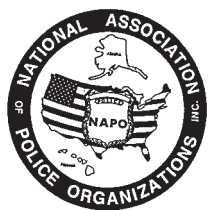




PB&PA
 Policemen's
 Benevolent &
 Protective
 Association
 Unit 156



Many chiefs of police have voiced concern or have opposed this legislation — perhaps due to a “knee-jerk” reaction that anything benefiting labor harms management. . . . This legislation would confer the same protection on upper echelon officers, as it does to those in the lower ranks.

November 2000
 Volume 41
 Number 3

Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

Officers' Bill of Rights Legislation Also Benefits Higher Ranking Officers

The following article is reprinted from one of several News briefs that are sent out by NAPO to advise its' membership of proposed legislation that has a direct bearing on police officers throughout the nation.

— Sgt. Jack Ridges

Officers' “Bill of Rights” Legislation Will Benefit Higher Ranking Offices As Well

By Robert T. Scully, NAPO Executive Director

The National Association of Police Organizations (NAPO), a coalition of police unions and associations from across the United States that serves to advance the interests of America's law enforcement officers through legislative and legal advocacy, political action and education, is in full support of the *State and Local Law Enforcement Discipline, Accountability and Due Process Act of 2000*. This act, if enacted into law: 1) will provide standards and procedures to guide both state and local law enforcement agencies and law enforcement officers during internal investigations, interrogation of law enforcement officers, and administrative disciplinary hearings; 2) will ensure the accountability of law enforcement officers; 3) will guarantee the due process rights of law enforcement officers; and 4) will encourage

those states not having law enforcement discipline, accountability, and due process statutes to enact legislation.

Since the conception of this legislation, many chiefs of police have voiced concern or have opposed this legislation; perhaps due to a “knee-jerk” reaction that anything benefiting labor harms management. To the contrary, this legislation would confer the same protection on upper echelon officers, as it does to those in the lower ranks. Chiefs should not be too quick to discount this legislation and its potential to help them. In fact, recently, there have been several cases in the media where a chief would have benefited from this legislation.

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President's Message

Dear Fellow Sergeants:

As my first year in office comes to an end there is a lot to reflect on. The first bidding ever for supervisors took place. The grievance procedure for supervisors is up and running, and seniority now matters for something more than just picking your furlough. In 2001 we pick up one more bid spot on each watch in district law enforcement. (3 new spots per district)

The City has disregarded the terms of our contract on some occasions and we have filed the appropriate actions. Usually a grievance addresses the City's action, but in one instance an Unfair Labor Practice had to be filed and is now pending. We will continue to fight for your rights under the contract through our grievance procedure and any other means available to us.

As we prepare this issue of the Chevrons the City and the F.O.P. Lodge 7 and the Fire Fighters Local 2 are still in contract negotiations. We are looking forward to these contracts being settled and the poten-

tial benefits to our members resulting from the "me too" clause in our contract. (Section 26.1 B)

As the new year approaches we anticipate some positive legislation affecting our pension benefits. The main bill being considered for passage is the 3% COLA at age 55 after one year on pension. This bill is long overdue and we hope to see it passed soon.

Finally, we have a new e-mail address for the office its cpsasgts@interaccess.com please feel free to contact us anytime.

In closing I would like to wish everyone a happy and safe holiday season and I look forward to seeing you at the next meeting. ⚡

James Cosgrove

Save these Dates!

MEETING REMINDER:

All General Membership Meetings will start at 1900 hrs (7:00 PM).

Until further notice, ALL General Membership Meetings will be held at the QUALITY INN, Madison & Halsted.



Seasons Greetings!

From the Editor's Desk

The Board of Directors and the staff of *The Chevrons* would like to extend our wishes for a safe and healthy holiday season to our membership and their families.

Gordon Barnhill, Editor



Officers Bill of Rights... cont'd from page 1

One case involved the Chief of Police in Louisville, Kentucky. Police Chief Gene Sherrard was fired by Louisville Mayor Dave Armstrong for honoring two officers involved in a shooting of an unarmed black suspect. The shooting sparked protests from civil rights activists; both officers were cleared of all wrongdoings by a grand jury. Chief Sherrard was fired because he apparently did not notify the mayor of the awards until a week before the ceremony. Armstrong said that he fired Chief Sherrard because by approving the awards, the Chief violated the Mayor's trust and that of the community. "It's really very simple, I hired a chief, I fired a chief. I'm going to run this department and I'm going to get a chief to run it the way I want," said Armstrong. Armstrong went on to state that his decision was irreversible.

