

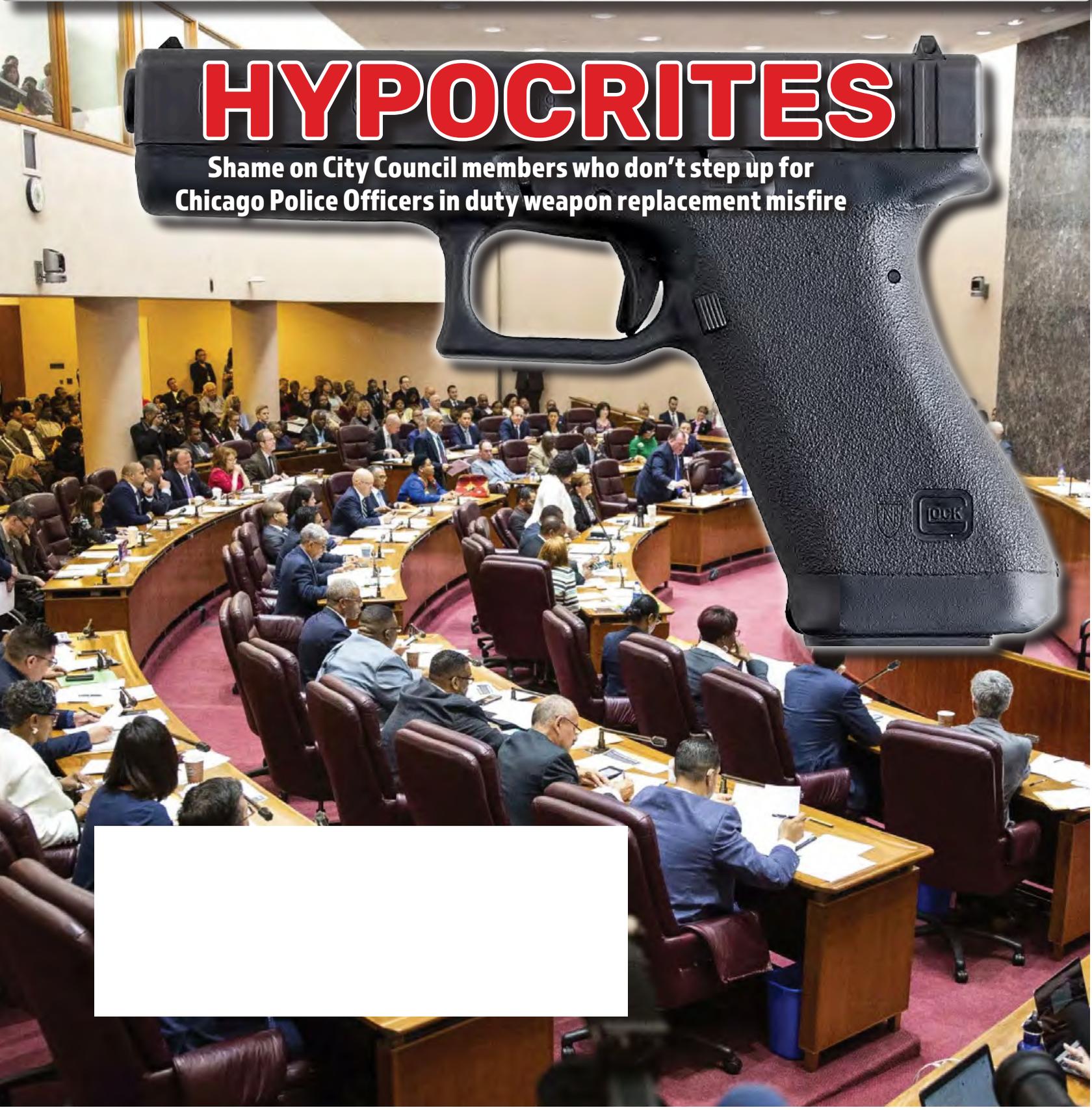
*Fraternal Order of Police*

# CHICAGO LODGE 7

Official Magazine • May 2025

## HYPOCRITES

Shame on City Council members who don't step up for Chicago Police Officers in duty weapon replacement misfire



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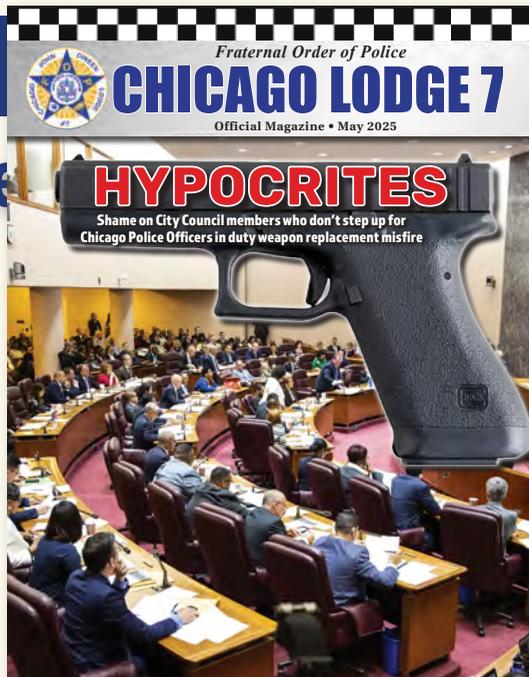
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**COVER STORY  
PAGE 32**

# Lines of Misfire

Between the City Council, the City and the Department, who will do the right thing by Chicago Police Officers regarding the proposed ban of the Sig Sauer P320 duty weapon? Further exploration of the issue examines why the ban will occur and why City or the Department needs to pay the cost of replacement for officers who have a P320 as their primary or secondary weapon. Lodge 7 has stated its position in a letter sent to the superintendent and others, and there is a lot to read between the lines of what the union is saying that implores doing the right thing for members.



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## INSIDE STORIES





# CHICAGO LODGE 7

Official Magazine  
President's Report



## No dollars from the Council is senseless



JOHN CATANZARA JR.

Read the letter we sent to the superintendent on April 18 posted on the Lodge 7 website, and you will know how the issue with banning the Sig Sauer P320 fills me with firearms and brimstone. It makes me want to borrow a line from my friend President Trump, stand in front of the City Council and tell many of them, "You're fired!"

Some members of the Council, of course, continue to support us unconditionally. But we needed some of the City alders to take a stand and clean up the mess the Department has caused by requiring more than 1,200 members who have a Sig Sauer P320 as their duty weapon to scrap it because there have been some reports about it accidentally misfiring. And having to do so at their own cost.

If you ask me, the City Council, the mayor and his lackluster administration, and the Department and its Arsenal Committee misfired on this one. The misfiring squad, if you will.

If you read the letter — which apparently puts you ahead of the superintendent — you know that we described this as an urgent matter requiring immediate action, for the safety of both Chicago Police Officers and the citizens of the City of Chicago. The Department's decision on the Sig 320 has put our members and others at risk and could expose the City to legal action.

I believe all of our members having to replace this gun should ask for administrative duty, effective immediately. Don't dare take the chance that you could be on the street when the gun goes off and hurts you, your partner or a citizen. Or what if it goes off when you're at home and hurts your kid? Way too much to risk.

Sig's position is it's all nonsense and propaganda. My position is that the Department took steps to ban the gun, so just completely ban it and make everybody with that weapon whole by reimbursing them for having to get a Glock 17 or 19 or whatever to replace it.

From the beginning, when you start the academy, you know you have to buy your own gun when the time comes to get trained on it. And every single officer bought a gun the Department approved.

But now the Department tells them, "We're not going to help you pay for a replacement." Total BS.

Plus, the Lodge 7 collective bargaining agreement has always said if the Department comes up with a "first issue" uniform item, the Department has to pay for that first item, period. They're saying that this is not a first issue.

Technically, it's not.

But this is a situation that we've never had to encounter. So I fired back that if every officer says, "I don't have a gun right now," what do you do with them?

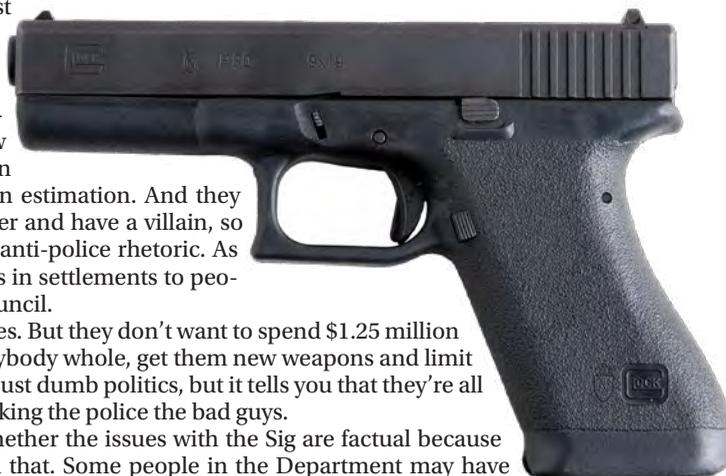
OK, they get a uniform check. But the Department does not get to tell them how to spend that uniform check. If they can't afford \$1,000 to buy a new gun right now, what should they do?

Thus, our position about those members of the City Council appearing to be frauds and hypocrites. If you're really concerned about liability, then they shouldn't be penny wise and dollar foolish when it comes to our officers being in the best position for their safety and that of the citizens.

They are frauds when they pretend to care about liability only when they can throw the police under the bus for an unlawful shooting in their own estimation. And they can publicly excoriate an officer and have a villain, so to speak, which furthers their anti-police rhetoric. As well as paying the bill: millions in settlements to people taking advantage of the Council.

They're OK with paying losses. But they don't want to spend \$1.25 million — at the most — to make everybody whole, get them new weapons and limit the liability going forward. It's just dumb politics, but it tells you that they're all full of shit and it's all about making the police the bad guys.

Look, it's not a matter of whether the issues with the Sig are factual because we're not taking a position on that. Some people in the Department may have



President's Report continues on Page 6

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seen this as an opportunity to take a bold stance on a hot-button topic that gets publicity and they can use it for a resume builder, a feather in their cap, so to speak. A dunce cap.

The final decision came from Management Labor Affairs. But they should have had a plan

if they were going to make this recommendation. But I mean, it's par for the course in the Department these days, with bosses who should not be in the positions they're in. Merit promotions striking once again. They have absolutely been a cancer in the Department, and it's only getting worse year after year after year.

We went to expedited grievance arbitration on this to force the issue of reimbursement. The class action grievance was filed April 23 to get in front of an arbitrator as soon as possible. We also filed an OSHA complaint for safety issues.

I see a scenario in which officers get stuck with the bill, but the Department or the City miraculously finds some benefactor to make a generous donation to cover the cost. That might have already happened between the time we went to press and this issue was delivered. But if we end up in court, we're going to fight to get these officers reimbursed for a new gun, holster and three magazines.

My recommendation to the membership was to request administrative leave. If you don't have the money to buy a new gun, tell them, "I can't afford to buy a new gun right now. If you're not paying for it, you might as well strip me of my police powers now and put me on a callback until I can afford a gun." And then you could have 1,200 cops on callback.

Just more penny-wise, dollar-foolish crap. The City can spend \$2 million of taxpayer money on legal defense for illegal aliens to keep them here. But we can't find \$1.25 million to replace guns that they deemed unsafe.

I remind everybody that this Department is led by a guy who made his chops at the academy making decisions on recruit training and everything else, like buying your duty weapon. And here we are with a decision that apparently he didn't speak up on.

