

September

2010

F.O.P. NEWS

Committee: Rhonda Bullock, Chairman

Gerry Majerczyk

Bill Burns

Official Publication of Chicago Lodge No. 7



FOP, Chicago Lodge 7
1412 W. Washington Blvd.

President's Report, By Mark Donahue

The Pension Debate

It has become apparent that a gentleman by the name of R. Eden Martin has taken it upon himself to be the spokesperson rallying support for extreme pension reform. On almost a daily basis now you will see articles presented to local editorial boards from this individual drilling home the point that all of the blame for the budget woes in this City and State are overwhelmingly due to the generous pension and health care benefits that we employees receive. To get an idea of who this man is and why he protests so much we should look at his background. Mr. Martin is the President of the Commercial Club of Chicago, which mostly represents the interests of big business, and he also presides over their Civic Committee as well. He is also a member of the "Illinois is Broke" campaign, which sheds their interpretation of "light" on primarily the subject of the state of the State's finances. He also served on the "Commission to Strengthen Chicago's Pensions" for two years and was the voice of business, although he did express at that time his concern of the issues from the employee perspective. He is also the spokesperson for the position that the Constitutional guarantees that exist for our pensions really do not. Coincidentally, Mr. Martin is "of council" in the law firm of Sidley Austin, an international business law firm, which has taken credit for this position.

The message that is being sent from Mr. Martin should be interpreted in the context of his background and less in his resolve for the issue. Mr. Martin represents big business which has moved away from supporting defined benefit plans for their employees and toward defined contribution plans (401ks etc) claiming cost savings for the companies. Now, in light of the drastic underfunding of public employee pensions, Mr. Martin and big business are concerned over cutting into their profits and having to pony up the price of these underfunded pensions. A solution is to have a funding mechanism built into the pension plans so that they will be mandated by law to be funded appropriately on an annual basis, but that doesn't relieve big business of the their responsibility with such a solution. This is the same "big business" that has been successful in past decades in diminishing not only their responsibility to their employees through reduced pension security but also the same "big business" who has sought to diminish their relationship with Organized Labor. And now we see the attempts to attack both Public Employee Pensions and Organized Labor hand in hand. He has even stooped to the point of attempting to pit younger workers against older ones. The idea of unity in the workforce has apparently been lost on Mr. Martin. The term hypocrisy could be interjected in here as well for on a recent news talk show Mr. Martin's pension income was revealed to be in the area of \$330,000.00 per year from two prior employers and what his separation package from Sidley Austin will be is still unknown. To describe the pensions received by most public employees as "generous", by a man in Mr. Martin's position speaks to the character of the man and gives some insight as to the battle that lies ahead for Labor Unions in protecting its members from falling the way on non-unionized labor in the pension arena. They got theirs and now don't want to accept the liability of ours.

As we enter the Legislative Veto session and the state wide election process, pension benefits will be a main topic of debate. Please become aware of the positions being taken by elected officials prior to casting your ballots. The State Lodge and Lodge 7 will make recommendations on candidates in time for the November elections.

Retro Pay

The deadline for the Retro Checks has come and gone, and with few exceptions, the vast majority of active members have received the amounts they were entitled to. That is unless you consider that your Lodge did not receive the appropriate amount of back dues that it was entitled to. The City did not use the compounding formulas that they used in calculating your

2011 Union Dues

Attention:
Annual Payers...
Retirees Under The
Age Of 75...
Sergeants & Above
Fraternal Members...

We Began Processing
Union Dues For 2011
On September 1st.

Retirees Pay \$35 Per
Year & Sergeants &
Above Fraternal
Members Pay
\$60 Per Year.

See page 3 for the
payment coupon

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retro entitlements in calculating what your back dues should be. To give you an example of what this means, most retro checks would be about half of what they should be had they calculated your pay as they did your retro dues. They were made aware of it as soon as we discovered the "error" and the City has promised to rectify it ASAP. The amount that should have been deducted for retro dues was \$57.00. They in fact took out \$30.50. So look for an additional deduction to be included in a future dues deduction on your check as well as a full explanation of it from the City.

Unit Reps Meeting

On 18 August, a Unit Rep Meeting was convened at the Lodge to update the Reps on several issues that have come to light recently as well as to distribute the new contract books that are now available. Any member wishing to receive a contract book should contact their Unit Reps. Discussions were held on the process for recorded statements at IAD and IPRA as well as the changes that have been employed during shooting investigations by IPRA and how the Lodge is addressing them.

There has been a Grievance filed on the new process IPRA has implemented after shooting incidents which has caused the Lodge to not only have a Field Rep present but an Attorney as well. Our intent is to expedite the grievance as quickly as possible and to continue to secure the rights of our members in a more amenable way.

Deadline For 2011 Retirement

In last month's Newsletter, we reminded the membership of the deadline for filing for retirement with the advantage of receiving premium free health care. The Lodge has learned that several of those who have gone on line to register have been rejected due to checking a wrong box or some other minor error in completing the form. For those of you who have registered, please go back in to ensure that your registration has been accepted and not rejected. Keep in mind that the agreement calls for at least 100 members who will be between the ages of 55 and 59 at the time of retirement to apply by October 1st in order to get the premium free health care. The other provisions of the agreement relative to pay out of comp time can be found on page

120 of the new contract books or online at our web site.