Another case, perhaps more visible to the public eye, involved the events surrounding the resignation of Miami, Florida Police Chief William O'Brien. Chief O'Brien was a casualty in the Cuban-American community's anger over the federal government's raid to seize 6-year old Elian Gonzalez. The Chief's resignation came a day after Mayor Joe Carollo fired Miami's City Manager Donald Warshaw for refusing to fire Chief O'Brien. Chief O'Brien was going to be fired for not notifying Carollo of the upcoming federal raid, a raid the Chief had learned about an hour before it occurred. Carollo had publicly sided with Elian's Miami relatives, so the federal agents had ordered Chief O'Brien not to tell anyone for fear that the family would be alerted and violence could ensue.

In these cases, both Chief Sherrard and Chief O'Brien became "political scapegoats." Had the "Bill of Rights" legislation been in effect, both Chiefs could not have been just fired. The city administration would have been required to follow stringent guidelines in investigating the incident and provide for a "due

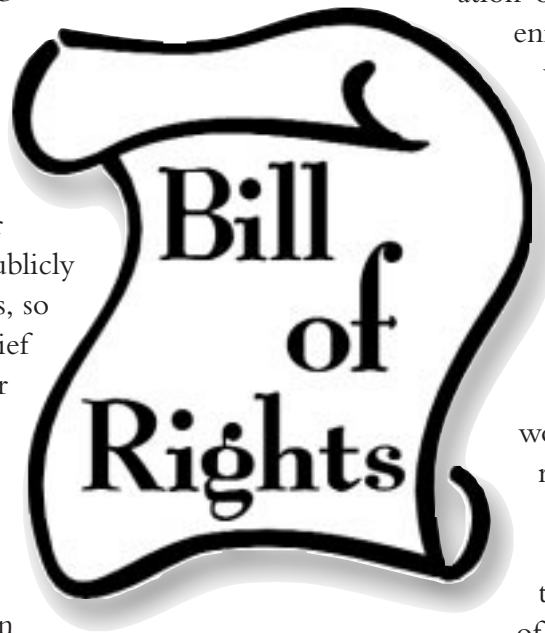
process" evidentiary hearing before an impartial third party or board.

In addition, this legislation would require compliance with guidelines, such as;

- Officers would have to be notified of all investigations into their conduct, the nature of the alleged violation, and the eventual outcome of the investigation;
- Officers could not be harassed, threatened, or promised rewards to induce answering of questions;
- Officers would be entitled to a hearing and to be represented by counsel or another person at the hearing;
- Officers could not be subjected to retaliation for the exercise of these or any other rights under law, including their First Amendment rights; and
- Officers would have the opportunity to comment in writing on any adverse material placed in their personnel file.

NAPO recognizes a need for the implementation of standards and procedures to guide both state and local law enforcement agencies and protect law enforcement officers, regardless of rank, during internal investigations, administrative hearings, and evaluation of citizen complaints. Too often law enforcement officers are subject to the whim of their departments and local politics during internal investigations and administrative hearings. At the same time, citizens should have a right to file a complaint, have the complaint investigated, and be informed of the final disposition of the complaint.

In conclusion, this legislation would certainly benefit chiefs as well as rank and file. NAPO supports the implementation of standards to guide police departments through the formal review and final outcome of any disciplinary action resulting from a citizen's or a city administrator's complaint. For more information, please contact NAPO's headquarters at (202) 842-4420. ⚡



Grievance Corner

by Sergeant Jeff Vana, Grievance Committee Chairman

The number of grievances being filed on behalf of sergeants with the Management and Labor Affairs Section is steadily growing while the number of grievances being withdrawn by the Union is steadily decreasing. We've already surpassed the number of grievances filed in 1999 and our phones are still ringing! In less than fifteen months, we've returned nearly 150 suspension days back to our membership! In addition, we've had numerous sustained CR investigations completely expunged from our members files. Thanks goes out to our Grievance Committee for all their hard work as well as the Management and Labor Affairs Section for resolving several of these grievances at Step 2, thus avoiding lengthy and costly arbitrator involvement.

Although we can not discuss every grievance nor will we identify any of the grievants, we feel it would be beneficial to our members if we make you aware of the process we use to resolve grievances.

Recently, a sergeant received a CR number for failing to properly supervise a police officer during a 2½-hour span in the middle of a tour of duty. During this time, it was alleged the police officer was involved in an excessive force situation. After reviewing the investigative file, we found the sergeant was the immediate supervisor. Also, the sergeant had personal contact with the officer earlier in the tour (as documented on the sergeants log), participated in roll call, completed his log, went on numerous assignments of subordinates, reviewed and approved case reports and conducted check off roll call. The sergeant was never advised of an excessive force complaint and never received a request for a supervisor. The police officer may or may not have engaged in misconduct but this was never brought to the attention of the sergeant. Guess what happened? The sergeant was given a five-day suspension!

