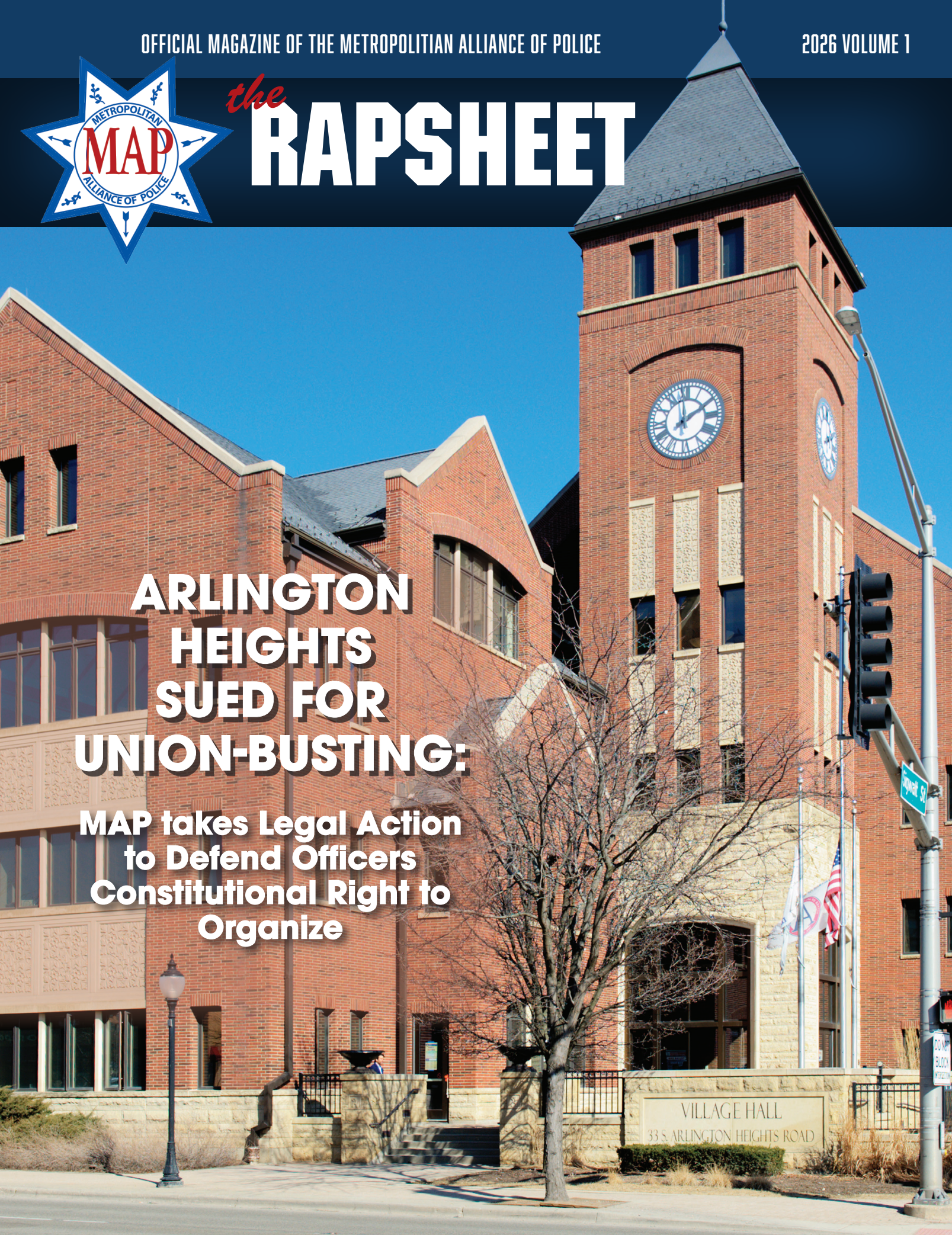
OFFICIAL MAGAZINE OF THE METROPOLITIAN ALLIANCE OF POLICE

2026 VOLUME 1

the RAPSHEET



ARLINGTON HEIGHTS SUED FOR UNION-BUSTING:

MAP takes Legal Action to Defend Officers Constitutional Right to Organize

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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

M.A.P. CHAPLAIN'S CORNER

My Thin Blue Line

By Rev. Tammy Roach

As a First Responder Chaplain, I feel deeply a part of the thin blue line. I've walked alongside my brothers and sisters in some of their darkest days, have prayed at memorials, and I've helped provide support to grieving families. It has been humbling and sacred.

As a co-founder of Cornerstone Retreat Center, I feel deeply a part of the thin blue line – serving and caring for my brothers and sisters who put their lives on the line every day. It's been such a privilege to teach peer support and resilience courses, especially when we witness those 'a-ha' moments of realization, that deep appreciation for listening well, and those vulnerable moments when there has been personal breakthrough and a resolve to serve well in these important roles.

It's been a privilege to develop the retreat center, working alongside CRC's first responder volunteers to make it a truly special place where families can connect with one another, departments can bond together, and where healing work can flourish. We've poured our personal finances, energy, and prayer into developing the property because we believe without hesitation that this is what God has called us to do.

As important as both roles are, being the wife of a law-enforcement officer is something altogether different. It is a deeper layer, a quieter calling, and a place that few truly understand unless they have lived inside of it. The 'better halves," know exactly what it feels like to watch the clock during a late shift, to sit alone at sporting events and holiday tables, and to carry the silent fears of what if? It's in this role that I feel most deeply a part of the thin blue line.

In my ministry world, I don't fit neatly into a box; I'm a bit of a unicorn. What makes me an anomaly is that I am a (now retired) police officer's wife and a first responder chaplain. When I'm in these spaces, I consistently encounter a profound lack of understanding about law enforcement. There is little comprehension of what it means to be a police officer, little awareness of the dangers you face, or acknowledgment of the cumulative weight of critical incidents. There is little recognition of the moral injuries, ethical burdens, and institutional betrayals that can come simply from putting on a badge and doing the job with integrity.

