



PB&PA

Policemen's
Benevolent &
Protective
Association
Unit 156



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Chicago Police
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know what this
means to you
personally . . .*

July 1999
Volume 40
Number 2

Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

Chicago Police Sergeants Have Protection Under Contract for First Time Ever

The first ever negotiated labor contract for Chicago Police Sergeants was ratified by a 2:1 margin by the PB&PA Unit 156 members. On 24 April 1999, the ballots were counted at the CPSA union office. Of the 1100 ballots mailed out to PB&PA members, a total of 852 ballots were returned. After counting the ballots, 559 members voted YES to the proposed contract and 286 members voted NO. Seven (7) ballots were spoiled. On 9 June 1999, the City Council ratified the contract by a vote of 40 to 0. And, as of 20 June 1999, our contract was in effect. Following the ratification of the contract, the City now has 60 days to implement all of the contract provisions, including grievances and bidding. In our first contract not only did we obtain most of the rights that it took F.O.P. 18 years of negotiating to achieve, we retained those benefits that are distinct to sergeants.

And, while this is great news, we know our members want to know what the contract provisions mean to them personally. First, let's talk money. Article 26 covers wages. As of 1 July 1999, you received a 1% raise. This raise is the floor percentage. If F.O.P. or the Fire Fighters' Local 2 Lieutenants negotiate a higher percentage than that contained in our contract, (and we expect that they will), you will receive that amount, retroactively, upon settlement of either contract. As for the quarterly bonus, you should all have your checks by the time you receive this issue of the *Chevrons*. This is not retroactive for salary, rather it is the retroactive quarterly differential. This one time payment will bring the quarterly differential in line with our other salary raises. Under section

B., the contract ensures that the quarterly differential will increase the same percentage as does salary from now on. As of the time this issue went to print, Finance had told your Union that the checks will be issued mid-July. The checks should average around \$1,400. Therefore, we expect that you are now in possession of the money and it is going to summer fun (or, more likely, the first tuition payment, the kids' braces, or the home repair). All sergeants, with the exception of the recent May 1999 class, will receive the retroactive checks. No other retroactive money will be forthcoming unless F.O.P. or Local 2 Lieutenants negotiate higher percentages in the wage increases than those contained in our contract in the schedule under section A.

Bidding is covered under Article 32 of the

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President's Message

Dear Fellow Sergeants:

I, as do all
Chicago Police
Sergeants, have
UNION PRO-
T E C T I O N

UNDER CONTRACT. I realize that for over a third of our membership, this is not novel. These sergeants came onto this job with F.O.P. union protection and expected the same as sergeants. However, in my 15 years as a sergeant, I never had the protection of a union. FOP was formed shortly before I was promoted to sergeant. And, while a sergeant's position is classified as a promotion, the reality was that we served at the beck and call of management. We "negotiated" for our membership as a fraternal organization. And, we were told what we would receive. Needless to say, neither the City nor the Department were necessarily benevolent in what they doled out to us sergeants. As a direct result of the City's unfair treatment and disregard for the legitimate concerns of our members, we began the process of unionization. Back then, it seemed a long shot. But, we fought and lobbied hard. And today, we have negotiated a sound contract, opening the door for fair and impartial treatment of all sergeants. We've come a long way.

I think that our success in negotiating a contract provides a lesson for management (and supervisors). This Department is only as good as its officers, the men and women out on the street. They are the ones doing the work, taking the calls and protecting the residents of this City. Neither the command staff or the Ivory Tower has a direct relationship or influence with the citizens of this City. Our street officers, the ones on the front line, are the Department in the eyes of the residents. When officers do not feel that they are supported by the Department and feel that they have no rights, it not only results in poor morale, it creates unnecessary dissension. Good work should be commended, legitimate concerns recognized and officers should be treated fairly by management. Reasonableness and integrity are reciprocal. If management expects officers to perform in a professional and humane manner, then they should treat officers in the same manner. Treating officers fairly should not be construed as a management privilege to be invoked for the favored few, it should be a management philosophy. Recognizing your assets, the officers of this Department, is the first step in ensuring a properly motivated force.


Recent events have shaken the Department. However, I find the response of management even more alarming. Brutality and racism cannot be accepted within this Department. Nor can a rush to judgement against an officer who, in the performance of duty, makes a decision. Perfection is simply not attainable. This is the unfortunate reality of every officer who reports to duty each day. We are human beings, not machines. An officer is faced with decisions that other people cannot

conceptualize. Many who analyze an officer's action after the fact (such as the columnist who suggested that an officer "can duck" if a bullet is fired in his direction) have no concept of an officer's reality and are afforded the full luxury of being a "Monday morning quarterback." Yet, on a daily basis, the men and women of the CPD are out answering the calls for service, making decisions and responding to potentially life-threatening calls as a matter of routine. Can we truly believe that the officers involved in some recent events will receive due process in the wake of the hyper-vigilant media coverage identifying the events as police brutality? Can we expect these officers to get a full and impartial investigation when the Superintendent acknowledges that the officers did not conform to policy and made mistakes PRIOR to the full investigation of the events by OPS? I think not.

Criminal, intolerant or brutal behavior by officers of the CPD is not acceptable. This belief is shared by the majority of CPD officers, although the media's slanted portrayal of all officers as racists, would argue otherwise. The ability of an officer to be successful in his or her performance of duty rests on the fundamental capability of the officer to make a decision. The decision process of an officer is necessarily complex and is developed through process—training, experience, and fair and consistent management. The ability of an officer to perform his or her duty rests on a multitude of factors. Poor management practices—short staffing, pairing inexperienced officers and limited training—feed into this process. I just wish that the very rights clamored for residents in the media—tolerance, the ability to look past a stereotype, the need to assess and understand the community elements involved—applied to police officers also.

