OFFICIAL MAGAZINE OF THE METROPOLITAN ALLIANCE OF POLICE

the RAPSHEET

2025 VOLUME 3

MAP Union Steward Training Seminar

A Legacy of Education and Empowerment

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MAKE THE CALL

First responder mental health resources directory

- **MAP EMERGENCY NUMBER:** 1-630-905-0663
- **CRISIS TEXT LINE:** Text BLUE to 741741 (free, 24/7 and confidential)
- **NATIONAL SUICIDE PREVENTION HOTLINE:** 1-800-273-TALK
- **COP 2 COP**: 1-866-COP-2COP
- **SAFE CALL NOW:** 1-206-459-3020
- **SERVE & PROTECT:** 1-615-373-8000
- **SHARE THE LOAD:** 1-888-731-3473
- **COPLINE:** 1-800-267-5463
- **FRONTLINE HELPLINE:** 1-800-676-7500 (first responder call-takers)
- **CIST** (Critical Incident Support Team): 1-866-535-1078

President's Post

KEITH R. GEORGE

Although this year's legislative session in Springfield did not yield a resolution to the challenges posed by existing Tier 2 pension provisions, we are confident that substantial groundwork has been laid for meaningful reforms to Illinois' public employee pension system in future sessions.

As you are aware, the Metropolitan Alliance of Police ("MAP") has been a cornerstone of the *We Are One* coalition since its inception, steadfastly committed to addressing the detrimental effects of the current Tier 2 pension system. From the outset, MAP has provided robust financial, technical, and legal support to advance this critical cause. Our leadership is acutely aware that a significant portion of our membership now falls under the Tier 2 pension provisions, enacted in 2011, which substantially reduced retirement benefits for public employees, including our sworn and civilian members.

At the time of its implementation, MAP cautioned that Tier 2's reductions would necessitate future reforms to ensure Illinois could continue to attract and retain highly qualified public sector professionals, particularly in essential fields such as law enforcement, fire services, telecommunicators, and public employees. That foresight has proven to be accurate, as employers statewide now face significant challenges in recruiting and retaining the skilled individuals necessary to deliver effective public services.

Throughout the *We Are One* coalition's efforts, we have garnered strong support not only from our communities, but also from elected officials representing our members. The mobilization of our members and their families has been remarkable, fostering a clear consensus among the public and lawmakers. Namely, Tier 2's adverse impacts must be addressed through comprehensive reform. Regrettably, Governor Pritzker and his administration did not prioritize Tier 2 reforms during this legislative session. Moving forward, the coalition will focus on sustaining constructive dialogue with the Governor's office to underscore the profound effects of Tier 2 on current and future public employees. Towards this end, we have not only identified the present and prospective challenges posed by Tier 2; but more critically, proposed practical and viable solutions to address them.

An unexpected, yet heartening development, has been the support from Tier 1 members, who have expressed deep concern over the growing disparity between Tier 1 and Tier 2 benefits. This divide directly undermines recruitment, retention, and the capacity of public agencies to deliver essential services. The inequity of maintaining two classes of employees, performing identical roles yet receiving vastly different retirement benefits, is fundamentally unjust. Left unaddressed, this disparity will continue to impact every facet of the public sector, from law enforcement and fire services to dispatch, education, and public works, with far-reaching consequences for communities across Illinois.

The *We Are One* coalition takes pride in not only highlighting Tier 2's deficiencies but also advancing reasonable and responsible solutions. We are not merely identifying problems; we are offering solutions. While we acknowledge reforming Tier 2 will be a complex and iterative process, potentially spanning multiple legislative sessions and requiring trailer bills to refine key elements such as retirement age and cost-of-living adjustments, MAP remains resolute in its commitment to achieving equitable and sustainable pension reform.

MAP looks forward to continued collaboration with all stakeholders to advance this critical cause and ensure a fair and effective pension system for Illinois' public employees. This fight is not just about protecting our members; it is about standing up for all public employees and doing what's right for the people of the State of Illinois.

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.

M.A.P. CHAPLAIN'S CORNER

The Nitty GRIT-ty

By Rev. Tammy Roach

"*True Grit*" written by Charles Portis (1968) is a famous book turned movie, twice (1969 and 2010); it's a classic western that follows the journey of a young girl seeking vengeance for her father's death. Mattie, a tenacious 14-yr-old seeks the aid of U.S. Marshal Rooster Cogburn because he was known to be a "man of true grit." She saw something (grit) in Cogburn that told her he would overcome obstacles, persevere, and get the job done. But what is grit, and how can fostering grit help you on the job?

Psychologist Angela Duckworth defined grit as "perseverance and passion for long-term goals." In her book, Grit: The Power of Passion and Perseverance, Duckworth identifies four essential psychological assets and a constellation of traits that form the foundation of grit: interest, practice, purpose, and hope. The key to being a man/woman of true grit is found in these basic principles and the character traits that define them.

Interest – Staying Engaged in the Mission

Grit begins with a genuine 'intrinsic" interest in what you are doing, and it's fostered by staying committed to that interest. It's about having passion for what inspires you and drives you. As new officers that intrinsic interest is what drives you to pursue this career, endure the academy, and persevere through the difficult days. You enter the profession with a strong sense of duty, but over time, routine, stress, and bureaucracy can dull that initial spark. Sustaining interest means reconnecting with what drew you to the badge in the first place. If you are feeling dulled, frustrated, or discouraged in the mission perhaps it's time remind yourself why you serve, or rotate assignments and explore different specialties? Seek out areas of policing that you are passionate about and re-ignite that flame of interest.

Practice – Sharpening Skills with Purpose

Deliberate practice is essential for mastering everything from de-escalation techniques to investigative procedures. It's not just about repetition (although that is important), it's about refining performance with appropriate feedback. It's being intentional. Gritty individuals recognize their weaknesses and then practice for improvement – setting goals, seeking feedback, and celebrating accomplishments. One of the ways you can do this, according to Duckworth, is to set micro-goals. Choose one aspect of your job (eg. report writing, tactical response) that needs to be sharpened and set a 30-day skill-building plan. Not only will you gain confidence, but your colleagues and supervisors will likely notice the effort and recognize the change, offering assistance and/or words of encouragement as you show improvement. That effort could be contagious to the rest of the department as well – sparking a revolution of focus and a pursuit of excellence.

Purpose – Connecting to a Higher Mission

Purpose is the anchor that helps keep you grounded; it's the belief that your work to protect lives, uphold justice, and strengthen communities is important for the greater good…even when politicians and the media make it feel thankless. Purpose is an underlying component of Spiritual Wellness, and it fuels perseverance; when you genuinely care about something, you are more likely to endure the ups and downs, and stick with it…even when its hard. Whenever possible create opportunities to engage with the community, so you can see the positive impact of your good work. Make it a practice to share stories of moments when you have been supported by the community, when you have made a difference, and when you have felt proud to serve. Keep a written record and when you get discouraged, go back and visit these highlights.

