



# CHICAGO LODGE 7

Official Magazine • November 2023



## This One's For You!

A look at the new Lodge 7 contract and how it can benefit all rank-and-file members



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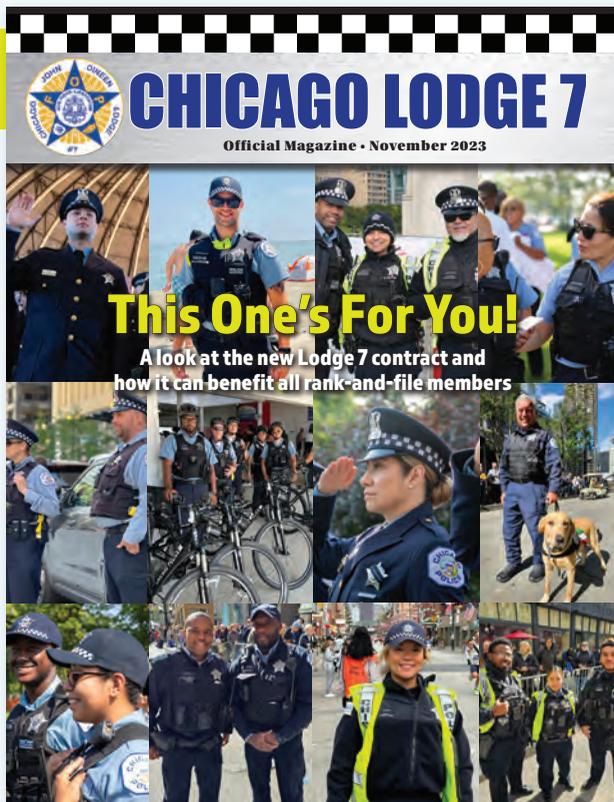
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**COVER STORY  
PAGE 37**

# Good For You

From the members in beat cars and on patrol to those working in specialized units to the detectives working overtime to keep the city safe — and every other member — Chicago Lodge 7 has negotiated a new contract that serves you better than ever. With wage increases, protections against overzealous discipline, guarantees that you get your RDOs and a litany of other provisions to improve compensation and working conditions, the contract has been a long time in the making but well worth the fight and the wait. A review of this historic agreement gives members the details on what has led to labor stability for the first time in almost 10 years.



COVER DESIGN BY GINA CROTCHFELT

**MITCHELL KRUGEL**

Founder and Publisher  
mitch@chicagofopmagazine.com

**GINA CROTCHFELT**

JENNA RAMOS  
Art Directors  
gina@chicagofopmagazine.com

**ESTHER GONZALES**

Staff Writer  
esther@chicagofopmagazine.com

**DAN CAMPANA**

Contributing Editor  
dan@dancamcom.biz

**KIMBERLY FLYNN  
LAUREN PURCELL**

Copy Editors

**SYLVIA RIVERA**

Director of Operations/Finance  
sylvia@chicagofopmagazine.com

**MAGAZINE COMMITTEE**

Rob Noceda (Chair), Michael Carroll,  
Carolynn Crump, Lisa Ford,  
Jose C. Martinez, Karl Mattson

**DAN RAPPOPORT**

Founder

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**MESSAGES FROM LODGE 7**

President's Report.....	<b>Page 5</b>	Deceased Members.....	<b>Page 19</b>
The 4-1-1.....	<b>Page 8</b>	FOP Labor Report.....	<b>Page 20</b>
First Vice President's Report.....	<b>Page 10</b>	FOP Legal Report.....	<b>Page 22</b>
Second Vice President's Report.....	<b>Page 11</b>	Legislative Report.....	<b>Page 24</b>
Third Vice President's Report.....	<b>Page 12</b>	Compliments of Rabbi Moshe.....	<b>Page 26</b>
Recording Secretary's Report.....	<b>Page 14</b>	From Your Directing Chaplain.....	<b>Page 28</b>
Financial Secretary's Report.....	<b>Page 15</b>	FOP Benefits.....	<b>Page 30</b>
Field Representative's Report.....	<b>Page 16</b>	Officer Awards.....	<b>Page 32</b>
Political Action Report.....	<b>Page 17</b>	Members Only Section.....	<b>Page 54</b>
Retired Members.....	<b>Page 18</b>		

**INSIDE STORIES**





# CHICAGO LODGE 7

Official Magazine  
President's Report



## For All You Do... We finally can talk about labor gains



JOHN  
CATANZARA JR.

Beyond all the exhales and attaboys flowing over our new contract and the labor peace it has brought Lodge 7, the gratification for me comes with the labor peace of mind for our members. As we approach ratification of an historic agreement in terms of compensation, benefits, working conditions, and protections, I am thinking about the faces on the cover of this issue and the many, many members they stand for, who this contract is truly for.

Yes, this one's for you, and I hope it's as satisfying to the rank and file as it is to me personally.

I just hope members feel more represented than they ever have. I hope they realize the positive direction this lodge is moving in, and not only with this contract. We certainly have opened some eyes from those who maybe had preconceived notions about who we are and how we realize that there must be a middle ground.

If you don't have a simple understanding that the job is to find that middle ground, regardless of whose side it ends up closer to, nothing ever will get accomplished. That's the inherent message of this contract because of how it started with a dictator and a caveat, and basically an 11th commandment, "Thou shall not disobey me," from the fifth floor of city hall. That triggered the hard-line stances that we had to take to get to this point where we finally can anticipate labor peace.

With all that said, allow me to share a breakdown of how this contract came to pass, what we believe it will do for Lodge 7 members and what it means for our union, our department, and our city.

### Up Front: Arbitration for Termination Cases

So the provision that might generate the most debate or pushback is the award granted to members to have the right to go to arbitration over termination or suspensions of more than 365 days. The benefits we have procured in the new contract fill up a 250-page-plus memorandum, but this one shows how historic our new agreement will be.

We went to arbitration and won the right to give our members the option of arbitration rather than be subjected to the whims of the police board. The arbitrator confirmed that our members have this right.

It's standard operating procedure for labor law. It's in the statute. In exchange for not being able to strike, we get arbitration. Period. Full stop.

The city knows this is the case. But there will be pushback because it causes issues with transparency and building trust with the public. We are all for that, but it's not really our problem. This is just a simple example of how the city now has to take this bitter pill and swallow it like we did under management rights when everybody's days off were being canceled uselessly in 2021. And it's also the same right that every other union in this city is afforded.

### How We Did It

This contract that takes us to June 30, 2027, is kind of a bold new frontier because it's been such a one-off process in the past.

If you recall, we went from Phase 2 issues, which were predominantly ours left over from Phase 1 that was settled in 2022, to stalling and getting nothing accomplished under Lightfoot. Even then, that triggered the interest arbitration demand, which finally got the process going.

But even under Lightfoot, it was slow-going in the interest arbitration process. Not until this new mayor did we get any movement in the process in collaboration with the arbitrator telling us, "These are the items I will address. Everything else, you guys need to figure out in some different way, shape or form where there are remedies other than interest arbitration. This is a very conservative process, and I am not going to address breakthroughs unless you can show me that the system is that broken."

That was the platform once Brandon Johnson became mayor, which clearly triggered a sense of urgency from us and the city. Primarily the city. Those conversations then morphed into asking, "Hey, even if we get this done now, we're looking at a little over a year before we're doing this all again. So would you be open to a two-year extension?"

The conversation of a two-year extension was lukewarm at first, and I specifically remember saying at that time, "If we're going to talk about an extension, then a lot of our issues are going to have to be addressed. And with the extension, we're going to have to make up for the inflation watering-down of the current structure of the contract. Because we're not going to get caught with our pants down, so to speak, again with inflation, God forbid it gets bad or gets worse again."

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President's Report continues on Page 6

And then there was movement. In the previous administration, the city negotiators would tell us they didn't have any authority to make these offers. But now, we're spit-balling ideas, and we'd go back and forth. A far cry from prior to that, which was anything that was discussed, "I've got to run it up the flagpole." And the flagpole had five different levels, where you had five different people who could say no, and it was just such a torturous process under the previous regime.

It seemed, at least behind the scenes, that there was much more slack in the leash, so to speak, from the new administration. I just think it probably was more Brandon Johnson championing himself as a labor mayor. I think he realized that getting our contract off his desk, in practicality, just about finishes the fire department contract and the one for the sergeants and lieutenants.

Certainly, we're not dumb. There are some political calculations to all of this, knowing the Democratic National Convention is coming here next summer, and they certainly don't want labor strife. We certainly knew that we had the ability to force them to have conversations if they were serious about getting this done.

Whatever the reason, whether it was a pro-union mayor, or a convention coming up for a party that says it's pro-labor, we certainly got a whole different climate when Brandon Johnson took over than where we were. Regarding the mayor's impact on getting this deal moving and what it means for the future, "optimistic" is the only phrase I can use. But everything else is positive to this point. And with the new superintendent, we'll see where this all goes.

**The Fine Print**

Compensation-wise, the numbers are the numbers. So it isn't like, "Oh my God, we took someone to the cleaners." But other provisions are huge, and I would even say somewhat groundbreaking.

I'll give you a perfect example. When it comes to Appendix P,

which is the protections our probationary police officers will be afforded at 12 months until they're off probation at 18 months, there are protections they never had. And we fought like crazy, even in Phase 1, to try and not only undo the duty availability for the PPOs, but also get them some protections when they're out on the street putting handcuffs on people during the hardest time to be the police.

We also did get certain groups moved up the pay calendar, like fire does for its people with special training. But we've heard pretty quickly from our members, "What about us?" Again, we asked and asked and asked. We had a whole big list of who we wanted to move up and retitle of codes. But the city watered it down to where they wanted to go and how far they were willing to go.

And at that point, the decision had to be made. Are we really willing to walk away from all of this because they said no to this, this and this? Or do we just call it a win here and in the subsequent contracts we expand and make everybody whole?

That was one of the strategies we had going into it. There were a lot of these things that had been pushed off because of either the city's unwillingness to negotiate them into the contract or the arbitrator's unwillingness to give breakthrough provisions and proposals in the arbitration process.

And these things that we pushed for with administration after administration would fall into the same old cycle of going to the wayside or the bottom of the barrel. And they'd start at the bottom of the barrel again in the next cycle.

That's not what we decided to do here. These things that we did not get that we were looking for here will be at the top of the ask list the next time. They're not getting lower priority, because otherwise they just never get addressed, and they need to be addressed.

I hold my head up high, and I know the rest of our negotiating team does, knowing that we really brokered the absolute best possible outcome in this process.




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# THE 4-1-1



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### Administrative Support Division Christmas Party

Units 162, 163, 166 & 168

Legno

4250 N. Central Ave., Chicago

7 p.m.-midnight, Dinner 8 p.m.

For information, contact IDENT at 312-745-5623

## Dec. 5

### 6th District Masquerade Holiday and Retirement Party

Spirit of Navy Pier

Navy Pier

600 E. Grand Ave., Chicago

6-10 p.m., Set to sail at 7:15 p.m.

For tickets or more information, contact first, second or third watch secretaries or CAPS office at 312-745-3641

## Dec. 7

### 2nd District Christmas Party

Guaranteed Rate Field

333 W. 35th St., Chicago

7-11 p.m.

For information, contact 002 CAPS Office at 312-747-5109

## Dec. 7

### Criminal Network Group Christmas Party

Cinecity Studios

2429 W. 14th St., Chicago

6 p.m.

For more information, contact the commander's officer at

312-746-7577

## Dec. 8

### O'Hare Airport Operations Christmas and Retirement Party

Honoring 2023 Retirees

Allegra Banquets

5035 River Road, Schiller Park

Refreshments: 6 p.m., Dinner: 7 p.m.

For tickets, call 773-686-2395 or 773-686-8939

## Dec. 9

### Chicago Police Marine Corps League Annual Fundraiser

Join us to watch the Army-Navy football game

1-6 p.m.

Chicago FOP Hall

1412 W. Washington Ave., Chicago

\$20 donation

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## Dec. 10

### Chicago Blackhawks First Responders Night vs. Washington Capitals

United Center

1901 W. Madison St.

6 p.m.

\$61 per ticket

For more information, call 312-455-7672

## Dec. 15

### Midway Airport Operations Christmas & Retirement Party

Honoring 2023 Retirees

115 Bourbon Street

3359 W. 115th St., Merrionette Park

Refreshments: 6:30 p.m., Buffet Dinner: 7:30 p.m.

For tickets, call watch supervisors at 773-838-9669

or front office staff at 773-838-0626

## Dec. 20

### 15th District Holiday Retirement Party

Elmcrest Banquets

7370 W. Grand Ave., Elmwood Park

Social Hour: 6 p.m., Dinner: 7 p.m.

For tickets, call 312-743-1490, 312-743-1490, 312-743-1495 or 312-743-1310

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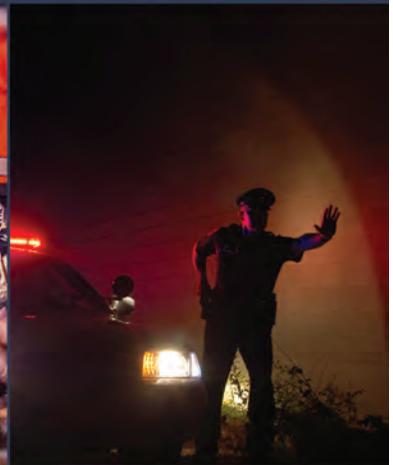
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# As the Holidays Approach, Remember What Matters Most



MICHAEL METTE

As we approach the holiday season, let us shift our focus to what is most important to us: friends and family. As police officers, we sacrifice a lot of time and energy in this profession to provide the benefits to ourselves and our families. No one has ever said our jobs are easy, but we trudge along and persevere through the ups and downs of life and work.

This year, try and make a conscious effort to remember to be a little more kind to each other. Reach out to our non-work friends more often.

Take more time away from work as you can to be the father, mother, brother or sister, aunt, or uncle you would really like to be to those in your life.

