



Illinois FOP Journal



Official Magazine of the Illinois State Lodge and the Illinois FOP Labor Council



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Labor Council

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Labor Brains

The Illinois FOP Labor Council has been providing wise counsel for police officers for more than 30 years.

This group of law enforcement, legal and labor experts has improved the salaries, benefits and overall quality of life for thousands of members throughout the state with representation based on a simple principle: fighting for officers' rights.

Cover photo by Jim Svehla

ELECTION 2018

A look ahead to the Nov. 6 General Election includes:

Endorsement enforcement: Candidates and election consultants analyze why the FOP endorsement is so valuable and why State Lodge members need to follow their lead.....Page 24

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Help is on the way

The Illinois State Legislature passed the Law Enforcement Support Program Confidentiality Act in August, a new law that paves the way for getting mental health support and treatment that is just what the doctor ordered.....Page 33

The Voice

Radio show host Joe Walsh never hesitates to speak up for police officers, especially on the air.....Page 40

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Clarity of thoughts on Jason Van Dyke



**CHRIS
SOUTHWOOD**

Perhaps you have read the email I sent out at 1:31 a.m. on Oct. 5, about 13 hours before Jason Van Dyke was found guilty of second-degree murder and the unprecedented 16 counts of aggravated battery with a firearm. I couldn't sleep thinking about Brother Van Dyke's nightmare, and with conviction for a belief as strong as I have ever felt, I wrote that email.

My words advocating that the shooting was justified, that it was a lawful use of force, that Jason was focused on the most important objective of any tour – going home to his family at the end of the shift – made national news. Our National FOP leaders expressed their support for Jason and the perspective I presented. Chicago Lodge 7, of which Jason is a member, voiced gratitude for speaking out on his behalf. Perhaps most importantly, members of Jason's family reached out, thanking me for the words defending their loved one on a day in which few words were spoken in his defense.

I received numerous emails and letters of support regarding the stance taken by the Illinois FOP concerning the verdict in Jason's trial. One from a member in suburban Chicago included these sentiments:

"I think this was a persecution not a prosecution...Not because Van Dyke was guilty of anything but because of the current political climate...Jurors were afraid to come to any other conclusion than guilty for fear of actual physical harm."

I have also heard from others, including a few members, who did not agree with my message. I understand how they feel because this is a polarizing issue, even among police officers. But for the overall safety, protection and job security for all our sisters and brothers, I stand by the words that I wrote that sleepless night because the fact is that Jason did his job and did not get a fair trial:

There is no question in my mind the shooting was justified. Jason did what he had been trained to do...He was defending the public from a dangerous criminal, armed with a deadly weapon, high on PCP, who had refused to comply with repeated demands to drop the weapon, and who, just minutes before being shot, had attempted to stab an innocent civilian and violently attacked a Chicago Police squad car.

For almost three years now, Jason has been judged "guilty" in the court of public opinion. The press, fueled by misinformation, supposition and conjecture, perpetuated a false narrative about the shooting, which included referring to Jason as a trigger-happy, racist cop...The truth is that during the entire time of the short video clip, Laquan McDonald was closing the distance between himself and Jason...McDonald came within 13 feet of Jason before being shot. Not said near enough is the fact that when Jason fired, he was standing in the street between Laquan McDonald and a Dunkin' Donuts with innocent civilians inside.

During the nearly three years between the release of the video until shortly before the trial began, Jason was unable to publicly defend himself due to a gag order placed on his defense team...This has made it, in my opinion, almost impossible to get a fair trial.

Since the verdict, I have been asked what our takeaways can be from this tragedy. How can we move forward? My first hope is for a successful appeal, so that Jason can get a fair trial, which would precipitate a change of venue. We know Chicago Lodge 7 is working on this, and we will do everything we can to support the effort.

Secondly, we must not let this incident cause us to hesitate on the job. We are taught early on in our training how dangerous somebody wielding an edged weapon can be. And that danger intensifies exponentially when the person wielding that weapon is high on PCP. Certainly, if that person closes to within 13 feet of you and does not drop the weapon as ordered, you must end the threat.

That's what Jason did. He ended the threat. He achieved what many of us personally understand to be the most important objective to any tour of duty: going home safe to our families. I have heard some say that if Jason had hesitated, perhaps he would not be in prison right now. Maybe not. But if he had hesitated, he might not have made it home to his family at the end of that tour of duty.

What's more, how many innocent civilians were saved from being subjected to a violent criminal, high on PCP, wielding a dangerous weapon and displaying little regard for human life? Would McDonald have gone into that Dunkin' Donuts and put the lives of innocent bystanders in danger?

I remind all members that you can't take any chances out there. Absolutely none. If Jason would

CONTINUED ON PAGE 7



For the good of the order



SHAWN
ROSELIEB

In case you haven't noticed the constant barrage of political campaign ads everywhere or driven past a forest of yard signs, let me be the first to remind you that we are in the midst of an election cycle. Early voting in our midterm elections began on Sept. 27 and continues through Nov. 5. Nov. 6 is the big day if you are like me and prefer to go to your polling place to cast your ballot.

Having the opportunity to vote for the candidates that you feel will best represent your interests is the ultimate reminder of the freedoms that we are afforded as Americans. As our 32nd president of the United States, Franklin D. Roosevelt, once said, "Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting." Plan to exercise your right to be involved in the process by casting your ballot.

Each election cycle seems to bring with it a deeper divide in our country than the previous one, simply because of the letter following a candidate's name. It is unfortunate that one's political affiliation can cause so much polarization that we tend to overlook the possibility of any good in another human being.

That being said, the IL FOP Labor Council has a vested interest in politics. The people whom we elect introduce and pass legislation

that affects every aspect of your lives: your ability to collectively bargain with your employer, the benefits and working conditions at your places of employment, and how you provide for your families while you are working and in retirement. We employ lobbyists who work with politicians on both sides of the aisle to make sure that our members' interests are protected.

Many politicians seek an IL FOP Labor Council endorsement, but our political endorsements are different than most — they come with the blood and sweat of our members. Sometimes they come with the ultimate sacrifice. No dues from our members accompany our endorsement. This intense process is not taken lightly. Each election cycle, endorsements are made (or not made) based on each individual's voting record or promise of position on issues of importance to our members. A list of endorsed candidates is provided for our members simply to let them know that these candidates have met the criteria to earn an endorsement. While it is our hope that our members will vote for the endorsed candidate in each race, the members are encouraged to do their own homework and vote for the candidate who best suits their personal views.

Men and women across this country have given their lives so that we may be a free society. It was important to them, and it should serve as a reminder to us of the cost and importance of being free and being able to vote as you choose.

SOUTHWOOD CONTINUED FROM PAGE 7

have acted any other way, he would have been taking a chance, not just with his life, but with the lives of innocent civilians.

In closing, I want to share with you some thoughts from a letter I received from a resident of the city of Chicago. A private citizen wrote:

"I am writing to you in regard to Officer Jason Van Dyke and all police officers who risk their lives every day in order to preserve my safety and the safety of every resident...Each and every law-abiding citizen owes every one of these officers a wealth of gratitude...What happened on Oct. 5, 2018 was reprehensible...I will admit that until the trial began, I too was a bit taken aback by the necessity of firing 16 shots...I learned about Illinois state law and the latitude it gives a peace officer faced with making a split-second decision. Sadly, it appeared that the jury never listened or learned...When are people going to realize that the police aren't out trying to shoot people for fun...They are out there trying to make my city a safer place...I for one am GRATEFUL to Officer Van Dyke for making the city a safer place that night... There are many, many people who believe he acted appropriately and within the law as written, not as interpreted by the media...I commend you for your swift and apropos statement."

These words of support can help ease our concerns that as embattled as our profession is, there are still many citizens out there who support the thin blue line and recognize that our mission to "protect and serve" has never changed. Please be safe out there, brothers and sisters, and know that the Illinois Fraternal Order of Police will not rest in our defense of Brother Jason Van Dyke and this honorable profession we have all chosen to dedicate our lives to.



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FOP partners with IACP on CRI-TAC



KEITH
TURNERY

So often we find ourselves with much more in common with our adversaries, rather than at odds with them. Such is the case with the National Fraternal Order of Police and the International Association of Chiefs of Police.

Let's be honest: rank-and-file FOP members often become chiefs of police and proudly maintain their FOP membership. We can probably agree on about 90 percent of issues facing modern-day law enforcement. So it was no surprise that in 2017, we were asked to partner with the IACP on a grant application for a new training initiative titled the Collaborative Reform Initiative — Technical Assistance Center (CRI-TAC). In 2018, the grant was awarded to IACP through the U.S. Department of Justice, Community Oriented Policing Services, and President Canterbury asked that I represent the FOP as program manager for our participation in the program.

The basis of this initiative is to provide training "by the field, for the field" nationwide to law enforcement agencies representing state, local, tribal and campus communities. As we have come to see from the Trump administration and the Department of Justice, the federal government would prefer to hear from struggling departments and offer support and training rather than sit in judgement and utilize consent decrees to impose wasteful and meaningless police reforms. As Attorney General Jeff Sessions was quoted as saying, support for law enforcement is most effective when it "respects local control and accountability, while still delivering important, tailored resources to local law enforcement." Hence, the CRI-TAC partnership was born.

You can visit www.fop.net and click on the CRI-TAC emblem that runs across our top and bottom banner to access the CRI-TAC portal, or simply go to www.collaborativereform.org to review the program and apply for assistance. The program can be tailored to an agency's specific needs, and partner members

SECOND VICE-PRESIDENT'S REPORT

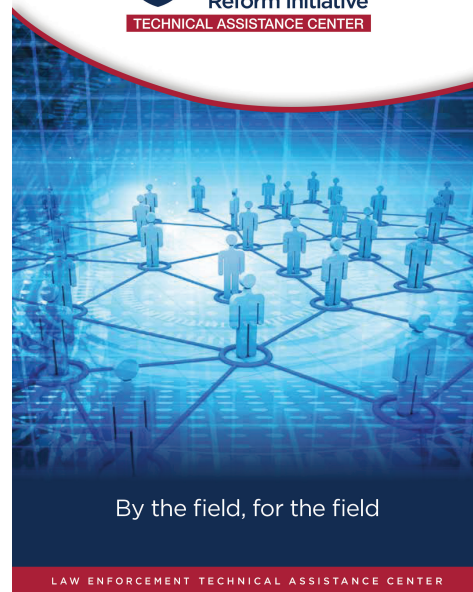
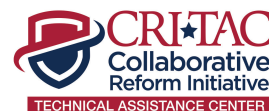
(such as the FOP) will assist in collaboration to ensure that the agency's needs are met and issues facing rank-and-file officers are heard. Subject matter experts will be identified, and their assistance will be delivered at no cost to the requesting agency. Services provided can range from a simple resource referral, web-based training, in-person training, virtual mentoring, all the way to on-site consultation. Unfortunately, agency personnel costs cannot be provided for.

An added benefit to this program is the subject matter experts that we, the FOP, can provide. Never before have we had such a great opportunity to assemble a list of FOP subject matter experts in some 26 areas of law enforcement expertise, as illustrated in the CRI-TAC portal. If you are interested in being recognized as a FOP subject matter expert, please contact me and I will provide you with the appropriate documentation to apply.

If you are planning an FOP conference, meeting or assembly of any type, I would be happy to come out and give a presentation on the initiative or provide you with handout materials as well. As always, stay safe and God bless.

Wanted: FOP subject matter experts in the following areas of expertise

- Modern Police Performance Management (e.g. CompStat)
- Crime Analysis
- Active Shooter Response
- Prosecution Coordination and Partnerships
- Public Sector Coordination and Partnerships
- Private Sector Coordination and Partnerships
- Tribal Law Enforcement
- Intelligence and Information Sharing
- Focused Deterrence
- Gun Violence Reduction and Prevention
- Problem Solving Techniques
- Proactive Policing
- Mass Casualty Response



- Officer Safety and Wellness
- Mass Demonstration Response
- Gangs
- Violent Crime Reduction and Prevention
- Drug-Related Crime
- Shared Service Models
- Community Engagement
- De-Escalation
- Crisis Intervention
- At-Risk Youth
- Domestic Violence Reduction and Prevention
- Human Trafficking
- School Safety

If you have the expertise, ability and time to instruct, teach or mentor in any of the areas listed above, the FOP needs you. Contact National Sergeant at Arms Keith Turney at Kturney@fop.org, and I will provide you with the necessary application forms that will allow you access to become a paid resource to the Collaborative Reform Initiative – Technical Assistance Center (CRI-TAC). To access the CRI-TAC Portal, go to www.fop.net and click on the CRI-TAC logo.

What does your employer offer when it comes to health insurance?



DENNIS
KAZARIAN

This may be the time of year when your employers are requesting your preferences for health insurance for the new calendar year. Many employers may offer different choices to pick from when it comes to your insurance, possibly including:

- **PPO plan** (preferred provider organization)
- **PPO/HSA plan** (preferred provider organization with a health savings account)
- **Family maximum** is \$6,900 (if, over age 55 add another \$1,000 = \$7,900)
- **Single maximum** is \$3,450
- **HMO plan** (health maintenance organization)

Make your selection carefully when it comes to health insurance and savings. Many local governments are encouraging employees to move to higher deductible plans to save on overall costs to agencies and the employees. HSAs have become popular with many smaller companies, and even larger companies, to decrease cost savings. The HSAs are a good fit for many employees, if used wisely, due to the savings and tax benefits:

FINANCIAL SECRETARY REPORT

- HSAs give you pretax deductions, and money grows tax-free in an HSA employer qualified and sponsored account with your employer. If the money is left in the account, it compounds tax-free.
- HSA monies are withdrawn tax-free when used for medical or other related expenses, such as dental and eye care.

According to the Vanguard Group, due to the HSA's extra tax advantages, each dollar you put into your account will turn into \$2.19 after 20 years, assuming a 4 percent annual inflation-adjusted return. And according to Maria Bruno, senior investment strategist at Vanguard, "In an HSA, savings can compound to produce higher returns than those available from other accounts."