Hope – Believe in Progress Despite Setbacks

Hope, what sustains you through trauma, danger, and public scrutiny, is critical in the law enforcement profession. In this context, hope is believing that change is possible, that effort matters, and that tomorrow can be better than today. To foster a culture of hope, departments should work toward normalizing conversations about mental health and resilience. As a team, work toward fostering a culture of support where setbacks are seen as part of the journey and a spring-board for growth. And personally, celebrate your growth milestones and small wins (perhaps by utilizing micro-goals and a 30-day skill-building plan).

Grit is not a static personality trait; it is something that can be learned. It is "about working on something you care about so much that you're willing to stay loyal to it." (Duckworth). By focusing on the four psychological assets (interest, practice, purpose, and hope) of grit, you can transform your outlook, experience growth, and persevere during difficult times.

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

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State Senate passes Bill 1701,

and amends Public Labor Relations Act

By Mark McQueary ~ Director of Legal Affairs

On April 9, 2025, the Illinois Senate passed Senate Bill 1701 ("SB 1701"), amending the Illinois Public Labor Relations Act ("Labor Act"). Following passage in the Senate, the Illinois House of Representatives passed the bill on May 21, 2025. The bill aims to improve supervisory status designations for mid-level police ranks. On June 18, 2025, the bill was sent to Governor Pritzker for his signature. When signed, SB 1701 takes effect on July 1, 2026.

Since the inception of the Labor Act, it has applied an employer-friendly test for determining "supervisory status" in police contexts. Unlike other public employees, police employers needed only to demonstrate mid-level police ranks held minimal supervisory authority. Under the existing statute, the Labor Act bypassed the "preponderance test" of the standard supervisory test. This relaxed standard hindered unionization efforts for mid-level ranks, such as sergeants and lieutenants.

SB 1701 revamps the supervisory test for police officers by establishing express categories for non-supervisory personnel. Specifically, the amendment makes the following personnel non-supervisors under the Labor Act: (1) police officers excluded from the definition of "supervisor" by a collective bargaining agreement; (2) police officers in ranks requiring a written promotional test under Division 1 or Division 2.1 of the Illinois Municipal Code; (3) police officers who are in a position or rank that have been voluntarily recognized and covered by a collective bargaining agreement by the employer; or (4) police officers who are in a position or rank historically covered by a collective bargaining agreement.

From the perspective of the Metropolitan Alliance of Police ("MAP"), SB 1701 represents a pivotal change in Illinois labor law. While imperfect, the statute clarifies supervisory status, potentially facilitating unionization for mid-level police ranks. Nonetheless, home rule units may attempt to reassign promotional authority in an attempt to circumvent the statute's intent and maintain supervisory classifications.

With that in mind, local chapters need to be vigilant in examining any proposed changes to the Board of Fire and Police Commission Rules/Civil Service Board Rules, whereby employers may attempt to shift that authority to village/city managers or police chiefs. Should you learn of any attempted changes, please contact your MAP attorney immediately.

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MAP's Union Steward Training Seminar

A Legacy of Education & Empowerment

The Metropolitan Alliance of Police launched its Union Steward Training Seminar several years ago to meet a clear need: providing stewards with the education and tools to serve members more effectively. From the outset, the seminar's mission has been to equip stewards with the knowledge, skills, and confidence required to represent their colleagues with professionalism and authority.

The first seminars concentrated on the fundamentals of the steward role. Training covered core responsibilities such as filing and processing grievances and understanding the essential duties of a union steward. These early sessions established a solid foundation for new stewards and promoted consistent practices across the organization.

As the role of the steward evolved, so did the seminar. Stewards requested more advanced content, prompting MAP to expand the program and invite a variety of subject matter experts. Over the years, Administrative Law Judges have explained the process of handling unfair labor practice cases, as well as the unfortunate amount of time it can take to receive a final decision from the Illinois Labor Relations Board (ILRB). Management-side attorneys have provided insight into contract negotiations from the employer's perspective, including the pressures faced by village managers, mayors, and other officials. They have also discussed the importance of considering the broader, community-wide impact of negotiations, given how agreements can influence other unions within the same municipality.

Federal mediators have described the mediation process during contract negotiations and outlined the goals they aim to achieve during mediation. Workers' compensation attorneys have advised stewards on assisting members injured both on and off duty, particularly when claims are contested by management. Pension attorneys have offered crucial guidance on applying for both duty and non-duty pensions, including the often-overlooked timelines that must be met to secure a member's benefits.

With the introduction of the Safet -T Act, MAP expanded training yet again particularly for stewards. Officer-Involved Shooting (OIS) and critical incident training has taken on new urgency, as members may now face the possibility of being criminally charged not only for their actions, but also for inaction. MAP attorneys have shared numerous real-life situations in which they assisted members, explaining the legal implications and best practices for navigating such incidents. Stewards have reported that this information has been invaluable, providing them with confidence and clarity when similar situations arose in their own departments.

These additions have transformed the seminar into a comprehensive training program addressing the full spectrum of challenges stewards may face. The combination of outside expertise with MAP's own representatives and attorneys ensures participants receive practical, well-rounded instruction directly applicable to their work.

Today, the Union Steward Training Seminar stands as a cornerstone of MAP's commitment to effective representation. By investing in the professional development of our stewards, we strengthen the entire union and ensure every member is represented with skill, knowledge, and dedication. MAP remains committed to evolving this program to meet the demands of an ever-changing labor environment, preparing our stewards to protect the rights and interests of those they serve.

Looking ahead to 2025

This year's Union Steward Training Seminar will be held on Wednesday, October 22, 2025, at the Holiday Inn Hotel, 205 Remington Blvd, Bolingbrook, IL 60440. The program will feature a robust lineup of topics, including:

- Pension updates and application guidance
- Mid-term bargaining strategies
- Rights during collective bargaining activities
- Privileges during disciplinary hearings
- Garrity and Weingarten rights
- Identifying and addressing contract violations
- Effective grievance processing
- Negotiating and enforcing contracts
- Officer-involved shooting protocols
- Issues affecting non-sworn members
- Arbitration procedures explained by an arbitrator
- Other timely issues affecting our members

Seating, as always, will be limited and reserved on a first-come, first-served basis. We encourage stewards to register early to take advantage of this valuable opportunity to strengthen their skills and expand their knowledge.

It's our turn to serve you

We want to show appreciation for the hard work and dedication of Police Officers by supporting those who serve our communities. It would be our sincere honor to assist you with your home financing needs.

