



**PB&PA**

Policemen's  
Benevolent &  
Protective  
Association  
Unit 156

*How can the Department tell a sergeant he can't become a lieutenant because he doesn't have 60 hours of college credit and then turn around and promote someone without the education to the rank of Commander, Deputy Chief or even higher?*

April 1998  
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# Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

## *City Hides Exempts' Education*

The City has refused to disclose records relating to the educational credentials of the Police Department's exempt command staff. The Chicago Police Sergeants' Association submitted a Freedom of Information Request, but that request has been denied.

The Association specifically sought a count of the number of exempt command members that lack 60 hours of college credit and the number of exempt command staff that lack a college degree. The Association's request was sparked by the Department's new educational requirement for sergeants seeking promotion to lieutenant and police officers seeking promotion to sergeant.

The Association previously expressed its policy on educational requirements to the Mayor's Blue Ribbon Panel On Promotions. The Association supported educational prerequisites for promotion with the proviso that incumbent sergeants be "grandfathered" and allowed to take future promotional examinations. The Department refused to "grandfather" incumbent sergeants and as a result many Association members have seen their careers and potential for advancement come to a screeching halt.

In light of the Department's inflexible position, the Association wanted to see if the educational requirements were being enforced fairly to incumbents in all ranks above police officer. Numerous promotions within the exempt ranks were made well after the effective date of the official Department Notice implementing the

educational requirements. The City's refusal to answer the question has led to speculation that the City may be embarrassed with the answer.

President Engstrom stated, "It would be impossible for the Department to justify a requirement of 60 hours of college credit for a member to become a sergeant or lieutenant and not impose a similar or more stringent requirement in the exempt ranks. How can the Department tell a sergeant he can't become a lieutenant because he doesn't have 60 hours of credit and then turn around and promote someone without the education to Commander, Deputy Chief or even higher? To be consistent, the Department should be imposing even higher prerequisites, such as post-graduate degrees, for command positions. If it makes

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# President's Message

*Dear Fellow Sergeants:*  
Your Association continues to work on behalf of your interests in a variety of areas.

Superintendent Hillard invited me and several members of your executive board to meet in his offices. We met for approximately 1/2 hour and raised several issues. I expressed our strong objections to meritorious promotions. I explained our concern with the lack of supervisors and the desire to see those on the current promotional list awarded the promotions they earned. I also talked about the City's slow pace in negotiating our contract. Finally, I discussed our concern with the Office of Professional Standards and the lack of due process afforded members in "high-profile" excessive force investigations.

The Superintendent explained his desire to focus his energies and support toward the men and women in the field and on the street. He acknowledged the critical role sergeants play in the organization and he recognized that he and the Department cannot be effective without our support. He indicated a desire to work with us on issues of mutual concern but made it clear that we cannot expect to always agree.

All in all, I found the Superintendent to be credible and sincerely interested in the people who do the job. A brief biography of our new Superintendent appears in this issue. I hope the image he conveyed in our meeting extends throughout his tenure. I extended an invitation to the Superintendent to meet and address our general membership at an upcoming meeting. He accepted the invitation and we will be working with his staff to schedule his appearance.

The Association is in the process of forming a political action committee (PAC). I am asking for your support. Soon you will be receiving cards authorizing the Association to divert a small percentage of your current dues into the PAC. There will NOT be an increase in your dues or the need to increase your financial contributions. We are simply re-directing funds into an account that will help us achieve our goals in the political arena. Your participation is strictly voluntary; however, I cannot over state how important this initiative is to the success of your organization and your future.

The only reason we have a union today is because we went over Mayor Daley's head, directly to the State legislature and obtained their support for our bill granting us collective bargaining. Given the Mayor's obvious lack of respect for us, it is highly likely that we will go to Springfield to achieve many of our objectives. For example, we intend to go to Springfield to amend state law to force the City to negotiate with us over police promotions. You should also keep in mind that our pension fund and pension benefits are controlled by state law emanating from Springfield.