Meritorious Promotions

Once again the Police Department has justified the position of the Lodge relative to merit promotions. Although the outcome of the process has become more transparent by identifying the promotions, as well as those who have nominated them, it defies logic that not one of the merit promotions came from the "backbone of the Police Department". Not one of the merit promotions were officers currently working District Law Enforcement and only one of the merit appointees was working in a bid unit. Further, one of the merit appointees has now received a second bite at the merit apple. More transparent as the process may be the message from the Department is still loud and clear. The hierarchy of the Department still mandates phone calls as part of their being able to do the job as they deem necessary. Changing that is not easy and the cost of doing so, from both a financial and operational Department perspective, still appears to be of no concern to the Department. •

First Vice-President's Report, By Bill Dougherty, 1st Vice President



Union Dues Do We Pay Too Much?

Occasionally the Lodge receives a call from a member regarding dues. It may be a member asking, "What do I pay dues for?" or "Why did our dues go up?" All union members pay dues. I look at it as an insurance policy. The Union will be there when you need it. The Union is also the watchdog of the department's actions. Not a day goes by without the Lodge receiving a call from a member who feels that the contract has been violated by a supervisor. The Lodge is in daily communications with the department's Management & Labor Affairs Section (MLAS). Many issues are resolved with a phone call to MLAS, if not the Lodge will assist the member with filing a grievance when the contract has been violated.

Legal Defense is where a good portion of your dues goes toward. Think about it.

If you didn't have Legal Defense, every time that you went to IAD/IPRA you would have to hire an attorney. One trip with an attorney would cost you more than you pay in dues for the year. The Lodge replaced an expensive labor firm with in-house attorneys almost seven years ago. This was done so that the attorneys work side by side with Lodge officers to be better prepared for arbitrations and court proceedings. But this also keeps our dues increases to a minimum.

What has the Union done for me? Many members seem to think that the employer just gave us the rights and benefits that we have. Our first contract book was only 38 pages. The new contract books contain 140 pages of benefits. It was the Union who attained the benefits in our contract books, the city did not voluntarily just give them to us.

I checked with many other unions to compare what our members pay per

month compared to the other unions. Our dues are less than any other union that we checked. This includes bricklayers, carpenters, electricians, iron workers, laborers, operating engineers and plumbers. The dues that these union members pay are between 2% and 4% of salary. Firefighter's Local 2 members pay \$57.00 per month; this does not include any increases as their contract has still not been settled from 2007. The Sgt's Association and Lt's Association pay \$50.00 per month. Lodge 7 members pay \$41.50 per month. That would be 1.2% of salary for a newly hired PPO and only .55% of salary for a 29 year detective. We will continue to strive to give our membership the best legal representation at the least cost.

PayFlex Flexible Spending Account What is the Flexible Spending Account (FSA)?

The FSA account helps you save

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Vice-President's Report Continued

(Continued from page 2)

money on your out-of-pocket health care expenses. By using this accommodating plan you pay certain expenses with pre-tax dollars from your FSA account. Here are some common expenses that you can use your FSA account to pay for: health care deductibles, co-payments, other expenses not covered by your health care plan and amounts over the maximum amount of what is a reasonable and customary limit your plan pays for. Furthermore, you can also use your FSA accounts for dental procedures, braces/dentures, smoking programs, corrective eye surgery, weight loss programs, acupuncture, female contraceptives/condoms, oxygen equipment, and cosmetic surgery caused from an illness or accident, etc. Effective January 2011, there have been some changes in over-the-counter medications. A complete list of covered expenses can be found on-line at www.cityofchicago.org/benefits.

How much money can I put into my Flexible Spending Account?

To give you a breakdown of how the FSA account works is you choose the amount you want to have deducted per pay period from an annual minimum of \$120.00 to a maximum of \$5,000 annu-

ally and all the money is protected from taxes.

Does the Fraternal Order of Police Lodge #7 recommend it's members to enroll into this program?

Yes, the Lodge would like to see all members enroll into the FSA account program because it is a great program with a pre-tax benefit that all members would benefit from. Furthermore, let me give you a couple of examples on how great this plan is.

Example: Assuming you pay income tax at a 25% rate, you would have to earn \$1,333.33 (before paying 25% in income tax) to pay a \$1,000 medical bill. With the FSA account, the money you put in is not subject to income tax, so you only need to earn \$1,000 to pay that same \$1,000 medical bill.

Example: Let's say that you have a child that needs braces and the amount of the braces is going to be \$1200. You have \$50.00 a pay period deducted from your account every pay period for a total of \$100.00 a month going into your FSA account. The FSA account begins in January and ends in December and you just found out in March that your son/daughter needs braces and they cost \$1200. Well you realize that you only

have about \$300.00 in your FSA account. Your FSA account will loan you the additional \$700.00 that you need to get your child's braces done.

Can I get reimbursed if I don't use my entire deposit amount?

Keep in mind that the money you have in your FSA account is a "use it or lose it" type of plan. All claims must be incurred by December 31st of the calendar year, however you do have until March 31 of the following year to submit any claims.

When can I enroll into the Flexible Spending Account?

For anyone that would like to enroll into the FSA account the **only** time you can enroll into this plan is during the **open enrollment period**.

When can I make changes to my Flexible Spending Account?

For anyone that would like to increase/decrease the amounts that they currently have going into their FSA accounts they can also make those changes during open enrollment. Furthermore, anyone that is currently enrolled into the FSA account and would like to opt out of this plan the only time for you to opt out is also during open enrollment. •

The Lodge is preparing for its annual mailing to members. Please look at the address label on this newsletter, this is the address we will use to mail your 2011 Handbook, Membership Card and Stickers. Please contact the Lodge and make any necessary Name or Address changes now.

