

Chevrons

news from the

CHICAGO POLICE SERGEANTS' ASSOCIATION

PB&PA

Policemen's
Benevolent &
Protective
Association
Unit 156

How could the City successfully argue that the "merit" process was not equally valid as the testing process for this case, yet include it for future promotions as planned?

December 1998
Volume 39
Number 4

Federal Judge Orders Merit Promotions

Federal District Court Judge Robert Gettleman ordered the Department to promote the original 13 merit candidates from the 1994 lieutenants' examination. This action resulted from a lawsuit filed by 44 minority sergeants who took the 1994 lieutenants' examination. The plaintiffs alleged that the 1994 exam was discriminatory, and therefore violated Title VII of the 1964 Civil Rights Act. Ironically, few, if any, of the 44 plaintiffs that filed and paid for the lawsuit will benefit from the judge's ruling.

In his decision, Judge Gettleman examined established legal standards in determining whether the 1994 promotional process was discriminatory. In making these decisions, the courts have developed and use a three-part test. First, the plaintiff has the burden of proving that the process used had an "adverse impact" on minorities. Second, the defendant has the burden of proving that the process used was not discriminatory. And, third, the plaintiff has the burden of showing that even though the process was valid, the defendant had available an "equally valid and less discriminatory method" to achieve its objectives and that the defendant failed to use it.

Applying the test, the 44 plaintiffs first had the burden of proving that the process used had an "adverse impact" on minorities. This first part of the three-part test can be met by demonstrating that the percentage of minority candidates taking the exam did not approximately equal the percentage of minority candidates who passed and were promoted from the test. As for the 1994 exam, 765 sergeants took the exam, of which 239 (31%) were minorities (African-American or

Hispanic). Of the 108 promotions made, 6 (slightly less than 6%) went to minority candidates. This statistical evidence establishes a "prima facie" (on its face) case of disparate impact discrimination. Thus, the plaintiffs would have had little difficulty in proving this first part of the test. The City, recognizing this, stipulated that the 1994 exam did have an adverse impact on minorities. Therefore, the plaintiffs satisfied the first part of the three-part test.

Having met the first part, the Court then examined the second requirement of the three-part test. The City had the burden of proving that the process used was not discriminatory. Thus, the City had to prove that the exam was "job-related" and "content-valid," to counter the plaintiffs argument that the exam was biased. The City presented considerable evi-

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President's Message

Dear Fellow Sergeants:

I would like to begin this edition by congratulating our former members who

have now moved onto the rank of lieutenant. Let me also say that I know that there is a great deal of frustration over the promotional process. Your Union is frustrated too—but we are actively addressing your issues.

Legislative Action

Unfortunately, it appears that Mayor Daley has temporarily outmaneuvered ALL of the police unions on promotions. The reason that he has been able to ignore our demand for fairness or even to discuss promotions is because the law is simply on his side. At this time, the law gives Mayor Daley the power to act autonomously when it comes to promotions and he is clearly exercising that right much to the dismay of our members who spent many hours and great efforts preparing themselves for promotion the old-fashioned way—by studying.

What's the solution? The same solution we sought when Mayor Daley refused to recognize our reasonable request for fair treatment and recognition of rights for supervisors. We overcame the law that gave Mayor Daley control over our basic employment rights. In our early unionization efforts, Mayor Daley had the law on his side and managed to outmaneuver us—for a while. We responded by changing the law.

We now face this same obstacle for promotions. The only way we will ever have a voice in creating a FAIR promotional process is to change the State law and make promotions a subject of mandatory bargaining. It will not be easy, as Mayor Daley has made his unreasonable stance very clear, and will surely fight against us. But, we have changed the law before to meet our needs, and we can do it again.

Given the importance of this issue, all four police unions have joined together to change the State law. Our success in changing the law is dependent upon each and every member of our unions. We will not succeed unless our members become actively involved. Legislators want your vote and support. And, just as the fight for unionization, this process will take time, hard work and money. However, working to ensure fair promotions for all CPD members is worth it.

In the near future, we will have specific actions that you can take. Most likely, you will be asked to send a few letters and make some phone calls to your legislators seeking their support for our legislation. We are also exploring a trip to Springfield for

face-to-face lobbying. Our State affiliate is laying the groundwork for this effort, and will enlist the help of all of the other PB&PA units across Illinois. Most likely, FOP will do the same. As we progress, we will keep you informed.

Mayoral Race

As the survey results in this issue indicate, many sergeants are not pleased with Mayor Daley. Having recently enacted our PAC guidelines, your union intends to make an endorsement in the upcoming election. We will be looking closely at each candidate to determine who will best represent the interests of our membership.

Communication Issues

Some of our members have expressed dissatisfaction with the Association's ability to keep them informed of the issues that we address. The Board has recognized this problem and is currently exploring ways to better communicate with our membership. But, I think some clarification of the Board's actions are needed.

For almost two years, the primary focus of the Board has been the contract—and rightly so. However, we have had to prioritize our goals, in allocating our scarcest resource (the time of our Board members). Adding to this mix is the fact that we have endured the normal growing pains of shifting from a social organization to a labor organization. Unfortunately, this results in other areas not receiving as much attention as they should.