To be effective lobbyists we must have the financial resources necessary to reward our friends and punish our enemies. I am not simply talking about campaign contributions, we must educate the legislators and the public. We must keep our membership and the general public informed of the voting records of their representatives. In addition, we must work to remove those elected official within the City Council and State Legislature that ignore our concerns. Simply put, we must ensure that our interests are protected. You can make sure that happens by supporting the PAC.

I hope to see you at the next general membership meeting. 🏠

## Save these Dates!

### Upcoming Meetings:

Thursday, 16 April 1998  
**Special Guest: Jeff Taren,**  
attorney in the overtime lawsuit

21 May 1998  
Special Guest to be announced

Quality Inn: Halsted and Madison  
8:00pm

# *Superintendent Terry G. Hillard*

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**T**erry Hillard enlisted in the United States Marine Corps in 1963 and served in the Vietnam War for thirteen months. He is a highly decorated veteran who attained the rank of sergeant before being honorably discharged in 1967. He was employed by the Chicago Transit Authority for a short time prior to joining the Chicago Police Department in 1968. After becoming a Chicago Police officer, he worked part-time for the Chicago City Colleges teaching recruits at the Chicago Police Training Academy. In 1975, Terry Hillard was shot in the line of duty. Working as a Gang Crimes Specialist, his team was attempting to apprehend a suspect wanted for domestic violence, who had previously shot four suburban police officers. The suspect jumped from the upper story ledge of an apartment building to escape. Terry Hillard, along with other members of his team, attempted to apprehend the suspect who grabbed one officer's gun. A struggle for the gun resulted in Terry Hillard being shot twice and seriously wounded.

Terry G. Hillard was born on August 11, 1943 in South Fulton, Tennessee. Hillard has been married to his wife, Dorothy for 27 years and has two children. Hillard has a Master of Science and a Bachelor of Science degree from Chicago State University. He is a member of the FBI National Academy Associates, National Organization of Black Law Enforcement Executives, Chicago Westside Police Association, and the South Suburban Chiefs of Police Association. Terry Hillard is a member of the National Commission on the Future of DNA Evidence (National Institute of Justice), the Domestic Violence Advocacy Coordinating Council and serves on the advisory board for the Illinois State Police Forensic Science Center at Chicago.

With twenty-nine years as a professional police officer with command and executive experiences in the Chicago Police Department, Terry Hillard has moved up the ranks quickly and decisively:

Present Superintendent of Police  
1995-1998 Chief of the Detective Division  
1993-1995 Deputy Chief, Area Two, Patrol Division  
1991-1993 Commander, 6th District, Patrol Division  
1990-1991 Lieutenant, Narcotics Section (Special Enforcement)  
1985-1990 Coordinator, Chicago Terrorist Task Force


1984-1985 Sergeant, Intelligence Section  
1983-1984 Coordinator, Special Police Services, Mayor Harold Washington's Security Detail  
1979-1983 Security Specialist, Special Police Services, Mayor Jane Byrne's Security Detail  
1978-1979 Gang Crimes, Specialist, Gang Crimes Unit  
1977-1978 Police Officer, Gang Crimes South  
1975-1977 Temporary Sergeant, 6th District, Patrol Division  
1968-1975 Assigned as a police offer in Gang Crimes Unit, Area Two Task Force and the 2nd, 7th, and 18th Districts

During his time on the streets, Superintendent Hillard was awarded numerous honors and awards:

Police Medal  
Police Blue Star Award  
Carter Harrison/Lambert Tree Honorable Mention  
Special Service Award, Chicago Community Policing  
Special Service Award, Democratic National Convention  
3 Department Commendations  
Unit Meritorious Performance Award  
Chicago Chamber of Commerce Award  
19 Honorable Mentions

In addition to his Masters, Bachelor of Science and Associate of Arts degrees, Terry Hillard has also continued his education while on the job. He attended the Police Executive Research Forum at the Kennedy School of Management, Harvard University in 1997 and the FBI Nation Academy in Quantico, Virginia in 1984.