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MEMBER NEWS

Genoa Police

Congratulations to Officer Stevenson upon his graduation from NUCPS School of Police Staff and Command.

LaSalle County Sheriff

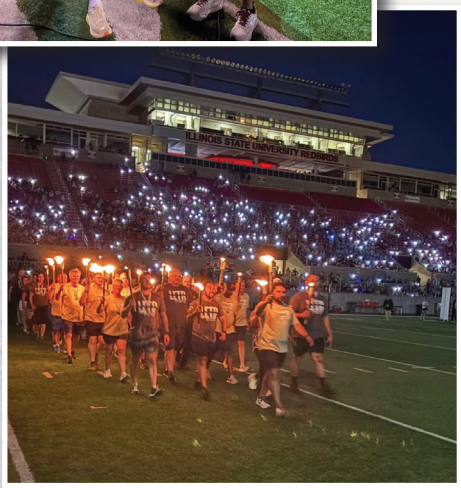
Deputy Pastrick visits the Friendship of Illinois.

Mokena Police

A big THANK YOU to everyone who came out to our "Cone with a Cop" event!

Tinley Park

MAP members from Tinley Park had the incredible honor of attending the 2025 Special Olympics Illinois Summer Games and Opening Ceremonies in Bloomington-Normal. Over 3,500 athletes from across the state competed in this year's event.

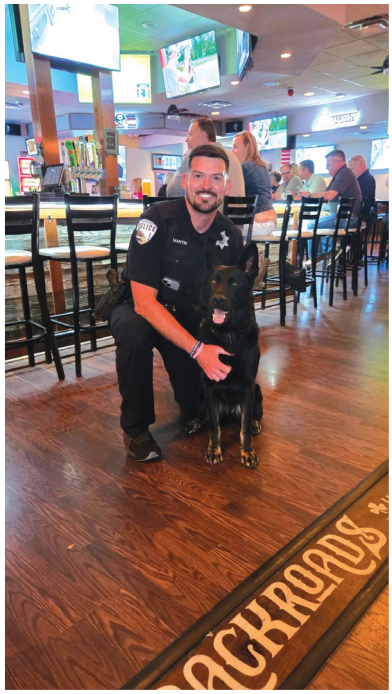


Channahon Police Department

Congratulations to K9 Officer Ethan Anderson and his partner, K9 Atlas! The K9 Team graduated from the Kane County Sheriff's Office K9 Academy and passed certification, making them ready to serve Channahon.

Homewood Police Department

Start your engines! Officer Norbut is hitting the track for this year's Law Enforcement Torch Run Five-O Race, all to support Special Olympics Illinois!

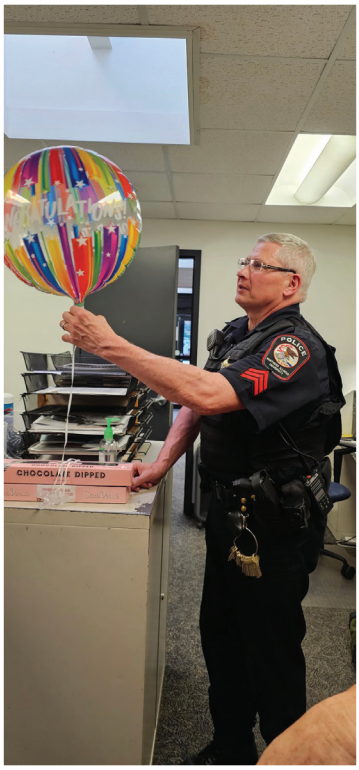


Plainfield Police Department

A heartfelt thank you from MAP members at the Plainfield Police Department. The Tip-A-Cop event was a huge success—and it's all thanks to YOU, our amazing community!

Coal City Police Department

Taking a minute at the Back-to-School bash!



Northern Illinois University

Above: Congratulations to Officer Jadran on his promotion to sergeant. Sergeant Jadran is a 14-year veteran with the NIU PD and has served in vital roles in the agency as a Training Officer, Defensive Tactics Instructor, Evidence Technician, and Greek Liaison Officer.
Right: Congratulations to Sergeant Curtis on retiring after a 30-year career.

MEMBER NEWS

NATIONAL NIGHT OUT

North Aurora Police Department

Plainfield Police Department

Woodridge Police Department

Genoa Police Department

Plainfield Police Department

Minooka Police Department

Northern Illinois University - Police and Public Safety

Orland Park Police Department

DID YOU KNOW?

By Dan Bell ~ Field Representative

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.

History of the Metropolitan Alliance of Police (MAP)

Established in 1983, the Metropolitan Alliance of Police (MAP) was originally formed to represent the interests of police officers. Its reputation for fiercely defending members' rights and negotiating strong contracts quickly led to an expansion, welcoming civilian public employees into its ranks. Today, MAP advocates for over 47 civilian chapters throughout the Chicagoland area, along with numerous police and sheriff divisions. This growth is a testament to the organization's ongoing success in collective bargaining and unwavering support for both sworn and civilian members.

From humble beginnings with just one attorney, MAP has evolved into a powerhouse with 13 attorneys, four working in-house. Many of these legal professionals are either current or former law enforcement officers, providing them with a deep understanding of the challenges members face. Each attorney is dedicated to protecting MAP's most valuable resource, its members.

MAP ensures members have a strong voice in their union

MAP operates under a democratic model, empowering members to elect their own local leadership. This grassroots structure ensures decisions remain in the hands of those directly impacted, not dictated from a distant central office. Members actively participate in contract negotiations, taking a seat at the bargaining table to ensure their priorities are heard and respected.

MAP attorneys function as trusted advisors, educators, and advocates for each chapter. Their guiding principle is honesty: "We may tell you something you don't want to hear, but we'll never lie to you." While legal experts provide support and direction, final decisions always belong to the members, it's their contract. Additionally, each chapter has the freedom to create bylaws tailored to its unique needs, ensuring transparency and independence.

Legal & grievance support provided by MAP

MAP's dedication to its members extends well beyond bargaining it actively defends them. Whether the issue is minor or significant, MAP files and supports grievances on behalf of any of its 5,000+ members who have been treated unfairly by their department. Members benefit from expert legal counsel, representation during interviews or interrogations, and arbitration when needed.

Attorneys are on call 24/7 for emergencies and can accompany members during disciplinary proceedings. The union also has the ability to file class-action grievances to address larger systemic problems affecting entire chapters. This ensures members never face workplace disputes or legal challenges alone.

What financial & organizational advantages does MAP offer compared to other unions?

MAP stands out by keeping dues affordable and eliminating initiation fees allowing members to see immediate savings in their paychecks. Unlike some unions, MAP refuses to agree to "gag orders" that silence members, instead fostering open and transparent communication.

