

December 2013

Sentinel

Chicago Police Lieutenants Association



President's Message

Dear Lieutenant,

There has been much conjecture about the role of Lieutenant since word got out that there would be a change to the duties of Lieutenants assigned to District Law Enforcement. The Department is in the final stages of a new DSS order to combat their loss with the decision awarded to the Sergeants in the Out of Grade grievance. As can be expected, an order delineating the Lieutenant's new role (Watch Operations Lieutenant) is planned for release as well. After looking at a draft of these orders, there are several causes for concern. The draft has been tweaked since that time and a final draft has not been shared with the CPLA. I have asked to discuss this issue, as well as the plan for the rank of Lieutenant going forward. A meeting has been scheduled which hopefully will shed more light on these topics.

We are working on some operational issues that have been stalled due to the release of the above mentioned orders. It's hard to protect operational aspects of our agreement when it is unclear what the role of Lieutenant will be. Many other issues have been put on the table, but we are only working on the ones that have not been eliminated

for consideration by one side or the other. Additionally, although we have not seen any financial offer from the city in writing, the assumption is that it will be same as was approved by the City Council for the Sergeants. By and large, it looks as the status quo (minus the *free* 55 health care) will be the initial result in that area. Remember, any contract will be offered to the membership for a vote with a recommendation from the Board of the CPLA.

Since the new By-Law has been enacted reducing the number

of General Membership meetings to 3 per year, there will probably be no June meeting. Also, due to the many unit parties and holiday family commitments that conflicted with our December General Membership meeting, that meeting has been moved to January 14, 2013. We will be doing the Scholarship drawing and other drawings on that date. This would also be a good time to be presented your retirement star if you haven't already received one. Please inform us of your intentions at president@cpdlts.com. It is expected that the meeting will be held at Home Run Inn Pizza at 4254 W 31st St. The meeting will start at 6:00 pm. Hope to see you there. Once the plans are finalized, everyone will be reminded.

Since it is the middle of the holiday season, we pause and reflect on the most important aspect of our life - our family. On behalf of the entire board of the Chicago Police Lieutenant's Association, our best wishes for a wonderful season are extended to all. And as long as it's the time to give Thanks, let's remember how easy it is to forget about the security that the job provides for us and our fami



Vice-President Message - Dean Stone

Hello to everyone, first congratulations to the Lieutenants who were recently (finally) promoted to Captain. Good luck to you!

By now you should have seen the new order regarding Lieutenants in patrol day off groups and assignments. Nothing new with balancing the DOG but watch assignments were changed. Starting with the 1st period, districts with less than the maximum numbers of Lieutenants (7), after the bid Lieutenants for each watch are selected; the remain-



President's Message

Continued from Page #1

lies. Even though the demands of police work can be many, it's pretty steady work.

This time of year can be very stressful for our fellow officers, so let's keep an eye out for those in need and take precautions to safeguard all aspects of their health.

Merry Christmas to everyone!

Mike Ryan
President

ing Lieutenants will be assigned first to the 1st watch then 3rd watch. This could affect several Lieutenants who historically were given management positions on the 2nd or 3rd watch now may be assigned to the 1st or 3rd watch. This order came out a day after the watch requests were due. It would have been beneficial to our membership to have this information before submitting their watch requests. Was this simply an oversight or some sort of another slap in our face, which we seem to have gotten a few of lately, you decide, but remember "you can keep your watch assignment if you want."

The revision of the DSS position order, suppose to be released sometime in the near future will change our duties in patrol. The main purpose of this order is to eliminate paying out of grade pay to Sergeants when they act as DSS when a Lieutenant is not available. The city might say it is to fortify or enhance the rollout of the January 2012 DSS order but just like that order was created to eliminate our out of grade pay, we know the real reason. Although I have seen a draft of the new DSS order some changes might have been made since, and we are waiting for the finalized draft to be released. A concern of ours is: will the road trips start again for Lieutenants as our strength has diminished from a high of 274 a few years back to 221 budgeted last year and a review of the 2014 proposed budget lists 221 Lieutenants. Currently we have 175 Lieutenants and are short 32 in patrol. We will have to see how the new order is written and how it is

implemented in the districts.

