

The Voice



MAP Announces Newsletter For Its Membership

The power is in information. The Maine Association of Police is proud to

Sharing information as a organization is just as important as sharing info on the street.



announce the production of Its first newsletter.

A quarterly publication,

“The Voice” will give MAP and its members an opportunity to share information about emerging issues in law enforcement, labor and events pertinent to law enforcement in Maine.

“The Voice” will be distributed electronically as a PDF file, available through the MAP email list serve as well as the website.

The use of a “paperless” environment allows MAP to reach the largest group of interested members while improving member benefits within the current cost of dues.

As the newsletter progresses, the hope is that individual members/units take an interest by submitting info or articles for the benefit of all members statewide.

If you have a story of interest, a member’s accomplishment, would like to have an event highlighted in The Voice, or receive The Voice, please contact Paul Gaspar at map75@verizon.net.

In submitting articles, be mindful of any copyright protections that may be associated with your story of interest.

MAP Endorses Senator Susan Collins

By Paul Gaspar

On September 5th, the Maine Association of Police, Maine State Troopers Association, Professional Firefighters of Maine, Maine Fire Chiefs Association and the Maine Ambulance Service Association announced their official endorsements of Senator Susan Collins in her

bid for a third term in the U.s Senate. Collins will be opposing Congressman Tom Allen for the Maine seat currently occupied by Collins.

The endorsements were made in a public event held at Bell Buoy Park in Portland, and was just one leg of a day long campaign bus tour by Collins with first re-

sponders. Other stops in the campaign included, Kittery, York, Ogunquit, Wells Sanford, Freeport and Lewiston.

This official kick off solidifies MAP’s continued support of Senator Collins for her work on behalf of all first responders and their families.

Did You Know....

- > In 2004, there were 731,903 sworn officers in the United States?
- > As of Aug. 28th, officer fatalities are down 38%: 79 in 2008 vs. 128 in 2007?

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The Voice

Paul Gaspar
MAP Executive
Director



I am extremely proud that this message comes to you in MAP's first ever member wide publication.

"The Voice" was a project I was intent on developing to bring our members important information, but to also serve as a means of communication amongst each other.

As President Steve Webster has said many times; "You get out of MAP what you put into it". This to me means much more than your dues. I couldn't agree more, and hope that this quarterly publication serves

as an outlet for our 1000 members to share information and connect as a fraternal organization.

Too often we only see our brothers and sisters during times of tragedy and sadness. Sadly it is too often that we practice this, but we know that in our profession it is when we are at our best for each other.

My hope is that this newsletter, although primarily for news and other important labor developments, will serve to fill in between the times we see old academy friends at mandatory train-

ings or the off chance we run into one of our retirees.

Because our jobs demand the most from us and our families, it is equally important, if not more so, that we celebrate the weddings, births, promotions, retirements, and events that serve to build our brotherhood and sustain our families.

If your local has news that they would like to share, let this be the place to do it.

So Please, put into "The Voice" what you want to get out of it, and Stay Safe.



Steve Webster
MAP President

From The President

My fellow MAP members,

I hope that you find this newsletter informative and useful. We are looking for suggestions and are always in search of improvement. Your voice counts, but only if it is heard.

I want to briefly address an issue that too many of us push to the back burner because it could never happen to us. I strongly encourage you to live for today, but plan for the future. It is vital that every one of you have a current will to ensure your wishes are carried out in the event that something happens to you. The law firm that we work with will provide you with one at a discounted rate.

You should also make

sure that you have life insurance that will provide for your survivors should you die. This isn't something that we want to think out, and the economy sometimes dictates where our money should go, but it is that important. Get that insurance while you're young and healthy, and you'll find it is cheaper and easier to get. You may have supplemental life insurance through your employer, but I can assure you that it is not enough in most cases.

The final topic I would like to touch on is your future finances. There are several different retirement plans available such as the Maine State Retirement, 401k's, Deferred Comp, etc. Maximize your input while you are young and that

nest egg will grow. I only realized recently that despite the fact I am in the Maine State Retirement System, I could also contribute to our deferred compensation plan. The city will not match my funds, but it is a separate and distinct saving account for my future.

I urge you to avoid the mistakes I have made and plan for the future in all aspects. May you be safe and healthy as you progress through your career, but prepared for any situation that may arise.

Respectfully,

Steve Webster
MAP President

"I strongly encourage you to live for today, but plan for the future."