Your employer or provider of these plans will give you options to invest in. Choose carefully, as this is your health savings fund for the future. For more information on tax-favored health plans, refer to IRS Publication 969 (2017) HSA. As always, consult with your personal tax advisor for more information.

A lesson from the boiling frog syndrome



DAN
LOVIN

If you try to put a frog in a pan of boiling water, he will leap out. But if you put a frog in a pan of cool water and gradually increase the temperature, the frog's system will adapt to the increased temperature until he finds himself in the boiling water and perishes.

There was a Christian song a few years ago called "Getting Used to the Dark." If we are not careful, we will slowly let our guard down, and morally and ethically we will fall into the same pitfalls as the rest of

the world.

"If you do well, will you not be accepted? And if you do not do well, sin lies at the door. And its desire is for you, but you should rule over it." (Genesis 4:7)

A MESSAGE FROM OUR CHAPLAIN

Just like the frog, once we step through that door, the longer we stay there, the more we get used to it. As law enforcement, we always must be careful and be on guard. Why? Everyone is watching, including the media.

Ephesians 6:13-17 tells us to put on the armor of God. (Please take the time to read it.) Just as an officer puts on all his equipment before going on duty, let's not forget to put on God's equipment. From the cradle to the grave, we are in a constant struggle against the temptations offered by this world.

Your Chaplain,
Dan Lovin
FOP IL State Chaplain

A motorcycle of honor

Williamson County Lodge 197 and Black Diamond Harley Davidson are working together to build and give away a retired Harley Davidson police patrol motorcycle. Lodge 197 President Karl Gusentine, who created the "End of Watch Guitar," is spearheading this fundraiser.

Proceeds will be split between the National FOP Foundation for Fallen Officers, the Illinois FOP Foundation and Williamson County Lodge 197 Line of Duty Death Fund. The building of the motorcycle and promotion are still in the works, but this

motorcycle will honor fallen officers from 2018 and support the Blue Line families of our nation's finest who made the ultimate sacrifice for holding the line.

The project is called "End of Watch Harley Davidson Tribute."

John Dunning
District 17 Trustee
Chairman IL FOP Memorial Committee

A photograph of two Chicago police officers. The officer on the left is a Black man with a wide smile, wearing a dark blue uniform with a badge and patches. The officer on the right is a white man, also smiling, with his arms crossed. They are standing outdoors against a clear blue sky.

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Labor Council Case Study

Court resurrects the issue of withheld longevity pay



JAMES DANIELS

Four years of withheld longevity pay — an issue that has long been regarded as collateral damage in Governor Bruce Rauner's open war with the dozens of unions representing more than 30,000 state employees — is apparently on the table again, due to an appellate court ruling out of the Fifth District.

When Governor Rauner took office in January 2015, he inherited dozens of open collective bargaining contracts. One of his first tactics at the bargaining table was to freeze all longevity steps that were set forth in the contracts of the tens of thousands of employees working in the 43 agencies under the governor's office. The governor then proposed that all longevity steps be permanently eliminated and replaced with merit-pay provisions, allowing for only 25 percent of all state workers to get an annual merit raise, based on the employers' assessment of their quality of work.

Although accepted by a small minority of unions (including the Teamsters), this proposal was otherwise overwhelmingly rejected by the remaining bargaining teams. They proceeded to fight the Rauner administration tooth and nail over his repeated attempts to remove some benefits and gut others (such as changing the state's

health insurance plan from "gold" to "bronze," which would require employees to pay 40 percent of all healthcare costs). Notably, the Illinois FOP Troopers union took the state to interest arbitration and achieved a significant victory by obtaining a ruling that the governor's plans to convert the gold plan to bronze was unreasonable — a ruling that was upheld by the courts and hamstrung the governor's ability to reduce statewide health insurance benefits.

While the troopers litigated health insurance, some other unions whose contracts contained both longevity pay steps and "ever-green" clauses (requiring that all benefits continue uninterrupted after the contract's expiration date) filed unfair labor practice claims against the Rauner administration, citing the withholding of longevity pay as a bad-faith attempt to illegally coerce unions by unilaterally changing the longstanding terms and conditions under which they had previously worked.

AFSCME's unfair labor practice (ULP), filed over the withholding of longevity pay for 24,000 of its members, was initially dismissed by an administrative law judge (ALJ) at the Illinois Labor Relations Board. That recommendation was subsequently upheld by the board's full panel on May 26, 2016. AFSCME then appealed the

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matter to the Fifth District Appellate Court for review.

Eighteen months later, on Nov. 6, 2017, the appellate court reversed the board's decision, finding that Central Management Services (CMS), the personnel agency under the governor's office, had illegally altered the status quo ante by withholding employees' longevity steps and remanded the matter back to the board.

Predictably, the Rauner administration appealed the matter to the Illinois Supreme Court. However, on March 22, the high court declined to review the appeal, thus letting the appellate court's ruling stand.

Two months later, on May 8, the board requested that AFSCME and CMS file briefs describing what remedy was appropriate to satisfy the appellate court's order. After repeated attempts by CMS to delay the matter by raising procedural objections, on July 10, the board officially vacated its May 26, 2016 order and ruled that CMS had indeed committed an unfair labor practice by withholding the longevity steps of AFSCME employees, thereby ignoring its statutory obligation to bargain in good faith.

On Aug. 29, a state labor board compliance officer issued a directive requiring a hearing to establish remedial measures and stating that all affected AFSCME employees were to be placed on their appropriate longevity step, with back pay issued with 7 percent interest. The directive also required the state to provide information regarding its claim that it had "insufficient funds" to pay raises for the past four years.

CMS did not comply. Instead, on Oct. 1, it issued an 18-page letter arguing that the board's order would require at minimum six to eight weeks of concerted effort, and that diverting manpower to do so could have inadvertent consequences such as "putting Illinois' elderly populations at risk." The letter also argued that the owed back pay should be limited to any amounts due prior to January 2016, which was the month that CMS had officially declared an impasse with AFSCME. In its letter, CMS continued to contend that

the Illinois legislature had not allocated enough funds to pay all the withheld step increases.

It is anticipated by all parties that another board hearing will be set to hash out these issues, and it is not unlikely that the result of that hearing may be appealed to the appellate court (yet again) for review.

Despite the fact that litigation over the withheld pay seems far from over, three things are manifestly clear: first, that it is essential to include in every contract an unambiguous "evergreen clause," which guarantees that all benefits (financial and otherwise) continue uninterrupted throughout the negotiation process, even after the contract expires.

Second, it is clear that all unions (including the FOP Labor Council) that stuck to their guns and did not fold when faced with the governor's demand to trade longevity pay for merit raises have been vindicated. At the very least, they protected their members from having their annual pay arbitrarily determined by their supervisors' subjective opinion about their work-product — a fate now imposed upon all Teamsters who work under the governor. At best, non-AFSCME bargaining members who remained at the table through this entire grueling process have more leverage now than ever before to bargain for their members' right to be put on the proper longevity step and — perhaps — to recover lost back pay.

The third and most essential takeaway from this four-year debacle is that the rights of working people will only be secured when we elect into office candidates who prove their commitment to advancing the rights of public servants and who are friendly to Labor in general and law enforcement in particular. Until Illinois voters demand a change at the highest levels of state government, we will most likely see this worst-case scenario play out again and again.

James Daniels has been an attorney for the Fraternal Order of Police Labor Council for the past eight years. He personally represents 25 bargaining units and has litigated hundreds of cases at arbitration and in the circuit and appellate courts.

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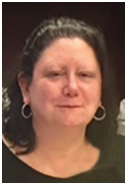
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Staying within the 'chain of referral' in a worker's comp claim



KARIN K. CONNELLY

In my article in the August issue of the *Illinois FOP Journal*, I discussed the importance of understanding what qualifies as an accident under the Workers' Compensation Act and the importance of accurate reporting of an accident both in an accident report and to medical providers. Equally important in pursuing a workers' compensation claim is ensuring that you receive the best medical care possible. With certain limitations, the employer is responsible for paying for medical treatment necessary to return the injured worker to as close to pre-injury status as possible.

The act allows for an injured worker to seek medical treatment from two separate chains of physicians, as long as there is a "chain of referral" leading back to the first provider. For example, if the injured person sees a family physician who refers the person to an orthopedic doctor, and the orthopedic doctor then refers the person to a neurosurgeon, who eventually refers the person to a pain specialist, the injured person has used only one choice of physician.

This right is limited when an employer chooses to be part of a Preferred Provider Program, or "PPP." If an employer chooses to become part of a "PPP," he or she must notify their employees in writing, before any injury has occurred, and provide a list of the doctors who are included in the program. In that circumstance, the employee has two choices within the "PPP" but only one choice of physician outside the "PPP," and other providers in the "chain of referral." If an injured employee exceeds the allowable number

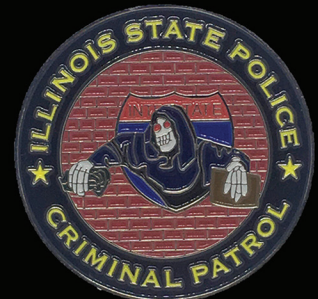
of physician choices, the injured employee may be responsible for those medical costs.

The employer has the right to request that an injured employee see a medical provider of their choice for an examination but does not have the right to require that the employee be treated by their choice of doctor. This is called an independent medical exam (IME), and if the injured person does not participate in the examination, the employer does not have to pay time-off benefits until the appointment is completed. It is important to remember that a collective bargaining agreement may provide for post-accident drug testing, periodic exams or a duty fitness exam prior to returning to work following an injury. The act does not change the collective bargaining requirements.

The right to receive medical benefits is one of the most important rights one has when injured at work. Without prompt and proper medical care, it may be difficult or impossible for an injured officer to recover from an injury and return to work.

Karin Connelly has practiced law at Ridge & Downes for 25 years, representing law enforcement officers throughout the state. Ridge & Downes is an Illinois law firm with a statewide practice concentrating in workers' compensation and personal injury law and can be reached at 800-572-1136 or www.ridgedownes.com. We have more than 40 years of experience representing injured law enforcement officers and their families and are a proud Platinum Sponsor of the ILFOP.

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Real Troopers

Illinois State Troopers Lodge 41 protects and serves with honor, integrity and sacrifice

BY AMBER RAMUNDO

It takes a specific type of person to become an Illinois State Troopers Lodge 41 member. Lodge 41 President Joe Moon has learned what this means since becoming a state trooper in 1999. Members like Moon take on the responsibility of protecting the citizens of Illinois, no matter the amount of sacrifice it requires.

They're out there on Christmas morning patrolling the highways while families gather to exchange gifts.

They're the ones driving into the eye of every storm – snow, sleet and rain – while residents across the state are alerted to stay indoors.

They've missed family outings, birthdays, anniversaries and vacations, while making sure that the 21 districts across the state have troopers on duty keeping the roads safe.

"This job is not for everybody," Moon admits. "It's a special calling. You have to want to serve the citizens in the state to make it safer – whether it's helping on the side of the road or traffic enforcement."

Lodge 41 has been overcoming adversity ever since it was established in 1969, but nothing has stopped it from growing to become the second largest Lodge in the state. Moon reasons that the perseverance of Lodge 41 members comes down to one crucial character trait that is innately found in most troopers.

"Integrity," he states confidently. "You can teach someone the law. You can get them physically in shape. But integrity is something that you either have or you don't have. It's the biggest quality that we look for. We require it."

Integrity may be the reason Carl "Moon" Mullen has served Lodge 41 since the first group of troopers decided to separate from Lodge 17 to create a Lodge that could meet the employment needs of state troopers. Now a retired trustee, Mullen notes how far the Lodge has come. When Mullen was hired, there were no set schedules, and pay raises were given only to those who were favored by the sergeants in charge.

"It was tough. You had to beg for your days off," Mullen remembers. "That was the name of the game back then."



About Illinois State Troopers Lodge 41

Founded: 1969

Number of State Troopers districts: 21

Active membership: 1,371

Active and retired membership: 3,000

Meet the Executive Board:

President: Joe Moon

Immediate Past President: Steven Clemente

1st Vice President: Hugh Carlock

2nd Vice President: Michael Torrez

Secretary: Todd J. Adkisson

Treasurer: Frank Biamonte

Sergeant at Arms: Kent James

Chair of Trustees: Len Kirkpatrick

In 1988, when Lodge 41 established its right to collectively bargain, a lot changed. The state trooper pay scale became more regulated. Members could count on getting a raise after so many years on the job. Troopers were also given more ability to balance



the job with their personal lives with the establishment of set schedules and days off.

Mullen especially remembers the relief he felt when many districts instituted volunteering for midnight shifts.

"That was a big plus for a lot of the (troopers) because there are many people out there who hate working midnights," explained Mullen.

When State Lodge National Trustee Rocky Nowaczyk became a Lodge 41 member in 1977, officers who wanted to protect themselves with a bulletproof vest had to purchase one themselves. Now, state troopers are geared up with body armor and other safety equipment the day they become a member.

"People don't realize, we had to ask for this stuff and get it negotiated into our contracts," Nowaczyk explains. "Ever since we started our contracts, everything got gradually better."

Nowaczyk is confident that Lodge 41 is one of the strongest state police agencies in the country. Lodge 41 executive board members work tirelessly to secure the safety and benefits on the job for its 1,371 active members.

"Everything we do when negotiating with the state or the departments, I try to put myself in the members' shoes," Moon details. "I take my experiences and ask myself, 'What would I want out of the situation?'"

One of the Lodge's priorities includes honoring fallen state troopers with legislation to dedicate Illinois roads and highways to those who made the ultimate sacrifice there. Those who drive down I-74 now see signage of the "Trooper Ryan Albin Memorial Highway" in memory of the trooper who was killed in an automobile accident on June 28, 2017.

Lodge 41 members gathered at Knights Action Park in Springfield on May 2, the night before the 2018 Illinois Police Officer's Memorial service, to raise a glass in memory of Trooper Albin and all the other fallen heroes. The memorial celebration has become a Lodge 41 tradition that has united state troopers from as far back as Mullen and Nowaczyk can remember. And it's become one of the most important rituals for Moon to continue as Lodge 41 president.