As the Vice-President, I have been involved in contract negotiations. Along with the President, Mike Ryan, and our Treasurer, Bob Stasch, we have been trying hard to obtain the best possible contract for the membership. As you can see by the Sergeants contract and by the reported offer to the FOP the city wants us to pay for the free medical at 55 provision of our contract with a minimum 2% percent fee of your annuity until you reach Medicare age. This fee can't be justified by any means based upon costs versus savings but they were able to convince the arbitrator it was justified. Voting, elections and tentative agreements have consequences.

As you are aware the association sends flowers to wakes for the loss of active and retired members and the immediate families of active members. Sometimes we miss the wake because of a short notice then we will send the flowers to the home of the member, but we would prefer to send them to the wake. Therefore, if a member in your unit suffers a loss or you are aware of a death of a retired member, please call me or send me an email.

As the holidays approach: stay safe; look out for each other; and I hope you have a joyous holiday season.

Dean Stone

Vice President

Grievance Committee Chairman

Can We Hear You?

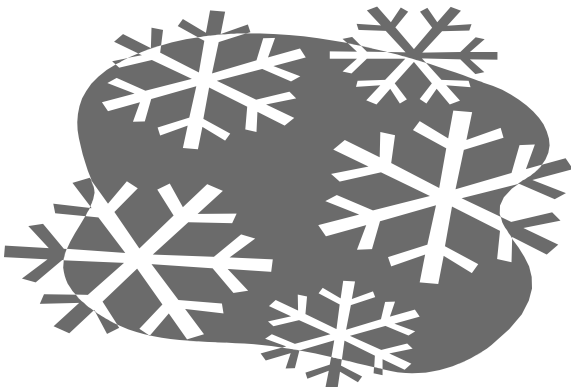
Eve Gushes - Secretary

Ballots were mailed out earlier this month for the upcoming election for the position of Vice President of our Union. To date, just over half of our members have cast their ballot. This is an important time for our Union. The rank of lieutenant continues to evolve into something most of us don't recognize. The only protection we have is our contract; and the Executive Board of your Union is YOUR voice. We speak on behalf of our membership.

Per the bylaws of our contract, ballots must be postmarked by 01 December 13 to be valid. Ballots will be counted on Saturday 07 December 13 at 1000 hours at the 22nd District in the Community Room. All members are welcome and encouraged to attend.

Please cast your ballot on time so that your voice can be heard.

Fraternally,
Lt. Eve Gushes
Secretary



Pension Representative

James Maloney

Congrats to all new retirees for 2013.

As of Oct. 31, 2013, there were 12,051 Sworn Chicago Police paying into the Chicago Police Pension Fund. There were 362 retirees so far for 2013. This number will increase for November and December 2013. The Fund continues to diligently investigate and review all disability pensions and applications for disability pensions.

Year to date for 2013, the Fund has earned over a 12% return.

The Fund is currently conducting RFP's for Fixed Income managers. The current fixed income environment shows that active management is more important than ever and that loosening manager constraints and hiring more focused managers could lead to better opportunities.

It looks like Janet Yellen will be appointed to Chair the Federal Reserve. She is expected to continue the current Federal Reserve Policies. The outlook for 2014 remains conservative. There are many issues with the Federal fiscal policies and the Federal Reserve policies that could affect the direction of the US equity markets.

Please continue to monitor the Illinois Legislature and any Pension related bills. Get to know your Springfield Representatives. The Legislature recently passed a Pension Bill pertaining to the Chicago Park District Pension, that particular bill makes some changes in retirement age and other benefits for Chicago Park District Employees.

Thank you for your support and Happy Holidays,

Lt. Jim Maloney
Pension Trustee

The Promotional Process and the Health of an Organization

The recent sergeant's promotional exam got me to thinking. By all accounts the exam was challenging and hopefully will yield some excellent candidates to be the future leaders of this fine organization. I use the term leaders because it is my belief that a law enforcement organization needs to be led, not just managed.

During the run up to the exam I was disturbed by some of the comments I heard from our officers on why they either were not taking the exam or why they were not making a whole hearted effort to prepare for the exam. The level of distrust and negativity towards the process is unhealthy for the organization.

