



Police
Benevolent &
Protective
Association
Unit 156a



Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

Interest Arbitration

The Process of Interest Arbitration for Police Collective Bargaining Units Under the Illinois Public Labor Relations Act

*By Sean Smoot, Chief Legal Counsel
Policemen's Benevolent & Protective Association of Illinois*

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PRE-HEARING PROCEDURE

The interest arbitration process for bargaining units comprised of police officers is governed by Section 14 of the Illinois Public Labor Relations Act. The first step in the interest arbitration process is mediation. Under Section 14 collective bargaining agreements involving units of police officers, negotiating an agreement, mediation shall commence upon 15 days notice from either party or at such later time as the mediation services can be provided to the parties. If either party requests the use of mediation services from the Federal Mediation and Conciliation Service, the other party shall either join in such request or bear the additional cost of mediation services from another source.

The Act also requires that the mediator keep the Board informed on the progress of the mediation. If any dispute has not been resolved within 15 days after the first meeting of the parties and the mediator, or within such other time limit as may be mutually agreed upon by the parties, either the union or the employer may request of the other, in writing, arbitration, and shall submit a copy of the request to the State or Local Labor Board.

Unless the parties waive a tripartite panel, they must, within 10 days after a request for arbitration has been made, each choose a delegate to serve on the

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President's Message



Dear Fellow Sergeants,

I hope you all had a wonderful summer and that the changing season finds you in good health and spirits. The Officers and Board of Directors of the Police Benevolent and Protective Association Unit 156 Sergeants would like to extend our condolences to the Family of Police Officer Michael Gordon on the loss of their loved one. Officer Gordon of the 011th district was killed in an automobile accident on August 8, 2004 while on routine patrol.

Medical Insurance

As some of you may already know the PB&PA Unit 156 Sergeant's, Lieutenant's and Captain's along with the F.O.P. Lodge 7, Fire fighters Local 2 and several other unions representing City employees have formed an alliance to protect our medical insurance benefits from being "gutted" by our employer. The "Alliance" had a few meetings with the City during which nothing was settled. The City wanted to impose "ground rules" for these meetings that would have undermined our individual contract negotiations. So the City is no longer meeting with us as an Alliance. However, we have kept this Alliance together and are planning a citywide campaign to get our message out to the citizens. You will all be receiving a letter shortly that will explain what we are trying to do. This letter will also tell you how you can personally get involved.

Contract Negotiations

We have been in contract negotiations with the City for about seventeen months. To date no financial issues other than medical insurance have been discussed. There has been no salary proposal. We are making some progress on a few none economic issues, but we still have a long way to go.

New Building

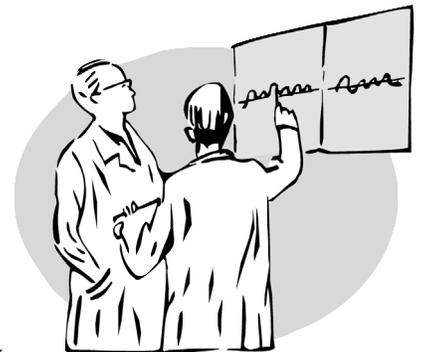
As you know the Chicago Police Sergeants Association moved into our new building at 1616 W. Pershing Road on July 8, 2004. We are getting used to our new surroundings and enjoying the additional space. We intend to have our November general meeting at the new building and look forward to many more years of serving our members from our new office.

Golf Outing

The Chicago Police Sergeants Associations' 43rd Annual Golf Outing was held on August 9, 2004 at Silver Lakes Country Club. The outing was a success with almost two hundred golfers in attendance. The weather cooperated this year and all had a good time.

In closing, we are all looking forward to a resolution to our contract negotiations. Unfortunately, it is a timely process the length of which we do not control. In the meantime stay safe and drive carefully. ⚡

James Cosgrove



F.Y.I.

Interactive Health Solutions, formerly

Myhealthlink, the company that has been providing health screenings at the FOP, Lodge 7 union hall for the past eight years, has agreed to provide their services for our PBPA members and their families at our new union hall located at 1616 W. Pershing Rd., on October 12th and 13th, 2004. You will be receiving a mailer in early September with all the details. ⚡

From the Desk of the Editor

The pace of Contract Negotiations has been stepped up. We are still discussing the non-financial aspects of the contract and have made some positive progress. Once these issues are resolved we will move forward on the financials. There is no firm time-line but we have been gearing up and doing our homework. In this edition of the *Chevrons*, our feature article deals with an explanation of Interest Arbitration. I hope you find this article both interesting and informative.