Are You Prepared? A Primer on Critical Incidents

By; Bill McKinley, MAP Attorney

Critical incidents amongst law enforcement nationwide are on the rise. Maine is no exception. As we move into uncertain economic times, causing upswings in criminal activity, it is important that MAP's members be familiar with what to do during a critical incident.

I wanted to take this opportunity to summarize what I feel are the major rules to follow when dealing with

critical incidents. These rules should be followed whenever the officer employs deadly force. Deadly force is defined in title 17 A, section 2 (8) as "physical force that a person uses with the intent of causing, or that a person knows to create a substantial risk of causing, death or serious bodily injury. Intentionally or recklessly discharging a firearm in the direction of another person or at a moving vehicle constitutes deadly force." Simply put, these rules should be followed whenever an

officer causes death or serious bodily injury, or discharges his or her weapon, including nonlethal weapons or devices, at a person or a vehicle. They should also apply to all officers involved, including witness officers at the scene.

Continued on Page 5



Critical Incidents can happen anytime, anywhere. Be prepared before; AND after the fight!

Police Union Leader Fired for Speaking to Media

Labor Relations News

From The Flint Journal, August 21

FLINT, MI An outspoken police sergeant who publicly challenged the city's ban on talking to reporters has been fired. Rick Hetherington was fired Thursday for talking to the media last week, said his attorney, Gregory T. Gibbs.

The firing is a "tyrannical act," said Gibbs, chair of the Greater Flint American Civil Liberties Union. Gibbs said Hetherington was subject of an internal affairs investigation a day after an Aug. 12 story aired on Channel 12 with Hetherington commenting on the reassignment of another police officer.

Hetherington told the station that he thought the officer was transferred for gathering signatures to recall Mayor Don William-

son and claimed the move was intimidation.

The internal affairs report stated "during his on-camera interview (Hetherington) disregarded rules and regulations by speaking about personnel matters without the chief's approval," Gibbs said in an e-mail to the Flint Journal. But Gibbs said Hetherington stressed to the reporter that he was not speaking as a police officer but as a member of the Committee for a Better Flint.

This is not the first time Hetherington, who is head of the city's police sergeant's union, has been punished for speaking to the media.

He was suspended for two days in June for talking to the Flint Journal about David R. Dicks being named acting police chief. Williamson declined comment on Hetherington's firing and referred ques-

tions to Dicks, who could not be reached for comment Thursday. The firing outraged other officers at the department who asked to remain anonymous for fear of retribution.

"Ridiculous," said one officer. "I didn't realize that becoming a police officer took away your freedom of speech."

Gibbs vowed swift action for the firing and said the Williamson administration "has no respect for the First Amendment."

The firing will likely be part of planned lawsuit by the ACLU over the city's ban on police officers speaking to the media.

A lawsuit is being finalized but no date has been set to file it.

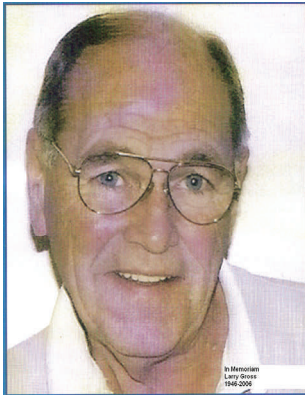
"I didn't realize that becoming a police officer took away your freedom of speech."

***Gregory T. Gibbs,
Attorney for Sgt. Rick
Hetherington***

Did you ever get the feeling that you were being watched by administration?



Dedication



**Larry Gross
1946-2006**

The first edition of The Voice is dedicated to Larry Gross. Larry's knowledge and commitment to those who wear the badge went far beyond the call and has served as the mainstay of MAP's principals of being a "By Cops, For Cops" Organization. You will always be missed Larry.

Meet MAP's Chaplain

I want to thank Paul and the MAP Board for this opportunity to introduce myself to you.

My name is Dwayne Hopkins. I am serving as your MAP Chaplain.

Just a bit about me, before you get acquainted with how you may want to use your Chaplain. I have been married for 27 year to my wife, Melodie.

We have 3 boys; Nicholas (24) second year of seminary, Norman (18) preparing to graduate from Basic Training (Army), and Nathan (16) sophomore at Scarborough High.

I currently pastor in the area and service as the Chaplain for the Scarborough Public Safety Departments. I also serve as a reserve officer with the Scarbor-

ough Police Department (6 years). I am no stranger to a scene, and certainly realize I am no expert.

