



Fraternal Order of Police

CHICAGO LODGE 7

Official Magazine • August 2026



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COVER STORY PAGE 32

Thank-You Notes

Navigating undue influence from City Hall, always working for the wellbeing of Chicago Police Officers and managing the challenges of staffing, recruiting and retention filled the nearly three years of a sometimes tumultuous but successful tour as CPD superintendent for Larry Snelling. Those who worked with him and worked for him – including reps from Chicago Lodge 7 – offer perspective on what made Snelling one of the hardest-working leaders ever for CPD and a memorable superintendent. And they also express their thanks for all that Snelling did for the women and men of the Chicago Police Department.



COVER DESIGN BY JENNA RAMOS

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CHICAGO LODGE 7

Official Magazine
President's Report



Special Thanks



JOHN
CATANZARA
JR.

Words to describe Larry Snelling's time as Chicago Police Superintendent might range from the four-letter variety to those of praise. He certainly deserves accolades for what he has accomplished in his 30-plus-year career with CPD.

Larry and I haven't had words of any kind the past couple of years. But on behalf of the Lodge 7 executive board and our 12,000 members, on the occasion of his recent, though sudden, retirement, we do wish the superintendent a very heartfelt "thank you for your service."

Depending on who you talk to, you will hear responses all over the CPD district map from members evaluating the Larry Snelling administration. I'm guessing there are some who went through the academy when Larry was an instructor who would like to make him drop and do 100 pushups.

Personally, I can say Larry definitely was a welcome change from the last couple of superintendents. He supported the troops from the front for the most part. But I guess there are, as with everybody, some negatives. Like his blind loyalties to the mayor's office, especially when it came to honoring the wishes of families who had to suffer through line-of-duty deaths. Which is unfortunate. But factual.

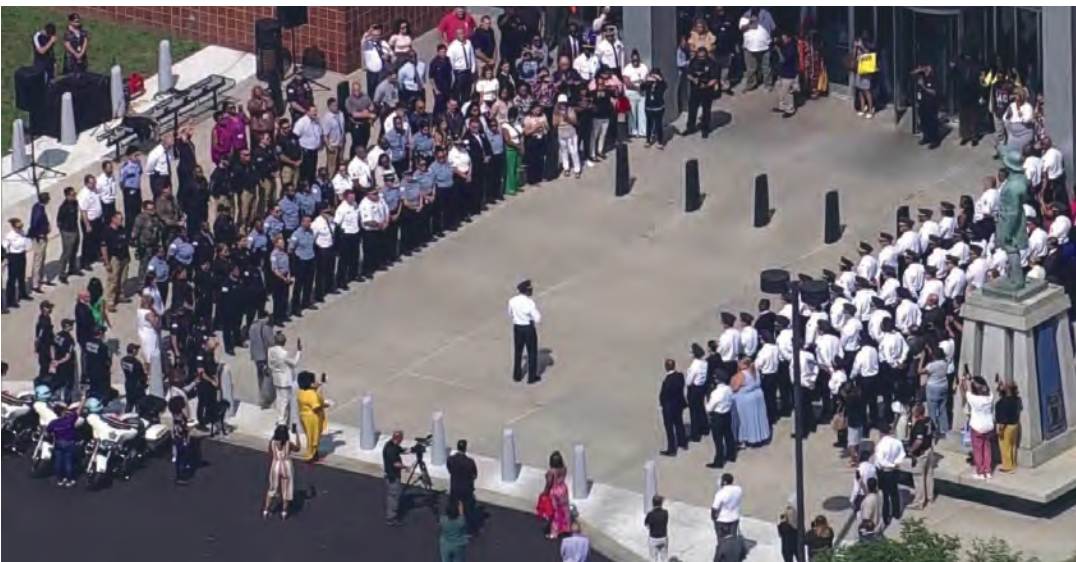
Not that Larry was one to leave the big questions unanswered. Or that sometimes when he spoke, even though his lips were moving, it sounded too much like the mayor. Of course, the question we all want answered is why? Why now?

He said it was time. But it's odd coming midway through summer. If he had waited until after Labor Day, I probably wouldn't have been as surprised. But leaving in the middle of summer is like running out after firing the gun but not filling out a report.

I know in our June issue, we speculated about Johnson wanting to get rid of Snelling because he might run for mayor. He quashed that in his exit interview with WGN by saying "absolutely not." Now, I never really talk in absolutes, but Larry has pretty much eliminated any political career in the very near future.

He also already squelched any rumors about going to work for the NFL. He talked about spending time with his grandchildren. But I don't know how all of a sudden you wake up one day, especially in the middle of the most violent part of the year, and say, "You know what? I think I need to give my two-week notice and call it a day."

It just seems like there's more to it. Maybe it's just time. I get it. I have certainly had moments with those thoughts myself. Some days you wake up and think, "There's so much more to life." And it's just time to say, "F it. I'm done."



President's Report continues on Page 6

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It's just the timing of when he decided to do it that is odd to me. Who knows? I'll take him at his word.

No doubt, there are memorable moments from his three-plus years leading the Department. For all Larry did, he did receive a thanks-for-the-memories moment on his last day, walking out of headquarters that one last time with a giant entourage applauding. Flyover, the horses, the pomp, the circumstance.

Yet all the average officer gets is a picture on a retirement pillow. It has always rubbed me the wrong way. If you look at the overhead shot from the helicopter on Larry's retirement day, it clearly shows the segregation of ranks, another aspect that has always struck me as odd.

Why do the exempts always isolate themselves from the rank and file? They have to stand separately instead of standing with the people who work for them in their units. For a guy who championed being there with the troops, all he had to do was say, "Everybody fall in line together."

Like I said, I've certainly had my issues with him. But he definitely did more good than bad. And I'm not so tone deaf to not realize that

he was, on occasion, threading a needle of sticking up for the troops while dealing with a crazy, bat-shit mayor who hates the police, even though he probably would never admit that.

He was tougher on crime than he was on the mayor, particularly when it came to him attending funerals for our fallen officers. But the mayor made it so hard because of wanting to attend funerals when families didn't want him there.

That's the biggest blotch on Larry's record. He'll never agree with it, but we both know the truth. We know the conversations we had, why we had them and what the result was. There's no other way to look at what he decided in those moments.

At the end of his days, what happened between me and the superintendent doesn't matter. It's about the members. And I think most people were happy with his performance. So he'll go down as a very positive leader in that regard.

So happy trails, boss.

Many thanks.

President's Report: Second Stories

Go Fourth

If you tuned in to watch the America 250 celebration in Washington, D.C. on the Fourth of July, you saw the highlights: the president speaking and the fireworks. There was so much more than that, though.

I felt compelled to be in D.C. for the 250th commemoration — the Great American State Fair, as it was called. I'm just grateful that the Department didn't have a mass cancellation of days off, or I wouldn't have gone.

The naysayers at the event and the mocking were predictable. And juvenile. The boycotting of staging exhibits by certain states, including Illinois, was petty. Shameful in many respects because people are there to see things.

So just because you can't stand the president, you don't send a delegation to highlight your state. That's not the American spirit and definitely not the America 250 spirit.

The experience itself was unique. Everybody who saw the fireworks on TV talked about that. We were in the Pentagon parking lot watching from the west side of the Potomac, looking across the river. There were so many fireworks that it had to be the bombs bursting in air. It was just crazy, but beyond impressive.

If the weather had been more cooperative, I think it would have been insanely attended. One of the great attractions came at the state of Florida exhibit. The line of people to see it stretched across the grassy part of the National Mall to exhibits on the other side. Not sure why it was so long. Maybe Governor DeSantis was giving away real estate with tax-free benefits.

Even with the crappy heat and everything else going on, there wasn't any sense of irritability or people screaming at each other. Everybody got along. Everybody enjoyed the spectacle for what it was. And for just a brief moment, it felt like America again where there was no petty bickering or screaming or violence or craziness.



Coming to America

It was surreal to be in D.C. on that significant date. Like being in the boat with Washington crossing that river.

Earlier in the week, we flew to Philadelphia to work with FOP Lodge #5 on the new membership system the National wants to implement. As the biggest Lodges in the organization, we wanted to collaborate on the bells and whistles needed for this new system.

Of course, we had some free time to do a little sightseeing. After going to Constitution Hall and seeing where the Declaration of Independence was drafted, I don't know how you can't have American pride.

And then I think it overlapped with the FIFA World Cup and people from all around the world being here. The video reels, whether

on Instagram, Snapchat or wherever, showed them saying how amazing America is and all the negative things that they ever heard about America were absolutely false.

The niceness, the safety, the cleanliness, the things to see, activities, you name it. Here are all these people from the rest of the world talking about how amazing America is. Yet we still have people in this country who want to do nothing but complain about how horrible America is.

Just a really interesting kind of dichotomy of opinions and maybe a realization of how spoiled or miserable some people really are in their own lives that they can't enjoy some happiness. Pretty sad.

State-ments on Fraternalism

It was an interesting Illinois State FOP biennial conference that was held in Gurnee in July, given the decision to proceed with a full-charge hearing on the previous president and state secretary. I don't know that the average members are in tune with one of the basic principles of what puts the "F" in FOP. Like what the F is wrong with people.

There are definitely issues with what it means to be fraternal. There are a lot of false allegations even still going around with Lodge 7. There's divisiveness. There's... jealousy.

Some of these situations are as plain as the nose on your face. It's almost Trumpesque in that the people who are bringing it to light make it less relevant. And it makes people lose their common sense of reality as a result.

