

The RAPSheet

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Climbing that ladder

By: Joseph Andalina

Before we won the right to bargain collectively in the mid-80s, public sector pay and benefits were below that of the private sector. I want to emphasize—significantly below—in benefits, medical insurance, sick time and retirement—all were way under par.

Fast forward to the time of the current self-imposed screw-ups of municipal management and all of a sudden these so called leaders want government workers to now mimic the private sector, which just happens to be in a downward economic spiral. I've read enough propaganda coming from these officials and seen enough "crocodile tears" to know when I am being conned. You should, too, so stay suspicious. That's how government leaders want us to be now—like the private sector when it comes to pay, benefits,

and pensions. We hear how greedy we are with our "Cadillac plans" while the regular folks are driving Hudsons, apparently.

So now as our raises and wages have gone up over the last 25 years and now are above "some" in the private area, these hypocrites want to beat our salaries down to below what the civilians make. No longer do they want just parity pay. They want us below market.

Over the years, unions like MAP of course, have been very successful in bringing police pay in metropolitan areas out of the dark ages. We have gone to the light and finally obtained equitable pay and benefits commensurate with the job we do and the risks we encounter.

We have improved working conditions substantially and have provided a means to redress

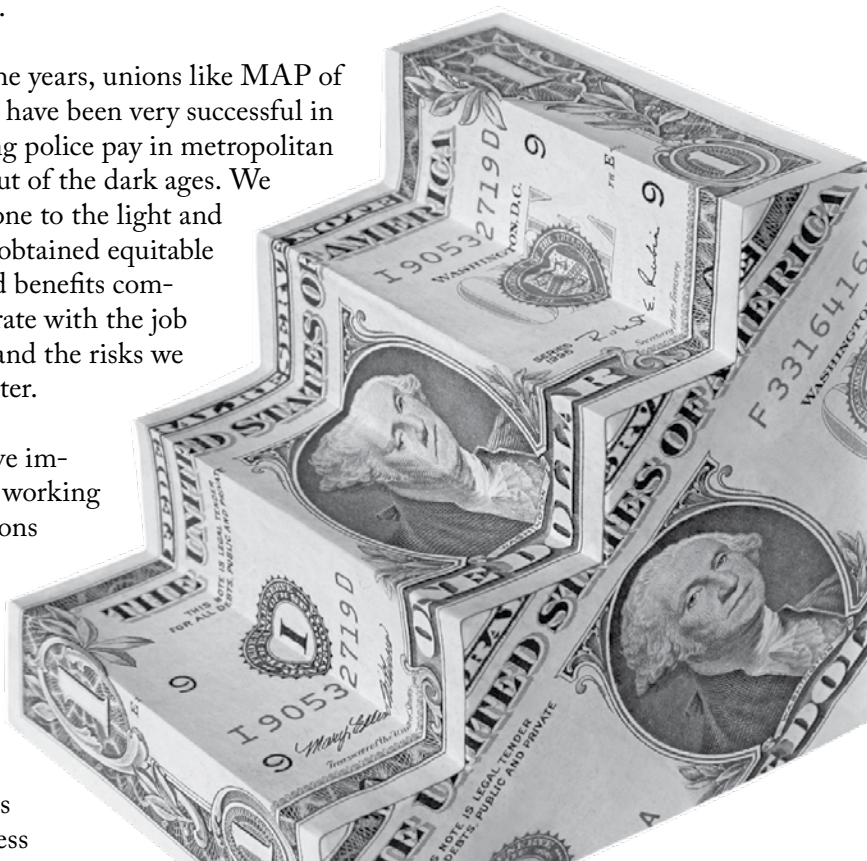
our grievances via viable contracts that spell out procedure and policies that allow us to be treated fairly by our employers.

We have bought into the paradigm that cops need legal defense and that these programs have saved many jobs and instilled the idea of equitable justice for punishments rather than

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Chaplain's Column

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By: Thomas Ross

Summer is counting down along with those vacation days and pool time with strong dashes of the sun. September is here, school is open and our families are off and running to cover the sports and academic activities. The economy is running about the same—very SLOW and we all are feeling the effects.

I was thinking how much I watch the price of gasoline and tend to top off when I see a good price I guess expecting it will be higher tomorrow. It's a new learned behavior based on the current state of life. I thought about that same analogy of topping off and filling up our lives with some old advice in these tough times.

A fellow Deacon, Tom DiCanio of New Jersey, wrote recently about "Practice for Life" In part, he wrote about the numerous practices and preparation we all perform in the sports arena and how vital that is to accomplishing to be the best we can be in our sports lives. But how about LIFE? How do we practice and prepare for everyday life? He talks about how FAITH should be a strong part of our "Practice of Life" How we "TOP OFF" our life lessons in the practice and preparation for life does influence how we live and teach our children.

Some practical advice he suggests:

- Remember, we are visitors on earth and our stay is short and our departure is unknown.
- Speak quietly, kindly and without pushing opinions or advice. God gave us two ears and one mouth to use in proportion.
- Take small account of might, wealth and fame for they soon pass and are forgotten.
- Treasure SILENCE, when you find

it, use it for quiet reflection.

- Life is cause and effect: sooner of latter we face the consequences. We are shaped by the choices we make. Commitments are more important than self-interest.



So, take time to "TOP OFF" with some time with your Faith at your place of worship. It will prove to be a good investment towards the practice and performance in life.

This is now nine years since 9/11/2001 and we continue to remember those who gave their lives in service to others that horrible day. 7:47am is the exact time this event unfolded. If your agency does not do any memorial for this event, you could remember yourself by pausing at that time for a short moment of reflection for those who ended their duty in service to us all.

Here in the Chicago area, we mourn the loss of three Chicago Police officers killed in 2010. We remember Off. Michael R. Bailey, Off. Thor Odin Soderberg, and Off. Thomas E. Wortham IV. Killed in the violence of Chicago, killed only because they proudly wore the badge of Law Enforcement. May they Rest In Peace.