FIRST NOTICE: Annual Payers (Retirees, Sgts, etc.) 2011 Dues Payments Must Be Received Before November 1, 2010

Attention Retirees and Annual Dues Payers you can mail your 2011 dues now. The Lodge will begin accepting credit card payments over the phone after the Labor Day Holiday. If you turn 75 in 2010, you DO NOT pay!!

NAME:

PHONE:

ADDRESS:

CITY, STATE, ZIP:

BENEFICIARY:

CHECK ONE:

\$35 Retiree Annual Dues

\$60 Sgts. & Above AND/OR Outside Units

Enter Credit Card and Security Code located on back of card in signature area.

_____ - _____ - _____ - _____ 3 digit code on back of card _____

Expiration Date ____ / ____

Second Vice-President's Report, *By Frank DiMaria*



Parole Hearing for a Cop Killer

The Lodge has recently been notified of two upcoming hearings before the Illinois Prisoner Review Board to consider release for Ronnie 'Mad Dog' Carrasquillo, the convicted murderer of PO Terrance Loftus, #5701, 014th District, EOW 12 October 1976.

On 10 October 1976 Officer Loftus was on his way home when he observed a youth being beaten in the street by a group of gang members. Instead of driving by and calling the police from a safe distance away Officer Loftus chose to do his duty and serve and protect this person from gang violence. He stopped his auto announced his Office and immediately went to this persons aid by stopping these thugs from harming him further. A gang party was being held across the street and those attending the party immediately went outside to see who was interfering with gang business. A passing squadrol observed the disturbance and recognized PO Loftus and immediately called for assistance and went to his aid in breaking up the disturbance. Ronnie Carrasquillo was also at the party and was armed with a handgun and observed the police interfere with gang business. Carrasquillo who was already armed asked another gang member for a more powerful and accurate handgun. Carrasquillo took this gun and steadied himself against a parked auto and took careful aim into the street where Officer Loftus, the other uniformed police officers and citizens were standing. Ronnie 'Mad Dog' Carrasquillo was warned by fellow gang members not to shoot, that these were police officers in the street, but he did not take their advice and fired his handgun four times.

Officer Loftus was struck in the face by one of the bullets and fell onto the street and was taken to a hospital where he died of his wounds on 12 October 1976. Carrasquillo fled the scene and went into hiding bragging to his fellow gang members that he had killed a pig. An intensive search was held and Carrasquillo was arrested a few days later. He was charged, tried and convicted of the murder of PO Terrance Loftus. Judge Frank Wilson on 17 January 1978 sentenced Carrasquillo to 200-600 years in

the Illinois Department of Corrections. At that time there was no death penalty or a sentence of life without parole and this indeterminate sentencing now transposed Carrasquillo into what is now known as a C Inmate.

Over thirty years has passed since that horrible night when 'Mad Dog' Carrasquillo murdered Officer Loftus as he performed his duty Serving and Protecting the Citizens of Chicago. Carrasquillo until this day has never accepted responsibility for his actions or shown any remorse for this murder. 'Mad Dog' has petitioned for a clemency hearing which will be held on 8 October 2010 at the Thompson Center and his annual parole hearing is scheduled for 20 October 2010 at 26th & California just within weeks of each other. This convicted cop killer has many supporters some of whom are prominent elected officials who are requesting the Parole Board release this murderer before the completion of his lawful sentence. These supporters say that Carrasquillo has changed and is now reformed, a model prisoner and deserves a second chance. Chicago Police Officer Terrance Loftus #5701 was never shown any mercy or given a second chance as this coward deliberately fired a handgun murdering this 38 year old Police Officer, Husband and Son for only one reason because he was a Police Officer performing his duty.

The Lodge has circulated petitions which can be signed by law enforcement officers and citizens who by affixing their signatures protest any possibility of parole for Ronnie 'Mad Dog' Carrasquillo. Please sign these petitions which carry a lot of weight with the Parole Board and if possible attend one of these hearings. The Lodge will collect the signed petitions and present them at the hearings to the representatives of the Prisoner Review Board and make our objections known and remind the Prisoner Review Board of their responsibilities of keeping murderers within the Department of Corrections. We as a Lodge will continue to monitor with our watchful eye the actions of the Illinois Prisoner Review Board to ensure that no convicted murderer is released before his term has been served. Officers let us keep the memory of our fallen Heroes and remember the ultimate sacrifice which they made.

WE WILL NEVER FORGET!

Taking Care of Business Keeping Good Records

We have, in past articles, reported on having the correct person as your beneficiary on your life insurance policies. Just recently, while assisting the family member of a deceased police officer, I learned of the nightmare of locating all of the necessary documentation to finalize an estate. We, as police officers, from the time we are in the academy until the time we retire, are overwhelmed by the different programs and forms we sign up for ranging from emergency notifications, to beneficiaries for the variety of programs (life insurance, health insurance, pension) offered to us as police officers. The Recruit of today not only signs up as a member of the Credit Union for savings accounts, many take out loans to help with the purchase of uniforms and equipment they need to get started in their career. These Officers also sign up for the deferred compensation program, which will enhance their retirement in years to come. Most police officers are cautious by nature and continue to purchase supplemental accident insurance and savings programs. As the years go by, these policies begin to accumulate and are scattered among our personal papers. A helpful hint would be to place all of the necessary documents in one file and in an accessible place.