It's not about the facts. Too often, it's about personalities at this point. And that's just a shame because the membership absolutely loses when that's what things are judged by.

We are supposed to be a fraternal organization rowing the boat in the same direction. Just like some 250 years ago on the Delaware.

We should agree to disagree when we need to and move on. But still move forward. It doesn't feel like a lot of forward movement at the State Lodge and, in some respects, even ours.

Having more control over what our Lodge does, I'm going to not let it get stagnant. We're going to keep pushing forward in spite of all the distractions, the personal attacks, the nonsense that has nothing to do with Lodge business or the membership.

The reality is, this membership is now going to have a 16.5 percent raise over the last four years of the contract. It's 5, 5, 3 and 3.5 percent. This Lodge and membership have never seen numbers like that over a four-year span.

But some people want to distract from the many major victories and just keep up the personal attacks, which have no bearing on Lodge business. Yet this Lodge has never run smoother. It's never been healthier, and it's never fought harder for the members. And those are the only things that matter to me.

We've all got egos. But I know the hours I've put in to deserve a little bit of an ego for our accomplishments as a team and as an administration. There have been a lot of hours that previous administrations have never been willing to put in. And if you put in the work, the results do come.

Everybody acknowledges that it's never been harder to be the police than in the past 10 years. Well, by default that translates to it's never been harder to represent police officers than in the past 10 years.

We have led from the front. We have picked the fights. We have won the fights that others refused to pick and couldn't win. That's what I like to think I was elected for, because I was willing to pick fights. Maybe people haven't appreciated my approach. Some still don't like my approach. But there have been results.

The members will speak next year. And between here and there, we will still be going 110 percent trying to get things accomplished.

There's never a day of rest.



**The October General Meeting
will be held on**

**Wednesday, October 21st at 7PM
in the FOP Hall
1412 West Washington Boulevard**

www.ChicagoFOP.org

Strength for the Road Ahead



**MICHAEL
METTE**

Last month, I wrote about the importance of being present—putting down the phone, stepping away from distractions, and giving our full attention to the people and moments in front of us. Presence helps us appreciate what we have. It also helps us recognize when we are tired, discouraged, or carrying more than we should.

That is where resilience begins.

In law enforcement, resilience is often described as the ability to push through, stay strong, and keep moving. Those qualities matter, but true resilience does not mean pretending that nothing affects us. It is not ignoring stress, burying grief, or refusing to admit when we need help. Real resilience means facing hardship honestly, drawing strength from the right places, and moving forward without losing who we are.

For me, faith is one of those sources of strength.

Faith does not mean we will avoid difficult days. It does not guarantee that every prayer will be answered as we expect or that every burden will be immediately lifted. Instead, faith reminds us that we do not carry those burdens alone. It provides a foundation when life feels uncertain and a sense of purpose when the demands of the job begin to wear us down.

Police officers encounter people on some of the worst days of their lives. Over time, those calls, scenes, losses, and disappointments can accumulate. We may leave the scene, complete the report, and move

on to the next assignment, but that does not mean the experience has left us. Sometimes the strongest thing we can do is pause, pray, speak with someone we trust, and acknowledge what we are carrying.

Through my years in this profession and my work supporting officer wellness, I have seen what can happen when officers are given a safe place to step away, reflect, and reconnect. In those moments, we are reminded that beneath the uniform is a human being who also needs encouragement, understanding, and time to heal.

Resilience also grows through connection. It is strengthened by our spouses, families, partners, friends, chaplains, peer-support teams, and fellow officers who understand the weight of the profession. God often works through the people He places in our lives. Accepting their support is not weakness; it is wisdom.

As summer begins to wind down and the pace of life picks up again, take time to check in with yourself and those around you. Ask the extra question. Make the phone call. Sit with someone who may be struggling. Return to the practices that keep you grounded—prayer, worship, family time, exercise, quiet reflection, or simply being present.

We cannot always control what comes our way, but we can choose where we turn for strength. Resilience is built quietly, day after day, through faith, connection, honesty, and the decision to keep moving forward.

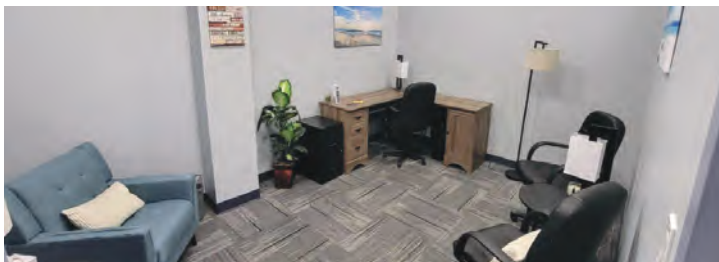
Whatever road lies ahead, remember: You do not have to walk it alone.



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Discipline Briefs



DAN GORMAN

Part of my report given at the monthly General Members’ meetings includes examples of arbitrators’ decisions issued at discipline 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 generalized descriptions of the CR/allegations along with the recent dispositions that have been awarded by the assigned arbitrator(s). By popular demand, the investigating body is also included.

General Summary of Allegation	Original Recommended Penalty	Arbitrator’s Award
Fail to obtain medical treatment for a domestic battery arrestee (COPA)	2-day suspension (2x)	Upheld
Fail to generate case report (BIA Investigator REDACTED)	2-day suspension (2x)	Expunged
Accidental Discharge in locker room. (Officer fatigue). (BIA Investigator REDACTED)	10-day suspension	3-day suspension
Verbal during a traffic stop. Delayed ISR. (BIA Investigator REDACTED)	10-day suspension	6-day suspension
Fail to “timely” activate BWC; alleged unjustified pat-down; No ISR. (OIS related) (COPA)	2-day suspension	Expunged

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.

Quotes from the 5-page arbitration decision re: Fail to obtain medical treatment for arrestee in a large-scale domestic battery incident (COPA)

“Prior to even talking to [the offender], the Union explains [the accused/grievant officers] were confronted with a situation outside the residence where multiple family members were acting belligerently, yelling profanities, and accusing each other of physical violence.”

“Seeing that the grandfather had sustained a head injury from the fall, [officer A] asked him if he needed an ambulance. Although he declined at first, he was persuaded by [Officer A] to allow an ambulance to be called.” “The Union points out that the Officers had offered the [offender’s] father-in-law and another person the

services of the CFD paramedics who had been summoned to the scene.”

“When the officers finally entered the residence, [the offender] kept repeating that his wife had sprayed mace in his face and threw bleach in his eyes.” “When [Officer A] asked him if he needed an ambulance, [the offender] did not respond.”

“...half an hour later, [the offender] was still complaining about difficulty seeing.” “Four officers struggled with [the offender] to get him handcuffed, during which time he kept repeating that he had to go to the bathroom”... “were burning”... “arms hurting”... “could not see anything”... “was diabetic.”

“Despite complaining that his eyes hurt and he could not see, the officers did not again ask [the offender/arrestee] if he needed medical treatment.”

“The evidence reflects that [the offender/arrestee] repeatedly told the officers that his eye hurt and he could not see. Although they asked him when they first encountered him if he wanted to go to the ambulance, at which time he did not respond to the question, then never asked him again.”

“As the Arbitrator understands G06-01-01, it applies to arrestees. At the time the officers asked [the offender/arrestee] if he needed the ambulance, he had not yet been arrested.”

“In this case, [the offender/arrestee’s] condition was a continuing situation. The offer of medical treatment at the first encounter did not satisfy the requirement of G06-01-01.”

Quotes from the 5-page arbitration decision re:

Fail to generate case report (BIA Investigator REDACTED)

“An essential element of just cause is that the employee is aware of what is required. In this case, the Arbitrator cannot conclude that either [officers] had sufficient information from which they could reasonably expect they were required to prepare a report. They would have had to know that they were the first to be dispatched, and that fact put them in the position of being the reporting officers. Even if they did have this knowledge, it is obvious they would not have known what to report.”

Quotes from the 5-page arbitration decision re:

Accidental Discharge in locker room / Officer fatigue (BIA Investigator REDACTED)

“It is more likely that Grievant’s fatigue was a contributing factor. In light of the hours he had worked, and the short rest time he had between on-duty times, Grievant should have been aware that fatigue might affect his ability to perform his duties in a safe manner.”

“In reviewing the case, Commander [NAME REDACTED] considered that Grievant failed to notify [his supervisors] of his lack of rest.” “[The Commander] concluded that this was a lapse in judgment on the part of Grievant...” and “[the Grievant] now knows that his mental health and wellness must never be ignored.”

Quotes from the 7-page arbitration decision re:

Verbal during a traffic stop; delayed ISR (BIA Investigator REDACTED)

“When Grievant approached the vehicle, [the complainant] made a reference to his being an ex-Marine. Grievant responded, ‘Oh, an ex-Marine, cool. He’s a [expletive] Marine, I’m Army, he’s Navy...”

What the [expletive]? What's your [expletive] prior branch have to [expletive] do with anything? How 'bout you don't [expletive] drive on your [expletive] cell phone? How 'bout you take [expletive] responsibility and don't just say some stupid [expletive] off the bat?"

"When [the complaint] apologized, Grievant said, 'Yeah, if you're a [expletive] former Marine, have some respect.'" "Lemme guess, you got [expletive] dishonorably discharged probably, right?"

"There is no imaginable reason for Grievant treating this person in that manner. The BWC recordings of the three officers at the scene give no indication [the complainant] was either aggressive or noncompliant."

**Quotes from the 6-page arbitration decision re:
Fail to "timely" activate BWC, alleged unjustified pat-down, no ISR
(OIS related) (COPA)**

"As a prelude to its arguments with respect to the merits of the grievance, the Union asserts the delay in COPA's investigation of the matter was excessive and unreasonable."