The Union attempted to resolve the issue at a Step 2 meeting to no avail. The Union then demanded the CR file be forwarded to an arbitrator for a Summary Opinion. Months later, the arbitrator ruled, "The conclusions reached by IAD concerning

Sergeant _____ are out of touch . . . The charges and subsequent suspension of officers of all ranks as a result of the described situation should not serve to color the case against the sergeant."

In a settlement agreement with the Union and the City of Chicago Police Department, "The five day suspension of the grievant resulting from CR #_____ will be expunged and the grievant's disciplinary record will be amended to reflect the same."
YOUR UNION AT WORK!

ATTENTION!!!! ATTENTION!!!!

The Union has discovered the following issue and would like to inform our members. In our grievance procedures, a suspension is often reduced or expunged. The affected sergeant is then credited with the eight hours for each day of returned suspension. HOWEVER, it was our contention that for each day returned, the sergeant is entitled to the **½-hour of rank credit**. If you have had a reduction in a suspension, check your time cards to ensure you have also been credited with the ½-hour. If not, contact our office for assistance.

In some grievances, sergeants have been awarded a substantial amount of time back. In some cases, the sergeants' duty availability and/or clothing allowance may have been reduced as a result of the suspension. If you have had a substantial reduction in suspension, try to determine if you also lost any duty availability or clothing allowance funds. If in doubt, contact our office for assistance.

As published some time ago, grievances take time. Some take more time than others. If a grievance is not resolved at Step 2 and is sent to an arbitrator for Summary Opinion, it may be **months** before we hear something. Please refrain from phone calls checking on the status of your grievance. Every member who files a grievance is contacted as each step progresses. ⚡

Mandatory Retirement

By Ken Hauser

I would like to expand on my June 2000 newsletter article pertaining to mandatory retirement of officers who are not eligible for a minimum 20-year annuity. I have received numerous telephone inquiries pertaining to this unwelcome ordinance. These officers who were hired when the mandatory retirement was 70 years of age, or after January 1, 1994 and were 43 years of age or older are ANGRY. They never really gave their pension benefits any thought until this ordinance passed the City Council on May 17, 2000. They automatically thought that they would be eligible for an annuity after 20 years of service. The City and the Chicago Police Department never informed them that prior to January 1, 1994, there was a mandatory retirement age of 63 and that this age limit could be reinstated sometime in the future. So, the question these officers are asking me is "what are you doing to help me with this issue?"

Let's start from the beginning. On January 1, 1983, City Ordinance changed mandatory retirement from 63 to 70 years of age, which was in effect until December 31, 1987. On January 1, 1986, Congress adopted a seven-year temporary Public Safety Exemption from the Age Discrimination in Employment Act (ADEA), which reinstated mandatory retirement at 63 years of age. Municipal governments were exempt from this act pertaining to public safety officers. Although, the Municipalities were instructed that they could invoke mandatory retire-

ment at their discretion. The City of Chicago invoked mandatory retirement for public safety officers from across the nation on December 31, 1993, which removed the 63 years of age mandatory retirement restriction. If an officer was hired during these periods, they should be entitled to the minimum 20 years (50%) annuity or

- 1) they should be afforded the opportunity of a buyout (to purchase the remaining time needed to reach 20 years of service),
- 2) the City should establish a grandfather clause allowing them to work past 63 years of age until they reach the minimum 20 years (50%) annuity, or
- 3) just change the pension formula when the new legislature convenes in January 2001.

Pension Fund records show that on December 31, 2000, 282 police officers will not have 20 years of service at age 63. I propose a minimum annuity of 30 % after completing 10 years of service plus 2% for each year thereafter or fraction thereof with a maximum 48% after completing 19 years of service. I feel that the City should show some good faith to these officers and alleviate this dilemma. 🏠

Annual Tour Report

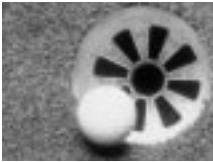
By Sergeant Jeff Vana



Our "Eastern Europe Escapade" begins 10 May 2001 when we fly to Warsaw, Poland. After three nights, we continue on to Krakow, Poland where after several days we venture to Prague, Czech Republic. Three days later, we wind up our tour in Berlin, Germany. Everyone is welcome to join us.