Think SAFE and Be SAFE

Peace
Chaplain Tom Ross, Sr

Chief's Follies

By: Joseph Andalina

#1. Holding you hostage.

One of the tenants of the ILRB that protects some union bashing by the employers is that they pretty much prohibit forced captive audiences. You know, where you are ordered to go to a meeting held by a chief, mayor, or other boss where they can make you sit before them as they spew out bull doo-doo about unions. Like what can happen to you, or how sad they are that you are not cooperating with their desires.

When this occurs, it usually is during a union drive to get an agency organized or when they are trying to get you to go their way during a contract squabble. The first one has been eliminated by the relatively new card check rules, which allows majority petitions for all new organizing efforts in agencies where a union does not exist. This avoids the delays, captive audiences and the propaganda a new affiliate was forced to suffer through.

So in a new chapter, you can join a union if 51 percent or over of the employees sign cards to join a union (MAP). That has effectively eliminated this "held hostage" scenario for new unions being organized and has streamlined the 90 days or longer it had usually taken to get organized to about 30-40 days. (If you call 30-40 days streamlined!)

But it can be a problem during negotiations when cops say no to a proposal but the employer says "wah, wah, wah" be-

cause you said no. Their reaction? Well, mandatory meetings, that's what.

So in late spring of 2010, due to the union's and the chapter's refusal to accept wage cuts after threats of layoffs the mayor of Elk Grove Village, Craig Johnson, ordered a mandatory meeting to discuss the contract impasse. He decreed that the meeting is a duty assignment and anyone not attending will be subject to discipline. The mayor also informed the "hostages" that the meeting is not an open forum or a negotiation. It appears that the mayor wanted an imprisoned audience and no union representative was wanted or allowed.

Obviously dealing with a big ego here. Guys like this can only abuse their power by "ordering" a mandatory meeting because they obviously know that the officers, if asked to show up and listen to his baloney, would probably choose to stay home and watch the ladies of *The View*. Less drama.

So the coppers all sauntered into a meeting to listen to the diatribe of another big-headed politician. The meeting (of which I was not present but explained to me by an attendee) lasted about 20 minutes. The big baby's mood and tone of voice was described as angry and condescending. Hard to believe that a mayor can be condescending. Anyone ever experience that before? Do you know any mayors like that? Roger (of Bolingbrook), was that you in Elk Grove?

Well, Mr. Wah-Wah claimed that the village's proposal was not properly conveyed by the negotiating team to the



membership. Always hogwash, but what else can they say when they force you to these things and you are "hand-cuffed" to your chair? They were sooo in violation of ILRB rules.

He reported that his threat of layoffs was not a bluff and exclaimed "I don't bluff." Sort of like William Hurt in that movie *The Elephant Man* when he declared "I am a human being." How scary Mr. Mayor must be! Are you sure that wasn't you, Roger, masquerading as the Mayor of Elk Grove?

He was displeased with the police union. (Gee, that hurts our feelings!) And he was frustrated and stated he is "pissed-off" that his offer was not yet voted upon, even though he did not answer the union's proposal either. Is there some hypocrisy here?

He then went on to give a lecture as the cops in attendance tied yellow ribbons to their seats and doorways, indicating solidarity to each other. He explained that the cops should all live their lives and reminded everyone what a nice world they live in and how nice they all have it. Maybe he is a Stuart Smalley/Al Franken kind of dude!

No word if he used President Obama's mantra of "Hope and Change" and that they should all pitch in and help the

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Officer involved shootings/critical incident guidelines

by: Keith George, Vice president

Several of our MAP chapters have requested MAP publish guidelines for officer involved shootings or critical incidents they may be involved in; incidents where our members will be put in a position where they will be required to give statements surrounding the facts and circumstances of their involvement in a critical incident. The officers will have to live with these statements forever, through criminal proceedings and potentially civil proceedings. These officers may only have one opportunity to memorialize these critical facts. MAP members are fortunate to have MAP legal defense for full dues paying members, which provides them with experienced legal counsel to guide them through the difficult task of providing a factual, concise rendering of the events. The following are guidelines that have been reviewed and approved by MAP.

However, we realize that each incident, department, and circumstances present their own challenges, so these are guidelines which should help our members prepare in the event they are put in this position. The one circumstance where MAP cannot help you is if you or one of your fellow officers doesn't remember to call for assistance. Remember, call MAP. We have a 24-7 emergency number. Find it, keep it, **use it!** (630) 905-0663

[Have a personal attorney in place like MAP's legal defense](#)

"You want the means of defending yourself established before a defense is ever required. The time to learn life-saving skills is not when your life is at risk," and by the same token the time to learn what to do after a shooting is

not when smoke from your gun is still hanging in the air."

You need to find the right attorney **now** to work with you when you need him. "Unless you have been through a shooting aftermath, you are wholly unprepared for the experience. Get an attorney who knows something about officer-involved shootings. If he doesn't know, do what you can to educate him and urge him to attend some courses to learn.

"He has to be willing to come out to a shooting scene at 3 or 4 o'clock in the morning when you call him." Once the shooting stops, "he should be watching and counseling you on every aspect of what you do."

[Study your agency's policies.](#)

Part of your responsibility is to know, understand and follow your department's policies on deadly force and related matters. "If the policy says don't fire warning shots, then don't. "Unfortunately, many officers don't study policy except after a shooting."

If there's a policy you disagree with or that's ill-conceived, work to get it changed before you feel you have to violate it. For example, "a department may say you can't shoot at or from a moving vehicle. So if you are under attack are you supposed to just stand there and let an offender shoot you just because he happens to be in a car? Of course not!" But it would be better if you could get the policy rewritten to allow for exigent circumstances.