"It [the Union] insists there is no explanation for COPA's failure to issue a final report until 20 months later."

"This delay, argues the Union, rendered the discipline imposed to be punitive rather than remedial in nature."

"The grievance must be sustained without regard to the merits."



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Real Estate
Lending
BY THE WORLD

What is the Office of Public Safety Administration?



MONICA
ORTIZ

The Office of Public Safety Administration (OPSA) serves as the Human Resources department for Chicago's public safety agencies. Its responsibilities include personnel records, recruitment, retirements, leaves of absence, tuition reimbursement, background checks, and performance management.

OPSA oversees hiring for public safety jobs, including sworn positions within the Chicago Police Department (CPD), uniform roles within the Chicago Fire Department (CFD), and civilian roles within the Office of Emergency Management and Communications.

OPSA handles general HR tasks for public safety staff, such as updating records, address changes, employment verification, and managing promotions, transfers, reassignments, and ambulance waivers.

OPSA manages retirements, resignations, and all types of leave for public safety employees, including under the Family and Medical Leave Act, as well as medical, military, and parental leave.

In addition, OPSA processes tuition reimbursement for CPD and CFD staff and conducts background checks for sworn and civilian CPD employees. These checks may include criminal history, education, drug tests, and polygraph exams.

OPSA manages the CPD's Notice of Job Opportunity process, promotions, performance reviews, Consent Decree compliance, internships, and Departmental stars. For the CFD, OPSA manages Transfer Orders for special assignments. Other duties include creating public safety procedures, tracking HR invoices and purchases, and managing training sign-ups.

As the FOP's lead medical representative, I have seen how OPSA affects our members as they navigate HR and the Medical Services Section (MSS). The previous medical director was removed more than a year ago. Since then, interim doctors from Concentra have reviewed medical files remotely. As of July 1, 2026, Dr. Jason McDonald is the full-time interim medical director for both the Chicago Police and Fire

Departments. He is present in the MSS two to three times a week. All sworn staff, including sergeants, have been removed from the medical section, and the MSS is hiring civilian staff. The section is now fully civilian and managed by OPSA. If you are on the medical roll for an on-duty injury or return-to-duty and face delay of more than two weeks, please contact me at the FOP. Fitness-for-duty evaluations can take more than eight weeks because of pending laboratory results. I know the MSS is experiencing staffing changes, with fewer case managers and a smaller medical director role. If you face long waits to see a doctor for referrals or return to duty, and your doctor has already cleared you, please contact the Lodge to check on the delay.

I'm addressing this because, over the past year, the City has created more civilian positions to replace sworn members in roles they previously filled. The FOP is aware of this change, and the president has discussed it at a general meeting. Under the collective bargaining agreement, the City has the right to manage staffing, including assigning full-duty officers to street work and limited-duty staff to office roles. My role at the FOP involves handling medical issues, grievances, and assisting officers with disabilities and injuries.

I have raised concerns about lead medical staff duties and civilian access to sensitive medical records. Our mediation team, with attorneys, has formally requested information about the hiring and vetting of new MSS staff.

Previously, the section included more than 20 sworn limited-duty members and two sergeants; as of May 2026, it became fully civilian. Many members are concerned about civilians accessing private medical records. Although federal law, including HIPAA, protects privacy protections, concerns remain.

The FOP has filed a class-action grievance regarding the removal of sworn members from the MSS. If you experience delays in treatment or notice changes in MSS policies or procedures, please contact the FOP so we can address those concerns with the Department.

God Bless, and stay safe.



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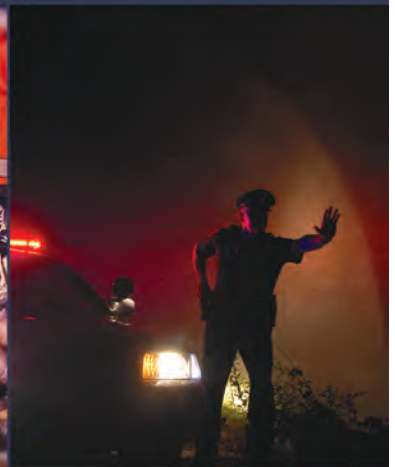
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ROB
NOCEDA

Greetings, Lodge 7. I pray this message finds you well.

On July 9, I was notified of an alarming incident involving an Officer who was flagged down by a citizen. During their conversation, the citizen shared private information that an ordinary member of the public wouldn't and shouldn't know. The citizen then displayed a photograph of the Officer's partner, who was sitting in the squad car at the time. The image and other information had reportedly been accessed through a mobile app that contained what amounted to a detailed profile of the Officer.

Even more concerning, the app reportedly displays Officers' live GPS locations and star numbers, along with photographs gathered from social media and Department-related information. This can include officers' dates of birth, use-of-force histories, information about how to provoke individual officers, and even betting odds related to whether an officer will use force.

This technology appears to use Bluetooth Low Energy signals to track and locate Officers through their body-worn cameras and Tasers. We immediately notified the Department and Axon and requested answers. Our letter has been received, and we are awaiting a response and the meeting requested in that correspondence.

We cannot allow bad actors or criminals to use body-worn cameras, Tasers, or other equipment to track our members. We will take

every necessary action to protect Officers from potential harm, ambushes, or doxing.

We will continue fighting to keep our members safe. If you have a question or an incident to report, please email me at rnoceda@Chicagofop.org.

Radio Issues in the 10th District

Officers in the 10th District were recently issued new radios that experienced serious communication problems. Officers could not hear transmissions from other beats, and only dispatchers could hear when an Officer attempted to transmit over the air.

I would like to thank Sean Murray, who immediately brought the issue to my attention so I could notify the Department and help get it resolved. The radios were removed that same day, and replacement radios were distributed to 10th District officers.

I also thank Risk Manager Michael Faddah for addressing the problem immediately. Reliable radio communication can be a matter of life or death.

As always, if you encounter a safety concern or any other workplace issue, please contact the Lodge. I advise our members not to rely on hearsay or rumors. Call your union. We are always here to provide guidance and assistance on a wide range of issues.

You are the angels on the street.

Stay safe, and God bless.

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What Officers Should Expect After a DUI Arrest



JIM
JAKSTAVICH

Hello again, Officers, both active and retired. We, the field reps at FOP, are often tasked with accompanying Officers to the Bureau of Internal Affairs (BIA) to be stripped of their police powers. Although all situations are different, this process has become all too common for various infractions.

In this article, I am offering a simplified explanation of what an Officer may expect when notified by their supervisor to appear at BIA for this process. I will use the example of a first time DUI arrest with

a property damage only traffic accident and the steps an Officer should take.

If you are placed into custody for DUI and subsequently released, you should notify your unit commander or supervisor of your arrest and any upcoming court proceedings. A To-From report should suffice.

You must also complete a Notice of Incident/Arrest and submit it to the Illinois Law Enforcement Training and Standards Board within 14 days of the arrest. On this preprinted form, you will provide your name, agency, PTB identification number, date of arrest, and the name of the arresting agency.

Inside the Summary box, we ask that all Officers include the following narrative:

Based upon advice of counsel, I am invoking my right to remain silent under the Fifth Amendment to the United States Constitution and the right not to incriminate myself under the Illinois Constitution. I will acknowledge that I was placed under arrest by the (Law Enforcement Agency) on (Date) and that I have a court appearance in the Circuit Court of (name county).

When you are ordered to appear to the BIA, most Officers are given the appointment date and time by a BIA supervisor. Some Officers are transported to BIA by their unit supervisor; others attend on their own. Once you are notified to appear at BIA, you should then notify FOP for guidance.

You are required to appear and will be ordered to bring your star, hat shield, and Department ID with you to turn over. Remember that these items are Department property. You are advised not to bring your gun and to leave it secured at home.

You will not be questioned by anyone at this time. Once your Department equipment is turned over to BIA, you will receive a copy of the returned property form. They will keep this at Human Resources.

You will fill out an additional form notifying you of the CR# and the new duty restrictions. You must comply and sign these forms. If you have citations and bond papers, please bring them with you to provide a copy to the BIA investigator and the Human Resources Sergeant so they can be placed in your file.

Once your appointment at BIA has concluded, you will proceed to Human Resources, where you will meet with the HR Sergeant and be reassigned to Callback, Unit 376. You will be issued a new temporary ID and you will be given instructions to call that unit.

Officers facing a DUI charge should ensure that they have a lawyer to represent them in their quasi-criminal DUI proceeding. This may lead to a not guilty finding if it goes to trial or a plea of reckless

or negligent driving. This all depends on the courts and differs from state to state. This may be costly and is not covered by FOP Legal Defense guidelines. You must have a valid driver's license as a condition of employment.

We always stress that an Officer contacts EAP to assist with substance abuse meetings or programs. This will assist you in a quicker turnaround to reinstatement.

Remember during this time you will be placed in an enhanced random drug-testing program and can be notified at any time to submit.

Once your court proceedings have ended and your case has been adjudicated, notify BIA and HR.

BIA may then notify you to make a statement. This is when you would notify FOP Legal Defense Chairman Mick Collins. He will request mediation on your behalf.

The standing mediated offer has generally been a 25-day suspension for your first DUI. This penalty can increase if there are aggravating factors such as carrying your weapon while intoxicated or your treatment/interaction with the law enforcement Officers of the agency that arrested you. The penalty may also double if this is a second infraction or there are serious injuries reported.

Contact the FOP at any point during this process if you need assistance.

Stay safe.