For further information, please contact **Bonnie Williams** at Beale Travel, 312.332.0400, or our office.

For those that wish to extend their stay for either visiting relatives in Poland or other independent travel, arrangements can be made. The final touches are still being made for this tour however if you wish to be on a mailing list once the tour is finalized, please contact **Sgt. Jeff Vana** in the 009th District, 3501 S. Lowe (312-747-0621).



Sergeants' Annual Golf Outing

By Sergeant James "MOON" McMullin

For the first time in recent history our outing was rained out, but we were fortunate enough to re-schedule it. On August 21st over 270 golfers/diners enjoyed a great day at the Palos Country Club. Included in the group were **Bruce Engstrom**, our past President, and **Rick Reimer**, our legal defense attorney – how did you hit'em guys?

Once again our raffle was a big success with "retiree" **Bruce Peck** winning the 1st Prize—\$500 cash! Thank you to the retirees and active members who participated in the raffle.

This year the longest drive winners were **Ed Walz** (0730 group) and **Bill McDermott** (1230 group). The closest to the pin winners were **Kevin Peterson** (0730 group) and **Jim O'Marrah** (1230 group).

As usual, retirees manned the money hole and our Board of Directors volunteered their time for various duties throughout the day, as did my neighbor, **Jack "Laz" Steffenhagen**. Thanks for a job well done!

In closing I wish to thank all of our generous "hole" sponsors and "prize" donators listed below. **PLEASE PATRONIZE THEIR BUSINESSES!** 🏠

Hole Sponsors

ACE A La Carte Entertainment Inc. 6666 N. Oliphant, Chicago	Summerwest Beefstro 10234 S. Western, Chicago
Coyne Financial LLC 815 W. Devon, Park Ridge	Ralph J. Licari & Associates (Former P.O.) 20 S. Clark, Chicago
Star Nissan/Midcity Nissan Niles & Chicago	Jacobs Twin Buick 6750 W. Grand, Chicago
Milano's Pizza 10945 S. Western, Chicago	The Dog Stop 6100 W. Belmont, Chicago
Shomrim Society of Illinois P.O. Box 59258, Chicago	Beale Travel Services, Inc. 104 S. Michigan, Chicago
Norwood Park Dodge 6333 N. Northwest Hwy., Chicago	Progress Printing 3324 S. Halsted, Chicago
Martinique/Drury Lane 2500 W. 95th St., Evergreen Park	Embroidery Center Ltd. 5401 W. 65th St., Chicago
Romano Bros. Beverage Co. 7575 S. Kostner, Chicago	19th Ward Democratic Party Virginia A. Rugai – Alderman 10231 S. Western, Chicago
Atty. James E. Gorman 10644 S. Western, Chicago	"123 Club" Jedyinka Club 5610 W. Diversey, Chicago
Ed Kelly Sports Program 47th Ward Democratic Org. 4740 N. Lincoln, Chicago	Beverly Hills Car Wash 10100 S. Western, Chicago
11th Ward Democratic Party John P. Daley – Committeeman	Illinois Center Research 155 N. Michigan, Chicago
James A. Balcer – Alderman 3659 S. Halsted, Chicago	The Paradise Club 7068 W. Belmont, Chicago
Chicago Patrolman's Federal Credit Union 1359 W. Washington Blvd., Chicago	
Archway Construction 1962 N. Clybourn, Chicago	
Mazury Inn Inc. 2459 N. Pulaski, Chicago	

Raffle Prize Sponsors

Beale Travel Services, Inc. 104 S. Michigan, Chicago	Vito & Nick Pizza 8433 S. Pulaski, Chicago
Hotel Sofitel Chicago O'Hare 5550 N. River Road, Rosemont	Sgt. Pete Koconis C.P.D. Unit 121
Coyne Financial LLC 815 W. Devon, Park Ridge	Jack Bracken "Canaryville" U.S.A.
ACE A La Carte Entertainment 6666 N. Oliphant, Chicago	Rick Reimer 100 W. Washington, Chicago
Summerwest Beefstro 10234 S. Western, Chicago	Fast Cash 5422 W. North Ave., Chicago
Trans World Airlines One City Centre St. Louis, Missouri	The Home Depot 2555 W. Normandy, Chicago
Tommy Guns Garage 1239 S. State, Chicago	Jumer's Casino Rock Island Foot of 18th Street, Rock Island
Trump Hotel/Casino 6012 West Industrial Hwy Gary, Indiana	Menard Inc. 4777 Menard Drive Eau Claire, Wisc
Red Fish America, LLC 5050 N. 40th Street Phoenix, Arizona	Chicago White Sox 333 W. 35th Street, Chicago
White Fence Farm Joliet Road, Lemont	Coach USA Neal Heard & Steve Randall Chicago
Par-A-Dice Hotel/Casino 21 Blackjack Blvd, East Peoria	Norwood Hand Car Wash & Detailing 6190 Northwest Hwy., Chicago
Chicago Brauhaus 4732 N. Lincoln, Chicago	Red Carpet Car Wash 923 W. Washington, Chicago
Second City & Second City Etc. 1616 N. Wells, Chicago	V.I.P. Tire Corporation 5301 S. Archer, Chicago
Zanies Comedy Club 1548 N. Wells, Chicago	The Frog Bar Rush Street (Chicago) & Rosemont
The Parthenon Restaurant 314 S. Halsted, Chicago	Joe Doyle "Canaryville" USA