Chapters retain full control over their own operations, while still receiving aggressive legal and organizational support from MAP. This combination of financial savings, operational autonomy, and relentless advocacy makes MAP one of the most attractive options for public sector employees seeking truly member-driven representation.

IN CASE OF EMERGENCY

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

Estate Taxes, Probate, and Trusts

Knowing whether you are subject to estate taxes or if your estate must go through probate during your lifetime or after your death can significantly impact your family. Is a Trust necessary to avoid probate and protect against estate taxes? Let's find out.

Probate Risks During Life & at Death

Probate is the legal process that manages paying your debts and distributing your assets after your death or if you become incapacitated. The probate system exists because no one can sign your name. If you are incapacitated, a guardian is appointed to manage your financial affairs.

If you die with assets in your name, an executor is appointed in probate to manage your estate. A will does not avoid probate; therefore, every will must be filed in court within 30 days of a person's death.

A fully funded Living Trust avoids probate, which usually takes about 18 months. However, small estates can bypass probate by using an affidavit.

Small Estate Affidavit Changes

A Small Estate Affidavit allows the transfer of a deceased person's estate to their heirs or beneficiaries without going through probate, if it meets certain requirements.
If there is no conflict among the beneficiaries of a Will, or the lawful heirs if there is no Will, and the deceased did not own real estate, a state-approved affidavit handles the estate administration.

Recently, on August 15th, 2025, Illinois enacted a law to increase the small estate value limit from $100,000 to $150,000.

If someone passes away on or after August 15th, 2025, their heirs can avoid probate by using a Small Estate Affidavit, provided the specified conditions are satisfied.

The Current Estate Tax Laws

Although the recent OBBB Act establishes a permanent personal estate tax exemption of $15 million for those dying on or after January 1, 2026, Illinois's exemption amount is much lower at $4 million.

While you might avoid federal estate tax, if you have invested or inherited significantly, your estate could approach Illinois's taxable limit.

While the $4 million taxable threshold is more well-known, many people don't realize that exceeding the $4 million limit in Illinois by just $1 causes their entire estate to be taxed progressively.

For example, an estate valued at $4,040,000 will incur an estate tax of $290,800. Married couples with estates exceeding $4 million can avoid probate and shields up to $8 million from estate taxes by using an AB Living Trust.

Estate Planning is Everything

A D. A. Davidson survey found that 2/3 of Americans have no estate plan.
When we're young, we feel like we're invincible. Death is the last thing we're thinking about. But as we age, losing loved ones and dealing with the physical and emotional effects of aging make it clear that mortality is real. This, in turn, makes us afraid to plan for it. So, we spend our lives putting off the inevitable and not preparing for it.

Estate planning is crucial, and understanding your projected estate value is essential.
Using a Living Trust for estates over $150,000 to avoid probate, and an AB Living Trust to protect against estate taxes, can save your family years of stress and a significant amount in taxes.

Your Living Trust

When you pass away or become incapacitated, your real estate, financial accounts, firearms, and other assets held in your name might need to go through probate.

- A Will is filed in probate. 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 avoids probate. An AB Living Trust shields up to $8 million of an Illinois estate from taxes.
- Your financial accounts, life insurance policies, and deferred compensation accounts can designate your Living Trust as the beneficiary, subject to important tax considerations.
- A Living Trust estate plan includes Health Care and Financial Power of Attorney documents. It also includes a Last Will and Testament. A Will is necessary for the guardianship of minor children and for transferring assets in your name out of Probate.

Your MAP Benefits

Feel free to call my office today to lock in your MAP 1/3 reduced rate for a comprehensive Living Trust Estate Plan for you and your family members.

Tom Tuohy

Tom Tuohy has been a police lawyer for over three decades. His father served as a CPD detective, and his grandfather held the ranks of CPD Chief of Major Investigations and Chief of Cook County Sheriff's Police. You can reach Tom easily by phone at 312-559-8400, by email at tom@tuohylawoffices.com, or by visiting his office in Oakbrook Terrace. Please visit his website for numerous free resources. www.tuohylawoffices.com.

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

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

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

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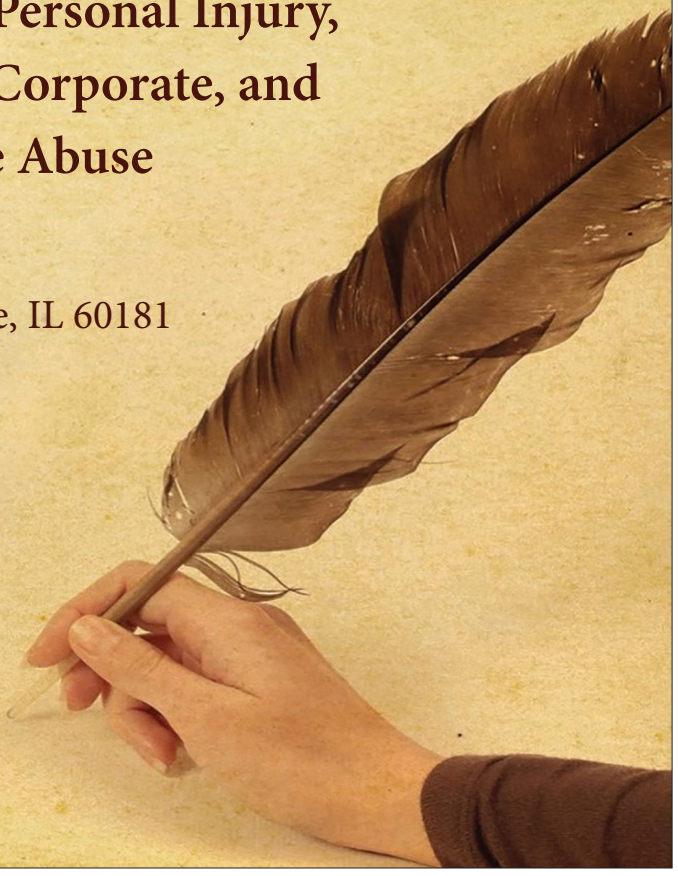

Contract Summary

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

MARK MCQUEARY

Round Lake #444

- 4 year agreement 2025-2029
- Wages
  - May 1, 2025: 4.50%
  - May 1, 2026: 4.50%
  - May 1, 2027: 4.00%
  - May 1, 2028: 3.50%
- Training language clarified
- Enhanced discipline language
- Fitness for Duty language added
- Artificial Intelligence language added
- GPS and Surveillance of Employee language added
- 24 hours of Personal Leave
- Uniform allowance increased
- Court Time increased to 3-hours
- Meeting Time increased to 3-hours
- Seniority Language clarified
- ILRB added to Selection of Arbitrators

