



ICOPs

POLICE BULLETIN

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PRAIRIE STATE: ICOPs' newest chapter of community college law enforcement officers

In mid-2011, ICOPs gained new members when Prairie State College police and security officers joined ICOPs. Prairie State is located in south suburban Chicago Heights.

Established in 2008, the Prairie State P.D. is called a "hybrid" department because of its blend of police and security officers. All police officers are certified law enforcement officers. As one police officer told us, the academy "makes you find that physical and mental toughness about yourself and graduates nothing but the finest."

The Prairie State P.D. is also a mix of experienced and new officers. It is proactive and visible on campus and "keeps a good lid on the place." Officers teach students to be observant and not to leave belongings around.

Julius Neveles, a campus and public safety officer, is ICOPs chapter president. "I've been there 15 years and we know the school, the students and the faculty." Over two years ago, Julius started looking for a union more oriented to their needs; they were then members of a union representing teachers on campus to which security officers, but not police officers, could belong. After their contract expired, police and security officers voted in ICOPs as their union. Negotiations on a new contract are well underway.

La Genne Carter, who's been at Prairie State since 2001, is ICOPs chapter vice president. She worked with Julius to find a new union. They wanted a union that included all of their hybrid department and "a union that specializes in law enforcement... we wanted someone who knows the ins and outs of negotiating a law enforcement contract with strong, clear and concise language."

Police Officer Steve Winding has been at Prairie State for two years. He says it has been a great learning experience for him and "the veterans have taught me a lot." He added that "We prepare throughout the year for any type of emergency. We make people on campus feel safe so they can have a good learning environment."

In addition to Prairie State, ICOPs members include Harper College police officers, community service officers and tele-



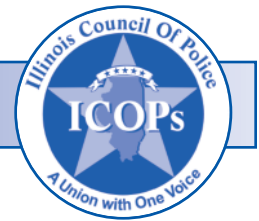
From left to right are Prairie State Community College Officers Julius Neveles, Steve Winding and La Genne Carter.

communicators; Triton College police officers and sergeants (see story, page 5); and Southwestern Illinois College police officers, public safety officers and telecommunicators.

Community colleges are within easy reach of every Illinois resident and serve over 1 million residents annually. What makes each college unique is how it responds to the community it serves. Locally-elected boards of trustees set policies to govern the colleges. The boards were one reason why it took until 2009 for college police in Illinois to win the legal right to carry arms on campus. Organized groups represent students, faculty and administrators, and all of these groups are also involved in the decision-making process. College police work with all of them.

Today, America's community colleges are taking on the huge task of "reskilling" the work force by helping adults develop higher levels of basic and technical skills. They play a unique role in ensuring access to quality higher education and specialized training programs to almost half (45%) of all U.S. undergraduates.

What is less widely known is the critical role community colleges play in training the nation's first responders — professionals such as law enforcement officers and others who are first on the scene in the event of trauma or disaster. For a broad overview, you'll find "Community Colleges on the Front Line of Security" on ICOPs website at www.icops.org "police news and resources."



ICOPs represents law enforcement officers in police departments throughout Illinois. Below is some of our latest news.

ALTAMONT – Negotiations for a successor agreement have been completed for police officers.

BERKELEY – The negotiations for a first ICOPs contract for police officers are moving ahead.

CICERO – ICOPs has been certified to represent Cicero's civilian bond officers. ICOPs currently has contracts for part-time police officers and detention officers.

EL PASO – ICOPs now represents El Paso police officers.

GURNEE – Sergeants have won a successor agreement.

HIGHLAND PARK – ICOPs is waiting for the city to present a counter proposal to the union's proposal.

LAKE BLUFF – ICOPs is in lengthy negotiations for a first-ever contract for sergeants.

MANHATTAN – ICOPs is in mediation to complete a contract for part-time police officers.

MAYWOOD – The village has hired a new manager, delaying negotiations for a new contract for police officers.

NORTH CHICAGO – ICOPs has been certified to represent the sergeants.

