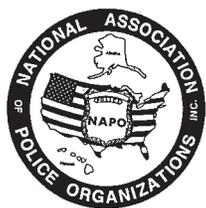




PBPA
Policemen's
Benevolent &
Protective
Association
Unit 156



Despite the Superintendent's commitment to officer safety, his concern has not been translated into action by his command staff.

October 1999
Volume 40
Number 3

Chevrons

news from the
CHICAGO POLICE SERGEANTS' ASSOCIATION

Officer Safety Must Be Priority #1

Is the Department doing all it can to protect those who "serve and protect?" Three sergeants have been shot in the line of duty in the last six months. Your Union thinks the Department could be doing more. We are calling on the Superintendent to order a "top to bottom" review of the measures being taken to protect those of us who risk our lives on a daily basis serving the residents of this City.

The Superintendent, himself having been shot in the line of duty, clearly understands the need to make safety the number one priority. However, despite his commitment to the issue, his concern has not been translated into action by his command staff. Despite the availability of numerous protective measures for law enforcement officers, very little has been done within the Chicago Police Department to increase officer safety. Your Union wants to know why?

On July 19, Sergeant Michael Ytsen was shot in the line of duty. He was doing what is routinely expected of a sector sergeant. He was responding to a dispatch to observe and assist the patrol officers that he supervises.

Sergeant Ytsen never arrived at the scene. Instead, as he approached the scene, a rooftop sniper lay in wait. According to the Chicago Tribune, the alleged suspect fired a round into his marked squad car with a large caliber, Model 98 bolt action assault rifle. The high-powered ammunition pierced the squad car door, shattering Sergeant Ytsen's left forearm and lodging in his right thigh. Severely wounded, he was rushed to Cook County Hospital for emergency surgery. Since that time, Sergeant Ytsen has endured much

pain and four surgeries. At least one more surgery is planned and he still faces six to twelve months of physical therapy. It is unlikely that Sergeant Ytsen will ever fully recover and return to duty. However, it is clear that Sergeant Ytsen is fortunate to be alive.

Could the Department have done anything to prevent or minimize Sergeant Ytsen's disabling injury? Your Union believes that the answer to that question is an unequivocal yes!

Ballistic Door Panels

Officers coming under fire while in their marked cars is not a new or unique problem. Had Sergeant Ytsen's squad car been equipped with ballistic door panels, he probably would not have endured the pain and potentially career-ending injury that he now faces.

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President's Message

Dear Fellow Sergeants:

I hope you all had a great summer. The CPSA has been hard at work this summer

as we formalize the procedures to guarantee the contractual rights that you now have. In this issue of the *Chevrons*, we talk about the upcoming bid process and update you on our grievance process. This summer has also been a growing period, as your Union examines what role it should take within the Department and how to best advocate for our membership. One thing is clear. We need your input to help meet the needs of our membership and to ensure that we are advocating for what sergeants want. To better communicate with our membership, we have obtained an e-mail address at cpsasgts@ameritech.net — drop us a line.

Notification for Seriously Injured or Shot Members

Unfortunately, we have had two sergeants shot in the line of duty since our last issue of the *Chevrons*. Thankfully, both sergeants survived their injuries and are doing well. However, the CPSA was not notified, by the Department or a sergeant on the scene, in either incident. With each shooting, one of our Board members called the CPSA office upon hearing the information. **Operations Command, the Department's official repository of information when an officer is involved in a shooting, does not feel that it is their responsibility to notify us when a sergeant is shot or seriously injured. I find this to be extremely callous and feel that it shows a disregard for officers who have sacrificed their health, and in some cases, their lives.** I have written a letter to the Superintendent asking if he was aware of this policy and if so, what is the reason for it? All the CPSA wants to do is ensure that the sergeant's needs are being met.

The CPSA institutes a Response Plan anytime a Chicago Police Sergeant is seriously injured in the line of duty. Our purpose is benevolent. In general, two CPSA Representatives will respond to either the scene or the hospital, anytime a sergeant is shot or seriously injured in the line of duty. We will be there to ensure that the sergeant is assisted with anything that he or she needs. For example, we provided food for Sergeant Ytsen's family and offered to arrange transport for any relatives to and from the hospital. The CPSA will be there for any sergeant shot or seriously injured in the line of duty to help meet the immediate needs of the sergeant and his family.

For us to be able to serve our membership in this role, we

need to be notified. For unknown reasons, the Department has chosen not to notify us. Therefore, until we can formalize a notification method, we must rely upon you, the membership, to notify the CPSA Office any time a sergeant is seriously injured in the line of duty. The 24-hour answering service is the same as the CPSA office line (773) 376-PBPA.

Three sergeants shot in less than a year. A sobering statistic no matter how you look at it. Fortunately, all three sergeants survived their injuries. The latest, Sergeant Jim O'Grady of the Narcotics Unit, was shot as this issue was going to press. From the initial reports, he is doing well and will not suffer any permanent damage. Please, be careful out there. We are not immune from bullets because we wear a white shirt!

Call-outs for Sergeant Involved Shootings

The only way that our Shooting Team can be called out to assist a sergeant who has been involved in a shooting is if the CPSA is notified. Again, Operations Command has maintained that they are not obligated to inform the CPSA when such an event occurs. I feel that this, too, is an incredibly short-sighted position. However, until a more suitable outcome can be negotiated, we have to rely upon our members to ensure that the rights of sergeants involved in a shooting are protected. As any good supervisor would do for a member of F.O.P., we ask sergeants to notify the CPSA anytime a sergeant is involved in a shooting. Your dues pay for this program and the sergeant involved may be too overwhelmed to call at the time. Let's take care of one another out there!

NAPO's TOP COP Award®

Sergeant Jim "Moon" McMullin, our Chairman of the Board and Area Three Representative, has received national recognition for his heroism through our national affiliate, NAPO. **Sergeant McMullin is one of only ten police officers nationally to receive the esteemed honor of being named TOP COP® for 1999.** Sergeant McMullin will travel to Washington, D.C. to be honored on October 22, 1999. We detail his heroism elsewhere in this issue. However, I want to say that, personally, I am proud to work with Moon and to be able to call him one of our own.

Elections

Your Board has endorsed the current elected sergeants pension representative, Sergeant Charles Loftus for Pension Trustee. Charlie has served the needs of sergeants during his tenure, and he has always been an active member within the CPSA. Please support him during this election. Pension Board

. . . continues on page 4

NAPO News

By Sergeant Jack Ridges, NAPO Chair

NAPO Argues that Common Sense Must Apply in Chicago Case to be Heard by the United States Supreme Court

In the last issue of the *Chevrons*, we told you that a case coming out of Chicago will be heard before the United States Supreme Court. Since that time, our national affiliate, the National Association of Police Organizations (NAPO) has partnered with our state affiliate, the Policemen's Benevolent and Protective Association of Illinois (PB&PA) and the Illinois Police Association in filing an *amici curiae* brief with the U.S. Supreme Court in the case of Illinois v. Wardlow.