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FIELD REPRESENTATIVE'S REPORT

Thank You



MICHAEL COLLINS

Hello again, brothers and sisters, active and retired. As we dive into the end of the summer, I wanted to thank all of you on the front lines for all you do for this Department and the City of Chicago. As I travel throughout the City, in and out of all the districts, I still see a lot of great police work being done. In today's climate, that is not always easy, yet you continue to go above and beyond every single day.

I keep asking myself when will the false narrative change about the police, and when will the media start calling it like it is again? Hopefully, the next mayor will support law enforcement and get behind the men and women of the Chicago Police Department who sacrifice everything for this city on a daily basis. Law and order should not ever be a political pawn.

Shame on all the aldermen and elected officials who took the bait. It is absolutely disgusting what they have all done to the law enforcement profession. Don't get me wrong, we have some strong law enforcement supporters here in Chicago, but it is not enough. We are expected to go out and do our jobs every day with little to no support, knowing that one minor mistake in a split-second decision can cost us our job, and, in some cases, our freedom because of politics. It takes a special kind of person to wear this Chicago Police uniform. You all wear it very well. I am proud to serve all of you as your elected union representative, and I promise to continue to always have your back.

Lastly, I know it is not always easy with your crazy work schedules, but please make sure you take time for yourselves. Always make time for your family and friends and go out and do the things you love to clear your mind of the stress you endure on this job. Everyone has a happy place. Mine is on a golf course.

Again, thank you for all you do! This is still one of the best Departments in the country, and it is because of all of you, including the retirees who laid the foundation before you. Please reach out to me if you ever need anything; I am always available. Stay safe, everyone!

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Women In Service: Women of the Shield Marks 10 Years



KENYATTA
GAINES

Women of the Shield (WOS) empowers, advocates for, and provides resources for women interested in entering the field of law enforcement. This year marks the organization's 10th anniversary.

WOS was founded 10 years ago by President WeyNi Langdon. She was an officer at Northern Illinois University, and when she started her career, she noticed that not only in her department, but in the surrounding agencies, she was not encountering a lot of women in law enforcement. So, she went to her Chief and basically said, I'd like to have a brunch so I can meet the other women in the area so we can get together and talk. From there, the WOS brunch was

born.

There is an initiative called 30 by 30 which advocates to have women represent 30% of police officers by 2030. WOS is actively working to meet that goal by asking questions like: Why aren't women applying for this job? What keeps us from working in law enforcement? Is it our responsibilities? Is it the test? The training?

Coordinators of WOS began to see that a lot of the hesitation existed because women simply didn't know where to start. WOS fills this gap with the networking connections they provide as well as ensuring that candidates understand what is required to work in this field. They also provide a wide array of resources for women.

There is a wonderfully crafted documentary called "I Can Be Her." It shows clips of what happens within their Academy. It operates like a cohort to prepare candidates before a police department invests in their training, hires them, then they decide this is not the career for them. The Academy helps women work through their fears and physicality. If, at the end of the program, a candidate decides they don't want to be an officer, they are introduced to other in-line options like becoming a 9-1-1 operator and other positions.

The training coordinators have different backgrounds both ethnically and professionally. There is an Investigator, a Sheriff's Police Officer, and a State Trooper. Remember, the founder, WeyNi, is a dedicated law enforcement professional with over 18 years of distinguished service. She began her career with the Northern Illinois University Police Department, where she built a strong foundation in community policing and public safety. Later, she joined the Chicago Police Department, serving with the Chicago Police Honor Guard. Currently, WeyNi continues her career of service as an Investigator with the Cook County State's Attorney's Office. The versatility of the training staff affords each candidate a wealth of knowledge.

Since WOS is a nonprofit organization, they fundraise to keep the program FREE for its candidates. It costs \$5,000 to put each person through the program plus candidates receive a stipend upon completion. In some cases, childcare has been provided. WOS even pays for job application fees.

For more info, visit womenoftheshield.org.

One of our very own officers is proof that this program works. Meet Francis Nicole Martillo, 31, Chicago Police Officer, mother of two, and first-generation college graduate.

"I joined WOS's Class of '22 knowing I wanted to become a police officer—but unsure where to start. Through WOS, I met women from all walks of life, each with their own journeys. I gained sisters who encouraged me to keep fighting for my goals,



Police Officer Francis Nicole Martillo



Women of the Shield Founder and President WeyNi Langdon

especially after losing my youngest sister to drug addiction. WOS isn't just about career resources—it's a community you can rely on. The encouragement, support, and foundation for my journey all came from them.

"Being part of WOS gave me the push to pursue the Chicago Police Department. It took six attempts to pass the POWER test, but each failure strengthened my determination. Today, I am over a year into my dream career. Every challenge in the WOS Academy only made me stronger, and I earned my star!

"Being the first in my family to achieve so many milestones has built my confidence and pushed me to set new goals. I want my kids to know that nothing worth having comes easily—especially as a minority. Fight hard, never give up, and trust God through every triumph and setback.

"My journey isn't over. I plan to pursue a bachelor's in criminology and psychology, with hopes of working in forensics and joining the Crime Scene Unit—channeling my inner 'The First 48,' 'CSI,' and 'Law & Order' investigator.

"I hope my story shows others that fighting for your dreams proves your worth. Don't let anyone discourage you—WOS will always have your back."

WOS will be the featured organization and beneficiary of this year's "Tac-Tickle Comedy" series held here at the FOP Lodge on Friday, September 25. Join us for an evening of laughter with your fellow Officers and other law enforcement as they colorfully express themselves through comedy.

Look for our flyers within your units. Your entry is granted through a minimum \$20 donation online or at the door. Food and drinks are included with your donation! Street and parking-lot parking will be available.

Grab your friends and family and come out to support this worthy cause. We hope to see you there!

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City Refuses To Comply With New Provision Negotiated In Contract



PAT
FIORETTO

The City, once again, is refusing to live up to its obligations. The Lodge enters into negotiations in good faith and reaches an agreement with the City, only to have the City, time and time again, refuse to comply with the benefit of the bargain.

In the current contract, the parties agreed to include language addressing the City's chronic problems with delays in its investigations. Both COPA and IAD have a history of taking years to conduct investigations into Police Officers' alleged misconduct. The Lodge has successfully argued that such delays in conducting these investigations run counter to the concept of the "just cause" provision in the contract. In other words, the Department seeking to impose discipline for what the agencies may have determined to be rule violations is unfair when the alleged misconduct took place years earlier. The whole notion of discipline is not meant to be punitive but rather to be corrective. As one Arbitrator recently found:

The Arbitrator does not find that the delay caused specific prejudice to the Grievant's ability to defend himself, nor does the delay excuse the misconduct. It does, however, substantially diminish the corrective and rehabilitative purposes of discipline. Progressive discipline is intended, at least in part, to correct behavior and reinforce expectations. The effectiveness of that objective is significantly weakened when discipline is imposed years after the underlying conduct occurred.

Accordingly, during the last round of negotiations which resulted in the current contract, the parties agreed to include a new provision, found in Section 8.10, captioned "Investigation Time Limits," which specifically states:

...in the event that the Employer recommends a disciplinary penalty upon an Officer as a result of a disciplinary investigation that took more than eighteen (18) months to conclude, as measured from the date of which the disciplinary investigation was opened, upon request of the Lodge, the Arbitrator, who shall be the same Arbitrator selected to hear the merits of the disciplinary penalty, shall convene a hearing, preliminary to the hearing on the merits, to determine whether there was a reasonable basis for investigation to take longer than eighteen (18) months. At this preliminary hearing, the employer shall bear the burden of demonstrating the existence of reasonable causes.

As the Lodge explained at the bargaining table, this allows an Arbitrator with the ability to address and determine the timeliness issue first and determine if a full hearing on the merits of the grievance is even warranted, saving both the Lodge and City a considerable amount of time, resources, and money. Moreover, it will provide the underlying Grievant Officer with a more expedited resolution of the matter.

The City now takes the position that the Section 8.10 requirements are not applicable in the Summary Arbitration Process as described in Section 9.6A of the contract. As many of you know, Section 9.6A deals with Suspension Grievances and has been part of the parties' contract since 2012. Section 9.6A which requires Officers who receive a recommended suspension from a reprimand up to ten (10) days and wish to grieve must do so within the Summary Arbitration Process. The Summary Arbitration Process is a short-form arbitration process that occurs monthly, in which an Arbitrator reviews the investigation file and considers a three-page position statement submitted by the Lodge. The Arbitrator conducts a 15-minute hearing on each case in which the Grievant Officer is present and can provide a statement. The Arbitrator issues a written decision, typically within 30 days, evaluating the grievance on its merits.

The City has taken the position that the Lodge cannot invoke Section 8.10 for cases that go through the Summary Arbitration Process. However, nowhere in Section 8.10 did the parties agree to exclude grievances that must be resolved through the Summary Arbitration Process outlined in Section 9.6A. The City has refused the Lodge's multiple requests to bargain over the implementation of Section 8.10.

Instead, the City sought to file a "grievance" over the matter. The Lodge objected since, under the current terms of the contract, grievances only can be pursued by the Lodge or a Grievant Officer, not the City. While the City insists on having its "grievance" processed, the Lodge has filed yet another unfair labor practice charge with the Illinois Labor Relations Board, the state agency that administers the State Labor Relations Act. The Act guarantees that Police Officers, through the Lodge, have the right to bargain collectively with their employer over mandatory terms and conditions of employment, including the application of Section 8.10. Once bargained, those terms cannot be changed during the duration of the contract.

