



The RAPSheet

Winter 2010 • Quarterly Publication

Metropolitan Alliance of Police News, Views and Events

A somber Christmas message: Keep yourself safe

By Joseph Andalina

Police officers all over the map are getting hurt, and part of it is due to a lack of control as it relates to the use of force on suspects. We need to protect ourselves, not only at this merry time of the year, but all the time. And we can only do this by taking control and being ready to use force, when necessary—even if it is Christmas time.

How do you determine what type of force, if any, is appropriate to establish control regardless of the season? That really is the big question, isn't it—how to establish control? When and how do you establish and maintain this seemingly intangible objective? How



do you de-escalate a threat, or stop an attack? Control is obviously the key, but alas, it is easier said than done. So many of our members are under intense scrutiny because in an effort to take control, force was needed to protect themselves or others, and sometimes we are thrown under the bus by our leaders and vilified in the press.

You can read all about control and use of force at your local cop library if your department has bothered to stack their shelves with one or two volumes on the subject. Many cops, however, don't read them even if they are available. Unfortunately, many of our brothers and sisters only follow up on police procedures when they visit the throne

and grab a gun magazine in between the handicapped bar and the wall.

But you can also check on line and go to a few seminars where you can hear the mantra of many opinionated instructors, vendors, and cops "who have been there" advise you how to determine when normal turns into horrible, and what you should do about it.

I won't give any additional advice to you, because you either get how important this is or you don't, and you should be at least thinking about this. I myself have been in a few precarious incidents in my active cop days and came near to taking a bullet on a couple of occasions. I was lucky, and I

Table of Contents

Chaplain's Corner	2
Chief's Follies	3
Legislative News	4
Golf Outing	6
Member News/Elections	9
Contract Corner	10
Bits n Pieces	14
MAP responds to shooting	15
Cook County Awards	15

Continued on page 8



Chaplain's Column

Metropolitan Alliance of Police

Board of Directors

Joseph Andalina
President

Keith George
Vice President/Treasurer

Richard Tracy
Secretary

Jeffery Ortinau
Legal Advisor

Michael O'Brien
Director

Raymond Violetto
Director

John Holiday
Director

Chief Counsel
Joseph Mazzone
Co-Counsel

Richard Reimer
Steven Calcaterra
Additional Counsel

Ronald Cicinelli
Chris Potthoff

Keith A. Karlson
Jerry Marzullo

Jeffrey Goodloe
Nicholas Caputo

Anthony Polse
Matthew Roeschley

Raymond Garza
Karen Zajicek

MAP Chaplain

Deacon Thomas Ross

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

By: Thomas Ross

To those who have suffered layoffs from their agencies, we offer our prayers and support that these budget issues will come to some sensible conclusion and you will be recalled to duty.

Some of the silly stuff that has recently happened; an agency dispatched 6 of their 21 officers and another signed a new contract and their city laid off 6 officers claiming they could not afford the new contract. When did the ranks of Police Departments become over staffed? These layoffs cause a stress within departments that should not exist. It is stressful enough to face the day to day job without worrying about your job. Talk about a justice issue. The citizens of these cities need to recognize and question the focus of their city officials is not on public safety. Facing that reality, it calls for officers more then ever to exercise more caution in waiting for backup and looking out for each other as you make traffic stops and respond to calls.

Some much for the rants but I wanted you to understand that Chaplains are on your side and hopefully the citizens of towns and cities will come out in your support.

On a different note, the killers of METRA Officer Thomas Cook were recently arrested due to the great work of dedicated policing. MAP was there that night in September 2006. We were there to assist with the immediate needs of the METRA officers so I am sure his partners in METRA and his family have found some peace in their tragic loss as his killing has been resolved.

It's mid November and Thanksgiving and Christmas holidays are coming up. A tough time to be working away from family and friends. Lonely especially at Christmas when just about everything is closed and there you are out on patrol. Time to take stock of the blessing we do have and we certainly do have many. Time to acknowledge and honor our God and spend some time at your place of worship. Not been there lately? It's easy to return, just walk in and join the celebration. Don't like the crowds of Christmas? Start out by going the weeks before.

Make time for family and friends this Christmas season. Make time to celebrate and be close again to your faith.

Wishing you and your families the Joy and Peace of this Christmas time—

Merry Christmas, Happy New Year

Happy Hanukkah

Feliz Navidad y próspero Año Nuevo!

Chaplain Tom Ross, Sr
Sligo8@wowway.com



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

Chief's Follies

By: Joseph Andalina

#1. "It's unwise to tempt certain forces too far" - Stephen King

That's what happening. The politicians all over are tempting certain forces by layoffs in many chapters, locals, and lodges across the area.

Not just restricted to MAP, the Peoria officers, represented by another organization, and the Naperville patrol officers by still another union, are a few examples whose towns have implemented layoffs. MAP has received our share, too, and it's because we will not roll over to the machinations of the political element who are working overtime to crush unions, take away benefits, and abort contracts that they negotiated and ratified. It is a heavy-handed way of dealing with dedicated, professional police officers.