I don't want to say that he wasn't aware of it until recently, but we certainly got the illusion that he didn't see that letter we sent to him and every principal player in this scenario. He said he never got that email, but that should be irrelevant. Are you implying that you weren't aware of this situation until it was brought to your attention in an email letter that I had sent to you? I would hope not.

The City Council's failure comes on several levels. They should be holding a hearing on this. I have no faith in Alderman Christopher Taliaferro, the former Chicago Police Officer who is chair of the Committee on Police and Fire, who should have called this hearing. That left Alderman Brian Hopkins, chair of the Public Safety Committee, who also received the letter, to call the hearing. He did not, either. I have brought police issues to their attention at least three other times, asking for committee hearings, and it's never been done.

It's a lot of weapons to replace and a lot of calls for service to cover if our officers request administrative duty. The definition of insanity is what you see on the cover of this issue. I mean, with the amount of money they throw around at the blink of an eye, \$1.25 million is nothing. Penny-wise for the cost of protecting officers and citizens rather than dollar-foolish for the cost of liability and settling lawsuits.

## President's Report: Second Stories

# Memorial Days

We attended the Illinois Police Officers Memorial on May 1 and then hosted the Lodge 7 Memorial on May 7. By the time you read this, many of us will be on the way to Washington, D.C., for National Police Week.

May is Police Memorial Month, when we honor and remember our fallen, including three of our brothers whose names were added to the Memorial walls at the Lodge in Springfield and in D.C.: Luis Huesca, James Crowley and Enrique Martinez. Our special report from all the memorial events will be featured in the June issue.

For now, I can share my thoughts about the Gold Star family members who are left behind, their heartbreak and the relationships I have forged. Supporting them as they go through this process has changed me as a human being. It's given me a depth of understanding I didn't have prior to being president.

Of course, the actual fallen officers, it's the reality that they're gone. The survivors are still here dealing with this, and whenever we have a new family, that's going to be my focus. It's continued to be my focus, and it's not going to change, because I have sat in living rooms with these families, crying. It is tough, and it never goes away. That's ever-present in the whole month of May.

Another thought comes from the funeral dynamics of not honoring families' wishes and the Department trying to strong-arm them into things that they don't want for their loved ones. Being someone willing to stand up for what they want, I think has caused a new dynamic, and I am beyond honored to carry that torch on behalf of the Gold Star families in the days of the loss, as well as the ones going forward.

# We had the sense and now have the dollars

So the mayor is going to Springfield to ask for help with the \$1 billion shortfall in the City budget.

It's curious. City Council has not ratified the CPS teachers' contract yet. When you're short by a billion, one would expect aldermen to say, "Can we really afford this contract?" They probably don't have the guts to do that.

They don't have the same luxury with police sergeants — or supervisors in CFD for that matter — because of the "Me Too" clause. There is no negotiating a lower number.

But the teachers' contract was a negotiated number, and I think they were a little, well, a lot too generous. While you're talking about cutting other City departments, you added 800 positions to CPS. Makes no sense. But not enough aldermen have the guts to call it out.

Our contract is good for another two years, so all I can say is it makes

us look a whole lot better that we got what we got when we got it. And anybody who thinks that contract was not gold is either just a hater or absolutely clueless. I did the math, and in just our two terms, we will have increased members' pay by 31 percent.

So I think we timed it perfectly, splitting the contract into two phases and even renegotiating and extending the term for two years going forward with 3 to 5 percent increases.

Because otherwise, we'd be expired on June 30, and we'd now be negotiating with the City with no guaranteed number, and they're crying poor to the tune of a billion dollars. We would be literally at the mercy of an arbitrator who, more than likely, never would have given us a minimum raise of 3 percent going forward. I hope the membership appreciates that we saw a trend developing and tried to get what we could now for a couple of years going forward.

# For George, respectfully

We didn't always agree with George Roumell's decisions on the grievances for which he served as arbitrator, but we sure as hell respected his opinions. You knew he was going to put thought and effort into it.

He never thought he was better than anybody else. Which is pretty rare these days, especially for someone who argued one of the most renowned civil rights desegregation cases before the U.S. Supreme Court and practically wrote the book on labor law.

Lodge 7 Second Vice President Dan Gorman and I heard many similar tributes when we participated in a Zoom call in April with many of George's colleagues to pay tribute to him.

George passed away at 96 on Jan. 17. He had just arbitrated a case. He had three more pending. George would come in from Michigan to arbitrate our cases. Flew into Midway, grabbed a cab into town and flew back that same day. We heard that he was so driven that he would drive to the Upper Peninsula in a blizzard to hear a case.

I guess that's what kept him going all those years. Our members probably don't appreciate George's ruling on the COVID decision arbitration. But even though we certainly didn't agree with the award discipline-wise, he maintained jurisdiction. When we asked him to readdress it, he definitely wasn't just a blind rubber stamp.

We were in those conversations, and we heard the questions he asked. He was very thoughtful, and even though, like I said, we didn't agree with the final product entirely, it was well thought out, and he did what he felt was fair.

He was very, very, very supportive of law enforcement and cognizant of the job we do, especially during 2020 when we took over and the anti-police sentiment really took off. He kept reminding me, just keep fighting, just keep pushing.

I think the life lesson from George Roumell is that he was never too old to learn something new. He just always seemed inquisitive about cases, about people, personal lives, experiences, locations, just like he was always trying to teach himself even more.



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# Faith, Service, and Sacrifice



MICHAEL METTE

Each May, as the country prepares to honor the brave men and women who have given their lives in the line of duty, I find myself drawn deeper into prayer and reflection. National Police Week is more than a date on the calendar - it's a sacred time. A time to remember the fallen, to support their families, and to renew our commitment to one another as law enforcement officers. For me, it is also a time to lean on my Catholic faith, which has guided me through the triumphs and the tragedies of this profession.

Law enforcement is more than a job. It is a calling - one that demands courage, selflessness, and the willingness to make the ultimate sacrifice. That kind of service cannot be sustained on willpower alone. It requires something deeper. For many of us, that strength comes from our faith. It is in the quiet prayers before roll call, the whispered invocations on a dangerous call, and the solemn presence of God at every police funeral where we find the courage to continue.

In John 15:13, Jesus tells us, "Greater love has no one than this: to lay down one's life for one's friends." These words echo in my heart

every May as I ride with Law Enforcement United to honor the fallen. Each mile we cover is a tribute to a life lived in service to others and a life taken too soon. These officers answered a sacred call, and in doing so, they bore witness to the greatest form of love.

This year, as always, I ride not only with sorrow but with hope. I ride for the memory of the fallen and the healing of the living. I ride for the families who wake each day missing someone they can never replace. And I ride for the belief that through unity, service, and faith, we can carry their legacy forward.

As we observe Police Week, I encourage all of us to not only remember those we've lost, but to recommit ourselves to the values they lived by - integrity, honor, courage, and compassion. Let us also take care of each other - mentally, emotionally, and spiritually. In a profession in which darkness can sometimes feel overwhelming, we need to be a light for one another.

May God bless the souls of our fallen heroes. May He protect those still serving. And may He grant peace and comfort to the families who carry their memory forward every day.

Let us never forget, and let us never lose faith.

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# Discipline Briefs



DAN GORMAN

Part of my report given at the monthly General Members meetings include examples of arbitrator's decisions issued at binding summary opinion (BSO) arbitration hearings. Every investigation has its own individual circumstances, and in most cases, there are multiple allegations and redundant alleged "rule violations" (usually piled on by the investigators). However, below are examples of relatively simpler CR investigations and recent dispositions that have been awarded by the binding summary arbitrators. 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
-Late BWC; -Fail to notify OEMC of an alleged "pointing" incident; -No ISR	3-day suspension	1-day suspension
Shove of a restrained subject	20-day suspension	5-day suspension
Accidental discharge (fall) and BWC	7-day suspension	Written Reprimand (for BWC)
Accidental discharge (indoor)	7-day suspension	Written Reprimand
Taser subject (elevated platform)	2-day suspension	Written Reprimand
-Alleged excessive force (weapon discharge); -late BWC; -and late notification to OEMC of weapons discharge	365-day suspension	Exonerate: Use of Force 3-day suspension for BWC, and late OEMC notification

**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.

**Quote from the 5-page arbitration decision re: Late BWC; Fail to notify OEMC of an alleged "pointing" incident; & no ISR**

"After stepping out of the vehicle, the Grievant first pointed his flashlight at the unnamed individual and instructed him to stop before the man began to flee. There was time for the Grievant to activate his BWC as he exited the vehicle and approached the individual. "

**Quotes from the 6-page arbitration decision re: Use of Force: "Shove" of an arrestee**

"...General Order G03-02 (De-Escalation Response to Resistance, and Use of Force) requires an analysis that looks at the "totality of circumstances," whether such force is "objectively reasonable, necessary, and proportional."

"As he entered the hallway or sallyport leading to the holding cell, the arrestee appeared to suddenly pull away from the Grievant who was escorting him by his arm, and turned around to face him, yelling and pushing himself up against the Grievant. At that point, the Grievant pushed the arrestee with some force and he fell backwards..."

"...the evidence is also clear that the Grievant did not intend for the prisoner to fall or to hurt him." "This was a difficult prisoner, even though he was handcuffed and shackled, who refused to cooperate and follow instructions, he was belligerent, constantly yelling, swearing and using the weight of his body to push back against the Grievant."

"In considering the totality of the circumstances, per the Use of Force policy, the prisoner's actions must be taken into consideration when weighing the event. It is also concerning that COPA considered the harm that "could" have taken place rather than the fact that the prisoner was not injured. Speculation as to possible harm is misguided and should not have been considered."

**Quote from the 5-page arbitration decision re: Accidental discharge during a fall**

"The issue focused on by COPA was whether the Grievant had his finger on the trigger or slide when he slipped. COPA, applying a preponderance of the evidence standard, concluded he negligently had his finger on the trigger because his weapon was a Sig Sauer p320 9mm handgun, which is equipped with a trigger guard, a protective loop built into the firearm purposely designed to prevent a finger moving from the slide to the trigger to prevent an accidental discharge. It is possible COPA is right and that is what happened. It is equally plausible that, as the Grievant suddenly slipped with his finger on the slide, and while he was in an uncontrolled fall, his finger moved to the trigger despite the guard on the weapon. The Grievant testified that he was a 10-year veteran of the U.S. Marine Corps with a great deal of training and experience with different weapons, as well as his police training and experience with two different police departments."

**Quotes from the 5-page arbitration decision re: Accidental discharge in police facility**

"The Grievant admits to the accident and candidly suggested his judgement might have been impaired as to the number of rounds in the weapon due to fatigue."

“Furthermore, this incident took place 5 years ago and whatever corrective benefit the Department would have hoped to achieve from suspending the Grievant has long passed. Discipline at this late date would be more punitive contrary to the parties’ mutual commitment to progressive discipline.”

**Quote from the 6-page arbitration decision re: Taser of an elevated subject**

“It has been well recognized that an Officer’s lack of experience should be weighed in mitigation in discipline. It is also relevant that the Grievant recognizes her error and takes full responsibility. I must agree with District Commander Shemash, who wrote “this young officer has learned from this incident and it was clearly a teachable moment.””

