



PB&PA
Policemen's
Benevolent &
Protective
Association
Unit 156



Sgt. Bruce Engstrom led the battle to unionize the Sergeants and seek a contract and recognition for ALL sergeants.

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Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

Sgt. Bruce Engstrom Retires

By Sergeant Gordon Barnhill

The Board of Directors and the Membership of the P.B. & P.A. Unit 156 Sergeants wishes to express our sincerest thanks to one of our "Finest," **Sgt. Bruce E. Engstrom**, now retired.

Bruce has served the Chicago Police Sergeants Association honorably and with tenacity since its inception and until his retirement this past January. He led the "battle" to unionize the Sergeants and seek a contract and recognition for ALL sergeants. Now the membership enjoys its first ever contract. Bruce's stature, not only his physical stature, but the stature of his personality and abilities, enabled him to do battle with the "giants" on our behalf. He was assisted by several individuals, who believed as he did, in the rights of ALL Sergeants.

Bruce has been a member of our Association (C.P.S.A.) since he became a sergeant in 1984 and he was appointed as a District Representative the same year. In 1985 he became an Area Representative and in 1986 he became the Membership Chairman. Bruce then became the Chairman of the Board in 1987 and in 1988 he was appointed Vice President. In 1989, Bruce was "elected" as President of the C.P.S.A. and in 1997, Bruce was "elected" as the "FIRST" President of the new Sergeants Union; the Police Benevolent & Protective Association, Unit 156. Bruce held the office of President until his retirement in January 2000.

We hope that Bruce will enjoy many happy years of retirement with his wife, **Robin**, and their



**Sgt. Bruce Engstrom, retired,
Past President of the C.P.S.A.**

What's Inside

President's Message
CPSA Executive Board 2000
NAPO News
Retirees' Corner
Smoot Appointed to Racial
Profiling Committee
Golf Outing Info
LAPD Rampart Report
Synopsis
Legal Defense, Pension, Treasurer,
Grievance Corner, and
Membership Reports

... continues on page 13




President's Message

Dear Fellow
Sergeants:

On 20 January 2000, I took office as your new president. Our contract has been in effect since June 1999 and since that time we have enjoyed protections that we never had before. We now have a Grievance Procedure that affords our members the right to challenge disciplinary recommendations, arbitrate medical status disputes and force the City to comply with the contract when dealing with our members. For the first time in history our members were given an opportunity to bid for shifts by seniority. Another historic event just took place, the bidding by Sergeants from one district to another, again by seniority. It has been a long hard fought battle to obtain these and other rights that other unions have enjoyed for decades. We now face the task of enforcing the contract to ensure that your rights are protected and to continue to improve your working conditions and benefits for the future. None of these things would have been accomplished without the tireless, dedicated efforts of our Board of Directors, especially our past president, **Bruce Engstrom**. Bruce retired on January 15th. We wish him a long and happy retirement. I would also like to thank former Board members **Lt. Debra Kirby**, **Sgt. Paul Bauer** and **Sgt. Charles Loftus** for their dedication, expertise and untiring devotion to the Sergeants Association and its goals. We are also looking forward to continuing our working relationship with Sgt. Charles Loftus as our Pension Representative.

By now you should have received and hopefully forwarded, a letter to Speaker of the House **Michael J. Madigan** regarding pending pension legislation that is very important to our members. I would like to stress the importance of what we consider the most critical Bill pending: House Bill 3370, the annual 3% C.O.L.A. increase for those born after 01 January 1945 and before 01 January 1950. We anticipated that this Bill would have passed by now and taken effect on 01 January 2000. As yet, this has not happened. I encourage all members, if you have not already done so, to please sign and mail the letter to Speaker Madigan.

The last item I would like to address is the telephone solicitation of our members by a "boiler room" working on behalf of the State P.B. & P.A. The P.B. & P.A. Unit 156 Sergeants does not agree with nor condone this type of "sleazy" fund raising. When this was brought to our attention, I immediately contacted the State P.B. & P.A. and informed them that our Board of Directors does not want our Unit associated with this type of fund raising. I further advised them to contact the telephone solicitation organization involved and advise them that they are not authorized to use our Unit, P.B. & P.A. Unit 156 Sergeants, in their solicitations. If any member receives a solicitation of this type where the caller specifically refers to our Unit (Sergeants) please contact our office.

The entire Board of Directors will continue to look out for your interests in the future, continuing our efforts as a professional labor organization. 

James Cosgrove

From the Editor's Desk

This issue of *The Chevrons* marks a return to our quarterly newsletter. Since the last issue we have experienced several promotions, the election of a new President and Board of Directors, and a reshuffling of committee responsibilities, including *The Chevrons*. We hope to continue the tradition of providing you with timely and informative articles regarding your contract and organization.

Please direct any inquiries regarding *The Chevrons* to me and I will attempt to respond promptly. If you have any information that you feel would benefit or be of interest to our organization, please forward it to our office.