[Maintain training records.](#)

Inadequate records of your training or

no records at all "will hurt you badly. Maintain your own file of training records apart from whatever your agency keeps, as backup.

You need solid documentation that you have trained and retrained in firearms skills, that you understand tactics and that you have been instructed in "the judgment aspect of shooting—not how, but when. If you have trained to shoot against a piece of paper, with no stress involved, then you have been prepared only to shoot the next piece of paper you encounter."

Keep records, too, of force-related training you pursue on your own, outside of what your department mandates or pays for.

Limit your comments at the shooting scene. The involved officer needs to provide information on only four essential subjects before leaving a shooting scene:

- known injuries that require immediate intervention;
- the location of the offender(s). If they're not dead or visible, they may still be in the area, constituting a potential threat;
- any evidence that needs to be identified and protected from loss, contamination or destruction. Guns or other weapons especially will need to be guarded;
- the identification of witnesses who should be isolated and questioned.

An officer should not be asked at the scene what happened. "There may be media people around trying to record what you say, witnesses nearby who will overhear." You may blurt out, "I don't know" when you're still a bit dazed at

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Chief's Follies

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“waitress” down the street.

He did say that the public is “pissed off at government employees.” Typical—blame the cops and the members for the fudge-ups of people like him who are the so-called leaders of the free world.

And then he used more bad, bad language when he said it’s “beyond my comprehension how you guys can throw three guys (threatened to be laid off if the union did not accept their proposal) under the f***ing bus” even though he, Mr. Nice Guy, is certainly willing to throw these same three guys under the bus if he did not get his way. Also, he said “overtime is a gift” and the cops should “live within their means.” I didn’t think it could get more alarming after he said he was “pissed off.” I guess he is trying to use all of the real bad words he has learned as a mayor.

He went on more about layoffs and that he was proud of the fire department and public works, but was disappointed with the police union. Heard that before, haven’t we?

There was much more, but I am starting to “tear up” right now and if I go on, who knows what depth of depression I may hit? But in closing, he reminded the cops that layoffs could now reach “3, 5, 7, 10—whatever it may be.” I guess he forgot the 4, 6, 8, 9, and possibly can only count up to 10!

He bid them adieu by telling them “it is your last chance” and that he wants to be proud of them. Not by sticking with your group, or your beliefs, but only if you follow his road. Being proud of

them only applies to giving in after he threatens to trash their fellow officers by laying them off. The deep thinker (or is it stinker) then walked out, I think to the tune of Roger Smith singing King of the Road, “I’m a man of means, by no means.”

Well, under these threats, the chapter did take some concessions, not wanting to see 3, 5, 7, 10, or whatever cops laid off. The cops are pissed off, however, and requested the ULP MAP filed to get the ILRB to sanction future behavior of this magnitude. We’ll keep you posted and want only to illustrate that this method of “winning friends and influencing people” does not work. We hope the ILRB will agree.

But one thinks that he, like most mayors, do not really care as long as they get their way.

#2 Thank you for your service. Now get the hell out!

Contributed by Rick Tracy

Imagine, you put in your time as a police officer, corrections officer, telecommunicator, CSO or any other public service employee and now you can retire. Your employer thanks you for all your dedication over the years, sometimes they even throw you a party and give you a key to the city! Almost always, you are asked to come back and visit, “let us know how you are doing—don’t be a stranger!”

The “come back and visit” request apparently does not apply in Mount

Prospect. Several retired officers were shocked recently when they had the occasion to visit the police station. They were informed they could not enter until an on-duty officer arrived to escort them around! Two of the retirees were actually at the facility for police department business. One was there for a pension hearing, the other was participating in a peer jury program she developed before retiring.

Rumor has it the escort policy was instituted by the chief after a girlfriend of an employee was found wandering around the station after a few too many libations. So rather than dealing with the individual officer, all non-village employees must now be escorted while in the station.

In my 28 years of working for the department, I never saw an intoxicated retired officer wandering around the station. Nope, there never seemed to be a problem. Usually the retired guys would come in and ask “how you doing kid?” tell a few war stories and move on. They all seemed to remember their way around the station, none of them ever asked me for directions or said they were lost. Never did they seem to need an ESCORT.

When I have the occasion to visit (usually when delivering the Rap Sheet) I like the attention given me. I wait until they find an available officer, listen to their apologies for treating me like I’m under arrest then I get to walk around with my escort. Since retiring, I do not carry a weapon, so it’s nice to have an armed officer with me; you never know when a gunfight might break out.

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Legislative News: Pension reform is all the rage

By: Joseph Andalina

It's the Fall Veto Session and on top of every politician's major wish list is Pension Reform. The press is full of this "Chicken Little—the sky is falling" routine. Yeah, I know the economy is bad for many. And I can read that governors and mayors throughout the land are crying over the fact that they have no money. They are not, I believe, being truthful as to why they don't have any money, but they are trying their hardest to have the press get out the word that it's police and fire pensions that are the mainstay of their "we ain't got no money" mantra.

If you only would reform the bad pensions, then we can all breathe a sigh of relief. Make the cops eat dirt is what they are really saying. Reduce their pension amounts, refine the age upward to retire and modify the city's obligation to fund them and, oh yeah, take the concessions or we'll lay you off. As illustrated in my entry about Elk Grove in this issue of Chief's Follies, the mayor was pissed off that if the cops wouldn't take concessions, he would fire 3, 5, 7, or 10 cops. So it was the cops' fault if that happened. Not him and his lackeys in village government, and it's like that all over.

Their tactic is not only to convince the press that this is all okay, but they are now appealing to the cops and other public sector workers themselves. Trying to scare us into thinking pension reform is in our best interests because what if the money runs out? It leaves us with what? Politicians want a new program. Freeze the current plans and make sure that cops' future contributions (and others) go into other new plans that will benefit them. Yeah,

obviously the politicians couldn't screw up twice—could they? So why should we trust them and their new plans? I am retired and you know what? This current plan works just fine. Don't get conned, folks!