Round Lake Supervisors #459

- Duration: 2025 - 2029
- Wages: wages were increased to create differential pay between a top paid patrol officer and sergeant ranging from 7.50% to 15.00% over top paid police officer.
- Training langauge clarified
- Vacation selection clarified and revised
- Bereavement Leave langauge enhanced
- 24 hour of Personal Leave added
- Uniform Allowance increased
- Court time increased to 3-hours
- Meeting time increased to 3-hours
- ILRB added to Selection of Arbitrator
- GPS and Surveillance of Employee language added

Winfield Patrol #477

- Contract Term: Four (4) years from May 1, 2025 through April 30, 2029.
- Predictive Models/Artificial Intelligence: Agreed to Union's proposed language.
- Wage Increases: 12.0% COLA increase in Year 1, 3.0% COLA increase in Year 2, 2.0% COLA increase in Year 3, 2.25% COLA increase in Year 4. Retroactive pay to May 1, 2025 for employees active as of date of ratification and approval of Agreement.
- Investigator/Detective Stipend: Agree to Union's proposal to increase Investigator/Detective annual stipend to $2,500.00.
- Field Training Officer Pay: Agree to Union's proposal to modify FTO pay and provide one hour of overtime. Employee must perform FTO duties during shift lasting at least eight hours.
- Sick Leave Payout at Retirement: Provides payout of unused sick leave to eligible retiring employees at a rate of pay connected to the amount of advance retirement notice provided.
- Court Time: Agree to Union's proposal to increase minimum hours of court time pay to three (3) hours.

Elgin Community College #735

- Duration: 4 year CBA
- Trainer pay: one and one half hours for every hour the member performs in-house instructional duties.
- Uniform language revised and issued equipment codified in the CBA.
- Officer in Charge ("OIC") Pay: 2 hours of overtime when working as an OIC .
- Use of Predictive Models, AI, and Algorithm language added to CBA
- Wages:
  - 2025: Equity adjustment plus 2.00%
  - 2026: 3.50%
  - 2027: 3.50%
  - 2028: 3.50%

Kane County #735

- Duration: 3 years
- Wages: 6.00%, 4.00%, and 4.00%
- Increase in sergeant differential pay
- Surveillance of Employees language added to CBA
- Officer Involved Shooting language added to CBA
- Use Of Predictive Models, Artificial Intelligence, And Algorithm language added to CBA
- Max vacation at 20 years, instead of 25 years
- Family Bereavement Leave Act ("FBLA") Leave language added to CBA
- Child Extended Bereavement Leave Act Leave language added to CBA
- Longevity Pay increased
- Specialty/Additional Duty Pay enhanced
- Midnight Shift Differential Pay added to CBA
- Physical Fitness Incentive added to CBA

Homewood Sergeants #622

- Multi-Year Wage Increases with Step Progression: Annual salary increases of 3.5% (2025-2026), 3.5% (2026-2027), and 4% (2027-2028), with a three-step progression starting at $127,750 (Step 1, 2025) up to $143,851 (Step 3, 2027-2028).
- 12-Hour Shift Schedule with Built-in Adjustments: Implementation of 12-hour shifts (6 AM-6 PM or 6 PM-6 AM) with rotating day-off patterns, short days to balance to 80 hours biweekly, and flexibility for training without overtime triggers.
- Expanded Compensatory Time Accumulation and Usage: Up to 120 hours of comp time accrual at 1.5x rate, usable in 0.25-hour increments, with priority by seniority and options to cover short staffing (e.g., 2 hours off if shift is below minimum).
- Generous Holiday Pay Structure: 11 paid holidays with 8 hours' base pay plus double time for hours worked, and comp time usable to complete shifts while still earning double pay.
- Enhanced Vacation Accrual and Scheduling: Accrual up to 240 hours after 15 years (starting at 80 hours after 1 year), selectable in weekly increments with seniority bidding, and single-day options if staffing allows.
- Catastrophic Sick Leave Bank: Voluntary bank allowing donations of up to 20 days/year for catastrophic illnesses (non-work-related), with committee oversight.
- Body-Worn Camera Protections and Access: MOU ensuring officers can review their footage before reports, privileged communications exceptions (up to 3 minutes off-camera), and limits on remote activation/streaming.
- Overtime and Call-Out Procedures with Seniority Protections: Detailed processes prioritizing volunteers by seniority, with minimums (e.g., 2-hour call-back, 3-hour court time) and options for full/partial shifts; errors corrected with equivalent overtime.
- Field Training and Instructor Premium Pay: Premium pay (1-1.5 hours overtime rate) for full-shift field training based on scheduled hours,

and seniority-based selection for instructor roles.
- Disciplinary Protections and Forum Choice: Just cause standard for discipline, pre-disciplinary meetings, and election between grievance/arbitration or Fire/Police Commission hearings; written warnings expungable.

JOHN GAW

Chicago Ridge Civilians #792

- Wage scale reduced from 8 steps to 5 steps.
- Equity adjustment ranging from 3.4% to 11.5% in first year; thereafter 3.75%, 3.25%, 3.00%.
- Education incentive (new), $150 for associates, $300 for bachelors, $600 for masters and above.
- Tuition reimbursement increased to $5,000.00 per year, with lifetime cap of $25,000.00

JERRY MARZULLO

Montgomery #333

- May 1, 2025 - April 30, 2028
- May 1, 2025 - 5%
- May 1, 2026 - 5%
- May 1, 2027 - 5%
- 48 hours of compensatory time in a refillable bucket
- Switch of Court time from 2 hours of straight time to 2 hours of OT pay
- Increase in FTO pay from $3 per hour to $4.50 per hour.
- Increase in OIC pay from $3 per hour to $4.50 per hour.
- Creation of Detective Pay Stipend of 3% of base salary,
- Creation of Spanish Language Proficiency Pay of $50 per month.
- Cash payout or payment into PEHP plan, upon retirement, of 400 sick time hours
- Addition of one holiday
- Increase in personal day hours from 24 to 36
- Added multiple family members to eligible bereavement leave
- Increased uniform allowance from $700 to $1,000 per year

Lake County Lieutenants #482

- 3-Year CBA
- 12.1.24 - 11.30.27 full retro on all hours worked.
- Lieutenant's wages are always
- All Lieutenants, regardless of unit of assignment, work a nine-hour day, which includes 1/2 hour of compensatory time paid for lunch.
- Added two fixed holidays
- Increased reimbursement for travel expenses to align with county policy
- Increased clothing allowance to $2,000 per year.
- Ability to cash out unused vacation time each year up to 42.5 hours at the member's choice

