

OFFICIAL MAGAZINE OF THE METROPOLITAN ALLIANCE OF POLICE



the

2025 VOLUME 2

RAPSHEET

Witness Officers in Critical Incidents





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(first responder call-takers)

■ CIST (Critical Incident Support Team):

1-866-535-1078

PRESIDENT'S POST

KEITH R. GEORGE



Over the past couple of months, I have spoken with several members. Those members have expressed concern regarding the Union's proactive approach with respect to the workings of police departments and local politics within their communities.

Let me assure you: the Metropolitan Alliance of Police ("MAP") does not impose its ideology on local chapter operations. Instead, we are committed to empowering you to manage your chapter in the way that best serves your members. This includes important matters such as: filing union grievances, negotiating wages and benefits, and conducting votes of no confidence against police chiefs or village managers.

Nevertheless, MAP will lend its unwavering support in your efforts. MAP supports its members' getting more involved in issues within your department and local government—especially when those events directly impact your compensation, benefits, overall working conditions, and job security. Put another way, MAP will always assist its members when they engage in the fundamental right of union advocacy.

One of the key benefits of working with MAP representatives and labor attorneys is that we bring the experience and knowledge to help guide you toward the outcomes you are seeking. Over the years, I have attended many union meetings. The issues you may think are unique to your department are often shared across many other chapters. That being said, what works in one place may not work effectively in another. As such,

we offer bespoke union and legal representation.

Your MAP representatives have likely observed a particular approach succeed elsewhere, but after reviewing the specific circumstances of your chapter, they will tailor their recommendations to fit your reality. Ultimately, you, the individual chapter, decide the manner and means by which to achieve your goal. MAP is committed to standing behind you and executing your approved strategy.

Some chapters have been successful in organizing and executing votes of no confidence against leadership. Others have played a significant role in electing new political leaders in their communities. Some may not have achieved the desired result; yet, but they have made it resoundingly clear—local officials cannot ignore the voice of our members and the impact and influence you wield with the citizens you protect.

In closing, MAP knows that you, the members of each local chapter, know your community better than anyone else. We also understand, at the end of the day, it is you who put on the uniform and go to work every day in that community. The decision to act, and how to act, will always be yours. MAP will support whatever direction your membership chooses.

We've got your six—always.
Be safe.

IN CASE OF EMERGENCY

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



Why the Metropolitan Provides Legal Representation to Witness Officers in Critical Incidents

Mark McQueary, MAP Director of Legal and Legislative Affairs

In the aftermath of critical incidents—such as officer-involved shootings, pursuits resulting in injury or death, or in-custody fatalities—law enforcement officers often face intense scrutiny. While much attention is focused on the officer(s) directly involved in these incidents, witness officers should be ever cognizant of their potential legal accountability (e.g., duty to intervene and a duty to render aid). Recognizing the gravity and complexity of these situations, the Metropolitan Alliance of Police (“MAP”) always provides legal representation to witness officers. MAP is dedicated to ensuring witness officer’s rights are protected and their involvement is treated with the necessary care and professionalism.

Protecting Officers’ Rights

Witness officers, although not the subjects of an investigation, are still subjected to formal questioning by internal affairs divisions and an independent review by prosecutors. In many cases, these officers are asked to recount details of rapidly evolving, high-stress events. Without proper legal counsel, there is a significant risk that statements may be misconstrued, taken out of context, or used inappropriately. It is imperative to consider using your MAP legal counsel to ensure witness officers understand their rights and do not inadvertently place themselves in unnecessary jeopardy.

Navigating Complex Procedures

Critical incident protocols often involve multiple agencies and overlapping jurisdictional authorities. Attorneys familiar with departmental policies, collective bargaining rights, and applicable state and federal laws provide essential guidance. MAP’s legal counsel help witness officers navigate interview protocols, advise on what questions are appropriate to answer, and ensure any compelled statements comply with Garrity protections.

Mitigating Stress and Ensuring Well-being

Witnessing a traumatic incident can take a serious physical and emotional toll on officers. Even more so, when officers are

expected to relive these traumatic events during formal interviews. This stress is compounded by the fear of administrative or legal consequences. Having legal counsel present offers a level of reassurance and emotional stability. It allows the officer to focus on their recovery and responsibilities, knowing that someone is advocating for their legal and professional interests.

Maintaining the Integrity of Investigations

MAP’s commitment to legal representation ensures the investigative process is conducted thoroughly and fairly. Legal oversight helps reduce procedural missteps and guarantees witness statements are taken under conditions that respect due process. This ultimately supports more reliable outcomes, enhancing public trust in both the investigative process and the law enforcement agencies involved.

Fostering a Culture of Support

By consistently providing legal counsel, MAP sends a clear message to its members: they will not face critical incidents alone. This fosters a culture of mutual trust and support within departments, boosting morale and encouraging officers to perform their duties with confidence, knowing MAP stands firmly behind them.

Conclusion

MAP’s decision to send attorneys to represent witness officers is not only a wise legal precaution—it is a moral and professional imperative. It ensures fairness, protects civil rights, supports officer well-being, and upholds the integrity of investigations. In a profession where every word and action can have life-altering consequences, this kind of representation is not just helpful—it is essential.



ntation



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MAP CHAPLAIN'S CORNER

By Rev. Tammy Roach

Self-talk and narratives

What a weekend! For me, it was the culmination of a heavy overall schedule and weeks of planning and preparing. And yet, it was met with the unexpected. It took a course of action I did not anticipate; it left me feeling disheartened by the disruption but also strengthened in my call and the responsibilities laid out before me. It increased my resolve to stay the course, and to speak into challenging circumstances. I wonder if you've had similar experiences where the best laid plans are disrupted and yet you feel strengthened in your resolve to do the work set before you?

Most of us have had these types of encounters where we are met with difficult situations or encounter people who feel they've been dealt an injustice. This is especially true in your line of work. Or perhaps, you are a person who feels betrayed by your organization or that you've been dealt with unfairly? It's human nature to stand firm in the stories we tell ourselves – even if that story is created from misinformation or a misunderstanding, lack of communication, fear, or self-righteousness.

Too often, unfortunately, when we share these types of concerns with our peers two things happen, either 1) our 'friends' perpetuate our false narrative, or 2) group commiserating is unleashed. Sometimes it's both. Regardless, both outcomes can have a negative impact on the organization and the ability to function well as a unit. Whether the story is justified or not, it is important to tackle the feelings behind the stories told, recognize the lies we tell ourselves that perpetuate these feelings, and have forthright conversations. We must be prepared to speak the truth in love with grace, to listen well, and to consider the hard truths spoken to us. Not an easy task for even the healthiest among us.

There are several tools that can be utilized to effectively approach these feelings and scenarios, but today I am going to focus on two 1) Generous Assumptions, and 2) evaluating self-talk.

Generous Assumptions. Using generous assumptions is offering the greatest benefit of the doubt you can muster in any given situation. It's looking at a negative encounter and recognizing that maybe he or she didn't snap at you because they "have-it-out" for you,

but rather because they are on stress overload. It's recognizing the possibility that maybe your commander made an unpopular decision because he or she has more information than you and is acting in your (or the departments) best interest. It's seeing into a situation beyond your expectations of reaction or behavior, asking what could really be going on behind the scenes. Anytime you are faced with a frustrating situation, especially one in which you feel there has been an injustice or where you think you've been treated poorly, take a step back and create the most generous assumption possible. Give the other party the benefit of the doubt and offer grace. Doing so helps you get out of an us vs. them mentality, and when you look for the best in others your personal demeanor changes to a more positive outlook.

