



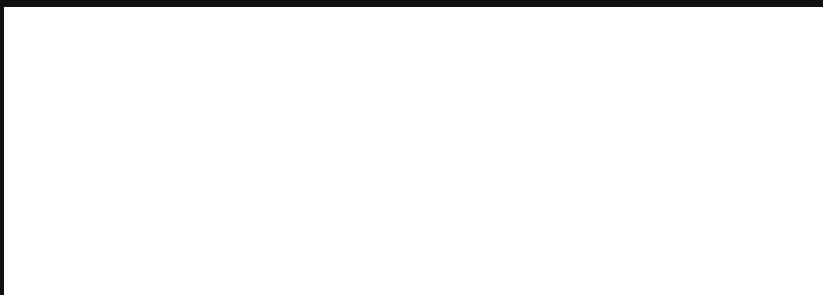
Fraternal Order of Police

CHICAGO LODGE 7

Official Magazine • February 2026

ILETSB Very Careful

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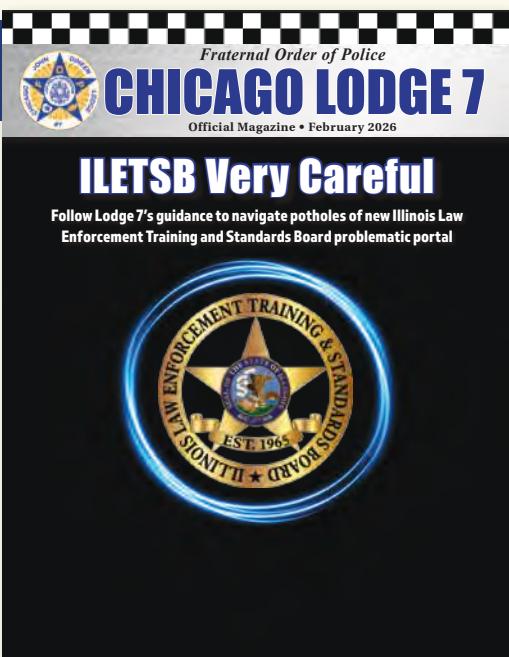
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Raising The Standards

That's Lodge 7 raising the Illinois Law Enforcement Standards and Training Board (ILETSB) to a level in which members can navigate the new portal and comply with the requirements to maintain their licensing and certification. This is more madness for cops due to the insanity of the SAFE-T Act the Illinois State Legislature passed in 2021 that has created yet more unneeded oversight. But Lodge 7 is responding to this sub-standard process on behalf of members to straighten out the mess the SAFE-T Act and ILETSB have created.



COVER DESIGN BY JENNA RAMOS

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For information about advertising,
subscriptions or editorial submissions:

Call: 312-733-7776

Email: karissa@chicagofop.org

www.chicagofop.org

JOHN CATANZARA JR.

Publisher

john.catanzarajr@chicagofop.org

JENNA RAMOS

Art Director

MICHAEL KRUGEL

SEAN CARLIN

Contributing Editors

DAN CAMPANA

Contributing Editor

dan@dancamcom.biz

MAGAZINE COMMITTEE

Rob Noceda (Chair)

Michael Carroll

Carolynn Crump

Lisa Ford

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CHICAGO LODGE 7

Official Magazine
President's Report



What a mess they created

But we're not going to let it mess with our members



JOHN
CATANZARA
JR.

The Illinois Law Enforcement Training and Standards Board — ILETSB, as it is known — should have sent us industrial strength Lysol to clean up the mess they created. Turns out, they gave us little more than used Handi Wipes.

We have been on clean-up duty, with our field reps teams visiting members in their units, trying to guide them through complying with the requirements of the Police Training Act to verify their certification. As they are required to now by law.

This consists of going through ILETSB's new portal and completing the verification forms. But there has been so much confusion and so many questions that it seems like typical Chicago Police Department nonsense has leaked into the state of Illinois.

ILETSB — the acronym is pronounced *I-lets-be* — is charged with administering Section 8.4 of the SAFE-T Act to require all law enforcement officers in the state to verify the following for the past three years: compliance with the training requirements and that their employment history is accurate, with no misconduct. By Jan. 29, those with last names ending in A through G had to begin the triennial requirement of self-reporting through a portal to ILETSB.

We have heard from those in A through G, who have been calling the Lodge for help decoding the ABCs of ILETSB because it is a fitload of alphabet soup. And that it's due to the letter of the law created by the SAFE-T Act.

So we are warning our members with a loud-and-clear message in this issue to ILETSB be careful, because the SAFE-T Act is rearing its ugly head yet again. The provisions within it and this professional requirement now for self-reporting have led ILETSB to make requirements that are in conflict with our Lodge 7 contract. And Department directives. It's just not very well thought out. That's the kindest way I can put it.

And that comes from Lodge 7 not being included in the process of creating the Section 8.4 requirements. Even though they know that Chicago Police Officers are going to probably come up in 99 percent of the issues with the process.

So why we weren't invited to all sit down as a group over the last six months to work out what this was going to look like before the Jan. 1 inception date is beyond me. Had we discussed it with the powers that be, including the Department, it would've been a much smoother transition and saved on the need for the special Lysol with the grease and grime remover.

We have seen the reaction from our members in their units, who have become frustrated over the employment history requirements specifying that they need to report their secondary employment. That is a violation of collective bargaining rights.

There are also leave-of-absence issues that could possibly trigger no-paid statuses, which shouldn't be, because that's not the Department policy. And what adds to the stink a bit is that the Department doesn't have any direction, doesn't have any answers currently.

Three days before the Jan. 29 reporting deadline, we were still seeking clarity from ILETSB. Now, ILETSB is allowing extensions to complete compliance with training requirements. But these really aren't training-related issues within an officer's portal.

So what does that mean? Nobody seems to have a solid answer. These are the decision-makers, in theory, who are supposed to have these answers. They don't, which makes it that much more frustrating trying to get answers for members.

In the meantime, as we moved toward getting this issue in the mail, we worked hard for a resolution that could wipe away the residue of another SAFE-T Act duty. Right now, that simply consists of opening up a portal page and not confirming anything as our field reps are helping members to execute. And that the inception date for the A-through-G group is rolled back to something like June 30.

They need to be given direction, but everybody's looking to us to do it. We need to give direction. For now, that is circle the airport. Maintain the status quo.

This is just, I guess, a shiny example of how unorganized our society is today. Not just the Department, but other law enforcement-related entities are also ILETSB damned. It's that the left hand doesn't seem to know what the right hand's doing more and more frequently.

Because legislation's being passed on emotion, not common sense and practicality. That's just the state of where we're at in law enforcement. Going back to the inception of the SAFE-T Act — likely longer — the decision-makers think, "Yeah, that sounds like a good thing. Let's do it."

President's Report continues on Page 6

CHICAGO
JOHN DINEEN
LODGE #7

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And to hell with what that means or how it actually works. Which takes us back to the reality that we were never really allowed as the FOP to even be in the room when it came to the SAFE-T Act to begin with. There was another possibility for some issues to be addressed back then, but that was a big mess as well.

Adding yet another layer of oversight for our members — like so much furniture polish — certainly makes you think that some of this is perfor-

mative on the part of the SAFE-T Acters. And makes me think that it's justifying budgets to the constituents because they are not really accomplishing anything.

So they decide, "Let's throw the baby out with the bath water." And the three-flat building. Forcing Lodge 7 to stand up for our collective bargaining rights and members wondering to ILETSBe or not to be.

President's Report: Second Story

Our position is to not get stuck in the middle

No doubt it's a slippery slope with the incidents related to Immigration and Customs Enforcement. My place is not necessarily to comment about the ICE escapades in Minneapolis and the responses there from the federal agents.

Looking ahead to what might happen to our members, however, is my concern. Grave concern. Because at some point it is coming back here. This year, I guarantee you. There are just too many targets, so to speak. And at what point will there be an incident here in Chicago?

Superintendent Snelling hit on the letter of the law speaking from the podium when the last incident occurred in the City with regard to law enforcement, car blockings and all that stuff. Absolutely spot on, and it should be the mindset. It should be echoed.

That citizens have no ability to obstruct federal law enforcement officers from doing their jobs. And they have a reasonable suspicion when being boxed in that something bad is going to happen. That is an awful act nobody has a right to be doing. So don't do it. Don't interfere.

Like I said, it was a very well-spoken speech. But when the rubber hits the road, I'm curious to see if that speech changes.

If there is a major incident here, then what is he able to say? What will City Hall allow him to say? What will the messaging be at that point? Hard to be well-spoken when they put a muzzle on you.

My feeling is that ICE will be coming back. There are too many illegal criminals in this City.

Strangely enough, I was headed to Minneapolis for a family event the morning of that shooting. I think what is happening in that city is not happening in other cities, whether it's New York, Dallas, Boston or Chicago, which are not having the same issues.

Because there isn't this public outcry from mayors and governors who are basically encouraging this disruption, this ambivalence toward law enforcement, like they are in those cities. When you're telling people to go into the streets and videotape this stuff, you are encouraging them to interfere with law enforcement. They think they have the green light to do whatever they need to do to stop ICE from their mission.

So who's really at fault here when these incidents occur? Why are these politicians not being held responsible? And I'll remind everybody, it may be counterproductive to our mission at Lodge 7, politically speaking, but the governor's been a hypocrite on this.