Gordon Barnhill, Editor

C.P.S.A. Executive Board 2000

PRESIDENT JAMES COSGROVE

Jim is currently assigned to the CPSA Union Office. Prior to being elected President of the CSPA, Jim was assigned to the 019th District. He has been with the CPD for over 29 years and he has been a member of the CSPA since being promoted to Sergeant in 1990. He has served in the 011th, 024th, and 18th Districts and was a Director at Large for the CSPA. He has served on several Committees, including the Golf Outing and Legal Defense Committees.

VICE PRESIDENT JEFF VANA

Jeff is presently assigned to the 009th District. He has 26 years with the CPD and was promoted to Sergeant in 1986. He began his career in the 21st District working in tact. He has served in the Youth Investigations Group/Special Investigations Unit and has been a member of the CSPA for 14 years serving as Vice President for 9 years. He has also served on the Contract Negotiation Committee, is the Chair of the Grievance Committee and the Sergeants European Tour Committee.

RECORDING SECRETARY. . . DIANNE THOMPSON

Diane is currently assigned to ERPS. She has 23 years experience with the CPD and was promoted to Sergeant in 1988. Diane has served in the 005th, 006th and 023rd Districts, in the Youth Investigations Group, the Bureau of Technical Services and has served as a Hostage Negotiator. She holds a Masters Degree in Criminal Justice and is an adjunct professor in Criminal justice at Lewis University. Diane has previously served the CSPA as a Unit Representative and Area 2 Director. She also sits on the Grievance Committee.

FINANCIAL SECRETARY . GORDON BARNHILL


Gordon is currently assigned to the 011th District. He has 27 years experience in Law Enforcement (the past 24 with the CPD). He has served in the 020th District where he was promoted to Patrol Specialist. In 1987 he was promoted to Detective, Auto Theft/Special Investigations Unit and since being promoted to Sergeant in June 1999, has been a member of the CSPA serving both as a Unit Rep, a member of the Election Committee and currently the Financial Secretary and Editor of "The Chevrons." Gordon holds a Bachelors Degree from the U of I - Chicago.

TREASURER RUSS SCHAEFER

Russ is presently assigned to the 001st District as the Business Liaison Sergeant. He has 27 years with the CPD, the past 11, as a Sergeant. He is working on his Masters Degree in Public Administration from the Illinois Institute of Technology. Russ has been a member of the CPSA since 1988 was a member of the Contract Negotiating Team and is a member of the Political Action Committee.

SERGEANT AT ARMS. JOHN MATISHAK

John is currently assigned to the 022nd District as a Tactical Sergeant. He has 17 years with the CPD and was promoted to Sergeant in 1998. John has served in the 022nd and 008th Districts and also serves the CSPA on both the Golf Outing and Grievance Committees.

In the next issue we will reintroduce the Members of the Board of Directors 2000. 

Transferring Sergeants

Since the passing of the contract in June 1999, there have been many "firsts" for our Association. The most recent being the first ever-recognized Citywide Bidding. There were eight bid positions posted for eight districts and five sergeants were successful in bidding to those districts. The Union hopes that more sergeants will have an opportunity to bid Citywide on a more frequent basis and we intend to stress that position with the Department.

Important: In order to keep track of available bid positions, we need you to notify the Union Office if you vacate a bid position, for **any** reason!

Note: According to Article 32 of our Contract, the Department can temporarily fill a bid vacancy. However, temporary vacancies and details **will not** be used to circumvent a vacancy that should be filled by a seniority bid.

NAPO News

By Sergeant Jack Ridges, NAPO Chair

NAPO Files Brief In Chicago Case

As stated many times in the past, a portion of your P.B. & P.A. dues goes to our parent organization, The National Association of Police Organizations. This is money well spent, in that NAPO, among other things, monitors what goes on in the nation's capital. On 12 January 2000, NAPO issued the following bulletin concerning a U.S. Supreme Court Ruling that supports the rights of Law Enforcement Officers based on the case of *ILLINOIS V. WARDLOW*.

NAPO FILED A BRIEF SUPPORTING THE AUTHORITY OF LAW ENFORCEMENT OFFICERS TO STOP AND PAT-DOWN INDIVIDUALS FLEEING POLICE IN HIGH CRIME AREAS.

Washington, D.C. – In a 5-4 decision today, the U.S. Supreme Court ruled that police officers may stop and question citizens who flee when police officers approach. The National Association of Police Organizations, Inc. (NAPO) had submitted an *amici curiae* brief with the court in support of law enforcement officers in Chicago and elsewhere who stop, question and search those persons who run away once they see an officer.

“The National Association of Police Organizations (NAPO) praises the U.S. Supreme Court for its decision today allowing officers to continue to investigate highly suspicious conduct. We are gratified by the Supreme Courts’ 5-4 vote upholding the right of law enforcement officers to stop, question and search for weapons those persons who run away once they see a police officer; effective law enforcement requires no less,” stated **Robert T. Scully**, NAPO’s Executive Director.