I've been reading so many articles and letters to the editors discussing pension reform. Most pro-reform are from our political leaders and some citizens who just don't get it and have bought into the political propaganda that it is all our fault.

One citizen states in his missive that you can solve the problem by taxing pension benefits. Isn't that good, give more of our money to wasteful and vindictive politicians, or, he writes, change the Constitution "now that the chickens have come home to roost." Nice, huh? But that's what some of the public think about you. It's your fault folks, remember? See what I mean about chickens and the sky falling? Now they are coming home to roost, too! What baloney.

Oh, here's a letter that appears to be on our side. "Public employees are easy scapegoats!" The writer says we have to find a scapegoat, so this year it's public employees. We must be overpaid prima donnas. We are just nameless and faceless troublemakers. The writer adds "We didn't cause the pension crisis. We've been paying our fair share and it's the local officials who failed to do their jobs by not funding the pensions for the past 25 years." Somebody buy this guy a beer!

I can barely pick up another letter slamming our pensions without rolling my tired orbs; it's all so mind boggling.

But then I spy the City of Naperville 2010 Legislative Plan brochure and my eyes actually got stuck while rolling upwards. A fancy brochure provided by government to citizens outlining their legislative agenda to the folks who just don't know. The Big 3 plans they are touting? C'mon, guess! You can do it!

1. Municipal Pension Reform, explaining that the burden of pensions is, of course, on the taxpayer.
2. Worker's Comp reform, which also explains the burden of Workers' Comp is, of course, on the taxpayer.
3. Amend the ILRB Act as regards its role in interest arbitration to include the interest and welfare of the public. Because, of course, the burden is probably on the taxpayer here, too. More on this in an upcoming Rap Sheet.

Lots to digest people, but each one will come back to bite the employee, which these three "big ideas" items now benefit. Remember pensions, workers' comp, and the ILRB Act is supposed to benefit you; the employee, the worker. But the enemy is trying their hardest to change that to *their* benefit.

I've just found another article where a group urges towns to place fire and police pension reform on a referendum for November. The Pension Fairness for Illinois Communities Coalition wants to bring fairness to the pension system. Guess who founded this group? You guys are getting better—yes, the Illinois Municipal Mayors League and others of that ilk. Can you say...special interest?

From Addison to St Charles to Naperville to Lake Zurich, they are funding

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Chief's Follies

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Okay, seriously, maybe a problem has developed in Mount Prospect with wandering retirees. There are a lot of us now; some are getting up in their years. However, it's probably just a case of "Thank you for all the time and service you gave the department. Now stay the hell out!"

#3 A chief gets screwed

What is happening in this world when we feel bad for a chief? But we do. Blame it on the mayor in this incident, the president of East Dundee, Illinois.

He recently relieved the chief of his duties on July 20th. Apparently he just decided to can the guy and appoint a lieutenant as acting chief. No explanation given, but the village trustees are not buying it and later voted to re-install Chief Mee to his position.

Trustees, however, think the removal was based on the village's faltering financial situation. The chief makes \$97k plus a year, and the lieutenant makes \$87k, so some think it was a cost cutting measure because there was no just cause. With this kind of thinking, why not let the patrol guys take over and run the place? You could really save lots of money that way!

Some who agreed with the president said you can't keep taxing people, the police department is top heavy, and the president is only trying to trim costs. The mayor and his trustees explained they can have the lieutenant run the department just as well as save \$150,000

(I guess in salary and benefits).

It was reported that the mayor used a state statute to remove Mee, based on any written charge if in the best interests of the village. But the village board can overturn his decision and that is what they did. And no, I haven't seen any charges specifying the chief's removal or why.

At least now the chief may know what it feels like to get punk'd. We grunts get it all the time. But I still think he got hosed and maybe it will all work out for him. Hate to see anybody, including chiefs, lose their jobs to a calculating mayor.

Chief Mee says it was a "surprise" (I'll bet) and he will return with a full commitment. Jolly good, but I hope he is taking notes.

#4 When chiefs attack—or try to

Yep, seriously, the chief in Antioch went on the attack recently. Officials are investigating accusations that he tried to attack a State of Illinois representative a short while back after a heated meeting in the chief's office.

The chief apparently had to be restrained by the...yes, the mayor and a police officer from charging the representative. The meeting stemmed from an earlier confrontation between the rep's son, two of his friends, and the police over whether a permit was needed to go door-to-door for whatever it was they were going door-to-door for. I be-

lieve they were canvassing politically for the rep, which resulted in this meeting.

Obviously something happened to piss off the rep, who then possibly pissed off the chief. Sometimes, guys can get their "balls all tied up" in discussions where you just can't agree. Appears that's the case here.

But I say leave the chief alone. (What? I'm sympathizing with two chief's here? Where's my momma, I need some comfort here!).

He's on unpaid leave. Bring him back. He probably stuck up for his coppers. If he did, we like that here. Need more of that.

You have to stand up for yourself even before politicians. I know some of them can be very demanding. Well, who knows what the real reasons are, but either way, guys, shake hands, peace and love, and if not, take it outside!

#5 Winkie-dinkie-doo

According to newspaper reports, an alderman in St Charles was recently arrested and charged with "exposing himself" while driving in West Chicago. He was "whacked" with a local disorderly conduct charge and given a September court date.

The mayor of St Charles was aware of this incident, but had no comment. Well, geez, what can you say? One of our own accidentally was allegedly 'milking the lizard' while driving? My apologies to all lizards that could be offended

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Climbing that ladder

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the knee jerk, stick it to the cops that so many of you have had to deal with.

Experience, money, and clout have brought us up from our knees as far as the dishing out of punishment goes. No more are we expected to drop to all fours and bark like a dog and do the butt sniffing routine that was prevalent in some departments in a galaxy far, far away. Now we have Officers' Bill of Rights, Garrity, Weingarten, and a host of other protections that were not available in a different time.