It is nationwide, too! In Newark, New Jersey, a judge dismissed a lawsuit by Newark public safety unions, who sought to block the layoffs of hundreds of workers, including cops. I could go on and show other examples, but it is painful to read. MAP itself has filed and went to hearings on layoff grievances in two chapters. In both cases, the arbitrator's ruled basically that we can't tell the cities how to spend their money. That if they seek to layoff, they can. Arbitrators can tell them to pay a higher wage, but cannot stop layoffs. So you can get a pay raise but lose some jobs.

In Naperville, at press time, their local lodge picketed the municipal hall. MAP has plans in the works to picket also, if the chapters in question decide to do so.

In Naperville, three councilmen (one is the current mayor) told the Herald News (DuPage) that the police can stage as many informational pickets as they'd like, but they stand by the recently approved contracts and the subsequent layoffs (of six cops). (This statement was made before the picketing. Now there is just confusion.) The city council, after the informational picket, tabled additional votes on the layoffs, but still ordered them for November 22nd. So it appears that once again, our employers are being disingenuous.

Not a whole lot of sympathy there, especially when the current mayor is a retired Naperville police officer. Has he forgotten the face of his father, as Mr. King writes in his novels? Did he forget where he came from? You make the call.

And do you think layoffs are reserved only for unionized towns with labor reps? Think again. Aurora city fathers (and I use that term loosely) have told their local only police group that they take either \$2 million in salary and benefits cuts, or accept 20-25 layoffs. Always good to throw out a high number of layoffs. Purely designed to scare the work force.

Here at MAP we have recently experienced layoffs in Prospect Heights and in Lake in the Hills. All after, as in Naperville with their union, we won a



grievance or a contract.

So that's how it is. Municipal leaders just pick up their toys and go home. They fight you in arbitration—lose, or accept and negotiate an award—and then cry foul.

But so far, no concessions were obtained and that really pisses them off. They thought they had you by the short hairs, to be sure. They are vindictive people. They throw you under the bus for not giving up back pay, and then blame the unions or the cops for the layoffs.

You are ungrateful, you're not pitching in. What do they want, "War Bonds" or "Rosie the Riveter?" But it is they who are deceitful. It is they that went against their word. It is they who stalled payments of pension funds, filed and fought acrimonious battles in court, wasting taxpayers' money on frivolous lawsuits, a bell tower, a golf course, unionization, and many, many other pork barrel projects that they never mention. No, it's on cops' backs now. And they have turned the public against you. They should be ashamed of their behavior. But they want to win so they just don't care.

If you give up what you have, you will never get it back. That's what they want so they prey on your emotions, not caring one whit about the people they axe! After all, coppers, you can stop the bloodletting - just give up your pay! Give us the money! And we are supposed to trust them?

Continued on page 5

Legislative News

by: Joseph Andalina

Federal Midterms

As I wrote on my web site opinion piece, have you had enough of the midterm elections? I'm sure you have; I have as well.

Difficult to watch the craziness, punditry, repetitive and redundant analysis holding your TV set hostage for months.

There are yellow ribbons attached to our two televisions and they are now just getting freed so I can watch a hockey game in peace. Or is that an oxymoron? Hockey and peace?

Or I can watch Adam Richman eat that five-pound burrito or chalupe in Puerto Rico without listening to some a*hole spouting off on interpretations of the Bible, who has their women submit to them, Sarah's momma grizzlies, the never-ending tirades of Sean or Rush, and the equally obsequious, sycophantic, and obnoxious morons such as Keith, Rachel, or Chris on MSNBC.

None of them are phlegmatic, but all were very capable of producing phlegm in this old war horse. Also, somewhere along the line, we ended up with tea parties, border fences, don't ask, don't tell, a mosque controversy, lying about military service, and a witch who was just like you!

So it's over, but the beat will still go on. The barbs and disdain for one another continues while the pundits try to outmaneuver one another for the 2012 elections.

Meanwhile, the President and the Senate stay blue but the House is now a deep red. A House divided. I like it! Might be no cap and trade with increased taxes. Some of Obama-care may get repealed and the Bush tax cuts might stay, ending class warfare for now, allowing all of us to keep more of our hard earned money. Labor initiatives will sadly go bye-bye and other programs, popular with the left and the neo-conservatives will fall to the wayside.

We can live with this as leaders must somewhere realize that leadership is just not simply legislation.

I have had enough of earmarks, pork barrels, and other anatomical references in government. Gridlock might turn into Goldilocks—you know, it's just right! Or is it left? No, by gosh, it is center!

Local Level

Here the Democratic machine rages on. While Republicans won seats in some very interesting elections and narrowed the gap, Blue is the color of the House, the Senate, and the Governor's mansion.

While I may not always hold any particular party loyalty, I do like to see politicians fight among themselves. I'm hoping the Democrats, however, will continue to be kind to labor and the public sector worker in particular.