The case stemmed from a September 9, 1995 incident in Chicago. Chicago Police Officer **Timothy Nolan** was assigned as part of a team to investigate narcotics sales in the Department’s 11th District, a high crime area. In full uniform, Officer Nolan and seven other officers were driving in four

police vehicles when Officer Nolan saw the Respondent, Sam Wardlow. Wardlow looked at the officers and “took off running” away from them, while carrying a bag under his arm. Officer Nolan pursued Wardlow and eventually the officer and his partner were able to corner him a few blocks away. Nolan exited his vehicle and stopped Wardlow for the purpose of conducting a filed interview. At the hearing, Nolan testified that it is common to find weapons in the vicinity where narcotics are sold. Therefore, without asking Wardlow any questions, the officer conducted a “protective pat-down” search “for (his) own safety.” The officer squeezed the outside of the white opaque plastic bag that the suspect was holding under his arm and felt an object that was hard, heavy and similar in shape to a revolver. He then looked inside the bag and found a Colt .38-caliber handgun loaded with five bullets. The officer arrested Wardlow, who was subsequently convicted of the offense of unlawful use of a weapon by a felon. Wardlow’s conviction was reversed by the Illinois appellate courts on the ground that there was not sufficient reasonable articulable suspicion to believe that he had been or was engaged in criminal activity.

A relevant excerpt from Chief Justice Rehnquist’s opinion follows:

“ . . . (It) was not merely respondent’s presence in an area of heavy narcotics trafficking that aroused the officer’s suspicion but his unprovoked flight upon noticing the police. Our cases have also recognized that nervous, evasive behavior is a pertinent factor in determining reasonable suspicion. . . . Headlog flight—wherever it occurs—is the consummate act of evasion: it is not necessarily indicative of wrongdoing, but it is certainly suggestive of such.

. . . Thus, the determination of reasonable suspicion must be based on common sense judgments and inferences about human behavior. . . . We conclude that Officer Nolan was justified in suspecting that Wardlow was involved in criminal activity, and therefore, in investigating further.”

. . . continues on page 7

Officers' Bill of Rights

By Sergeant Jack Ridges

Officers' 'Bill of Rights' Legislation Introduced; NAPO Urges Speedy Congressional Consideration

On 9 March 2000, nine U.S. Representatives introduced H.R. 3896, the "State and Local Law Enforcement Discipline, Accountability, and Due Process Act of 2000." On 21 March 2000, two U.S. Senators introduced the companion Senate bill, S. 2256. This comprehensive bill was drafted by and supported by the National Association of Police Organizations, the Fraternal Order of Police, and the International Brotherhood of Police Unions. In about half the states in the country, officers enjoy some protection against false accusations and abusive investigative conduct, but thousands of officers do not have these rights and limited due process rights.

Both bills contain the following protections and requirements:

- Law enforcement officers would have the right to engage in political activity and would not be prohibited from running for elective office because of their profession.
- The proposal sets forth procedures for receipt and investigation of complaints against officers.

- If disciplinary action is contemplated, officers would be notified of the investigation, the nature of the alleged violation, and the eventual outcome of the investigation and the recommendations made to superiors by the investigators.
- Questioning of law enforcement officers would be conducted at reasonable times, preferably while the officer is on duty unless exigent circumstances apply.
- Officers could not be threatened, harassed, or promised rewards to induce answering of questions.
- Officers could not be subjected to retaliation for the exercise of these or any other rights under law.
- Officers would have the opportunity to comment in writing on any adverse materials placed in their personnel file. ⚡

Legal Defense Team

By, Sergeant Patrick Fitzgerald

Legal Defense Team

We're looking for former detectives with violent crime experience, interested in working on the legal defense team, particularly to handle call outs when sergeants are involved in shootings. Please contact the office at 773.376.7272. ⚡

Legal Benefit

One of the Union benefits is legal representation for appearances at I.A.D. or O.P.S. Please contact the offices of **Rick Reimer** at 312.332.4428. In the case of a sergeant involved shooting, please call the Union office at 773.376.7272. ⚡

Grievance Corner

by Sergeant Jeff Vana, Grievance Committee Chairman

We are pleased to report progress in our grievances filed with the Management and Labor Affairs Section. Since the ratification of our contract and our ability to grieve, we have received a total of fifty-one grievances. Of these, several were withdrawn by our Union since they did not contain any contractual violations and/or they were not disciplinary in nature. In each of these cases, the grievant received a letter from our Union detailing the circumstances and the cause why it was not grievable. Four of the grievances were resolved at Step 2 to the satisfaction of the grievant. Three grievances are medical in nature and are still pending. The remaining have been sent to an Arbitrator for summary opinion. Although we have not been successful in one or two of the summary opinions, the majority are being returned with reduced discipline. The most successful summary opinion received so far is a ten day suspension being expunged, the grievant's disciplinary record amended, and the grievant reimbursed for ten days of loss pay. To you "more senior sergeants", this was unheard of just a short time ago. Up until recently, you served your time without any recourse. No matter how faulty the investigation or how many nonconcurrences in the Command Channel Review, supervisors did not have a voice. Now that we can grieve discipline, maybe I.A.D. and O.P.S. will be a little more diligent and fair in their investigations.