Going back to pay—let me bring you on a ride to the not-so-distant past. Like three or four years ago, when news stories and the media reported how difficult it was to fill cop jobs. Officers were leaving law enforcement in droves for—you guessed it—the private sector, because the pay was better, the benefits more complete, and the grass was most definitely greener.

How often did you see job fairs on college campuses trying to lure young men and women to our noble profession? Sign up for a career in law enforcement, it's not a job, it's an adventure!

Or about how larger departments would raid smaller departments with the visions of more money and more action, and the promise of the great equalizer, "lateral pay." Other departments loved to kidnap cops who were already trained in the fine arts of police work. That lateral entry was all the rage. They did not care one whit that the smaller departments who trained you were out not only the recruit but the training to boot. Ahh, but all is fair in the marketplace.

I find it ironic now that many lateral entrants are the first to go in budget cuts, simply because the pay does not match the seniority. Many of these experienced cops find their jobs have been left on the cutting room floor. Does the municipality care? Not at all. It's all fair in the marketplace. They do what is expedient and the hell with you all.

Yep, just a few earth orbits ago, law enforcement was in the tank as a career because the private sector led the way to the "American Dream" and you got there better and faster than as a copper.

But then the government and corporate America conspired to muck up the economy, either willingly or unwittingly and it all went south—really fast. The unethical banking and mortgage institutions helped along by some corrupt government honchos brought us all out of the Promised Land and back to the desert.

The spending practices of local state and federal governments, and the transparency of, or lack thereof I should say, exposed that they were woefully short on keeping their promises to fund budgets, capital programs, and of course, pensions. You can throw negotiated contracts into this mix, too.

So the political propaganda commenced. Teachers got it first, using the poor example of high ranking superintendents with exorbitant salaries, perks, and double dipping of pension payouts led the way to stigmatize all teachers, leading to "pension reform" for them. And now the die has been cast and next on the municipal hit list will be police and fire.

Cops are taking the heat now as employers and neighboring municipal managers attempt to portray cops in a greedy light.

Threatening layoffs if concessions are not taken, they are also pushing pension reform where it is not needed in the hopes of eliminating the promises they made to split the funding of our moderate pensions. Forcing pension reform down our collective throats will help them avoid their debt and commitment to those funds as they strive to change our way of life to ensure their own political futures.

If we, as law officers, were not so important to the safety of the voters, we, too, would be getting beat up as bad as the teachers. When Little Johnny can't read, it's one thing. When Little Johnny's mom's BMW is stolen, their home burglarized, and Play Station ripped off, it's another. Physical assault you may add will really cause serious concerns among the populace, also.

Raise classroom size by eliminating teachers or cut the patrol officers, opening up the door to crime—what's worse? It's a whole other thing to preempt safety, or the perception of it. If it was easy, you would see more police job cuts, but mayors know the voters have to feel safe. The only place dead people can vote is in some precincts in Chicago! So it's a slow process to take away cops' benefits, but it will come as the spin sets in and people get tired of more taxes. Politicians know they can beat down an apathetic public by waiting them out. You see it all the time as they plan capital improvements that will piss off their constituents. But drag it out for a few years and natural apathy and

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Member News and Local Elections

Bensenville

Nathan Holman
Brandon Reynolds

Channahon

John Blough

Crest Hill

Timothy Kaplar

DeKalb Co

Ryan Harper

Gilberts

Eric Meador

Hawthorn

Woods

Regan Cruz

Hickory Hills

Geoffrey Buerger

ISTHA

Jill Flamburis
Christopher Ucho

LaSalle County

Tracy Clausel
Bryan Denault
Joseph Myers
Angela Reynolds

McHenry Co Court Clerks

Sarah Baker
Marsha White

Metra

Thomas Hermes

Montgomery

Charles Brack

Northbrook Sgts

John Ustick

Oak Lawn

Christopher Fontaine
Ryan McLernon

SEECOM

Peter Schultz

Warrenville

Amanda Golab

Will Co Mgmt

Steven Formenti
Joel Swanson

Winfield

Joseph Gaske

Woodridge

Heide Leininger
Michael Piotrowski

Promoted

Crete

Robert Hill

CSU

Sharon Robinson
Charles Steward

DeKalb Co

James Burgh
Ryan Pettengell

Matteson Sgts

Jeremy Sims

Montgomery

Armando Sanders

Oak Lawn

Martin McGrath

Schaumburg

Shawn Green

Tinley Park

William Devine

Darren Persha

West Dundee

Andy Wieteska

Winnetka

Brian O'Connell

Retired

Bolingbrook

Richard Berg
Daniel Toomey

Bolingbrook Civilians

Annie Reynolds

Bolingbrook Command

Keith George

DeKalb Co

Keith Haag
Todd Merritt

DuPage Co

Mark Gliessmann

McCook Lts

Eric Rusch

Mt Prospect

Barbara Felten

Prospect Heights

Dave Williams

Schaumburg

Kenneth Chroback
Michael Serio
Stephen Watts

Westchester Sgts

Kevin Keag

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

Crete

Bill Klomes *President*

Mike Buzan *Vice president*

Nick Garcia *Secretary*

Al Taylor *Alternate*

Round Lake Park

Kevin MaGee *President*

Joseph Sergreti *Vice president*

J Scott Neis *Secretary*

Audra Bonaroti *Treasurer*

Quote:

“It’s a round world. What goes around, comes around.”

-Tip O'Neill

(And this whole pension problem might do just that as it comes back to bite the politicians and press who are pushing it.)