The facts of the case are relatively straightforward. In September of 1995, Officer Timothy Nolan of the CPD was in full uniform and assigned as part of a team to investigate narcotics activity in the 011th District. As the officers were driving, they saw the Respondent, Sam Wardlow. Upon seeing the officers, Wardlow, who was carrying a bag under his arm, took off running. The officers gave chase. Officer Nolan and his partner were able to catch up with Wardlow. The officers stopped Wardlow for the purpose of conducting a field

interview. Prior to doing so, the officers conducted a "pat-down" protective search for their own safety. The officers squeezed the bag held by Wardlow, and felt a hard, heavy object similar in shape to a revolver. The officers retrieved a .38 caliber Colt handgun from the bag. Wardlow was placed under arrest and charged with unlawful use of a weapon by a felon. He was convicted. He contested his conviction, arguing that it was an illegal search and seizure. The Illinois Appellate Court found that there was not sufficient reasonable, articulable suspicion that Wardlow had been or was engaged in criminal activity. The Illinois Supreme Court upheld this finding.

The *amici curiae* seek to reverse the judgement of the Illinois Supreme Court which granted judgement in favor of Respondent Sam Wardlow's motion to suppress evidence seized from him (the loaded handgun). The Illinois Supreme Court ruled that an individual's flight from uniformed police officers, whether in or outside a high crime area, does not constitute a reasonable suspicion of criminal behavior, thus a police officer may not stop and question a fleeing individual. According to Thomas Scully, NAPO's Executive Director, "Officers must be able to apply their common sense, rely on their experience in deciding what is suspicious behavior, and stop individuals for questioning whenever they have reasonable suspicions of criminal behavior by such individuals, including suspicious flight. Fleeing at the sight of a police officer, an obvious and extreme means of avoiding the police, is a strong common-sense indicator of a guilty conscience in the minds of both a police officer and an ordinary citizen, as a number of courts have found," said Scully. ". . . To ignore the inference that criminal activity may be afoot . . . would be a dereliction of duty with serious consequences to public order. Police cannot be expected to shrug their shoulders and look the other way at obvious and highly suspicious behavior," finished Scully.

It is the position of NAPO that the totality of the circumstances demonstrates a reasonable suspicion that Wardlow was engaged in criminal behavior and justifies his investigative detention. According to NAPO, arguments that such searches would unfairly target minorities are erroneous. High crime areas are not necessarily populated by racial or ethnic minorities. Crime prevention efforts aimed at specific neighborhoods have served as an invaluable tool in providing the residents of these communities with the protection they both desire and deserve. Therefore, NAPO argues that any subsequent search and arrest of Wardlow were valid under the Fourth Amendment.

A decision in this case will not be rendered until next year. 

Save these Dates!

Upcoming Events:

General Meeting — 18 Nov 99
Quality Inn Hotel
Halsted and Madison
2000 hrs.

Pension Board Elections — 16 Dec. 99
Quality Inn Hotel
Halsted and Madison
2000 hrs.

Retirement Party honoring Lt. Timothy Nolan
23rd District/Past President Lt.'s Association
Friday, 05 November 1999
Pitzaferro's — 6755 W. Diversey
Social Hour 6:30, Dinner 7:30
For ticket information, contact:
Sergeant Deb DeYoung, Bell 746-6765, Pax 0793

The Retirees' Viewpoint

By Retired Sergeant Mike Stather (Northside Rep.) and Retired Sergeant Gerald Saternus (Southside Rep.)

It was great seeing a good turnout of our retirees at the golf outing. A big THANKS (as always) goes to our regular crew—Rick O'Connell, George Coughlin, Ed McGuire and Don Fournier—who did the lunch cooking for all of our golfers and manned the contest holes. (How many of you were the “students” of Don at the O'Brien Street Academy)? Again, thanks guys!

More Retiree Contacts

Please write Gerry or me to let us know how you're doing or if you have any news that may be of interest to other retirees. Your contributions are welcome. Besides, it's great to hear from you and to see so many of you (over 860 strong!) enjoying retirement.

Walter Richton (retired 25 years, not 12 as reported previously)
Russell LaBarbera
Julius Ulaneck (retired 28 years)
Francis Coughlin (retired 22 years)
John Cummings (retired 19 years)

And for you retirees who are surfing the “net,” our office now has an e-mail address. You can contact the CPSA Office at cpsasgts@ameritech.net.

Insurance Benefit

Since the CPSA has aligned with the P.B. & P.A. of Illinois, retirees now have the option of applying for the same death benefits offered to full dues paying members through the P.B. & P.A. of Illinois. If you elect to pay the \$30.00 in annual dues to the state affiliate, you are eligible for the \$1000.00 death benefit. This benefit reduces to \$500.00 at age 75. Details of this benefit will be forthcoming soon.

Address Updates

It's hard to keep up contacts if we don't know where you are. If your address has changed, please notify Sergeant Michelle Cibas, our Membership Chair, by mail at the CPSA Office 3636 S. Halsted Chicago, IL 60609. 🏠

President's Message... cont'd from page 2

Elections will be held October 28, 1999.

By now, you may have heard that I am not running for reelection. The decision not to run was an easy one. This is because the Board of Directors and the candidate that I am supporting in his campaign to become your new president are dedicated to you, the membership. I am endorsing James Cosgrove for President. I have the greatest respect for Jim and know that he will lead you in the right direction. Jim is a tenacious fighter when it comes to the rights of sergeants. Jim has my full support, as does the rest of the Board. The CPSA Board members are all committed sergeants who continue to place the rights and the needs of our membership above all else.

Above, I said that this was an easy decision for me to make. I was being a little dishonest. I have been involved in the CPSA since I was promoted to the rank of sergeant in 1984. I have seen many changes during my time with the organization. I can honestly say that I am proud to have played a small part in the

grand scheme of things. I have enjoyed my tenure and really wish that I could be around for many more years. But, the fact of the matter is that I have always felt that change is of paramount importance to the viability of any organization. New ideas and concepts, such as those that Jim Cosgrove will bring with him, will keep the CPSA on top in the new millennium. I wish all of you well in your future endeavors. And, I thank you for allowing me to serve you for all the years that I have been President.

Hope to see you at the next general membership meeting. 🏠

Bruce E. Engstrom

Grievance Corner

by Sergeant Jeff Vana, Grievance Committee Chairman

The ability to grieve disputes with management is a new right for our sergeants. Therefore, the CPSA Board has decided that the “Grievance Corner” will be a regular feature of the *Chevrons*. It is not intended to single out sergeants, but rather to inform our membership of the types of issues that are being grieved and to inform them of management “trends” in the area of discipline. We hope that this column will inform and assist our membership as they perform their daily duties as sergeants. (The finest sergeants in the country, I may add).

Neutral Arbitrator or Police Board: Who do you want to review your file?

When notified of a pending suspension of six (6) days or more and thirty (30) days or less, current Management practice requires a Sergeant to elect or waive a Police Board Review. If a Sergeant elects the Police Board Review, the Sergeant will not have the right to grieve the suspension. Management has interpreted Article 9 of our contract as giving a Sergeant the right to EITHER a Police Board Review of the suspension OR a grievance. The Sergeant does not have the right to both proceedings.