Membership Report

By Sergeant Michelle Engstrom, Membership Chair

Just a reminder! Don't forget about us. Please keep the union informed of any changes in your name, address, unit of assignment or detail, LOA, star number, beneficiary designees, etc. It allows us to serve you better by keeping accurate records. Call the office or use the handy coupon located below.

In Memoriam

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

Alex Dybas	Retired
Francis O'Mahoney	Retired
Victor Wetterquist	Retired
James J. Raleigh	Retired
Thomas S. Kernaghan	Retired
Phillip Lyles	Retired
John E. Long	Retired

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-August 2000			
Jerry Thornton	050	30	52
Joseph Skiba	024	27	49
Stephen Sadowski	074	32	59
Eugene Shepherd	121	30	53
Earl Washington	003	32	53
Jerome Gierut	001	38	62
Thomas Conroy	002	24	50
Jose Martinez	010	28	51
Kirk Willis	009	30	50

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



Name _____ Star # _____ Unit _____

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

Income Tax Reminder

I.O.D./ Workman's Compensation

If you were I.O.D. during the calendar year of December 16, 1999 to December 15, 2000, you are entitled to claim an exemption when you file your 2000 Income Tax Return (regarding Workman's Compensation). Please note there is a three (3) year window here. If you failed to claim an I.O.D./Workman's Compensation deduction for 1998 or 1997, you can still file an amended Tax Return for those years in order to receive the benefit.

In order to receive this deduction you must submit a To/From to the Director of Finance (copies should be posted in your Units CO Book or at the PB & PA Sgts Office. A copy of your A & As showing the dates that you were I.O.D must accompany your To/From. Any I.O.D. time for the calendar year is applicable. The sooner you submit the request, the sooner you will receive the information that is required to be included in your Income Tax Return.

DATE: _____

BUREAU OF ADMINISTRATIVE SERVICES
FINANCE DIVISION

TO: Director of Finance
Attention: Maria Ramirez

FROM: _____

SUBJECT: I.O.D. Letter (16 Dec 1999-15 December 2000)

Reason for I.O.D. _____

Date of I.O.D. _____

Returned from I.O.D. _____

(***The member must attach a copy of his/her Time & Attendance Card that shows the dates he/she was carried I.O.D. This can be obtained from their unit timekeeper.)

RETURN TO:

Name: _____

Address: _____

Chicago, Illinois Zip Code: _____

Title: _____

S.S.#: _____

Empl. #: _____

Signature: _____

The above is a sample To/From Report from BAS/Finance Division.



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. ⚡



Legal Benefit

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



FYI:

According to many sergeants, one of the most beneficial programs the

Department offers is the Pre-Retirement Planning Seminar. Department Notice 99-60 states the seminar will be held four times per year, usually on the last Wednesday of the month. Interested sergeants should contact the Personnel Division, Employee Development Section, Pax 0347 or Bell 745-5342 to make a reservation.

The Retirees' Corner

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

Once again, a **BIG THANK YOU** goes out to all our retirees who enthusiastically support our golf outing with their attendance and purchase of raffle chances. This year paid off pretty well for them, with several winners taking home some nice prizes. A special thanks goes out to **Stan Doribiala** for donating his prize as a door prize for the "Pizza Meeting" and again, the annual accolade to the retirees who run the hole contests: **Dan Fournier, Ed McGuire, George Coughlin** and **Rick O'Connell**.

The legislative bill allowing retired P.O.s to carry firearms has been moved out of committee and goes to the House of Representatives for their action.

Remember to update your estate planning to reflect any changes. It becomes a costly legal procedure to unravel any items that are no longer pertinent after the fact.