While you can bet your house that your income tax bill will be going in the up direction, maybe, just maybe the Dems will stop the stigmatism of our police

officers and other government workers from the myth propagated by the right, the press, and yes, some sadly on the left, that cop pensions are "bloated" creaking deficiencies in government that have caused financial distress to state, county, and local municipalities.

But really, both parties can cause us headaches and I don't mean to pick on one more than the other. Dichotomy is good in politics.

Pensions are the long term promise made by government for our retirement. The long hours, fractured days, years of service, taking all of the crap we have taken in 25-30 years of service was the payback for low wages, and the give, give, give the public sector provides to our communities.

To see this promise broken due to inflated pensions of superintendents in the teaching field, the spiked pensions of chiefs and deputy chiefs in the police and fire services, and other unethical transgressions that are never in one domain are hard to take. But it is us on the bottom of the pay scale who are getting shazamed!

Cap the hell out of the bosses. Those are the examples the press continuously spew out to the unknowing public. But the public does not see them. They just see cops as the culprit. The politicians



Continued on page 12

Chief's Follies

Continued from page 3

So what are the certain forces that are being tempted? Well, crime, folks. You never know where it's going to pop up. And when it does, you will see big changes. Then all of a sudden, they will find the money to pay coppers again.

Examples:

In Hanover Park last year, the politicians say they want to hire more cops after a slew of killings. (Layoffs, to my knowledge however, were never an issue there.)

In Trenton, NJ, the mayor has cancelled layoffs after a man was stabbed to death in front of City Hall. So the mayor is scrapping all layoffs, stating that public safety is more important than the city's gaping budget deficit. He says "Crime is deplorable!" Really? Hard to get elected when you have a citizen murdered on the front steps of your municipality. Or is this strictly to protect their own hides?

So among the 419 city workers dumped earlier, 111 police officers are getting their jobs back. The heck with their \$55 million deficit. As I have said in the past, a little KFG (killings, fear, and gangs) go a long way to preserving cop jobs.

We are there for a reason, you know—to provide a deterrent. To make someone not kill someone in the public domain. Sometimes more cops can help. Sometimes it won't. But it always looks good for the mayor and his view to show police at the ready.

In an Urbana, Illinois University, there is a rash of assaults on men and an

attack on a female in a student dorm. Crime is definitely up, says the chief there. (Another topic for later regarding the extreme silence of our so-call chiefs on layoffs in most departments.)

In recent weeks, cops in Urbana have made 25 arrests involving campus assaults and robberies. The administration is trying to hire more cops but they say it takes time. Remember that, all you political people, it takes time to bring them back after you cut them loose.

I could go on, but maybe they are not listening. But you all know.

Let's keep reminding them that the faces of evil are ever so watchful and if tragedy happens in your town because of the crude attempts to save money in the layoffs of police officers, we will know whom to blame.

#2 This one disgusts me, too...

In Washington, DC, a cop dies in the line of duty when responding to a call for service. The squad involved in the accident was then towed and placed in front of the police academy. The chief, Cathy Lanie, said the academy staff wanted to use the squad as a visual reminder to promote driver safety.

Where do they get these Einsteins? Sorry, Albert, you actually are one of my heroes. I should not have equated you with a chief or the academy. I'm sorry.

This upset many, notwithstanding the parents of the deceased officer. Common sense should tell you brainless leaders that you could have used a car that did not involve the death of an officer and accomplished the same goal of public or officer awareness. To me, this is nothing but disrespect and callousness towards police officers.

The local union president, however, took matters into his own hands and covered the car in black bunting. People have since adorned the spot with flowers and messages.

Typical of our leaders, isn't it, no concern for the fallen officer or his family. At this writing, I believe the car was still there, but covered. Hopefully the leadership there removed the vehicle, but I would not bet on it.

#3. Stupid is as stupid does.

Prospect Heights. MAP won a furlough grievance for our chapter after an arbitrator ruled that the city could not force the officers to take 30 furlough unpaid days a year. We fought the city and won. Contract violation. No can do.

The mayor, city manager, and others in the Bozo's Circus tableau then threatened that if the officers didn't agree to furloughs (which we just won), give up other grievances and ULPs, and agree to possibly more layoffs in the future if we don't have another agreement (read concessions, people) then six officers would immediately lose their jobs.

Continued on page 7

MAP Golf Outing

Another year of sold-out golf as MAP puts on its 15th successful annual outing. Thanks to all the usual suspects: Carol, Sonia, Keith, Becca, Maddy, and Marissa, and all of our other volunteers for a great event! Hope to see you next year. More photos on our web site under News and Events.



Chief's Follies

Continued from page 5

Now, how can any reasonable politician think we would agree to unpaid furloughs and this other garbage after we spent 14 months fighting this and won the case at arbitration? Well, that's an oxymoron when I say "reasonable politicians."

They are either stupid, or acting stupid, or trying to be stupid. But either one, they laid off six cops. They closed their PD last year, and now with six layoffs, cut almost a third of their force. Could be bad for them if some KFG raises their three ugly heads.

So now MAP will sue the city for back pay for the furloughs, continue on with three or four more grievances, some assorted ULPs, and, oh yeah, the contract is up and we will take them to arbitration on that also, if necessary.

