.

GARY DEUTSCHLE STREAMWOOD CIVILIANS

- 3 yr contract
- \$6,000 market adjustment
- 3% 2025; 3% 2026; 3% 2027
- Holiday pay language adjusted for other than 8 hour shift
- Increase in sick and vacation carry over
- Clarification on Sick Leave/ Funeral Language
- Language to allow probationary employee to use vacation

STREAMWOOD VILLAGE HALL CIVILIANS

- 3 yr contract
- \$6,000 market adjustment / 3% increase each year
- Sick Leave accrual increase from 4 hours a month to 6 hours a month
- Increased cap on sick time from 240 to 360 hours.
- Additional vacation increase carryover – 5 days to 7/ 40 to 60 hours

JOSEPH MAZZONE DUPAGE CO FOREST PRESERVE

- Contract term 1/1/24 to 12/31/28
- 6% raise retroactive to 1/1/24
- 3% 1/1/25; 2.75% 1/1/26; 2.75% 1/1/27; 2.50% 1/1/28
- Increased personal days from 3 to 5 days
- Increased specialty pay for Field Training Officer and Officer in Charge pay
- Maintain early payout for pension and retention pay
- Maintain status quo on majority of economic benefits

JOHN GAW WOODRIDGE CIVILIANS

- Term: 1/1/24 thru 12/31/26
- Wage rates retroactive to 1/1/24
- Variable wage increases tied to merit
- New pay provision for Remote Court Appearances

NAPERVILLE CIVILIANS

- Duration: 01/01/2023 to 12/31/2027
- Wages: 9.0%, 2.5%, 2.5%, 2.5%, 2.5%

- Substantial Wage increase in first year = 9.0% (2.5% in following years).
- Removed waiver of midterm bargaining.
- Secured working hours desired by members

BUFFALO GROVE

- CBA 1/1/24 – 12/31/26
- Salary increases based on agreed comps (approx. 6.7% over 2 years) retroactive.
- 8 Hours paid day off for participating in a Voluntary Physical Fitness Test.
- Juneteenth added as holiday.
- Officers may request pay out of comp time twice annually

JERRY MARZULLO LAKE CO SERGEANTS

- 3-year CBA with the increase in salary scale from 10% to 10.50% over top deputy wage
- Automatic 1/2 hour of comp time every day for all Sergeants
- Additional Holiday (Juneteenth)
- Increased reimbursement for outside training expenses
- Increased clothing allowance from \$1,500 to \$2,000
- Ability to sell back 42.5 hours of vacation time each year
- Creation of new longevity steps as follows:
 - a. Completion of Probation - \$1,000
 - b. 5 years - \$1,200
 - c. 10 years - \$1,500
 - d. 15, 20, 25, 30 years - \$2,500

MORAIN VALLEY COLLEGE POLICE OFFICERS

- 4 Year CBA
- Year 1 - 4%
- Year 2 - 4.5%
- Year 3 - 4.75%
- Year 4 - 4.5%
- Increase required notice of shift schedule changes from 28 days to 56 days
- Increased minimum pay for court appearance from 2 hours of OT to 3 hours of OT
- Addition of Juneteenth as a Holiday
- Additional bonus pay for bad weather events
- Increase in stipend in addition to quartermaster system from \$100 to \$175 per year
- Increase in specialty positions stipend from \$300 to \$500 per year
- Increase in task force stipend pay from \$300 to \$400 per year
- Increase in OIC pay from \$1.25 to \$1.50 per hour
- Increase in shift differential pay from \$.50 per hour to \$.75 per hour

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.



Under what circumstances can police use drones in Illinois?