On 9 July 2004 we made the final transition from lessees to owners when we moved into our newly remodeled offices at 1616 W. Pershing Road. The acquisition of this building gave us the office space that we needed and meeting rooms that will allow us to conduct our Membership & Business Meetings on site without the expense of renting an off-site location. The renovated building will serve us well in the years to come. Please feel free to stop by your office and take a look around. We anticipate having our first General Membership Meeting in our building on 18 Nov 2004. 🏠

Sgt Gordon Barnhill, Editor & VP



Have you moved??? Transferred??? New Star???



Please let us know. Fill out the form below and mail it to our office.

Police Mail: Unit 545

US Mail: CPSA/PB & PA, Unit 156A

1616 West Pershing Road

Chicago, Illinois 60609

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 may mail this form via **Police Mail to: Unit 545** or **U.S. Mail to: P.B. & P.A. Unit 156A, 1616 W. Pershing Rd., Chicago, IL 60609**

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By Sgt. Al Piantkowski, 018

Three hundred forty-eight . . . three hundred forty-nine. These were the numbers assigned to Sgt. James Severin and Officer Anthony Rizzato by the Chicago Police Department on July 17, 1970, to mark their place in time, of Chicago Police Officers killed in the line of duty.

Sgt Severin and Officer Rizzato, both of Area 6 Task Force, were killed by sniper fire as they walked across a baseball field while assigned to a newly formed “Walk and Talk” program in Cabrini Green.

Thirty-four years later, on July 17, 2004, an overflow crowd of over 150 people filled the Community Room of the 018th District, located in the heart of Cabrini Green, to honor these two fallen heroes.

Hosted by the “Men and Women” of the 018th District, under the direction of Commander William O’Donnell, a memorial program was presented that included remarks from former Department Members and Prosecutors (Nicholas Motherway & Gino DiVitto) along with Severin and Rizzato family members.

**Commander
William O’Donnell
018th District**



**Jean Severin
Sgt. Severin’s Niece**

**Nicholas J. Motherway
Former ASA.
One of the lead
prosecutors in the case**



The event culminated with the Severin and Rizzato families unveiling a memorial display case (pictured below) full of memorabilia dedicated by the 018th District as the Pipes & Drums of the Chicago Police Emerald Society provided a resounding accompaniment.



Severin & Rizzato Memorial Case

Presently, there are over 420 Chicago Police Officers that have made the *“Ultimate Sacrifice”*. It is important that we keep them and their families in our daily thoughts and prayers. The newly formed **Chicago Police Department Memorial Foundation**, a not-for-profit organization within the Department, will address the needs of those family members who lost a loved one in the performance of or in the line of duty.

In addition, the Department is in the advanced planning stages of building *“One of the Finest Memorials in the Nation”* to honor these Chicago Heroes in Gold Star Family Park, located just east of the new Soldier Field.

We ask that you support this foundation in any way you can to pay tribute to “Chicago’s Finest” and their families, keeping in mind that *“All gave Some, Because Some Gave All!”*



Sgts. Al Piantkowski & Gene Richmond

Post Script:

I would like to take this opportunity to thank Al & Gene for their tireless efforts in bringing about this most important event. They are not the type of guys to seek such recognition or accolades. It was an honor to be present at the ceremony and one that I will not forget.

To Al, Gene and all the others who made this event a reality, ***“THANKS FOR A JOB WELL DONE!”***

Sgt. Gordon Barnhill, Editor

This article and additional photos can be viewed on our web site at www.chicagosergeants.org or www.pbpa156a.org. ⚡



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 **Robert D. Kuzas - 312.629.1400**. In the case of a sergeant involved shooting, please call the Union office at 773.376.7272.