If politicians would only meet us and work with us. But it doesn't go like that in their world. In their world, they are the Lords and Ladies, and you are the peons and peasants of the fiefdom.

But we as peasants will not put our pitchforks down. This battle will wage on and probably cost them more money and embarrassment. Hopefully we can storm the castle and get our people out of the dungeon and back to work.

#4. Appears we have another victory at NIU.

Submitted by Rick Tracy

In this year's Spring edition of the Rap Sheet, we wrote about an NIU officer

who was disciplined for insubordination after she was scolded for bringing a bottle of water into a training class where bottled water was allowed. Chief Grady deemed her insubordinate for crossing her arms and rolling her eyes at the sergeant who was publicly scolding her. MAP won that arbitration and hoped Chief Grady might have learned what constitutes a discipline worthy issue.

Our newest MAP victory at NIU involves an officer (MAP member) assigned to a multi-jurisdictional task force under the direction of the State Police. A few years ago our member, while in the task force, was involved in an accidental shooting. All investigations into the incident cleared him of wrongdoing; it was an accident. Even though it was an accident, Chief Grady tried to fire him. MAP defended our member and eventually the University put him back on the job. As part of the reinstatement he signed a "last chance agreement." The agreement stated he would voluntarily resign if he committed any major infractions in the next two years. In September 2008 he returned to work and went back to the task force.

In November 2008 our member attended a Task Force training class. The training class was mandatory and ran slightly long on four of the five days. He submitted a request for two and a half hours of straight pay (not overtime) for the extra time he spent in class.

Apparently sometime earlier in the year, Chief Grady issued a verbal order that there would be no overtime worked without prior approval. This order was

verbal only and never put in writing. On December 3, 2008, our member was written up by a sergeant for violating the chief's overtime order with his two and a half hour pay request.

On May 5, 2009, Chief Grady made the determination that submitting a request for two and a half hours of pay was a major infraction and terminated him based on the last chance agreement. Somehow it took six months for the chief to make this determination. It is hard to figure out what is more absurd, believing the request was a major rule infraction or taking six months to do so.

Ronald Cicinelli is the MAP attorney assigned to the NIU chapter. When our member notified MAP of the situation, Mr. Cicinelli, with MAP's authorization, immediately began the appeal process.

The State University Civil Service Merit Board initially refused to hear the case and he was terminated based on the Last Chance Agreement. MAP appealed the case to the DeKalb County Circuit Court. On June 21, 2010, Judge Kurt Klein ruled in our member's favor, remanded the case back to the University Civil Service Merit Board and ordered they conduct a hearing. While handing down his decision Judge Klein said, if he had the authority, he would reinstate the officer immediately. Finally some common sense was spoken!

On September 20, 2010, the case was heard by Brian Clauss, the hearing officer for the University Civil Service Board. Mr. Clauss determined Chief Grady did not sustain the burden of

Continued on page 11

A Somber Christmas message

Continued from page 1

was able to slug it out. And so are many of my colleagues. But some, as you can read every day, are not. Cop deaths by the hands of evil people happen all too often. I do not need to recap these instances, because they have already captured your attention from a variety of news reports in various locations across the USA. The news snippets, videos and sound bytes are all over the TV, the internet, and in training classes.

You should ask yourself one important question, however, to start off your quest in how to gain the upper hand. Am I in control at all times in the performance of my duties? How about in my vehicle stopped at a light? How about when I'm writing my reports in the dark in my squad at 2am behind Wal-Mart?

Or how about in the coffee shop, getting your early cup of joe or standing in front of your own PD as you are going 10-7? Two recent instances of the above have led to the deaths of five officers.

The bad guys are everywhere and they just don't care anymore. Well, they never did care, but it seems now that getting the drop on you is more commonplace. Used to be besides the "routine" traffic stop, domestics and the obvious felony calls were the times that you had to really be wary.

Now, break time, coffee time, and going home time have joined the club as dangerous times on the clock. Sitting at the restaurant facing the door is now a combat formation.

So as you figure out how to determine the type of force you need to quell

violence by the crazies in our society, let me hit you on the head with this one piece of advice I am qualified to give, just by "being there."

Always, always, absolutely be aware of your surroundings. Sounds easy, doesn't it? But awareness is fleeting. Be alert to your surroundings and who is coming in and out of the door. Gun hand should always be ready to bring out your best friend. There is a reason why cops sit in restaurants facing the door as stated above. But it does you no good if you're checking out the waiter/waitress' assets, and I don't mean their tip jar or other notable attributes.

Or if you and your partner are lost in each others eyes. If that is, you're of different genders. But hey, who knows, whatever floats your boat on this one. Or maybe you're just discussing how you got punk'd on the promotional exam—again, when the evil guys show up. Forget the bad PD karma. Be aware and alert. That's being in control.

Look to see who is pulling up to you at the stop light, too. Don't worry, you are supposed to stare at people regardless of what your chief thinks when he gets the beef that you stared at someone. (No, I am not making this up—it really happened in a lonely village in SW Chicagoland.) Most people will turn away and adjust their radio, unless maybe they have murder on their mind. Yours!