The following are just a few recommendations of records which should be accessible: A Will and who is the Executor; Insurance Policies: Health, Life, Supplemental, Auto, Residential; Financial Institutions: Savings Checking Credit Union Accounts; Policies instituted within the Department: Pension Board, Life Insurance, Deferred Comp, Credit Union, and The FOP.

Officers, to avoid leaving a nightmare of bureaucracy for your loved ones in your passing, organize your personal papers and policies making sure of the correct beneficiaries. •

NO-COP-OUTS 15th Year Anniversary

Tuesday, 14 September 2010 @1830 hours

Assembly Church (Basement)
816 West 31st Street
Chicago, Illinois

BBQ, Cake & Fellowship!

Third Vice-President's Report, By Greg Bella



Officer Involved Shootings

The week of 23 August 2010 the Department started testing officers involved in shootings for alcohol. The arbitration award ordered by Arbitrator Edward Benn stated the following: *Effective upon ratification, in any instance where an Officer discharges his/her weapon, whether on or off duty, the Officer shall submit to drug and alcohol testing at the direction of the Internal Affairs Division or any superior authority. If the Officer had discharged his/her weapon off duty and the test reveals the presence of alcohol, the Department shall not discipline the Officer based solely on the results of the alcohol test when the Officer's actions are consistent with the Department's use of force guidelines.*

As always, if you are involved in a shooting on or off duty call the Lodge immediately.

Audio Taped Statements

Pursuant to the arbitration award, both IAD and IPRA have begun audio taping statements of Officers. After your statement has concluded you and the Lodge Attorney will review the statement to make sure it is true and accurate. After

your review is finished you will be able to make any correction before you leave IAD or IPRA. If you leave IAD or IPRA and later remember that something must be clarified you have 24 hours to make the correction at IAD and until 5:00 PM the following business day to make the correction at IPRA.

When your statement is concluded three copies of the statement will be made on CDs. One copy is for IAD or IPRA, one copy is the Officer's and one copy is for the attorney. The Officer will use a Sharpie to sign the CD that is retained in the file. You will receive a CD containing a copy of your statement within 72 hours of your statement. Not all statements will be audio recorded and "To-From" reports will still be required to answer allegations.

Remember, always call the Lodge for representation when you have to go and give a statement.

FAQ's

Can I bring a tape recorder to record the statement?

No, you will listen to the recording in its entirety with your attorney and then receive a CD copy of the statement.

Is the complainant audio recorded?

Yes, IPRA has audio recorded the complainants' statements for the past two

The Next General Meeting Is Scheduled For Tuesday, September 21, 2010 at 1900 hours.

This is the first General Meeting after the Summer break and Members will be voting on the proposed Constitution and By-laws.

For more information on the proposals, see pages 6 & 7 of this Newsletter.

All members are invited and encouraged to attend. Remember, no parking in the Lung Association parking lot.

years.

Does the complainants' audio recorded statement mean that an affidavit is not required?

No, the complainant must sign an affidavit attesting that the allegations made are true.

Can IPRA or IAD submit my audio recorded statement for voice stress analysis?

No, the audio recorded statement is just a way to streamline the process.

Can I take a break during the statement to consult with my attorney?

Yes, it will be explained before you give your statement that if you or your attorney need a break for any reason, all you have to do is raise your hand. •

Recording Secretary's Report, By Sidney Davis



Physical Fitness Incentive Award

On-line registration for the 2010 Fitness Incentive Test will be available through the Department Intranet from September 1st through September 29th. Testing will begin October 1st and continue through October 29th at the Education and Training Division. You must register on-line in order to be tested. For additional information go to the Education and Training Division website, or read Administration Special Order 09-05 entitled, PHYSICAL FITNESS INCENTIVE AWARD.

Police Shootings

Time is of the essence when officers

are involved in a shooting. Please call the Lodge immediately when involved in a shooting or have someone call for you. A Lodge representative is available during daylight (working hours 8am-6pm) by calling 312-733-7776, or the same number after hours. The answering service will notify the on-call field representative who will then respond to the shooting scene.

2011 Holiday Event Calendar:

We are only weeks away from starting the process for furlough selection. The 2011 Holiday Event Calendar will assist you in making a furlough selection based on your seniority status. It will contain all the major holidays and some significant ones as well as Day Off Group information. The 2011 calendar should be available in a timely fashion to

assist you. Any comments about changes may be directed to FOP, Sid Davis. •

Old 008th District Reunion

Thursday, September 30, 2010
7:00 pm—11:00 pm

Southwest Moose Lodge #44
7536 S. Harlem Avenue
Bridgeview, IL

Parking in rear!

Everyone who ever worked in the 008th District is invited to attend and visit old friends again!

Constitution & By-laws Proposals

Chicago Lodge 7 Trustee, Jim Bailey and other members submitted the following detailed amendments to the Constitution and By-laws of the Lodge. The Constitution and By-laws Committee determined that the proposed amendments were properly presented before them and, after due consideration, The Constitution and By-laws Committee recommended that the Board of Directors reject the amendments with the exception of the Constitutional change which would require the attendance of Unit Representatives at meetings before they could attain delegate status at State and National Conferences.

At the regular monthly Board of Directors meeting in July of 2010, the Board of Directors voted to recommend rejecting all of the proposed amendments.

These amendments will be voted on during the September General Meeting. Please attend.