RON CICINELLI

Dwight #636

- April 1, 2025: Wage/Step Adjustment
- April 1, 2026: 2.25% increase
- April 1, 2027: 2.25% increase
- Health Insurance: Village pays full premium for employees; employees pay for dependents.
- Retiree Insurance: Village contributes to premiums based on years of service (e.g., 50%-70% for ages 55-62, 35%-55% for ages 62-Medicare).
- Life Insurance: $25,000 term life insurance coverage.
- Vacation: Earned based on years of service (e.g., 3 days after 1 year, up to 23 days after 19 years).
- Holiday Pay: Double time and a half for working holidays.
- Personal Days: 3 days annually, with accrual of 40 hours per fiscal year starting April 2025.
- Sick Leave: Accrual of 8 hours per month, up to 1,920 hours.
- Uniform Allowance: $500 annually, unused balance rolls over (max $1,000).
- Longevity Pay: $500-$1,500 annually based on years of service (starting at 8 years).
- Shift Differential: $25 bi-monthly for night/power shifts.
- Overtime Pay: Time and a half for hours exceeding 80/84 in a 14-day period.
- Court Time: Minimum of 2 hours at time and a half for off-duty court appearances.
- Call-Out Pay: Minimum of 2 hours at time and a half for off-duty call-outs.
- Field Training Officer Pay: 1 hour of overtime pay per training shift.
- Canine Officer Pay: 0.5 hours of overtime for kennel duties on off days.

Winfield Sgts #594

- May 1, 2024 - April 30, 2025: 7.50% increase (3.25% COLA + 4.25% Market adjustment)
- May 1, 2025 - April 30, 2026: 3.25% increase (COLA).
- May 1, 2026 - April 30, 2027: 3.25% increase (COLA)
- May 1, 2027 - April 30, 2028: 3.0% increase (COLA)
- Health Insurance Premium Contributions:
  - Employee Only: 10%.
  - Employee + Spouse: 15%.
  - Employee + Child(ren): 15%.
  - Family: 20%.
  - Opt-Out Stipends: Payments for opting out of Village insurance range from $2,600 to $6,000 annually, depending on coverage transition.
- Life Insurance: Coverage equal to annual salary at no cost to the employee.
- Sick Leave:
  - 96 hours annually, accrued incrementally.
  - Maximum sick leave bank: 1,800 hours.
  - Donation of sick leave allowed (up to 160 hours per member, total 320 hours per recipient).
- Paid Leave for All Workers Act (PLAWA): 40 hours annually, effective January 1, 2024.
- Bereavement Leave:
  - Up to 5 days for immediate family.
  - 1 day for extended family.
- Vacation Leave:
  - 84 hours for 1-5 years of service.
  - 126 hours for 6-10 years of service.
  - 168 hours for 11+ years of service.
- Holiday Compensation:
  - 12 hours of holiday time per holiday, totaling 120 hours annually.
  - Additional pay for working holidays: Regular pay + 1.5x hourly rate.
- Uniform Allowance:
  - $700 annually for uniforms (can roll over to the next year).
  - $250 semi-annually for non-uniform assignments.

Contract Summary

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

- Retirement Health Savings Plan:
  - Village matches employee contributions up to 1% of base pay.
- Other Benefits:
  - Mileage Reimbursement: IRS rate for personal vehicle use.
  - Annual Physical: Reimbursement for un-reimbursed costs.
  - Funeral Expenses: Coverage for reasonable and customary costs for line-of-duty deaths.
  - Bulletproof Vests: Replacement per manufacturer's recommended timeline.
- Additional Provisions:
  - Compensatory Time Off: Bank up to 120 hours; accrued at 1.5x overtime hours.
  - Call Back Pay: Minimum of 2 hours at overtime rate.
  - Court Time: Minimum of 3 hours at 1.5x regular rate.
  - On-Call Pay: 2 hours at overtime rate for each 24-hour on-call period.

Lemont Sgts #33

- May 1, 2024 - April 30, 2025: 3.75% increase
- May 1, 2025 - April 30, 2026: 3.25% increase
- May 1, 2026 - April 30, 2027: 3.00% increase
- May 1, 2027 - April 30, 2028: 3.00% increase
- Longevity Payments: Annual payments based on years of service, increasing yearly:
  - 2024-2025: $1,692.07.
  - 2025-2026: $1,747.08.
  - 2026-2027: $1,799.47.
  - 2027-2028: $1,853.46.
- Shift Differential: $29.50 per pay period for employees regularly assigned to night shifts.
- Stipends:
  - Detective/Juvenile Sergeant: $2,000 annually, paid pro rata.
  - Certified Patrol Officer: 1.75% of base pay added to base pay.
  - Staff and Command Education Program Completion: $1,000 annually, paid pro rata.
- Uniform Allowance: $1,100 annually for uniform replacement and acquisition.
- Paid Holidays: Includes 12 holidays, with Juneteenth added in 2025.
- Vacation Accrual: Based on years of service, ranging from 84 hours (less than 5 years) to 252 hours (20+ years).
- Sick Leave Buy Back: Percentage of unused sick leave paid upon separation, ranging from 10% (1-5 years) to 50% (20+ years).
- Insurance Benefits:
  - Health and major medical insurance provided at the same level as non-bargaining unit employees.
  - Life insurance equal to annual salary, with a minimum of $100,000.
  - $5,000 reimbursement for burial expenses in case of death in the line of duty.
- Educational Benefits: Up to $3,000

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annually for job-related college courses, subject to approval.
- Overtime Pay: 1.5x regular hourly rate for hours worked beyond 84 hours in a 14-day period.
- Court Time: Minimum of 3 hours pay at 1.5x regular rate for court appearances during non-duty hours.
- Call-Back Time: Minimum of 2 hours pay at 1.5x regular rate for being called back to work.
- Compensatory Time: Accrual up to 180 hours, subject to Chief's approval for usage.