And avoid tight spots where you can't move or are vulnerable—like taking a crap in a restaurant. A simple, everyday necessity. (I've known some cops who have taken this to an art form and have

visited all possible locations to expel their crispy fried chicken in an effort to avoid the PD. Mostly because your sergeant is telling you to stay on the street. Although notice that he may very rarely leave.)

But what better way to take you out? You certainly are not in control when nature calls, whether it's #1 or #2. Sound silly? Maybe, but it's easy to forget when you need to pull out Mr. Smith and Wesson, or your new pal Sig Sauer when the moment heats up and you don't have time to evaluate. What I'm suggesting is that you stay in control in between all those mundane encounters. Do your ahh, hmm, "duty" at the station where you're safe, not at Wendy's.

Walking to your car you have to be in full throttle, too. Because that's when these pieces of puke out there may know you're thinking about anything else but work. You're off, the weekend is here, and that waitress at IHOP said yeah, I'll see you tonight. Visions of sugar plums can turn into purple bunting real quick.

So now it's Christmastime and that's my message this year. Be in control—always. If people don't get it, too bad. If you're a little abrupt and don't feel like smiling, that's okay, too. That's for Crime Prevention and COPS guys to do (even though they are in danger, also, of letting their guard down due to political expediency).

Your #1 priority is to go home to your families tonight and every night. The only way to do this is to know how to react in any encounter and in between

Continued on page 11

Member News and Local Elections

Bartlett

Ryan Sieckman

DeKalb Co

Ryan Kovacs

Grundy County

Patrick Zavala

Hanover Park

Daniel Kosartes

Hawthorn

Woods

Tina Cora

Johnsburg

Kelly Schmitt

Lake in the Hills

CSO

Kathy Kulik

LaSalle Co

Terry Puckett

Brian Underwood

McHenry Co

Clerks

Ana Carbajal

Felicia Larsen

Norridge

Luis Alejandre

North Suburban

Dispatch

Michelle Anichini

Nicole Martin

Courtney Michaels

Northern IL Univ

Maria Ruiz-Santana

Oak Lawn

Finbarr Haran

Mark Hollingsworth

Orland Hills

Mark Wirth Jr

Orland Park

Daniel Alexander

River Valley De- tention

James Gallagher

Schaumburg

John Goodwin

South Barrington

Keith Baker

Sean Dorsey

St Charles

Adam Stander

Tinley Park

Laura Baker

Will Co Mgmt

Nathaniel Freeman

Vincent Gambino

James Holuj

Brad Jerkaitis

Suhad Taylor

Daniel Troike

Winnetka

Robin Powell

Good Luck in the Military

William Berens

Lake in the Hills

Daniel Pikowitz

Oak Lawn

Promoted

Oak Lawn

Tim Hasty

Schaumburg

Command

Shawn Green

Villa Park

Todd Kubish

Wheaton

Thomas Heidank

Robert Miller

Donald Wilson

Winnetka

Brian O'Connell

Retired

Mount Prospect

Robert Riordan

Oak Lawn

Dennis Twomey

Crete

Thomas Ryan

Manhattan

David Monson

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

Harvey Sergeants

John Rizzi *President*

Shane Gordon *Vice president*

James Brooks *Secretary*

University of Illinois

Stan Grice *President*

Chris Gramley *Administrator*

Demetrius Anderson
Administrator

Stephanie Kreigermeier
Secretary

Kiana Love *Sergeant at Arms*

Quote:

“With all of their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men, than any other association of men.”

-Clarence Darrow

1857-1938

I would like to think that MAP and other public sector unions have done the same for law enforcement. -Editor

Contract Corner

Joseph Mazzone **Naperville Sergeants**

Modification to disciplinary records. Incorporated the ability to arbitrate discipline and language that allows for timely updates of disciplinary investigations.

Increase in court time benefit. Codify 12 hour work shift. Increase list of uniforms and equipment to be supplied.

Incorporated “me too” with the patrol contract as regards medical insurance, uniform allowance, wages, experience pay and VEBA, resulting in wage increases of 3.3%, 3% and 3% on a 3 year deal. Increase contribution for medical insurance from 10% to 15%

Bridgeview

Layoffs: expanded to provide that all part time officers will be laid off before any full time officers. All full time officers will be recalled before any part time officers.

The current schedule shall not be altered without notification to the affected officers. Numerous changes to the overtime distribution schedule. Increase for comp time from 80 to 200 hours (100 carried over each year)

Limitations on the use of part time and auxiliary officers for purposes of scheduled work or overtime. Union changes to the indemnity section.

Effective 5-1-11 allows officer to use a sick day as a personal day. Expand funeral leave to include step-child, step-parents or other significant household members. Expand educational incentive to include a course of study which is “beneficial to police duties”.

Modification of grievance procedure allowing for e-mailing of documents. Insurance contributions frozen for 2 years and then to be maintained with public safety officers.

Life insurance increased to not less than \$25,000.