ROBBINS – ICOPs has been certified to represent part-time police officers.

SLEEPY HOLLOW – ICOPs is in negotiations for part-time police officers.

WAUCONDA – Negotiations for a successor agreement for sergeants have been completed.

WILLOW SPRINGS – ICOPs filed Unfair Labor Practice charges for failure to bargain in good faith and for creating new part-time positions that erode the bargaining unit. ICOPs represents the police officers and sergeants.

From Juan Mazariegos,

President, ICOPs Deerfield Chapter,
and Secretary-Treasurer of ICOPs

You know it: The economy is miserable

When we are about to begin contract negotiations, many of us forget just how bad the economy is. I've done so myself. But union negotiations are a wake-up call. Bargaining for salaries and health insurance in today's climate is as tough as it's ever been.

That does not mean, however, we have to take whatever management offers us.

In August, ICOPs won a five-year contract with the Village of Deerfield, a first agreement between ICOPs and Deerfield. The contract dates back to 2009, when our previous labor agreement expired and we were represented by another union.

This round of negotiations in Deerfield was different. Economic conditions may be bad, but the negotiations were better. It was the first time Deerfield police officers had a union attorney present during negotiations. That changed the dynamics of the bargaining as well as the relationship between the union and the village. The end result was the union resolved differences with the village without going to arbitration for the first time in several contracts.

In negotiations, we pushed to maintain health insurance, improve other benefits, and increase salaries, but at less

than we would have liked or think we deserve. Our new contract does all three of these.

Most importantly, we won higher salaries for veteran officers. After 20 years of service, police officers will get longevity pay, which is pensionable.

ICOP Staff Representative Richard Bruno called the new pact a fair deal. "When you

look at comparables (towns of similar size and population), we are where we wanted to be," he told the Sun-Times.

ICOPs will work hand-in-hand with your chapter to get the very best contract possible. As the secretary-treasurer, I will personally strive to keep ICOPs operating costs in check.

What ICOPs needs from you is to stay informed and to cooperate with your chapter officers for the benefit of all the law enforcement officers on your team. •



Juan Mazariegos has been on the Deerfield force since 1999, first as a police officer and since 2001 as detective. He is the first bilingual officer in Deerfield. Prior to 1999, Juan served as a police officer in Maywood.

Rigging the public pension system

Dear ICOPs Member:

Public employee pensions were once sacrosanct. We've earned them, paid in our fair share, and expected to receive the promised benefits when we retired. Today, no public employee pension fund in any state is safe from possible interference by their respective state legislators.

Fortunately, in Illinois, current public employees are guaranteed by our State Constitution from having their promised pension benefits reduced, but that doesn't mean some legislators aren't trying to figure out every which way to get around the Constitution.

The latest legislative scheme was to try to set up a three-tiered pension system to get employees to choose a "defined contribution" plan over a "defined benefit" plan. In other words, "Hey, why don't you choose to cut your own throat?" With a "defined contribution" plan, you pay in a specified amount but you are not guaranteed a specific benefit amount upon retirement.

In the name of pension "reform," Illinois legislators did pass a bill taking away some pension rigging that benefited a few powerful union leaders and union lobbyists. But that's all they did. They postponed dealing with the bulk of the pension funding problems until after the spring election season, when the legislature is expected to again consider a myriad of so-called pension reform bills.

Here are a few facts that may make you as angry as I get when the subject of police pensions arise:

- Illinois public pension funds are underfunded only because for the last 30 years the state has failed to make the required payments to keep them fiscally sound.
- Illinois currently faces a \$40.7 billion unfunded pension liability, one of the largest in the nation. While employees have always contributed to their retirement systems and the public pension funds have enjoyed above average investment returns, state employers have failed to meet their obligations.
- The failure of the state to contribute to the funds, coupled with the fact that all funding shortfalls must be paid back with interest, has led to the \$40.7 billion debt.
- Switching from a defined benefit system to a defined contribution system will only delay the process of adequately funding the pension systems. It will not correct the problem.