Evaluating Self-talk. Self-talk is both a gift and a curse; it has both negative and positive impact depending on how we use it. In evaluating our self-talk, we seek to identify and assess our cognitive distortions, those negative or irrational thought patterns that distort our view of the world or situations. Some common cognitive distortions include: overgeneralization (drawing broad conclusions based on limited evidence), 'should' statements, catastrophizing (exaggerating negative outcomes & assuming the worst), and mind reading (assuming you know what others are thinking without evidence). Recognize yourself in any of these? When we evaluate our self-talk, we ask ourselves, "is what I'm telling myself true?" Often times it isn't. This means we need to put in the work to redefine what we are telling ourselves.

A peer support advisor (different than a friendly peer) can be helpful here, serving as a trusted truth teller who helps us recognize our skewed narratives and evaluate our negative self-talk. Trust me... it's worth the work to improve your overall mental and emotional health.

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

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A Trust is More than an Estate Plan

For more than three decades, I have provided Living Trusts for clients and their families, witnessing trusts transition from being met with curiosity and resistance by financial institutions to becoming the most widely accepted and requested estate plan today.

With that acceptance comes the reality that most people are unaware that a Living Trust is more than just an estate plan; it is the protection you owe yourself and your family.

DISABILITY PROTECTION

You may not be aware that if you become incapacitated by illness or an accident, even if you are married, your assets are subject to probate. The court's probate system was designed to protect your assets if you have died or if you cannot handle your financial affairs.

However, for as long as anyone can remember, the probate court system has been overwhelmed with handling the cases of every person who has died or is disabled, and whose assets exceed the Illinois probate limit of \$100,000. No court system can effectively handle tens of thousands of pending cases.

Consequently, having your assets under the court's control is costly and lengthy. If you have a comprehensive, fully funded Living Trust plan, which includes power of attorney documents, your assets will not be subject to the probate court's control. Your previously appointed trustee and agent will handle your financial affairs.

TRUSTS' ASSET PROTECTION FEATURES

Suppose one of your beneficiaries is at financial risk from creditors, lawsuits, or a divorce. In that case, their inheritance will be protected with a carefully drafted Living Trust that includes a Spendthrift provision.

Further, if a beneficiary has a disability now or acquires one before your death, and is receiving SSI or Medicaid benefits, their inheritance would be at risk for government reimbursement of benefits received, or they may lose their benefits.

Your Living Trust should include a Supplemental Needs provision, which protects their benefits and inheritance.

MINORS TRUST PROTECTION

If your children or other beneficiaries are under the age of 18 at your death, they cannot receive their inheritance; all assets not titled in a trust will be under probate court control until they reach the age of majority. More problematic, all entitled assets will be given to them at age 18.

You avoid both issues by titling all assets in your Living Trust. You choose the age at which the final distribution will occur for each child. They are provided for during their lifetime, ensuring their health, education, and support.

AVOIDING PROBATE AT DEATH

The most understood reason to secure a Living Trust is to avoid the probate system at your death, which a fully funded trust will accomplish.

You avoid probate by having your assets transferred during your lifetime from your name to the name of your trust. All new taxable financial accounts and assets are then titled in the name of your trust.

You or you and your spouse are trustees of your trust with all the powers you had when assets were in your name. You name a trusted person as your successor trustee after you or you and your spouse are no longer able or have died.

TODAY'S TRUST AFFORDABILITY

Wealthy families have historically utilized trusts to evade the court system, maintain financial privacy, and minimize taxable estate. Trusts were not reserved exclusively for the rich; however, 30-40 years ago, the average cost of a trust plan made it out of reach for most people.

With the arrival of technology and additional discount opportunities from groups like MAP, every person can afford a Living Trust.

YOUR LIVING TRUST

At the end of your life, or incapacitation, along with your firearms, if you have property or bank accounts in your name, they risk Probate.

- A Will must be probated. The rule is that no one can legally sign on your behalf. Therefore, all assets in your name are subject to the probate process, which averages 18 months and is costly.
- A Living Trust completely avoids Probate.
- Your financial accounts, life insurance policies, and deferred compensation accounts can name your Living Trust as beneficiary, subject to essential tax considerations.
- A Living Trust estate plan includes Health Care and Financial Power of Attorney documents. It also consists of a Last Will and Testament. A Will is necessary for the guardianship of minor children. It also transfers assets in your name out of Probate.

YOUR MAP BENEFITS

Call my office today to secure your MAP 1/3 reduced rate for a comprehensive Living Trust Estate Plan.

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



Tom Tuohy

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

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

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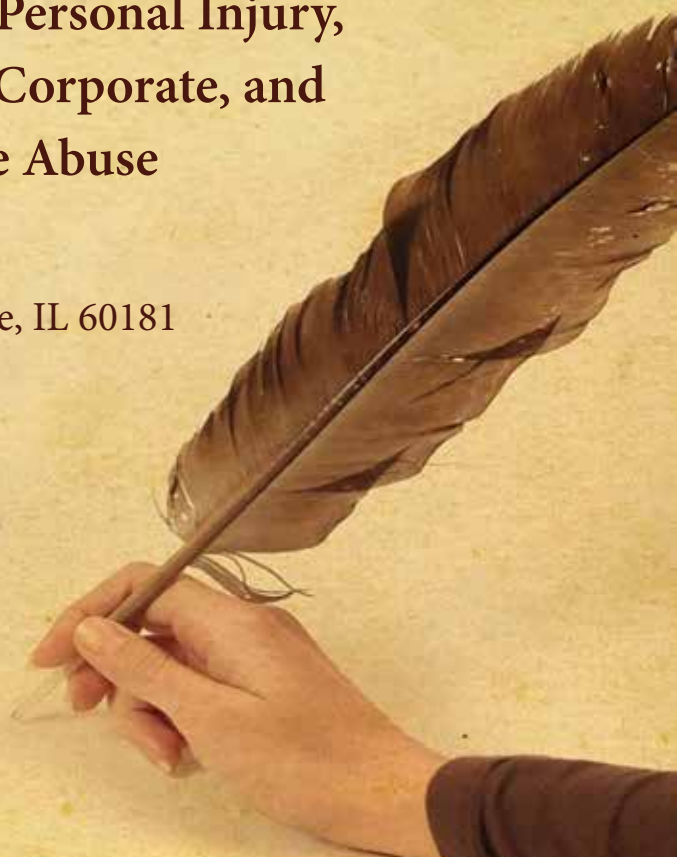
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Arlington Heights Loss is a MAP Gain



By Rick Tracy

On June 4th, the Village of Arlington Heights will say goodbye to Officer Mike Butler and his K-9 partner Argos as they retire from the police force after years of service. While their retirement marks the end of an era for the Arlington Heights Police Department, it signals the beginning of a new chapter, Mike will be able to dedicate more time to his role as a MAP attorney.

Mike Butler's journey in public service began in a different field, as a Paramedic/Firefighter in a western suburb. However, Mike decided to leave the fire service and transition into law enforcement. He kept his paramedic license active and worked part-time for several smaller fire departments during many years of his police career.