MAP's Chaplain Dwayne Hopkins



I have successfully completed the Academy Certified Chaplain Course and stay current with all certifications.

Some of the roles of the Chaplain:

To be available for/at/ after Critical Incident.

To primarily assist and serve you, the officer and/or your family

The rule of thumb as you involve me: Better to have me and not need me than need me and not have me. I look forward to serving you and serving with you.

Dwayne Hopkins Contact information will be listed in the new issue of the MAP Edition Twombly book coming out soon. For now you can reach Dwayne through his direct voice mail at 378-6353.

Attend The Annual "Blue Mass" To Honor Public Safety



Honor those who serve and their families at the Blue Mass

This year the Blue Mass for first responders will be held on Sunday September 14th, 2008 at 10 AM.

The service, officiated by Bishop Richard J. Malone will again be held at the Basilica of Saints Peter and Paul In Lewiston. The Basilica is located at 27 Bartlett Street.

This special commemorative mass is meant to rec-

ognize, thank and bestow blessings too all Maine's first responders and their families for their service and sacrifices.

Formerly Saints Peter and Paul Church, the church was selected by the Pope to be conferred with the title of Basilica because of its historical importance, architectural and artistic value and the quality of educational and liturgical

services provided. This rare distinction is on shared with approximately 53 other churches in the united states.

Usually a large event, the mass this year includes representation from many honor guard details, the Maine Public Safety Pipe and Drum Corps, as well as state and federal dignitaries.

September 2008

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5 MAP Endorsement of Susan Collins, Portland	6
7 Robert Johnsey memorial Golf Tournament	8	9 Map Full Board Meeting 9:30 AM	10	11	12	13
14 Annual Blue Mass Lewiston Basilica 10 AM	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				Lt. Col. Dave Grossman

Schedule of Events

- > Sept. 7th Robert Johnsey Memorial Golf Tournament
- > Sept 9th-MAP Full Board Meeting
- > Sept 14-Annual Blue Mass a Sts. Peter and Paul Basilica, Lewiston
- > **UPCOMING: Oct 4th; Lt. Col. Dave Grossman and the Warrior Mindset in Waterville. See Page 8**

Critical Incident 101 Primer, Cont.

1. It is crucial that all officers directly involved follow these rules, but that his or her fellow officers help the involved officer to follow them.

2. Make sure that the scene is secure. Obviously, part of this process is to communicate necessary information to fellow or senior officers, including location of witnesses, suspects, weapons, bodies, nature of injuries and where the involved officer(s) has been. However, the involved officer(s) should communicate no additional information to anyone other than as described below. Of primary importance is that the officer(s) not, as part of securing the scene, describe why he or she did what they did or what thought process they employed.

3. Once the scene is secure, the officer(s) involved in a shooting should turn over his or her weapon or weapons immediately to a fellow officer or supervisor. Do not unload your weapon. Supervisors at the scene should make every possible effort to replace the officer's weapon as soon as possible.

4. In that word travels fast, it is important to call your spouse or closest relative. Let them know simply that there was an incident at work, that you are fine and that you may be late.

5. Contact the MAP executive director (Currently Paul Gaspar) as soon as possible and notify them of the critical incident. Give only the pertinent information about the incident to allow MAP representatives and attorneys to confer and arrive at the proper location. Particularly if

the call is placed on a cell phone, keep the discussion to a brief statement of the facts. Also remember that communications with union officials, other than the attorney, are not confidential.

6. If at all possible, remove the involved officer(s) from the scene and transport them to the department, with a co-worker. At no time should the involved officers be engaged in a discussion about the incident with anyone until the attorney arrives.

7. Typically, unless there will be a substantial delay before the arrival of the attorney, it is not a good idea to make notes before the attorney arrives. However, if there will be a lengthy delay before the attorney's arrival, **Continued on Page 8**



Time is on your side following a critical incident. Rushing statements and talking to others can be of detriment to the officer(s) involved

City Declares Bankruptcy, Union Warns and Asks for Help

This Letter Appeared in the Sept. issue of American Police Beat.

The Vallejo Police Officers Association in California is in a fight for its life, and your association may be next if the City of Vallejo can use bankruptcy to break our labor contract.

We need your help to tackle this unprecedented assault on public employees.

On May 23, 2008 the City of Vallejo filed for bankruptcy protection and shortly afterwards filed a motion to nullify their collective bargaining agreements with all of their employee unions despite the fact that Vallejo is not bankrupt, has cash available to meet all its obligations and is meeting its obligations to everyone except its employees and retirees.