As delineated in COS Message 992105, when a Sergeant is notified of a suspension of six (6) days or more and thirty (30) days or less, the Sergeant is presented with a Request for/Waiver of Police Board Review of Suspension from his or her Unit Commanding Officer. The Sergeant will have three (3) business days after receiving the form to exercise or waive his or her rights to the Police Board Review. If the Sergeant elects the paper Police Board Review, the decision of the Police Board is FINAL—the Sergeant has no right to file a grievance later.

The Union does not feel that this is a fair application of the contract because at the time the Sergeant is presented with the Request for/Waiver of Police Board Review of Suspension, the Sergeant cannot immediately grieve the suspension. The grievance must be predicated upon harm, so the Sergeant must

serve the suspension before a grievance can be filed. However, the Sergeant’s decision to elect or waive the Police Board Review affects his subsequent right to file a grievance. The CPSA disagrees with Management’s interpretation of this issue and has given the matter to our labor attorney to pursue.

While Management maintains that the choice is yours, the CPSA Board believes that your rights are better served by waiving the Police Board Review and electing the grievance process.

Options to Suspension

Members of the CPSA, unlike the FOP, can elect options to suspensions resulting from summary punishment. Two instances have occurred in which sergeants were served with a suspension for summary punishment but were not notified by management of their contractual right under Article 7 Section 2A. This section grants sergeants the right to use accumulated elective time to satisfy summary punishment suspension in lieu of a suspension of day off without pay. The CPSA was able to intervene on behalf of these sergeants and prevent them from being deprived of their rights under contract.

Grievances Filed

In other news, on August 16 1999, the CPSA Grievance Committee met for the first time with MLAS Commander Rosebrock to discuss Step II grievances. Three grievances based on contract violations went to Step II negotiations. Unfortunately, we were unable to resolve the grievances at this meeting. Therefore, we have submitted these three grievances for a non-binding summary opinion from the arbitrator. Once the arbitrator releases his opinion, we and our attorney will again meet with MLAS to resolve the issues presented at a Step III hearing. ⚡

EMPLOYMENT OPPORTUNITY . . .

Communications Administration is seeking sergeants interested in assignment to the Alternate Response Unit. The section is located at 2111 West Lexington and functions as part of the City’s 3-1-1 non-emergency phone network. The facility utilizes the same technology as the 9-1-1 Center and can function as the primary backup for emergency communications. Applicants should submit a To-From report, containing assignment history, to:

Commander
Unit 175
9-1-1 Center

Pension Report

By Sergeant Charles Loftus, Sergeant's Pension Board Representative

Sergeants Must Sound Out Now to Protect the Pension COLA for All Retired Officers

The CPSA has made changing the eligibility date for "Cost of Living Adjustment," (COLA), a priority for the Fall Veto Session. At the present time, to be eligible for the 3% COLA, an officer must:

- 1) be eligible for the minimum pension (that is, have 20 years of service and have attained the age of 50 years);
- 2) be retired for one year; and,
- 3) have been born prior to 1 January 1945 and have attained the age of 55 years.

If these eligibility requirements are met, an officer will receive the 3% COLA, as calculated on the officer's base pension when he or she retires.

It is important to ensure that we change the date for the COLA to include those police officers who are born prior to 1 January 1950 during this session. These officers will be turning 55 years of age starting on 1 January 2000, and unless a change is made, they will not qualify for the COLA. For retirees born prior to 1 January 1950 to receive the 3% COLA, the change must be passed into law and become part of the pension statute prior to 1 January 2000. Otherwise, only those retirees born prior to 1 January 1945 will receive the 3% COLA. Therefore, it is important to change the eligibility date in the pension statute during this Fall's Veto Session for the benefit of all police officers of all ranks, active and retired.

The City Administration endorses this change. The problem is getting the Bill passed in the State Legislature. To enhance the Bill's chances for passing, we must lobby our State Representatives. **The CPSA is asking that you call your State Representative and State Senator and ask for their support on this important issue. The Fall Veto Session of the Illinois State Legislature meets in mid-November and early December of this year. Please contact your State Representatives prior and ask them to vote to change the COLA eligibility date for Chicago police officer retirees to include those officers born prior to 1 January 1950.**

We also strongly suggest that you call and/or write the Chicago office of House Speaker Michael J. Madigan, 6500 S.

Pulaski Road, Chicago, IL 60629; TX (773)581-8000, asking him to include the COLA eligibility date change for vote and passage in the Fall Veto Session. This is an issue that affects all Chicago Police Officers. We ask that you take the time to ensure that your representatives hear your voice. It affects your future as well.

Pension Fund Trustee Elections

I am a candidate for the Elected Sergeant's Pension Fund Trustee. At the September 16, 1999 Board Meeting, the CPSA Board endorsed my candidacy. Elections for the Pension Fund Trustee will be held on October 28, 1999. The term of office is three years, to expire on December 1, 2002. I have worked hard to ensure that the needs of sergeants are met while in this position and look forward to continuing to serve all sergeants. ⚡

CPSA Star Offer

by Sergeant Jeff Vana, Vice-President

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. ⚡

Legal Defense Committee Report

By Sergeant Paul Bauer, Chair

CPSA Legal Defense Benefits

The CPSA offers a comprehensive legal defense benefit. Your Board has worked hard to establish a legal defense plan that guarantees that the rights of CPSA members will be protected. This article will explain the depth of the services offered. But, these services are helpful only if you use them. If you are faced with any disciplinary action or have any questions, do not hesitate to call the CPSA Office for assistance.

Mr. Rick Reimer is the legal defense attorney for the CPSA. Mr. Reimer is a partner in the law offices of Sklodowski, Puchalski and Reimer and has extensive experience in representing law enforcement officers. Pursuant to our contract with Mr. Reimer, he is responsible for representing CPSA members in the following circumstances:

- at critical incidents, such as sergeant involved shootings, including round table proceedings—in an on-call 24-hour emergency basis;
- at OPS or IAD statements where a sergeant is either a witness or an accused, regardless if on-duty or off-duty conduct is alleged;
- before the Police Board for all purposes;
- in arbitration proceedings, including medical and other contractual grievances;
- before the Retirement Board, for those sergeants seeking disability benefits;
- in the Cook County Circuit Court of Appeals when challenging an adverse decision from a Police Board administrative review proceeding;
- before the Illinois Appellate Court and the State Supreme Court from an adverse decision of the Circuit Court (e.g., should the Police Board terminate a CPSA member and the Circuit Court affirms) subject to the PB&PA Labor Committee approval;
- before the Labor Relations Board in any unfair labor practice proceedings;
- during any criminal proceedings and investigations where the criminal offense is alleged to have occurred within the scope and in the performance of the CPSA member's official police duties;
- initial consultation and advice to CPSA members sued civilly for alleged civil rights violations; and,
- initial consultations and advice for CPSA members on other non-employment related or bargaining unit matters - e.g., divorce, real estate transactions, estate planning, personal injury, etc. ⚡