While serving in the United States Marine Corps from 1963 to 1967, Mr. Hillard received the following military awards:

Presidential Unit Citation  
Vietnam Service Medal  
Good Conduct Medal  
National Defense Service Medal  
Republic of Vietnam Campaign Medal 

# *Political Action*

by Gary Yamashiroya, Director-at-Large

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**Y**ou can't win if you don't play. Many of you probably remember the old Illinois Lottery maxim. Unfortunately, the saying is not only true for the lottery but also for the fight for the rights of our Sergeant's Association members. A significant part of that fight includes entering the political arena, which in turn, makes it absolutely necessary to form a Political Action Committee (PAC). No minced words or rhetoric - the primary weapon of a PAC is money. Merely obtaining and maintaining the weapon, however is not enough. Its effectiveness will be determined by its skillful and discriminating use. Strategic strikes aimed at specific individuals will maximize the effect and benefit to you, the Sergeant's Association member. If it sounds like a threat, it is. In the political arena, individuals understand two things: money and votes. Behind the scenes in Springfield and City Hall, deals, promises and threats are made to fit special interest agendas. That is where the votes are won and that is where we need to have a presence. The problem is an alderman or legislators' vote is determined well before he or

she steps into a legislative session. An effective combination of lobbying, endorsements, political contributions and other non-monetary actions will ensure that our interests are accounted for. This is what your PAC will do for you.

Shortly you will be receiving a request to have funds deferred for PAC use. Your dues will not be increased for this purpose. You will pay the same amount of dues you are currently paying. A portion of the dues you already pay will merely be deposited into a fund created for the sole purpose of political action. The PBPA is hard at work lobbying for your interests in Springfield. We need to support those legislators who look after our interests. We need to defeat those legislators who play politics with your futures. We need to pressure our aldermanic "representatives" and let them know we will not tolerate their silence and inaction when we have an issue against the Mayor. Support your PAC today! 🏠

## *Senator Cullerton Kills Important Bill*

by Eddie Maloney, Legal Counsel

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**O**n March 10, 1998, testimony was taken before the Illinois Senate Judiciary committee on Senate Bill 1626. This would have added a section to 50 ILCS 725/3.8 which would require that a sworn statement must be provided by a complainant before an investigation can be conducted of a police officer for misconduct. The bill was introduced by Senator Dudycz and had the support of the State P.B.&B.A. and F.O.P.

The Police Chief's Association and the City of Chicago appeared against the bill. The Police Chief's concern was that over 70% of police departments in Illinois have less than 10 officers and requiring a sworn statement would curtail efforts by the smaller departments from handling citizen complaints through a form of station house meetings.

The City of Chicago had a different position. According to the City, investigations that can be started from anonymous tips are necessary to the proper functioning of the Department. It does not matter that the complaint comes from a known

drug dealer who is hoping to get an ambitious officer off his back.

Generally, the committee members were in support of the bill recognizing that requiring a sworn statement protects a police officer's due process. But the bill needed six votes to get out of committee to go to the full Senate. It failed 5-3 in favor of passing. Senator John Cullerton (D-Chicago) voted against the bill. Also, Senator Dan Cronin (R-Elmhurst) excused himself minutes before the vote was taken. Their votes could have sent the bill out of committee. Interestingly, at Senator Cronin's 1997 Annual Corned Beef Dinner, Mayor Richard Daley was the guest of honor.

Supporters of this bill hope to have it recalled later in the session.

Members are strongly encouraged to call Senator Cullerton at 773-883-0770 and express their support for SB 1626. 🏠

# Contract Talks Continue

By Ron Sodini, Recording Secretary

The Negotiating Team and the City continue to meet weekly. The Association is willing and prepared to meet more frequently; however, the City has indicated that it is incapable of sustaining a faster pace.