We all have gained and lost so much in life. Much of our gains and losses come from this job. Try and keep your mind on the positive side of things. Don't let social media and the rest of the modern world fool you. There is still plenty of good to be had by all if you just look for it. Put the phone away while you are out and about. You'd be amazed at how often you will be able to catch a random act of kindness. If you don't find any, be the person that does something nice for someone else. Do it with no expectations of getting anything in return. Not only will you make a someone feel better, but you will find some happiness as well.

Happiness is a mindset – one that has gotten away from many of us. Your happiness doesn't have to stay lost forever. Maybe you have just forgotten what it is that makes you happy. May-

be you have forgotten how to unplug from the stresses in life. I have been there many times throughout my career and my life. It's easy to get lost in the fray of the world, the negativity. I am proof that the negativity that we endure doesn't have to bring us down. Sure, we may stumble and fall every now and then, but as I try to remind myself, it isn't about the fall it's how we pick ourselves back up that matters. There will be times when you won't feel like getting back up. It happens. When it does, reach out to those around you for a helping hand. If you happen to look around and feel like you don't have anyone to ask for help, call me or anyone else here at the lodge. We are here to help! Even on the darkest days, you can find the light.

Please remember we call each other brothers and sisters for a reason. We are family! We need to be there for each other. We need to provide each other with support and kindness.

One last thing: I am proud of the hard work each one of you do on a daily basis. Keep your heads up high and keep each other safe.

### Your Mental Health Resources

FOP Mental Health Ombudsman: 312-736-1990

EAP: 312-743-0378

Peer Support: 312-672-9973

CopLine: 800-COP-LINE (suicide hotline, answered by retired officers)

National Suicide Prevention Lifeline: text or call 988



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**Dr. Carrie Steiner**  
Retired Chicago Police Officer  
Owner, First Responders Wellness Center



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# Continuing to work on getting discipline reduced



DAN GORMAN

My report given at the monthly general members' meetings includes examples of arbitrator's decisions issued at arbitration hearings. Every investigation has its own individual circumstances, and in most cases, there are multiple allegations and redundant alleged "rule violations" (usually piled on by the investigators). However, below are summaries of some recent dispositions that have been awarded by the arbitrators. The following discipline briefs only provide a generalization of the allegations that were sustained in the CR investigation.

General Summary of Allegation	Original Recommended Penalty	Arbitrator's Award
No ISR	3-day suspension	Rescinded/Expunged
No TSSS, No ISR	1-day suspension	Upheld
Faulty prisoner search/prisoner attempt to harm himself	2-day suspension	Rescinded/ Expunged
Faulty prisoner search/transport	5-day suspension	3-day suspension
Driving on sidewalk and allegedly using vehicle as a deadly weapon.	180-day suspension	Expunged

**Quote Board:**

To add some context to the above listed dispositions, here are some notable quotes taken directly from the arbitrator's written award/decisions.

**Quotes from a six-page arbitration decision re: (No ISR / Expunged)**

"I therefore find COPA's extreme delay to be arbitrary and unreasonable, and a substantial violation of the Grievant's right to procedural due process."

"By inexplicably taking such an inordinate amount of time to complete its investigation, COPA forfeited any opportunity for the Department to correct the Grievant's alleged misconduct for a full four years of his career as a Chicago police officer, making any imposition of discipline at this point virtually meaningless."

**Quote from a six-page arbitration decision re: (Faulty prisoner search in lock-up / Expunged)**

"In summary, because the Department's unexplained 39-month delay in issuing any discipline constituted a significant violation of basic procedural due process standards, the City cannot meet its burden of proving that it has just cause to discipline the Grievant. At hearing, the Grievant emphasized that he was proud of the work he did on the night in question, because he saved a life. As stated in its final report of investigation, COPA agreed that it was likely that the Grievant did, in fact, save a life that night."

**Quote from an nine-page arbitration decision re: (Faulty prisoner search during transport / 3-day suspension)**

"Clearly, failing to find a loaded pistol on a detainee is a serious, and potentially deadly mistake. In addition, I agree with the Department that the circumstances called for an elevated degree of

care in searching (the prisoner), because he had been apprehended following a report of shots fired."

**Quotes from a 16-page arbitration decision re : (Using police vehicle as an alleged deadly weapon / Expunged)**

"Angela Hearts-Glass is Deputy Director of COPA who in consultation with COPA Director Andrea Kersten sustained the four allegations against Officer Ardolino and the recommended suspension."

"This Arbitrator's observation that Deputy Director Hearts-Glass's above discussed assumption is flawed is buttressed by the testimony of Specialist [redacted] who acknowledged that the police in a police vehicle could follow an individual on foot, even on a sidewalk, depending on the circumstances as well as the testimony of Officer [redacted] suggesting that kids in the 007th District readily recognize unmarked police cars and frequently run from such cars for fear of being locked up."

"The record also supports the fact that Deputy Director Hearts-Glass based her recommendation on an incorrect assumption when the record is viewed as a whole."

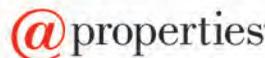
"However, based on her testimony before this Arbitrator, Deputy Director Hearts-Glass formulated her findings and recommended discipline by relying on erroneous facts and assumptions."

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# Benefits Interrupted



MONICA ORTIZ

At the end of 2022, FOP submitted a class action grievance for duty-disabled officers on disability or awaiting a disability hearing. These duty-disabled members had medical benefits, and MetLife policies that were interrupted. In some situations, the officers weren't notified, and benefits were interrupted or canceled. In other cases, officers received medical invoices for insurance coverage at a Cobra rate, which can be up to eight times the insurance rate. Ninety-nine percent of the officers in the grievance issues were resolved, but the problem has dragged on, and we continue to receive more officers in the same situation. We have worked with human resources and the Department of Finance to get officers back on track and reinstate benefits. We still need an explanation from benefits for why this occurs. In the October medical mediation meeting, a representative from benefits was present, and all the above was explained to the representative. Moving forward, officers who encounter this issue should take the following three steps.

1. Call the call center to report the issue. Get a name.
2. If there is no resolution in step one, ask for a supervisor and get a name.
3. If the issue is not resolved in step two, contact FOP, and we will contact benefits to address the issue. Please ensure

you get names so we can forward those names to benefits.

We will ask for officers to sign a medical release so we can speak on your behalf.

You can enroll for City of Chicago Benefits using the employee portal. You can download documents and update your files, such as dependents, marriage certificates, etc.

You can enroll using the link: [www.cityofchicagobenefits.org](http://www.cityofchicagobenefits.org) or by calling benefits management at 1-877-299-5111.

## Gallagher Bassett—Injury on Duty (IOD)

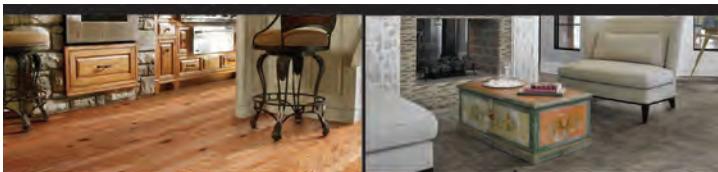
We had our quarterly meeting to discuss Gallagher Bassett and some of the issues our members encounter when filing an IOD claim. The number one complaint we get is officers have yet to receive a notification letting them know the status of the IOD claim if it has been approved or denied. We were made aware that when a claim is submitted, it's reviewed in 2.8 days. Officers will only receive a letter in the mail – no email – that their claim was received. The officer will receive a second letter telling them whether the claim was approved or denied. If you have yet to receive a notice in the mail and a month has passed, you should call Gallagher Bassett and ask for your claim's status at (312) 416-1010. You may not have received the letter in the mail from Gallagher Bassett because you moved and did not update your address with the police department. Officers know that when you move and change your address, you must notify the police department and FOP separately. We do not share personal information. The other common complaint is when an officer's IOD claim is denied, and it's clear that the officer was injured while taking police action—these are common issues with IOD reports. The supervisor may have left out some details about the officer's injury. Don't leave anything out. When a witness TO FROM is complete, the supervisor should scan documents and forward with the IOD report to Gallagher Bassett. The claims are often denied because of missing information, which is usually in the witnesses TO FROM, which will help the claim to be processed. Read the IOD reports before the supervisor submits them so you can add or change the information that was left out or not accurate.

## Section 9.5 — Medical Grievances

I've listed the above section of the contract that covers medical grievances. You can review it on our FOP web page. When an officer receives a denial letter from Gallagher Bassett letting them know his IOD claim has been denied, he should call the Lodge to make an appointment to file a grievance. Filing a grievance is timely, and you will have ten working days from the time you are made aware of the claim denial.

Officers, I hope this information is helpful. Contact the Lodge if you have any questions.

Thank you and stay safe.



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### CONTACT

Adam Musielak

(219) 473-4394

[amusielak@ccsj.edu](mailto:amusielak@ccsj.edu)



# Stay vigilant in reporting safety concerns



**ROB  
NOCEDA**

I pray this finds you well Lodge 7. I want to wish a Safe and Prosperous Veterans Day to all my fellow Veterans. Many in uniform know the dedication and sacrifice it takes to defend our great nation.

That being said, we have our 4th annual care package drive. This is for our Lodge 7 Members who continue to serve our nation all around the world.

Please drop any care package item you wish at our office and we will be sure to get it to our members who continue to answer the call of our nation. You can go on [military.com](http://military.com) or [militaryonesource.mil](http://militaryonesource.mil) for care package ideas.

On the safety front, as your Safety co-chairman along with your Sgt. At Arms Nenad Markovich our Committe met with the city regarding a variety of issues. Yes, the safety of our members is first and paramount. We do not take things lightly when it comes to health and safety. I have been in contact

On a daily basis regarding a host of Officer health and safety matters. continue to notify me of any issue that may arise in your unit or district.

We will continue to hold the city accountable. Whether that is an OSHA complaint or any other inquiry I have made re-

garding communicable diseases , general safety or structural issues.

I am always responsive when members ask about what can be done. I will continue to take up your concerns and push forward to increase our efforts in overall health and safety.

Always be through in your documentation regarding any issue, especially Safety wise. Don't shortchange it. In the safety complaint, we need as much detailed information, documentation and pictures. I will continue to champion this fight of ensuring issues get resolved timely and no stone goes unturned.

Lastly, continue to check on each other, the holidays are around the corner and lots of people get seasonal blues. Don't let this be you, your family, friends or co-workers. The question really is, did you check on your Buddy? This applies to the brand new recruit all the way to the many years retired retiree member. Be a blessing to one another.

Give a call to your buddy and go get a cup of coffee too if you can. You'll make each other's day!!

God be with you always Lodge 7

**Rob can be reached at [rnoceda@chicagofop.org](mailto:rnoceda@chicagofop.org)**

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# The Risk Of "No Bid"



JIM  
JAKSTAVICH

**Hello again Officers, both active and retired. It's that time of year again and filling out Watch bids always leaves some working a shift that they did not want to work. Please utilize this instruction sheet as a reference. As always, Stay Safe.**

This article will assist officers in the art of selecting a watch for the 2024 calendar year. The selection process continues to be problematic for some members in understanding the "no bid" selection. There are indeed risks involved in placing a "no bid" on your selection form. Please read the department notice titled "Annual Watch, Furlough Selections, Vacation Schedules and 2024 Operational Calendar," prior to completing your watch selection form.

Over the years, there have been several officers who decided to place a "no bid", hoping their commander would take care of them and assign them under the department's percentage to a desirable watch. In some cases, the old saying, "promises are made to be broken," rang true. Looking forward to the 2024 selection process, all officers should be cautious in placing a "no bid" selection because they will be at the mercy of the department. In essence, you have opted out of the selection process and are telling the department they may place you wherever they choose. There are no guarantees to a "no bid" selection. There is a guarantee when your watch is selected by seniority. For example, a less senior officer who may have wanted and had been promised 2nd watch thought he/she would be given the 2nd watch assignment if a "no bid" was selected ends up on midnights but could have achieved a more desirable 3rd watch assignment by seniority if only his /her third choice had not been a "no bid" selection, but rather, 3rd watch.

The department will soon release a listing of how many positions will be filled by 80 percent seniority and how many positions will be filled by the 20 percent department's discretionary assignment. This will be posted for each watch. Looking at the number of positions and where you sit on the seniority roster can give you a good idea on what watches you can select by seniority. We caution you that if you place a "no bid" as your second choice, you should have received some prior assurance from the commander that he/she will use his/her 20 percent to place you. You should also understand the risk of the "no bid", and how it will affect you.

If you have any questions regarding the risk of "no bid", please check with your watch or unit representative. If further information is needed, please contact the lodge at 312-733-7776.

## Instruction For Filling Out A Watch Selection Form

On a watch selection form, you have four choices that can be made: 1st watch; 2nd watch; 3rd watch; and no bid. Although there are risks of placing a "no bid" choice, it remains a choice for you to make.

Officers should make their choices by prioritizing the watches, with the most desirable watch being designated as your first choice, followed by your next desirable selection, etc. Officers should complete all four choices but may not select the same watch for all four choices. Submitting a selection form in which all four choices indicate the 2nd watch is not only the wrong way to fill out the form but if you don't have enough seniority to achieve a 2nd watch seniority assignment you have just opted out of the selection process and will be placed on a watch designated by the department. Use each selection once and only once, i.e.: 1st, 2nd, 3rd and no bid.

Here are a few examples and scenarios which I hope will assist you in deciding how to use the "no bid" choice. The lodge is recommending that you use the slots, which are effectively empty after your "no bid" choice to indicate to your commander what your least preferred watch is.