Vallejo blames their financial problems on the cost of wages and benefits, but that's not true. The city's financial problems are the result of years of mismanagement and the city council's failure to develop a solid economic plan to secure our future.

Vallejo could have avoided bankruptcy, but didn't; they wanted to use bankruptcy to break

our labor contracts.

Local governments across the state and the nation are watching to see if they can use similar tactics.

If Vallejo is successful, then other municipalities will pursue bankruptcy relief whenever they seek to modify selected obligations.

If that happens, vested retirement pensions and medical benefits can become illusory, available only when it's still convenient to pay.

We commissioned and audit by a premier accounting firm which proved bankruptcy was unnecessary. The audit recommended changes to improve the city's finances.

We and the other employee unions offered \$10 million in savings from our salaries and benefits and we did get a commitment from the State Controller to work with the city to overhaul their finances. But because the city's goal is to break labor contracts, they rejected any help.

Vallejo is spending millions for lawyers and consultants, and unfortunately so are we.

Vallejo POA has joined with our firefighters union (IAFF Local # 1186)

and our municipal workers union (IBEW Local #2376) to fight this battle and share costs.

Our three unions are working together to protect the rights of all workers by fighting the city through the courts and in the court of public opinion.

But these efforts require the costly expertise to sustain. That's why we need your help and financial support to ensure this bankruptcy movement does not gain momentum throughout the state.

We know you have many battles of your own to fight, but we humbly and respectfully ask you consider making a financial contribution. We will appreciate whatever help you can provide.

The Vallejo POA (124 members) has attempted to carry its own weight in this expensive fight and doubled our dues from 1.5 percent of salary, to 3 percent several months ago in an effort to build cash.

The costs associated with this battle will exceed one million dollars and we have spent more than \$300,000 to date. We cannot sustain this fight without your help.

Checks can be made out to VPOA Bankruptcy Fund and sent to Coalition Against Unnecessary Bankruptcy, P.O. Box 4218, Vallejo, CA 94590. For more information on our battle please visit: www.vallejobankruptcyupdate.com.

In Unity,

Steve Gordon, President

Vallejo Police Officers Assoc.

Some Agencies Switch to a Four Day Week

Reprinted from American Police Beat

In Florida, North Miami PD officers are testing out a shorter work-week with longer days to see if there is a cost or other benefit to the department.

The state of Utah has already gone to a four-day work-week for public employees and other states and municipalities are considering doing the same thing.

The change in North Miami started several months ago and about 70 patrol officers who patrol the roadways were the first to start working the new schedule.

Police Chief Clint Shannon said the policy of four-day weeks with ten-hour days is a way to recruit and maintain offi-

cers and better cover the city. It has the added advantage of saving fuel and electricity. Many police departments already have officers working four-day-a-week schedules according to Chief Shannon.

The switch to a ten hour, four-day work-week is just fine by the union, which has been asking for years for a switch to a new schedule.

"We can finally say we provide officers with the same benefits as other agencies," the union's president Sgt. Peter Cruz told local reporters.

Shifts are now from 8 AM to 6 PM; 3 PM to 1 AM; and 11 PM to 9 AM.

Police officer Ernesto Reyes said so far the schedule has been working out great for him.

"Officers are coming back from their three days off rested and ready to go," he said. "I love it. It's great to have an extra day off. It's time that I can do extra errands or see my family."

City Manager Clarence Patterson said the city is also considering a four-day work schedule for non-sworn employees.

He said the change is meant to help the employees and the environment and would likely not effect the bottom line for the city.

"We can finally say we provide officers with the same benefits as other agencies," the union's president Sgt. Peter Cruz told local reporters

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tions Information System, or On the Beat, Inc.

Paul Gaspar, MAP Executive Director

Critical Incident 101 Primer, Cont.

“These recommendations are meant to educate and prepare members for those times when members will need direction and assistance in times of crisis.”

or if there are significant facts that may be difficult to remember, write them down on a pad, but at the top mark them as for your attorney only. Write down only facts and do not record mental impressions or why you did what you did.

8. Your attorney will typically be there within a few hours. Do not discuss the matter with anyone including any superior officers seeking to debrief or interview you. If they try to interview you tell them that your lawyer has instructed you to talk to them first. If they persist, let your local union official, or Paul Gaspar know. Or, you may call the lawyer on the phone.