Numerous retirees have asked us to make sure that **Jim "MOON" McMullin** gets an "attaboy" from them for his efforts as the Golf Chairman. We agree. THANKS MOON, YOU'RE THE BEST! ⚡

Vehicle Pursuits

Any vehicle pursuit creates a high-risk situation with the possibility of catastrophic results. This risk is not limited to the fleeing party and the pursuing officer(s) but to innocent bystanders as well. Over the past several years numerous police agencies (including our Department) have written and rewritten their Vehicle Pursuit Policies and Guidelines. The National Law Enforcement and Corrections Technology Center (NLETC) has issued a bulletin entitled “**HIGH SPEED PURSUITS: NEW TECHNOLOGIES AROUND THE CORNER.**” This report, besides discussing new concepts and innovations in equipment that is designed to bring a pursuit to a safe and expedient conclusion, listed some sobering statistics:

- Approximately 32% of police pursuits result in collisions.
- Of these, 20% will result in property damage while 13% will result in personal injury.
- 1.2% of all pursuits will result in a fatality
- Approximately 70% of all pursuit related injuries and fatalities involve the occupants of the pursued vehicle; 14% involve officers and 15% involve innocent parties.

Do the math! This means that in approximately one out of three of these collisions a “good guy” gets hurt! No one wants the “bad guy” to get away. Each of us has to make the decision to pursue or as super-

visors, to order a pursuit terminated, based on the circumstances. It is very easy for the troops to get caught up in the heat of the moment after all we are supposed to catch the “bad guy.”

As supervisors, we are bound by Department General Orders and other Directives to monitor any pursuit and to take appropriate action. This action can be to order the pursuit terminated or to continue to monitor the pursuit and provide support and direction to those involved in the pursuit. We must weigh the police purpose against a variety of factors. These factors include the reason for the pursuit, time of day, location, traffic, weather, etc. We have to weigh the seriousness of any offense and the potential for apprehension verses the potential for injury and the potential for property damage. We are responsible for our action or for our inaction. As supervisors we are required to see that our subordinates adhere to the policies and procedures of the Department. We are leaders and we must set an example for our subordinates.

There is a line from the movie *The Untouchables* which is spoken by a veteran cop portrayed by Sean Connery that is appropriate to policing. Permit me to paraphrase that line. Your first duty as a police officer is to go home to your family safely at the end of your tour of duty. Your first duty as a supervisor is to see that your men adhere to this rule of thumb. 🙌



PB&PA State Convention 2000

By Sergeant James "MOON" McMullin

Congratulations to the men and women from Rockford Unit #6 for the excellent job they did in hosting this year's convention (Sep 29th, 30th & Oct 1st). The State Executive Board introduced a by-law change that would raise the current dues for benevolent members from \$30 a year to \$42 a year. This dues change proposal was "not" an easy decision for the Executive Board to make, and was done out of "necessity" (the proposal passed by the required two-thirds majority vote). Three other by-law proposals also passed; an Executive Board accountability article, and two changes that I was able to negotiate which allow our members to be eligible for the PB&PA death benefit (see below). I was also successful in lobbying for "lifetime" membership for our retirees who have paid dues in the PB&PA for 5 years or more. (Note: A very special "thank you" to all of our delegates, sergeants and lieutenants, for their valued support!!!)



Your state convention 2000 delegates (left to right):
Sgts. Gordon Barnhill, Jeff Vana, Jack Ridges, Michelle Engstrom, Jim Cosgrove, Donna Dowd, Mike Lazzaro, Jim "MOON" McMullin



The Fab Five . . . Labor Management Beware!
Lt. Fitzsimmons, Sgt. Vana, Sean Smoot, Sgt. Cosgrove, Lt. Wilson

BY-LAW CHANGES

NEGOTIATED AT 2000 CONVENTION:

Article II Sec. 4:

Old: ...and has paid dues into the Association for a period of not less than 20 years shall thereafter be entitled to all rights, privileges and benefits...

New: ...and has paid dues into the Association for a period of 5 years...

Article X Sec. 2:

Old: ...death benefit for members of this Association who joined the Association during the first 5 years of the member's tenure as a police officer or who joined this Association within 1 year after a local unit was established...

New: ...has joined the Association within 1 year after being eligible to join...

DEATH BENEFIT "BUY-OUT"

NEGOTIATED AT PRE-CONVENTION 2000:

Member PB&PA 5yrs:

Current - \$630.00 New - \$315.00

Member PB&PA 10yrs:

Current - \$420.00 New - \$210.00

Etc....this is a 50/50 "Buy-Out" for our members (optional). ⚡



Lt. Dori Deloughery receiving the TOP COPS Award from the P.B. & P.A./Illinois



Medical Roll Alert!