The governor has outwardly said he does not want illegal criminals in this state either, but he has not afforded the opportunity for ICE to come in and empty out our jails and prisons of illegals in that system. If they're in an Illinois prison and they're illegal, they've been convicted of a crime. You shouldn't even need a detainer. They should be basically notifying ICE right away to come 'em and get 'em out of here.



There are reasons to believe that ICE could come back here, and it could go off without incident, right? But just like the George Floyd incident, the crazies left there and came here. So until there's a plan to disrupt the disruptors, it just seems when they do come back, it's going to be that much more explosive. Because they're going to be that much better organized and funded.

Now, I know some people might be reading this and thinking, yeah, what does this have to do with Lodge 7 and the Chicago Police Department? It has everything to do with the Chicago Police Department because oftentimes we are in the middle of all these situations. I don't care about your political ideology. You have to understand the dynamic and appreciate that an oath has been taken to uphold the law, to render aid when someone calls for help. We are obligated to go, and nobody should be able to tell us not to go.

The whole John Hein debacle of giving a stand-down order to not show up at the previous incident in Chicago has been swept under the rug successfully by this administration. The superintendent did everything he could to provide cover, and it faded away in the blink of an eye.

Because of Minneapolis and other things, people have forgotten the cowardly order to stand down because that's what the mayor wants to do. And there are people at 35th and Michigan willing to carry this piece-of-garbage mayor's water. You can quote that.

And there are idiot aldermen — more than a few of them — and civilian oversight groups now championing an investigation into CPD's response that day. But they never want to look in the mirror and see if they violated their oath to the Illinois Constitution and the U.S. Constitution by allowing, promoting and encouraging illegal immigration. The level of ignorance and stupidity on this topic is only making a bad situation worse, and unfortunately, our members are stuck in the middle.

The elected officials believe they can pick and choose which laws they want to honor and respect and which ones they can ignore. Like picking out socks to wear in the morning.

But even when police disregard a Department violation, it's the end of the world. We don't get to pick and choose which regulations we get to honor. It's beyond ridiculous.

For as long as I have been here, Snelling and every superintendent of this Department have been chastised for caving in to the mayor's wishes. You may be a political appointee of the mayor in that position. However, you're a sworn law enforcement officer who with few exceptions was raised through the ranks of this Department. Shame on you for not standing up for what's right in the Department that you grew up in against politicians who have political agendas.



Civilian investigators in BIA...

I guess in my conspiracy-theorist mind, it's all part of a grander plan. Just make the system so inept, so incapable, that it just becomes less and less appealing of a profession, and you don't have to worry about defunding anything.

You'll have so many vacancies and so little interest. You'll have every avenue and excuse out there just to take the money and reallocate it somewhere else, since it's not being used after you destroyed the system from within.

And unfortunately, there are a lot of law enforcement professionals who are leading departments across this country who are participating in that self-destruction. It's only getting worse, destroying this profession day by day.

Inspector General Deborah Witzburg getting involved in COPA investigations...

It's weird how it's "Let's see if they didn't do something right." Instead of seeing if they did something wrong and adjudicated wrong.

We can give you 10 to 20 times more examples of that than maybe something that was missed. But so much of it's political.

There's no doubt that it seems Witzburg is leaving for some other purpose. I'm sure it's some other political position she thinks she's going to run for. I don't know. And who knows what we'll end up with next, especially with this crazy mayor. Who he would name is kind of frightening.

Specific to the IG, it's comical that they can never find corruption under their nose in City Hall, but they certainly can find issues with the police department. The low-hanging fruit must make them feel good by throwing some red meat out there.

But the things that really affect day-to-day life, like crooked politicians, are beyond their scope, I guess.

A tribute to James O'Grady...

Jim was gone by the time I got here, after being named superintendent in 1978. He was already elected Cook County Sheriff when I got here.

God bless him; 96 years old is a good run.

I think his service to this City and this country speaks for itself. I mean, the name is synonymous with the county sheriff, I think, at least with my generation.



A tribute to Wil Betancourt...

It was tragic losing Deputy Chief Betancourt at 60 years old. He was really a stand-up guy.

I saw him at the Puerto Rican Police Association Christmas Gala a couple of weeks ago. I made sure to say hello to him before I left. He was always a straight-up dude.

He never got to enjoy a day of retirement. That's even more of a loss than the Department loss, as far as the brainpower.



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Staying Connected



MICHAEL
METTE

January is all about the reset. New year, new mindset, getting our feet back under us after the holidays. But February is where things usually get real. The shine wears off, the weather is still rough, and the job doesn't slow down just because we told ourselves we were going to "do better this year."

That's why February is about staying connected.

One thing I've been reminded of since coming back to the street is how much this job depends on the people around us. Partners, supervisors, and the small conversations that happen in between jobs. Those connections matter more than we sometimes admit.

We saw that firsthand at the Chicago Blue Line Support Foundation retreat at Phantom Ranch in December. Officers from different units and backgrounds showed up, some not knowing anyone else in the room. By the end of the retreat, walls were down, conversations were real, and connections were formed that will last well beyond that retreat. It wasn't about fixing everything. It was about realizing none of us are doing this alone.

That same idea applies back on the street.

February is a good time to check in. Not in a formal way. Just a "How you holding up?" A quick conversation in the squad. A moment of honesty with someone you trust. Sometimes it's not about having answers. It's just about being heard.

Connection also means paying attention to yourself. Are you sleeping? Are you carrying more stress than you're admitting? Are you isolating because it feels easier? This job has a way of slowly pulling us inward if we let it. Staying connected is one of the best ways to push back against that.

I've been fortunate to work with some solid officers and supervisors who look out for one another. That culture doesn't happen by accident. It happens because people make the effort, even when they're tired, burned out, or counting the days until summer.

As we move through February, my encouragement is simple: don't disappear. Stay plugged in. Lean on your partners. Be present for each other. And if you need more support, there are people and resources ready to walk with you.

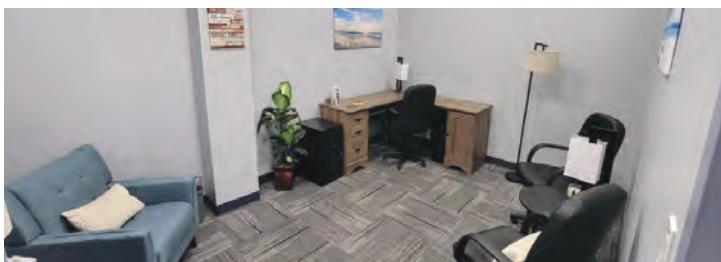
We take care of the city every day. Staying connected helps make sure we're also taking care of each other.



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Discipline Briefs



DAN
GORMAN

Part of my report given at the monthly general members' meetings includes examples of recent arbitrators' decisions. Every investigation has its own individual circumstances, however, 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
Pursuit	180-day suspension	45-day suspension
Alleged derogatory comments in the presence of a member of the public. "Holding a cigarette while in uniform"	180-day suspension	Penalty dismissed/grievance granted based on untimely investigation

QUOTE BOARD:

To add context to some of the above listed dispositions, below are just a few notable quotes taken directly from the arbitrator's written awards/decisions.

Quotes from the 34-page arbitration decision re: Pursuit (Street take overs)

"...caravanning can often lead to so-called "street take overs," when a large group of vehicles get together, take over an intersection or some busy end of the street, and they perform donuts or other vehicle maneuvers, which can cause traffic congestion and endanger the public, vehicles or other property. Caravan vehicles have also been involved in criminal activity in the city, including looting and carjacking by blocking in motorists with multiple vehicles. Due to these issues, the Superintendent instructed supervisors, and supervisors then instructed their officers, to pay close attention to signs of caravanning."

"Grievant, who at first was following consistent with traffic laws, soon accelerated his police vehicle to 53 mph — 23 mph over the speed limit — and briefly veered to the opposite side of the street to keep up with the Infiniti. This is convincing evidence of Grievant's intent to pursue the Infiniti not just to follow."

"Failing to activate his emergency equipment, which endangered other motorists, pedestrians, as well as Grievant and his partner, goes more to the recklessness of his actions than proof of his intent to only follow the Infiniti."

"Such a diverse range of opinions from respected senior officers and COPA makes clear the facts here do not easily lend themselves to a simple and straightforward determination."

"Those who argue this was not a pursuit all embrace the

literal language of the pursuit policy, which states in part, '[T]he decision to initiate a motor vehicle pursuit rests with the individual officer when encountering a motor vehicle operator who refuses to voluntarily stop having been lawfully directed or signaled to do so."

"...the language of mathematics is precise, the English language is not. It frequently happens that there is no language applicable to a particular situation that has arisen."

"In interpreting the policy, the Police Board (in a prior unrelated case) said that the General Order did not intend for a pursuit in an unmarked police vehicle to only occur if the lights and sirens were both activated." "In this way, an officer could evade responsibility for misconduct and simply decide not to follow the order by failing to engage the lights or siren."

"In this matter, as already discussed, the evidence is convincing Grievant at first had no intention to pursue the Infiniti. His goal was to obtain the vehicle's license plate number. After Grievant pulled up alongside the Infiniti at the traffic light, as soon as the light turned green, the civilian vehicle immediately took off at a high speed. The only reasonable conclusion for the driver's rash action is he was evading Grievant so not to be pulled over."

"There are several "aggravating" factors that went into this penalty that should not have been considered or was given undue weight:

"COPA Chief Deputy Administrator Angela Hearts-Glass testified COPA also mistakenly believed Grievant was an FTO and viewed it as an aggravating factor ..."