GARY DEUTSCHLE

Crystal Lake #177

- Wages: 4% (2025-26), 3.5% (2026-27), 3.25% (2027-28)
- Uniform Allowance increase to $1000
- Lateral Officer Initial Vacation Allowance of 40 hours
- Bereavement Leave Language expansion
- Clarification language on: comp time, shift trades, and education reimbursement

East Dundee #453

- Highlights:
  - 2025-7.5%
  - 2026-3.5%
  - 2027-3.5%
  - 2028-3.5%
- Increases in longevity, bereavement leave language, holiday increased to 5.5%, 3 personal days, and some other minor tweaks

STEVE CALCATERRA

Westchester Patrol #651

- Wages: 2023 – 3%
  - 2024 – 8.82%-11.92% adjustment
  - 2025 – 3.25%
- Insurance: 14% contribution, non-coverage $3,000/yr
- Vacation: 85 hours (year 1) – 212.5 hours (year 23)
- Personal/sick time: 51 hrs/yr, up to 40 weeks paid disability per year
- $975 uniform allowance
- Added one personal day, elimination of payback training day

Hanover Park Patrol #102

- Wages: 2024 – 3%
  - 2025 – 3%
  - 2026 – 3%
- Insurance benefits identical to non-union
- Vacation: 80 hrs (1-5 years), 120 hrs (6-13 yrs); 160 hrs (14+ years)
- Personal/sick time: 8 hrs per month

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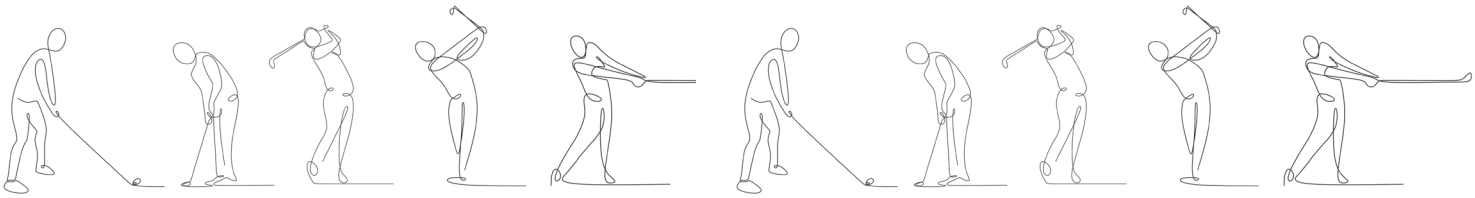
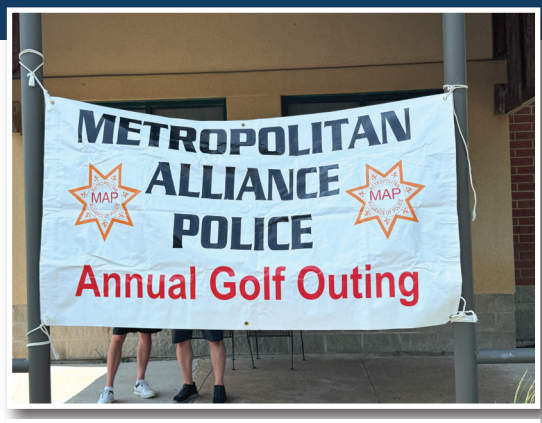


Metropolitan Alliance of Police Annual Golf Outing

'More than just a day on the green'

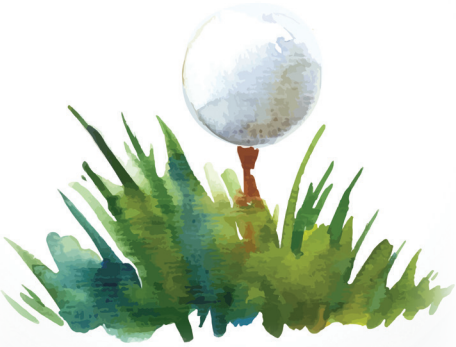


Events like the 2025 Metropolitan Alliance of Police Annual Golf Outing are more than just a day on the green, they're vital moments for building camaraderie, strengthening professional bonds, and fostering unity across departments and communities.

This annual tradition brings together law enforcement professionals and union members from across the region in a relaxed, informal setting where real connections are made.

Whether you're a seasoned golfer or just there for the atmosphere, the outing offers a unique chance to step away from daily responsibilities, engage with peers, and reinforce the solidarity that makes our organization strong. Conversations that begin over a tee shot or shared laugh often lead to lasting professional relationships and collaborative opportunities that carry over into our work.

As we come together in friendly competition and fellowship, we reaffirm our shared commitment to one another and to the communities we serve. Events like this remind us that while our jobs can be demanding, we are never alone; we're part of a dedicated, supportive network that grows stronger every year.



2025 MAP Union Steward Seminar

The Metropolitan Alliance of Police is pleased to announce its annual steward training seminar, scheduled 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 represent your members effectively.

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

The seminar will be held at The Holiday Inn Hotel in Bolingbrook, 205 Remington Blvd., Bolingbrook, IL 60440. Seating will be limited and reserved on a first-come, first-served basis.

The seminar is on Wednesday, October 22, 2025.
Please sign up by October 10h to reserve lunch.

Sworn / Non-Sworn Check-In:
8:30 a.m. to 9 a.m.
MAP Seminar scheduled from:
9 a.m. to 4 p.m.

To sign up, visit: forms.office.com/r/sgxCx368kM
or Scan QR code at right.

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Alexander Murphy

BOLINGBROOK PROF EMP
Kevin Flowers
Jose Rivera
Emma Grimm
Michael Fisher

BURR RIDGE SGTS/CPLS
Thomas Hoster

CAROL STREAM SGTS
Douglas Dunteman

CARPENTERSVILLE
Dylan Beatty
Rosanna Mazzulla
Jesus Ignacio
Travis Skoniecke
Adalberto Villarreal
Nathan Pazos

CHICAGO RIDGE POLICE CIVILIANS
Kareema Keshta

COAL CITY
Monica Daugherty

CREST HILL
Litzy Mendez

CRYSTAL LAKE
Stephen Brammeier

CHICAGO STATE UNIVERSITY
Roosevelt Curry

DARIEN CIVILIANS
Mandy McCulloch

DEKALB CO
Alyssa Ferrigan
Justin Hatton

DES PLAINES PD
Haley Mirabelli

DUPAGE CO
Michael Smurawski
John Murray
Isaac Baxter-Strong

DWIGHT
Hunter Killion
Darek Perrine

EAST DUNDEE
Brandon Watson

E-COM
Kara Berry
Patricia Schlesser
Antoinette Bryant

ELK GROVE
Ethan Serna
Rafael Castillo
Ricardo Martinez

GENOA
Christian Ordlock

GLENWOOD
Andrea Clunie

GOVERNORS STATE UNIVERSITY
Omari Smith

GRUNDY CO CIVILIANS
Alivia Capoziello
Danielle Esposito
Teri Menke
Angelique Cowan

HANOVER PARK
Enya Duarte
Mack Hernandez
Justin Winkler
Bhavik Patel

HOFFMAN ESTATES
Leon Spears
Angela Tribuzio

INDIAN HEAD PARK
Bradley Foster
Isiah Willis

ISTHA
Dena Gubala

KANE COUNTY PATROL
Kyle Davis
Joshua Ladin
Kenneth Alepra
Mikayla Beavers
Andy Chavez
Connor Collins
Blake Patchett

