



ICOPs

POLICE BULLETIN

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June 2010

Aviation sergeants join ICOPs, fight for a contract

The 20 sergeants in the Chicago Department of Aviation are trained police officers, but are budgeted by the city as “peace officers.” Therefore, unlike in other airport departments, they cannot carry their weapons, and they get no overtime no matter how many hours they work. The State of Illinois would permit otherwise, but the city is adamantly against it.

Over a year ago, Aviation sergeants asked ICOPs to represent them and the Illinois Labor Relations Board certified ICOPs to do so. The city appealed the ruling. ILRB reaffirmed it. The city is appealing to the appellate court and claims it will take the case to the U.S. Supreme Court if necessary.

The issues at court are whether or not the city must recognize ICOPs as the sergeants’ representative, and if sergeants are therefore police officers. Precedent is in on our side. A final decision in the case — which could be a long way off — is likely to affect Aviation police officers as well as sergeants.

Meanwhile, as required by law, the city and ICOPs are negotiating a sergeants’ contract. Even if the case lingers in court, ICOPs expects contract issues to come to a head soon. ICOPs Chapter representatives at the Department of Aviation are Sergeants Dan Weyland (O’Hare), Maurice Guerin (O’Hare) and Anthony Bates (Midway).

The Aviation Department monitors airport perimeters where you can get to aircraft. It makes sure that everyone in restricted areas, including vendors and employees, are authorized or are arrested for criminal trespass or more. It also monitors the safety of workers servicing or driving near an aircraft.

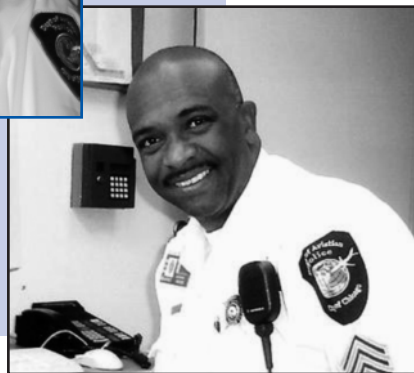
“Being a sergeant at O’Hare allows us to voice our opinion about policy, procedure or any incident that may come up.

That’s important so we can resolve problems,” says Sergeant Dan Weyland. “We have a pretty good group of people... but we have numerous commissioners who are authorized to set policy and procedure. Many times policies and procedures really don’t apply to all airport departments, and that may cause problems.”

Weyland retired from the Chicago P.D. after 28 years, and was rehired as a civilian at the then-new O’Hare 911 center. Ten years later, “the city wrote our positions out of the budget at the 911 center at a time when we really knew what we were doing.” Weyland plans to stay put at O’Hare and in Chicago, where he was born, raised and has a family. He took the police exam after nudging from his mother. Six months later he was in the police academy. “I’d do it the same all over again,” he says.



Sergeant Dan Weyland
at O’Hare Airport



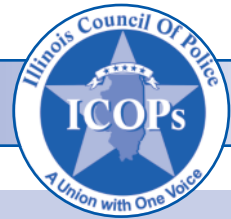
Sergeant Anthony Bates
at Midway Airport

Sergeant Anthony Bates came through the police academy and went directly to the Department of Aviation, first at O’Hare, and since 1997 at Midway. He had moved to Chicago from Mississippi to seek work; spent years working at U.S. Steel until being laid off; and married and raised a family. In 1988 after graduating from the police academy, Bates was in the first group to get hired at the Aviation Department. From 1977 to 2001, Bates also served in the National Guard and was promoted to Aviation sergeant after returning from Desert Storm.

“At the airport,” Bates says, “you have to deal with federal, state and city. The city comes up with a plan on how to secure the airport and gives it to the feds who come up with regulations. Our department helps write the plan. We work with the border patrol, customs, marshalls, TSA screeners, etc.”

Midway Airport, Bates says, “is like a small suburban town where you can interact with people more than at O’Hare... It would help morale to wear a star instead of a badge. It doesn’t make sense, we can carry a gun off duty, but not on.”