"There was an improper reliance on pending offenses when there was no finding when COPA issued its final report."

"The Superintendent gave undue weight to the fatality in aggravation when imposing discipline."

"A final consideration is the diverse views among senior officers as to what constitutes a pursuit. These interpretations, which were earnestly held by respected senior leadership with years of experience, are relevant as it speaks to the lack of clarity to the policy."

"Nevertheless, there does seem to be widespread confusion between what is taught at the Academy and what some members believe is required when engaging in a pursuit. CPD leaders had time to consider the sometimes-fine line between 'following' and a 'pursuit', and this case is one that walks that line, and still came to widely varying opinions. Grievant did not have the luxury of time and only had seconds to make that determination."

"...(the) 180-day suspension was excessive for the reasons outlined above and is reduced to a 45-day suspension."

Quotes from the 11-page arbitration decision re: Alleged derogatory comments in the presence of a member of

the public, and “holding a cigarette while in uniform”

“The record reflects that the Grievant’s situation is not the first time the Employer has dealt with officers in cases involving (the same activity) while interacting with citizens.” “The record also reflects that in at least one case and officer...failed to timely activate his body worn camera, directed bias-based verbal abuse toward another, and was smoking at the time, violations for which COPA recommended a seven-day suspension.

“...in two cases COPA recommended a three-day suspension for an officer who smoked a cigarette while in official contact with the public, a ten-day suspension for an officer who had a cigar in his mouth during an investigation, and a one-day suspension for the same offense when he did so a second time.”

“...the Union argues, (inter alia), that the amount of time between the date of incident in question (2022), and the determination by the Superintendent in (2024) was so long that the Grievant did not receive due process.”

“...it is necessary to consider whether, as other arbitrators have held, there is a rational basis for the delay.”

“I therefore find that the Employer failed to provide the Grievant due process.”

“The question turns on whether the due process failure prejudiced the Grievant because due process does not require that an employer’s disciplinary action be totally free from procedural error.”

“Among the reasons that arbitrators have found such a deprivation include, but are not limited to...rendering settlement remote...caused the grievant to be subjected to uncertainty....whether has caused witness memories to become impaired.”

“...for the Grievant to have his fate hanging over his head for fifteen months could certainly create uncertainty.”

“Finally, the award of Arbitrator Roumell, (a prior grievance) teaches that when the delay was sufficiently extensive and without a rational basis the discipline is deprived of its remedial effect and, therefore, is punitive, which is a failure of just cause.”

“Thus the uncertainty clearly undermines the possible remedial effect of the discipline because the Grievant could not undertake whatever efforts might have been necessary to correct his behavior. “Thus, the suspension was punitive and without just cause.”

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MONICA
ORTIZ

I want to discuss injuries sustained on duty and the need for a referral for medical care later. To ensure proper documentation and support for medical claims, injuries must be reported immediately, within the same shift or as soon as possible. Injury on duty reports must be timely per the general order, not a year later, when you failed to document an incident and now discover that your medical condition is related to an injury at work. The city is unlikely to accept and certify an on-duty injury that you did not properly document.

The issue I specifically want to focus on with recurring injuries on duty is the lack of follow-up when an officer reports an injury. The officers I'm speaking of are injured and don't get any medical treatment. No ER, no doctor, no documentation of the incident, and something written by a doctor that documents a diagnosis attached to your injury. If you are injured at work and completing an IOD report, I'm advising you to go to the ER, even if it's minor, or follow up with the medical section requesting a referral to see a doctor. I can't stress enough how important it is to see a doctor and get an examination. Yes, you may have an injury that appears and feels minor or hurt now, and you brush it aside. Don't do that – follow up with a doctor. What I've seen occur often is officers get hurt and do an IOD but never see a doctor who will document a diagnosis with the injury, whether that be a contusion, laceration, pain, or something more serious. It doesn't matter how insignificant you may think your injury is at the time – get it diagnosed by a doctor, leaving a paper trail, so that months or years after the injury, you have evidence to help support a recurring injury that needs medical treatment. A doctor's diagnosis is essential for leaving a paper trail.

The kind of calls we are getting are officers who had an injury and, a year later, want treatment and want it coded as an injury on duty. Since the officer didn't seek medical treatment at the time of the injury and is seeking care months later, it is challenging to prove that the injury occurred while you were working. The city will challenge these officers. I frequently encounter IOD denials due to delayed reporting of injuries, which can lead to treatment denials, prolonged recovery periods, and potential complications. As responsible officers, we must promptly report injuries sustained while on duty. It was important for me to address this topic because I've had officers who later discovered more serious injuries. I've encountered officers who months later discovered they have broken bones, broken teeth, head injuries, and, as time went by, pain increased and they later discovered a more serious injury from something they thought was minor. You certainly don't want to find out later that you have an injury that is serious or worse, a disabling injury and you didn't take any action to document it.

When reporting a recurring injury on duty, officers must follow the process outlined in Appendix N of the collective bargaining agreement. To ensure proper follow-up and documentation, always refer to the specific steps in Appendix N, including selecting a physician from the provided list and obtaining necessary evaluations. I will attach a copy of Appendix N to ensure you understand the steps required for proper follow-up and documentation of recurring injuries.

Recurring Injury on Duty

APPENDIX N

PROCEDURES FOR INJURY ON DUTY AND RECURRENCE CLAIMS

An Officer who has been certified as injured on duty shall be provided a list of available physicians for treatment. The list of available physicians shall indicate the physicians' medical specialties and the physicians shall be members in good standing of a network of workers' compensation physicians qualified to render appropriate medical care for the injury claimed. The Officer will select a physician from the list provided by the Employer. The Medical Services Section will refer the Officer to the physician selected by the Officer.

An Officer claiming a recurrence of an injury on duty will have his or her claim evaluated by a physician from the Medical Services Section. A claim of a recurrence of an injury on duty includes a claim by an Officer that an injury, illness or condition is related to an injury on duty. If the Medical Services Section physician finds the injury, illness or condition complained of is not a recurrence of or related to an injury on duty, the Medical Services Section will provide the Officer with the list of physicians described above. The Officer will select a physician from the list provided by the Medical Services Section and the Medical Services Section will refer to the Officer to the physician selected by the Officer (Referral Physician).

The parties may accept the Referral Physician's finding, which shall be final and binding on both the Officer and the Employer, or either party may seek an Independent Medical Examination (IME). The physician conducting the IME (IME Referral Physician) shall be certified in the appropriate medical specialty(ies) and shall be selected by the Officer from a list of physicians provided by the Employer, which shall indicate the physicians' certified medical specialty(ies), who are members in good standing of a network of physicians qualified to render IMEs. The Medical Services Section will refer the Officer to the IME Referral Physician selected by the Officer for an examination. The IME Referral Physician shall consider all documents and medical records considered by the Referral Physician as well as the Referral Physician's finding. The IME Referral Physician's finding shall specify the reasons for the finding and shall be supported by the evidence in the documents and medical records. The finding of the IME Referral Physician shall be final and binding on both the Officer and the Employer.

The following shall apply if the Medical Services Section finds that the injury, illness, or condition complained of is not a recurrence of or related to an injury on duty, and it is later determined, pursuant to the process described above, the injury, illness, or condition complained of is a recurrence of or related to an injury on duty. Under these circumstances, the twelve (12) month period of time for which an Officer receives full pay and benefits as set forth in Section 18.1 shall be extended, and the Officer shall receive, in addition to the twelve (12) month period of time set forth in Section 18.1, full pay and benefits from the date the Medical Services Section initially found that the injury, illness, or condition complained of was not a recurrence of or related to an injury on duty through the date it is later certified by the Medical Services Section that the injury, the illness or condition complained of is a recurrence of or related to an injury on duty.

If you have any questions about recurring IOD, feel free to contact the lodge for guidance.

God bless you, and stay safe.

Take Care of Your Health



ROB
NOCEDA

Hello, Lodge 7. I pray this finds you well. I was asked by retiree Bill Cordes to write about optimizing your health before you retire, which is a topic I have mentioned many times at our Lodge 7 general meetings. The importance of getting a complete physical before retirement should be a requirement, not a suggestion, but it is on each individual member to place their health and wellness as a top priority. I wanted to reach out to a health professional to see what tests would be helpful in ensuring your body is functioning properly, especially during your retirement years. Dr. Annie Ryan was more than happy to advise our membership on the necessary tests for a healthier life in retirement. Dr. Ryan mentioned that a complete physical from your primary care physician (PCP) is a great place to start. She mentioned that a comprehensive physical should ideally consist of a few items, including a head-to-toe assessment, urinalysis, and blood work. Dr. Ryan also recommended an electrocardiogram (EKG) and a carotid artery ultrasound as additional potentially lifesaving measures. The head-to-toe assessment will consist of a painless review of all body systems, vital signs, and an evaluation of your heart and lungs with a stethoscope. The specific blood work she recommends you ask your provider is a complete blood count (CBC), basic metabolic panel (BMP), lipid panel, and a comprehensive metabolic panel (CMP). Together, these blood tests will show the full picture of your immune system, kidneys, liver, heart, lungs, electrolytes, glucose, cholesterol levels, etc. An EKG is a painless process that tests the electrical activity of your heart and is a quick and painless way to diagnose a number of heart issues, and a urinalysis is another easy way to check for diabetes or issues with your kidneys or liver. Finally, a carotid artery ultrasound is a simple and pain-free way to check and see if you have any plaque or blood clots in the arteries of your neck, which is a highly effective way to prevent a stroke.