Recently a fellow sergeant who was on the Medical exhausted his Medical Benefit/Non-duty related, without realizing it. Unfortunately, the Medical Section was not required to notify him that his benefit was running out. In fact, the Medical Section did not determine that his benefit had been exhausted until several days after it had been used up.

You are entitled to be on/to utilize the Non-duty related Medical for up to one calendar year within a two year period. This is not limited to one occurrence or instance. If the total time you are on the Medical for one non-duty related illness or injury exceeds one year within a two-year period or if you are placed on the medical for a non-duty related injury or illness on separate occasions/multiple times (different illnesses or injuries) and the combined time exceeds one calendar year within a two year period, “you will be removed from the active roll and granted a leave of absence for disability pension.”(General Order 94-5-1A, Section I, E, 6 and 7)

The end result is that you are in effect placed on Mandatory Retirement/Disability Pension. You are

not permitted to use any comp time, BFD, personal days or furlough time to remain on the active payroll. You will be paid for any unused elective time.

In this case, the sergeant had been on the medical roll for one instance in 1998-99 (Non-duty related) and was currently on the medical roll in 1999-2000 (Non-duty related). He thought that since the two instances were not related, that he in fact was entitled to a full year on the Medical Roll for the latest Non-duty related illness. Both incidents, although unrelated, resulted in his being on the Medical Roll for over one calendar year within the two-year period.

The Medical Section has no requirement to notify a sworn member that his time on the Medical is running out. Their position is that it is up to the individual member to be aware of his benefits and to take the appropriate action. What can you do? One option, if you are on the Medical Roll for an extended period of time and coming close to exhausting your benefit, is a return to “light duty.” This may prevent your premature retirement. Other than this, keep track of your medical days. ⚡

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 feel welcome to contact us for their mortgage needs.

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Health Care Update

By Sergeant James "MOON" McMullin

TENTATIVE AGREEMENT BETWEEN THE CITY OF CHICAGO and F.O.P. LODGE 7

The following was received from M.L.A.S. regarding Medical Plan changes:

A. Medical Plan Changes (all changes to be effective January 1, 2001; unless otherwise noted.)

1. Provide a new preventive care benefit by establishing a Point of Service ("POS") Plan Option, as an additional plan to compliment the existing PPO plan and HMO's. The salient features of this plan are, as follows:
 - a. each participant chooses a primary care physician ("PCP") who will manage all care received at the maximum benefit level ("level one");
 - b. if a participant elects to go to the PPO network or beyond the network, he or she can do so on a service-by-service basis with the appropriate co-payment;
 - c. preventative care benefits, including childhood immunizations and well baby and woman care, would be available through the PCP only, and would not be covered in the PPO or out-of-network benefit;
 - d. other benefit levels and co-payments as set forth in the chart attached as Attachment A.
2. Reduce the number of HMO's offered from three to two.
3. Replace the dental indemnity plan with a dental PPO with out-of-network provisions.
 - a. Basic services and major restorative services will be covered at a higher percentage (70% and 60%), respectively), with \$1,000.00 Annual Maximum Benefit. Out-of-network services will be subject to an Annual Deductible of \$100.00 per person, an Annual Maximum Benefit of \$1,000.00, preventative services at 80%, and basic and restorative services covered at 50% after the deductible. A complete summary of benefit levels and deductibles is attached as Attachment B. Effective January 1, 2002, increase the Annual Maximum Benefit to \$1,200.00.
 - b. effective January 1, 2001, update the provider co-payment schedules of the City's Dental Maintenance Organization ("DMO") to maintain coverage at 70-80% in the aggregate for basic and major restorative services, including orthodontic. Provide the automatic increases of co-payments in the DMO each year to be effective beginning January 1, 2003. A complete summary of benefit levels and co-payments is attached as Attachment C.
4. Change the PPO prescription benefit co-payments for a 34/100-day supply of drugs on the City's Preferred Drug List to \$8.00 for generic drugs (increase to \$9.00 on January 1, 2002 and \$10.00 on January 1, 2003), and \$20.00 for brand name drugs for which there is no generic equivalent. For brand name drugs, which have a generic equivalent, the co-payment will be \$8.00 (increase to \$9.00 on January

. . . continues on next page



Health Care Update cont'd

1, 2002 and \$ 10.00 on January 1, 2003), plus the difference between the price of the brand name drug and the generic drug. For drugs which are not on the PPO formulary list, the co-payment will be \$33.00 (increase to \$34.00 on January 1, 2002 and \$35.00 on January 1, 2003), regardless of whether the drug is generic or brand.