Mike joined the Winnetka Police Department in 1996 moving to Arlington Heights in 1997. During his time in Arlington Heights, Mike worked Patrol

and in the Traffic Unit as a Motor Officer. In 2010, he was selected as a K-9 Handler, Argos is his current and third K-9 partner. Together, Mike and Argos formed a dedicated team.

Before becoming a K-9 Handler, Mike served as union representative for the Arlington Heights chapter, and later as union president. As the union president, he recognized that their existing union wasn't effectively meeting the needs of the officers. Desiring to create positive change, Mike was instrumental in switching to MAP nearly 20 years ago. His advocacy and leadership paved the way for improved working conditions and a stronger voice for officers within the department.

Following his success in helping to negotiate the first MAP contract with the village, Mike stepped down from his union role to focus on his responsibilities as a K-9 Handler. However, his connection to MAP remained strong, and his retirement

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from active duty will allow him to further contribute to our organization's growth and success.

In December 2017, Mike earned his Juris Doctor from DePaul University College of Law, and by early 2018, he was sworn in as an attorney. Almost immediately, Mike began working with MAP, where his extensive public safety experience gives him a unique outlook on things.

For the past seven years, Mike has worked tirelessly to support MAP members. Some of us have wondered if he sleeps! His duties have included negotiating contracts, handling member discipline issues, and responding to critical incidents. His Force Science certification and experience enhances his ability to offer special guidance in Critical Incident situations.

Mike plans on focusing full time on his law practice with an emphasis on representing MAP members. His experience and knowledge have

made him a trusted advocate for our members, ensuring their rights are protected and their voices are heard.

While Argos will retire from active duty, he will still be a key presence in the law office he shares with Mike in Arlington Heights. Argos will ensure the office stays orderly and the couch is properly used. When not in the office Argos plans on sunbathing, playing ball in the backyard and visiting the MAP office where the staff love him.

Argos and Mike are always willing to help out a MAP member, fellow police officer and even the occasional firefighter. They can be reached directly at 847-590-5293, mbutler@mbutlerlaw.com, or through the MAP office. Mike's unique combination of skills and experience makes him a valuable resource.

Mike is a true asset to MAP and we look forward to utilizing his services even more.

LOCAL ELECTIONS

WINNETKA

President – Josue Perez
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CONTRACT SUMMARY

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

■ STEVE CALCATERRA

NORTHERN IL UNIVERSITY SERGEANTS

- 3-year contract
- Wages: 2024 5%; 2025 3.75%; 2026 3.75%; 2027 3.75%
- Uniform – Quartermaster
- Holiday: added Juneteenth

■ RAYMOND GARZA

HAZEL CREST

- Wages: 5/1/24: 3.5%; 5/1/24: 3%; and 5/1/26: 2.75%
- Elimination of a step.

BRIDGEVIEW

- Wages: 5/1/23: 3.75%; 5/1/24: 3.5%; 5/1/25: 3.25%; and 5/1/26: 3.25%.
- Increase in compensatory time from 200 hours to 250
- Arbitration of discipline over 5 days suspension.

■ MICHAEL BUTLER

WHEELING PATROL

- 4-year contract
- Annual COLA increases of 3.25%; 3.5%; 3%; 3%
- Increase in court overtime from 2 hours to 3 hours
- Increased uniform allowance from \$750 to \$1,000
- Increase in longevity bonus
- \$712 equity adjustment added to all Steps

CLARENDON HILLS

- 3-year contract
- Annual COLA increases of 3.5%; 3.5%; 3.5%
- Reduction in Steps to top pay from 12 years to 7 years
- One additional paid holiday
- Longevity bonus begins at year 7 – previously year 10
- Increased uniform allowance

HANOVER PARK SERGEANTS

- 3-year Contract
- Annual COLA increases of 3%; 3%; 3%
- Suspension Day is 8 hours, including Sgts on 12-hour shift
- Reduction in Steps to top pay from six years to three years

■ MARK MCQUEARY

NORTHBROOK

- Wages: 2022: 3.50%, 2023: 2.75%, 2024 2.75%
- Anonymous complaints will only be investigated if supported by objective and verifiable information.
- Quarterly training language includes overtime for training.
- Members on RDO cannot be ordered to work a detail if in conjunction with the use of benefit

time.

- Lead dispatcher pay added.
- Bi-lingual pay added.
- OIS alcohol and drug testing language added—blood testing cannot occur without a search warrant.
- BWC language added – provides members right to view footage and prohibits remote activation unless emergency circumstances exist.
- Retirement Healthcare Funding provision added.
- Prospect Heights Patrol
- CBA 4 years
- Equity Wage Adjustment for 2025: 3.50%; 2026: 3.50%; 2027: 3.50%; 2028: 3.50%
- Kelly Day language clarified
- Court time minimum increased to 3 hours
- Vacation increased to 240 hours for 25 years of service or more
- Safety Day language added
- Corporal pay increased to \$4,000
- Bilingual pay increased to \$1,000
- Accident investigator pay increased to \$1,000
- Quartermaster increased to \$1,000
- Favorable “entire agreement” language added, removed language allowing the employer to unilaterally change a past practice

PROSPECT HEIGHTS SERGEANTS

- CBA 4 years
- 2025: 4.50%; 2026: 3.50%; 2027: 3.50%; 2028: 3.50%
- Kelly Day language clarified
- Court time minimum increased to 3 hours
- Vacation increased to 240 hours for 25 years of service or more
- Safety Day language added
- Detective Sergeant pay increased to \$4,000
- Bilingual pay added—\$1,000
- Accident Reconstructionist pay increased to \$1,000
- Field Training Pay added – 2 hours
- Quartermaster increased to \$1,000
- Favorable “entire agreement” language added, removed language allowing the employer to unilaterally change a past practice

DUPAGE CO

- 4-year contract
- Wages: Year 1: 6.00%
Year 2: 4.50%
Year 3: 3.50%
Year 4: 3.50%
- Bilingual Pay Stipend of \$500 per year: Introduced to compensate employees proficient in multiple languages, enhancing service delivery in diverse communities.
- LEB Detective and FIU On-Call Pay: Increased to \$100 per week to reflect the critical nature

of investigative duties and ensure competitive compensation.

- LEB On-Call Specialty Pay: Increased to \$50 per week for other designated specialties, recognizing the additional responsibilities and expertise required.
- JOF Corporals Differential Pay: Raised to 5% to acknowledge leadership roles and responsibilities within JOF
- JOF Field Training Officer (FTO) Pay: Added to incentivize and compensate employees, training new hires and supervisors, fostering professional development and operational excellence.
- LEB Deputies Reassignment Vacation Policy: Deputies reassigned to new roles will have previously approved vacation time honored, ensuring fairness and continuity in leave planning.
- LEB/JOF Leave Insurance Contribution: Employees on approved leave will pay the standard employee insurance premium rate for up to 90 days, balancing cost management with employee support.
- LEB/JOF Compensatory Time: Increased to a maximum accrual of 60 hours, providing greater flexibility for employees to manage work-life balance.
- LEB/JOF Uniform Allowance: Increased to \$800 annually to cover the cost of maintaining professional attire, reflecting inflationary adjustments.
- LEB/JOF Tuition Reimbursement: Raised to \$2,500 per year to support continuous professional development and advanced education, aligning with organizational goals of fostering a highly skilled workforce.
- LEB Take-Home Vehicle Policy: The Sheriff may not unilaterally eliminate take-home vehicle privileges without cause, ensuring transparency and procedural fairness in resource allocation.
- LEB Township Staffing: Deputies assigned to township duties will not be included in general staffing calculations, optimizing resource allocation and operational efficiency.
- JOF Pay Scale: Reduced from 15 steps to 8 steps, streamlining career progression while maintaining competitive compensation.
- SO Pay Scale: Introduced an 8-step pay scale for CSOs, providing clear advancement opportunities and equitable pay structure.