Too often, I sit silently in these spaces where violent offenders are passionately defended, victims are quietly overlooked, and police officers are broadly villainized. It is not always a safe place for me to speak. It is rarely a safe place for my heart.

In the midst of my two realities, this past week, as I attended the funeral of a cop's spouse, I was reminded in a deeper sense: these are my people; this is my family. We, the spouses, have witnessed the slow (and sometimes sudden) changes in the men and women we love – changes born of chronic stress, repeated exposure to trauma, and organizational betrayal.

We've learned how to read their faces when their words fail. We've learned when to press in and when to give space. We've learned how to hold joy and grief at the same time.

There is pride in watching the one you love serve with courage and integrity, and there is a deep respect for their calling to stand between good and evil, order and chaos. There is meaning in supporting our heroes, even as we recognize that the responsibilities of the job are often inconvenient, unpredictable, and at times, costly. Yet, we keep showing up, we keep moving, and we keep supporting one another. Why? Because this honor, respect, and courage runs through our blood as surely as it runs through theirs.

I'm blessed to be a part of such an amazing group of civil servants; this is my thin blue line.

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

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PRESIDENT'S POST - KEITH R. GEORGE

Advocating, Defending and Advancing the Rights of Members

As we close the books on 2025, I want to reiterate MAP's unwavering commitment to advocate, defend, and advance the rights of every professional member we represent. We are deeply proud to stand up for your interests every day. Be assured, MAP will continue to leverage all our resources to safeguard your hard-earned rights, working conditions, and the benefits you rightfully deserve.

MAP remains a principal member of the "We Are One" coalition. MAP, along with other organized labor unions, is working to reverse the negative impact Tier 2 has had on our members. As always, MAP remains committed to keeping you fully and promptly informed regarding any proposed changes affecting your rights, benefits, or working conditions, as well as any recommended political or legislative actions from coalitions or alliances in which we participate. We will continue to provide clear updates, analysis, and guidance through official channels to help you stay engaged and prepared.

This year, our attorneys and personnel responded to more than eleven critical incidents, including officer-involved shootings, in-custody deaths, and other major events involving our members. During three consecutive days, we deployed attorneys to three separate officer-involved incidents. MAP attorneys responded to each scene to support and stand beside you. Not merely "phoning it in" as many other police unions do. As a result, we routinely receive expressions of gratitude for our rapid response, the skill of the attorneys assigned, and the depth of knowledge they bring to each situation.

To safeguard against potential conflicts of interest during internal or administrative investigations, MAP's standard practice is to assign separate, dedicated labor attorneys. This approach ensures independent advocacy for each member's interests, consistent with our commitment to ethical representation and the highest standards of due process.

In addition, MAP has taken the fight to those engaged in anti-union activities. MAP filed a lawsuit against the Village of Arlington Heights over a local ordinance designed to prevent sergeants from forming a union under the new law (Senate Bill 1701). That ordinance directly violates Article I, Section 25 of the Illinois Constitution, the Workers' Rights Amendment, which guarantees employees the fundamental right to organize and bargain collectively through representatives of their own choosing for the purpose of negotiating wages, hours, other terms and conditions of employment, and workplace safety.

No law, including any municipal ordinance, shall interfere with, negate, or diminish that right. This constitutional protection, overwhelmingly approved by Illinois voters, provides a strong safeguard against attempts to undermine public employees' bargaining rights, including through improper supervisory classifications or other local restrictions.

MAP is actively monitoring and investigating similar ordinances and practices in other municipalities threatening our members' constitutional and statutory rights under the Illinois Public Labor Relations Act and the Workers' Rights Amendment. Where violations are identified, we will pursue all available remedies to vigorously defend and enforce those protections on behalf of our members and those who want to be MAP members.

In addition, our grievance arbitration program continued to deliver strong results. In 2025 we approved more than 85% of the grievances presented to our board, leading to the reversal of several termination cases. Some of

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

our members have been awarded full back pay and, in some instances, monetary settlements. Many others benefited from significantly reduced disciplinary action. MAP attorneys and staff remain available to review the facts of each case, determine the appropriate level of response, and assist with preparing the necessary documents in accordance with each chapter's contract. We never apply a one size fits all strategy; rather, every response is tailored to the specific needs of the chapter involved.

The annual MAP Steward Training held in October attracted the largest attendance to date. Participants praised the timely, well-presented curriculum and said it equipped them with the tools they needed to return to their departments as strong advocates for their colleagues. The keynote speaker this year was a labor arbitrator, who provided our stewards with valuable insight on what arbitrators base their decisions on when hearing grievances related to discipline and interest arbitration cases. The 2026 Steward training is set for Wednesday, October 21st.

Our annual golf outing once again brought members together in a relaxed setting. Over 150 golfers enjoyed a round of golf, camaraderie, and great weather, followed by dinner for more than 180 attendees. The event provides an excellent opportunity to network with fellow MAP chapter members, fostering closer ties, and the exchange of ideas. This year's outing is scheduled for Monday, June 22, 2026, at the Links of Carillon in Plainfield. The event routinely sells out, so I encourage you to gather a foursome and join the fun.

In closing, I remain intensely proud to represent the professional members of the Metropolitan Alliance of Police. Rest assured, MAP will continue to fight for your rights, working conditions, and earned benefits as you navigate the ever-shifting terrain of the Safe T Act, local ordinances, recruitment and retention challenges, and any unforeseen obstacles that may arise.

Thank you for your confidence and trust. Please feel free to reach out with any questions, concerns, or suggestions.

Be Safe!