It remains the Lodge's position that Section 8.10 applies to all discipline cases. If the City wishes to change it, then the City must first bargain with the Lodge; it cannot unilaterally make a determination to exclude the Summary Arbitration Process from the requirement found in Section 8.10. The Labor Board will initiate an investigation, and, if it finds merit, will issue a complaint and eventually schedule the matter for a formal hearing, as it has done many times in the past.

At the hearing, each side will be allowed to call witnesses, offer stipulations, and introduce exhibits. Once completed, the parties also will be allowed to file post-hearing briefs and eventually will obtain a decision. This process, however, will take some time. As always, we will keep the membership apprised of any new developments.

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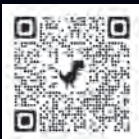
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Police Board



**TIM
GRACE**

The Chicago Police Board finds itself in quite a position these days. After more than 60 years of serving as the final arbiter of serious police discipline in Chicago, it now faces a future in which it may be largely irrelevant.

That may be too harsh. The Police Board can provide a reasonable venue for hearings in certain termination cases. Over the years, however, its decisions have been inconsistent, and officers in some cases have correctly concluded that arbitration offers a fairer alternative. Understanding how we arrived here requires a walk down memory lane. It has been an interesting journey.

The Chicago Police Board was established decades ago to hear cases where the City of Chicago alleges that an officer's conduct was so egregious that termination is warranted. A hearing is held, and the Board's nine mem-

bers vote, much like a jury, to find the officer not guilty, terminate the officer, or impose a suspension. The decision is based on a majority vote.

Board members are appointed by the mayor, and Fraternal Order of Police Lodge 7 has no input into their selection. Although many members may be well-intentioned and consider themselves impartial, particularly those involved in use-of-force cases, have faced rulings that conflict with their training and fail to account for the totality of the circumstances.

Amid a broader national narrative that too often portrays police, rather than criminals, as the problem, officers have been held to standards that not only conflict with the law but are patently unfair. Something had to change. The FOP found the answer in labor law.

Under Illinois law, a police officer facing termination has the right to present his or her case to a neutral arbitrator through a process known as arbitration. The arbitrator may be selected by mutual agreement between the FOP and the City of Chicago. The arbitrator owes no al-

legiance to either side and is charged with determining fairly whether termination is warranted.

State law also allows a municipality and a collective bargaining unit, in this case, the FOP, to agree to an alternative forum. Years ago, the FOP agreed to the establishment of the Chicago Police Board. The City subsequently took the position that officers facing termination were required to appear before the Board. They were wrong.

What followed was nearly six years of litigation. More trees were probably lost to litigating this issue than could be planted. The City fought to preserve the Police Board as the final arbiter as though the very existence of the republic depended on it.

The first step was contract negotiations, which quickly became a "we are never going to agree" scenario. The second was arbitration over the City's refusal to recognize officers' right to choose arbitration. The arbitrator ruled that:

- Officers have the right to choose between the Police Board and arbitration
- Officers awaiting separation should remain in paid status
- Arbitration proceedings should be private, not open to the public

The City lost. The geniuses in the City Council nevertheless refused to accept the arbitrator's ruling, prompting the FOP to file a lawsuit in the Circuit Court of Cook County. The City lost again.

Here was the sticking point: Although the Circuit Court agreed that officers have the right to choose between arbitration and the Police Board, the judge ruled that public policy requires arbitration hearings to be open to the public. That was quite a leap.

Arbitrations involving public employees throughout Illinois have traditionally been private. A Chicago Public Schools teacher accused of an improper relationship with a student receives a private arbitration. A health inspector accused of accepting bribes receives one. A Streets and Sanitation employee accused of stealing time does as well. Yet police officers are treated differently, an outcome that, to me, re-



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flects an unbelievable bias.

The FOP appealed the portion of the ruling requiring public arbitrations. The First District Appellate Court agreed with the trial judge, rather than the arbitrator, and held that the proceedings must be public. The FOP had to appeal again because of the far-reaching precedent this could set in labor law.

The Chicago Teachers Union, the firefighters union, and every other public-sector union should be thanking the FOP for taking up this fight. Remember the old warning: When they came for one group, I said nothing. When they came for another, I said nothing. Then, when they came for me, no one was left to speak.

Good luck, fellow union members, because they will eventually come for you. Someday, a teacher accused of sexually assaulting a student may find that hearing splashed across the front page of the Chicago Tribune, and we can only hope that person still receives a fair hearing.

The case is now pending before the Illinois Supreme Court. The Court has been presented with one issue and one issue only: Do private arbitrations violate public policy, or may termination cases proceed in private, as other public-sector arbitrations do?

Although the issue is nuanced and strong arguments have been presented, the broader result is already clear: The Chicago Police Board is no longer mandatory. It is an option, and, under the right circumstances, it may still be the preferred one.

The Police Board has been fair in cannabis cases and has pushed the superintendent toward a more modern position on the issue. It has also recently shown understanding in residency cases and other matters involving unintentional human error. Its handling of use-of-force cases, however, has remained problematic. Officers recognize that reality and, now that they have a choice, are increasingly opting for arbitration.

What the Illinois Supreme Court will decide is anybody's guess, but this six-year battle has unquestionably been worth fighting. In my opinion, it is one of the most consequential battles the FOP has waged and won.



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Summer of Political Turmoil



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It has certainly not been a dull summer in the Illinois General Assembly! With the November election approaching, both the House and Senate have experienced their share of political turmoil.

In the Senate, longtime suburban Democrat Sen. Linda Holmes announced her retirement despite having secured the nomination for another term in this spring's primary election. Jared Ploger has been chosen to replace Holmes on the ballot. Ploger lost a Democratic primary state representative earlier this year but will seek a seat in the Senate.

The developments in the House have been even more intriguing. In the Champaign area, Democratic state Rep. Carol Ammons and her husband have been indicted by the federal government. Both have pleaded not guilty and pledged to fight the charges. A House investigative committee has been formed, and Gov. JB Pritzker has called on Ammons to resign. It will be interesting to see how the situation unfolds.

A separate scandal has surrounded former Democratic state Rep. Harry Benton, who represented the far southwest suburbs. Ben-

ton faces serious allegations of inappropriate behavior toward staff members and others. Although the full details are not yet known, a report is expected to be released soon. The allegations are clearly serious, as Benton has resigned both his House seat and his place on this fall's ballot. Jessica Dixon Heitman has been selected to replace Benton on the ballot. She is the granddaughter of former U.S. Sen. Alan Dixon of Illinois.

These controversies have created significant challenges for the House Democratic Caucus as its members confront serious allegations of misconduct and determine how to respond. They have also prompted broader discussions among lawmakers about how the General Assembly handles complaints and what can be done to prevent similar situations in the future.

Meanwhile, the regular work of state government continues. Gov. Pritzker has spent the summer reviewing and signing legislation while campaigning for reelection against Republican Darren Bailey and independent candidate Collin Corbett.

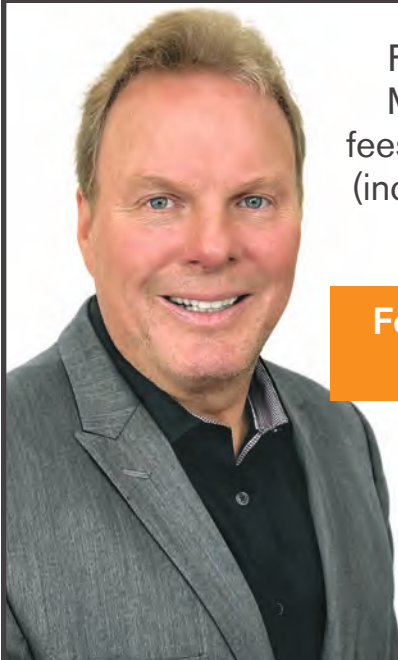
Pritzker remains the strong favorite to win another term as speculation continues about a possible presidential campaign in 2028.

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RICHARD LIS MEMORIAL SCHOLARSHIP

This is the application form for the annual scholarship drawing of Chicago John Dineen Lodge #7. The scholarship awards are in the amount of \$1,000.00 each and are given in honor of our late State Lodge President, Richard Lis. There will be twenty names drawn at the November 18, 2026 General Meeting, and we will also draw five additional names, in case some of the winners are not in college or elect not to continue their education. All applications are to be filled out and mailed to: FOP, Chicago Lodge #7, by police mail or U.S. Post to 1412 West Washington Boulevard, Chicago, IL 60607-1821, Attention: Scholarship Committee.