Having said this, let me clearly state that I have complete confidence in my Board and their efforts. Since our inception as PB&PA Unit 156 - Sergeants we have accomplished several major objectives: we elected a talented and diverse Board; we opened a Union office; we established a legal defense plan; we facilitated the current benefit of time and one-half overtime for sergeants as well as other benefits prior to the finalization of the contract; our Negotiation Team has earned the respect of the Department and the City; we are working with the City to establish a grievance procedure; we drafted our Constitution and by-laws; we have developed a PAC and plan on becoming an active participant in the political process; we have produced a publication, *the Chevrons*, that is read throughout the Department and City; and, we continue to challenge the City to develop a fair promotional process. All of this done through the "spare" (volunteered) time of our Board and other association members.

We have laid the groundwork for a strong, efficient labor organization. In 1999, we are committed to ratifying the first ever sergeants' contract, and

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President's Message continued...

improving our ability to communicate with you, our members. But, in making this commitment, I am also seeking one. Get involved! We are a small organization, your voice can be heard and your contribution can make a difference. Come to our next membership meeting on 21 January 1999, or join one of our committees. This is your organization. We need your participation to continue the progress already made and to continue to evolve into the organization that we want to be.

Congratulations

Finally, as a personal note, I would like to extend my congratulations and thanks to two of our Board members, Ron Sodini and William Disselhorst, that were promoted to Lieutenant. Both received their promotion the old-fashioned way—they earned it by studying hard and placing well on the list. While Board members of the CPSA, both of these men worked hard on your behalf. William, the Financial Secretary, drafted our Constitution and By-Laws, and supervised their dissemination and approval. Ron, the Recording Secretary and member of the Negotiation Team, helped draft the contract proposal we submitted and was a strong advocate for sergeants at the negotiating table. He was also a contributing editor for our newsletter, *the Chevrons*. Both members will be missed and we wish them great future success.

Have a safe and happy holiday season. I hope to see you at the next membership meeting. 🏠

Bruce E. Longstrom

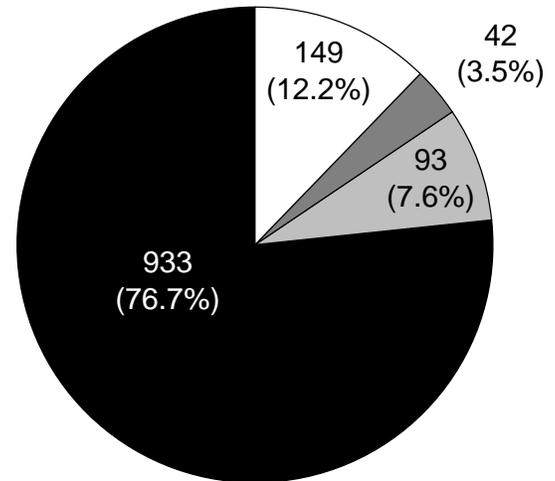
Save these Dates!

Upcoming Events:

General Meeting — January 21
Corned Beef Dinner — February 18
General Meeting — March 18

Sergeant Demographics

The following chart depicts the distribution of sergeants throughout the Department.



Total Sergeants = 1,217

- Patrol Division = 933
- Detective Division = 93
- Youth Investigations = 42
- All Other Units = 149

Sergeants' European Trip

By Jeff Vana, Vice-President

The Association's annual trip occurs 4-16 May 1999. We'll be flying Swissair to Barcelona, Spain. After three nights in Barcelona, we'll board the Marco Polo for a five night cruise. Ports of call include Palma de Mallorca, Spain; Cannes, France; and Portofino and Livorno, Italy. Following our cruise, we will spend three magnificent nights in Rome. For those who would like to extend their vacation, there will be a choice of two optional excursions—five nights to Sicily or four nights to Venice, Verona and Milan.

For further information, please contact Bonnie Williams at Beale Travel (312) 332-0400 or Sgt. Jeff Vana at the 009th District, 747-0621. 🏠

Suspension Benefit Policy

By Jeff Vana, Vice-President

As a member of the Association, you receive a number of benefits, including a suspension benefit, available to all current paying members. At the Board Meeting on 20 August 1998, your Board voted upon the below listed policy.

Every member is eligible for our suspension benefit, once each calendar year. A calendar year runs 1 January through 31 December of the same year. The member will receive \$75.00 per day for each day of suspension, up to a maximum of five (5) days, for each day of suspension for which the member suffered a financial loss. If the member chooses to satisfy the suspension by working a regular day off in lieu of the suspension time or forfeits his/her compensatory time to satisfy the suspension, neither choice will be considered a financial loss and no suspension benefit will be granted.

In order to be eligible for suspension benefits, a Sergeant must:

- 1) be a paid-up member* at the time of the alleged infraction; (with the exception of the sergeants' promotional class of 7 Aug 98)
- 2) be a paid-up member* when the suspension is served or the summary punishment is satisfied; and,
- 3) exhibit a financial need.

* does not include "fair-share" members.