**EXAMPLE #1:** I am an officer who, although I do not have enough seniority to get on the 2nd watch, am confident (really, confident) that the commander will use the department's 20 percent to place me on the 2nd watch. I made out my form:

**1st Choice: 2nd Watch**  
**2nd Choice: No Bid**  
**3rd Choice: 3rd Watch**  
**4th Choice: 1st Watch**

**EXAMPLE #2:** I am an officer who, although I do not have enough seniority to get on the 2nd or 3rd watch, am desperately trying to avoid the midnights, and all I can do is hope and pray the commander may use his/her 20 percent on me, but I can at least indicate to him/her my preferences. I made out my form:

**1st Choice: 2nd Watch**  
**2nd Choice: 3rd Watch**  
**3rd Choice: No Bid**  
**4th Choice: 1st Watch**

**EXAMPLE #3:** I am an officer who knows positively that the commander is not going to use his/her 20 percent on ME. I made out my form:

**1st Choice: 2nd Watch**  
**2nd Choice: 3rd Watch**  
**3rd Choice: 1st Watch**  
**4th Choice: No Bid**

Officers, think wisely before submitting your watch selection form, your decision may be with you for the full year, also use each choice selection (1st w, 2nd w, 3rd w, or no bid) only once. Using any of them twice will not get you that selection.

# Every Day Brings New Opportunities



**KENYATTA GAINES**

Every day brings new opportunities, and every new opportunity is something to be grateful for.

As Thanksgiving approaches, and families across the nation prepare to gather around tables filled with freshly prepared food and surrounded by loved ones, it's important to take a moment to express our heartfelt gratitude to those who will not have the chance to fully participate in this cherished holiday. To all the dedicated law enforcement officers who will be working tirelessly to protect and serve our communities:

Thank you!

Each and every day, you put your lives on the line to ensure the safety and well-being of others. You sacrifice precious moments with your families, dedicating yourselves to the noble cause of maintaining law and order. When the holidays don't fall on your day off group, you show up ready to take on yet another workday. Your commitment to duty, your unwavering courage, and your tireless efforts deserve recognition and appreciation.

The holiday season can be an especially challenging time for those in law enforcement. While many are enjoying the warmth and comfort of their homes, you are out patrolling the streets, responding to emergencies, and upholding justice. Your dedication to duty and your willingness to protect others, even during times when you cannot be with your own families, is a testament to your selflessness.

Trust me, someone recognizes the sacrifices you make. Your resolve in the face of adversity, and the compassion you show to

those in need, do not go unnoticed.

Your commitment to keeping our communities safe and secure has a profound impact on the lives of countless individuals. The peace of mind that comes from knowing that there are brave men and women like you ready to respond to any situation, is immeasurable.

As an officer, you embody the true spirit of Thanksgiving. You give of yourselves, so others may enjoy the blessings of safety and security. Your presence within our communities brings hope, which allows people to celebrate the holiday season with peace of mind.

On this day of gratitude and reflection, we should extend our thanks to your families as well. They, too, make sacrifices as they support you in your important work. They provide a foundation of love and strength that allows you to carry out your duties. We recognize and appreciate their understanding of our crazy schedules, and the countless hours they spend waiting for your safe return.

As we gather around our tables, let us again remember those who cannot be with their families this Thanksgiving. The officers we have lost to the condition of the heart (suicide), those killed in the line of duty (may they never be forgotten), also our retirees that go quietly in the night. Let us hold them close in our thoughts and extend our gratitude for their service! Let us honor their dedication and sacrifice by fostering a spirit of unity, camaraderie, and fraternalism within our department.

May you find strength and comfort in knowing that your efforts are valued. Stay safe!

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# The Call No Family is Prepared For



MIKE  
COSENTINO

Meet a Chicago Police officer's wife, mother and an Illinois State Representative

When I was an E.T.O in the 018th District I was assigned to work with P.P.O Alex DeLaCruz. Alex was a good worker and was always willing to take any job so he could learn. I quickly bonded with Alex because of his great work ethic. After Alex's cycles he would reach out to me with questions and for advice every now and then.

I met Alex's wife Illinois State Representative Angelica Guerrero-Cuellar in my new role as PAC chairman down in Springfield. Alex never mentioned to me that his wife was a state representative. That is the type of person Alex is, he's a hardwork-

ing dedicated husband, father and Police officer. Alex never wanted any special treatment he just wanted to be the best Police officer her could be.

On October 7, 2023 Officer Alex DeLaCruz was in a horrific traffic crash with his partners while trying to apprehend a offender for a shooting in front of the 003rd District.

I let Angie know I was going to write an article about Alex and encourage every member to be safe and always look out for each other families during these traumatic incidents. Angie asked me if she could write a letter and thank everyone, So, I turn this article over to one of our biggest supporters and advocates Illinois State Representative Angelica Guerrero-Cuellar.



*I want to thank our family in blue for the incredible support you have shown me, my daughters, and especially your fellow brother. My husband and his two partners from the 002 district were injured in a serious car accident on Oct. 7 in attempt to apprehend offenders who fired at the 003 district. I am a proud police officer's wife, mother and state representative, and each role was impacted when I received the phone call that all of us fear.*

*Arriving at the hospital, my daughters and I were immediately surrounded by our family in blue. As we awaited medical updates, you held our hands to remind us we were not alone. I was terrified and am extremely grateful for the prayers, thoughts and support everyone provided. I am incredibly thankful for the officers and firefighters who ensured everyone survived the head-on crash. My husband has gone through multiple surgeries since, and all of them have been successful. He is on the road to recovery and we appreciate you keeping him in your thoughts as he works back to full strength.*

*My husband is overwhelmed by your thoughtfulness. It is giving him hope and encouragement. These past weeks have been challenging, but we have survived because our family in blue continues to be with us.*

*With love,  
Cuellar DeLaCruz Family*

# Honoring Retired Members

## January 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
Gary Cain	Officer	016	28	Daniel V. Sadowsky	Officer	010	28
Robert A. Haile	Officer	007	30	Anthony D. Sanders	Officer	016	26
				Michael T. Skoraczewski	Officer	008	30
				John T. Sullivan	Officer	010	26

## February 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
Rothiel L. Davis	Officer	007	28	William Svilar	Lieutenant	181	32
Clinton Larry	Officer	022	34	Michael E. Torres	Officer	116	21
				David P. Uting	Detective	630	28

## September 2023

### June 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
David A. Scholtes	Detective	184	28	Vincent Allen	Sergeant	003	31
				Nora J. Barry	Officer	018	22
				Teena M. Bell	Detective	121	26

### July 2023

Name	Rank	Unit	Years	Name	Rank	Unit	Years
Steve Alagna	Officer	009	29	Rhonda Burress	FTO	017	23
Micheline Alexa	Commander	017	32	Cheryl L. Clark	Officer	009	28
Russell P. Bacijs	Officer	050	27	Maria E. Cornejo-Nallen	Officer	115	28
George E. Brown	Officer	189	31	Victor J. Davila	Officer	016	28
Geoffrey J. Delderfield	Detective	650	24	Alice Del Raso	Officer	542	29
Joycetta Dinwiddie	Officer	018	28	David C. Dezonno	Detective	630	30
Clare F. Elfayer	Officer	012	25	Christine S. Dunn	Officer	009	21
Oscar Escalante	Officer	009	23	Thomas J. Gaffney	Officer	008	27
Calvin D. Jones	Officer	015	22	Leonard P. Goduto	Detective	650	32
Thomas Kidd	Officer	701	25	Patrick B. Johnson	Detective	606	27
Jacqueline Kinsella	Detective	640	21	Michael R. Keehan	Evidence Tech.	177	25
Timothy P. Kinsella	Officer	050	20	Andrae Lewis	Officer	167	28
Kenneth Le Flore	Officer	277	23	Daniel C. Linnane	Detective	604	19
Anton C. Little	Officer	012	22	Brigid M. Menoni	Officer	011	20
Carol A. Maresso	Detective	610	29	Enrique P. Molas	Officer	014	22
Scott Martin	Officer	012	31	George A. Perez	Officer	051	30
Patrick McDonough	Officer	189	27	Robert Purvis	Officer	011	21
Grady McKeithen	Sergeant	005	30	Ivan Ray	Officer	188	23
Humberto Munguia	Officer	011	29	Javier Saez	Officer	050	28
Louis R. Ortoneda	Officer	193	28	Jerry L. Scaife	Officer	189	28
Joseph Pagan	Officer	018	25	Christopher C. Schmidt	Sergeant	018	29
Torrey C. Price	Officer	022	24	John J. Siebert	Officer	544	28
Karl A. Richardt	Officer	022	18	Gilbert P. Velasquez	Officer	009	26
Mark L. Rosciani	Officer	022	22	Fernando C. Velez	Officer	189	32
				Wesley S. Weatherspoon	Officer	050	30
				Stanley Wierciak	Officer	701	29

# Honoring Sisters and Brothers who have passed

Name	Status	Age	Date of Passing
Martin J. Tyler	Retired	96	May 11, 2023
Walter B. Crawley	Retired	83	September 10, 2023
Daniel J. Walsh	Retired	81	September 16, 2023
Corrine P. Lunt	Retired	77	September 30, 2023
Covonna M. Jones	Unit 005	57	October 4, 2023
Ronald Richardson	Retired	70	October 5, 2023
Austin Lawlor	Retired	84	October 7, 2023
Peter J. Piper	Retired	64	October 9, 2023
Cedric I. Bailey	Unit 050	59	October 22, 2023
Laurence Youngbloom	Retired	80	October 25, 2023

## Retiree Meetings

Check the contact info listed with each location to confirm meetings are being held

### North

First Tuesday of the month  
@ 9 a.m.  
D'Agostino's Pizza and Pub  
7530 W. Oakton St., Niles  
Steve Marchfield 773-771-0877

### The Northsiders' Luncheon

Third Wednesday of January, April, July,  
October @ noon  
Suparossa, Chicago  
Paul Vitaioli, 312-402-1040

### South

Second Wednesday of month  
@ 10 a.m.  
Jedi's Garden, Oak Lawn

### 8-Ball Luncheon

Last Wednesday of month  
@ noon  
Les Brothers, Oak Lawn  
Dorothy Piscitelli, 773-972-0139

### Bomb and Arson

Second Monday of month  
@ 9 a.m.

Fiesta Tapatia Restaurant  
Chicago  
Ross Horne, 312-613-9182

### 12th District Retirees and Alumni

First Thursday of month  
@ 10 a.m.  
Southern Belles Restaurant  
Bridgeview  
12retirees@comcast.net

### Crime Lab, ETs, Forensic Services and Mobile Unit

First Tuesday of month @ noon  
Flap-Jacks Restaurant, Oak Lawn  
Bob Baikie, 773-284-1935

### Orland Park Law Enforcement Organization

Third Thursday of month  
@ 7:30 p.m.  
Orland Park Civic Center  
Orland Park  
Don Ade, 708-408-9308

### Survivors Lunch

Second Saturday of month  
@ 11 a.m.  
Beverly Woods Restaurant  
Chicago

### Public Housing Unit (North, South and Administration)

First Wednesday of month  
@ 10 a.m.  
George's Restaurant, Chicago  
Maurice Brown, 773-577-0154

### Arizona Retirees

Third Wednesday of month  
@ 11 a.m.  
Eagle Buffet at Casino Arizona  
524 N. 92nd St.  
Scottsdale, Arizona  
Brian DuFour, 623-521-6146 or  
bdu4@aol.com

### Arkansas Retirees

Third Friday of month  
@ noon  
Elks Lodge

Mountain Home, Arkansas  
Bob Zdora, 870-405-5407

### Florida Retirees

First Wednesday of month  
@ 1 p.m.  
Cop Shop, Cape Coral, Florida  
Tom Faragoi, 239-770-7896

### Michigan Retirees

First Thursday of month  
@ 8 a.m.  
Macks on Main  
101 W. Cedar Ave.  
Gladwin, Michigan  
John Nielson  
989-324-0877  
jnnielson@gmail.com

### Northern Illinois/Southern Wisconsin Retirees

Second Thursday of month  
Herner's Hideaway  
N202 Williams Road  
Genoa City, Wisconsin

# Officer's Actions Vindicated At Arbitration Once Again



PAT  
FIORETTO

Yes, for those of you keeping track, this is yet another article highlighting an arbitration award issued by a seasoned arbitrator which underscores the lodge's ongoing complaint: COPA's continued lack of integrity, independence, and fairness when conducting investigations.

On Oct. 13, 2023, Arbitrator Roumell issued an award rescinding a 180-day suspension and sharply criticizing COPA's investigation, noting that the investigator's report contained findings and recommendation made by "relying on erroneous facts and assumptions."

The main issue centered around whether the grievant officer used deadly force by driving on the sidewalk while the road was blocked behind an armed offender without justification. As many readers may know, the department can only issue discipline if it has just cause. Additionally, the department bears the burden of proof and must establish not only that an officer violated any order, directive, or rules of conduct, but also that the discipline which the department seeks to impose is justified. As the arbitrator noted, when the department is required to apply the just cause standard found in article 8.1 of the parties' contract, "a standard

which, absent egregious conduct, requires that the discipline be corrective and that mitigating circumstances such as an officer's outstanding record be factored in when determining the extent of discipline needed to correct," here, the department failed miserably. Indeed, based on the totality of the circumstances, the arbitrator found the grievant officer acted in accordance with his training.

On the date of the incident, the Community Safety Team patrolling the 7th District received an OEMC call out that citizens observed a black male wearing a red hat and a red shirt at Morgan Park, wielding a gun. As the evidence introduced at the hearing established, Morgan Park is used by families, including children. The grievant officer and his partners then saw the offender, who matched that description, cross the street coming from Morgan Park with two companions. The grievant officer, who drove the patrol vehicle, saw them and made the decision to try and block the alley to prevent them from escaping. Because two vehicles blocked the roadway, the officer had to make the split-second decision to drive onto the sidewalk or potentially lose the offender. As the arbitrator explained, "As a Community Safety Team, [the Grievant Officer] and his colleagues had an obligation to investigate and, if legal, to remove the gun

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from the street.”