"It's important that the citizens of Illinois know that this job doesn't come without risk and honor," he insists. "At any time, someone can make the ultimate sacrifice."

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The FOP's views on the Equal Treatment for Public Servants Act

On Oct. 12, National FOP President Chuck Canterbury sent a letter to Representative Kevin Brady, chair of the House Ways and Means Committee, to advise about the organization's views on H.R. 6933, the "Equal Treatment for Public Servants Act," which would repeal the Windfall Elimination Provision (WEP) and replace it with a more equitable and individualized calculation of Social Security benefits.

As President Canterbury articulated:

This is an issue of fairness. When the WEP was enacted in 1983, its stated purpose was to remove a "windfall" for persons like public employees who spent some time in jobs not covered by Social Security and also worked other jobs where they paid Social Security taxes long enough to qualify for retirement benefits. This provision has created a very real inequity for many public employees, particularly law enforcement officers, who retire earlier than other government employees and begin second careers that require them to pay into the Social Security system. Law enforcement officers who have second careers could face a 60 percent cut to their Social Security benefits. This is a reduction of a benefit to which they are entitled because they paid into the system — not an adjustment for a "windfall."

The legislation would repeal the WEP by 2025 and then replace it with a new formula, which would be calculated by using the total lifetime earnings and then adjusted for the years in which the individuals paid into Social Security. In other words, the benefit would only be based on the number of years spent in Social Security-covered employment.

Currently, retired public employees and those turning 62 prior to Jan. 1, 2025 would continue to use the existing WEP formula but would receive a \$100 per month restoration of the benefit for the individual (and \$50 for the spouse benefit) beginning in 2020.

While the majority of FOP members will receive more of their benefit under the new formula than they would under existing law, some of our members will be worse off and are still being treated unfairly.

Those public employees who have 30 or more years in Social Security-covered employment are not currently subject to the WEP at all. However, any public employee reaching 30 years of substantial earnings in 2025 would be penalized under the proposed formula simply because they were public employees and collect a government pension. If you earn a benefit through your career in public service, you should receive its full value. Similarly, if you earn your Social Security benefit after 30 years of substantial earnings, you should receive that benefit in full as well. For the FOP, this is still an issue of fairness.

The FOP recognizes that the delayed implementation is intended to give our members and other public employees time to plan for their retirement, but we strongly believe that an in-

dividual who has 30 years of substantial earnings in Social Security should not face any penalty because of their non-covered work in public service. We regretfully cannot support the bill as long as the penalty for employees with 30 years in the Social Security system is in place.

The FOP urged the committee to work with the organization to develop language that would retain the 30-year exemption at least for law enforcement and other public safety officers who, as you know, are disparately impacted by the WEP.

FOP applauds DOJ decision to oppose Chicago Consent Decree

The National FOP welcomed news that the U.S. Department of Justice will oppose the consent decree being imposed on the city of Chicago and its police department by the state attorney general, in collusion with the mayor. The FOP filed a federal lawsuit to intervene on its imposition earlier this year, and has been fighting against it since day one.

"President Trump and Attorney General Sessions understand law enforcement," said National FOP President Chuck Canterbury. "The president has been publicly calling for action to reduce violent crime in Chicago since he was on the campaign trail — but the mayor has not risen to the challenge. Instead, in Chicago, we got a 225-page document that will take more officers off the streets to do paperwork and which does nothing to address violent crime."

Canterbury referred to a 2015 agreement with the American Civil Liberties Union (ACLU), which led to a 57 percent increase in homicides in 2016: 750 people were murdered, the most since 1997. The consent decree is the subject of a federal hearing next month.

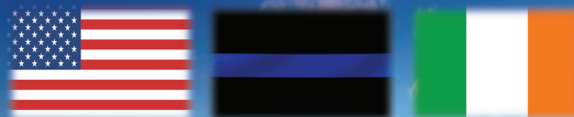
Canterbury noted that, in his first few weeks in office, President Trump made time to meet with the leadership of the National Fraternal Order of Police and the president of the Chicago FOP to discuss violent crime in the city. U.S. Attorney General Sessions joined that meeting as well.

"I think that's when we knew — really knew — that the FOP was right to endorse President Trump and to endorse his nomination of Jeff Sessions," said Canterbury. "The president said on the campaign trail he would support law enforcement and protect the public from crimes of violence, and within weeks we were in the Oval Office searching for a path forward in Chicago. We're proud to be a partner with this administration."

"We agree with Attorney General Sessions — it is critical that Chicago gets this right," Canterbury said. "The FOP is proud to work with this president, this administration and this attorney general to finally do something meaningful to make Chicago a safer city for its citizens. Working with President Trump and his administration, we will take this fight for public safety to every city and town in this country."



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Brainstorming and sharing ideas are common practice at the Illinois FOP Labor Council as, from left, attorney Roy Carlson, Assistant Director Mike Powell, Field Rep Bruce Wisniewski, attorney Sander Weiner, Executive Director Shawn Roselieb, General Counsel Tamara Cummings, attorney Kimkea Harris and attorney Jennifer Sexton are doing here.

Labor Intensive

Through 30-plus years of service, the Illinois FOP Labor Council has developed a binding dedication to fight for police officers' rights and improve their lives

■ BY MITCHELL KRUGEL
■ PHOTOS BY JIM SVEHLA

Blue binders fill otherwise nondescript bookshelves in a hallway of the Illinois FOP Labor Council offices in Western Springs like volumes of *Encyclopedia Britannica*. The covers and spines are a bit tattered, and some of the pages have taken on a gold hue from absorbing late-night coffee spills. The tinting, though, gives these books the appearance of a constitution, a declaration of independence or some other groundbreaking document, which they are.

These binders contain the latest collective bargaining agreement the Labor Council has negotiated since at least Jan. 1, 1986, and even then before. They form a collective bible that allows members to do their jobs every day with the utmost professionalism and accountability, with protection and peace of mind about not having to worry about losing their jobs because they wrote the wrong person a parking ticket.

Not a business day passes at the Labor Council without a dozen or more of these binders coming into discussion. One of them contains the contract written when a rookie cop from East Moline named Shawn Roselieb first came on the job. The contract went to interest arbitration to be settled, and afterward, Roselieb received a check for back pay that came as a result of the new agreement.

"I looked at what that union did for me and recognized the protection," recalls Roselieb, who ascended to become the Labor Council executive director in January 2018. "It protected my pay. It protected my health insurance. It increased my benefits. I was immediately involved from day one."

So here are chapters and verses about how to maximize pay and benefits, ensure vacation time due and comp time awarded, guarantee uniform allowances for SWAT team members and K9s and about 100 other mandates that make members' jobs and lives better. It is well-documented how relentless



From left, Executive Director Shawn Roselieb, Chief Counsel Tamara Cummings and Business Manager Rita Smith.

dedication, diverse expertise and all-for-one teamwork have made the Labor Council – as the National FOP has acknowledged – the leader in law enforcement labor representation across the country.

Going all-in for members has been the mantra since the Labor Council was formed as a committee of the Illinois State

Lodge in the mid-1980s. When he was still working days on patrol and negotiating contracts at night back then, eventual Executive Director Dave Wickster handled one of the first grievances ever filed for a cook in jail who was a member.

"When we formed the Labor Council, things you never dreamed about negotiating all of a sudden became a possibility and a reality," explains Wickster, who served as executive director from 1993 through 2017 and is credited with turning the Labor Council into a professional organization.

"The Labor Council allows members to do what they need to do every day in their jobs while we handle the relationship with their employer," continues Wickster, who will always be a lifetime principal of the organization. "They don't have to worry about losing their jobs if a boss is mad at them, because we have negotiated a written agreement that spells it out. We lobbied for the law to give them that right. We helped draft the law. And we are still doing things every day to put that law into practice."

In Labor

The law Wickster cites is the Illinois Public Labor Relations Act, which took effect on Jan. 1, 1986. The act granted public employees the right to choose their own representatives to negotiate wages, hours and other conditions of employment. It also provided the opportunity to collectively bargain for wages, hours and other conditions of employment, as well as resolution of disputes arising under collective bargaining agreements.

Driving the highways and backroads of central and southern Illinois as the southern field rep supervisor for the Labor Council, Jerry Lieb remembers the days before 1986 all too well. As a deputy at the Morgan County Sheriff's Department, where Lieb served 14 years before going full-time with the Labor Council, he knew the job could cause a gun to be pointed at his head at any time. Which it did.

Worse than that, however, Lieb and his fellow officers worked at the will of the sheriff. They had no health insurance, no paid holidays, no overtime and no comp time. If a big event was coming and had to be staffed in the county, they could go for two or three weeks without a day off.

In the days before 1986, the process of negotiating for any wage increases or improvements in working conditions was known as "collective begging."

"Back then, you were between a rock and a hard place. If you gave the wrong guy a ticket, it was, 'Don't let the door hit you on the way out.' No protection," Lieb recounts. "Once we had collective bargaining, we had a process. We could get a fair hearing from somebody outside the agency."

Two weeks prior to the passing of the Public Labor Relations Act, the Morgan County deputies became certified as a collective bargaining unit. They wrote their own language for their first agreement.

This proved to be the harbinger of what the Illinois State Lodge had anticipated. Shortly after the law was passed, the Illinois FOP had 70 certified collective bargaining units.

"The State Lodge actually saw into the future," Lieb adds. "When the law was passed, we were the only ones ready to do it out of the gate."

Labor Ways

Out of the gate, the Labor Council was the Labor Committee for the State Lodge, and a group of officers, primarily in the Chicagoland area, worked full-time on the job and part-time at night negotiating labor agreements. The initial Labor Council by-laws drafted in 1985 stipulated that a department had to be a member of the State Lodge to have access to the Labor Council.

In 1992, members redrafted dramatic changes to the by-laws that basically formed the current structure. The thinking dic-



From left, Assistant Director Mike Powell joins Executive Director Shawn Roselieb, General Counsel Tamara Cummings and Business Manager Rita Smith in a meeting to discuss Labor Council operations.

tated that for the Labor Council to write collective bargaining agreements, represent members in discipline matters, argue grievances and interest arbitrations and provide the volume of support that filled hundreds of binders, it needed to be a separate entity to fund these services.

"I don't think anybody anticipated the explosion in terms of interest," Wickster recalls. "I think collective bargaining answered a number of needs that were different throughout the state."

Membership ballooned in different parts of the state for different reasons. In Northern Illinois, salaries were higher, and working conditions in terms of paid holidays and vacations were established. But there was a need for representation handling disciplinary issues. In the southern and central parts of the state, improving working conditions as well as negotiating measures for job security precipitated unionizing.

Collective bargaining allowed the right to file grievances to fight disciplinary action, and the Labor Council quickly recognized the need for a legal department. Tom Sonneborn served as the first general counsel, and recruited Gary Bailey from the state's labor board to be the first full-time attorney. Now there are 13 full-time layers on the legal team led by General Counsel Tamara Cummings, whose passion for the union came from growing up in a family of Chicago Police Officers.

At the same time, office staff began to grow. Response to members calling with questions or needing field support became such a premium that Wickster ramped up the administrative support team. He also brought on Rita Smith to be the Labor Council's business manager. That proved to be a seminal hire.

"We were struggling in those early days, checking to see what we had in the bank every day and what bills we could pay," Wickster shares. "Rita had an MBA, and she came in to set up all the proper procedures that enabled us to operate."

The Labor Council has grown to 41 employees. The foundation was police officers who came from the job or after retiring from the job. Attorneys came from all walks of practicing law – public labor, private labor unions, the state's attorney's office and private practice.

Wickster knew that members wanted cops representing cops as much as possible. But he knew the Labor Council could only benefit from best practices inside and outside the box.

"We understand the job, and a lot of police officers are knowl-

CONTINUED ON PAGE 22



From left, attorney Roy Carlson and Field Reps Mike Powell and Bruce Wisniewski.

LABOR INTENSIVE CONTINUED FROM PAGE 21

edgeable in labor. But a lot of people knew a lot more about labor, and we needed them to teach us how to do this stuff," he confirms. "We never would have gotten this far unless we reached out beyond cops representing cops."

Labor Days

The above-and-beyond credibility the Labor Council has established with its 24-7-365, on-call service has become legendary. One of the legends tells of a Saturday night when a deputy called in a toll-free line. She was told to come into her department in an hour for a disciplinary interview.

According to Lieb, she was with a unit the Labor Council had represented and cleaned up its contract. After that, the unit left for cheaper labor representation. Three months later, the deputy was still calling the FOP for help.

"She told us that when she called the other union, she got an answering machine," Lieb quips. "I guess you get what you pay for."

Affiliation has become so valuable that the Labor Council does not actively recruit new members. The phone rings with an inquiry, and an organizing team goes out to meet with the prospective unit. The officers see that Labor Council representation is priceless, and here's why:

The army of field reps and attorneys on staff are each assigned to the Labor Council's 515 member units. In addition to conceiving contracts and handling the grievances and disciplinary hearings, the team responds to shootings and other critical incidents that usually occur in the middle of the night.

Field reps might be more involved in the day-to-day needs of a unit, while the attorneys might lean more to handling litigation. But the value of this collegiality can be seen as Field Rep Mike Powell, assistant director and former State Troopers Lodge 41 President, and attorney Roy Carlson, who came to the Labor Council less than a year out of law school, sit together in the break room at the Western Springs office, sharing some soup and ideas.

"Sometimes, we approach the same problem from different angles to find a common conclusion," Powell observes.

This is the value of the way the Labor Council does business.

"I always call it the land of misfit toys," Cummings remarks. "We all come with a different background and perspective, but it's a good reflection of our diverse membership. It's important that everyone has a different level of experience and knowledge to see all the sides of the stories."

With five field reps and four attorneys working out of the building the Labor Council owns in Springfield, members of the team see the sides of the story more readily than they see each other. In Western Springs, there can be chance meetings by the bookshelves, which is as close as there is to a watercooler in this organization.

The virtual watercooler comes via email when somebody has a question about language in a contract or needs input on an upcoming grievance arbitration. There's not just one response; it's an email blast of information.

"The replies will come in a matter of minutes," Cummings relates. "That's the cohesiveness we try to bring to representing our members."