**Quotes from the 23-page arbitration decision re: Alleged excessive force (weapon discharge)**

“It does not appear that COPA analyzed these events in the totality of circumstances as required by General Order G03-02 – Use of Force. COPA speculates that Grievant should have seen ██████ in the 8 seconds he traveled from his police vehicle until they were face-to-face. Speculation, however, is not evidence as is required to sustain discipline. COPA does not seem to consider, or at least gives little weight, to the fact that both men were running at night under streetlights, thus impacting vision, and Grievant ran at an angle from ██████ and maneuvered between two parked vehicles

to move from the street to the east sidewalk, again impacting his line of sight. COPA also gives short thrift to the short time frame these events took place.”

“COPA believes Grievant had sufficient time in the 8 seconds he and ██████ ran towards each other to see the suspect’s empty hands that was carrying a weapon only moments before. It is also COPA’s view that Grievant had time in the brief moment they were face-to-face to again see ██████ gun-free hand. In turn, the Grievant observed “this happened so fast” he never saw ██████ hands...”

““Even Superintendent Waller believed that “mere seconds of a mistaken subjective belief by ██████ should not end his career.”

“COPA had an opportunity to perform a forensic review of the event, studying movements frame by frame, synchronizing the officers’ BWC video, but the Grievant had no such opportunity.” “He needed to make a split-second decision, a decision that he in good faith believed put his life at risk.”

“Finally, the Lodge also raises a valid argument that COPA seems to be suggesting that officers must visually confirm that an offender has or is reaching for a weapon in order for the discharge by the Officer to be within policy.”

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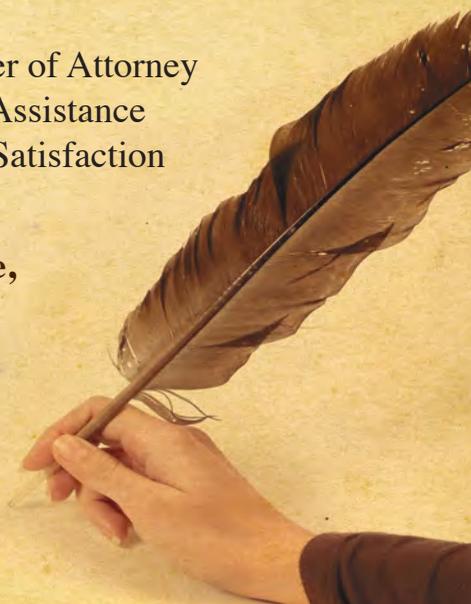


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# Following Up with On-Duty Injuries



MONICA  
ORTIZ

Police officers, due to the nature of their work, are at a higher risk of injury or illness in the workplace. Most calls I receive are medical questions regarding (IOD) injuries on duty and grievances when these injury claims are denied. I wanted to touch on specific scenarios involving injury on duty and reports being submitted for injury.

When an injury is reported in the workplace, a report will be submitted by a supervisor. That report will be reviewed for approval or denial by Gallagher Bassett. It's crucial to follow the claims process, as this ensures a fair and thorough review of your case. The officer will receive a letter in the mail, usually within a week, letting him/her know that Gallagher Bassett has received the claim and is reviewing the reports. Approximately a week later, a second letter should arrive in the mail from Gallagher Bassett notifying the officer if the claim has been approved or denied. If denied, you have 10 days from the time you open this notification to call FOP and discuss if there is a grievance that can be filed. I want to talk about a more specific scenario where an injury has been reported.

I've come across officers who get hurt at work with a fender bender or sprained and strained injury, and these officers don't go to the ER or follow up after the incident with a doctor or the medical section. These officers shake it off and go back to work. I'm writing this to reiterate the importance of self-care. Don't shake it off like it's no big deal. Go to the doctor. Get a medical evaluation and a diagnosis. I've had scenarios in which, as time goes by, the condition is worse, and the officer never went to have the injury looked at. If you have a certified IOD that is approved, get a referral from the medical section. See a doctor and leave a trail of your medical diagnosis on paper.

Why am I bringing this up? I've had a member go to work hurt and a year later discover he/she had a more serious condition. The medical service section will close your claim if you do not seek treatment, and now you have no paper trail documenting your injury from an ER doctor or a referring physician. The MSS will put you through a process to get treatment and challenge the injury since you didn't receive care immediately. You get 365 days to use for an IOD injury and be on the medical roll. Using this benefit is one of the many benefits of taking care of yourself if you get hurt at work. I've had this scenario, which I've described above, happen multiple times. If you don't want to use the medical roll, then you don't have to. You can continue going to work if you're well enough but can still get a referral to see a doctor. Why take a chance if you are feeling hurt? The doctor may order further diagnostic testing to reveal something that can receive immediate treatment. After a year or more has passed and you need to see a doctor because you're having the same type of pain you had the day the injury occurred, the medical section is going to put you through a process that is part of the contract called Appendix N, which is for officers reporting recurrence to an injury. The medical service section will review your file, and if you

feel it needs further review, it will send you to a referral doctor for a relatedness exam. The doctor may agree or disagree that the injury is related to the original injury. The officer or the employer may challenge the above step and the findings from the referral doctor. The final step, which is final and binding under the contract, is to be sent to a doctor in the specialty of the injury for an Independent Medical Exam (IME). Get yourself checked out with injuries. If you need to be off when your IOD is certified, you have time you can take off to heal. Remember, your health is your most important asset. I hope the information is helpful.

God bless and always stay safe.

## Department Directives

E03-01-01 --- Sworn Medical Roll -- Injury on Duty Status

E03-01-02 --- Sworn Medical Roll - Non-Injury on Duty Status

## Contract

Article 9. Section 9.5 — Medical Grievances

Article 18. Section 18.1 — IOD.

Section 18.2 — Non-I.O.D

Section 18.5 — Certification



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# An Update on Makeup Exams, New Weapons Rules



**ROB NOCEDA**

Greetings Lodge 7,  
I pray you and your family are well this spring.

### Makeup Exams

I and the other reps at the Lodge field calls regularly regarding makeup exams for promotional exams, such as sergeant and detective. Military-deployed service-members and medically unable to participate officers are always delayed regarding these makeup examinations. I have floated these ideas to include quarterly or six-month makeup examinations. This should also be on the department's promotional calendar. The lack of makeup testing for those unable to participate is very frustrating to members. Human Resources is currently aware of the situation, and we hope that they move quickly and diligently to ensuring officers who serve our country far away in foreign lands and protect our way of life here are allowed to participate in makeup testing in a reasonable timeframe. Let's hope we will not need to advise members to file various USERRA complaints.

### Sig Sauer P320

While at our quarterly safety committee meeting, I learned that the department has committed to discontinue the use of the Sig Sauer P320 as an authorized approved weapon. I advised President Catanzara immediately. The Board of Directors were notified at our April board meeting of this important issue involving 1,200 Chicago police officers, most of whom are represented by Lodge 7. Between multiple communications with the Department and now a formal Lodge 7 Board of Directors Letter to Superintendent Larry Snelling and other interested parties, Lodge 7's unwavering commitment to ensure our members are not at a financial loss will continue. For members to have used their duty weapon for five, six, seven years and now be told they have to buy a new duty or off-duty weapon is so unfair. That's why our fight for compensation and making our members whole is justified and the right thing to do.

### Bed Bugs at HQ – Still!

When I took over as safety chairman in 2023, there was a lot going on. Safety meetings were not held quarterly. I have ensured that they are. I am sure you can remember when people lived in police districts. We fought that constantly, too. So, guess what I learned when I became chairman? We learned that on the third floor at headquarters bed bugs are alive and well, unfortunately. Gross

and disgusting, I know. I have heard this problem has been around for well over a decade. Nobody took on this cause. Well, we have fought to get funding for two years and determination does pay off to the sum of \$400,000 to remodel part of the third floor. Well, that's apparently at least \$600,000 short from the estimate the city was given. If this was an important individual or say the Chicago City Council floor, would bed bugs be rolling around City Hall or would it be solved in a heartbeat? I'll leave you to answer that. So, the fight continues. To add insult to injury, most of these members subjected to the Bed Bugs are injured from Line of Duty incidents. The Lodge will continue to fight and defend our members safety as well as so many other issues.

God bless and stay safe! You're the angels on the street CPD! The good people of Chicago STILL need YOU!

We're here at the Lodge for your support in any way we can.

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Dr. Robin Kroll, owner and Clinical Director of BRAVE Police & Public Safety Wellness Center, is a Board-Certified Police and Public Safety Psychologist.

# DSI, ROI & VSWO



JIM  
JAKSTAVICH

Hello again officers, both active and retired. Well, the warmer weather months are upon us, and the department is now offering another new overtime initiative through special events. The first initiative was labeled DSI aka District Support Initiative. The start time for DSI is 1900 hours until 0400 hours only available Friday through Sunday. When the original message #318809 came out, the department had only two title codes (9161, 9164) eligible to sign up. I received calls from many detectives and E.T.s who wanted to take part in this overtime initiative, so I reached out to the Labor Relations Division, and the message was revised adding additional pay grades (D1, D2, D2A, D2B). This revision did not identify specific title codes as the earlier message. They again left off officers who receive the D3 pay grade which is a unique group of only five title codes, collectively amounting to less than 100 officers altogether. These D3 officers should absolutely be allowed to work these overtime initiatives even if they have in unit overtime.

About a week after the message for DSI came out, the department put out another message #319102 for the ROI aka Response Overtime Initiative which only allowed 9161 and 9164 title codes eligible to sign up. ROI is only available from Friday through Sunday but has a 0700 and 1600 hour start time, which are more desirable to those assigned to 2nd watch and 3rd watch. At this point, I filed a class action grievance on behalf of all officers to be allowed to sign up for either initiative, regardless of title code or pay grade. The Labor Relations Division did respond but these overtime initiatives have not yet been amended to allow all officers the ability to sign up.

When I reached out to the Labor Relations Division and spoke with the good sergeant, she offered some clarification of the overtime initiatives as well as stressing the guidelines associated with them. Both initiatives were created to support district personnel in districts and beats identified by the chief of patrol based on emerging crimes/trends which may change frequently. Under ROI, you are basically functioning as an additional beat car, where the officers will be required to respond to calls for service and assist in clearing backlogs, generating reports, etc. Scheduling for DSI will take priority over ROI. When signing up for ROI, officers do not get to choose their district of assignment, only their desired start time. Officers may only work a maximum of three days of (DSI or ROI) per month, but you may still sign up for additional VSWO opportunities like (CHA, CTA, etc.). Again, the guidelines for these overtime initiatives must be strictly adhered to, please read the "advisory" box in the deployment details when signing up for overtime. There are specific requirements of the program including uniform, equip-

ment required, and tardiness. If you live north and are sent south and vice versa, give yourself ample time to get to roll call. I would hate for someone driving over an hour in traffic just to be turned away for being late and suspended from the program. These are not our normal units of assignment, and we are being paid at the overtime rate, so you can bet your bottom dollar that supervisors will enforce all rules. If you are turned away, keep a cool head, do not open yourself up to compounding discipline.

Lastly, the ability to earn overtime should not be restricted to specific title codes and pay grades if those signing up can properly perform the assigned duties. We are all police officers assigned "as". So many detectives involuntarily sat in "boxes" in districts the last few years, why keep them from doing it now? I realize those of us on the job despise cancellations of our RDOs but when we sign up for overtime, we already know our schedules and get to choose those schedules. We are saving for a child's tuition, family vacation, home remodel project, new car, divorce, etc. Those who work overtime do it for different reasons. If the department values officer wellness as much as they say they do, I would like to see the department allow more time off for district personnel if they have an overabundance of volunteers for these initiatives.

As always, stay safe.