Constitution Changes:

Article V -- Representatives

A Lodge representative for each District, Area or other Police Unit shall be elected by the members of the Unit he/she represents and he/she be a member of the Unit he/she represents. Said elections are to be held within 90 days, following the election of the Lodge Officers. The elected Unit Representatives of the Lodge may, by virtue of their office and provided they have abided by Article VI Section 1. of the Constitution, be delegates to the State and National Conference. Each elected officer may only count two (2) excused absences from General meetings towards attendance requirements for said general Meetings.

Article VII -- Nomination and Election of Officials and Trustees of Chicago Lodge No. 7

The elected Officers of the Lodge shall consist of a President, 1st, 2nd and 3rd Vice Presidents, Recording Secretary, Financial Secretary, Treasurer, three (3) Sergeants-at-Arms and seventeen (17) Trustees. The term of office for elected officers of Lodge No. 7 shall be three (3) years. The duly elected officers of the Lodge and elected/appointed unit representatives by virtue of their office, provided they have abided by Article VI Section 1. of the Constitution and the duly elected Officers have attended nine (9) monthly Board Meetings in a calendar year, shall be delegates to the State and National Conference.

By-law Changes:

Article III – Duties of Officers

Section 1. -- The President shall:

(c) Together with the Financial Secretary and/or Treasurer and/or Recording Secretary he or she shall attest all warrants or vouchers for disbursement from any fund of the Lodge. He or she shall appoint a parliamentarian for this Lodge. By virtue of this office, and provided he or she has abided by Article VI Section 1. of the Constitution and attended nine (9) monthly Board Meetings in a calendar year, he or she shall be a delegate to the Biennial State Conference and to the Biennial National Conference.

Section 3. -- The 1st Vice President shall:

Preside at meetings of the Board of Directors and General meetings in the absence of the President, and otherwise generally perform the duties of the President during his or her absence. He or she shall appoint the minorities to all committees and perform other duties that are incident to this office as directed by the Board of Directors. By virtue of this office, and provided he or she has abided by Article VI Section 1. of the Constitution and attended nine (9) monthly Board meetings in a calendar year, he or she shall be a delegate to the Biennial State and National Conference.

Section 4. -- The Second Vice President Shall:

(b) Compile a list of the members of this Lodge in good standing who have fulfilled the requirements of these By-Laws relative to becoming a candidate for office or delegates. He or she shall also present a full and complete copy of this list to the President and Recording Secretary on the day such nominations are accepted. By virtue of his office, and provided he or she has abided by Article VI Section 1. of the Constitution and attended nine (9) monthly Board meetings in a calendar year, he or she shall be a delegate to the Biennial State and National Conferences.

Section 5. -- The Third Vice President shall:

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The Power of One, *By Jim Bailey, Trustee, Field Representative*



The Basics

Last month the Superintendent announced the formation of the Predictive Analytics Group. The purpose of this new initiative is to determine the location of future crimes. Although technologically challenged, I am open to new and innovative ways to do police work, even via technology. Obviously the birth of such a program will need funding. However, I believe the department needs to address the basics first (i.e., sufficient manning, equipment and vehicles). Although this program may be able to assist officers in determining where a crime will occur, it will not be able to read the mind of the next gang banger who decides that he is going to do a drive-by on a rival gang's turf. If the department does have access to additional funds, those should be used for radios, vehicles, PDT's and, POLICE OFFICERS. All the technology in the world will not help prevent crime unless you have sufficient personnel and equip-

ment. It's time to get back to the basics.

Time and Money

From time to time the Lodge received calls from officers regarding certain documents sent through the police mail never reaching their destination. The most common documents seem to be PAR Forms and Tuition Reimbursement Applications. The common denominator for each form is that there is a timeliness factor and money. That being said, it is strongly recommended that officers hand carry the aforementioned documents, or any other documents, to their ultimate destination. After doing so, ensure that you receive a time stamped copy of your document for you personal files. By taking this extra step to personally deliver the mail, you'll probably save yourself some time and money.

Special Employment

The new contract books are in and there several are changes to policy and procedures of working Special Employment. Section 16.2 (F) makes reference to the remedy for an officer who has been

improperly excluded from working Special Employment. One significant change is that an officer now has the option to work another day of Special, or be granted four (4) hours of compensation or compensatory time off. Please review this and the other changes in the new contract. If you have questions regarding this or any change in the contract, please contact the Lodge.

Voter Registration

The Lodge's voter registration campaign is in full swing. Over 150 members and their families have been registered to vote. Registrars will be coming to your district or unit prior to the upcoming election. If you would like to become a registrar, training sessions will be held on 16 SEP 10 at 1800 HRS and 25 SEP 10 at 0930 HRS in the 8th Floor Conference Room at 69 W. Washington. Training requests must be submitted on FOP letterhead. Call the Lodge if you are interested in receiving this training. Stay safe. JB. •

THE RICHARD LIS SCHOLARSHIP PROGRAM

This is the application form for the annual scholarship drawing of Chicago Lodge #7. The scholarship awards are in the amount of \$1,000.00 each and are given in honor of our late State Lodge President, Richard Lis. There will be twenty names drawn at the October General Meeting, and we will also draw five additional names, in case some of the winners are not in college or elect not to continue their education. All applications are to be filled out and mailed to: FOP, Chicago Lodge #7, by police mail or U.S. Post to 1412 West Washington Boulevard, Chicago, IL 60607-1821, Attention: Scholarship Committee.