CPSA Elections

Petitions due:

October 21, 1999 (can be picked up at the CPSA Office)

Elections:

November 18, 1999

The rules of elections for the CPSA officers are governed by Article VIII of the CPSA Bylaws. Terms of office are for three years. Pursuant to section 8 of Article VIII, petitions must contain the signatures of 10% of the total paid-up membership as of

the September Board Meeting. This total was 1260. Therefore, to be valid, a candidate's petition must contain 126 signatures of CPSA members. Fair share members cannot sign petitions or vote in the CPSA election of officers. For further information call the CPSA Office. ⚡

Priority #1... continued from page 1

The Los Angeles Police Department has demonstrated, in dollars, that officer safety is their top priority and has moved to protect their officers from the very type of threat that Sergeant Ytsen faced. Unlike the Chicago Police Department, the Los Angeles Police Department has addressed the fact that police officers in marked squad cars are targets for criminals. At the direction of their Chief, their Department has invested in ballistic door panels for their squad cars to protect their officers from the recurring threat of squad cars as targets.

The Los Angeles Police Department has purchased ballistic door panels for installation in its 1999 fleet. This decision was made after years of study and analysis. Since the early 1990's, thirty of Los Angeles Police Department squad cars have been equipped with ballistic door panels as part of an ongoing analysis of their effectiveness and practicality. They have contracted with Protech Armored Protection Services, a Massachusetts-based corporation, for these panels. The ballistic panels are relatively easy to install and offer protection against most high-caliber rounds including the SS109/M855 and the AK-47 (Chinese). As you can see from the photo accompanying this article, the 4 square feet of coverage these ballistic panels provide would probably have prevented the penetration

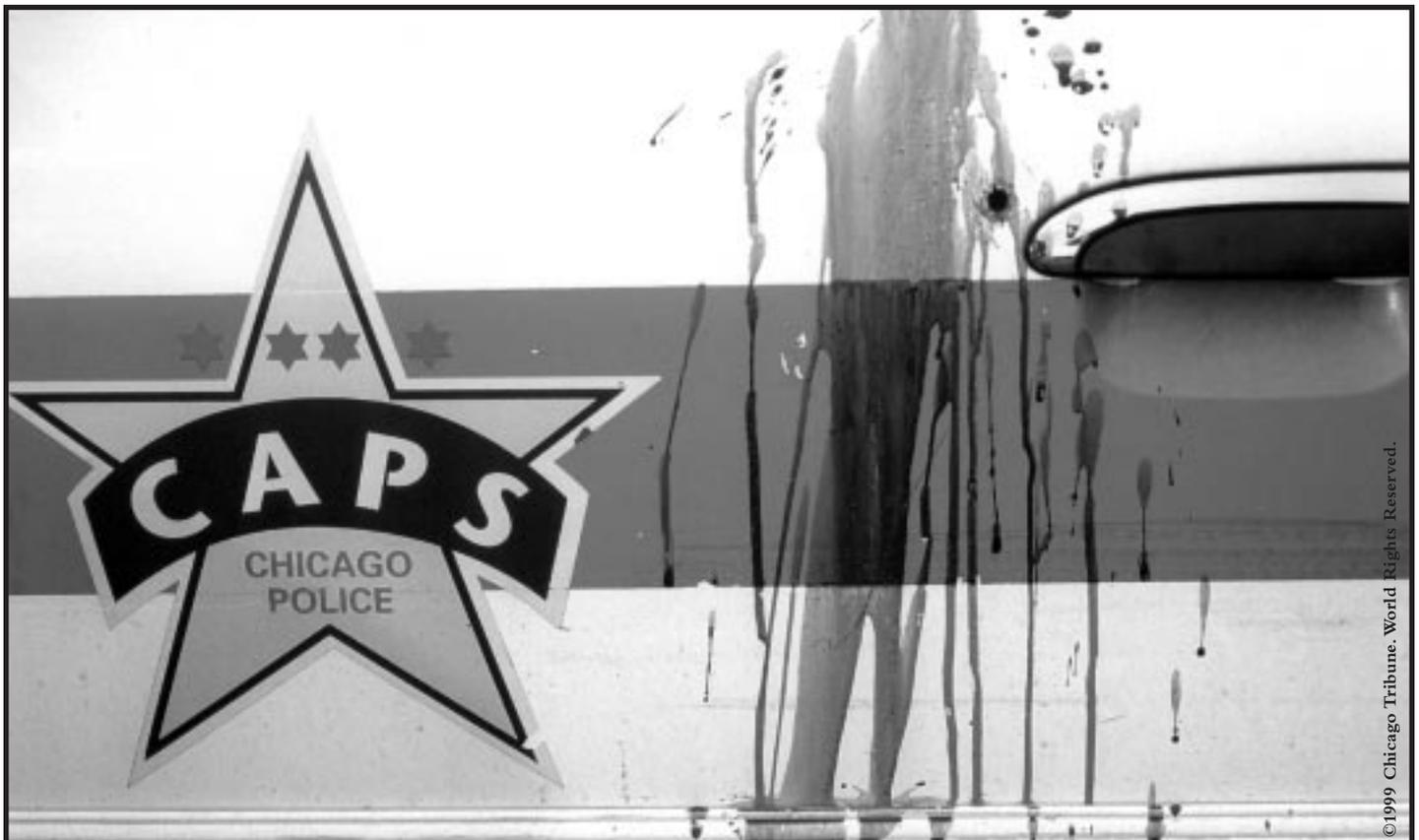
of Sergeant Ytsen's squad car.

Why hasn't our Department demonstrated the same commitment to officer safety that the Los Angeles Police Department has? The Los Angeles Police Department has similar size and financial constraints as those in the Chicago Police Department. Is Sergeant Ytsen's life any less valuable than that of a Los Angeles Police Officer? It is time for the Department to institute planning and development strategies, akin to those of the Los Angeles Police Department, to increase officer safety. The safety of Chicago Police Officers needs to become a constant, focused priority for this Department.

Heavy Weapons

Fortunately, the sniper that shot Sergeant Ytsen attempted to flee rather than engage the officers rushing to Sergeant Ytsen's aid in a gun battle. The Department-authorized handguns possessed by the responding officers would have been no match against the offender's high-powered assault rifle. Our command staff is either oblivious or indifferent to the real and constant threat facing our street officers. The Department is ignoring critical safety issues by allowing officers to be outgunned by criminals. Countless other law enforcement agencies have recognized the danger that assault weapons in the hands of criminals present to the safety of officers and the residents in

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Had Sergeant Ytsen's squad car been equipped with ballistic door panels, he probably would not have endured the pain and potentially career-ending injury that he now faces.

their jurisdictions. As a result, these enlightened law enforcement agencies have equipped their front line patrol units with a heavy weapon. The Department's failure to fully examine this issue is just another example of the Department's refusal to make officer safety its number one priority.