THINGS YOU SHOULD KNOW

As a Union, we have been successful in having suspensions overturned. The result is suspensions have been reduced to reprimands, length of suspensions reduced, and in one case, a suspension unfounded. This resulted in the grievant being made whole and compensated for their loss of pay and/or time. As a general rule of thumb, the Union can not grieve an incident without a sergeant coming forward as the grievant. However, there have been several "incidents" where the complaining sergeant did not want to get personally involved. We have been able to reach out to Management and Labor Affairs and

resolve these issues informally. Our Union is in constant communication with MLAS and although we have not always been pleased with their response, it appears they have been fair when dealing with our Union. We have expressed many concerns "unofficially" and have always received an explanation of the situation or corrective action was taken.

Many sergeants contact our office to learn of the progress of their pending grievance. Each grievant is sent a letter detailing what the Union is doing with the grievance. Unfortunately, we cannot dictate the speed of the Arbitrator issuing summary opinion nor can we demand an investigative file for the next day. Things in the grievance procedure take time. As long as you, the grievant, file the grievance in a timely fashion, the Union will take care of the rest. You will always be informed in writing of each step that is taken to resolve your grievance. For your information, some of the grievances sent out in September 99 for summary opinion still have not been received for a mediation hearing.

Any questions pertaining to grievances should be addressed by calling our office.

PLEASE NOTE

We have recently been put on notice by M.L.A.S. that grievances must be filed in the allotted time as stated in our contract.

Section 9.2 step one states, "the grievant must attempt to resolve the grievance with the first exempt command officer within ten working days following the event or circumstances giving rise to the grievance or where first known by the grievant."



Pension Report

By Sergeant Charles Loftus,
Sergeants Elected Trustee to Pension Fund

Ennis, Knupp & Associates, the investment advisor to the Chicago Police Pension Fund has issued their report on our Fund's performance for 1999. Here is a summary of their report.

The total return for our Fund for 1999 was 13.1% that places us in the 60th percentile in the Ennis, Knupp Public Fund Universe. This universe represents the range of returns earned by 611 U.S. public pension funds that have an aggregate market value of over \$2 trillion. Our average total fund return for the three years ending December 31, 1999 is 15.5% that places our Fund in the 53rd percentile in the same public fund universe. However, our average total fund return for the five years ending December 31, 1999 is 17.1% that places our Fund in the 39th percentile in the Ennis, Knupp Public Fund Universe.

Also, our Fund's total invested assets as of December 31, 1999 are \$3.971 billion. If you have any questions concerning our Funds 1999 performance, please call me at the office on Pax 0357 or on the centrex at 744-3891. Thank you. ⚡

NAPD News... cont'd from page 4

The Court recognized that there might be innocent reasons for flight from the police, not necessarily indicative of ongoing criminal activity. However, the Court indicated that stopping and briefly detaining an individual to check out what is happening "does not establish a violation of the Fourth Amendment" just because there might be an "innocent explanation." ⚡

Save these Dates!

General Meeting — 15 June 2000

Quality Inn Hotel - Halsted and Madison - 2000 hrs.
After the business portion of the meeting, video tapes of the Annual TOP COPS Awards will be available for viewing, featuring one of our own, Sgt. James "Moon" McMullen" who was a recipient of this prestigious award.

Annual Golf Outing — 10 July 2000

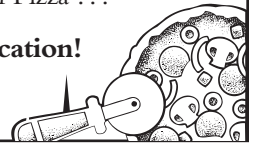
There will not be General Meetings in the months of July and August

Starting September 2000, all General Meetings will begin at 1900 hrs.

General Meeting — 21 September 2000

Home Run Inn - 4254 W. 31st Street - 1900 hrs.
By popular demand, the September Meeting will be held at Home Run Inn Pizza . . .

Please note the change in location!



CPSA Star Offer

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. ⚡

The Retirees' Corner

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

Attention Veterans

As of 10 Oct. 98 Federal Law requires that **ALL VETERANS MUST** register with the Veterans Health Administration in order to be eligible for benefits. **YOU ARE NOT AUTOMATICALLY REGISTERED BECAUSE YOU ARE A VETERAN.**

Contact your local Veterans Administration Office for the required information (a copy of your DD-214 Discharge Paper is very helpful and proper ID's are required). **Question HOTLINE is: 1-877-222-8387**

Retirees' Corner

It was great seeing so many Retirees at the CORNED BEEF DINNER. The Corn Beef Dinner was held in February at the Moose Lodge on the south side. We had a nice turnout for our recent retirees and a good time was had by all. We look forward to next year's event.