9. In all likelihood the Attorney General will be there to investigate the matter and interview you. Their job is to conduct what is essentially a criminal investigation to determine whether or not you were justified in using deadly force. Once the attorney arrives they will want to do a walk-through and conduct a voluntary interview of you. You and the attorney will

collectively decide whether you should participate in those activities at that time, or whether they should be delayed. The Attorney General will not attempt to interview you until your lawyer present. If there is a need for medical evaluation due to physical and/or emotional trauma no interview will take place until the officer is cleared medically. The primary focus, as will be explained by counsel, of the Attorney General's investigation will be the question of whether or not you were reasonably justified in using deadly force. The classic case for the use of deadly force is that you had a reasonable belief that its use was necessary to protect you or a third-party from the imminent use of deadly force by the subject.

10. All further communication from you about this incident, whether it is verbal or written, must be handled through the attorney. This is true whether it is the department's effort to debrief you, to conduct an internal affairs investiga-

tion, or simply to collect your report.

11. Once at home, try to get a good night's sleep. Don't watch news reports or read the paper as well as reading internet articles or blog posts in the days following the incident.

12. If approached by the press, direct them to the MAP office or your assigned attorney. Friends and family should also refrain from comments to the press including the involved officer(s) state of mind, disposition and future plans. Take this time to be with family and friends and do not hesitate to contact MAP or your attorney with any questions or concerns.

Knowing that one policy or set of guidelines cannot take into account all situations, it is important for officers and association officers to know what to do in times of crisis. These recommendations are meant to educate and prepare members for those times when members will need direction and assistance in times of crisis.

Lt. Col Dave Grossman To Speak In Waterville

From Waterville MAP Local

The Waterville Police Department is pleased to host a dynamic, compelling training for Maine Law Enforcement Officers by internationally recognized scholar, author, soldier and speaker Lieutenant Colonel Dave Grossman (Retired).

The training will center on the reality of combat and the Psychology and Physiology of Deadly Conflict in

War and Peace and how this affects the Warrior mindset in the professional and private aspects of life. The reality and myths of PTSD will also be examined.

Law enforcement credentials or appropriate ID will need to be presented at the door and breakfast and snacks will be provided. Lunch is on your own.

The presentation will be held on Saturday October

4th at the Blessed Hope Church at 10 Pleasant Street in Waterville from 9 AM to 4 PM. A second presentation for family will be held the next day, time TBA.

RSVP WITH NAME, RANK, DEPARTMENT, PHONE NUMBER AND EMAIL: **(Preferred) to:**

Training@waterville-me.gov

**FMI Call (207) 680-4718
Or go to MAP Website**



US Commission Of Fine Arts Gives Final Design Approval to First-Ever National Law Enforcement Museum

**Unanimous vote moves world-class Museum project one step closer to scheduled 2011 opening in Washington, DC
May 23, 2008**

Washington, DC —

The U.S. Commission of Fine Arts (CFA) has given its final stamp of approval to the first-ever, Congressionally authorized national museum dedicated to American law enforcement, which is scheduled to open in the nation's capital in 2011.

At its May 15 meeting, the Commission voted unanimously to give final design approval for the National Law Enforcement Museum, which will be located adjacent to the National Law Enforcement Officers Memorial in Washington, DC's historic Judiciary Square. Last June, the CFA gave preliminary design approval for the Museum.

"The Commission of Fine Arts has thoroughly reviewed every aspect of our Museum design, and we are very pleased that the Commissioners have consistently recognized both the cultural and architectural merits of this project," said Craig W. Floyd, chairman and CEO of the National Law Enforcement Officers Memorial

Fund, which is leading the effort to build the Museum. "This decision moves us one important step closer to creating a world-class museum dedicated to law enforcement right here in our nation's capital," he added.

The CFA was established in 1910 to meet the growing need for a permanent body to advise the federal government on matters pertaining to the arts and, in particular, to guide the architectural development of Washington, DC. The seven-member Commission is chaired by Earl A. Powell III, director of the National Gallery of Art since 1992.

In addition, the National Capital Planning Commission (NCPC) approved the Museum's concept design in April 2007; final approval of the project by the NCPC is expected this summer.

Authorized by Congress in the year 2000, the National Law Enforcement Museum will be a 95,000 square foot, mostly underground museum located in the 400 block of E Street, NW. When it opens in 2011, the Museum will provide an estimated 600,000 visitors a year with a comprehensive and compelling look at law

enforcement in the United States. The Museum will feature high-tech, interactive exhibitions, interesting historical and contemporary artifacts, a research center and extensive educational programming.