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Joel, Chicago PD

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# The Mediation Process



MICHAEL  
COLLINS

Hello brothers and sisters, both active and retired. Taking suspension time is never an easy pill to swallow. However, when a CR/LOG# is generated against you as the accused officer, you may still have options in lieu of giving a formal statement to BIA or COPA.

At any time during an open CR/LOG# investigation, prior to an accused officer giving a statement, the officer with the advice of union counsel can elect to request mediation. Mediation is a mutually accepted resolution, which offers an alternative to going through the full administrative discipline process.

Depending on the nature of the allegations made against you, requesting mediation may be the best option for you to not only speed up the investigation, but also to limit the amount of suspension time you may receive if you were to go through the full administrative discipline process.

It should be known that after you submit your mediation request, the department may decline to mediate the resolution of your CR/LOG# investigation, at which time the investigation will continue as designated, and you will be required to go to

BIA or COPA to give a formal statement pertaining to the allegations made against you. Denied mediation is generally due to the seriousness of the allegations made against you.

If the mediation request is accepted, the BIA advocate lieutenant will notify FOP legal defense of the penalty offer. Penalty offers range from reprimands to suspension time. If there is suspension time, it will also be noted if it comes with or without options. If the penalty suspension offer comes with options, the officer can elect to use comp time, baby furlough days, etc. in lieu of a straight no pay suspension. If the officer declines the penalty offer, the investigation will continue as designated.

A commonly asked question – If I accept the mediation penalty offer can I still file a grievance? The answer is no. By accepting the discipline offer, the officer is waiving their right to grieve or appeal the decision.

An example of the mediation request form can be found on following page. Please consult with FOP or your assigned FOP attorney before submitting. If anyone has any questions or would like to discuss the mediation process in more detail, please give me a call at the Lodge.

Stay safe everyone!

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**REQUEST FOR MEDIATION REVIEW OF INVESTIGATION**  
BUREAU OF INTERNAL AFFAIRS  
CHICAGO POLICE DEPARTMENT

GIVEN TO ACCUSED BY \_\_\_\_\_

DATE \_\_\_\_\_

TIME \_\_\_\_\_

NAME \_\_\_\_\_

STAR NO. \_\_\_\_\_

LOG NO. \_\_\_\_\_

**REQUEST FOR MEDIATION REVIEW OF INVESTIGATION**

After acknowledging the Charges and Allegations made against me, and before giving a statement regarding the allegations, I request that this Log Number Investigation be reviewed for possible mediation.

I have been advised and fully understand that the Department may decline to mediate the resolution of this Log Number Investigation, at which time the investigation will continue as designated. I am aware that any mediation shall be conducted before I give a statement. I am aware that in the event an agreement is made as to the disposition of this Log Number Investigation, that by accepting the discipline, I am waiving my right to grieve or appeal the decision, and that if an agreement is not made, the investigative process will continue as designated. I am aware that any statements made or information relayed at the mediation which are not included in the file will not be used against me or included in the file at a later date. I am aware that if a penalty less than separation is agreed upon, it is binding, however, the Superintendent retains the right to seek separation of any officer.

Signature \_\_\_\_\_

PREPARE IN DUPLICATE:  
ORIGINAL TO THE BUREAU OF INTERNAL AFFAIRS,  
COPY TO THE ACCUSED MEMBER.

NOTE: RETURN TO THE BUREAU OF INTERNAL AFFAIRS  
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CPD-44.153 (Rev. 8/16)

# Healing Through Humor



KENYATTA  
GAINES

I would like to thank everyone who showed up for our first ever Tac-Tickle Comedy showcase. The showcase presented talents from various members within our law enforcement community. It was a spectacular event where the entrants gained access by giving donations to the Light the Line Foundation. Founding President, Sgt. Elizabeth Alaniz, envisioned Light the Line in the wake of the dreadful tragedy that claimed the life of PO Ella French, critically injured PO Carlos Yanez Jr., and devastated PO Joshua Blas, along with many of our blue family members. Together, Vice President Lt. Rhonda Anderson, Executive Director Elizabeth French (Ella's mom), and Executive Board Member PO Carlos Yanez Jr., are committed to sharing their time and talents with officers through this organization. Light the Line offers a suite of services provided by thoroughly vetted professionals who are experts in the well-being needs of law enforcement. They provide support to officers and their families through resources, programs, and community initiatives that drive meaningful change.

Tac-Tickle Comedy was created by Sgt. Ronald Gaines Jr. and engineered by me. Sgt. Gaines wants Tac-Tickle Comedy to give police officers a place to decompress, take the stress and struggles of police / life balance and present them in a comedic way. Far too many times we see and hear of officers turning to harmful ways to relieve their stress, either using alcohol, drugs, and other harmful substances and activities that could be detrimental to both their health and their job.

Sgt. Gaines shared, "I encourage every officer to participate in this fun activity where we can humorously share our life and experiences with our family and friends. Experience is not necessary. Honestly, it was a pleasant surprise to see how well our first-time on-stage participants performed. Participants met weekly to prepare for the showcase. We went over things such as: finding the funny in everyday life, crafting your joke, focusing on delivery and timing, stage presence, microphone handling, eye contact, etc. We also discussed issues such as hecklers and overcoming stage fright. Each session was conducted at the Education and Training Academy and lasted approximately 90 minutes."

The show began with President Catanzara welcoming the audience to this unique event. He set the tone of the evening, leading with, "If you have a sensitive sense of humor, you may want to relocate, we are here to enjoy cop humor." As he passed the microphone to our emcee of the evening, Fr. Dan Brandt, we were off to the races. It was nonstop laughter throughout the entire show. Dan did not hold back any punches as he regaled the crowd with colorful accounts of Supermarket Saints and crap humor. Fr. Brandt, with his trusty sidekick, retired PO Brian Warner in tow kept the crowd roaring between acts.

## From the Comedians -

*"Welp, this was my first time doing anything like this. Someone had mentioned the event to me and that 'I'm a funny guy' and that I should give it a try. That's what prompted me to reach out and see what happens! After that, I began researching on how to do stand up. And by researching I mean finding advice*

*on YouTube and Reddit. The writing was probably the most fun besides being up there and telling my material. I've always had an interest in writing, even to the degree of taking courses in creative writing. I wasn't really sure how to proceed or which direction to go beyond that. Perhaps this is a sign of sorts. I've been doing a lot more writing and trying to generate more material since the show. Getting up on stage was awesome! I was nervous but also eager as hell to get going! The event was a total blast. I heard numerous people say things to the effect that they hope this occurs again! And, someone gave a me a box of pizza! So even if I bombed, I still came out ahead!!!"*

-PO Dan Kaktis (The Paperman)

*"I am truly honored to perform stand-up comedy for our CPD family and friends and see so many smiles. With so many people in attendance. I was not nervous on stage because I brought my bump card in case of a 'hairy situation.' So many people reached out to me after the show and expressed their appreciation for such an enjoyable evening of laughter. I cannot wait to do it again. In case you're wondering, I have not spoken to my ex from the obituary because she's been ghosting me."*

-Det Ryan Goldie (The Hungarian)

Also joining us was our Gold Star Family member, the very talented and surprisingly funny, Executive Board President of the Chicago Police Memorial Foundation, Ms. Sandra "It's OK" Wortham. Sandra is the sister of fallen Officer Thomas Wortham, Jr. We had the pleasure of having the "Bonita Powerhouse" hailing from the Cook County Sheriff's Department, Vice Chair of the Women of the Shield organization, Mrs. Carmen Gercone, our very own 005th District rising star, "Bad Boy" PO Demarkus Brady, and the "Impressionable Impressionist" PO Patrick McGrath gave us mega giggles. The beautiful, "Typical Puerto Rican" comedian extraordinaire Mrs. Evelyn Cato (yes, that Cato) graced our stage as well. Then we had our closer, "The Cake Guy" the hilarious Crisis Intervention Team Sgt. Ronald Gaines, Jr., who brought the crowd to their feet. Heckled by Fr. Brant, Sgt. Gaines educated us about the stock market, his wife's poor choice in men, and prepared us for the next generation of kid names. Don't worry, Carlos Yanez Jr. had his "eye" on Sgt. Gaines the entire time.

Our Tac-Tickle Comedy mission was successfully accomplished! We came, we saw, we laughed until our bellies hurt! This could not have happened without some very important people who believe in my adopted mission, which is For Us by Us! Our saving graces, the Barraco family and Barraco's Pizza, Jaguar Security & KayArch, Sgt. Kendra Archer, Lodge 7 staff member Joseph Oyebanji, photographer PO George F. Gill, retired PO "The Chairman" Dave Disanti, and Chicago John Dineen Lodge 7 President John Catanzara. Remember you are NOT alone. There is healing in humor. If you are in pain today, be intentional about finding a way to laugh tomorrow. Recognize that you have already made it "through" the thing, the sorrow you feel CAN change. You have already survived! Change is the only absolute. Better is waiting. Connect with the plethora of organizations that Want to HELP YOU! Stay Safe!



# From 365 Days To 3 Days—What Would A Reasonable Officer Do?



PAT  
FIORETTO

Recently, in yet another blow to COPA, Arbitrator Gibbons issued an arbitration award in which he highlighted COPA's flawed logic and the outrageous discipline recommendations it sought to impose on a police officer. In this latest case, my colleagues Brian Hlavin and Fiona Lamb succeeded in having the grievant's original 365-day suspension (although COPA initially sought termination) reduced to a three-day suspension.

The central issue of the grievance centered on whether the grievant had a reasonable basis to discharge his weapon at an offender whom the officer, only moments earlier, had observed armed and believed the offender turned to shoot at him. After a full hearing in which the city presented both the COPA investigator and Lt. Flores from the department's advocate section to prove its case, Arbitrator Gibbons found the city could not justify its burden of proof. In essence, the arbitrator sustained the grievance and credited the grievant's belief that the suspect posed an imminent threat given the context of the situation.

Significantly, the arbitrator noted that the officer acted in accordance with the Use of Force Policy and his training, when he found that the grievant reasonably believed the suspect had a firearm earlier and acted under the belief that the suspect remained armed. Arbitrator Gibbons emphasized that the officer's actions should be assessed from the perspective of a reasonable officer on the scene, not with the benefit of hindsight. The arbitrator, citing the standard of review language found in General Order G03-02 – Use of Force, noted:

Department members may only use force that is objectively reasonable, necessary, and proportional, under the totality of the Circumstances, in order to ensure the safety of the member or third person, stop an attack, make an arrest, control a subject, or prevent escape.

The arbitrator further explained:

[The] General Order recognizes that reasonableness is not capable of a precise definition but offers some factors to be considered: whether the subject is posing an imminent threat to the member or others, the risk of harm, level of threat or resistance presented by the subject, and the subject's proximity to weapons. Officers are also required to only use the amount of force required under the circumstances, and only the force that is proportional to the threat, actions and level of resistance offered by a subject. The General Order goes on to state that officers are obligated to continually assess situations to determine if any force is necessary and if force should be modified when circumstances change. While recognizing that Officers must "make split-second decisions – in circumstances that are tense, uncertain, and rapidly evolving – about the amount of force that is necessary in a particular situation," the Special Order states that assessing a use of force should be "from the perspective of a reasonable Department member on the scene, in the same or similar circumstances, and not with the benefit of 20/20 hindsight."

COPA, however, routinely and improperly inserts itself by acting as the "judge, jury and executioner" when it imposes its views and makes its determination of what happened during an investigation.

But this arbitrator found COPA's analysis improper.

