



# ICOPs

# POLICE BULLETIN

Official Union Publication

July 2011

## Unlike many a politician, Stay smart and safe in cyberspace

With the technology bandwagon growing by leaps and bounds, government officials are being zapped in endless sagas of deceit and debauchery aired over the Internet. Their arrogance is mindboggling.

Police officers are hardly a perfect group, but they aren't dumb enough to get trapped in all the ways politicians are getting caught today. Police are generally honest, hard-working, street smart public servants doing their jobs, keeping the public safe, and risking their lives whenever it's required.

As a law enforcement officer, it's obvious you should avoid posting private information on department electronic devices. But more so every day, civilians and police alike are mixing up their private and public lives on personal and employer devices.

In this digital era, employees are often expected to be in 24/7 contact. The use of electronic devices has skyrocketed in part because public and private employers are providing employees with laptops and smartphones.

"As the electronic leash grows tighter on employees, it is becoming increasingly difficult to separate home and work communications," writes PoliceOne.com. "...In a boundary-less environment, when workers are toggling back and forth between work and personal use, they don't realize their boss has the right to go back through their browser or their text messaging trail..."

"Social media" include all web-based and mobile technologies for interactive dialogue and social interaction. They can take on innumerable forms like Internet blogs

and forums, video-sharing and social networking sites, podcasts, virtual worlds, instant messaging, and email.

When it comes to social media, you can assume:

- Everything could become public when it gets on the worldwide web.
- Anyone can post an item about you, with or without your permission. Whether it's legal or illegal, absurd or comical, is another matter.
- What gets on the Internet could land in your supervisor's in-box and be used against you.
- Whatever you put out in cyberspace may come back at you in a nanosecond or at your retirement party 20 years down the road.

A general overall guide is:

**Don't facebook, tweet, text or email anything you don't want your grandma to see.**

Public employees, police especially, are under the public and political microscope. They can get fired or disciplined for misuse of electronic messaging. Your department may have explicit policies and informal practices in place.

Be cautious and more careful than the rules require. Eventually, the experts will write clearer policies and procedures when, if ever, they get up to speed.

The point for now is the information superhighway is not secure. The street has changed, the language is new, the rules of the road are few.

With lines of professional and personal blurring, and the courts sorting out electronic messaging issues, ICOPs will keep you informed as critical decisions come down from on high. Meanwhile, when it comes to cyberspace: Watch your back, and watch your post.



**Are you prepared if you're involved in a police shooting?** See pages 4-5.

# ICOPs Contract and Membership Update

ICOPs represents law enforcement officers in police departments throughout Illinois. Below is some of our latest news that's fit to print. You'll also find articles on **Berkeley** and **Lake Bluff** in this edition.

**CICERO** – Detention officers are working under their first-ever union contract and with a new step plan negotiated by ICOPs.



Wally Wirack is a Cicero detention officer.

**DEERFIELD** – Police officers negotiated their first contract as members of ICOPs. It was the first time they had legal representation during contract negotiations. The officers expect to have a ratification vote on the new contract in July.

**DIXMOOR** – An unfair labor practice suit filed by ICOPs was settled. Police officers have won a new

contract including substantial wage increases, bringing wages closer to parity with neighboring towns.

**LeROY** – Negotiations for police officers are expected to begin soon. The village is asking for a one-year extension of the current contract to save money.

**LEXINGTON** – ICOPs and the city have come to an agreement on substantial increases in holiday pay for part-time police officers.

**MAYWOOD** – Negotiations are set to begin for a new contract covering police officers.

**METAMORA** – Police officers and sergeants have won a first-ever contract with the village.

**NOKOMIS** – ICOPs negotiated a three-year contract including wage increases for police officers. It is their first-ever union contract.

**WILLOW SPRINGS** – ICOPs has begun negotiating a new contract for police officers and a first-ever contract for sergeants.

## Highland Park police... some of ICOPs newest members

Police officers in Highland Park are negotiating their first ICOPs contract covering 36 patrol officers. Currently working without a contract, they voted for ICOPs as their union representative in late 2010, after previously being represented by another union.