The following rules apply to applicants requesting scholarships:

- Scholarship grants are available to the sons and daughters (including stepchildren) of members of FOP Lodge #7, who will be attending a college or trade school for the first semester of the school year.
- There will be 20 scholarship grants given for \$1,000.00 each on a one-time basis. Payment will be made at our general meeting in January after proof of attendance is received by the Scholarship Committee.
- Scholarships will be available to high school graduates and any student who is presently attending a college or recognized trade school.
- The college attended must be recognized by the North Central Accrediting Association or the trade school must be recognized by the Illinois Department of Registration.
- **Only one** application per eligible child will be accepted.
- The scholarship grants will be awarded on the basis of a **drawing** of the submitted applications at the **October General Meeting**.
- **Applications may be submitted up to the time of the drawing at the October Meeting.**

RICHARD LIS MEMORIAL SCHOLARSHIP FUND APPLICATION

Applicant's First Name: _____ Applicant's Last Name: _____

Member's First Name: _____ Member's Last Name: _____ Unit# or RTD: _____ Star #: _____

Member's Phone: _____ Member's Address: _____ City: _____ State: _____ Zip: _____

Relationship to Applicant: _____ College or Trade School: _____

Mail To: **Richard Lis Scholarship Fund**, FOP Lodge 7,(Unit 541 via Police Mail), 1412 W. Washington Blvd., Chicago, IL 60607

Disability & Veterans Report, *By Carlos 'Sal' Saladino*

Disability Report

The best of health from the Disability Committee. We are available for calls at the FOP office Monday through Friday. Click on the Disability Page link on the FOP web site, www.chicagofop.org, for beneficial information. Feel free to email me at csaladino@chicagofop.org.

July Pension Meeting – Advocates present: 1st VP Bill Dougherty, Det Mark Howe and myself. **Disability Claims:** *Duty*: 4 granted at 75%, 1 taken under advisement. *Application for Duty*: 2 granted Ordinary without Prejudice. *Ordinary*: 1 denied (no second for the motion, motion fails). *Status hearing*: 1 officer reinstated by 8-0 vote. **Request for other service 5-214.2** – 10 officers granted. **Request for pension credit for prior service 5-214c** (Rosario) – 12 officers granted.

Retro payments & payroll adjustments - Adjustments in monthly checks should be added in the September checks for all those who 'qualify'. Retro checks for Ordinary and Permanent and Total from

the Pension Fund will also be sent out. Retro checks for Duty and Heart should be paid out in October. Officers who were still on the job or on the Medical after July 1, 2007 qualify for a retro check from the City or from the Pension Fund. Call Police Finance at 312-745-5640. If you have any questions call the FOP.

Veteran's Corner

Our thoughts and prayers go to the CPD members who are actively serving our country in the military.

SB-3022. Credit for Military Service. Section 5-214.3. I attended the Pension Board Seminar at the Police Training Academy. The cost for the police officer prior to becoming on the job varies greatly with each officer. Booklets were given out with the application form and examples. If you need a copy call the Hall or go to the Pension website at www.chipabf.org.

20th Anniversary of Gulf War – August 2010 marks the 20th anniversary of the beginning of the Gulf War, launched with

Operation Desert Shield and followed by Operation Desert Storm.

VA seeks to cover new illnesses for Gulf War veterans. VA is streamlining the process by which Veterans may obtain disability compensation for certain diseases associated with service in the Gulf War and the conflicts in Iraq and Afghanistan. For more info visit www.publichealth.va.gov/exposures/gulfwar/ or call 1-800-749-8387 and press #2.

27th Annual Vietnam Veterans Reunion at Kokomo, Indiana – September 18th, 19th and 20th. I'll be there and hope to see all you returning officers at this reunion.

Chicago Police Marines Annual Fund-raiser – Sunday, November 7, noon at FOP Hall. Food drinks, raffle, and famous S.O.S. on toast (mmmmmm). The Bears' game will be on the big screen.

*"Peace talkers are a dime a dozen.
Peacemakers are rare and priceless."* ~
Unknown

Airborne Sal •

State Trustee's Report, *By Darrin Bourret*

Second Term Started

I would like to first thank the delegates at the past 25th Biennial Conference in July for voting me to a second term as the State Trustee. There is still much work to be done by continuing to improve the communication between Lodge 7 and the State Lodge.

Governor Race Update

The Governor race is coming up in November and it's imperative that the membership understands the issues in this race, especially with the recent debates on public employee pension systems. Governor Pat Quinn and Senator Bill Brady submitted answers to a questionnaire that was prepared by the Illinois FOP State Lodge. The questionnaire contained twenty questions regarding the candidates' positions on matters concerning law enforcement issues. Please take a moment to review the answers that were posted on the Chicago Lodge 7 Current Update webpage.

The IL FOP is a voice representing members at the state level, promoting legislation that supports our members and our mission. If you have questions or

concerns regarding these or any legislative issues, please feel free to contact IL FOP's Director of Government Relations/General Counsel at 217-726-8880 or via email at statelodge@ilfop.org. Copies of legislation may be obtained from the Illinois General Assembly website at www.ilga.gov.

Updates

Jill Alters, the State Lodge Office

Manager, resigned last month and with that President Street has advised Trustees that he plans to evaluate the office operations and will determine later in the year on how to fill the vacancy.

The State Lodge is also urging members to join [ILFOP Facebook group](https://www.facebook.com/ilfop) or follow us on Twitter at <http://twitter.com/ILFOP>. •

Health & Insurance News, *By Ed King, Chairman*

The enrollment for both the Lifetime Benefit Term being offered through Fidelity Life and the voluntary supplemental accidental injury and cancer plans being offered by Allstate Workplace Division are going well. Counselors and representatives from both entities have been going throughout the City presenting their products and enrolling our members. These plans are all unique and offer many benefits to our members both active and retired.