The following rules apply to applicants requesting scholarships:

- Scholarship grants are available to the sons and daughters (including stepchildren) of members of FOP Lodge #7, who will be attending a college or trade school for the first semester of the school year, with passing grades.
- There will be 20 scholarship grants given for \$1,000.00 each on a one-time basis. Payment will be made at our general meeting in January after proof of attendance is received by the Scholarship Committee.
- Scholarships will be available to high school graduates and any student who is presently attending a college or recognized trade school.
- The college attended must be recognized by the North Central Accrediting Association or the trade school must be recognized by the Illinois Department of Registration.
- **Only one** application per eligible child will be accepted.
- The scholarship grants will be awarded on the basis of a **drawing** of the submitted applications at the **November 18, 2026. General Meeting.**
- **Applications may be submitted up to the time of the drawing at the November 18, 2026 General Meeting.**

RICHARD LIS MEMORIAL SCHOLARSHIP FUND APPLICATION

Applicant's First Name: _____

Applicant's Last Name: _____

Member's First Name: _____

Member's Last Name: _____

Member's Address: _____ City: _____ State: _____ Zip: _____

Member's Phone: _____ Unit# or RTD: _____ Star #: _____

Relationship to Applicant (Son/Daughter) : _____ College or Trade School: _____

*Mail To: Richard Lis Scholarship Fund.,
FOP Lodge 7,(Unit 541 via Police Mail), 1412 W. Washington Blvd., Chicago, IL 60607
Or email to ashanahan@chicagofop.org*

Honoring Retired Members

Name	Rank	Unit	Years	Name	Rank	Unit	Years
Lisa Locke	PO	2	30	Homero Martinez	PO	14	25
Leanthony Brown	PO	9	26	Miguel Mijes	PO	18	32
Diane Moore	PO	22	22	Eric Moreno	PO	17	27
Thomas Purtell Jr.	DET	610	32	Wendy Pacino	PO	8	30
Michaela Tuohy	DET	630	23	Scott Pierson	PO	50	30
William Andino	DET	177	27	Alberto Retamozo	PO	17	28
Stephen Boyd	SGT	153	26	Stacy Spires	ET	177	30
Luis Carrizal	SGT	8	31	Tim Tatum	PO	6	23
Kurt Daichendt	PO	124	29	John Thompson	PO	9	25
Dan Decker	PO	9	20	Edwin Utreras	PO	189	28
George Gounaris	PO	18	28	Donald Yurisich	DET	620	31
Robert Henderson	PO	5	31	Mark Zalewski	PO	16	29
Jeremiah Hines	DET	620	30	Tim Ziemba	PO	12	30
Jennifer Hondzinski	PO	16	20	Seid Tanovic	DET	640	20
Milton Lasicly	PO	24	26				

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www.bravewellnesscenter.com



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Honoring Sisters and Brothers who have passed

Name	Age	Date of Passing
Salvatore Covelli	79	May 24, 2026
Ellwood Egan	87	April 1, 2026
David Dougherty	77	June 21, 2026
Richard Drummond	88	June 2, 2026
James J. Lacki	81	June 14, 2026
Al A. O'Malley	74	May 30, 2026

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

South

Second Wednesday of the month
@ 10 a.m.
Country House, 5400 W 127th St.,
Alsip, Illinois.
Rick King
773-585-8500
Subwayk9@aol.com

8-Ball Luncheon

Last Wednesday of the month
@ noon
Les Brothers, Oak Lawn

Bomb and Arson

Second Monday of the month
@ 9 a.m.
Fiesta Tapatia Restaurant
Chicago
Ross Horne, 312-613-9182

Orland Park Law

Enforcement Organization

Third Thursday of the month
@ 7:30 p.m.
Orland Park Civic Center
Orland Park
Survivors Lunch
Second Saturday of the month
@ 11 a.m.

Beverly Woods Restaurant

Chicago

Public Housing Unit

(North, South and
Administration)

First Wednesday of the month
@ 10 a.m.

George's Restaurant, Chicago
Maurice Brown, 773-577-0154

CPD Arizona Retiree Monthly Luncheon

Third Wednesday of the month
11:00 AM at:
Mandarin Super Buffet
1501 W. Bethany Home Road
Phoenix, AZ 85015
For information contact Brian
DuFour, 623-521-6146 email
bdu4@aol.com.

Arkansas Retirees

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

Florida Retirees

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

Michigan Retirees

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

Hellenic American Police

Association Northsiders

Retiree Breakfast

First Monday of the month
@10:00 a.m.
Burgundy Restaurant

5959 W. Irving Park Rd., Chicago

Hellenic American Police Association Southsiders

Retiree Breakfast

Second Monday of the month
@10:00 a.m.

Valois Cafeteria

1518 E. 53rd St., Chicago

25th District Retirees

Luncheon

1st Wednesday of the the month

Tavern on the Point

6724 Northwest Hwy.

2PM

Barry Eichner

773-852-6438

Barcat84@sbcglobal.net

Father is Watching



**RABBI
MOSHE WOLF**

Bob Richards, the former pole-vaulting champion, shares a moving story about a skinny young boy who loved football with all his heart. Practice after practice, he gave everything he had. But because he was half the size of the other boys, he got nowhere. At every game, the hopeful athlete sat on the bench and hardly played.

This teenager lived alone with his father, and the two shared a special relationship. Although his son remained on the bench, the father was always in the stands cheering. He never missed a game.

The young man was still the smallest in his class when he entered high school. His father continued to encourage him but made it clear that he did not have to play football.

But the young man loved football and decided to stick with it. He gave his best at every practice, hoping he might finally play as a senior. Throughout high school, he never missed a practice or game, yet he remained on the bench for all four years. His faithful father was always in the stands, ready with words of encouragement.

When the young man went to college, he tried out for the football team as a walk-on. Everyone was certain he would never make the cut, but he did. The coach admitted he kept him on the roster because he put his heart and soul into every practice and gave his teammates the spirit and hustle they needed.

Thrilled, the young man rushed to a telephone and called his father. His father shared his excitement, and the young man sent him season tickets to every college game.

The persistent athlete never missed practice during his four years of college, but he never played in a game. Near the end of his senior season, shortly before the big playoff game, his coach handed him a telegram.

The young man read it and became silent. Swallowing hard, he said, "My father died this morning. Is it all right if I miss practice today?" The coach put an arm around his shoulder. "Take the rest of the week off, son. Don't even plan to come back for Saturday's game."

Saturday arrived, and the game was not going well. In the third quarter, with his team trailing by 10 points, the young man slipped into the locker room and put on his football gear. As he ran onto the sideline, the coach and players were astounded to see him. "Coach, please let me play. I've got to play today," he pleaded. The coach pretended not to hear him. He did not want to put his worst player into a close playoff game. But the young man persisted. Finally, the coach gave in. "All right. You can go in."

Before long, everyone watched in disbelief. The unknown player who had never played in a game was doing everything right. The opposing team could not stop him. He ran, passed, blocked, and tackled like a star. His team rallied, and the score was soon tied. In the closing seconds, he intercepted a pass and returned it for the winning touchdown.

The fans erupted, and his teammates hoisted him onto their shoulders. Later, after the stands had emptied and the team had left, the coach noticed the young man sitting alone in the locker room.

"Kid, I can't believe it. You were fantastic! What got into you? How did you do it?"

With tears in his eyes, the young man said, "You knew my dad died, but did you know that my dad was blind?"

He swallowed hard and forced a smile, "Dad came to all my games, but today was the first time he could see me play. I wanted to show him that I could do it."

A Closing Thought

Like the athlete's father, G-d is always there, cheering us on. He reminds us to keep going and offers us His hand because He knows what is best for us. He gives us what we need, not simply what we want.

G-d has never missed a single game. Life is meaningful when lived

for the Highest. Live for Him, for He is watching us in the game of life.

Quote of the Day

"When we honestly ask ourselves which people mean the most to us, we often find that they are those who, instead of offering advice, solutions, or cures, choose to share our pain and touch our wounds with a warm and tender hand.

"The friend who can sit silently with us in despair or confusion, stay through an hour of grief, tolerate not knowing or healing, and face the reality of our powerlessness – that is a friend who cares."

From the "Moshe Files"

Before we close, here is a little humor to keep you smiling.

The Complexities of the English Language

Let's face it: English is a crazy language. There is no egg in eggplant and no ham in hamburger. Neither apple nor pine is found in pineapple. English muffins weren't invented in England, nor were French fries invented in France. Sweetmeats are candies, while sweetbreads, which are neither sweet nor bread, are meat.

We take English for granted. But when we explore its paradoxes, we discover that quicksand works slowly, boxing rings are square, and a guinea pig is neither from Guinea nor a pig.

Why do writers write, but fingers don't fing, grocers don't groce, and hammers don't ham? If the plural of tooth is teeth, why isn't the plural of booth "beeth?" One goose, two geese, so should it be one moose and two meese?

Doesn't it seem strange that you can make amends but cannot make one amend? You can comb through annals of history, but not a single annal. If you have a bunch of odds and ends and get rid of all but one, what do you call it?

If teachers taught, why haven't preachers "praught?" If a vegetarian eats vegetables, what does a humanitarian eat?

Sometimes I think English speakers are a bit delusional. In what other language do people recite at a play and play at a recital? We ship by truck and send cargo by ship. We have noses that run and feet that smell. We park on driveways and drive on parkways.

How can a slim chance and a fat chance mean the same thing, while a wise man and a wise guy are opposites? How can overlook and oversee mean opposite things, while quite a lot and quite a few mean nearly the same thing? How can the weather be hot as hell one day and cold as hell the next?

You have to marvel at the unique lunacy of a language in which a house can burn up as it burns down, you fill in a form by filling it out, and an alarm clock goes off by going on.

English was invented by people, not computers, and it reflects the creativity of the human race, which, of course, isn't a race at all. That is why, when the stars are out, they are visible, but when the lights are out, they are invisible. It is also why, when I wind up my watch, I start it, but when I unwind it this essay, I end it.

I'm confused. I'm complete. I'm finished. I'm done. LOL!

On behalf of all the chaplains, I wish you and your loved ones a healthy, safe summer. May G-d bless you, keep you safe, and always hold you in His loving care. AMEN.

Should you need an ear to listen, a shoulder to lean on, or perhaps have some good humor to share – and I know you have a good joke or good story – please do not hesitate to drop us a line or give us a call.

Our contact information is available on the Police Chaplains Ministry website: www.chicagopcm.org. Visit the site for current and upcoming information.