■ JOHN GAW

LISLE

- Three-year contract with COLA increases of 3%, 3% & 3.5%.
- New Longevity pay applies 2% at 11yrs, and 4% at 19yrs.

- Topped out Ofc with longevity = \$127,727 effective 05/01/2025.
- New lateral hire language allowing up to 4 years of credit for entry at step 4 in pay scale, which is \$114,070 effective 05/01/2025.

SANDWICH PUBLIC WORKS

- 1st CBA – established step system for pay, longevity pay up to \$2,500, stipend pay for specialty assignments up to \$1,500
- Wages – 3.25%; 3.25%; 3.25%

■ JOSEPH MAZZONE

BURR RIDGE SERGEANTS

- CBA 3 years
- Wage Increase Effective 5-1-24 3.25%, 5-1-25 3.25% and 5-1-26 3.00%
- Modify the hours of holidays
- Redefine holidays and the holiday pay benefits
- Modify vacation time from weeks to hours
- Incorporate the Illinois Paid Leave for All Workers Act into the vacation definition
- Top pay of a sergeant in Burr Ridge in 2027 will be \$142,00.00 base pay.
- Leave Time – the parties agree to modify and redefine paid leave and paid time off allowing greater flexibility to take time off.
- Sick Leave – Modify to provide accrual and usage of sick leave.
- Provide for detective sergeant increase in benefit and increase in standby pay.
- Provide language for no blood test for officer involved shootings and limited use of body worn cameras and the option of an officer to view same.
- Modify entire agreement to eliminate waiver of rights.

■ RONALD CICINELLI

ROUND LAKE PARK

- Wages - 2024-2025: 3.00%; 2025-2026: 3.00%; 2026-2027: 3.00%; 2027-2028: 3.00%
- Vacations – 6 months – 1 week
 - Start of 2nd year through year 4 – 2 weeks
 - Start of 5th year through year 9 – 3 weeks
 - Start of 10th year through year 19 – 4 weeks
 - Start of 20th year and afterward – 5 weeks
- Holidays - 12 hours pay in addition to holiday pay for holidays worked; 12 hours of regular pay for holidays not worked
- Insurance: Health Insurance – Village pays 80% of premium cost/ Employee 20% of premium costs
Life Insurance – Term Life Insurance \$50,000
- Inoculation and Immunization – Village pays for necessary inoculations or immunizations due to job-related exposure
- Sick Leave – 5 days per year/ banked sick days can accumulate. For personal illness, disability, or necessary care of immediate family
- Uniform – Provided – uniforms, body armor,

duty gear, and other necessary equipment.

Replacement vest every five years

- Overtime Pay – Time and one-half for hours worked over 40 in a week
- Minimum Pay for Off-Duty Call-Outs - 2 hours of pay
- Compensatory Time – Up to 150 hours/ can be used in lieu of monetary compensation for overtime

LAKE IN THE HILLS

- Wages – 5/1/24 to 4/30/25 3.25%; 5/1/25 to 4/30/26 3.25%; 5/1/26 to 4/30/27 3.00%
- Holidays – 10 holidays with 8 hours of straight time pay each
- Personal Time – 16 hours per year, with additional prorated hours for new hires
- Compensatory Time – Up to 80 hours per year, with carryover allowed
- Vacation – Accual based on years of services, ranging from 80 hours annually for 1 -4 years to 240 hours for 26+ years.
- Uniform Allowance - \$900 per year for purchase, maintenance, cleaning, and repair of uniforms
- Health Insurance – Provided for officers and dependents, with premium costs shared similarly to other full-time Village employees
- Life Insurance – Group life insurance policy equal to officer's annual salary

UNIVERSITY OF IL SECURITY

- CBA 9/1/2024 – 8/31/2029
- UIC Health received a 12% wage adjustment increased in 2024 to their base
- UIC Health – 2.0%-2.5% per year or campus-wide program (whichever is greater)
- UIC Law – 3.0% per year or campus-wide program (whichever is greater)
- Bonus - \$1,000 in year 1 and year 2 of UIC Health Employees
- Overtime Pay 1.5x regular rate for hours over 8 per day, 40 per week, or on scheduled days off
- Holiday Pay – 1.5x regular rate for work on designated holidays
- Call-Back Pay – Minimum 4 hours at overtime/ premium rate
- Health, dental, vision, life, disability, and AD&D insurance
- Defined benefit pension plan and tax-deferred retirement savings (403(b) & 457)
- Flexible spending accounts and domestic partner benefits
- Adoption assistance and employee assistance program
- Paid holidays, floating holidays, vacation, and sick time
- Tuition discounts for staff and children at U of I campuses and select Illinois universities
- Uniforms and equipment provided at no cost

■ JERRY MARZULLO

SEECOM DISPATCH

- 4-year contract
- Wages:
 - April 30th, 2025 through May 1st, 2026 - 3.5%
 - April 30th, 2026 through May 1st, 2027 - 3.5%
 - April 30th, 2027 through May 1st, 2028 - 3.5%
 - April 30th, 2028 through May 1st, 2029 - 3.5%
- Ability to use sick time in 15-minute increments
- Eliminating the required Payback Hours so members work six to eight days less per year, depending on their schedule that year.
- Increase Comp Time Bank from 60 to 64 hours and increase comp time year-over-year carryover from 24 to 32 hours.
- Increase Acting Supervisor pay from \$3.75/hr to \$4.75/hr, or overtime pay if over 4 hours.
- Increase training pay from \$3.75/hr to \$4.75/hr, or overtime pay if over 4 hours.
- Addition to Step-Grandparent for bereavement leave

WHEELING CIVILIANS

- 3-year contract
- Wages:
 - May 1, 2025 through April 30, 2026 - 3%
 - May 1, 2026 through April 30, 2027 - 3%
 - May 1, 2027 through April 30, 2028 - 3.25%
- Records Clerks Uniform Allowance from \$400 to \$500
- Community Service Officers Uniform Allowance from \$600 to \$800
- Additional Holidays: New Year's Day, Memorial Day and Labor Day
- Status Quo on Healthcare

■ RICHARD REIMER

CARPENTERSVILLE PATROL

- 3-year contract
- Wages: \$2000 equity adjustment on all steps effective January 1, 2023
January 1, 2023 3%; January 1, 2024 3%; 3% January 1, 2025
- Language regarding surveillance of employees, requiring employer in possession of video, photographic, audio, GPS, or any other recorded surveillance including BWC to be provided to officer before formal interrogation under UPDA.