The open enrollment periods for these plans will continue through the end of September. Those of you who have not taken advantage of these benefits, and still want to, there is still time. Contact the representatives from Fidelity (EOI) via the website link at <http://www.fop7vb.com/> and scroll down to active or retired member for directions on how to proceed. The toll free number for EOI is 1-866-404-9095. For the supplemental plans offered through Allstate, please visit the website at www.illinoibenefits.com/fop. They also have a toll free number of 1-866-967-0130.

Please take advantage of the guarantee issue open enrollment periods being offered by these companies before the enrollment periods end. A full listing of District and Areas scheduled by EOI can be found on their website or in the July FOP newsletter article. Please feel free to contact me via my FOP e-mail with any questions at eking@chicagofop.org. Thanks for your time and stay safe! •

Morale Builders, *By Rich Aguilar, Financial Secretary*



Evaluations and Re-evaluations?

Everyone should be aware of the yearly performance evaluations that resumed in late 2009. Most members received overall evaluations that were classified as either Meets Expectations or Exceeds Expectations. These evaluations were the result of input that was gathered throughout the previous year, which was supposed to include statistical information as well as anecdotal information entered by the Officer's immediate supervisor. Who better would know how an Officer is performing? One would assume that those Officers receiving a Meets or Exceeds Expectations rating are performing as the Department would like them to. We all know what happens when we assume.

Enter Deputy Superintendent Ernest Brown. Deputy Brown instructed District Commanders to identify the "Worst 10 performers in district" and be prepared to discuss them at a meeting. The District Commanders did as instructed and not only identified the "Worst 10", but went on to counsel some of them. One would assume that the "Worst 10" would have all received performance evaluations that were in the Requires Improvement or Unacceptable categories. We all know what happens when we assume.

The reality of it is that many of the "Worst 10" actually received overall evaluations that were classified as Meets or Exceeds Expectations. None of the Officers who were identified as one of the "Worst 10" were advised what criterion was used to identify them. None of the Officers who were counseled were advised as to what criteria they had to meet to be removed from the "Worst 10" list.

Early on in Superintendent Weis' career, the Superintendent stated, at more than one of his Town Hall meetings, that the Department had to get away from the bean counter mentality. His words were refreshing. What credit does the Beat Officer get for responding to calls? None. What credit does the Beat Officer get for handling the undesirable calls that his Sergeant asks him to do because he is the go

to guy? None. What credit does the Beat Officer get for an all day prisoner guard at the hospital or sitting all day on downed wires? None. Maybe the Superintendent needs to get in touch with his Staff to get them on board.

The Olympics are held every two years somewhere in the world. The best athletes from each country compete. During those Olympics there are ten athletes who will be at the bottom of the heap. Does this necessarily mean that these ten are sub-par athletes? I think even Deputy Brown would realize the answer would be, No, not by a long shot. The Officers identified as the "Worst 10" does not necessarily mean that they are sub-par Officers either. There is one difference. At least the athletes know what criterion was used to identify them and what they need to do to improve.

Perhaps Deputy Brown would have been better served to have the District Commanders identify the "Best 10 performers in district". This could have served a two-fold purpose. The Department could have acknowledged the accomplishments of those identified while giving the rest of the District some idea of what the actual goals of the District are. Keep in mind this is only an assumption and we all know what happens when we assume.

A grievance has been filed by the Lodge on behalf of all affected members. Please contact the Lodge if you are one of those members.

Police Shootings

Offenders continue to challenge the Police almost on a daily basis. In some cases the Officer must respond with deadly force. Although all of us have been trained as to when this force is authorized and how to apply it, no one can predict how an individual Officer will respond to the traumatic incident that he was involved in when using deadly force.

Police shootings are investigated from a three-pronged approach. The Detectives approach the shooting as criminal investigation. The ADS or OCIC assigned to the shooting approaches the shooting as an administrative investigation. Finally, IPRA approaches the shooting as a use of

force investigation. The investigations begin almost simultaneously and can take several hours. The IPRA investigation can take several months before a determination is made.

The Lodge, in an effort to reduce the stress on an Officer involved in a Police shooting, suggested to the Department that the Officer should be allowed to almost immediately leave the scene and go home. This is not an uncommon practice in many jurisdictions. Every one of us at one time or another has handled an incident where a victim has been involved in a traumatic incident such as an armed robbery, criminal sexual assault, or loss of a family member. We all know that these victims or witnesses many times offer skewed descriptions of offenders, skewed timelines of events and in most cases are able to offer better information after they have had a chance to calm down.

Apparently IPRA is of the opinion that Police Officers are somehow superhuman beings. We have some innate ability to shut off our bodies subsystems that send adrenaline into our systems. IPRA has now taken the position that an Officer must give a statement to an IPRA investigator within a two-hour time frame. I, personally, have been told by an IPRA supervisor that this decision is based on Section 6.2 of the current contract. The Lodge views the IPRA interpretation as being completely incorrect as Section 6.2 refers to Witness Officer's Statements in Disciplinary Investigations as the section is correctly headed.

Officers are now being ordered by the Department to give statements to IPRA within this time frame. In one case, an Officer who was transported to a hospital emergency room and given medication to treat his anxiety was ordered to give a statement while in a medicated state.