The member's responsibility in applying for the suspension benefit will be to furnish the Union a copy of the notice of suspension and a To-From report containing the following information:

- 1) date of the alleged infraction;
- 2) summary of the allegation;
- 3) number of days of lost pay;
- 4) and, an indication of financial need.

The Board of Directors shall have total authority for approval or denial of any application for suspension benefits. Upon approval, a check will be issued to the member by the Treasurer. Upon denial, the Board of Directors will notify the member of the denial.

In no case will a suspension benefit be paid for the following infractions:

- 1) violation of the City of Chicago residency rule.
- 2) violation of the City of Chicago or State of Illinois vehicle license laws.
- 3) failure to pass drug testing or failure to cooperate with drug testing.
- 4) any proven City of Chicago or State of Illinois indebtedness. ⚡

Contract Update

By Russell Schaefer, Treasurer

The Negotiating Team and the City, with the help of a Federal Mediator, have achieved an understanding on seniority bidding. The exact terms cannot be revealed until an entire agreement is drafted, but the Team believes that we reached a fair compromise. Obviously, in the process of reaching a compromise, all of the City's demands were not met, nor were the Union's. However, in reaching an agreement, we have avoided the inherent risks presented in an Arbitration. Nonetheless, the Team feels it has obtained a substantial victory for our membership.

This development is a major breakthrough, as the last several months of negotiations have focused on this extremely important issue. We are now in the process of negotiating economic issues. And, there is renewed optimism among the Team and the City that an agreement can be finalized sometime in the first quarter of 1999. Of course, the ability to do so will

depend upon the City's flexibility on outstanding issues.

Once a final agreement is reached, the contract will be presented to the Board of Directors for their approval. If they are satisfied with the contract, it will be presented to the full membership for vote.

As for the progress of the other two supervisor's contract negotiations, as many of you have already heard, the Captains' Association has all but printed their contract. The Lieutenants' Association met with the City in November.

On a personal note, a member of our Team has been promoted to Lieutenant. Ron Sodini provided tremendous support in developing our proposal and strong advocacy for our membership at the table. His talent and skill will be missed. We wish him great success in his current assignment. ⚡

Promotion Committee

by Gary Yamashiroya, Promotion Committee Chair

Recent developments have spawned a flurry of telephone calls to the Sergeants' Association office regarding any actions that have been or will be taken in regard to the latest Lieutenants' promotions and exam process. **We reiterate: The Association's policy on promotions is that they should be part of the bargaining process.** The Department's promotional policies, as written, are flawed, but we remain optimistic that if the Department would just sit down with us at the negotiating table and discuss the matter, we could reach an amicable and fair solution.

As some of you may know, we filed an unfair labor practice (ULP) with the State's labor relations board stating that the promotional process is a mandatory bargaining subject. The labor relations board dismissed the action and our attorneys filed an appeal. Pursuant to the Freedom of Information Act (FOIA), we also requested the City to provide us with the Lieutenants' exam list and identify the meritorious selections. The City has not responded to date and their seven business day response period has expired. Challenging the City's failure to respond to the FOIA request, as well as other legal matters, will be discussed at the upcoming meeting of our Association's attorneys and FOP attorneys. We will consider every avenue available to advance the interests of Association members.

The Promotion Committee has been contacted by some members who intend to file their own legal actions. We wholeheartedly support the personal actions of any Association member whose basis for their complaint is in line with the Association's policy on promotions and promotional exams. We will do everything we can to assist them in their cause. Unfortunately, we cannot advance the interests of the few at the expense of the many. The Board of Directors was elected to represent all Association members and we are proud to do so.

Knowing that a large number of our members are disillusioned by the exam process, we sent a letter to Superintendent Hillard requesting that the vendor who formulated and graded the exam be required to sit down with all examinees to discuss the grading process and criteria. We haven't heard back from the Superintendent as of yet, but we intend on being persistent. If this request is refused, the Department only gives us cause to believe they have something to hide. We must hold the Department to their promise that the exam process be open and honest. The next letter will be to the Mayor. We must not forget—there are elections in February.

Any member who would like to become a member of the Association's Promotion Committee can do so by contacting the Association's office. 

Legal Report

by Edward M. Maloney, General Counsel

Promotional Medical Exams

It came to the attention of several Board Members that the Department was requiring rectal examinations for the recent promotions for sergeants and lieutenants. This examination was a requirement for promotion for both female and male officers. The Association sent a letter to Superintendent Terry G. Hillard objecting to this intrusive medical procedure. While rectal examinations serve a vital function in the early detection of cancer, we do not believe that the examination was germane to the duties and responsibilities of either sergeants or lieutenants. Initially, the Department maintained that the examination was necessary and would continue to be a prerequisite for promotion. However, following our objections, the Department re-assessed its position and will no longer require officers to undergo this intrusive examination in order to receive a promotion.

Access to Membership Lists

Several members have requested that the Board of

Directors provide them with a list of our membership. It is the Board's position that a list of the membership of Unit 156 - Sergeants will be made available to members. The membership list will contain only the names and police unit mail address of our members.

