



# Illinois COPS

The Voice of Illinois Law Enforcement

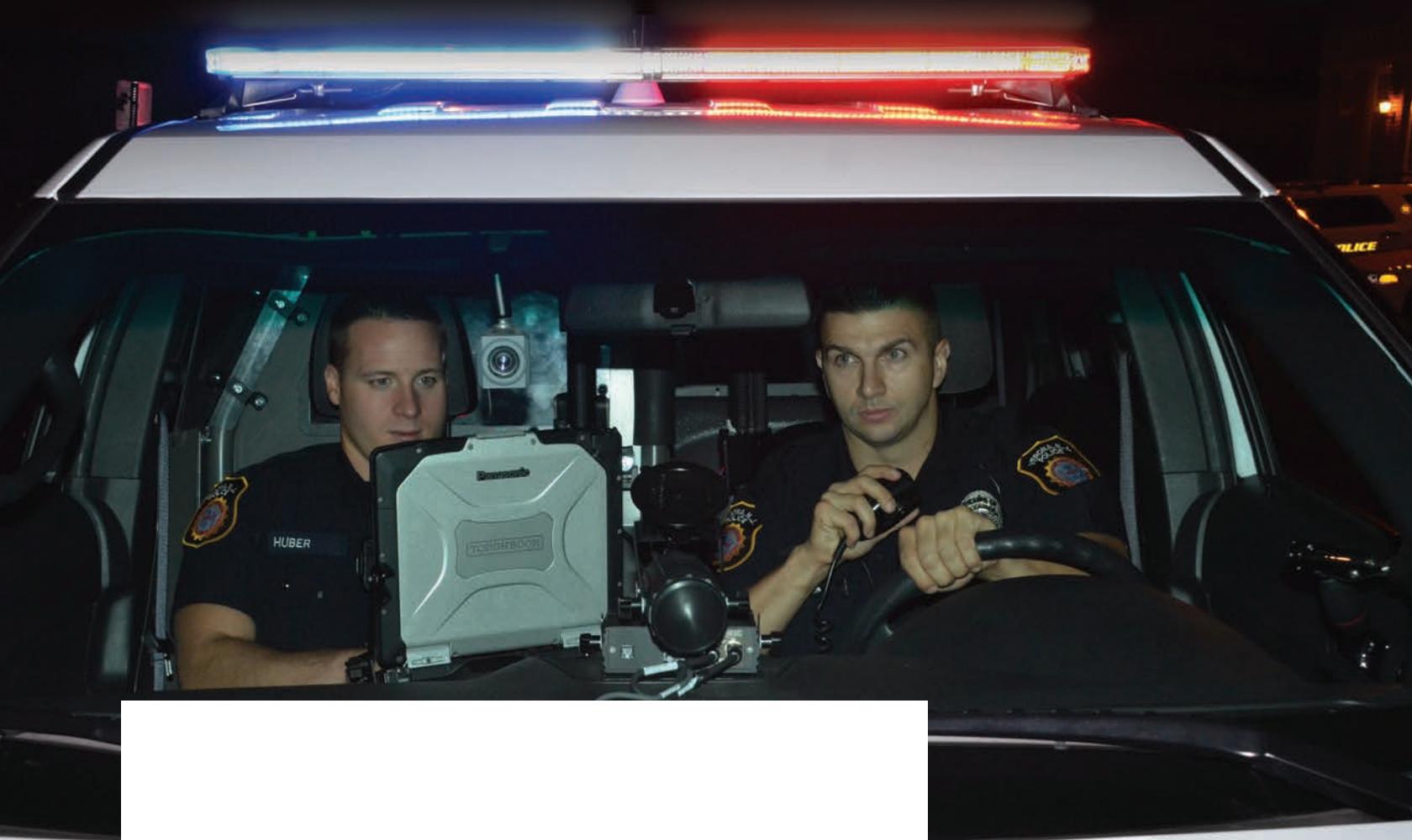


REMEMBERING  
CHARLES JOSEPH  
GLINIEWICZ

Fox Lake Police Department  
End of Watch: Sept. 1, 2015

SEPTEMBER 2015

## WHAT IT TAKES TO BE A COP IN 2015



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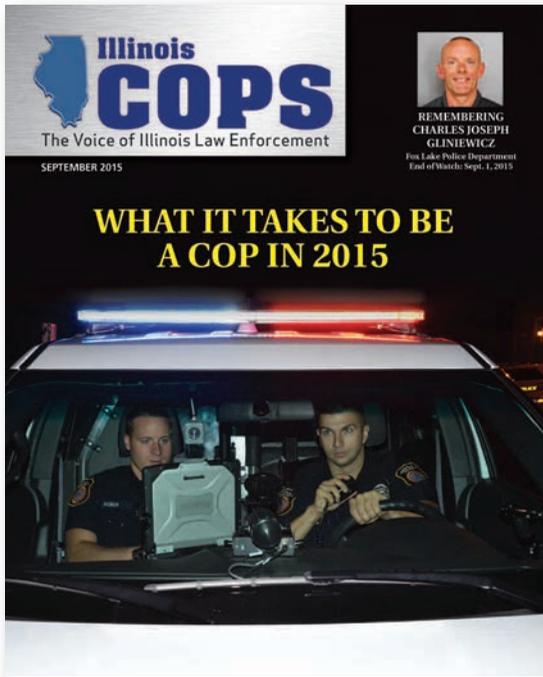
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COVER PHOTO ILLUSTRATION BY ED CARATTINI, JR.

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**Whatever it Takes**

The past 12 months have been ruthless for law enforcement officers around the country. Public perception has put cops on the defensive as funding and staffing cutbacks force them to do more with less under stronger scrutiny. In an introspective look at what it takes to be a cop in 2015, law enforcement leaders weigh in on the issues, including being videoed by the public, maintaining conversations rather than confrontations, and the inevitable stress caused by it all.

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Best practices by cops, for cops

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**Top Cops:** The Illinois State Police's 38th Annual Awards Ceremony honored the State's best Troopers, including a Special Agent known for his persistence and conviction rate.

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Email: cops@ilcopsmagazine.com

Website: www.ilcopsmagazine.com

**ALAN WOLFGANG**

Publisher

alan@ilcopsmagazine.com

**MITCHELL KRUGEL**

Associate Publisher/Editor

mitch@ilcopsmagazine.com

**DAN RAPPOPORT**

Associate Publisher

dan@ilcopsmagazine.com

**CHUCK WUTKE**

Vice President/Sales Director

chuck@ilcopsmagazine.com

**JEANNE B. DAUBNER**

Art Director

jeannedaubner@yahoo.com

**JOSHUA SIGMUND**

Associate Editor

joshua@ilcopsmagazine.com

**DAN CAMPANA**

Contributing Writer

dan@dancamcom.biz

**JAMES PINTO**

Photographer

jrpto@sbcglobal.net

**JENNIFER TRATTLER**

Editorial Assistant

jennifer@ilcopsmagazine.com

**GINA CROTCHFELT**

Graphic Artist

**DEANNA HUNTER**

Director of Operations

dee@ilcopsmagazine.com

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# FIRSTWATCH

## The 4-1-1: Education, Training, Fundraisers and Fun

ALL POINTS BULLETIN

### September 9

#### Pedal for the Police "Twilight Ride"



The Pedal Twilight bicycle ride on the lakefront path is held in honor of fallen brothers and sisters in blue. The ride will begin at Castaways Bar & Grill, proceed to Gold Star Families Memorial and Park and then back to Castaways for a post-ride party, where food and drinks will be provided.

#### Event Information

Castaways Bar and Grill  
603 North Lake Shore Drive, Chicago  
5:45 p.m.

**Cost:** \$35.00 for adults and \$25 for children

Register at [www.cpdmemorial.org/pedal-for-the-police-registration/](http://www.cpdmemorial.org/pedal-for-the-police-registration/).

### October 3-4

#### 2015 79th Annual PBPA Annual Convention



The delegate fee includes the business meetings, hospitality room, dinner on Saturday, and breakfast on Sunday. The guest fee includes the guest program, hospitality room, and dinner on Saturday, plus breakfast on Sunday.

#### Event Information

President Abraham Lincoln Hotel  
701 East Adams Street, Springfield  
All Day

**Cost:** Delegate fee \$150, Guest fee \$130

For information, contact Leah at 217-523-5141.

### September 17

#### Lincolnshire Police Department Golf Outing

Crane's Landing Marriott Resort  
10 Marriott Drive, Lincolnshire  
9 a.m.

\$150 ticket includes golf, breakfast, lunch and dinner to raise money for the Law Enforcement Torch Run for Special Olympics Illinois. For information, contact Pete at 847-913-2341

### September 18

#### Drugged Driver Detection

Skokie Police Department  
7300 Niles Center Road, Skokie  
8 a.m. to 4 p.m.

Member Fee: FREE Non-Member Fee: \$315

This course teaches officers simple, non-body invasive eye clues and body indicators to detect the seven major categories of drugs that may be found in a suspect's system. For information, visit [www.nemrt.org](http://www.nemrt.org).

### September 19

#### Coptoberfest 2015

Teamster City  
300 South Marshfield, Chicago  
6 p.m.

Purchase an advance \$40 ticket for food, beverages, pipes and drums and live entertainment. For tickets, visit [www.cpdmemorial.org/events/coptoberfest-2015/](http://www.cpdmemorial.org/events/coptoberfest-2015/).

### September 26

#### Macomb Police and Fire Departments Fire Truck Pull

Macomb Fire House  
200 West Jackson Street, Macomb  
9 a.m.

Teams of 10 or 12 compete to raise money for the Law Enforcement Torch Run for Special Olympics Illinois. \$300 fee per team and an additional \$30 per participant for teams over 10. For information, email Dave at [dburnham@macombpolice.com](mailto:dburnham@macombpolice.com).

### September 28 or 29

#### ILEAS Narcotic Detection K9 Certification

ILEAS Training Center  
1701 East Main Street, Urbana  
8 a.m. to 4 p.m.

Cost: FREE

Each K9 will be tested on the odors of the following substances: cocaine, crack cocaine, heroin, cannabis and methamphetamines. The certification will be conducted in three phases to include vehicles, buildings and packages. To register, contact Kevin at 217-819-4028.

### September 11

#### Crossroads PTS Initiative Training

Agracel Building  
2201 N Willenborg Street, Effingham  
9:00 a.m. to 4 p.m.

This training will focus on PTS, provider fatigue, chronic stress, burnout and moral injury and how to recognize these challenges in yourself and your peers. For information, contact Joan at [buzzardj@ci.effingham.il.us](mailto:buzzardj@ci.effingham.il.us).