**Tony Galati**, one of the officers who helped bring Highland Park police into ICOPs, said, “We wanted

to make a change, talked with several unions and liked ICOPs service and attention. Once we got into ICOPs, we found their response time to our calls and requests were remarkably fast.” Tony added that they liked ICOPs because it uses its own accountants to independently verify the financial situations of towns.

**Chris Fisher** is the representative of the Highland Park ICOPs chapter. **Phil di Laurentis**, **Brock Kain**, **Scott Fishman** and **Bill Evans** are serving two-year terms with Chris to negotiate a new contract. The five police officers share the other responsibilities of the local chapter.

Chris Fisher said the Highland Park officers are “very confident that ICOPs will do a good job of representing us.” He hopes their new contract will maintain their benefits and give them fair wage increases. Chris expects ICOPs to give the Highland Park chapter plenty of personal attention.

Tony Galati, now in his ninth year serving as a Highland Park police



From left to right are Highland Park Police Officers Brock Kain, Tony Galati and Mike Leonard.

Highland Park...continues on page 6

# Always, summer brings a mix of blessings and curses

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### Dear ICOPs Member:

It's the time of year when many of us take time to vacation with our family and relax. It's also a season when good news is too often drowned out by bad news ranging from all kinds of violence to the closing of legislative sessions where little of positive value appears to have been done.

You know most of the bad news: the economic climate and lack of jobs which contribute to the violence we face; the disturbing trend toward criminal and civil charges brought against police officers; the increase of weapons in the wrong hands; the new types of crime made possible with new technology; and the cutbacks in public safety budgets while more duties continue to be piled on.

Most fiscal emergencies at all levels of government could have been avoided by responsible public officials. Instead, most politicians simply aim to save their own jobs and perks and those of their contributors. The emergencies – some fictional – have created a climate to attack public employee benefits and bargaining rights, to destroy public employee unions, and to shred negotiated contracts.

A century ago, a prominent businessman addressing his colleagues said you can measure a person's character by whether or not they stick to agreements. "There is no moral exemption for any man or body of men that breaks contracts. Nor is there any hope of public or private respect for a contract breaker. A contract breaker is an utter misfit as a citizen or a business man."

Today, prominent business leaders and their bought-and-paid-for politicians wrongly argue that public employee unions and contracts are ripe to be broken.

A police officer's job is always challenging and often frustrating. Still, day after day we do the work to keep communities safe. "That's what you call perseverance. That's what you call commitment. These are qualities law enforcement officers possess in greater amounts than others," writes the American Police Beat (APB) in its May editorial.

"And that's why cops are built perfectly for the fight ahead."

Cops, APB continues, "hold grudges. They take being lied to seriously. And they definitely aren't the folks you want to go into a long protracted battle with..."

The good news today and everyday is that police officers do their jobs professionally, despite the distractions and hypocrisy of many public bodies we work for. In other words, we keep our half of the bargain.

Police and other public employee unions and their members, I believe, are not about to be defanged. Public workers and unions are making their voices heard, and membership in unions is increasing.

Obviously, various unions don't see eye-to-eye on many issues or on how to best represent members. I'd be the first to say that. But public employee contracts and pensions are areas on which unions agree. Bargaining agreements should not be violated.

I'm impressed with the television ads defending public employee rights put up by a coalition of unions called "We Are One Illinois." In one ad, a firefighter says, "I did my job, but they want to take my pension because the politicians didn't do theirs. Anyone who thinks that's right should take a walk in my shoes."

The Illinois Council of Police will continue to do its job of representing you. As your union representative, ICOPs fights for better working conditions, wages and hours of work, health insurance, pensions, and more. Always, we will fight by your side for your contract and your bargaining rights.

In closing, remember to always stay prepared and alert, to expect the unexpected, and to look after the safety of fellow officers – whether you're arresting a suspect or on vacation. Summer and sunshine don't give police officers a reprieve from being careful.