After talking with Dr. Ryan, we were reminded of the Lifeline Health Screenings that were offered by the Lodge in 2023. The Lodge worked diligently to secure funding from the city and performed thousands of health screenings across our membership. This undertaking helped members with their overall health and in some cases saved some members' lives. A full health physical assessment should be a priority in your 2026 journey. As I told the general membership in January, you want to collect as many of those pension checks as you can. Nearly 20 years retired, Bill Cordes stated in our correspondence regarding physicals, "Get this done to ensure you beat the system and extend your life and enjoy a LONG pension." Thanks, Bill, for the words of wisdom and for reaching out on this very important topic. I also would like to thank Dr. Annie Ryan for her professional opinion as a healthcare practitioner regarding the tests that will assist in ensuring the health and wellness of our members.

Military Care Package Success

I will let my correspondence with Lodge 7 Member and Captain Marco Rodriguez write itself.

The 232 CSSB appreciates the Lodge 7 Military Committee, Will Andino, Arlene Andino, Dave DiSanti, Matt Beesley, and Karissa Dadario.

ALL Soldiers from the 232 CSSB acknowledge the men and



women who have taken the time and effort to put together these heart-warming care packages. This show of kindness has raised the morale of our service members, who have been away from home for over 7 months. This act of generosity will not be forgotten and will remain a testament to what it truly means to help a fellow brother, sister, neighbor, and American.

Again, a huge thank you to the following people: Jim Mullins, John Capparelli, Chicago Police Marines, Paul Zogg, ST. Francis Borgia School, Chicago Police Chaplains Unit, Dan Brandt, President Annie Ryan and Chamberlain University, Ina Zimmerman and Alicia Martin that their generosity is warmly embraced by our Soldiers on the ground in Poland.

Thank you all and God bless.

v/r

CPT Rodriguez
SPO TRANSPORTATION OIC

Also, Officer Tobias Houston had just returned from training after enlisting in the Army Reserve as an active CPD Officer. Tobias wanted to convey his thanks and appreciation for the packages as well. The letters from the kids of St Borgia were deeply felt.

Members, we're always here if you need us. Stay safe and God Bless. You can reach Rob at rnoceda@chicagofop.org

Upcoming Promotions Announced



JIM
JAKSTAVICH

Hello again, officers, both active and retired. The department recently posted the upcoming promotional calendar for 2026. They have announced the promotional testing dates for the rank of detective and field training officer (FTO). With this announcement comes joy for some and anxiety laced disappointment for others. The listed dates for the sergeant promotional classes are Feb. 23, 2026, and Oct.

12, 2026. The listed dates for the Detective promotional classes are March 9, 2026, and Oct. 26, 2026. Remember that these dates are always subject to change. The department has finally figured out the importance of promoting sergeants before detectives as many of the candidates are on the same eligibility lists. It makes zero sense to leave in the middle of training to attend another promotional class. The FOP maintains the rank order eligibility lists for each promotional exam. The current rank order number hired through for the rank of sergeant is 153 with 25 deferrals. Remember, deferrals are still eligible as long as the list is active. The current rank order number hired through for the rank of detective is 281 with 28 deferrals. We at the FOP do not have the number of officers to be promoted for each class. Congratulations to all, good luck and stay safe.

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Introducing Attorney James P. McCarthy



MICHAEL
COLLINS

Hello again, brothers and sisters, both active and retired. As your FOP Lodge 7 Legal Defense Chairman, I would like to proudly introduce a new member to our Legal Defense team. On Jan. 7, 2026, the FOP Lodge 7 Board of Directors approved the hiring of attorney James P. McCarthy to replace the late attorney Ronald Dahms, who unexpectedly passed away in August 2025. Attorney McCarthy will join our team of FOP Lodge 7 Legal Defense Attorneys, consisting of some of the best attorneys in the state. Attorney McCarthy brings a wealth of knowledge to our membership. Not only was he a Chicago police officer and sergeant for 30 years, but he was also very involved with FOP business throughout his career, serving as a field representative and the Legal Defense Chairman under the Shields Administration. Please see the introduction letter below from Attorney James McCarthy.

Brothers and Sisters:

It is my humble honor to introduce myself as a newly hired attorney working for the membership of Lodge 7. My name is Jim McCarthy, and I will be representing our members for



statements pursuant to disciplinary investigations.

I have been a licensed attorney for the past 20 years. I retired from the Chicago Police Department in May 2025. At present, I serve as an Army Brigade Judge Advocate for a Reserve Unit in Arlington Heights. I served as the Chairman of Legal Defense for Lodge 7 from 2011 to 2013.

I am intimately familiar with the Chicago Police Department's disciplinary and arbitration policies. It is a cumbersome and unfair process that is only getting worse. Civilians do not understand the stress and anxiety our officers endure while they await a long investigation which will likely exonerate them or, even worse, punish them unfairly. I look forward to the opportunity, in any way that I can, of assisting our membership in protecting their livelihoods and careers.

In closing, I would like to pay tribute to the late attorney Ron Dahms. While serving as the Chairman of Legal Defense, Ron and I worked together on behalf of the membership. Ron was a dedicated attorney who truly had the best interests of the membership at heart. Like Ron, I share his passion for and commitment to Chicago police officers.

Fraternally yours,
James P. McCarthy



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KENYATTA GAINES

Policing is a demanding profession, and no officer should face its challenges alone. Chicago John Dineen Lodge 7 of the Fraternal Order of Police exists for that reason – to protect, support, and advocate for you throughout your career and into retirement. Too often, members only discover the full value of the Lodge when a problem arises. Lodge 7 works daily to safeguard POs' rights, benefits, and working conditions. This includes legal representation, contractual protections, assistance during disciplinary matters, support after critical incidents, and access to benefits that extend beyond active service. These resources are designed to stand between you and the many professional, legal, and personal challenges that come with the job. We are reaching out to our members in unprecedented ways like Tac-Tickle Comedy, the food trailer, and John's Friday videos.

General monthly meetings are more than a formality. These meetings are where members receive updates on contract issues, legal developments, departmental changes, and ongoing efforts to protect officers' interests. It's a forum for your voice. President Catanzara places a microphone on the floor for every

meeting; feel free to step right up and ask a question. When you show up, ask questions, and share concerns, we gain a clearer picture of what officers are experiencing. The FOP is only as strong as its membership. Your participation is not just about protecting you; it's about protecting your partners, your district, and the officers who will come after you. By attending meetings, staying informed, and connecting with your representatives, you help preserve the protections and benefits that generations of Chicago police officers have worked to secure. Lodge Representatives are not distant figures – we are fellow officers here to represent you. When you need guidance, support, or representation, call your Lodge. PPO or veteran, active or retired – this is your Lodge. Take advantage of it. Stay involved.

RE: CIT: As you may know, I have been working with the department to resolve many of the CIT stipend issues. We have been working diligently to correct each officer's stipend issues. In December of 2025, the union presented the department with a letter drafted by our attorneys for a call to action for missed payments. We are expecting a response by mid-February. Stay tuned.

Happy Black History Month!

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Department Forced To Rescind Suspension



PAT
FIORETTA

In yet another victory for the Lodge, the city's incompetence is once again highlighted. On Jan. 6, 2026, Arbitrator Perkovich issued an opinion and award in which he sustained a grievance in its entirety and overturned a 180-day suspension which the city sought to impose on an officer with impeccable credentials with no history of any disciplinary conduct. Perhaps COPA should pay attention, especially given the excessive delay in investigating the disciplinary allegations against the officer.

This disciplinary grievance arose from an April 11, 2022, incident in which the grievant encountered a drunken and disorderly individual in the entertainment district in the Gold Coast neighborhood, as he attempted to enter a local establishment. The establishment's management team pressed charges to have the individual arrested and charged with disorderly conduct. While investigating the underlying raucous, a sergeant appeared on the scene. The individual, who could not seem to understand why the grievant officer could not assist him in gaining admission to the establishment at nearly 2 a.m., asked to file a complaint against the grievant officer as well as another officer on-scene for not doing their jobs.

However, for whatever reason, the supervising officer only processed the complaint against the grievant officer. While reviewing the grievant's body worn camera footage, the supervising officer heard the grievant use a single, bias-based word while on the phone with another individual. The supervising officer turned the investigation over to COPA, which brought disciplinary charges against the grievant for not timely activating his body worn camera pursuant to the special order; for allegedly smoking a cigarette while interacting with the disorderly individual; and for using a bias-based word. In its final summary report, COPA recommended that the grievant officer receive a suspension of 30 days up to 180 days. After the case went through the appropriate command channel review process, the superintendent sought to impose the maximum penalty – a six-month suspension. The grievant officer timely filed a grievance to challenge the suspension.

At the arbitration hearing, the Lodge produced evidence that COPA took over 15 months to complete its investigation, despite the fact that it obtained all the relevant information it eventually used to write its report and make a disciplinary recommendation at the beginning of its investigation over a year earlier. In the months that followed, COPA held meetings and made entries into its case management log system, however, it did not progress the investigation forward. Moreover, nor did COPA provide any valid explanation for the delay. Instead, at the arbitration hearing, the city only argued that the delay occurred as a result of high caseloads and the investigator's inexperience.