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Qualified Overtime Compensation Deduction

Under the One Big Beautiful Bill Act

By Mark S. McQueary

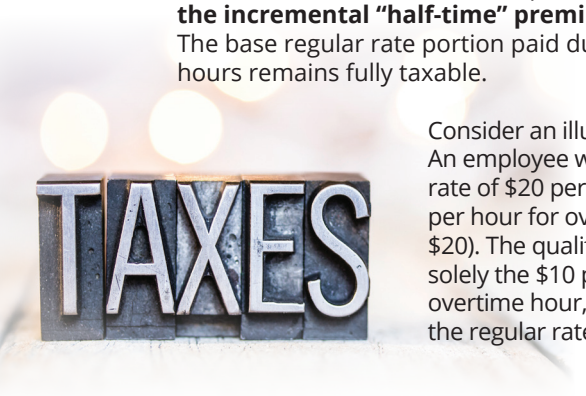
Important Disclaimer: *The following discussion is provided for educational and informational purposes only. It is not intended to constitute legal, tax, or professional advice. Tax laws are complex and subject to interpretation, and individual circumstances may vary significantly. Readers should not rely on this information for tax planning or compliance purposes. Always consult a qualified tax professional, certified public accountant, or tax attorney for advice tailored to your specific situation.*

The One Big Beautiful Bill Act ("OBBBA"), signed into law on July 4, 2025, introduced several temporary tax relief measures aimed at working Americans. Effective retroactively from January 1, 2025, through December 31, 2028, the OBBBA allows eligible taxpayers to deduct the premium portion of overtime pay mandated by the Fair Labor Standards Act ("FLSA") from their federal adjusted gross income.

Capped at $12,500 for single filers ($25,000 for married filing jointly), with a phaseout beginning at modified adjusted gross income exceeding $150,000 ($300,000 joint), the deduction represents a targeted incentive to reward hourly workers.

Scope of Qualified Overtime Compensation

Of note, the deduction is narrowly tailored to the overtime premium required under Section 7 of the FLSA, which mandates payment at one-and-one-half times the regular rate for hours worked in excess of 40 in a workweek for non-exempt employees. **Only the incremental "half-time" premium qualifies.** The base regular rate portion paid during overtime hours remains fully taxable.



Consider an illustrative example: An employee with a regular rate of $20 per hour earns $30 per hour for overtime (1.5 × $20). The qualified amount is solely the $10 premium per overtime hour, the excess over the regular rate. By contrast, if an employer provides enhanced premiums, such as double time ($40 per hour) for holidays or pursuant to state law or a collective bargaining agreement, the deductible portion remains limited to the FLSA-mandated $10 premium. Additional amounts beyond the federal requirement do not qualify, ensuring the provision aligns strictly with baseline federal labor standards rather than more generous state or contractual obligations.

It is important to note, any additional overtime premium required by either state law or a collective bargaining agreement or voluntarily agreed to by the employer (e.g., double time on holidays) does not qualify for the federal income tax deduction. Meaning, employees may NOT deduct: (1) overtime earned under a state law requirement; (2) overtime earned under a collective bargaining agreement, except for FLSA overtime after 40 hours/week; or (3) shift differentials, weekend premiums, or other differentials not required by the FLSA.

Employer Reporting Obligations

The OBBBA places primary responsibility on employers to segregate, track, and report qualified overtime compensation. Payroll systems must distinguish FLSA-required premiums from non-qualifying premiums.

For tax year 2025, the Internal Revenue Service ("IRS") has designated a transitional period, providing penalty relief for failures to separately report this information on Forms W-2 or equivalent statements. Forms remain unchanged for 2025, with no dedicated fields for qualified overtime. However, the IRS encourages voluntary reporting via reasonable methods. Beginning with tax year 2026, mandatory reporting commences.

Again, should you have any questions regarding this newly enacted law, you should always consult a qualified tax professional, certified public accountant, or tax attorney for advice tailored to your specific situation.

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MEMBER NEWS

Buffalo Grove Police Department

Congratulations to Officer Greg Hill and Sergeant Jaime Verduzco on celebrating 20 years of service.

Park Ridge Police Department

Community Star Award Winner: Service doesn't stop at the badge. Officer Carlos Panizo has been named a 2025 Community Star by the Park Ridge Chamber of Commerce, and for good reason. From serving the residents to coaching the Maine South Girls Flag Football team to a state title, his impact reaches far beyond the job. Congratulations, Officer Panizo on a great 2025!

Village of Oswego Police Department

Congratulations to Officer Chad Dickey, 2025 Employee of the Year.

Schaumburg Police Department

Congratulations to Schaumburg Police Detective Paula Casey. Detective Casey was recently featured on WGN's Spotlight Chicago after being named First Responder of the Month for January. This well-deserved recognition highlights her dedication, professionalism, and service to our community.

Prospect Heights Police Department

Sergeant Deol, Corporal Farina, Officer Musson, and Officer Ammari have been named the 2025 PHPD Patrol Squad of the Year.

Prospect Heights Police Officer of the Year 2025

It is with great pride that we extend our congratulations to Corporal Barrett Loehrer on his selection as Officer of the Year for 2025.

Palos Heights Police Department

We offer our heartfelt condolences to the family and friends of Detective Tim Jones, and to our brothers and sisters at the Park Forest Police Department, on his passing.

Detective Jones suffered life-altering injuries in the line of duty in 2016, and the courage, resilience, and spirit he demonstrated in the years that followed have inspired countless people across the law enforcement community and beyond.

Please keep Detective Jones' loved ones, friends, and fellow officers in your thoughts during this difficult time.
#TimStrong

MAP Challenges Arlington Heights'

Unconstitutional Attempt to Sidestep Officers' Union Rights

In a move that would make even the most creative municipal attorney blush, the Village of Arlington Heights has been caught red-handed rewriting its police promotion rules for one evident purpose: to deny its sergeants the right to unionize. The Metropolitan Alliance of Police ("MAP"), joined by affected officers, has filed suit in Cook County Circuit Court to put a stop to this transparent evasion of state law and the Illinois Constitution.