Continues on page 2



ICOPs Contract and Membership Update

Centreville — Police officers have won a first-ever union contract. Under the five-year pact, officers will receive 7% annual increases to help raise their below-par wages in this economically-depressed city. It took three years to win a contract agreement, including an 11th hour settlement reached the day before an arbiter's decision was to be made.

Cicero — Part-time police officers reached an agreement with substantial wage increases for the next three years to put them on par with part-time officers in surrounding municipalities. Detention officers are in the final stages of reaching an agreement with the town. Both are first-ever union contracts.

Deerfield — Contract negotiations for the village's police officers have begun.

Elburn — Negotiations for a first-ever contract for Elburn sergeants and police officers are in the final stages.

Harper Community College — The union and college have agreed to a two-year extension of the current contract.

Harwood Heights — After lengthy negotiations and several unfair labor practice charges by the union, police officers in the village have won a first-ever contract, including an 8% wage increase over two years and a wage reopener in year three.

Hudson — Part-time police officers have won renewal of their current contract with the village.

Island Lake — Successor agreements are being negotiated with the village for sergeants, police officers and telecommunicators.

Lake Bluff — The labor board has certified ICOPs to represent the village's sergeants, who will be negotiating their first-ever union contract.

LeRoy — Police officers have won substantial wage increases in their first-ever union contract.

The rocky road ahead

Times are tough and the road ahead will be rocky. Illinois government and many municipalities are in an economic straight jacket that's been building for decades. There's plenty of blame to go around, but the point here is that jobs, which were once invincible, are no longer so.

As your union, ICOPs will fight for you every step of the way no matter what comes. We can best ensure the jobs and benefits of all police officers by sticking together in these tough economic times. The road ahead will still be rocky, but the end results will be better!

Marshall — Police officers are working this year under a new union contract, their first with ICOPs. Their three-year agreement with the city includes substantial wage increases.

Maywood — In Maywood, another town in a deep financial crunch, the union has saved the jobs of three police officers after filing an unfair labor practice charge. The union and village are trying to find an agreeable solution to avoid any layoffs.

Nokomis — ICOPs was certified to represent the city's police officers a year ago. City attorneys responded slowly to requests for negotiations, but bargaining is now in the final stages for a first-ever union contract.

Rockdale — Negotiations for first contracts with ICOPs for full-time and part-time police officers are in the final stages, waiting for a response from the village.

Round Lake Heights — Negotiations for police officers and sergeants are completed, including a first-ever step increase plan. Negotiations for part-time officers are in the final stages.

Sleepy Hollow — The union recently ratified a first-ever contract covering full-time police officers, and will soon begin contract negotiations for part-time officers.

South Beloit — The union and city are in the final stages of negotiating a first-ever contract for sergeants.

Southwestern Illinois College — The union and college are in the final stages of negotiating a new agreement for police and public safety officers.

Stone Park — The union and village have begun negotiations for successor contracts covering police officers and telecommunicators.

Willow Springs — Negotiations between the union and village have begun for a successor agreement covering police officers.

Winthrop Harbor — After many delays from the village, contracts have been negotiated for sergeants, full-time police officers, and part-time police officers. Negotiations for telecommunicators and community service officers are to begin soon.

Aviation sergeants join ICOPs

Continues from page 1

"We had no recourse," Bates adds, but to join a union. "With a union, you have a buffer zone to make the city adhere to a contract. Otherwise, whoever is in charge gets to interpret the rules." He commends ICOPs for keeping members informed and sending contract proposals so everyone could comment.

In this city, Weyland adds, "You need a union. It's a must. Your union contract is something to fall back on." His advice: "Stick with your union. Voice your concern. Don't hesitate to ask questions."

Summertime brings sunshine and violence

Dear ICOPs Member:

Summer's here: time to go fishing, ride a motorcycle, and enjoy sunny days on a boat with our kids or grandkids.