Those comments brought me back to the late '80s and early '90s, to the Booz Allen study and their recommendations. For those who were not around, or do not remember, Booz Allen Hamilton is a consulting firm that conducted an in-depth study of the Department. Without going into the study at length two of its main recommendations were:

Increased educational requirements for promotion/advancement

Regularly scheduled promotional exams

Their reasoning was that better educated supervisors would lead to a more professional organization and regularly scheduled promotional exams are healthy for the organization because its employees see an opportunity for advancement. Shortly after the results of the study were presented to the Department an order was issued that spelled out the promotional exam schedule for the next few years and what the educational requirements would be to take those exams. And believe it or not, the order was not rescinded or amended shortly after being issued!

The Booz Allen study resulted in the fairest promotional exam the Department has ever given, the 1993 Sergeant's Exam. Unfortunately, the City and the Department were not happy with the results which brought us to the situation the Department finds itself in today. The Merit Process is a direct result of this displeasure. Nothing this Department has done in the last 20 years has had a more negative effect on the morale of the officers and their lack of desire to be promoted than the merit process.

Unfortunately, since the vast majority of exempt members of the Department have enjoyed multiple bites from the merit apple, they see nothing wrong with the process and are blind to the effect it has on the hard working officers of the Department. A revamped fair and equitable promotional process would do wonders for the health of the Chicago Police Department.

The men and women of the Department deserve it.

The taxpaying public is owed it.

On a lighter note, as we head into the holiday season I would like to wish a Happy Hanukkah, Happy Thanksgiving, Merry Christmas, Happy Kwanzaa and Happy New Year to all the members of the Chicago Police Department and their families. Stay safe.

Paul Kusinski
Area Three Representative

Managing the New Employee by Robert Kero

In recent years we have all had the opportunity to be sent to classes or have read about the "New Employee." Our younger workers come with a mindset that is different from that of the traditional police officer. They obviously are tech savvy but they are also more willing to challenge authority. They have been given names such as Generation X, Generation Y, Millennials, Gamers or the newest, Net Generation.

Academia has written volumes about these employees; how to recruit them, how to train them and even how to praise them. They have been described as altruistic, as wanting to impact the world, hands on and multi-taskers. On its face they sound as if they would be a perfect fit. However, even with these positives, there are negatives. They have trouble focusing on a single issue. They find it difficult to take a task all the way from start to finish. They need to be coached and mentored so that they can feel comfortable within the organization. They need to be told how well they are meeting the goals of the organization. In the overall workforce, they may be good employees, but in police work they can cause some difficulties.

These employees have very different views of the 24-7 concept of a police career. They have no problem questioning authority nor do they see the need to adhere to the chain of command. They do not feel the need to be loyal to the organization. To them this is a job and not a career. One of the things they feel that they need from the organization is how well their little part of the overall picture is making an impact on the organization. They even feel that work schedules should be adjusted to meet "their" needs without regard for the impact it has on the organization.

By this time I am sure every one of you has thought of some person or incident where some of these concepts have come into play.

In recent years the Department, and we as individuals, has made adjustments to our management styles to accommodate these workers as well as to make our jobs a bit easier. Although we are adjusting to these employees, we are all experienced enough to understand and emphasize the need for respect of superiors as well as the importance of following orders.

Since the beginnings of policing there has been a need to track and document the results of the work performed by the police officers. This has resulted in a tabulating of quantitative measurements to determine the success or failure of that work. These measures included things such as:

- Crime statistics
- Arrest Activity

Movers and Parkers

Response times

And of course, Contact Cards.

Since the academic world has labeled the newer employee they have taken to looking at "new and better" ways to measure the success and failures of police work being performed by these younger employees. Not only have they looked at the traditional measures of policing, which they have found fault with, but also how to create measures that the newer employees can relate to. The following are some of the criteria being bantered about that may someday have an impact on how we do our jobs;

Calling offenders in account

Satisfy customer demands

Attentiveness

Reliability

Manners

Use of financial resources in a fair and effective manner

Conflict Resolution

Responsiveness

These are just a few of the parameters that are currently being talked about as a way to quantify the effectiveness of the modern police officer. As we go forward we will find ourselves being sent to classes that relate to ideas such as these. New performance evaluation systems are bound to be implemented. Methods of handling the employee will be changed and dictated from many outside influences that have little or no knowledge of the true nature of police work.