Arbitrator Gibbons emphasized that the grievant had to make a split-second decision in a tense, rapidly evolving situation. He further highlighted that "time itself is at issue here" and that the officer had only the "8 seconds he traveled from his police vehicle until they were face-to-face." Based on the record, the arbitrator concluded that the grievant properly used deadly force and found the conduct "objectively reasonable, necessary and proportional under the totality of the circumstances to ensure his own safety."

The arbitrator, however, found that the officer did not timely activate his body-worn camera or notify OEMC of his firearm discharge in compliance with the department's existing general order. For those rule violations and based on the officer's complimentary history and lack of any prior discipline, the arbitrator imposed an appropriate discipline of a three-day suspension.

Arbitrator Gibbons' award underscores the complexities involved in law enforcement's use of force and the importance of context in evaluating officers' conduct during high-stress situations. The arbitrator's decision to reduce the suspension to three days reflects an acknowledgement that the standard used by COPA in their decision-making process is not that of a reasonable officer. Fortunately, the arbitrator acted reasonably.



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# Vehicle Pursuits



TIM  
GRACE

Good police officers always run toward the danger. It is in our makeup to get the bad guy, to go out there and make the arrest, and we do so under the idea that we have this job to create order not to cause disorder. Or as our old mayor once said, “the police are not here to create disorder, they’re here to preserve disorder.” While he may have mixed up his words a tad, the point he was trying to make is that the existence of law enforcement is to ensure a safe and orderly society. The statement may have been a swing and a miss and even as unartful as it was, it should have resonated true to all officers (if you could

make the translation that is). Law enforcement brings stability to society, and in order to accomplish that goal, you sometimes need to pursue the offender. With that and all it stands for, the most difficult thing for a police officer to do is to do nothing. Welcome to the world of vehicle pursuits. The safest act to do to avoid the troubles that a vehicle pursuit can bring to you is to not act at all. Easier said than done.

The vehicle pursuit general order is found at G03-03-01. This article is not meant to explore the entire 11-page general order, and it is highly recommended that you review that general order frequently. A pursuit is defined as “[a]n active attempt by a sworn member operating an authorized emergency vehicle to apprehend any driver or operator of a motor vehicle who, having been given a visual and audible signal by the officers...fails or refuses to obey such direction, increases or maintains his or her speed, extinguishes his or her lights, or otherwise flees or attempts to elude the officer.” You attempt to make a traffic stop and the driver refuses to pull over. The policy sets forth a balancing test for the “initiation, continuation and supervisory authorization of each motor vehicle pursuit.” What that means is that an officer who has given audible and visual direction for a motorist to pull over and the motorist fails to pull over and pulls away from the stop, the officer should make a decision as to whether or not he or she should go after and stop that vehicle. A balancing test is a mental analysis by the driver of the squad car as to whether or not he or she should begin to pursue and continue to pursue the vehicle. The balancing test the officer should be considering is “[t]he necessity to immediately apprehend the fleeing suspect outweighs the level of inherent danger created by a motor vehicle pursuit.” Put simply, is the need to take the offender into custody worth the danger it poses?

The first question to ask in any pursuit is, should you do it in the first place. That is the most pivotal question. Can you

initiate a motor vehicle pursuit based upon the information you have at that moment? There are strict prohibitions about pursuing in the first place and the order lays out the type of offenses that do not allow you to initiate a pursuit. You cannot pursue based upon any traffic offense except driving under the influence of alcohol or drugs. You cannot pursue for a theft including the Class 2 felony of possession of a stolen motor vehicle. So, if they take off on you after blowing a stop sign or even driving in a reckless manner, you can’t pursue. You can’t even start to pursue. Bad guy wins and will be caught on a different day. Now if it is a crime that you have reasonable articulable suspicion that is above a traffic offense and not a stolen vehicle you can initiate, meaning you can begin. However, you must now become hypervigilant about what is going on in front of you. You must be conscious of a number of things. While not exhaustive, those things are the speed and maneuvering required by the officer, pedestrian, and vehicular traffic, the road conditions, and weather at the time of the pursuit. Basically, the officer needs to look to how dangerous this pursuit is. This is very hard. Remember, your job is to take that person into custody, and it is difficult to simply stop. The order states you cannot “follow,” you cannot drive parallel on abutting streets, and you certainly cannot box in or ram. The general order cautions that an officer should consider termination of the pursuit when the suspect’s identity has been identified or when property damage begins to occur during the pursuit. Officers should also obtain and assess all information being received from other units including helicopter support. Essentially, the officer needs to first analyze the facts of the pursuit and mentally note the dangers involved and other options to apprehend the suspect. The general order spells it out and you should read it and be able to explain and justify your actions.

Even if you can check off all of the boxes, the speed is not ridiculous, there are no other vehicles out there and no pedestrians are on the sidewalks, you still must continue the balancing test throughout the duration of the pursuit. Is the need to apprehend still not outweighed or overtaken by these factors. There will certainly be times when a pursuit will start out balanced and then turn crooked and, according to the general order, will need to be terminated. There are also some very strict notifications that need to be made when initiating and continuing a pursuit. You must let OEMC know the reason for the pursuit, including law violated, location, speed, and direction of travel, vehicle description, the number of occupants of the offending vehicle and “all other relevant information.” While the driver of the squad may be busy driving, the partner should be relaying that information

and should also be clearing intersections. The partner must also be constantly engaging in the balancing test and should speak up if he or she believes the pursuit is “unbalanced” and should be terminated. You will not get very far with the defense that you were not driver.

In this writer’s opinion, the pursuit rules need to be reevaluated. COPA has taken over the mandates and has used the Police Board to destroy the entire spirit of the general order. We all agree you should not initiate a pursuit into a crowded park in the middle of the day when someone rolls through a stop light. But if that offender’s goal is to make it to the expressway and all else is safe, the order should allow for a pursuit, if the danger is mitigated. Take caution, as that is not the rule, and you should follow the rule as advertised. However, the rule needs to ensure we are performing out basic law enforcement function, to enforce the statutes as written. Until that time comes, read the general order, understand what is allowed and what is prohibited and you will be fine.



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# Springfield Update



DAVE SULLIVAN

The Legislature is now in their last month of the scheduled Spring Session. With adjournment set for May 31st, there are many big decisions to be decided yet this Spring. One that we are working on has to do with pension reform. We have been meeting and negotiating with Legislators all year on overall reform matters as well as specific items to help widows of fallen officers. The work continues!

In general, the Legislature has been busy all year addressing hundreds and hundreds of bills on a variety of issues. While most of those will not pass, there are still a few hundred pieces of legislation alive in the process. And as we know, since a bill can be amended at any time, there are certain to be many new ideas presented in this last month. In a pattern that has become the normal, the Senate is taking a much slower and deliberate path and therefore passing fewer bills than the House which should lessen the overall workload as we work toward adjournment. The key focus as it is every year in the last few weeks of

Session will be passing a budget. There are certain budget pressures but this year there is the added issue of a slowdown in federal money coming to the State. This will most assuredly impact budget decisions and has created some speculation that the Legislature may need to come back this Summer or Fall to address those budgetary issues.

The politics of Illinois has taken an expected but interesting turn with the announced retirement of longtime US Senator Dick Durbin. There are many prominent Democrats talking about running. This is a once in a generation opening of a US Senate seat since Durbin has been in that seat since he won election in 1996. He is the longest serving US Senator in Illinois history. Lt. Governor Stratton, US Congressional Members Krishnamoorthi, Underwood and Kelly are among several who have indicated they are strongly considering a bid. It does also appear that longtime north side of Chicago Congresswoman Jan Schakowski will announce her retirement in May. This will create quite a game of who is running for what seat in Illinois politics. Buckle up.

## For First Responders, The Vanna Group is the only choice!

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The rebate does not apply if your home is currently listed or if you are currently working with one of our agents. Registration is required before contacting any Baird & Warner sales associate. Baird & Warner's First Responder Program cannot be used in conjunction with other rebates, relocation benefits, broker referrals, and/or affinity programs. The Vanna Group First Responder Program requires a minimum broker commission (buy-side or listing) in order for First Responder Benefits to apply.



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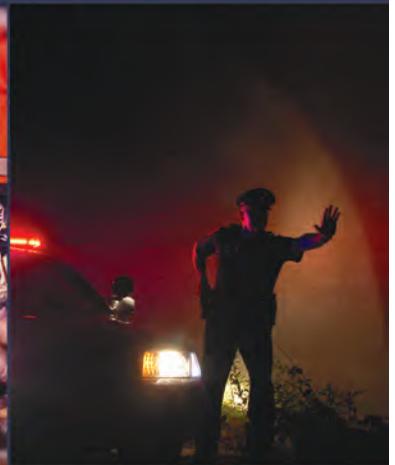
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# Honoring Sisters and Brothers who have passed

<b>Name</b>	<b>Status</b>	<b>Age</b>	<b>Date of Passing</b>
Nicol Walker	Unit 019	50	June 6, 2020
Ronald Szech	Retired	81	July 21, 2024
Louis Saxon	Retired	82	November 10, 2024
Lynwood Harris	Retired	94	November 11, 2024
August Caporusso	Retired	83	November 17, 2024
Teddeus Przepiora	Retired	92	November 29, 2024
Jack Johnson	Retired	86	November 30, 2024
Donna McMahon	Retired	72	December 2, 2024
James Clemmons	Retired	82	December 3, 2024
Earle Benson	Retired	95	December 6, 2024
Joseph F. Gorman	Retired	89	December 7, 2024
William J. Fitzpatrick	Retired	87	December 11, 2024
Peter Calandra	Retired	79	December 14, 2024
Otis Thames	Retired	94	December 16, 2024
Arthur Smagala	Retired	94	December 26, 2024
Ronald Sowinski	Retired	84	December 29, 2024
Robert Tracey	Retired	88	December 31, 2024
Bernard Clark	Retired	76	December 31, 2024
Donald B. Nauer	Retired	81	January 4, 2025
John W. Murray	Retired	77	January 6, 2025
Richard Dietrich	Retired	74	January 6, 2025
Michael Perdue	Retired	76	January 8, 2025
James R. Nowlin	Retired	78	January 13, 2025
Thomas Franzo	Retired	80	January 17, 2025
Arlene Stampnick	Retired	84	January 19, 2025
John Volatile	Retired	99	January 20, 2025
Thomas J. Flanagan	Retired	82	January 23, 2025
Theodore Raab	Retired	80	January 23, 2025
Bernard Blake	Retired	83	February 2, 2025
John Kelleher	Retired	89	February 4, 2025
John Littleton	Retired	87	February 6, 2025
Joe A. Boyd	Retired	91	February 7, 2025
William T. Woodward	Retired	88	February 19, 2025
Cecilia Bohan	Retired	65	February 22, 2025
James McSwain	Retired	85	February 23, 2025
Dennis L. Prowicz	Retired	79	February 27, 2025
Marshall Considine	Retired	93	February 28, 2025
Thomas R. Martin	Retired	86	March 3, 2025
Robert L. Rohe	Retired	74	March 6, 2025
John Salyers	Retired	76	March 10, 2025
Patrick J. Birmingham	Retired	86	March 12, 2025
Peter De Franciso	Retired	82	March 16, 2025
Michael A. Plovanich	Retired	78	March 20, 2025
William P. Olson	Retired	78	March 25, 2025
John G. Schultz	Retired	90	March 27, 2025
Anthony Letteri	Retired	70	March 28, 2025
Dennis Spadoni	Retired	76	March 30, 2025
Wayne Keneipp	Retired	78	April 3, 2025
John W. Patton	Retired	78	April 7, 2025
Ronald Johnson	Retired	87	April 10, 2025
Malissa Torres	Unit 018	34	April 10, 2025
Joyce McAuliffe	Retired	82	April 17, 2025
Richard Warfield	Retired	83	April 17, 2025

# Honoring Retired Members

## March 2025

Name	Rank	Unit	Years	Name	Rank	Unit	Years
Jason R. Lenski	Officer	145	19	Samuel E. Kubelka	Officer	051	32
Willie A. Carodine	Officer	019	21	William F. Labern	Officer	050	31
Christopher J. Dieball	Officer	016	21	Flavio Mota	Officer	019	22
Jeffery M. Galloway	Officer	057	30	Anthony Santiago	Officer	018	19
Eddie I. Gevrekis	Officer	050	31	Thomas R. Shebish	Detective	620	34
Pauline M. Heard-Cooper	Officer	002	27	Juan C. Solis	Officer	701	30
Kenneth Herrera	Officer	019	26				

## THE 4-1-1

Information about education, training, fundraisers, fun and more...