Contract Corner

Joseph Mazzone

New Lenox Sergeants

Contract term 5-1-10 through 4-30-14
Maintain status quo on all issues, cut number of steps from seven to five.
Raises: 2%, 2.5%, 2.5%

Retiree Health Insurance : For any employee who retires after 5-1-13 the Village will pay 65% of health insurance premiums for single or family (whichever insurance was in effect at the time of retirement) for a period of 8 years after retirement. All employees who retire between May 1, 2010 and April 30, 2013 the Village will pay 65% of health insurance premium for a period of 5 years for the employee and/or family, whichever insurance was in effect at the time of retirement.

Waukegan Sergeants

3% on 5-1-10, 1% on 11-1-10, 3.25% on 5-1-11, 1% on 11-1-11. \$900 longevity at 20 years to be added to base pay.

Implemented 12 hour shifts, personal Days in 12 hour increments, shift picks by rank/seniority.

Audio/Visual Systems will not be the sole basis for taking disciplinary action against an employee. Clear and detailed layoff/recall language. Clear and detailed destruction of disciplinary files

Lock-in 10% contribution for health insurance for the duration of agreement. Lock-in level of benefits for the duration of the agreement.

New Health Insurance Buy-Out language. Additional uniform allowance for specialty groups. Maintain work-out facility

Sergeants agree to 48 hours of furlough time vs. 96 and 144 hours of furlough time taken by other City employees. In return for the 48 hours of furlough sergeants are allowed to carry over 48 additional hours of vacation as an offset.

Steve Calcaterra

DCSI-Deputy Chiefs Cook County.

A first contract for Cook County DOC Deputy Chiefs has resulted in settlement wages from \$46,076 - \$61,848 to \$50,692 - \$74,737. Retroactive back to June 1, 2008. Raises were significant. Other improvements made, as well as “me, too” language on some issues.

Western Springs Sgts

First contract after many years spent on getting them recognized. City fought and lost at the ILRB and in the appellate court. Arbitrator's award gives sergeants an equity adjustment and establishes a four-step wage scale (12-month intervals) leading to \$78,682 - \$84,219 per year wage. Now at wage re-opener for April 1, 2011.

Keith Karlson

ILDOC/CMS State of Illinois Investigators

Four-year contract, retro pay. Approximately 16.5% wage increase over length of CBA. Also won flex-time status and retained healthy benefits without increases. Won arbitration of discipline, paid union time, and other significant improvements.

Ronald Cicinelli

Romeoville

The contract remained status quo, except for the Random Drug Testing language. The Chief now must assign numbers to the Chapter members before “randomly” choosing them.

Holidays: 13 holidays; 3 personal days
Vacation Time: 5 years or less, 6.66 hours/month; 6-10 years, 10.00 hours/month; 11-15 years, 13.33 hours/month; 16 or more years 16.66 hours/month.

Wages 2%, 2009, \$52,305 - \$93,452.
2010, \$53,351 - \$95,321;
2011, 54,418 - 97,227

Health Insurance: HMO Single and Family, 0% of the monthly premium. PPO Single and Family, 12% of the monthly premium

Sick Time: Earn 8 hours/month but if have 15 years of service earn 12 hours/month and if have 20 year of service earn 16 hours/month. Accumulation is unlimited; only max of 275 hours may be used for retirement benefits

Genoa

Genoa signed a two year Modification Agreement. Pay freeze for 2010-2011 and 2011 and 2012 in exchange for:

Allow to cash up to 80 hours of vacation time per year to those police officers with a minimum of 120 hours

Allow to roll over vacation time for the duration of the contract

Wilmington

Wilmington is in the process of signing a year extension of the current contract. There was a 2%

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Climbing that ladder

Continued from page 8

attrition wills out over all complaints. Cut a cop here, a cop there, and hopefully the public won't notice.

But not in Hanover Park, Illinois. Last year they had some town problems with gangs, murder, and lots of fear. Buzz words that make all politicians soil themselves. A little KFG in your town (killings, fear, and gangs) will go a long way to keep the local pols from spreading disinformation about the police or threatening layoffs.

As a matter of fact, as the police in Hanover Park have successfully eased the KFG problems, the fine leader of that 'burb is promising more police hires! Halleluiah, someone finally gets it. But for how long? When crime comes along, providing a little KFG, politicians all have their "Come to Jesus" moment and they leave the police alone.

But along with the realization that you do need cops, comes the fact that you have to pay them as well. It's a tough, tough job and needs to be compensated equitably. You can get young cops to sign on at a lower rate, but after a few years of being kicked in the teeth by the citizens, the press, and the bosses, along with the wounds is the fact that the grayer you get, the slower you become. Taking away the enticement of a pension at a younger age is going to be catastrophic if you force older cops, who all know that the politicians are seemingly ungrateful and dismissive to your problems, to stay five to 10 years later to max out on the pension is going to come back to bite you and them. It's too late to start another career when you're bucking

60, so you will see very little of the older guys leaving. You can't lay off the younger guys; they all run faster. So you're going to have to pay them better to make it equitable for them to leave before they get to old to aim that taser.

So this pension reform for cops could be a big mistake. But politicians don't care because it's years down the road and they will be dead, retired themselves, or in jail in all the new Federal prisons that will be built to house the stream of corrupt political leaders in the future.

Equitable pay comes with the territory, folks. Trying to say now that we have "Lexus" wages and benefits is just bush league. To keep the best people, a monetary financial package is the key—just like in the private sector. To keep harping on how the public sector is surpassing the private section is really dumb. For the most part, the private sector is still where the real gravy can be found. Otherwise, everybody would want to be a cop and we all know that's just not true. Midnights on Christmas? Not for many people, I'm sure.

In some metropolitan policing areas, cops can make a good buck and benefits, but it's not as pervasive as the mayors want the public to believe. Small town cops make much less than small town farmers and businessmen, and probably always will.