One has to wonder why IPRA needs compelled statements that may be seriously skewed. Is this a sound investigative technique? Once the statement is compelled, even if the Officer admitted to shooting JFK, it is unlikely it could ever be used against him. Grievances have been filed by the Lodge on behalf of all of the affected officers. •

Pension News, *By Mike Shields*

Military Service Purchase

By the time this article goes into print, SB 3022 will have been signed by Governor Quinn. This bill affords the opportunity for active police officers to purchase up to two years creditable service into the pension fund for any periods of service in the military prior to the CPD. "In accordance with the rules of the board, the police officer pays into the fund the amount the police officer would have contributed if he or she had been a regular contributor during such period, plus an amount determined by the board to be equal to the municipality's normal cost of the benefit, plus interest at the actuarially assumed rate calculated from the date the employee last became a police officer...The total

amount shall not exceed two years." Officers will pay up to two years of their contributions, plus the City's contribution (a 2:1 ratio-known as the multiplier) and the assumed rate of return per year. Our board's assumed rate is 8% (although we have averaged rate of 8.9%). Applications will be available on our pension fund's website at www.chipabf.org under SB 3022 application.

Benefits Management Office

The Pension Board staff has received numerous complaints that our retirees are waiting six to eight weeks for medical cards after the date of retirement. In the *meantime*, they are in limbo. If a recent retiree falls ill or needs medication, their coverage is rejected by the doctor's of-

fice or pharmacy, stating that their insurance policy has been terminated. Six to eight weeks is far too long. The City's BMO process needs to be improved. When retirees try to call the benefits management office, they tend to get six different answers from six different people. **Retirees, please always get the name of whom you have spoken to!** The pension fund staff has a difficult time reporting their inaccuracies without a name. If you have recently had an experience with BMO that needs to be addressed, please e-mail me at mikeshields@chipabf.org, and I will have the pension board staff address any individual concerns until this issue is resolved. •

What Happened To The Real Police, *By Rhonda Bullock, Newsletter Chairman*

When I came on the job in 1990, I clearly remember what I affectionately now refer to as 'old timers' saying to me, "kid we're the baddest gang in the City". They then left roll call and showed me exactly what they meant. In those days, we didn't allow gangs to take over **our** street corners. In those days, when we drove up to a corner we didn't have to say a word, the dumb thugs hanging there automatically moved because they knew what would happen if they continued to mill around.

Events of the recent past make it very clear that those days are long gone. On 7 July, we lost another Brother in blue to senseless violence. In the old days, the gangs didn't dare touch one of us, let alone kill a uniformed officer in this city. In the July issue of this newsletter, 3rd Vice President Greg Bella posed a question to the public and the brass; "Do you want Jack Webb or Jack Bauer"? Maybe we just need a little Michael Weston (Burned Notice) payback. For those of you who don't watch TV, Michael is an excommunicated CIA operative who is such a pain in the ass to the bad guys that they opt to leave town rather than to deal with him. The media and public are now afraid, as well they should be, someone who can walk up to a uniformed police

officer and shoot him in cold blood is a true menace to society. Our worst fears have been realized, we now have punks on the street who don't fear or feel anything.

As of this writing, we have lost three promising young lives to these thugs. Officers Wortham, Soderberg and now Bailey were all murdered in cold blood by these thugs now running the streets of our city. WE NEED TO TAKE OUR STREETS AND CITY BACK. I live in Chatham and I will not allow anyone to make me fear living my life. These brazen punks have the nerve to send us a message that they intend to kill more cops. Well I'm here to tell them watch out cause you may be the next one laying six feet under.

What happened to the days when the gangbangers were afraid of CPD? What happened to days when wearing that blue uniform commanded respect? What happened to the days when little kids looked up to COPs telling us, "I want to be just like you when I grow up". We have lost control of these streets and we need to get it back. We need to instill fear again. America is strong because others fear her. Russia backed down during the Cuban Missile Crisis because they feared President John Kennedy; they couldn't be

sure he wouldn't drop that bomb. Children obey their parents because they fear what will happen if they don't. Without fear, there can be no order or control. An army is only as strong as it's most feared warrior. We need to instill fear again.

When I came on in 1990, if you hurt one of our, let alone killed one, Gang Crimes and S.O.S would flood the area with the best of the best, at least 20 to 30 cars deep and root out the killer/killers. Before long, the knuckleheads were so afraid of us that they would turn in their own parents just to get us to ease up on them. Now I know that SOS doesn't exist anymore (once again we throw out the baby with the bath water), but the brass needs to devise a plan to take control of these neighborhoods again. Something is very very wrong when a low life punk has no fear of walking onto a Police Department parking lot and gunning down a uniformed Officer or walking up to a uniformed Officer in front of his residence and gunning him down. Something is very wrong with a society which allows its peacekeepers to be killed, and the masses don't rise up with an outcry. The deaths are now on the Mayor's doorstep. Let's see what the Mayor and the brass come up with to stop this insanity. •



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1412 W. Washington Blvd. 60607-1821
Phone: 312-733-7776
FAX: 312-733-1367 Hotline: 312-733-2101
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The Website Is Back Online!

The FOP Gift Shop is back online and we have lots of new merchandise for you to take a look at. We know a lot of you had trouble getting onto the FOP Gift Shop website last month. Sorry for the technical difficulties. So, for the month of September 2010, shipping will be only \$5.00 anywhere in the continental US. (Insurance extra, if needed or requested).