### Announcing the 50th Reunion for CPD Recruit Class of 1975-1

**Friday, May 16, 2025**

Join us as we gather and reminisce with laughter, tears, and stories and remember those who are no longer with us.

**For more detailed information and tickets, email [cpd50threunion@gmail.com](mailto:cpd50threunion@gmail.com)**

Reunion Committee: Ann (Martin) Shaw, Larry Pike, Roberta Bartik, and Helen (Rusinkas) Kliner (479-651-0927)

## Retiree Meetings

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

### North

First Tuesday of the month @ 9 a.m.  
D'Agostino's Pizza and Pub  
7530 W. Oakton St., Niles  
Steve Marchfield 773-771-0877

### The Northsiders' Luncheon

Third Wednesday of January, April, July, October @ noon  
Suparossa, Chicago  
Paul Vitaoli, 312-402-1040

### South

Second Wednesday of month @ 10 a.m.  
Jedi's Garden, Oak Lawn

### 8-Ball Luncheon

Last Wednesday of month @ noon  
Les Brothers, Oak Lawn

Dorothy Piscitelli, 773-972-0139

### Bomb and Arson

Second Monday of month @ 9 a.m.  
Fiesta Tapatia Restaurant  
Chicago

Ross Horne, 312-613-9182

### Orland Park Law Enforcement Organization

Third Thursday of month @ 7:30 p.m.  
Orland Park Civic Center  
Orland Park

### Survivors Lunch

Second Saturday of month @ 11 a.m.  
Beverly Woods Restaurant  
Chicago

### Public Housing Unit (North, South and

### Administration)

First Wednesday of month @ 10 a.m.  
George's Restaurant, Chicago  
Maurice Brown, 773-577-0154

### Arizona Retirees

Third Thursday of month @ 11 a.m.  
Eagle Buffet at Casino Arizona  
524 N. 92nd St.  
Scottsdale, Arizona  
Brian DuFour, 623-521-6146 or [bdu4@aol.com](mailto:bdu4@aol.com)

### Arkansas Retirees

Third Friday of month @ noon  
Elks Lodge  
Mountain Home, Arkansas  
Bob Zdora, 870-405-5407

### Florida Retirees

First Wednesday of month @ 1 p.m.  
Cop Shop, Cape Coral, Florida  
Tom Faragoi, 239-770-7896

### Michigan Retirees

First Thursday of month @ 8 a.m.  
Macks on Main  
101 W. Cedar Ave.  
Gladwin, Michigan  
John Nielson  
989-324-0877  
[jnnielson@gmail.com](mailto:jnnielson@gmail.com)

### Northern Illinois/Southern Wisconsin Retirees

Second Thursday of month  
Herner's Hideaway  
N202 Williams Road  
Genoa City, Wisconsin

### Hellenic American Police Association Northsiders Retiree Breakfast

First Monday of month @ 10:00 a.m.  
Burgundy Restaurant  
5959 W. Irving Park Rd., Chicago

### Hellenic American Police Association Southsiders Retiree Breakfast

Second Monday of month @ 10:00 a.m.  
Valois Cafeteria  
1518 E. 53rd St., Chicago

### 25th District Retirees

1st Wednesday of the Month  
Tavern on the Point  
6724 N. Northwest Hwy  
7 P.M.

# How to Dance in the Rain



RABBI  
MOSHE WOLF

We were recently at a memorial service for one of our fallen members. From a distance, I noticed one of our members, Jimmy, walking hand in hand with one of our retirees, who was handicapped and could not walk on his own. I went over to Jimmy and said, "Thank you, and G-d bless you for doing such a noble deed of helping the less fortunate." He answered me, "Rabbi, he spent his whole career helping others, it's the least I can do for him." Then he said "Rabbi, you always have to remember How to Dance in the Rain."

It was a busy morning, about 8:30, when an elderly gentleman in his 80s arrived at the doctor's office to have stitches removed from his thumb. He said he was in a hurry as he had an appointment at 9 a.m.

I took his vital signs and had him take a seat, knowing it would be over an hour before someone would be able to see him. I saw him looking at his watch and decided, since I was not busy with another patient, I would evaluate his wound. On exam, it was well healed, so I talked to one of the doctors, got the needed supplies to remove his sutures, and redress his wound.

While taking care of his wound, I asked him if he had another doctor's appointment this morning, as he was in such a hurry.

The gentleman told me no, that he needed to go to the nursing home to eat breakfast with his wife. I inquired as to her health.

He told me that she had been there for a while and that she was a victim of Alzheimer's Disease.

As we talked, I asked if she would be upset if he was a bit late.

He replied that she no longer knew who he was, that she had not recognized him in five years now.

I was surprised, and asked him, "And you still go every morning, even though she doesn't know who you are?"

He smiled as he patted my hand and said, "She doesn't know me, but I still know who she is."

I had to hold back tears as he left, I had goose bumps on my arm, and thought, "That is the kind of love I want in my life."

True love is neither physical, nor romantic.

True love is an acceptance of all that is, and facing the fact, that not all in life will we be able to understand.

The happiest people don't necessarily have the best of everything; they just make the best of everything they have.

"Life isn't about how to survive the storm, but how to dance in the rain."

So, what is YOUR perspective? The Black Dot Story

One day, a professor entered the classroom and asked his students to prepare for a surprise test. They all waited anxiously at their desks for the exam to begin. The professor handed out the exams with the text facing down, as usual.

Once he handed them all out, he asked the students to turn over the papers. To everyone's surprise, there were no questions – just a black dot in the center of the sheet of paper. The professor, seeing the expression on everyone's faces, told them the following: "I want you to write about what you see there."

The students, confused, got started on the inexplicable task. At the end of the class, the professor took all the exams, and started reading

each one of them out loud, in front of all the students. All of them, with no exception, defined the black dot, trying to explain its position in the center of the sheet. After all had been read, the classroom silent, the professor started to explain: "I'm not going to grade you on this, I just wanted to give you something to think about. No one wrote about the white part of the paper. Everyone focused on the black dot – and the same happens in our lives. We have a piece of paper to observe and enjoy, but we always focus on the dark spots. Our life is a gift, and we always have reasons to celebrate – nature renewing itself daily, friends around us, the job that provides our livelihood, our family, our loved ones etc.

However, we insist on focusing only on the dark spot – the health issues that bother us, the lack of money, the complicated relationships with others, or the disappointment with a friend or boss. The dark spots are very small when compared to everything we have in our lives, but they're the ones that pollute our mind. Take your eyes away from the black dots in your life. Enjoy each one of your blessings and each moment that life gives you. Try to train yourself to find one thing every day to make you smile and REMEMBER: EVERY DAY OF LIFE IS A GIFT, ENJOY YOUR PRESENT.

Before we close a little humor from the "Moshe Files"

The I Q Test....

A visitor at a mental hospital asks the director of admissions what the criteria are for defining whether or not a patient should be institutionalized.

"Well," said the doctor, "we fill up a bathtub, then we offer a teaspoon, a teacup, and a bucket to the patient and ask him or her to empty the bathtub."

"Oh, I understand," said the visitor. "A normal person would use the bucket as it's bigger than the spoon or the teacup."

"No," replied the director. "A normal person would pull the drain plug. Do you want a bed by the wall or near the window?"...LOL

Wishing all those in my flock who proudly wear the title of Mom's and all those in your life who fill that role a very Happy Mother's Day. And if you are blessed with a Mom is still around, remember to let her know how much she is loved and appreciated.

To my flock: G-d willing hoping to make a pilgrimage to the Holy land sometime in early summer. Some have the custom of writing a prayer note which is placed among the stones in the Holy Wester Wall. As we have done in the past it would be my honor and privilege to take your prayer notes and requests and bring them to the Holy Wall with me. My snail mail address is on the bottom.

Please make sure to get them to me by June 15th.

On behalf of ALL the chaplains, May G-d bless you and keep you safe. Should you need a shoulder to lean on, an ear to listen, or perhaps have some good humor to share please do not hesitate to give us a call.

**Chicago Police Chaplains website: [www.chicagopcm.com](http://www.chicagopcm.com)**

**Compliments of your Chaplain,**

**Rabbi Moshe Wolf, 773-463-4780 24/7 and please leave message.**

**E-mail: [moshewolf@hotmail.com](mailto:moshewolf@hotmail.com)**

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



FATHER DAN BRANDT

On Tuesday, 01 APR, Superintendent Larry Snelling swore in our unit's newest member. Officer (and Catholic Deacon) Rafael Yanez (third from left) officially joined our ranks after years of assisting us as a volunteer in many capacities including Ash Wednesday rounds and St. Jude Wake Service visitations throughout the city. Welcome aboard, Rafael, and THANK YOU for accepting my invitation to share in our vital ministry.

I pray that travels are/were safe for all paying respects at various local, state and federal police memorials! Thank you for going out of your way to extend honor and respect to those who have gone before us... and their families!

If you happen to be reading this before Mothers' Day, please note the time of our special Mothers' Day Mass is 10:30 a.m. It'll be held at the same place: Mercy Home for Boys and Girls, 1140 W. Jackson Boulevard.

Sunday, 15 JUN, we will celebrate our annual Fathers' Day Mass at 10:00 a.m. at Gold Star Families Memorial and Park. Being an outdoor venue, if the weather looks questionable, please call (773)550-2369 that morning to make sure the Mass is on. You are welcome to bring folding chairs or a blanket...and even a picnic lunch for after Mass.

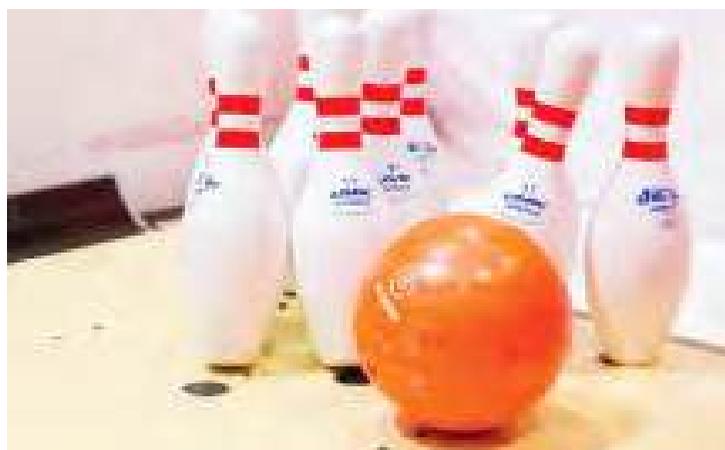
Also this month, Police Chaplains Ministry hosts hundreds of our beloved Gold Star Families on their 28th annual luncheon cruise aboard the Spirit of Chicago. If you would like to help underwrite the cost of this outing, feel free to donate via our website or by mailing a check to Police Chaplains Ministry, 1140 W. Jackson Boulevard, Chicago, IL 60607.