Tentative agreements on various portions of the contract continue to be reached. If the Negotiating Team and the City are able to reach a tentative agreement on an entire contract, the proposal will be submitted to the Board of Directors for preliminary approval. If the Board of Directors expresses satisfaction with the contract, the agreement will be presented to the full paid membership for their vote. There are many articles and sections that remain to be negotiated and any estimate on a wrap-up date would be highly speculative.

A sergeant at that last general membership meeting questioned the validity of the Negotiating Team claiming credit for obtaining time and one-half compensation for overtime in light of the overtime lawsuit settlement. The Association has acknowledged the valuable role that the overtime lawsuit played in achieving this victory. However, it should be under-

stood that the overtime lawsuit only resolved issues relating to overtime prior to January 1, 1998. Overtime compensation after January 1, 1998 was not part of the settlement agreement. In fact, the settlement agreement expressly left this issue unresolved and in the hands of the Negotiating Team.

In addition, the settlement only requires the City to pay overtime for those hours worked in excess of 171 hours in a 28 day police period. The settlement also did not address the fate of the 1/2 hours administrative time nor the quarterly allotment. The overtime provisions negotiated for the contract provide for overtime compensation for all hours in excess of eight hours. The Negotiating Team achieved these benefits while maintaining the 1/2 hour administrative time and the quarterly allotment.

Mr. Jeff Taren, the lead attorney in the overtime lawsuit, was hired by the Association to assist in negotiations over this issue. Mr. Taren will be at the April general membership meeting to provide an update on the overtime lawsuit and to field members questions. 🏠



The annual golf outing will be held on 06 Jul 98 (D.O.G. 4 & 5) at the Old Oak Country Club in Orland Park. Old Oak plays 6535 yards from the Gold Tees, 6241 yards from Blue Tees and 5274 from Red Tees. This is a beautifully maintained, picturesque course with rolling, tree-lined fairways. The greens are perfectly manicured. Old Oak is challenging enough for the "ball strikers" and friendly enough for most of us "week-end slashers." After the round of golf, food and beer will be served. All who attended last year can attest that the food was excellent, the beer cold and no one went home hungry or thirsty.

There will be two shot-gun tee times:  
0730 hours - 144 golfers maximum  
1230 hours - 144 golfers maximum

Last years longest drive winners were Ron Munch (Old Style foursome) and Jim Zimmerman (086). The closest to the pin winners were Mooner McMullin (Old Style foursome) and Dan Lee (018). Come out this year and see if they can defend their titles.

Old Oak is an easy ride down the Stevenson expressway to Lamont Road, south approximately 7 miles to 143rd Street, left (east) to Parker Road, left (north) directly to the golf course.

For foursome reservations, please contact Jim McMullin (2nd watch - 018 District, 312-744-8230, Pax 3182) or Paul Bauer (022 District Tactical, 312-747-1105, Pax 2209). 🏠



# 84% of All Active Sergeants Are Members

By Robert A. McMahon, Area 4 Director

## Membership Report C.P.S.A./P.B.&P.A. Unit 156

- 1,147** Sergeants currently in Active Service
- 959** Active Sergeants who are paid members (84% of all Active Sergeants)
- 188** Active Sergeants who are not paid members (16% of all Active Sergeants)