Our members pay into the pension plans. It's time for state legislators to fix the pension system they broke. To do that, they will need an infusion of tens of billions of dollars. Where they get it is their job, not ours. We've done our job of keeping the streets safe. Their job was to keep our pensions safe, which they didn't do. Now it's time for them to pay the piper or if need be to ask for a tax increase and face the wrath of the voters in the midst of a recession.

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Thankfully, unlike our legislators, many people still observe time-honored values and know they count. One of those values is the union contract. A good union contract helps everyone and builds respect between police officers and their department.

Workers, police officers especially, need effective unions – and unions need responsible members like you. Let me take this opportunity to thank all of you who have helped negotiate contracts for the benefit of all the members of your chapters. I also thank the extraordinary officers of ICOPs chapters and the entire ICOPs team.

We also welcome the Prairie State Community College police to our growing family of law enforcement officers at community colleges.

Stay safe during the cold months ahead and enjoy the holiday season.

In Solidarity,



It should always be this way!

Many came to assist Maywood Officer Grandberry



Officers Leslie and Patrick Grandberry are pictured in the station of west suburban Maywood, where they serve the community honorably and keep a sense of humor, to boot.

Patrick Grandberry's first "experience" with Maywood was when he was hired as a police officer. He had grown up on Chicago's West Side and followed in the footsteps of his father, a police officer with the Secretary of State.

Eighteen years later, Patrick is still on Maywood's police force, serving as patrol officer, juvenile officer, evidence technician, and West Suburban Swat Team member.

"You won't find a better group of citizens than in Maywood," Patrick says today. Like many police, he likes helping people, turning youngsters in the right direction, coaching basketball, and in fall joined an all-day fishing trip "planned with great enthusiasm" by Maywood trustee and youths.

Patrick and his wife, Leslie, also a Maywood police officer and who'd grown up there, met on the job 16 years ago and have four children. They're still on the job but on different shifts, and they're both still "loving it."

Police answer many calls for domestic disputes. Such disputes along with traffic stops, Patrick says, are the most dangerous since "you never know what to expect."

Patrick gave everyone a scare August 7 when he confronted the unexpected. While on the midnight shift, he responded to a 911-call from the neighbor of a woman who'd been beaten and shot at by her husband. Patrick asked for backup and started over there.

The victim was there with bruises on her face and hands when Patrick arrived at the neighbor's home. He called an ambulance and started gathering information, including that her home was two houses down. Patrick looked and the husband's vehicle appeared to be in the driveway. When the backup unit arrived, together they started moving to the residence.

After gaining entry through the back door, police identi-

fied themselves and asked the husband to come out. He didn't, and the police unit split up to look for him. Opening a closet door, "I saw it and fell back from the muzzle flash," Patrick says of the gunshot. He was shot close up, once in the chest – saved only by his vest.

Police pinned down the gunman, but he was wounded. He later died in the hospital from two gunshots to the head, one self-inflicted and another from police.

Patrick Grandberry was also taken to the hospital where doctors gave him medication. He did not give a statement to the State Police Integrity Unit, who were also present, until a few days later.

The Maywood P.D. had called Officer Leslie Grandberry and told her Patrick was "involved in a shooting" and was being checked out at the hospital. It wasn't the first time, she says. "It goes with the job."

"Knowing what type of officer he is, I knew he could handle himself well," Leslie adds. But she was scared and called her daughter before going to the hospital. Learning he was involved in a shooting, "everything just stopped. It made me immediately see the importance of family."

"Patrick and I talk things over and relax after our shifts," Leslie says. Her advice to other police officers is "don't think you can't share things with your spouse or with someone else close to you. That is not a sign of weakness. It's a sign of strength not to bottle things up inside."

Thanks all the way around

"I want to thank my fellow officers on the scene and the officers who came so quickly from surrounding towns. I can't thank them enough. They were there for me," Patrick says. The three Maywood officers on the scene with Patrick were Sergeant **Jeremy Pezdek**, Officer **Dantist Zimmerman** and Officer **Anthony Sorencen**.