### September 13

#### Magic 4 Michele

Gaelic Park  
6119 West 147th Street, Oak Forest  
1 p.m.

The Magic 4 Michele benefit raises money for the children of Michele Turrise, the wife of a Chicago Police Officer, who passed away last June. For information, contact the Magic 4 Michele Committee at [magic4michele@yahoo.com](mailto:magic4michele@yahoo.com).

### September 14

#### Fundraiser for Joe Henderson

Polonia Banquets  
4604 South Archer Avenue, Chicago  
6:30 p.m.

Joe Henderson is battling cancer, please join and support in his fight. For tickets, contact Lieutenant Rich Scott at 312-747-8730.

### September 15-17

#### ILEAS Investigative/Intelligence Training

ILEAS Training Center  
1701 East Main Street, Urbana  
8 a.m. to 5 p.m.

Cost: FREE

This State and Local Anti-Terror Training Program (SLATT) addresses pre-incident awareness and prevention while providing the knowledge and background of terrorist and violent criminal extremist techniques. The course covers domestic terrorism and sovereign citizens overview, explosives and international terrorism in the post 9/11 world. For information, visit [www.ileas.org](http://www.ileas.org).

### September 15-16

#### Illinois TRIAD Conference

Hotel and Conference Center  
1900 South 1st Street, Champaign

Illinois State TRIAD brings together committed police officers, legal representatives, elderly rights advocates and senior citizens for crime prevention and education throughout Illinois. For register, visit [www.illinoistriad.com](http://www.illinoistriad.com)

### September 16

#### The Chicago Police Memorial Foundation's Candlelight Vigil

Gold Star Families Memorial Park  
18th Street and Waldon Drive, Chicago  
7:30 p.m.

If you would like to read the names of fallen Chicago police officers, please email Nikia at [Nikia.Davis@chicagopolice.org](mailto:Nikia.Davis@chicagopolice.org).

### September 16

#### Jacksonville Lodge 125 23rd Annual Golf Outing

The Links Nichols Park  
East Vandalia Road, Jacksonville  
12 p.m.

\$300 per four-person team includes green fees, cart fees, six beverage tickets, t-shirt, dinner, prizes, entrance to a hospitality suite and food on the course. For information, contact Jerry at 217-698-9433.

# IN PURSUIT OF ENDORPHINS: *Stories From Our Side of the Badge*



Please join us for the most outrageous and fun public relations endeavor ever attempted by law enforcement officers nationwide. Be part of ***In Pursuit of Endorphins: Stories From Our Side of the Badge***, a compilation of humorous stories submitted by law enforcement officers from all over the United States.

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- Funny children
- Excuses given during traffic stops
- Anything else you can think of we'd love!

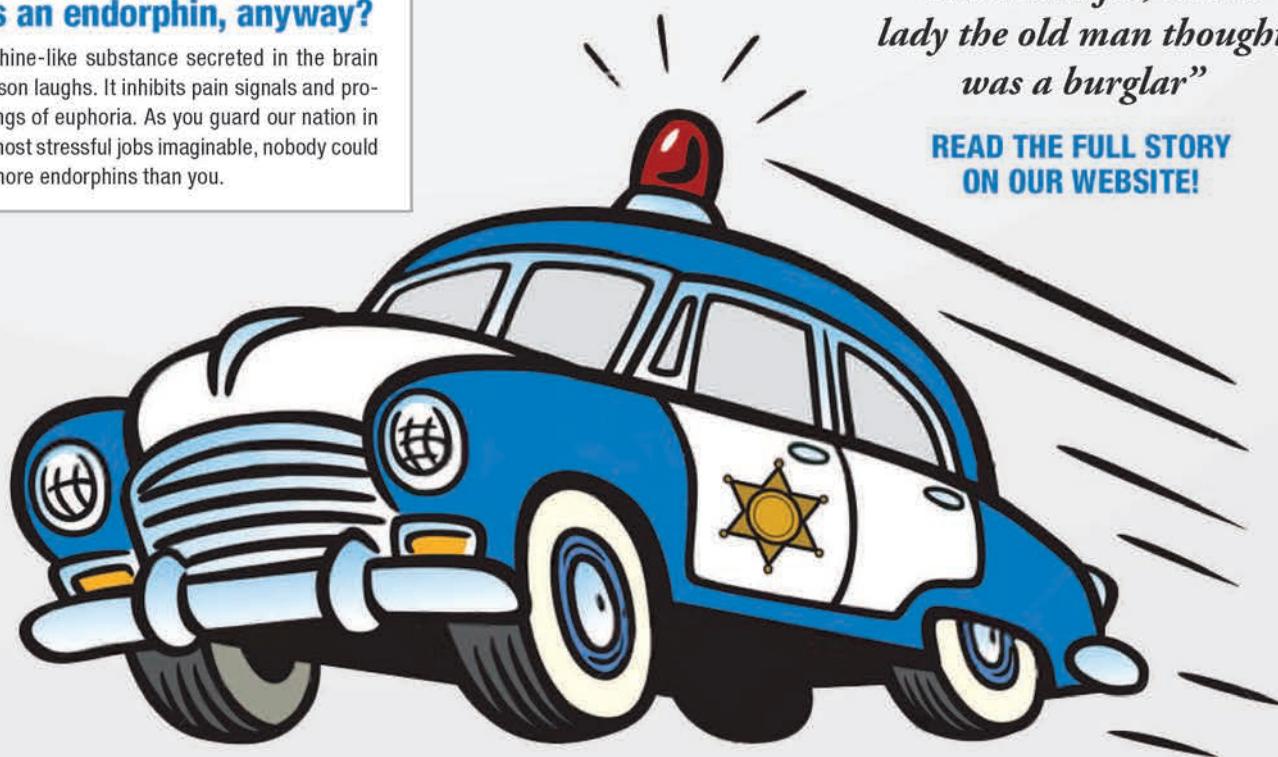
### What's an endorphin, anyway?

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**WWW.OURSIDEOFTHEBADGE.COM**

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# New law provides funding and rules for body cameras

■ BY DAN CAMPANA

Mendota Police Chief Thomas Smith knows his department of 20 officers has been fortunate to be ahead of the curve when it comes to using body cameras.

He credits the mayor and village board for finding the resources to buy equipment and figuring out how to pay to store data since the cameras were introduced three years ago.

Not every department in the Chicago area has been as fortunate. Cost became the oft-cited stumbling block agencies needed to overcome to make body cameras a reality in their communities; but

that will begin to change after Governor Bruce Rauner signed legislation which adds \$5 to fees on criminal and traffic convictions. Money from the fee that takes effect on Jan. 1 will go toward equipping officers with cameras and developing training standards. Body camera rules, as well as competitive grant processes to distribute the cameras, will be handled by the Illinois Law Enforcement Training Standards Board.

“This is really a model for the country,” State Representative Elgie Sims, a bill sponsor, said of the comprehensive law that also features requirements for investigating all officer-involved deaths, tracking officers fired for misconduct and banning the use of chokeholds.

“This was a true bipartisan effort,” Sims added. “It shows what happens when everyone comes to the table...and gets things done to be a model for the nation.”

Sims summarized camera benefits as “improving the quality of life for the people we serve” and establishing an “objective set of eyes” when officers are out doing their jobs.

Scrutiny on how officers interact with the public has escalated after a string of high-profile incidents around the country. Sims and Smith concur with the notion that cameras can provide context about all the good things police officers do on a regular basis that get overshadowed by the small percentage of cops who get themselves into trouble.

“(Law enforcement officers) want the public to see...the good work they do,” Sims emphasized.

For Smith, reality is the best way to show the difference cameras can make. Smith arrived in Mendota 18 years ago after a 23-year stint in Schaumburg to find dozens of residents lining up at board meeting to complain about the police department. Cameras have done a lot to quell those concerns quickly in a town with 7,300 residents and a large Hispanic population.

“My guys like (cameras). It’s gotten them out of trouble more than it’s gotten them into trouble,” Smith said.

At times, an officer will come to Smith to discuss a video even before he’s had a chance to view it – another sign that members of his department understand the process. Mendota keeps videos on file for six months unless an officer fills out a form to have one pulled for possible future needs, such as court.

“It can be very expensive,” Smith said of storing so many videos, adding that they are exploring the idea of purchasing their own server.

With funding and certain camera fundamentals addressed in the new law, some of the more practical aspects of camera use will come with time, according to Jeff Halstead, retired chief of the Fort Worth Police Department.

Speaking recently at the 15th Annual Midwest Security & Police Conference/Expo, Halstead detailed his experience in shifting the department from no cameras to 625 in only two years.

“Policing on camera is so different. Everybody needs to be impressed by your behavior,” he explained.

Halstead generally suggested officers and departments lean on the side of transparency when it comes to how and when cameras are used in interactions with the public, while establishing good internal policies to avoid any privacy issues among officers.

He also mentioned the importance of camera location, noting chest mounts didn’t provide much of a view, especially when the camera saw mostly an officer’s arm in shooting incidents. Halstead’s preference was the eyeglass mount because of how it follows the actions the officer makes.

“I would wear it constantly,” he acknowledged.



## The 4-1-1

Learn more about the new body camera law and all its provisions:

[hwww.ilga.gov/legislation/publicacts/99/099-0352.htm](http://hwww.ilga.gov/legislation/publicacts/99/099-0352.htm)

# A 'Socially' acceptable example



DAN  
CAMPANA

The Niles Police Department gave Periscope a try.

If you know what that means, jump on Twitter and tweet @dscampana to proudly report you understood the opening sentence.

For those of you who wondered if that meant Niles cops dropped a submarine in the branch of the Chicago River that flows through town, please stick around to read the rest of this column.

Periscope – with a capital P – is a live-broadcast app that lets users share video from, well, wherever, through their phones or other mobile devices. It's not the only such tool around, but it is gaining some popularity among newer social media tools.

Periscope and Twitter are mobile buddies, which is how I came across Niles PD's plans to broadcast from its National Night Out event in August. Yes, police agencies are getting more comfortable with social media, but jumping into something as relatively new as Periscope made me wonder who's behind the controls in Niles.

"We've been pretty active," Niles Sergeant Robert Tornabene said of the department's five-year run with social media on Facebook, Twitter and even Pinterest, that coincides with his five years as the public information officer.

Tornabene said the department's social media goal has been about "learning to create the voice of the agency" and the steady climb in the number of followers is a good indicator that the Niles PD has found the right approach. In August, the department's Twitter account had approximately 1,100 followers, while its Facebook page boasted nearly 2,800 likes.