New ideas can be helpful to everyone and can make for a better organization. The drawback that we encounter is the uniqueness of our profession. Although it can be studied from the outside, it will never be understood except from within. As we deal with a more violent and better armed criminal we will need the leadership of the department to guide and direct our officers to make decisions and follow procedures that keep them and their partners from getting hurt as well as making the streets safe for the citizens who look to us for that safety. Our position puts us at the forefront of dealing with our officers. We have a profound effect on the way they think and deal with this profession. It is up to us to do our utmost to use our knowledge and experience for the safety and well-being of our officers.

Best wishes to everyone this holiday season.

Bob Kero

Area 5 Representative

Chicago — The New Detroit by Robert Stasch

Wow! It's happening. We as a city are starting to fall apart. All you have to do to understand that is to revert back to the old days and start reading the newspapers. Today (7 Nov 13) the Tribune had two interesting articles.

One dealt with a pension deal for the Chicago Park District that was rammed through Springfield. In this deal the employees now are contributing 2% more per paycheck and will get back a return that is about ½ the identifiable COLA. In addition, the city gets to defer to 2019 \$75 million that would bring the pension fund up to 90% funding from the present 45%.

Hang on to your hats folks because the cops are next. Look what has already happened with the proposed sergeant's deal where the city tried to reconstruct benefits while putting off payments until 2023. 2023! Most of us wouldn't even be on the job in 2023. And we are funded a lot less than 45% right now. What are pension needs, and the only thing that will fix is, is the massive infusion of capital that the State is making the city pay in 2016. So we cops will be blamed when the city raises property taxes to unbelievable levels. Everything will be cut to the bare bones except the 50 person city council.

Then there is another story about municipal bonds being used for infrastructure such as roads, schools, police and fire stations as well as libraries. The article – a series really – talks about how the city is billions in debt but keeps offering more bonds to cover massive cost overruns. In essence we're using these new bonds to pay the interest only on the old bonds. Just like when you run up a high credit card balance and then make only the minimum payment. How the hell are we ever going to get out of this ever-lovin' hole of debt?

Think about it, the waste that goes on in our Department alone and you can easily see how we are fast becoming the new Detroit. This is allegedly a paperless department that spends millions in copy paper. I wish I had the copy paper concession. I would be a multi millionaire by now.

We have brand new police stations with lock-ups that are mothballed. Wagons make numerous runs from these stations to live lock-up facilities adding to time spent on arrests. Wasted time; wasted

manpower. The Trib even wrote about that issue too.

Next year, 2014, we are going to spend some \$90 million on overtime so the city can continue not to hire more police, while everyday officers are requesting time due on their regular work day because they know it is better to burn the time to rest and relax while getting paid time-and-one-half to work a day off at VRI. How the hell is that saving any money? And what are you going to do when the manpower in CPD drops below 11,000? You know, right now we have fewer cops on the job than when I came on 32 years ago. We've been lucky with the crime rate. The declines are just following the national averages right now but that may not last forever.

Look at the CTA Ventra system. If you think the new Obamacare website is screwed up check out the Ventra card system. You get anywhere near a Ventra machine with that card and you can spend 3-4 times a regular fare. It's so bad that today the CTA said they would bring back the old fare cards until the kinks are worked out.

And I don't even want to get started on the state of the schools or routine city services because I would need this entire newsletter to cover my feelings on those topics.

So what can you do? First off come and attend the general CPLA meetings where a lot is discussed about working conditions, pensions and other things that affect you as a CPD Lieutenant. Then get actively involved a lot more than you have before. I write my alderman regularly as well as my state reps and senators and their federal counterparts. I've written opinions to the papers. I'll get involved and voice my opinion even if nothing changes. As least I know I tried. If those people want to continue screwing things up they can do it after I retire and leave this city and state.

Because that is exactly what I am going to do. I'm going to Texas, not Detroit. I just hope that I have a pension to take along.

Robert H. Stasch
Treasurer

Wellness Program by Bob Lajewski

All Lieutenants,

I have confirmed that everyone needs to complete each of the enrollment steps every year. So, for 2014, even though we have been participating in the Wellness Program we will need to:

1. Schedule and Attend a Biometric Screening between 13DEC13-08MAR14.
2. Complete the Well-Being Assessment (WBA) between 18JAN14-31MAR14.
3. Take the Health Check-in Call between 18JAN14-31MAR14.
4. Ongoing Participation throughout 2014 Beginning in April 2014.

See the below questions and answers regarding some of the procedures.