Finally, welcome to all of the new sergeants. We are glad you're here! The CPSA does not have its general membership meetings through the summer. Therefore, I hope to see you all at the next general membership meeting in the Fall. In the meantime, enjoy your summer and families. And if you need anything from your Union—call us. Our contract gave us the right to "set up house." Two sergeants, myself and Sgt. Jim McMullin, will be assigned to the union office for the conduct of union business. Feel free to come to the office or call for any issues that you may have. Staff will be available for assistance Monday - Friday, 0900 to 1700 hours. Our answering service will be available at all other times.

One final note. A lot of our mail is not getting to us because it is being addressed wrong. The **CPSA CPD Mail Address is UNIT 545, NOT Unit 156. All correspondence sent to the CPSA via Department mail should be sent to CPSA UNIT 545** (if you mail to Unit 156 via Department mail, it is sent to Gangs)!

Have a safe summer and see you at the next general membership meeting! 

Bruce E. Engstrom

NAPO News

By Sgt. Jack Ridges, Area 1 Director


The In April of this year, I and fellow Chicago Police Sergeants' Association Board Member Jim Cosgrove, traveled to Washington, D.C. to attend the National Association of Police Organizations' (NAPO) Legal Rights and Legislative Seminar. Also attending from Illinois were Sean Smoot, Chief Legal Counsel for the Illinois Policemen's Benevolent & Protective Association and Richard Reimer, the CPSA Legal Defense Attorney, from the law firm of Slodowski, Puchalski, & Reimer.

On the NAPO agenda for this year's seminar were a number of interesting and informative topics. Of particular appeal was the discussion on "The Perspective of an Arbitrator," by attorney and arbitrator George Roumel. Mr. Roumel, who arbitrated F.O.P.'s (Lodge 7) first contract, lectured on "Grievance Arbitration and Interest Arbitration during Collective Bargaining." A timely topic given our recent ratification of the contract.

Rick Reimer participated in an integrated exercise scenario and panel discussion along with an attorney from Denver and another attorney from North Carolina. The scenario covered "Asserting Rights of Law Enforcement Officers During Internal Affairs Questioning." The other scenario participants consisted of several law enforcement officers and union attorneys from other parts of the country. Former police officer and attorney, Jack Genius, played the role of the IAD Investigator. Mr. Genius is employed by Mr. Reimer's law firm and has represented several members of the CPSA involved in police shootings. The scenario covered a number of issues ranging from Garrity Rights to Miranda. Everyone in the audience could relate to the scenario presented, if only parts of it. The panel made the session truly interactive by clearly detailing and identifying all of the issues, offering potential solutions and inviting audience participation and discussion. Not only was the


panel topic informative, it was enlightening to realize that the CPSA legal representatives are recognized as national experts in this area.

In another session, "Civilian Review Boards, Current Legal Issues, Public Safety Organization Fund-raising: How to protect Your Organization," a panel of attorneys discussed current issues and potential problems for associations such as the CPSA. Also addressed at this year's conference were sessions on "Violations of Privacy Rights of Law Enforcement Officers" and "A 1999 Update on the Americans with Disabilities Act and Implications for Law Enforcement Officers." Steven Rosebaum, Chief, Special Litigation Section, Civil Rights Division of the Department of Justice lectured on "Pattern and Practice Cases," outlining how the Civil Rights Division of the U.S. Department of Justice pursues and investigates these cases. Mr. Rosebaum fielded a plethora of questions and concerns from the audience regarding the way law enforcement officers around the country feel about the way the Justice Department handles citizen's complaints in this area. Most officers feel that citizen's complaints are taken a face value, and without any investigation of officer's contentions that the police actions were justified.

While in Washington, Sgt. Cosgrove and I were able to network with dozens of other law enforcement officers from all over the country. We discussed and compared contracts and benefit programs from other jurisdictions. Tom Scotto, National President of NAPO, and Bob Scully, the Executive Director of NAPO, had high praise for all the members of the CPSA for our "grand achievement" in negotiating our first contract. As a result of these discussions, we discovered that, as compared to other organizations nationally, the Chicago Police Sergeants' Association did exceptionally well in securing the benefits contained its first contract. 

Supreme Court to Rule on Chicago Case

You know the drill. You're patrolling a high-crime area known for narcotics activity. An individual is standing in the doorway of a building. You make eye contact, he takes off running. You give chase and, (for once), are able to catch him. You pat him down, for your own personal safety, and you recover a fully loaded handgun. Good police work, right? Well, not according to the Illinois courts. Finding that the officers did not have sufficient cause to stop the individual, they threw the case out. It was

appealed to the U.S. Supreme Court, which has agreed to take the case. The issue: do police have reasonable grounds to stop and search an individual who runs from them in a high-crime area? We know the argument supporting this concept. The argument against this is that it would unfairly target minority communities, given the focus on the "high-crime" area, and in effect, create a "stop and stand still" requirement every time a police car drives by. The Court's decision will be rendered in 2000. 

Meet the Board, Again

With elections upcoming in the Fall and a whole contingent of new sergeants, we would like to “re-introduce” ourselves to our membership.