"Each platform is really different. Our two main platforms are Facebook and Twitter, and they have pretty specific audiences," Tornabene explained, noting Twitter draws a younger crowd and Pinterest leans more toward females.

That type of understanding of social media doesn't come from just being a passive user and Tornabene can quickly offer some examples to show the benefits of being socially active. His simple tweet and Facebook post about a neighboring town's report of a possible kidnapping led news agencies, including one from Finland, to call him for details even though it wasn't a Niles incident.

In another instance, Tornabene posted a photo of an anonymous letter that simply said, "We see you," to suggest the hard work and good deeds done by Niles police doesn't go unnoticed. The photo was viewed 46,000 times.

"You don't know the power of that one image," Tornabene said, adding that each post, each interaction, has the chance to connect with the community through social media.

A 22-year veteran of the department, Tornabene is a one-man band when it comes to social media. He tries to spend an hour to 90 minutes each day on it, which is helped by having a phone and iPad with him to jump online when he gets the chance.

Time and resources are often cited as the reasons some agencies, law enforcement and beyond, don't commit to it doing social properly or, sometimes, at all. Tornabene uses planning – sometimes plotting out posts months in advance for topics like back-to-school safety and crime prevention tips – to make sure the conversation doesn't stop between police and the community.

He's also committed to interaction, using live Q-and-A sessions called "Ask a Cop" as another way to reach out.

"That interaction helped audiences grow," he said of "Ask a Cop." If you don't interact, they won't follow. It's about engagement."

He knows it's a challenge to find new ways to make things interesting online, which is why feedback and showing a little personality never hurt. Aside from watching site analytics, Tornabene ran a survey earlier this year which indicated social media followers overwhelmingly thought the department was posting the type of information they wanted to see.

Of course, it helps to have some fun, too. Tornabene mentioned the social media popularity of a stuffed panda bear that got a lot of response, as did last year's ice bucket challenge. When we talked, Tornabene was in the process of making a Halloween-themed video. Stay tuned to see what he came up with.

With apologies to smartphone-obsessed teenagers and hundreds of self-proclaimed online gurus, no better social media role model exists than those like Tornabene who use it, learn from it and share their real-world experience every day.

Whether it's live video of a cop on top of a donut shop, basic home security tips or breaking news, there is plenty of room for every department to build its social media presence in ways that are mutually beneficial to police and residents alike. ♥

---

*Dan Campana is a Chicago-area freelance writer and communications consultant. Send questions or comments to dan@dancamcom.biz.*



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## What If I Get Caught?

*"The further a society drifts from truth the more it will hate those who speak it."*  
-GEORGE ORWELL



THOMAS CLINE

In an episode of *Barney Miller*, Wojo had a near-death experience after a burglar's tunnel caved in on him; and Dietrich, the intellectual Atheist, challenged Wojo's belief in an afterlife which left him troubled. That left me thinking of Wojo, a simple, good cop who had a grasp of right and wrong that came from a well-formed conscience and a strong belief that after death there would be an accounting of his behavior by the supreme judge.

Many intellectuals would think him simple-minded in his pride, deriding thoughts about the supernatural. For them, science and knowledge have become omnipotent, replacing God; and those who believe in childish stuff like angels and demons are wacky zealots. The popular media agrees, and do all they can to ridicule dissenters, rarely giving them a voice. Yet, it seems there are more folks who believe in an afterlife than not. Were it not so, law enforcement's job would be much more difficult. The Founding Fathers thought that a virtuous, God-fearing populace was necessary for democracy to work.

Little controls human behavior better than the idea that "I might get caught." (This explains some officers' aversion to body cams.) And if one believes in judgment after we are fitted for the pine suit, then "might" changes to "Ultimately, I will get caught." Further, if I reject the idea of an answering, and accept there is nothing beyond this world, then why not do whatever I can get away with? That, however, is contrary to our better nature.

The nature of all things is to seek light; what is good for its purpose. Seeds we bury in darkness fight and worm their way upward until they break through and sunlight brings out their splendor. Seashells on the dark ocean floor eventually and mysteriously work their way to the light of the shore, exposing their beauty. The urgings of the human heart, likewise, seek what is good, but pride has us believe that we can do anything, especially if we don't get caught. Behaviors that titillate nerve endings appear OK because pop culture, media, politicians, intellectuals and doctors say so. The conditioned mind justifies evil, but our heart knows better as it moves toward the light.

Psychology used to recognize guilt as a formidable force that ate away at the insides of the guilty like in the fable of the boy who hid a stolen fox under his vest, and while denying the theft, the fox was eating away his entrails. Today though, psychology affirms behavior that causes guilt and creates foxy justifications; however, human nature is consistent and regardless of the opinions of the learned doctors, immoral behavior eats at the entrails of one's mind. These doctors' opinions, often coupled with pills, can mask guilt while ignoring its source: broken moral laws leave stains on human hearts, not dissolved by chemical solutions. Our legislatures may give us license to break moral laws, but we can never escape them. Nature bats last!

Fulton Sheen wrote: "Psychiatry is not as much a modern discovery as it is a modern need, because in other ages men knew they could not 'get away with it.'" They found answers on their knees, not on a couch or through chemicals.

Today, many moral problems have cultural acceptance and are not considered problems by modern psychology. Patients will stay in

therapy as they never can confront and correct the behaviors causing the problems; great for the docs' pocketbooks, no?

Cole Porter's lyrics in the song *Anything Goes* say:

*The world has gone mad today*

*And good's bad today,*

*And black's white today,*

*And day's night today,*

*When most guys today*

*That women prize today*

*Are just silly gigolos*

He was prophetic. And may I ask: How is this working out for everyone?

Criminals have become victims; police are the criminals; lifestyles that undermine health are affirmed while the family is de-valued and burdened. College campuses have banned free speech that speaks of the contradictions to the extent that comedians like Jerry Seinfeld and Chris Rock no longer entertain on the college circuits.

This madness we see today was predicted by writers of the past. The following text is by Bertrand Russell, a man who knew that people could be manipulated to even believe that snow is black:

"Scientific societies are as yet in their infancy. It is to be expected that advances in physiology and psychology will give governments much more control over individual mentality than they now have even in totalitarian countries. Fichte laid it down that education should aim at destroying free will, so that, after pupils have left school, they shall be incapable throughout the rest of their lives of thinking or acting otherwise than as their schoolmasters would have wished. Diet, injections and injunctions will combine, from a very early age, to produce the sort of character and the sort of beliefs that the authorities consider desirable, and any serious criticism of the powers that be will become psychologically impossible."

If you want a deeper explanation of what is happening, read Stella Morabito's piece entitled *How To Escape The Age of Mass Delusion* ([www.thefederalist.com/2015/06/08/how-to-escape-the-age-of-mass-delusion/](http://www.thefederalist.com/2015/06/08/how-to-escape-the-age-of-mass-delusion/)).

More than in other professions, I think law enforcement officers do better when they retain their faith in God and belief in final judgment because we face more and stronger temptations than others. Many of us have rejected belief systems introduced by our parents. If you are one, I urge you to revisit that which you have abandoned because it judged unfavorably your behaviors.

Religious people by faith believe in a divine lawgiver; atheists have faith in nothing. Wouldn't a wise person want to hedge his or her bet?

Maybe Wojo had it right. ♥

---

*Thomas Cline, MBA, MAP, with 46 years in law enforcement, is president of the International Association of Ethics Trainers and a writer/trainer at the Chicago Police Academy. He is author of Cop Tales! (Never Spit in a Man's Face... Unless His Mustache is on Fire) and Surviving Storms: Non-Tactical Career Survival for Law Enforcers. For info on training and workshops, email Coptales@gmail.com or call 312-451-2503*

# Don't be afraid to ask

*"If you don't ask questions, you're not going to find out what the answer is. Don't be afraid of asking them, because people will appreciate your curiosity."*

~CHINESE PROVERB



**BRIAN  
MCVEY**

When you take a big city police exam, you're amongst hundreds of candidates who dream of passing and one day becoming a law enforcement officer. During the psychological, physical fitness and drug tests, you can't wait to enter training. And upon setting foot in the Police Academy, you can't wait to graduate and hit the streets. Feeling great, you show up early to your first roll call in a crisp uniform and think, "Yes! I finally made it!" Then reality sets in, and you realize that you have no clue where to sit, with whom to talk, who you will be partnered with, and who your bosses will be.

Remember, those seasoned officers you don't yet know were once in your spot. You can gain a lot of knowledge by simply asking veteran officers in your roll calls questions that were not on the state exam. You will get the truth and reality of the job, and further, that veteran officer may be impressed that you asked.

Too many officers enter law enforcement with several degrees and think they know more than those salty veterans. The gray-haired officers, however, although a pound or two overweight, often have a "doctorate of the streets" that is more valuable and expensive than most college diplomas. Their experience with, and understanding of, human behavior is better than any professor, politician or academic could impart.

A veteran officer with whom I had the pleasure of working once told me: "Kid, I forgot more than you know!"

His wisdom and knowledge of this job was unbelievable. He was like a professor and I was his student. Soaking up stories, advice and sharing laughs as I watched him, I learned an awful lot. He jokingly once told me,

"You don't get scared until I get scared!" Meaning, keep your composure!

Many young coppers take for granted the experience and understanding veteran officers possess. Never feel awkward asking advice from them. (Even if they give you wrong advice, you'll now know what not to do.) Veteran cops have experienced so much in their careers, it's a shame that young recruits coming out of the academy don't solicit their opinions more.

Humble yourself and ask. I've seen watch commanders come outside their respective offices and ask seasoned veterans for advice and opinions.

Cops, or anyone asking for help, may think it's a sign of weakness, being "inadequate," or possessing any other insulting label that comes to mind.

The reality is that asking for help does not indicate anything about you; it simply means we need help in a specific situation at a specific time. It is not a reflection of our character or capability; it is actually a sign of strength.

Next time you're in a situation, simply ask knowing that it can truly benefit you both. Keep in mind, the officer you come to with a question is gaining a boost to his or her confidence and the good feelings that come from that, and of course, the recipient gives you the help you need!