## Membership By Area

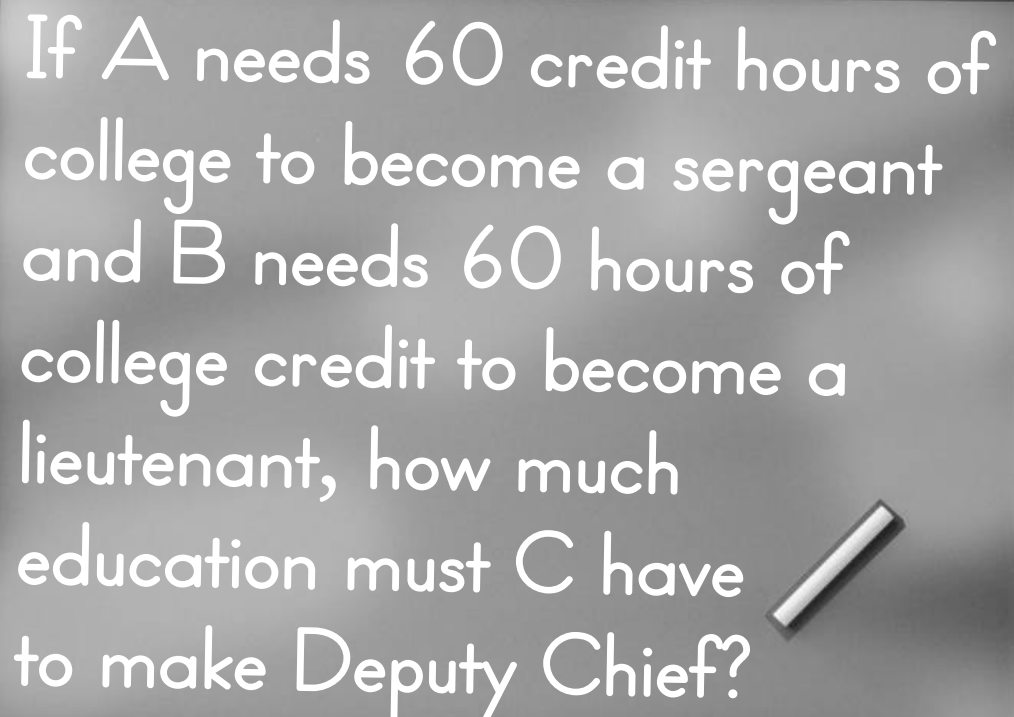
- AREA 1:** 43 unpaid Sergeants or 25% of the 173 assigned to AREA 1
- AREA 2:** 20 unpaid Sergeants or 13% of the 157 assigned to AREA 2
- AREA 3:** 22 unpaid Sergeants or 9% of the 242 assigned to AREA 3
- AREA 4:** 79 unpaid Sergeants or 20% of the 402 assigned to AREA 4
- AREA 5:** 24 unpaid Sergeants or 14% of the 173 assigned to AREA 5
- AREA 0:** 20 unpaid Sergeants or 100% of the 20 who are LOA/DPR/IOD

sense for us then it must make sense for them.”

## *Education*

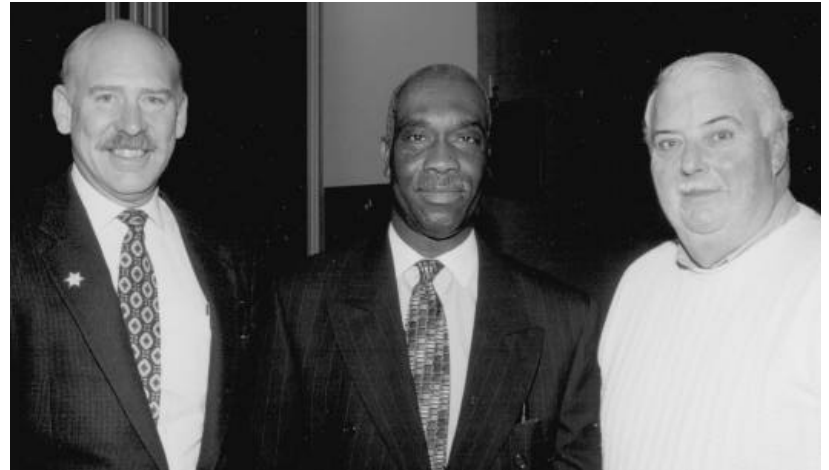
(continued from page 1)

Exempt members have greater responsibility and are responsible for larger contingents of personnel than sergeants and lieutenants. The Association's attorneys have begun the process of appealing the City's refusal to release the information. 



If A needs 60 credit hours of college to become a sergeant and B needs 60 hours of college credit to become a lieutenant, how much education must C have to make Deputy Chief?

*Honored Guests and Retired and Active Sergeants  
at the Annual Corned Beef Dinner*



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## Chevrons

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