Remember to identify yourself as a member of the Sergeants’ Association, PBPA Unit 156 Sergeants. Ask for Attorneys **Bob KUZAS** or **Laurel HICKMAN**. ⚡

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
1616 W. Pershing Rd., Chicago, IL 60609**

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. ⚡

Contract Update, August 2004

By Sgt. Gordon Barnhill, Vice President

Negotiations are continuing on the non-financial aspects of the contract. Progress is painfully slow but we are moving forward. Issues regarding the Sworn Affidavit and the 4th Watch (Rapid Response) are still in negotiations. Please continue to use the "Disclaimers" regarding the Sworn Affidavit.

The City has presented a second proposal regarding the Medical Plan. Unfortunately it was the same old wine in a different bottle. We will not negotiate a Medical Plan separately from our other financial concerns. We do not support any increase in Medical costs that offsets any gains in Salary. We continue to

work with the other bargaining units in the City in an effort to negotiate a Medical Plan with the City. Our joint concerns are the protection of our Medical Benefits and to secure the best possible Medical Plan for our membership(s). Again, it is our position that the Medical costs and salaries must be negotiated together.

Issues regarding Bids and Seniority have been broached and are being negotiated. Your survey responses have identified your concerns and these are being addressed by your negotiating team.

Please do not listen to rumors. If there is a question or information that is questionable, please call the office, drop us a line via Police Mail (Unit 545) or send us an email at cpsa_sgts@ameritech.net. We will respond.

Our next General Meeting will be held on 16 Sep 2004 at 7:00 PM. This is our Annual Pizza Meeting at the Home Run Inn. Further information can be found in this issue of the Chevrons. ⚡



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
1616 W. Pershing Rd.
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! ⚡



Interest Arbitration . . . cont'd from page 1

panel of arbitration as provided in this section. The employer and employees shall forthwith advise the other and the Board of their selections. In these cases, the arbitration shall be decided by a majority of the panel consisting of one panelist appointed by the City, one panelist appointed by the Union and a neutral arbitrator selected by both parties as described below.

Within 7 days of the request of either party, the Board shall select from the Public Employees Labor Mediation Roster 7 persons who are on the labor arbitration panels of either the American Arbitration Association or the Federal Mediation and Conciliation Service, or who are members of the National Academy of Arbitrators, as nominees for impartial arbitrator of the arbitration panel. From that list the parties can either mutually agree upon an arbitrator or they shall alternatively strike one name from the list provided by the Board until only one name remains. (A coin toss shall determine which party shall strike the first name.)

If the parties fail to notify the Board in a timely manner of their selection for neutral arbitrator, the Board shall appoint a neutral chairman from the Illinois Public Employees Mediation/Arbitration Roster.

Once a neutral arbitrator has been selected the parties typically work in concert with the arbitrator in selecting the time and place of the hearing. The hearing may be held at the offices of the Board, at such other location as all parties agree, or at a place the Board deems appropriate.

THE HEARING

During the pendency of proceedings before the arbitration panel, existing wages, hours and other conditions of employment shall not be changed by action of either party without prejudice to his rights or position under this Act.

The neutral arbitrator or chairman shall preside over the hearing and shall take testimony.

Any oral or documentary evidence and other data deemed relevant by the arbitration panel may be

received in evidence and proceedings are generally informal.

Technical rules of evidence do not apply and the competency of the evidence can not thereby be deemed impaired. A verbatim record of the proceedings shall be made and the arbitrator shall arrange for the necessary recording service. Transcripts may be ordered at the expense of the party ordering them, but the transcripts shall not be necessary for a decision by the arbitration panel.

The expense of the proceedings, including a fee for the chairman, established in advanced by the Board, shall be borne equally by each of the parties to the dispute. The delegates, if public officers or employees, shall continue on the payroll of the public employer without loss of pay.

It is standard and customary for the parties and the panel to agree to the preparation and presentation of written briefs following the actual hearing. Typically the parties are allowed thirty days after the date of transcription to file such briefs.

The arbitration panel may administer oaths, require the attendance of witnesses, and the production of such books, paper, contracts, agreements and documents as may be deemed by it material to a just determination of the issues in dispute, and for such purpose may issue subpoenas. If any person refuses to obey a subpoena, or refuses to be sworn or to testify, or if any witness, party or attorney is guilty of any contempt while in attendance at any hearing, the arbitration panel may, or the attorney general if requested shall, invoke the aid of any circuit court within the jurisdiction in which the hearing is being held, which court shall issue an appropriate order. Any failure to obey the order may be punished by the court as contempt.