Bulletproof Vests

Eight years ago, the Department issued new vests to every sworn officer. Over time, vests crease, abrade and lose their effectiveness at the very thing they are designed to do—stop a bullet. Many of the original issue vests have expired. Federal grant money exists to cover half of the cost of new vests. However, the Department has not chosen to avail itself of this federal grant money to purchase this vital piece of lifesaving equipment for officers. Your Union wants to know why not?

Sergeant Richard Schak's life was saved through the use of his bulletproof vest. On March 25, Sergeant Schak was making his presence felt near a local school in the 15th District. It was a problem spot in his sector, with ongoing complaints of local drug dealing and general harassment of teachers as they were leaving school.

The offender approached Sergeant Schak's squad car on foot. As the offender neared the squad car, he turned his head, thus hiding his face. Finding this odd, and given the on-going narcotics activity in the area, Sergeant Schak exited his squad to speak with the offender. He called out to the offender, now 15 to 20 yards from his vehicle, to stop and turn around. Sergeant Schak began to transmit his location, via his personal radio, but all he was able to say was his radio call sign, "1510." The 17-year-old offender was armed with a .32 caliber semiautomatic handgun. Without provocation, as the offender turned around, he fired his weapon and hit Sergeant Schak in his vest—dead center. Because Sergeant Schak's radio key was still open, the shots were broadcast and heard by all officers on the zone.

Sergeant Schak was able to return fire, but was unable to give his location for assistance as he could not speak. According to Sergeant Schak, the bullet that hit him felt like "being hit by a sledgehammer" and the impact of the round shocked his system. Sergeant Schak knew he was hit, but could not determine where or how badly. Fortunately, his vest worked and he was not seriously injured. The vest absorbed the impact of the offender's round. As a direct result of his vest, Sergeant Schak is alive today.

Bulletproof vests save lives. NAPO, our national affiliate, led the charge to obtain federal assistance to buy bulletproof vests. According to NAPO's executive director, Robert Scully, "There is no reason why every single law enforcement officer in the U.S. should not be provided with this lifesaving measure." On June 16, 1998, the Bulletproof Vest Partnership Act was signed

into law. More than \$25 million in federal dollars were made available during 1999 to purchase bulletproof vests for police officers. The grant provided for a 50/50 split between federal and local match funds to pay for the vests. Individual officers are not eligible to apply for the grant. Under the grant's guidelines, the local government unit has to pay half and the federal government pays the other half of the costs.

The federal government has acknowledged and seeks to address what the Department ignores. To be effective, bulletproof vests need to be replaced periodically. Therefore, the grant was made renewable. Sergeant Schak's vest was the original one issued to him by the Department. At seven years old, it was well past the manufacturer's recommended average life span of five years. In a City that spends as much on beautification efforts as Chicago does, the safety of its police officers should be at least as high a priority. The Department chose not to apply for this grant to save police officer's lives, despite the fact that half of the cost was covered by the federal grant. Again, further evidence that officer safety is not a priority with our Department.

In-Service Training

Finally, the Department needs to commit the time and resources to offer quality in-service training on officer safety and survival. The Superintendent deserves recognition for purchasing a cutting-edge shooting simulator. It's a step in the right direction. However, the equipment needs to be available to all officers on an in-service basis, not just recruits and the media.

Additionally, the Superintendent's decision to institute changes in the Education and Training Academy training is welcome. But, it falls short of the comprehensive training that is needed to better protect officers. Academy training is but a distant memory for most sergeants. The Union wants annual, high-quality safety and street survival training. One time Academy-based training cannot keep officers safe. In-service training incorporating high-risk patrol tactics (e.g., responding to in-progress felonies and conducting street/vehicle stops), search warrant execution and self-defense techniques need to be available to all officers. Ongoing roll-call training, using adult-learning techniques, not just recitation of general orders, should be developed and presented on a regular basis. The Department's commitment to training needs to expand beyond media sound-bites and truly address the issues facing street officers.

In the last decade there has been absolutely no effort by the Department to invest in in-service safety and survival training. Yet, during this same time period, the Department has elected to invest heavily in CAPS training. Has CAPS training been prioritized at the expense of officer safety and survival training? Again, more evidence that officer safety is not a priority for this Department.

Ballistic door panels, heavy weapons, new bulletproof vests

Membership Report

By Sergeant Michelle Cibas, Membership Chair

Total number of Sergeants currently in Active Service	1,327
Total number of Sergeants currently classified as LOA/DPR/IOD	23
Total number of paid members who retired or otherwise left the Department	42
Total number of paid members who passed away during 1999	2
Total number of retired members who purchased a Gold Life Membership Plate	7

In Memoriam

The following sergeants have passed away and will be missed. We extend our condolences to their families.

Sgt. Frank Bialek	Active
Sgt. Eugene Johnson, Jr.	Active
Sgt. Ronald L. Johnson	Retired
Sgt. Patrick Mulligan	Active
Sgt. Raymond Wagner	Retired

Please Note

There seems to be some confusion as to the notifications procedures that were posted in the last issue of the *Chevrons*. The CPSA should be notified only for CPSA address change notification and CPSA death benefits. All other beneficiary and address change information must be directed to the appropriate Departmental unit or City agency.



Has your star number changed?

If your star number has changed for any reason (lost, stolen, or recalled) please fill out the form below and send it to: Sergeant Michelle 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) _____	

Retiree Roll: February-July 1999

Congratulations to our “new” retirees. These sergeants have provided the residents of the City of Chicago with 1,257 years of service. Enjoy your “golden years!”

Name	Unit	Years of Service	Age
Marshall Andrews	610	33	53
Lawrence Ashe	701	26	53
Raul Banos	001	24	52
Patrick Brogan	017	28	50
Andrew Brooks	024	33	63
John Brown Jr.	189	28	51
Ernest Burgin	543	38	64
Joseph Eppolito	142	29	55
Daniel Fontanetta	189	32	53
Joseph Gorz	009	32	59
Charles Green	142	42	63
Christian Grogman	025	29	51
Johanna Hamel	004	23	50
James Hanson	765	26	52
Mel Harte	014	33	60
Robert Hogan Jr.	610	30	53
Charles Honkisz	715	32	52
Zbigniew Jackowski	189	26	51
Robert Jackson	006	37	60
Eugene Johnson	010	31	56
Donald Korte	014	33	55
Louis Lara	132	31	55
Craig Liebentritt	610	30	50
Joseph Manno	640	32	53
Ka Nam Kuan	142	23	56
Donald Nauer	129	29	55
Mary O'Connor	020	25	51
Charles Padgurskis	601	29	52
James Peterson	016	29	53
John Putney	121	31	53
Robert Sarnowski	023	28	50
Gerald Satala	008	30	55
Gerald Saturnus	153	31	51
James Sim	014	31	58
Edmond Stack	156	33	54
Ronald Stasica	023	29	51
John Touhy	006	31	53
Robert Trusz	010	29	50
Kenneth Vaughn	765	33	57
Maryann Voight	003	21	51
Thomas West	013	31	51
Glenn White	012	26	51

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Priority #1... continued from page 9

and in-service training are only the beginning. Creative thinking and strategic planning for increased officer safety must occur now. It should be as integral to the overall planning and operating strategy of the Department as is CAPS. Superintendent, we are asking for a comprehensive examination of how to improve overall safety for Chicago Police Officers. It needs to happen now, before, we once again, have to knock on the door of one of our own, and speak those words that every police officer's loved ones dread to hear. 