The heart of the matter is straightforward. Senate Bill 1701, implementing the Illinois Workers' Rights Amendment (Article I, Section 25 of the Illinois Constitution), clarifies police officers promoted to a rank requiring a written examination are not "supervisors" under the Illinois Public Labor Relations Act, and thus retain the fundamental right to organize and bargain collectively. For decades, Arlington Heights promoted sergeants through a merit-based process involving precisely such written testing, overseen by the independent Board of Fire and Police Commissioners.

As sergeants began exercising their newly affirmed rights under SB1701, the Village abruptly scrapped the written exam requirement, transferred promotional authority to the Village Manager, and voilà, reclassified sergeants as untouchable supervisors ineligible for union representation. Internal documents, including a telling memo from the Chief of Police, lay bare the Village's intent...to thwart unionization by any bureaucratic means necessary.

This is not mere administrative housekeeping. It is a calculated interference with constitutional rights, a prohibition expressly forbidden by the Workers' Rights Amendment, which declares, "no law shall be passed that interferes with, negates, or diminishes" the fundamental right to organize and bargain collectively.

As Keith George, President of MAP, aptly observed: "Manipulating the promotion system to strip officers of their constitutional rights is both unlawful and unacceptable. Arlington Heights' calculated maneuver was never about efficiency, fairness, or public safety; rather, it was a blatant union-busting tactic designed to silence the voices of those entrusted with protecting our community. Through this lawsuit, we intend to make clear that no municipality has the authority to undermine the constitution or retaliate against officers who choose to organize."

The consequences extend far beyond the sergeants' bargaining table. Dismantling a merit-based promotion system invites politicization of law enforcement ranks, erodes morale, and hampers recruitment and retention at a time when Illinois police departments can ill afford further instability.

MAP and other plaintiffs seek: (1) a declaratory judgment invalidating the ordinance as unconstitutional; (2) a clear ruling that municipalities cannot gerrymander promotional processes to evade state labor protections; and (3) restoration of the longstanding, lawful merit-based promotion system.

MAP represents over 5,000 law enforcement officers and public safety employees across Illinois. For years, MAP has championed fair wages, safe working conditions, contract integrity, and the professional rights of the men and women who keep our communities secure. In the courtroom, as in policing, the rule of law must prevail over expedient shortcuts. This lawsuit ensures it will.

Cover photo by: www.robertweberphotography.com

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Your Voice, Our Mission

Advancing Critical Protections for Our Members

By Mark S. McQueary - MAP Director of Legislative Affairs

As you are aware, the Metropolitan Alliance of Police ("MAP") is a founding member of the Coalition of Frontline Police Officers. Central to MAP's mission is our unwavering commitment to advancing legislation and policy directly benefiting our members and strengthening the profession. Each legislative session in Springfield, certain management associations predictably advance proposals designed to undermine collective bargaining rights, erode job security, and diminish earned pension benefits. In response, MAP consistently engages in the legislative process to vigorously defend and promote your interests.

Consistent with this commitment, MAP, through its leadership role in the Coalition, has drafted and is actively sponsoring two significant pieces of legislation: (1) amendments to the Public Employee Disability Act ("PEDA") to ensure all public safety employees injured in the line of duty receive full salary continuation and uninterrupted benefits; and (2) a comprehensive prohibition on the imposition of arrest quotas for police officers.

These measures are intended to provide meaningful protection for officers who sustain injuries while serving the public, preserve professional discretion, and prevent policies that compromise sound law enforcement practices.

In addition, MAP remains an active voice in the We Are One Coalition, which is dedicated to fixing Tier 2 pension benefits. We Are One is committed to safeguarding secure and dignified retirements for all public sector employees. A robust pension system is essential to recruiting and retaining the highly qualified public employees necessary to maintain public safety throughout Illinois.

These initiatives represent critical improvements for our members, but their success depends upon strong, unified support. While not every bill becomes law, rest assured MAP remains relentlessly proactive, advancing your priorities daily, both in legislative forums and at the bargaining table.

We are guided by a fundamental principle: MAP members and their families deserve the highest standard of representation and protection. We will never waver in that duty. When you receive the forthcoming legislative action alert via email, please take a moment to contact your state representative and state senator to express your strong support for these measures. Your voice makes a decisive difference. Together, we will continue to achieve meaningful progress.

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Protecting Your Children's Financial Resources

Whether you are a new parent, have a growing family, or are a grandparent, now is a good time to consider how to protect children's present and future financial resources and their welfare.

Family protection includes investing in our children's financial future. This investment should be adequately funded and structured to avoid risk. Family protection also includes ensuring our children are financially supported, no matter what the future brings.

Educational Financial Resources

With education costs rising every year, it is wise to take advantage of available resources to help cover them. The best way to save for a child's education is a **529 Plan**, and Illinois offers one of the least expensive in the country: ***Bright Start.***

There is no minimum balance required, and contributing to the account now provides "triple tax benefits" with tax-deferred growth, tax-free withdrawals, and an Illinois tax deduction on contributions. A 529 bonus is that other family members and friends can contribute to your account.

One caveat: I advise all my clients to name a successor custodian for the ***Bright Start*** 529 account, whether it is the other parent or another trusted person. If the custodian dies without a successor named, even the parent must petition the probate court to be named guardian of the child and custodian of the account.

UTMA Accounts

A Uniform Transfers to Minors Account **(UTMA)** allows adults to transfer cash, stock, real estate, art, and other assets to an account controlled by a custodian, until the child reaches age 21 in Illinois. There are no contribution limits, the assets are taxed at the child's tax rate, and the gift is irrevocable. The assets are protected from the parents' creditors.

A word of caution: While a UTMA account can help teach children the value of long-term savings, you must prepare them to receive the account responsibly at a young age. Also, as a 529 custodian, be sure to name a successor custodian.

Supplemental Needs Trusts

If you plan to support a child or adult with a disability financially, the contribution must be made to a Supplemental Needs Trust **(SNT)** to protect that person's current and future government benefits, such as SSI and Medicaid.