EXECUTIVE BOARD

President Bruce E. Engstrom

Bruce is currently assigned to the CPSA Union office, but was most recently assigned to the 022nd District as a tactical sergeant. He has 34 years experience with the CPD, 15 years of which have been as a sergeant. Bruce has been a member of the CPSA since 1984 and has served in a variety of roles, from District Representative to Vice-President. Bruce has been President since 1990. As President, Bruce was extensively involved in the lobbying efforts to unionize the CPSA and was the lead negotiator for the contract.

Vice-President Jeff Vana

Jeff is currently assigned to the 009th District as a gang tactical sergeant. He has 26 years with the CPD, and was promoted to sergeant in 1986. Jeff began his career in the 21st District, working tact. He has also worked in the Youth Investigations Division Special Investigations Unit. Jeff has been a member of the CPSA for 13 years and has been Vice-President for 8 years. In addition to his duties as Vice-President, Jeff was a member of the Contract Negotiation Committee and also is the chair for the Sergeants European Tour Committee and the newly formed Grievance Committee.

Recording SecretaryDianne Thompson

Diane is currently assigned to the Evidence and Recovered Property Section. She has 22 years with the CPD and has been a sergeant since 1988. Diane has worked in the 005th, 006th and 023rd Districts, Youth Investigations Division and Bureau of Technical Services. Diane has also served as a hostage negotiator for the Department. Diane has a Master’s Degree in Criminal Justice and is an adjunct professor in criminal justice at Lewis University. Diane has served the CPSA as a Unit Representative and Area 2 Director. In addition to her duties as Recording Secretary, Diane sits on the Grievance Committee.

Financial Secretary Paul Bauer

Paul is currently assigned to Special Operations Group. He has 13 years with the CPD and has been a sergeant since 1994. Paul has worked in the 003rd and 022nd Districts and the Gun Unit. Paul has a Master’s Degree in Public Administration from the

Illinois Institute of Technology. Paul has been a member of the CPSA since 1995 and has served as Area Representative and Sergeant at Arms. In addition to his duties as Financial Secretary, Paul was a member of the Contract Team, is chair of the Legal Defense Committee and is a member of the Grievance Committee.

Treasurer Russ Schaeffer

Russ is currently assigned to the 001st District as the Business Liaison Sergeant. Russ has 26 years with the CPD, 11 years of which have been as a sergeant. Russ is currently working on his Master’s in Public Administration from the Illinois Institute of Technology. Russ has been a member of the CPSA since 1988. In addition to his time-consuming duties as Treasurer, Russ was a member of the Contract Negotiation Team and is a member of the Political Action Committee.

Sergeant-at-Arms John Matishak

John, one of our newest Board members, is currently assigned to the 022nd District as a tactical sergeant. John has 17 years with the CPD and was promoted to sergeant in 1998. John has worked in the 022nd and 008th Districts. Aside from his duties as Sergeant-at-Arms, John also serves on the Golf and Grievance Committees.

BOARD OF DIRECTORS

Director Area One Jack Ridges

Jack is assigned to Central Homicide (the Cold Case Squad) as the watch commander. Jack has 31 years with the CPD, 19 of which have been served as a sergeant. Jack has a Master’s degree from the University of Chicago. He has worked in the 003rd and 010th Districts, Area One Task Force (Special Operations Group), Area 1 and Area 3(old) homicide. Jack also serves as a hostage negotiator for the Department. In addition to his duties as Director, Jack is a member of the Legal Defense Call Out Team and is the chair of the NAPO committee (our national affiliate). Jack has been a member of the CPSA since 1980.

Director Area Three Jim McMullin

Until his assignment to the CPSA Office, Jim was assigned to the 018th District as a beat sergeant. Jim has 30 years with the CPD, of which 22 have been served as a sergeant. Jim has worked in the Patrol Division most of his career, beginning in the 10th District. In addition to his Director’s duties, Jim was a member of the Contract

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Legal Defense Committee Report

by Sgt. Paul Bauer, Chairman

I and Sgt. Kirby recently attended the Americans for Effective Law Enforcement Legal Rights Conference. This conference was aimed at I.A.D. investigators and focused on current issues facing law enforcement in the area of discipline. It proved to be very informative and will assist the CPSA in establishing our Grievance Committee, as granted under the new contract.

I walked away from the conference with a renewed respect for the importance of having legal representation when an officer is subject to an internal investigation. One of the many benefits of membership in the CPSA is the availability of legal counsel for I.A.D. and O.P.S. statements. And, as I have stated in the past, I strongly encourage our members to make use of this benefit, as the importance of having an attorney present for your statements cannot be overstated. This conference only served to reinforce my belief about the importance of legal representation.


We are all familiar with “Garrity” statements. A statement at O.P.S. or I.A.D. is usually a compelled statement, as the Department can compel a sergeant to speak at an administrative hearing. The reason that you may be compelled to speak at an administrative hearing is because wrongful acts identified from the compelled statement will result in administrative discipline only. If culpability is found, the outcome from an administrative hearing is employment related discipline, ranging from a reprimand to job loss. Fifth Amendment rights are not impinged because no criminal proceedings can attach to an administratively compelled statement. Even sergeants cannot be forced to sacrifice their constitutional protections against self-incrimination.

However, while your direct statement cannot be used against you in a criminal proceeding, other consequences may

follow. For example, an officer’s compelled (“Garrity”) statement has been admitted into evidence and used against the officer in a civil trial. Also, compelled statements of officers have been used in criminal proceedings against other officers not party to the statement. Finally, if an administrative statement is germane to a criminal proceeding against the officer making the statement, the prosecutor’s office may review the statement, even if it cannot be introduced into evidence.