Members requesting a membership list are required to send the Board of Directors a signed letter stating the purpose for the request, the member's intended use of the list and a written statement that the list will not be used for commercial purposes. The Board of Directors reserves the right to deny any requesting member access to our membership list if it is to be used for commercial or illegal purposes. Upon approval, the requesting member is responsible for reimbursing PB&PA Unit 156-Sergeants for any processing costs associated with the printing of the list or mailing labels. These costs should be nominal.

For additional information, or to request a membership listing, please contact the PB&PA Unit 156-Sergeants office. 

NAPO News

By Jack Ridges, Area 1 Director

(The following material adapted from a NAPO press release dated 16 Sep 98).

There seems to be some confusion over NAPO's position on "The Community Protection Act of 1997" - H.R. 218. This bill was originally written to allow both active and retired law enforcement officers to carry their weapons, on or off duty, across state lines, provided that they possess the minimal qualifications to carry a gun and are not currently under the care of a doctor for psychological problems. Certain materials were printed claiming that NAPO was not a supporter of this bill. NAPO stresses in clear and simple terms that nothing could be further from the truth. **NAPO wholly supports the right of qualified active and retired law enforcement officers to carry their firearms across state lines when on or off duty.**

NAPO has been on record since the 103rd Congress as a strong supporter for this right. Congressional record will confirm that NAPO representatives have submitted both oral and written congressional testimony on the matter, and dozens of articles have been printed on the topic quoting NAPO's material in support of the right of qualified active and retired law enforcement officers to carry their firearms across state lines when on or off duty.

Having stated this, NAPO does have some misgivings about revisions that occurred to H.R. 218. H.R. 218 underwent markup by the House Judiciary Committee Subcommittee on Crime. During this markup, Chairman Bill McCollum (R-FL) attached an amendment that would give this same type of "right to carry" privilege to citizens. The amended bill received full committee approval. NAPO, in turn, reported to our membership and the media that we feared that this amendment

would serve as an obstacle when the bill comes to vote by the full House of Representatives. Our fears came to reality this week when the bill was removed from the Suspension Calendar (which would have put it on the floor for a full House vote) due to the controversial amendment.

The McCollum amendment added language that would create a "National Standard for the Carrying of Certain Concealed Firearms" for private citizens. Under this amendment, each state will be classified into the following categories based on the existing state laws: 1) "Class I" state - a state that is required to issue a license to anyone who meets the criteria established under law (this is commonly known as a "shall" state); and 2) "Class II" state - a state that is authorized, but not required, to issue a license to anyone who meets the criteria under established law (this is commonly known as a "may" state). If a state prohibits the right to carry a concealed weapon, then licenses are not issued. A person with a "Class I" or "Class II" permit will be allowed to carry a concealed firearm in a "Class I" state. A person with a "Class I" or "Class II" permit will be allowed to carry a concealed firearm in a "Class II" state, if the Governor has opted to permit out of state CCW license holders in his or her state.

H.R. 218, as originally drafted, proved to be a solid, non-controversial bill that was well on its way to passage thanks to NAPO's and other police groups' lobbying efforts. And, perhaps it will still pass with this controversial amendment attached. However, it is NAPO's opinion that the amendment to H.R. 218 represents significant change to the original submission. And, it seeks to ensure that its membership is informed of this alteration. ⚡

Cover Story continued

dence on the development, design and administration of the 1994 exam. Substantial testimony was heard on all three components of the exam—the written portion, the in-basket and the oral briefing.

After hearing all of the evidence, Judge Gettleman wrote:

"The record in this case is clear that both the City and Barrett & Associates (the test developer) took extensive measures to avoid any kind of racial or ethnic bias in the development, administration and scoring of the exam. They identified and tested the applicants for the knowledge, skills and abilities needed to be a Chicago police lieutenant. Promotions were made in rank order to fill vacancies in the rank of lieutenant, a

procedure that Dr. Barrett convincingly defended and that is approved by the EEOCs Guidelines and industry standards in connection with a content valid test. The City more than met its burden of proof of content validity, and plaintiffs failed to present convincing evidence to the contrary."

The City satisfied this second part of the three-part test, with the judge ruling that the test was valid and not discriminatory.

The Court then examined the third and last part of the test. The plaintiffs had the burden of showing that even though the process was valid, the City had available an "equally valid and less discriminatory method" to achieve its objectives and that

Legal Defense Report

by Paul Bauer, Financial Secretary

The Association would like to congratulate Lieutenant Joe Fitzsimmons on his recent promotion. Joe did an excellent job as the Association's CRP Representative. Our members benefited greatly from his work and he will be missed. We wish him good luck in his future assignments.

The Legal Defense Program continues to run smoothly. But, given the large number of new members, I would like to use this column to review the legal benefits available to members of the Association.

Complaint Review Panel

Because we do not have a contract, we do not have the grievance procedure that is available to patrol officers. (We are working on that!) However, we do provide representation for our members at any Complaint Review Panel (CRP).

Sergeant Richard Shak (15th District) currently represents our members at the CRP hearings. Rich has a master's degree and is a twenty eight year veteran with a wide variety of field experience. He was a violent crimes detective for twenty years, has conducted in-service and promotional detective training and teaches at surrounding colleges. Although Rich has only had this role for a short period of time, he has already successfully represented our members. We look forward to working with Rich and feel that our members will be well represented.