Arbitrator Perkovich based his decision, primarily, on the fact that the delay violated the Grievant's due process rights because the City could not provide a "rational basis" for the delay. The arbitrator explained that this due process violation prejudiced the grievant because it forced the grievant to be subjected to uncertainty in the disciplinary process. As he noted, "Among the reasons that arbitrators have found such a [due process violation] include...whether the delay caused the grievant to be subjected to uncertainty..." Arbitrator Perkovich wrote that having an investigation "hanging over his head for fifteen months" created a damaging situation in which the grievant did not know the extent of the discipline he would face, or if he would even be disciplined at all.

Arbitrator Perkovich also concluded that COPA's delayed investigation violated the concept of just cause because the delay created a scenario in which the city's 180-day suspension would become purely punitive and not remedial. As we have highlighted in the past, COPA's delayed investigation destroyed the nexus between the offense and any remedial value a 180-day suspension would

provide. To impose such a penalty on an officer with a stellar record for the use of a single racial slur on one occasion is purely punitive. It is especially punitive where, as is in this instance, the officer already had completed mandated bias-based sensitivity training through the department.

At the hearing, the Lodge also showed that rather than focusing on the remedial effect of discipline, the superintendent concerned himself with the public perception of the department. The superintendent's decision to impose the harshest possible suspension within COPA's range is further proof that his primary concern appeared to be to convey a "tough" message on the use of racial slurs instead of correcting the grievant officer's conduct.

Once again, the arbitrator noted that the uncertainty caused by delay prevented the city's discipline from being remedial because the city lost the period of time in which the discipline would have a learning effect rather than a punitive effect. As the arbitrator concluded, "... uncertainty clearly undermines the possible remedial effect of the discipline because the Grievant could not undertake whatever efforts might have been necessary to correct his behavior. Thus, the suspension was punitive and without just cause. Accordingly, I find that the grievance must be sustained and that the suspension must be invalidated."

The arbitrator's most recent decision demonstrates that the city must consider the impacts that delayed investigations have on officers. The passage of time does not just limit the city's ability to effectively address the conduct at issue. It also creates uncertainty in an officer's mind in a way that violates the officer's right to a fair and timely disciplinary process.

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FOID Card Review Board

TIM
GRACE

There is yet another alphabet soup agency that has been formed that can cause Chicago Police Officers even more headaches. The Movement welcomes aboard the FOID Card Review Board in its fight to control law enforcement. The FOID Card Review Board has thrust itself forward to being yet another minefield we must avoid. While the legislative intentions do serve a public service – keeping guns out of the hands of those who shouldn't have them – in practice it has turned into yet another mechanism to attack law enforcement. As we all or should know, a condition of our employment is that we have a valid FOID Card. Once your FOID is revoked, you are unfit for duty and thus can be placed into a no-pay status. It has become an increasingly problematic issue for many Chicago police officers.

First, let's start with ways your FOID can be revoked. If you have an order or protection issued against you, be it an emergency order or an actual plenary order, your FOID is revoked. If you are arrested for a felony and on pre-trial release, the Illinois State Police can suspend your FOID. If you are convicted of certain crimes, including a misdemeanor like domestic battery, your FOID is revoked. If you are on pre-trial release and a condition of that release is that you do not possess a firearm, your FOID will be revoked. All of these scenarios are mostly self-inflicted and can

be avoided by taking care of your personal life. However, the Illinois State Police has the right to revoke your FOID if you are found to be a "clear and present danger to yourself or others." There are two different bases for revocation. The first is based upon mental health and the second is based upon violent or dangerous tendencies. If the basis is mental health, the good news is that the Chicago Police Department cannot put you into a no-pay status. Under state law, any person who seeks mental health treatment cannot have an adverse employment action. Hence, those folks are allowed to get treatment and address the legal challenges of getting their FOID reinstated, all while maintaining their pay and healthcare. You will be placed in alternative response, but at least you are getting paid. If the basis is for having violent or dangerous tendencies then you will go no-pay.

The next stop on this train would be to challenge that suspension. This is accomplished through a hearing before the recently formed FOID Card Review Board. This board consists of seven members all chosen by the governor and conducts hearings to determine if a person's FOID should remain revoked. The hearings are conducted remotely, and the person appealing the revocation has about 15 minutes to make his or her case as why he or she should not be allowed to possess a firearm. In law terms, that is not a lot of time. Prior to the hearing, the appellant is required to submit documentation from medical personnel that opines that he is not a danger to himself or others along with numerous letters of support and other documentation in support of returning the FOID. Presumably, the board reviews all of this prior to the hearing and then will issue a ruling. The officer (and civilians for that matter) must demonstrate that he will not engage in threatening physical or verbal behavior, such as violent, suicidal or assaultive threats, or actions. The only entities allowed to make a notification to ISP to revoke a FOID are essentially medical personnel, school resource personnel and most importantly law enforcement officers. What we have found is that our friends at BIA have been very active at making notifications to ISP to trigger this nightmare.

Under 430 ILCS 65/10 (f), any person who has his or her FOID Card revoked based upon a determination that that person is a clear and present danger to themselves or others pursuant to 430 ILCS 65/8 (f), has the right to request relief. Under §65/10 (f), the FOID Board shall grant the relief if it is established by a preponderance of the evidence that the person will not be likely to act in a manner dangerous to public safety and that granting relief would not be contrary to the public interest. The statute directs the board and a reviewing court to look to (i) the circumstances regarding the firearms disabilities from which relief is sought; (ii) the petitioner's mental health and criminal history records, if any; (iii) the petitioner's reputation, developed at a minimum through character witness statements, testimony, or other character evidence; and (iv) changes in the petitioner's condition or circumstances since the disqualifying events relevant to the relief sought. Id. at 65/10 (f). These points leave a lot up to the discretion and sometimes imagination of seven people to end a person's career. To be honest, the board can be fair. However, in some of the more complicated cases, we have found a hesitancy to err on the side of caution and deny the return of the FOID.

So where does that leave an officer who loses at the board? On a revocation for mental health, CPD has traditionally allowed officers to remain in a non-policing function as long as they are



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actively attempting to have the FOID restored. The next step is an appeal to the circuit court. Under the statute a a decision of the FOID Board "to deny a person's application for relief under subsection (f) of Section 10 of this Act is subject to de novo judicial review by the circuit court, and any party may offer evidence that is otherwise proper and admissible without regard to whether that evidence is part of the administrative record." 430 ILCS 65/11(b). What that means is that you can have a meaningful hearing with witnesses, experts and legal briefing once you get to the court. Unfortunately, this entire process can take many months if not years to conclude.

The cautionary tale is to not allow yourself in a situation where your FOID can be suspended. However, you must get treatment if treatment is needed. Too many officers refuse to take care of their mental health due to the stigma that surrounds it and most importantly the financial ramification of losing their job. You are not good to anyone, be it a citizen, your family or yourself if you don't take care of yourself both physically and mentally. If you find yourself in this position I would highly recommend you contact EAP or the Lodge as both have resources to help you. A trip to the FOID Card Review Board should not be a path to travel.



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An Update From Springfield



DAVE
SULLIVAN

The Legislature has begun their spring session, but it is off to a very slow start. That is the norm in election years, but this one seems to be very slow. The Senate spent much of their first days in session choosing which offices to move into as the extensive rehab work of the Senate wing of the Capitol begins to wind down while the House spent time in caucus meetings and passing resolutions blasting the Trump administration. As is the case in many election years, both chambers are expected to become very busy with legislative work after the primary, which this year is on St. Patrick's Day, Tuesday, March 17.

The governor will deliver his State of the State/Budget Address on Wednesday, Feb. 18. Gov. Pritzker and his team have already indicated that they anticipate a difficult budget year ahead. His administration announced that they are holding back spending of nearly \$500 million

from this year's budget as they prepare to craft a budget for next year. There are reports that the Trump Administration is looking at ways to withhold federal money from sanctuary states and cities. If they are legally able to do that, Illinois and Chicago budgets could be adversely impacted. That would obviously add to the fiscal woes that are being predicted currently.

There has been some discussion about amending the Safe T Act this year. We will continue to work with all interested parties to improve the law. While we are not sure how much yet will be done, we are eager to work together to make better public policy.

The upcoming primary election races will take much of the political focus in Illinois for the next couple of months. As you can see from advertising, there are several congressional races in the Chicago area plus the Democratic U.S. Senate primary and GOP gubernatorial and Senate primaries. Lots more ads to come!