The grievant officer made the split-second decision to drive on the sidewalk and not risk losing sight of an armed individual. According to all the witnesses, it is undisputed that the officer was driving an estimated 10-15 miles per hour while behind the individual. The officer remained on the sidewalk for less than a minute. The event subsequently resulted in a foot pursuit during which time the same offender shot at grievant officer and his partner. Fortunately, the shots missed them both. Ironically, the department deemed the grievant officer's actions in the shooting so heroic that it awarded him the Superintendent Award of Valor. COPA, however, deemed his actions of driving on a sidewalk so egregious that after conducting what should have been a fair, thorough and unbiased investigation, it issued a recommendation that the superintendent discipline the grievant officer for a 180-day suspension.

In the analysis of the incident, COPA's investigator claimed that the officer's action of driving on the sidewalk without justification constituted both use of deadly force without justification and failure to drive with due regard. COPA ignored the fact that while on the sidewalk the grievant officer drove at a slow rate of speed and engaged his brakes. Instead, COPA Investigator Angela-Heart Glass repeatedly stated that the grievant officer drove at the individual at “high rate of speed,” without any evidence.

Despite COPA's attempts to justify the outcome of its

faulty investigation, the arbitrator did not accept COPA's characterization of the event and criticized COPA (once again) for “relying on erroneous facts and assumptions.” The arbitrator noted that the grievant officer “kept the brakes on the police vehicle always engaged while driving on the sidewalk, including when passing the two companions and while driving 10-15 mph with both hands on the steering wheel. By any definition, this description sounds like safe, cautious driving.”

Additionally, the arbitrator primarily relied on the other officers' testimony who were in the patrol car, whereas COPA largely discarded their testimony. COPA seems to have a habit of cherry-picking what evidence it wishes to use in its final reports – and ignore other evidence – to support its forgone conclusion: All officers are guilty of something.

The arbitrator's decision ultimately sustained the grievance, holding that the department did not meet its burden of proof and could not establish that the officer had violated any general order. Therefore, he granted the grievance in its entirety and ordered that any reference to the 180-day suspension be removed from the grievant officer's record.

As I have said before, the lodge will continue to take COPA (and the department) to task. Until COPA learns to conduct investigations in the proper manner, the lodge will pursue discipline grievances vigorously. More importantly, arbitrators will continue to find the flaws in COPA's conduct and rectify the harm. Stay safe!



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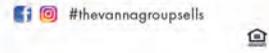
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# Vehicle Pursuits



TIM GRACE

A question we get asked a lot is what is the most common complaint at COPA? While there are a lot of allegations coming out of COPA, most are like a pestering mosquito. It's really annoying, but generally the bite doesn't do much damage. Those complaints are the body worn camera allegations or searches without cause. While annoying, these allegations can be dealt with and most of the time we can defend them. The search without probable cause or reasonable articulable suspicion issues can easily be attacked as most officers police constitutionally and do not violate the constitution. Most COPA investigators do not even understand the Fourth Amendment or the entire Bill of Rights

for that matter. But the most disturbing allegations are the vehicle pursuits. Usually, COPA doesn't even bother with them, as 99 percent of vehicle pursuits do not result in death or serious injury. However, the moment you have situation in which a person is injured – be it a civilian or the offender – it becomes a problem. We have to make our best effort to follow the pursuit general order. Car crashes resulting in injury or death are truly one of COPA's favorite causes to blame police officers.

The pursuit general order is a typical 11-page document that contradicts itself and would require a cup of coffee, reading glasses, and complete silence to put into practical use. However, you will not be given that type of leeway. Instead, you will

be asked to make a decision in seconds. You can find the general order at G03-03-01 under Emergency Vehicle Operations – Eluding and Pursuing. The first question you need to ask yourself is whether you and your partner should initiate a pursuit. In most cases you see the vehicle and attempt to curb it. You activate your visual and even possibly audible direction for it to pull over. It doesn't. However, is it fleeing? Maybe it's looking for a safe place to pull over or maybe it doesn't know you are directing the order to them. You will need to give the vehicle time to move from a simple traffic stop to a potential pursuit situation. The vehicle continues and it increases speed or turns abruptly, and you then know you have to make a decision as to whether to pursue this vehicle. The first inquiry you need to make is whether the original reason you are making the stop will qualify as a legitimate reason to actually pursue. If the reason is for any traffic offense, but not a DUI or theft (including a possession of stolen motor vehicle), your inquiry is over and you simply cannot pursue that vehicle. The old general order would allow pursuing if the traffic violation was a hazardous traffic offense, but since August 2020, the language has become more restrictive.

If the vehicle is wanted for an offense that is not prohibited, your inquiry can continue to the balancing test. The balancing test to initiate pursuit can be boiled down to common sense. The language in the general order states you may initiate the pursuit if the necessity to immediately apprehend the fleeing



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suspect outweighs the level of inherent danger created by a motor vehicle pursuit. You should consider the offense itself (outstanding warrant for murder) and the danger of pursuing. You must look to vehicular traffic in the area, the pedestrian traffic, the weather conditions, the lighting conditions, and all other factors known to you at the time. Once you have weighed these factors and the danger of the pursuit is minimal, you may initiate the pursuit if your vehicle is equipped with emergency lighting and sirens, and you immediately notify OEMC.

Now the pursuit is on, but your analysis has not ended. There is a list of responsibilities that you must engage in the general order. Most importantly you must notify OEMC of your radio-call identification number, the reason for the pursuit, location, speed, and direction of travel, vehicle description including license plate number, the number of occupants, and any other relevant information. A supervisor will be assigned to monitor the pursuit. An unmarked unit who initiated the pursuit must yield to a marked unit and a secondary marked unit. This means yield ladies and gentlemen. You must discontinue. Do not follow, do not parallel. The order states that “[a]ll other units will remain aware of the direction and progress of the pursuit but will not actively participate and NOT respond or engage in pursuit paralleling unless specifically authorized to do so.” This is very hard to refrain from doing, I get it, but COPA doesn’t care.

You are the lead car and you are following all of the rules as you pursue. You are keeping good communication with OEMC, giving out locations and direction, and the supervisor has been identified and monitoring. It is at that point that as the speeds increase, as more evasive action is taken, that you must determine if the pursuit still conforms to the balancing test. The ve-

hicle has turned into a park with children playing? The vehicle is hitting speeds that are clearly beyond unreasonable? The vehicle has gone through a number of solid red lights and struck vehicles? The balance of the need to apprehend versus the inherent danger may have just turned against you. You should communicate this to the supervisor for him or her make the call, but you must also make your own decision. It is very difficult and sometimes almost impossible as the conditions of the pursuit can change very quickly. It is a decision that will be studied at all angles and if COPA can second guess you, they will.

Once the decision is made to terminate, you must turn off your lights and remain at your location until directed otherwise. The only exception we can make is if you learn (by sight or radio) that the vehicle has crashed, and you must go render aid. The order has other elements to it that you should learn, however this is the basic tenants of a pursuit. We find that most of the allegations involve the initiation part of the general order. Officers are pursuing on minor traffic offenses and the offending vehicle crashes quickly. While it is unfair to have to process the initiation portion of the general order in seconds, COPA will not see it that way. It is common sense that an officer who attempts to pull over a vehicle should at the least be given time to determine if he or she is even in a pursuit or is the vehicle just taking its sweet time to pull over or is looking for a place to bailout and run. That would get us to foot pursuits and not the subject to this article. We see most of the sustained violations occur within the first 30 seconds of the pursuit. Use your head and control that instinct to chase and apprehend. COPA will give you no credit for trying to do your job. Be safe and under understand the general concept of the pursuit order, and you should be fine.

  
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# Fall Update on the State Legislature



**DAVE SULLIVAN**

As I write this article, the Illinois Legislature is conducting their fall veto session. But when you read this, that session will be completed. We remain very confident that the COLA pension bill we are pushing will pass both the House and the Senate. Our lead sponsors are state Rep. Justin Slaughter and state Sen. Rob Martwick, who are both Chicago Democrats. We are continuing to have very productive conversations with members of all four legislative caucuses and their staffs. State Reps. Stephanie Kifowit, Brad Stephens, Angie Guerrero-Cuellar, Mary Gill, and Mike Kelly as well as state Sen. Bill Cunningham have been all been very helpful to our cause.

After this veto session concludes, the legislature is not due back in session until next year. Until then, legislators will continue to pass petitions for their elections. Those petitions will be filed in December for the March primary election.

In late October, Evergreen Park Democrat Kelly Burke announced that she will not seek re-election next year. She has been a terrific supporter of ours and her strong voice will be missed in the General Assembly. She will continue to serve as the mayor of Evergreen Park.

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# The Mountain Climber



RABBI  
MOSHE WOLF

Oct. 7, 2023, was a day that will go down in history as the darkest day for the Jewish nation since World War 2. It was a day when a group of terrorists brutally and horrifically attacked and slaughtered close to 1,400 men, women, children, and infants, and took more than 200 people as hostages.

We are all in shock and beyond words as we try to find a reason or explanation for these inhumane atrocities. The most powerful tool we have in troubled times, is prayer. When you have a moment, please say a prayer that the good Lord restores peace on earth and brings all of our hostages home safe.

This tragedy brings to mind a thought that I heard from a great sage who said, “Remember in life, not everything you are going to understand and not everything do you have to understand, and that’s okay, because certain things are beyond human comprehension; you just have to trust in G-d, our loving father.”

It brings to mind a great parable story of “The Mountain Climber.”

*They tell a story of a mountain climber, who was desperate to conquer the Aconcagua – a very high mountain in Argentina – and initiated his climb after years of preparation. But he*

*wanted all the glory to himself, so he went up the mountain alone. He started climbing in the morning, and it was getting later in the day. He did not prepare himself for the possibility of camping on the mountain, but nonetheless decided to keep on going.*

*Soon it got dark, and night fell with heaviness at a very high altitude. Visibility was zero. Everything was dark and pitch black. There was no moon, and the stars were covered by clouds. As he was climbing a ridge several hundred feet from the top, he slipped and fell. Falling rapidly, he could only see blotches of darkness that passed. He felt a terrible sensation of being sucked in by gravity.*

*He kept falling, and in those anguishing moments, good and bad memories passed through his mind. He thought that he would certainly die. But then he felt a jolt that almost tore him in half. Like any good mountain climber, he had staked himself with a long rope tied to his waist.*

*In those moments of stillness, suspended in the air he had no other choice but to shout, “HELP ME G-D”, “HELP ME!” “G-D PLEASE DON’T LET ME DIE!”*

*Suddenly, he heard a deep voice from heaven... “Son, what do you want me to do?”*

*“SAVE ME G-D”, “PLEASE!”*

*“Do you REALLY think that I can save you?”*

*“OF COURSE, YOU ARE MY G-D”*

*“If you really trust me” said G-d, “then cut the rope that is holding you up.”*

*There was another moment of silence and stillness. The man just held tighter to the rope. The next day, the rescue team found a frozen mountain climber hanging strongly to a rope – two feet off the ground!*

So here is the question, how about you? What would you do? How much are you trusting in that rope? Why don’t you let it go?

This is what we have to remember. God has great and marvelous things in store for all of us.

Sometimes, we just have to CUT THE ROPE AND SIMPLY TRUST IN G-D, BECAUSE NOT ALL CAN WE UNDERSTAND!

A special thanks and shout out to each and every one of you for the many, many, calls and emails checking up on me, my family, and children in the Holy Land. I appreciate you, I am thankful for you, and I am blessed to share your friendship. Please keep praying, and together we will survive and make it to the finish line.

Please forgive me, I usually close my articles with a little humor from the “Moshe Files,” but due to the heavy heart and emotional state that we find ourselves in, I will take a pass and make it up to you in the next article. Thanks for understanding.

On behalf of all the chaplains, may G-d bless you, keep you safe, and always keep you in His loving care. Amen.

Should you ever need a shoulder to lean on, and ear to listen, we are here for you 24/7, please don’t hesitate to give us a call.

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FATHER DAN BRANDT

Thanks to the folks at Holy Name Cathedral and St. Gianna Parish (St. Bernadette/Queen of Martyrs in Evergreen Park) for hosting recent Blue Masses, and a special thank you to the pipes and drums and honor guard for adding to the solemnity of these wonderful occasions.

I'll be celebrating another Blue Mass at Saint Mary of the Woods Parish on Feb. 11, 2024, at 9 a.m. As always, we invite all to pray with and for our officers at these Blue Masses.



Last month I had the honor of witnessing PO Danny Golden marry Casey, the love of his life. As we heard in the first reading that day from the Old Testament Book of Tobit: "May you two live together to a happy old age!"



On Oct. 11, we dedicated a new memorial sculpture at Gold Star Families Memorial and Park, honoring CPD's beloved fallen canine and equine members.

Recently, Officers Andrew Kramer and Francisco Perez were presented with hand-made quilts from Quilts For Cops. These two CPD heroes were injured during a traffic stop when their squad car was hit by another car and pushed into traffic, where yet another vehicle crashed into them.

Quilts For Cops is a national organization with a Chicago chapter that assembles beautiful quilts for officers injured in the line of duty. For more information about this organization, check out our website's home page.



On Nov. 19, we commemorate the five-year anniversary of Officer Samuel Jimenez's death at Mercy Hospital. Sam's memorial card – and many others – can be downloaded from our website. May he and all our fallen heroes rest in peace!

Support the Chicago Police Marine Corps League! On Saturday, Dec. 9, from 1 p.m. to 6 p.m., they'll host a watch party at the FOP hall for the Army/Navy football game. More info can be found at [www.ChicagoPoliceMarines.org](http://www.ChicagoPoliceMarines.org).

Finally, this time of year can be pretty stressful. Please keep in mind the real meaning of the holiday season. If you feel you need an ear or more to cope with these busy times, we're here for you, as are your EAP clinicians. Don't hesitate to call on us.

May God bless you and keep you safe and healthy! Thank you for doing God's work.



**Call or text Father Dan Brandt, Directing CPD Chaplain, at 773-550-2369 (cell/text) or email [dan.brandt@chicagopolice.org](mailto:dan.brandt@chicagopolice.org).**



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# What's going on with taxes?



**TOM TUOHY**

Taxes. Everywhere you turn, there are more taxes, and it's hard to keep track of them all, especially those taxes that aren't a part of your everyday life, but can cost you a small fortune.