For those of you who have the pleasure of working with veteran officers on your shift, keep in mind that they are a wealth of knowledge. Their uniforms might not look pristine, and their hair may be gray; but the wisdom, knowledge and insight they have is priceless. ♥

*Brian McVey, MAP, with 10 years of law enforcement experience with the Chicago Police Department, is an adjunct professor at Westwood College. You can reach him at [btmcvey@comcast.net](mailto:btmcvey@comcast.net).*



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# Staying vigilant mentally and physically: Difficult but doable



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MCGUIRE

*“Our nation’s military and law enforcement personal work hard to protect us. We must thank them for their continued vigilance. Without their sacrifice we would be less capable of protecting our nation.”*

~Leonard Boswell

## Society and the Police

Before I write an article I always conduct research. This research helps garner ideas for direction. In this case, I began to watch some television (though I am more of a reader), and the mass media of today’s world astonished me.

To wit: more and more reality shows that exploit (in some opinions) frivolous behaviors are all over television. One example is a show that interviews a straight-up criminal responsible for murder, drug-dealing and other horrific crimes. What astonished me the most is he flat out tells us that his criminal group would “find new ways to outsmart the cops.” This man’s lifestyle is being glamorized to the American people. Forget the kids; adults actually watch these shows and love them.

With that said, it would appear that society loves the exciting story. Movies, television and other media sources are lighting up each day with negativity regarding police/community relations. One officer I interviewed (who did not want me to use their name) stated, “It seems, in my opinion, morals and proper conduct are no longer the ‘societal norms.’ Empathy for the lawlessness and decadent lifestyles seem to overshadow traditional values.”

This officer continued, “People who love their families and live each day righteously are considered boring and their beliefs are viewed as ‘racist’ or ‘prejudice.’ I am neither. I just want my children to grow up and be productive members of our American society! That’s all.”

As we continued our conversation I could see this officer welling up with tears and getting choked up from time to time. This officer then made this statement:

“People want dead police officers and no consequences! I go to work each day, now more than ever, worried if I will see my family again. Cop killers are not just heroes in jail; they are heroes on mainstream media! It needs to stop! Now!”

## Fighting the Fight

*“If you don’t have a righteous objective, eventually you will suffer. When you do the right thing for the right reason, the right result awaits.”*

~Chin-Ning Chu

In another conversation with an incredibly dynamic law enforcement trainer, it was expressed that law enforcement professionals must “fight the good fight” and stay “prepared and vigilant during these questionable times.” When I inquired what this person meant,

they stated that in their perception there is a “war on police and values” in our modern American society, and that we all must prepare for the worst. This prolific person also stated, “We must be prepared even more so mentally, as this ‘war’ is currently more psychological but rapidly becoming physical.”

As I reflected on that person’s ideology, I began to do more research and at the time of penning this article, eight law enforcement professionals had been killed in nine days including Fox Lake PD Lieutenant Joe Gliniewicz, who I had the pleasure of meeting at the 2015 Illinois Law Enforcement Explorers Competition in August. In addition, Lester Holt on *NBC Nightly News* had a report regarding Joe’s murder and stated that “Police officers killed in the line of duty were up 15 percent from this time last year.” Further, Greta Van Susteren of FOX News asked the question on her program, “Are police in America being targeted?”

This all peaks with anti-police moments and widespread reports depicting protests calling for the death of “pigs” (law enforcement officers); all this in the comforts of your easy chair while watching television, your smart phone or computer and on all social media outlets.

WOW! Could the media be affecting our law enforcement professionals? You’re darn right it is!

## Preparation

*“Victorious warriors win first and then go to war, while defeated warriors go to war first and then seek to win.”*

~Sun Tzu

It has been said many things are “90 percent mental and 10 percent physical.” If that is truly the case, a person must then be mentally prepared to successfully win in any given situation.

Staying in good mental health is a must for all law enforcement professionals. Utilizing resources like Employees Assistance Programs (EAP) or Peer Support can be indispensable tools. Going to independent therapists can also assist if a department member feels more comfortable with outside help.

Listen to your brothers and sisters in blue and train together to come up with strategies for stress recognition as well as proper release mechanisms.

Remember, we must rely on each other so be positive with one another and know that “when you do the right thing for the right reason, the right result awaits.”

---

*Dr. Danny McGuire, Jr. is an Assistant Professor of Criminal Justice at National Louis University in Chicago. You may contact him at [dmcguire3@nl.edu](mailto:dmcguire3@nl.edu).*



# Police State

**What's on the mind of law enforcement officers as they try to do their jobs given the incidents and actions of the past year?**

■ BY DAN CAMPANA

The public hates you.

The media is out to scrutinize your every move, which makes you second-guess your training and instincts.

The ordinary and mundane parts of the job simply aren't that anymore. There is no such thing as a basic traffic stop.

To suggest being a police officer in 2015 is a challenge would fall short of recognizing how deeply those perceptions of law enforcement mix with the today's undeniable realities of what's changed about the job in recent years. It also doesn't take into account how officers themselves view their role in society and are assessing their work while bat-



He encourages officers to give people their say and offer them the opportunity to speak with someone further up the chain.

“Let the supervisor handle it,” he continued. “Nothing will get settled out on the street when tempers are flaring.”

That statement aligns with White’s point about the growing need to maintain professionalism in the heat of the moment, which isn’t easy because officers are supposed to act quickly and decisively. Cafiero and Milazzo agree that tentativeness is a growing concern.

In one recent example that made some headlines, an officer in Alabama acknowledged he held off on firing his weapon while under attack during a traffic stop because of how his actions might be construed after the fact. That decision left the officer battered and bloody.

“It’s the second-guessing that’s affecting these officers,” Cafiero said.

Valente, who has been with Streamwood for a quarter cen-

**“Personally, as it goes in the direction it is going, I’d question why somebody would want to be a police officer. That right there is what scares me. A lot of this has happened in the past six years and I know we can turn this ship around.”**

~ STOECKEL

led up to the account.”

Building a community dialogue, through things such as a

tury, submits that reassurance from leadership can help give officers confidence.

“As long as they’re doing the right thing, we’ve got your back,” Valente said, noting the department has 58 officers.

Verifying whether an officer acted properly is part of the body camera movement, which was bolstered in Illinois with the passage of recent legislation that, in part, tacks \$5 onto traffic and criminal convictions to help pay for the equipment.

However, video interpretation without context can be problematic. Stoeckel believes not enough attention is given to what a person does toward an officer before the officer decides to take some type of action, including using force.

“In the heat of a battle, things get complicated ... and people don’t understand the pressures of being a police officer. They wonder why did you have to shoot that guy,” White explained. “They only see the end result. They don’t see everything that

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citizen's police academy or training sessions for elected officials, can help break down some misconceptions, according to Stoeckel.

"I think that is a great idea. Go out and let people know why we do what we do," he said.

## The need to keep balance

Cafiero gets it more than most might assume because before he became a Franciscan priest, he spent five years as a New York City police officer. He left the job after the murder of his partner.

"It was one of those wake up moments," he said, noting his new path involved earning multiple degrees in psychology and his entry into the priesthood.

At the urging of NYPD chaplain Mychal Judge, who later died in the 9-11 attack, Cafiero went on a retreat where he encountered Franciscan friars and decided on a change.

He joined the Illinois State Police 15 years ago as part of a first-response team. He offers support to troopers and their families, while also assisting with death notifications after fatal crashes.

All of that puts him on the front line of the daily stress and rigors police face, and that includes personal struggles. Departments dealing with staffing issues might need officers to pick up extra hours, or a cop might agree to do it to bring a little more money in for the family. Yet, the additional time at work can strain marriages or other personal relationships. This perfect storm puts additional strains on an officer's ability to do the job properly.

"People who can be overworked or under stress" don't perform at their best, Cafiero explained.

In Milazzo's practice, he's found an increase in cynicism and questions about the value of being a police officer at a time when the community, those who depend on your protection, can be the biggest critics.

"Right now, frustration is the main thing. What we're seeing is empathy burnout," he explained. "(Being a police officer) used to be a calling."

Now, more than ever, cops have to have passion and thick skin to keep a constant focus on helping people, and that by doing so, you're impacting your life and your family.

"Personally, as it goes in the direction it is going, I'd question why somebody would want to be a police officer," Stoeckel added. "That right there is what scares me. A lot of this has happened in the past six years and I know we can turn this ship around."

Although Stoeckel said new leadership and new laws can help lead that change, Cafiero believes improvement can come from the community and by officers having balance in their own lives. Mendota Police Chief Thomas Smith, who agrees that public perception is the biggest problem with police work these days, is happy to say the support of local residents comes from the fact that most officers live in town.

"(Officers) do interact with the community," said Smith who has served as chief the past 18 years. "(Residents) know you as a person more than just a uniform."

And, that's Cafiero's point – police officers have to be more than what they do.

"The key for me is that they need to have balance," he shared. "It can't just be about the job. (Officers) have to learn how to step out of it – you need it for your sanity."

Cafiero suggests physical, emotional and spiritual health as important parts of self-preservation during a difficult time when a lot of police officers are "in defense mode" because of the constant bombardment of negativity toward the profession.

White said he's altered his approach.

"I think this year and the last couple of years I've taken more vacations. Not just mini-vacations, but a week away from the job so I could come back refreshed and ready to do it," he explained. "It's very important as police officers to get away from the job so we're not always in it. I still love the job (but) I have a different respect for the job. I'm no longer the rookie on the run-and-gun. I'm doing the job, going call to call and providing service to the individual."

Maybe that's what it takes to be a cop in 2015. Take it one call at a time. Serve and protect. Breathe in and breathe out. Call for back-up. And get home safe.

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# IN MEMORIUM

## ‘We lost a family member’

BY DAN CAMPANA

Described as a “family man” and “decorated police officer,” Fox Lake Police Lieutenant Joseph Gliniewicz died while on duty Sept. 1 after investigating suspicious activity involving three men.

“Today, not only did Fox Lake lose a family member, I lost a very dear friend,” Mayor Donny Schmit said. “His commitment to the people of this community has been unmatched and he will be missed dearly.”

Gliniewicz, a 32-year-veteran of the department who was “weeks away from retirement,” last communicated with dispatchers to say he was in a foot chase with the men. His radio then went silent. An officer who arrived to provide backup found 52-year-old Gliniewicz lying in a marshy area with a gunshot wound, a spokesperson for the Lake County Sheriff’s Office said during an initial press conference the day of the shooting.

Investigators located Gliniewicz’s service weapon at the scene of his death, but did not say whether it was the gun used to shoot him, officials said.

The shooting set off a massive manhunt on the ground and in the air around Fox Lake, a small community of about 11,000 residents along the border between McHenry and Lake Counties. Lake County Sheriff’s Detective Chris Covelli told reporters that the county’s Major Case Task Force was handling the shooting investigation, while multiple police jurisdictions participated in the search for suspects.