The funds held in an SNT are controlled and invested by your chosen trustee, who can support the SNT beneficiary with a wide range of allowable expenses.

I frequently advise all clients to ensure that their estate plan, preferably a Living Trust, includes an SNT for each beneficiary. Anyone can acquire a disability through accident or illness, and if they do and your estate plan does not include SNT protections, they may lose their benefits or be required to reimburse the government.

There are many other ways to invest in a child's future, such as using popular savings apps like ***Acorns and Greenlight***, a ***Roth IRA***, or a ***Fidelity Youth Account***. The best way is to work with your financial planner to create a plan that includes your children's plan.

However you choose to invest financially in your children, remember to protect what you have earned in an updated estate plan, such as a Living Trust.

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I offer a **1/3 reduction of my fees** to all police officers and staff, MAP members, and their family members.

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

- A Will = Probate. The rule is that no one can legally sign your name. Therefore, all assets in your name are subject to the Probate process, which averages 18 months and is costly.
- A ***Living Trust*** 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 guardianship of minor children. It also transfers assets in your name out of Probate.
- A ***Living Trust*** contains a ***No Contest*** provision and beneficiary ***Asset Protection*** clauses.
- Your estate plan comes with free lifetime access to your client portal and digital storage of all essential documents, accessible with your chosen password.

Call my office today to lock in your MAP 1/3 reduced rate for a complete Living Trust Estate Plan.

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

Tom Tuohy

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

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

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

Living Trust Estate Plans Include:

Living Trust

Last Will & Testament

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17W220 22nd St. Suite 510 Oakbrook Terrace, IL 60181
info@tuohylawoffices.com
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In-Person or Zoom Signings
Free Parking

Call before May 31st, 2026
Mention MAP for 33% Discount

Contract Summary

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

Jerry Marzullo

23rd Judicial Circuit Court Services #696

- Wage increases:
  - 2025: 8% increase with full retro on all hours worked
  - 2026: 4% increase + 2% additional increase for step 1 new hires
  - 2027: 4% increase
- Clarified Seniority within the Department
- Increased DeKalb County PHO to begin accrual at the immediate beginning of hire.
- Both Kendall and DeKalb matched educational reimbursement for all County EEs.
- Kendall County - Increased vacation accrual and added an additional week of vacation at 20 years of service
- Kendall County - Added in applicable family members for sick time usage

Arlington Heights #510

- 1 Year Rollover Deal
- Effective 1/1/26: 3% COLA w/a me-too clause if any other unit or non-union EEs receive more.
- Move to a 5/3 shift schedule (9 hr. day), resulting in working, on average, 15 less workdays per year

QuadCom #546

- Wage increases:
  - All employees will receive a 19% increase in base wages over the life of the contract, with the largest increases up front:
  - May 1, 2025: 8% increase (with retro payments)
  - May 1, 2026: 5% increase
  - May 1, 2027: 3% increase
  - May 1, 2028: 3% increase
- Two new holidays: Employees will begin receiving both Juneteenth and New Years' Eve as paid time off, effective May 1, 2026
- Midnight shift differential: Instead of receiving 1/2 of a personal day every quarter, employees on midnight shift will receive a 1.5% increase to their wages. This means more money overall for those employees.
- Training operator pay: Instead of receiving $2 per hour for time spent as ETO, employees will now receive pay equal to one hour at your overtime rate (substantially more money)
- Order-out procedures: The contract's procedures for order outs have been reworked and simplified. Notable changes are that ECOs will ordinarily not be ordered out on their regular days off, and if QuadCom is not fully staffed, full-timers will be offered voluntary overtime before part-timers are offered that OT
- Safe and healthy workplace language: A new contract section will require QuadCom to ensure that the workplace is safe and healthy - and any health or safety issues can be grieved through the contract
- Dress code update: Leggings will now be considered appropriate workplace attire
- Changes to bereavement leave: The definition and requirements to take bereavement leave for a domestic partner are simplified -- now, all employees have to do is notify the employer in writing that they are designating an individual as their domestic partner
- Changes to training supervisor position: Beginning January 2026, the training supervisor becomes a management position (note - this was a change that a majority of the membership wanted)

John Gaw

Aurora IT #525

- Wage Increases:
  - 2024: 3.5%
  - 2025: 4.0%
  - 2026: 4.0%
  - 2027: 4.0%
- All wages are retroactive
- Longevity increases up to 2.5%
- Stand-by pay

Joseph Mazzone

Oakbrook Terrace #519

- Wage increases:
  - 2024: 3.0%
  - 2025: 4.0%
  - 2026: 4.0%
  - 2027: 4.0%
- Numerous changes regarding name of organization and make up of Union Stewards, particularly against the implementation of part-time officers.
- Protection of arbitration costs.
- Codify work week and workday.
- Incorporated Officer involved critical incident language.
- Clarify and codify training schedules.
- Codify overtime calculation.
- Modify disciplinary procedure.
- Modify and codify vacation scheduling and shift bidding.
- Modify use of sick leave and vacation use.
- Codify acting shift commander pay.
- Codify lateral hires and hiring incentives.
- Clarify holiday pay and personal days.
- Modify drug and alcohol testing.
- Codify testing for officer involved shooting per MAP guidelines.