Answer: Police in Illinois are governed by the Freedom from Drone Surveillance Act (725 ILCS 167/1), which limits the use of drones to specific scenarios. Drones can only be used under the following conditions:

- Disaster Response: Police can deploy drones to assist in natural disasters like floods, tornadoes, or other emergencies that pose immediate threats to public safety.
- Public Health Emergencies: Drones can be used to monitor or manage health-related crises, such as disease outbreaks or other public health threats.
- Search and Rescue: Law enforcement can use drones to locate missing persons, especially in situations where time and efficiency are critical, such as in dense forests or large rural areas.
- Counter-Terrorism Efforts: Drones may be utilized to detect and prevent acts of terrorism.
- Crime Scene Documentation: Drones are also permitted for capturing aerial footage of crime scenes, but only in compliance with legal guidelines.

Outside these circumstances, law enforcement agencies require strict legal authorization or court approval to deploy drones.

IN CASE OF EMERGENCY

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

NOW?

Drone Edition

By: MAP Legal Council



Do police need a warrant to use drones for surveillance?

Yes, police typically need a warrant to conduct drone surveillance in Illinois. This requirement is rooted in the Fourth Amendment, which protects individuals from unreasonable searches and seizures. Illinois law reinforces this protection by mandating judicial approval before drones can be used for surveillance-related activities.

However, there are exceptions where police can use drones without a warrant, including:

- **Emergencies:** When there is an immediate and serious threat to public safety, such as an active shooter situation.
- **Search and Rescue Missions:** If a missing person is in imminent danger, drones can be deployed without delay.
- **Consent:** If the person being surveilled voluntarily consents to the drone's use.

In non-emergency situations, a warrant ensures that the deployment of drones is justified and complies with privacy protections.



Are there restrictions on how drone data can be used or stored?

Yes, Illinois law imposes strict guidelines on how police agencies handle data collected by drones. These restrictions are designed to protect individual privacy and prevent misuse of surveillance technology:

- **Relevance:** Any data collected must directly pertain to the purpose for which the drone was deployed. For example, footage from a crime scene can only be used for investigations related to that specific crime.
- **Retention Period:** If the data is irrelevant or unrelated to a criminal investigation, it must be deleted within 30 days.

This ensures that unnecessary surveillance data does not linger in police records.

- **Access:** The data can only be accessed by authorized personnel and must not be shared or distributed without legal justification.
- **Transparency:** Some agencies may be required to report drone usage and data management practices to maintain accountability.

Violating these guidelines could lead to penalties, suppression of evidence in court, or lawsuits against the police department.



Can police drones record or monitor public protests?

In general, Illinois law prohibits police from using drones to monitor or record individuals exercising their First Amendment rights, such as attending protests, rallies, or public demonstrations. This prohibition ensures that individuals can freely assemble and express their opinions without fear of undue surveillance or intimidation.

However, there are limited exceptions:

- **Public Safety Threats:** If law enforcement has credible evidence of a specific, imminent threat to public safety during a protest (e.g., threats of violence or illegal activity), drones can be deployed under strict oversight.
- **Judicial Authorization:** In cases where there is a significant public concern, police may seek a court order to monitor activities during a protest.

Even when drones are used under these exceptions, their deployment must comply with privacy laws and cannot be used indiscriminately. Any data collected during these operations must also adhere to retention and deletion policies.

What Happens to Your Firearms?

An often overlooked issue can cause many problems, whether at retirement or death. Whether you have two firearms or 20+, there is a legal process for transferring them to another person.

FIREARMS TRANSFER DURING YOUR LIFETIME

During your police career and after your retirement, you may choose to acquire and later transfer any number of firearms.

CURRENT FOID RULES

Current FOID rules deal with record-keeping and identification procedures. However, as to firearm transfers, it is essential to know these rules:

- If a private party sells a firearm in Illinois to another private party, they must go to the Illinois State Police website and verify that the Buyer has a valid FOID card. Visit the ISP website, click on "Firearm," "Firearm Owner Identification (FOID Card)," and "FOID Person to Person Firearm Transfer."
- Seller and Buyer must possess a valid FOID card.
- Seller and Buyer must verify local firearm ordinance requirements.
- The seller must initiate and complete an automated search of Illinois State Police criminal history record information files and those of the Federal Bureau of Investigation, including the National Instant Criminal Background Check System, and of the files of the Department of Human Services relating to mental health and developmental disabilities to obtain any felony conviction or patient hospitalization information which would disqualify a person from obtaining or require revocation of a currently valid Firearm Owner's Identification Card.
- The Illinois State Police website will generate an "Approval Number." The Approval Number must be listed on the paperwork generated by the Sale of the Firearm.
- Buyers must abide by the State of Illinois waiting period before taking possession of the firearm. The waiting period for a long gun is 24 hours, and 72 hours for a handgun.
- The seller must keep a record of such transfer for ten years from the date of transfer. The record must contain the date of the transfer, the description, serial number, or other information identifying the firearm if no serial number is available.
- Upon transfer of possession, the firearm must be unloaded and enclosed in a case to transport.
- Persons buying a firearm from a Federal Firearms License (FFL) are not covered by this law, as the records are generated under federal law.
- Persons buying or selling a firearm to family members are exempt under the law. Family members are spouse, son, daughter, stepson, stepdaughter, father, mother, stepfather, stepmother, brother, sister, nephew, niece, uncle, aunt, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, and daughter-in-law. However, the family member must still have a valid FOID card to possess the firearm legally.

FIREARM TRANSFER AT DEATH

This issue of disposing of your firearms at your death is an issue I cannot share enough.

Suppose you own a registered firearm at your death. In that case, the Executor of your estate, or preferably the Trustee of your Living Trust, is tasked with legally transferring the gun to your chosen beneficiaries. However, if you have no estate plan, your surviving heirs at law are determined by the Probate Court.

So what do you do now? Above all, start your estate plan. However, as an essential part of that plan, determine the ownership of your firearms after your death. Your Trustee can distribute them to a licensed gun dealer. However, any chosen beneficiaries must have a valid FOID card in the state in which they reside.

The law provides a sixty (60) day grace period if the beneficiary does not have a FOID card. Please do not put your Trustee or beneficiary in that position. For instance, it will delay your estate's distribution and burden your beneficiary during a difficult time. Moreover, during those 60 days, the statute does not exempt your Trustee from possessing the firearms. As a result, the Trustee is now subject to an immediate FOID requirement.

LIVING TRUSTS

- At the end of your life, or incapacitation, along with your firearms, if you have property or bank accounts in your name, they risk Probate.
- A Will must be Probated. 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 completely 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. It also consists of a Last Will and Testament. A Will is necessary for the guardianship of minor children. It also transfers assets in your name out of Probate.

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



Financial Power
of Attorney
Unlimited Assistance
Guaranteed Satisfaction

Free Consultations on Personal Injury,
Medical Malpractice, Corporate, and
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TuohyLawOffices.com

17W220 22nd St. Suite 300 Oakbrook Terrace, IL 60181

info@tuohylawoffices.com

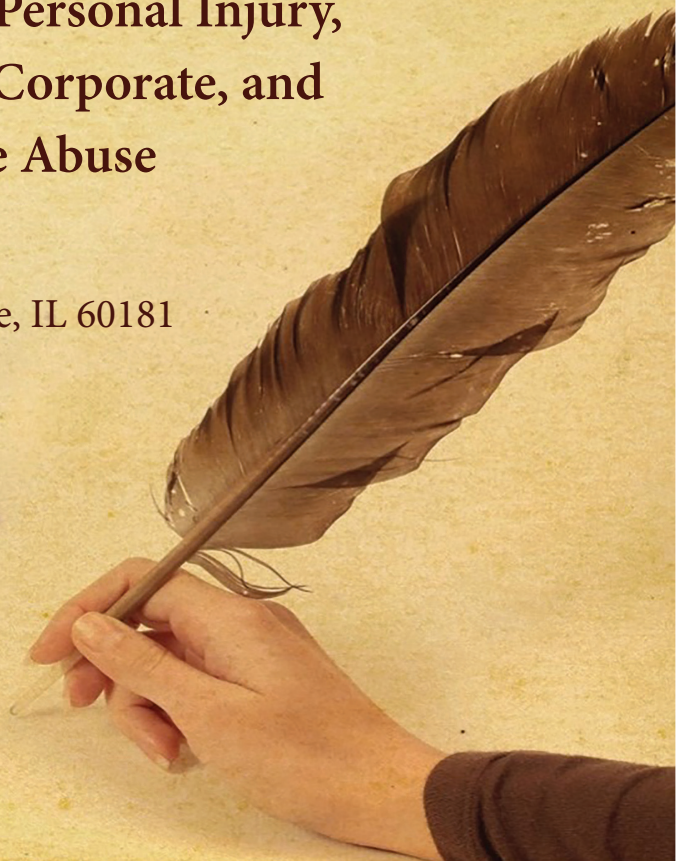
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In-Person or Zoom Signings