Schmit thanked the massive response from local, state and federal authorities to assist in the search that involved helicopters in the air and many K9 units and officers on the ground. His own department mourned the loss of Gliniewicz, while working the case

### In Memorium



Lieutenant Charles Joseph Gliniewicz  
Fox Lake Police Department  
End of Watch: Sept. 1, 2015

in his honor.

“Understandably our officers are having a very difficult day. We lost a family member,” Schmit said. “They’re dealing with the loss of their colleague (and) partner, while also identifying efforts to find the person responsible for this senseless tragedy.”

Gliniewicz was a U.S. Army veteran who served in active duty and reserves from 1980 to 2007, leaving the military with a rank of first sergeant and the nickname “GI Joe.”

He is survived by a wife and four children – one of whom serves in



Officers salute at a vigil for slain police Lieutenant Charles Joseph Gliniewicz in Fox Lake on Sept. 2.



Mourners attend a vigil for Gliniewicz on Sept. 2.

the Army – as well as numerous young members of the Fox Lake Police Department Explorers Post to which he dedicated thousands of hours of his off-duty time.

“He truly loved his job. He loved doing things for the Explorers, and his Explorers were a huge part of his life,” attested Devan Arbay, one of Gliniewicz’s Explorers. “(When I heard of his death) I immediately burst into tears, and I just couldn’t believe what I was being told. It was heartbreaking for me, my Explorers, the community, everyone.”

But he said his mentor’s death doesn’t deter him from becoming a police officer.

“Events like this will truly alter the opinions of some,” he said. “But for me, it truly makes myself want to become a police officer more and more and to fill his important work and continue doing what he did.”

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# MSPCE 2015 IN REVIEW



## Seminars on key police issues highlight event

BY DAN CAMPANA

From the exhibition floor to training sessions, key issues facing law enforcement fueled much of the talk and discussion during the 15th Annual Midwest Security & Police Conference/Expo held at the Tinley Park Convention Center on Aug. 17-18.

Social media, heroin and police-community relations were among the topics addressed by conference speakers, while the show floor was once again packed with vendors – so much so, that booths were set up in the hallway – offering police-related services, technological innovations including several with body cameras and a wide range of gear.

The Illinois Association of Chiefs of Police, which presented the event, said attendance grew by about 300 registrations, and it certainly appeared that way as officers and police officials from around the state filled the convention center.

Here's a look at some of the happenings:

### Illinois NAACP president speaks

The focus on police relations with minorities has only grown greater in recent years, especially in the aftermath of events in Ferguson and other cities in across the country.

Illinois NAACP President George Mitchell brought in some of the organization's perspectives on improving law enforcement accountability, community engagement and transparency. Initiatives specific to Illinois include a focus on use of force standards, increasing community policing, more data to improve efforts to reduce racial profiling and establishing mental fitness standards for officers.

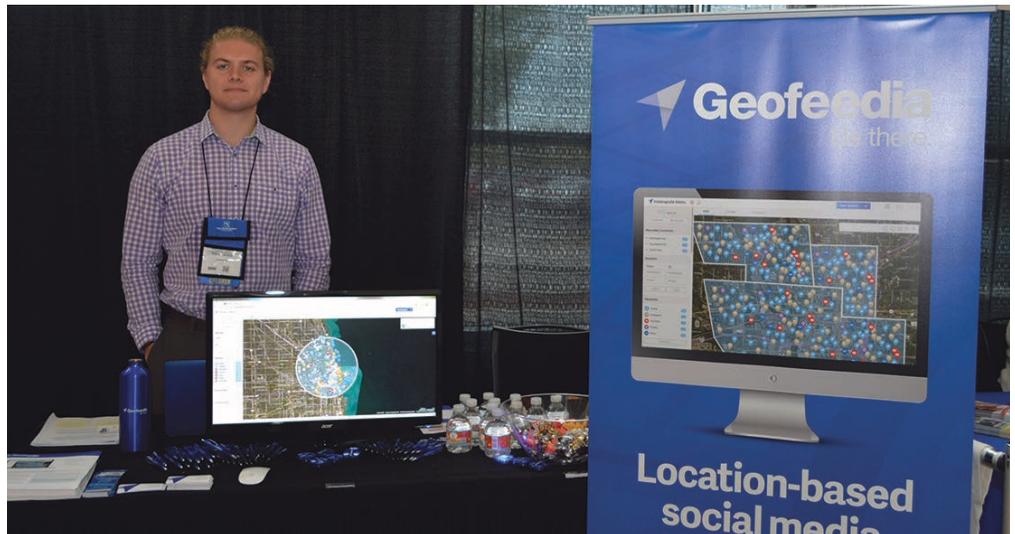
"That's to ensure ... they are fit to serve and protect," Mitchell explained.

He called for improved efforts to recruit and hire minorities for law enforcement jobs, saying that a greater effort is needed to locate those interested in



Exhibitors at the Midwest Security & Police Expo showing their products and services to the record turnout included (above) DS Arms, (left) Troy Simplified Technologies, (bottom left) Mantis Arms and Ray O'Herron, providers of public safety equipment and uniforms.





Don Zoufal (left) presented a seminar discussing how law enforcement can better monitor social media sites. Zoufal's company, Chicago-based Geofeedia, also exhibited at the Expo.

police careers. Mitchell noted most new officers hired are 25- to 35-year-old white males with military backgrounds.

"One of my greatest fears about police officers is who are we hiring," he said. "We have to be very cautious about who we're hiring."

On racial profiling, Mitchell applauded changes to so-called "stop-and-frisk" tactics that now require an officer to issue a receipt in such instances. He believes such documentation will better identify officers who "misuse the badge."

"For years and years and years, people of color have complained about the police," Mitchell offered, adding that he believes the overwhelming majority of police officers want to do the job the right way. "We need much more (information) on ... stops, frisks and racial profiling."

Mitchell said the Illinois NAACP was involved in the recently passed legislation relating to body camera training and use standards, but acknowledged cameras won't solve every issue that exists on the community level between police and residents. He contends that a move back to idea of "peace officers" and away from trend of police militarization will aid in those efforts.

### Narcan program updates

Two suburban programs to combat heroin overdoses through the use of Narcan have produced strong results.

Chelsea Laliberte, executive director of "Live4Lali," presented an update on efforts in Lake and DuPage counties where coalitions between police and the organization were established to educate and train police in the use of Naloxone, a lifesaving antidote to opioid overdoses including heroin.

Since the program began in DuPage County in late 2013, 53 lives have been saved

by administering the drug also known as Narcan. In addition, nearly 2,000 officers and, even some school personnel, went through training to administer the drug in critical situations.

Laliberte said 2014 recorded more overdoses, yet fewer deaths occurred because of the training.

"Yes, the problem is getting worse ... but we're saving more lives," she explained during one of the many seminars conducted during the two days of the conference.

The Lake County Opioid Initiative, which debuted in November, recorded approximately 30 lives saved and trained approximately 1,000 officers. Laliberte said efforts in Lake County would be taken to "another level" with a more comprehensive approach toward the problem by, among other things, enhancing counseling opportunities for drug users in need of help.

Laliberte also offered additional background on the 2012 Good Samaritan Overdose Law, which encourages people present during an overdose to call for help without fear of prosecution.

In general, Laliberte said the programs are intended to bridge the gap between police and the community by working to get drug users help instead of simply punishing their addiction-fueled behavior.

### Social media as a crime-fighting tool

Whether it's tracking Tweets or Instagram posts in a particular neighborhood on a daily basis or keeping tabs on an escalating situation through online commentary, cutting edge software is giving law enforcement an active way to watch social media and use that information as a crime-fighting tool.

That's the message from representatives at Chicago-based Geofeedia that spoke about its social media monitoring program which gives

police and other organizations the ability to pare down the enormous amount of data being pushed through social media into digestible intelligence.

"I think for law enforcement, this is a great tool," Don Zoufal said during the presentation.

Police departments have, to this point, used social media primarily as an interactive tool to reach out and share information with the community. That's not to say it isn't being used for investigative purposes, but Zoufal points out, there are typical obstacles for why monitoring usage on the seven main social media outlets isn't being done prominently.

"The constraints seem to be in time and personnel," he shared.

Using customizable searches and geographic designations, police departments can hone in by keyword and other criteria to look for illicit behavior or information indicative of illegal activity. Zoufal noted the increasing number of conflicts, including gang-related ones, that have started online.

The monitoring is a multi-faceted concept. It can help pick up on what people are seeing in their neighborhoods or identify someone in trouble, such as a high school-aged girl who posted about cutting herself in the school parking lot. Officials were able to locate and help her using the monitoring tools.

Of course, like everyone else, even criminals can't help but overshare online.

Geofeedia cited a drug dealer who repeatedly posted pictures of the cash he raked in from selling. Then, in another example, a man essentially advertised the prescription drugs he had for sale using Instagram posts that included his phone number and hash-tagged the name of the narcotic.

"Some of these people are truly amazing," Zoufal said with a laugh.



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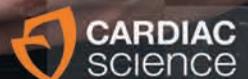
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# The keys to victory

**After eight years of trying, Kendall County sheriff's department nabs big prize at Illinois Traffic Safety Challenge**

■ BY DAN CAMPANA

It wouldn't be the grand prize drawing at the Illinois Traffic Safety Challenge without a few tense moments of excitement.

Two years ago, only one key remained in the selection bowl, which guaranteed the Atwood Police Department would take home a new vehicle. In 2014, it was a three-key showdown before Illinois State Police District 21 was picked the winner.

This year, during the challenge's annual awards luncheon during the 15th Annual Midwest Security & Police Expo/Conference in Tinley Park, nine agencies from across Illinois grabbed the wrong key to set up a head-to-head finale between the Kendall County Sheriff's Office and the Pingree Grove Police Department.

At stake: a brand-new, fully-equipped Ford Police Interceptor sport-utility vehicle valued at \$45,000.

After a few minutes of "oohs" and "aahs" of anticipation, followed by disappointment when others failed to activate the light bar with their keys, Kendall County Sergeant Jason Langston coolly turned his key to set off the lights and some cheering in the room.

"It took eight years of trying," Langston said, referring to his time running the sheriff's office challenge program.

The Illinois Traffic Safety Challenge, coordinated by the Illinois Association of Chiefs of Police, aims to create a friendly competition among departments operating traffic safety programs. Departments submit applications

detailing their efforts over the previous year, with specific awards given for programs in the areas of bike and pedestrian safety; commercial vehicle safety; distracted driving; impaired driving; railroad crossing; speed awareness; first-year entrants; and the teen driving award picked up by District 21.