Member's seeking representation for a CRP hearing should contact the PB&PA Office at 773-376-7272 (773-376-PBPA) as soon as possible so that preparation for the CRP can begin. In our next issue of the *Chevrons*, Rich will write about some of the common issues and actions that you can take to facilitate a successful CRP resolution.

Member Involved Shooting

According to the Department statistics, Sergeants are involved in an average of three shooting incidents a year. Should you become involved in a shooting, the Association will immediately send out a "Shooting Team" consisting of an Association Representative and an attorney. We have a twenty four hour call out for shooting incidents. The Team can be notified by calling the office at 773-376-7272 (773-376-PBPA).

Our "Team" members are all sergeants with an extensive history in the Detective Division Violent Crimes Unit—their experience and assistance is immeasurable. Our attorney, Rick Reimer, is also highly experienced and qualified. Should you become involved in a shooting, we feel that we offer you a service that is second to none.

Interrogations — Internal Affairs Division and Office of Professional Standards

Member's seeking representation for interrogations at IAD or OPS will be represented by the law firm of Sklodowski, Franklin, Puchalski & Reimer. As with the CRP hearing, members should contact the PB&PA Office at 773-376-7272 (PBPA) as soon as possible so that preparation for the interrogation can begin.

All of the above listed legal benefits are provided through your Union dues. To access any of the above services, if you have any questions, please feel free to contact me through the PB&PA Office. 

the City failed to use it. Thus, the plaintiffs had to identify an "equally valid and less discriminatory method" that the City could use for promotions but failed to use. The plaintiffs assertion was that the "merit" process was as equally valid as the exam process in selecting lieutenants and that the City failed to use the "merit" process.

The plaintiffs' assertion placed the City in a dilemma. If the City argued, and successfully proved, that the "merit" process was not as equally valid as the testing process, it could win the suit. However, the City would then have trouble justifying the use of "merit" in the 1998 and future promotions for both the Police and Fire Departments. How could the City successfully

argue that the "merit" process was not equally valid as the testing process for this case, yet include it for future promotions as planned? Therefore, the City decided not to counter the plaintiffs' argument and did not present any evidence that "merit" promotions were not equally valid and less discriminatory than the testing process.

Instead, the City argued that "merit" promotions were not available to them. The City claimed it was blocked from making "merit" promotions by a State court injunction obtained by the Sergeants Association in 1994. Judge Gettleman disagreed, stating that Title VII (the applicable federal law and the basis for

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Retirees' Corner

by (Ret.) Jim O'Brien, Retiree Liaison

This is my first column as the retiree liaison—many more will follow. I will be writing about issues specific to retirees, as well as contributing my opinion on issues that affect the Association and the Department.

I retired in June 1997, after thirty-three years of service. The last nineteen years I worked as a sergeant, assigned mainly to the Patrol Division. Our working conditions weren't all that good. We worked short-handed most of the time. We were told what District and what watch to work, and the list goes on and on. The City got away with this because there wasn't any unity in our rank. During my career, the Sergeants' Association was a fraternal organization. It ran two hugely successful events a year, the Golf Outing and the Corned Beef and Cabbage Dinner. But I always wondered why the Sergeants' Association couldn't be as successful in other areas as well—areas that affected my daily working conditions. Attendance at the monthly meetings was poor, we never achieved 100% membership and there was not any unified voice speaking for the rights of the working sergeant.

Well, this is changing. The Sergeants' Association (PB&PA Unit 156 - Sergeants) is organized with the single purpose of ensuring that sergeants are afforded the basic rights that the City has withheld for too long. The Association has developed and is in the process of negotiating the first ever contract for sergeants. The initial reports are positive and the working conditions that we had to endure will improve for the current

sergeants. One may feel that we, as retirees, will not benefit from this contract. And, while initially that may be so, it is a start. I do believe that in the future the Association will be in a position to help the retirees. But, regardless, I am glad to see the Association moving forward for all sergeants.

One of the changes that can help retirees (and that retirees can help the Association with) is the Political Action Committee (PAC). The Association has formed a PAC that will recommend and, with Board approval, endorse candidates for political office based upon the needs of sergeants—both current and retired. This PAC should be able to add some pressure to those running for office in the upcoming and future election (remember Minnesota!).

A good time was had by all at this year's golf outing. It was good to see so many familiar faces. The Association and I would like to thank retired Sergeants Don Fournier, George Coughlin, Ed McGuire, Frank Wall and Rich O'Connell for their hard work and contribution to this annual event. The next event is the Annual Corned Beef and Cabbage Dinner to be held on 18 Feb 98 at Turner Bowl, 6625 W. Belmont. I hope to see all of you retirees there!

I am looking forward to what the new year will bring. Any comments or ideas that you have for this column or for retiree issues, can be sent to my attention at the PB&PA Office at 3637 S. Halsted, Chicago IL 60609.

Have a Happy Holiday Season and a Healthy Happy New Year! 

Cover Story continued

the plaintiffs' suit) contains a provision which preempts and supersedes State law. Thus, given the federal jurisdiction, the State court decision was not a legitimate bar to "merit" promotions.