Free Parking

Call before May 15th, 2025

Mention MAP for 33% Discount



MEMBER NEWS



Wecom Dispatch Center

Congratulations on 10 years of service! Thank you Jill and Jessica for a decade of dedication to the WESCOM team!!



DuPage County Sheriff's Office

Congratulations to Corporal Terri Albright. She has poured her heart into her two decades on the force, providing community outreach, animal therapy and other initiatives.



Lemont PD

Officer Noe Salinas the 2024 Lemont Officer of the Year!



Lake in the Hills Police

Lake in the Hills Police Department is proud to announce on Thursday, January 9th, 2025, Officer DeStefano has been promoted to Sergeant of Police. Sergeant DeStefano was hired by the Lake in the Hills Police Department on September 10, 2018.



Addison Police

Please help us congratulate Detective Peter Mares on his new assignment as a General Detective in the Investigations Section of the Police Department. Detective Mares started at the Addison Police Department in 2016. He has a Bachelor's Degree in Law Enforcement and Justice Administration, with a minor in Homeland Security.



South Barrington

South Barrington police Officer David Duhamel received a Lifesaving Award from the village and Mayor Paula McCombie on Monday. Courtesy of South Barrington Police Department.



Western Springs Police

Warming up with some hot cider at the train station on this Small Business Saturday, a celebration of local and unique commerce.



Addison Police

The Addison Police Department would like to congratulate Detective Gregg Garofalo for being named Addison's Detective of the Year. For over 13 years, Detective Garofalo has worked in the Investigations Section of the Police Department and has been instrumental in the successful outcome of many of the major incidents that have occurred within the Village.

MEMBER NEWS

Holiday G



St Charles Police

St. Charles Officers joined the incredible staff of Meijer with our 15th annual, "Shop With a Cop". Twelve local children were accompanied by ten different Officers!

Lake in the Hills

Lake in the Hills Police Department helped benefit McHenry County Police Charities this past season. Around the holidays, police departments really step up to help local initiatives.



Genoa Police Department

Thank you again to everyone who came out in the cold, ordered from Main Street Bar and Grill, donated raffle baskets, bought raffle tickets, made donations and thank you to the staff and owners of Main Street. Because of you, a lot of children will be a lot happier on Christmas morning.

Generosity



Wheeling Police Department

Officers helped local kids select gifts for their families. Shop With a Cop is always a beloved event in the community.



Mundelein Police Department

Heroes and Helpers at Target. Heroes and Helpers is a combined effort between first responders, a nonprofits and Target to help children shop for the holidays in under-resourced areas.



Lockport Police

Lockport Police checking their list twice while they help local children shop for Christmas presents.