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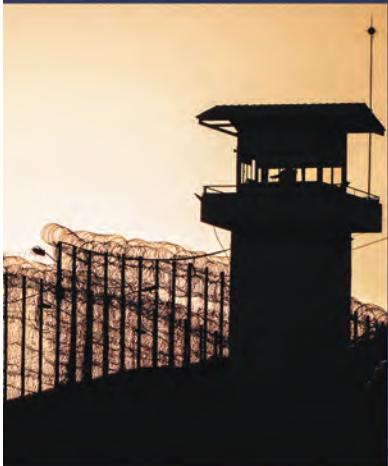
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Honoring Sisters and Brothers who have passed

Name	Age	Date of Passing
Jack J. Washington	79	August 24, 2020
Richard L. Smith	87	September 1, 2020
James J. Hussion	94	September 1, 2020
William F. Lacy	90	May 17, 2022
Robert E. Shanahan	80	June 18, 2022
John D. Krueger	93	October 2022
Robert J. Carten	82	December 1, 2022
Peter Ortega	88	October 10, 2023
David De Vogelear	79	August 1, 2024
John J. Dugan	85	October 2024
Eugene S. Zaleski	94	October 1, 2024
Gerald J. Kush	84	September 29, 2025
Richard J. Tracy	91	October 17, 2025
Kevin J. Kavanaugh	80	October 24, 2025
James H. Schmidt	78	November 5, 2025
Raymond O. Smith	84	November 29, 2025
Nicholas F. Tristano	91	December 4, 2025
Elaine M. Cooper	71	December 14, 2025
James E. Jenicek	76	December 23, 2025
Paul C. Zolig	77	December 27, 2025
James E. O'Grady	96	January 5, 2026
Robert E. Sheehan	95	January 6, 2026
Joseph L. Digiocomo	84	January 10, 2026
Roy C. Hull	92	January 11, 2026
Daniel M. Drake	79	January 15, 2026

Honoring Retired Members

December 2025

Name	Rank	Unit	Years
Horacio Herrera	DET	630	26
Samantha Daly	PO	019	29
Patrick Lee-Palmer	SGT	005	26
Jerald Nelson	PO	024	28
Kimberly Nelson	PO	006	23
Carlo Zyrkowski	PO	020	29
Michael Lawrence	PO	025	22

Retiree Meetings

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

North	Bomb and Arson	First Wednesday of the month	Florida Retirees	5959 W. Irving Park Rd., Chicago
First Tuesday of the month @ 9 a.m.	Second Monday of the month @ 9 a.m.	@ 10 a.m.	First Wednesday of the month @ 1 p.m.	Hellenic American Police
D'Agostino's Pizza and Pub 7530 W. Oakton St., Niles Steve Marchfield 773-771-0877	Fiesta Tapatia Restaurant Chicago Ross Horne, 312-613-9182	George's Restaurant, Chicago Maurice Brown, 773-577-0154	Cop Shop, Cape Coral, Florida Tom Faragoi, 239-770-7896	Association Southsiders Retiree Breakfast
South Second Wednesday of the month @ 10 a.m. Country House, 5400 W 127th St., Alsip, Illinois. Rick King 773-585-8500 Subwayk9@aol.com	Orland Park Law Enforcement Organization Third Thursday of the month @ 7:30 p.m. Orland Park Civic Center Orland Park Survivors Lunch Second Saturday of the month @ 11 a.m. Beverly Woods Restaurant Chicago Public Housing Unit (North, South and Administration)	Third Wednesday of the month 11:00 AM at: Mandarin Super Buffet 1501 W. Bethany Home Road Phoenix, AZ 85015 For information contact Brian DuFour, 623-521-6146 email bdu4@aol.com.	First Thursday of the month @ 8 a.m. Macks on Main 101 W. Cedar Ave. Gladwin, Michigan John Nielson 989-324-0877 jnnielson@gmail.com	Michigan Retirees Second Monday of the month @10:00 a.m. Valois Cafeteria 1518 E. 53rd St., Chicago 25th District Retirees Luncheon 1st Wednesday of the month Tavern on the Point 6724 Northwest Hwy. Hellenic American Police
8-Ball Luncheon Last Wednesday of the month @ noon Les Brothers, Oak Lawn Dorothy Piscitelli, 773-972-0139	Third Friday of the month @ noon Elks Lodge Mountain Home, Arkansas Bob Zdora, 870-405-5407	@ noon First Monday of the month @10:00 a.m. Burgundy Restaurant	Association Northsiders Retiree Breakfast Barry Eichner 773-852-6438 Barcat84@sbcglobal.net	

Just Be There



RABBI
MOSHE WOLF

Recently one of our members lost a loved one in a tragic accident. On my way to the hospital ER, my phone rang several times, with all on the other end asking the same question:

"Rabbi, what do I say to the family?"

"Rabbi, maybe we should stay away as we are not trained in grief counseling?"

"Rabbi, I am afraid I will say the wrong words?"

"Rabbi, maybe I should just stay away?"

And my response was "There are times in life that there are no words. The biggest comfort one person can give another is just their presence. Don't feel the need to have any answers, don't feel the need to have any explanations, just be there, to let them know they are not alone." It is okay to give them a hug and say, "I'm sorry I don't have words to say," but please just be there.

As the saying goes "When there are no words to say, your presence speaks the loudest."

It reminded me of the story "The Most Important Body Part."

My mother used to ask me, "What is the most important part of the body?"

Through the years, I would take a guess at what I thought was the correct answer. When I was younger, I thought, sound was very important to us as humans, so I said, "My ears, Mommy."

She said, "No. Many people are deaf. But you keep thinking about it and I will ask you again soon."

Several years passed before she asked me again. Since making my first attempt, I had contemplated the correct answer. So, this time I told her, "Mommy, sight is very important to everybody, so it must be our eyes."

She looked at me and told me, "You are learning fast, but the answer is not correct because there are many people who are blind." Stumped again, I continued my quest for knowledge and over the years, Mother asked me a couple more times and always her answer was, "No. But you are getting smarter every year, my child." Then last year, my Grandpa died. Everybody was hurt. Everybody was crying. Even my father cried. I remember that especially because it was only the second time I saw him cry. My Mom looked at me when it was our turn to say our final goodbye to Grandpa. She asked me, "Do you know the most important body part yet, my dear?"

I was shocked when she asked me this now. I always thought this was a game between her and me. She saw the confusion on my face and told me, "This question is very important. It shows that you have really lived in your life. For every body part you gave me in the past, I have told you were wrong and I have given you an example of why. But today is the day you need to learn this important lesson."

She looked down at me as only a mother can. I saw her eyes well up with tears. She said, "My dear, the most important body part is your shoulder." I asked, "Is it because it holds up my head?" She replied, "No, it is because it can hold the head of a friend or a loved one when they cry. Everybody needs a shoulder to cry on sometime in life, my dear. I only hope that you have enough love and friends that you will always have a shoulder to cry on when you need it." Then and there I knew the most important body part is not a selfish one. It is sympathetic to the pain of others. People will forget what you said, people will forget what you did, but people will NEVER forget how you made them FEEL. Remember, life is a gift, enjoy your present!

Some points to ponder regarding our journey, this poem sums up, **"Living a Life That Matters."**

Ready or not, someday it will all come to an end.

There will be no more sunrises, no minutes, hours or days.

All the things you collected, whether treasured or forgotten, will pass to someone else.

Your wealth, fame and temporal power will shrivel to irrelevance. It will not matter what you owned or what you were owed. Your grudges, resentments, frustrations, mean spirit and jealousies will finally disappear.

So, too, your hopes, ambitions, plans, and to-do lists will expire. The wins and losses that once seemed so important will fade away. It won't matter at the end where you came from, or on what side of the city you lived.

It won't matter whether you were beautiful or brilliant. Even your gender or background will be irrelevant.

So, what will matter?

How will the value of your days be measured? What will matter is not what you bought, but what you built.

Not what you got, but what you gave.

What will matter is not your success, but your significance.

What will matter is not what you learned, but what you taught.

What will matter is not what you gave in to, but what you stood up for.

What will matter is every act of integrity, compassion, courage, love or sacrifice that enriched, empowered or encouraged others to emulate your example.

What will matter is not your competence, but your character.

What will matter is not how many people you know, but how many will feel a lasting loss when you're gone.

What will matter is not your memories, but the memories that live in those who loved you.

What will matter is how long you will be remembered, by whom and for what.

Living a life that matters doesn't happen by accident.

It's not a matter of circumstance, but of choice.

Choose to live a life that matters.

Last but not least, don't let a day pass without telling your loved ones how precious they are to you.

And always remember "find something every day to make you laugh, even if you have to look in the mirror," lol.

And before we close some humor from the "Moshe Files" to keep you smiling:

"G-d's Email"

One day G-d was looking down at earth and was a bit disappointed with what he saw, so he decided to send an angel down to check things out. When the angel returned, he told g-d that it really was not a great situation. He said, "It looks like 95% of the people are not quite where they should, and maybe only 5% are really good." G-d thought about this for a moment and decided he'd better send down another angel to get a second opinion. The second angel returned and confirmed what the other one said: earth was in decline, 95% needed a lot of improvement and only 5% were right where they should be.

In thinking about what to do about the situation, G-d decided to send an email to the 5% that were really doing good - with a little pep-talk, you know, to thank them - to give them some praise, some encouragement to keep them going.

Do you know what that e-mail said? You know what it said? No?

Guess you didn't get one either, huh? LOL

Should you need a shoulder to lean on, an ear to listen or perhaps some good humor to share, do not hesitate to give us a call.

Your chaplains are available 24/7, as Fr. Dan Brandt says, "Your partner has your back, but we have your soul."

On behalf of ALL your chaplains, May G-d bless you and keep you safe.

Chaplains website: www.chicagopcm.org

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Rabbi Moshe Wolf

773-463-4780 (voicemail)

Cell: 773-230-7872 (text) or e-mail:moshewolf@hotmail.com

Snail mail: 3008 W. Pratt Blvd., Chicago, IL 60645

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- Jim, Retired CPD



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ASK DR. BERNSTEIN



CPD Detective Part 2 Exam 2026



1. If I understand it correctly, if I don't pass Part 1 (the written qualifying test), I cannot take Part 2. Is that correct?

Yes, that is correct. You must earn a sufficiently high score on the Part 1 written qualifying examination in order to advance to **Part 2, the written work sample assessment test**.