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Treasurer's Report

by Sergeant Russ Schaefer

Money talks. Not too long ago, we asked you to join the Political Action Committee (PAC) by electing to contribute \$1 of the Union dues you already pay to the PAC fund. It does not cost you a penny more than what you already pay on a bimonthly basis. The initial response was good. However, the number of members electing to add their \$1 to the PAC fund has been far lower than expected. Your Union Board is asking you why?

Money talks. We would not be here today without legislative action. Many of your Board members led the fight to gain the right to bargain in good faith with the City over labor issues. We won. However, that legislative fight was but a beginning. In this issue of the *Chevrons*, we have identified the need to lobby the Legislature to update the eligibility age for the COLA provisions for all retirees. Lobbying takes time and money. The PAC supports this effort.

Money talks. You have stated that you want greater input on promotions. The City has made their unreasonable position

quite clear and will not budge. Like with our initial fight to organize as a Union, we need to lobby the legislature to change the law. We want the right to bargain over promotions. Lobbying takes time and money. The PAC will support this effort.

Money talks, but so does voting and writing your legislators. We need to increase our strength and become politically active as a Union—all of us together. Without money, our ability to effect legal changes to better the working conditions of sergeants will fall far short of what is necessary. Your Board asks you to fill out the coupon below and send it in. By doing so, you will greatly improve the strength of our lobbying efforts. If you choose not to, please write the Board a note saying why. We are here to address the needs and concerns of our membership. If you feel that a PAC is not appropriate, we need to hear why. 

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 _____

CPSA Millennium Tour

By Sergeant Jeff Vana, Tour Committee Chair

Our Millennium Tour sure has an exotic itinerary. We will be doing things that most people dream about! We'll depart O'Hare Airport on 30 March 2000 and fly to Madrid, Spain. There, we change planes and arrive in Las Palmas of the Canary Islands, just off North Africa. (This is where Christopher Columbus stayed while his ships were readied for his famous voyage of discovery). From there, we will begin a seven-day cruise, and will visit ports in the Canary Islands and Morocco.

While on the island of Lanzarote, which is covered with more than 300 volcanoes, the more adventuresome among us will visit the National Park on camelback. While in Funchal, Madeira, we will have the opportunity to sample the famous Madeira vintage wines. While in Morocco, we may have more difficult decisions. Do we tour Casablanca or Marrakesh? If only we had more time! At the completion of our cruise, we will disembark in Madrid. There, we will have three additional nights on land. One of the unique aspects of this tour is that for those who love to golf, there will be golfing opportunities on several

of the Canary Islands as well as in Casablanca, Morocco! How many people do you know who can say that they golfed in the Canary Islands or even Casablanca? (I can't think of any!) Can it get better? Yes. For those whose taste for adventure has not been satisfied, we are planning an extension tour to the resort area, Costa del Sol.

This entire tour will take place within furlough segment 4A. Our kick-off for the CPSA Millennium Tour is at 1930 hours on 29 September 1999. Please join us at Zum Deutschen Eck at 2924 N. Southport as we present the itinerary for next year's trip. Complementary beverages and hors d'oeuvres will be served. For further information, contact:

Bonnie Williams
Beale Travel
104 S. Michigan Ave.
Chicago, IL 60603
(312)-332-0400

Sergeant Jeff Vana
009th District
3501 S. Lowe
Chicago, IL 60609
(312) 747-7782



Sergeant Receives Top Cop Award

By Sergeant Jack Ridges, NAPO Chair

On October 22, 1999, Chicago Police Sergeant McMullin will be honored for his heroism at the Sixth Annual NAPO TOP COPS Awards® ceremony in Washington, D.C. The TOP COPS Awards® was designed to pay tribute to law enforcement officers across the country for outstanding service to their communities the preceding year. From hundreds of nominations, one case is selected from each state and the District of Columbia. From those 51 cases, 10 are chosen to receive the TOP COPS Awards®. Sergeant McMullin's heroic actions ensured his selection as one of the ten finalists.

Sergeant James "Moon" McMullin was on patrol last October when he heard a powerful roaring sound and detected an extremely strong odor of natural gas. A quick investigation found that a 24-inch gas main had ruptured just a matter of feet from two twin fifteen-story Chicago Housing Authority Senior Citizen building located at 1507 N. Clybourn. Recognizing the potential for disaster should the gas main explode, Sergeant McMullin acted decisively and immediately implemented an Emergency Plan.

There was no time to lose given the hundreds of senior citizens housed in the complex. Disregarding his own personal safety, Sgt. McMullin entered the buildings without hesitation and began the evacuation of numerous senior citizens.

Over 100 Chicago Police Department personnel, including Sergeants Robert Delaney and John Matthews, 145 Chicago Fire Department Personnel and scores of other City of Chicago Public employees responded to the scene. Just as the last resident was being evacuated, the gas exploded into a massive fireball.

Thanks to Sergeant McMullin's quick instincts, and the heroic efforts of all the public safety workers on the scene that day, all residents were evacuated safely. Given the potential for disaster, Sergeant McMullin's efforts, and those of all of the public service employees on the scene, truly saved the day. 

Honoring Our Own

By Sergeant James Cosgrove, Director At Large

People will sometimes ask me what motivates me as a police sergeant. When this happens, I usually move the talk elsewhere. As with most officers, I am not comfortable talking about what motivates me to perform a rewarding but increasingly difficult job. But, as I look out on the past year, a tough one for the CPD, I am proud to say that police officers, and sergeants in particular, get the job done. Day in and day out, we are there answering the calls, dealing with the problems, helping the residents of this City and seeing things that no one should have to see.

Unfortunately, it often seems as though it is open season on officers in the press and with the politicians. Should an officer make a mistake—it is news. Should an officer do some good—it is often ignored. And, as with most officers, I am all right with that. If I wanted recognition and bonuses, I would be in the private sector.

However, the CPSA Board has decided that the *Chevrons* should be used to honor the many unsung heroes of our Department. We plan on recognizing acts of valor and courage in this column. We also want to recognize those acts of dignity and right that our sergeants perform on a daily basis which, too often, go unrecognized.

However, we need your help to identify those acts. As police, we rarely self-promote the good we do. Therefore, for this column to work, we need you to call, write or e-mail us and tell us about what sergeants are doing out in the field. This is our chance to have sergeants recognized for the positive work that they do. If the participation is good, we may be able to award a “Sergeant of the Year.”

With apologies to the many sergeants who have done terrific work and received awards this year, we start this column recognizing the Department Commendation Awardees for August and September. We also commend the Superintendent’s efforts to increase the formality of the ceremony, and his focus on family inclusion. This is a step in the right direction and is appreciated.