One example of how such statements can be used is relatively familiar to most officers. In 1994, in a criminal trial arising from the Rodney King incident, the Federal Court ruled that the prosecutor could review the compelled administrative statements made by Sgt. Koon and Officer Powell. The Court found that “...all the prosecution need prove is that the substance of the testimony of any witness exposed to a compelled statement is based on a legitimate source independent of the immunized testimony.”

Most case law in this area has developed in the last 25 years and it is constantly evolving. One thing is certain, the CPSA does not want any of its members to be on the wrong end of any case reference in this litigious area.

Closer to home, we see a consistent trend on the part of the Department to find culpability on the part of supervisors. Suspensions for sergeants are ranging from 1 to 15 days for a variety of infractions (as detailed in The Department Advocate). Therefore, take any request for a statement at O.P.S. or I.A.D. seriously. When you are notified of an appointment, call the office at 773-376-7272 to arrange for a CPSA attorney to accompany you. Your dues pay for this benefit and protection—so use it. 

CPSA Elections

Are you aware that CPSA Elections will be coming up in November? Pages 6-8 of your CPSA By-Laws spell out all of the requirements for a CPSA member seeking office. According to the By-Laws, any member interested in running for an officer or board position for the CPSA must:

- be a member in good standing (paid full membership dues for the year);
- have attended at least 50 percent of the regular CPSA general membership meetings in the 12 months prior to

filing of the nominating positions; and,

- file petitions (on a form provided by the CPSA) containing the signatures of at least 10 percent of the paid-up CPSA members by the regular September general meeting of the election year.

Those of you interested in running for office should contact the CPSA Office for petitions in late August or early September 

Pension Report

by Sgt. Charles Loftus, Sergeant's Elected Pension Trustee

The investment advisor for our Pension Fund, Ennis, Knupp and Associates, has completed its report on our Fund's investment performance for 1998. As your elected trustee, I am providing this information to my constituency. The total Fund investment return for the calendar year ending 31 December 1998 was 14.9%. This shows that our fund had yet another good year for investment. This total Fund return came from assets invested in the following categories, with the total percentage of the Fund invested in each category: 55% of our total Fund is invested in the U.S. stock market, 33% is invested in the U.S. bond market, 9% is invested in foreign stocks, 2% is invested in venture capital and 1% is invested in real estate. This asset allocation mix has proven to produce very good total Fund returns for the past four years: 14.9% in 1998; 18.6% in 1997; 13.8% in 1996; and, 25.3% in 1995. In fact, our yearly average total Fund return for the past 10 years is 12.48%.

The U.S. stock market has performed very well over the past decade which is why we have invested 55% of our total

Fund assets in U.S. stocks. We have also reduced our allocation in real estate to 1%. In 1990, my first year as the Sergeant's Elected Trustee, our Fund's real estate allocation was 13% of total Fund assets. The real estate allocation has been significantly reduced because real estate has had a poor investment return for the past 10 years. For your information, our Fund's total invested assets on 1 January 1990 was \$1.51 billion. On 1 January 1999, our Fund's total invested assets were \$3.70 billion. The invested assets of the Fund have increased 145% over the past nine years. I believe that this is due to the fact that the trustees of the Fund, including myself, have made no new investment in real estate since 1990, and are slowly divesting the real estate investments from our Fund that were made 12 years ago and prior. We have increased our allocation to the U.S. stock market over the past 10 years because of the excellent returns in U.S. stocks. It is my intent to continue this investment policy into the future. ⚡

Treasurer's Report

by Sgt. Russ Schaefer

I am asking those of you who have not signed a Political Action Committee coupon to please do so. At our last General Membership Meeting, some of you were questioning what was our agenda relative to promotions and pensions. Any action that we take requires legislative initiative. And, political power equates to two things: numbers and money. Our PAC was designed to give us the monetary strength for those issues that are of importance to our membership. Clearly, promotions is one of those areas. We have already seen some legislative initiative around firefighter promotions for municipalities with populations under 500,000. While not directly on point, this is

positive legislative movement that your Union can build upon. But to do so, we need the financial power to back-up our lobbying efforts. To donate to the PAC will not cost you any additional money. Upon your authorization, \$1 of the Union dues you already pay will be diverted to the PAC. But to have this occur, you need to fill out and sign the PAC coupon below indicating your approval to divert your dues to the PAC. After filling out the coupon, please send it through the Department mail to the CPSA UNIT 545 (not 156—Unit 545 is our CPD mail address). Thank you. ⚡

PAC Authorization Form

I, _____, Employee No. _____, Social Security No. _____, authorize the Chicago Police Sergeants' Association to deduct \$1.00 each month from my basic union dues for contribution to the Chicago Police Sergeant's Political Action Committee.

Signature _____ Date _____



Grievance Committee Report

by Sgt. Jeff Vana, Chairman

As a result of the contract ratification, Chicago Police Sergeants now have the right to a grievance procedure with binding arbitration. While the procedure is similar to that of F.O.P., there is one notable difference. We negotiated a four step procedure, bypassing the Complaint Review Panel, before the invocation of binding arbitration. It is our belief that this streamlined procedure will result in a more timely resolution of the grievances of our members.

The Grievance Committee has been meeting on a regular basis once it became clear that the contract was near resolution. Our committee, diverse in both assignments and experience, includes Sgt. Jeff Vana - 009th District (Chair), Sgt. Jack Ridges - Unit 606, Sgt. Dianne Thompson - Unit 167, Sgt. Paul Bauer - Unit 153 and Sgt. John Matishak - 022nd District. As this issue of the *Chevrons* is going to print, we are developing a grievance form with the input of Management and Labor Affairs Section (MLAS) and the Research and Development Division for our grievance procedure. Sergeants will use this form, not the F.O.P. form, to file grievances.