At any time before the rendering of an award, the arbitrator, if he is of the opinion that it would be useful or beneficial to do so, may remand the dispute to the parties for further collective bargaining for a period not to exceed two weeks. If this occurs the time provisions of the Act are automatically extended for that time period.

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Disability, It Could Happen to Any of US

By Sgt. Timothy Brophy, Sergeants Pension Representative

Each disability case is unique, but in general, the below information applies.

Disability comes in three forms, **ordinary disability**, **duty disability**, and **occupational disease disability**.

Ordinary disability is described as suffering from a condition which will prevent an officer from performing police duties and the disability is not duty related. Ordinary disability pays 50% of the officer's salary at the time disability occurs and the duration of benefits can be up to five years depending on the service time of the officer. (A period equal to $\frac{1}{3}$ of the service rendered to the city prior to the time of becoming disabled, not more than five years.)

Duty disability is described as suffering from a condition which will prevent an officer from performing police duties and the disability is duty related. Duty disability pays 75% of the officer's salary at the time disability is allowed.

Occupational disease disability is described as suffering a heart attack or any other disabling heart disease that prevents an officer from performing police duties and the officer is not entitled to duty disability. To be eligible for this benefit an officer must have at least ten years of service. Occupational disease disability pays 65% of the officer's salary at the time of his or her removal from the police department payroll. The Pension Board doctors use the NYHA classification to help determine disability. Check with your doctor for your classification.

The **New York Heart Association (NYHA) Functional Classification** provides a simple way of classifying the extent of heart failure. It places patients in one of four categories based on how much they are limited during physical activity:

- I No symptoms and no limitation in ordinary physical activity.
- II Mild symptoms and slight limitation during ordinary activity.
- III Marked limitation in activity due to symptoms, even during less-than ordinary activity.
- IV Severe limitations. Experiences symptoms even while at rest.

Whether the disability is ordinary, duty, or occupational the following applies. As medical time becomes exhausted the officer must make an application for benefits, present medical records to support his or her disability and submit to an examination by a Pension Board doctor for further verification. The officer may be required to appear and testify under oath at a Disability Board hearing. Then, to receive any benefits the Pension Board must approve the disability claim. Disability benefits end upon mandatory retirement, age 63.

If you're thinking of making a disability claim, call the Pension Fund Office. Our staff will guide you through the necessary steps. 🏠



PLEASE BE SAFE!

Interest Arbitration . . . cont'd from page 7

At or before the conclusion of the hearing the arbitration panel shall identify the economic issues in dispute, and direct each of the parties to submit, within such time limit as the panel shall prescribe, to the arbitration panel and to each other its last offer of settlement on each economic issue. The determination of the arbitration panel as to the issues in dispute and as to which of these issues are economic shall be conclusive. As to each economic issue, the arbitration panel must adopt the last offer of settlement which, in the opinion of the arbitration panel, more nearly complies with the applicable factors prescribed in subsection (h) The findings, opinions and order as to all other issues shall be based upon the applicable factors prescribed in subsection (h).

THE FACTORS CONSIDERED SUBSECTION (h)

Where there is no agreement between the parties, or where there is an agreement but the parties have begun negotiations or discussions looking to a new agreement or amendment of the existing agreement, and the wage rates or other conditions of employment under the proposed new or amended agreement are in dispute, the arbitration panel shall base its findings, opinions and order upon the following factors, as applicable:

- (1) The lawful authority of the employer.
- (2) Stipulations of the parties.
- (3) The interests and welfare of the public and the financial ability of the unit of government to meet those costs.
- (4) Comparison of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally:

- (a) In public employment in comparable communities.
 - (b) In private employment in comparable communities
- (5) The average consumer prices for goods and services, commonly known as the cost of living.
- (6) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment and all other benefits received.
- (7) Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- (8) Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

The overwhelming trend in interest arbitration to date is that internal and external comparability (item 4 above) are the factors afforded the greatest weight by arbitration panels.