Let's look at some taxes that might come unexpectedly or be assessed to your family after you die.

## Estate Taxes

This tax is due for significant changes soon, and the differences between the state and federal estate taxes are often misunderstood.

For most of us, the estate tax is not an issue, regardless of the state. The federal estate tax exemption is \$12.92 million, with a combined \$25.84 million for a married couple. The estate tax exemption increases yearly based on inflation but sunsets at the end of 2025. In 2026, the exemption is reduced to \$6.2 million, and the tax rate will be 40 percent.

To complicate things further, the Illinois exemption is \$4 million, with taxes beginning over that amount. In Illinois, the exemption is not portable to the spouse, meaning it doesn't transfer to the surviving spouse like the federal exemption.

If you have invested or inherited well, there are ways with trusts to minimize or eliminate tax over the exemption amount in Illinois.

## Capital Gains Taxes

Capital gains are the profit from selling assets such as real estate, stocks, bonds, and vehicles. The tax begins at 15 percent for those with taxable income over \$44,626. The homeowner's exemption is \$250,000 per person and \$500,000 for married couples. You should consult your CPA for homeowner exceptions and investment as-

sets.

Here is an example of how the average person gets tripped up with a significant capital gains tax. I have seen it happen countless times.

A parent adds their child to the deed of their home to avoid probate when they die. They might avoid probate, as the title passes to the child on death. However, the child doesn't inherit the parent's homeowner's exemption. They inherit the property at the cost basis of the parent's original purchase.

Consequently, the child is subject to capital gains on the difference between what the parent purchased the house for and the house's current market value, which means \$200,000 in appreciation on the parents' home equals \$60,000 in probable capital gains tax for the child.

Further, as long as the parent is alive, the deed to their home is subject to the child's creditor and IRS liens.

You should never add someone who is not a spouse to your deed without consulting a CPA and considering the liability risks.

## Tax Deferred Investments

Your deferred compensation and IRAs can be your best long-term investments. However, properly naming beneficiaries and having a clear strategy after death is essential.

If you name a minor as a beneficiary, when you die, the proceeds of your deferred account will be under probate control until the minor reaches 18. Adult, non-spouse beneficiaries have 10 years to withdraw the funds or be subject to tax penalties. However, you should advise them to take advantage of the 10 years rather than paying all the taxes in year one.

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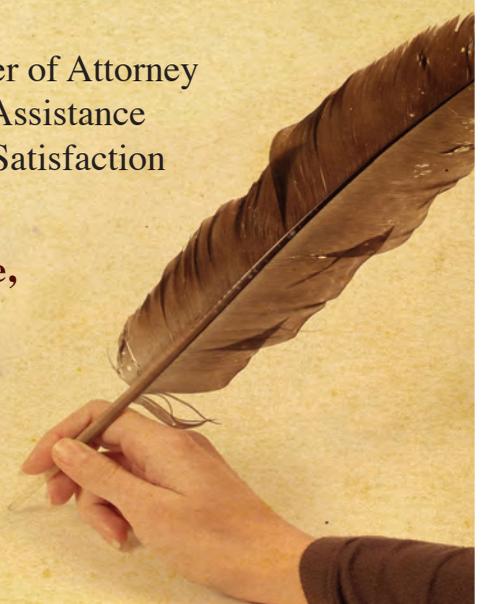


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*I am providing this information only for estate planning purposes. You should seek the advice of a CPA and financial advisor before you act on any of the above information.*

### Your Living Trust Police Discount

When CPD provided its retirement seminar, I offered all police officers and their family members a one-third reduction of my fees for a complete living trust estate plan on the day of the seminar. I am extending that offer through the FOP and this magazine for as long as there is interest.

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

- A will = probate. The rule is that no one can legally sign your name. Therefore, all assets in your name are subject to the probate process, which averages 18 months and is costly.
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- A will is necessary for guardianship of minor children. It also transfers assets in your name out of probate.
- A living trust contains a no contest provision and beneficiary asset protection clauses.

---

*Tom Tuohy founded Tuohy Law Offices and the FOP Benefits Plan. He has been a police lawyer for more than three decades. His father was a CPD detective, and his grandfather was the CPD chief of major investigations. You can reach Tom at 312-559-8400, tom@tuohylawoffices.com or visit his office in Oakbrook Terrace.*

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# Chicago Lodge 7 Awards

## DISTINGUISHED SERVICE AWARD

Commander Joseph Brennan, Star #25  
 Commander Brendan Mccrudden, Star #76  
 Sergeant Syed Quadri, Star #2406  
 Sergeant Johnny Santiago, Star #1223  
 Detective Saud Haidari, Star #21822  
 Police Officer Mohammed Ahmed, Star #16497  
 Police Officer Maureen Boyle, Star #5525  
 Police Officer Santino Carbonaro, Star #18737  
 Police Officer Thomas Chester, Star #11410  
 Police Officer Max Keehn, Star #13978  
 Police Officer Samer Ihmoud, Star #17044  
 Police Officer Enes Menkovic, Star #2817  
 Police Officer Slawomir Skubaja, Star #9475  
 Police Officer Artur Tomkow, Star #18747  
**Nominated By Police Officer Aman Haidari,  
 Star #18122**



and started looking for the offender's wanted vehicle. The offender's vehicle was immediately recognized by the 2406 Team and the information was put out over the radio zone. The offenders headed south into the 020th District and Commander Mccrudden authorized a vehicle pursuit. The offenders crashed a short time later and their vehicle ignited into a fiery wreck. The offenders fled on foot but were found hiding in a residential garage. The offenders were placed into custody and 3 handguns were recovered. Due to the combined efforts of Area 3 Detective Division and the Officers from 024, 020, 019, 012 4 violent offenders were charged with multiple counts of Robbery, Aggravated UUV/ Indicate Firearm, Robbery w/a Firearm, Agg UUV. A special nod goes out to Commander Brennan for approving all the overtime.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents these Officers with the Distinguished Service Award.**

During the early morning hours of December 2022, a pattern of robberies occurred throughout the 12th, 14th, and 019th districts and it was feared that the hijacking/armed robbery crew was heading north into the 024th district. Bt 2402S had conveyed to the 024th district Officers that 20 armed robberies had already occurred in 024th district and of the citywide map pattern that had developed. The 024th district tactical team devised a plan

## AWARD OF VALOR

Police Officer Oscar Ponce,  
 Star #9208  
 Police Officer Julian Marin,  
 Star #11585  
**Nominated by Police Officer  
 Julian Marin, Star #11585**

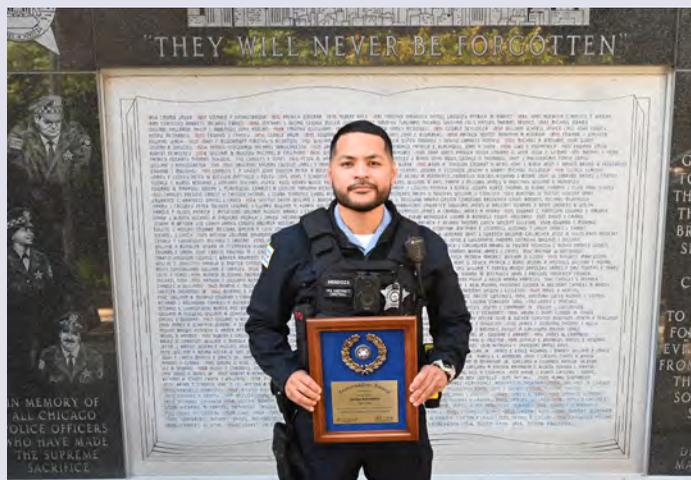


On 09 Jun 2021 at the location of 8335 S. Kerfoot Ave, 006th District Tactical Officers Ponce and Marin responded to multiple shot spotters that alerted them to that address. While enroute the gunshots became audible to the responding Officers and once on scene, gun shots were still being fired. The Officers immediately observed an armed offender discharging a handgun into a garage. The Officers gave the offender verbal direction, ordering the offender to drop his weapon. The offender did not comply and turned at the Officers and pointed his weapon at them.

Officer Ponce fired at the offender who fled through the garage, his partner and he gave chase and observed multiple people inside the garage with a gun shot victim inside. The offender was able to make good his escape even after a SWAT standoff. The Officers sent a flash message and rendered aid to the victims. The Officers actions and quick response of engaging the armed offender prevented a mass shooting from occurring.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents these Officers with the Award of Valor.**

# Chicago Lodge 7 Awards



On 08 October 2023, nearly 50,000 runners from every state, and over 100 different countries pounded the pavement running a 26.2-mile route that weaved through Chicago neighborhoods. For every runner the race is personal. P.O. James Mendoza, an 8-year veteran of the force, ran the Chicago Marathon in full police uniform and gear to honor the fallen. P.O. Mendoza has always been committed to maintaining his fitness through cross fit and running but he is also committed to serving his community and country. P.O. Mendoza is currently assigned to the 001'1 District Tactical

team and is a proud 12-year veteran of the United States Navy. This was P.O. Mendoza's first attempt at the Chicago Marathon, and he finished in just under 6 & 1/2 hours. The men's overall winner, Kelvin Kiptum of Kenya, credited his career best time of, 2:00 Hours and 35 seconds because he thought he was being chased by the police!  
**It is with great appreciation that Chicago John Dineen Lodge #7 presents the Fraternalism Award to P.O. James Mendoza. Thank you for bringing so much positive notoriety to our department.**

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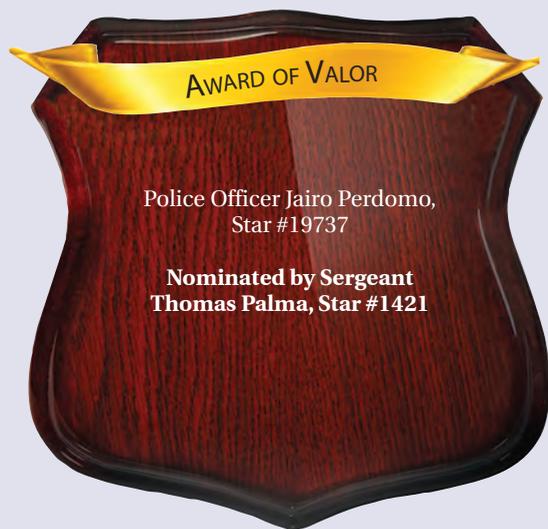
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Dr. Robin Kroll, owner and Clinical Director of BRAVE Police & Public Safety Wellness Center, is a Board-Certified Police and Public Safety Psychologist.

# Chicago Lodge 7 Awards



On 09 Jun 2023, while enroute home after his tour of duty as a CIRT Bike Officer, P.O. Perdomo pulled over to use his cellphone in front of a McDonald's restaurant located at 2844 W. 47th Street. While parked, an unknown offender pulled alongside P.O. Perdomo's vehicle and began flashing gang signs. P.O. Perdomo attempted to de-escalate the offender's actions and waived him off by stating, "I'm not about that". The offender persisted and P.O. Perdomo, a Marine Combat



Veteran stealthily unholstered his weapon and maintained the low ready position. The offender then raised a handgun with a laser

sight and pointed it at P.O. Perdomo. Fearing for his life, P.O. Perdomo fired several times at the armed offender who sped away. P.O. Perdomo followed the vehicle while notifying 911. The offender made good his escape but turned up at Mt. Sinai hospital with a bullet lodge in his forehead and a concocted bullshit story to go along. The offender was identified and placed into custody at the hospital. The entire account of events was captured on the McDonald's video surveillance system. The offender was charged accordingly and P.O. Perdomo's shooting was cleared by COPA in record time.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents Officer Perdomo with the prestigious Award of Valor.**

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## The hard-fought effort to deliver the new contract delivers more than a little something for every Lodge 7 member

■ BY MITCHELL KRUGEL

Deep diving into the new Lodge 7 collective bargaining agreement with the City leads to the conference room/command center at the offices of renowned labor law firm Asher, Gittler & D’Alba. Since 2017, Lodge 7 labor attorney Joel D’Alba has bunkered down here, galvanizing the proposals, rulings and provisions that have made the union’s new, historic contract.

Through the years, D’Alba has accumulated data and documents that fill a cart with seven boxes. And then there is a bevy of binders four or five inches thick, which store the brief D’Alba wrote with the Lodge contract negotiating team and filed with an arbitrator to open the floodgates for the boatload of benefits and labor gains members will enjoy from now until June 30, 2027.

Like the contractually guaranteed right to go to arbitration over termination or suspension. Like the plethora of immense wage increases and bonuses. Like protections for PPOs. Like improvements to eradicate the whole RDO fiasco and prevent it from ever happening again.

“We knew there were problems and we wanted to solve the problems. Not all of the problems were solved, but the problems that generated the most controversy within the Department, we think are solved,” D’Alba assured. “There’s a level of satisfaction. But I’m not finished telling you what. There’s even more.”

Clearly, the new contract is filled with improvements and innovations Lodge 7 members have never enjoyed. An example of the strokes of genius is the creation of what has been heralded as a “People’s Court.” This will be a one-day event occurring at least quarterly, during which officers will be able to have expedited hearings with an arbitrator.

These are the ones that have been backlogged and left officers in quagmires, like being suspended without pay, that can last months or even years and cost thousands of dollars in lost wages and legal fees. In the People’s Court, officers will have

their day in court and walk out with a decision.

“This will go down to being one of the best contracts we’ve ever had in this union,” asserted Lodge 7 First Vice President Mike Mette. “[President] John [Catanzara] just seemed to know exactly what he was doing, timed it right, and it worked out in our favor.”

D’Alba has seen many contracts for many law enforcement unions in Illinois during his long tenure. He is cautious when hearing or saying that this is the best contract Lodge 7 has ever done.

But he will say this:

“I think these are major changes in the operations, designed to benefit all the officers.”

### Labor intensive

For the next nearly four years, Lodge 7 members will find some aspect of the new contract that will leave them sockless. Most, if not all, of these provisions were crafted from ideas members put forth through the Lodge’s contract negotiations committee, which began working in 2020.