The Museum is designed by Davis Buckley Architects and Planners of Washington, DC, the firm that also designed the National Law Enforcement Officers Memorial. Dedicated in 1991, the Memorial now contains the names of 18,274 law enforcement officers who have died in the line of duty throughout U.S. history. The Museum's exhibitions, which include four permanent galleries and one changing exhibitions gallery, are being designed by Christopher Chadbourne & Associates of Boston, whose work includes the Mount Vernon Museum and Education Center and the National Museum of the Marine Corps.

The privately funded National Law Enforcement Museum has launched an \$80 million capital campaign, with more than \$35 million raised to date. For more information about the Museum, including a virtual tour, visit www.LawEnforcementMuseum.org.



Make sure your Local Member Info is Up To Date!



Is Your Information Up To Date?

As is the story in many places, people move on, retire, quit....or are... how should we say it....forcibly removed?

It is important that your local maintain their current number of dues paying members. This should also include people who have elected not to become a member although they fit the membership criteria.

This information is crucial in making sure that MAP is correctly billing

your local.

It also eliminates confusion during those times when a call is made to MAP for assistance, only to find out that the person is not a dues paying member, or has not yet joined which is unfair to MAP's members who pay in for the benefit of the membership.

Dues are billed one month behind which means the bill that you receive this month is actually for services pro-

vided in the month of August. By paying 30 days after the bill you are actually falling behind two months.

Please help us keeping your numbers and member info current as well as making every attempt to pay dues on time.

Contact the MAP office when your members' numbers change or if you have any billing questions.

MAP Needs Your Members Info

MAP has worked hard in the last two legislative Sessions to effect change for Maine law enforcement.

With the passage of the Police and Firefighter Retirement Health Insurance Subsidy, and the recent change to the police solicitation law, our biggest asset was communication with our members.

Soon you local will be receiving a request for a list of your members contact information; including home address, phone number and email.

This information will assist MAP in reaching out in times where we need members to help us in matters affecting our best interests such as legislation, elections and

announcements.

This contact list will be compiled, updated and used only by the Maine Association of Police, and not be released or shared with any other entity or organization.

Help us do the best job we can by providing your contact information.



Your Contact Information is Crucial in MAP's Work for Its members!

MAP & Portland PBA Local Raises Money For Fallen Officer

MAP, working with Brent Wyatt East, and the Portland Police Association, sponsored a comedy night on June 12th at Verillo's Convention Center in Portland.

After all was said and done, over \$10,000 was raised, with a large portion of the money being donated to the family of

Sgt. Rob Johnsey who was killed in a tragic accident in his home on May 5th 2008.

Johnsey was killed when his duty weapon accidentally discharged while preparing his duty gear for his next shift.

The monies raised will help the family with day to day expenses as they

struggle through a difficult time.

Robert Johnsey left behind his wife Carol and two children; Rachel, 12 and A.J. 11.

More information on how your local can help can be found in the "In Memoriam" page of the MAP website.

City Cuts Positions, Asks Officers To Negotiate

Cities & Counties are trying to balance the budget on the backs of working police officers

From American Police Beat

In terms of climate change, frogs are widely regarded as the best biological indicator of trouble as far as increasing global temperatures.

When it comes to the American economy at the state and local level, public safety professionals and the way they're treated at the bargaining table are also an excellent barometer of trouble up ahead.

And while the storm gathering on the horizon for public safety workers has been approaching for some time now, many are just beginning to see the clouds.

The city of Naples, Florida recently announced that it would likely lay off employees in the coming months due to a budget crisis. That announcement took union officials, who represent about 275 city employees, by surprise.

Unfortunately the surprises didn't stop there. The city has also asked to renegotiate union contracts about a year before they expire.

"What we got yesterday was the first formal indication of any time that there was going to be a money crisis of this magnitude," said Joe Whitehead, vice president of lodge 38 of the

Fraternal Order of Police, the union representing Naples police officers.

An e-mail sent to the Naples City Council from Naples City Manager Bill Moss said the city would ask the four collective bargaining units to accept a lower increase than was promised. Assistant City Manager Roger Reinke said the budget problems have been reaching a point where officials felt like they had to act.

"We've been talking about a budget shortfall for a couple of months," Reinke said. "We knew this would have to be a potential, I don't think this was a secret."