Labor of Love

Look at the photo on the cover of this issue – which depicts just a microcosm of the Labor Council team – and imagine the comments rising behind those smiles: some good-natured ribbing about wrinkles in clothes and faces, to be sure. But the image tells so much about what goes into the work here.

“We feel more like a family,” Roselieb says. “We’re with our members through the good times and the bad times. Just like a family.”

One of the newest additions to the family, Jennifer Sexton who came over in July from the Cook County State’s Attorney office, characterizes one of the attributes she has seen in this family that has a great impact on members:

“Nobody here is scared to take it to the next level,” Sexton asserts.

The passion to serve law enforcement officers and the respect for them fills the hallways of both the Western Springs and Springfield offices. Roselieb describes the Labor Council as an organization of workaholics, and obviously they have their differences like any family.

But there is a calling here that drives the service.

“We try to remember that whenever members call here, they might be having their worst day ever,” Roselieb expresses. “That’s when we need to have our best day ever.”

Most members see the Labor Council at the bargaining table, where an approach that has been nurtured since 1986 sets the table for success. Members get representatives who have done their homework, who know the salary and benefit comps from neighboring towns and similarly-sized towns. They know what they can and cannot get in the negotiation. They know how to maintain integrity of the relationships with employers because pounding on the table works best during negotiation only when it is absolutely necessary.

Above all, the roots of this work are vested in the trees who, with the Labor Council’s support, can focus on forming that forest of protection.

“I love the fact that we’re true advocates of the member’s position,” proclaims attorney Kimkea Harris, who came to the Labor Council several years ago after serving the Memphis School District as its labor relations coordinator. “We’re not concerned about appearance or being popular. We explain the challenges to members so they can make a fully educated decision. We give them the opportunity to move forward and have a life after the incident.”

Or as Carlson accentuates: “We make sure that their backs are covered while they’re doing the dangerous work their job requires.”

In his 30-plus years of labor representation for the FOP, Lieb verifies that this is the best group of people he has ever worked with. He cites dedication, experience, intelligence and the understanding to not blow smoke when meeting with members.

The Labor Council is not the good news union. The reps are not there to be cheerleaders. They are advisors who give members the best information to make the most informed decision.

“We are going to hands-down defend the process,” Wickster stresses. “We are there to make sure employers follow the process. That they follow the procedures. That they recognize officers’ rights.”

Labor Gains

Table sittings have produced moments when management has been as happy as members. The Labor Council’s negotia-

tion prowess has enabled chiefs and sheriffs to obtain staffing, equipment and other provisions that they were otherwise not able to put in a budget request.

It’s a life of small victories for members. Contracts being signed, arbitrations being won and discipline cases being settled often occur with such frequency that there’s maybe enough time to exchange a fist-bump before moving on to the next unit’s work.

Big wins for the Labor Council come from responses like being there for Dixon School Resource Officer Mark Dallas. Dallas responded to shots fired at school from a student with a rifle on the morning of May 16. Dallas pursued the student, took fire but wounded him enough to stop him. The incident happened at 8 a.m. By 9 a.m., Powell was on the scene. Roselieb and Cummings soon followed, and their services that day were much more than responding to a critical incident.

“The things that are most impactful like a critical incident don’t happen often, but when they do, we get there as quickly as we can because we know what the member is going through,” Cummings reports. “When they express their thanks and tell us we made their lives a little better that day, it’s very gratifying.”

Other significant wins come in the state legislature. The Labor Council conceived the legislation that became the Law Enforcement Support Program Confidentiality Act (see story on page 31), which enables police officers to get mental healthcare without the threat of having their FOID cards revoked and their employment terminated. The Labor Council also has plans to promote additional legislation to support mental healthcare because more and more members are coming on to the job after serving in the military, being deployed in the Middle East and carrying post-traumatic stress with them.

The Labor Council, in partnership with the State Lodge, is working on many issues that can be addressed legislatively. That is in addition to the many bills coming through the state legislature attempting to reduce benefits for police officers that FOP lobbyists have battled and blocked.

“Like that commercial for that candidate who claims to have done a few good things and blocked a lot of bad ones,” Wickster submits. “That’s an understatement compared to what we have done for employees in law enforcement the past 30 years. We have done a lot of good things in Springfield and stopped a lot of bad ones that allows officers on the street to do their jobs.”

Harris distinguishes that a win is not necessarily winner-take-all. The directive to the Labor Council sometimes requires thinking outside the box to find ways to lessen discipline or to get a piece of desired salary increases or benefits.

“We try to teach our members to have patience and trust the process,” she elaborates. “We have to tell them the truth, and in some cases it’s not what they want to hear. I hate to lose, but sometimes we have to look at other ways to win.”

The Labor Council is very sensitive to sentiment about labor unions being tagged as keeping bad employees on the job. Roselieb and Cummings are quick to point out that Labor Council service includes writing resignation agreements for members. And this is done in line with protecting members’ rights, which apply even in termination.

The one element that every page of every binder has in common is some provision or stipulation that protects and serves members’ careers. The ties of these binders certainly foster job security, job performance, job safety and professionalism.

“Our members have homeowners’ insurance, and they have auto insurance,” Roselieb summarizes. “Their union dues provide job insurance.”

Make your **vote** count

**BALLOT
BOX**

For Official Use Only

The case for following State Lodge recommendations when going to the polls

■ BY MITCHELL KRUGEL

Worry has seeped into campaign discussion for Norine Hammond, the incumbent Republican in the Illinois House from the 93rd district in the southwest part of the state. Hammond is not consumed by the Democrats who have been spending significantly to fund her opponent in the Nov. 6 general election. She had a good handle on this race.

The Illinois FOP knows few allies in the General Assembly like Hammond. She has become a true friend among these tumultuous times for law enforcement, and she has some advice for all State Lodge members. Not just advice, actually, but a bit of a warning and a definite call to action.

"Of all the years, the need to get out and vote this year is more important than any I've seen in my lifetime," the House assistant minority leader declares. "If we don't get our votes out, we could see some very, very disastrous results."

Members should be motivated by the "very, very" in Hammond's charge. They should be equally compelled by her use of "our," for never has there been an urgency and an opportunity for State Lodge members and all Illinois law enforcement officers to get to the polls and make a statement to affect their short-and long-term futures than there is on Nov. 6.

From the top of the ticket through races for U.S. Congress, State Senate and General Assembly seats, this election offers members a voice to affect their working conditions, salary and

ELECTION 2018

When you go to the polls...

Our Voter's Guide breaks down
the Illinois FOP-endorsed candidates

See pages 28-31

benefits and ability to get home safe. These are not only the reasons for all members and their families to get out and vote, but to study the list of Illinois FOP-endorsed candidates in our Voter's Guide on pages 28-31 will help them understand why they have earned the endorsement.

"We've looked at the election candidate by candidate and we're in the position to make a strategic play to give members a voice by endorsing both Republicans and Democrats," explains Andrew Bodewes, the Illinois FOP political consultant and attorney with the government consulting firm Leinenweber, Baroni and Daffada. "We need to have friends on both sides of the aisle, and our endorsements reflect that."

Here are some tips to digest the information included in the Voter's Guide:

Some of the breakdowns identify Tier 1 or top-tier races. These are defined as races in which campaign expenditures have been high, and a lot of organizational resources have been shipped in from across the state to help one or both candidates. These are races in which supporting the FOP candidate is most important.

Read through for the candidates who are noted as FOP allies or have a voting record supporting legislation important to the FOP. Or voting against legislation that would hurt law enforcement officers.

"A lot of candidates say they support first responders," comments State Senator Thomas Cullerton from the 23rd district in Chicago's western suburbs. "But after the election, they vote against you. They will stand with you on the podium, but they won't stand with you down in Springfield."

Start at the top of the guide. The State Lodge has endorsed J.B. Pritzker for governor, and though he has widened his lead heading into the final weeks and days before the election, some members still question if this is the right call. Here is why the FOP made the call:

"If (Pritzker) continues to lead the way we anticipate, it will usher in an era of members' benefits being less under attack and their ability to collectively bargain being less under attack," Bodewes reasons. "Regardless of where you live in the state, this is a reason to get out and vote because it's an action all members can take to help protect their benefits and their paychecks."

State Lodge members have a unique prerogative and responsibility when they go to the polls. In voting for governor, they can essentially decide the person who is the chief over the state police. From a broader perspective, as public employees who are governed by elected officials, they get to decide who are their bosses.

"If you stay at home, that means you don't care who your boss is," Bodewes adds.

Cullerton implores that voting is vital because of the way police officers are under attack, especially in Springfield. A vote for an FOP-endorsed Democratic candidate will lead to more support for collective bargaining, better health insurance, more pension stability and even the possibility of increasing COLA. A vote for an FOP-endorsed Republican candidate will create support for police professionalism and the ability for members to do their jobs.

"Our entire system is built on a single vote," Cullerton details. "That vote is you standing up for your rights."

Hammond has seen her colleagues who support law enforcement fall in along two lines: legislation the State Lodge supports and legislation the FOP opposes.

"We pay attention to that," she assures. "We want to be sure that we're not tying their hands with legislation that doesn't allow them to do their jobs, but more importantly that they are safe while doing their jobs."

Cullerton relates how he has seen the pushback against police officers in Springfield. He says there are too many examples like the one he heard recently about how legislators wanted to deny disability for an officer who blew out his knee chasing a perp down an alley. Members, he adds, need to beware of elected officials who don't want to pay officers for doing their jobs.

"That's why we need those individual allies," Bodewes confirms. "We spend a lot of time working with legislators who understand day-in and day-out what law enforcement deals with and what the struggles are. That's what our endorsements are based on."



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Candidate Profile

Tyler R. Edmonds

**Circuit Judge - First Judicial Circuit - At-Large
(Jackson, Williamson, Saline, Union, Johnson, Pope,
Alexander, Pulaski and Massac Counties)**

Background/experience

Tyler R. Edmonds is serving his third term as the state's attorney of Union County. Edmonds has handled thousands of criminal and civil cases and worked with local, state and federal law enforcement to battle methamphetamine, domestic violence and child abuse. He has worked to expand services to crime victims and advocated for reforms to the juvenile justice system. Edmonds serves on the board of directors of the Southern Illinois Child Death Investigation Task Force and is a state co-chair of Fight Crime: Invest in Kids Illinois, a non-partisan coalition of prosecutors, police chiefs and sheriffs across Illinois advocating for investments in youth to prevent crime. State's Attorney Edmonds is a member of the executive committee of the Illinois State's Attorneys Association and has been elected by his peer state's attorneys to the board of governors of the Illinois appellate prosecutor's office. In his role on the board, Edmonds is charged with overseeing the functions of the agency, which include representing the people of the state of Illinois in criminal appeals.

Why is the PBA endorsement important to your campaign?

I have been incredibly fortunate to serve the public as a prosecutor for 10 years. I see firsthand the sacrifices and service of police across Southern Illinois. They put their lives on the line every day. It is an honor to work with these men and women and to receive the endorsement of the Illinois Fraternal Order of Police in the campaign for judge.



Candidate Profile

Andy Manar

Illinois State Senate, 48th District

Background/experience

I am a lifelong resident of Bunker Hill and a graduate of Southern Illinois University Edwardsville with a degree in history and a teacher certification. Before my election to the Illinois Senate in 2012, I was chairman of the Macoupin County Board, mayor of Bunker Hill and a Bunker Hill city councilman.

As a state senator, I have been a champion for working families, collective bargaining, fiscal responsibility, bipartisan cooperation, fair school funding, expanded voter access and transparent, accountable government.

In 2017, I played a key role in getting a bipartisan measure to reform Illinois' worst-in-the-nation school funding formula to the governor's desk. This landmark overhaul has guaranteed that long-underfunded schools in the 48th district now receive state dollars based on a formula that ensures students here have the same kind of educational resources and opportunities as students in wealthier areas of the state.

As chairman of the Senate's Appropriations II Committee — an influential committee that determines spending priorities for state government — my focus is on issues pertaining to the state budget. I also serve on the Senate's education, agriculture and labor committees.

Why is the FOP endorsement important to your campaign?

The endorsement affirms that law enforcement officers generally approve of the priorities I have set and the goals I have accomplished during my time in office. I have worked hard to be accessible, to be a vocal advocate for the needs of Downstate Illinois, and

to work with Democratic and Republican lawmakers alike to get things done.

How do you feel local/state government supports law enforcement, or what additional support would you like to see for police officers?

The best way state and local government can support law enforcement is to have stable, disciplined budgets that ensure police officers can access the resources they need, whether that's vehicles and equipment or staffing and recruitment tools. Without responsible state budgets, law enforcement agencies and the local communities that employ them suffer.

If elected, what initiatives or legislation would you like to pursue that can help law enforcement officers?

I plan to continue to do everything I can to protect and advocate for collective bargaining rights in Illinois. I have never been afraid to stand up for working people and middle-class families. I will work to ensure the state continues making the entire pension payment to all systems. I have never supported a budget that shortchanges pension payments, and I have never voted to diminish promised benefits for workers and retirees. I will never support a plan that strays from this principle and attempts to balance the budget on the backs of state workers.

Finally, I will continue to support services for veterans, mental health programs that keep police and jails from serving as de facto counselors and treatment programs, and a stable state budget that offers certainty to first responders and local communities.



ANDY MANAR

★

STATE SENATE

"I'm proud to have earned the support and endorsement of the Illinois State FOP, and I look forward to continuing to work together to continue to make our state safe and successful."

— State Senator Andy Manar

Find out more about Andy at:

WWW.ANDYFORSENATE.COM

PAID FOR BY FRIENDS OF ANDY MANAR

Charting the Illinois FOP Endorsements for the Nov. 6 General Election

Statewide				
Candidate	Party	Office	Incumbent	Election Connection
J.B. Pritzker	Democrat	Governor	No	J.B. Pritzker will work hard to improve wages, benefits and workforce protections. He supports law enforcement officers and other public workers in Illinois. He is the best bet to enhance the current benefits and protections police officers have.
Michael Frerichs	Democrat	Treasurer	Yes	As a state senator, Frerichs voted for increasing state funding for law enforcement. He has done a good job of investing the state's money.