ST. CHARLES PATROL

- 3-year contract
- Wages: May 1, 2024 3.50%; May 1, 2025 3.50%; 3.50% May 1, 2026; 3% May 1, 2027
- Officer certified as a training instructor and through ILETSB receives \$6 for each hour worked as an assigned training instructor in addition to regular pay

DID YOU KNOW

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

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



Why should Metropolitan Alliance of Police (MAP) chapters have bylaws?

Answer: Metropolitan Alliance of Police (MAP) chapters should have bylaws because they serve as the foundation for organizational structure and governance. Bylaws establish the rules and procedures that guide the chapter's operations, ensuring that leadership and members operate within a clear framework. They define essential aspects such as membership requirements, leadership roles, determining who will represent the membership in contract negotiations and at labor management meetings, voting procedures including contract ratification, meeting protocols, and resolving questions concerning the operation of the chapter. Without bylaws, a chapter may struggle with inconsistency in decision-making and lack clear guidelines for resolving disputes. Having well-defined bylaws ensures that all members are treated fairly and that the chapter operates in a manner that aligns with the mission and values of the MAP organization.

IN CASE OF EMERGENCY

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

NOW?

ByLaws Edition

By: Mike Butler, MAP Attorney



How do bylaws benefit MAP chapter members?

Answer: Bylaws provide transparency, fairness, and protection for chapter members by clearly defining their rights and responsibilities. They ensure that all members have equal opportunities to participate in decision-making processes, such as electing leaders or voting on important issues. Bylaws prevent arbitrary decisions that could adversely impact individual members or the chapter as a whole. Bylaws also outline the procedures for negotiating and ratifying collective bargaining agreements between the Union and the employer. The structured and clear process provided in the bylaws safeguard members' interests during contract negotiations and interactions with management. The bylaws also clarify the roles of chapter board members, beyond contract negotiations. These duties include participating in labor management committees and assist members with contract grievances. This clarity fosters a sense of unity and trust among members, as they know there is a fair system in place to handle concerns and that all members have a voice.



What legal and operational advantages do bylaws provide?

Bylaws provide legal legitimacy and operational efficiency to MAP chapters by establishing a recognized framework for governance. Legally, they help the chapter demonstrate its legitimacy as a functioning entity, which can be crucial when engaging in negotiations with employers, municipalities, or legal representatives. From an operational standpoint, bylaws ensure that leadership transitions, decision-making processes, and financial management are handled consistently and according to pre-established rules. This prevents confusion and inefficiency that could arise if leadership changes or if there are disagreements over procedures. Additionally, bylaws serve as a reference point for resolving internal disputes, reducing the risk of prolonged conflicts that could disrupt the chapter's effectiveness. Bylaws are especially important if the chapter seeks to establish itself as an Illinois Not For Profit Organization, collect dues, or hold funds in a bank account.



Can a MAP chapter function without bylaws?

Bylaws are essentially the rulebook for chapter governance. While it is possible for a MAP chapter to operate without formal bylaws, doing so presents significant risks and challenges. Without bylaws, there are no clear guidelines for leadership selection, decision-making, handling disputes, choosing members to negotiate collective bargaining agreements, or definitively speak on behalf of the chapter. Confusion, inefficiency, and conflicts among members are all potential problems that can arise. In the absence of an agreed-upon structure, leaders may implement inconsistent policies, and members may feel their concerns are not addressed fairly. Furthermore, during negotiations or disputes with employers, the chapter may struggle to present a unified stance if there is no structured governance in place. Having bylaws ensures that the chapter operates smoothly, maintains credibility, and protects the interests of its members by providing a framework for accountability and consistency.

Illinois Police Officers' Pension Investment Fund Board Of Trustees adopts Statement Of Principle Supporting Police And Pensions

The Board of Trustees of the Illinois Police Officers' Pension Investment Fund (IPOPIF) voted unanimously at its March meeting to adopt the Investment Policy Statement including the addition of the **Statement of Principle Supporting Police and Pensions**. The Statement adopted as Appendix C1, states:

The Board of Trustees affirms as a matter of Fund policy that IPOPIF's investments should recognize and respect the positive impact that municipal law enforcement officers have in their communities and these officers' right to a strong defined benefit pension. The Board recognizes that some publicly traded corporations and private owners or managers of investment vehicles may invest in or support organizations that engage in activity that could undermine law enforcement officers' ability to protect and serve their communities safely, such as defunding the police ("Anti-Police Activity"), or that could diminish public pension sustainability or retirement security ("Anti-Pension Activity").

The Board intends to objectively determine organizations that engage in anti-police activity or anti-pension activity and, within the bounds of financial and fiduciary prudence, strive to avoid supporting these organizations through transparency, procurement, proxy voting, investment guidelines, and other policies or procedures determined by the Board.

Retired Peoria PD Sergeant Joins IPOPIF as Manager of External Affairs and Communications

Shawn Curry, who retired from a long career in law enforcement, most recently as a sergeant with the Peoria Police Department, has joined IPOPIF as manager of external affairs and communication, a new position. Curry ably served IPOPIF as an appointed and then elected participant trustee and was the fund's first chairperson

of the Board of Trustees. He chose not to run for re-election in 2023.

Curry is well known and highly respected throughout the State of Illinois for his support of downstate and suburban law enforcement and is regarded as a subject matter expert in public safety pensions. His experience and knowledge of the consolidation statute and the fund will greatly enhance IPOPIF's communication and outreach efforts to the 357 Article 3 police pension funds and their members and beneficiaries, the municipalities their officers serve, law enforcement labor organizations, and other important stakeholders.

Among his responsibilities, Curry will provide responsive, high-quality service to Article 3 participating police pension funds, representatives of stakeholder groups, public officials, and members of the public by providing accurate, complete and up-to-date information. He also will develop, organize and coordinate a comprehensive public information program to provide awareness and understanding of IPOPIF which will include special events for Article 3 participating police pension funds, stakeholders and other interested parties. Curry may be reached via email at scurry@ipopif.org.

IPOPIF Honored by the Illinois General Assembly House of Representatives

The IPOPIF team was presented with a copy of 103rd General Assembly Illinois House Resolution 957 by Representative Travis Weaver (R-Edwards) of the 93rd District at its March meeting. The resolution congratulates IPOPIF on being awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association.

Investment Update

- The IPOPIF investment pool gained 9.6% in 2024, fueled by another solid year from US Large Cap stocks (+26.5% in 2023, and 24.5% in 2024).

- 2025 started strong with a +2.4% return in January but has since turned negative driven by a near-flat (-0.1%) return in February and a 2% loss in March.
- April has been a tariff rollercoaster with the fund dropping 6% through April 8th and then recovering in subsequent days. As of April 22nd, the fund value stood at \$12.5 billion, down approximately 1.6% for the month and 1.3% for 2025 year to date.
- The IPOPIF portfolio is well diversified and positive returns from international stocks and investment grade bonds have mitigated recent negative returns from US stocks.
- The portfolio is also liquid with over \$100 million in cash and \$2.4 billion in high quality bonds.

The Blotter

As the consolidated asset pool that exists for the exclusive purpose of protecting and investing the assets of the pension funds covering police officers serving and protecting all downstate and suburban Illinois municipalities, IPOPIF wants its participants and their beneficiaries to know that they should always feel free to reach out to them at info@ipopif.org.