Kendall County won the sheriff's category for offices with 51-100 sworn deputies. With a mix of rural and small municipalities in its territory, Kendall has a unique opportunity to promote different programs that encourage safe driving, according to Langston.

The county takes a look at crash statistics, as well as citizen complaints submitted through an online system on the office's website, to determine the proper response to traffic safety concerns, Langston said, adding that deputies have continued to buy in to the program.

Langston expects more interest now that Kendall's efforts netted a big prize. On a practical side, the SUV will help overcome the recent loss of a squad car.

"Any new vehicle can't hurt," emphasized Langston, who has been with the office since 2001.

Other grand prize winners included Downers Grove, which won a traffic safety cargo trainer, and Forest Park, which picked up a \$5,000 education package from the Northwestern University Center for Public Safety.



Arlington Heights



Atwood



Benedictine



Illinois State Police



Pingree



Sterling



**First-place winners:**

**Municipal departments (based on department size):**

Atwood; Pingree Grove; Sterling; Forest Park; Buffalo Grove; Downers Grove; Arlington Heights.

**Sheriff's Division (based on department size):** Tazewell County; Kendall County; Winnebago County.

**College/Campus Police:** Benedictine University.

**Championship Class:** Illinois State Police District 14.

**State Police:** District Chicago.

**Specialty Awards:**

**Bike/Pedestrian Safety:** Grundy County Sheriff

**Commercial Vehicle:** Buffalo Grove

**Distracted Driving:** Buffalo Grove

**Impaired Driving:** Carol Stream

**Railroad Crossing Safety:** Plainfield

**Rookie of the Year:** Rock Island

**Teen Driving:** Tazewell County

**Looking Beyond the Belt Award (given to officers whose seatbelt stops resulted in notable arrests):** Illinois State Police Trooper Ricardo Zarate; Grundy County Sheriff's Deputy Aaron Cory.



home the Ford Interceptor Police SUV awarded to the grand prize winner of the 2015 Illinois Traffic Safety Challenge.



Buffalo Grove



Downers Grove



Forest Park



Tazewell



Winnebago

## FEATURE ATTRACTIONS / NATIONAL NIGHT OUT



Elgin Police Commander Ana Lalley discussed the start of the new school year with neighborhood children during a National Night Out block party.



While mingling with Timber Creek residents, Naperville Police Chief Robert Marshall takes a moment to compete in a little friendly arm wrestling with one of the city's youngest residents.



Aurora Police Chief Greg Thomas talks with a youngster during one of the city's National Night Out events at the Harbor Village Public Housing Complex.



The Aurelio's Pizza Man surprised residents and attendees at the Timber Creek subdivision's National Night Out Celebration in Naperville. Officers Rich Arsenault (far left) and Erik Richards (right), members of the department's Special Response Team, took a moment to pose with children and the SRT personnel transport vehicle.



Schaumburg Police Officer Denis Schmitt and K9 Majik meet with seniors and teens during an event at the Schaumburg Barn as part of a variety of National Night Out activities held around the village.



Tommy Hawk, mascot of the Stanley Cup Champion Chicago Blackhawks, interviews Bartlett Police Chief Kent Williams, while Officer Victoria Anderson gives a thumbs up of approval.



Elgin Police Chief Jeff Swoboda (second from right) poses with the city's National Night Out team before heading out to 35 different block parties and the official All-City Party on Aug. 4.

# Testament to Youth

## Illinois cops make National Night Out a night to remember for their communities

Members of law enforcement departments around Illinois were among the more than 35 million people in more than 12,000 neighborhoods across the country that participated in the annual community relations-building event known as National Night Out on Aug. 4.

The mission of National Night Out (NNO) – also referred to as “America’s Night Out Against Crime” – is to generate support for local anti-crime programs, heighten crime prevention awareness, send a message to criminals letting them know that neighborhoods are organized and fighting back, and strengthen neighborhood spirit and police-community partnerships.

In locations across the state, departments planned free events that featured free food and ice cream, games to play, inflatables to jump on, face painting, department patch “tattoos,” live music and more.

In Vernon Hills, approximately 7,500 hotdogs, 720 hamburgers, 1,050 cans of pop, and 2,000 snacks were distributed. The department also hosted its 11th Annual Volleyball Tournament.

In the Village of Bartlett, the department’s 22nd year participating in NNO featured celebrations that lasted a week, with events including a skate park bash, a family pool party and a neighborhood lighting competition. The events culminated on Aug. 4 with a Picnic in the Park, featuring martial arts and BMX Stunt Team performances.

Elgin officers travelled between 35 different block parties including the official All-City Party; Kane County Sheriffs officers brought K9 “Erin” to what was declared the best-attended NNO event in recent years; and in Naperville, members of the department’s Special Response Team took a minute to pose with children around the SRT personnel transport vehicle.

Check out what other departments did to celebrate National Night Out.



Kane County Sheriff’s K9 Erin mugs for the camera during the department’s festivities in Geneva.

## Family Matters

### 100 Club of Chicago gives families of fallen officers a day at the zoo

BY JENNIFER TRATTLER

In an effort to bring generations of fallen Chicago police officers' families together, the 100 Club of Chicago shut down the Brookfield Zoo for its Third Annual Family Day on Aug. 23 as more than 40 families of those who served spent the day honoring and remembering their loved ones.

"It's a very unique club of people," affirmed 100 Club of Chicago CEO Joe Ahern. "You don't necessarily want to be a part of it, but when you go through this tragedy and receive the outpouring of love and support, that's very powerful. We're really more of a family than a club."

Family Day turned into much more than a day of remembrance; it turned into a celebration, as each family member made his or her way through a procession before the ceremony. More than 200 officers from across the districts represented lined the procession led by a police motorcade and honor guards as the CPD Pipes & Drums played.

Savannah Wood, daughter of Maywood Police Officer Thomas Wood who died in the line of duty in 2006, led the Pledge of Allegiance. Elizabeth Kelly, the widow of Illinois State Trooper James Sauter who died in the line of duty on March 28, 2013, sang the National Anthem.

"We were all holding hands marching behind the pipes and drums and it brought a tear to my eye," admitted Ahern. "And to have Elizabeth (on stage) just two-and-a-half years after bringing a check to her home the night she lost her husband shows the highs and lows of emotions you have with these families."

The 100 Club proceeded to acknowledge the past scholarship recipients who graduated college and the 21 scholarship winners of 2015. To date, the organization has provided more than \$10 million in educational assistance to surviving children.

The Brookfield Zoo also provided a free ticket to all the open exhibits, so family members spent the afternoon sitting front row at the "Dolphins in Action" show and walking through several hundred butterflies at the Butterflies' Habitat.

For the past 49 years, the 100 Club of Chicago has served 257 fam-



ilies of fallen Chicago law enforcement officers by providing financial aid and support. Special guests at the event included members of the first families assisted back in 1967: families of Captain Donald L. Barnes, Alsip Police Department; Sergeant Gerald Doll, Chicago Police Department; and Officer Charles Pollard, Chicago Police Department.

"It goes beyond financial and education support," remarked Ahern. "To meet the sons, daughters and grandchildren writing their own stories – some going into law enforcement – makes it a joyous day."



The family of Chicago Police Officer Larry J. Vincent, killed in the line of duty in 1983 attends the 100 Club of Chicago's Third Annual Family Day.

## Treats for the beat

On Aug. 27, the 100 Club of Chicago celebrated its 49th year of supporting the families of fallen first responders in Cook and Lake Counties. In honor of this milestone and to show its support to first responders, the 100 Club delivered cookies to 49 fire and law enforcement stations in Cook and Lake Counties from Fox Lake to Orland Park, announcing, "from our home base to theirs we thank them for their service."



# Illinois State Police's Officer of the Year

The Illinois State Police (ISP) held its 38th Annual Awards Ceremony at Glenwood High School in Chatham to pay tribute to the acts of heroism and professionalism displayed by approximately 50 men and women.

"The men and women of the Illinois State Police are dedicated individuals who are committed to protecting and serving the citizens of Illinois," said ISP Director Leo Schmitz. "Their professionalism and pride for this agency are evident in their daily activities."

The ISP presented Special Agent Patrick R. McGuire with the top honor, Officer of the Year. McGuire, assigned to Zone 6, worked several complex cases in 2014, including two infant deaths, three homicides and seven sexual assaults with six of those cases resulting in criminal charges. McGuire also worked an Aggravated Criminal Sexual Abuse investigation involving a child where Mormon Church leaders did not inform authorities at the original time of the incident 18 years prior. McGuire's efforts led to the first search warrant successfully served against the Mormon Church and the conviction of the suspect.

In May 2014, McGuire responded to a bomb threat at Calhoun County High School. His interview skills resulted in gaining the release of a teacher from a teacher who was later convicted on federal charges.

A member of the Greater St. Louis Area Major Case Squad and Illinois Child Death Investigative Team, McGuire demonstrated a selfless attitude that was recognized by his peers and the Illinois State Police.

Other awards and recognition included:

**Medal for Honor:** Lieutenant William D. Sons, Zone 7; Sergeant Michael J. Belford, District 22; Sergeant W. Chad Brown, Zone 7; Special Agent Alicia K. Barr, Zone 7; Trooper Jason D. Blessing, District 19; Trooper Shane C. Pettigrew, District 13; Trooper Sharleen S. Seas, District 16; Trooper Wesley S. Van Hook, District 22 and Trooper



Illinois State Police Director Leo Schmitz (right) congratulates Illinois State Police Officer of the Year Special Agent Patrick R. McGuire.

Brian Wilson, District 13.

**Achievement Medal:** Colonel Marc R. Maton, Retired; Colonel Kelly J. Walter, Division of Administration; Captain Felix Canizares, Division of Administration; Captain Matthew J. Davis, Division of Forensic Services; Captain Patrick J. Murphy, Division of Administration; Lieutenant Darrin E. Clark, District 9; Master Sergeant M. Jennifer Rado-sevic, Division of Administration; Master Sergeant John C. Thompson, Office of the Director; Trooper Jose I. DeAvila, District of Chicago; Bureau Chief James A. Blakely, Division of Administration; Bureau Chief Jessica L. Trame, Division of Administration; Assistant Bureau Chief Darrin A. Turner, Division of Administration; Ms. Suzanne L. Bond, Office of the Director and Mr. Relu I. Jianu, Division of Administration.

**Purple Heart:** Trooper Douglas J. Balder, District 15; Trooper Michael S. Cokins, District 15 and Trooper Nathan P. Shanks, Division of Operations, SOCOM.