The CPSA congratulates the August and September Chicago Police Department Commendation Awardees:

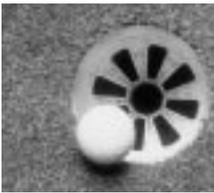
Sgt. Earl B. Washington	Unit 003
Sgt. Karen Lemon	Unit 011
Sgt. Patrick M. Conway	Unit 014
Sgt. Anthony T. Petrusonis	Unit 014
Sgt. Yul V. Cousins	Unit 015
Sgt. Robert J. Weisskopf	Unit 023
Sgt. David C. Betz	Unit 025
Sgt. Robert F. Cargie	Unit 025
Sgt. Mark A. Higgs*	Unit 025
Sgt. Richard W. McMahon	Unit 071
Sgt. Deborah M. Chiczewski	Unit 079
Sgt. Cynthia M. Gross	Unit 121
Sgt. Kevin G. Barry	Unit 153
Sgt. Frank G. Pierczynski	Unit 154
Sgt. Allen J. Bochmer	Unit 188
Sgt. James E. Griffin	Unit 189
Sgt. Joseph J. Gawlik	Unit 650

* BOTH AUGUST AND SEPTEMBER!

We are proud to count these sergeants and the many other unsung heroes as our members. The Chicago Police Department has the finest officers of any law enforcement agency—and our sergeants are the cream of the crop.

Chicago Police Sergeant’s Memorial

The CPSA commissioned a memorial to honor all Chicago Police Sergeants killed in the line of duty. Retired Sergeant Mike Stather oversaw this commission with fantastic results. The plaque will be on display at the next few CPSA Regular Membership meetings. Afterward, the plaque will be on permanent display at the CPSA Office. Since the Department started keeping records, 38 Chicago Police Department Sergeants have been killed in the line of duty. In the near future, we will have an honor ceremony and install the plaque permanently in our union office. If any sergeants have information about the whereabouts of any of the family members of a sergeant killed in the line of duty, please contact our office so that we can inform and invite any family members. All CPSA members will be invited as well. Once we can confirm a date, you will be notified. 🏠



Sergeants' Annual Golf Outing

On June 21, our annual Golf Outing was held at the Old Oak Country Club in Orland Park. A record 274 golfers attended this year's event and a great time was had by all! The weather cooperated, the course was in great shape and the food was excellent. Once again, Al & Debbie and their staff at Old Oak made our day very enjoyable.

Our raffle was a big success this year, with almost 700 people participating in it. Thank you!

The longest drive winners were John McInerney (7:30 group) and Joe Considine (12:30 group), and the closest to the pin winners were Frank Pisterzi (7:30 group) and Luke Kelly (12:30 group).

Once again our retirees were at the outing volunteering their time, running the money holes and cooking up the hot dogs. A big "salute" and "thank you" to Don Fournier, George Coughlin, Edward McGuire, Rick O'Connell, and Mike Stather! Also seen at the outing were Sean Smoot (Chief Counsel) and Dan Frazier (Membership Chairman) of the PB&PA of Illinois. It was good seeing you guys. Say "hi" to everyone in Springfield for us.

As you can imagine, an outing the size of ours takes a lot of time and effort. A special thank you goes out to Jeff Vana, Michelle Cibas, Debra Kirby, Paul Bauer, Jack "Laz" Steffenhagen and Dianne Thompson. Hope to see everyone at next year's outing.

We wish to thank all of our generous sponsors. PLEASE PATRONIZE THEIR BUSINESSES!

Jim "Moon" McMullin, Golf Outing Chair
 Jim Cosgrove, Co-Chair
 George Whiteside, Co-Chair

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Contract Focus

By Sergeant James "Moon" McMullin, Area Three Representative

First Ever Sergeants' District Watch Bid Selection

The first watch assignment bid for Chicago Police Sergeants occurred 1-7 August 1999. By all accounts, this first ever bid went smoothly. This is good news for the upcoming Annual Watch Selection Bid in November.

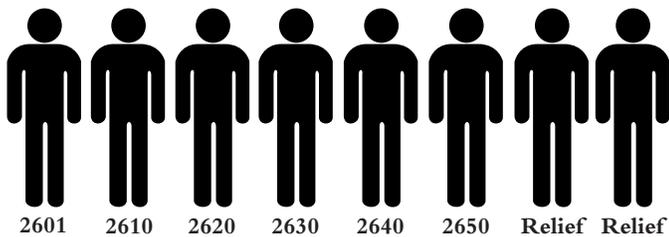
Bidding

Bidding is still a new process for sergeants. Adding to some of the confusion over bidding is the fact that the CPSA bid selection process is significantly different than the F.O.P's. Article 32 of your contract covers all bidding issues. One difference is that the CPSA bid selection process is based on straight numbers, not percentages. For the upcoming Annual November District Watch Selection, sergeants have the right to bid for four slots per watch in each Patrol District. Remember, you are bound by your selection. If you do not want to go to a specific watch, DO NOT ENTER A BID FOR IT. Rather, enter "no bid" instead. During the August Bid Selection Process, there were sergeants who selected a watch that they did not want as their 2nd selection and were forced to take their selected bid.

To help simplify the explanation, we have set-up the graphics that you see on this page. (*Thanks and credit for developing the graphics goes to Sgt. Gene Richmond of the 018th District.*)

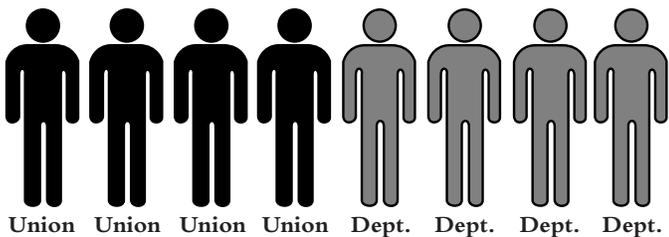
STEP 1:

There are eight watch sergeants in the 26th District.



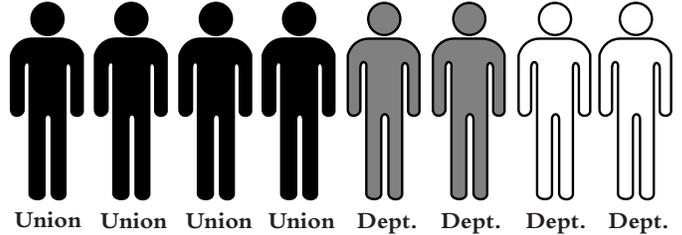
STEP 2:

The District holds its annual bid. The first four slots are awarded to the Union, based on seniority bid.



NOTE:

The Union picks first; therefore, if the Department operates understaffed, the number of Union positions remains constant while the number of Department positions is reduced.



STEP 3:

Once the annual bid is completed, sergeants will pick their furloughs based on SENIORITY ON THE WATCH in the traditional manner (two rounds).

Filling Vacancies

Another way in which the CPSA bid process differs from that of F.O.P., is what happens with the bid slots AFTER the annual bidding selection process. Management retains the right to recognize vacancies. The Department does not have to fill a position if a sergeant leaves unless it chooses to do so. Pursuant to Article 32 Section B, a CPSA bid slot cannot be eliminated.