We would like to thank **Sgt. Ed Veth** for escorting our most Senior Retiree, **Sgt. William Cribbens**, our oldest retiree who is 94 years young, to the Dinner. Bill retired in 1961 and has been retired for 39 years (Congratulations Bill and God Bless).

We are still in discussions with the P.B. & P.A. regarding making the Death Benefit available to our retirees. We will advise you when a decision is reached.

Drop us a line and let us know how you are doing. If any of you have groups formed and have meetings etc., let us know and we will put the information here in our "RETIREES CORNER." ⚡



Left to right: Bruce Engstrom, Ed Veth, Bill Cribbens, Charlie Loftus & Jim Cosgrove.



Sgt. Bruce Engstrom (rtd.)/Past President CPSA received honors at the Annual Corned Beef & Cabbage Dinner. Pictured here with his Daughter Michelle, a Sergeant in the 12th District.



Superintendent Terry G. Hillard speaking at the Annual Corned Beef & Cabbage Dinner.



CPSA Board Members at the Annual Corned Beef & Cabbage Dinner

Membership Report

By Sergeant Michelle Engstrom, Membership Chair

Total number of Sergeants currently in Active Service	1,230
Total number of Sergeants currently classified as LOA/DPR/IOD	30
Total number of paid members who retired or otherwise left the Department	23
Total number of paid members who passed away during 1999	2

Retiree Roll

Congratulations to all of our retirees. These sergeants have provided the City of Chicago with many years of service. Enjoy your “Golden Years!”

Name	Unit	Years of Service	Age
July – December 1999			
Michael Drawhorn	701	24	51
James Utz	151	31	55
William McCorkle	171	29	51
John Fanning	050	43	65
Steven Steele	765	29	57
Robert Fitzgibbons	001	31	55
William Kasten	018	29	51
Harold Brooks	177	31	51
Frank Cascio	142	29	50
Booker Moore	003	35	61
January - February 2000			
Elmer Brown	610	38	59
Frank Hughes	010	35	62
John Creggett	765	24	52
Bruce Engstrom	022	34	55
James Gorman	620	33	53
Ashley Henderson	004	30	59
Charles Jackson	148	41	65
Robert Kwiatkowski	020	31	51
Ronald Rewers	640	31	53
James Sandow	057	34	53
Robert Strahlman	123	37	62
Harry Wallace Jr.	079	33	60
Ralph Ford Jr.	192	27	51
Frank Gurgone	055	32	56
Bonnie Doyle	015	34	57
James Thomas	005	33	53
Ross Vetrano	017	31	61
Dennis Murphy	630	29	50
William Kluth	055	34	60
William Graham	121	26	60
James Jones	630	32	52
Edward Paige	193	34	60
Richard Valela	142	28	55

In Memoriam

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

1999

Donald Benoit	Retired
Charles O'Reilly	Retired
Stanley Surdej	Active
Raymond Johnson	Retired
Eugene Del Pilar	Retired
Frank Chimpoulis Jr.	Retired
Rolf Northfell	Retired
Ronald Sodini	Retired
Robert Kalbfell	Active
John McNichols	Retired
Frank O'Connor	Retired
Ulysses J. Honesty Jr.	Retired
Walter J. Mooney	Retired

2000

Daniel McCoy	Active
Michael McDermott	Active

FYI:

Please remember to update your Benefits (Insurance, etc.) and Pension BENEFICIARIES information if

you have recently divorced, lost a loved one or had a “new edition” to your family. It seems that every year we hear about an officer who passed away without updating his information with tragic results for his present family members. Recently when one officer died, his family was surprised to find out that his listed beneficiary was his deceased mother. He had never updated his Beneficiary Information. Do your family a favor check your Beneficiary Information today.

Rock Island, P.B. & P.A., Unit 3 would like to invite all of our members, and their guests, to

2000 BOWLING TOURNAMENT

JUNE 10TH & 11TH

LOCATION:

TOWN & COUNTRY LANES
3636 11TH STREET
ROCK ISLAND, IL.

CONTACT PERSONS:

Bill Sowards, RIPD Work: 309-732-2703 Home: 309-794-1616	Ron Tracey, RIPD Work: 309-732-2704
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COST:

For Bowling: \$15.00 per person
For Mixed Doubles, it will be an additional \$4.00 per person, until May 29th, after that date the fee will be \$17.00 per person.

TIMES:

Saturday, June 10th, 10:30 AM
Saturday, June 10th , 1:30 PM
Sunday, June 11th , 11:30 AM

Make Checks payable to P.B. & P.A., Unit 3 and mail them with your registration form to:

Bill Sowards
316 16th Street
Rock Island, IL 61201

***** Lunch will be served each day at the Bowling Alley**

The host Hotel will be the MOLINE Holiday Inn
Located at 6902 27th St., Moline, IL.
Phone: 309-762-8811

RULES:

The Tournament Rules will be the P.B. & P.A. State of Illinois Sports Committee Rules posted in your By-law books.