But with these warm days of summer comes also the insanity of violence to which police officers never grow accustomed. The shooting death of Chicago Police Officer Thomas Wortham IV is one more jolting reminder of how precious life is and how quickly it can be taken away.

Age 30 and a three-year veteran of the force, Officer Wortham recently returned from a second tour of duty in Iraq. On the evening of May 19, Officer Wortham visited his father, a retired Chicago police officer. Father and son shared a deep concern about growing criminal activity in the Chatham community on Chicago's South Side, and were working to end gun violence in the nearby public park.

Upon leaving his parents' home, Wortham was killed by four suspects who attempted to take his motorcycle. Wortham and his father exchanged shots with the suspects, his father killing one and wounding another. The other suspects were apprehended the following day.

While he was "off duty," Officer Wortham like all police officers was never truly off duty.

Give generously to Robert Vicari Fund

In the wee hours of May 8, Stone Park tactical officers were conducting an interview on Mannheim Road when a man began firing a sawed-off shotgun in their direction. Officer Robert Vicari was shot in the face and is recovering from multiple wounds — without a paycheck. A part-time Stone Park police officer for three years, Officer Vicari is a single parent raising three children and caring for his mother.

Send donations to: Robert Vicari Fund
Stone Park Police Department
1629 North Mannheim Road
Stone Park, IL 60165

Wortham's death came just ten days after Stone Park Police Officer Robert Vicari was shot in the face with a sawed-off shotgun, catching a piece of buckshot near his eye. (See box below.)



As your union representative, ICOPs fights for better working conditions, wages and hours of work, good health insurance, and much more. But nothing is more important to all of us at ICOPs and to all law enforcement personnel than safety: the safety of each other and of the communities we are hired to protect.

So, while the ICOPs team looks forward to the coming months of warm weather, we also remind ourselves and you to always stay prepared and alert — whether arresting suspects or driving our vehicles or vacationing in the North Woods.

On ICOPs website, www.icops.org, we've added articles on safety from PoliceOne.com and American Police Beat about choke holds, domestic disturbances, ambushes, militant militias, and more. We'll put up additional informative articles as they become available.

All of us know the "golden rules" about safety. Not so simply, we need to be reminded of them often, to be watchful continually, to expect the unexpected always, and to never forget to look after the safety of our fellow officers.

Enjoy the summer and stay safe.

Sincerely,

A handwritten signature in blue ink that reads "Norm".

Are red-light cameras life savers or money grabbers?

Red-light cameras (a.k.a. automated enforcement) have created a storm of controversy across the country.

Do they make intersections safer? Are they better for stop light, speeding or right-turn violators, or none of the above? How does their use affect the public's respect for law enforcement? Are civilians or police reading the tapes? Where is the money from fines going? Do laws permitting cameras need fixing or burial? Should states or municipalities decide? Is the main purpose to serve political greed, to nab violators, or to prevent violations?

Many people and organizations have come forward on these questions, from all walks of life, and from villages to large cities. We've found many contradictory reports and charges. We don't have the answers, but we've summarized below some viewpoints and facts.

► PROS

Insurance Institute for Highway Safety — The IIHS writes that the main purpose of red-light cameras is not to make money. "The objective of photo enforcement is to deter violators, not to catch them... Revenue is generated from fines paid by drivers who continue to run red lights, but this is a fundamental component of all traffic enforcement programs..." The IIHS also writes that cameras have been shown to substantially reduce red-light violations.

Governors Highway Safety Association — "Cameras don't replace traditional traffic enforcement activities, but they do augment law enforcement efforts and address the public perception of the risk of 'getting caught.' Getting drivers to change behavior requires consistent enforcement, which automated camera systems provide."

► CONS

National Motorists Association — Among its arguments against the use of red-light cameras are: ticket recipients are not adequately notified; the driver of the vehicle is not positively identified; there is no certifiable witness to the alleged violation; camera systems are designed to inconvenience motorists; and cameras do not improve safety.