IN CASE OF EMERGENCY

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

Mark McQueary

Palos Heights #99

- Wage Increases:
  - 2026: 3.50%
  - 2027: 3.50%
  - 2028: 3.50%
  - 2029: 3.25%
- Cumulative Impact: Approximately 13.75% over the four-year term (simple addition; compounded total slightly higher at ~14.44%). This represents an improvement over the prior contract's reported 13.50% cumulative increase.
- Recruitment and Hiring Enhancements: Added lateral hiring step language to facilitate recruitment of experienced, highly skilled candidates by allowing credit for prior service in wage placement.
- Probationary Periods
  - New hires: Extended to 18 months
  - Lateral hires: Only 12 months
- Benefits Improvements
  - Life Insurance - Increased to $200,000 (employer-paid).
  - Health Insurance Opt-Out/Buy-Out - Increased to $4,000 annually for eligible members who waive coverage.
  - Tuition Reimbursement - Increased to $6,100 annually (subject to standard eligibility and approval requirements).
  - Health Insurance Premiums - Employee contribution rates frozen for the first year of the contract (2026)
- Specialty/Premium Pay
- Increased rates for existing specialties:
  - Detective
  - Range Officer
  - Cadet Advisor
  - Field Training Officer
  - Designated Officer in Charge
  - Temporary Officer in Charge
- New specialty pay categories added:
  - School Resource Officer
  - In-House Training Instructor
- Holiday and Overtime Enhancements
  - Unscheduled Holiday Pay (for Christmas Day, New Year's Day, and Thanksgiving):
  - Members working unscheduled overtime now receive base hours worked at time and-one-half, plus an additional 2 hours at time-and-one-half.
  - Example: 3 hours of unscheduled overtime on a covered holiday = 3 × 1.5 = 4.5 hours + 2 × 1.5 = 3 hours → total 7.5 hours of pay (previously 4.5 hours).
- Training and Time-Off Provisions
  - Range Training - Minimum compensated time increased to 2 hours.
  - Compensatory Time Bank - Maximum accrual increased to 132 hours (from 120 hours).
  - Vacation Cancellation - Management may not cancel approved vacation within 48 hours except for declared emergencies (improvement over prior language allowing cancellation for emergencies or "other unavoidable circumstances").
- Other Provisions
  - Seniority Definition - Clarified specifically for Sergeant rank.
  - Bereavement and Sick Leave - "Siblings" added to the definition of immediate family members

Raymond Garza

Westchester Civilians #765

- Wage increases:
  - 2025: 3.5%
  - 2026: 3.25%
  - 2027: 2.75%
- Insurance opt out payments as follows:
  - Transition from Family to Employee+ Child(ren) - $3,000 annually
  - Transition from Employee+ Spouse to Employee only - $3,000 annually
  - Transition from Employee to no coverage - $3,000 annually
  - Transition from Family to Employee only - $5,800 annually
  - Transition from Employee+ Spouse to no coverage - $5,800 annually
  - Transition from Family to no coverage - $8,200 annually

Park Forest #660

- Wage increases:
  - 2025: 3.5%
  - 2026: 3.5%
  - 2027: 3.5%
  - 2028: 3.0%
  - 2029: 4.0%
- Annual longevity bonus of 2.5%
- Increase in the retiree stipend to $4,240 for those who retire after 20 years with a retirement date within July 1, 2024-June 30, 2030.
- Implementation of a Voluntary Employee Beneficiary Association (VEBA) Plan.
- $500.00 residency bonus
- Sergeants with combined service over 120 months will receive a total of 3% above the Sergeants baseline pay, in addition to their step pay rate, regardless of their years of service as a Sergeant.

Orland Park Supervisors #160

Wage increases:
2023: 3.25% across the board
2024: 3.5% across the board
Effective May 1, 2025 and each year thereafter, the following wage schedule applies:
SERGEANT WAGES
Step Wage
1 12.5% above top patrol step pay + $3000
2 17% above top patrol step pay + $3000
3 22% above top patrol step pay + $3000
LIEUTENANT WAGES

- Wage increases:
  - 2025: 5.5% above top sergeant step pay
  - 2026: 6.0% above top sergeant step pay
  - 2027: 6.5% above top sergeant step pay

Promotional language as follows:
Promotions to the appointed rank of lieutenant shall come from the rank of sergeant.
Promotions to the appointed rank of commander shall come from the ranks of sergeant or lieutenant.

New Lenox Sergeants #22

- Wage increases:
  - 2024: 3.0%
  - 2025: 4.0%
  - 2026: 4.5%
  - 2027: 4.5%
- Insurance Opt out: Any bargaining unit employee who does not want to be covered by the Village health insurance plan may decline coverage and will be paid $2,000.00 annually if the employee previously had single coverage, $3,000.00 if the employee previously had employee plus one coverage, and $4,000.00 if the employee previously had family coverage during the first payroll of June.

MAP MEMBER MILESTONES

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

WELCOMING NEW MEMBERS

23 JUDICIAL CIRCUIT/CRT SERVICES KENDALL CO
Cassandra Galvan
Ashley King

23 JUDICIAL CIRCUIT/CRT SVCS DEKALB CO
Stephanie VanPelt

ALGONQUIN
Eric Benson
Connor Cox
Dylan Ingebrigtsen

ALGONQUIN CIVILIANS
Ellysa Moy

ALSIP
Nicholas Bounardj

ARLINGTON HTS
Laiken Lockley
Michael Palacios
Cameron Purdy
Andrew Robinson
Hector Sanchez
Daniel Savas
Grayson Zepeda

BARTLETT
Ava Crawford
Alexandria Ellenberger
Isaac Levin

BENSENVILLE PD
Justin Cahill
David Dziekonski
Kristina Pylypiv

BLUE ISLAND POLICE CLERKS
Hannah Messere

BOLINGBROOK
Jace Kennedy

BUFFALO GROVE
Matthew Botrice

CARPENTERSVILLE CIVILIAN
Malyna Camacho
Zachary Lemley
Magdalena Palma

CHANNAHON
Nina Funk

CHICAGO RIDGE PTRL/ SGTS
Gabriel Cadena

CLARENDON HILLS
Joseph Dalo
Olivia Pajer

COAL CITY
Monica Daugherty

COOK CO TELECOM SUPVS
Megan Ansted

CREST HILL
William Hernandez
Madelynn McNamara

CRYSTAL LAKE
Robert Baran
Justin Bernero
Brett Jensen

DARIEN PATROL/ SGTS
Brian Avila

DEKALB
Shannon Prete

DES PLAINES PD
Jeremiah Alvarez
Matthew Lombardi

DUPAGE CO
Ruby Alvarez
Joshua Bazan
Jonathan Flores
Bilyi Igor
Elsa Landolina
Jimmy Lee
Mitchell Samonte
Nikolaus Schoen
Ethan Zahn