Lacking any evidence challenging the plaintiffs' argument that "merit" promotions were a valid and non-discriminatory method of promoting, Judge Gettleman then ruled that the "merit" process was equally valid as the testing process. Thus, the plaintiffs satisfied the third part of the three-part test. As a result, the City lost the lawsuit.

Judge Gettleman continued the case to determine what relief, if any, to grant to the 44 plaintiffs. The judge eventually ruled that the original 13 "merit" promotions from the 1994 exam should be promoted. The City was forced to present some

embarrassing evidence that one of their 1994 "merit" selections was in the process of being fired for allegedly forging gun registrations. As a result, that City was allowed to void that individual's promotion, but the judge's order stood as to the remaining 1994 "merit" promotions.

Litigation regarding the 1994 lieutenant's exam continues. A separate suit filed by the 1994 exam candidates who were next in line for promotion, were it not for the "merit" promotions, continues to wind its way through the Federal Court system. Unlike the City, these current litigants will likely present evidence claiming that "merit" is an invalid and discriminatory manner of selecting lieutenants. The outcome remains to be seen. 

Political Action Committee Report

by Charles Loftus, Chairman Political Action Committee

The Chicago Police Sergeants Association (CPSA) has formed a Political Action Committee (PAC) for the purpose of endorsing candidates for elective office. The CPSA Board approved the PAC Guidelines at the October 1998 Board Meeting. Unfortunately, the late approval date left insufficient time for the CPSA to endorse any candidates for the 3 November 1998 election. However, we will endorse candidates for the upcoming 1999 elections.

Our nomination procedures are relatively simple. In that we are a much smaller organization, we rely upon our members to identify and recommend candidates for CPSA support. The sponsoring member is responsible for getting the recommendation to the CPSA Board through the Area Director or any Director-At-Large. The PAC chairman will mail a questionnaire to the recommended candidate. The candidate's responses will be brought before the Board, which then will make a decision about whether or not to endorse the candidate. Because our General Membership meeting attendance is inconsistent and a relatively low proportion of our membership. Therefore, we rely upon the Board to make a decision in the best interest of the entire membership. The membership and the candidate will be informed of the Board's decision at the next General Membership meeting and through the *Chevrons*.

As you are all well aware the election season is upon us. Therefore, if you have a candidate that you would like to recommend, you must get the form to your Area Director ASAP. All candidates will be responsible for getting the completed questionnaire back to the CPSA by 19 January 1999. This will enable the Board to make an informed decision at the 21 Jan 99 Board Meeting. If you have any questions, please contact me through the CPSA office.

CPSA Guidelines for a Political Action Committee

I. Any full-time dues paying member may submit a recommendation for the CPSA endorsement for a candidate to elective office.

- A. This recommendation will include the candidate's name and address.
- B. The candidate's qualifications and background will also be listed, and the reason(s) the member believes the candidate should receive CPSA endorsement.
- C. The recommendation should be submitted to the member's Area Director, or in absence of the Area Director, any Director-At-Large.

- D. The Area Director or Director-At-Large will submit the recommendation to the Chairman of the CPSA PAC.
- E. The CPSA PAC will develop a form that will be subject to Board approval for distribution through the Area Directors. The form will include all that is described above.
- F. The CPSA PAC will notify the Board when recommendations are received.

II. PAC Procedure

- A. Upon receipt of the recommendation form, the PAC Chairman will mail a questionnaire to the candidate. The questionnaire will be developed by the PAC, and approved by the Board.
- B. Upon return of the questionnaire, the PAC will meet to make a recommendation to the CPSA Board at its regular monthly meeting.
- C. Candidates will receive the CPSA endorsement only by a majority voted of the officers and directors of the CPSA at the regular monthly Board meeting. The membership will be informed of the Board's decision at the next scheduled monthly General Membership meeting, and also through the next *Chevrons* publication.
- D. The President of the CPSA will inform the candidate via U.S. mail of the Board's decision. A press release, prepared by the PAC Chairman, will be sent to the candidate as well.

III. General Provisions

- A. An endorsed candidate will only be allowed to speak at a Board or General Membership meeting at the discretion of the CPSA President. This includes the annual Retirement Corned Beef Dinner held in February.
- B. Donation to any endorsed candidate will only be made upon a majority vote of the Board.
- C. At no time will motions be taken from the floor at a General Membership meeting to endorse any candidate for elective office—no exceptions.
- D. The Board has sole discretion in endorsing any candidates. Endorsements will be made only for those candidates and offices that impact the membership and operations of the CPSA, PB&PA Unit 156-Sergeants. 

Performance Evaluation Survey Results

In the last edition of *the Chevrons*, we asked our members to complete a performance evaluation for Mayor Richard Daley, Superintendent Terry Hillard and First Deputy John Townsend. The results, on a scale of 0 to 100 were:

Mayor Richard Daley 35.2

Superintendent Terry Hillard 82.9

First Deputy John Townsend 45.3

Some members placed comments next to their scores. The general consensus regarding the Superintendent was that it was too early to effectively evaluate his performance. His score seems to bear this out, it is mid-range and indicative of a new officer on probation. Many sergeants were dissatisfied with the Mayor's handling of the promotional process, and this is reflected in his poor score.