As a member of that larger committee and then the more focused detail that went to the table with the City, Mette has combed through the agreement again and again. One of the aspects that jumps off the charts for him truly impacts every single member.

“A patrol officer with 20-plus years on is looking really, really good versus, ‘Hey, I need to get promoted in order to have a decent retirement,’” he observed. “It’s like you don’t have that anymore. You solidified that everybody who retires with 20-plus years is going to be doing pretty well.”

The 250-page brief sent to the arbitrator etched many of the original Lodge 7 proposals into the contract with some very forward-thinking case-making by D’Alba and the negotiating detail. The case was made on officers being required to do so many more jobs than they had to two years ago. That they needed so much cross-training to respond to calls that might

CONTINUED ON PAGE 38

require anything from medical aid to advanced weapons expertise to evidence processing.

"I thought it was long overdue. That was the argument I was making," D'Alba added. "I feel that the union did a good job. These are big increases, and it's a first step toward giving members some rights that they currently don't have."

Field Representative Mike Cosentino, who also served with the negotiating inner circle, discerned how those rights and protections might be as valuable to members as wage increases. He cited the RDO provisions as an example of how the contract can offset, or even trump, Department policy.

"The word is phenomenal," Cosentino proclaimed. "We have the ability now to grieve and fight everything. I understand there's going to be some skepticism. It's still out there now. But I would say it's worth the wait in that we did things in this contract that have never been done before. So next time when we negotiate with the City, it's not groundbreaking."

**Labor pains**

The road to this contract ran through six years, three mayors and two union presidents. The view from the inside looking out described it as a long, bumpy road, and it's interesting to review the progress from start to finish.

The progression of mayors, for starters, and the impact of the latest mayor on the new deal certainly are, well, negotiable. Considering that Lodge 7 did not endorse Brandon Johnson and many members probably didn't vote for him, there was much more open, back-and-forth communication between his office and the Lodge over the past four months than during the previous four years.

Lodge 7 knew why Johnson would have wanted to get this contract done.

"Well, we knew that the current mayor is pro-labor, and we knew that he was a union employee," explained Cosentino, who also serves as the Lodge political director. "So he understood the intricacies of union rights. We understood that he couldn't deny us certain things if he was truly a union man, and he's actually proven that he is a union man."

Maybe this contributed to the confluence of events the union had been angling for. Along with the ruling from the arbitrator going back to the late summer, Lodge 7's willingness to wait it out through the Lightfoot years proved to be the winning move.

"We definitely could have settled for a lot less, and there were probably times where I was thinking in my head that maybe we should have taken their offer," Mette disclosed. "Don't get me wrong, would we want more? Yes, absolutely. We asked for more. But because of the way the process works, I think people have come to understand that it just feels like it all paid off, that the standing the ground really worked."

Those in the know, those who saw it up close – including from the other side of the table – will confirm that another key to unlocking this contract was the presence of Catanzara captaining negotiations. Mette used the word "fun" to describe watching the Lodge 7 president know exactly when to pull punches and when to hit harder. And how that made the final result such a big win.

Cosentino has another word to address rumors that Catanzara sold out the Lodge or some of its members just to say he got a deal.

"There's nothing in this contract for John. He's retired. He gets none of this, but he did it all for our goal to get what's best for the membership," Cosentino proclaimed. "And that's why it took so long, because John was not going to stop fighting."



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## Labor gains

Between the lines of all those binders looms a simple deduction regarding how D'Alba views what transpired with the new deal.

"I felt that my role was to protect the officers, and that's what I wanted to do," he submitted.

A download from the boxes and the binders documents how the new Lodge 7 contract protects members' jobs, their lives, their families, their futures and so much more. Eventually, members will have the opportunity to read it all the way through. Until then, here are some highlights from D'Alba:

- The most significant piece of this contract is the establishment of a right that's guaranteed by statute but that the City has always refused: the right officers have to elect arbitration for their separation cases and suspension cases of more than 365 days, essentially bypassing the police board.
- In addition to validating the above provision, the arbitrator agreed with the Lodge's contention that the loss of members was an important issue and that the members should get a retention bonus. And so he wrote that a retention bonus should go to officers with more than 20 years of service. The new superintendent wanted to change that to have all officers receive a \$2,500 retention bonus scheduled to come during the first quarter of 2024.
- Everybody is getting a wage increase greater than the one that had originally been scheduled. And it's designed to deal with what the Lodge wanted – an inflation adjustment. There's a 5 percent increase in January 2024 and January 2025, and then in 2026 and 2027, an increase of anywhere from 3 to 5 percent, depending on

the Consumer Price Index numbers.

- In terms of pay, there is a major change for officers in specialty groups, who are getting salary stipends for the first time. For example, officers who are LEMAR-trained, per the consent decree, will receive a \$1,000 stipend. Same for officers who are trained as crisis intervention technicians, a nod to those who are on the street in the districts, helping people with their mental health episodes. Other specialty units, such as bike officers, evidence techs, FTOs and major accident specialists, will also get stipends.

CONTINUED ON PAGE 40



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- SWAT officers are going up one or two pay grades, with special weapons getting the biggest jump. All SWAT officers are going from D1 to D2A, which is the current detective's pay.
- Detectives are going up from D2A to D2B, which is half-way to D3, or current sergeant's pay.

But, to borrow from D'Alba, wait, there's more:

- The contract includes a long memorandum on how officers will be treated with respect to body-worn cameras. Aside from the fact that officers never had a contract provision for BWCs, it provides many protections, including that cameras can't be used where the officers expect privacy, such as a locker room or a restroom, or private activities where there are privileged conversations, such as a conversation with a union rep.

- The contract memorandum on RDO cancellations requires notice to the officers as to



when they will be canceled, that officers who are being canceled will have a chance to find another officer to work for them on that day and that there will be a minimum of nine hours between shifts. But there's more: There is protection with respect to not having to work 12-hour days; there are designated holidays on which the RDOs will be canceled no less than 28 days before the effective date of deployment; no more than one RDO will be canceled per week, except during operational periods such as Memorial Day, Father's Day, Labor Day, Fourth of July, Thanksgiving and New Year's Eve, when two RDOs may be canceled.

- The provision for parental leave gives every officer 12 weeks to be with a newborn.
- The People's Court is a topper that will help, for example, officers with cases involving a four-day suspension and prevent taking four days to try the case. It is designed to streamline the arbitration procedure for minor discipline and might be able to dispatch more cases in one day than previously adjudicated in an entire year.

Perhaps now members can exhale. Labor peace has come in the form of a well-deserved, well-earned, hard-fought contract. Catanzara recognizes that it does not achieve every goal, that the Lodge did not get everything it wanted.

But it's not a leap of faith anymore. It's giant steps – big freakin' steps – in the right direction.

"This gives us some breathing room. We're going to have a good two-and-a-half, three years of rest without having to worry," Mette asserted. "There's a lot of stuff that's going to open up the door for the next one. And now we can start back working on what do we do in-house to put our focus back on individual members."

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## OPERATION

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To that end, we are humbly asking for your support. Won't you please consider making a donation in support of this wonderful and important event? A donation slip and return addressed envelope are enclosed for your convenience. If you would like to donate online, please visit <https://give.cpdmemorial.org/2023Santa> or scan the QR code.



*Happy Holidays from the Chicago Police Memorial Foundation and the families we serve. We are grateful for your support!*

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- **\$6,000** in Officer in Need Assistance

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# Putting It Into Words



## Larry Snelling expresses some exclusive thoughts to Lodge 7 members about serving as CPD Superintendent

■ BY MITCHELL KRUGEL

Keeping up with Larry Snelling these days can be like running the Chicago Marathon in full gear. A couple times per day.

Meetings spill over to multiple tours and many hours on the weekends. Then there's the time spent seeing the officers on the job. And the many events to attend. And, of course, tending to the mayor and City Council. And also one of his greatest desires: giving everything he can to the City he loves so much.

So it's been a minute since Lodge 7 members have been able to get the tea from their new superintendent since he was sworn in on Sept. 27. Not because of lack of desire. Perhaps only because of lack of the right place and the right time.

Until now.

Snelling took considerable time out from his crazy schedule to provide the words members have been waiting for right here.

As a bit of a table-setter, Lodge 7 First Vice President Mike Mette confirms what he has seen in Snelling since being one of his recruits in the academy in 2003, when he made a lasting impression. "He was hard on you, but he was fair," Mette recalled. "And if you put the work in, he was good to you."

Mette's preamble also asserted that even as Snelling worked his way up to commander, he also showed his willingness to do anything he asked of people under his command.

"You don't have many bosses like that anymore," Mette declared.

With that said, let's turn it over to Snelling, whose first extensive statement to the rank-and-file members of Lodge 7 begins with relating how important the relationships he has formed with so many officers over the years will be to his success.

You know, it's really important to establish a relationship with our officers, because they're human beings. I think oftentimes, we see them as police officers, but we don't go beyond the work that they're doing every day. This job takes you away from your families. And I'll tell you what, especially during the time of civil unrest, a lot of our officers were struggling, and they weren't just struggling with the hatred toward the police. Some of you were dealing with this with your own family members.

**When you get to know officers, they're willing to tell you things that they won't say to others, because you have to have that level of trust.**

And when you get to know officers, they're willing to tell you things that they won't say to others, because you have to have that level of trust. So I think just having that relationship with officers and having them feel that they can trust you - and you know you can trust them - it makes for a better situation, a better relationship. And I think officers can take what you say a lot more seriously when there's that relationship that's been established.

Members who know Snelling personally - and that seems to be a lot of them - appreciate how he has worked his way up from a beat car. He never wants to forget where he came from.

I'll tell anyone this: People have a tendency to judge officers. People who have never done the job and people who never want to do the job are quick to jump to conclusions as to how an officer should respond or how the job should be done without having any

CONTINUED ON PAGE 44

**People who never want to do the job are quick to jump to conclusions as to how an officer should respond.**

knowledge of what our officers face on a daily basis.

Having been in a beat car, having gone through some of these struggles, having made mistakes and knowing that you were trying to do the right thing but you made an honest mistake, people have a hard time understanding the struggles officers are dealing with out there and the fact that they're putting their lives on the line. Unless you have to make that split-second decision, unless you are facing a violent criminal who wants to fight with you or do harm to you and you came upon this because you're out there trying to keep other people safe, you don't really understand it. It's going to be hard for officers to trust if they don't feel that you are connected to everything that they do on a daily basis in the field.

When Snelling emerged as a candidate to become superintendent, responses within the Department certainly ranged from "best man for the job" to "What the heck are they thinking?"

What was he thinking?

It's funny you asked that question. What inspired me wasn't that I wanted to be superintendent, because to just want to be that isn't enough. Because I could want a title. The question is, what am I willing to do with that title?

What drove me to do it had nothing to do with personal gain. There were so many people who would say to me that you have to step into this role. I had so many officers and peers on the job who just kept saying to me, you really have to step into this role. We need somebody who understands us.

It's the opportunity to help officers, the opportunity to try to get back to a point in this city where officers can keep these communities and these neighborhoods safe because they are allowed to do their jobs without being unfairly judged. And then to work toward

getting these officers more resources so that they can do their jobs more effectively.

Having had the training background, having worked in a beat car, having worked TAC and connecting all those things, I can understand what officers need, what they're missing, and how, in many ways in the past, officers in the field have been failed to some degree. And anything that we can do to rectify that - that's why I decided to take the job. Because if you're helping officers, making officers better and giving them what they need, they're able to go out there and do their jobs and make the city safer. That was the most important thing for me.

Now, I do understand that there's always a honeymoon period to anything that you do. And I know that tougher days are coming, tougher times are coming. We can't predict the things that happen in the city, and we know anything can be a powder keg in the city of Chicago.

**I do understand that there's always a honeymoon period to anything that you do.**

So I want officers to know that I'm firm but fair, that I'm going to hold people accountable. They know that I'm going to be fair and I'm going to stand up for officers. Even in times where we know officers make mistakes, but we know that those were honest mistakes, and we know that they're trying to do the right thing. So having that trust from those officers, it feels good.

But it's not just the officers. It's trust from the community members, because there are more community members out there who support us than we know. And I'm seeing more and more of that now.

A lot of the politicians, the same thing. I'm seeing a lot of support from the aldermen and the alderwomen, and they want our Department to be better. Better served, better equipped, better trained.

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So just knowing that stepping into this role, feeling that trust and support, it's making the job a lot easier. Not that it's easy, but it feels easier taking it on knowing that you have some support.

When I was a young officer, I made mistakes. I made some mistakes coming up, and I wasn't well-versed in, like, orders, things of that nature. So when I got to the academy, the recruits always wanted me to tell war stories. And I wouldn't, because I knew my war stories, they would entertain them, but they weren't going to help them.

So I would look at areas where I made mistakes, and I knew that I could have done something better. And I would talk to them about avoiding those mistakes. I was also focused on their safety, their well-being and their resilience.

I pushed people hard. I won't lie. I pushed everybody hard. And I think anybody who's ever been trained under me will tell you that. But although I pushed them hard, I did everything with them because I don't believe that you can be truly effective pushing people to that degree and be unwilling to engage in the activity that you're putting them through.

This wouldn't be complete without some closing words of inspiration and motivation for members. The floor is yours, Mr. Superintendent.

**I'm going to stand up for my officers when I know that they are right.**

For me, just talking directly to the officers in the Department, stay focused on what you're doing because there are more people out there who support our Department than we think. They're just not the loudest voices.

Do not focus on the comments and the negativity of those who are unwilling to know you as a person, who are unwilling to go out



and help with a solution for keeping the city safe. Those people do not speak for the majority of people in this city.

The majority of people in this City are looking for the police to show up and to do the job. And every opportunity I get, I'm going to continue to highlight the great work that you are doing. I'm going to stand up for my officers when I know that they are right. And when our officers make an honest mistake but they had good intentions and they were focused on doing the right thing, I am going to stand up for those officers also.