DUPAGE CO FOREST PRES
John Gruskovak

EAST DUNDEE
Griffin Harmer
Armin Music

E-COM
Brittany Edingburg
Celine Farrar

ELGIN COMMUNITY COLLEGE
Brooks Boyce

ELK GROVE VLG
Dylan Ingebrigtsen

FRANKFORT SERGEANTS
Mark Thompson

GENOA
Brooke Pantilla

GLENVIEW
Ilie Suciu

GLENWOOD
Luis Franco
Jennifer Pearson

HANOVER PARK CIVILIANS
Myles Greenberg
Maggie Miller
Salvatore Canella

HOFFMAN ESTATES
Joshua Bilodeau
Sharmaine Harris-Howell

ISTHA
Cortez Ragland
Marco Ramirez

LAKE CO SGTS
Kevin Tietz

LAKE IN THE HILLS
Gianna Wasniewski

LASALLE CORRECTIONS
Brian Castanedu

LASALLE PATROL
Jaden Casey
Brendan McAlvey
Gustavo Salinas
James Teuscher

LISLE PUBLIC WORKS
Israel Garcia
Nicholas Jaros

MATTESON
Jaylan Lowe

MAYWOOD PATROL
Antonio Fragoso
David Rios

METRA
Danny Bogdan
Robert Ford
Jimmy Kuriakose
Luis Marin
Hugh McCorkle
Milan Parekh
Lamont Smith

MINOOKA
Alexander Blakemore
Frank Kellam

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

MOKENA
Alex Parks

MOMENCE
Adam Blaskey
Connor DeButch
Alfonso Gutierrez

MT PROSPECT
Ryan Beer
Olivia Couch
William Kuipers
Jocelyn Santos

NAPERVILLE CIVILIANS
Jacqulyn Wisch

NAPERVILLE POLICE CIVILIANS UNIT 2
Thomas Psinas

NILES
Mia Bratek

NORRIDGE
Joseph Del Rio
Iliana Mathews

NORTH AURORA
Stone Carpenter
Zachary Lemley

NORTHERN IL UNIV
Michael Vazquez

NORTHERN ILLINOIS U
Joseph Basile
James Cipra
Kiaan Gor
Iona Leeson
Izaih Marquez
Osvaldo Salazar

NORTHWEST CENTRAL DISP
Alison Knowski
Francesca Kubica
Karina Rodriguez
Ashley Tegtmeyer

OAK FOREST
Sylvestre Garcia
Lizahaira Mora

OAKBROOK TERRACE POLICE / SGTS
Latoya Ingram

OAKTON COMMUNITY COLLEGE
Chris Higham
Dan Mokos
Mark Palmsiano
Dean Schulz

ORLAND PARK
Kyle Jachim

PALOS HEIGHTS PTRL /SGT
Madeline Durso
Joseph Walker

PARK FOREST PTRL & SGTS
Jacquelinne Mendez

PARK RIDGE PATROL
Trevor Norberg

PINGREE GROVE
Richard Furman
Quinn Kosmala
Henry Swanson

PLAINFIELD
Richard Ryan
John Wysocki

PROSPECT HEIGHTS
Marvin Castellanos
Angie Delgado
Jonathan Ngo

QUADCOM 9-1-1 DISPATCH CENTER
Kaylee Moxley

ROMEOVILLE
Dominic Luciano Jr

ROUND LAKE
Daniel Frysztak

SCHAUMBURG
Viridiana Alba
Tyler Altman
Cecilia Herrera
Kegan Marcoux

SEECOM
Alexandra Glod

SENECA
Connor Leake

SOUTH BARRINGTON
Kimberly Slusarczyk

SOUTH ELGIN
Daniel Chacon
Ryan Daca
Natalia Vargas

SOUTH HOLLAND
Isaac Alatorre
Dmonte Blanton
Logan Gladney
Matthew Hill
Paul Ingram
Jalen Jones

THORNTON PATROL
Benjamin Gilbert

WESCOM DISPATCH
Morgan Carrier
Gianna Glorioso
Gisselle Izaguirre
Ashley Ramos-Chavez
Jake Stalec
Nicole Stewart
Richard Turek

WEST DUNDEE
Jeffrey Fontana
Antonio Richardson

WESTCHESTER
Nicholas Davis
Erick Rios
Veronica Suarez

WESTERN SPRINGS
Gregory Garofalo
Joel Holler

WHEATON
Viktoriia Kuzmykha

WHEELING CIVILIANS
Ryan Lacerna

WHEELING PATROL
Zuzanna Fediuk
Jonathan Janowski

WILL CO COURT SRVC SECURITY
Christine Dean

WILMINGTON
Jared Lynn

WINNETKA
Jeremy Calder

WOOD DALE
Denise Jaimes
Tony Mathew
Gianfranco Mosny
Shawn Naqvi

WOODRIDGE
Christopher Felicetti

MAP MEMBER MILESTONES

HONORING RETIRED MEMBERS

BOLINGBROOK
Richard Burdett

CLARENDON HILLS
Julia Dziekan

COOK COUNTY
Cathy Ryan

CREST HILL
Daniel Rogina

CSU
John Batson
Keith Taylor, Sr.