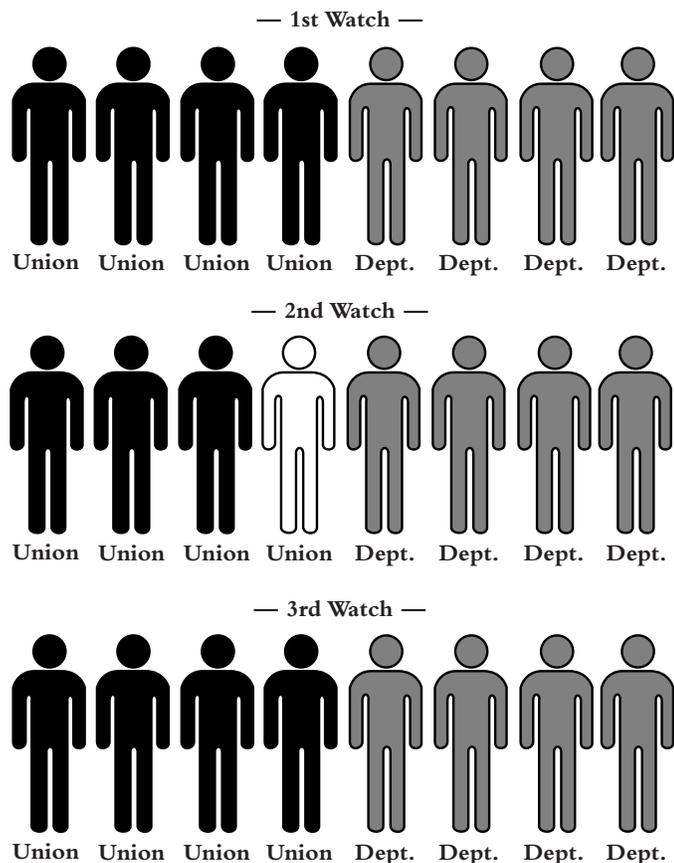
This means that if Management recognizes a vacancy, and the slot recognized was held by a union bid, it MUST be filled by BID. If the vacancy is a Department filled spot, the Department will fill it. This is true even if a sergeant who successfully bid the slot voluntarily leaves the watch.

... continues on opposite side

*Save this
Page for
Future Use!*

Example:

Sergeant A., a successful bidder to the 2nd watch, retires. If the Department recognizes the vacancy, the sergeants assigned to the District will be able to bid for the 2nd watch vacancy. Management cannot arbitrarily place a sergeant in the 2nd watch bid slot. The vacancy will be posted for 96 hours within the District. The successful bidder notified within 48 hours. (There is no limit on the amount of times a sergeant can bid on intra-district vacancies.)

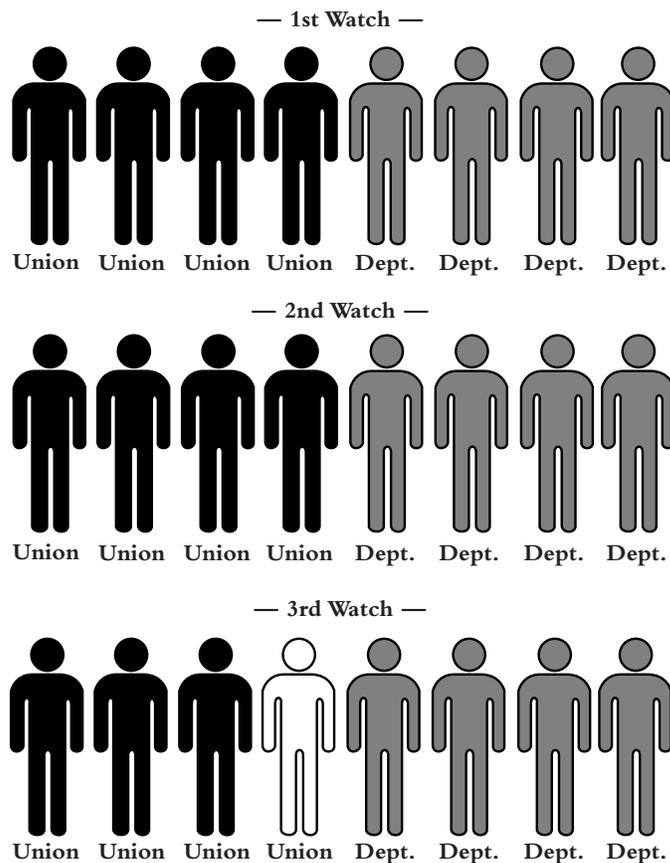


If a bid sergeant from the 3rd watch successfully bids for the 2nd watch bid position, a new union vacancy is created on the 3rd watch. (See graph at top of next column). If that vacancy is recognized by Management, it MUST be open for citywide, not intra-district, bid.

Citywide Bidding and Management Transfers

If a sergeant bids to another District with a recognized vacancy, that sergeant will know what watch he will be assigned before he arrives in the District. Management must identify not only the District vacancy but the watch vacancy as well when opening a bid slot for a citywide bid. Once recognized, Management will post a listing in the Districts at least 10 days before the start of the 28-day police period. Sergeants will have 72 hours from the time of posting to bid for openings. A successful bidder will be notified no later than 3 days prior to change day. A successful citywide bidder cannot bid to another citywide vacancy for one year.

One distinction occurs when a sergeant is transferred from a unit to a District for which he did not bid. The incoming



sergeant cannot be placed into a bid slot in that District. Using the previous graphics, there is a union slot open on the 3rd watch because the sergeant who held the bid slot successfully bid to the 2nd watch. Management cannot place the incoming sergeant into the bid slot on the 3rd watch without recognizing the vacancy and opening it for bid. If Management attempted to place the incoming sergeant on the 3rd watch, the CPSA would challenge the placement as a contract violation.

Sergeant's Unit Selection

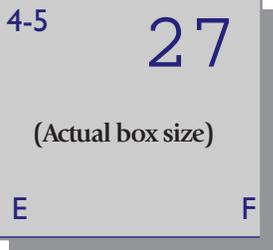
Article 32, Section E covers sergeant's unit selection. Basically, this allows a sergeant the opportunity to get his name and qualifications before the unit commander of his choice. Annually, during November 1-30, a sergeant can fill out a PAR form, attach a one-page resume and list two unit preferences for the upcoming year. While this process is not binding, the Department negotiated this contract provision in good faith. Unless sergeants avail themselves of this process, we will not be able to determine its validity. Therefore, your Union recommends that interested sergeants participate in the Unit Selection Process in November.

In closing, monitoring the bid process is a new challenge for the CPSA. In most cases, particularly with movement within a District, we will not learn of bid problems unless our membership notifies us. If you have any problems or questions about bidding or the movement of sergeants between watches and Districts, please call the CPSA office. We are here to ensure that sergeants receive full rights under contract. ⚡

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Policeman's Benevolent & Protective Association, Unit 156
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