Change the HMO prescription benefit co-payments for a 34/100-day supply of drugs on the HMO formulary list to \$7.00 for generic drugs (increase to \$8.00 on January 1, 2002 and \$9.00 on January 1, 2003), and \$15.00 (increase to \$16.00 on January 1, 2002 and \$17.00 on January 1, 2003) for brand name drugs for which there is no generic equivalent. For brand name drugs, which have a generic equivalent, the co-payment will be \$7.00 (increase to \$8.00 on January 1, 2002 and \$9.00 on January 1, 2003), plus the difference between the price of the brand name drug and the generic drug. For drugs which are not on the HMO formulary list, the co-payment will be \$25.00 (increase to \$26.00 on January 1, 2002 and \$27.00 on January 1, 2003), regardless of whether the drug is generic or brand.

5. Increase cost of co-payment for HMO office visits to \$ 7.00 per visit effective January 1, 2001, and \$ 10.00 effective January 1, 2003.

6. Introduce limits on chiropractic services in the PPO plan to twenty (20) visits with no more than three modalities per visit. Implement a voluntary health risk assessment for soft tissue injuries.

The parties agree that the above changes will be part of the open enrollment for bargaining unit members in November of 2000. In the event that the contract is not ratified, the parties agree that the changes set forth above and in section B hereof (except for the \$ 20.00 co-payment for brand drugs for which there is no generic equivalent as set forth in paragraph 4 above) will be considered tentatively agreed and shall not be submitted to interest arbitration.

B. Employee Medical Premium

Effective January 1, 2001, employee medical contributions are to be based on 1.0281% of salary coverage; 1.579% of salary for single plus one, and 1.9705% for family.

***PLEASE NOTE: Each member will receive a letter from the City via the U.S. Mail regarding the above information. The Attachments mentioned above were not reproduced in this article but should be available in the packet that the City sends out.



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

Dear Jeff,

Thank you for all your time and effort in handling my grievance, which resulted in total expungement from my record. I sincerely appreciate not only what you have done on my behalf but I would also like to acknowledge and commend all our P.B.P.A. Board members for their tireless efforts on behalf of our entire membership.

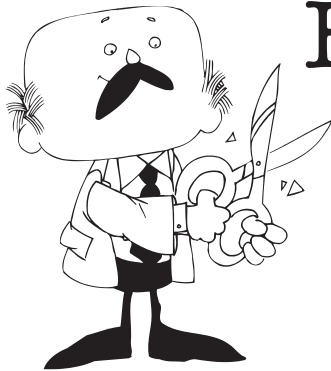
Sgt. Al Piantkowski
018th District

Jeff Vana and the officers of the Chicago Police Sergeants Association:

I want to thank and compliment you on the rapid and successful resolution of the grievance I had filed. I was suspended for failing to return to the scene of a violent 10-1 to take a citizen's complaint. I had refused to return in order to protect my officers and myself from another confrontation. An excessive force complaint was made later against the officers. However, it was the OPS investigator who... added additional allegations against me and sustained them for my using common sense. A non-concurrence by my commander did not sway their minds either.

Jeff Vana took my case, skillfully argued the facts, and pointed out the illogical decision that was reached. Three months after my suspension was served, the finding was reduced to violation noted, my file was amended, and I am being reimbursed in money and compensatory time lost. Thank you very much for a job well done.

Sincerely,
Sgt. Daniel Hudak
009th District




Editorial Policy

Any member, active or retired, wishing to submit an article for inclusion in *The Chevrons* can forward it to:

Chicago Police Sergeants Association/Chevrons
3637 S. Halsted
Chicago, IL. 60609

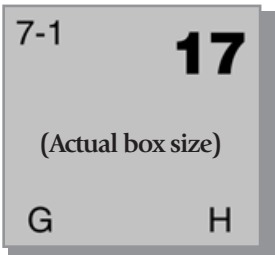
All articles must be signed and unless specifically requested, said articles and photographs so submitted, will not be returned. The Editor reserves the right to edit or reject any material so submitted. The overall goal of *The Chevrons* is to provide the membership of the C.P.S.A. with informative and timely articles of interest and benefit to the membership. The Editor will reject any material that is found to be contrary to these goals or which may be offensive because of race, ethnicity, national origin, sex, religion, age or veteran status.

Please remember, if we print any article or make an editorial comment on a topic that you do not like, one that you take as a personal insult, please bring us your copy of *The Chevrons*, and we will be happy to cut the offending article out of your copy! 

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The Official Publication of the Chicago
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