DUPAGE CO
John Cotter

ELGIN COMMUNITY COLLEGE
David Jannusch
Joseph Lullo

ELK GROVE VILLAGE
James Chmelik

FRANKFORT SGTS
Mark Misek

GLENVIEW
David Maize

LASALLE
Neal Tomsha

LEMONT
Eduardo Oria

LISLE
Dean Anders
Jodie Wise

MATTESON
Christine Dean

MATTESON SGTS
David Gryczewski

NAPERVILLE
Robert Bobinsky

NIU SGTS
Curtis Young

OAK BROOK TERRACE
Michael Hylton

ORLAND PARK
Douglas Kein

OSWEGO
Matthew Mumm

ROLLING MEADOWS
Brian Barry
Anthony Beals
Steve Chraca

WESCOM
Juli Coughlin

WESTCHESTER SGTS
Jackie Rogers

WHEELING
Christopher Highman

WILL COUNTY
Joel Swanson

CELEBRATING PROMOTIONS

ARLINGTON HTS
Michael Turano
Jonathan Vinson

BENSENVILLE
Bradley Swanson

DARIEN PATROL/ SGTS
Brette Glomb

ELK GROVE VILLAGE
Brian Ahsell

GENOA
Bryan Havlicek
James Stevenson

GLENVIEW
Michael Lyons Jr

HOFFMAN ESTATES
Anne Marie Witt

LAKE CO LTS
Eric Carstensen

LAKE IN THE HILLS
John Arient
Keith Salas

LOCKPORT
Jason Miller

OLYMPIA FIELDS
Jennifer Lewis

ORLAND PARK
Nickolas Eyer
Jason Ford
Henry Schoonveld

OSWEGO
Andrew Wagner

PARK FOREST
Haytham Elyyan

ROLLING MEADOWS
Matt Weiglein

ROMEOVILLE
Mike O'Connor

SCHAUMBURG
Nicholas Krok

SOUTH ELGIN
Justen Hunt

SOUTH HOLLAND
Charles Leyden

STREAMWOOD CIV
Melissa Hart

THORNTON
Terrence Houts
Patrick Leone

WHEELING SGTS
Matthew Lee

WOODRIDGE
Adam Kristof
John Phelps
Alec Sander

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

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	LEB Vice President	Sean Pierscionowski
	JOF Vice President	John Kaldis
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	Sgt At Arms	Cody Baumbach
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	Vice President	Mark Self
	Secretary	Dayne Frederick

2026 NEW CHAPTERS

#525 - AURORA IT CIVILIANS

#384 - NORRIDGE POLICE CIVILIANS

#117 - WILL COUNTY PROBATION

#264 - ROLLING MEADOWS POLICE

#312 - LINCOLNSHIRE POLICE

#393 - KANE COUNTY CT SECURITY SGTS

#657 - DEKALB COUNTY GOVERNMENT CIVILIANS

#88 - LISLE POLICE SGTS.

#334 - MONTGOMERY POLICE SGTS

#565 - PINGREE GROVE POLICE SGTS

#259 - ROSELLE POLICE SGTS

#420 - LAKE COMM TELECOMMUNICATORS

DID YOU KNOW?

By John Holiday- MAP Vice President

Simple Check Ins for a Healthier Year Ahead

Q: Why is it important at the beginning of the year to get a physical to check your physical health?

A: The start of a new year is a great time to hit reset and that includes your health. Getting a physical early in the year helps you see where you really stand. Blood pressure, cholesterol, heart health, weight, all the basics give you a snapshot of what is going on before little issues turn into big ones.

For police officers and telecommunicators alike, staying healthy is not just about feeling good. It is about being ready. Officers rely on strength, stamina, and fast reactions in the field. Dispatchers depend on focus, endurance, and the ability to stay calm during long, high-stress shifts. A yearly checkup gives you the chance to talk about sleep, stress, lingering injuries, or that I-will-deal-with-it-later ache that never really goes away.

Starting the year with a clear picture of your physical health helps you take control, and that confidence carries into everything you do.

Q: Why is it important at the beginning of the year to check your mental health?

A: We talk a lot about physical fitness, but mental fitness matters just as much, especially in public safety. The beginning of the year is a natural time to pause and ask yourself a simple question. How am I really doing?

For officers and dispatchers, stress is part of the job. You deal with emergencies, trauma, pressure, and responsibility every day, whether you are on the street or behind the radio. Over time, which can add up. Burnout does not always show up as a crisis. Sometimes it looks like exhaustion, irritability, trouble sleeping, or just feeling numb.

A mental health check-in does not have to be formal or complicated. It might mean talking with someone you trust, using your department's resources, or simply recognizing that you have been carrying more than you realized. Starting the year by paying attention to your mental well-being is not a sign of weakness. It is a smart way to protect your focus, your relationships, and your long-term health.

Q: Why is it important to check your financial health at the start of the year?

A: Money stress is one of the biggest stressors there is, and it affects more people than anyone likes to admit. The beginning of the year is the perfect time to take a look at your finances and get a clear picture of where things stand.

That might mean reviewing your budget, checking your savings, tackling debt, or making sure your retirement plans are still on track. You do not have to have everything perfect. You just need a plan. Even small changes made early in the year can make a big difference by December.

For police officers and telecommunicators, financial stability brings something priceless: peace of mind. When you are not constantly worrying about money, you have more energy to focus on your job, your family, and yourself. A quick financial checkup at the start of the year helps turn uncertainty into direction and direction into confidence.

IN CASE OF EMERGENCY

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

Metropolitan Alliance of Police

30th Annual Golf & Dinner Outing

The Links at Carillon
21200 S Carillon Dr, Plainfield
Monday, June 22, 2026
Noon Shotgun Start (11 am check in)
Dinner reception starts at 5:15 pm

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

Payable by: Cash or Check by June 5, 2026. Space is limited.

FIRST PAID, FIRST RESERVED

First/Last Name*	Department / Phone	T-Shirt Size	Dinner Only	Amount Paid
			Total	

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

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

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

Thank you for your payment!

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- Up to 6 credit hours for Chicago PD Sergeant School

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CONTACT ADMISSIONS

Ashley Moore
(219) 473-4375
publicservice@ccsj.edu