If we have been enrolled already and we get automatically carried over as enrolled do we still have to complete the steps of Biometric Screening, Well Being Assessment and Health Check-in Call? Yes, need to do biometric screening, WBA and Health check-in call every year. The idea behind the annual steps is that you can track yourself over time and see if you are happy with the direction your health is going in.

If so, last year we were able to go while working for the Biometric Screening, will that be the same for this year? Yes, police department is setting up process by which work time screenings will be available. They will provide a separate communication on those screenings that are police only.

Where can we find a list of onsite work locations and Community Locations that will be doing the Biometric Screening? There will be a package of information coming with the 12-16-13 payroll check. The work locations will be handled by police department with instructions specifically for those screenings. For the community locations (libraries, etc.) the scheduler will be up to make appointments starting December 13, 2013. This year the physician form will be customized with participant data. Those forms will be available January 2, 2014. For Walgreens screenings, the form will also be pre-filled with participant data and that form will be available on line in January 18, 2014.

Do we have to pay for the Biometric Screening? If you use a work-site screenings or a community screening offered by the wellness program, there is no charge. If you use the Walgreens form at one of the pharmacy locations that are authorized to provide services, there is no charge. Physician visits for wellness purposes should be covered at no charge. In some instances, if you have recently had an exam, the physician may provide the data to the program at no additional cost. Just a couple of things to watch out for—last year the clinics in some of the Walgreens stores were available. This year they are not available and if members use them they will incur out of pocket expense. We have added 28 new pharmacy locations, so I don't think that there will be any access issues and we have added many community screenings close to where City employees and their spouses live. It probably won't come up but there are some screening vendors who might offer the service, but unless they have a contract with the City to provide screenings under the wellness program, the screenings won't be paid and the data cannot be used for the wellness program.

Any other info you can think of that I'm missing or would be a help to the members? Biggest issue we see is incorrect personal data—the phone number on file is wrong and the Health Advisor call can't be completed because they can't contact the member. Then what happens is that a letter is sent to require the person to call the program. Some people ignore the letters which is a mistake. The other problem is bad email addresses—there are “warning messages” sent during the program year (for example, “you haven't earned your points this month, please do so”) that someone might miss because the email address is wrong. Other advice would be to screen early and just get the stuff done. The web-site will be available for people to do their WBA on January 18, 2014. The Health Advisor calls will also be available in January, so someone could rest easy knowing that they are finished with the enrollment steps and can cruise through the end of the first quarter.

We Lieutenants, as a group, have had minimal issues navigating the Wellness Program, as compared to some of the other city unions, this past year. If you have any questions let me know.

As Always, Be Careful,

Bob Lajewski
Sgt-at-Arms

James L. O'Neill & Timothy Nolan
2014
Scholarship Drawing

PURPOSE

To recognize the tremendous efforts made by Lt.s O'Neill & Nolan that led us from a fraternal organization to a Labor Union. The benefits derived from this have greatly improved the lives of all our members and will continue to benefit all future Lieutenants.

RULES

Only Active, full dues paying members are eligible

Children must be in grades 1-16

The Association Secretary must receive letter of Verification of Enrollment from the winner's school before checks will be issued.

Only one (1) entry per member.

Applications are to be forwarded to Lt Eve Gushes, Unit 007 to arrive **No Later Than 10 January 2014**. Drawing will be held at the January General Membership meeting 14 January 2014.

JAMES L. O'NEILL and TIMOTHY NOLAN 2014 SCHOLARSHIP DRAWING

NAME _____ **STAR#** _____ **UNIT** _____

CHILDS NAME _____ **GRADE** _____

SCHOOL ATTENDING _____

SIGNATURE _____

4 WINNERS, \$500 each

**Applications must be sent to
 Lt. Eve Gushes, Unit 007
 Or can be brought to the
 January Membership Meeting**

SENTINEL



Standing Watch for Chicago Police Lieutenants

Chicago Police
Lieutenants Association
1616 W. Pershing Rd.
Chicago, IL 60609



CPD Mail

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Retiree's Representative

Contact the Sentinel Newsletter via e-mail
at Sentinal@cpdlts.com
Visit the Chicago Police
Lieutenants web site at
cpdlts.com

Join us at the next General Membership Meeting After Christmas Celebration

Dinner & Raffle

14 January 2014

6:00 PM

Home Run Inn

4254 W. 31st Street

Chicago, Il.

rsvp: president@cpdlts.com