City employees were scheduled to receive a five percent increase in October as well as an additional four percent increase in April.

Moss said the city's request could mean that employees, both union and non-union, would receive their five percent increase in October, but not the four percent raise in April.

The contracts were negotiated in 2006 and expire in 2009. In his e-mail to the council, Moss said though the wage increases were "well justified when they were negotiated, they now appear to be excessively high considering the budget."

According to a presentation by Finance Director Ann Marie Ricardi earlier this summer, the city is expecting to see an increase of about \$2.5 million in contractual pension and wage packages.

"I don't want to interfere with the collective bargaining process, but conceptually everything has got to be on the table and gone over with a fine tooth comb." Councilman Bill Willkomm said.

"I don't want to interfere with the collective bargaining process, but conceptually everything has got to be on the table and gone over with a fine tooth comb."

**Councilman Bill Willkomm
City of Naples, Florida**

Mark Your Calendar For The Next Annual MAP Awards Banquet



To hell with the hibernation...we're heading to the MAP Banquet!

It's hard to believe we are already closing in on fall and the holidays. That can only mean one thing...the MAP 2008-2009 Annual Awards Banquet!

This year the banquet will be held on Saturday January 24th, so please mark your calendars now and plan on attending this hall-mark event.

The executive board is still in the process of bidding for a venue, and MAP will again be working to secure a hotel rate for our members traveling from a distance. As always, the banquet is free to MAP's members and their one guest for dinner and entertainment.

The MAP banquet has become a hallmark in the Maine law enforcement community, bringing over

550 members and their guests yearly, including Governor John Baldacci and Senator Susan Collins.

This year, entertainment will again be provided by our good friend Motor Booty Affair as well as local comedian Dennis Fogg and the Maine Public Safety Pipe and Drum Corps..

Most importantly, the success of the banquet has been in the recognition of officers, businesses and individuals for their service and heroic efforts.

Again MAP will be calling for nominations from the membership. On page 13, you will find the list of award categories. An announcement will be coming in the next few weeks out to each of your locals with the list of categories as well

with more specific information about the event.

Deadlines for nominations will be the first week of December to be voted on at the December full board meeting.

We hope that you look back over 2008 and remember the service that your peers and community members have given to our profession.

So Mark your calendars now and participate in this years banquet!

The **TOP TEN** From American Police Beat Top Ten Ideas The City Council Has to Fix The Budget

1. They're going to borrow half the pension fund to pay for next year's snow removal.
2. Local P.D. to be merged with EMS, Fire, Parks and DPW. Hopefully Someone with overdue books committing a crime on a trash day will have a heart attack and you can score the elusive "trifecta!"
3. "Let's forget about the last contract, OK? I don't know what we were thinking giving you guys a cost of living increase."
4. Cities ignoring the advice of Muncie, Indiana and begging for an opportunity to participate in "Armed and Famous II" featuring Dog the Bounty hunter, Joe Arpaio and the guy that played Big Pussy on the Sopranos.
5. Instead of the communications upgrade for your agency, the city has decided to buy every cop five minutes a month on his or her cell phone.
6. New Policy- gas can only be used while responding to calls. If you're on patrol, find a hill, coast and hope the bad guys can't afford fuel either.
7. Taser purchase put on hold. Report to the duty Sergeant to pick up hand-held joy buzzers.
8. The new health plan is from a provider called Wal-Mart.
9. Thursday is "Bring Your Own Toilet Paper Day."
10. They're not sure about anything specific. But they do know the money is coming out of your pocket.

MAP Banquet Award Categories

1. CIVILIAN RECOGNITION AWARD

Presented to a non-law enforcement citizen who has supported and assisted law enforcement in his/her community

2. BUSINESS RECOGNITION AWARD

Given to a business that has supported and assisted law enforcement in its community.

3. JAMES DURANT COMMUNITY SERVICE AWARD

Presented to a M.A.P. member who, through volunteerism in his/her community, has received the respect and recognition of their community and brought credit to his/her department.

4. PICKERING AWARD (FORMERLY THE CHIEF'S AWARD)

Presented to a chief who has shown outstanding support for, and made contributions to, the Maine Association of Police.

5. LIFETIME ACHIEVEMENT AWARD

Presented to a M.A.P. member, active or retired, who, through his/her actions and devotion to duty, brought credit to the law enforcement community.