U.S. House of Representatives					
Candidate	Party	District	Incumbent	District Breakdown	Election Connection
Brad Schneider	Democrat	10	Yes	The district lies in the northeast corner of the state, and mostly comprises the northern suburbs of Chicago in Cook and Lake counties.	His votes in Congress have been against sanctuary cities and for increasing criminal penalties for individuals in the country who were convicted of certain crimes, deported and then re-entered the U.S. illegally.
Mike Bost	Republican	12	Yes	The district covers parts of Madison County and all of Alexander, Franklin, Jackson, Jefferson, Monroe, Perry, Pulaski, Randolph, St. Clair, Union and Williamson counties.	As a former U.S. Marine and member of the House Committee on Veterans Affairs, Bost has sponsored several bills to support veterans' benefits, including one to increase their COLA.
Rodney Davis	Republican	13	Yes	The district covers parts of Bond, Champaign, Madison, McLean and Sangamon counties, and all of Christian, Calhoun, DeWitt, Greene, Jersey, Macon, Macoupin, Montgomery and Piatt counties.	Was a sponsor of "The Hire More Heroes Act," passed in 2015, which helped small businesses hire more veterans.
Cheri Bustos	Democrat	17	Yes	The district covers parts of Peoria, Tazewell and Winnebago counties and all of Carroll, Fulton, Henderson, Henry, Jo Daviess, Knox, Mercer, Rock Island, Stephenson, Warren and Whiteside counties.	As a longtime news reporter in Illinois, Bustos started her career in journalism by covering the police beat in the Quad Cities.

Illinois State Senate					
Michael G. Connelly	Republican	21	Yes	I-88 splits the middle of this district that includes parts of DuPage County surrounding Wheaton, Warrenville and Naperville.	A Tier 1 race that will be hotly contested; Connelly will benefit from FOP support if an anti-Trump, national "blue wave" materializes.
Thomas Cullerton	Democrat	23	Yes	DuPage County towns of Villa Park, Glendale Heights, Bloomingdale and Carol Stream are hubbed in this district.	One of the FOP's most loyal supporters, Cullerton's position is strengthening as Rauner continues to struggle at the top of the Republican ticket.
Tom Rooney	Republican	27	Yes	Route 53 splits this Cook County/Lake County district that includes Des Plaines, Arlington Heights, Palatine, Rolling Meadows, Mount Prospect and Prospect Heights.	A former U.S. Marine Corps reservist and member of the State Senate Pension Committee, Rooney has been canvassing diligently to battle any anti-Trump efforts.
Terry Link	Democrat	30	Yes	This mostly Lake County district stretches from Deerfield at the southern tip north to Waukegan.	The Senate assistant minority leader, Link championed the Lethal Violence Order of Protection that helps law enforcement battle gun violence.
Neil Anderson	Republican	36	Yes	The Quad Cities are the hub of this district that hits parts of Rock Island and Whiteside counties.	One of the chief champions of the FOP, Anderson has the support of many traditionally Democratic organizations, including much of labor.

Candidate	Party	District	Incumbent	District Breakdown	Election Connection
Sue Rezin	Republican	38	Yes	Ottawa on the I-80 corridor is at the center of this district that runs through Kendall, Grundy, LaSalle and Putnam counties.	An inductee to the Illinois Lincoln Series of Excellence in Public Service that empowers and amplifies the voices of women of leadership in government, Rezin is facing a top-tier challenge for this seat.
John Curran	Republican	41	Yes	Mostly DuPage County district with some Will County towns, it runs from Downers Grove on the north end along I-355 through Lemont.	Curran is very safe running in this district, which essentially is an open seat because he was appointed to fill it in 2017.
Andy Manar	Democrat	48	Yes	Primarily in Montgomery and Christian counties, Decatur and Taylorville are the biggest cities in this district.	In this top-tier race, Manar is a noted supporter of the FOP who is running in a largely Republican district.
Rachelle Aud Crowe	Democrat	56	No	This mostly Madison County district runs along the eastern border of Missouri.	Crowe is seen as friendlier to the FOP than her opponent in this top-tier race.
Dale Fowler	Republican	59	Yes	This Southern Illinois district contains parts of 11 counties that border Kentucky and includes Carbondale, Marion and Herrin.	Fowler consistently supports the FOP and is the clear favorite to win this race, despite Senate Democrats' spending to make it a top-tier race.
Illinois House of Representatives					
Robert Martwick	Democrat	19	Yes	Includes northwest side of Chicago areas of Portage Park and Jefferson Park, Dunning and parts of Norridge, Harwood Heights, Elmwood Park and River Grove.	Chair of the House Pensions Committee, Martwick is a former criminal prosecutor and assistant state's attorney.
Michael P. McAuliffe	Republican	20	Yes	Includes northwest side of Chicago and surrounding suburbs of Schiller Park and Norridge.	A member of the House Appropriations on Public Safety Committee and the state's prestigious Traffic Safety Advisory Committee, McAuliffe is a heavy favorite to win.
Frances Ann Hurley	Democrat	35	Yes	Cook County district is hubbed in Orland Park and Palos Heights.	Aided by growing anti-Trump sentiment, Hurley is safe in this district.
Margo McDermed	Republican	37	Yes	District includes Will County towns of New Lenox, Mokena and Frankfort.	Support is needed in this top-tier race because of some anti-Rauner and anti-Trump issues.
Anna Moeller	Democrat	43	Yes	District includes areas of Kane County near Algonquin, Carpentersville, East Dundee and Elgin.	Moeller is well-organized and has a good relationship with the FOP, which will carry her against a fading challenger.
Fred Crespo	Democrat	44	Yes	Cook County district includes large near-west suburbs of Hoffman Estates and Streamwood.	One of the most FOP-friendly members of the House, Crespo should ride a generally positive reputation and the anti-Trump wave to victory.
Christine Winger	Republican	45	Yes	District spans across DuPage County, including Bartlett and Bloomingdale.	The daughter of a Chicago Police Officer, Winger is defending her seat in a generally Republican area.
Deb Conroy	Democrat	46	Yes	District includes a portion of DuPage County, including the villages of Carol Stream, Glen-dale Heights and Villa Park.	Conroy's generally favorable voting record with the FOP is worthy of support in a district that is close in every election cycle.
Eddie Corrigan	Republican	53	No	Includes Northwest Suburban Chicago communities of Arlington Heights, Prospect Heights and Mount Prospect.	Corrigan has gained perspective on politics and public service as an outreach coordinator for U.S. Rep. Peter Roskam of Wheaton.
Martin J. Moylan	Democrat	55	Yes	District includes Edison Park neighborhood of Chicago and Cook County towns of Elk Grove Village, Des Plaines and Park Ridge, with I-90 cutting through the middle.	An ally of the FOP, Moylan is defending his seat in a traditionally Democratic district.

Candidate	Party	District	Incumbent	District Breakdown	Election Connection
Michelle Mussman	Democrat	56	Yes	District includes northwest Chicago suburbs of Roselle and Schaumburg, in addition to parts of Elk Grove Village and Hanover Park.	Mussman has a generally favorable voting record but faces a top-tier race in a split district that is one of the House Democrats' top priorities.
Jonathan Carroll	Democrat	57	Yes	District includes a portion of Cook County towns of Northbrook, Arlington Heights and Buffalo Grove.	One of his key legislative issues is to better regulate gun shops to crack down on illegal gun sales. He should carry this district.
Bob Morgan	Democrat	58	No	District spans across parts of Lake County, including Lake Bluff, Lake Forest, Bannockburn, Highland Park and Deerfield.	Morgan actively courted the FOP endorsement and was deemed a good fit for the organization. He will need support in this split district.
Daniel Didech	Democrat	59	No	Includes North Suburban Chicago communities of Buffalo Grove, Vernon Hills, Mundelein and Green Oaks.	Didech says he strongly oppose the governor's focus on dismantling labor rights in Illinois.
Sam Yingling	Democrat	62	Yes	District includes Lake County towns of Wauconda, Round Lake, Grayslake and Round Lake Beach.	Yingling has been fairly supportive of the FOP on most issues. He has campaigned hard in this top-tier race that he figures to win.
John M. Cabello	Republican	68	Yes	District includes Winnebago County towns of Machesney Park and Loves Park near Rockford.	A police officer for 20 years and a detective in Rockford, Cabello has been an FOP-endorsed candidate for a long time.
Tony M. McCombie	Republican	71	Yes	District runs through Whiteside and Rock Island counties along the Iowa border.	McCombie is an ardent support of the FOP and strong advocate on police issues. A moderate Republican, she is well-liked in her district.
Michael W. Halpin	Democrat	72	Yes	District includes most of Rock Island County.	Halpin has been very supportive of the FOP and continues to pull ahead in this top-tier race.
Lance Yednock	Democrat	76	No	District includes Bureau, LaSalle, Livingston and Putnam counties and metro areas of Ottawa and Pontiac.	Yednock is a business representative with the International Union of Operating Engineers Local 150.
Lisa M. Dugan	Democrat	79	No	District includes a large portion of Kankakee County and parts of Grundy and Will counties.	Dugan is a former rep in this district who has come out of retirement. House Democrats have made this a top-tier race.
David S. Olsen	Republican	81	Yes	District spans across DuPage County, including a hub in Downers Grove.	A former student body president at the University of Illinois, where he was a Rhodes Scholarship finalist, Olsen should easily carry this seat.
Jim Durkin	Republican	82	Yes	District is located partially within Cook, DuPage and Will counties.	Durkin is the leader of the Assembly Republican Caucus and has been previously supported by the FOP.
Stephanie A. Kifowit	Democrat	84	No	District includes areas of DuPage County east of Aurora, Will County and Kendall County east of Oswego.	Kifowit has generally been supportive of the FOP and is defending her seat in a split district that has become a top-tier race.
John Connor	Democrat	85	No	District spans across Will County and includes Lockport, Romeoville and Bolingbrook.	Connor was appointed to this seat and in his short tenure in the House, he has developed a friendly relationship with the FOP.
Lawrence Walsh Jr.	Democrat	86	No	District includes a large part of Will County, from Joliet to Channahon.	Walsh has been a consistent supporter of the FOP and is very safe in defense of this seat.
Michael D. Unes	Republican	91	Yes	District includes parts of Fulton and Tazewell counties, southwest of Peoria.	Unes is a moderate voice in the Republican party who has a strong relationship with the FOP.

Candidate	Party	District	Incumbent	District Breakdown	Election Connection
Norine Hammond	Republican	93	Yes	Western Illinois district includes Macomb and all or part of eight counties, including Knox, Fulton, Warren, McDonough, Schuyler, Cass, Brown and Mason.	Hammond has perhaps the closest relationship with the FOP of any member of the House.
Dillon Clark	Democrat	95	No	District includes parts of Christian, Montgomery and Madison counties.	Clark is trailing but needs support because his opponent has been a leader in the anti-collective bargaining discussions in the General Assembly.
Sue Scherer	Democrat	96	Yes	Central Illinois district includes parts of Macon County and northern Christian County.	Scherer is pro-collective bargaining and has voted for the FOP on most of its issues.
Mica Freeman	Democrat	97	Yes	District includes Will County towns of Shorewood and Plainfield, as well as areas east of Oswego.	Running against an incumbent, Freeman's career as a public educator presents a perspective that should be favorable to the FOP.
Marc Bell	Democrat	99	Yes	District is located entirely in Sangamon County, which includes Chatham.	Retired Master Sergeant with Illinois State Police and Illinois Troopers Lodge 41 member, Bell is currently a school resource officer in Chatham.
Cynthia E. Cunningham	Democrat	104	No	District includes areas of Vermilion County and the Champaign County town of Rantoul.	Another challenger, this is not a top-tier race and is a largely Republican district.
Dan Brady	Republican	105	Yes	Encompasses McLean County and a portion of Livingston County, including a large portion of the Bloomington/Normal metropolitan area.	In 2017, Brady was named Deputy House Republican Leader. He is also a member of the Police Professionalism Committee.
Blaine Wilhour	Republican	107	Yes	District includes parts of Effingham, Fayette, Bond and Marion counties.	This is an open seat, so neither party has a voting record. Wilhour is seen as the clear favorite for a seat that is not a top-tier race.
Monica Bristow	Democrat	111	Yes	Southwest district bordering Missouri, includes the western portion of Madison County.	Bristow was appointed to this seat and, despite being new to the House, she has been supportive of the FOP.
Katie Stuart	Democrat	112	Yes	District includes parts of St. Clair County northeast of Fairview Heights, and Madison County towns of Edwardsville, Glen Carbon and Collinsville.	Stuart is defending her seat in a race that is a toss-up. Her opponent has a poor voting record with the FOP, while Stuart has been supportive.
Jay Hoffman	Democrat	113	Yes	District spans across areas of St. Clair and Madison counties, including Granite City, Fairview Heights, Swansea and Belleville.	Hoffman is one of the strongest FOP allies in the Illinois General Assembly.
Terri Bryant	Republican	115	Yes	District includes all or parts of Jackson, Jefferson, Perry, Union and Washington counties in southern Illinois.	Bryant worked for the Illinois Department of Corrections for 20 years and has been endorsed by the FOP in previous elections.
Jerry Costello II	Democrat	116	Yes	District includes areas in Perry, Monroe, St. Clair and Randolph counties.	Costello has been supportive on FOP issues and is in a Tier 1 race in a district that is trending Republican.
Dave Severin	Republican	117	Yes	District includes parts of Hamilton, Franklin and Williamson counties, with I-57 running north to south through the center.	Severin is supportive on FOP issues and is considered safe in a district where he defeated the incumbent in the last election.
Natalie Phelps Finnie	Democrat	118	Yes	District includes all of Gallatin, Hardin, Saline, Pope, Massac, Johnson, Alexander, Pulaski counties and parts of Hamilton and Union counties.	Finnie has supported FOP legislation consistently, which should help her in a district that is becoming increasingly Republican.
Judicial					
Tyler R. Edmonds	At-large Circuit Court	1st Judicial	No	District spans Jackson, Williamson, Saline, Union, Johnson, Pope, Alexander, Pulaski and Massac counties.	The Union County State's Attorney, Edmonds has worked with local, state and federal law enforcement to battle methamphetamine, domestic violence and child abuse.