THE AWARD

The arbitration panel, within 30 days after the conclusion of the hearing, and filing of briefs, or such further additional periods to which the parties may agree, will make written findings of fact and promulgate a written opinion and shall mail or otherwise deliver a true copy thereof to the parties and their representatives and to the Board.

In the case of Chicago Police Officers, the

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Interest Arbitration . . . cont'd from page 9

arbitration decision is limited to wages, hours and conditions of employment and can not include the following:

- (1) residency requirements;
- (2) the type of equipment, other than uniforms, issued or used;
- (3) manning
- (4) the total number of employees employed by the department;
- (5) mutual aid and assistance agreements to other units of government; and
- (6) the criterion pursuant to which force, including deadly force, can be used; provided, nothing herein shall preclude an arbitration decision regarding equipment or manning levels if such decision is based on a finding that the equipment or manning considerations in a specific work assignment involve a serious risk to the safety of a peace officer beyond that which is inherent in the normal performance of police duties.

POST AWARD PROCEEDINGS

Orders of the arbitration panel shall be reviewable, upon appropriate petition by either the city or union, by the Cook County Circuit Court, but only for reasons that the arbitration panel was without or exceeded its statutory authority; the order is arbitrary, or capricious; or the order was procured by fraud, collusion or other similar and unlawful means.

Petitions for review must be filed with the appropriate circuit court within 90 days following the issuance of the arbitration order. The pendency of these court proceedings do not automatically stay the order of the arbitration panel. The party against whom the final decision of any such court shall be adverse, if such court finds such appeal or petition to

be frivolous shall pay reasonable attorneys' fees and costs to the successful party as determined by said court in its discretion.

If the court's decision affirms the award of money, the award, if retroactive, shall bear interest at the rate of 12% per annum from the effective retroactive date.

EMPLOYER RATIFICATION OF THE AWARD

The final step in the process involves the presentation of the terms decided upon by the arbitration panel in the form of an agreement to be submitted to the public employer's governing body for ratification and adoption by law, ordinance or the equivalent appropriate means. The governing body shall review each term decided by the arbitration panel.

If the governing body fails to reject one or more terms of the arbitration panel's decision by a 3/5 vote of those duly elected and qualified members of the governing body, within 20 days of issuance, such regularly scheduled meeting of the governing body after issuance, such term or terms shall become a part of the collective bargaining agreement of the parties.

If the governing body affirmatively rejects one or more terms of the arbitration panel's decisions, it must provide reasons for such rejection with respect to each term so rejected, within 20 days of such rejection and the parties shall return to the arbitration panel for further proceedings and issuance of a supplemental decision with respect to the rejected terms. However, all costs of supplemental arbitration proceedings including the union's attorney's fees must be paid by the employer. ⚡

We hope you found this article both informative and educational. We wish to thank Sean Smoot for permitting us to reprint it in the Chevrons. Sgt. Gordon Barnhill, Editor

Chaplain's Corner

Compliments of your police chaplain Rabbi Moshe Wolf, 773-463-4780 or moshewolf@hotmail.com.

Take A Moment to Ponder

A professor was giving a lecture on stress management. He raised a glass of water and asked the audience, "How heavy do you think this glass of water is?" The answers ranged from a half pound to three pounds.

"It does not matter on the absolute weight. It depends on how long you hold it. If I hold it for a minute, it is OK. If I hold it for an hour, I will have an ache in my right arm. If I hold it for a day, the pain will be intolerable. It is the exact same weight, but the longer I hold it, the heavier it becomes."

"If we carry our burdens all the time, sooner or later, we will not be able to carry on, the burden becoming increasingly heavier."

"What you have to do, is to put the glass down, rest for a while (say a prayer) before holding it up again."

We have to put down the burden of life periodically, so that we can be refreshed and are able to carry on. So before you return home from work tonight, put down the burden of work.

Take a rest, catch your breath, and regroup. Life is short, learn to enjoy the moment.

Take a moment, put down your glass, to ponder life and give a chuckle....remember,

- Accept that some days you're the pigeon, and some days you're the statue.
- Always keep your words soft and sweet, just in case you have to eat them.
- If you lend someone \$20, and never see that person again, it was probably worth it.
- Never put both feet in your mouth at the same time, because then you don't have a leg to stand on.