Key investment information is posted to the IPOPIF website and is reviewed and discussed at the IPOPIF Board meetings. Next Board of Trustees meeting is Friday, June 13, 2025, at 9 am. Committees of the Board of Trustees are scheduled to convene in the afternoon shortly after the Board of Trustees meeting is concluded.

Interested individuals may attend the meeting in person or via Zoom. The link to the Zoom call is included in the meeting agendas which also are posted on our website. Board of Trustee 2025 meeting dates and times are posted here.





Federal Mediation and Conciliation Service Downsizing and its Impact on MAP

John Gaw, MAP Legal Counsel

The Federal Mediation and Conciliation Service (FMCS) is a small branch of the Federal Government. Since its establishment in 1947, FMCS has played a pivotal role in mediating labor disputes, particularly in the public sector. For organizations like MAP, FMCS has been instrumental in facilitating collective bargaining agreements, resolving disputes, and providing arbitration panels. Due to recent downsizing in the Federal Government, all mediation services that FMCS previously provided have terminated. However, arbitration panels are still available.

Why This Matters to MAP

During contract negotiations, if the Union and Employer reach an impasse, a mediator (previously from FMCS) would assist the parties in reaching an agreement. If that fails, interest arbitration is the next step. Mediation is required by IL statute before either side can demand interest arbitration, hence the importance. FMCS had been the preferred method, one because it was free of charge, and two because their mediators could be scheduled relatively quickly.

We also have the ability to seek mediation services through the IL Labor Relations Board (ILRB); however, there is increased cost and potential delay. Costs are expected to be consistent with arbitration because the ILRB mediators are private and charge a per diem rate. We also expect scheduling to take longer since all Unions in the state will need likely this same service.

What is being done

In April, MAP attended meetings with labor attorneys from other Unions, and other stakeholders on this issue. One possibility being explored is the creation of an Illinois version of the FMCS to perform the same function at the state level.

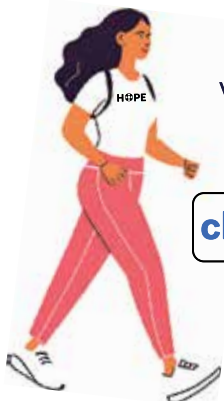
In the short term, we are still proceeding to mediation, albeit it through the use of the ILRB mediation roster. We still have access to arbitration panels through the FMCS – should that change arbitration panels can be received from the ILRB mediation arbitration roster, as well as other private services, such as the American Arbitration Association.

**WALK
WITH US**
TO PREVENT SUICIDE

REGISTER TODAY!

**Out of the Darkness
Chicagoland Walk**

September 27, 2025 | 9:00 a.m.
Montrose Harbor - Chicago, IL



REGISTER.
VOLUNTEER.
DONATE.



chicagowalk.org/2025



American
Foundation
for Suicide
Prevention
Illinois



OUT OF THE
DARKNESS
Community Walks



Illinois Construction Hike for Hope

June 28, 2025 | 10:00 a.m.

Hidden Lake Forest Preserve - Downers Grove, IL

The Illinois Construction Hike for Hope is an event meant to engage the construction industry on the importance of mental health and suicide prevention.

For more info:

afsp.org/ILConstruction



American
Foundation
for Suicide
Prevention

Illinois

MAP

MEMBER NEWS



MAP thanks our Telecommunicators Telecommunicators



Northwest Central Dispatch



SouthCom
Dispatch Center



QuadCom 911



DeKalb County Sheriff's Office

Communicators in honor of S Week (April 13-19)



Northern Illinois University



Southeast Emergency Communications



Illinois State Highway Toll Authority



Illinois Valley Regional
Dispatch

MEMBER NEWS

More Telecommunicator Chapters



Tri-Com Central Dispatch



Wescom



E-COM 911
Dispatch Center



Cook County
Telecommunicator
Supervisors



CenCom E911



Proviso Central Dispatch



North Aurora

What a beautiful day to support Special Olympics Illinois! Three North Aurora Police Department officers — Officer Mason Brant, Officer Cody Klingberg and Officer Adam Smolik-Valles — took the plunge to benefit this amazing organization. Their team raised just shy of \$1,000.

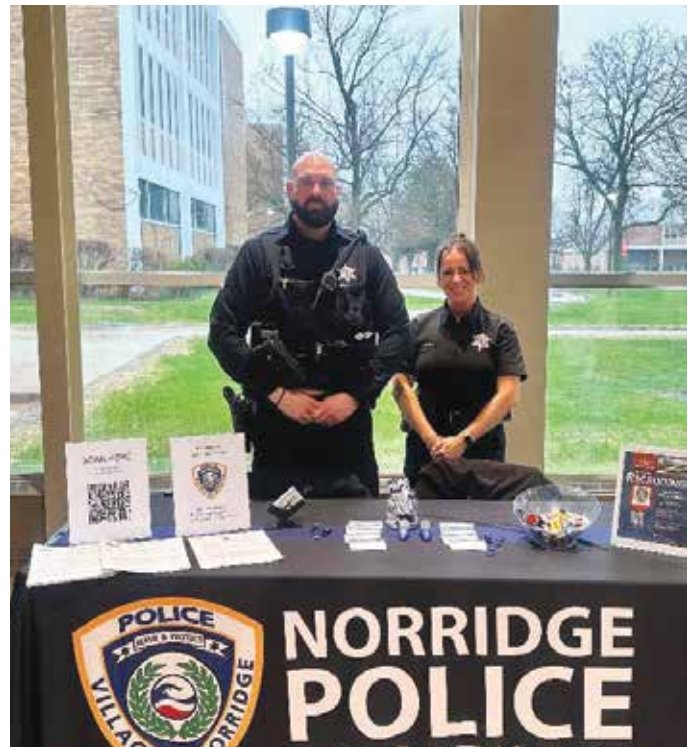


DeKalb County Sheriff

Congratulations to the following Sheriff's Office employees who were recently recognized by the County Board for their years of service to the County. Thank you for your commitment to the citizens of DeKalb County and all that you do in the line of service!

- Deputy Eklund, 20 years of service
- Deputy Brown, 5 years of service.

Other Member News Highlights



Norridge Police

Norridge Police Department officers recently attended career fairs at Triton College, Joliet Junior College, and Harper College.