For those of you that do make a decent dollar, remember that is all part of the American Dream. Remember that dream? To have a home, a decent car, some disposable cash to take the kids

to see Toy Story 3 and have milk on the table. Isn't that what we all believe we are striving for? Don't feel guilty. These politicians that spew out this pabulum are worse than the vultures that some of them act like. But they always make sure they get their own, don't they? Look at the recent revelations of the Bellwood public service official and his \$500,000 annual salary. Google it—makes you sick. Big public trough he was feeding on.

We are all—every one of us—trying to climb that ladder of success and now that those of us in policing have made some headway after a long and bloody fight, you don't give up a foothold or your handhold on that ladder. Fight to stay there.

The politicians you see with the greased palms are sliding backwards and they do not want to give up their free feeding at that public trough. So they blame cops for their own inept financial expenditures and try to make us look greedy and bs the citizens that we are all fat cats living the "vida loca" better than those in the private sector. What bull. And if by chance some are, how long do you think that is going to last when the economy revs up its mighty engine? The purveyors just want to knock y'all down so when that time comes, you are in the hole again, slipping down that ladder and you have to be beholden to the fox in the hen house.

So don't feel guilty about what we fought for—our gains in wages, health insurance, vacations, overtime and pensions. You are working for it, are you not? It's okay to live as good as

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Critical incident guidelines

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the scene, then later when you give a detailed statement your veracity could be questioned.

“The officer should be removed from the scene as soon as possible. Don’t put him in the back of a squad car; that’s where offenders go. Don’t take away his firearm on the street and make him feel like he did something wrong.” That necessary chore should be done with tact, in private.

Request an immediate hospital check

As an involved officer, you should be taken from the shooting scene directly to a medical facility, “even if you have no observable injuries and are free of pain.” “Absence of pain is not a good indicator of your condition. You could be injured seriously and not feel any pain because of the stress you’re under.”

Many officers already are hypertensive even before a shooting. Afterward, “your blood pressure is going to be through the roof.” He has known shooting survivors whose pressure measured 180/110 as long as 90 minutes after the encounter, despite their being athletically fit. “If your blood pressure isn’t checked and brought down, you could possibly suffer a stroke. You need to be protected from melting down internally.”

Sleep before giving a statement

“Don’t give a statement to investigators on the same day as the shooting.

In effect, “your body is under the influence of naturally occurring drugs, including adrenalin. Your heart rate is elevated. Your system needs a period of time to slow back down. You wouldn’t be allowed to take a criminal’s confession if he was under the influence of drugs. Why should you be put at risk by having to give a statement under comparable circumstances?”

Officers, after a shooting, have been told to write a statement after having been awake for 36 straight hours. That’s not only inhumane but counterproductive for everyone involved.

“You need to be able to reconstruct your memory” after the physical and psychological shock of a shooting. Studies have shown that at least “one sleep cycle is necessary” to reestab-

lish your memory. After sleeping, “you’ll recall much better” what really happened.

Involve your attorney in preparing your statement.

“Don’t take that job on by yourself. You’re not trained or prepared to do it”—and the stakes can be incredibly high. Your statement will be the core issue in demonstrating that what you did was legal.”

Your attorney can help you construct a framework for your statement, and with his assistance, you should write down what you are going to say.

You want to draft a “time line” of the shooting day, beginning with what you did and how you were feeling before you went to work (this may be used later to illuminate your frame of mind) through what you did after the confrontation (noting that you administered first aid to the downed offender, for example). It’s a step-by-step process, “like peeling away an onion.”

Your attorney can help you address areas in which you are likely to have mistaken impressions. For example, “You won’t be able to remember time or distance properly. You will always be wrong.” It’s common for a surviving officer to believe that a shooting lasted about three seconds. Yet with the average officer able to fire one round in a quarter-second, the typical encounter is generally over much quicker. “When it comes to statements, small discrepancies can have a big impact.”

By the time you finish working with your attorney, “you should know everything you are going to say, in chronological order, before you give your official statement.”

Above guidelines presented by Chief Jeff Chudwin of the Olympia Fields, IL PD during a keynote address at the recent annual training conference of the Assn. of SWAT Personnel.

Legislative News

Continued from page 6

this coalition to screw you. But Naperville city manager Doug Krieger, in pitching the ballot question in his town says, “We certainly are not picking on our police officers or fire fighters. What we are picking on is the one area of our budget where we have seen the most significant increase.”

Isn't that all nice. I've read the mayor of Naperville (who is a retired cop) also supports pension reform. Now! He's got his pension, but sees fit to talk about reform and how necessary it all is. Now! No word on whether he would give some of his pension back to aid the ailing fund and take some of the burden off his taxpayers or the city.

I believe the mayor of Addison is a retired school teacher, who also receives a pension but supports reform. Now! Think he would give back part of his pension to “help little Johnny read?”

Well, how about some examples of wasteful spending that just may put a burden on taxpayers? Bellwood's executive compensation to one man last year was \$472,255. Yes, that's correct—one man. They are currently “probing” the matter, according to news reports. Sort of like Nancy Pelosi “draining the swamp.” Or how about three executives in Highland Park getting over \$700,000 in bonuses and one making \$435k a year? Or how about our fine governor of Illinois, giving 11.4 percent pay raises to 35 members of his staff? Seems to me that legislative reform is needed everywhere else but our pensions!

You want to find other high paid mucky-mucks in village/city payrolls or superintendents in school districts? It isn't hard - look around. My fingers are tired from clicking all those computer buttons. But after you do, you will see why government is so screwed up. They

have to “probe” someone's salary to see why they are paying one executive almost half a million a year? Are we all stupid in their eyes? Well, yeah, I guess we are. Or in Bolingbrook where a municipal golf course, enjoyed by the political elite, bleeds red ink, forcing employee cuts and inducing terrible morale, and you wonder who is at fault? Pensions? Lord help me.