We also negotiated the right to retroactively grieve discipline from 1 May 1998. In order to be eligible to retroactively grieve discipline, any sergeant who believes that he or she has a grievable issue must file with the CPSA Office by 01 September 1999. For further information on how to file for a retroactive grievance, contact the office Monday - Friday 0900 to 1700 hours.

I have summarized our grievance procedure. The full process is listed in Article 9 of the contract. As this is a completely new process, all sergeants should familiarize themselves with the steps to ensure that their rights are protected. Sergeants are encouraged to resolve the issue at the unit level, as this often results in the most equitable outcome. However, when resolution is not possible, we now have the strength of the formal process coupled with binding arbitration.

Step One The sergeant will first attempt to resolve the grievance with the first exempt command officer in the chain of command. A grievant can request representation by a Unit 156 representative. This attempt must occur within 10 WORKING DAYS of the event or circumstances giving rise to the grievance or when first known by the sergeant OR WITHIN 40 DAYS of the event or circumstance—WHICHEVER IS SHORTER. The exempt command officer must respond to the sergeant within 10 working days.

Step Two If Step One is not resolved satisfactorily, the sergeant may bring the grievance to the Union within 10 DAYS OF THE EXPIRATION OF RESPONSE PERIOD FOR STEP ONE or within 10 DAYS OF THE STEP ONE RESPONSE - again, whichever one is the shorter time period. The Union determines if a valid grievance exists. Unless the Union elects to proceed, no further action will be taken. If the Union elects to proceed, the grievance will be presented to MLAS within 10 days of the receipt of the grievance by the Union.

Step Three If the response at Step Two is not satisfactory, the Union and MLAS will meet for the purpose of mediation. Either party may request the presence of a mediator.

Step Four Within 30 days of the receipt of the Step Two decision, the Union, upon written request, may refer the grievance to binding arbitration. ⚡

Etc:

- **Fall General Membership Meeting — 16 September 1999**
Location to be announced. Watch the Daily Bulletin for details.
- **Contract books are available for all CPSA members. Unit representatives will be distributing them to their members. If you have not received yours yet, please contact the CPSA office.**

First Contract . . . continued from page 1

contract. Only sergeants in District Law Enforcement are eligible to bid. This initial District Bid is a work in progress. Your union representatives continue to meet with MLAS to iron out key issues for this first-ever sergeants bid. No sergeant will be displaced from his or her current District as a result of the initial bid. This first bid will not be a citywide "open" bid. Rather, the first bid will maintain the status quo as to sergeants already in the District. Section A.4.a. states that within 60 days of the contract ratification, four sergeant watch assignments per watch shall be filled by bid. All other watch assignments shall be filled by management discretion. In this first bid, there will be 4 union picks with management retaining the right to fill the remaining positions. Successful bids will be determined by seniority, identified as time in grade. It is expected that some sergeants will bid to other watches, thereby displacing less senior sergeants on those watches. However, your union will monitor the bid process and ensure that all contract requirements are met during this initial bid.

In November 1999, the second sergeants District Law Enforcement bid will occur. As this bid will be effective for the year 2000, again, there will be 4 union picks per watch. Management will fill the rest of the positions at its discretion. Once a sergeant has successfully bid for a watch, that sergeant cannot be removed from the watch without consent or unless: there is an emergency (for the duration of the emergency); if the sergeant is a personnel concern; is in limited duty status; or, the sergeant has been relieved of his police powers. A successful bidder will remain on the bid watch for the remainder of the year, unless that sergeant successfully bids for another intra-district or city-wide vacancy. Unlike F.O.P., there is no time limitation as to when a successful bidder may bid for another vacancy. Your Union does not know if management will recognize any city-wide vacancies for the November District Law Enforcement bid process. As with the F.O.P. contract, management has the sole prerogative and right to recognize vacancies. Any vacancies that are recognized any time after the initial bid must be filled according to Sections B and C. If a bid position is vacated, AND it is recognized by management as a vacancy, it must first be put to an intra-district bid. If there are two or more positions recognized as vacancies, the bid vacancy must be recognized BEFORE the management vacancy. A vacancy created as a result of a successful bid may be recognized as a vacancy, and if so, must be bid city-wide. While the Department has the right to fill recognized vacancies not successfully filled by the bid process, it must do so in good faith and not for punitive reasons.

Unit selection requests occur annually between 01 and 30 November. This procedure is covered under Section E. A sergeant may fill out a PAR form listing up to two preferences

for a unit assignment for the following year. Under contract, the Unit Commander is required to consider a sergeant's declared preference for a unit when a vacancy is declared for that unit. However, the Unit Commander is under no obligation to select that sergeant. It is your Union's recommendation to our membership that sergeants avail themselves of this process. We recommend that in November, sergeants select their preferred units and forward the PAR, along with a resume. This allows members who are interested in a specific unit to get their names and qualifications before their preferred Unit Commander. It also places the Department on notice that our membership welcomes the opportunity to move into desired units and to be selected on the basis of ability. Failure to use the unit selection process as identified under contract could be construed by management as a lack of interest on the behalf of our membership. This clearly is not true.

There will be some growing pains with the initial bid processes. However, in general, we expect the process to go smoothly. Your Union will continue to monitor the process and will inform our membership of any issues that may arise. And, your Union is prepared to deal with any contract violations that arise through our grievance procedure. But, we are ecstatic to be at the point where a majority of our membership is now finally able to bid for their watch selections.