MAP MEMBER MILESTONES

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

WELCOMING NEW MEMBERS

■ 23 JUDICIAL CIRCUIT/CRT SVCS

DEKALB CO

Arianna Ramos

■ ALGONQUIN

Edder Cedillo

Jake Winchell

■ BOLINGBROOK

John Agdanowski

Michael Anderson

Leonardo DeLeon

Nathan Ignasak

Emlee Nowicki-Goff

Cameron Palmiter

Sam Steele

Douglas Williams

■ BOLINGBROOK PROFESSIONALS

Jamie Hernandez

■ BUFFALO GROVE

Eduardo Leon

Christian Reyes

■ BURBANK CIVILIANS

Catherine O'Malley

■ CARPENTERSVILLE

Mallori Calabrese

Annie Rohrdantz

Joseph Stegeman

■ CARPENTERSVILLE CIVILIAN

Iritzel Martinez Alcauter

Lucas Topacio

■ CENCOM E 9-1-1 DISP CENTER

Jayden Rose

■ CHERRY VALLEY PATROL

Brian Harrison

■ COAL CITY

Cody Hakey

Matthew Janosek

■ COOK CO FUGITIVE UNIT

INVESTGTRS

Joseph Romo

■ COOK CO TELECOM SUPVS

Kenneth Black

■ DEKALB CO

Brian Duffy

■ DES PLAINES PD

Adam Lamberes

Andrw Pinto

Andrew Ruby

■ DUPAGE CO

Lauren Dixon

Laila Harrison

Victor Maysonet JR

Jarod Speiden

■ DUPAGE CO FOREST PRES

Monic Reveles

■ DWIGHT

Jeremy Helsing

■ E-COM

Sherelle Jackson

Paul Schmidt

Katelan Stone

■ ELK GROVE VLG

Juan Andrade

Michael Mitchell

■ FOX RIVER GROVE

William Caponigro

James Elwart

■ GILBERTS

Jennifer Gonzalez

■ GLENVIEW

Bursin Barkawi

Timothy Magruder

■ HANOVER PARK

Radule Bojivic

■ HARVEY PATROL

Brandon Cole

Elizabeth Guzman

April Harris

Kalayah Horde

Dashiya Martin

Dominick Puckett

Dolores Rodriguez

Anthony Teague

■ HAZEL CREST

Caleb Cartman

Londell Lee

Austin Murray

■ HOFFMAN ESTATES

Zachary Woodbury

■ HOMEWOOD

Adam Farkas

Adam Grant

■ HUNTLEY

Michael Silvestri

■ IL VALLEY REGIONAL DISPATCH

Emily Salz

■ INDIAN HEAD PARK

Paul Amos

■ IL STATE TOLL HIGHWAY AUTHORITY

CALLTAKERS

Ashley Nolen

Iyanna Pryor

Dejah Rocquemore

Kayla Southhall

■ JOHNSBURG

Jonathan Irizarry

■ JUSTICE

Ahmed Boyd

Anthony Sottosanto

■ KANE CO PEACE OFC

Jenna Hernandez

■ LAKE CO SGTS

Mark Heiny

■ LAKE FOREST

Daniel Grochal

Karina Zires

■ LASALLE PATROL

Corban Flynn

Riley Pode

Jordan Risley

Hannah Schmitz

■ LEMONT

Brian Holstead

■ LISLE

Ben Popp

Ryan Walz

■ LISLE PUBLIC WORKS

Jacob Bodenchak

Henry Franco

■ MATTESON

Joshua Buford

Marcus Harris

■ MAYWOOD PATROL

Angela Patterson

IN CASE OF EMERGENCY

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

■ **MCCOOK**

Jovanny Almanza

■ **METRA**

Davion Brown

Brian Buckley

David Encarnacion

Malcolm Frenzel

Walter Hickland

Anthony Miller

■ **MINOOKA**

Charles Wood III

■ **MOMENCE**

Lauri Rodriguez

■ **MORAIN VALLEY COLLEGE**

Dimas Hernandez

■ **MORTON COLLEGE**

Edwin Lopez

■ **MT PROSPECT**

Jake Andersen

Amy Arciszewski

Nicole Dezano

Miguel Jimenez

Ryan Nord

Mackenzie Schranz

Carl Verde

■ **MUNDELEIN**

Angel Gopar

■ **NAPERVILLE CIVILIANS**

Lauren Foley

Patricia Urgo

■ **NORTHERN ILLINOIS UNIVERSITY**

Lewis Barrett

Jason Gammage

Jesus Nicacio

Victoria Rodriguez

Ladu Suliman

Israel Zarate

■ **NORTHERN IL UNIVERSITY
DISPATCH**

Lorenzo Lopez

■ **NORTHWEST CENTRAL DISP**

Nicholas Allegretti

Jessica Laughlin

David Wexler

■ **OAK FOREST**

Joseph Donnelly

■ **OAK LAWN**

Kayleigh Rolence

Jeffrey Rupp

■ **OAKBROOK TERRACE**

Angelo Marasco

■ **OLYMPIA FIELDS CIVILIANS**

Frantresca Barton

■ **ORLAND PARK**

Ryan Kammer

Owen Reidy

■ **OSWEGO**

Dylan Voitik

■ **PARK RIDGE PATROL**

Keith Sankey

■ **PINGREE GROVE**

Michael Carey

Richard Gonzaga

Evenly Hinojosa-Sanchez

Christopher Macko

■ **PROSPECT HEIGHTS**

Dylan Coleman

■ **RIVERWOODS**

Timothy Gramins

■ **ROSELLE**

Nicolas Maish

■ **SANDWICH PUBLIC WORKS**

Matthew Pollock

■ **SCHAUMBURG**

Razi Mahnaaz

■ **SOUTH HOLLAND**

arig Abu-Romman

Lorielle Brown

Cindy Castro

Ella Chavez

Robert Doherty

Jimmy Garcia

Roneal Hall

Marshae Harvey

Adrian Hernandez

Trumain Moorar

Brian Murillo

Karina Rojas

Donavan Starks

■ **SOUTHCAMP DISPATCH**

Lashanee Lawrence

■ **THORNTON PATROL**

Miranda Hartell

Kyle Robertson

■ **TINLEY PARK**

Nicholas Dwyer

Christian Slinkard

■ **TRICOM CENTRAL DISP**

Oliwia Bednarski

■ **VUNIVERSITY OF IL SECURITY**

Xavier Carter

Jerron Charles

Deajenae Delaney

Carlos Lopez

Miguel Salgado

Josue Santana

Richard Trejo

■ **WAUKEGAN SGTS**

Mark Harwood

Christopher Llenza

■ **WESCOM DISPATCH**

McKenzie Carey

Karen Collins

Vanessa Hall

Keegan Lindley

Amy Post

Ashley Rajkovic

Alicia Solick

■ **WEST DUNDEE**

Jake Doyle

Irvin Petersen

Thomas Piwko

■ **WESTCHESTER**

Alexander Garcia

Kristian Wasik

■ **WHEELING PATROL**

Christopher McMurray

Cristian Morales

■ **WILL CO COURT SERVICES SECURITY**

Sean Lynch

Gregory Schubrych

■ **WILL CO MANAGEMENT**

Andrew Paver

Todd Wittmayer

■ **WINFIELD**

Martin McGrath

■ **WOODRIDGE**

Christopher Stock



MAP MEMBER MILESTONES

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

CELEBRATING PROMOTIONS

■ ADDISON

Mark Besch
James Peterson

■ BOLINGBROOK SGTS/LTS

James Albright
Aaron Gieser

■ BURR RIDGE SERGEANTS

Kristopher Garcia

■ CHERRY VALLEY

Adam Jones
Josh Strand

■ COAL CITY

Michael Imhof

■ DES PLAINES SERGEANTS

Jimmy Armstrong
John Doherty

Thomas Doig

■ DUPAGE CO

James Buckardt
Sean Siddiqui

■ HAZEL CREST

Malik Matariyeh
Robert Milligan

■ HOFFMAN ESTATES SGTS

Matthew Fesemyer
Richard Ouimette

■ HOMEWOOD

Kenneth Strunk

■ INDIAN HEAD PARK

Kris Gardner

■ IL STATE TOLL HIGHWAY AUTHORITY DISPATCH

Bryan Walston
Tanya Williams

■ IL STATE TOLL HIGHWAY AUTHORITY CALL TAKERS

Michelle Lobue

■ LAKE CO CORRECTIONS SERGEANTS

Scott Miller

■ LAKE FOREST

Michael Hughes

■ LAKE IN THE HILLS

David DeStefano

■ LEMONT SERGEANTS

John Lauricella

■ MATTESON SERGEANTS

Daniel Vanoskey

■ MCHENRY CO COLLEGE

Kenneth Ellinger

■ MOKENA SERGEANTS

Thomas Donnan
Robert Williford

■ MORRIS

Curtis Kneller

■ MT PROSPECT

Lesley Barnett

■ NORTHBROOK

Matthew Placek

■ OLYMPIA FIELDS CIVILIANS

Nicole Mason

■ ORLAND PARK SGTS/ LTS

Michael Freeman

■ PINGREE GROVE

Daniel Charal

■ PROSPECT HTS SERGEANTS

Keith O'Connor

■ ROLLING MEADOWS

Maxwell Taylor

■ ROMEOVILLE

Gabriel Kirstein
Daniel Zakula, Jr.