Cost: \$79.00 per Night, tell them that you are with the P.B. & P.A. Bowling Tournament. Other events are going on at this hotel book rooms ASAP. If you have any problem getting a room, call Bill Sowards and he will see what he can do.

Please enter on the below form: for men, your ABC average, for women, your WIBC average.
If there is no average, one will be set.

P.B. & P.A., Unit 3 BOWLING REGISTRATION 2000

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ UNIT NO.: _____

DEPARTMENT: _____

DEPARTMENT ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

ABC/WIBC AVERAGE: MEN _____ WOMEN: _____

MIXED DOUBLES PARTNER: YES: _____ NO: _____ NAME: _____

CHILDREN: YES: _____ NO: _____ HOW MANY: _____

Smoot Appointed to Racial Profiling Committee

P.B. & P.A. Attorney Sean Smoot Appointed to Racial Profiling Committee

On March 23rd, state P.B. & P.A. Chief Legal Counsel, **Sean Smoot**, was appointed to the Racial Profiling Issues Advisory Committee by the Director of the Illinois Law Enforcement Training & Standards Board.

In the announcement, the Training Board's Director, **Dr. Thomas Jurkanin**, Ph.D., stated, "The contemporary issue of Racial Profiling has developed as a result of widespread perceptions of bias practices by law enforcement agencies, initially arising from implementation of national drug interdiction programs, and later aimed at municipal and county enforcement efforts."

In his appointment letter, Smoot was informed that the Board recognized the need for executive level, basic and in-service training, to address various issues with respect to cultural diversity, police-citizen relations, civil rights liability, ethics and communications within the police environment. The Training Board, which sets training standards for police officers in Illinois, intends to develop curricula to address these issues.

In accepting his appointment, Smoot stated, "This is an extremely controversial issue locally, statewide, and of course nationally. I am encouraged that the Training Board is taking a proactive posture in addressing it and I am honored to represent the interests of law enforcement professionals on the committee."

Smoot regularly represents officers in Section 1983 Civil Rights Litigation, Fair Labor Standards

Act ("FLSA") Litigation, Unfair Labor Practices, Grievance Arbitration, and Internet Arbitration cases. Mr. Smoot testifies before legislative bodies and speaks regularly as a recognized expert in police related areas such as Public Employment Labor Law, Pension & Benefits Law, Section 1983 Civil Rights Litigation, and police use of force.

Since February of 1996, Sean Smoot has served on the Advisory Committee for the National Law Enforcement Officers' Rights Center in Washington, D.C. Smoot is a member of the Advisory Committee

and a regular speaker at the Chicago-Kent College of Law's annual Illinois Public Sector Labor Relations Law Program.

In addition to this most recent appointment, he has also served on

the Use of Force Advisory Committee and the Police Pursuit Advisory Committee for the Illinois Law Enforcement Training and Standards Board for several years.

P.B. & P.A. of Illinois President, **Larry Thomason**, commented on behalf of the state organization, "As our attorney, Sean has represented the interests of this association, its members, and all law enforcement officers in this state very well in the past. Most recently, he was instrumental in drafting new Use of Force training guidelines for the state. Of course, the Association is pleased that he will be involved in the debate surrounding this very sensitive and often divisive topic with potentially far reaching ramifications for our members."

The Racial Profiling Issues Advisory Committee's first meeting is scheduled for April 20th in Springfield. ❧

"As our attorney, Sean has represented the interests of this association, its members, and all law enforcement officers in this state very well in the past. . . . He was instrumental in drafting new Use of Force training guidelines for the state."



Sergeants' Annual Golf Outing

It's that time of year again! Our Annual Golf Outing/Raffle will be held on Monday, July 10, 2000 at the PALOS COUNTRY CLUB, 13100 Southwest Highway, Palos Park, IL.

The format will be the same: A morning "shot-gun" group at 0730 and an afternoon "shot-gun" group at 1230. Each group is limited to 144 golfers.

We anticipate that this year's event will be a "sell-out" as was last year's outing and we therefore encourage you to make your **RESERVATIONS EARLY!**

Reservations will be on a first come, **pre-paid** basis. Tickets are \$75.00 per golfer, which includes golfcart, buffet dinner, and hotdogs on the course. Once again the outing will feature a raffle with a \$500.00 Cash First Prize and many other exciting prizes. We are looking forward to seeing you on the "links" on 10 July!

To make a reservation(s), please call our office: 773-376-7272.



OOPS!

The following Raffle Prize & Product Donors from last years Golf Outing were inadvertently left out of our last issue of *The Chevrons*. Please patronize their business as they have demonstrated their support of our organization:

Uncle Julio's Corp
The Hacienda, Chicago, IL.