Furlough selection is governed under Article 23.2. After the annual bid process in November, sergeants will select furloughs by seniority on the watch in their unit of assignment. This applies to all sergeants, regardless of eligibility to bid. Furloughs will be picked within watches, thereby precluding the bouncing of sergeants from watch to watch to cover personnel shortages due to furlough selections. In the Districts, tactical and gang sergeants will choose furloughs as a separate watch, independent of the District Patrol watches. One potential issue sergeants need to be aware of is when a sergeant is a successful bidder to another watch or District after the November selection process. A sergeant who voluntarily leaves a watch may have his furlough changed. If a sergeant already on the watch has the same furlough as a sergeant who has voluntarily moved to another watch, and if granting both furloughs would result in an overage of sergeants on furlough, the new sergeant's furlough may be changed.

Grievances are covered under Article 9 of the contract. Vice-President Jeff Vana, Chair of the Grievance Committee summarizes the procedures elsewhere in this issue of the *Chevrons*. However, the same 60 day clock following contract ratification that applies to bidding also applies to grievances. Under contract, we have the right to grieve any dispute or difference between the parties to the contract concerning interpretation and/or application of the contract and its provisions. Therefore, we now have the right to fully grieve contract issues, including medical grievances.

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First Contract . . . continued from page 8

We negotiated the right to retroactively grieve discipline from 1 May 1998. However, this is a limited right in that it only applies to discipline. If a sergeant is not sure if they have a retroactive grievance or not, contact the Union office for clarification. To ensure protection of your right to retroactively grieve discipline, all grievances must be filed with the Union office by 1 September 1999. The office staff is available for inquiries Monday through Friday, 0900-1700 hours.

Finally, there is an additional unique benefit in the new contract that has not generated a lot of discussion. Article 24A covers educational leaves. Sergeants may be excused without loss

of pay to attend a conference, a seminar, a workshop or other similar program that is intended to improve, maintain or upgrade the individual’s certifications, skill and professional ability AND benefit the Department. If the request is denied, the sergeant will be given the reason in writing. Your Union believes that this is a valuable benefit for our membership and encourage you to use it where appropriate.

The contract is a lengthy document. This article is but a limited summation of the rights and benefits that you are now afforded and focuses on a select few. Should our members have any questions, please contact our office. As contract issues arise or are identified by our membership, we will keep our membership informed. ⚡

Meet the Board . . . continued from page 4

Negotiation Team, is the chair of the Golf Outing Committee and is our “catch-all” board member—he takes care of all the details. Jim has been a member of the CPSA for 22 years and has served the organization in a variety of roles.

Director Area Four Michelle Cibas

Michelle is assigned to the 012th District. Michelle has 13 years with the CPD and was promoted to sergeant in 1996. She has been in the Patrol Division her entire career, including the 009th, 022nd and 012th Districts. Michelle has a Bachelor’s Degree in Finance from the University of Illinois - Chicago Circle and a Master’s Degree in Public Administration from the Illinois Institute of Technology. Aside from her Director’s duties, Michelle is our Membership Chair and is on the Golf and Corned Beef Dinner Committees. As Membership Chair, she performs an essentially full-time job in tracking membership statistics, keeping enrollment updated and coordinating with the City.

Director Area Five George Whiteside

George is assigned to the 25th District. George has 33 years with the CPD and was promoted to sergeant in 1977. He began his career in the 12th District and has worked in the 14th and 16th Districts as a sergeant. George has been a member of the CPSA for 22 years. He is a member of the Corned Beef Dinner and Golf Committees.

Director At Large James Cosgrove

Jim is assigned to the 19th District. He has been with the CPD for over 28 years and was promoted to sergeant in 1990. Jim has also worked in the 18th and 11th Districts. Jim has been a member of the CPSA since he was promoted to sergeant. In addition to his duties as Director At Large, Jim is a member of the Legal Defense and Golf Committees.

Director At Large Nancy Higgins

Nancy, another new board member, is assigned to the Major Accident Investigations Unit. Nancy has 13 years with the CPD and was promoted to Sergeant in 1996. Nancy has worked in the 021st, 005th and 022nd Districts, Gang Crimes West and the Alternate Response Unit. Nancy has been a member of the CPSA for three years. In addition to her duties as Director at Large, Nancy is an active member of both the Promotion and Grievance Committees.

Director At Large Debra Kirby

Working out of the Office of the Superintendent, Debra heads the Domestic Violence Program. She has 13 years with the CPD and was promoted to sergeant in 1996. Debra has worked in the 005th and 008th Districts, Area Two Detective Division, Detective Division Administration and Bureau of Staff Services. She has a law degree from John Marshall Law School and is a licensed attorney. Debra was a member of the Contract Team and is a member of the Political Action Committee.