**Lifesaving Medal:** Trooper Kevin D. Dardugno, District 15; Trooper Sharleen S. Seas, District 16 and Telecommunicator Specialist Jeanne D. Lewis, Division of Administration.

**Director's Award of Distinction:** Officer Samuel G. Aguirre, Aurora Police Department; Special Agent Ron Bratcher, Federal Bureau of Investigation; Officer David A. Brian, Aurora Police Department; Sheriff Timothy Brown, Alexander County Sheriff's Department; Officer Cody Collins, Altamont Police Department; Captain Dave Dover, Alexander County Sheriff's Department; Corporal Darren Feldkamp, Effingham County Sheriff's Department; Mr. Ronald Hamson, Dahlgren, Illinois; Officer Brian A. Hester, Aurora Police Department; Mr. James Holland, Mason, Illinois; Officer Doug Holman, Altamont Police Department; Mr. Todd J. Ingebritson, Benton City, Missouri; Ms. Deborah K. Kramm, Whittington, Illinois; Mr. Chad A. Mitsdarffer, Enfield Illinois; Chief Deputy Burl Pickett, Pulaski County Sheriff's Department; Mr. Jason Shelton, Ledbetter, Kentucky and Mr. Jacob A. Williams, Auburn, Illinois.

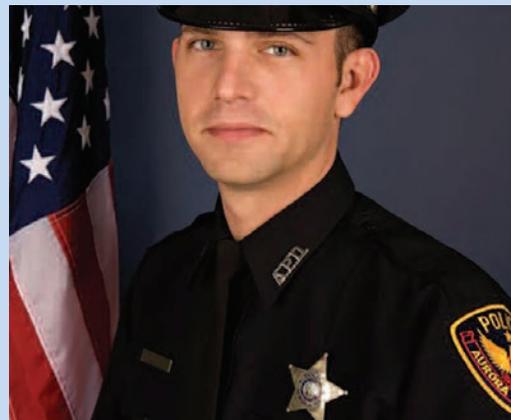
## Step up for 'Operation Don'

Supporters of 15-year-veteran Aurora Police Department Officer Don Corp raised \$16,000 in the first month of a campaign to help cover medical expenses during his battle with cancer.

Launched on July 24 with a goal of \$24,000, colleagues, friends and family have visited the online fundraising site – [www.youcariang.com/don-corp-399229](http://www.youcariang.com/don-corp-399229) – to not only contribute, but to share thoughts and prayers to 36-year-old Corp as he endures chemotherapy treatments for advanced stage pancreatic cancer.

Corp, whose most recent assignment was in the patrol division, is currently on medical leave.

Corp's family posted several photos to accompany an update that emphasized Corp's toughness and perseverance to beat the disease. Corp maintains his sense of humor in a series of pictures taken during a treatment session in which he mentions that going through chemo is difficult, but being a White Sox fan would be worse.



# Chiefs want to fine tune body-camera programs

The Police and Community Relations Improvement Act, signed into effect on Aug. 12, provides legislation on law enforcement's use of body worn cameras and reform aimed to improve community relations.

The Illinois Association of Chiefs of Police (IACP) urged Illinois Gov. Bruce Rauner to veto parts of the bill after sponsors took several body camera and police reform bills and consolidated them into one, as certain parts of the law may be counterproductive to the positive community policing efforts that are regaining prominence throughout the state.

However, a law allowing the use of body cameras was the association's number one priority after recognizing this technology's value to citizens and police departments.

The IACP believes many police departments will take a close look at using body cameras in the next year or two and made the following commitments to assist those efforts:

- To work with the Illinois Law Enforcement Training and Standards Board on policies that must be written before law enforcement agencies can use body cameras to the fullest extent of the law.
- To provide training sessions to our members this fall to help departments implement the law.
- To assist police departments throughout the state in understanding the benefits to police and citizens of having police officers wear body cameras.
- To educate our communities, citizens and media about what is

commonly called the "stop and frisk" section of the law, its ramifications to public safety and when citizens should expect to receive a "stop receipt" after interaction with a police officer.

## Evanston Police urges residents to lock-up

The Evanston Police Department is reaching out to the community on the importance of securing residences, garages, vehicles, not leaving valuables in view and following steps to protecting themselves against burglaries.

Beginning Aug. 31, the department issued crime prevention notices, reminding residents of the need to secure their property. Under the new initiative, officers will leave a written notice including a checklist of things police observed that leave the person more vulnerable.

The checklist will note whether the officers saw valuables left in view, observed a residence, garage or vehicle left unsecured or noticed anything that might make property theft more inviting.

The effort is aimed at curbing a recent uptake in vehicle and residence burglaries where leaving doors unlocked and valuables in sight "just makes it very attractive for people to steal," said Evanston Police Department spokesperson Commander Joe Dugan.

Residents will not need to take further action after receiving a notice, but should contact the department's Problem Solving Team at 847-866-5019 with any questions.



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# PERFORMANCE OPPS

## Addressing officer wellness can positively effect organizational communication in police agencies



ROBIN KROLL

As law enforcement professionals, our work life is complicated by two distinct stressors. One is the stress we encounter on the street—violence, a disenchanted public and, at times, an unsupportive judicial system. The other is the stress we experience in the workplace. Poor leadership, apathetic peers and office politics create an anxious and toxic environment. Both types of stressors have a negative effect on an officer's personal well-being, but it is possible to end this vicious cycle of negativity.

Stress derived from internal organizational issues can lead to frustration that bleeds over into the encounters we have with criminals on the street. Knowing these encounters are generally contentious compounds officer anxiety. The result? Manifestations of officer frustration on the street may range from a more antagonistic verbal tone to the unlawful use of force.

It is critical we address these issues now. Recent events have put a spotlight on police violence, and the outcome for all police departments is grim: Communities form a bias against law enforcement based on judicial hearings, political banter and media perspectives, or in many cases, a combination of all three. As law enforcement professionals become more alienated from the populations they serve, public mistrust can add another layer of stress, which contributes the cycle (see Figure 1).

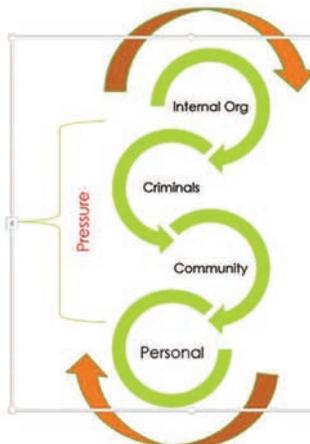


Figure 1

### Disrupting the cycle

As police officers, we need to think more progressively when addressing how law enforcement professionals can proactively end this cycle and take control of our well-being. Communication is key. When officers communicate effectively in a constructive and organized manner, everyone benefits, including the officer. Effective communication – with peers, the public, superiors, and even criminals – can help officers better manage stress, diffuse potentially stressful situations, and avoid stress altogether.

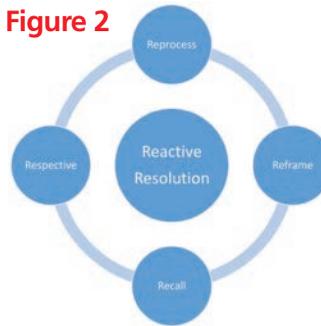
### Communicating effectively: The four-stage communication model

Police officers are trained to follow protocol – protocols that allow them to react to situations and come to a resolution in the safest and fastest way possible. It is possible to provide organization and a protocol to the way we communicate, which can be used to teach officers how to constructively engage in dialogue. This might include the following:

**Stage 1 – Reprocess:** The model begins with the reprocessing of an issue. This stage allows an individual to express his or her concerns regarding some issue. During this time the speaker has the uninterrupted attention of their peers and is able to fully express a perspective as completely as possible.

**Stage 2 – Reframe:** The second stage focuses on the individuals lis-

Figure 2



tening to the speaker and allowing the opportunity to reframe what they heard so that they can better understand what is being communicated by the speaker. After hearing the speaker, there may be questions that inhibit the listener from fully understanding. This provides a format that allows the listeners to engage the speaker and flesh out any potential misunderstandings. Once the second

stage is complete, all parties should feel more at ease and have a better overall grasp of the situation, which may lead to increased dialogue that flows into the third stage of this process.

**Stage 3 – Recall:** In the Recall stage, listeners open up to the speaker and share, through stories, similar experiences they have encountered in the past. This is a powerful stage in the overall process because it displays to members of the group that they are not the only ones who feel a particular way. Once others realize they are not alone

CONTINUED ON PAGE 35

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# Survive the FACTS



DON MILAZZO

Glamorous celebrities are not the only ones with paparazzi these days.

On any given day, in any given city, an officer arriving on a call becomes the target of several amateur iPhone videographers. There are cameras on the street corners and storefronts, in the squad cars and even on the officers themselves.

As society advances in the pursuit of security, it loses any expectation of privacy. Law enforcement officers around the country are being watched and critiqued by the media and society, and the wrong word or gesture could cause that officer to wake up in the news.

The question that no one is asking is: “What will be the long-term effects on law enforcement?” To answer this question, all you have to know are the FACTS:

- Frustration
- Anxiety
- Cynicism
- Trauma
- Stress

Frustration is probably the most common complaint from LEOs. They're frustrated that things never change and even more frustrated when they do. Some of the main sources of frustration that officers face include dealing with inconsistent department policies, favoritism, bad supervisors, manpower shortages and the feel-

ing that the administration will not back you. One of the common roots of anger is frustration, so if you find yourself getting angry easier and more often, become aware of the causes of the anger and don't just focus on the targets of that anger.

Anxiety and depression are common in law enforcement, but are generally ignored because of the stigmas attached. Many think that if you have panic attacks or get depressed, it is because you are not in control. LEOs do not like to feel like they are not in control, which adds to the symptoms they are already having. Anxiety and depression are generally effects of changes in your brain chemistry brought on by organic or situational events, or even exposure to stress. Anxiety can manifest physically as a racing pulse, heart palpitations, shortness of breath, excessive worries, trouble concentrating, sweating and shaking. Signs of depression are feelings of hopelessness, insomnia or sleeping too much, change in appetite, lack of interest in things or activities that you used to enjoy, down mood and suicidal thoughts. These are only some of the symptoms and if you are experiencing an increase in these, you should consult with a professional to help determine the cause.

Cynicism is another way that LEOs are affected. They start to look at society as “them” (the terms normally used aren't appropriate for this magazine) and officers start to feel separated from anyone who is not in law enforcement. Personal perception is often connected to experiences and the skewed ratio of negative to positive incidents leads to a distorted view of the world.