MAP MEMBER MILESTONES

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

WELCOMING NEW MEMBERS

■ 23 JUDICIAL CIRCUIT/CRT SERVICES KENDALL CO

Mariah Watson

■ ADDISON CONSOLIDATED DISPATCH CENTER

John Waterman

■ ALGONQUIN

Kara Burroughs
Dylan Ingebrigtsen
Derrick Moore
Rehman Qureshi
Antonio Richardson

■ ALSIP

Dominic Paparelli

■ ARLINGTON HTS

Daniel Halter
Zack Hicks
Joseph Tonkovic

■ BARTLETT

Antonio Carulli
Logan Fleury
LeAnne Serafin

■ BENSENVILLE PD

Christian Ponce Del Angel

■ BLUE ISLAND

Daniel O'Brien
Bruno Ortiz
Raul Robles
Eliseo Sanchez Perez

■ BOLINGBROOK

Kevin Luna
John Zutant

■ BOLINGBROOK PROF EMP

Khalen Hopkins

■ CAROL STREAM SGTS

Darren Boshart

■ CENCOM E 9-1-1 DISP CENTER

Stacey Antosz
Kristel Spleha

■ COOK CO TELECOM SUPVS

Kiersten Kendall

■ CREST HILL

Thomas Burns
Kaden Lewis

■ CRYSTAL LAKE

Robert Cormier

■ DEKALB CO

Hayden Anderson
Riley Wittenberg-Maymi
Hakeem Fleming
Rachel McNabb
Shannon Prete
Lynn Voller
Mark Wille

■ DES PLAINES

George Camp
Kai Ding
Gonsalo Garcia
Jose Morales

■ DUPAGE CO

Brian Berger
Jeffrey Helfer
Connor Mantooth
Alejandro Rosales
Nicholas Sanzeri
Michael Williams

■ EAST DUNDEE

Jordan Labelle
Lilliana Wills

■ ELGIN COMMUNITY COLLEGE

Thomas Clancy
Andrew Sanavaitis

■ ELK GROVE VLG

Luke Connors
Nicholas Desanto

■ GLENVIEW

Edwin Castillo
Hunter Lubbat

■ GLENWOOD

Michael Bonsonto
Lamont Smith

■ HANOVER PARK

Enrique Bravo
Frances Palczynski

■ HANOVER PARK CIVILIANS

Stefanny Escareno
Jose Morales

■ HARVEY PATROL

James Edward
Fard Muhammad

■ HOFFMAN ESTATES

Joshua Herran
Alexander Ochoa

■ HOMEWOOD

Luna Acosta
Seth Bell
Anthony Burton
Daniel Morrison
Kenneth Norbut

■ INDIAN HEAD PARK

Branden Bishoff

■ ISTHA

Dewayne Bland

■ JUSTICE

Fernando Valenzuela

■ KANE CO

Joseph Caballero
Connor Riley

■ LAKE CO CORRECTIONS SERGEANTS

Obadiah Weiss

■ LAKE CO SERGEANTS

John Hird
Leonard Young

■ LAKE IN THE HILLS

Patryk Molo

■ LAKEMOOR

Jason Saikin

IN CASE OF EMERGENCY

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

■ LASALLE PATROL

Jesus Puente

■ LEMONT

Patrick O'Kane

■ LISLERyan Prylinski
Anthony Salamone**■ LISLE PUBLIC WORKS**Jacob Hazek
Phelan Lewis**■ LOCKPORT**Jason Sanfilippo
Jacob Van Byssum**■ MATTESON**

Clayton Cahoe

■ MAYWOOD PATROL

Terrance Brown

■ METRA

Kevin Spatz

■ MT PROSPECTMichael Cima
Ruben Perez**■ NAPERVILLE CIVILIANS**

Megan Mockaitis

■ NAPERVILLE SERGEANTS

William Stahulak

■ NILESJoshua Guerrero
Marcos Hernandez
Dever Kelly
Victor Martinez**■ NORRIDGE**Terrell Gage
David Laska
Vincenzo Leopardi**■ NORTH CHICAGO SGTS**