In Solidarity,



# Are you prepared if you're involved in a police shooting?

In our increasingly litigious society, this has become every police officer's nightmare... "What do I do if I get involved in a shooting?" Most police officers have not prepared for what follows after firing their weapons. I had an opportunity to review a great article by Attorney Jeff Chudwin when researching an article I wrote for the ICOPs Bulletin in 2006. This is worth repeating.

**1. Have a qualified attorney prepared and ready to represent you.** The practice of law enforcement officer representation is a very specialized area of the law. You wouldn't want to retain your real estate attorney in the event you are involved in a shooting. Make sure you retain an attorney experienced in the representation of police officers.

It is crucial to protect yourself before you're actually involved in a shooting. As we all know, police-involved shootings occur at all hours of the day and night, more often in the early hours of the morning. Your lawyer must be willing to represent you at any time. This means being physically there to assist you.

With this in mind, have a protocol in place in order to make certain that your attorney is notified immediately. He or she may then be able to represent you at every stage of the process, ensuring that your interests are protected. Many officers make the mistake of not immediately notifying their attorney. This makes it more difficult to undo any errors which may be caused when an officer is unrepresented and under the influence of chemicals which the body produces when under stress. Don't fall for the all too common "just tell me what happened off the record" from a supervisor.

I am not saying this because I want you to hide anything, but because your attorney and you need to discuss the events in detail after you have had time to digest the incident. This is often one or more sleep cycles. Cops are people too. They are affected emotionally by such a traumatic incident and need time to collect their thoughts so that the event can be reconstructed as accurately as possible.

**2. Study your agency's policy and procedure.** Understand what your agency expects in a deadly force encounter and in all other situations, for that

matter. Do not simply sign on the dotted line to acknowledge receiving your agency's SOP and then toss it in your locker. Read it!

If there are policy matters with which you do not agree, discuss those matters through the chain of command and, if necessary, have them changed. The time to voice your disagreement or to clarify a certain policy or procedure is not when you're standing over the body of an offender who tried to take your life or the life of another. If your department does not already have a policy review committee, ask for one. More importantly, ask that the officers have one of their own sit at the table for "real life" input.

**3. Maintain training records.** Inadequate training records, or no training records at all, will hurt you. You should maintain your own records so that there is no question as to the completeness of the file.

Specific "real life under stress" training prepares you for the situations which you may encounter on the street. Make sure to keep records of training which you undergo on your own as well. Engage yourself with more than just the State required firearm qualification.

**4. Limit your comments at the shooting scene.** Keeping quiet at the scene does not mean you are guilty of any wrongdoing. It simply means that you are taking time to allow the side effects of the stressful encounter to wear off. It also allows you time to organize your thoughts and give an accurate rendition of the altercation when it comes time to do so.

There are four essential subjects about which an involved officer should provide information before leaving the shooting scene:

- (1) Known injuries that require immediate intervention;
- (2) The location of the offender(s), because if they are not dead or otherwise visible, they may still be in the area, causing a potential threat;
- (3) Any evidence that needs to be identified and protected from loss, contamination, or destruction; and
- (4) The identification of witnesses who should be isolated and interviewed.

Getting interviewed at the scene, beyond the essential subjects, is not a good idea. Comments may be overheard by other parties, including the media, and may be misconstrued, thereby calling your veracity into question.

If you are a police supervisor, keep respect and dignity in mind when handling the officer. First and foremost, remove him or her from the scene as soon as possible. Put him or her in the front seat of an unmarked or similar vehicle. Also, do not confiscate the officer's firearm at the scene or in front of others. Use tact by waiting until you get to a more private area.

#### **5. Request an immediate hospital check.**

As an officer, demand that you be immediately removed from the scene and taken to the emergency room for examination. Just because you do not feel any pain or discomfort, doesn't necessarily mean that you are not injured. The stress chemicals which your body releases may make you insensitive to the symptoms of injury. At the very least, you may be hypertensive, increasing your risk of stroke and other complications.