- In life nobody cares if you can't dance well. Just get up and dance.
- You may be only one person in the world, but you may also be the world to one person.
- Don't cry because it's over; smile because it happened.
- We could learn a lot from crayons: some are sharp, some are pretty, some are dull, some have weird names, and all are different colors but they all have to learn to live in the same box.
- Happiness comes through doors you didn't even know you left open.
- No matter how good a friend is, they're going to hurt you every once in a while and you must forgive them for that.
- You should always leave loved ones with loving words. It may be the last time you see them.
- You can keep going . . . long after you can't.
- Either you control your attitude or it controls you.
- Sometimes the people you expect to kick you when you're down will be the ones to help you get back up.
- Just because someone doesn't love you the way you want them to doesn't mean they don't love you with all they have.
- It isn't always enough to be forgiven by others. Sometimes you have to learn to forgive yourself.
- No matter how bad your heart is broken, the world doesn't stop for your grief.
- The people you care about most in life are sometimes taken from you too soon. Remind them everyday how much they mean to you.
- Life is a journey not a destination, enjoy the ride even when the scenery changes.

May G-d bless you, keep you safe, and always keep you in his loving care. Blessings for a healthy, enjoyable summer. Amen. 🙏

The Retirees' Corner

By Retired Sgts. Michael Stather (North Side Rep.) & Don Januszyk (South Side Rep.)

Greetings to all our Retirees,

We hope you're all enjoying the nice summer we've had so far, and hope no one took any hits from some of the terrible storms and fires in other areas.

As you are probably aware, the right to carry our weapons again legislation is waiting for the Presidents signature, which he promised he would affix. You may not be aware, but this issue only affects retired P.O.'s in 4 states. All the other states permit it. We have learned that the responsibility for registering, qualifying etc. shall be assumed by the State Police. How it's all going to pan out remains to be seen, but we do know that in Illinois you will have to have a F.O.I.D. Card.

The Social Security Windfall bill is also still alive and well, but progress is slow, but is far from being a dead issue.

Our new office is operational, and it turned out very well. Stop by and visit, but call first, as there are a lot of meetings that have to be attended.

Our Golf outing is almost here, Monday 9 Aug. and you can still make a reservation, but don't wait, and be disappointed, it's filling up fast.

Take care, keep enjoying your well-deserved retirement, and pass on a small act of kindness to those less fortunate, especially our disabled vets. Thank you.

Ret. Sgt. Mike Stather, Northside Rep.

South Side Retiree Report

The luncheon for the south side retirees is always held on the 2nd Wed of the month at the Royal Place Restaurant: 6254 West 111th and the luncheon starts promptly at 1100 hrs. The group has dwindled down and your attendance is needed, especially those retirees from Orland and Tinley.

The lunch consists of salad, soup, chicken and sausage which is all served family style. For more info, call Ret. Capt. John Nolan at 708-802-9229.

As of 1 May 04, the Retired Chicago Police Association has new officers. The President is Anthony Finnelly, with assisting officers, William

Nolan, Tony Pulciani, Harold Brown and Sam Greco. Directors are Cornelius Dillon, Anthony Faklis, Donald Fournier, Penny O'Connor, Geraldine Perry, Robert Podgorny and Abraham Reid.

The next meeting is Sunday, Oct. 3rd at 1400 hrs., in the 1st District Community Room. This group is the actual representative of all retirees. Let's see what they will be doing for us in the future.

Ret. Sgt. Don Januszyk, Southside Rep

NEWS FLASH!!!!

On 22 July 2004, President George W. Bush signed into law HB218, the "Law Enforcement Officers Safety Act." This bill became effective immediately upon the Presidents signature. This allows qualified active and retired law enforcement officers to carry their firearm while off-duty for the protection of themselves, their families and our nation's communities.

Now that the "law" is in place, the procedures will need to be effected. We will keep you posted on how this affects us in Illinois. **We caution all our members to use their discretion until policies and procedures are adopted.**

SHORT GOLF OUTING UPDATE

The Golf Outing and Death Benefit Raffle were held on Monday the 9th of August. They were a great success. We had 97 golfers in the AM start and 100 for the PM tee off. There were 120 door prizes for each group. Some lucky attendees received two door prizes.