Spago
520 N. Dearborn, Chicago

Trump Casino
6012 W. Industrial Dr, Gary, IN

White Fence Farm
Joliet Rd., Lemont, IL

Jack Bracken (Golf Balls & Umbrellas)
"Canaryville USA"

Menard Inc.
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The Signature Room at the Ninety-Fifth
875 N. Michigan, Chicago

Tommy Guns Garage
1239 S. State, Chicago

Treasure Island Foods, Inc.
3460 N. Broadway, Chicago

Best Western Inn of Chicago
162 E. Ohio, Chicago

Blackhawk Lodge
41 E. Superior, Chicago

Jiffy Lube International
1098 Tower Ln., Bensenville, IL

The Fireplace Inn
1448 N. Wells, Chicago

S.A. Peck & Company
55 E. Washington, Chicago

Dave & Buster's of Chicago.
1030 N. Clark, Chicago

Redfish America, LLC
Chicago, IL

Gullivers
2727 W. Howard, Chicago

Par-A-Dice Hotel & Casino
21 Blackjack Blvd, East Peoria

Zum Duetschen Eck
2924 N. Southport, Chicago

The Whitehall Hotel
105 E. Delaware Pl., Chicago

Jumer's Casino Rock Island
Foot of 18th St., Rock Island, IL.

Chicago Brauhaus
4732 N. Lincoln, Chicago

Monastero's Ristorante
3935 W. Devon, Chicago

Martinique & Drury Lane
2500 W. 95th, Evergreen Pk., IL.

O'Brien's Restaurant
1528 N. Wells, Chicago

Chicago White Sox
333 W. 35th, Chicago

Zanies Comedy Nite Club
1548 N. Wells, Chicago

Embassy Suites Chicago
600 N. State, Chicago

Radisson Hotel at Star Plaza
800 E. 81st Ave, Merrillville, IN

The Tremont Hotel
100 E. Chestnut, Chicago

We would like to thank all of these Sponsors for their generosity and support of the C.P.S.A.

Engstrom Retires... continued from page 1

families; **Michelle** (Sergeant 012th District), **Kim** (an Insurance Executive), **Margaret** (Tactical Officer 012th District), **Melissa** (Advertising), **Natalie** (Sales), **Megan** and **Christopher** (Student).

Highlights of Bruce Engstrom's CPD Career:

Appointed to the CPD: 30 May 1966

Assigned to the 003rd District: 1966-1968

Assigned to the 007th District: 1968-1969

Assigned to Port Security Unit: 1969-1970

Assigned to 015th District: 1970-1972

Assigned to Detached Services: 1972-1980

Assigned 022nd District: 1980-1984

Appointed to the rank of Patrol Specialist: 1981

Assigned to 005th District: 1984-1984

Promoted to Sergeant: 1984

Assigned to 004th District: 1984-1988

Assigned to 022nd District: 1988-1999

Elected First President of P.B. & P.A.: 1997

Assigned to Unit 545: 1999 until Retirement,
January 2000.



**SPECIAL
DELIVERY**

Send your letters to:

Chicago Police Sergeants Association
3637 S. Halsted St.
Chicago, IL. 60609

Or via Police Mail:
C.P.S.A. Unit 545

The Board of Directors P.B. & P.A.:
I just wanted to drop off a note of gratitude for the great job all of you did in handling my grievance. Your work and dedication in this matter was greatly appreciated. I would like to personally thank Sergeant Jeff Vana for his role in the grievance procedure. My family will be eternally grateful for the PB & PA's role in representing me, and help me be compensated for the 10-day suspension, which was wrongfully handed down by the Department, and for having this suspension expunged from my personnel file. Once again, thank you for your effort. It is nice to know that the sergeants have an organization that will back them up.

Sgt. Philip Paluch #2107

May 10, 2000

Dear Sergeant Cosgrove,
On behalf of the men and women of the newly formed Pipes and Drums of the Chicago Police Department, I would like to thank you and your organization for your generosity and continued support. Our band members trained long and hard to do their best in offering their musical talents to "honor our fallen"! Our Honor Guard led our band in Springfield at the Illinois Police Memorial and at the St. Jude's Parade. They proudly carried the flag donated to our band by your organization.

Again thank you for your support!

Our commitment is "in service to our fellow officers and their families"!

Sincerely,
John W. Ryan
President
Pipes and Drums of the Chicago Police
Department
A/4SOS/HBT Unit

LAPD Rampart Area Corruption Report

A Brief Synopsis

In March of this year, the Los Angeles Police Department released the results of their Board of Inquiry regarding corruption in the Rampart Area. Police **Superintendent Terry Hillard** provided copies to all of his exempt members for review. The report is very substantial both in length and content. The preface of the report contained a quote from Captain Swopes of the Metropolitan Police Department, Washington, D.C., “The major cause in the lack of integrity in American police officers is mediocrity.”