We thank all those members that participated in the survey and we intend to conduct another round of performance evaluations in the future. 

Membership Report

by Michelle Cibas, Membership Chairman

Corned Beef Dinner

Our annual Corned Beef Dinner, honoring our retirees, will be held on 18 February 1998 at Turner Bowl 6625 W. Belmont. Cocktails at 1830 hours, dinner to follow at 1930 hours. Come on out and eat, drink and have a good time while showing your support for our retirees.

Membership Count

Active Members: Please cut and clip the reservation coupon out, and mail to:

Sgt. Cibas, 012th District.

Retired Members: Please cut and clip the reservation coupon out, and mail to:

Chicago Police Sergeant's Association
PB&PA Unit 156
3637 S. Halsted
Chicago, IL 60609

All Members: Please respond by 1 Feb 98 (so we can give an accurate count to the caterers). Hope to see you there!

Name _____ Unit _____
will attend the Corned Beef Dinner.

Of the 250 sergeants that were promoted in August, 217 have joined the Association. We welcome you and look forward to representing you.

Overall, 86% of all active sergeants have chosen to become members of PB&PA Unit 156-Sergeants. For those of you that have not yet joined, please consider your options. This is your union and needs your input to successfully advocate for all sergeants. We are your elected bargaining unit, and once the contract is signed, all sergeants will be required to join PB&PA Unit 156-Sergeants. In the interim, your membership, and the financial resources it provides, is crucial to the success of our contract negotiations—the contract that will directly affect your day-to-day working conditions as a sergeant. Furthermore, by not joining, you deprive yourself of the many benefits afforded by our organization.

For those of you who wish to join PB&PA Unit 156-Sergeants, membership cards are available from your Area Representative or by calling the PB&PA office at 773-376-PBPA (376-7272).

Unit/Area Representatives

As a result of the recent promotions, retirement and attrition, we are in the process of updating our roster of Unit/Area Representatives. If you are interested in becoming a Unit Representative, or would like to know who your Area Representative is, please contact Sgt. Cibas in the 012th District or call the PB&PA Office.

...continues on page 11

Membership Report continued...

1998 Retiree Roll

In 1998 a number of our members retired. We'll miss you in our ranks. We wish you well and hope you enjoy your retirement years. And, of course, we hope to see you at the Corned Beef Dinner!

<u>Name</u>	<u>Unit</u>	<u>Years of Service</u>	<u>Age</u>	<u>Name</u>	<u>Unit</u>	<u>Years of Service</u>	<u>Age</u>
Phillip P. Adamovitz	121	28	52	Joseph V. Mirus	019	37	58
Leroy S. Almanza	192	30	53	Joseph F. Mucharski	192	38	61
Alan P. Anderson	079	32	54	Felix A. Olivieri	LOA	28	53
Ronald W. Augustine	001	29	51	Daniel O'Connor	013	33	59
Edward A. Barkowski	008	26	50	Thomas J. O'Connor	071	30	55
Ann D. Biebel	075	25	50	Ronald A. Palmer	620	27	49
Frank C. Cage Jr.	620	29	50	Robert L. Pistilli	011	26	55
Paul B. Carroll	LOA	28	49	Gene E. Pitts	715	32	56
Thomas A. Chandler	192	30	50	Thomas G. Rich Sr.	050	28	58
James E. Collier	141	30	51	Roberto A. Rodriguez	014	27	50
Darryl A. Collins	005	30	52	Paul J. Roppel	606	32	52
Frank M. Cool	017	30	50	John J. Rubel Jr.	011	31	54
Lawrence J. Cull	156	31	52	Curley B. Russell	002	30	50
Harold A. Dennis	024	25	50	Anthony B. Russelle	142	32	56
Paul R. Eaglin	003	32	58	Charles W. Salvatore	008	30	50
James V. Esposito Jr.	165	33	57	Roger L. Shamley	015	30	51
Robert A. Felde	050	37	60	Billy M. Sheldon	015	33	55
Daniel J. Fitzgerald	610	42	64	Richard L. Smith	071	28	60
John E. Gallivan	022	25	51	Michael A. Stather	020	32	56
Phillip J. Galloway	001	30	52	Thomas M. Stevens	017	28	50
Jerry Garmon	003	32	57	William Stevens	284	37	60
Earl C. Giles	021	30	50	Charles M. Strazzante	152	28	51
Henry F. Gralak	020	27	49	Charles H. Taylor	005	31	61
Richard E. Hansen	018	32	57	Robert C. Thorne	189	27	50
Edward J. Healy	121	25	56	Eugene B. Troken	151	34	56
James Henderson	132	29	51	Carlos Vallejo	012	32	57
Charles E. Hensley	010	35	59	Kenneth Willingham	072	28	51
Thomas W. Holbert	620	32	54	Charles T. Wippo	004	34	57
Wayne A. Hovland	123	32	50	Lawrence P. Yakutis	610	30	50
Forest L. Johnson	003	23	54				
Phillip E. Joseph	005	32	56				
Chris Lewis Jr.	011	29	53				
David J. LaDow	024	34	61				
Charles W. Lawrence	001	40	63				
Francis T. Lee Jr.	650	42	64				
Patrick Leonard	025	27	56				
James A. Linzy	156	29	52				
Robert M. Lombardo	023	30	50				
Edward P. McCloskey	019	31	53				
Michael R. McComb	009	32	53				
Thomas M. McKenna	620	31	51				
Maceo M. McNair	007	32	57				

In Memoriam 1998

Two of our active members and four of our retired members passed away in 1998. We will miss them and extend our condolences to their families.