Chaplains website: www.chicagopcm.org

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FATHER DAN BRANDT

In last month's column, I mentioned how much I enjoy visiting different parishes throughout the City and suburbs to celebrate Blue Masses (for and with our CPD members). It just so happens that Holy Name Cathedral, the Mother Church of Chicago, reached out to me recently to request a Blue Mass. **It'll be held Sunday, 11 OCT, at 10:30 a.m. I hope to see you there!**

We enjoyed another Upper Room Club session this past month, thanks to the generosity of Pizano's Pizza at 21st and Indiana. Please continue to show Pizano's your love. Our next Upper Room Club will be held on Wednesday, 26 AUG, at 6:30 p.m. at the usual spot. Please RSVP through our website.

This (below) could be a really good time! "Hilarious Headliners?" No pressure there! I hope to see you there at St. Pat's High School on the northwest side. Proceeds from the evening's entrance fees and bar and food service will benefit the high school's scholarship fund for first responder families.

If you'd like to try your hand at stand-up comedy (even as

a newbie!) in front of a kind audience, call Ron Rufo, and he'll give you three to five minutes on stage.

Another opportunity to get up on stage and make people laugh falls on 25 SEP. Join me at a charity comedy night at the FOP hall! To register, give me a call, and I'll direct you.

Finally, as you may know, the annual Chicago Brotherhood for the Fallen's Blue Tie Gala is in Rosemont on 19 SEP. This is an event NOT to be missed! See our website or theirs for more information.

In the event you may happen to be near Boston on 14 NOV, a Chicago contingent will be there to support the Brotherhood's nationwide cause. On stage, I'll be joining Mike Neal, the Arkansas officer who took out the father/son bank robbery team and infamous Walmart parking lot shooters several years ago.

In the meantime, THANK YOU for doing God's work! May the good Lord bless you and keep you safe!

Fr. Dan Brandt, Directing CPD Chaplain

773-550-2369 (cell/text)

dan.brandt@chicagopolice.org | www.ChicagoPCM.org

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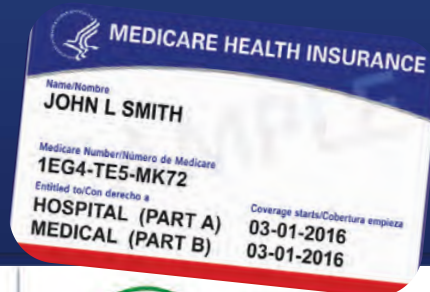
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AGING INTO MEDICARE?

What Retired FOP Members need to know

Important information for FOP members coming off the City of Chicago 55-65 CBA Retiree Healthcare plan



MEDICARE MA+Rx

Group-sponsored plans through Aetna



DENTAL

Affordable group dental coverage through Aetna



VISION

Group vision coverage through Aetna

① What Happens at Age 65?

If you are a retired member currently covered under the City of Chicago 55-65 CBA Retiree Healthcare plan, this notice affects you. When you reach age 65 and become Medicare eligible, you are removed from the BC/BS Medical and Dental as well as Davis Vision plans. Planning ahead will help you move to Medicare without a gap in coverage.

IMPORTANT

Enroll in Medicare within 3 months of your 65th birthday.

YOU MUST SIGN UP FOR MEDICARE PARTS A & B OR YOU MAY BE SUBJECT TO A PENALTY.

If your spouse is not Medicare eligible, PSHA COBRA may be available for 18-36 months.

② FOP Group-Sponsored Medicare Plans

Group-sponsored Medicare Plans are available to you as an FOP member. Chicago John Dineen Lodge #7 and Aetna offer Medicare MA+Rx, Dental and Vision plans designed specifically for retirees. More than 3,900 retirees, spouses and widows participate.

③ Please Note the Timing

Medicare begins on the first day of the month in which you turn 65. If your birthday falls on the first day of the month, Medicare begins on the first day of the previous month.

④ For More Information

Contact Retiree First regarding Medicare MA+Rx options and Haymarket Specialty Benefits regarding Dental and Vision. Both can provide enrollment materials and premium information.

YOUR MEDICARE TRANSITION TIMELINE



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(Medicare MA & Rx)

312-248-7251 (TTY 711)
or toll free
855-979-884



HAYMARKET
SPECIALTY BENEFITS
PUBLIC LABOR ASSOCIATIONS



(Dental & Vision)

844-466-0883





Rest Stop

Assessing the ups and downs of Larry Snelling's tour as CPD superintendent and what led to his abrupt retirement

■ BY MITCHELL KRUGEL

If only Larry Snelling could have responded to the mayor's whim regarding Gold Star families in the immediate wake of their loss with the same force he put on his recruits at the academy. Lodge 7 Field Rep Kenyatta Gaines felt that intensity when Snelling was her PT instructor.

"He was horrible," she admitted with the sound of a wink and a smile in her voice. "Absolutely horrible."

Back then, 20-plus years before he became the Chicago Police Superintendent, Snelling often had recruits hold the lean-and-rest position for what seemed like forever. The top of the push-up. Gaines recalled him keeping them there until he could see the sweat dripping down their chins.

Turns out, Snelling's tactics had more than one objective. Lean-and-rest was a test of physical and mental toughness. Gaines described it this way:

"He would give us instruction, saying, 'You're going to face some people on these streets that are not your friends. You have to be prepared.



Your body can take a lot."

She recounted that the response scenario from the class was to lean in. Stay in it. Don't run from it.

"Because at a certain point, it wasn't even about being in lean-and-rest anymore," Gaines continued. "It was that you wanted to show him you can handle it. And I think that translated into what was necessary to be productive and good on this job."

As a Lodge 7 field rep, Gaines often found herself in talk-and-rest mode with Snelling when he became the supe. She tried to get on his schedule to talk about a member needing help with a situation but had trouble wedging her way onto his schedule and into his office.

"He welcomed the hallway interruptions and any, 'Hey boss, do you have two minutes?'" Gaines explained. "I would tell him what was going on, give a recommendation, and he'd just say, 'Let me see what I can do.' He was very approachable, willing to help and willing to share his opinion."

Regarding Lodge 7 members, Gaines would often get the signature "that's fair" from Snelling. He didn't really negotiate, but he was always reason-

able when it came to discussing the members.

If it had not been for the hiccup of having to do the mayor's bidding in attending funerals for fallen Chicago Police Officers when the families unequivocally asked that he not be there, Snelling might have been the consummate superintendent. He made a statement early on in his watch that he rarely seemed to waver from.

"My job is to make sure that these officers get what they need," he declared during an exclusive interview with *Lodge 7 Magazine* in January 2024, five months after being sworn in. "Am I going to be able to provide everything? Probably not. But I will work my fingers to the bone to make sure that we get them everything that I can possibly get them."

It did not come all roses for Snelling. It never does for a superintendent.

Speaking the language of so many members these days, a recap of Snelling's career comes in the form of posts and headlines that might have scrolled across your screens or into your news feeds. Check those out beginning on page 35.

Most noteworthy is his commitment to being on the front lines with his Officers. Like in 2024 during the Democratic National Convention, when Snelling commented about leading from the front.

"I won't be in riot gear, but you will see me out there," he quipped about six months before the convention. "You don't think I'm going to run from that, do you?"

Snelling rarely backed down as supe, though not like when he was a beat cop in the '90s and some use-of-force complaints were filed against him. In fact, he had a helping hand for beat cops when on the street.

"If he was present while a fight or something was going on, he's not standing back in the uniform, posing," Gaines commented. "He actively would participate to hold an offender. So in those matters, yes, definitely he would put the Officers first."

Known as a son of Englewood growing up in an area flush with gangs and violence, Snelling was the middle son of five boys raised by a single mother. After graduating from DePaul in 1992, he came on the job working as a beat cop.

He spent much of his career as an instructor in the academy and authored parts of the curriculum that all recruits must pass before graduation. Snelling eventually ascended from PT instructor to commander in 007 to chief in the CPD Bureau of Counterterrorism. In 2023, he became the 64th superintendent.

Members who endured Snelling's lean-and-rest tests — which is almost all of them — might have joked when he was named superintendent that the gym teacher was going to be the boss. But the majority saw it as somebody who rose through the ranks even though he worked in the gym for so long.

"He helped train the very people he's about to lead. And you don't get that from other bosses on the Department," Gaines recalled about that initial reaction. "To have a guy that has actually been there and participated in things that you participated in, it just landed differently. This was somebody that you felt like you knew and he knew you."

He did know them. And that enabled Snelling to bring compassion to the workforce that it so much needed. He could stand up for them unconditionally when the COPA executive director would come calling with discipline based on her personal convictions.

"You have to have compassion for your workforce. You have to see them as people and not just employees," Snelling said in one of his exit interviews. "You have to understand something about their human nature, so that when you show them connection, when you show them care, when you show them respect and empathy, they can then apply that to the people that they're coming in contact with."

Detectives out there might want to investigate why Snelling left now — and left with only two weeks' notice. He does not appear to be bailing on the job or getting out when it's never been tougher to be a copper.

Not long after taking over, he had to take on the challenge of Chicago hosting the Democratic National Convention and its protesters. Snelling and Chief of Counterterrorism Duane DeVries led the team, which received high marks for its execution.



He presided over a sharp decline in gun violence, reductions in homicides, a renewed community relations effort and CPD's ongoing consent decree reforms. When Snelling was starting his tour as superintendent, the Department was in compliance with 6 percent of the consent decree. By the time he retired, the number had reached 25 percent.

"We're working specifically to fight violent crime," Snelling had noted. "And when we saw an uptick in certain types of crime — robberies, vehicular hijackings, shootings, homicides — we created teams to work specifically on those particular things."