Of the Dispatcher **Brian Wright**, Patrick says "police officers sometimes forget how dispatchers feel. He'd sent me over there and felt bad about the shooting, but he shouldn't. Dispatchers deserve more respect than they sometimes get. Their jobs are tough and stressful."

"The union was there for me, too. **Rich Blass**, ICOPs attorney, and **Rich Bruno**, ICOPs staff rep, came to the scene, were at the hospital, and didn't leave until I was discharged. It was good having them there."

Today, Patrick Grandberry is back on the job, the case was cleared by the Integrity Unit, and his wife Leslie is there too. They still keep on keeping each other company.

EDITOR'S NOTE: Patrick Grandberry has since been promoted to Sergeant. Our congratulations!

Triton police keep their River Grove college safe

Triton College police officers and sergeants joined ICOPs in 2006. They police the community college year round with its nearly 20,000 students and staff, more than 100 acres and 19 buildings.

ICOPs Triton members are full-time certified police officers. They currently work under an ICOPs contract for their 24-hours-a day, 7-days-a-week department and will begin negotiations for a new contract in 2012.

ICOPs chapter president, Detective Jesus “Chuy” Ramos, says the department is a “tight-knit group... each of us has our strong traits...”

Triton police work with many agencies and are well respected around the West Suburban area, according to Ramos, and have excellent rapid response training. He also notes that the department like the student body is very diverse, with people of many different backgrounds.

Like most community colleges, Triton favors community policing. Ramos says colleges tend to look favorably on community policing because colleges are places where you can get to people, talk to them, treat them with respect, and give them another chance, in a different setting.

Ramos grew up in Chicago and wanted to be a police officer since he was a kid. He started at Triton as a public safety officer, then dispatcher, then police officer, and now detective.



In top photo are Officer Rogelio Cantu, Sergeant Greg Bednar and Officer Joe Presta

In middle photo is Detective Jesus Ramos.

In photo at left is Officer Mark Amerazian.

In photo at right are Officers Amanda Drent and Dino Giolas.



Police learn better ways to handle mentally-disturbed suspects

Mental illnesses are medical conditions that disrupt a person's thinking, feeling, mood, ability to relate to others, and daily functioning. Severe mental illnesses include: major depression, schizophrenia, bipolar disorder, panic disorder, post-traumatic stress disorder (PTSD) and borderline personality disorder.

When Richard Nicholas Jr, a veteran police officer in Dolton, Massachusetts, saved a man from jumping off a bridge, he said he relied on his "ability to talk to people" rather than any formal training. Many encounters police have with people suffering from mental illnesses don't end as well.

Today, police are learning more about how to handle suspects under mental distress. Nicholas and other police officers became certified Crisis Intervention Team, or CIT, specialists. "I never realized how prevalent mental illness was in the community," Nicholas said.

The National Institute of Mental Health reports that one in four adults — 57.7 million Americans — experience a mental health problem in any given year. Ten percent of children and adolescents suffer from serious emotional and mental disorders.

Severe mental illnesses among college students is more common — or more known — today than a decade ago. Researchers have found the number of students on psychiatric medicines has increased more than 10% over the last 10 years, according to a study presented earlier this year to the American Psychological Association. Government statistics confirm the increase (*see the March 2010 Bulletin pages 4-5 for more on the burgeoning use of prescription drugs*).

CIT training was developed to improve the outcomes of interactions between police officers and persons with mental illness. Preventing a mental health crisis and deescalating crises when they occur, while reducing the need for force, is key to the training.

Reportedly, police officers who have taken this training can tell you it's nothing like the traditional approach taught to law enforcement. CIT officers resolve a crisis by slowing down to a speed that helps the mental illness sufferer feel less threatened. They build a rapport and show they care about what happens to that person. Try and find that in your grandfather's police manual.

CIT training objectives are to reduce the number of injuries to officers, prevent injuries to those suffering from mental illness, approach the problem with a team effort, and decrease the stigma associated with mental illness.