I want our officers to know, moving forward, I'm concerned about their well-being, their safety, their health and their families. I know if we can connect all of those things and get officers back on track with those things, we've got a better officer. We've got someone who's in the best mindset to go out and protect the city.

Every day is a day that I can make some progress, so I definitely appreciate that. And we'll move this Department forward.

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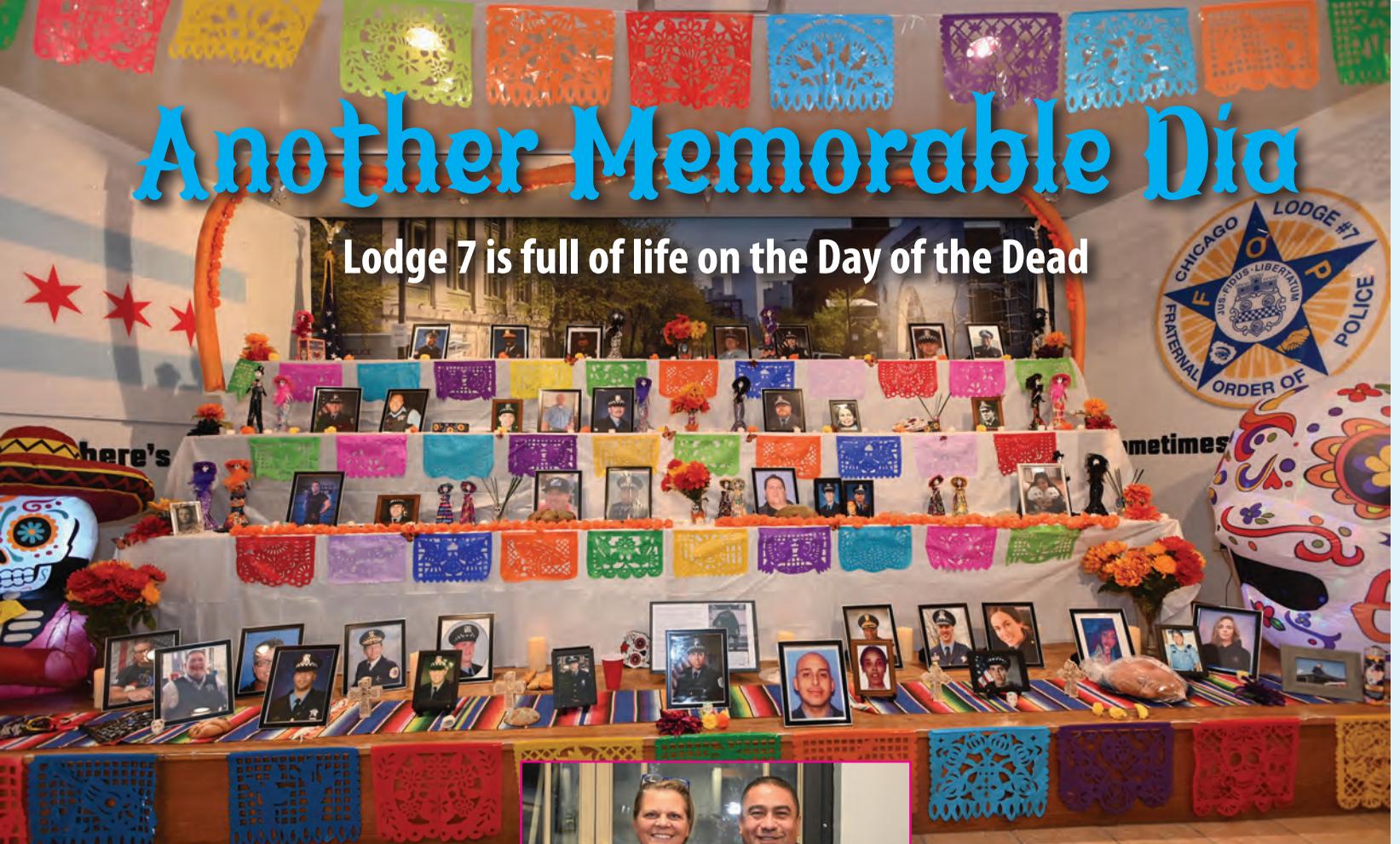
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# Another Memorable Día

Lodge 7 is full of life on the Day of the Dead



■ BY MITCHELL KRUGEL  
 ■ PHOTOS BY GEORGE GILL

The way Día de los Muertos has become a magnificent celebration de la vida washed over Crystal Jimenez as she attended what has fast become one of Chicago Lodge 7's signature nights on Nov. 1 at the FOP Hall.

It's been nearly five years since she lost her husband, Sam, in the line of duty, and Crystal has been to many, many events to remember the Department's fallen officers. But the Mexican tradition of Día de los Muertos – or Day of the Dead – offers an unprecedented way to honor those lost in the line of duty.

"She was telling me that when we go to the memorials, of course it's because her husband, sometimes it's kind of sad," explained Balvina La Porta, the Cook County sheriff who helped initiate the Día de los Muertos celebration a year ago along with



her cousin, Carlos Yanez Jr. "But then she goes, 'This is a little different.' It's to celebrate their life. It brings a different meaning, that we are not saddened that they left but honored that we remember them. We remember all the little things that they have done in their lives, all the good memories."

And so the second annual Día de los Muertos made the Day of the Dead an even more memorable tribute to life. First and foremost were lives of fallen officers, many of whom were displayed on the altar staged at the front of the FOP Hall with their pictures on three levels filled with marigolds in vases adorned with skulls, candles, bottles of sangria, assorted artifacts and the presence of what the Día calls "our guardian angels."

This year's Día elevated the celebration of life to a level that compels Lodge 7 to flex its unending fraternalism. The event





The celebration included several dance performances.

introduced and promoted two initiatives dedicated to the well-being of Chicago Police Officers and their families.

Light The Line in honor of Ella French was part of this year's Día to plug into the need for Chicago Police Officers to look out for each other. To honor her daughter, Elizabeth French, a Light The Line executive board member, joined Ella's partner, Joshua Blas, at the event to greet those who attended.

The Chicago Blue Line Support Foundation is the new Lodge 7 501(c)(3) dedicated to promoting mental health and wellness for Chicago Police Officers. First Vice President Mike Mette, who inaugurated the Blue Line Support Foundation as part of his role as the Lodge field rep coordinating mental health and wellness, spent some time attending to the altar. Perhaps to let those who have come before know what they have inspired.

The celebration once again included a mariachi band and traditional dance performances, including one from a troupe of children that you couldn't help fall in love with. And there were a series of toasts, including one from new Superintendent Larry Snelling that La Porta said truly rocked the house.

"He said that when your loved one is killed or passes away, 'You never get over it, but you will come out from under it.' I thought that was a good way of saying it," she shared about Snelling, who also received an appreciation award from Light The Line. "And he had a message for wellness that we're there to support each other and help each other out. People were clapping because he made people feel good and the officers feel good. It was very impressive to hear."

La Porta also noted how members truly captured the spirit of the Día. She said many added to the festivities by coming in the makeup that is traditional.

They adorned their faces with a skull, called a calavera, designed to give Día de los Muertos beauty. There is a long tradition of art depicting skeletons in Mexico. All over Mexico, people paint their faces as incredibly beautiful skulls to celebrate



Presenting Light The Line, honoring Ella French.



At the Día de los Muertos celebration, Light The Line presented an appreciation award to Superintendent Larry Snelling.

the Day of the Dead.

Additionally, the multicolored paper is perforated and known as papel picado. The holes are said to allow a way for souls to travel through and visit. It's also believed that the delicate nature of the paper is symbolic of the fragility of life.

The Día is meant to light the line for family members, like Amyrah Preston, who attended to celebrate the life of her twin sister, Chicago Police Officer Aréanah. It was the first time perhaps since Aréanah was lost on May 6 that her family had a chance to do something she loved so much.

"I explained to them what it was, and let's dance to the music that she loves," La Porta noted. "She goes, 'Well, it's not Mexican.' I told her, 'It doesn't have to be a Mexican song. Whatever we can do to celebrate her life and everything that she stands for.'"





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## Chicago Police Foundation True Blue event highlights ongoing support for Chicago Police Officers

■ BY DAN CAMPANA

For eight years, a simple mission has driven the Chicago Police Foundation.

“Helping our heroes,” CPF Board Chairman Rick Simon said as he kicked off the eighth annual True Blue event on Nov. 4 at the Four Seasons Hotel.

The night began with the CPD Pipes and Drums serenading the hundreds of people who came. Then, Simon emphasized the foundation’s main goal to a room full of believers — members of Chicago’s business community who truly support Chicago Police Officers. Simon summed up the depth of that support when he pointed out that the foundation has raised \$8 million in funding and donations to provide officers and the Department with lifesaving LEMAR kits, access to mental health resources, and much-needed equipment and vehicles, among other things.

Most recently, the foundation introduced a new scholarship for the children of Chicago Police Officers and other police-related families, named in honor of one of the City’s fallen heroes, Officer Ella French.

“With the blessing of Ella’s mother, Eliza-

beth French, the board decided to dedicate the scholarship in Ella’s name. Last month, the foundation rewarded 21 inspiring Chicagoland students with the inaugural Ella French Scholarship,” Simon shared, adding that the scholarship “is a lasting legacy supporting inspiring young people.”

Before introducing new Superintendent Larry Snelling, Simon reiterated the foundation’s commitment to every officer and praised the ongoing relationship with CPD.

“Our partnership with the Chicago Police Department has never been stronger,” Simon said. “We are here to provide what you need. The ability of the Chicago Police Foundation is only limited by the creativity of the superintendent, his staff and our board.”

In his remarks, Snelling reciprocated words of respect and appreciation toward the foundation’s leaders and volunteers for all they do on behalf of officers.

“Foundation volunteers have donated their time, offering a hot meal or simple words of encouragement to let our officers know that they are appreciated,” Snelling shared. “These gestures may seem small,



Members of the CPD Pipes and Drums play at the start of the event.



Chicago Police Foundation Chair Richard Simon, left, with CPD Superintendent Larry Snelling.

CONTINUED ON PAGE 50



True Blue once again features an auction to raise money for purchasing equipment for the Department.

**ALL FOR** CONTINUED FROM PAGE 49

but they go a long way with our officers, trust me.”

And the superintendent expressed just how much that support has fortified Chicago Police Officers.

“It’s been some tough times, but [officers] have stuck through and shown that level of resilience, and you’ve helped them through that,” Snelling said.

The eighth annual True Blue event featured the attractions that have made it one of the must-be-there nights for the business community, the community and officers. The officers presented exhibitions of their work, including the K-9 unit generating some extra-special affection.

Silent auction items, like an autographed Dick Butkus jersey, bolstered the donations. And once again, the event crescendoed with the rapid-fire auction to raise



Chicago Police Foundation Executive Director Mary Ann Rose shows an autographed Dick Butkus jersey that was included in the silent auction.

money to purchase LEMAR kits.

Snelling touched on the foundation’s purchase of key equipment and shared his firsthand story of an officer who saved a gunshot victim’s life thanks to a LEMAR kit and training, but circled back to the human side of those who wear the badge.

“It’s important that we acknowledge officers, their heroic efforts and the challenges they face every single day. It’s imperative that we see officers as people, as human beings — men and women like you — not just heroes,” he said. “The Chicago Police Foundation’s key investment in mental health services promotes physical and emotional well-being amongst our officers. Strengthening access to these vital services and providing officers the time they need to decompress are some of the ways we can ensure officers are performing their best.”

As he closed, Snelling made clear the common goal the Department and the au-



Chicago Police Officer Jacek Leja and his K-9 partner greet attendees at the True Blue event.

dience shared, asking everyone to stay focused on collaboration as a key to a safer City.

“The support you have shown for our officers here today, and that you continually show for our officers, it lets me know there’s a guarantee out there that our officers are always going to have someone who has their back,” Snelling offered. “And that is very important moving forward. Because we know that you have our backs, we will always have yours.”



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# Green with Recognition

## Emerald Society honors Lodge 7 for its distinguished service

Few organizations are part of the fabric of the Chicago Police Department like the Emerald Society of Illinois. The inspiring sounds of the Emerald Society Pipes and Drums of the Chicago Police Department always fill officers with so much pride, and the fraternalism the society promotes is equally inspiring.

Chicago Lodge 7 has benefitted from much support from the Emerald Society and the two organizations have worked together on many endeavors. So at the Emerald Society's 47th Annual Dinner and Awards Oct. 7, the society expressed its appreciation for the Lodge.

The Emerald Society's Distinguished Service Award was bestowed to Lodge 7. Lodge 7 President John Catanzara and Trustee Tom Lonergan attended the dinner to accept

the award, which read:

"Emerald Society of Illinois gratefully acknowledges the Chicago John Dineen Lodge 7 for their unwavering support and generosity. Thank you, President John Catanzara Jr. and the entire board of directors of the Chicago John Dineen Lodge 7 for allowing us to utilize your beautiful facility over these many years. Your kindness and brotherhood have assisted tremendously in the furtherance with the Emerald Society's mission."

In addition to the award presented to Lodge 7, several Chicago Police officers were recognized for responses during the past year, as well as lifesaving efforts. A capacity crowd of more than 200 filled the Jara Room at Gaelic Park to celebrate the award winners.




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# Members Only Section

Celebrating Lodge 7 members and the way they serve every day

## Going the Distance and Carrying the Load

Chicago Police Officer runs Chicago Marathon in full uniform to honor the fallen

The Chicago Marathon is 26.2 miles. Think for a second about how long that is. Average running time can top four hours.

But that time and distance didn't stop 1st District Officer James Mendoza from going the distance to represent.

On Oct. 8, Mendoza ran the entire 26.2 miles in full uniform. He ran for six and a half hours to complete 26.2 miles wearing 30 pounds of tactical gear.

Mendoza prepared for months to complete this task and even used his background in the U.S. Navy to make it through the marathon. What makes this story even crazier is that Mendoza had never run an official marathon before.

So he knew he had to make a statement on that day. And it was a statement about having respect for those who have made the ultimate sacrifice.