The Board of Inquiry was convened as a result of criminal activity conducted by members assigned to the Rampart Area of the Los Angeles Police Department. The Board wanted to determine the extent of the criminal activity and involvement by other officers. In an effort to conduct a comprehensive investigation, work groups exploring every area of policing were established. These work groups included Personnel, Work Product, Supervision and Management, Risk Management, Operations Systems, Management Review of Administrative Investigations, Officer-Involved Shooting Protocol, Corruption Investigation Protocol, and Integrity Systems.

Each work group gave an independent appraisal of the responsibilities and practices of the sub-committees listed above. The work group acknowledged where the LAPD was doing things correctly and where an improvement could help guard against criminal activity in the future. The suggestions made are ones that can be incorporated into almost any police department. One of the points made was officers everywhere should have basic values including honesty, courage, truth and responsibility. As in a bell curve, a few officers excel in all of these values, most have a majority of these values, and there are a few officers who do not have these values at all. It is up to supervisors to ensure that the majority of officers are not influenced by those without any values. If poor behavior is not challenged, then those officers who have values begin to accept that poor behavior as the acceptable norm. The officers at the bottom of the bell curve have a very real

impact on other officers in a most negative way. Just as we need to confront those officers not meeting standards, officers excelling in their positions must be acknowledged and rewarded.

There were several issues addressed which bear a striking resemblance to issues in Chicago. The first is the need for an evaluation system which evokes faith and credibility.

In the Rampart report, it was noted that some supervisors had gone years without a performance evaluation. We are very consistent in Chicago with our evaluations; however, the evaluations do not garner much confidence among officers of all ranks. Most officers can recall hearing someone saying the evaluations “don’t mean anything.” If an officer does receive what is considered a very high score, many think it is because they know the supervisor rating and not because they are a good, effective officer.

Allowing sergeants to be proactive in their supervision was another key issue. In Chicago, as well as Los Angeles, sergeants often spend much of their tour doing investigations rather than supervising personnel. The time needed to conduct complaint register investigations takes time away from direct supervision. Also, as recommended by the Los Angeles Board, the number of officers assigned to one sergeant must be decreased. There are many instances when one sergeant is responsible for supervising more than a dozen officers, especially on the third watch. Supervisors are responsible for managing and mentoring subordinates. That job becomes more difficult when the number to supervise increases.

The Rampart Report was an eye-opener for the Los Angeles Police Department. Areas where improvements need to be made were identified and changes implemented. While every suggestion made in the report might not be applicable to Chicago, many recommendations might be well received by members of our Department. The members of the Chicago Police Department are very proud of their profession they dedicated to doing it well. ⚡

“The Rampart Report was an eye-opener for the LAPD . . . While every suggestion made may not be applicable to Chicago, many recommendations might be well received by members of the CPD.”



Have you moved, changed units, or changed your star number?

When you move, change your name, receive a new star number, or make any other changes through personnel, please let us know. The Department does not inform us of these changes and does not forward your PAR forms to us. If you do not tell us, we don't know. It is especially important for retirees to keep us informed of address changes as we can no longer find this information out through the Post Office due to the Privacy Act. Thank you for helping us keep our records accurate.

Name _____

I have moved. My current address information is as follows

Old Address _____ Zip Code _____

New Address _____ Zip Code _____

Phone (new) _____

I have changed Units. My current unit is as follows

Old Unit _____ New Unit _____

I have a new star number. My current star number is as follows

Old Star Number _____ New Star Number _____

You mail mail this form via Police Mail to: Unit 545 or U.S. Mail to: P.B. & P.A. Unit 156, 3637 South Halsted, Chicago, IL 60609

Mortgage News

In the past two years, Coyne Financial, a family owned and operated mortgage broker, has helped many Chicago Police families achieve the American dream of home ownership. As a police family ourselves, we at Coyne Financial have worked diligently to eliminate the confusion and stress related to the mortgage loan application process and can provide a variety of programs and the most competitive rates. Many of your constituents have used our services already and we hope the Sergeants teal welcome to contact us for their mortgage needs.

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"There's gold in them thar cards"

Over the last four years we have provided the highest quality, raised-ink business cards for over 400 members of the Chicago Police Department. Many of the cards printed for sergeants featured our standard black, blue, metallic silver, and metallic gold inks or combinations of these ink colors. You can choose from one of six "standard" designs or mix and match features to design a card of your own. If we receive a total of 10 business card orders in response to this ad, each order will receive a 10% discount. However, you must act soon.

This offer positively ends at 2359 hrs on 30 June 00.

To see samples of our work, take a look online at
The Police Officers' Network at
www.PONetwork.com/Store/POBCs/POBCs.html or
call Russ at 773-569-9893 and we'll send samples to your unit.

The Police Officers' Network

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E-mail: cpsasgts@ameritech.net

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