James Beauregard of the National Alliance on Mental Illness attributed CIT with better working relationships between police and mental health workers. "I learned more about the police end of things and the importance of officers staying safe in a dangerous situation," he wrote.

Officer Nicholas agreed. "They understand what we have to go through and vice versa."

For more information on CIT, visit www.ptb.state.il.us.

Facts about mental illness

- People of all ages are susceptible to mental illness, but adolescents, young adults and the elderly are struck most often.
- Mental illness is an equal-opportunity employer: People of all races, religions and incomes are affected by mental illness.
- Such illnesses are medical conditions, and contrary to public perception, they are not caused by personal weakness, lack of character or poor upbringing.
- Most people diagnosed with a severe mental illness can get relief from symptoms when treated properly.

For more about mental illness, visit www.nami.org.

Mental health care moves forward in Illinois

In August, the Illinois legislature enacted measures to improve mental health care in Illinois. The new laws call for:

- insurance companies to cover mental health services;
- creating a regional behavioral health network to coordinate mental health and substance abuse services;
- establishing a task force to recommend improvements in the delivery of mental health services across the state.

It's our opinion!

With the ongoing Illinois budget crisis, legislators are looking in every direction for cuts. A month ago, they came close to shutting the doors of several mental health facilities, probably not a good idea and contrary to steps they had taken in August to improve mental health care. But after much public protest, legislators thought twice and on November 29, they found the money to keep the mental health facilities open.

Now, if they could begin to get at the root causes of corruption and adequately fund public pension funds...

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Safe colleges *continues from back page*

Another high tech tool gives police dispatchers the chance to be “digital escorts.” Using a cell phone app, a student can set a timer estimating how long it will take to walk home from class, for example, and if the timer isn’t cancelled, a dispatcher will call to check on the student.

Police will be able to use the student’s profile information — such as photo, location, address and vehicle description — to effectively slash response times.

New technologies enhance the digital dimension of law enforcement’s ever-growing arsenal but are not the be-all and end-all of school security. Older, stone buildings and basements can interfere with cell phone signals. “A public address system is still an effective way to reach a large number of people,” says S. Daniel Carter, “because it doesn’t depend on checking email and cell phones....”

Community policing values of “integrity, respect, excellence and collaboration” are still the cornerstone of a safe, secure academic environment on college campuses.

Sources: FBI.gov, securityoncampus.org, campussafetymagazine.com, News-Gazette and other media sources

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Safe colleges require up-to-date reporting and technology, plus tried-and-true techniques

Prior to the U.S. Congress passing the 1990 Crime Awareness and Campus Security Act, statistics of crimes committed at our nation's colleges and universities were virtually unavailable. The law, called the Clery Act, requires the nation's nearly 4,200 colleges receiving federal funds to report crime statistics to the U.S. Department of Education.

FBI statistics, published from 2005 to 2008 in compliance with the Clery Act, indicate a steady decline in crime on college campuses. Offenses reported on include: sex offenses, robberies, assaults, burglaries, vehicle theft and arson.

Spurred on by the high-profile shootings at Virginia Tech (2007) and Northern Illinois University (2008), as well as a parents' crusade, Congress enacted amendments to the Clery Act in 2010. Part of the requirements deal with "immediate notification" of threats, emergency responses and evacuation procedures.

The amendments, according to Security On Campus Director of Public Policy S. Daniel Carter, "...are

intended to make sure that campuses are better prepared to respond to all types of emergencies — from active shooters to fires to infectious diseases — by establishing a framework for the response as well as campus community involvement and oversight."

Police officers protecting colleges and universities are gearing up with today's technology. In downstate Urbana, for example, University of Illinois police have implemented a new advanced notification system.

University Police Lt. Todd Short writes, "The new system has an 'auto posting' feature that allows police, with one push of a button, to give students, employees and other subscribers instant updates about emergencies via text message, email, social media and Web pop-up alerts."

The notification system employs today's "smart phone" technology. Police are able to receive instant alerts via a panic button from users with Web-enabled cell phones that also communicates with dispatchers.

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