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Good Bill

Illinois legislature passes groundbreaking law that paves the way for officers to get mental health treatment

■ BY MITCHELL KRUGEL

A case requiring critical management from the Illinois FOP Labor Council sparked urgently needed action to save law enforcement officers. A member had unwittingly muttered under his breath about wanting to die, or something to that effect.

A boss got wind of the comment and sent the officer for an in-house evaluation. The doctor declared him fit for duty, but because he was sent for the eval, his FOID card—needed as a condition of employment to carry his firearm—was revoked.

“It took forever to get it back,” notes Illinois FOP Labor Council General Counsel Tamara Cummings. “Situations like that kept coming up. It became so unreasonable that we decided to do something about it.”

Labor Council field representatives also encountered more and more members enduring extreme amounts of stress due to punitive discipline, increased public and media scrutiny, problems at home and, of course, trauma on the job. Clearly, Illinois law enforcement officers needed help and protection to pursue urgently needed mental healthcare.

So the Illinois FOP responded. The Labor Council crafted legislation, and on Aug. 17, the passing of Illinois House Bill 5231 opened the door for officers who have been feeling the effects of trauma, stress and scrutiny that sometimes can lead to looking at the bottom of a bottle or other medicinal or addictive sources for treatment. Or worse.

House Bill 5231 has become the groundbreaking “Law Enforcement Support Program Confidentiality Act” sponsored by State Senate President Tom Cullerton, which removes possession of an FOID card as condition of employment for a police officer. The letter of the law dictates that law enforcement officers won’t have to face a penalty for admitting that something might not be mentally right and can seek medical help without having to surrender their FOID cards as previously had been the case.

The Law Enforcement Support Program Confidentiality Act very well could be the start of remedying the pain every police department in Illinois has felt from having one of its officers suffer through addiction, depression and disorders that have even ended with taking their own life.

Cullerton, a U.S. Army veteran and Democrat who chairs the Illinois Senate Veterans Affairs Committee, knew all about the effects of post-traumatic stress and its gateway to drug and alcohol addiction – or worse – when he decided to sponsor the bill. He likened the problem of the brain taking a beating from trauma to

the physical health risks on the job.

And he had no trouble generating bipartisan support in both the Illinois House and Senate. Former Chicago Police Officer Tony Munoz quickly jumped on board as a senate co-sponsor, as did Chicago Democrat Kwame Raoul and Republican Neil Anderson, a firefighter in Moline. Representative Brian W. Stewart, a retired Stephenson County Sheriff’s Deputy, led the support in the House.

CONTINUED ON PAGE 34



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"For police officers to fear the ability to talk to somebody about problems and navigate through that trauma seemed like a horrific way to do business," Cullerton reasons. "We go to doctors for everything from a bump on your back to a spot on your nose. The stigma of not going to a doctor to talk about the brain is ignoring the most important thing in your body."

An opportunity to get this cured

The growing need to pursue the legislation that became the Law Enforcement Support Program Confidentiality Act began appearing in the Labor Council offices all too frequently, and really in every department in Illinois. State Lodge Second Vice President Keith Turney, who works as a field rep for the Labor Council, would receive requests from other reps to talk to a member who had stopped by the office in Western Springs expressing a feeling of being overwhelmed by stress on the job.

Turney had gained expertise in this realm after doing a capstone project for his master's degree at Lewis University about learning to identify signs that would lead police officers to consider suicide. He became trained in the Question-Persuade-Refer (QPR) technique used as a response to seeing such signs, and as crisis negotiator when on the job at the Joliet PD, he trained most of the officers there in crisis intervention.

"We deal with a lot of officers who are under an extreme amount of stress due to disciplinary issues, problems at home and other things that make them vulnerable," Turney comments. "We had an opportunity to identify this as a real problem and to get this cured."

When the Labor Council did a little more research, the impact of more and more military veterans becoming police officers and bringing post-traumatic stress from their service to the job became apparent. That attracted Cullerton to the initiative and the

legislation was born.

The initial draft of the bill proposed not needing an FOID card as a condition of employment. Some departments, including Chicago, requested a softer bill, which led to the 5231 dictating that if a police officer had to surrender his or her FOID card but was not a danger to herself or himself, employment could not be terminated.

"Because of the awareness of the need to treat mental health issues, getting the bill passed was pretty smooth sailing," explains Cummings, who added that the FOP is hoping to push more mental health-related legislation in the next session. "The objective was to be pro-active. We wanted to get the officers who were involved in a shooting to get help before starting to drink too much and putting their jobs in jeopardy."

A wake-up call for help

The campaign to understand why the Law Enforcement Support Program Confidentiality Act is needed begins with a look at the data. The most glaring analysis might be comparing the number of officers who have been injured on the job to the number who have been harmed by their own hands. The former pales in comparison to the latter.

"The polarity is enough to give every officer a wake-up call," reports Jeff Weinstein, National Outreach Coordinator for the Florida House Experience, an addiction recovery facility in Deerfield Beach, Florida that specializes in treating first responders.

Further awakenings include:

- The number of law enforcement officers lost to suicide each year has surpassed the number of line-of-duty deaths.
- The suicide rate for first responders in some cities and towns has reached 24 per 100,000. The national average is 11.5 per 100.
- According to the American Psychiatric Association's (APA) Diagnostic and Statistical Manual of Mental Disorders (DSM-5) – the four groups of people most susceptible to developing post-traumatic stress disorder (PTSD) are combat veterans, rape victims, people held in captivity and first responders.
- 85 percent of first responders experience some elements of PTSD, according to *Anxiety and Depression Magazine*.

The new law can reduce these numbers by creating a pathway for what Weinstein accentuates as the availability for mental health and behavioral health treatment never being so freely offered to members of the uniformed services as it is right now. And there have also been profound advances in medical and psychiatric rehabilitation, which is also more available now and covered under most, if not all, members' health insurance.

"Thank God for the Cullerton law because now we can go to all these departments and further educate them on what has become a healthcare crisis," Weinstein adds. "Now, we can intercept these officers before they take it to the bitter end or before they are ordered to get help and get backed into a corner with no options."

The key is to not wait until it's too late, which seems to be inherent in the motivation for passing the Law Enforcement Support Program Confidentiality Act. The act aims to motivate officers who might be drinking too much, drugging, gambling or having family issues to not be afraid to admit it. Or have their partners and fellow officers question, persuade and refer them to get help.

The act also aims to address officers who are normal, who have to manage the trauma resulting from daily responses. That only makes them human, and the new law should allow all officers to seek help even if they witness a shooting, let alone are involved in one.

"It's better to go get treatment when you first start having problems than to wait until you have so many problems because

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it will be much harder to fix them,” submits Dr. Carrie Steiner, a licensed clinical psychologist who served as a Chicago Police Officer for 13 years and Crisis Intervention Team (CIT) leader. “You are going to be more at risk to overreacting or underreacting if you don’t get treatment. You need to get treatment to protect your job and your family.”

Feeling the pain

Dr. Steiner – founder of the First Responders Wellness Center, a private practice full-service agency to meet the needs of police and first responders’ emotional wellness – has been conducting wellness testing for departments throughout northern Illinois. It’s an annual checkup to see how police officers are responding to seeing constant trauma and feeling constant negativity from the public, the media and the bosses.

Many of them have wanted to keep on talking with her even though the sessions are scheduled for only an hour. Perhaps the Law Enforcement Support Program Confidentiality Act will enable officers to spend that hour each week or every month, at least, looking after their wellness.

“We’ve opened the door for officers to feel less uncomfortable about getting help,” Dr. Steiner adds. “They’re going to be skeptical, even with this new law. But it really goes to show that police officers need a different type of mental healthcare.”

Reading the warning signs should become the responsibility of every officer now. The new landscape can be all about understanding that drinking and drugging are pain management of injuries suffered on the job, numbing or slowing down the mind to deal with those horrific recurrent thoughts or dealing with sleepless nights that those thoughts can precipitate.

And don’t be fooled into thinking that the sisters and brothers who stay out drinking to all hours of the night are the only ones in need. It might be the ones who don’t feel comfortable

drinking like that and go home to drink themselves to sleep. It might be the ones who find sitting down and having a drink to be a depressant, something to get their minds off work and stop that merry-go-round of recurrent thoughts that comes from repeated exposure to trauma, stress and negativity.

“Getting the legislation passed was a godsend,” Turney proclaims. “It takes away some of the obstacles of someone coming forward and asking for help. The next step is to get the word out. It’s one thing to get a law passed. It’s another to get them educated about the law. Officers have to trust the law and let it protect them.”

A higher level of care

The collective sigh of relief from passage of the Law Enforcement Support Program Confidentiality Act already is rippling through treatment providers. Dr. Robin Kroll, a therapist who specializes in treating law enforcement in Illinois through her P.A.D. (Police-Addiction-Depression) program, has helped many officers get back their FOID cards years after losing them.

Dr. Kroll reports that most of the cases have been alcohol/addiction-related, and with appropriate treatment, her patients have been able to sober up and get past the pain that can lead to suicidal thoughts. She contends that the new act will allow treatment that includes studying and treating the brain as an organ like a cardiologist would study and treat heart disease.

“This new bill will make a difference for officers struggling and in need of a higher level of care,” Dr. Kroll explains. “There has always been an enormous fear of seeking treatment at any level due to revoking of their card.”

So the fight continues, and the opportunity now is for cops to help cops, to be your sister’s or brother’s keeper, to encourage each other to get the available help.



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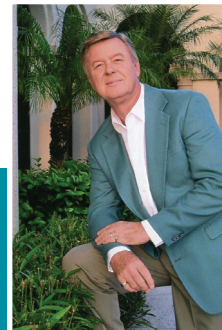
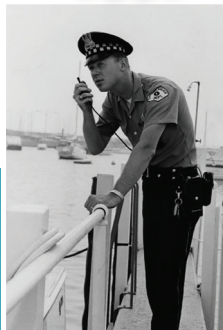
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A Challenge to Civilians

How becoming a police officer changed one man's perspective

■ BY JERRY LIEB

VICE-CHAIR, BOARD OF TRUSTEES

Unfortunately, many citizens have a bias against police officers. Whether it's due to a bad experience with the police after being issued a citation or the influence of negative and false narratives of police brutality, bias exists.

The purpose of this article is to provide a challenge to civilians like the one presented to Dr. George Kirkham, a criminology professor at the University of Florida, which led to him publishing his experience in a 1976 book titled *Signal Zero*.

Professor Kirkham studied under his mentor Professor Thorton at USC, where he received his Ph.D. His mentor had developed anti-police theories that he referred to as the "police personality." Kirkham began his first class as a professor by introducing himself and announcing to the class, "I want to begin our discussion of the police and society by examining a most important topic, one that will occupy our attention in lectures and reading throughout much of the quarter. I am referring to the subject of 'police personality.'"

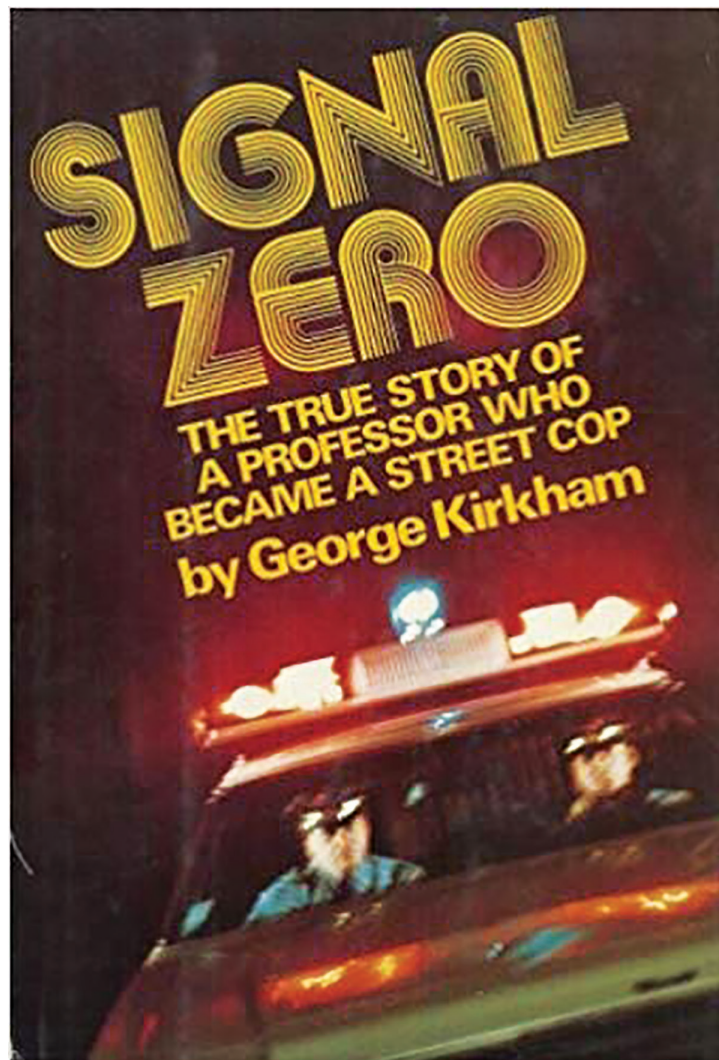
Kirkham then presented his outline of the police personality:

- 1) authoritarianism
- 2) chronic suspiciousness
- 3) pessimism-cynicism
- 4) hostility-extra punitiveness
- 5) personal insecurity
- 6) physically aggressive reactions to stress stimuli
- 7) political conservatism
- 8) prejudice-racism

He then asked the class if anyone had an opinion on this point. A student who appeared to be older than average responded by stating that the police personality, to the extent that it exists, has to be explained in terms of the kinds of things involved in a police officer's job.

As Kirkham looked at the student responding to him, he noticed a long two-inch scar on his right cheek. Further along in the discussion, Kirkham discovered that the student debating the authenticity of his "police personality" list was a police officer on educational leave to complete his degree. The professor also discovered that the scar on the officer's cheek came from a call that he had handled in his jurisdiction's toughest beat.