NMA recommends alternatives to red-light cameras that include: increasing the yellow-light time; adding an all-red clearance interval (a brief period where lights in all directions are red); making traffic lights more visible (bigger, with metal backers so then can be seen better, and removing other obstructions); improving intersections for motorists; and retiming traffic signals.

American Automobile Association — AAA also opposes the use of red-light cameras and includes in its arguments

that automatic issuance of tickets presumes guilt which has not been established.

Problems related to red-light cameras

While many people argue the pros and cons of the cameras, even more seem ensnared in problems related to them that have little to do with the substantive issue of whether or not they are making intersections safer.

One example of thousands: In Fort Bend, TX, a junior college teacher received a \$75 ticket in the mail when a camera caught his vehicle going through a red light. He paid the tab but had second thoughts since he was not the driver and didn't want the violation on his good record. He sued to clear his name, but the case was dismissed because he had filed it at the state instead of the county court. He must pay the state \$4,000 in attorney fees.

Indeed, one of the principle problems with red-light cameras is that the citation is generally issued to the vehicle owner who may not be the driver. Other problems relate to defects in the cameras themselves, blurriness of the photos and license plates, and the physical placement of cameras.

Red-light cameras surely can cause hardships. How do you wipe a ticket off your record when it isn't yours? How do you prove you weren't driving? How do you argue with a camera?

The status of red-light camera laws

- 20 states have laws explicitly permitting at least one type of automated enforcement. In some cases, local ordinances are required. Others require an officer to be present.
- 10 states have laws prohibiting all or certain type of automated enforcement.
- 26 states neither permit nor prohibit automated enforcement by law. (However, jurisdictions in many of these states do have automated enforcement programs in place.)
- 23 states have red-light camera programs currently operating; 12 states have speed camera programs.

Today, red-light camera laws are being proposed and argued in many jurisdictions. In Tuscaloosa, AL, for example, a city engineer is heading up a committee to make recommendations to the City Council on implementing red-light cameras, after pledging that the job of issuing citations would not be turned over to a private contractor. It took the Alabama legislature years to pass the enabling law, which requires that a police officer must review the photographs before a citation is issued.



In Springfield, IL, several legislative proposals on red-light cameras are currently in committee. The Illinois Municipal League, representing cities and towns, is a supporter of red-light cameras. It writes: “Several legislators are reacting to public sentiment against the use of these cameras to enforce existing laws. Rather than allow this debate to play out in city councils and local elections, these legislators are pursuing bills to either ban or restrict the use of these cameras at municipal intersections...”

Several Illinois bills would allow red-light cameras but impose restrictions on their use. SB 3140 is a thoughtful legislative proposal (not to be read as an endorsement) introduced by State Senator John Millner (R-Carol Stream).

“After hearing many complaints, we’ve taken input from citizens, law enforcement, city officials, the media and the camera companies to create this comprehensive re-write of the red-light camera law,” Sen. Millner said. “Clearly we had problems, but we also needed solutions.”

Millner’s proposed changes to Illinois’ red-light camera law, which he believes strike a balanced approach, include:

- Posting signs reminding drivers to fully stop before making a right-hand turn on red.
- Posting signs reminding drivers they’re entering a “photo-enforced community.”
- Making cameras more visible.
- Post locations of all photo-enforced intersections on community’s website.
- Allowing violators to have access to the video clip of their violation.
- Allowing violators to have the ability to contest the violation by mail or in person.
- The timing of the yellow light must conform to IDOT policy and specifications.
- Requiring a police officer to review or issue every violation.
- Requiring municipalities to report five or more unpaid photo-enforced red-light violations to the Secretary of State for driver’s license suspension.

Controversy continues

The controversy over the implementation and use of red-light cameras will not go away anytime soon. We’ll add updates to the ICOPs website in the coming months and, as always, welcome the comments and feedback of ICOPs members.

On the Money Beat!

★ Towing unmarked police cars

Two things are guaranteed in a recession. “The first is the fact that cities and counties will have budget problems. The second effect is that cities and counties are likely to do whatever they can to increase revenue — including towing,” writes Mark Nichols in American Police Beat (APB), “Dude, where’s our cruiser?”