Director At Large Charles Loftus

Charlie is the Elected Sergeants Pension Trustee. Charlie has 29 years with the Department and was promoted to sergeant in 1977. Charlie has worked in the 002nd, 006th and 022nd Districts, Training Division, Court Section, Detective Division Administration, Auto Theft and Detached Services. Charlie has a Master’s Degree in Public Administration from Illinois Institute of Technology and a Bachelor’s in Psychology. He has been a member of the CPSA for 22 years and has served the CPSA in a variety of roles including Director, Recording Secretary, Vice-President and President. Charlie remains an active Board member and is the chair of the Political Action Committee. ⚡

Membership Report - By the Numbers

by Sgt. Michelle Cibas, Membership Chairman

Total number of Sergeants currently in Active Service	1,186
Total number of Active Sergeants who are paid members (92% of all Active Sergeants)	1,094
Total number of Active Sergeants who are not paid members (8% of all Active Sergeants)	92
Total number of Sergeants currently classified as LOA/DPR/IOD	24
Total number of LOA/DPR/IOD Sergeants who are paid members	0
Total number of paid members who retired or otherwise left the Department	32
Total number of paid members who passed away during 1999	1
Total number of retired members who purchased a Gold Life Membership Plate	4

The totals for each Area are as follows:

- Area 1: **15** unpaid Sergeants or 9% of the 165 assigned to the Area.
- Area 2: **7** unpaid Sergeants or 5% of the 151 assigned to the Area.
- Area 3: **11** unpaid Sergeants or 4% of the 249 assigned to the Area.
- Area 4: **49** unpaid Sergeants or 11% of the 400 assigned to the Area.
- Area 5: **10** unpaid Sergeants or 6% of the 172 assigned to the Area.
- Area 0: **24** unpaid Sergeants or 100% of the 23 who are LOA/DPR/IOD.

NOTE: The above figures do not include the new sergeants. There are 153 new sergeants. 145 of them are members (95%), bringing the total numbers to 1399 Active Sergeants, 1239 members (93%), 100 unpaid (7%).

Have you moved since becoming a sergeant? Do we have your current address?

In this *Chevrons* issue, we address the agencies and forms that you need to know to change your CPD beneficiaries and dependents. However, the CPSA also needs to have your current address (so we can mail you important things - such as your contract ballot). Just fill out the form below and mail to Sgt. Cibas - 012th District. Thanks.

I have moved. My current address information is as follows		Send to: Sgt. Cibas - 012th District
Name _____		
Address(old) _____		Zip Code _____
Address(new) _____		Zip Code _____
Phone (new) _____		

Benefits, Beneficiaries, Dependents

Courtesy of Officer Leslie Harris

When was the last time you checked your beneficiaries? Have you moved, married, divorced or had children since you came on the job? If so, you need to ensure that your current address, dependents and intended beneficiaries are on all of your CPD related documents. Officer Leslie Harris has given the CPSA the following information relative to changing your beneficiaries or adding dependents. Make sure you are up to date, as failure to ensure that you are current could result in unwanted consequences.

1) CPSA - If you wish to change your CPSA death benefit beneficiary please notify Sgt. Michelle Cibas. You can either contact in her in the 012th District on afternoons or through the office at 773-376-7272.

2) MARITAL STATUS - If you have not identified your spouse's name, a Personnel Change Notice Form (CPD 11.611) should be submitted with any change of information.

3) CHANGE OF ADDRESS - Submit one Personnel Change Notice (CPD 11.611) and two Employee Change of Address Forms (PER 72).

4) INSURANCE/HOSPITALIZATION/SAVINGS BONDS - Contact the Insurance Unit at PAX 0328 or 312-747-5562 for changes in Health/Life Insurance or Savings Bonds.

5) NAME CHANGES - Must be submitted on Personnel Action Request Form (CPD 11.612).

6) DUTY DEATH BENEFIT - (State of Illinois) Changes

of Beneficiaries must be completed in person at the Special Activities Section (Headquarters Building) at PAX 0207 or 312-747-5570.

7) PENSION BOARD - (Sworn Personnel) Pension Board Death Directives must be changed in person at the Police Pension Fund, 221 North LaSalle, Room 1626, 312-744-3891.

8) EMERGENCY NOTIFICATION - Complete the Emergency Notification Information Form (CPD 53.240) indicating two persons by name, address, home and work phone, and relationship.

9) DEFERRED COMPENSATION - Deferred Compensation Office is at 205 West Randolph, Suite #1040, 312-443-1975.

10) CREDIT UNION - Contact the Credit Union for Beneficiary changes 312-726-8814.

11) NEWBORN BABY - A Dependent Information Form must be submitted within 30 days of the birth of your baby. A Certified Birth Certificate and Certified Proof of Dependency must be submitted within 180 days of your baby's birthdate.

Proof of dependency is documentation that establishes the relationship of the employee and eligible child or newborn baby. Examples of proof of dependency are: certified marriage license, certified divorce decree, certified court order, etc. For further information on proof of dependency and required documentation, contact Benefit Office, Eligibility Unit, 312-747-8060, press no. 4, Monday through Friday, 8:30 am to 4:30 pm. 🏠

A Big Round of Applause

by Sgt. Jeff Vana, Vice-President

As you know, all activities of the CPSA are staffed on a volunteer basis. For some of the Board members, the CPSA is almost a second job. When we need additional help, we reach out to our membership. Our requests vary—ushers for a fallen officer's funeral, assistance with the golf outing, membership on election committees—and continue to build. And, each time we ask, our membership continues to meet our requests for assistance. However, we seem to have developed a "golden cadre" that always comes to our assistance. We would like to give our deep felt thanks and provide recognition for the following

individuals who have consistently come to our aid and have provided their organization with tremendous support.