#### **6. Get adequate sleep before giving a statement.**

Unless you are ordered to do so, there is no need to give your statement immediately after the event. The aftermath of an officer-involved shooting produces so many body chemicals and emotions. It is important to give your body a chance to "cool down" before giving a statement. Give yourself a chance to collect your thoughts in order to provide the most accurate description of the events as possible. The human body needs sleep in order to adequately restore correct memory.

Just recently, the Chicago Police Department acknowledged that officers needed time to digest a shooting incident before offering their view of the events. Chicago police officers recently won the right to a 24-hour cooling-off period from the time they are involved in a shooting incident before they must speak to an independent investigator. This is a plus for the officer. Before this ruling, officers were required to speak with an Investigator from the Independent Police Review Authority within two hours of the incident.

#### **7. Involve your attorney in preparing your statement.**

Just because you are a police officer does not automatically qualify you to prepare your own statement unaided. Get help!

Remember that the statement you prepare at the time will be a large portion of the framework from which the shooting will be investigated. A review board need not necessarily believe the best of what you say. It can also believe the worst of what you say.

The reconstruction of events leading up to, and including, the shooting is a process involving multiple steps. You should have an experienced attorney involved in this reconstruction in order to make certain that it reflects exactly your memory of the events. Remember, small discrepancies can have a great impact. When you finish the preparation of your statement, you should be intimately aware of everything you are going to say, in chronological order, before delivering the official statement.

Although this article is not intended to be a substitute for legal advice given for a particular situation, I hope that it provides the framework from which to prepare you if you're involved in a police shooting incident. Remember, I am available 24 hours a day, 7 days a week to assist members if they are involved in a shooting. All you have to do is call our toll-free number at **800.832.7501**, and a Representative will return your call immediately. I would also like to thank my colleague, Jeff Chudwin, for giving me permission to use his article, "7 Reminders That Could Save Your Bacon After a Shooting."

As always, stay safe.



***R. F. Blass***

Richard F. Blass  
ICOPs Attorney

## Berkeley police join ICOPs

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people rather than being stuck in a cubicle crunching numbers,” he said. Len became a part-time dispatcher in Berkeley, then a part-time patrol officer, and since 2001 a full-time officer.

Like all Berkeley police, Len serves in multiple roles including Bike Patrol Officer, Juvenile Officer and Evidence Technician. Previously, he was a Detective and member of the West Suburban Major Crimes Task Force. Last August, Officers Norek and Tim Larem were recognized by their department when they were first to arrive on the scene of a fire and safely evacuated residents from a burning building.

**Bobby Anzaldi**, a second generation police officer, became a part-time patrol officer in Stone Park in 2000. After serving two years as a tactical officer, he joined the Berkeley police force full-time in early 2004. Dan enjoys his work, especially his work with youth, and serves as a Juvenile Officer.

**Dan Bresnahan**, originally from the Woodstock area, always wanted to do two things: serve in the military and be a cop. He joined the Army at 17, and after six years grew tired of being deployed. Dan went into law enforcement and in 2009 was hired as a full-time police officer in Berkeley.

**Brent Hoekstra** studied sociology before going into law enforcement. He, too, didn't want “cubicle work” and always wanted to be a police officer. He likes to interact with people and when growing up heard stories from law enforcement neighbors which drew him toward police work. Brent joined the Berkeley police force in 2008.

Berkeley is just east of Elmhurst on the western edge of Cook County, bordering DuPage County.

### Give yourself and your union a lift!

*ICOPs chapters* are only as strong as their members.

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

*ICOPs members* need to stay in contact with chapter officers when problems arise so issues can be resolved as quickly as possible and for the benefit of all members.

## In Lake Bluff

ICOPs is negotiating a first-ever contract for sergeants, who contacted ICOPs after hearing about the union from police officers in nearby Deerfield. Sergeant **Matt Smizinski** says, Rich Bruno and Rich Blass of ICOPs “have been on top of everything.” In their first contract, Matt hopes to at least get all the basics down.