During the term of the course, the professor and police officer continued a friendly debate, many times over pizza and a beer. The police officer then challenged the professor, stating that he had no business judging police officers from his "ivory tower" without really knowing what it was like to be a police officer on the beat. The professor responded with the statement that the police would never allow a true scientist



inside to study them.

The police officer graduated. Upon returning to his department, he met with his chief and related his discussion with Kirkham. The chief responded by advising the officer that if the professor put himself through the police academy, he would assign him to a car in their worst beat. The officer extended the challenge, which was accepted by the professor. After completing the police academy course, the professor joined the department and was assigned to a car in their worst neighborhood.

Kirkham brought to the job his learned theories that if you just talked to people, you could settle issues without violence. The professor was fearful of carrying a gun and subscribed to his mentor's theory that if you did the job right, you wouldn't need one. His mentor promoted the theory of an unarmed police force, like that in England, thinking that it would reduce violence in America.

What he discovered during his experience riding with a partner was that police officers were human; they talked about their families and kids, and they got scared like everyone else. He discovered that officers didn't relish violence or look forward to shooting people. He saw the emotional impact that these situations had on the officers.

Kirkham writes, "Almost always, the calls would come without the precious luxury of time. Time. I had come to take it for granted in my life as a university professor. Time to think situations through, time to analyze them, dissect them. Time to weigh the desirability of different courses of action."

He realized how unfair it was for people to judge the actions of an officer who had seconds to make a decision, when the individuals judging them had the benefit of reading all the reports, in addition to weeks and months with a law library to research and second-guess those decisions. Kirkham learned that in order to fairly judge the actions of police officers, one must consider the exact circumstances presented to the officer at the scene.

Kirkham transitioned his thinking as he went through real-life situations that cops face daily. He was dispatched to a suicide call, found the apartment door locked and thought they needed to get some authority to get the door open. His partner kicked in the door, making a split-second decision, and found a man unconscious with his head in a gas oven. They saved his life. As the ambulance pulled away, the spectators began to drift off. Kirkham thought, "We just saved a man's life. Wasn't someone...anyone...going to say something? It seemed as if someone should say something to us."

From that suicide call, they were dispatched to an accident scene. When he issued a citation to the man who caused the accident, the motorist said to him, "If you guys would spend a little more time worrying about crime and a little less time making your ticket quotas, this city might be a decent place to live."

The motorist went on to say, "No wonder people don't respect the police."

Kirkham said, "Yes, sir," and thought after hearing this, "Just who does this jerk think he's talking to?" Then I thought, "To a man in a police uniform, that's who," as I answered my own question. I wasn't used to being talked down to like a lackey. I didn't like it."

Interestingly, after completing the suicide call and feeling pretty good about himself, the sergeant came up to Kirkham and his partner and chewed them out for being out of the car without their hats on, in violation of policy. When the sergeant left, Kirkham let loose with a commentary about the sergeant. The partner told Kirkham he found it interesting that he had less than two weeks on the job but was starting to sound like a real cop.

One of the theories that Kirkham brought to the police job, as mentioned earlier, was that there was no reason for violence if you just talked to the suspects and gave them a chance to explain. Kirkham's partner decided he was comfortable with him and allowed him to drive the squad car. Kirkham was feeling very proud about this assignment, when the radio blared "Signal Zero" — an officer needs assistance.

Kirkham's partner screamed at the radio, "Where, damnit?" and yelled at Kirkham to floor the car and get going,

constantly yelling "Faster!" at Kirkham. They were the first to arrive at the scene and observed two guys smashing a motorcycle officer's head into their car. The partner jumped out and tackled one of the guys, while Kirkham grabbed the metal flashlight and went after the guy who was still bashing the officer's head into the car. Kirkham swung the flashlight to strike the big suspect on the arm, when the motorcycle officer managed to push the suspect up. Kirkham's flashlight came down on the top of the suspect's head, destroying the flashlight and dropping the suspect.

As the squad cars began arriving at the scene, Kirkham looked around at the crowd watching the officer get assaulted. Most were white, male and young. Not one of them tried to help the officer. Kirkham heard himself say, "What the hell is wrong with you people?" as they began to walk away. That was the way it was most of the time, he would soon learn. "I would come to realize that we really had only one another to depend on, only one another to call on in time of trouble."

After they arrested the two suspects, his partner stated, "Jesus, Doc, I'm afraid this is serious, that light you just busted is city property. The sergeant will want a form 10 explaining what happened to it. You might wind up having to pay for it!" Kirkham's partner then told him he would have to meet with Internal Affairs over the use of force, but not to worry — he and the other officer saw the whole thing and would support him.

CONTINUED ON PAGE 36



When Kirkham published his book about the months he spent as a police officer, he wrote the following note to his readers:

"This book is the story of a university professor who left his campus for several months to work as a street patrolman in a large American city. It is my story. I do not pretend that what follows is an objective book about either the police or crime in our society. This could never have been such a work, although in the beginning, I had thought that it might be. But what happened to me in those months made it impossible for me ever again to view a policeman's world from the detached perspective of a social scientist. I realize that now."

"What follows is an account of the things I saw, felt and did during the time I worked behind a badge and uniform. It is neither a polemic written on behalf of the police nor a diatribe against them. It is simply the story of a group of remarkably ordinary men whose unfortunate distinction is that they must regularly function in the face of extraordinary human stress, and sometimes in the face of indescribable human tragedy."

"The identity of the actual police department and city in which this drama unfolded is not important. The fact that it happened is. I have changed the sequence and some details of certain events, and have altered the names, descriptions and physical characteristics of all persons and places involved in them, in order to protect the privacy of those who made this book possible. Beyond that, I have tried in writing it to honor a promise I once made, tell it like it is."

This article does not encompass all the experiences that Kirkham had, but the value of his experience should not be lost. What most people don't understand is that we are victims of our own bias. As anthropologist Ruth Benedict pointed out in her book, *Patterns of Culture*, when you judge societies other than your own, you judge them based on your cultural bias.

This concept is supported by Kirkham's experience. His views were shaped by the concepts that he was taught by his professor at USC, and he believed in them to the point that he was utilizing those concepts and passing that bias on to his students. When he accepted his student's challenge to ride with police officers as a fellow officer, he learned the fallacy of the theories he was taught and changed his thoughts in regard to police officers.

This article is not intended to portray officers as perfect, but the general citizen concept of police officers comes from television cops, who can chase a suspect for a mile, pull out a snub-nose revolver and wing him in the leg at 100 yards. Some citizens believe that police officers should shoot to wound offenders, with no clue of the training, emotions and stresses, as well as how this impacts officers in shootouts.

So, the challenge is: If you truly want to fairly judge a police officer's actions, take a page from Kirkham's book. Spend some time with a police officer in the roughest district, and experience the fear and danger our police officers face on a daily basis. Understand how this fear and stress are passed on to their families, knowing that when their police officer husband or wife leaves the house for work, it may be the last time they ever see him or her again.



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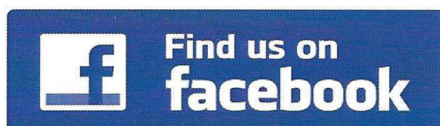
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P365

THANK YOU
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On the air with Joe Walsh

The radio host who stands up for law enforcement, no matter what

■ BY AMBER RAMUNDO

Listeners of “The Joe Walsh Program” hear the host give positive shoutouts to law enforcement multiple times during each three-hour broadcast. Ever since Walsh served in the U.S. House of Representatives for Illinois’ 8th Congressional District in 2011, he has made it his mission to raise the volume on police support in America enough to drown out the scrutiny that often puts law enforcement down.

Now a radio host, Walsh uses his platform to continue reminding large audiences to share appreciation for first responders.

“See a cop, thank a cop,” Walsh repeats often to listeners of his 5 p.m. conservative talk show on AM 560 radio that began in 2013, in addition to the Newsmax TV “The Joe Walsh Show” that airs nightly.

“That’s a simple first step,” Walsh explains. “I want every American when they see a police officer to thank that police officer for what he or she does. I think that’s the minimum of what we should do.”

Walsh’s campaign to let officers know that America has their backs became a priority following the backlash from the Ferguson, Missouri incident on Aug. 9, 2014, when Michael Brown was shot and killed by a Ferguson officer.

“That’s when it really all began. We saw the haters of cops come out,” Walsh expresses. “I realized the silent majority in this country supports our cops. We have to wake the silent majority up because our cops are under attack.”

Ever since then, whenever it seems like the rest of the country is putting them down, officers have been able to tune in to The Joe Walsh Program to hear nothing but praise and appreciation for the jobs they do and the sacrifices they make. It’s also become a place where retired and active officers can have their voices heard by calling in to comment on current events and share their points of view with the public.

“I’ll hear from cops who call me almost in tears because they just feel like they don’t have support,” Walsh confides. “Any time I can make a cop feel good or have my listeners make a cop feel good, it’s worth a million bucks.”

Walsh likes to say his intent is to wake



people up to the America we no longer have — an America that respects those who serve. His impact goes beyond the volume of his talk show. Often it shows on people’s clothing, as thousands of listeners have ordered “Thank You Blue” buttons from his show to wear as a visual statement of those who stand with law

enforcement.

“I want officers to know that we’re out there, and we’ve got their backs,” urges Walsh. And thanks to the fearless, uncensored and outspoken message of “The Joe Walsh Program,” law enforcement can always hear from the vital population that appreciates the job they do.

Guitar Heroes

Williamson County Lodge President Gusentine creates a musical tribute to fallen officers

What many people might fail to recognize as a critical ingredient for a successful career as a police officer is unbounded creativity – a skill that develops as a direct result of pursuing a career in constant, minute-to-minute problem solving. Detective Lieutenant Karl Gusentine has been in law enforcement since 1996; he's been a creative force on the force for 22 years.

The current Williamson County Lodge 197 president consistently searches for creative ways to promote positive exchanges among members of law enforcement and the community at large. His most recent endeavor, the End of Watch Guitar project, is a testament to that creative energy.

Feeling the weight of community unrest and observing fellow officers struggling on and off the job, Gusentine tapped into his own problem-solving expertise to connect the law enforcement community with the civilian community and, at the same time, honor those men and women who have lost their lives in fearless, enduring service.

One night in late 2016, Gusentine found himself sitting around Bar Bart Guitars custom guitar and repair shop with longtime friend Bart Lincoln. The two of them got to talking about creating a custom guitar that would help shift community perspective toward law enforcement.

Gusentine remembers turning to his buddy and saying, "Wouldn't it be great if we could do something to bring people together to humanize the badge a little, show that these officers are human and that their sacrifice is worthy of respect?" Immediately, both friends realized they could harness the power of what's been helping unite struggling communities for generations: music. From that moment, the End of Watch Guitar began taking custom-made shape.

In a few short months, the guitar had transformed from a late-night musing to a physical reality. Lincoln and Gusentine brainstormed ideas for how the instrument could be crafted and developed a unique design that articulated the sentiment they wanted to share with the com-



munity.

"(Bart) showed me a drawing of this awesome guitar that he thought symbolized what it means to be a police officer," says Gusentine. "He had some wear marks purposefully put into the guitar because a police officer's badge or uniform is not always perfect because he's

out on the street. We then had some custom things done to it, and we named it the End of Watch Guitar."

In reverence to all officers lost in the line of duty during 2017, Gusentine and Lincoln decided to include all 243 of their names on the back of the guitar. Remembering each officer's life and legacy in an act of creative expression was step one for Gusentine; next, he had to find a way to bring the greater community into the project in a manner that would be meaningful to those who operate outside the sphere of law enforcement.

In the spirit of unification through music, Gusentine decided to use the guitar's case to collect autographs from big-name stars and recording artists. Once again, he put his creativity to work, involving officers from throughout the state who would send the guitar backstage during live performances across the country. Suddenly, the End of Watch Guitar was gaining national-act publicity, and its case, more and more signatures.

"Oh gosh, I can't even think of everybody who signed it," says Gusentine. "The country music artists definitely got behind the movement. Toby Keith, and the Red Rockers signed it – I could rattle off names all day long. We sent it to state fairs, to concerts; we sent it to Ted Nugent's house and he signed the case."

From the outpouring of support that the End of Watch Guitar received by way of voraciously purchased online raffle tickets, Gusentine and his fellow officers were able to bestow all proceeds on the National FOP Foundation for fallen officers and their families, presenting the check this past year at the National Law Enforcement Officers Memorial in Washington, D.C.

"It was something we could do to give back," says Gusentine, who never tires of exercising new ways to lift up the community he so fervently supports. "We're just trying to humanize the badge and say, 'Hey, these officers are out there dedicated to protecting you. They are everyday people who are answering the call to help you.' And this is just a tribute to the honor of that."

Online fundraiser underway for wounded Cicero officer

A GoFundMe page has been established to help Cicero Police Officer Luis Duarte and his family after the four-year department veteran suffered six gunshot wounds when an offender opened fire during a September traffic stop.

Duarte, a Cicero native, is known for his passion for the community. He's worked as a mentor to youngsters and served as a leader of a youth group at St. Anthony Church. His hometown connection grew stronger when he joined the department.

A husband and father, Duarte was working during rush hour on Sept. 13 when his partner attempted a traffic stop. Officials said the driver exited the vehicle and immediately began shooting at the two officers. Duarte was hit and fell to the ground. The subject then walked toward Duarte while continuing to shoot. Struck in the arm, legs and chest and unable to walk, Duarte dragged himself under his squad car for protection and radioed in his injuries.

The shooter, who was wanted in California on two warrants, was quickly arrested by officers responding to calls after being fired upon. Department officials credit those officers, paramedics and the trauma team at Mount Sinai Hospital with saving Duarte's life.

Shortly after the violent attack, family members started the online fundraiser with a goal of \$40,000 to support Duarte, his wife and their 10-month-old son.

"Officer Duarte has a long road to recovery. In addition to multiple surgeries to remove bullets and fragments from his body, the doctors placed metal rods in his right leg to repair the bones that were shattered by bullets. He will also be undergoing physical therapy to help heal nerve damage sustained to his left leg," the page explains, noting that the money would aid the family during Duarte's recovery.