Reportedly, the NYPD regularly tows unmarked police cars and ride-less detectives are left stranded on the street with no way to transport suspects in handcuffs. The P.D.’s own tow operators are under a lot of pressure to meet quotas — four tows and 20 summonses per day. So detectives no longer get the same professional courtesy as cops in patrol cars.

★ Fine print on seatbelt tickets

Across the country, fines are being added to tickets. Take Los Angeles, where the \$70 fine for driving without a seatbelt is probably more likely to cost you about \$800. State and local governments are putting the screws to violators by attaching a laundry list of fees and fines to the “sticker price” of the citation, writes Mark Nichols in APB, “Real cost versus sticker price.”

Drivers in many areas can expect to pay through the nose for any infractions as cash-strapped cities and states consider a wide range of measures to meet budget shortfalls.

★ Paying for parking

In Chicago, ever since the mayor privatized the public parking system, citizen cries of complaints about tickets are endless! And you can bet, cops on the beat are taking some heat even though parking tickets are issued by civilian revenue department employees.

You may think: Pay a ticket or don’t get it. But that’s often impossible, unless you live like a hermit. The ticketing system is broken. On some streets, signs are very confusing. On others, parking payment boxes don’t work. If you get a ticket and go to a city payment station, the lines are so long it’s impossible to get in the lot to park much less in the door to pay or challenge the ticket.

So, what’s a driver to do? Wait a while, and your \$100 citation rises to many times the original price.

★ The new frontier

In the June 2010 edition, APB writes: “Welcome the new frontier — misleading bulletins from law enforcement agencies engineered by private enterprise to increase revenues from traffic violators.”

Notices are designed to generate money for the government and the private company that gets a share of every ticket paid. Gimmicks from private companies are scaring people to paying up. It’s some racket! You’ll see when it gets to your town.

Police officers and dispatchers, you're on the same team

Suggestions for improving the relationship between police and dispatchers:

POLICE OFFICERS

- **Mind your manners.** Be mindful of your tone of voice. Most "911" centers are chaotic at best, and there will be times when you'll have to ask for information to be repeated, or you have to repeat your transmission. Take a deep breath before you speak.

- **Try to provide some closure.** Dispatchers spend their shift responding to crisis after crisis, but they rarely get to hear or see the outcome of their actions. This is especially important in critical incidents.

After the conclusion of each "hot" call, make sure someone calls the dispatcher to let them know the outcome. A dispatcher shouldn't have to read it in the newspaper. This helps make everyone feel a part of the team.

- **Keep dispatchers in the loop.** When the opportunity arises, inform the dispatchers why specific safety procedures are put in place and how they help protect officers. Most people do their job best when they understand why they're doing what they're expected to do.

- **Recognize the stressful nature of a dispatcher's job.** Cops know their own job is stressful but often fail to recognize the consistently high level of stress inside a 911 center. Remember, no one calls "911" when things are going well, so every single communication coming in and going out is some sort of crisis.

A good dispatcher is highly aware of being responsible for clear, safe communication, but a long day of that atmosphere can get to even the most Zen-like personality. A kind word, a "thank you," and recognition that things can get pretty crazy, on and off the street, can go a long way toward improving dispatcher/cop relations.

DISPATCHERS

- **Be vigilant and informed about officer safety.** Dispatchers are often the key to an officer's safe and successful outcome on calls. Study officer safety and survival tactics. Attend training courses, read law enforcement publications (electronic and print), and stay abreast of officer survival news and information.

Ride along with FTO's and supervisors who are willing and able to provide you with an overview of officer safety from a cop's view.

Get in the habit of seeking information for the officers before they ask for it, such as the previous incidents at the location you're sending them to, the criminal history of the person they have stopped, and other knowledge you may have that will help the officers stay safe.

- **Know your dispatch area.** In the age of computers, operators often rely too heavily on the screen in front of them, not in their knowledge of the officers' coverage area. Get out in the car, go on ride-alongs, read local crime bulletins, and spend time getting to know the streets, businesses, and hot spots of your jurisdiction.