Increase retiree benefits to an amount equal to 50% of the premium paid for retired in-state employees, but not to exceed the actual premium amount for out-of-state retired employees.

Increase uniform allowance from \$500.00 to \$600.00, \$650.00 and \$750.00 over the next 3 years. Additions to uniform quarter-master list. Modifications to pre-planned overtime, posting requirements and notification requirements.

Requiring on special details: one full time officer whenever more than eight auxiliary officers are assigned to an event. Wage increase effective 5-1-10 2%, 5-1-11 2%, 5-1-12 2.5%, 5-1-13 2.5%. Increase incentive pay from flat dollar amount to percentages, also allowing, beginning 5-1-12, for each officer to be eligible for not more than 3 stipends and for not more than 5% incentive pay annually over and above regular pay.

Richard Reimer **Carpentersville Officers and Sergeants**

(Separate contracts) One-year agreement: 2009/2010 2% across the board increase

Lake Forest Officers

Three-year agreement: First year in 2010, 1%. On 5/1/11, 1%. On 11/1/11 1.25%, and 5/1/12, 1.25%, and 11/1/12 is 1.6%

Niles

Arbitration award: Four-year agreement. 5/1/08 retro 3.5%. 5/1/09, retro 3%. On 5/1/10, retro of 3%, and 5/1/11, 3.5%.

Bolingbrook

Three-year award, full retro. 5/1/09, 1.5%; 5/1/10, 1.5%, and 5/1/11, 1.5%. Arbitrated discipline for contract—award pending.

Steven Calcaterra **Minooka**

Arbitration award: three year contract at 3.0 – 2.5 -2.5%, additional step of 4.5% in year 3 for top officers.

Sergeants receive additional adjustment of 4.5% in third year. Ability to arbitrate discipline instead of Fire and Police Commission. Field Training Officer pay added at \$1.00/hr. Compensatory time option (up to 84 hours) added to the contract.

Wheaton Sergeants

One year contract at 2% increase.

Ronald Cicinelli **Wilmington**

Wilmington got an extension agreement until 4/10/11. There was a 2% wage increase for the year, and health insurance was to remain unchanged.

Momence

The contract runs through 4/30/12. Holiday: Seven holidays, two personal days, holiday pay = 2.5 times their rate of pay/hour. Vacation time: After one year = five days, 2-4 years = 10 days, 5-10 years = 15 days, 11-15 years = 20 days, 16+ years= 25 days. Wages: The first year is a wage freeze, The second year, 4% (first 2% to be received 5/1/11 and second 2% to be received 11/1/11. Health insurance to remain the same, although the city wanted to change. MAP filed a ULP to stop the change.

Comp time: In lieu of overtime pay (max 76 hours/year) paid comp time at the end of each year. Sick time: Max of 480 hours.

A somber Christmas message

Continued from page 8

to be in control of your environment. While this is not an *Us versus Them* theme, in reality it is not Us, but Them that is killing Us.

A morbid theme for a happy time of year, but a gentle reminder that you want to stay around for many of these wonderful, bright, and merry holidays, so you too, as I did many moons ago,

can ride your pretty pony into that Magic Forest of retirement when that wonderful day arrives.

Stay safe, healthy, and in control.

Have a Merry Christmas.



Chief's Follies

Continued from page 7

proof for any of the charges levied against the officer. In his ruling, he stated "Chief Grady's verbal order was simply no working overtime without approval and was obviously unwritten and vague." "There was no guidance in the verbal order to an employee like the instant employee who was at mandatory training when it ran unexpectedly long."

"Moreover, if the violation were as serious as maintained by the employer, then it begs the question of why six months elapsed between the alleged violation and the discipline of the petitioner."

"Independent, corroborated testimony from the witnesses, as well as the employees testimony at the hearing, established that the employee did not perform any acts that would indicated the employee was anything less than exemplary in obeying the law and regulations."

Think how much easier and less expensive it would have been for Chief Grady just to pay our member the two and a half hours of pay!

The hearing officer's ruling has to be affirmed by the full University Civil Service Merit Board. NIU has asked to present more verbal arguments to the full board. They just do not want to give up! At press time, the case will be before the full board in late November 2010. We at MAP hopefully expect to have our member reinstated to his job.

#5 The Village of Bolingbrook has been saved!

Costco has opened in Bolingbrook. The Village Fathers (and Mothers) can sleep easier now, as finally the revenue to be obtained from purchases at Costco will soon be filling the village coffers.

It has been foretold that the 10 pound jars of mayonnaise, boxes of extra-ply toilet paper, and tons of shrimp kabobs will offset the flow of money bleeding from the Bolingbrook Club House/ Golf Course.

And if enough giant screen TVs are sold, there will be no more layoffs from the bullies in Bolingbrook.

Until next time – Happy Holidays to one and all.

Editors Note: It's Christmas time. I really wanted to say something nice about chiefs, about peace to all, kindness, and the whole spirit thing. Then I realized that it would all be one-sided. They will continue their nefarious ways. Besides, I would just have to back up all the Folly entries, depriving them all of their few minutes of fame in our column.