As a young officer, I remember an old-timer telling me, “Enjoy it kid, these are your good old days.” I didn't understand what he meant until I arrived where he was. I looked at things differently when I started on the job but my view changed as I did my years. Generally, we are not even aware that we are becoming cynical, but over time, negative perception leads to hyper-vigilance, withdrawal, anxiety and depression which affect an officer physically and mentally.

Trauma occurs when we are exposed to events and incidents outside the norm. In the job description of a law enforcement officer, handling events and incidents outside the norm would be listed as a daily occurrence, and each day brings exposure to situations that change officers.

Post-Traumatic Stress Disorder (PTSD) is a clinical diagnosis of a person who has been exposed to a traumatic incident and exhibits clinical symptoms relating back to that event. Now consider the cumulative effect on any officer after spending his or her career dealing with hundreds of abnormal incidents. We rarely hear about PTSD in law enforcement, but it is prevalent and directly or indirectly connected to higher divorce rates, suicide rates and other health issues in officers. Common symptoms of PTSD are avoidance, flashbacks, isolation and hyper-arousal reactions including anger outbursts, tension and hyper-vigilance.

There are both short-term and long-term effects of stress, and not enough room to cover them here. In the news recently, there was a story of the Gold King Mine in Colorado that spilled three million gallons of water contaminated with toxins and heavy metals into the Animas River, turning it a mustard color. This is a perfect analogy of how stress affects you. When you are under stress, your body releases bio-chemicals into your system. While designed by evolution to protect you, constant exposures to these stress chemicals

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**SURVIVE THE FACTS** CONTINUED FROM PAGE 34

contaminate your organs from your liver to your brain. If you do not take steps to control stress, the pollution of bio-chemicals can be detrimental to your health.

How do you survive the FACTS? First recognize that these things are happening. Become more aware of how the job is changing you and take actions to correct them.

Debrief often. Complaining is not debriefing, and generally leads to higher levels of frustration. Spending your on- and off-duty time complaining about the job has little benefit. Discuss what is going on with someone you trust. Talk about the feelings that you are experiencing and how it is affecting you.

Recognize that you cannot change the job. Many officers spend a lot of their time trying to control people and things that are beyond their influence. Is it any wonder that their stress levels are so high?

The only person you have total control over is yourself. Think about the activities and hobbies that you used to do but never seem to find time for anymore. Reconnect with family, friends and yourself.

If you are aware of what is affecting you and how, you can change the mindset and the behaviors that contribute to it, helping you to survive the job.

*Don Milazzo has 24 years in law enforcement and is currently in private practice as a Licensed Clinical Professional Counselor, specializing in helping police officers work through personal and job issues.*

**ADDRESSING OFFICER WELLNESS** CONTINUED FROM PAGE 34

with their feelings they not only form bonds, but also glean off of others' experiences to help them handle and cope with things if they were to face them again in the future.

**Stage 4 – Respect:** In this stage, law enforcement professionals place a lot of value with this particular characteristic. If we learn to generate respect through communication then there is always the possibility that that respect will contagiously bleed over in a positive manner into other areas of our lives and provide a means for disrupting the cyclical frustrations in our personal and professional lives.

As law enforcement professionals, we must realize verbal communication is a critical tool. Personal and work-related stressors should constructively be addressed through communication. Once critical dialogue is started, the likelihood of personal stress reduction is possible. Taking the myth of “complexity” out of how to communicate with others effectively is the first step toward an everyday application of this concept. We hope that this model offers a new perspective on utilizing communication in an effective manner and provides you with an additional outlet for personal and professional stress relief.

*Dr. Robin Kroll is a Clinical Psychologist in independent practice with offices that serve Chicago as well as suburbs in Cook and Lake Counties. Dr. Kroll is the Director of Interventions and specializes in police and public safety. Her concentration includes working with police officers in individual, group and family therapy for issues related to addiction, mood disorders, work-related matters and Post Traumatic Stress Disorder. Dr. Kroll speaks at police and public safety conferences and implements stress management workshops for law enforcement agencies.*

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# Avoid being 'phished'

Simple precautions can keep you from getting hooked by Phishing scams



MATT WISEMAN

Internet phishing scams have affected millions of consumers. Phishing typically involves a bogus email message that uses legitimate materials, such as a credit union or other organization's web site graphics and logos – the “look and feel” – in an attempt to entice e-mail recipients to provide personal financial details, such as account information, credit card numbers and Social Security numbers.

Financial institutions, government agencies, retailers, credit card companies and many other organizations have seen their website graphics, including corporate logos and other materials “stolen” by fraudsters intent on tricking consumers into divulging personal financial information by responding to an official looking, but entirely bogus, e-mail.

Like many cons and scams, phishing preys on the unwary. Here's how you can take some simple precautions and fight back against this fraud:

- Never respond to an unsolicited e-mail that asks for detailed financial information.
- Report anything suspicious to the proper authorities. Alert the financial institution or government agency identified in the suspect e-mail through a web address or phone number that you know is legitimate.
- Contact the Internet Crime Complaint Center at [www.ic3.gov](http://www.ic3.gov) – a partnership between the FBI and the National White Collar Crime Center – if you think you have received a phishing e-mail or have been directed to a phishy-looking web site.

- The Department of Justice advises e-mail users to “stop, look, and call” if they receive a suspicious looking e-mail:
  - Stop. Resist the urge to immediately respond to a suspicious email, and to provide the information requested, despite the urgent or exaggerated claims.
  - Look. Read the text of the e-mail very carefully and ask yourself why the information requested would really be needed.
  - Call. Telephone the organization identified, using a number that you know to be legitimate.
- If you believe that you have provided sensitive financial information about yourself through a phishing scam, you should:
  - Immediately contact your financial institution.
  - Contact any of the three major credit bureaus – Equifax, Experian, and TransUnion – and request that a fraud alert be placed on your credit report.
  - File a complaint with the Federal Trade Commission at [www.ftc.gov/idtheft](http://www.ftc.gov/idtheft) or 1-877-ID-THEFT.

Remember, you should never provide your personal financial information in response to an unsolicited phone call, fax, letter, email or Internet advertisement. The bottom line: don't get hooked by crooks. Stay on guard to keep your financial information secure.

*Matt Wiseman is the Director of Marketing at ISPFCU – Your Law Enforcement Credit Union. Membership at ISPFCU is open to all Illinois law enforcement employees and their families. Join ISPFCU today at [www.ispfcu.org](http://www.ispfcu.org). Matt can be reached by email at [mwiseman@ispfcu.org](mailto:mwiseman@ispfcu.org) or by phone at 800-255-0886.*



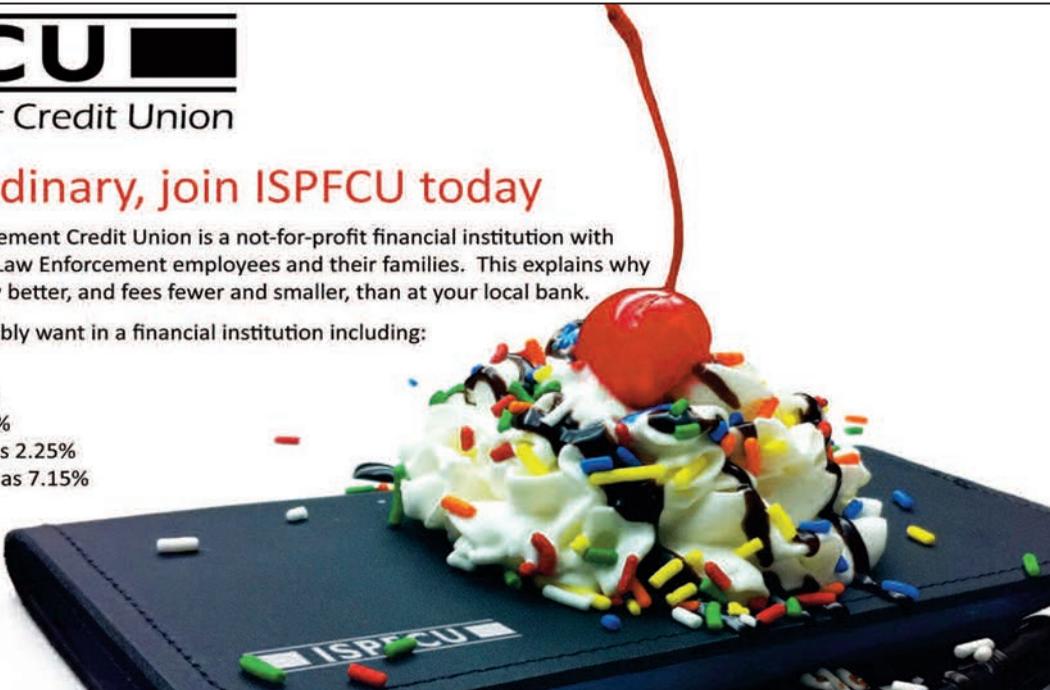
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# Is acid reflux keeping you up at night?

Many Relax The Back customers come to us seeking pain relief for various back and neck conditions. But did you know that one of the most common disorders that brings clients to us is acid reflux? In fact, 60 million Americans experience acid reflux symptoms at least once a month.

When the lower esophageal sphincter (LES) doesn't close all the way or opens too often, acid produced by your stomach moves upward into your esophagus. These symptoms can cause discomfort throughout the day and well into the night, making it difficult to fall asleep and stay asleep.

**Common symptoms of acid reflux include**

- Heartburn
- Bloating
- Sour or bitter taste backing into your throat or mouth
- Nausea
- Dry coughs
- Chronic sore throat

**How does it disturb sleep?**

Gravity plays an important role in acid reflux. Sitting upright or in a standing position helps keep acid in the stomach with the help of gravity. When lying down or bending over, the acid in your stomach is more likely to escape into your esophagus and cause a heartburn

sensation. Choking or coughing may also occur if acid reaches the back of the throat. Regurgitation – the sour or bitter taste – during sleep may cause some people to wake as well.

**Sleeping with acid reflux**

The good news is there are ways to sleep comfortably when dealing with acid reflux. Studies have shown that having your head raised higher than your abdomen at a 45-degree angle during sleep can help reduce acid reflux.

**Products that can help you enjoy restful relief**

- The PureFit Adjustable Wedge System and ContourSleep Bed Wedge System allow for custom comfort and easy adjustments at an affordable price.
- The ContourSleep Side Sleeper Wedge offers the same benefits for those who prefer to sleep on their side.
- Electronically adjust to your desired comfort level with the TEMPUR-Up foundation and TEMPUR-Ergo Plus Adjustable base for your mattress.

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