Don't rely solely on the computer screen. Get in the habit of picturing the area where you're sending officers. Then, do what you can to make their response safer and more productive.

- **Recognize that you're there to support the police.** Police officers are going to ask you to do things, call people, and answer questions that may seem frivolous or absurd to you, but they are important to the officers. Remember, your role is to support the officers on the street, to inform them, keep track of them and help them stay safe.

OUR FINAL POINT

Treat all of your teammates with the same courtesy and respect that you expect them to bestow upon you.

Credit: We took much of this article from "The 'love/hate' relationship between cops and their dispatchers" by Sgt. Betsy Brantley Smith. Read more on PoliceOne.com.

GIVE YOURSELF AND YOUR UNION A LIFT

ICOPs chapters are only as strong as their members.

ICOPs is ready and willing to stand with the chapters and members. Chapter officers should be available and accessible to the members to help direct them in the correct way.

To move forward, members need to stay united and in contact with chapter officers as problems arise. In that way, the union will be knowledgeable and able to resolve issues most expeditiously and for the benefit of all members.

Remember, ICOPs is here for you.

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New report examines college violence

A recent report by the U.S. Secret Service, FBI and U.S. Department of Education offers an in-depth analysis of violent attacks carried out on college campuses in the past century. The report was published on the third anniversary of the 2007 Virginia Tech University massacre when a student killed 32 people and wounded 17.

The "Campus Attacks" report focuses on premeditated incidents using potentially lethal force. Researchers note that such attacks are not new, just more frequent. They attribute the surge to the growing campus population and to expanding media coverage. Required federal reporting for colleges has also increased.

Findings include: attackers are almost entirely male, ranging in age from 16 to 62; 45% were students of college age; and attacks most often occur in April and October. The leading cause was related to intimate relationships; retaliation was second. One quarter of incidents involved weapons other than guns and knives.

The report does not offer a roadmap to colleges but does identify patterns that could steer colleges in assessing and preventing threats. To read the "Campus Attacks" report, go to www.fbi.gov/publications/campus/campus.htm

ICOPs Legal Plan Application

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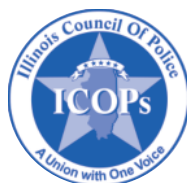
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www.icops.org



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Take it from someone who knows:

Be observant and practice, practice, practice!

Twenty-five years ago, gun holsters were totally different. In the last few years, regular duty holsters have gone up to threat Level 6.

But you should never have a holster from which you can't easily extract the gun, according to John Amato. "A high security holster is only good if you practice with it and practice using it with ALL the devices engaged. Otherwise, you should use a lower level threat holster."

Amato says, "Policemen can be pretty careless sometimes. If you let the gun precede your body, you're in a life and death struggle over the gun. You need to be alert to control your gun when it's out of the holster. Everything a policeman carries can be turned into a weapon."

Unfortunately, police officers can be and have been shot with their own weapons. So, be observant and practice, practice, practice, Amato says.

Amato owns the Thin Blue Line, a police equipment store located in Wooddale. He also taught law enforcement including pistol, rifle and shot gun use in private tactical school for ten years.

Reduce the risks of police work

Police officers are at risk from more than criminals. We're also at risk from physical problems that affect our family life and our safety on the job. The good news is some problems can be fixed if they don't go ignored.

Take your vision and attention skills. Split-second decisions you make behind the wheel of your car require excellent vision and attention. Athletes use techniques to improve their visual skills, and police can too! Improving peripheral vision and reducing distractions are part of it.

Take your hearing. Police officers can be exposed to high-decibel noise levels. As a result, many retired officers have learned the pain of hearing loss. Today, effective hearing instruments are available, and so tiny that people don't know you're wearing them. But preventing hearing loss in the first place is key.

We will write more about reducing the risks of police work in future editions. If you have suggestions to share, please e-mail us at www.icops.org.