Legislative News

Continued from page 4

are too busy formulating consortiums on how to screw with their employees, making policy, wiping off the seat of the mayor and grand standing to keep their hyper-inflated wages and pensions. It's the grunts who actually do the work, who are visible to the public, and who take the heat when the politicians use us as the buffer to take the heat off them.

Yeah, I know, Woe is Us. But I don't expect sympathy, nor do I want it. What I want is fairness. Some level of fair play and a pension that we can all look forward to as someday you ride your pretty pony into the Magic Forest of retirement.

But the noise that those in the Municipal Mayors' League and in other political venues make to convince the public that we are somehow privileged because we receive a pension is an effrontery to rational thought. Well, excuse me—we are talking about politicians. Rational thought. My mistake, people. Another oxymoron when compared to some political hacks.

One has to only look at the "Advisory Public Referenda Question" put on the recent ballot by the City of Naperville and in most Illinois communities to see what I mean.

The question and the explanation by the city appears below. It was taken from the City's publication Bridges and from their web site. It's their city, I guess, is why they and others always only use their words:

Question 3 - Pension Reform

Advisory Public Referenda Question as it will Appear on the Ballot:

Should the Illinois General Assembly and the Governor immediately pass meaningful police and fire pension reform that will reduce the future funding obligation on local taxpayers now that the General Assembly and Governor have reformed the pension systems for all other public employees?

What Does the Question Mean?

This is an advisory referendum, which means it is for

informational purposes only and no law is created if the referendum receives a majority of 'yes' or 'no' votes. Municipal employees are covered by public pension systems that are funded by the employee and the local taxpayer, but are controlled by the State of Illinois. Therefore changes to these pension systems must be made by the Illinois General Assembly and the Governor, not the Naperville City Council.

Over the past decade, police and fire pension systems throughout the State of Illinois have experienced mounting debt and escalating costs. The collapse of the financial markets in 2008 intensified the problem and local taxpayers are responsible for making up the investment losses of these pension funds.

In April 2010, the Governor signed Public Act 96-0889 into law, which approved substantial pension reform for new employees of all state controlled pension systems except local police and fire pension systems. These reforms standardized all of the affected public pension systems by lowering and capping final average salary calculations, reducing annual cost of living adjustments for pensioners, prohibiting 'double-dipping,' increasing normal retirement ages to 67 for most public employees and age 60 for state police, fire, and correctional employees. At this time, no changes have been made to local police and fire pension systems.

Voting 'yes' on this referendum question means that you urge the State of Illinois to pass legislation that will lessen the future financial responsibility of the local taxpayer to pay for police and firefighter pensions. Voting 'no' on this referendum means that you do not want the State of Illinois to pass legislation reducing future police and firefighter pension payments made by the local taxpayer.

Why is the Question on the Ballot?

This question was placed on the ballot by the Naperville City Council after adopting Resolution 10-043.

Continued on page 13

Legislative News

Continued from page 12

So what do you think happened? My research shows that most people agreed with this proposal in their jurisdiction. In fact, 44 communities in Illinois had their advisory referendum on pensions and these communities agreed with their ballot.

Who do you think will get screwed? Well, Governor Quinn, aka Governor Jell-O as noted by Tribune columnist John Kass (who thinks the Gov is good man, just generally weak), wants to borrow 37 billion dollars to pay the state's annual obligation to retiree pension programs. In this instance, I do not feel that this is Jell-O like; rather it's the right thing to do. He's going to raise our taxes eventually to do this, but he believes in collective bargaining, labor, and your pension.

But—yeah, I know, here it comes—Republicans and not all Democrats are on board. So who knows? Maybe he will turn into jello, the doughboy, or the man of steel. I'm sure there is a plan afloat by the Blue-colored Illinois General Assembly. They just ain't talking yet. But they have a plan—they always do. How do you think they won both

the House, the Senate, and the Governor's spot?

Fall Veto Session

This was supposed to be my main topic, but I digressed as usual. It's that special time of year when the Assembly comes back for two months—November and December this year—to address unresolved issues; such as bills that the governor has vetoed in their entirety or in part by using his amendatory veto.

Legislators will reconsider all bills the governor has changed or vetoed and decide whether to agree or not. About 500+ bills passed both houses, so the governor and his children will deal with only a very small number of bills submitted to him that were not signed.

That makes sense because even though the Veto Session calendar is for two months, they will actually only have met on November 16th, 17th, 18th, and 20th, and on December 1st and 2nd. That's the mathematical terms for two months for legislators, I guess. (Press time was before the Veto review, so I was unable to report on what transpired.)

The big thing to be pushed, as you all may predict, is pension reform for police and other governmental units. The Illinois Municipal League is working hard for this to get done in the Veto Session. I think they know that the Dems are not ready to do this, so recent literature by the IML warns municipalities that pension reforms may not happen until next year. Our governor is quoted as saying that he is very reluctant to impose his will of pension reforms on municipalities and law enforcement personnel who work for them.