2. What is the most important thing to know for Part 1 and Part 2 of the detective's exam?

For **Part 1**, you must know **select** directives very well. If you watch my videos, you will know what's important! For **Part 2**, the written work sample assessment test, it is critical to understand **what** the test is actually measuring. You must know **what** information to present - and **how** to present it - to earn **maximum points**. Consistent **practice** is also essential. Those who perform best on the written work sample assessment test will be the next detectives!

3. Will Bernstein Test Prep be offering a course to prepare candidates for Part 2?

Yes. Bernstein Test Prep will offer a **comprehensive in-person paid review course** specifically designed to prepare officers for the **new Part 2 detective promotional exam**. The course focuses on how to best prepare for and succeed on the CPD Detective promotional process. Any candidate serious about promotion should attend.

Classes will be held at the Malcolm X College on **March 6, 9, 10, and April 7, 8, 9, and 13**. The class times are **9:00 am to 1:00 pm**, and repeated again at night from **6:00 pm to 10:00 pm**.

4. Why should I attend the Bernstein Test Prep Part 2 written assessment program?

- You will learn exactly how to **maximize your score**, taught directly by Dr. Jeff Bernstein and his instructional team
- **Our candidates consistently outperform** their competition on Part 2 assessments
- Training focuses on the **highly testable** areas
- Instruction includes a **specific point-scoring strategy** for each section of the multi-part written assessment

5. What is the course fee and how do I register?

1. Regular Course Fee - **\$2,395** (after February 13th, 2026)
2. Early Registration Course Fee - **\$2,195** (before February 13th, 2026)
3. Returning Students (who attended a prior paid detective or sergeant course) - **\$1,995** (before February 13th, 2026)

To register, visit our website at www.BernsteinTestPrep.com.

Ask any CPD Sergeant, Lieutenant, Captain, Commander, Deputy Chief, or Chief, and they will tell you, "GO TO BERNSTEIN."

To submit questions, email Dr. Bernstein at drbernstein@bernsteintestprep.com.

Visit our site at www.BernsteinTestPrep.com or call 954-252-0010

FROM YOUR DIRECTING CHAPLAIN



FATHER DAN
BRANDT

On Christmas night and New Year's Eve, some of my elves and I visited several districts to distribute care packages made by about six generous high school students. The bags, filled with candy, gum, beef jerky, etc., put smiles on a lot of faces ... as evidenced here!

On Dec. 4, Police Chaplains Ministry hosted our Gold Star Families for a tree-lighting ceremony at Gold Star Families Memorial and Park, followed by our annual pre-holiday dinner right there: Soldier Field's Club Level. Among about 300 guests, we were joined by Superintendent Larry Snelling and even Santa Claus (who bore a striking resemblance to retired Officer Pat Moriarty).

Here you'll see Santa greeting some younger members of the Flisk Family. Thanks to Maria Marmolejo's fine leadership of Gold Star Families, each of the dozens of children there received a gift from Santa. Visit the 2025 photo album link on our website for more heartwarming pictures from that magical evening.

This was a wonderful opportunity for us to thank these families for the sacrifice they endured, and to reiterate that their loved ones who died in the line of duty will NEVER be forgotten! Thank you to our supporters who make this annual dinner possible. The event could not have been such a success without our volunteers, most notably Tom Costello, Anastasia DeLeo and Christina DeLaPena. Again, thank you, all!

Another favorite day of mine (because I see so many friendly and familiar faces) is Ash Wednesday. This year, it takes place on Feb. 18. Please check our website and the daily bulletin for times and places of ash distribution.

In the meantime, may God continue to bless you and keep you safe.

Fr. Dan Brandt, Directing CPD Chaplain

773-550-2369 (cell/text)

dan.brandt@chicagopolice.org | www.ChicagoPCM.org



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CHICAGO LODGE 7 AWARDS



Nominator: Police Officer Donald Klein #12446 022nd Dist. Unit Rep



On March 5, 2023, 022nd District Officers Neyland and Jones assigned to the 1st watch were patrolling in the area of 91st & Halsted when they smelled smoke. R/Os toured the area and observed a house with its roof on fire located at 8942 S. Halsted St. R/Os notified OEMC and began banging on the residence front door to alert any occupants. A sleepy-eyed resident finally answered and was confused why the police were at his door until he was told his house was on fire. R/Os learned that the man's 5-year-old son was asleep upstairs. The officers had the man stay

outside while they ran into a smoke-filled stairway and retrieved the sleeping boy from the upstairs bedroom. CFD finally arrived on scene to extinguish the fire and OFI determined that the fire was electrical. The officers' diligence in recognizing the smoke and searching for its origin led to the rescue of two potential victims. Thanks for a job well done.

It is with great appreciation that Chicago John Dineen Lodge #7 presents these officers with the Life Saving Award.

CHICAGO LODGE 7 AWARDS



Nominator: Police Officer Christopher Paredes #18109 017th Dist. Unit Rep



On Feb. 8, 2023, 017th District officers Ulloa and Carcamo were assigned to 1st watch when they responded to a "person with a gun" call inside a bar located at 3759 N. Kedzie Ave. Upon arrival, R/Os began speaking with victims and witnesses on scene who related the offender's direction of flight. R/Os headed in that direction and encountered the offender walking with a gun in his hand on Troy Street. The officers exited their squad car with their weapons drawn and ordered the offender to drop his weapon. The offender fled northbound on foot with the officers in pursuit. The offender fled into an alley where he fell to the ground with his

gun still in his hand. The officers continued to give the offender verbal direction to drop his weapon and stay on the ground. The offender refused to comply and began to get up when he aimed his weapon at Officer Ulloa and fired at him. Both officers, fearing for their lives, returned fire striking the offender. The offender was pronounced dead at the scene. Nice shot!

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



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*Based on 2024 sales rebate averages.





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SATURDAY, MARCH 28, 2026

12:00PM-1:15PM-LUNCH

1:15PM-3:00PM-EASTER EGG HUNT
& PICTURES WITH THE BUNNY

FOP HALL

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Unworkable Standards

Illinois Law Enforcement Standards and Training Board requirements for certification are substandard for Chicago Police Officers

■ BY MITCHELL KRUGEL

Another freakin' portal has caused unnecessary consternation for Chicago Police Officers. For example, aggravation is burning through some Lodge 7 members in Unit 376 because of the self-reporting required by the Illinois Law Enforcement Training and Standards Board (ILETSB) to verify police license certification.

Members should have no fear, because Lodge 7 is on it. In a big way. Teams of FOP field reps have been rolling out to many units to sit side by side with members whose last names begin with A through G and guide them through the portal. Specifically, how to create an account and handle the forms on it, as well as how to determine what information to share and, more importantly, what not to share.

"They have so many issues there, it's crazy," confided Lodge 7 field rep Mike Cosentino, who has emerged as the ILETSB guru through his role as the union's political director.

There are so many questions the Lodge and members have raised that have not been answered. So many reporting requirements that don't make sense. So many reasons to not put info in writing in that freakin' portal.

"I mean, there's so many things wrong with this," Cos continued.

"It's the ninth layer of oversight for our members. And there are no clear-cut definitions of what these things are. I understand there's not a willingness to put stuff in writing at this point, because we're just trying to get through it."

The directive from President John Catanzara and Lodge 7, then, is clear. Unless the FOP gets something in writing from ILETSB or the City to answer those questions, they are not going any further. So just create a portal, create an account that you can access and look at your information. But don't attest to it in writing.

ILETSB's required reporting from officers to maintain their certification is a stipulation from the freakin' SAFE-T Act. It really is directed at the huge volume of smaller police departments in the state where disciplined or terminated cops leapfrog from job to job.

But the SAFE-T Act seems to have neglected the largest police department in the state by not bringing Lodge 7 into the formation of the ILETSB requirements that violate the union's collective bargaining agreement. And because the Lodge has brought that to the forefront, including continuing to work on trailer bills in the state legislature to clean up the Act, FOP field reps are in the units taking

CONTINUED ON PAGE 34

Standards Operating Procedures

So stop right there.

The advice from Lodge 7 to anybody signing on to the portal and starting their account is this: Don't go any further than filling out the portal.

Look, the majority of members are going to be OK. But since you're always one bad shooting or one bad response away from, well, you know, proceed with the same type of caution when going to the ILETSB portal.

Before going anywhere, make sure you know the letters of this law. Including:

Section 8.4 of the SAFE-T Act requires Illinois police officers to verify their certification status every three years. Staggered reporting periods are based on last name:

- The A through G group reporting period ran from Jan. 30, 2023, to Jan. 29, 2026.
- Those with last names beginning with letters H through O run from Jan. 30, 2024, to Jan. 29, 2027.
- Last names beginning with P through Z go from Jan. 30, 2025, to Jan. 29, 2028.

For the three-year period, each officer must verify:

- Compliance with the training requirements
- Accurate employment history
- No misconduct

Training mandates for each specific period that must be addressed include:

- Annual topics
- Triennial topics
- Total hours and scenario hours

Employment status properly reflected in the ILETSB database includes:

- All employers are listed.
- All terminations are properly reflected.
- Any security jobs must be disclosed.

Misconduct requiring documentation includes:

- No arrests, convictions or guilty pleas for decertifiable misconduct
- No felonies
- No decertifiable misdemeanors from the 41 listed in the portal

All officers should be aware that:

- After they report, agencies must verify their status.
- Those who fail to report may become inactive in May and must comply before being eligible for reactivation.
- Those who falsify their response may be subject to discretionary decertification procedures.
- The deadline for verification is Jan. 30
- Extension requests must be submitted by Dec. 31 and completed by March 31.
- If approved, training and verification must be completed by July 31.
- Inactive status for failure to report begins after May 1.