Robert M. DeGraff	025th District
William J. Walsh	004th District
Mary-Anne Bowles-Harris	Retired
Thomas Brennan	Retired
John Bulger, Jr.	Retired
Harrison Dozier	Retired



Sergeants' Association 1998 Golf Outing

by Jim McMullin, Golf Outing Chairman

Our Annual golf outing was held again at the beautiful Old Oak Country Club in Orland Park. This year over 220 golfers and diners enjoyed a great day! The weather, golf course and food were excellent—not to mention the cold beer. One big surprise—we ran out of bottled water. That has never happened before (beer, maybe), but we'll make sure it doesn't happen next year. Many thanks go to Al & Debbie and their staff at Old Oak for all of their help in making our day an enjoyable one.

Holding an event as large as our golf outing takes a lot of time and effort. It is the hard work of the "volunteers" and the support of our friends and the hole sponsors, raffle prize donors and product donors that help to make the event a success. We wish to thank volunteers Jeff Vana, Michelle Cibas, Debra Kirby, Bill Disselhorst and Mike Stather for their help on the "big day." Oh, yeah, and then there is also this group that is there every year, rain or shine, cooking up hot dogs for the golfers and running the money holes. As usual, they did a great job this year—so let's give a high five to our retirees. (Our retiree liaison officer, John Bulger Jr., passed away before the outing. His presence and assistance was dearly missed).

We wish to thank all who participated and all of our sponsors. PLEASE PATRONIZE THEIR BUSINESSES!
Again, thanks for a great day!

Jim "Moon" McMullin, Chairman

Paul Bauer, Co-Chairman

Jim Cosgrove, Co-Chairman

Hole Sponsors:

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Archway Construction Company 1962 N. Clybourn, Chicago	O'Connor Auto Group 2601 W. 95th Street Evergreen Park
Caesar Italian Restaurant, Inc. 10222 S. Western, Chicago	Par-A-Dice Riverboat Casino 21 Blackjack Boulevard East Peoria, IL

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333 W. 35th Street, Chicago

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1060 W. Addison, Chicago,

Chicago Blackhawks
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4141 S. Pulaski, Chicago

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P.O. Box 7777, Rock Island

Alpha Baking Company
(S. Rosen's/Mary Ann Central
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4545 W. Lyndale, Chicago

Chevrons Bulletin Board

The Chevrons is your publication. As a service to our members, we will include articles that may be beneficial to our members. The following letter is submitted by a sergeant from the 025th District. Please be aware that the committee she seeks to develop is NOT the Association's Promotion Committee. It is a committee being developed for the purpose of filing suit.

I am writing as an individual Chicago Police Sergeant who, like many other sergeants, is dismayed by the current promotional policies of the City. I have heard a number of sergeants complain about these promotional policies, and I agree that if this promotional process and the "meritorious" promotions are so fair, then there should be no reason for the City to refuse to reveal the testing and selection methodology. Yet the City refuses to disclose particulars about how the test was administered and scored, or how the supposedly "meritorious" promotees were selected. The City seems ashamed to even disclose who these supposedly "meritorious" promotees are.

I sincerely hope that you are as disgusted as I am with this whole process. I believe that the only way to protect our rights and challenge these abominable promotion policies is to file suit. Several other sergeants and I have met with an attorney who has been researching potential issues for litigation.

We propose to organize a Committee (1998 Promotional Concerns Committee) of sergeants who wish to challenge the promotional process. If you are interested in challenging the promotional process and would like to join this Committee, please contact Sgt. Delatorre at the 025th District.

We plan on having a meeting to discuss how we will proceed with this legal action sometime after Thanksgiving, so I would appreciate a speedy reply if you are interested in joining the lawsuit.

Our approach will be to utilize a team of lawyers in this litigation which will likely allege Title VII violations (race, sex, age discrimination). We plan on utilizing a team of lawyers because we know from experience that one lawyer cannot handle all of the paperwork required in a case like this. Once we determine some approximate costs, and ascertain how many sergeants are interested in being plaintiffs, we will split the costs equally among the plaintiffs.

If you are also dismayed at the promotional at the promotional process it is essential that you join with us in this lawsuit. Unless these policies are challenged now—and unless we prevail in this suit—the City will be able to continue with this political nonsense and may, in fact, decide to politicize the process even more. If you ever hope to be promoted, this is the time for action on your part.

Thank you for taking the time to read this and I hope you will decide to join with us in this important effort.

Sgt. Charlotte DeLaTorre, 025th District

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Chevrons

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

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