Some of the prizes for the Grand Raffle were a \$500.00 cash prize, airline tickets from both ATA and Southwest Airlines. There were a total of 29 prizes in the Grand Prize Raffle. There will be an update on the outing and an acknowledgement to all our Sponsors at the Sept. meeting and in the next Chevrons. Thanks to all the Sponsors and all those who participated.

Your Golf Committee 

Retiree Roll

By Sgt. Michael Dejanovich, Membership Chairman

Congratulations to all of our retirees. These sergeants have provided the City of Chicago with many years of service. We wish a long, healthy and prosperous retirement to all!!

Last Name	First Name	Unit	Star	Age	Years of Service	Retirement
McPENCOW	Richard	142	937	60	37	15 Jan 04
BLANC	Curtis	630	1215	53	32	5 Apr 04
BYRD	Doris	005	1502	62	27	5 Apr 04
CERVENKA, Jr	Richard	610	1354	53	31	15 Apr 04
FITZPATRICK	James	001	2037	55	31	15 Apr 04
KEHOE	James	050	2431	53	31	15 Apr 04
MALITO	Frank	142	1957	55	31	15 Apr 04
ROBERSON	Glynn	169	1805	56	36	15 Apr 04
SPEAKES	Harrison	715	2278	62	23	15 Apr 04
SPENCER	Cornelius	610	2285	60	24	15 Apr 04
ZDORA	Robert	142	1152	53	31	15 Apr 04
ROHLOFF	Richard	130	1008	54	33	03 May 04
SCHUCH	Alan	022	2102	55	34	06 May 04
KELLY	Edward	701	2005	57	33	14 May 04
GAWLIK	Joseph	024	1509	57	35	15 May 04
PUSATERI	Charles	020	2480	5	32	15 May 04
WASHINGTON	Commletha	129	918	57	27	15 May 04
LAROSA	Paul	008	2082	53	29	31 May 04
DORNAN	Thomas	051	1330	51	23	01 Jun 04
WILKINS	Jack	640	2355	56	33	02 Jun 04
BARNETT	Thomas	184	1658	58	38	15 Jun 04
BARRY, Jr	Kevin	153	2176	53	31	15 Jun 04
GRAFFEO	Anthony	601	1539	56	34	15 Jun 04
JACKSON, Jr	Stephen	121	1314	60	36	15 Jun 04
MARSHALL	John	121	986	53	27	15 Jun 04
MARTINEZ	Benero	050	1274	61	34	15 Jun 04
NAVIA	Max	132	981	57	31	15 Jun 04
MULCAHY	Dennis	022	2443	60	36	22 Jun 04
McDONOUGH	Thomas	142	1015	60	38	25 Jun 04
GALLAGHER	Danie	167	1303	60	38	30 Jun 04
McGOWAN	Bennett	007	1945	55	28	30 Jun 04
FLORES	Juan	013	1441	33	13	16 Jun 04

. . . In Memoriam on page 15



CHICAGO PATROLMEN'S
FEDERAL CREDIT UNION



1359 W. Washington Blvd. • Chicago, IL 60607-1905
(312) 726-8814 • (800) 326-8814 • Fax (312) 726-5349

Chicago Patrolmen's Federal Credit Union Meets The Needs Of Your Changing Lifestyle

Over the past sixty-six years, Chicago Patrolmen's Federal Credit Union has evolved into its present state by meeting the needs of the members of the Chicago Police Department and their families. Today, we make a wide variety of financial products and services available for your convenience. As a financial co-operative, the dividends that would otherwise be passed on to shareholders are returned to you in the form of lower rates on your loans and higher rates on your deposits

A significant number of you joined Chicago Patrolmen's around the time you came on the job. We may have helped you finance your first uniform through Chicago Patrolmen's. In the early stages of your career, we might have begun to be of help by having assisted you in the acquisition or financing of an automobile. Through our alliance with National Buyers Federation (carquotes.com), we can help you save time and money in selecting the vehicle that is a perfect fit for you. In addition to help in the selection process, we can assist you in financing either the new or used vehicle of your choice. Beyond these features, look for Chicago Patrolmen's limited time, summer auto loan promotion, which will make financing your vehicle that much more affordable.