"The reason I did it was to honor all of the Chicago Police Officers who were killed in the line of duty and those who were critically injured," he said.

Mendoza was hoping to complete the race in six hours. As he hit the midpoint, Mendoza knew he had to take the pain to get to the finish line.

"The first 13 miles I was okay, but the last 15 miles or so the heat kicked in," he explained. "Then once I got to 24, 25 miles, my left knee started hurting a lot."

But he was not making this run alone. Mendoza had many family members and friends in attendance, who lined the racecourse, shouted the words to keep him going.

He had the mental tenacity to keep going, which Mendoza says he learned while serving in the Navy. Mental toughness may have been what got him across that finish line. That and the thought of Chicago's fallen officers.

"This was for the men and women who made the ultimate sacrifice, and the Chicago Police Memorial Foundation who remembers their legacy and make sure that they're never for-



gotten, which is very important," he added.

Mendoza says he'll be back at the start line next year for another go, probably without his 30 pounds of gear, but still with the same goal of finishing the race.



# Raising Voices for Victims

## Chicago Police Officers show great support during Domestic Violence Awareness Month

October marks National Domestic Violence Awareness Month, a time to raise awareness in support of domestic violence victims.

According to the National Coalition Against Domestic Violence, nearly 20 people are abused by an intimate partner

every minute. That's why the Chicago Police Department is stepping up to make sure no victim feels alone.

Here is a look at some of the activities in which Lodge 7 members participated to help victims of domestic violence in their districts:



17th District

Officer Maryjane Parks understands that reaching out to domestic violence victims starts in small ways. The 17th District's small but significant support came at Horner Park on Oct. 8, giving out information about resources and Halloween goodies.

The 17th District domestic violence committee has been partnering with Horner Park for the last few years in October, but their efforts don't stop when October ends.

It's clear that her ideas are working, as victims are making connections with the department.

"From the events I did, I have had people reach out after the fact," Parks said. "Whether it's a parent from a school or someone we met at the park, it's a good way to get them the information without having to deal with the stigma of it."



8th District



The color purple is used to show support for domestic violence victims, and officers from the 8th District decided to decorate their neighborhood in purple. Officers lined 63rd Street with purple ribbons on Oct. 6. Additionally, on Oct. 23, they partnered with the 1st and 11th Districts to hold a domestic violence resource fair to help victims figure out their next steps.



10th District



The 10th District is also working hard to make sure victims know their options. On Oct. 5, officers went to Douglass Library to hand out safety tips and remind victims that they don't have to fight this battle alone.



15th District



October is also Breast Cancer Awareness Month, so officers in the 15th District did double duty supporting breast cancer patients and survivors, as well as domestic violence victims. The Austin neighborhood was filled with a sea of pink and purple on Oct. 1.

# Saving the day for a senior in the 10th District

Crime happens every day, and whether violent or not, it can change people's lives forever. Law enforcement officers can't catch every criminal out there, but they can bring justice to victims in other ways.

Officers in the 10th District did just that on Oct. 12. They came to the aid of Dolores Gonzalez after her electric mobility scooter was stolen.

Officer Yadhira Garcia coordinated the effort to get Gonzalez a brand-new scooter. Gonzalez is one of the many senior citizens that the 10th District seniors committee keeps in touch with.

But Garcia wasn't made aware of the problem until Gonzalez's caregiver waved Garcia and her partner down. Gonzalez's scooter was stolen when she went to the grocery store one day and got up to use the bathroom. When she came back, it was gone.

The grocery store owner was able to provide a picture of the suspect who may have taken the scooter, and from there, Garcia posted in a group chat with other officers to see if anyone had seen the scooter.

Gonzalez's scooter was never found, but Garcia had a solution.

"Our stakeholders had mentioned that if I ever came across an elderly person who was in need of a chair or a device, to contact Devices 4 Disabled," she reported.

From there, Garcia filled out a form to get Gonzalez a brand-new scooter, which was delivered within the next week. As it turns out, the new scooter was a better fit for Gonzalez and her petite frame.

Garcia says the elderly hold a special place in her heart because they need advocates.

"They've already been a big part of the community, and they might not have family members around," she said. "So we just want to look out for them."



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# FTO-PPO team effort earns CPMF honors

BY DAN CAMPANA

Sometimes, the little things produce big results.

On Sept. 2, while on their way to back up another unit in the 4400 block of North Fullerton, Field Training Officer Eric Miranda and Probationary Police Officer Luciano Cale decided to check on a double-parked car.

What followed led Miranda and Cale to receive the Chicago Police Memorial Foundation's Officer of the Month Award for October. They approached the double-parked car, with its engine running and an occupant in the driver's seat, only to discover an unconscious man who had his foot on the brake pedal.

The pair secured the car, but then they noticed suspected heroin near the driver. After receiving medical assistance, the man was charged with drug possession. Miranda and Cale didn't stop there, however, because they observed property in the car belonging to a woman who had borrowed the car from a family member. The family member told police they had not been able to make contact with the woman.

Officers eventually went to the woman's residence, where they found her dead, with a bloodied blunt object nearby. The man who initially faced a drug offense is now charged with murder in the woman's death because of their follow-through after what seemed like a simple parking matter.

"The initiative taken by these officers led to the discovery of a homicide victim. Timely investigation and evidence collection are crucial, and your actions provided for that," said CPMF Executive Director Phil Cline at the October awards ceremony.



"This is also a perfect illustration of the excellent guidance provided by field training officers to the newest members of the department."

  
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# Dogged investigation leads to robbery arrest, CPMF award

■ BY DAN CAMPANA

After an early morning robbery in the 5700 block of North California on Sept. 11, a team of officers didn't miss a beat while doing the work that eventually led to the arrest of a man suspected in multiple crimes.

That determined investigation earned 20th District Officers Kelly Carroll, Ozzie Maldonado and Andrew Marzen — as well as Sergeant Pat Keane — the Chicago Police Memorial Foundation's Officer of the Month Awards for October.

Things got going after the man allegedly held up a retail establishment on California by claiming to have a handgun while demanding money from the cash register. He fled before police arrived, but when they did, they immediately started the followup investigation by canvassing the area for any nearby surveillance video footage. CPMF Executive Director Phil Cline described it as "tedious, but crucial" work. The officers also gathered and preserved important evidence at the scene.

Officers Carroll, Maldonado and Marzen located multiple video feeds that depicted the offender entering an alley and changing clothes before committing the robbery. That footage also helped identify the direction the man headed after the robbery, which took him toward motels in the area. The officers showed the suspect's photo to desk personnel at one of the motels, which is where the man was found to be staying.

The man was soon linked to and charged in connection with



three total retail robberies in the same vicinity.

"Through the use of technology and good old-fashioned police work, a career criminal who was on parole for previous robberies was taken off the streets of Chicago," said Cline during the October awards ceremony. "These officers must be commended for their initiative, investigative skill and dedication to the good people of Chicago."



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## Chicago Police Soccer Club hosts international tourney

Teams from across the U.S. and Canada descended upon Olympic Park in Schaumburg during the last week of September for the North American Police Soccer Tournament, with the Chicago Police Soccer Club serving as hosts.

Playing in the Men's Masters Division, the CPD squad took home second place after a 1-0 semifinal win over the San Francisco Police Department, but then fell to the Vancouver police in the championship match.

CPD was also represented by its women's team and other men's teams across other divisions of competition during the event.

## Memorial unveiled for police K9s and horses

The Gold Star Memorial Park outside Soldier Field welcomed a new addition in October with the unveiling of a new memorial dedicated to the eight K9s and three police horses who have died in the line of duty.

The Chicago Police Memorial Foundation announced plans in 2019 to establish the memorial, which is situated as part of the K9 & Equine Plaza. Adorned with bronze sculptures of police dogs, horses and Chicago Police Officers, the memorial pays tribute to the animals who loyally served their partners, the Department and the city.








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# Promotional exams: How to get started with your preparation



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Preparing for promotion is an important career decision. This is particularly true today, as the competition for supervisory and command positions in law enforcement agencies is fierce. The challenge for those who are serious about promotion is that they must be more prepared today than ever before. The road to promotion is one of hard work and personal commitment. Success will be determined by how well you prepare.

When a promotional exam is announced, just starting your preparation is one of the hardest things to do. I firmly believe the early bird does get the worm. Here are five things you can do to begin your preparation.

**Develop a plan:** Start thinking about exactly what you're going to do. Make the commitment: When am I going to study? Where am I going to study? Who am I going to study with? Speak with successful supervisors and managers in the workplace. Ask them about their study techniques. Before you begin studying, make an appointment to have your eyes checked, especially if eye fatigue is occurring more frequently than normal.

**Gather up all the materials:** Keep your GOs, SOs and ILC statutes updated. Print out all the promotional exam reading materials. Once you obtain all the materials, put them away. Then, just take out a few orders at a time to study. This way, you won't feel overwhelmed.

**Establish the proper mindset:** If you're taking a test to become a boss, you have to start thinking like one. This is especially true while you're working. When you hear calls on the radio for a super-

visor, think about what you would do with respect to proper supervisory principles. Critical incidents, complaints, performance issues — how would you handle them?

**Be positive!** How much time do we spend complaining every day at work? A lot, right? Well, when it's exam time, avoid the whiners and complainers. It's a time waster that distracts you from studying. Stay with the positive people who are focused on studying.

**Begin your study:** If you sign up for a study group, it should be in addition to your individual study. Think of the total study time in small increments. Study for 30 to 60 minutes at a time. Choose a quiet place and select a time when your energy level is highest.

Log your study time and chart your readings on a calendar. Set goals and deadlines and follow them. Make adjustments as needed. Increase your study time as you get closer to the exam. Periodically reward yourself and your family for your hard work. Don't take on major responsibilities or projects while you're studying for the exam.

For more information on preparation for the sergeant's and lieutenant's exam, make sure to get on our mailing list. It's up to you to get your plan into motion. If you don't put the time and effort in, somebody else will. Best of luck in the promotional exam process.

*Dr. Jeff Bernstein is a retired police sergeant who has a doctorate in psychology. Since 1985, he has conducted promotional exam preparation for thousands of police officers throughout the country. He is the co-author of the best-selling book Supervision of Police Personnel. He may be reached at 954-252-0010 or info@bernsteintestprep.com.*

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# Bladder health: Urinary incontinence is common and treatable



**BETH SWAKOW**  
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There is a common misconception that urinary incontinence only affects older women or postpartum mothers. However, urinary incontinence is often seen in younger, healthy, active adults — particularly females. November is Bladder Health Month, and it is my pleasure to shed some light on these misconceptions.

First, let us define what we mean by urinary incontinence. Stress incontinence is urinary leakage associated with some form of force or pressure through the abdominal cavity, such as coughing, sneezing, running or jumping. Urge incontinence occurs when one experiences a strong urge to urinate, resulting in the loss of urine. Urge incontinence can often be triggered

by “key in the door,” hearing running water or walking down the freezer aisle in the grocery store. Others can develop mixed incontinence, which is a combination of both stress and urinary incontinence.



As police officers, the last thing you want is to worry about leaking on the run or having to constantly stop and find a restroom. The good news is that these common, but not normal, conditions are treatable! Your pelvic floor is made up of muscles, and just like the muscles of your legs or arms, these muscles can undergo the same type of rehabilitation as any other muscles in the body. Too many people think that incontinence and bladder health are all about performing Kegels, or pelvic floor contractions, but that is a common misconception and often may lead to worsening your symptoms.

You may find it difficult to talk to a healthcare provider about this issue, but it’s always important to communicate all symptoms to your doctor because most of these problems can be treated conservatively by a physical therapist. Pelvic floor treatment may include:

- Exercises to increase control and strength of the pelvic floor
- Pelvic stability training
- Stretching the muscles
- Deep tissue massage
- Electrical stimulation
- Biofeedback for muscle relaxation or activation
- Heat and cold therapy
- Trigger point release
- Visceral manipulation
- Connective tissue manipulation

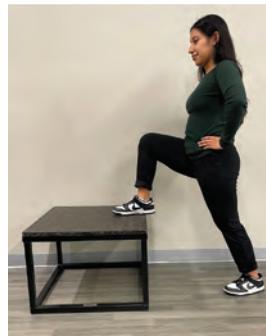
Below are some exercises you can perform while on the job to help promote better pelvic floor mobility:

1. 360 Diaphragmatic Breathing: Inhale, feeling your sides and back expand as well as your pelvic floor drop down. Perform 5-10 breaths.

2. Deep Squat Stretch: Start with your feet greater than hip-width apart and toes turned out. Perform a deep squat and coordinate diaphragmatic breathing throughout the motion. Remain in the position for up to 2 minutes; stand slowly.

3. Standing Hip Flexor Stretch: Stand with one foot on an elevated surface like a bench or car bumper and the other squarely beneath you with your second toe pointed forward. Engage your lower abdominal muscles to keep your pelvis in a neutral position. “Stand tall” through your back leg, squeeze your glutes and slowly hinge forward until you feel a gentle pull. Hold for 30 seconds and perform 3 times.

Want more information? Contact IMPACT Physical Therapy & Sports Recovery at 833-299-4672 or visit [www.ImpactPhysicalTherapy.com](http://www.ImpactPhysicalTherapy.com) to schedule an evaluation or consultation with a male or female pelvic health physical therapist to regain control over your bladder. All evaluations and consultations are performed in a comfortable and private setting.



*Want to learn more? Contact IMPACT Physical Therapy & Sports Recovery at 833-299-4672 or visit [www.impactphysicaltherapy.com](http://www.impactphysicaltherapy.com) to schedule an evaluation or consultation with a physical therapist. Questions? Email Robert at [rstaszak@impactphysicaltherapy.com](mailto:rstaszak@impactphysicaltherapy.com).*

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<sup>1</sup> Stroke Facts, Center for Disease Control and Prevention

<sup>2</sup> [progressreport.cancer.gov/after/economic\\_burden](http://progressreport.cancer.gov/after/economic_burden)

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