The surge of migrants and the federal immigration officers who came to Chicago to address it would have left anybody in charge between a rock and a hard place. And maybe heading for the door. Anybody else, maybe.

"I would never leave this job for another job," Snelling announced. "You leave because you believe it's time. I haven't had a vacation in four years. It's time to do that. Spend a little time with the grandson. Go out and just try to relax a little bit."

The relationship with Lodge 7 turned out to be a bit of a roller coaster. Union leaders wanted Snelling to put a first deputy in place and never received a satisfactory explanation of why he didn't.

He focused intensely on accountability for CPD officers hit with discipline. Shortly after he assumed his office, though, the longtime process for adjudicating the most serious cases of police misconduct was upended. That came when Lodge 7 won an arbitration to give members accused of misconduct that could result in termination the right to a hearing.

But in the end, Snelling seemed to earn the right to take the high road to retirement.

"There are some very qualified people within this department," he emphasized. "There's no way we could have had the successes we've had over the past few years without these Officers on the ground working their tails off to make sure that everyone is safe."



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Welcome to an unofficial compilation of posts to offer some final views on Larry Snelling's service as Chicago Police superintendent from 2023 to 2026.



Retirement

Superintendent Snelling retired about two months before becoming fully vested in his pension, one of those decisions that did not seem to be about the money. "There comes a time where you have to ask yourself, you know, are you becoming a dinosaur?" he told the *Tribune*.



Crime Rates

Since Snelling took over, violent crime rates have fallen overall, and in 2025, homicides dropped to their lowest level in 60 years. Through the first half of 2026, the City remained on pace for one of its lowest homicide totals in decades, down 41 percent compared to 2023, according to the most recent Department crime statistics. "While this happened during my tenure as superintendent, the hard and courageous work of the members of the Chicago Police Department should be given the credit," he said at his July 1 retirement announcement.



On ICE

Navigating the storm that came with the migrants in Chicago and ICE agents working in the City to address the situation, the superintendent found some common ground. Or perhaps the middle of the road. "Let me just be clear. Our officers did not work with ICE agents," he stated. "When we knew that there was activity in particular

locations, and we knew that tempers would flare and things could get heated, we would go to those locations to de-escalate. Our officers were in a very tough position, but I believe that they performed in the best possible way that they could because, guess what? No one was killed in our City."



COPA

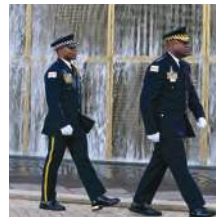
About six months into his watch, Superintendent Snelling publicly criticized COPA investigators during the monthly meeting of the Chicago Police Board. He said some in the oversight agency were leaning on "personal opinions and speculation" to reach conclusions.

"When we speculate, when we add our personal opinions, then those penalties become punitive and unfair and unfair to the Officers," Snelling said. "What we're seeing are egregious penalties for extremely minor infractions."



5th District

Superintendent Snelling honored the legacy of Officer Aréanah M. Preston, Star #15870, End of Watch: May 6, 2023, at her memorial roll call in the 5th District alongside family, friends and community members.



Gold Star Park

The Chicago Police Honor Guard held its 21st Annual 24-hour vigil at Gold Star Memorial Park in honor of fallen heroes who made the ultimate sacrifice. Superintendent Larry Snelling joined the ceremony, during which wreaths were laid at the Memorial wall to honor the legacies of those lost in the line of duty.



Thank You, Chief DeVries

Congratulations to Chief of Counterterrorism Duane DeVries, who retired after 31 years of service. Chief DeVries led CPD's public safety response for major large-scale and historic events, including the 2024 Democratic National Convention.



2nd District

The superintendent was on hand for the Department honoring fallen Officer Samuel Jimenez at the 2nd District during a memorial marking the seventh anniversary of his being lost in the line of duty.



Teen Takeovers

When the mayor would say, "Oh, these are just teens, and they're just acting out," and he didn't want the Department to penalize or villainize them, Snelling pushed back, according to Lodge 7 Field Rep Kenyatta Gaines. "He was like, 'No, we have to stop making excuses for these things.' That was one time I saw a direct 'No, I'm not going to go with your projected narrative of these situations.' And we appreciated that."



Retiree Luncheon

The Chicago Police Department Retiree Luncheon honored all retirees for their service and reminded them that they will always be an important part of the CPD family. Their dedication to the City's safety laid the foundation that Chicago Police Officers proudly stand on today.



Arlington National Cemetery

The Chicago Police Department Honor Guard joined Superintendent Larry Snelling in a wreath-laying ceremony at the Tomb of the Unknown Soldier in Washington, D.C.



Recognition Ceremony

The Chicago Police Department held its 65th Annual Recognition Ceremony to celebrate the heroism of Officers and the lifesaving work they do each day. The Department also paid tribute to its recently fallen heroes, including Officer Krystal Rivera and Officer John Bartholomew.



Gold Star Families

As somebody who worked in the CPD Special Activities Unit, Kenyatta Gaines witnessed how much Snelling meant to the Gold Star families. "Oh, they loved that man. Because he wouldn't just show up for an event, speak and then run," she said. "He would listen to them, answer their questions, take pictures, whatever. He made time for the people, and that is what they liked the most about him."



Memorial Roll Call

The Chicago Police Department gathered to honor the life and legacy of Officer Eric Lee, Star #16947, at his memorial roll call. Eric was lost in the line of duty on Aug. 19, 2001.



Alexi Giannoulis

I want to thank Superintendent Larry Snelling for his decades of service to the people of Chicago and for his commitment to leading the Chicago Police Department during a challenging time. Serving in this role requires dedication, resilience and a willingness to make difficult decisions every day. Chicago

deserves a leader who is committed to reducing violence, supporting officers, embracing accountability and working collaboratively with residents to ensure every neighborhood is safe.



Crain's Chicago Business

Superintendent Larry Snelling was recognized as one of the *Crain's Chicago Business* 2025 Newsmakers of the Year. This award represents more than just one individual, he praised. It represents the work done by every member of the Chicago Police Department to keep the City safe.



New Year's Eve

Superintendent Larry Snelling met with officers at roll calls ahead of their assignment to secure New Year's celebrations downtown on the riverfront and at Navy Pier.



Last Words

When considering Larry Snelling's legacy, Gaines had this to say: "His presence commanded respect. It was his presentation, the sound of his voice, everything. He looked the part and he acted the part."

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Making Headlines

A look back at Larry Snelling's tour as Chicago Police superintendent through some headlines marking his nearly three years on the job.

2023

- Aug. 14:** *Chicago's newly selected top cop says reducing violence, officers' wellbeing among top priorities*
- Sept. 6:** *Larry Snelling garnered multiple use-of-force complaints in the 1990s*
- Sept. 27:** *Snelling confirmed as CPD Supt. after 'historic' nomination process*
- Oct. 18:** *Chicago's top cop lays out vision for city's police department: 'We are going to back our officers'*

2024

- Jan. 29:** *Chicago's top cop halting initiative that has sent 'scarecrow' police cars downtown*
- Jan. 31:** *CPD Supt. Larry Snelling addresses public safety concerns at West Side meeting of oversight panel*
- April 12:** *Breach between top cop, misconduct agency widens amid probe of shooting death of Dexter Reed*
- May 3:** *Top cop defends investigation into officers for ties to Proud Boys and Oath Keepers that won't lead to discipline*
- July 15:** *Chicago police boss still confident in convention security plan here after Trump shooting*
- Aug. 12:** *DNC protesters warned by Chicago's top cop, 'We're not going to allow you to riot'*
- Aug. 23:** *Tribune editorial: In a tense DNC week, Larry Snelling and his men and women in blue have been a credit to Chicago*
- Aug. 24:** *Chicago Police Department Supt. Larry Snelling, Secret Service praise DNC security operation*

2025

April 9: *Snelling's vision for change: Chicago police unveil new 3-year strategy*

April 28: *Top cop defends proposal that would allow officers to make traffic stops to find evidence of unrelated crimes*

June 13: *Police Supt. Larry Snelling tells judge he would 'never use' snap curfew powers*

July 31: *Chicago's top cop consolidates power by scaling back No. 2's role*

Aug. 28: *CPD will be ready if Trump sends National Guard, ICE strike team to Chicago: Top cop*

Sept. 17: *Chicago Police Department asked to come up with \$98M in cuts amid city budget crisis*

Oct. 6: *Chicago's top cop refutes claims his officers didn't respond to calls for service from federal agents*

2026

Feb. 6: *Top cop: COPA should probe Chicago Police conduct during immigration raids because public wouldn't 'trust' Internal Affairs*

March 12: *Chicago PD superintendent: More residential searches coming after agency completes training*

April 2: *Oversight board quizzes top cop on why CPD didn't stop federal agents during aggressive immigration raids*

April 3: *'It's a smack in the face,' Chicago residents frustrated with Supt. Larry Snelling about Operation Midway Blitz*

April 14: *CPD Superintendent Snelling pushes back on call to probe rising use-of-force incidents*

April 24: *CPD Supt.: 'Everyone has the right to enjoy the city'*

May 20: *CPD Supt. Larry Snelling says parents should play bigger role in stopping "teen takeovers"*

July 1: *Chicago Police Supt. Larry Snelling announces retirement: 'He's leaving big shoes to fill'*

July 7: *Letter to the editor: Supt. Snelling made of 'the right stuff'*

July 8: *Tribune editorial: Larry Snelling, Chicago's best police superintendent in decades, suddenly retires. Now what?*

July 21: *Who should replace Chicago Police Supt. Larry Snelling?*



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