Hardly the only cause. But we are going to take it on the chin, people. The only hope is you and your magic pens, faxes, e-mails, and cell phones. If you sit idly by, the fat cats will still be fat and your pension won't. Stay informed.

ps. Don't forget, this isn't just about cops. All public sector employees, civilians, and secretaries under the IMRF are due to be stewed and screwed, too.

pps We'll get some legislative updates on our web site or in the next issue as the Fall Veto Session evolves.

Chief's Follies

Continued from page 7

by this statement.

While the alderman vehemently denies he was stretching out the “long-legged pony” he remarked that he may have been “adjusting himself” while driving, and that is what the truck driver witnessed who filed the complaint.

Yeah, I can see that; it could be an “incidental contact” and not a big deal. Major league ballplayers “adjust” themselves all the time and it's usually on national TV! Adjustments are necessary. But usually you have to keep the

big boy under wraps when the “adjustments” are made.

Well, I wasn't there (thank God!) so I don't know if this was a simple adjustment “driving while fully clothed,” or if the “main man” was looking for some sun. Either way, it is not something that elected officials should be doing, if in fact he was—doing it! It's demeaning to the ranks, sad, and could be unsanitary, too! At any rate, the news reports give much more information, so look it up if you dare.

The alderman apparently has indicated that he is considering stepping aside from his elected position, which was to expire in 2013. You think? Is this a rhetorical form of thinking? Since there is a witness to the Winkie-Dinkie-Doo show, then maybe that's the best thing to do. As Bill O'Reilly might say—“Don't be a ninnyhammer!” Resign!

Editor's note: Whew - this was a tough issue. How to pick and choose over all of the morose, nefarious, churlish, pawky, and vainglorious leaders of our own little free world! See you next time in the Land of the Lost

Contract Corner

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wage increase for the year and health insurance was to remain unchanged, although the City was trying to change the monthly premiums and deductibles.

Momence

Momence has a first time contract. The contract highlights are:

Holidays: 7 holidays, 2 personal days; holiday pay = 2.5 times their rate of pay/hour. Vacation Time: After 1 year = 5 days; 2-5 years = 10 days; 6-10 years = 15 days; 11-15 years = 20 days; 16+ years = 25 days.

Wages: 1st year - wage freeze
2nd year - 4% (1st 2% to be received

05/01/11 and 2nd 2% to be received 11/01/11)

Health Insurance: to remain the same, although City wanted to change; MAP filed ULP to stop the change

Comp Time: in lieu of overtime pay (max 76 hours/year), paid comp time at end of each year. Sick time: max of 480 hours

Lemont Sergeants

Holidays: 10 holidays; 2.5 times their rate of pay/hour for working holiday

Vacation Time: Less than 5 years = 84 hours; 5th anniversary year = 126

hours; 10th anniversary = 168 hours; 15th anniversary = 210 hours; 20th anniversary = 252 hours

Wages 2%, 3%, 4%
2009-2010, start \$74,603 - \$82,622;
2010-2011, start \$76,841 - \$90,910;
2011-2012, start \$80,684 - \$95,455

Health Insurance: to remain the same. Comp Time: accrued to maximum of 180 hours; over and above 180 hours will appear as wages. Sick Leave Buy Back Program; max of 2080 hours can be earned

Climbing that ladder

Continued from page 11

your top government officials do in your towns, county, or state. Really, it is.

Stick with your union and continue to help us at MAP grow members. The private sector has been weakened in the labor market, and I truly feel that part of this rough stuff we are getting now by employers is just what happens when there is collusion to stifle the growing workforce in the public sector field that is unionized. In reality, they are look-

ing to kill the unions everywhere.

Don't forget that while labor is not a panacea to resolve everything, it has done a pretty good job so far for you. Don't forget the difficulties we in labor have faced since the mid-80's to get you where you are now. It was tough, very tough. We have you a level playing field with management now. An opportunity to have some money put away for your kid's college, a redress for your grievances, arbitration, and an ability

to bargain for a share of the profit with "your owners."

We need, every one of us, to protect all of our gains. They were a bitch to obtain and many of us have been in the trenches a long time and can remember the hand-to-hand combat it took to get this far.

Trust me—you do not want to let go of that ladder. Stay safe.

Bits n Pieces

Thoughts and Prayers

To Officer **Steven Huck**, from Lake Forest MAP Chapter #171 and his family on the loss of his father. Donations in his honor as a long-time VFW member and leader, can be made to the Wounded Warrior Fund.

To the family of **Cassie Freund**, a member of our McHenry County Court Clerks Chapter #515, on her recent passing.

To the family of **Danny Lee**, a recently retired DeKalb County deputy, who passed away suddenly.

Dues Structure Changes

There will be some new dues structures and protocols. Your MAP Board member liaison will be contacting each individual chapter to explain these changes in the near future.

Bolingbrook Chapter News

Dale Szymanski, from Bolingbrook Chapter #3, won his weight class in the Bench Press in the World Championship in Florida. He won with a left of 672 pounds and set a **NEW WORLD RECORD!** He beat the previous record by 68 pounds.

Commander Keith George has recently retired from the Bolingbrook Police Department after 32 years. Congratulations on a great career and surviving the Lion's Den. He has also been a part-time board member of MAP since 1985 and will come aboard MAP to assist our members now in a full-time capacity. Welcome aboard!

See the website for other legal defense chapters not listed here.

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MAP News

New Chapters on the MAP

Peru Telecommunicators
Kane County Telecommunicators

Recent MAP Elections

Woodridge Civilians—won majority petition; 21 new members

Round Lake Park—won majority petition with approximately 10 members

Barrington Hills—won majority petition after dismissal of village's arbitrary motions with about 18 members.

Signed Contracts:

Burr Ridge Sergeants
Cook County DOC/DCSI Deputy Chiefs
New Lenox Sergeants
Romeoville
South Barrington
Waukegan Sergeants
Western Springs Sergeants
ILDOC/CMS Investigators

and others...

Collective Bargaining Chapters

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