A BIG THANK YOU to: Kevin Barry; Bob Bozinovich; Donna Dowd; Terry Harte; Ken Janeczko; John Mahon; John Mosquera; Don Ostrowski; Jim O'Brien; Tom O'Donnell; Philip Paluch; Al Schuch; Mike Stather and the many, many others who have volunteered their time and efforts to assist the CPSA. 🏠

Sergeants Say They Should Be Equipped With Heavy Weapons

In our last issue of the *Chevrons*, we asked for your input as to whether or not the Department should provide field sergeants with a heavy weapon such as a shotgun or rifle. You answered yes by an overwhelming majority. Many of you obviously have given some thought to this issue, as a variety of articles on this topic were also forwarded to the editorial staff. Many of you favored the issuance of heavy weapons but felt that training was mandatory. A few believed that while heavy weapons were needed, it should be the individual sergeants decision as to whether or not to carry a heavy weapon. Others wrote that it should be mandatory for all sergeants to carry heavy weapons, as the immediate availability of the weapons was key. One sergeant felt that we have enough to do and advocated arming the field lieutenants with heavy weapons! Some selected comments are as follows:

“...every sergeant who wants to should carry a heavy weapon...”

“...good idea but adequate training and security of weapons must be provided.”

“...should be at least two shotguns on the street at any given time.”

“Every field supervisor should be trained with heavy weapons and there should be no exception...”

While many of you favored training with heavy weapons, there was some dissension about whether they should be mandatory for all sergeants or a personal choice. Your responses will be evaluated and form the basis for an approach to the City on this issue through our Safety Committee. We thank you for your participation. ⚡

Retirees' Corner

by Sgt.(ret.) Mike Stather - North Side Retiree Liaison
and Sgt. (ret.) Jerry Saternus - South Side Retiree Liaison

CPSA Star Offer

by Sgt. Jeff Vana, Vice-President

We regretfully accepted the resignation of Sgt. (Ret.) O'Brien as the South Side Liaison and welcomed Sgt. (Ret.) Jerry Saternus as his replacement. We wish Jim well. However, we look forward to Jerry's input.

Hello to all 870+ retired members! We hope you're all doing fine and enjoying your well deserved retirement. Please drop us a line at the office for any information or ideas for this column. As a result of the contract settlement, the office is now staffed during regular business hours Monday through Friday. (You're right, 2nd watch with weekends off!)

Recently heard from . . . and doing well

Art Paholke (retired 10 years) Hot Springs, AK

Walter Righton (retired 12 years) Plainfield, IL

Richard Mannes (retired 12 years) Scottsdale, AZ

Rich asks you to call or stop by if you are in the area. There is also a monthly get-together for retirees in his neck of the woods (cacti?!). (As this newsletter is published over the Internet, we ask that you contact the office for his home number if you are interested. Please call the CPSA Office at 312-376-7272). ⚡

The CPSA tie tack/lapel pin is being offered for sale to our current and retired members. These pins are perfect for trading with officers from other law enforcement agencies or during the CPSA European Tour. The pin, as depicted in the accompanying picture, is a miniature replica of the CPD Sergeant's star and is gold in color with black printing. The pin costs only \$2.00 or 3 pins for \$5.00. CPSA members who want to purchase a pin (or pins) should send a written request with a check or money order payable to the CPSA. Include your name, address, phone and number of pins wanted in your written request and send it to:



Chicago Police Sergeants Association

3637 S. Halsted

Chicago, IL 60609

ATTN: Sgt. Jeff Vana

Those who wish to have the pins mailed to their home, please add 50¢ for postage for orders of six pins or less and \$1.00 for orders of more than six pins. ⚡

European Tour Report


by Sgt. Jeff Vana, Chairman, Tour Committee

What can I say about our European excursion? Europe: where a 5-star hotel is really a 3-star by American standards; where the currency changes across country borders, sometimes no larger than a U.S. state, and pocket calculators attempt to help us understand what we are spending; where graffiti is NOT a sign of gang activity; where we all were millionaires—if only while in Italy (lira!); where you can sit on the top deck of a cruise ship, drinking champagne in your Jacuzzi as you watch the sunset; and, where you can dine on exquisite cuisine, view breathtaking sites, experience multiple cultures and fall in love all over again.

By all accounts, it was a fantastic trip. Over 100 people traveled with the Sergeant's Association to Europe, with members of our group coming from as far south as Florida and as far west as California. We went to Spain, the French Riviera and Italy. Between France and Italy, we sailed the excellent Marco Polo cruise line. And 22 tour members extended their trip with a tour through Italy. The trip was perfect, as was our timing. We visited Cannes the day before the film festival and Monaco days before the Grand Prix. We promised everyone perfect weather and delivered. During sixteen days of vacation,

we only had two and one-half hours of light rain! Talk about service. In fact, the only complaint received was that the cruise was too short. This from a tour full of Chicago Police Sergeants!

And, who would have thought that the CPSA Sergeant's star pins would prove to be so valuable? You could always tell a favorite restaurant, wait staff or even flight attendant because of their proud display of a gold CPSA star. On one night in particular, all of the wait staff at a restaurant was "sworn in" and given their "badges." Who would have guessed that they would then start buying us drinks? (If we had only realized this advantage sooner, we would have brought more pins!)

Next year's trip is already in the planning stages. Because the trip this year was so much fun, over 40% of our attendees were already asking about next year's trip BEFORE we even finished this year's trip. Our Millennium Trip will be as great as this year's trip - if not more so! Our annual kick-off meeting for the Millennium Trip will be advertised in the *Chevrons*. So, look out for the announcement. All are welcome, and given the positive response from this year's trip, we expect next year's trip to sell out early! So, look for the upcoming announcement! 

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This offer positively ends at 2359 hrs on 31 August 1999.

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The Official Publication of the Chicago
Police Sergeants' Association
3637 South Halsted, Chicago, IL 60609
Phone 773.376.7272 Fax 773.376.7344

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