LAKE CO CORRECTIONS SGTS
Martin Guzman
Mark Gaines

LAKE CO PATROL SGTS
Mark Gaines

LAKE FOREST
Sharmaine Harris-Howell

LAKEMOOR
Bradley Hoops

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Dylan White

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METRA
Latorya Belton
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Nicholas Delaurentis
Daniel Flores
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Jennifer Alvarado

NORTHBROOK
Vincent Bolger
Amaris LaCour

NORTHLAKE
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Miguel Martinez

MOUNT PROSPECT SGTS
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Artar Szwejkowski

PINGREE GROVE
Martin Racila

PLAINFIELD
Steven Shervino

ROLLING MEADOWS
Carlos Saez

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Steve Giniat

ROMEOVILLE LTS/COMMANDERS
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Matthew Bejgrowicz

SCHAUMBURG COA
Matthew Christenson

SOUTH HOLLAND
John Pedric

UNIVERSITY OF ILLINOIS
Demetrius Anderson

WEST DUNDEE
Scott Rose

WESTCHESTER
Matthew Sosnowski

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How the Illinois Safety Act Enables "Back Door" Decertification for Police Officers

By Raymond Garza ~ Staff Counsel

Under the Illinois Safety, Accountability, Fairness, and Equity-Today (SAFE-T) Act, police certification and decertification processes underwent significant reform, affecting both current officers and lateral hires. A specific area of concern is how officers who leave an employer during an open internal investigation face potential "back door" decertification: the Illinois Law Enforcement Training Standards Board (ILETSB) can deny a training waiver for lateral employment, quietly ending the officer's law enforcement career without formal decertification proceedings.

The Certification & Waiver Process

Police Certification: Illinois police must be certified by ILETSB, which can now decertify not only those convicted of certain crimes or found guilty of misconduct but also, at its own discretion, officers found to have committed serious violations—even if no criminal conviction results.

Lateral Hires: Officers seeking to transfer ("lateral") to another department rely on ILETSB to grant a waiver of basic training requirements, provided their prior training and service meet Illinois standards.

The "Back Door" Decertification Mechanism

Open Investigations: If an officer departs a department while being investigated for misconduct, that open case is reported to ILETSB's databases as part of new transparency protocols.

Training Waiver Denial: When another agency tries to hire this officer, the Board reviews their background. An unresolved or pending investigation appearing in the officer's file is a red flag.

No Pre-Clearance: ILETSB cannot give advance approval for waivers—the final decision is made only after a new agency hires the officer and formally requests the waiver. If ILETSB is unsatisfied due to the open investigation, it can simply deny the waiver, effectively blocking the officer from being employed as an Illinois police officer, even if the officer was never formally "decertified" in the disciplinary sense.

Why It Matters

No Due Process: Unlike formal decertification—which involves hearings, panel reviews, and an appeals process—the waiver denial is administrative and case-by-case. There is little recourse for the officer; the hiring agency must prove the officer deserves the waiver, and there is no guarantee of success.

Permanent Barrier: Since ILETSB only considers waiver requests after hiring, and a denial is often decisive, officers leaving under a cloud of unresolved allegations may never work as police again in Illinois, even without a conviction or formal finding of guilt.

Transparency vs. Consequences: While intended to improve accountability, this system may allow allegations—regardless of outcome—to end careers with less oversight than a formal decertification panel.

Conclusion

The Illinois Safety Act's reforms, while focused on increasing oversight and community confidence, also create a potent "back door" for ending officers' careers. Leaving an employer under investigation, without formal charges or a hearing, can result in ILETSB denying a training waiver for lateral hires. For practical purposes, this can decertify an officer without the legal process and transparency otherwise required, raising important questions about fairness, due process, and the balance between community protection and individual rights.

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An Update on Tier 2 Pension Fight Where We Stand

Brothers and Sisters,

We want to share an important update on our fight to fix the broken Tier 2 pension system.

Despite a vigorous grassroots lobbying campaign and more than a year of good-faith engagement with lawmakers, Governor JB Pritzker, Senate President Don Harmon, Speaker Chris Welch, and the General Assembly failed to take action on Tier 2 in this legislative session. Not even a committee vote was granted on our proposal.

Such inaction is inexcusable.

Since introducing the Fair Retirement and Recruitment Act last November—and our compromise proposal, SB 1937, more recently—we've worked tirelessly to develop a responsible, comprehensive solution to Tier 2 inequities. We responded to the concerns of the governor's office and legislative leaders. We participated in dozens of hearings, working groups, and direct negotiations.

And, as you know well, we showed up. Union members all across this state sent over 100,000 emails, made tens of thousands of phone calls, submitted thousands of witness slips, and had countless conversations with legislators.

Our efforts made a real impact—and **you can be assured we are not stopping now!**

The Tier 2 crisis continues to grow. Every day, public employees are leaving their professions and our state because we can't count on a secure retirement. The longer we delay fixing this, the more damaging and costly it becomes.

The potential for steep cuts in federal funds to our state is no excuse for inaction. If anything, attacks on our state from Washington, D.C., make it more urgent for our leaders to stand up for working families.

We remain ready to work with any lawmaker who has questions about our latest proposal, SB 1937 House Amendment 2. This fight is far from over—and we're not going anywhere.

To every public servant who has joined in this fight for fairness, thank you. Your voice, your advocacy, and your commitment have brought us to the edge of meaningful change. And with your continued support, we will finish the job.

In solidarity,

Pat Devaney
We Are One Illinois

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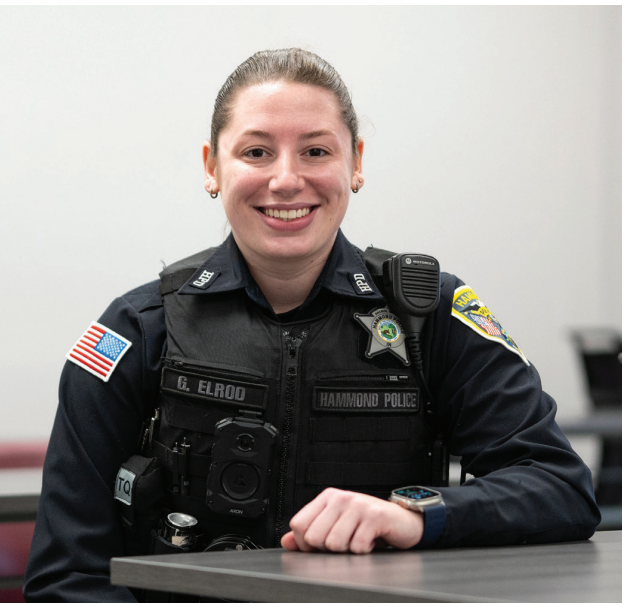

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