Michael Mueller

■ NORTHFIELD

Thomas Hanus

■ NORTHLAKEErik Cohn
Billy Johnson
Alexandra Nava
Sean Palm**■ OAK FOREST**

Eion Coughlin

■ OAK LAWNAlan Garcia
John O'Connor**■ OAK LAWN DETENTION OFFICERS**

Jacob Turner

■ OAKBROOK TERRACE

Kevin Wozek

■ OLYMPIA FIELDS CIVILIANS

Keturah Taylor

■ ORLAND PARK

Sebastian Dziewulski

■ OSWEGOChristian Ambrosio
Natasha Konarth**■ PARK CITY**

Richard Meehan

■ PARK FOREST PTRL & SGTS

Ryan Abu-Romman

■ PARK RIDGE PATROLMichael Grot
Albert Jones
Jakub Opiola
Brandon Raschillo**■ PLAINFIELD**

Cali Budde

■ ROUND LAKE

Johan Tellez

■ SANDWICH PUBLIC WORKS

Samuel Wolfe

■ SCHAUMBURGJackson Fisher
Tlatoani Paramo
Arona Sow
Christopher Walberg**■ SEECOM**Amanda Coffman
Thomas Mrozek**■ SENECA**

Mohammed Salman

■ SOUTH BARRINGTON

Carter Crokin

■ SOUTHCOM DISPATCH

Marco Castillo

■ ST CHARLESBatican Altan
Jacob Carollo
Christopher Morales**■ THORNTON PATROL**

Justin Pratt

■ TINLEY PARKJayshon Jackson
Robert Potoczek
Patrick Rafferty
Jacob Vinci**■ TRICOM CENTRAL DISP**

Riley Kaufmann

■ UNIV OF IL

Oscar Jimenez

■ UNIV OF IL SECURITY

Samuel Rosado

■ WESCOM DISPATCH

Anastasia Cash

■ WESTCHESTER Ryan

McCarthy

■ WESTCHESTER CIVILIANS

Brandon Worthly

■ WHEATONPaul Denovo
Stephen Herrmann
Elftheria Lolis
Charles Schutt
Grace Turney**■ WHEELING CIVILIANS**

Yasmine Delgado

■ WILL CO COURT SRVC SECURITYAnthony Acevedo
Traci Bachelder
John Daley
Javier Lomeli
John Mejeski
Scott Owens
Philie Steik
Issac Thomas
Anthony Trocia
Richard Volanti**■ WILL CO MGMT**

Martin Sovich

■ WILLOW SPRINGS

Justin Haubenreiser

■ WINNETKAPablo Kinderman
Martin Nieto Avila
Alan Quinones**■ WOODRIDGE**

Taylor Styrzula

■ WOODRIDGE CIVILIANS

Marissa Hansen



MAP MEMBER MILESTONES

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

CELEBRATING PROMOTIONS

■ BOLINGBROOK SGTS/LTS

James Albright
Aaron Gieser

■ DES PLAINES SGTS

Jimmy Armstrong
Thomas Doig

■ DUPAGE CO

James Buckardt
Sean Siddiqui

■ LAKE FOREST

Michael Hughes

■ LEMONT SGTS

John Lauricella

■ MATTESON

Daniel Vanoskey

■ MCHENRY CO COLLEGE

Kenneth Ellinger

■ MOKENA SERGEANTS

Thomas Donnan

■ MORRIS

Curtis Kneller

■ MOKENA SERGEANTS

Robert Williford

■ ROLLING MEADOWS

Anthony Peluso

■ ROMEOVILLE

Gabriel Kirstein
Daniel Zakula, Jr.