Your Department Chaplains are hosting a day-long marriage retreat on Friday, 27 JUN 25, 1000 hours-1500 hours at Lake Katherine Nature Center and Botanical Gardens in Palos Heights.

We are excited to invite all active and retired Chicago Police Officers and their spouses to participate in this program intended to strengthen relationships, improve communication and achieve better work-life

balance.

This retreat will provide a safe and supportive environment for couples to connect, share experiences and learn valuable relationship-building skills tailored to the unique challenges of law enforcement life. Childcare is included. Please contact Chaplain Kimberly Lewis-Davis for more information at Kimberly.LewisDavis@ChicagoPolice.org or 312-771-6638.



That same evening (27 JUN), we'll be "Bowling with Brandt." All are welcome to come show off your bowling prowess at Edison Park Inn on the northwest side. A \$50 donation to Police Chaplains Ministry gets you bowling, three hours of open bar (beer/wine), and unlimited pizza. Come join the fun! Tickets are available on our website.

Keep up with all of the above and LOTS more at [www.ChicagoPCM.org](http://www.ChicagoPCM.org).

No matter your faith tradition, thank you for doing God's work! God bless you and keep you safe!

**Fr. Dan Brandt, Directing CPD Chaplain**

**773/550-2369 (cell/text)**

**[dan.brandt@chicagopolice.org](mailto:dan.brandt@chicagopolice.org) | [www.ChicagoPCM.org](http://www.ChicagoPCM.org)**

# CHICAGO LODGE 7 AWARDS

## DISTINGUISHED SERVICE AWARD

Police Officer Daniel Claybourne #16426  
 Police Officer Daniel Dowling #12445  
 Police Officer Don E. Cornelius #16786  
 Police Officer Jose A. Diaz #9518  
 Police Officer Timothy P. Hansen #3833  
 Police Officer Gerardo R. Manuel Jr. #12399  
 Police Officer Ricardo Ponce #4183  
 Police Officer Israel Roa #15379  
 Police Officer Warren E. Weaver #18832  
 Detective Gerard A. Reilly #21284  
 Detective Kevin Eberle #20817  
 Sergeant Thomas J. O'Shaughnessy #1247  
 FBI Special Agent Cam Gordon

Nominator: Lieutenant Thomas Olson #442



On March 12, 2024, at the location of 1 S. Wacker, officers responded to a bank hold up alarm. Upon their arrival they were met by a bank teller who related that an offender had entered the bank at 8 a.m., asked some basic questions, and quickly left the scene. A short time later the same offender returned wearing gloves stating he was now at the bank to get a teller's personal phone number. He then presented a note written on a napkin stating, "Put your hands on your chest and fill a bag with money, you have 3 minutes, and no one gets hurt." The teller complied, filling a brown bag with \$776, and the offender fled southbound on Wacker. Mass transit SDSC room was immediately able to track the offender as he made his way to the CTA Blue Line stop at 430 S. Damen Ave. The offender was placed into custody without incident. The offender was brought back to the scene for a "show up," and he was positively identified by the bank employees. The FBI was contacted, and they took the offender into custody as well as the bag containing the USC. The offender was processed under case# 91A-CG-3892827.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents these officers and federal agents with the Distinguished Service Award.**

# CHICAGO LODGE 7 AWARDS

## DISTINGUISHED SERVICE AWARD

Police Officer Endri Peci #10452  
 Police Officer John Barak #2780  
 Police Officer Nicholas Johnson #17653  
 Police Officer Victor Lopez #16182  
 Police Officer Estefany Garcia #5186  
 Police Officer Carlo Rubino #3307  
 Police Officer Dwight Williams #16354  
 Police Officer Erick Hardt #16051  
 Police Officer Kenneth Boruta #14152  
 Detective Robert Goerlich #21288  
 Sergeant Jordan Goss #2393

Nominator: Sergeant Patrick Bowery #2357

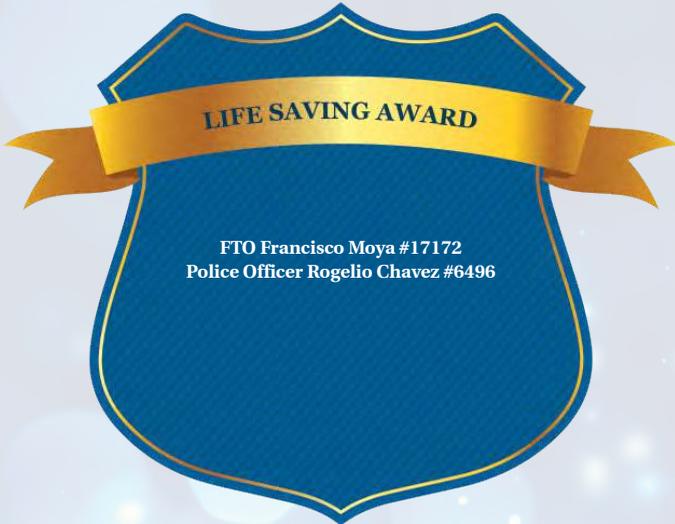
On May 13, 2024, 019th District officers responded to a call of a robbery just occurred at 1242 W. Diversey Pkwy. The caller related that they were just robbed at gunpoint by a gun-wielding masked offender who demanded their wallets and pin numbers to their credit cards. The victims further related that they were hogtied with a Nintendo cord and torn bed sheets after being robbed and a female offender served as a lookout. The responding officers gave a description via OEMC flash message and the SDSC room began using surveillance cameras to track a subject matching the offender's description at the CTA Diversey Brownline station platform. The officers quickly relocated to the CTA station and observed the



offender walking down the stairs. The officers approached at which time the offender fled back to the platform and was observed tossing a dark object over the railing. The offender was placed into custody without incident and the proceeds were recovered from his backpack. The officers retraced the offender's actions and located a 5-shot revolver on the sidewalk below. The offender was transported to 019th District and processed. A name check of the offender shockingly revealed that he was in fact on parole for residential burglary and the gun recovered was reported stolen by Glenview PD. The male offender was charged with Home Invasion/Firearm, Armed Habitual Criminal, Aggravated Kidnapping-Conceal Identity, Robbery- Armed w/Firearm. The female co-offender was charged with Theft and Issuance of Warrant.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents these officers with the Distinguished Service Award.**

# CHICAGO LODGE 7 AWARDS



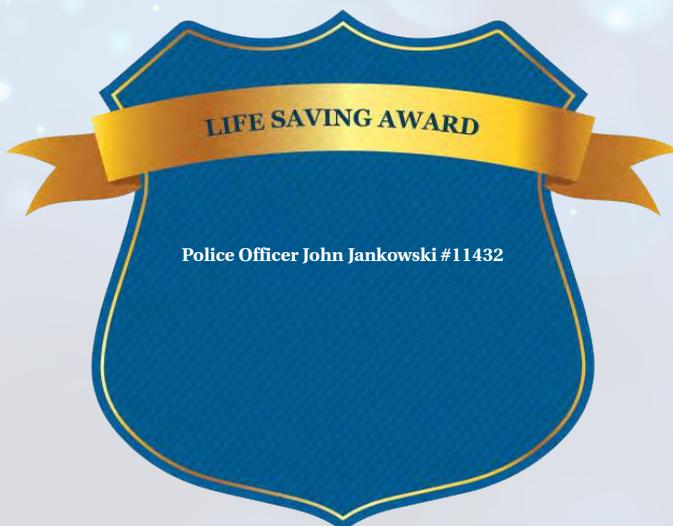
Nominator: FTO Lisa Calvillo #8032



On Oct. 24, 2024, at the location of 4232 S. Michigan Ave, 002nd District officers responded to a call of a male overdose victim foaming at the mouth inside an empty laundry room. Upon arrival, the officers were met by the caller who related that the man was unresponsive after using heroin. The officers located the victim lying face down and not breathing. The officers rolled the victim over immediately notified EMS. The officers administered one dose of Narcan (aka Westside Holy Water) but the victim remained unconscious and was still not breathing. The officers administered a second dose of Narcan, and the victim began to breathe and respond. EMS finally arrived on scene and transported the victim to Provident Hospital where he was treated further and kept for observation. The ER doctor attributed the officers' actions with saving the victim's life.

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

# CHICAGO LODGE 7 AWARDS

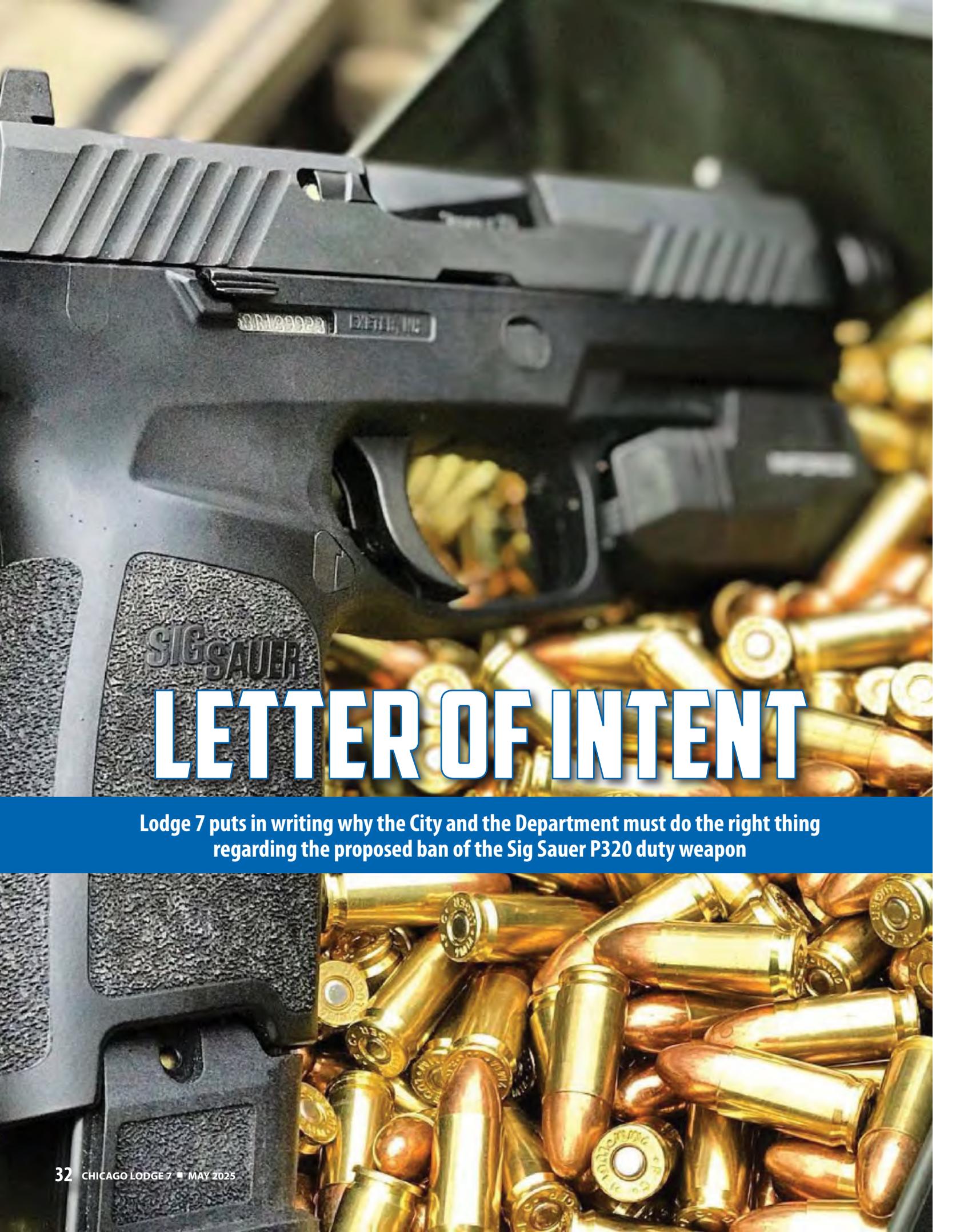


Nominator: Sergeant Matthew Schaller #2083



On Sept. 7, 2024, at the location of 1511 W. Foster Ave, Officer Jankowski #11432 responded to battery in progress. Upon arrival, the officer was directed by multiple witnesses to a man who had been thrown through a plate glass window of a business following a physical altercation with two offenders. The officer observed a large 4-inch-by-1-inch gash to the victim's neck, severing a portion of his carotid artery. Officer Jankowski immediately notified EMS and then utilized his LEMART training and applied a Quick-Clot bandage and pressure to the wound, stemming the blood loss. EMS finally arrived on scene and transported the victim to the hospital where he was in critical condition and whisked into surgery. The officer's actions and calm communication via the radio led to the preservation of this victim's life.