■ ROUND LAKE SUPVS

Erik Landsverk

■ SCHAUMBURG COA

Marco Alvarado
Michelle Defer

Elmer Guzman

Jose Lopez

David Parlberg

Caleb Sturghill

■ SOUTH BARRINGTON

Michael Ornelas

■ SOUTH HOLLAND

James Dubish

Mitchell Webber

■ ST CHARLES SERGEANTS

Richard Jackson

Jose Jacobo

■ TINLEY PARK SERGEANTS

Bryan Bishop

Kent Borden

Michael Harmon Jr.

Frederick Mondt

Patrick St. John

■ WARRENVILLE SERGEANTS

Stephen Highland

■ WAUKEGAN

Francisco Cancino

■ WESTERN SPRINGS SERGEANTS

Taylor Ficke

Chase Naber

VWILL CO SHERIFF'S POLICE MANAGEMENT

Robert Platos

Paul Rojek

Richard Todd

David Welsh

■ WINFIELD SERGEANTS

Daniel Kindle

■ WINNETKA

Logan Jernigan

Victoria Taylor

■ WOOD DALE

Adrian Rygula

IN CASE OF EMERGENCY

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HONORING RETIRED MEMBERS

■ ADDISON

Salvo DiFatta

■ ALGONQUIN

Deborah Radell

Mark Zahara

■ BARTLETT

Victoria Anderson

■ BOLINGBROOK PATROL

Henry Cunningham

■ CARPENTERSVILLE PATROL

Juan Cisneros

Jacob Kraemer

Michael Straub

■ COOK CO FUGITIVES UNIT

Maunuel Esparza

■ DES PLAINES PATROL

Alyce Anderson

Alex Dunn

■ DES PLAINES SERGEANTS

Robert Fitzpatrick

Matthew Jones

William Rochotte

■ EAST DUNDEE

Daniel Duda Sr.

■ JUSTICE PATROL

Daniel Dabros

Anthony Debella

■ KANE CO

Aaron Feiza

Lake Co Sergeants

Kyle Brown

■ MATTESON

Robert Christensen

■ MCCOOK

Carlo Dimundo

■ MT PROSPECT

Robert Etchingham

■ MT PROSPECT SERGEANTS

Daniel Kidd

■ NILES

David Harris

■ NORTHWEST CENTRAL DISPATCH

Deborah Moritz

■ OAK FOREST

Jason Vodnik

■ ORLAND PARK

James Heramb

William Kazmierczak

Timothy Murray

Brandon Talley

■ PARK RIDGE

Julie Genualdi

David LaFrancis

Tom Rechlicz

■ ROMEOVILLE

Michael Ryan

■ SCHAUMBURG PATROL

Eric Stiefvater

Marcus Sullivan

Stewart Wing

■ SOUTHCOM DISPATCH

Lisa Gryczewski

St. Charles Patrol

Brooks Boyce

■ STREAMWOOD PATROL

Courtney Stoiber

■ STREAMWOOD VILLAGE HALL

CIVILIANS

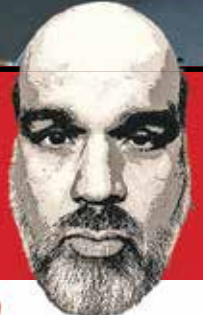
Christine Brannigan

Tinley Park Patrol

Robert Shervino



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FIX TIER 2!

PASS THE FAIR RETIREMENT AND RECRUITMENT ACT

HB 2711 (Rep. Kelly) / SB 2 (Sen. Martwick)

Illinois has a problem: Unfair retirement benefits for teachers, firefighters, nurses, and other public service workers are so low that they do not provide a stable retirement. That poor retirement plan has made it difficult to hire the workers we need to serve our communities.

Politicians caused the problem when they created a lower “Tier 2” pension benefit for public workers hired after Jan. 1, 2011. These unfair cuts make it difficult for retirees—many of whom can’t participate in Social Security—to pay for things like food and medicine, especially with high inflation.

Tier 2 members must pay just as much for their pension as those on the better Tier 1 plan. In fact, many pay more into the pension system than their benefit is worth. And most Tier 2 members can’t retire before age 67.

But there’s a solution. The Fair Retirement and Recruitment Act will begin to fix Tier 2, promoting retirement security, recruitment, and retention for public service workers across Illinois.

The **Fair Retirement and Recruitment Act** will:

- ✓ Bring the final average salary pension calculation back in line with Tier 1.
- ✓ Implement an across-the-board 3% simple cost-of-living adjustment for all Tier 2 members.
- ✓ Align the Tier 2 retirement age requirements with Tier 1.
- ✓ Adjust the pension salary cap to match the Social Security Wage Base, addressing the so-called “Safe Harbor” problem.

The Act also makes a variety of job-specific changes to the pension code to address issues particular to various professions and pension calculations.

**PUBLIC EMPLOYEES WORK HARD TO SERVE OUR COMMUNITIES.
WE SHOULD BE ABLE TO PAY OUR BILLS IN RETIREMENT!**

LEARN MORE AT WWW.FIXTIER2.COM

SAVE THE DATE

2025 MAP UNION STEWARD SEMINAR

The Metropolitan Alliance of Police is pleased to announce our annual steward training seminar for Wednesday, October 22, 2025. MAP representatives and MAP attorneys will be teaming up to provide an educational seminar to provide you with the tools and knowledge necessary to effectively represent your members.

Some topics included will be elimination of FMCS and the effect on mediation & arbitration, pension information, mid-term bargaining, recognizing your rights while exercising collective bargaining activities, privileges during discipline hearings, Garrity and Weingarten rights, identifying contract violations and effectively applying the grievance process, negotiating/enforcing your contracts, Officer involved shooting, issues specific to non-sworn members, and other current issues.

Both the non-sworn and sworn seminars will be held at The Holiday Inn Hotel Bolingbrook, 205 Remington Blvd, Bolingbrook, IL 60440. Seating will be limited and reserved on a first come first reserved basis.

The seminar is on

**Wednesday, October 22, 2025
8:30am- 4:00pm**

**Sworn and Non-Sworn check in will be:
8:00 to 8:30**

**Please sign up by
Friday, September 26, 2025**

To sign up, use this link:

<https://forms.office.com/r/sgxCx368kM?origin=lprLink>

OR use the
QR code



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