■ ROUND LAKE SUPVS

Erik Landsverk

■ SCHAUMBURG COA

Marco Alvarado
Michelle Defer
Elmer Guzman
Jose Lopez
Caleb Sturghill

■ SOUTH BARRINGTON

Michael Ornelas

■ ST CHARLES SGTS

Jose Jacobo

■ ISTHA CALLTAKERS

Michelle Lobue

■ TINLEY PARK SERGEANTS

Kent Borden
Michael Harmon Jr.
Frederick Mondt

■ WARRENVILLE SERGEANTS

Stephen Highland

■ WESTERN SPRINGS SERGEANTS

Taylor Ficke
Chase Naber

■ WILL CO MANAGEMENT

David Welsh

■ WINFIELD SGTS

Daniel Kindle

■ WOOD DALE

Adrian Rygula

HONORING RETIRED MEMBERS

■ BRIDGEVIEW

Mark Bruss

■ CRYSTAL LAKE

Thomas Jacobi
Kimberley Shipbaugh

■ DES PLAINES SGTS

Robert Fitzpatrick
Matthew Jones
William Rochotte

■ DUPAGE CO

Daniel Bata

■ MATTESON SERGEANTS

Robert Wilson

■ MORaine VALLEY COLLEGE

Edward Mangan

■ MT PROSPECT

Michael Brady

■ NORTHLAKE

Michael Brletich

■ OAK LAWN DETENTIO

Mark Hanson

■ ORLAND PARK SUPERVISORS

Brian West

■ ROLLING MEADOWS

Scott McCormack

■ ROMEOVILLE

Alexander Escobedo

■ ST CHARLES SERGEANTS

Daniel Kuttner

■ WHEATON

Rommy Klamers

■ WINFIELD

Charles Pennington



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.

PROFILE

Lisle Public Works Department

By Chris Walker

As the Metropolitan Alliance of Police (MAP) continues to meet the challenging labor needs of law enforcement officers, its expertise is being sought by others in public works and other city and county departments, including the Lisle Public Works department.

"We represent the Lisle Police Department and some people from Lisle Public Works heard people say how good of a job MAP was doing for its members," said John Holiday, MAP's vice president of its board of directors. "Some of these civilian employees at the police department could see the quality of work we were doing and wondered if we could do something for them."

MAP's arrival on the scene has been an absolute godsend for the Lisle Public Works department and its 13 employees.

"It has been incredible," said Sal Pusateri, chapter representative for the Lisle Public Works department. "The union we were with before never took anything to arbitration and gave us lip service that they'd take care of it next time. We were assigned a business agent who would simply tell us what to do. The members here now are more in charge in how they dictate things and how things go."

The Lisle Public Works Department maintains village-owned streets, sidewalks, bridges, parkway trees, storm water systems, sanitary sewers, a cemetery, the water supply and more. The department also directs programs, including, but not limited to, a branch pickup program.

The timing of the transition to MAP could not have come at a much better time as Pusateri recognized that things were nearing a breaking point because some members of public works department decided not to pay dues, because of the perceived lack of representation from the previous union.

"They were going to drop us because of Janus (rights, which protect government employees' First Amendment rights and disable unions from forcing such employees to join and pay dues)," Pusateri said. "Luckily, I came across John Ward (MAP Board Member). Actually, two years before that I tried to switch our group but it didn't happen, but two years later I contacted him and that's how we became a part of MAP."

It's been a fantastic relationship.

"It's been a night and day difference," Pusateri said. "They help me out tremendously and the people who back me up are huge too. It's awesome. I just feel really supported so overall it's been a great experience."

Employees within the Lisle Public Works department truly have a voice today.



"Our members are more involved than they've ever been," Pusateri said. "Let's say if you were missed on overtime, you can file a grievance. Before you'd have to do it through somebody else who was more involved in how the union works so you were relying on someone else to do you bidding."

That's no longer the case with MAP involved, and Pusateri and the Lisle Public Works department are not just content, but truly impressed with Map's outstanding member benefits, care and support.

Even the Strongest People Need Support Sometimes



There is help. If you notice signs of distress in yourself or a fellow officer, connect with one of the following confidential hotlines available 24/7:

TEXT or CHAT
Crisis Text Line
Text BLUE to 741741
Visit 988lifeline.org/chat

PHONE
Suicide & Crisis Lifeline
Call 988
Veterans: Press 1

Learn more about suicide warning signs at afsp.org/signs.
Connect with the AFSP Illinois chapter at afsp.org/illinois.



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Partner David Figlioli is one of the very few attorneys in the state of Illinois who has handled and continues to handle personal injury, workers' compensation, and disability cases, as well as PEDA and PSEBA claims in one office.



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