**It is with great appreciation that Chicago John Dineen Lodge #7 presents the Lifesaving Award to Officer Jankowski.**



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# LETTER OF INTENT

Lodge 7 puts in writing why the City and the Department must do the right thing regarding the proposed ban of the Sig Sauer P320 duty weapon

■ BY MITCHELL KRUGEL

Between the lines of a letter Lodge 7 President John Catanzara sent to CPD Superintendent Larry Snelling on April 18, the rumbling, challenging and demanding oozed through. Beginning with “urgent matter” and “immediate action,” as well as “the safety of Chicago Police Officers,” only put the point on the spear that was the letter addressing the Department Arsenal Committee’s recommendation to ban the approved duty weapon that approximately 1,200 officers currently carry.

Powerful words seemed to carry the Lodge president’s inimitable rebuking, advocating and emotion, reverberating with:

- “For many years, CPD allowed Officers to use the Sig Sauer P320 as both a primary and auxiliary weapon. To the best of Lodge 7’s knowledge, about 1,200 current Police Officers have such a firearm registered with (and approved by) the Department.”
- “...the Milwaukee Police Department, concerned about the propensity for the Sig Sauer P320 to fire without a trigger pull, agreed to swap out all the Sig Sauer P320s and replace them with Glock pistols, at no cost to the Officers.”
- “Other law enforcement jurisdictions across the country have already addressed this issue and moved to eliminate the imminent danger associated with the continued use of the Sig Sauer P320.”
- “It remains my understanding that no formal notice and/or determination has been made by the Department on how to proceed. Certainly, Lodge 7 has not received any formal notification. To be clear, the Lodge is not taking a position on the weapon reliability and safety concerns one way or the other”
- “To that end, Lodge 7 is willing to coordinate and work with the Department to transition out the Sig Sauer P320 for the current 1,200 Officers, many of whom are Lodge 7’s bargaining unit members. It is Lodge 7’s position, however, that Chicago Police Officers who have previously registered the Sig Sauer P320 as a weapon should not have to bear any costs associated with any changes to the current practice.”

On second thought, no need to read between the lines to feel the madness of banning the P320, underscored at the bottom of page 2 by the cc: to Commander Donna Rowling, Monitor Maggie Hickey (since the issue clearly falls under the consent decree), Inspector General Deborah Witzburg,

Alderman Brian Hopkins (chair of the City Council Public Safety Committee) and Alderman Christopher Taliaferro (chair of the City Council Police and Fire Committee).

Still, let’s read between the lines so Lodge 7 members can understand what is wrong with the P320, why the recommendation was made, how the Lodge wants the Department to handle the transition and pay for it, as well as alleviate liability for officers and the City.

“You have 1,200 people that you’re forcing to get a new gun, so how do you do it and how do you do it wisely?” submitted Lodge 7 First Vice President Mike Mette, one of the union’s foremost firearms aficionados. “I can’t fault the Department for wanting to get rid of it because of the liability of people claiming things have happened. How they’re handling it, I don’t think it’s fair that these officers should be paying out of pocket for getting another gun when the Department’s making this reaction.”

### News letter

As Catanzara wrote in the letter, “From a liability and safety perspective, the City does not have much time to waste.”

“There’s been reported instances across the country for a couple of years now,” he added when discussing unintentional P320 discharges. “I think the one that really kind of garnered the most attention was, I think it was in Connecticut, where the copper was trying to subdue somebody to take him to the ground with another officer and you could see the gun go off.”

Actually, the Montville Police Department in Connecticut reported an incident of a P320 firing while holstered, narrowly missing another officer. Released in 2014, Sig Sauer’s P320 model has become one of the most popular guns in America, with more than 2.5 million units sold. The P320 also has been the standard sidearm for the U.S. military since 2017.



But the gun has become the focus of dozens of complaints nationwide over claims it can accidentally misfire. And there is additional evidence to make the case for CPD moving away from the P320.

- Since at least 2017, law enforcement agencies in Alabama, Florida, Texas and Wisconsin have pulled the P320 from their arsenals due to concerns over misfirings.
- The Washington State Criminal Justice Training Commission banned the P320 from its training facilities recently after a four-month investigation prompted by an incident in 2024 in which a recruit’s P320 discharged while being drawn, injuring both an instructor and another recruit. The recruit alleged that his P320 discharged despite his finger not being on the trigger. A firearms instructor who witnessed the event confirmed that the recruit’s finger was not inside the trigger guard at the time of discharge.
- More than 100 people have reported similar issues with the firearm since its release, with at least 80 injuries linked to accidental discharges, according to a 2023 joint investigation by *The Trace*, a news outlet dedicated to covering gun violence, and *The Washington Post*.
- In 2023, the Milwaukee Police Department replaced every officer’s P320 service weapon. Chief Jeffrey Norman said it had a history of unintentionally discharging while in use with MPD. Three Milwaukee police officers had been injured since 2020. MPD turned to Glock firearms, with the department using money seized during various criminal investigations to cover the \$450,000 replacement tab.
- Sig Sauer reportedly settled at least one federal class action lawsuit involving the P320, involving pistols made before 2017.

Mette specified that there’s no way to predict whether an unintentional discharge would happen with the P320 that Chicago Police Officers have been using. Because just about anything can cause it to go off.

“Most negligent discharges are just something causing the trigger to be pulled backward and eventually the firearm goes off,” he explained. “I think some of the issues might have been somebody using an incorrect holster. We’ve got so much crap on our vests and on our body now that you go to a holster and if something’s in the holster itself, technically it can pull back the trigger.”

### Take a letter

Between the lines, below the lines, over the lines, the crux of the issue comes through as loud and clear as if Catanzara were speaking about it in front of the City Council. He writes: “Both Police Officers and citizens remain at risk, especially given the Department’s knowledge. If an accidental discharge occurs, will the City indemnify and defend the Officer, both civilly and criminally? Lodge 7 does not believe it is in the Depart-

CONTINUED ON PAGE 34

ment's best interest to wait, but rather should act quickly."

And if the City and the Department want to move as expeditiously as Catanzara notes — and as swiftly as the Milwaukee PD did — then do what they did up there. Remember, this is not a reaction to the fact that Chicago has not had any unintentional discharges with the P320. It's the arsenal committee bringing it to the attention of Department leadership who — pun intended — would have to pull the trigger.

"If you're making that decision to save yourself in the long run, then you should be paying for it," Mette confirmed.

As an important footnote, the Department has accounted for some of what causes accidental discharges in its training. Mette recalled the active shooter program he participated in at Near North a few years ago. They would do dynamic entry while in a stack, accentuating that when in the sole position, "finger off the trigger." They even reinforced that when some officers were found to still have their fingers on the trigger.

The action with banning the P320 can be construed as equally proactive, especially when considering the liability issues that might arise.

"I think this is a get-out-ahead-of-something," Mette observed. "It could be as simple as what if we have an officer who actually does pull the trigger and claims that they never did and they shoot somebody, right? Why even have that situation if you can just discontinue the use of that weapon and go to something different?"

The something different being recommended is the Glock 17 or 19. Some of the Glocks have a trigger safety. It's a lever in the middle of the trigger; if it is not depressed, the trigger cannot be depressed.

But if the Department indeed wants to get out ahead, can it act quickly, as Catanzara put on the record in the letter?



"How do you do it without creating any kind of panic again, without having any real issues here?" Mette cautioned. "We don't want something to happen. You just want to make sure that nobody gets hurt and whatnot."

#### An open-and-shut letter

The drop-the-pen line in the letter — really the exclamation point — comes with Catanzara's closing argument. Subdued for the Lodge 7 president, but nonetheless resonating.

"I remain hopeful that the Department will do the right thing."

Estimates indicate that at least 1,200 officers, and maybe up to 1,600, have a P320 as their primary or secondary duty weapon. So it seems to become simple math.

If it costs \$20 million to settle a lawsuit that could result versus \$1.25 million to replace the guns, holsters and magazines, then it's pennies for



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the City or Department to be wise in the matter. Logistics, City bureaucracy and even the renowned City budget shortfall should not get in the way of doing the right thing.

The Lodge contends that this is not part of the Department policy that requires officers to buy their own duty weapons. These officers have already done that. And current academy recruits already having been advised that the Sig Sauer P320 is no longer a prescribed weapon for them to purchase or utilize could be construed as recognition of the hardship being caused for the officers who have the P320.

Lodge 7 filed a grievance as quickly as possible. This is based on the collective bargaining agreement securing that changes like this need to be negotiated with the union rather than made by the Department unilaterally. And there might be an interpretation to make about the Department being financially responsible if it mandates a change in duty weapons.

In Catanzara's "President's Report" in this issue, he suggests that members with the P320 request administrative leave because they do not have an authorized weapon. So members can be sure that the Lodge is intent on pursuing the right thing.

"We have to diagnose the reason why the Department is doing what they're doing and work with them and whoever else we need to in order to make sure that our members are not paying out of pocket," Mette assured. "If they start hurting our members as far as monetary issues, then we're going to have to do what we have to do as a union to protect our membership."

So doing the right thing starts with not doing the wrong things. For example, there is talk about following the 90-day time frame that the Milwaukee PD used to replace the P320 for all of its officers.

Even though the Department has not instituted the ban based on the recommendation from its arsenal committee to do so, it is, as Catanzara wrote in the first sentence of the letter, an urgent matter.

"If they're talking about the Milwaukee model

where they had a 90-day phase-out of the weapon, I think that's a rather generous time frame," he further assessed. "Milwaukee doesn't nearly have the crime issues that we do here, or the call responses. It seems if you believe it, you're playing with fire."

And he has a more definitive, if not costly, perspective on why the Department must take on the urgency of following through to do what's right and foot the bill.

"You can't walk it back at this point," Catanzara continued. "Your committee has made a recommendation. If something were to happen with somebody who has a P320, a \$2 million incidental shooting or death is now at \$20 million."

Period.



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