ILETSB is all about the standards, which seems to explain the intent of the requirements.

"They wanted everybody to be trained the same," Lodge 7 Political Director Mike Cosentino stated. "So in other words, if they came out and said that everybody had to learn how to deal with people with freckles, the entire state would know how to deal with people with freckles. I understand what they were trying to do. I don't agree with it, but I get it."

If it was cut and dried, it just wouldn't be law enforcement oversight. Hence, the source of pain and concern plaguing members embarking on the portal.

"The issue with this law is this mountain of bureaucracy handed to ILETSB," Cos added. "ILETSB was told, 'Now you're going to be responsible for this. You're going to be responsible for this and this date. You're going to be this, this, this.' And they're working through it."



– Mitchell Krugel

the most obvious fallout from this is head-on.

"It's going to change every minute, every day," related Lodge 7 field rep Michael Collins, a member of the executive board who has been part of those teams in the field. "But this is where the Lodge is strong."

Standards deviations

Reading between the lines of all of the above, Cosentino submits that members will manage with meeting the part of the law regarding training standards. Especially since the Chicago Police Department has an entire section that already tracks and reports training for all officers.

As for the discipline, that's the most incongruent and insolent aspect of the whole ordeal. In the SAFE-T Act, an officer who receives a 10-day suspension is subject to decertification, meaning you can't police anywhere.

But in the CPD, an officer can get 10 days for a uniform being out of order. In many other parts of the state, officers really have to mess up to get a 10-day suspension.

"There's still a lot of questions on ILETSB's end and on the City of Chicago's end," Collins reported. "There's going to be a lot of moving pieces, in my opinion, with this."

Members who don't have any restrictions, aren't working any side jobs or have any secondary employment and are completely up to speed with all their training can play it safe in the portal. Cosentino estimates that is approximately 50 percent.

"Everybody's in a different situation. Everybody's in a different duty status," he stated with a nod to why there are so many moving pieces regarding compliance.

Here's a sampling of what the SAFE-T Act and ILETSB could not have considered because of not having Lodge 7 involved in devising the requirements:

- Status report: Officers who are on FMLA will now face having their license suspended while out. So your certification is going to be marked inactive. If it's inactive, you can't make an arrest. You can't carry a gun. Members on medical or IOD face similar restrictions. And then there are those who have had police powers stripped and are waiting in callback. "We have people that are stripped, but they've never had a hearing," Cosentino explained. "They've never been found guilty of anything, disciplinary-wise."



The police department doesn't want to give them their credentials. Now, according to this, they're going to have to come up with another category for a suspended license type thing."

- Military leave: Apparently, ILETSB wants your police license to be marked inactive if you're on military leave. So what about those who serve in the reserves every weekend? Are they going to have their licenses marked inactive and then reactivated? Are they subject to review when they are reactivated? "I mean, it doesn't make any sense," Cosentino notes, a point seemingly obvious to all but the lawmakers.

- Disparity in department size: The majority of police departments in Illinois are small in comparison to CPD. They don't have an internal affairs division. They don't have an OIG. They don't have a COPA. They don't have civilian oversight. "So I understand what they were trying to do with this bill because officers were able in the past to skirt the discipline process and be able to move from department to department, with almost nobody really keeping track of their disciplines," Cosentino commented. "The old adage is, nobody hates a bad police officer more than a good police officer. It's just the way it works."

- The transfer portal: Not the one used in college sports. It's very common for officers from small departments to transfer from department to department to department. The reason they can do it is because of reciprocity, which means their pension credits carry over. It's all one pension. And they would deposit past discipline in the department left behind. But Chicago Police Officers can't do that, because while officers from other departments accrue pension credits under Article 3, CPD comes under Article 5. The law did not seem to take that into account.

- Complaints: The portal requires name, age, years of service, education and contact information. There are four boxes. The last one on the right is for verification of your group. Moving from right to left, the next one is for reporting personal conduct. That's where





ILETSB wants your CR numbers and a list of other information to go. "If it happens, you have seven days to report," Cosentino stated. "So if you get a CR number for, say, excessive force, our understanding is that it's supposed to wait until final disposition. If you're found guilty in final disposition, then you have to notify them. Because the law was written so hastily, it requires reporting even while you're under investigation. So every CR number, we're supposed to report. We settled record numbers of complaints on police officers this year. I mean, it's never been this bad."

All members seem to be asking the same questions. Collins certainly has heard them right from the source — officers he has been helping to navigate the process. Desperate questions rising from desperate times.

"Is this going to jeopardize my livelihood? Am I not going to be able to be a police officer anymore if this isn't done properly or completed in the time?" he related.

Don't despair, however.

"I don't think they're trying to decertify anybody or anything like that," Collins added. "I think it's more of a compliance, noncompliance. That's ultimately what comes to mind."

Double standards

The headshaking over ILETSB compliance really gets into the legislative weeds. The SAFE-T Act, of course, originated in 2021. In 2022, voters approved the Illinois Workers' Rights Amendment, known as Amendment 1.

Amendment 1 confirms collective bargaining rights in the state constitution. It protects the rights of employees to organize and bargain over wages, hours and working conditions, as well as prohibits laws that interfere with these rights.

Which makes the licensing requirements a violation of Section 16.1 of the Lodge 7 collective bargaining agreement with the City. And the Lodge believes they could also violate Amendment 1 because the Illinois Constitution stipulates that they can't make a law to supersede your contractual rights.

"We're not willing to give that up," Cosentino asserted, with the voices of tens of thousands of members seemingly behind him. "The conundrum that we're going to have to face in court is when

was the SAFE-T Act passed and when was Amendment 1 passed. But we should have the ability to go to court and fight this now."

Looking at some real-world context leads to the requirement for reporting work history. Lodge 7 has fought very hard for members to not have to disclose to the City any secondary employment, including security companies.

Other bargaining units have received some incentive to give up that information to the City. But the new law specifically asks for any security company work done in the past three years to be reported. Also, some of the bargaining units in the City actually have to report how many hours a week were worked in secondary employment.

"That's ridiculous. We have not, nor will we, give anything to the City," Cosentino pledged. "It's not a bargaining right that we're going to give away. So somebody's going to have to tell us that we don't have a right for this because we truly believe we do."

Why is it so vital to keep that employment history confidential? Glad you asked.

"Our concern is that the City would use it for evil," Cos continued. "They always do. They would hold it against people. Then they're going to start telling you where you can and can't work."

Additional context for the conundrum oozing out of the portal comes from reporting discipline. Because Chicago Police Officers presently face eight forms of oversight, Lodge 7 believes they should be exempt from the ILETSB layer that was really created for departments outside the City.

Within all that oversight is a level of transparency that could only be more substantive if members' records could be accessed on the internet.

Oh, wait, they can.

"You can Google any Chicago Police Officer right now, and five different websites are going to pop up. And you can look at every CR number, every complaint against them, everything will all be listed," Cosentino detailed. "We have nothing to hide. Matter of fact, we're upset that our nonsustained CR numbers, where nothing happened whatsoever or have been exonerated or are total fabrications, are

CONTINUED ON PAGE 36

Higher standards

From Unit 376 and many others, there might be whispers — or louder than whispers, given that they are Chicago Police Officers, after all — about where the hell is help to deal with this freakin' portal. Well, the Lodge is here now to defuse portal problems.

Collins is right there with you, disclosing that he has been unable to complete his necessary training and has not been able to get all his information into the portal. He hears you, too — especially those like him who have been on long enough to not be excited about change.

But Lodge 7 has been responding long enough now to calm your fears.

"When we explained the overall general idea behind it, everyone then had a better understanding and a better acceptance of it," Collins related about his experiences in the field. "We logged on with them and helped guide them through setting up a portal. And then we stayed after and answered any questions they may have regarding their own personal situation or just questions in general about the overall idea behind the portal."

There were lots of questions. And because of misinformation getting out there, lots of bad feelings accompanying the questions. Which is probably why Lodge 7 reps wanted to get into the field and respond to the members, rather than just posting responses to what might be on social media.

Collins, Cosentino and Lodge 7 President John Catanzara con-

firmed that they have imparted as much information as they have right now. And have been doing so every day. It would be nice to have clear-cut answers to all the questions. But would you really expect ILETSB to have all the answers right now?

"I wouldn't necessarily say we were getting pushback, but it was just, 'What is the reasoning behind this?'" Collins shared. "We're in constant communication with the heads of ILETSB, and any feedback they have or any changes or ideas that come about, it's my understanding that it'll be immediately brought to Cos's attention to relate to us and to the membership."

Collins indicated comfort in assuring members of such because of the work Catanzara and Cosentino are doing co-ordinating with the ILETSB leadership, which includes retired law enforcement. He even quipped that Cos pretty much knows more than the City at this point.

So members should know that Lodge 7 will not let the questions go unanswered. Cos said he is anticipating changes in legislation or Springfield dealing with the disconnects in some way, shape or form.

"There's a tremendous amount of anger from our members that this is something else that they have to do, which is totally understandable. Because everything continues to fall upon them," Cosentino said. "They're also angry that now they have to worry about an additional oversight that can fire them. But they have been tremendous, and I'm grateful that we have been out there with them, walking them through, trying to get rid of this and trying to make this a better process for them."



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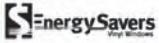
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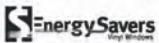
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