Before becoming a police officer, Matt studied law enforcement and psychology at Western Illinois University and did an internship with NEMRT. He was hired in Lake Bluff as a full-time police officer in 2002 and promoted to sergeant five years later. Lake Bluff, Matt says, has “a great community policing program, great team and small town mentality where everybody knows everybody.”

## Highland Park join ICOPs

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officer, said he always wanted to be a police officer. He grew up on Chicago's northwest side. His father and two brothers are also police officers.

Chris Fisher grew up in Grand Rapids, attended Lake Forest College to play football, and then went on to Loyola University where he met his wife. Serving first as a 911 dispatcher in Wauconda, Chris became a police officer in Island Lake just prior to 9/11, when there was no union. In 2003, Chris joined the Highland Park force and has been active in the union ever since.

Highland Park, a city of 34,000, is in Lake County, bordering on Lake Michigan.

### Got stories or photos to share?

We'd like to write more in the ICOPs *Police Bulletin* and website about and from you, our members.

- **Are there ICOPs members you think we should write about?**
- **Do you have photos of chapter members to share?**
- **Are there topics, especially on police health and safety, you want us to cover?**



We welcome your ideas.

Email us at

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Kathy Devine at 773.583.6661 or 630.832.6772.

# ICOPs Police Bulletin

published by



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## Concealed carry fight ahead in Illinois

With a few topics, gun laws for example, I admit I don't know which side the "gods" are on. Guns are one of the hot-button issues where emotions run deep. It's difficult to conduct a civil discussion on the topic at the kitchen table, to disagree agreeably among friends, or to find objective facts and information to report.

What we do know is Illinois is now the only state in the nation which doesn't permit citizens to carry concealed weapons. As a result, a bruising battle over gun laws appears to be brewing for the next session of the Illinois legislature.

Guns affect police officers more than any other group in society. We'll report on proposed gun legislation in the ICOPs Bulletin and Website as time and space allows, and we hope you will let public officials hear your view when opportunities arise. — *ICOPs editor*

**FOIA amended:** Public Act 97-0080 went into affect July 5, 2011, amending the Firearm Owners Identification Card Act. It provides "the regulation of the acquisition, possession, transportation, storage, purchase, selling, and dealing in rifles and shotguns legally purchased or possessed under federal and State law and their ammunition, components, accessories, and accoutrements is an exclusive State power and function and may not be exercised by units of local government, including home rule units. It provides that the regulation by units of local government, including home rule units, of gun shows and firearm sales to gun club members is limited to imposing licensing fees and occupation and use taxes that are the same for other sporting goods businesses."

## ICOPs Legal Plan Application

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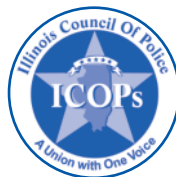
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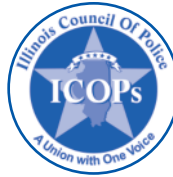
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You'll find more news @  
[www.icops.org](http://www.icops.org)



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## Berkeley police join up with ICOPs

Last year, Berkeley police officers were looking for a union with “labor smarts and police smarts.” They’d been in a union before but thought they could do better. ICOPs is the union they chose, and we’re glad to have them.



ICOPs filed the petition to represent Berkeley on February 7, 2011, and the election was held May 12. Berkeley’s police union contract expired April 30. Negotiations for a first ICOPs contract are expected to begin this month.

What do the Berkeley cops want in a new contract? They want more educational opportunities, better working conditions, and improvements in seniority procedures and scheduling especially regarding overtime.

Berkeley chapter president, **Len Norek**, grew up in Chicago and Franklin Park, and studied accounting at Triton College. His interest in law enforcement was sparked by taking criminal justice courses, which he enjoyed. “I was drawn to the excitement of police work and to helping

[Berkeley...continues on page 6](#)

From left to right are Berkeley Police Officers **Len Norek**, **Bobby Anzaldi**, **Dan Bresnahan** and **Brent Hoekstra**. **Len**, **Bobby** and **Jeff Parker** are the union’s negotiating team for the Berkeley patrol officers who joined ICOPs this year.