We also feature a wide variety of flexible mortgage products to meet your specific needs. A recent survey indicated that over 30% of individuals could benefit from refinancing their mortgage. Chicago Patrolmen's representatives would be delighted to assist you in determining how to cut your payments with the proper mortgage or home equity financing.

As you begin to plan for major financial challenges, Chicago Patrolmen's can help. Utilize the specialists in the Chicago Patrolmen's Education and Planning Center to help you with credit counseling, investment advice, constructing a comprehensive financial plan or a variety of other services. The initial consultation is free, and it can help pave the way for your financial success.

For complete details on any products or services, call Chicago Patrolmen's Federal Credit Union at 312-726-8814. Alternatively, you can visit us on our website at www.patrolmensfcu.org, or in person at 1359 West Washington, Chicago, IL 60607. Give us a call today and let Chicago Patrolmen's achieve our mission of helping you meet your life's financial goals.

Legal Defense Team

By Sgt. Patrick Fitzgerald

Due to recent retirements and promotions, we have three (3) vacancies on the Legal Defense Team. We are 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. 

In recent 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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FYI: You Can Email Us at:

Association Email: cpsa_sgts@ameritech.net

Newsletter Email: chevrons@ameritech.net

Grievance Information: grievances@ameritech.net

FYI: Visit our websites

www.chicagosergeants.org

www.pbpa156a.org

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www.pbpa.org

In Memoriam

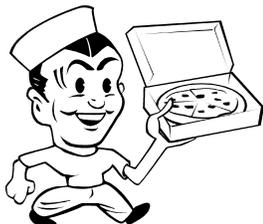
By Sgt. Michael Dejanovich, Membership Chairman

The following Sergeants have passed away and will be missed. We extend our condolences to their families and friends. Please contact our office if you hear of any of our brothers or sisters passing on, we are not always notified in a timely manner

Name	Status	Passed Away
Joseph NORWAY	Retired	08 Nov 03
William RAFFEERTY	Retired	23 Jan 04
Michael CLANCY	Retired	04 Apr 04
Thompson PHELPS	Retired	14 Dec 03
Fred BOSHARDT	Retired	10 May 04
Albert McCAFFERY	Retired	16 Apr 04
Edward ARNSWALD	Retired	
Thomas BROWN	Retired	May 04
Elmer SUERTH	Retired	May 04
James O'MALLEY	Retired	2001
James WALTEMATH	Retired	Jun 04
Russell PEDRAZA	Retired	2004
Marie BOSKEY	Retired	15 Jun 04
Charles SHORT	Retired	2004
Charles PAWLOWSKI	Retired	02 Jul 04
Joseph GRECO	Retired	11 Jul 04

Important Dates To Remember

GENERAL MEMBERSHIP & ANNUAL PIZZA MEETING



16 SEPTEMBER 2004 - 7:00 PM
HOME RUN INN
4254 West 31st Street

****Members and retirees only****

GENERAL MEMBERSHIP MEETING ANNUAL TURKEY DRAWING



18 NOVEMBER 2004 - 7:00 PM
At the New Building
**** 1616 W. PERSHING ROAD ****

Refreshments served
****Members and retirees only****

Chicago Police Sergeants' Association

Police Benevolent & Protective Association, Unit 156a
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Chicago, IL 60609

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WOW! Check out all the shiny new stars!



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YOUR NAME HERE
SERGEANT

District Address
Chicago, Illinois 60600

PAX: 0000
Phone: 000/000-0000
Fax: 000/000-0000
name.name@chicagopolice.org

With the release of the new sergeants stars with the full-color City seal and blue rank rings, RAS Communications has announced the offering of our **FULL-COLOR, GLOSSY BUSINESS CARDS**. More than 800 officers have ordered business cards from us over the years (perhaps even YOU.) But now, with the new stars, you should have new cards. A set of 500 cards costs \$66.34, and 1,000 cards are \$77.21 (prices include tax and are darn near impossible to beat). Or, if you're not ready for the "full-color commitment," we have our traditional cards with raised ink starting at \$25.00. Pay by cash, check, money order, or credit card. And, as always, your satisfaction is 100% GUARANTEED! Stay Safe!

**To place your order or request samples of our work,
call Officer Russell Schultz at 773-835-7271.**

Chevrons

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