6. HEROISM AWARD

Presented to an individual who, under adverse conditions, prevents a death or serious injury. There must be some degree of hazard to life and limb to the nominee at the time of the incident.

7. OFFICER OF THE YEAR

Presented to an active M.A.P. member who has distinguished him/her self throughout the year with actions that, not only bring credit to the law enforcement community, but actions that promote and enhance the Maine Association of Police.

8. LARRY GROSS COP'S COP AWARD

Selected by the President, the Cop's Cop award recognizes a member not only for their commitment to the profession of law enforcement, but to their commitment to the fraternal nature of the Maine law enforcement community.

9. MERITORIOUS SERVICE AWARD

Presented to an active M.A.P. member who, through outstanding police or dispatch work, prevents a death or serious injury, solves a difficult crime or crimes(s), or performs an act that required a great deal of courage. There need not be any degree of hazard to life or limb to the nominee at the time of the incident.

10. COMMUNICATIONS OFFICER OF THE YEAR

Presented to an active M.A.P. dispatcher who has distinguished him/her self throughout the year with actions that not only bring credit to his/her profession, but also performs his/her daily duties to the highest degree possible.

11. MAP LIFESAVING AWARD

Presented to a person (civilian, police officer, map member or not) who saves the life of another by his or her actions. There need not be any hazardous risk(s) to the nominee.

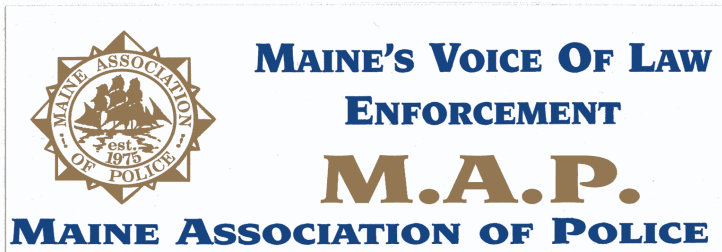
**Make sure to nominate
your peers, civilians
or businesses for
recognition during the
2008-2009 MAP
Annual Awards
Banquet on January
24th, 2009**

The Maine Association of Police is a 501(C)(5) non profit labor organization Founded in 1975 by a small group police officers wanting a local voice, MAP now represents over 1000 police officers and dispatchers throughout the State of Maine.



Maine's Voice of Law Enforcement

We're On The Web!
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Taxes May Be Due On Employer Provided Cell Phones

From The Chicago Tribune, August 18

In 1989, when cellular phones were as big as bricks, sold for thousands of dollars and cost up to a dollar a minute to use, Congress added them to the list of executive perks that count as taxable compensation if used for personal business. Today almost 6 million people carry cell phones provided by their employers, and we don't know a single person who's complying with the federal requirement to log personal vs. work calls. Do you?

Chances are you didn't even know you were supposed to keep track. And your boss who'd surely frown if you treated your houseguests to dinner on the corporate credit card couldn't care less if you use the company cell to call your mom, your kids or your local Chinese takeout place. Mega-minute calling plans are the norm these days, and

those personal calls likely don't cost your employer a dime as long as you're under your limit. Who cares if you treat them like your own?

The Internal Revenue Service, that's who.

The IRS recently socked the University of California, Los Angeles for \$239,196 and UC San Diego for \$186,471 for back taxes on the value of cell phone service provided to employees. State universities are among the first victims of an IRS crackdown on executive compensation at tax-exempt institutions.

But businesses are worried that they'll soon be in hot water for blowing off a rule they thought had gone the way of the telegraph. That's why the U.S. Chamber of Commerce, the National Association of Manufacturers, the National Federation of Independent Business and other groups are lobbying Congress to change the outdated law. The House

has already passed a bill that would remove cell phones from the list of taxable perks; a similar bill is now before the Senate. Businesses and governments say the law's record-keeping requirement is an unreasonable burden. There's a lot of overlap between the personal and professional lives of today's worker bees, and cell phones are now a necessary business tool, not an executive toy. And there are no such laws governing the use of land-line calls.

"Nowadays [cell phones] are a dime a dozen, and the cost is way down," says Rep. Sam Johnson (R-Texas), who sponsored the bill in the House. "If you don't log all your telephone calls, you're going to have some IRS weenie after you. . . . It just doesn't make sense any more."

Put simply, a cell phone is now an employee benefit right up there with free coffee in the break room. It's time for the law to stop treating it like a company car.



MAP Is a Proud Supporter of the NLEDMF