"During this time, they will inevitably accumulate medical and other expenses compounded by the loss of a portion of his wages. Officer Duarte is the sole provider of income in his household, so we are asking for good people to help with any donation they can afford.

"Police officers help keep us safe every day and we now have the opportunity to help an officer and his family in their time of need," the page states.

As of mid-October, nearly \$31,000 had been raised for the Duartes. Contributions can be made by visiting www.gofundme.com/backingupofficerluisduarte.



Riverside officers recognized for their accomplishments

The Riverside Village Board and Riverside Police Chief Tom Weitzel highlighted the accomplishments of four Riverside police officers during an October meeting.

Officer Joe Mahanna received recognition for earning his designation as a Drug Recognition Expert — one of only 115 officers across the State of Illinois to be certified as such. Mahanna is the second member of the department to become a DRE, officials said.

Officer in Charge Brian Greenwald was honored after being given a Mothers Against Drunk Driving Heroes Award — the fifth of his career — during a ceremony in Springfield. Greenwald's efforts to keep Riverside streets safe involved the arrests of approximately 600 drivers intoxicated by alcohol or drugs. Greenwald is the other DRE working for the department.

Weitzel paid tribute to Officer Mike Panek for his military service. Panek recently returned from a year of active duty in Africa to resume his law enforcement career with the department.

The chief also highlighted Sergeant John Cairo's continuing education efforts, which recently saw him obtain his master's degree in criminal social justice from Lewis University. Cairo put himself through school, earning his undergraduate and graduate degrees, while also working for the department, Weitzel noted.



From left, Riverside Police Officer Joe Mahanna, Officer Brian Greenwald, Sergeant John Cairo and Officer Mike Panek receive recognition during a village board meeting in October.



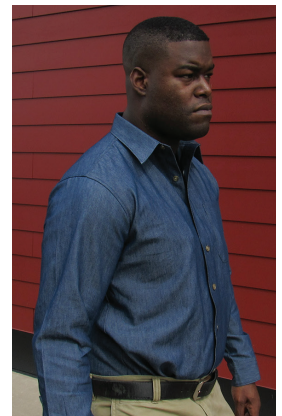
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Edwardsville officer uses CPR to save man's life

Edwardsville Police Officer Rick Thompson and Steve Shaffer reunited recently at an Edwardsville City Council meeting for a moment that was probably a bit more pleasant — but not nearly as important — than their first encounter in July.

That's when Thompson, responding to a 911 call about an unresponsive male, arrived to find Shaffer without a pulse in the basement of his home. Thompson immediately started CPR, using chest compressions and breaths, in an attempt to revive Shaffer.

By the time medics arrived, Thompson was able to get Shaffer breathing again. Shaffer was taken in for treatment and made a full recovery. Shaffer stepped forward to shake hands with Thompson as the officer received a lifesaving award in a ceremony during the meeting on Sept. 4.

Police Chief Jay Keeven praised Thompson for relying on the training that led him to take quick action by performing two rounds of CPR on Shaffer, according to published reports.



Hanover Park officers make the rounds at local school

Several Hanover Park police officers made new friends during recent visits to Laurel Hill Elementary School in the northwest suburb, as the department continued its efforts to reach out to all members of the community.

In early October, Officers George Sullivan, Amy Alonzo, Daniel Torres and Santos Diaz met with second-grade students and read to them in their classroom. The officers also answered students' questions and talked about the issues associated with policing in the world today.

In mid-October, Sullivan and Officers Kevin Pini and Sabina Lomeli returned to Laurel Hill to hang out with the school's kindergarteners. The day included plenty of smiles for the kids and officers, who talked about what it takes to become a police officer and took questions from the students.

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*For questions or your training needs in Illinois, or to request forms please contact:
Kimberly Giugler, Illinois D.A.R.E. Training Coordinator
kgiugler@vil.shorewood.il.us
Or visit: www.illinoisdare.org for forms.*

Aurora officers save woman from suicide attempt

Aurora Police Officers Adam Miller and Peter Briddell shared the department's October Employee of the Month Award for their actions in saving a suicidal subject over the summer.

According to officials, the department received a call about a woman hanging from the High Street Bridge around 12:15 a.m. on June 19 in the western suburb. Miller arrived first and found the woman kicking and screaming as family members tried to prevent her from falling. The situation was further complicated by wet weather and what the department described as "physical exertion" experienced by family members after trying to hold on to the woman for an extended period of time.

Upon noticing that the relatives were having trouble keeping their grip, Miller reached through some gaps in the bridge's metal railings to grab the woman's arm and body, stabilizing her position until Briddell made it to the scene a short time later.

Together, Briddell and Miller used teamwork and their collective strength to lift the woman up from below the bridge's walkway, where they then hoisted her over the side rail to safety. The pair then restrained the woman until Aurora Fire Department paramedics transported her to the hospital for treatment and evaluation.

During an awards ceremony, department officials said that the woman might have fallen to her death if not for the timely response and coordinated effort by Miller and Briddell to prevent a tragedy.



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Mitigating your risk with mobile and online banking



MATT
WISEMAN

In this increasingly connected world, you must take proactive steps to safeguard your personal information. Online channels such as the internet and mobile banking, and tools such as social networks, have become a part of our daily landscape. Here are some recommendations for mitigating your risk:

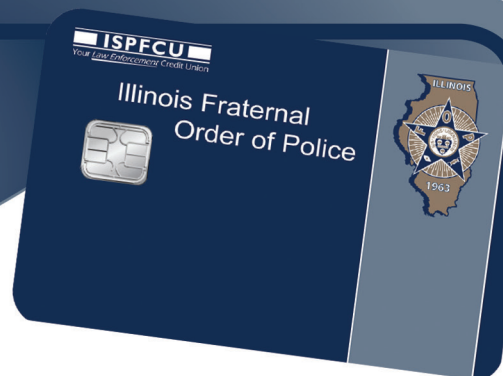
1. Be vigilant in reviewing your financial statements and monitoring your transactions. A good habit is to monitor your financial accounts at least once a week.
2. Never leave your computer, tablet or mobile phone unattended when using internet banking, mobile banking or other financial services.
3. Once you have completed your internet or mobile banking session, log off to ensure that the session is completed.
4. Lock your computer or mobile device whenever you plan to leave it unattended.
5. Don't use publicly available information to create your online banking password. Things to avoid include common names or phrases, birthdates or Social Security numbers.
6. Never reveal your passwords to anyone.
7. Change your passwords periodically.
8. Never click on links or applications that you receive in an email, as this is a common way that viruses, malware and malicious software are installed. If you get an email with links purporting to be from your financial institution, call the institution to verify that the email is legitimate before proceeding.
9. When using the internet, verify use of a secure session ("https://") rather than "http://" in your browser's address bar. This means that the data being transmitted between your

browser and your financial institution's system is securely encrypted.

10. Install anti-virus and anti-malware software.
11. If you have a mobile device such as a smartphone or tablet, ensure that you install software capable of remotely wiping the device should it get lost or stolen.
12. If you suspect that your device is lost or stolen, notify your mobile carrier and suspend your service.
13. Do not "jailbreak" your iPhone or "root" your Android to avoid unintentionally opening backdoors for malicious software.
14. Avoid using unsecured public wireless connections.
15. Be aware of the types of information you post to social networking sites. Ensure that you know who your "friends" are on such sites, and do not accept friend requests from unverified parties. Use privacy settings on social networking sites.
16. Take advantage of internet and mobile banking alerts. Once you set up the alerts you need, your financial institution's system will notify you of unusual login activity on your accounts.
17. Your checks and financial statements contain private information. Request electronic statements and use online bill pay whenever possible to reduce your paper trail.
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Matt Wiseman is the director of marketing at ISPFCU – Your Law Enforcement Credit Union. Membership in ISPFCU is open to all Illinois law enforcement employees and their families. Join ISPFCU today at www.ispfcu.org. Matt can be reached by email at mwiseman@ispfcu.org or by phone at 800-255-0886.

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**MICHAEL
BAKER**

Most of us have a homeowners or renters policy. These policies are designed to repair or replace your home or possessions if something happens to them. What they are not designed to do is protect you if you are involved in a self-defense shooting.

All homeowners and renters policies come with liability coverage to protect you, but they also have coverage exclusions. Usually, the first exclusion listed in the liability section is "intentional acts." This means that even if you were justified in the shooting, such as a home invasion or carjacking, you still intentionally pulled the trigger, so you would not have any liability coverage.

Your homeowners or renters policy may provide coverage if it was an accident — for example, if you dropped the gun, it went off and injured someone — but not for intentionally pulling the trigger.

Some people say, "That's why I have an umbrella policy." An umbrella policy simply adds additional amounts of liability protection (usually in million-dollar increments) to an underlying policy; it does not add additional perils (coverage) to the policy.

IROCC/HR-218 allows you to legally carry a weapon, but it doesn't provide any liability coverage in the event you have to use it. If you don't have any coverage from the homeowners and umbrella policies, all expenses will come out of your pocket.

One way to protect yourself is to consider buying a policy that is specifically designed to cover you in the event of a self-defense shooting. There are a few companies that offer gun liability insurance, but you may want to consider the one offered by Shield U.

Shield U Insurance Group offers a gun liability policy specifically designed for active duty and retired law enforcement officers that has been endorsed by the major unions, including Chicago Lodge 7.

Important coverage is built into the policy, and it's designed to provide excess liability protection when you're on duty, off duty — and even while moonlighting.

The policy provides the defense costs associated with a civil lawsuit. If you're found to be liable and owe a monetary settlement, it will provide up to an additional \$250,000 of liability protection to settle the case on your behalf.

If you are criminally charged, it will advance you \$10,000 for an attorney retainer. It will reimburse your defense costs up to \$100,000 if the charges subsequently are dropped or you're acquitted or found not guilty.

If you're still active and put on unpaid administrative leave due to a shooting, it will pay up to \$2,500 per month for up to three months.

It also provides up to \$5,000 for family grief counseling, and a \$10,000 relocation benefit if required. This policy covers you, your spouse and any family members living in the household younger than 25 at no additional cost. The cost for active duty and retired officers is only \$229 per year, or \$19.08 a month.

In comparison, the FOP Legal Defense Plan will only cover defense costs associated with a lawsuit and does not offer any liability (settlement) protection. If you're retired, the FOP Legal Defense Plan is limited to just \$25,000.

This policy has been endorsed by the Illinois FOP, PB&PA and MAP.

Michael Baker is co-owner of Shield U Insurance Group, has been an insurance agent for more than 25 years and owns an independent agency. For more information, call Michael at 630-820-8696, Dean Hill at 815-633-3150 or visit www.shielduins.com.



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Illinois

FOP Member Resources

Exclusive benefits offered to Illinois FOP State Lodge members

Legislative voice

The Illinois State Lodge has contracted with professional lobbying firm Leinenweber, Baroni and Daffada, LLC, to represent the legislative interests of our members. As the largest organization of police officers in the United States, the FOP serves as a significant advocate for its members, with notable efforts toward maintaining pension and collective bargaining rights. Visit the Advocacy webpage to find legislative priorities and bill status updates; follow our efforts with the We Are One Illinois Coalition; and like us on Facebook for regular legislative news.

Officer-to-officer critical incident and peer support (866) 535-1078

The Critical Incident Support Team (CIST) is available 24 hours per day, seven days a week, to provide confidential peer support and information, as well as personal counseling or social service referrals. Should a major critical incident occur, such as a shooting that involves a police officer, the CIST will respond by notifying the Illinois Network of Critical Incident Stress Management. If requested, CIST will also send a team member to assist the officer, family and department. If the critical incident involves a line-of-duty death, the CIST can assist in the preparations for a law enforcement funeral.

Disaster Response Unit

The Disaster Response Unit provides assistance to Illinois FOP members, police officers and their families during times of disaster. We provide physical support in temporary repair of homes and recovery of property, as well as communication services to other family members and counseling services as needed. Feeding officers in need during a disaster will also be possible in many cases.

Accidental death and dismemberment insurance

The Illinois State Lodge provides accidental death and dismemberment insurance for all members in good standing, at no additional cost, regardless of whether the accident occurs while on duty. Please see the one-page overview "Accidental Death & Dismemberment Benefits" for a summary of what is covered and benefit amounts.

Chaplaincy care

The Associate Chaplaincy program was created to enhance the delivery and quality of law enforcement services through the provision of pastoral care to officers in times of person-

al need and crisis. Chaplains provide services as requested, and all information is kept confidential. Associate Chaplains are to be Christian friends who meet an officer's needs on a one-on-one basis by listening, counseling and/or referring to other resources as appropriate for each situation. Please visit the chaplaincy page to find the FOP chaplain assigned to your area.

Scholarship program

Each year, the Illinois Fraternal Order of Police awards \$9,000 in scholarships to college students whose parents are members in good standing. Chosen at random, one applicant from each of the 18 representative FOP districts in Illinois receives \$500 towards college expenses. The random drawing is held each year during the summer meeting of the ILFOP Board of Trustees. Applications are posted online in February for that year's drawing.

Legal defense

The Legal Defense Plan is a self-funded ERISA plan, solely owned and operated by the FOP Grand Lodge, that is available to eligible FOP groups and individual members. The plan provides defense coverage for administrative, civil and criminal actions that arise out of law enforcement duties. For more information, visit www.foplegal.com.

FOP license plates

Exclusive for active members, Fraternal Order of Police License Plates show pride in fraternalism and law enforcement. Please visit the license plate page for more information.

Education and training

The Illinois Law Enforcement Education Foundation (ILEEF), a 501(c)(3) organization, was created by the State Lodge to increase the education, charitable and research capabilities of law enforcement. ILEEF is currently working toward implementing a statewide police suicide education and prevention program.

Industry news and information

FOP members receive e-mail updates from both the national and state lodges, as well as *Illinois FOP Journal*, a quarterly print publication from the Grand Lodge. The ILFOP website is also updated frequently with the latest in legislative and member updates, and the ILFOP Facebook page offers daily articles and alerts. ♥

For more information, visit www.ilfop.org/InformationCenter/MemberResources.aspx.