But there is a caveat, and that caveat is, "unless there is an agreed bill to which both sides consent that is up for a vote." I do not think that there is, but we'll find out soon.

So keep those letters and cards going to your legislators, telling them not to massacre your pensions.

See more stuff on the web in my opinion pieces on pensions and other facts.

All content in the RAP Sheet or on the web site cannot be reproduced on any form without written permission from MAP. Call and we'll give it to you, as long as the source is given.

Bits n Pieces

A correction

In my last *Rap Sheet*, a constant reader, Mike in Hoffman Estates, found an error in reporting in one of my Follies. He correctly pointed out that I confused William Hurt the actor as the lead in the cinematic triumph *The Elephant Man*. He chides me that it was actually John Hurt in that role and not William

Damn—he's right. How could I make such a faux pas? Of course, William Hurt, he of the 80' flick with the ensemble cast, *The Big Chill* (actually one of my least favorites), *Body Heat*, a masterpiece where he is double-crossed by the she-devil herself, Kathleen Turner. And in my favorite role in *The History of Violence*. I especially liked the part where he, as Ritchie, confronts his brother Joey (the wonderful Viggo Mortensen of *Hildago* and *Fellowship* movies.) They meet at the doorway of Hurt's home, and Ritchie, surprised while fumbling for his keys, says "Joey" when he sees his brother. Joey answers "Ritchie" and puts a bullet in Ritchie's forehead. Ah, good stuff.

John Hurt—a great British thespian of many entertaining dramas and some colloquial dialogue as in *Hellboy*. And who could forget the scene where Mr. Hurt endures the monster of *Alien* as it eats his way through his stomach? But my favorite is as S.R. Haddon, the secretive, powerful, and eccentric owner of Haddon Enterprises where he builds a space transport to carry Dr Arroway (Jodie Foster) through a wormhole and asks her, "Wanna take a ride?" A fine Sci-fi film and a better book by the late Carl Sagan.

Thanks, Mike, from one movie buff to another. I appreciated your comments—they took my mind off of layoffs!

Conservation encounter

This from my friend Jed of the Illinois State Department of Conservation. After stopping a suspect for possessing an illegally poached deer, the offender offered up the excuse that he was just hungry. Jed responded by telling him that he was hungry, too, but he was going to Subway. A classic!

Medal of Honor winner

For the first time since the Vietnam War, a living soldier has been awarded America's highest honor. The recipient, Army Staff Sergeant Salvatore Giunta, received it for heroism on the field of battle in Afghanistan.

He is a quiet, humble man who is still serving his country. We all salute Sergeant Giunta. He is a great American (and a nice Italian boy!).

Check out our web site

Lots of good stuff, opinion pieces, arbitration awards, pictures, case summaries. All this and more for you to enjoy.

Majority Petition Win

MAP won the majority petition for our newest chapter, the Carol Stream Sergeants, MAP Chapter.#537.

Happy Holidays

And from our staff, Board, attorneys, and all the little elves who work at MAP all through the year to help you though a very difficult job. Have a fun-filled Holiday, and a safe and Happy New Year.



MAP responds to officer involved shooting

On November 2, 2010, MAP was advised of an officer involved shooting in Homewood. MAP notified our general counsel, Joseph Mazzone, who immediately responded.

He met the two officers involved in the shooting at St James Hospital. The officers had responded to an armed robbery of a bank by two offenders, possibly involving hostages. The officers pursued the two suspects, who fled on foot carrying bags of money along with an automatic weapon, a revolver, and a machine gun (which was dumped during the pursuit). No hostages were found to be involved.

The armed subjects were heading into a heavily populated area containing a school and various businesses. One officer

during the pursuit discharged his weapon, wounding one of the bank robbers. After the offender fell, the other decided to surrender. The weapons were confiscated and the robbers were taken into custody.

While the investigation is pending, Mr. Mazzone feels the incident to be an example of a “good shoot” as the two officers confronted dangerous subjects who were carrying deadly weapons and brought a conclusion to the incident that prevented injury or death to civilians and law officers.

Another great job by Joe Mazzone, defending our members when it’s needed most—when you shoot someone!

Cook County Law Enforcement Awards

The following MAP members received awards at the Cook County Sheriff’s Law Enforcement Awards Ceremony, which took place on November 9, 2010.

Award of Merit for Outstanding Service and Professionalism

Officer Christopher Solesky	Bartlett
Officer David Formanski	McCook
Detective Mark Recker	Mount Prospect
Officer Gerald Vetter	Oak Lawn
Deputy Chief Michael Blaha	Orland Hills
Officer Wayne Lee	Orland Park
Officer Chris Losurdo	Orland Park
Officer Ross Chibe	Palos Park
Sergeant Darren Persha	Tinley Park
Officer Jason Stoiner	Tinley Park
Officer Bradley Park	Tinley Park
Sergeant Mark Barrista	Western Springs

Award of Valor for Heroism and Bravery

Officer Burton Montalbano	Tinley Park
Officer Kenneth Hill	Tinley Park

Collective Bargaining Chapters

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